



MONTHLY LABOR REVIEW

U.S. Department of Labor
Bureau of Labor Statistics
January 1986

In this issue:
State labor legislation in 1985

FEB 12 1986





U.S. DEPARTMENT OF LABOR
William E. Brock, Secretary
BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

The Monthly Labor Review is published by the Bureau of Labor Statistics of the U.S. Department of Labor. Communications on editorial matters should be addressed to the Editor-in-Chief, Monthly Labor Review, Bureau of Labor Statistics, Washington, D.C. 20212. Phone: (202) 523-1327.

Subscription price per year—\$24 domestic; \$30 foreign. Single copy \$4, domestic; \$5 foreign. Subscription prices and distribution policies for the Monthly Labor Review (ISSN 0098-1818) and other Government publications are set by the Government Printing Office, an agency of the U.S. Congress. Send correspondence on circulation and subscription matters (including address changes) to: Superintendent of Documents, Government Printing Office, Washington, D.C. 20402

Make checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through April 30, 1987. Second-class postage paid at Washington, D.C. and at additional mailing addresses.



January cover:

Cover design by Richard L. Mathews

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MONTHLY LABOR REVIEW

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VOLUME 109, NUMBER 1

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Labor Month In Review



OCCUPATIONAL ILLNESS. Federal and State labor and health officials met in Albuquerque, NM, December 11 and 12, to explore ways of improving statistics on diseases related to the workplace. The symposium featured speakers with backgrounds in economics, statistics, epidemiology, medicine, public health, law, management, and labor. It was the first symposium of its kind for the Bureau of Labor Statistics, in which the National Center for Health Statistics (NCHS), Occupational Safety and Health Administration (OSHA), and the National Institute for Occupational Safety and Health (NIOSH) also participated. Some excerpts:

Toney Anaya, governor of New Mexico: "Occupational disease and death result in profound human suffering and depletion of economic resources and deserve the same attention given to other causes of death and illness." Anaya pointed to the particularly high risk of exposure which the proliferation of toxic and hazardous substances brought into the workplace after World War II. "Unfortunately, the greatest barrier to preventing occupational exposures is that the cause of illness or death most often is not even recognized, let alone reported."

Janet Norwood, Commissioner of Labor Statistics: "The Bureau's Annual Survey of Occupational Injuries and Illnesses provides comprehensive information on injuries and is useful in evaluating workplace safety, but the data do not adequately measure the health status of workers due to problems of detection, recognition, and causation. To improve measurement of occupational illness and disease, government will need the commitment and cooperation of workers, employers, physicians, insurance companies, and others involved."

Marcus Key, Professor of Epidemiology, University of Texas School of Public Health, outlined the history of occupational medicine, identifying development phases of occupational health in the

United States, and describing the interaction of State labor and health departments with the Federal Government in these activities. He proposed that we apply what is already known in this area and begin with appropriate follow-up studies on certain diseases or exposures.

David Wegman, School of Public Health, University of California at Los Angeles, spoke on the recognition and diagnosis of occupational disease. He distinguished between "occupational" and "work-related" disease—the former more readily traceable to specific agents, the latter multifactorial in cause—and noted the importance of predisease medical screening and signs of biological changes for facilitating the recognition and diagnosis of occupational disease.

Edward Baker, Assistant Director of NIOSH, listed some criteria for guiding occupational health surveillance work and research. An important tool is the job-hazard matrix which might be used at the local level to facilitate the identification of occupational hazards and associated health risks.

Joseph DuBois, of OSHA's policy office spoke on three major data sources main-

tained by OSHA: exposure sampling information required for the regulatory process; compliance data gathered through 400 industrial hygiene inspections over the last 10 years; and data bases and sources maintained by OSHA's Technical Data Center. He urged researchers and analysts to utilize these data.

Manning Feinleib, Director of NCHS, presented an overview of the various surveys and statistical data bases of NCHS. Of particular interest to the symposium were the utility and scope of the National Health Interview Survey, the Health Examination Surveys, and the National Health and Nutrition Examination Surveys. Even more significant, NCHS, in conjunction with the Heart, Lung, and Blood Institute and the Bureau of the Census, is conducting a prospective cohort study of about 1 million persons responding to the Current Population Survey to obtain important information on worker mortality over time.

Proceedings of the symposium will be available later this year. Inquiries should be addressed to: OSHA, Bureau of Labor Statistics, Washington, D.C. 20212; telephone (202) 272-3467. □

Changes in Current Labor Statistics

This issue of the *Monthly Labor Review* introduces an expanded and revised Current Labor Statistics section.

Major changes include new tables of comparative labor force, price, wage, and productivity indicators (1-3); export and import price indexes (36-41); international comparisons (45-47); and occupational injury and illness data (48). The section omits some consumer and producer price detail which will continue to be published in the BLS periodicals *CPI Detailed Report* and *Producer Price Indexes*.

Data in the new Current Labor Statistics tables are drawn directly from the Bureau's LABSTAT data base, using two computer languages developed by BLS—Table Producing Language (TPL) and Print Control Language (PCL). The system for extracting the tables was developed by Victor Stotland and Steve Levenson of the Bureau's Office of Technology and Operations Review and Cynthia Mabry of the Office of Publications, with the participation of Gilbert Sturman, Chief of the Division of Production Services. Robert Fisher, Executive Editor of the *Review*, oversaw the project. BLS program offices, which manage the LABSTAT data base, cooperated closely.

Where data were not available for inclusion in the Current Labor Statistics section of this issue, hyphens (-) appear in the data cells. Future issues will include these data.

The editors invite comments and suggestions from users of the Current Labor Statistics section.

Labor and management continue to combat mutual problems in 1985

Competition, deregulation, and changes in products and consumer tastes were among problems facing bargainers; management demanded two-tier wages, lump-sum payments, and alternatives to traditional health plans, while labor focused on preserving jobs and aiding displaced workers

GEORGE RUBEN

Labor-management relations in 1985 were about the same as they have been since 1982. Wage settlements continued to be modest, because of management's pressure for restraint to aid in overcoming competitive problems. Union priorities focused on preserving jobs or aiding displaced workers. Continued moderate increases in consumer prices and employment enhanced the bargaining environment. Major collective bargaining settlements (involving 1,000 workers or more) reached in private industry during the first 9 months of the year provided for wage adjustments averaging 2.9 percent annually over the life of the contract, compared with 3.4 percent the last time the same parties negotiated, generally 2 to 3 years ago.¹

The competitive problems that have caused the difficulties in some industries in recent years include increasing penetration of U.S. markets by foreign competitors, aided by lower production costs and the "strong dollar" that has hindered domestic firms' ability to sell abroad; intense competition among companies in the deregulated transportation industries; and changes in production and distribution methods, and in customer preferences. All of these foreign and domestic pressures forced employers to extend their cost control measures beyond wage restraint, as they closed mar-

ginal facilities, cut employment, and adopted new technology and processes.

At the bargaining table, labor and management continued to adopt "two-tier" compensation systems to limit labor cost increases. Such systems provide for permanent or temporary lowering of wages and/or benefits for new employees while maintaining or increasing compensation for workers already on the payroll. Despite unions' contention that the systems are not good for morale, two tiers are acceptable to current employees when the only other method of aiding an employer would be to cut or freeze compensation for all employees. Unions' concern about morale stems from the fact that employees will be compensated at different levels for the same work and because of the problems that could develop when the lower tier workers in a bargaining situation attain majority control.

In 1985, two-tier systems were adopted in major settlements covering 700,000 workers (already on the payroll), compared with 800,000 workers in 1984.² These totals are based on a definition of "two-tier" that includes both temporary and permanent systems. Some analysts would not include temporary systems because new employees do attain parity with current employees after a specified period. Of course, any system, whether temporary or "permanent," is subject to modification or elimination in a future settlement.

Another cost-saving approach that continued in 1985 was the adoption of lump-sum payments in lieu of specified wage increases. Typically, a 3-year contract with such a

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provision might provide for one specified wage increase and two lump-sum payments, or two specified wage increases and one lump-sum payment, at 1 year intervals. One cost savings to employers results because lump-sum payments may not be taken into account in calculating the level of certain benefits such as pensions.

During 1985, major settlements for at least 700,000 workers established lump-sum payments, compared with 800,000 in 1984.

The third approach to holding down cost increases is adoption of contract provisions intended to hold down employer costs for health insurance. Typical measures include offering alternatives to "traditional" plans, requiring second opinions before nonemergency surgery, monitoring hospital stays and procedures, and increasing employee deductibles and co-insurance payments. During 1985, such measures were adopted in major settlements for at least 400,000 workers, compared with at least 500,000 in 1984.

These and other solutions to the problems faced by the employers and unions that bargained in 1985 reflected attempts by the parties to accommodate each other's needs.

Automobiles

Profits at General Motors Corp., Ford Motor Co., and Chrysler Corp. continued at high levels during the first 9 months of the year, but these companies and the other domestic vehicle producers continued to operate under a variety of economic forces that precluded any clear projection of their eventual role in the increasingly internationalized industry. Some important developments in 1985 included continuation of the Japanese producers' voluntary limit on exports to the United States, but at a higher level; some shifting of their sales emphasis from small, low profit vehicles to the larger, higher profit vehicles that had been the province of U.S. producers; expansion of the Japanese presence in the U.S. both in vehicle and parts production; a growing number of joint ventures between domestic and foreign producers, using facilities located here or abroad; and the movement of new nations into the U.S. market. From the viewpoint of the United Auto Workers, the dominant union in domestic automobile manufacturing, some of these events raised the possibility of further erosion of membership, while others offered opportunities for joining U.S. manufacturers in attempts to cut the share of the market held by foreign firms, and organizing their employees in the United States.

Chrysler agreement. The largest settlement in the industry, involving 70,000 workers, was at Chrysler Corp., where the UAW negotiated a return to compensation parity with GM and Ford. However, the new Chrysler agreement will expire in September 1988, a year after the Ford and GM agreements, raising the possibility of future divergences on wages and benefits. From the 1950's until 1979 when Chrysler and the UAW negotiated the first of several concessionary contracts to relieve the company's financial diffi-

culties, the three companies had common contract expiration dates and virtually identical wage and benefit provisions. The company negotiator said the differing expiration was vital because it will enable Chrysler—a considerably smaller company with a narrower product line—to tailor contracts to its own needs.

The Chrysler workers' determination to regain parity was impelled by Chrysler's return to profitability that began in 1983. At that time, the workers negotiated a narrowing of the disparity. In 1984, Chrysler earned a record \$2.4 billion profit, followed by \$1.42 billion in the first 9 months of 1985.

The 1985 settlement, which ended a 2-week strike, provided for an average 2.25-percent immediate wage increase, an October 1986 lump-sum payment equal to 2.25 percent of each employee's earnings during the preceding 12 months, and a 3-percent pay increase in September 1987. A union official said the 3-percent increase was important because, "it becomes the pattern for the first year" of the contracts to be negotiated at Ford and GM in 1987.

The provision for automatic quarterly cost-of-living pay adjustments was revised to match that at GM and Ford—1 cent an hour for each 0.26-point movement in the BLS Consumer Price Index for Urban Wage Earners and Clerical Workers (1967 = 100), subject to a 24-cent diversion from the allowance over the contract term to help offset benefit cost increases.

In a partial return of the compensation concessions of 1979–82, Chrysler agreed to immediate payments of \$2,120 to employees, \$1,000 to retirees, and \$600 to surviving spouses.

The workers, who had given up a profit-sharing plan in 1983 (before any payouts) in exchange for increases in hourly pay, will receive \$500 payments in each of the first 2 years in lieu of profit-sharing distributions. As part of their 1988 bargaining on a new contract, the parties will establish a profit-sharing plan that will assure a first-year payment of at least \$500. In a change that was technically not part of the contract, Chrysler agreed to give the employees immediate access to the 183.8 shares of company stock they had been credited with in 1982 in return for their compensation concessions. The shares, valued at \$6,900 at the time of the 1985 settlement, previously were available to employees only when they retired or quit their jobs.

Other terms included:

- A lengthening of the pay progression schedule for new employees, matching the changes negotiated at GM and Ford.
- A \$187 million Chrysler obligation to a new Job Security Program similar to that at the other companies.
- Further discussions on Chrysler's demand for a reduction in the number of job classifications, which the company contended was vital to increasing productivity.

- Immediate increases in pensions to the GM-Ford level, with a provision that Chrysler workers will also automatically gain any pension improvements scheduled for the first year of the 1987 Ford and GM contracts.

GM's Saturn project. GM announced it would proceed with its Saturn project, a \$3.5 billion attempt to eliminate the cost advantages of foreign small car producers. The new, wholly owned production subsidiary, to be located in Spring Hill, TN, will feature state-of-the-art manufacturing methods and a variety of changes in labor-management relations probably never before achieved in one contract.

The initial accord between Saturn and the UAW, which does not have a set expiration date, but can be amended or terminated at any time, provides for:

- Permanent job security for at least 80 percent of the employees, with the other employees subject to layoff only under "catastrophic" conditions to be jointly defined by the company and unions.
- A cooperative work structure comprising work unit members (individuals), work units (integrated groups of about 6 to 15 members), several intermediate joint bodies and, at the top, a joint Strategic Advisory Committee responsible for long-range planning.
- Annual salaries for production workers, rather than the usual payment by the hour. During the period ending 1 year after production of the first for-sale vehicle, annual salaries will be equivalent to \$13.45 an hour for operating technicians and \$15.49 for skilled technicians. During this period, workers also will receive quarterly payments reflecting compensation changes for UAW-represented workers at other GM plants. Thereafter, annual salaries will be calculated according to an hourly rate equal to 80 percent of the average of five domestic producers. The resulting salaries, which will be subject to periodic adjustment by the Strategic Advisory Committee, will be supplemented by a reward system under which members can earn more or less than comparable GM employees, depending on such factors as the attainment of individual and group production objectives and the profits available for distribution.
- Establishment of a single job classification for production workers and three to five classifications for skilled workers.
- Elimination of time clocks and separate cafeteria and parking facilities for manufacturing and office workers.

GM-Toyota joint venture. In California, New United Motor Manufacturing, Inc., and the UAW negotiated an initial contract for 1,200 workers. New United is a joint venture of GM and Toyota Motor Corp., using Toyota methods to produce vehicles for sale by both corporations. This agreement, like the Saturn agreement, calls for increased cooperation between management and the UAW. One provision cited as "unprecedented" by the union, requires New

United to take "affirmative action," including reducing salaries of officers and management employees and returning to the bargaining unit any work that had been contracted out, before laying off UAW-represented employees. Other terms included: wage rates of \$13.28 for assemblers and \$15.95 for top-rated skilled workers, slightly higher than at GM and Ford; cost-of-living pay adjustment and benefit provisions similar to Ford and GM employees; a 30-minute paid lunch period, unique to the industry; joint committees to resolve problems resulting from employee inability to meet output standards, to implement a comprehensive health care program, and to investigate the circumstances of potential discharges or suspensions of workers; and seniority as the determining factor in transfer and reassignments, if other factors are equal.

American Motors. Unlike the other U.S. producers, American Motors Corp. was still suffering from a sales slowdown in 1985, losing \$118.5 million during the first 9 months and holding only 2 percent of the market. Under these conditions, and a company threat to close its Milwaukee and Kenosha, WI, plants, the 8,000 Auto Workers agreed to cut compensation to the level of GM and Ford. In return, American Motors agreed to keep the plants open for the remaining life of its only two car models, the subcompact Encore and Alliance. The company, which is 46 percent owned by the Renault automobile firm of France, indicated that further concessions will be needed if it begins producing the larger cars that have become more popular in the wake of stabilized fuel prices.

The concessions included pay cuts averaging 60 cents an hour, reductions in paid vacations, decreases in the number of company-paid union stewards, and changes in work rules. AMC did agree to a Job Security Program similar to those negotiated at Ford and GM in 1984, and to three lump-sum payments during the 3-year agreement.

Earlier in 1985, AMC and the UAW negotiated a contract for the company's profitable Jeep production plant in Toledo, OH, that was similar to the Ford and GM contracts. (See *Monthly Labor Review*, December 1984, pp. 46-49.)

Mazda to open plant in U.S. In a settlement with Mazda Motor Co., the UAW agreed to compensation levels lower than in the Ford and GM contracts to induce Mazda to locate some production in the United States, rather than continuing to produce all its vehicles in Japan. The new plant, in Flat Rock, MI, is expected to have an advantage of about \$6 an hour when it opens in 1987. A union official said the concession was granted "to keep jobs for our people." The plant is expected to produce 240,000 cars a year.

Transportation

In 1985, there were contract settlements in three major transportation industries: trucking and airlines—which shared problems resulting from deregulation—and railroads, which had their own problems, including outmoded

equipment and facilities, competition from trucking, and some work rules that originated in the days of steam locomotives.

Airlines. As 1984 closed, so did the Civil Aeronautics Board, which until recently had regulated airline route allocations, fares, and other aspects of the industry. The closing was mandated by the Airline Deregulation Act of 1978, which did provide for the Department of Transportation to continue limited activities, such as negotiating international matters with foreign nations.

As a result of the deregulation, the industry has been going through a period of adjustment, including the entry of new firms, mergers, cutbacks in employment, and some heated collective bargaining over employer calls for concessionary settlements to aid their financial condition.

In collective bargaining settlements during the year—

- United Airlines, the Nation's largest air carrier, and the Air Line Pilots agreed on a 4-year contract, ending a 29-day strike. The contract provided for a two-tier pay system under which new employees would receive 40 percent less than pay levels in the old agreement. The system will run for 5 years and then be subject to binding arbitration if the parties are unable to agree on its continuance or modification. All pilots will receive a 9.5-percent pay increase over the term.
- American Airlines and the Allied Pilots Association agreed on a pay adjustment to narrow the differential between new and incumbent employees resulting from a two-tier system adopted in 1983. In addition, 4,500 pilots—new and incumbent—received a 4-percent increase to bring them up to the level of American's major competitors. In the settlement, negotiated under a reopening provision, the pilots agreed to work overtime in certain months, if necessary. Previously, the pilots could not fly more than 75 hours in a month, which had forced American to cut flights in two recent months because the pilots had used up their flying time.
- American Airlines and the Transport Workers negotiated a 3½-year agreement that provided for \$500 lump-sum payments on September 1, 1985, and March 1, 1986; a \$1,000 payment on March 1, 1987; a 5-percent wage increase on March 5, 1988, and a 9-year progression schedule for workers hired during the prior contract (the schedule remained at 12 years for workers hired during the 1985 contract term). The accord covered 12,500 mechanics and other ground service employees.
- Pan American World Airways and the Air Line Pilots agreed on a 32-month contract that provided for wage increases totaling about 25 percent.
- Pan Am and the Transport Workers settled for 6,000 ground-service workers, ending a 27-day strike. Wages were increased about 20 percent, including a 14.5-percent increase scheduled for 1982 that was deferred to aid the company. Employees also received one-time

bonuses of \$1,000 or \$600, the pay progression schedule was stretched to 7 years (from 3 or 4) for new employees, job assignments were broadened, and Pan Am was permitted to hire more part-time employees.

- Pan Am and the Independent Flight Attendants agreed on a 3-year contract that provided for wage increases totaling about 21.5 percent, including a 12-percent pay increase scheduled under prior contracts but deferred to aid the company. The accord, covering 5,700 employees, also established lower pay rates for new employees.

Elsewhere in the industry, the Air Line Pilots' 2-year-old strike against Continental Airlines ended on October 31 by order of a U.S. bankruptcy judge. The order came after 2 weeks of discussions in which representatives of the airline and the union agreed on seniority protection for strikers who return to work at Continental and severance pay for those who do not.

The strike began when Continental, after declaring bankruptcy, resumed operations, cut pay about 40 percent and hired new employees. The Machinists union and the Union of Flight Attendants, Local 1, also participated in the walkout but returned to work under Continental terms in April. A union official said one reason for the return was that "financially our members could not deal with it any longer." The mechanics and related employees received \$70 a week strike pay from their union and the flight attendants received nothing from theirs, and the pilots received \$2,400 a month.

In September, Continental filed a plan for emerging from bankruptcy protection, after earning \$50.3 million in 1984 and \$50.4 million in the first half of 1985.

In apparent reaction to its experience in the United Airlines and Continental Airlines strikes, the Air Line Pilots Association announced plans to build a \$100 million "war chest" to repel employer attacks on the wages and benefits of its members. The fund, to be used for such purposes as strike benefits to the union's members and loans and grants to other supporting unions, will be accumulated by increasing dues to 2.35 percent of income, from 1.35 percent.

Trucking. The trucking companies and the Teamsters union negotiated under the same conditions as in the 1982 talks: continuing business and job terminations resulting from the influx of thousands of firms into the industry since the 1980 deregulation. Generally, the entering firms are nonunion and have lower operating costs than members of Trucking Management, Inc., and other employer associations that bargain with the Teamsters. The organized industry's problems are illustrated by the fact that Trucking Management, Inc. had 487 member companies in 1979, 286 in 1982, and only 35 in 1985. (Part of the drop resulted from some companies' decision to join other associations or bargain independently with the union.)

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some companies' decision to join other associations or bargain independently with the union.)

The April settlement, ratified by a 62,296 to 54,873 vote, addressed members' concern over the growing number of unionized firms opening nonunion trucking subsidiaries. The new job security provisions provide that—

- Employers may not divert work performed by Teamsters to any other corporate entity or operation controlled by the employer or the employer's parent company.
- Employers may not farm out dock work except as allowed by past practice.
- When employer business expansions include terminals adjoining theirs, all employees working at the new terminal will automatically be covered by the union's National Master Freight Agreement. If the added terminal is not adjacent, the employees will be covered by the agreement only if a majority sign cards authorizing Teamsters representation.
- Grievances over application of job security provisions will be processed under an accelerated procedure.

In the economic area, the 3-year contract provided for an April wage increase of 50 cent an hour which included 31 cents which would have been payable if the settlement had provided for a cost-of-living adjustment based on the formula in the preceding agreement, which expired on March 31. Similarly, there will be 50-cent wage increases on April 1 of 1986 and 1987 each including 31 cents designated as a cost-of-living adjustment, but not actually contingent on the movement of the Consumer Price Index. (Equivalent increases applied to over-the-road drivers, who are paid on a mileage basis.) Under the 1982 contract, the employees did not receive a specified pay increase, and all but 47 cents of the \$1.40 in automatic annual cost-of-living adjustments (based on the movement of the CPI) was diverted to help employers defray the cost of maintaining pension and health and welfare benefits.

New employees are to be paid 70 percent of the top rate for their job and progress to the top rate in three equal annual steps over a 3-year period. Opponents of the settlement called this a two-tier pay system that shortchanged new employees and could have a divisive effect on morale. The union contended that it was not a true two-tier system because the lower pay is not permanent.

The pay rate for all casual employees was reduced to \$11 an hour immediately (from \$13.21); it will rise to \$11.50 on April 1, 1986, and to \$12 on April 1, 1987. As before, they will not receive benefits.

Later in the year, 20,000 drivers of automobile-hauling trucks ratified a 3-year contract, ending a 19-day strike. Terms for these drivers also represented by the Teamsters, included \$1.80 an hour in specified wage increases; continuation of the provision for automatic annual cost-of-living adjustments, but payable only to the extent that a calculated adjustment exceeds 70 cents; and increased local union con-

trol over whether employers should be granted reduced pay rates on "back hauls"—instances in which drivers deliver a load of vehicles to a destination and are able to obtain a load of vehicles for the return trip.

Railroads. Bargaining in the railroad industry seemed to be more drawn-out than usual, as talks that began early in 1984 appeared likely to extend into 1986 for some of the 12 unions. The unhurried pace of negotiations in the industry results from the Railway Labor Act assurance of retroactivity of economic terms to the date specified in bargaining notices served by unions and management. The first settlement in 1985 was between the United Transportation Union and the National Railway Labor Conference for 90,000 operating employees. Based on past practice, relevant provisions of the agreement would serve as a pattern for the other unions.

The agreement, negotiated and ratified in October, resolved a major issue by providing that the 6,000 firemen and 2,000 hostlers (railyard train operators) would be phased out through attrition. This approach followed the recommendations of an emergency board appointed by President Reagan to study the issue. In June, the union and the Conference had negotiated wage and benefit contract changes, and a provision for further bargaining on the firemen-hostlers phaseout issue, subject to binding arbitration if they could not reach agreement. The firemen and hostlers rejected this accord, apparently because of incorrect reports that their jobs would be eliminated by November 1, 1985. As a result, terms for all 90,000 workers were rejected because union procedures require that settlements be approved by all eight operating crafts in the union.

Rail management had been seeking elimination of firemen's jobs for a number of years, contending that they have no useful function. During the days of steam locomotives, which ended about 25 years ago, the firemen shoveled coal into the boiler.

Other terms, which were essentially identical in the rejected and approved agreements, included—

- A six-stage total wage increase of about 10.5 percent (an average of about \$1.37 an hour), beginning with a 1-percent increase on November 1, 1985, and ending with a 2.25-percent increase on January 1, 1988.
- A \$565 lump-sum payment in lieu of making the initial wage increase retroactive to the July 1, 1984, effective date specified in the contract amendment notices.
- Continuation of the provision for automatic cost-of-living pay adjustments, payable only to the extent that the calculated amounts exceed the specified wage increases effective on the same dates, and also subject to maximum limits.
- An 8-percent increase in the distances crew members must travel during a work shift to qualify for a basic unit of pay, with pay calculations to be based on presettlement

rates, rather than reflecting the 10.5-percent negotiated raise. (Management had pressed for larger increases in qualifying distance, contending that the original requirements set during the days of slower steam locomotives, now resulted in excessive earnings for some employees.)

- A 5-year pay progression schedule for new employees, compared with the previous 1-year schedule.
- Elimination of cabooses on certain types of freight trains.

Elsewhere in the railroad industry, Conrail and the various unions negotiated a 12.5-percent pay increase retroactive to July 1, 1984. This partly restored the earnings the employees gave up in 1981 when they agreed to an immediate 12.5-percent pay cut. Meanwhile, the U.S. Department of Transportation continues efforts to sell its 85 percent share of Conrail. (The remaining 15 percent was distributed to the employees when they agreed to wage concessions.)

Electrical equipment

Preserving jobs was the major issue in negotiations between a coalition of unions and the General Electric Co. and Westinghouse Electric Corp. According to the unions, since the 1982 settlement their membership had dropped to 80,000, from 100,000, at GE and to 34,000, from 41,000, at Westinghouse. Much of the reduction occurred because of the termination of some types of products, such as lamps (at both companies) and consumer appliances (at Westinghouse).

The lead-off GE settlement, which came at the June 30 expiration of the 1982 contracts, contained several provisions intended to preserve jobs and incomes of workers affected by production cutbacks. The contract called for:

- Increasing recall rights to 5 years for workers laid off after 1 year of service (previously, recall rights ranged from 1 year for employees with 1 to 2 years of service to 5 years for those with 5 or more years).
- Extending coverage of the recall program to employees laid off as much as 6 months prior to announcement of a plant closing.
- Extending laid-off workers' transfer rights to any of up to three GE plants within 250 miles of the plant where the layoff occurred.
- Increasing the pay-rate guarantee to 39 weeks, from 26, for workers transferred to lower rated jobs as a result of layoffs.
- Revising the pension plan to extend benefit eligibility to more employees hit by cutbacks and to raise the benefits. ("Normal" pensions also were increased.)
- Instituting an agency shop provision requiring all present and future employees to join the union or pay the union an amount equal to the union dues. This means that an additional 3,000 to 4,000 workers at GE will pay for union services.

Other provisions of the 3-year contracts included an immediate lump-sum payment and a type of two-tier system

under which new employees will have to wait 8 months longer to attain the maximum pay rate for their job (the lump-sum payment was equal to 3 percent of the employee's hourly pay rate multiplied by 2,080, the number of hours the workers were expected to be compensated for in the first contract year), 3-percent specified wage increases in the second and third years and revision of the cost-of-living pay formula in the third year to provide for semiannual adjustments calculated at 1 cent an hour for each 0.15-percent rise in the BLS Consumer Price Index for Urban Wage Earners and Clerical workers (the existing formula of 1 cent for each 0.175-percent movement in the index continued during the first 2 years), and improved benefits, such as normal pensions and health insurance modified to provide for pre-certification of hospital admission, reviews to determine the appropriate length of stay and the level of care, and requirements that patients obtain second opinions prior to certain surgical procedures.

The terms of the settlement at Westinghouse in late July were essentially identical to those at GE.

Farm and construction equipment

Domestic farm and construction equipment producers and their employees continued to experience difficulties during the year, resulting from the growing internationalization of production and sales and world-wide production overcapacity, particularly in view of the continuing slump in the U.S. farm economy. The fact that only International Harvester bargained in 1985 was indicative of the breakup of pattern bargaining in the farm and construction equipment industry, as management and the UAW attempt to deal with the varying difficulties afflicting the companies. Management attempted to cope with difficulties in the industry in several ways:

- Caterpillar Tractor Co., the world's largest producer of construction equipment now facing a growing challenge from Komatsu Ltd. of Japan, continued an austerity program that by yearend was expected to reduce its salaried work force by 20 percent, or 6,200 employees, from the 1982 level and its hourly work force by 34 percent, or 18,000 employees. The company also adopted a new method for determining pension liabilities, resulting in a second quarter expenditure \$26 million lower than for the second quarter of 1984.
- Allis-Chalmers Corp., also operating at a loss, closed two plants and sold its remaining farm equipment business to a subsidiary of Klockmen-Humboldt-Deutz AG of West Germany.
- International Harvester Co., the only major farm equipment company to bargain in 1985, settled with the Auto Workers on terms that continued even after the business was sold to Tenneco Inc.'s J.I. Case Co. unit. The 3-year accord restored some of the concessions the workers had accepted in 1982. Under a new Job Content Protection Program featured in the contract, if straight-time hours

worked by UAW members in a product line decline from one 6-month period to the next, the company must reduce overtime hours; cut contracting out of work that had previously been performed by UAW-represented workers; or compensate workers in training and retaining programs at regular straight-time rates.

After Case purchased the Harvester plants, it negotiated changes in contract terms with the UAW to attain uniformity with other Case plants already under UAW contracts.

Rubber

Bargaining between the major rubber companies and the United Rubber Workers was calm and conciliatory, and resulted in wage and benefit gains for the 36,000 workers. A major reason for the ready attainment of settlements was that the companies were operating at a profit, in contrast to the 1982 bargaining round when the industry was in a severe sales slump.

The bargaining on national wage and benefit provisions formally began in March, but there was an important earlier development: In December 1984, Uniroyal, Inc., and the Rubber Workers negotiated a comprehensive cost-containment health care plan to accompany the parties 1985 settlement on wages and other benefits. Costs of the existing health care plans, financed by the companies, reportedly ranged from \$2.25 to \$2.75 an hour and were rising 8 to 10 percent a year.

Health care cost containment was to be accomplished at Uniroyal by such measures as requiring: "precertification" review for nonemergency hospital confinements; second surgical opinions for certain operations; outpatient x-ray and laboratory tests for nonemergency surgery; and filling of most prescriptions through a mail order drug service.

There were some variations in the cost-containment approaches at the other companies. For example, at Goodyear Tire and Rubber Co., workers can choose either a comprehensive medical plan that includes a savings program or a "medical" necessity program featuring no deductibles or employee co-payments. Goodyear also established a wellness program, featuring periodic health examinations, automobile seat belt usage campaigns, smoking cessation clinics, and stress reduction assistance.

As for wages, the agreements provided for specified increases totaling 43 cents an hour and for continuation of the provision for automatic quarterly cost-of-living adjustments. Benefit changes included a \$3.50 increase, to \$20, in the pension rate for each year of service.

For the third consecutive bargaining round, B.F. Goodrich Co. settled first on overall terms, followed by Goodyear, Firestone Tire and Rubber Co., and Uniroyal.

At the local level, there were layoffs and plant closings as the companies continued their efforts to increase their 90 percent plant utilization rate. In line with this, employees of Goodrich's Tuscaloosa, AL, plant agreed to a 7-day-a-week operation of the plant. Under such utilization plans, which now apply to 44 of 51 tire plants in the industry, employees'

schedules are rearranged so that the plant can be operated on weekends at straight-time pay rates. The change also results in an increase in the number of employees.

The Rubber Workers union was unsuccessful in a National Labor Relations Board representation election at Firestone's only nonunion tire plant, in Wilson, NC. Out of 1,207 employees eligible to participate, 824 voted for "no union" and 311 voted for the union. Managers of the 11-year-old plant did not actively oppose the union because a provision of the Rubber Workers-Firestone master contract requires company neutrality during organizing campaigns.

Textiles, apparel

These related industries continued to suffer from the same problems: increasing imports, leading to cutbacks in domestic production and employment. According to the Department of Commerce, 250,000 domestic textile and apparel jobs have been lost during the 10 years ending in 1984, while the annual value of imported clothing and textiles grew from \$3.8 billion to \$18 billion.

Noting the condition of the apparel industry, Ladies Garment Workers' President Sol Chaikin described their settlement for 100,000 women's outerwear workers, "as comparatively the best agreement we've signed for many, many contracts." The 3-year agreement, negotiated in May, deferred the initial 6-percent pay increase to June 1986, to be followed by a 5-percent increase in June 1987. The provision for automatic cost-of-living pay reviews (which had not triggered any adjustments during the 3-year term of the 1982 agreement) was continued and employer financing of benefits was increased by 1 percent of payroll. The 1982 contract had provided for a total of \$1.10 an hour in specified pay increases, bringing average pay to \$6 - \$6.50, according to the union.

In the men's and boys' clothing industry, the Clothing and Textile Workers settled for 100,000 shirt, cotton garment and pants workers. The 3-year accord provided for a lump-sum payment of \$500 in September 1985, followed by a payment in November 1987 equal to 6.5 percent of individual employee's basic earnings during the preceding 12 months. Other provisions included a 25-cent-an-hour wage increase, an 11th paid holiday, and a requirement that employers give adequate notice of plant closings, or be subject to damage awards set by arbitrators.

Lump-sum payments in lieu of specified pay increases also were a feature of the Clothing and Textile Workers settlement for 56,000 workers in the men's and boys' tailored clothing industry. The 3-year contract with the Clothing Manufacturers Association provided for payments of \$500 in December 1985 and \$600 a year later. In addition to an 11th paid holiday and increases in pensions, the contract also provided for establishment of a committee of management, union, and community leaders to study competitive conditions, structural changes, and other developments in the industry.

In the southern textile industry, the Clothing and Textile Workers Union had mixed results. The union settled with J. P. Stevens & Co. for the second time since 1980, when the parties ended their long battle over the union's organizing campaign. However, since the 1980 peace treaty, the union has not been able to expand the number of Stevens employees it represents. The Clothing and Textile Workers also suffered a 1985 setback at Cannon Mills Co., where 5,982 employees voted no to union representation, and 3,530 voted yes.

According to the Clothing and Textile Union, its settlement with nine J. P. Stevens plants in Eastern North Carolina did not provide for any increase in the \$6.80 hourly average pay because the union was more interested in protecting job security. (Several weeks after the settlement, Stevens sold its bath and bedding operations—about 80 percent of its assets—to Fieldcrest Mills to “reduce the exposure” of the company to cheap imports.) The job security provisions included extended recall rights after layoffs, increased severance pay, improved training programs, and a requirement that the company give more notice of the sale or closing of plants. There also were improvements in medical benefits and paid vacations.

Elsewhere in the industry, the closing of the Nation's largest rayon mill in Front Royal, VA, was averted when 1,500 employees of Avtex Fibers agreed to a reduction in labor costs. The \$1-an-hour cut in pay and reductions in paid vacations and possible automatic cost-of-living adjustments makes the plant “very, very competitive,” according to the company president. Avtex guaranteed that the decrease in compensation would be repaid to the employees, with interest, even if the plant is closed or sold.

Steel

Despite the generally favorable state of the economy, the steel industry remained in a recession as a result of worldwide overcapacity, leading to widespread price cutting. This led to bankruptcy filings at Wheeling-Pittsburgh Steel Corp. and other companies; plant closings and cutbacks; concessionary settlements by workers at some plants; layoffs and compensation cuts for nonunion employees; and a termination of the industry's coordinated approach to collective bargaining that has prevailed since 1956.

The decision to terminate joint bargaining with the United Steelworkers was made by the five remaining Coordinating Committee Steel companies—U.S. Steel Corp., Bethlehem Steel Corp., LTV Steel Co., Armco Inc., and Inland Steel Corp. When the unified approach was initiated, there were 12 companies in the employer association; but the number dwindled over the years as a result of withdrawals and mergers. J. Bruce Johnston, U.S. Steel vice president and chairman of the association, said the action reflected “the unprecedented change in the American steel marketplace,” including inroads by foreign semi-finished steel, and other types, that is often subsidized by governments, joint ventures between domestic and foreign producers, and financial

losses by member companies. He maintained that the United Steelworkers abandonment of pattern bargaining had resulted in less costly settlements at some companies that placed the coordinating companies at a cost disadvantage.

Steelworkers' President Lynn Williams declined to discuss the union's future bargaining strategy. He did say that the union would not permit concessions resulting from its continuing negotiations with financially beleaguered Wheeling-Pittsburgh Steel Corp. to serve as a pattern for 1986 settlements with other companies.

A series of events in the crisis at Wheeling-Pittsburgh began when the company initiated unsuccessful labor cost reduction negotiations with the union, declared bankruptcy and then abrogated the existing contract; was then hit by the first major strike in the industry since the 116-day stoppage that began in 1959 and finally negotiated a concessionary contract with union.

When the negotiations began in late 1984, the workers rejected Wheeling-Pittsburgh's offer of shares of company stock in return for canceling the scheduled restoration of wage and benefit cuts negotiated early in 1983. (In a 1982 settlement, the workers had accepted stock in return for cuts in compensation.) Negotiations then continued intermittently, without progress. Finally, in April, the company filed for protection from creditors under Chapter 11 of the Federal Bankruptcy Code, which gives a company the opportunity to reorganize and return to profitability. The bankruptcy filing, which was the largest in the history of the industry, was the first application of 1984 amendments to the Code that were expected to make it more difficult for employers to void labor contracts as part of a recovery plan. In part, the amendments specify that a company may only propose “necessary modifications” to a contract that are “necessary to assure that all creditors, the debtors and other affected parties are treated fairly and equitably.” The law also says that the bankruptcy court may allow the employer to abrogate the contract if it finds that the union rejected compensation concessions “without good cause.”

A bankruptcy judge authorized Wheeling-Pittsburgh to end the labor contract, explaining, “The court is not unmindful that rejection will entail short-term sacrifices on the part of the employees but, in the long run, they will benefit by a successful reorganization and a stable wage rate.”

Immediately afterward, the company informed the Steelworkers that it was reducing the \$21.40 an hour wage and benefit level to \$17.50. (Reportedly, the industry average ranges from \$23 to \$24 an hour.) The union responded with a strike that began in late July and continued to mid-October, when the parties settled. Settlement terms included \$18 an hour in wages and benefits, including \$1.05 for a new supplemental pension plan; a possible pay increase of up to \$1 an hour, calculated at 20 cents for each 1-percent rise in the company's steel price; reopening of negotiations if the company emerges from Chapter 11 status; reduced life and medical insurance; and putting two union

representatives (one with voting rights) on Wheeling-Pittsburgh's board of directors.

The company's 11 creditor banks, which had been pressing for a \$16.65 an hour average compensation level accepted the \$18 level after the company agreed to a \$12 million limit on severance payments to workers to be terminated as a result of the closing of the blast furnaces and basic oxygen furnace at the Monessen, PA, plant.

At the end of October, Wheeling-Pittsburgh officially terminated its pension plan, which had been costing the company \$2.33 an hour for each employee. As a result of the termination, the Federal Pension Benefit Guaranty Corp. will have to assume the plan's \$125 million in unfunded liability. If the Federal District Court decides that the takeover should be effective on or after the April 16 bankruptcy filing, the Pension Benefit Guaranty Corp. can, under the law, claim 30 percent of the company's assets. If it is effective on April 15, as Wheeling-Pittsburgh requested, the Pension Benefit Guaranty Corp. would be one of a number of unsecured creditors. At any rate, workers covered by the plan would receive a smaller pension than they would have if the plan had not been terminated. The supplemental pension plan referred to earlier is designed to make up the difference.

Other significant settlements

Aerospace. Although bargaining was light in the aerospace industry, a settlement between General Dynamics Corp.'s Pomona, CA, plant and the Machinists was notable because it eliminated a two-tier pay system. This could influence the results of the general round of bargaining scheduled to begin late in 1986.

Where two-tier systems have been established in aerospace and other industries, unions have accepted them only because they were viewed as less undesirable than a cut in compensation for both current and future employees. Unions generally oppose such systems because of the possibility of friction between employees receiving different rates of compensation for performing the same duties.

The settlement at General Dynamics operations also eliminated a system adopted in 1982 under which all employees (new and current) in lower pay grades received smaller cost-of-living pay adjustments than those in higher pay grades. In addition to holding down the company's labor cost increases, this variation in cost-of-living adjustments was intended to relieve the compression of the percentage pay differential between lower and upper pay grades that had developed over the years as a result of giving all workers the same pay increases.

Shipbuilding. Although a few of the Nation's 92 shipyards had substantial backlogs of Navy work, the overall condition of the industry could only be viewed as bleak as the other yards competed for a decreasing amount of work. Since 1981, when the Federal Government ended its \$300 million a year subsidization of commercial shipbuilding,

only five large vessels have been completed in the United States. The most successful foreign competitors are Japan and South Korea, which control more than half the world's ship production. Reportedly, these two nations can produce an oceangoing vessel at one-third the cost and in half the time of U.S. yards.

The predictable impact on domestic yards, which has been under way for several years, included shutdowns, several layoffs, bankruptcies, and employer demands for employee compensation concessions to aid in competing for the limited work.

An important contract in 1985 was a concessionary settlement by employees of the Bath Iron Works Corp. that ended a 99-day strike at three shipyards in Maine. Bath said the concessions were vital because it had gone below its labor costs in calculating its winning bid on a naval contract, based on its understanding that the members of the Marine and Shipbuilding Workers would later agree to lower compensation.

The 3-year accord provided for a wage freeze; three lump-sum payments totaling \$2,000; \$200 payments for each 6 months of perfect attendance; and adoption of a two-tier pay system under which new employees will move to the top rate for their job in three \$1 an hour steps over 3 years, instead of a single 50-cent step after 35 working days. Elsewhere in the industry—

- General Dynamics Corp. announced that it will close its 101-year-old Quincy, MA, yard in 1986, with a loss of 4,200 jobs. The company said the action was necessary because it had run out of production contracts. General Dynamics pledged \$10 million for aiding the workers, who are represented by the Marine and Shipbuilding Workers.
- On the West coast, concession negotiations involved about 10,000 workers in several States, but there were only a few instances where concessions were actually implemented. At Northwest Marine Iron Works and Dillingham Ship Repair in Portland, OR, a Metal Trades Council accepted 26-percent pay cuts and reductions in night and weekend premiums that will apply only in bidding on specific naval contracts. About 700 workers were involved.
- Tacoma Boatbuilding Co. of Tacoma, WA, filed for protection from creditors under Chapter 11 of the Bankruptcy Code and said its labor costs must be cut at least \$3 an hour "to have a realistic opportunity of achieving a successful reorganization." At the time of filing, in September, the company had 800 employees down from 1,850 earlier in the year, including 600 represented by unions.

Dockworkers. The International Longshoremen's Association and the New York Shipping Association negotiated an agreement to improve the competitive position of the Port of New York and New Jersey by reducing the amount shippers

must pay into the local union's benefit fund for each ton of containerized cargo handled. The Port Authority had pressed for a reduction after a Federal Maritime Commission administrative law judge found that the local fee was out of line with those in other ILA ports.

Under the revised formula, shippers will pay \$5.65 for each ton of cargo moving more than 220 miles to or from the port, or about \$160 for each container. The previous rate was \$8.90 a ton or about \$250 for each container. This reduced the cost advantage of the other ILA ports—which generally base their benefit assessments on hours worked rather than tonnage—by about 50 percent.

Following the reduction decision, the Port Authority released a report indicating that the share of the Nation's cargo handled by the port had declined to 10 percent, from 20 percent 10 years earlier and 50 percent at the end of World War II. The report also showed that there were 32,000 longshore workers employed in the port in 1960, compared with 5,000 active and 3,000 inactive workers currently on the union rolls.

Elsewhere, ILA Local 3000 members in New Orleans agreed to cuts in crew sizes in an effort to draw more business to the port and counter increasing competition from Teamsters' crews. In another amendment to their contract, Local 3000 waived a \$1 an hour wage increase for unloading bulk grain ships that had been scheduled to go into effect in October. The local has about 1,600 members but only about 500 to 600 work daily. A union official said that at its peak, the daily work force averaged more than 5,000.

Parts of the modification agreement were patterned after an earlier settlement for dockworkers in Miami, FL.

Postal Service. Negotiations between the U.S. Postal Service and its four major unions culminated in arbitration awards announced in December 1984 and January 1985. The stalemate leading to the first general use of the arbitration provisions of the Postal Reorganization Act of 1970 resulted from the Postal Service's demand for wage cuts and other cost-savings measures. The quasi-governmental agency had announced that it would unilaterally impose a 20-percent cut in pay rates for new employees beginning in August, but the Congress prevented the action. Still the talks were not fruitful, leading to the arbitration.

In the first award, the arbitration panel concluded that the postal workers' pay had pulled ahead of comparable workers in private industry but said that the discrepancy should be corrected through a policy of "moderate restraint" over a number of years. To begin, the panel awarded a 2.7-percent specified pay increase in each year of the 3-year award. The provision for automatic cost-of-living pay adjustments, which protects the employees earning against 60 percent of any rise in prices, also was continued.

To reduce a compression of the pay rates between workers in the lowest and highest job grades, the panel awarded the percentage wage increases (rather than flat dollar

amounts for all workers), and added new higher pay progression steps for the top jobs and new lower starting steps for the lower jobs.

Other terms included a tenth paid holiday, increased uniform and work clothing allowances, and establishment of a joint committee to consider that establishment of a systemwide health care plan for all 600,000 workers covered by the awards.

The four unions are the American Postal Workers' Union; the National Association of Letter Carriers; the Mail Handlers Division of the Laborers International Union; and the Rural Letter Carriers.

Government. In January, 1.4 million Federal white-collar employees received a 3.5-percent pay increase that normally would have been effective in October 1984 but was delayed by President Reagan under authority of the Federal Pay Comparability Act of 1970. The 2 million military personnel also received the equivalent of 3.5 percent increase in January, under laws linking their pay levels to those for the white-collar employees. About 450,000 blue-collar employees also received up to a 3.5-percent increase sometime during the fiscal year ending September 30, 1985. 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 employees.

The balance of the year proved to be less auspicious for Federal employees. In a February budget message to the Congress, the President called for a 5-percent cut in pay in January 1986 and a cut in the "expensive, overly generous retirement system." The President's Pay Agent (a triad consisting of the Secretary of Labor, the Director of the Office of Management and Budget, and the Director of the Office of Personnel Management) reported that an 19.1-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 pay freeze rather than a cut. This meant that the next general salary change under the Act could not occur before October 1986.

The President's proposal on retirement benefits were considered by Congress but no major changes had been enacted at this writing.

Wage and benefit increases for State and local government workers were essentially the same in 1984 and 1985. 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 3.5 percent in 1985, compared with 3.4 percent in 1984. Compensation—pay plus benefits—rose 3.4 percent

during the third quarter of 1985, compared with 3.5 percent in the third quarter of 1984.

Supreme Court rulings

The Supreme Court issued decisions in a number of labor cases in 1985, but its February ruling in *Garcia v. San Antonio Metropolitan Transit Authority* had the most widespread implications for employers and employees. In the case, the Court held that provisions of the Federal Fair Labor Standards Act applied to the State and local governments, not just to private employers. The ruling reversed a 1976 decision in which the Court had exempted "traditional" and "integral" State and local government services from minimum wage and overtime pay provisions of the Act.

In mid-November, President Reagan signed an amendment to the Fair Labor Standards Act permitting government units to continue granting compensatory time off, at the rate of 1½ hours for each hour of work in excess of 40 per week. After employees accumulate 240 hours of compensatory time (480 hours for public safety and seasonal workers), the government unit must begin paying them at time and one-half rates for hours worked in excess of 40 per week.

The Court upheld provisions of the shippers and the International Longshoremen's Association labor contract reserving the handling of certain containerized cargo to ILA members. The decision ended 10 years of legal challenges to the container-handling rules, which were adopted in 1974 in an effort to preserve the jobs of ILA members in the face of the rapid movement toward cargo containerization.

Under the contract rules, ILA members have the right to "stuff" or "strip"—load or unload—consolidated container cargoes moving to or from points within 50 miles of a port where the union has jurisdiction, except where the cargo is to be warehoused for a minimum of 30 days.

In other cases, the Court ruled that:

- Unions cannot prevent their members from resigning and returning to work during a strike.
- Before public employees can be fired, they must be informed of the charges against them and be given the opportunity to respond. The ruling was particularly applicable to State and local government workers not represented by unions. Federal employees and union-represented State and local government workers usually already have such protection under legislation or labor contracts.
- Federal employees who are represented by a union in grievance proceedings cannot be afforded more procedural safeguards than nonunion workers.
- States may require employer-sponsored health insurance plans to cover particular ailments.
- Plan trustees have the right to examine the payroll records of companies paying into multiemployer employee benefit funds.

- Federal minimum wage law applies to commercial ventures of religious organizations.
- Employees can be forced to retire before age 70 only if the employer can show that an earlier age is "reasonably necessary to the normal operation of the particular business" and that "all or nearly all employees above [the] age lack the qualifications."

Affirmative action

The major developments in efforts to attain equal employment opportunities regardless of race, sex, or religion was the Equal Employment Opportunity Commission's shift away from the 20-year-old policy of using class action suits, quotas, and goals in attaining equality. Essentially, the Commission's position was that equality of opportunity is a valid and worthy objective, but it should not be attained by using methods amounting to "reverse discrimination."

The policy change was challenged by civil rights groups, which contended that it was a step backward and that, "If race caused it [discrimination], if sex caused it, you must look to race and sex to remedy it."

The first major indication of the policy change occurred in February, when the Commission announced that it would focus on aiding specific people in overcoming discrimination, rather than initiating broad actions against employers or industries. Accordingly, the Department of Justice asked 50 States, counties, and cities to remove numerical goals and quotas from their affirmative action plans.

Following this, the Justice Department took legal action against the City of Indianapolis, IN, to invalidate quotas that had been established to help women, blacks, and Hispanics obtain city jobs. The Department apparently based its case on a 1984 Supreme Court ruling upholding the seniority rights of a group of white firefighters in Memphis, TN, facing dismissal under an affirmative action plan.

Comparable worth. In another aspect of equal employment opportunity, the Administration moved away from supporting the concept of "comparable worth." In general, backers of the concept, also described as "pay equity," contend that the accepted principle of equal pay for the same job should be extended to provide equal pay for different jobs that require equivalent training, skill, judgment, and other factors that make them of comparable worth to the employer. In practice, this would generally result in pay increases for women in "traditional" women's jobs, such as secretaries, nurses, and librarians. Despite the Administration's position and an appeals court ruling overturning a 1983 decision in a Washington State case that had triggered much of the pressure for widespread adoption of the approach, about 25 States had initiated studies of pay relationships among their employees and several others had implemented plans to eliminate disparities. Several cities also legislated or negotiated such plans. To date, the concept had been essentially limited to government workers, but a few private

employees, including American Telephone & Telegraph Co., are studying their pay structures.

In the Washington State ruling, a three-judge panel of the 9th U.S. Circuit Court of Appeals reversed a district court judge's order that the State immediately raise the salaries of 15,000 of its women employees to implement an earlier finding of pay discrimination. (See *Monthly Labor Review*, February 1984, p. 66.) In its ruling, which is being appealed by the State, County, and Municipal Employees union, the appeals court said, "The state did not create the market disparity and has not been shown to have been motivated by impermissible sex-based considerations in setting salaries."

Despite the ruling, the union and the State were continuing negotiation on how to allocate \$41.6 million the legislature had provided to eliminate the pay disparity.

One indication of the Federal Government's opposition to the comparable worth concept occurred in June, when the Equal Employment Opportunity Commission said it would not act on behalf of women who allege discrimination in pay under the concept. The decision came in a case in which an Illinois housing authority had been charged with paying its mostly female administrative staff less than its mostly male maintenance staff, despite claims that the skill, effort, and responsibility were comparable.

However, the Commission did say that it would act in cases where it can be shown that employers intentionally pay women and men different amounts for comparable work.

In April, the U.S. Commission on Civil Rights also rejected the comparable worth concept. The Civil Rights Commission conceded that a wage gap exists between men and women but claimed that "gap is not entirely due to discrimination, so it is wrong to eradicate it in the name of anti-discrimination."

One of the negotiated pay equity plans was in Los Angeles, CA. It was part of a new 3-year collective bargaining agreement providing for wage and benefit improvements for 30,000 city employees. Of that number, about 3,900, most of them women, will receive an additional 10- to 15-percent pay increase, in steps, over the term. The adjustments, costing \$12 million, apply to clerks and librarians.

In Minnesota, the State Legislature appropriated \$11.8 million to complete pay equity adjustments to State employees, following a \$21.8 million appropriation in 1983 to start the process. Meanwhile, the State's local governments were proceeding under a 1984 State law requiring them to complete pay equity studies of their employees by October 1985 and make any corrective pay adjustments by 1987.

AFL-CIO rejuvenation program

The year 1985 marked the 50th anniversary of the merger of the American Federation of Labor and the Congress of Industrial Organizations, an undertaking to improve the economic and social condition of workers by giving them more influence in the Nation's affairs. Over the years, the level of acceptance and influence of unions has varied with changes

in economic, social, and political conditions. The past few years clearly have been a period of decline, conceded by the Federation when it said "unions find themselves behind the pace of change." This finding, and proposals for reversing the decline, were contained in a report, "The Changing Situation of Workers and Their Unions," concluding a 2-year study by the AFL-CIO Committee on the Evolution of Work.

On an optimistic note, the Committee said that current "prophesies of doom and despair" were similar to those in the 1920's and 1930's, when unions were in decline but regained strength by altering strategies.

The Committee recommended a number of changes in strategy to reverse the decline in membership and influence:

- New methods of advancing the interests of workers by adopting new bargaining approaches seeking out and addressing issues of concern to workers; establishing new categories of membership for workers not in an organized bargaining unit; expanding use of electronic media; undertaking comprehensive "corporate campaigns" to increase pressure on anti-union employers; and re-examining the use of the organizing committees used in past campaigns.
- Increasing members' involvement in their unions by increasing opportunities for them to participate in union affairs; increasing interaction between members and national union leaders; orienting new union members; and increasing the training of union officials and members.
- Improving the labor movement's communications by better publicizing its accomplishments; training union spokespersons in media techniques; informing news reporters about unions on a continuing basis; determining the value of advertising in improving the public's understanding of unions' and informing the public of violation of workers rights to form unions.
- Improving organizing activity by carefully selecting and training organizers; making greater use of modern technology; increasing union leaders' and members' involvement in organizing efforts; selecting organizing targets with greater care to increase the chances of success; devoting more efforts to small units of workers; experimenting with new organizing techniques, such as focusing on a major issue; assisting workers in new bargaining units in negotiating initial contracts; and attempting to enroll employees who are represented by a union but are not union members.
- Structural changes to enhance the labor movement's overall effectiveness by setting guidelines and encouraging mergers; providing AFL-CIO staff aid in completing mergers; establishing mechanisms for resolving organizing disputes among unions; utilizing advanced business methods in increasing internal union efficiency; and increasing unions' financing and support of State-level multiunion organizations.

The AFL-CIO has begun to implement the Committee's recommendations. One program "One on One," is designed to increase union vitality by having local union officials discuss labor issues with individuals or small groups of members. Another program is intended to improve unions effectiveness in dealing with the media by training 1,000 volunteers as union spokespersons.

The Federation is also preparing a package of benefits such as life insurance, legal insurance, and low-cost credit cards to be used by individual unions in inducing workers to become "associate members." This recruitment will be limited to individual workers not covered by collective bargaining agreements.

Internal union affairs

During the year, there were a number of merger developments, some of which began before the AFL-CIO committee's call for merger and increased organizing efforts to strengthen the labor movement:

- Leaders of the International Typographical Union were moving toward merging with the Graphic Communications International Union as part of an effort to attain "One Big Union" in the printing industry.
- The Upholsterers International Union became the Upholstery and Allied Industries division of the Steelworkers union.
- The Auto Workers union lost about 10 percent of its membership as its 120,000 Canadian members established a separate union. The split, described as amicable by both sides, can be traced to the changing economic relationship between the two nations and the resulting differences in collective bargaining goals. The allocation of strike funds and assets between the two unions was approved in 1985, but the separation is still subject to approval at the UAW's international convention in 1986.

Organizing, the other way to increase union size and strength, drew increased attention in 1985. One area of attention was the State of Ohio, where a number of unions vied for the right to represent 14 units of State government employees. An estimated 200,000 State and local government workers gained the right to bargain collectively under a 1983 law.

In the private economy, the Service Employees and the Food and Commercial Workers were in the midst of a drive

to organize the 87,000 employees of the Beverly Enterprises nursing home chain. At midyear, the unions reported that they had gained the right to represent 9,000 workers and had negotiated about 80 contracts.

In terms of size, the biggest organizing challenge faced the Communications Workers, which announced that it, in concert with a few other unions, was planning a "long term" worldwide effort to organize the 340,000 employees of the International Business Machines Corp. First, the union will attempt to organize one of IBM's major competitors, Northern Telecom Inc., and other high technology firms.

Leadership changes in the labor movement in 1985 included

- Kenneth J. Brown retired as head of the Graphic Communications Union and Recording/Financial Secretary James J. Norton became acting president until a January 1986 election.
- J. C. Turner retired as president of the Operating Engineers and vice president Larry L. Dugan, Jr., was selected to succeed him. Dugan's term will run through January 1, 1989.
- William G. Lindner, president of the Transport Workers, died and was succeeded by executive vice president John D. Lawe.
- Communications Workers President Glenn E. Watts retired and Morton Bahr, a union vice president from New York, was elected to succeed him.
- Jesse M. Calhoun retired as president of the Marine Engineers and the union's executive board elected C. E. De Fries to succeed him. De Fries had headed the union's Pacific Coast District.
- Lawrence A. Holley retired as president of the Aluminum, Brick and Glass Workers and vice president Ernie La Baff was elected to succeed him.
- Boris Block retired as secretary-treasurer of the United Electrical Workers union and Amy R. Newell, a staff organizer and contract negotiator, was elected to succeed him. □

—FOOTNOTES—

¹Preliminary statistical information for all of 1985 is scheduled to be released on January 27, 1986. 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 early in December for bargaining units of 1,000 workers or more.

Collective bargaining during 1986: pressures to curb costs remain

With contracts expiring in steel, construction, and telecommunications, the bargaining calendar in private industry is heavy but relatively light in State and local government; contract talks in industry will be held against a background marked by modest settlements and few strikes

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Contracts for about 3.8 million of the 9.1 million workers under major collective bargaining agreements (covering 1,000 workers or more) in private industry and State and local governments will expire or be reopened in 1986. The bargaining calendar in private industry is heavy; contracts for more than two-fifths of the 7.0 million workers under major agreements are up for negotiation. In State and local government, however, the calendar is relatively light: one-third of the 2.1 million workers under major agreements have contracts scheduled for renegotiation. In 1985, by comparison, one-third of private industry employees and more than half of the State and local government workers under major agreements were involved in contract talks.

Information on 1986 bargaining is based on data available to the Bureau of Labor Statistics on September 30, 1985. The proportion of workers under contracts that expire or reopen in 1986 would increase if settlements reached during the fourth quarter of 1985 result in contracts that expire during 1986. In State and local government, for example, 374,000 workers are under contracts that expire before the end of 1985 and for which settlements had not been reached as of September 30. In the event that all these contracts are settled during the fourth quarter and call for termination or reopening during 1986, bargaining activity for the year in State and local government would be heavy, involving about one-half the workers under major agreements.

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Management and labor representatives, who will negotiate as 661 private industry and 238 State and local government major agreements expire or reopen this year, will face some issues that are common and some that are unique to their industry or individual bargaining unit. (See tables 1 and 2.)

Economy continues strong

During 1985, the national economy remained basically healthy. Some areas improved; others caused concern among economic observers. On the bright side:

- The unemployment rate in September 1985 was 7.1 percent, compared with 7.5 percent a year earlier.
- The Consumer Price Index for all Urban Consumers (CPI-U) increased 3.2 percent during the 12 months ending September 1985—the slowest price rise since 1967.
- The composite index of leading economic indicators, compiled by the U.S. Department of Commerce to forecast movement in aggregate economic activity, suggests continuing but slow growth into 1986.

Worrisome aspects of the economy include a national debt nearing \$2 trillion, a trade deficit running at an annual rate of \$125 billion as of mid-1985, and a strong dollar that makes it harder to sell American products abroad and easier to sell imported goods here. Indeed, many of the industries that will be bargaining this year—especially aluminum, farm machinery, steel, and copper mining—have been suffering from foreign competition. Domestic competition—from nonunion firms—will be of concern to bargain-ers in

Table 1. Calendar of major collective bargaining activity

[Workers in thousands]

Year and month	Agreement expirations and/or scheduled wage reopenings ¹		Principal industries negotiating in month
	Number	Workers covered	
All years ²	2,025	9,130	...
Total 1986 ³	900	3,770	...
January	34	87	Petroleum refining
February	32	109	Food stores
March	62	216	Glass containers
April	100	244	Construction
May	109	334	Construction, aluminum, lumber
June	228	798	Construction, farm machinery and equipment, hospitals, State and local governments
July	64	212	...
August	96	1,125	Steel, telephone communications, electrical products, local government
September	64	203	Food stores, longshoring (East and Gulf Coast)
October	39	186	Aerospace, food stores
November	24	71	...
December	50	191	State and local government
Total 1987 ⁴	587	2,488	...
January	29	70	...
February	28	74	...
March	54	111	Construction
April	49	131	Construction, food stores
May	66	180	Construction
June	195	764	Construction, State and local government
July	37	166	Parcel delivery
August	39	191	Food stores, local government
September	31	592	Automobiles, State and local government
October	24	57	Local government
November	16	44	...
December	23	122	Local government
Total 1988 ⁵	266	1,610	...
January-June	225	1,345	...
July-December	41	264	...
Total 1989 and later	18	99	...
Year unknown or in negotiation ⁶	333	1,399	...

¹Includes all private nonagricultural industries and State and local governments.²Totals are less than the sum of the parts because 85 agreements covering 256,000 workers have both reopenings and expirations in the reference period. Includes 576 State and local government agreements covering 2,149,000 workers.³Includes 68 agreements covering 206,000 workers which have wage reopenings scheduled in 1986. Includes 239 State and local government agreements covering 737,000 workers.⁴Includes 14 agreements covering 38,000 workers which have wage reopenings scheduled in 1987. Includes 177 State and local government agreements covering 744,000 workers.⁵Includes 3 agreements covering 12,000 workers which have wage reopenings scheduled in 1988. Includes 74 State and local government agreements covering 429,000 workers.⁶Includes agreements which were due to expire between Oct. 1 and Dec. 31, 1985; agreements which expired prior to Oct. 1, 1985 but new agreements were not reached by then; agreements which expired prior to Oct. 1, 1985 but for which necessary information had not been fully gathered; and agreements that have no fixed expiration or reopening date.

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

retail food stores, as well as those in construction which also faces slack demand in some parts of the country.

Some negotiators will be assessing wage and compensation structures that were first put in place the last time they

bargained, usually in 1983 or 1984. These include annual lump-sum payments to workers and two-tiered wage systems, in which employees hired after a specified date are temporarily or permanently on a lower pay scale than those hired earlier. Other employers may wish to initiate these types of compensation.

Additional potential subjects for bargaining abound. To cite a few: Controlling the cost of employee benefits (especially health care); job security and job retraining; quality of work life; and altering work rules and job classifications for greater flexibility and efficiency.

Bankruptcies and corporate takeovers

Other developments will color the bargaining scene. A company filing for reorganization under Chapter 11 of the Bankruptcy Code can, under 1984 amendments to the code, ask the court for relief from the terms of a collective bargaining contract if it fails to reach agreement with the union on a contract modification. Some employees have participated in stock purchase plans of employers in financial difficulty in an attempt to save the corporation. Others have received stock in exchange for taking pay cuts. Unions have played an active role in some corporate takeover battles and have seats on the boards of some companies.

On the more traditional side of labor management relations, the number of major stoppages (involving 1,000 workers or more) continued a decline that began in 1980. In almost all preceding years back to 1947,¹ there were at least 200 and as many as 470 major strikes or lockouts. The number declined annually from 235 in 1979, to 187 in 1980, and to 62 in 1984, the fewest in 37 years and, based on events through the end of October, may hit a new low in 1985. Linked to the decline in stoppages is the increasing practice of workers to continue to work after a contract has expired, either under terms of the old contract or the employer's last best offer. At the end of September 1985, for example, 95 percent of the employees under private industry contracts that had expired and not been renewed were at work rather than on strike.

Nonunion wage gains again higher

In private industry, negotiators on the union side of the table will be bearing in mind the smaller wage and benefit increases that union workers have received compared to their nonunion counterparts during the last 2 years. The third quarter of 1985 was the seventh consecutive quarter in which wages and benefits increased more for nonunion than union workers, according to the Bureau's Employment Cost Index.

Bargainers will also be looking at recent settlements in other situations. Since the beginning of 1982, major settlements in private industry have, on average, provided record or near-record low wage adjustments since the series began in 1968. For the first 9 months of 1985, for example, settlements called for average wage adjustments of 2.3 percent the first year and 2.9 percent annually over the life of the

contract. These figures highlight the tendency of recent settlements to provide smaller wage adjustments in the first contract year than subsequently. Prior to 1983, most settlements provided the largest wage adjustment in the first year.

Major settlements in State and local government since the beginning of 1984, when these data were first compiled, through the third quarter have averaged 4.7 percent the first contract year and 5.2 percent annually over the life of the contract.

Negotiators will also be considering what their expiring contracts yielded. Contracts expiring in 1986 specified wage adjustments averaging 3.1 percent a year over their term. When cost-of-living adjustments (COLA) made through October 1985 are included, the average rises to 3.6 percent. The following tabulation shows average annual wage adjustments alone and combined with COLA's in private and State and local government contracts expiring in 1986 (percentages calculated through the third quarter of 1985):

	<i>Specified wage adjustment</i>	<i>Specified wage adjustment plus COLA</i>
Contracts expiring in 1986	3.1	3.6
With COLA	1.9	3.1
Without COLA	4.0	—
Private industry	2.7	3.3
With COLA	1.9	3.1
Without COLA	3.6	—
State and local government	5.1	5.1
With COLA	4.4	4.9
Without COLA	5.1	—

In private industry, the specified adjustments under expiring contracts averaged 2.7 percent annually; when COLA's through September 1985 are included, they averaged 3.3 percent. These are the smallest adjustments under expiring contracts since the Bureau began tabulating these data 12 years ago. If the current trend in the Consumer Price Index continues, 1986 will be the fourth consecutive year in which total adjustments in expiring private industry contracts with COLA's will be less than specified adjustments in those without COLA's. Many contracts, however, provide for COLA review just prior to their 1986 expirations, so the difference in adjustments between those with COLA's and those without may narrow.

In State and local government contracts, specified adjustments in expiring contracts were 5.1 percent. COLA's cover such a small proportion of State and local government workers that their impact is minor.

All of these developments will contribute to the bargaining environment in 1986, but parties to contract negotiations will also have to contend with problems that are specific to their own situations. Principal industries involved in 1986 negotiations are: petroleum (January), farm machinery (March and June), health care (March through October), aluminum (May), copper (May), construction (spring and summer), State and local government (summer), steel

(July), telecommunications (August), longshoring—East and Gulf Coast (September), and aerospace (fall). Some of the issues that will face labor and management in these industries are discussed below. The article concludes with highlights of wage changes and COLA reviews scheduled for the year under terms of major contracts negotiated earlier. (See table 3 for information on principal contracts.)

Petroleum refining

Contracts covering approximately 45,000 petroleum refinery employees and the major oil refining companies² will expire on January 8, 1986. Most of the Nation's refinery workers are represented by the Oil, Chemical and Atomic Workers Union (OCAW); others are represented by the Operating Engineers, Teamsters, Seafarers and independent or single-company unions.

This year's contract negotiations will take place in about the same economic environment as during the round of talks in 1984, although the institutional setting will be somewhat different. Approximately 140 refineries have closed between 1981 and the first half of 1985, with a corresponding drop in employment from 214,000 to 180,000 workers. Demand for U.S. petroleum products peaked at 18.4 million barrels per day in 1978 and fell steadily to 15.2 million in 1983. The fall in demand has been generally attributed to a shift from oil to other fuels (for example, coal and natural gas) for industrial uses, increased home insulation, and more fuel-efficient automobiles. Petroleum product demand increased slightly to 15.7 million barrels per day in 1984, but it was met mostly by imports, which increased by 15 percent. Domestic production increased by only 1 percent even though the industry was operating at only about 75 percent of capacity. Union sources fear that increasing imports will close more domestic refineries. Company mergers and takeovers have changed the bargaining structure of the industry.

On the employer side, merger activity has been brisk since 1981. In 1984 alone, for example, Texaco bought Getty, Mobil acquired Superior, and Phillips bought Aminoil. No recent merger, however, will have a greater impact on this year's bargaining than the 1984 purchase of Gulf by Chevron. Although negotiations have typically been conducted locally by each individual bargaining unit since 1975, the Gulf and OCAW agreements have served as the pattern for the rest of the industry. The OCAW will attempt to establish a pattern again this year, but it is not clear whether the union will be successful or, if it is, which company will emerge as the pattern setter for the industry.

The last round of settlements, in 1984, involved 338 separate contracts covering 50,000 workers. The Gulf OCAW accord provided wage increases of 1.5 percent in the first year and 2.5 percent in the second year and raised Gulf's monthly contributions to the family health insurance plans.

Although the Gulf settlement set the basic pattern for contracts in the industry, agreements with Texaco, Sun Oil,

Table 2. Major collective bargaining agreements scheduled to expire or with wage reopenings, by year and industry

[Workers in thousands]

Industry	Total ¹		Year of expiration, scheduled wage reopening, or both							
	Number of agreements	Workers covered	1986 ²		1987 ³		1988 and later ⁴		Unknown or in negotiation ⁵	
			Number of agreements	Workers covered	Number of agreements	Workers covered	Number of agreements	Workers covered	Number of agreements	Workers covered
Total ⁶	2,025	9,130	900	3,770	587	2,488	281	1,696	333	1,399
All private nonfarm industries	1,449	6,981	661	3,029	410	1,744	207	1,268	209	1,027
Manufacturing	573	2,730	263	1,025	143	862	98	535	81	331
Food and kindred products	69	175	27	53	24	60	7	37	12	27
Tobacco manufacturing	5	17	4	15	-	-	1	2	-	-
Textile mill products	8	31	2	6	3	16	1	4	2	6
Apparel and other finished products	36	341	4	10	3	8	22	225	8	101
Lumber and wood products, except furniture	9	51	7	47	3	5	1	2	-	-
Furniture and fixtures	5	10	2	3	1	2	1	5	1	1
Paper and allied products	45	71	26	41	14	22	5	7	1	1
Printing, publishing, and allied industries	21	37	6	10	13	23	1	3	3	4
Chemicals and allied products	31	63	11	21	8	14	3	7	10	23
Petroleum refining and related industries	16	31	16	31	1	2	-	-	-	-
Rubber and miscellaneous plastics	12	39	1	1	1	4	10	33	-	-
Leather and leather products	8	20	3	8	4	8	1	4	-	-
Stone, clay, glass, and concrete products	25	66	12	43	4	8	2	2	7	12
Primary metals industries	61	401	48	379	9	11	3	9	2	5
Fabricated metal products	29	61	15	32	5	14	4	6	5	9
Machinery, except electrical	40	122	19	75	9	30	6	8	6	9
Electrical machinery equipment and supplies	59	315	27	106	13	53	12	122	8	35
Transportation equipment	77	850	25	129	25	576	16	57	11	88
Instruments and related products	8	18	6	13	1	6	-	-	2	5
Miscellaneous manufacturing industries	9	13	2	2	2	2	2	3	3	6
Nonmanufacturing	876	4,250	398	2,004	267	882	109	733	128	696
Mining, crude petroleum and natural gas production	12	131	6	15	-	-	1	105	5	11
Construction	387	1,064	198	606	131	294	40	98	29	85
Transportation, except railroads and trucking	60	256	26	108	17	69	6	34	12	46
Railroads	26	378	-	-	-	-	1	8	25	370
Trucking	15	283	1	1	2	75	8	191	4	16
Communications	41	718	26	677	9	31	4	8	3	6
Utilities, gas, and electric	74	244	31	104	23	69	12	39	12	40
Wholesale trade	10	41	6	10	3	5	1	25	-	-
Retail trade, except restaurants	128	562	48	209	45	226	22	81	16	56
Restaurants	14	44	7	22	2	3	1	8	4	12
Finance, insurance, and real estate	24	119	9	43	8	21	2	32	5	24
Services, except hotels and health services	35	156	15	75	10	28	5	37	6	18
Hotels	16	114	6	29	5	29	4	63	2	5
Health services	34	142	19	106	12	33	2	4	5	7
State and local government	576	2,149	239	741	177	744	74	429	124	372

¹Totals are less than the sum of the parts because 85 agreements covering 256,000 workers have both reopenings and expirations in the reference period. Includes 576 State and local government agreements covering 2,149,000 workers.

²Includes 68 agreements covering 206,000 workers which have wage reopenings scheduled in 1986. Includes 239 State and local government agreements covering 737,000 workers.

³Includes 14 agreements covering 38,000 workers which have wage reopenings scheduled in 1987. Includes 177 State and local government agreements covering 744,000 workers.

⁴Includes 3 agreements covering 12,000 workers which have a wage reopening scheduled in 1988. Includes 74 State

and local government agreements covering 429,000 workers.

⁵Includes agreements which were due to expire between Oct. 1 and Dec. 31, 1985; agreements which expired prior to Oct. 1, 1985, but new agreements were not reached by then; agreements which expired prior to Oct. 1, 1985, but for which necessary information had not been fully gathered; and agreements that have no fixed expiration or reopening date.

⁶Includes all private nonagricultural industries and State and local governments.

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

and Union Oil, differed from the Gulf accord, and introduced a two-tiered classification. Company bargainers are expected to try to maintain the two-tiered wage structure, or introduce it where it does not exist, while the OCAW will probably try to eliminate it.

Demands for the coming negotiations adopted by the U.S. National Oil Bargaining Committee of the OCAW emphasize job security and health insurance. They include:

- A 2-year contract.
- "No retrogression" or concessions on current rights and benefits.

- "Substantial" wage increases for all classifications.
- Increased employer contributions to health insurance.
- Improvements in layoff protection, recall rights, severance pay, and transfer and relocation rights.

Construction

Approximately 606,000 construction workers are covered by collective bargaining agreements that will expire or be subject to reopening in 1986. They make up 57 percent of all construction workers under major agreements. Most of the 198 contracts will terminate between April and June.

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 1986 specified wage increase
Private sector					
Manufacturing					
Food and kindred products					
California Processors, Inc. and others	Teamsters (Ind.)	20,000	July 1, 1985 to June 30, 1988		July: 10 to 45 cents
Nabisco, Inc.	Bakery, Confectionery and Tobacco Workers	9,000	Sept. 1, 1985 to Sept. 1, 1987		Mar.: 10 cents June: 10 cents Sept.: \$1,000 lump sum payment Mar.: 65 cents
Anheuser-Busch, Inc.	Teamsters (Ind.)	9,000	Jan. 1, 1985 to Feb. 28, 1988		
Wholesale bread and cake bakeries (East Central States)	Bakery, Confectionery and Tobacco Workers	8,000	June 10, 1984 to June 13, 1987		June: 40 cents
Sugar plantation companies (HI)	Longshoremen and Warehousemen (Ind.)	7,500	Feb. 1, 1985 to Jan. 31, 1986		
Tobacco manufactures					
Philip Morris, U.S.A.	Bakery Confectionery and Tobacco Workers	10,300	Feb. 1, 1983 to Jan. 31, 1986		
Dan River Inc.	Textile Workers	7,500	June 17, 1985 to June 22, 1987 ⁶		
Apparel and other finished products made from fabrics and similar products					
Atlantic Apparel Contractors Assn.	Ladies' Garment Workers	25,000	June 1, 1985 to May 31, 1988		June: 6 percent
Affiliated Dress Assn. Manufacturers Inc.	Ladies' Garment Workers	20,000	June 1, 1985 to May 31, 1988		June: 6 percent
Greater Blouse, Skirt, and Undergarment Assn.	Ladies' Garment Workers	19,900	June 1, 1985 to May 31, 1988		June: 6 percent
New York Coat and Suit Assn. and American Cloak and Suit Manufacturers Assn.	Ladies' Garment Workers	15,000	June 1, 1985 to May 31, 1988		June: 6 percent
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		
Paper and allied products					
International Paper Co., Multiple Mill Group	Paperworkers; Electrical Workers (IBEW)	6,000	June 1, 1983 to May 31, 1986		
Printing, publishing, and allied industries					
Metropolitan Lithographers Assn. (New York City)	Graphic Communications	5,000	July 1, 1984 to June 30, 1987		July: 5.3 percent
Rubber and miscellaneous plastics products					
Goodyear Tire and Rubber Co.	Rubber Workers	16,000	Apr. 22, 1985 to Apr. 20, 1988	Jan., Apr., July, Oct.	Apr.: 10 cents
Firestone Tire and Rubber Co.	Rubber Workers	8,500	Apr. 22, 1985 to Apr. 20, 1988	Jan., Apr., July, Oct.	Apr.: 10 cents
B. F. Goodrich Co.	Rubber Workers	7,200	Apr. 22, 1985 to Apr. 20, 1988	Jan., Apr., July, Oct.	Apr.: 10 cents
Leather and leather products					
Brown Shoe Co.	Clothing and Textile Workers; Food and Commercial Workers	6,000	Sept. 1, 1984 to Aug. 31, 1986		
Stone, clay, glass, and concrete products					
Owens-Illinois, Inc.	Glass, Pottery, Plastics	8,600	Apr. 1, 1983 to Mar. 31, 1986		
Brockway Glass Co.	Glass, Pottery, Plastics	7,000	Apr. 1, 1983 to Mar. 31, 1986		
Primary metal industries					
U.S. Steel Corp. (production and maintenance)	Steelworkers	102,000	Mar. 1, 1983 to Aug. 1, 1986		Feb.: 45 cents
Bethlehem Steel Corp.	Steelworkers	49,000	Mar. 1, 1983 to Aug. 1, 1986		Feb.: 45 cents
Jones and Laughlin Steel Corp.	Steelworkers	32,000	Mar. 1, 1983 to Aug. 1, 1986		Feb.: 45 cents
Republic Steel Corp.	Steelworkers	30,400	Mar. 1, 1983 to Aug. 1, 1986		Feb.: 45 cents
Inland Steel Co., Indiana Harbor Works	Steelworkers	21,100	Mar. 1, 1983 to Aug. 1, 1986		Feb.: 45 cents
Fabricated metal products, except machinery and transportation equipment					
American Can Co.	Steelworkers	5,500	Mar. 9, 1983 to Feb. 16, 1986		
Machinery, except electrical					
Caterpillar Tractor Co.	Automobile Workers	20,400	Apr. 25, 1983 to June 1, 1986	Mar.	
Deere & Co.	Automobile Workers	18,000	June 1, 1983 to June 1, 1986	Mar.	
International Harvester Co.	Automobile Workers	12,000	Oct. 1, 1984 to Sept. 30, 1987	Mar., June, Sept., Dec.	
Briggs and Stratton Corp.	Allied Industrial Workers	8,200	Oct. 29, 1983 to July 31, 1986		
Timken Co.	Steelworkers	8,000	Aug. 28, 1983 to Aug. 25, 1986		July: 45 cents
Electrical and electronic machinery, equipment, and supplies					
General Electrical Co.	Electronic Workers (IUE); Electrical Workers (UE-Ind.); Electrical Workers (IBEW); others	80,000	July 1, 1985 to June 26, 1988	June, Dec.	June: 3.0 percent
AT&T Technologies	Electrical Workers (IBEW)	36,200	Aug. 7, 1983 to Aug. 6, 1986		

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 1986 specified wage increase
General Motors Corp.	Electronic Workers (IUE)	24,000	Nov. 12, 1984 to Sept. 14, 1987	Mar., June, Sept., Dec.	.....
AT&T Technologies	Communications Workers	20,300	Aug. 7, 1983 to Aug. 6, 1986	.....	.....
Westinghouse Electric Corp.	Electronic Workers (IUE); Electrical Workers (UE-Ind.); Electrical Workers (IBEW); others	19,200	July 22, 1985 to Aug. 28, 1988	Jan., July	July: 3 percent
Transportation equipment General Motors Corp.	Automobile Workers	350,000	Oct. 15, 1984 to Sept. 14, 1987	Mar., June, Sept., Dec.	Oct.: lump-sum payment ⁷
Ford Motor Co.	Automobile Workers	114,000	Oct. 28, 1984 to Sept. 14, 1987	Mar., June, Sept., Dec.	Oct.: lump-sum payment ⁷
Boeing Co.	Machinists	26,000	Oct. 4, 1983 to Oct. 3, 1986	Jan. Apr., July	.....
Newport News Shipbuilding and Dry Dock Co.	Steelworkers	18,200	Nov. 1, 1983 to May 31, 1987	.....	May: 7 percent
Rockwell International Corp.	Automobile Workers	16,000	July 1, 1984 to June 30, 1987	Jan., Apr., July, Oct.	July: 3 percent
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)	.....	.....
Nonmanufacturing Bituminous coal and lignite mining Bituminous Coal Operators Assn.	Mine Workers, United (Ind.)	105,000	Sept. 28, 1984 to Jan. 31, 1988	.....	Jan.: 5 cents Apr.: 5 cents July: 5 cents Oct.: 30 cents
Building construction—general contractors and operative builders Associated General Contractors; and others (Southern CA) ..	Carpenters	20,000	July 1, 1983 to June 30, 1986	.....	.....
Building construction agreement (New York City)	Carpenters	20,000	July 1, 1984 to June 30, 1987	.....	July: \$1.10
Building Industry Assn. and others (Northern CA)	Carpenters	16,000	June 16, 1983 to June 15, 1986	.....	.....
Associated General Contractors; and others (outside agreement—Southern CA)	Laborers	15,000	July 1, 1983 to June 30, 1986	.....	.....
Associated General Contractors (outside agreement—Northern CA)	Laborers	15,000	Jan. 15, 1983 to June 15, 1986	.....	.....
Construction other than building construction—general contractors Associated General Contractors (Northern CA)	Carpenters	15,000	Sept. 1, 1982 to June 15, 1986	.....	.....
Associated General Contractors (Central and Western WA) ..	Carpenters	14,000	June 1, 1983 to May 31, 1986	.....	.....
Associated General Contractors (Northern CA)	Operating Engineers	12,000	June 16, 1983 to June 15, 1986	.....	.....
Associated General Contractors (Upstate NY)	Carpenters	10,000	Apr. 1, 1985 to Mar. 31, 1988	.....	June: 85 cents
Labor Relations Div. of the Ohio Contractors Assn.	Laborers	10,000	May 1, 1983 to Apr. 30, 1986	.....	.....
Construction—special trade contractors Plumbing and Piping Industry Council; and independent companies (plumbers—Los Angeles)	Plumbing and Pipe Fitting Industry	11,000	July 1, 1983 to June 30, 1986	.....	.....
New York Electrical Contractors Assn., Inc. (New York City) ..	Electrical Workers (IBEW)	10,000	June 10, 1983 to June 12, 1986	.....	.....
Associated General Contractors; 7 other Assns.; and independent contractors	Iron Workers	10,000	July 1, 1983 to June 30, 1986	.....	.....
Electrical Contractors Assn. of the City of Chicago	Electrical Workers (IBEW)	8,100	June 1, 1985 to May 31, 1987	.....	June: \$1.10 ⁸
Mechanical Contractors Assn. (Chicago)	Plumbing and Pipe Fitting Industry	8,000	June 3, 1985 to May 31, 1986	.....	.....
Railroad transportation Conrail	Transportation	8,400	July 1, 1984 to June 30, 1988	Jan.	Jan.: 2 percent July: 1.5 percent
Local and suburban transit and interurban highway passenger transportation Greyhound Lines	Transit Union	12,700	Nov. 1, 1983 to Oct. 31, 1986	May, Aug.	.....
Motor freight transportation and warehousing National Master Freight Agreement (local cartage)	Teamsters (Ind.)	100,000	Apr. 1, 1985 to Mar. 31, 1988	.....	Apr.: 50 cents

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 1986 specified wage increase
United Parcel Service	Teamsters (Ind.)	71,000	Sept. 1, 1984 to July 31, 1987	Sept.	Sept.: 50 cents
National Master Freight Agreement (over-the-road)	Teamsters (Ind.)	50,000	Apr. 1, 1985 to Mar. 31, 1988	.....	Apr.: 50 cents
National Master Automobile Transporters Agreement	Teamsters (Ind.)	21,000	June 1, 1985 to May 31, 1988	June	June: 60 cents
Joint Area Cartage Agreement (Chicago)	Teamsters (Ind.)	10,000	Apr. 1, 1985 to Mar. 31, 1988	.....	Apr.: 50 cents
Water transportation					
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	.....	.....
American Maritime Assn. (unlicensed seamen)	Seafarers	8,000	June 16, 1984 to June 15, 1987	Jan., July	.....
Great Lakes Assn. 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	.....	.....
Transportation by air					
United Airlines	Machinists	15,500	Nov. 1, 1983 to Oct. 31, 1986	.....	Sept.: 2.9 percent
American Airlines	Transport Workers	12,000	Sept. 1, 1985 to Mar. 1, 1989	.....	Mar.: \$500 lump sum payment
Eastern Airlines	Machinists	12,000	Feb. 1, 1985 to Dec. 31, 1987	.....	Feb.: 6 percent
United Airlines	Air Line Pilots	8,500	Apr. 1, 1983 to May 1, 1986	.....	.....
Republic Airlines	Air Line Pilots	6,300	May 31, 1984 to Dec. 31, 1986	.....	.....
Communication					
American Telephone & Telegraph Co.	Communications Workers	500,000 ⁹	Aug. 7, 1983 to Aug. 9, 1986	.....	.....
New England Telephone and Telegraph Co.	Electrical Workers (IBEW)	23,700	Aug. 7, 1983 to Aug. 9, 1986	.....	.....
General Telephone Co. of California	Communications Workers	21,000	Mar. 4, 1983 to Mar. 4, 1986	.....	.....
AT&T Technologies (installers and job clerks)	Communications Workers	14,000	Aug. 7, 1983 to Aug. 9, 1986	.....	.....
Illinois Bell Telephone Co.	Electrical Workers (IBEW)	13,800	Aug. 7, 1983 to Aug. 9, 1986	.....	.....
Electric, gas, and sanitary services					
Pacific Gas and Electric Co.	Electrical Workers (IBEW); Marine Engineers; others	22,400	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	.....	Mar.: 2 percent
Commonwealth Edison Co.	Electrical Workers (IBEW)	11,500	Apr. 1, 1985 to Mar. 31, 1988	.....	Apr.: 4.6 percent
Niagara Mohawk Power Corp.	Electrical Workers (IBEW)	8,000	June 1, 1984 to May 31, 1986	.....	.....
Southern California Gas Co.	Utility Workers	7,100	Apr. 1, 1984 to Mar. 31, 1986	.....	.....
Wholesale trade-nondurable goods					
Industrial Employers and Distributors Assn. (CA)	Teamsters (Ind.) Longshoremen and Warehousemen (Ind.)	25,000	June 1, 1985 to May 31, 1988	June	June: 12 cents Dec: lump-sum payment ¹⁰
General merchandise stores					
Meijer, Inc. (MI)	Food and Commercial Workers	11,000	Dec. 30, 1984 to Sept. 19, 1987	Oct.	Apr.: lump-sum payment ¹¹ Oct.: 20 cents
Montgomery Ward and Co.	Teamsters (Ind.)	9,600	Aug. 1, 1983 to July 31, 1986	.....	Jan.: 4 percent
R H Macy and Co., Inc.	Retail, Wholesale and Department Store	6,000	Feb. 1, 1985 to Jan. 31, 1989	.....	Feb.: 40 cents
Woodward & Lothrop, Inc. (Washington, DC area)	Food and Commercial Workers	5,500	Feb. 1, 1983 to Jan. 31, 1986	.....	.....
Food stores					
Food Employers Council, Inc. (Southern CA)	Food and Commercial Workers	65,000	July 30, 1984 to Aug. 2, 1987	.....	Feb.: 1.2 percent July: 1.6 percent
Food Employers Council (Northern CA)	Food and Commercial Workers	22,000	Mar. 1, 1983 to Feb. 28, 1986	.....	.....
Shoptite, Pathmark, Grand Union and Foodtown stores (NJ)	Food and Commercial Workers	21,000	Apr. 9, 1984 to Apr. 3, 1987	.....	Apr.: 37.5 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.: average 31.3 cents
Jewel Food Stores (IL)	Food and Commercial Workers	18,000	June 21, 1985 to Oct. 4, 1986	.....	.....
Eating and drinking places					
Restaurant-Hotel Employers' Council	Hotel Employees and Restaurant Employees	17,781	Mar. 15, 1982 to Mar. 15, 1986 (Mar. 15, 1985)	.....	.....
Restaurant-Hotel Employers' Council	Hotel Employees and Restaurant Employees	17,781	Mar. 15, 1982 to Mar. 15, 1986 (Mar. 15, 1985)	.....	.....
Restaurant-Hotel Employers' Council	Hotel Employees and Restaurant Employees	8,000	Mar. 15, 1985 to Mar. 15, 1989 (Mar. 15, 1988)	.....	Apr.: 3.9 percent (average)
San Mateo Hotel Restaurant Employers' Assn.	Hotel Employees and Restaurant Employees	5,200	Jan. 1, 1984 to Dec. 31, 1986	.....	Jan.: 20-52 cents
Bob's Big Boy Restaurants	Bob's Big Boy Union (Ind.)	5,200	Jan. 1, 1984 to Dec. 31, 1986	.....	Jan.: 1.5 percent July: 1.5 percent
Insurance					
John Hancock Mutual Life Insurance Co.	Food and Commercial Workers	5,000	July 1, 1984 to June 30, 1987	.....	Sept.: lump-sum payment ¹²

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 1986 specified wage increase
Real Estate					
Really Advisory Board on Labor Relations (apartment agreement) (NY)	Service Employees	30,000	Apr. 21, 1985 to Apr. 20, 1988	Apr.	Apr.: 50 cents
Really Advisory Board on Labor Relations (commercial agreement) (NY)	Service Employees	18,000	Jan. 1, 1984 to Dec. 31, 1986	Jan.	Jan.: 57.5 cents
Building Managers Assn. of Chicago	Service Employees	6,000	Mar. 26, 1984 to Sept. 28, 1986		
Hotels, rooming house, camps, and other lodging places					
Hotel Assn. of New York City	Hotel and Motel Trades Council	25,000	June 1, 1985 to May 31, 1990		Aug.: 5.6 percent
Nevada Resort Assn.	Hotel Employees and Restaurant Employees	25,000	May 2, 1984 to May 4, 1989		May: 15 cents
Casino hotels in Atlantic City	Hotel Employees and Restaurant Employees	12,000	Sept. 15, 1983 to Sept. 15, 1988 (Sept. 15, 1986)		
Greater Chicago Hotel and Motel Assn.	Hotel Employees and Restaurant Employees	9,000	Apr. 1, 1983 to Dec. 31, 1987		Jan.: 25.5 cents—tipped 12.5 cents—nontipped
Council of Hawaii Hotels	Hotel Employees and Restaurant Employees	8,100	Mar. 1, 1984 to Feb. 28, 1987		Mar.: 5 percent
Personal services					
New York City laundries	Clothing and Textile Workers	5,000	Dec. 1, 1984 to Nov. 30, 1987		Dec.: \$10 week—inside employees, \$20 week—drivers
Business services					
Service Employers Assn. (New York City)	Service Employees	36,000	Jan. 1, 1984 to Dec. 31, 1986	Jan.	Jan.: 57.5 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 (Chicago)	Service Employees	6,000	Jan. 1, 1985 to Dec. 31, 1986		Jan.: 10 cents
Motion pictures					
Alliance of Motion Picture and Television Producers	Stage Employees and other unions	30,000	Aug. 1, 1985 to July 31, 1988		Aug.: \$1
Amusement and recreation services, except motion pictures					
Phonograph Record Labor Agreement	Musicians	6,000	Dec. 1, 1983 to Nov. 30, 1986		
Health services					
League of Voluntary Hospitals and Homes (New York City)	Retail, Wholesale and Department Store	50,000	July 1, 1984 to June 30, 1986		
Greater New York Health Care Facilities Assn.	Service Employees	15,000	Apr. 1, 1984 to Mar. 31, 1986		
Association of Private Hospitals (New York, NY)	Service Employees	7,000	Aug. 1, 1984 to July 31, 1986		
Kaiser Permanente (clerical, service, maintenance and technical)	American Nurses Association (Ind.)	6,850	Apr. 1, 1984 to Mar. 31, 1987		
Kaiser-Permanente Medical Care Program (Northern CA)	Service Employees	6,400	Oct. 30, 1983 to Oct. 25, 1986		
State and local government					
State					
New York State (professional and technical employees)	State, County and Municipal Employees	51,000	Apr. 1, 1985 to Mar. 31, 1988		Apr.: 5 percent
New York State Institutional services	State, County and Municipal Employees	41,000	Apr. 1, 1985 to Mar. 31, 1988		Apr.: 5.5 percent
New York State (administrative)	State, County and Municipal Employees	37,700	Apr. 1, 1985 to Mar. 31, 1988		Apr.: 5.5 percent
Massachusetts State	State, County and Municipal Employees and Service Employees	28,000	Apr. 1, 1983 to Mar. 31, 1986		
New York State operational services (blue collar)	State, County and Municipal Employees	25,500	Apr. 1, 1985 to Mar. 31, 1988		Apr.: 5.5 percent
Pennsylvania State (clerical, administrative, and fiscal)	State, County and Municipal Employees	16,650	July 1, 1985 to June 30, 1988		July: 33 cents
New York State security services	State, County and Municipal Employees	15,800	Apr. 1, 1985 to Mar. 31, 1988		Apr.: 5.5 percent
Oregon State Employees Unit	Service Employees	15,500	July 1, 1985 to June 30, 1987		July: 3 percent
Pennsylvania State (human services)	State, County and Municipal Employees	15,400	July 1, 1985 to June 30, 1988		July: 33 cents
Florida State (professional unit)	State, County and Municipal Employees	15,000	July 1, 1985 to June 30, 1987 (July 1, 1986)		Jan.: 5 percent
Local					
New York City Board of Education (teachers)	Teachers	59,500	July 1, 1984 to June 30, 1987		July: 5.5 to 8.1 percent
New York City (clerical)	State, County and Municipal Employees	36,400	July 1, 1984 to June 30, 1987		July: 6 percent
New York City Transit Authority	Transport Workers	28,500	Apr. 1, 1985 to Mar. 31, 1988		Apr.: 6 percent
Chicago Board of Education (teachers)	Teachers	26,000	Sept. 5, 1985 to Aug. 31, 1987		Sept.: 3 percent
New York City Police Dept	Patrolmen's Association (Ind.)	17,800	July 1, 1984 to June 30, 1987		July: 6 percent
Minnesota State (multidepartment)	State, County and Municipal Employees	17,300	July 1, 1985 to June 30, 1987		July: 4 percent
Nassau County (general unit)	State, County and Municipal Employees	14,000	Jan. 1, 1985 to Dec. 31, 1987		Jan.: 6 percent

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 1986 specified wage increase
Philadelphia School District (teachers)	Teachers	13,000	Sept. 1, 1985 to Aug. 31, 1988	.....	.....
Philadelphia city employees	State, County and Municipal Employees	13,000	July 1, 1984 to June 30, 1986	.....	.....
New York City (social services employees)	State, County and Municipal Employees	12,500	July 1, 1984 to June 30, 1987	.....	July: 5.5 percent

¹Selection based on contracts with the highest employment (minimum 5,000) in the industrial classification.

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 or first reopening date.

⁶Subject to reopening during agreement term at not less than 6 months intervals.

⁷Equal to 2.25 percent of qualified earnings during 52 pay periods ending in September 1986.

⁸Allocation between wages and benefits will be determined by the union.

⁹Based on the corporate structure and employment level at the time of the 1983 collective bargaining settlement. On Jan. 1, 1984, AT&T was divested of its various operating companies under a settlement of an anti-trust action.

¹⁰Equal to 24 cents for each hour worked from June 1, 1986, to Nov. 30, 1986.

¹¹Varying by job classification and based on hours worked from Oct. 6, 1985 to Apr. 15, 1986.

¹²Based on income during preceding 12 months and length of service.

Typically, most of the construction workers under collective bargaining agreements are employed in commercial construction (for example, office buildings, highways) rather than residential construction. Negotiations in the industry are usually conducted by local or regional branches of national employer associations, such as the Associated General Contractors of America or the National Electrical Contractors Association. Individual companies join such associations for a variety of business-related purposes, including collective bargaining. Workers are generally organized along craft lines, and negotiations are frequently on a craft-by-craft basis. Nevertheless, settlements reached by the various crafts in a locality are often similar in size, reflecting the economic situation of the local construction industry.

The economic health of the industry, while not good, has shown some improvement since 1982. In October of that year, the rate of unemployment in the industry hit a historic 23.7 percent. It dropped to 13.7 percent 2 years later, and has been hovering around that level since then. The value of new nonresidential construction, which ranged between \$60 and \$65 billion a year from 1981–83, rose to \$74 billion in 1984 and was at \$65 billion at the end of the third quarter of 1985.

In addition to having to deal with the problems of reduced construction activity and the consequent loss of job opportunities, unionized firms and their employees have faced increased competition from nonunion firms. Employers and workers have tried to adjust to both situations. Some unionized employers have used “double breasting”—forming new, nonunion firms—to avoid having to abide by the terms of union contracts and thus to be better able to compete with nonunion firms. Unions have agreed to reduce or freeze pay and benefits and to modify work rules to reduce labor costs. Some contracts permit a dual wage scale, with a lower rate to be paid on small projects where competition from nonunion firms tends to be heaviest. Similarly, on federally financed construction, if the prevailing wage rate that must be paid under the Davis-Bacon Act is determined to be less

than the union scale, some contracts allow the employer to pay the lower rate, to be able to compete for the job. New “helper” classifications have been developed for workers who do not perform all the duties of the craft and are paid less than full craft rates. More direct approaches to reducing labor costs—wage and benefit cuts and freezes—have also been negotiated.

Since 1983, substantial proportions of workers covered by major construction contracts have had their wages cut or frozen for the term of the agreement—37 percent in 1983, 46 percent in 1984, and 30 percent during the first 9 months of 1985. The cuts and freezes, coupled with comparatively modest increases for the remaining workers, yielded average wage adjustments over the contract term that, since 1983, have been small relative to earlier years. During the first 9 months of 1985, contract settlements called for wage adjustments averaging 2.1 percent annually over their term. By comparison, adjustments specified in the contracts they replaced averaged 3.3 percent annually over their term, and 1982 settlements called for wage adjustments that averaged 6.3 percent a year over the life of the contract.

There is nothing on the horizon to indicate that 1986 bargaining in construction will produce settlements very different from those reached beginning in 1983.

Aluminum

Contracts between major aluminum producers and the United Steelworkers of America and the Aluminum, Brick and Glass Workers International Union are scheduled to expire in May 1986. These agreements cover about 45,000 workers.

The three largest companies, Aluminum Co. of America, Reynolds Metals Co., and Kaiser Aluminum and Chemical Corp. have traditionally been the pattern setters for smaller firms. The 3-year contracts negotiated in May 1983 gave no specified wage increases. They modified the quarterly cost-of-living adjustment to provide wage changes of 1 cent an hour for each 0.3-point movement in the Consumer Price Index (1967 = 100) for the first 2 contract years, and 1 cent

for each 0.26-point change in the third contract year. Sunday premium pay was reduced from half to time and one-quarter. The eligibility period for extended vacation was increased from 5 years of service to 7.

After suffering heavy losses due to the depressed aluminum market, Kaiser Aluminum sought to modify the terms of the 1983 agreement to achieve additional labor cost savings. A new 3-year contract reached with the Steelworkers, effective April 1, 1985, reduced compensation by an average of \$4.50 an hour, and established an employee stock purchase plan to be financed by diverting money stemming from any quarterly cost-of-living adjustment.

Earning levels among aluminum producers reflect their product mix. Companies such as Aluminum Co. of America and Reynolds Metals Co., have achieved a profitable product mix, while others, including Kaiser Aluminum, are facing financial difficulties. Despite the recent labor cost cuts, reduced employment and modernization of plant and equipment, Kaiser has not been able to make a profit.

Two forces are hurting the aluminum industry. First, few new markets have opened up since 1980, and the current annual growth rate for the industry is less than 3 percent. Second, foreign producers have expanded rapidly and obtained a competitive edge because of the strong U.S. dollar and labor and production costs that are lower than in the United States.

The domestic industry is doing what it can to meet foreign competition and halt the erosion in profits. Some aged, high cost domestic ingot plants have been closed, and products have been upgraded through expanded research and plant modernization. Producers can be expected to try to reduce labor costs, while union representatives will probably focus on job security.

Farm machinery

Contracts covering approximately 50,000 workers in the troubled farm machinery industry are scheduled to expire in March and June. Negotiations are slated between the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and the Caterpillar Tractor Co., Deere and Co., and Klockmen-Humboldt-Deutz AG of West Germany, which acquired Allis-Chalmers Corp. farm machinery operations in 1985. Agreements with J. I. Case (a subsidiary of Tenneco's Inc.), which acquired International Harvester's farm machinery operations in January 1985, will not expire until 1987.

The farm machinery industry has suffered economic difficulty since the record sales of the 1970's. The 1980's have seen depressed farm values and low commodity prices discourage farmers' investment in new equipment. Voluntary and foreclosure sales of farms have resulted in a supply of used machinery at low prices. The strong dollar has hindered sales abroad, and there is increasing competition in both overseas and domestic markets from foreign manufacturers such as Kubota. American companies have reacted by

curtailing output, offering substantial discounts on their products, and negotiating labor cost reductions.

Efforts to negotiate reduced labor costs began in 1982 with an early reopening of the UAW International Harvester contract. A new 29-month agreement did not provide any specified wage increases over its life, deferred the first 3 quarterly COLA payments for 18 months, and eliminated paid personal holidays. The accord also established an employee profit-sharing plan. In contrast, the subsequent 1984 agreement provided wage increases of 31 cents per hour effective October 1984, and 2.25 percent effective October 1985, and restored the COLA clause, paid holidays, and other benefits.

In February 1983, Allis Chalmers also negotiated a cost-reducing agreement which froze wages, suspended the COLA clause for 5 months, reduced holidays from 15 to 10 per year, and eliminated vacation and Christmas bonuses.

Caterpillar sought a similar labor cost saving contract. The May 1983 pact that ended a 7-month strike, froze wages but continued the COLA clause and established a profit-sharing plan. Contract provisions were introduced to improve job security. These included: advance notice prior to plant shutdowns or outsourcing, the use of a "master" recall list for hiring, and additional employer contributions to the Supplemental Unemployment Benefit (SUB) fund.

Deere and Co. settled with the UAW in July 1983 under terms similar to the Caterpillar agreement. However, the accord also provided a one-time "settlement bonus" of 40 hours' pay and a special 3.9 percent "COLA" payment.

Given the continued economic hardships faced by farm machinery producers, 1986 contract talks can be expected to emphasize job security provisions and labor cost-saving issues.

Health care

Contracts covering 106,000 of the 140,000 health care workers under major agreements are due to expire during 1986. If past practice is followed, two contracts will directly or indirectly set wages and working conditions for about 72,500 workers. A contract between the Greater New York Health Care Facilities Association and the Service Employees International Union (SEIU) expires in March. It covers 15,000 workers at about 55 nursing homes. When it was negotiated in June 1984, it also set the pattern for an additional 7,500 employees at 30 nursing homes which "followed suit," although they were not members of the association. Similarly, an August 1984 contract between the 50-member League of Voluntary Hospitals and Nursing Homes in New York, and District 1199 of the Retail, Wholesale, and Department Store Union (RWDSU) representing 38,000 employees of the League was a pattern setter for an additional 12,000 workers at 12 hospitals.

The industry has been under pressure from both State and Federal governments to hold down costs and to change its methods of pricing health care to patients. In 1983, the

Federal Government established reimbursement schedules for health care under Medicare and Medicaid under which the Government will pay only specified predetermined amounts for such services. Costs above the amount must be absorbed by the health facility, but if costs are below the amount, the difference is retained by the facility.

The 1984 settlements in New York reflected cost-containment pressures. Although wage and benefit increases were negotiated along with improvements in working conditions, they were contingent on Federal and State increases in Medicare and Medicaid reimbursement schedules. The increases were never approved and consequently the negotiated contract improvements were only partially effected.

The failure to fully implement the terms of the 1984 contracts will influence bargaining in the health care industry in New York. In the rest of the country, where 40,000 workers are under major contracts that will be negotiated, the issue of cost control will be a concern. Other problems will be addressed as well—job security, staffing patterns, contracting out of work, and the use of unpaid volunteers, for example.

In addition to RWDSU and SEIU, the American Nurses Association and the National Union of Hospital and Health Care Employees (which broke away from the RWDSU in 1984) will be bargaining over 24 contracts covering hospitals, nursing homes, clinics, and other health care facilities throughout the country.

Steel

Contracts between steel producers and the United Steelworkers of America, that originally covered approximately 275,000 workers (including those temporarily laid off), are scheduled to expire on July 31, 1986. Among the major companies that will be negotiating are Bethlehem Steel Corp., Inland Steel Co., U.S. Steel Corp., Armco Inc., National Steel Corp., LTV Steel Corp., and Laclede Steel Co. For the first time in three decades, all the companies will be bargaining separately.

Depressed economic conditions in the U.S. steel industry have contributed to the demise of one of its most venerable practices—coordinated bargaining between the United Steelworkers of America and the major steel producers. Industry-wide bargaining provided individual major steel producers a united voice in the negotiation but at the same time deprived them of the ability to alter labor costs to meet individual company circumstances. It enabled the United Steelworkers to maintain wage uniformity across the industry, shielding wages from competition. Twelve companies participated in the process in 1956 when the unified approach was initiated. Subsequently, the number of companies that bargain together shrank to nine in 1980 and to seven when the last national agreement was negotiated in 1983. When it dissolved in May 1985, the coordinated bargaining committee consisted of five members, U.S. Steel Corp., Bethlehem Steel Corp., Armco Inc., Inland Steel

Co., and LTV Steel Corp.

In the last 3 years, the U.S. steel industry has experienced staggering losses, layoffs, and plant closings as a result of its continued inability to compete with foreign producers in shrinking overseas and domestic markets because of outdated equipment, and higher labor costs. The industry's financial losses totaled nearly \$7.1 billion between 1982 and 1984. Overall employment has declined from 256,000 in 1983, when the expiring contracts were negotiated, to 200,000 early in September 1985.

Steel imports in 1983 and 1984 depressed domestic steel shipments and prices. Imports accounted for 20.5 percent of the U.S. market in 1983 and captured a record high of 26.4 percent of domestic consumption in 1984. U.S. steel producers together with United Steelworkers of America, members of Congress, and local public officials mobilized support for Federal legislation to limit steel imports to 15 percent of the U.S. market. In September 1984, President Reagan announced a program to reduce annual imports of finished steel products to 18.5 percent for a period of 5 years. In the first 9 months of 1985, however, imports accounted for about one-fourth of the market, depressing the demand for domestic steel.

Steel companies have initiated various approaches to deal with their distressed situations. For example, Wheeling-Pittsburgh, the seventh largest steel maker, borrowed heavily for modernization and entered into a joint venture with Japan's Nisshiu Steel Co. Two renegotiations of contracts with the Steelworkers resulted in wage and benefit cuts in exchange for the establishment of an employee stock ownership plan. All these efforts were not sufficient to solve the company's financial problems. The company filed for bankruptcy after heavy losses in the first quarter of 1985. While operating under Chapter 11 of the Federal Bankruptcy Code, Wheeling-Pittsburgh won court approval to annul its labor pact. The company's move to reduce wages and benefits by 18 percent, to \$17.50 an hour, was rejected by the 8,200 Steelworkers. They walked off their jobs on July 21, 1985, in the steel industry's first major walkout since the 116-day industrywide strike in 1959.

On October 26, 1985, the Steelworkers ratified a new contract reducing compensation to \$18 an hour. The accord replaced the company's pension plan with a less costly one and provided workers a greater role in the company's financial management. The pact linked wages to the price of steel—for each 1-percent rise in the company's steel price, workers will receive 20 cents more an hour, for a maximum of \$1 an hour. Implementation of this contract required the approval of the Federal bankruptcy court and the main creditors of the company.

Other companies have adopted measures such as reducing excess capacity, selling profitable operations to acquire working capital and entering new ventures with foreigners. Armco, for example, closed a steel mill in Houston, sold

coal reserves and announced the sale of its aerospace business in August 1985. Inland closed its operation at Indian Harborworks in Chicago; LTV idled its operation in Aliquippa, PA, and put its specialty steel-producing company up for sale as part of a restructuring of its steel operations; U.S. Steel is negotiating a partnership with South Korea's Pohang Iron and Steel Co.

The expiring agreement was negotiated in February 1983 and replaced a contract that still had 5 months to run. Faced with the need to deal with rapidly rising unemployment and financial losses, the Steelworkers and the members of the Coordinated Bargaining Committee had agreed to early contract talks in mid-1982. After twice failing to reach agreement, the employers and union settled on a 41-month contract that provided labor cost cuts in return for improvements in job security and increased aid to laid-off workers. The contract temporarily cut wages \$1.25 an hour and eliminated the 6-cent cost-of-living increases paid but, under the terms of the superseded 3-year agreement, not incorporated in the wage rate. The quarterly cost-of-living payments were suspended until July 31, 1984. The extended vacation plan was eliminated. Vacations, holidays, and Sunday premium pay were temporarily reduced. The companies raised their contributions to supplemental unemployment benefits by 50 cents an hour.

Although specific goals for the coming negotiations have not yet been set, the continued economic difficulties of the industry and their effect on the companies and the workers will be the focus of attention. Reducing labor costs and protecting job security will undoubtedly be major issues. Unlike the negotiations over the last three decades, 1986 bargaining will see each major producer trying to achieve contract terms best suited to its own circumstances.

Copper

Approximately 14,000 workers in the copper industry are covered by collective bargaining agreements scheduled to expire in May 1986. The major companies that will be involved in the negotiations are Kennecott Corp; Magma Copper Co.; Inspiration Consolidated Copper Co.; American Smelting and Refining Co. (ASARCO); and U.S. Metals Co. A coalition of unions, led by the United Steel Workers, will represent the workers at these contract talks.

The copper industry has been plagued by falling prices and falling demand, resulting in net losses in 1984 for the large copper producers—Kennecott, ASARCO, and Phelps Dodge. In 1980, metal mining in the United States was a \$8.5-billion enterprise. By 1983, it had shrunk to \$5.9 billion. U.S. copper producers cut output in 1983 to 1 million metric tons from 1.6 million tons in 1982. Nevertheless, copper supplies have continued to pile up due to abundant foreign copper. Substitution of plastic and optic fibers for copper and a decline in the grade of the available ore are other factors weakening the copper mining industry in the United States.

The industry's most visible problem is prices. Price setting, once the province of North American oligopolies, shifted in the 1980's to the floor of world commodities exchanges, chiefly the London Metal Exchange. Copper prices have dropped as copper output increased in Third World countries. In 1984, the price of copper fell below 70 cents a pound or 15 to 17 cents below the break even point for the best U.S. mines.

The 1983 contracts negotiated by Kennecott, Magma Copper Co., American Smelting and Refining Co., Inspiration Consolidated Copper Co., and U.S. Metal Co. established a pattern for most of the copper mining and processing industry. The agreement froze wages for its 3-year term but continued the quarterly cost-of-living adjustment providing 1 cent for each 0.3-point change in the CPI. Benefits were frozen for incumbent workers and reduced for anyone hired after July 19, 1983.

Contract talks failed to yield an agreement with Phelps Dodge Corp., resulting in a strike by a 12 union coalition led by the Steelworkers that began on June 30, 1983. Phelps Dodge, the Nation's No. 2 copper producer, had temporarily shut down all its mining operations between April 1982 and the end of the year, putting 3,800 employees out of work. When negotiations began in 1983, the company proposed to abolish the cost-of-living adjustment clause, freeze wages, and reduce benefits. The union refused to deviate from the terms of the earlier settlement with Kennecott and the Nation's other top copper producers. Phelps Dodge has continued operating its mines despite the strike. Elections to decertify the union have been held. The union lost these elections but the results are being appealed.

As bargainiers prepare for 1986 negotiations, U.S. copper producers are still confronted by falling prices, heavy losses, and a depressed market for their products. They are expected to seek cuts in wages and benefits. The unions intend to maintain the tradition of pattern bargaining and will attempt to gain job security provisions.

Telephone communications

No industry will have a more dramatically different bargaining setting in 1986 compared with earlier years than the telephone industry. Instead of bargaining over a single national agreement on wages and benefits for American Telephone and Telegraph Co., the industry may see bargaining over more than 20 separate agreements. This change stems from the January 1984 breakup of AT&T from a single national company providing local and long distance service, into a company providing national long distance and allied services—AT&T Information Systems (ATTIS)—and seven independent regional companies consisting of 22 local operating companies. In August 1983, before the divestiture, a 3-year national agreement was reached with AT&T by the Communication Workers of America (CWA), the International Brotherhood of Electrical Workers, and the Telecom-

munications International Union. The agreement, which remained in effect for the companies created by the breakup of AT&T, was negotiated after a 22-day strike. The major issues that faced the bargainiers were job security and income protection in light of expected cuts due to the divestiture. The accord provided:

- A new personal or career development training program financed by the company to provide training which would be considered when transferring employees;
- An improved Supplemental Income Protection plan for workers who leave the company due to technological change or other reasons resulting in layoffs or involuntary reassignments to lower-paying jobs or to work locations requiring a change in residence;
- Improved reassignment pay protection for downgraded employees.

The pact provided an immediate 5.5 percent pay increase for workers at the top of the progression scale, smaller increases for those at lower steps, and no increase in starting rates. All employees, including those working at starting rates, were guaranteed an increase of at least \$2.50 a week. In August of 1984 and 1985, there were additional increases of 1.5 percent at the upper rates, lesser increases at intermediate rates, but no change in starting rates. The COLA formula was unchanged.

Since the last negotiation and the breakup of AT&T, there have been significant cuts in employment. Local companies have reduced employment by about 40,000, largely through the use of new technology, increased contracting out of jobs, and the use of smaller crews of craftworkers to cover larger geographic areas. In August 1985, ATTIS announced it was going to lay off about 10,000 workers. This led the CWA to take a strike vote—an unusual event during the term of an agreement. The union maintained that the company was violating contract provisions on subcontracting and a 1982 promise not to lay off workers for 7 years. A strike was averted on October 30, 1985, when the company announced a reduction in the number of layoffs contemplated, and agreed to provide the union with information on subcontracting.

This summer's negotiations will cover about 486,000 employees of the former AT&T. Companies involved are: ATTIS, composed of Bell Laboratories, Western Electric, and the Long Lines Department (a total of 174,000 employees) and seven regional companies: U.S. West (34,000 employees), Ameritech (43,000 employees), Bell Atlantic (30,000 employees), Nynex (29,000 employees), Bell South (68,000 employees), Southwestern Bell (51,000 employees) and Pacific Telesis (57,000 employees). These 7 regional companies consist of the 22 independent Bell operating companies, each of which retains local regulated monopolies to provide local telephone service and provide other services on a competitive basis, such as selling telephone equipment and publishing the "Yellow Pages" direc-

tory. CWA will be led in negotiations by President Morton Bahr, the former head of CWA's New York District, who was elected to succeed the retiring Glenn Watts in July 1985.

The structure of the coming talks is still uncertain. While CWA will not attempt to negotiate a national contract, it is still seeking a national pattern. It has set up two separate bargaining councils—one to bargain with ATTIS and one to bargain with the regional companies. CWA will bargain nationally with ATTIS and hopes to bargain separately with each of the seven regional companies. However, several regional companies are resisting this effort and want to negotiate a separate agreement for each operating company in the region.

CWA intends to maintain uniform benefits and wages across the country but may have problems doing so because of diverse local cost conditions, the varying financial strength of each company, and the rapid creation of new jobs and skills that could make it difficult to compare job titles, duties, and lines of promotion across companies.

Another major focus of bargaining will be the union's desire to negotiate for job security as opposed to the companies' interest in reducing employment through job restructuring and technological change. Other major bargaining issues will include improved health insurance, improved safety on the job, and participation in "quality of worklife" programs.

Other telecommunication companies will also be bargaining in 1986. Contracts with General Telephone and Electric expire in the spring; they cover about 40,000 workers.

Aerospace

About 100,000 aerospace workers are covered by major collective bargaining agreements scheduled to expire this fall and during the first half of 1987. Among the major aerospace companies that will be negotiating are the Boeing Co., McDonnell Douglas, Bendix Aerospace (a subsidiary of Allied Corp.) Rockwell International Corp., Lockheed Aircraft Corp., United Technologies, and General Dynamics Corp. The two major unions involved are the International Association of Machinists and Aerospace Workers (IAM) and the International Union of United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

Since the last round of negotiations in 1983, the aerospace industry has had an increase in production of military goods and a growth of conglomerates and joint ventures. In 1984, the industry had the largest sales volume (in current dollars) in its history. Weak commercial aircraft sales (in 1984, 185 commercial transports were delivered compared to 702 in the peak year of 1968) were more than offset by increased sales of military aircraft, missiles, and space products.

Several factors have contributed to the increase in merger activity and joint ventures. Excess capacity, reduced demand for civilian aircraft, high interest rates, and uncer-

tainty about fuel costs and new technology have beset the industry. Furthermore, aerospace companies often make large up-front investments which yield low-volume production runs. Through joint ventures, development and production costs are shared. The result has been increased coproduction among U.S., European, and Japanese firms.

The number of U.S. aerospace companies has declined in recent years because of mergers. Some examples in 1985 include Rockwell International's acquisition of Allen Bradley, Textron's purchase of AVCO, and Allied Corp.'s buyout of the Signal Companies. Recent mergers have also diversified nonaerospace companies such as Chrysler Corp., which purchased Gulfstream Aerospace, and General Motors, which acquired Hughes Aircraft.

Recent rounds of negotiations have been on a company-by-company basis with the earliest settlements usually establishing a pattern for the rest of the industry. Specific terms and expiration dates, however, have varied.

During the last round of bargaining that began in October 1983, the Boeing Co. and the IAM settled on a 3-year agreement. The contract called for no specified wage increases but provided an annual lump-sum payment each December of 3 percent of earnings during the 12 months ending the previous October. Employees received a 3-percent COLA "prepayment" each October, which was offset by quarterly COLA adjustments. In an effort to slow wage compression between grades, employees in specified lower grades did not receive the prepayments in 1984 and 1985. The accord also established a two-tiered wage structure, reduced pay

scale for employees in lower grades and introduced a "new technology" clause which provided employee training. This settlement, with some modifications, established a general framework for most agreements in the industry. McDonnell-Douglas reached a similar agreement with the UAW in 1984, after a 117-day strike over the issue of lump-sum payments. The UAW opposed them because they were not incorporated into basic wage rates and thus the hourly wage base remained the same. Also, lump-sum payments may not be reflected in some benefits. McDonnell-Douglas later negotiated a 3-year contract with the IAM, replacing the contract that expired in May 1984.

Negotiations this year will be influenced by strong profits in the industry and forecasts of record sales. Civilian aircraft sales are anticipated to improve as airlines move to replace outdated equipment to take advantage of lower operating costs of new equipment. Military and space sales are also expected to increase. However, the Defense Department will probably encourage aerospace contractors to keep costs from rising. Two-tier wage structures are likely to be an issue in light of the decisions to drop them at Hughes Aircraft in 1984 and at General Dynamics in 1985. Lump-sum payments are also expected to be a topic for negotiation.

Longshoring

Contracts covering 50,000 dockworkers in 36 East and Gulf Coast ports are scheduled to expire on September 30, 1986. Negotiations are expected to begin in April between the International Longshoremen's Association (ILA) and the

Table 4. Scheduled deferred wage changes in 1986 under major collective bargaining agreements, by industry

Selected industry	Number of agreements	Number of workers (thousands)	Mean Change						Median change		Mean increase	
			Total		Agreement with COLA		Agreement without COLA		Cents	Percent ¹	Cents	Percent ¹
			Cents	Percent ¹	Cents	Percent ¹	Cents	Percent ¹				
Total ²	788	3,726	52.4	4.3	41.1	3.6	56.7	4.5	45.2	4.0	52.7	4.3
All private nonagricultural industries	550	2,568	49.7	3.9	41.2	3.6	55.2	4.1	45.0	3.6	50.0	4.0
Manufacturing ³	200	936	40.7	3.7	39.0	3.4	46.1	4.4	45.0	3.4	40.7	3.7
Food and kindred products	26	87	38.8	3.8	25.9	2.5	40.3	3.9	41.5	4.0	38.8	3.8
Apparel and other finished products	23	129	36.6	4.9	36.5	4.9	39.4	5.1	34.4	5.0	36.6	4.9
Rubber and miscellaneous plastics products	7	30	13.0	1.3	10.0	0.8	26.0	3.3	10.0	0.8	13.0	1.3
Metalworking	91	593	41.0	3.4	39.7	3.2	50.5	4.9	45.0	3.4	41.0	3.4
Nonmanufacturing ⁴	350	1,632	54.8	4.1	46.4	4.1	56.7	4.1	50.0	3.9	55.4	4.1
Construction	150	339	77.8	4.5	90.5	5.2	77.6	4.5	65.0	4.0	77.8	4.5
Transportation, communications, and gas and electric utilities	70	502	59.1	3.9	49.1	3.7	63.1	4.0	50.0	3.7	59.1	3.9
Wholesale and retail trade	79	393	31.9	3.7	17.8	1.8	34.2	4.0	29.4	3.8	32.9	3.8
Finance, insurance and real estate	12	72	46.5	5.0	54.4	5.7	24.2	2.8	51.2	5.7	51.0	5.4
Services	37	219	58.2	4.7	59.0	6.1	58.0	4.3	44.9	5.0	58.2	4.7
State and local government	238	1,158	58.6	5.0	37.5	2.9	58.8	5.0	50.4	5.0	58.6	5.0

¹Percent of straight-time average hourly earnings.

²Includes all private nonagricultural industries and State and local government.

³Includes workers in the following industry groups for which data are not shown separately to ensure confidentiality of earnings data: Tobacco (2,000); lumber (4,000); furniture (6,000); paper (25,000); printing (18,000); chemicals (15,000); leather (12,000); stone, clay, and concrete (10,000); instruments (1,000); and miscellaneous manufacturing (5,000).

⁴Includes 108,000 workers in the mining industry for which data are not shown separately to ensure confidentiality of data.

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.

employer associations representing ocean-going carriers, stevedoring firms, marine terminal operators, and others that move ocean passengers and freight.

The ILA will bargain over a master agreement with a steering committee representing 10 associations and companies. The master agreement covers issues such as wages, hours of work, contract duration, and employer contributions to pension, health, and welfare funds. After a master agreement is reached, local agreements must be negotiated at all ports. They deal with the guaranteed annual income (GAI) plan, holidays, vacations, working conditions, and the amount of pension and welfare benefits paid out.

After more than 10 years of litigation that twice involved the U.S. Supreme Court, rules requiring that longshoremen handle ocean-going containerized cargo within 50 miles of port, first negotiated in 1974, will not be an issue this year. In June 1985, the Supreme Court found that issues involving handling of containerized cargo were legitimate topics for bargaining and permitted the implementation of the rules.

Table 6. Deferred wage increases scheduled in 1986 in major collective bargaining situations, by month

[Workers in thousands]

Effective month	Workers covered ¹	Principal industries
January-December²	3,714	
January	567	Bituminous coal, State and local government
February	453	Steel, food stores
March	126	Food stores
April	750	Trucking, bituminous coal, construction, State and local government
May	163	Construction
June	428	Construction, apparel
July	1,150	Bituminous coal, construction, food stores, electrical products, State and local government
August	145	Motion pictures, hotels
September	230	Parcel delivery, State and local government
October	188	Bituminous coal
November	57	...
December	101	Food stores, construction

¹Includes 1,158,000 workers under state and local government agreements.

²This total 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 Oct. 1985, and thus may understate the number of workers scheduled to receive deferred increases for the entire year; 13,500 workers are scheduled to have a deferred wage decrease in 1986.

Table 5. Distribution of workers scheduled to receive deferred wage increases in 1986 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	118	97	38	59	21
15 and under 20	77	72	18	54	5
20 and under 25	144	105	31	74	38
25 and under 30	219	189	51	138	30
30 and under 35	346	253	193	60	93
35 and under 40	280	166	85	81	113
40 and under 45	244	145	51	94	100
45 and under 50	707	544	356	189	162
50 and under 60	690	526	38	488	164
60 and under 70	198	117	24	93	81
70 and under 80	242	80	27	53	162
80 and under 90	123	50	16	34	74
90 and under 100	42	21	1	20	21
100 and under 110	84	77	6	71	6
110 and under 120	63	50	—	50	13
120 and over	136	62	1	61	74
PERCENT¹					
Under 2 percent	227	194	76	119	33
2 and under 3	344	272	51	220	72
3 and under 4	1,241	1,067	493	574	174
4 and under 5	508	425	164	261	82
5 and under 6	934	423	107	315	511
6 and under 7	347	94	17	77	253
7 and under 8	67	48	25	23	19
8 and under 9	19	12	1	11	7
9 and under 10	7	7	—	—	—
10 and under 11	6	—	—	7	6
11 and under 12	13	13	1	12	—
12 and over	2	2	—	2	—
Number of workers (in thousands)	3,714	2,556	936	1,620	1,158
Number of agreements	786	548	200	348	238

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 1983, negotiation of a 3-year master contract was completed more than 4 months before the October 1, 1983, expiration date of the existing contract. It provided wage increases of \$1 an hour on October 1 of 1983, 1984, and 1985 and a \$1.25-an-hour increase in employer payments to benefit funds over the life of the contract. However, while local issues were still being negotiated, the Federal Maritime Commission asked for a Federal injunction to stop the implementation of containerized cargo rules. The ILA suspended local talks, but a strike was avoided by the negotiation of a stopgap 106-day master agreement which allowed local talks to continue. The containerization issue was subsequently partially resolved, and the terms of the original agreement were carried out.

Among the issues addressed by the local negotiations in 1983 was the GAI plan, which guarantees eligible workers a specified number of hours of pay per year, whether or not they work. The number of guaranteed hours, which varies from port to port, was raised in some ports but lowered in others.

At this time, the major bargaining issues for 1986 remain unclear. The ILA has expressed concern that "dummy" companies have been established by employers using nonunion workers. Both parties are intent on maintaining the competitive position of the ports in which they operate.

State and local government

There are 239 major State and local government contracts scheduled to reopen or expire during 1986. The agreements cover 741,000 workers. These include 53 State contracts covering 273,000 workers and 186 local agreements involving 468,000 workers. Of the total, 127 contracts for 370,000 workers terminate in June. Expiring contracts cover about one-third of the workers under major agreements in both State and local government.

About half the workers covered by expiring or reopening State contracts are in general administration, 9 percent work for higher education institutions, and the balance are employees in a variety of activities, including hospitals, social services, and protective service agencies. Three States account for about one-half of all State workers under major contracts slated for bargaining in 1986: New Jersey (57,000 workers), Massachusetts (51,000), and Illinois (29,000).

On the local government level, 59 percent of the workers under expiring contracts are in education, 23 percent are in general administration, and 13 percent are in protective services. Bargaining will be widely scattered—no single jurisdiction will account for as much as 6 percent of the workers for whom new contracts will be negotiated.

During the first 9 months of 1985, major contract settlements provided first-year wage adjustments of 4.7 percent in both State and local government, and average annual adjustments of 4.8 percent in State government and 5.6 percent in local government over their term.

Concern for limiting labor cost increases was reflected in many agreements. Some provide two-tiered wage and benefit structures, in which new hires receive lower wages and/or benefits than incumbent employees. Others establish or increase worker copayments for health and other benefits.

Workers in public education constitute the largest bloc of employees (273,000) for whom new agreements will be negotiated. The vast majority are teachers. Depending on the jurisdiction, contracts may cover all employees—teachers, aides, custodians, and so on—or there may be a separate agreement for each job classification. The National Education Association (Independent) and the American Federation of Teachers (AFL-CIO) are the dominant unions representing workers in public education.

During the first 9 months of 1985, settlements in primary and secondary education called for average wage adjustments of 5.3 percent the first year and 6 percent a year over the contract duration. Wages will continue to be a concern for both employees and employers in 1986 for the usual economic reasons. Another issue, however, is the shortage of qualified teachers in some school systems and the role that higher pay could play in attracting sufficient people to the profession. By 1995, 639,000 additional educators will be needed, according to a recent forecast.³ Bargaining will focus on a variety of other issues as well, including merit pay, class size, and noninstructional duties for teachers.

On April 1, 1984, Ohio passed a law giving approximately 52,000 State and 134,000 local government employees the right to bargain over wages and benefits and a limited right to strike. Seven unions and employee associations are competing to represent workers in a number of bargaining units defined along functional lines (for example, hospitals, highway maintenance, educa-

Table 7. Prevalence of cost-of-living adjustment clauses in major collective bargaining agreements, October 1985

1972 SIC Code	Industry ¹	All Agreements		Agreements with COLA clauses		
		Number	Workers covered (thousands)	Number	Workers covered (thousands)	Percent workers covered by COLA clauses
	Total	2,025	9,130	447	3,524	39
	Private nonagricultural industries	1,449	6,981	434	3,458	50
10	Metal mining	10	24	8	21	86
11	Anthracite mining	1	1	1	1	100
12	Bituminous coal and lignite mining	1	105	—	—	0
15	Building construction general contractors	137	452	7	41	9
16	Construction other than building construction	97	311	10	53	17
17	Construction-special trade contractors	153	301	9	22	7
20	Food and kindred products	69	175	13	26	15
21	Tobacco manufacturing	5	17	5	17	100
22	Textile mill products	8	31	1	5	16
23	Apparel and other finished products	36	341	25	218	64
24	Lumber and wood products except furniture	9	51	1	2	3
25	Furniture and fixtures	5	10	1	2	16
26	Paper and allied products	45	71	—	—	0
27	Printing, publishing, and allied industries	21	37	10	17	47
28	Chemicals and allied products	31	63	6	12	18
29	Petroleum refining and related industries	16	31	—	—	0
30	Rubber and miscellaneous plastics	12	39	9	32	82
31	Leather and leather products	8	20	—	—	0
32	Stone, clay, glass, and concrete products	25	66	22	62	94
33	Primary metals industries	61	401	48	365	91
34	Fabricated metal products	29	61	21	51	84
35	Machinery, except electrical	40	122	29	99	81
36	Electrical machinery equipment and supplies	59	315	43	272	86
37	Transportation equipment	77	850	61	784	92
38	Instruments and related products	8	18	2	4	23
39	Miscellaneous manufacturing industries	9	13	1	2	12
40	Railroad transportation	26	378	19	349	92
41	Local and urban transit	6	22	2	14	66
42	Motor freight transportation	15	283	9	116	41
44	Water transportation	16	69	4	19	27
45	Transportation by air	38	166	3	8	5
48	Communications	41	718	23	642	89
49	Electric, gas, and sanitary services	74	244	11	50	20
50	Wholesale—durables	3	6	—	—	0
51	Wholesale trade—nondurables	7	35	1	25	72
53	Retail trade—general merchandise	15	61	2	13	22
54	Food stores	100	476	12	36	8
55	Automotive dealers and service stations	6	8	—	—	0
56	Apparel and accessory stores	2	5	—	—	0
58	Eating and drinking places	14	44	—	—	0
59	Miscellaneous retail stores	5	13	1	4	32
60-65	Finance, insurance, and real estate	24	119	6	55	46
70-89	Services	85	411	8	47	11
	State and local government	576	2,149	13	39	2

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.

tions on initial contracts are expected in 1986 and will focus on wages as well as general working conditions, benefits, and promotion opportunities.

Scheduled wage changes in 1986

About 3.7 million of the 9.1 million workers⁴ under major collective bargaining agreements are scheduled to receive deferred wage changes in 1986—37 percent of those in private industry and 54 percent of those in State and local government. Except for 13,000 workers in private industry who have a deferred *decrease*, all the workers with wage changes will get increases. (See tables 4, 5 and 6.) Some workers will receive lump-sum payments during the year; such payments are not included in this series.

Deferred changes (increases and decreases) will average 4.3 percent—3.9 percent in private industry and 5 percent in State and local government. In private industry, deferred changes negotiated in 1983 will average 3.7 percent; those from 1984 will average 4.0 percent; and those from 1985 will average 4.1 percent. Comparable data are not available for State and local government.

Contracts with COLA's generally provide smaller deferred wage increases than those without because the COLA clause is expected to generate some additional wage increases. In 1986, deferred wage adjustments will average 3.6 percent for agreements with COLA's, compared to 4.1 percent for those without COLA clauses.

Cost of living adjustments

As of the end of the third quarter of 1985, 3.5 million of the 9.1 million workers under major agreements were covered by COLA clauses. (See table 7.) Almost all are in private industry, where half the workers under major agreements

Table 8. Workers under cost-of-living adjustment clauses in collective bargaining situations, 1971-86

[Numbers in millions]

Year ¹	Total of workers		With COLA coverage	
	Number	Number	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	
1986	7.0	3.5	50.0	

¹Data relate to information available as of October 1 of preceding year.

have COLA coverage. Only 2 percent of the workers under major agreements in State and local government have COLA's.

Both the number and proportion of workers with COLA coverage in private industry decreased gradually from 1979 to 1984. (Comparable data are not available for State and local government.) These decreases stemmed largely from declining employment in industries where COLA clauses were common. During 1985, however, COLA coverage fell sharply (from 56.7 to 50 percent) because settlements for more than 300,000 workers (primarily in trucking and cotton garment manufacturing) dropped COLA clauses. Table 8 shows the number of workers under major private sector contracts and the number and percent covered by COLA clauses, 1971-86.

Table 9. Frequency and timing of 1986 cost-of-living reviews in major collective bargaining situations

[Workers in thousands]

Frequency of review	First quarter		Second quarter		Third quarter		Fourth quarter		Full year ⁵	
	Number of agreements	Workers covered	Number of agreements	Workers covered	Number of agreements	Workers covered	Number of agreements	Workers covered	Number of agreements	Workers covered
All agreements¹										
Total	201	1,464	167	1,370	124	956	91	829	262	1,817
Quarterly	169	1,287	137	1,153	101	794	77	718	175	1,295
Semiannual	18	82	10	96	14	71	9	93	29	179
Annual	14	94	20	121	9	91	5	18	48	325
Other ²	—	—	—	—	—	—	—	—	10	19
Agreements expiring in 1986³										
Total	109	648	67	449	29	84	2	3	117	669
Quarterly	100	580	65	441	27	79	2	3	100	580
Semiannual	5	12	1	3	1	1	—	—	7	15
Annual	4	57	1	6	1	4	—	—	6	66
Other ²	—	—	—	—	—	—	—	—	4	8
Agreements expiring in later years⁴										
Total	92	816	100	921	95	872	89	826	145	1,148
Quarterly	69	708	72	712	74	714	75	715	75	715
Semiannual	13	70	9	93	13	70	9	93	22	163
Annual	10	38	19	116	8	87	5	18	42	259
Other ²	—	—	—	—	—	—	—	—	6	11

¹Includes 8 state and local government agreements covering 25,200 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 3 State and local government agreements covering 8,300 workers.

⁴Includes 5 State and local government agreements covering 16,900 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. Because of rounding, sums of individual items may not equal totals.

Cost-of-living reviews are made at intervals specified in each clause. Fifty-two percent of the workers covered by COLA clauses will have at least one review in 1986. (See tables 7 and 9.) Annual reviews affect 1.4 million workers, primarily in telephone communications and apparel industries; quarterly reviews cover another 1.4 million workers including those in automobile, steel and aerospace; and semiannual reviews cover 570,000 employees, mostly in the railroad and electrical products industry.

About 3.3 of the 3.5 million private industry and State and local workers with COLA clauses have possible adjustments tied to the movement in the CPI for "all cities." Most of the remainder have clauses based on an index for an individual city.

About one-quarter of a million workers are covered by a contract clause that specifies a "guaranteed" or minimum COLA payment. Adjustments under these clauses were determined at the time the contracts were negotiated and do not depend on the movement of a price index. Therefore, the Bureau of Labor Statistics treats them as specified wage

adjustments and not as COLA's. Payments above the specified amount that relate to changes in the CPI are, however, considered COLA's.

Many of the contracts expiring in 1986 have COLA clauses that were modified from earlier agreements to reduce employer costs related to COLA's. Changes included deferral of COLA payments, diversions of COLA adjustments from wages to pay fringe benefits, suspension of payments, formulas that provide smaller increases, and maximum payments or "caps." These modifications are one more issue that bargainers will have to wrestle with in 1986. □

—FOOTNOTES—

¹ The major companies include Atlantic Richfield, Chevron, Exxon, Mobil, Occidental, Phillips, Shell, Standard Oil of Indiana, Standard Oil of Ohio, Sun Company, Tenneco, Texaco, and Unocal.

² Tom Nardone, "The Job Outlook in Brief," *Occupational Outlook Quarterly*, 1984, p. 13.

³ Employment relates to the number of workers covered by contracts at the time of negotiation.

A note on communications

The *Monthly Labor Review* welcomes communications that supplement, challenge, or expand on research published in its pages. To be considered for publication, communications should be factual and analytical, not polemical in tone. Communications should be addressed to the Editor-in-Chief, *Monthly Labor Review*, Bureau of Labor Statistics, U.S. Department of Labor, Washington, D.C. 20212.

State labor legislation enacted in 1985

In a heavy legislative year, major laws were enacted in many traditional areas, and new measures included restricting door-to-door sales by children and requiring background checks of day care personnel

RICHARD R. NELSON

There was a significant amount of both legislative activity and court action in the States during 1985, covering a wide variety of subjects in the field of employment standards.¹ Major laws were enacted concerning many of the traditional issues such as minimum wage protection, collection of unpaid wages, bans on employment discrimination, public employee collective bargaining, and restrictions on the use of polygraph examinations. Legislation on the rights of employees to receive information and training about toxic substances found on the job site was passed in several additional States, and interest also continued involving pay equity for job of "comparable worth" and the impact on employees of plant closings or relocations. New measures evidenced interest in restricting door-to-door solicitation by children, requiring background clearances of day care employees, and governing the use of video display terminals in the workplace. Three States repealed prevailing wage laws, which set wage rates for publicly funded construction.

Montana, Oregon, and Vermont enacted legislation this year providing for across-the-board minimum wage rate increases effective in 1985 or 1986; a wage order revision in the District of Columbia raised the minimum wage applicable to manufacturing, printing, publishing, and wholesale trade occupations; and mandatory decree revisions in Puerto

Rico increased rates applicable to employees of the personal services and communications industries. In addition, minimum wage rates were raised in Arkansas, Illinois, and Maine as the result of automatic increases provided for by previous enactments. The \$3.35 per hour Federal standard is now exceeded in Alaska, Connecticut, the District of Columbia, and Maine, and the rate in Vermont is scheduled to increase from \$3.35 to \$3.45 per hour on July 1, 1986. As of January 1, 1986, 20 jurisdictions have minimum wage rates equal to the Federal standard and Montana will reach this level on October 1, 1986. A new North Carolina amendment requires matching increases up to \$3.60 an hour in the State minimum if the Federal rate is increased before July 1, 1987.

Among other minimum wage and overtime actions, the New Hampshire provision permitting a youth rate of 75 percent of the applicable minimum wage rate was limited to those age 16 or under rather than those 17 or under as before, and an Executive Order was issued in Maine in response to the U.S. Supreme Court ruling of February 19, 1985 in *Garcia vs. San Antonio Metropolitan Transit Authority et al.* that State and local governments are subject to minimum wage and overtime provisions of the Federal Fair Labor Standards Act. The Maine order establishes scheduling and other procedures to ensure that the State does not incur Federal overtime liability beyond its ability to pay.

The Oregon wage payment and collection law was amended to extend coverage to public sector employees,

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and coverage was also extended to additional categories of employees under these laws in Illinois and Iowa. Also, in Oregon, an employer-financed wage security fund was established to pay wage claims of employees whose employers have ceased doing business and do not have sufficient assets to pay the claims. The Labor Commissioner in New York and the Director of Labor and Industries in Washington were authorized to enter into reciprocal agreements with other States for collection of claims or judgments for unpaid wages. In Illinois, wages collected by the Department of Labor which cannot be paid to affected employees will now be deposited into the State's general revenue fund, rather than returned to the employer. Employers in Nevada are now forbidden to require employees to work without wages during a trial or break-in period. In a significant decision, on September 6, 1985, a U.S. Court of Appeals reversed and remanded a District Court decision which had held that the Federal Employee Retirement Income Security Act of 1974 preempts a California statute barring forfeiture of vacation pay and requiring payment of a pro rata share of such pay on the employee's termination.

State prevailing wage laws, which specify that wage rates paid on publicly funded construction contracts be not less than those prevailing in the locality, continued to be of great interest and controversy with measures to repeal, enact, or amend laws introduced in many States. Currently, 34 States have prevailing wage laws in effect. Laws were repealed this year in Colorado, Idaho, and New Hampshire, and a repeal bill passed the legislature in Louisiana but was vetoed by the Governor. In contrast, a bill to enact a prevailing wage law passed the legislature in Iowa but was blocked by veto. Several major amendments were made to the Oklahoma law including raising the threshold amount for coverage to \$600,000, requiring use of rates determined under the Federal Davis-Bacon Act, providing for debarment of contractors in violation of the law, and making the public awarding agency liable for underpayment of wages in certain situations. Amendments in Nevada increased the threshold amount, provided for debarment, and required setting prevailing rates in each county through the use of an annual survey. Dollar threshold amounts were also increased in Connecticut and Wisconsin. The labor commissioner in Montana was given rulemaking authority under the State's law, and New York may now withhold payments due contractors who fail to provide requested payroll records. In Illinois, a Circuit Court judgment, affirmed by a State Appellate Court and currently on appeal to the State Supreme Court, has upheld the right of certain cities and counties with home-rule status under the State constitution to continue to exempt themselves from coverage of the prevailing wage law.

Most States have enacted laws to strengthen enforcement of court-ordered child support, in total or partial compliance with new Federal requirements under the Child Support Enforcement Amendments of 1984.² These amendments re-

quire that State laws must provide for automatic wage withholding to cover overdue and current child support, must limit the total wages withheld to the garnishable limit set in the Federal wage garnishment law, and must provide a fine against an employer for retaliating against an employee or job applicant because of such withholding.

Again this year, the issue of equal pay for jobs of comparable value in State government was addressed in some of the States. Among the more notable actions taken, the legislatures in Washington and Wisconsin appropriated money for comparable worth implementation, an evaluation of the State job classification system based on comparable worth principles was funded in Wyoming, and in New Jersey, an interim task force report was submitted recommending pay increases for certain employees and implementing legislation was introduced. A study of comparable worth for State employees was authorized in Utah, while North Carolina repealed a 1984 law providing for a similar study and the development of a job evaluation and pay system. Significantly, a 1983 U.S. District Court decision ordering comparable pay for Washington State employees was overturned on appeal in September 1985.

There was little activity this year related to child labor law or regulations with the notable exception of a few measures adopted relating to the employment of minors in door-to-door sales. Such work was prohibited for children under age 15 in Oklahoma and for those under 16 in Oregon. Oregon also issued special rules for the employment of 16- and 17-year-olds in employment of this kind, and Arizona amended its' night work hours restrictions to prohibit work after 7 p.m. in door-to-door solicitation. In other developments, a new Wisconsin law permits minors under age 12 to work in fundraising sales for nonprofit organizations with parental consent, and Illinois adopted new certificate requirements for minors under 16 employed in motion picture, radio, or television productions.

Legislation involving at least one of the various forms of employment discrimination was enacted in 24 jurisdictions in 1985 with primary concentrations being in the areas of discrimination on the basis of age and handicap. Among these, New Jersey prohibited mandatory retirement because of age in both the private and public sectors, except for State police officers, and Montana will no longer require mandatory retirement of firefighters and law enforcement personnel under their retirement systems. Also, a new Oklahoma law bans age discrimination in employment against persons between the ages of 40 and 70, and coverage of Louisiana's law against discrimination because of age was expanded to include employers subject to the Federal Age Discrimination in Employment Act. New laws were enacted or coverage of existing fair employment practice laws amended to provide handicapped persons protection from employment discrimination in Arizona, Nevada, North Carolina, and Wyoming. The Nevada law, banning discrimination by the State and political subdivisions, was also

amended to prohibit discrimination on the basis of political affiliation.

Eight 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, and three States, with prior laws giving protection to employees, enacted separate laws providing exclusively for community right-to-know.³ These laws on toxic substance information, while originating in only the last few years, have now been enacted in a majority of the States.

Other occupational safety and health measures included a New Hampshire act limiting application of that State's law to public sector employees, an Oregon field sanitation law requiring employers of specified farm workers to provide them with convenient toilet and handwashing facilities and clean drinking water, and other laws relating to asbestos, elevator, mine, boiler, and amusement ride safety. An Executive Order was issued in New Mexico regulating the use of video display terminals by State employees.

Comprehensive new laws in Hawaii and Vermont prohibit employers from requiring employees to take a

polygraph test as a condition of employment or continued employment. Other enactments of interest this year include: several laws adopted requiring criminal history checks of prospective child care operators or workers; measures by Connecticut, Maryland, New Jersey, and Washington to aid workers and communities facing mass layoffs or plant closings; a State and Political Subdivision Employees Relations Act in North Dakota giving public employees the right to join employee organizations; a law in Mississippi making strikes unlawful by public employees generally, and specifically by public schoolteachers; a right-to-work law enacted in Idaho; several laws each giving preference to State contractors or residents on public work projects and prohibiting reprisal against public employees who report a violation of law or mismanagement; laws restricting smoking in the workplace; and a new measure in Tennessee making it unlawful to knowingly employ or refer for employment any illegal alien, with employer penalties including having their license revoked and being permanently barred from doing business in the State.

The following is a summary, by jurisdiction, of labor legislation during 1985.

Alabama

Wages. The State comptroller is to adopt statewide policies for the deduction from salaries, upon the request of at least 5 percent of all State employees, of membership dues, voluntary contributions, and group insurance premiums. The deductions are to be appropriately remitted.

Equal employment opportunity. The requirement that teachers retire at age 70 was amended to permit continued employment from year-to-year on application and employer approval, if evidence of physical and mental fitness is furnished.

Background clearance. Employers hiring persons to work in public or private schools, child care, and correctional facilities must request from the public safety department records of all sex crime convictions of prospective employees or volunteers, and current employees and volunteers are to submit a signed statement regarding such convictions. Other employers, using the services of volunteers or employees in positions having supervisory or disciplinary power over children, are also to obtain signed statements disclosing any such prior sex crime convictions.

Occupational safety and health. A new law was adopted to ensure that employees be given information concerning the nature and health effects of the toxic substances

with which they work. The Department of Environmental Management is to promulgate and make available to manufacturers and employers a list of toxic substances. Employers are to maintain material safety data sheets for toxic substances used in the workplace, and provide education and training to employees on safe handling, emergency treatment, and the hazards involved. Employees have a right to obtain the data sheets and 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.

The Alabama Mining Academy was created. Its purpose will be to assist in the safety and health training of the State's miners, to cooperate with and provide assistance to the State mining industry in developing effective mine health and safety programs, and to improve and expand research and development and training programs aimed at developing a safer, more productive coal industry.

The board of examiners, which certifies competency of certain mine personnel, previously scheduled for termination October 1, 1984 was extended indefinitely and it gained two members.

Employment and training. A joint resolution urged the U.S. Congress to retain the Work Incentive Program and provide a reasonable level of funding for it consistent

with program needs and responsibilities for helping recipients of Aid to Dependent Children become wage earners.

Alaska

Equal employment opportunity. The Office of Equal Employment Opportunity was established in the Office of the Governor to administer the equal employment opportunity program for the executive branch of State government and to ensure compliance with affirmative action responsibilities.

Other laws. The Superior Court has invalidated the law requiring preferential hiring of residents from Alaska on public works projects let by the State or a political subdivision. The decision is on appeal to the State Supreme Court. In conjunction with this case, a series of legislative findings were retroactively enacted presenting the legislature's rationale for having established resident preference. The legislature additionally declared its policy that it will grant employment preference to residents when the State is acting as a market participant.

Arizona

Child labor. The general prohibition against employment of children under age 16 after 9:30 p.m. was amended to bar their employment after 7 p.m. in door-to-door sales or deliveries, except for home newspaper delivery.

Equal employment opportunity. The State's antidiscrimination law was extended to protect physically handicapped persons from employment discrimination. In addition, it was made an unlawful employment practice for an employer, labor organization, or employment agency to fail or refuse to reasonably accommodate an individual's handicap.

Background clearance. As a condition of employment, juvenile probation officers, school personnel, day care center personnel, child care personnel, State department of corrections personnel working where youth offenders are confined, day care homes personnel, and recipients of Federal child-care food program monies are now required to submit fingerprints and a statement that they have not been convicted or are not awaiting trial for committing certain specified criminal offenses including the sexual or other abuse of minors.

A separate law now permits employers and potential employers to obtain criminal history record information concerning convictions for sexual offenses and prostitution involving minors under age 15, sexual exploitation of children, and child abuse, for employees or applicants for employment involving regular contact with minors under age 15.

Industrial homework. With specific reference to attempts to stop the home employment of telecommuters, a Concurrent Memorial was adopted asking the President, the Congress, and the U.S. Secretary of Labor to take any action necessary to rescind existing orders and regulations prohibiting commercial homework and to refrain from extending these prohibitions to additional categories of activities.

Other laws. It is now a prohibited personnel practice for public employees who have control over personnel actions to take reprisals against employees who disclose to a public body, information which they reasonably believe evidences a violation of any law or mismanagement, provided the information is not disclosed in a manner prohibited by law or the materials or information has not been deemed confidential by law.

Arkansas

Wages. As provided in a prior law, the minimum wage rate was increased from \$3.05 to \$3.15 an hour effective January 1, 1985.

Occupational safety and health. An amendment to the law regulating the inspection of boilers permits continuous

monitoring of certain boilers by mechanical or electronic devices approved by the Director of the State Department of Labor as an alternative to hourly checking.

Employment and training. The role and function of the Arkansas Industry Training Program were expanded to authorize provision of training for employees of existing business and industry in order to encourage industrial and economic development of the State by upgrading skills and abilities needed to operate more modern and sophisticated equipment and processes.

An Arkansas Advisory Council on Vocational-Technical Education was created, to be appointed by the Governor. Among its duties are promoting interest in vocational and technical education, assisting in the development of plans required under the Federal vocational education law, evaluating vocational program delivery systems under that law and the Federal Job Training Partnership Act, making recommendations on the adequacy and effectiveness of coordination between vocational education and the Federal act, and advising various Federal and State officials of any findings.

A Riverside Vocational Technical School was established to provide vocational technical training for prison inmates, with administration by the State Board of Vocational Education in cooperation with the Department of Corrections.

California

Wages. Townships were eliminated from the definition of political subdivision for purposes for coverage under the State prevailing wage law.

On September 6, 1985 the Ninth Circuit U.S. Court of Appeals reversed and remanded a District Court decision which had held that the Federal Employee Retirement Income Security Act of 1974 (ERISA) preempts a California statute barring forfeiture of vacation pay and requiring payment of a pro rata share of such pay on the employee's termination. In effect the appellate decision upheld the U.S. Department of Labor's regulation that a practice of vacation pay paid out of general assets does not constitute an "employee benefit plan" subject to ERISA.

Hours. A statutory sunset date of January 1, 1986 was repealed which would have terminated the authority of the Chief of the Division of Labor Standards Enforcement to exempt any employer or employees from any mandatory day or days off requirement contained in any order of the Industrial Welfare Commission.

Agriculture. Commercial packing houses engaged in both the harvesting and packing of citrus fruit or soft fruit for a client or customer will not be included within the definition of farm labor contractor for purposes of coverage under the Farm Labor Contractors' Act.

Coverage of the law requiring minimum health standards in farm labor camps was expanded to provide for the licensing and inspection of more of such camps, and additional protections against evictions of tenants who complain about substandard conditions were adopted.

Equal employment opportunity. It will now be an unlawful employment practice for an employer to discriminate against an employee because of a conflict between the employee's religious observance and any employment requirement, unless the religious observance cannot be reasonably accommodated after exploring all available means. Employees must be given the option of making up work time lost because of religious observance if there is no undue hardship on the employer, or of taking paid or unpaid leave.

A loan guarantee program administered by the Department of Rehabilitation was established to assist employers and employees with disabilities to purchase equipment, aids, and assistive devices in order to engage in employment, or for supported employment for persons with disabilities who are unable to engage in competitive employment and who are not eligible for vocational rehabilitation.

The U.S. Supreme Court ruled in the case of *Atascadero State Hospital and California Department of Mental Health, Petitioners vs. Douglas James Scanlon* that receipt of Federal funds does not in itself constitute a waiver of a State's Eleventh Amendment immunity to suit in a Federal Court for alleged violations of the Rehabilitation Act of 1973.

Background clearance. Among changes to the laws relating to child abuse, the Department of Social Services must request from the Department of Justice any reports of child abuse concerning applicants for licensure or employment in a position having supervisory or disciplinary power over children or who will provide 24-hour care for children in a residential home or facility.

Occupational safety and health. Starting January 1, 1987, any contractor whose operations include asbestos-related work involving 100 square feet or more of asbestos-containing materials must have passed an asbestos certification examination to be developed by the Contractors

State License Board, and must register with the labor department's Division of Industrial Safety. Civil and criminal penalties were established for operating without the certificate or for contracting with an uncertified person. Employers are to train employees, provide necessary equipment to do the work safely, report on asbestos work to be done, and provide health insurance coverage to cover the cost of medical examinations and required monitoring.

Additional circumstances under which the Division of Occupational Safety and Health may issue a "notice" in lieu of a citation will now include violations that do not have an immediate relationship to the health or safety of an employee, and are of a general or regulatory nature, and the employer agrees to correct the violations within a reasonable time and not to appeal the findings of violation.

The Occupational Carcinogens Control Act was moved from the Health and Safety Code to the Labor Code, and civil penalties for serious or repeated violations were substantially increased.

In addition to those materials on the Director of Industrial Relations' list of hazardous substances, any substance within the scope of the Federal Hazard Communication Standard will be considered hazardous under the State Hazardous Substances Information and Training Act. Manufacturers, importers, and distributors of hazardous substances, and employers, must label each container of such material in a manner consistent with Federal standards.

The Department of Health Services must establish, no later than January 1, 1987, the program on occupational health and occupational disease prevention that the legislature previously directed the Department to maintain. The Department is authorized to enter places of employment to conduct investigations relating to the program, and employers must provide certain monitoring data to the Department.

Other laws. Contractors awarded a contract in excess of \$5,000 for any public works construction by a State office, department, division, bureau, board, or commission shall, before beginning the work, file a payment bond with the awarding agency. A \$25,000 threshold amount remains in effect for a required payment bond for contracts let by all other public entities.

Complaints that an employee has been discharged or otherwise discriminated against because the employee has filed a complaint or claim or instituted proceedings relating to rights which are under the jurisdiction of the labor commissioner, will be investigated by a discrimination complaint investigator instead of by the Divi-

sion of Labor Standards. Procedures for such investigations were established including the holding of investigative hearings and the issuance and enforcement of cease and desist orders in cases of violation.

Colorado

Wages. The State prevailing wage law was repealed over the Governor's veto.

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, except when this preference would cause the denial of Federal moneys or would otherwise be inconsistent with requirements of Federal law.

Connecticut

Wages. The minimum project dollar amount for coverage under the prevailing wage law was increased from \$50,000 to \$200,000 for new public works construction and from \$10,000 to \$50,000 for alteration or repair. Also, upon award of a covered contract, the contractor is now obligated to certify under oath to the labor commissioner the pay scale to be used by the contractor and any of his subcontractors.

Child labor. Provisions limiting the permissible daily, weekly, and night work hours of minors under age 18 will no longer apply to those who have graduated from secondary school.

Labor relations. The legislative joint standing committee on labor and public employees is to conduct a study of municipal collective bargaining and binding arbitration including issues such as composition of bargaining units, employees to be covered under collective bargaining, impasse procedures, and the right to strike. The committee is to report its findings and any recommendations for legislation to the general assembly by January 31, 1986.

Plant closings. Employers of 100 or more who close or relocate their establishments must now pay for the continuation of existing group health insurance for each affected employee and dependents for up to 120 days, rather than 90 days as before.

Other laws. Private and public sector employers of 26 employees or more may not require as a condition of employment any employee or job applicant to execute an employment promissory note obligating the

employee to pay a sum of money to the employer if the worker leaves the job before a stated period of time. Such a barred note includes any agreement which specifies that the payment constitutes reimbursement for training previously provided.

Employees of public service companies or of their suppliers may now disclose any information involving substantial mismanagement of the company to the Department of Public Utility Control without fear of retaliatory action taken or threatened against them. In addition, the law protecting employees from discharge or discipline for disclosing to public agencies of the State a violation of law by the employer was amended to also cover State employees and to protect disclosure to Federal agencies.

The labor commissioner was directed to establish in the labor department the position of Statewide Coordinator of Services for Displaced Homemakers within the existing displaced homemakers program.

The law requiring employers providing group life, hospital, or medical insurance coverage to furnish each insured employee with notice, within 15 days, of the cancellation or discontinuation of such insurance, and prescribing fines for violation was amended to specify that the labor commissioner has the authority to assess all such fines.

Delaware

Employment and training. An extended workshop employment program was established for severely disabled persons who have completed an accredited program of evaluation and work adjustment training and have been found to be incapable of competitive employment because of the nature and severity of their disability. The program is to be administered by the Department of Labor which is authorized to contract with sheltered workshops to provide the program.

Other laws. A new "Police Bill of Rights" deals with the rights of police officers with respect to the conduct of administrative investigations of them, the insertion of adverse material in the officers' personnel files, and the right to engage in political activity while off-duty. Assignment to work extra duty without compensation as a penalty for a disciplinary infraction was prohibited.

District of Columbia

Wages. A revised wage order, applicable to manufacturing, printing, publishing, and wholesale trade occupations, increased the

minimum wage from \$3.50 to \$3.95 an hour effective August 20, 1985. A minimum rate of \$3.70 an hour may be paid to adult learners for not more than 60 days.

Equal employment opportunity. The Pregnancy Anti-Discrimination Act of 1985 amends the Human Rights Act to specify that discrimination on the basis of sex shall include, but not be limited to, discrimination on the basis of pregnancy, childbirth, or related medical conditions. Women with these conditions are to be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work.

Florida

Agriculture. The reach of the Farm Labor Registration Law was extended by applying it to contractors with one farm worker or more instead of 10 or more as before. The renewal date for registrations was changed from December 31 for all contractors, to the birthdate or date of incorporation of the registrant, thereby coinciding with registration renewal under the Federal Migrant and Seasonal Agricultural Worker Protection Act. Civil penalties of up to \$1,000 may now be assessed for violations of the law or rules, and the Division of Labor, Employment, and Training may obtain injunctive relief against unregistered contractors.

Background clearance. Extensive amendments, relating to employment in services providing child care and care of the developmentally disabled and others, establish conditions for disqualification from employment because of past criminal activity. Other requirements include security background investigations, fingerprinting, and conformance with standards of good moral character.

Occupational safety and health. The Department of Environmental Regulation was directed to collect, compile, and correlate information necessary to assess the risk potential in the State from the accidental release of toxic or otherwise hazardous substances into the environment. The information is to be gathered from producers, users, transporters, and storers of such substances and is to be disseminated to appropriate State and local agencies, along with the names of contact persons who can be reached in an emergency.

Other laws. Payment bond requirements now permit public work contracts with any

county, city, or political subdivision, amounting to \$200,000 or less, to be exempted from payment and performance bond requirements. Also, any person entering into such a contract with the State for \$100,000 or less will be exempted, and those with contracts, amounting to more than \$100,000 but less than \$200,000, may be exempted from such bond requirements.

Georgia

Worker privacy. Among several amendments to the law relating to the regulation and licensure of polygraph examiners, procedures were established for administering tests, and examiners are now prohibited from inquiring, during preemployment or periodic employment examinations, into such areas as religious or political beliefs or affiliations, racial matters, sexual preferences or activities, or beliefs or activities regarding labor organizations. Persons examined will now have the right to sue an examiner for damages resulting from improper or negligent testing.

Background clearance. Among changes to the law requiring criminal records checks for directors and employees of day care centers, homes, or institutions that care for children, applications for preliminary records checks must be submitted prior to employment, and 10-year prior employment history records of employees must be on file.

Private employment agencies. The State Employment Agency Advisory Council, scheduled for termination on July 1, 1985, was extended to July 1, 1986.

Occupational safety and health. A new safety law regulating amusement ride safety was enacted to be administered by the Department of Labor. The Department is authorized to formulate standards and regulations for the safe assembly, disassembly, repair, maintenance, use, operation, and inspection of amusement rides. Ride owners must obtain a permit for each ride, and the rides must be inspected at least annually. A minimum age of 16 was established for the operator of an amusement ride.

Amendments to the boiler and pressure vessel safety law transfer the power of appointment to the Board of Boiler and Pressure Vessel Rules from the Governor to the Commissioner of Labor, give rulemaking power, previously with the Board alone, to the labor department with the Board's advice, and exempt from coverage boilers and pressure vessels operated and maintained by public utilities.

Employment and training. By resolution, a House Teenage and Youth Unemployment Study Committee was created to study the problem of teenage and youth unemployment and investigate what State actions may be taken to address this problem.

Other laws. Amendments to the State's labor law eliminated specific statutory references to the Labor Departments' Correctional Services Division and to the Employment Security Agency and its director and substituted references to the parent Department of Labor, where the functions remain.

Guam

Other laws. As of June 18, 1984, the U.S. Immigration and Naturalization Service, by rule, transferred from the U.S. Secretary of Labor to the Governor of Guam the authority to make determinations on temporary labor certifications for the importation to Guam of nonimmigrant alien workers and required the Governor to develop systems for determining availability of U.S. workers and prevailing wage rates, subject to approval by the Commissioner of the U.S. Immigration and Naturalization Service. Subsequently, by publication in the Federal Register on January 4, 1985, operating policies and procedures for implementing the Governor's authority were established. Administratively, the program is operated by the Guam Department of Labor.

Hawaii

Wages. It was made an unlawful discriminatory practice under the State's Fair Employment Practice Law for an employer to refuse to hire, employ, bar, or discharge from employment any individual because of a wage assignment to satisfy a child support obligation.

A House resolution was adopted requesting that all employers recognize and adopt the concept of equal pay for work of comparable value to their organizations.

Worker privacy. A comprehensive law was enacted continuing a prohibition against employer use of lie detector tests as a condition of employment or continued employment. The new law, covering employees and prospective employees, includes specific administrative and enforcement provisions, under the jurisdiction of the Department of Labor and Industrial Relations, which has rulemaking authority. The Department is directed to investigate complaints and issue cease orders and may order remedies such as hiring or reinstatement, with or without backpay. Class

action complaints may be filed by the Department or the Attorney General. Employers who discharge or otherwise discriminate against employees or prospective employees for refusing to submit to the test or for filing a complaint or who otherwise violate the law may be subject to civil and criminal penalties.

Background clearance. Directors, employees, and staff members of child caring institutions, child placing organizations, foster boarding homes, and youth correctional facilities will now be subject to a criminal history record check obtained by the Department of Social Services and Housing through the Hawaii Criminal Justice Data Center. In addition, employees of detection facilities will be subject to the same record check obtained by the Judiciary through the Data Center.

Private employment agencies. Among changes to the employment agency regulatory law, agencies are prohibited from requiring employers to withhold placement fees from employee's earnings unless requested or authorized in writing by the employee. Applicants for an agency license no longer must pass a certified employment consultant examination if a licensed principal agent is employed to manage the agency, licenses are renewable on a biennial rather than annual basis, and failure to maintain the required surety bond in full will now result in the automatic suspension of the agency license.

Occupational safety and health. A resolution was adopted encouraging the Occupational Safety and Health Division of the State Department of Labor and Industrial Relations to develop specific programs to inform employees about the State's right-to-know rules on toxic materials and harmful agents in the workplace.

The State fire council was placed within the Department of Labor and Industrial Relations for administrative purposes.

Other laws. A Senate Resolution was adopted requesting the Department of Labor and Industrial Relations, with the assistance of the Office of Collective Bargaining, to study the feasibility and appropriateness of statutorily authorizing working parents to take up to 6 months of unpaid vacation leave for parenting purposes, including the impact, if any, of such legislation on the State's collective bargaining laws.

Idaho

Wages. The State prevailing wage law and the public work 8-hour day law were repealed.

Employees may now, by revocable authorization, have wages directly deposited in any bank, savings and loan association, or credit union of their choice in the State.

Upon application of a creditor, courts will now issue a continuing garnishment of wages to remain in effect until the judgment is satisfied.

Hours. The 8-hour a day limit on work in all mines and smelters, except in emergencies, was amended to retain the 8-hour limit for underground mines, but to now permit work up to 10 hours a day in surface mines and in smelters at the regular hourly rate of pay. Work beyond 10 hours a day may not be required except in emergency situations. Work beyond 10 hours a day or 40 hours a week will be considered overtime and paid at time and one-half the regular rate.

Labor relations. A "right-to-work" law was enacted, specifying that membership in or financial support of a labor organization may not be required as a condition of employment or of continuation of employment. However, a court injunction has deferred enforcement until the measure is voted on as a referendum item at the November 1986 general election.

Other laws. A separate provision requiring seating for female employees was repealed.

Illinois

Wages. By prior law, the minimum wage rate rose from \$3 to \$3.35 an hour, on July 1, 1985. For minors under age 18, the rate increased to \$2.85 on that date.

The wage payment and collection act, which previously exempted all public employees from coverage, was amended to now include employees of local governments and school districts. Employees of the State or Federal governments remain exempt.

Any wages collected by the Department of Labor under the minimum wage law, which cannot be paid to the affected employees, will be deposited into the State's General Revenue Fund after 1 year, instead of being returned to the employer as was the prior practice.

On August 12, 1985, a State Appellate Court affirmed a Circuit Court's judgment dismissing the Director of the Department of Labor's complaint for injunctive relief in a case involving a provision of the State constitution permitting municipalities of populations over 25,000, and any county which elects a chief executive officer to become home-rule units by referendum and to exclude themselves from coverage of certain State statutes. This action permits these home-rule units to continue to exempt

themselves from coverage of the State prevailing wage law. An appeal has been filed with the State Supreme Court.

Child labor. City or Regional Superintendents of Schools were authorized to issue employment certificates for minors under age 16, permitting them to appear as models or in motion picture, radio, or television productions, if such work does not interfere with required school attendance. The Department of Labor is to issue rules and regulations to protect the health and welfare of child models or actors, and to ensure that the conditions under which they are employed will not impair their health, welfare, development, or proper education. Similar employment certificates were previously authorized for minors under age 16 for appearances in theatrical productions, musical recitals, or concerts.

Equal employment opportunity. The Departments of Employment Security and Rehabilitation Services are to cooperate and to enter into any necessary agreements to provide job placement and referral services to disabled clients of the Department of Rehabilitation including job service registration of such clients with Illinois Employment Security Offices and making available to them job listings maintained by the Department of Employment Security.

Worker privacy. The 1984 law giving private and public sector employees the right to review their personnel records was amended to provide for administration by the Director of Labor instead of only by employee-instituted court action. The Director is authorized to take complaints, conduct investigations, attempt to resolve the complaint by conciliation, and to commence legal action, if necessary. Private right of action is still authorized when these measures fail, and employer retaliation against an employee, who makes a complaint, brings action, or testifies under the law, is now prohibited.

Background clearance. The Department of Children and Family Services will now require that child-care facility license applicants and their employees be investigated as a condition of licensure or employment to ascertain past charges or convictions for criminal sexual or child assault or abuse. The operator of a licensed child-care facility will now have access to all records concerning reports of child abuse and neglect and all reports generated as a result of such reports when a current or prospective employee is the perpetrator in a child abuse or neglect report.

Labor relations. A Labor Management Cooperation Committee was created in the

Department of Commerce and Community Affairs consisting of 12 public members appointed by the Governor, six of them to represent businesses that employ union members and six representing labor, plus six ex officio members including the Director of the Department of Labor. Among its duties, the committee is to improve communications between labor and management on significant economic problems facing the State; encourage and support the development of local labor-management committees at the plant, industry, and area levels; and convene a Statewide conference on labor-management concerns at least once every 2 years. The Director of the Department of Commerce and Community Affairs, with the advice of the Committee, was authorized to provide matching grants and other resources to establish or assist area labor-management committees and other projects which serve to enhance labor-management relations.

The Department of Labor, upon written request of all parties involved, is to provide arbitration services necessary to resolve labor-management disputes. The proceedings are to be subject to the Uniform Arbitration Act.

Unfair labor practice charges under the State Educational Labor Relations Act may now be filed with the Illinois Educational Labor Relations Board by individuals as well as by employers or labor organizations as was previously authorized.

In an effort to avoid strikes in local school districts, a house resolution urges educational employee labor organizations and educational employers of primary and secondary schools to begin renegotiations for their collective bargaining agreements by January 1 of the year in which the agreement expires or at least 6 months before the expiration of their existing agreements.

Occupational safety and health. Beginning July 1, 1986 under a new Illinois Chemical Safety Act to be enforced by the State Environmental Protection Agency, specified businesses must have a written chemical safety contingency plan including a listing of chemical substances which may be released at the facility, information on the probable nature and routes of any sudden releases, response procedures to be followed at the facility and for notifying local emergency response agencies, a list of appropriate persons to act as emergency coordinator, and a list of the facility's emergency equipment. Plant personnel who are responsible for implementing the plan must be trained in the procedures to be followed in case of an accidental release of a chemical substance. After submission to local fire, police, or other emergency response agency, such plans are to be made available

for inspection by the public during normal operating hours.

Employment and training. A law was enacted implementing an April 1, 1984 Executive Order creating a separate Department of Employment Security. The Department assumes all powers and duties of the Department of Labor's former Bureau of Employment Security, now abolished. Among its functions, the Department of Employment Security will manage vocational training and retraining programs for the unemployed, State welfare recipients, Vietnam veterans, and the handicapped.

An emergency employment development act was passed under which funds for temporary work relief projects in nonprofit agencies and new job creation in the private sector are to be allocated on the basis of the highest average percentage of unemployed persons within the Job Training Partnership Act delivery area. The funds are to be used as a contribution for wages and fringe benefits in the employment of qualified unemployed workers. Participating businesses must be in compliance with applicable affirmative action, fair labor, health, safety, and environmental standards.

A joint resolution was adopted urging the U.S. Congress to amend the Veterans Educational Assistance Act of 1984 to include apprenticeship and on-the-job training programs.

Indiana

School attendance. The Department of Education is to study the impact of raising the compulsory school attendance age from 16 to 17 and deliver the results to the general assembly by November 1, 1986. The Department is also to prepare a plan incorporating new programs or curriculum changes in order to accommodate the increased number of students and their interests and abilities.

Employment and training. An Indiana Occupational Information Coordinating Committee was established to develop and implement a comprehensive cost effective labor market and occupational information system that, among other functions, will satisfy the needs of State and local employment, training, vocational education and rehabilitation, and economic development agencies.

Other laws. The title of the Division of Labor was changed to the Department of Labor. Prior to this change a Department of Labor existed consisting of the Industrial Board of Indiana and the Division of Labor, two bodies with complete autonomy and separate functions. The Industrial Board will retain that title.

Iowa

Wages. Individuals employed as commission-paid salespersons are now specifically covered by the wage payment/collection law. Also, the exemption from this law for licensed persons employed on a contractual basis for professional services was removed.

Procedures were established for State employees to request a review of the factor determined scores of their jobs under the newly implemented pay grade system based on comparable worth. An interim legislative study committee is to be established to determine whether discrimination remains in compensation for work of comparable worth between jobs held predominantly by women and those held predominantly by men and to review other comparable worth issues.

Equal employment opportunity. "The Bill of Rights of Persons with Mental Retardation, Developmental Disabilities, or Chronic Mental Illnesses" was enacted, including a right to vocational training and a requirement that such persons engaged in work programs shall be paid wages commensurate with the going rate for comparable work and productivity.

Background clearance. Directors and employees of any State-licensed child care center, registered group home, or registered family day care home will now be subject to a criminal records check and a child abuse registry check through the Department of Human Services. The Department will maintain and make public a list of centers and homes with favorable records checks.

Labor relations. Collective bargaining negotiations with certified employee organizations representing Judicial Department employees will now be conducted on a Statewide basis rather than by judicial district, although bargaining units will be organized by judicial district.

A concurrent resolution was adopted directing the legislative council to establish a study committee to conduct a comprehensive study of the collective bargaining process as it relates to elementary and secondary school educators, with a report due by November 1, 1985.

Employment and training. A Small Business New Jobs Training Act was enacted to create jobs by providing education and training of workers for new jobs for new or expanding small businesses through training arrangements between area schools and employers. The program, to be coordinated by the Iowa Development Commission, will give preference to any skilled workers

in the community who are unemployed because of plant closing or layoffs.

Other laws. The labor commissioner's term of office will be lengthened from 2 to 4 years effective May 1, 1987.

All public employees are now protected against retaliatory personnel actions for providing information to legislators or public officials or for disclosing waste, mismanagement, violations of law, or violations endangering public health or safety unless such disclosure is prohibited by statute.

Kansas

Labor relations. A House Resolution was adopted commending Idaho for passing "right-to-work" legislation.

Other laws. The life of the Department of Human Resources was extended until 1993. The Secretary of the Department was given more direct administrative control over the Division of Employment Security, the Division of Labor-Management Relations and Employment Standards, including the Agricultural Labor Relations Board and the Public Employee Relations Board, and the Division of Employment and Training. The Secretary, along with the State Board of Education, was authorized to participate in programs funded by the Federal Job Training Partnership Act.

Louisiana

Wages. A bill which would have repealed the prevailing wage law passed the legislature but was vetoed by the Governor.

Undocumented workers. The law prohibiting the employment, recruiting, or referral for employment of undocumented alien workers, was amended to bar prosecution of employers who have been furnished specified documents by all of their alien workers. The Secretary of the Department of Labor is now authorized to assess civil penalties for violations of the Act, and to institute civil court proceedings including the seeking of injunctive relief to restrain and prevent violations.

Equal employment opportunity. Coverage of the law prohibiting discrimination in employment because of age was expanded to include employers subject to the Federal Age Discrimination in Employment Act.

The definition of impairment under the Civil Rights for the Handicapped Act was expanded to include persons with a primary disorder or condition.

An Office of Women's Services was established within the office of the Governor. Among its duties are assistance in coordi-

inating State programs serving the needs of women and providing technical assistance to the Governor's commission for women. The office will assume some functions previously allocated to the Department of Health and Human Resources including administration of the displaced homemakers act. It is also to develop nontraditional job training programs for women, particularly geared to economic self-sufficiency and to women with low incomes.

Occupational safety and health. A Hazardous Material Information Development, Preparedness, and Response Act was adopted to create a comprehensive information system containing specific data regarding the presence and location of hazardous materials in the State. An inter-agency advisory board was created in the office of the Deputy Secretary of the Department of Public Safety and Corrections to make recommendations regarding survey forms, hazardous materials, information dissemination, training, and emergency response plans. Among other provisions, owners or operators must file survey forms with the Department for all hazardous materials manufactured, used, or stored at their facilities and for emissions and must post signs at their facilities indicating that a hazardous material is present on the premises; employees are to be given information on the toxic effects of hazardous materials manufactured, used, or emitted at the facility; procedures were included for the release of trade secret information in emergency situations; and administrative fines may be levied on owners and operators who knowingly fail to report required information. The law exempts single business establishments with no more than nine employees and no more than 2 million dollars in average annual gross sales, as well as certain specified retail establishments. Also, local governing authorities are preempted from enacting any ordinance in conflict with the act or which requires more onerous reporting requirements.

Maine

Wages. By prior law, the minimum wage rate rose 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.

Automobile mechanics not paid on an hourly basis and automobile salespersons were exempted from overtime pay requirements of the State minimum wage law.

An Executive Order was issued in response to the U.S. Supreme Court ruling that State and local governments are liable for overtime payments for their workers under the Fair Labor Standards Act. Under

the order, all nonstandard employees who are not eligible for exemption from the Act are to comply with specified hours limitations, emergency scheduling and other procedures to ensure that the total number of hours they work does not incur Federal overtime liability beyond the State's budgeted, authorized ability to pay.

Hours. Employees will not be entitled to at least a half hour for rest time or mealtime after 6 consecutive hours of work, except in emergency situations, unless a collective bargaining or other written employer-employee agreement provides otherwise. Employers are prohibited from discharging or discriminating against employees who file complaints with the Director of the Bureau of Labor Standards or the Attorney General and face possible civil penalties for violation. The law does not apply where fewer than three employees are on duty at a time and where the nature of the work allows frequent breaks during the day.

Equal employment opportunity. The nondiscrimination and affirmative action provisions applicable to State agencies, State-financed agencies, and public contracts were extended to uniformly protect persons who are physically or mentally handicapped, either by covering both types of handicap or by adding the mentally handicapped to the previously covered physically handicapped. In addition, agency equal opportunity officers were renamed affirmative action officers and the Equal Opportunity Specialist in the State Department of Personnel was retitled the State Affirmative Action Coordinator.

A Division of Deafness was created within the Department of Human Services' Bureau of Rehabilitation. Among its power and duties is the duty to provide advocacy for the rights of the deaf and hearing impaired in employment, education, and other areas.

Occupational safety and health. A Community Right-to-Know Act was approved under which the Department of Human Services was directed to establish a community health information clearinghouse on hazardous chemicals in use in the home and the workplace, and was mandated to respond to information requests from State agencies, municipalities, and individuals.

The Commissioner of Labor is to conduct a study of the occupational health and safety conditions to which railroad employees are subject and is to report to the legislature on the result of these findings, on efforts by any Federal or State agency to establish standards for railroad employers, and on the need for State standards, with recommendations for legislation if necessary.

Plant closings. The Department of Labor is now authorized to administer and operate a program of Trade Adjustment Assistance, as provided under the U.S. Trade Act of 1974 (P.L. 93-618), to provide training and supportive services for workers displaced from employment because of increased foreign imports.

Employment and training. The Maine Conservation Corps Program due to expire at the end of fiscal year 1985 was continued and amended to, among other things, specify the types of projects that may be undertaken and to establish a volunteer program within the Corps to create, promote, and manage volunteer and intern opportunities with public agencies responsible for the State's natural resources.

Other laws. The law prohibiting employers from requiring employees or accepted job applicants to pay for required medical examinations was amended to specifically include employer-required eye examinations.

Employees of public utilities now have the right to testify on their own time before legislative committees and the Public Utilities Commission regarding the operation of the utility and may not be discharged, threatened, or otherwise discriminated against if the employee has first brought the subject matter or the testimony to the attention of his or her supervisor in writing. False testimony, testimony which violates a collective bargaining agreement, or testimony which discloses trade secrets or corporate strategy that would result in harm to the employer automatically terminates the protection from discharge or discrimination. State employees were also given the right to testify before legislative committees on their own time, with the same protection from retaliation.

Under the "Workplace Smoking Act of 1985," effective January 1, 1986, public and private sector employers will be required to establish, post, and implement written policies restricting or banning smoking in the workplace. The Bureau of Health is responsible for enforcement, and fines of up to \$100 may be levied for non-compliance. In addition, it will be unlawful for employers to retaliate, discipline, discharge, or otherwise discriminate against employees who assist in the supervision or enforcement of the law.

Maryland

Wages. Coverage of the wage-hour law was extended to employees of legitimate theaters, by removal of a former exemption, but the exemption continues for employees in motion picture and drive-in theaters. Also, notwithstanding the fact that

the law's overtime pay standard does not apply to employees in seasonal or recreational establishments, it was specifically required that time and one-half overtime pay after 40 hours a week be paid to theater craft or trade employees of a concert promoter, music pavilion, legitimate theater, music festival, or theatrical show, other than a nonprofit employer.

On written request of a State employee, organization dues of qualifying organizations will be withheld from his or her wages and remitted to the designated organization. The employee may cancel the payroll deduction at any time.

Equal employment opportunity. By repeal of the June 30, 1985 expiration date, a previously authorized program remains in effect permitting State employees over age 70 to continue employment on a year-to-year basis upon written application and approval, and permitting persons age 70 and over to compete for merit system positions but without being eligible to participate in the State pension system.

Occupational safety and health. The law requiring employers to inform employees of and to train them on toxic substances in the workplace was amended to delete an exception from the law for ingredients used in the production of food stuffs regulated by Federal law, and to exempt from the labeling requirement certain other substances that must be labeled in accordance with other Federal law or regulation.

The Department of Health and Mental Hygiene must consult with the Division of Labor and Industry when the Department adopts rules and regulations to provide public access to information the Department had concerning hazardous or toxic chemicals on hazardous chemical information lists and material safety data sheets. Such information is to be submitted by employers and is to be made available, upon written request, to environmental, civic, or consumer organizations and to individuals living near a business that stores, produces, or locates hazardous or toxic chemicals.

Plant closings. The Secretary of Employment and Training in cooperation with the Governor's Employment and Training Council was directed to develop voluntary guidelines for employers faced with a closing, relocation, or reduction in operations. The guidelines are to include appropriate advance notification to employees, continuation of employee benefits, and mechanisms for employers to use the State's newly created Quick Response Program. This program includes on-site registration for unemployment insurance claims, registration for Federal Trade Readjustment Act

services if appropriate, provision of labor market and retraining information, job placement services and information, and retraining referrals. The Department of Employment and Training is to distribute the guidelines to all employers biennially and is to monitor layoffs and employment patterns to identify potential reductions.

Employment and training. The Secretary of Employment and Training may provide grants to private industry councils or administrative entities designated under the Federal Job Training Partnership Act for operation, in the private sector, of a youth work experience program for specified economically disadvantaged high school juniors and seniors and high school dropouts. Currently employed workers are not to be displaced by those participating under this youth program.

Massachusetts

Equal employment opportunity. The exception from the ban on compulsory retirement for persons aged 65 and over who are employed in executive or high policymaking positions, was amended to except those entitled to an immediate annual retirement benefit of at least \$44,000 rather than \$27,000, as was previously permitted.

Labor relations. Impasse procedure provisions for both private and public sector labor disputes were amended to provide that any person acting as a mediator who receives information, as a mediator, relating to a labor dispute will not be required to reveal such information in any administrative, civil, or arbitration proceeding.

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 or establishment, was extended to July 1, 1990.

Michigan

Employment and training. The Michigan Youth Corps Act scheduled to expire September 30, 1984, was extended 2 more years to September 30, 1986. The Act provides summer employment and work training for youth.

Minnesota

Employment and training. A Department of Jobs and Training was created, headed by a commissioner, to streamline and coordinate the State's employment, training, and income maintenance programs. The new department will assume both new functions and certain functions previously

performed elsewhere in State government, such as by the Department of Human Services and the Department of Economic Security, the latter now dissolved. Responsibilities include the providing of consistent, integrated employment and training services across the State, administering the unemployment insurance laws and public employment offices, and acting as the Governor's agent in administering the Federal Job Training Partnership Act. Also, a Governor-appointed Coordinator of Full Productivity and Opportunity will, among other duties, coordinate the policies and administration of employment and training programs and income maintenance and support services among State agencies. The Commissioner of Labor and Industry, like other State officials who are to submit plans, is to prepare a plan for preparing, recruiting, and placing economically disadvantaged, chronically unemployed, minority, and female individuals in apprenticeship programs and submit the plan to the Coordinator in each even-numbered year, for use in developing a biennial Statewide employment and training plan.

Mississippi

Labor relations. Included in a tax revenue bill is a provision which sets increased minimum salary scales for teachers and other provisions making strikes unlawful by public employees generally, and specifically by public school teachers. Individual violators may be dismissed; employee organizations violating an injunction against a strike face fines of up to \$20,000 a day; and members of local school governing boards or public school administrators face penalties for failure to fulfill certain responsibilities in the event of a strike.

Other laws. The law providing a preference for resident contractors in the letting of public contracts was amended to specify that resident contractors will include those nonresidents qualified to do business in the State who have maintained a permanent, full-time office in the State for 2 years prior to January 1, 1986. No time limit was previously specified.

Missouri

Equal employment opportunity. The Missouri Council on Women's Economic Development and Training was created within the Department of Economic Development to promote and increase women's economic and employment opportunities through education and training programs. The Missouri Commission on the Status of Women was abolished.

Background clearance. The Division of Family Services is now to conduct a criminal record review before issuing a license to enumerated child-care providers or other local or State agencies providing or having care or custody of a child for 20 hours or more per week. No license shall be issued if the provider has committed acts which have been harmful or demonstrated to be of harm to a child, and providers are not to employ any person who has committed such acts.

Occupational safety and health. A new law requires every employer to provide information regarding the properties and hazardous nature of toxic substances used or produced in the workplace to the local fire protection service and the State Division of Health through the submission of material safety data sheets or their equivalent, permitting on-site inspection, and by providing the name, address, and telephone number of at least two individuals familiar with the toxic substance who may be contacted in an emergency. Information provided by employers will be available to the general public, upon request, although provision was made for the confidentiality of trade secret information.

Montana

Wages. The minimum wage was increased from \$2.75 to \$3.05 an hour effective October 1, 1985, with a further increase to \$3.35 scheduled for October 1, 1986.

Notwithstanding the requirement in the State wage-hour law for payment of time-and-one-half after 40 hours worked in a week, local departments of public safety may establish work periods other than a 40-hour workweek, if the hours of all work periods in a year do not exceed 2,080 hours. The overtime pay rate for hours worked in excess of the regularly scheduled work period is to be determined by the board of county commissioners.

A new law specifically authorizes the labor commissioner to adopt rules implementing laws governing prevailing wage rates and preference of State residents in public works construction contracts.

Equal employment opportunity. Mandatory retirement because of age of firefighters and law enforcement personnel including highway patrol officers, police officers, sheriffs, and game wardens, is no longer required under their respective retirement systems.

Private parties, in addition to the Human Rights Commission itself, as before, may now petition the district court to enforce an order of the Commission.

Labor relations. Various arbitration provisions were repealed and replaced by the Uniform Arbitration Act making all arbitration agreements between employers and employees valid and enforceable, subject to certain exceptions, and establishing provisions governing arbitration procedures, awards, and appeals.

Occupational safety and health. A new Employee and Community Hazardous Chemical Information Act establishes a program for the disclosure of information about hazardous substances in the workplace. Employers are to compile and maintain a list of all hazardous chemicals present and the work areas in which they are normally stored or used. Employees have a right to this information and may refuse to work with a substance until it is made available upon request. Employees are also entitled to receive education on the chemicals, training in their safe use, and protective clothing where appropriate. Employees may not be subject to any adverse personnel action because they exercise their rights or testify under the act. In addition, employers must make hazardous chemical information available to the clerk and recorder of the county in which the workplace is located and local fire chiefs are to inspect this information and have the authority to make on-site inspections. Manufacturing employers and distributors regulated by Federal Occupational Safety and Health Administration standards and non-manufacturing employers who choose to comply with those standards are exempt from the State law except with respect to workplace chemical list, material safety data sheet, emergency and community information, and employee rights provisions.

Economic development. In making loans under the Montana in-State investment fund, preference is to be given to investments that will assist enterprises owned by employees or other State residents in providing new jobs or in preserving existing jobs for State residents or in otherwise contributing to the long-term benefit of the Montana economy.

Other laws. By joint resolution, the legislature requested a study by an interim committee of the employment-at-will rule, and the doctrines of wrongful discharge in violation of public policy and the implied covenant of good faith and fair dealing, including the law and court cases in other States. A report, including alternative approaches to such employment problems, is to be submitted to the next legislature.

The responsibility for determining contractor residency for the purpose of giving preference on public contracts to in-State

contractors was transferred from the Department of Revenue to the Department of Commerce. Also, an amendment to the law governing the awarding of public works contracts grants resident bidders a 3 percent preference over out-of-State bidders, or the same preference that out-of-State bidders receive over Montana bidders in their State of residence, whichever is greater. Previously only the 3 percent preference applied.

An absolute preference for resident commercial printing establishments in the award of county printing contracts was amended to require that their bids be no more than 5 percent higher than the bids of competing nonresident establishments. If no bidder qualifies for the resident preference, the contract is to be awarded to the lowest bidder.

Approval for projects funded under the Montana Economic Development Bond Act, the Montana In-State Investment Act, and the Industrial Development Projects Law will now be contingent upon applicants giving State residents a preference in hiring if their qualifications are substantially equal to those of nonresidents.

State and local government buildings in which seven persons or more are employed must now have reserved smoking and non-smoking work areas in convenient places.

Nebraska

Equal employment opportunity. The Fair Employment Practices Law was amended to prohibit an employer from discriminating against an employee because he or she has opposed any practice or refused to carry out any action unlawful under State or Federal law.

Labor relations. The law governing collective bargaining rights for most public employees was amended to define and exclude supervisors, except firefighters and police officers, from the same bargaining unit as nonsupervisory employees.

Nevada

Wages. Employers must now pay an employee who resigns or quits any wages due by the earlier of either the employee's regular payday or within 7 days after the resignation. Previously, employers were required to pay such employees within 24 hours.

Among amendments to the wage payment and wage-hour laws, the definitions were enlarged and clarified; employers were specifically forbidden to require employees to work without wages during a trial or break-in period; and employers who knowingly issue wage payment instruments against insufficient funds must now reimburse the employee for any charge incurred due to the insufficiency.

Among amendments to the prevailing wage law, the labor commissioner is now to establish a prevailing wage in each county by use of an annual survey of contractors who have performed work in the county. Also, hearing procedures were changed; persons convicted of violating the law may no longer be awarded any public work contract for 2 years following the conviction; and the minimum project dollar amount for coverage under the law was increased from \$20,000 to \$100,000.

Hours. The provisions covering maximum hours of work permitted in smelters, open mines, surface workings of underground mines, and plaster and cement mills were repealed. The limit of 8 hours within any 24-hour period for work in underground mines, except in emergencies, was retained.

Equal employment opportunity. Coverage of the law prohibiting employment discrimination by the State and political subdivisions was expanded to include discrimination on the basis of physical, aural, or visual handicap and political affiliation, as well as race, creed, color, national origin, age, or sex, as before.

Worker privacy. Employers, or labor organizations which refer persons for employment, must now allow the employee or person referred, upon request, to inspect nonconfidential records containing information used by the employer or labor organization to determine the qualifications of that employee and any disciplinary action taken against him or her. Copies of these records must be furnished, upon request, to current or former employees who have been or were employed for more than 60 days. Provision was also made for the correction of any inaccurate or incomplete information in the records.

Background clearance. The Bureau of Services for Child Care of the Youth Services Division of the Department of Human Resources is now required to investigate the criminal record of adult persons who own, operate, or are employed by child care facilities. Conviction of any of these persons for specified dangerous crimes including sexual assault or abuse of children may cause the Bureau to deny an application for a license or to suspend or revoke any license that has been issued.

Labor relations. The permissible number and location of pickets during a strike or other dispute is now established by law, and certain practices are prohibited such as picketing on private property without written permission or knowingly to threaten,

molest, or assault persons attempting to enter or leave any property, and to block entrances and exits with motor vehicles or by spreading nails, glass, or other objects.

Coverage of the law requiring binding arbitration for collective bargaining disputes involving firefighters, was extended to include police officers for the period from July 1, 1985 to July 1, 1987.

A new measure requires a labor organization to publish and distribute proposed changes in a collective bargaining contract to the members who attend the ratification meeting before the vote is taken.

Local labor organizations were authorized to require that plans which provide health, pension, welfare, or other benefits be administered in Nevada. If a plan is being administered by the national labor organization with whom the local organization is affiliated, the local organization may discontinue its contributions and establish a locally administered plan.

Private employment agencies. Among changes to the employment agency regulatory law, the maximum applicant-paid placement fee was increased from 55 to 65 percent of the first month's gross wages. Agencies must now give the applicant for employment a copy of the contract with the agency at the time it is signed.

Other laws. Employers may not terminate the employment of a member of the Nevada National Guard because he or she is ordered to active service or duty. Any member who believes that employment was terminated in violation of the act may request a hearing before the labor commissioner to determine if the employment was so terminated, and if found to have been illegally terminated will be entitled to immediate reinstatement to his or her position without loss of seniority or benefits, and to receive all lost wages and benefits.

The State law giving veteran reemployment rights was repealed. District attorneys are to provide legal assistance to claimants seeking assistance under the similar Federal law.

New Hampshire

Wages. The State prevailing wage law was repealed.

The provision permitting a youth rate of 75 percent of the applicable minimum wage rate will now apply to persons age 16 or under rather than 17 or under as before.

The wage payment law was amended to add a section requiring that employers, other than counties and municipalities, pay employees who report to work at the request of the employer a minimum of 2 hours' pay at their regular rate. The provision will not be applicable where a good-

faith effort is made to notify employees not to report to work.

Labor relations. A committee composed of members of the House and Senate and the labor commissioner or his designee was established to draft proposed legislation for recodification of State laws relating to labor and labor disputes. Legislative proposals are to be submitted to the 1987 regular session of the legislature.

Occupational safety and health. The State occupational safety and health law now applies only to public sector employees. Among other changes, the Commissioner of Labor must inspect a place of employment after receipt of an employee petition, and must issue a stop-work order in case of imminent danger. Employers may petition the Commissioner for a review of an employer's action in retaliating or taking other action against employees exercising their rights under the Act.

The requirement that employers provide seats for female employees was repealed.

New Jersey

Wages. Volunteers working at county or other agricultural fairs, who receive only incidental benefits and who are employed by a nonprofit or religious corporation or association which conducts or participates in the fair, are exempted from State minimum wage and overtime pay requirements.

The maximum amount of an employee wage claim on which the labor commissioner may take collection action was increased from \$300 to \$2,000. Also, the maximum amount of set-off that can be claimed by a defendant was increased from \$200 to \$1,000.

In October 1984, the legislature authorized creation of the Task Force on Equitable Compensation to study classification and compensation issues of State employees and to recommend changes to achieve pay equity. In a first interim report, submitted to the Governor, the legislature, and Civil Service Commission on June 1, 1985, the primary recommendation was a pay increase for the four lowest pay ranges as an initial step toward establishing pay equity in State service. An appropriation measure to implement this recommendation was introduced and is being considered by the 1985 legislature. The Task Force will terminate December 1, 1987 or sooner in the absence of timely and appropriate legislative action.

Agriculture. A concurrent resolution extended from March 1, 1985 to August 1, 1985 the deadline for submission of findings and recommendations by the Commission to Study the Employment and Com-

pensation of Agricultural Labor. The Commission was created in 1984 to inquire into the hiring, employment, and compensation of workers in the agricultural sector of the economy.

Equal employment opportunity. Mandatory retirement because of age is now prohibited in the private and public sectors except for public safety employees, certain judges, tenured higher-education faculty members, and certain executives, but employers may refuse to hire or promote any person over age 70. In addition, the prohibition against discrimination in public sector hiring because a person is at least 40 years of age, now applies to public safety occupations such as police, fire, and prison personnel. A separate measure reinstated mandatory retirement at age 55 for State police officers, citing age as a bona fide occupational qualification.

Occupational safety and health. Employers performing the functions of application, enclosure, removal, or encapsulation of asbestos must first obtain a license from the Commissioner of Labor. Employees performing these functions must complete training in asbestos control and removal, pass an examination, demonstrate the ability to perform this work safely, and obtain a performance permit from the Commissioner. The issuance of standards and regulations, and enforcement are the joint responsibility of the Commissioners of Labor and Health. Employers are prohibited from discriminating against an employee who complains to or cooperates with the Commissioners in administering the Act.

The Division of Workplace Standards of the State labor department, rather than its' Mechanical Inspection Bureau, now has the responsibility for inspecting certain boilers and pressure vessels and maintaining records of those inspections performed for insurance companies by department-certified inspectors.

Plant closings. A Business Retention and Job Retraining Commission was created by Executive Order, with membership including the labor commissioner and other government officials and representatives of organized labor and business. Among its duties, the Commission is to survey all programs designed to encourage the growth or retention of jobs and to retrain or reemploy displaced workers and the chronically unemployed, to coordinate these programs, and evaluate their effectiveness. It is also to offer a comprehensive program for the early detection of business terminations and the effective delivery of governmental services to affected businesses and em-

ployees, including advising affected businesses of available business retention programs and advising displaced employees of job training and employment programs.

Employment and training. The Department of Community Affairs was directed to establish a model job-training center to provide counseling, job training and job placement, self-help programs, referral, child care, and technical assistance services to dependent, unemployed, or underemployed urban women.

Other laws. Employers of 50 persons or more in a place of employment are required to establish written rules governing smoking including a policy and procedure to protect the health and comfort of employees from tobacco smoke. The policy must include designated nonsmoking areas and may include designated smoking areas. Administration is by the State Department of Health, which is to submit an evaluation of this act to a legislative committee 18 months after it takes effect.

New Mexico

Occupational safety and health. An Executive Order was issued regulating use of video display terminals by State employees. It addresses problems of stress, visual problems, and musculoskeletal pains by establishing standards dealing with aspects of video display terminal use including lighting and glare, noise levels, airflow and air quality, electrical safety, work area design, operator chairs and footrests, document holders, size and position of display screens, keyboard placement, and scheduled breaks. A review committee was established to monitor implementation of the standards and to make recommendations to the Governor for amendments to the standards when advisable.

The legislature directed, by resolution, the mining safety advisory board to review the State's safety statutes and regulations, develop legislative proposals to modernize the statutes, develop regulations to implement the proposed changes, and report findings to the legislature. Later in the session, a law was passed which among other things expanded the board's role to include preparation of standards and regulations regarding occupational disease in addition to accident prevention, and provided for regularly scheduled board meetings.

Other laws. An amendment to the Criminal Offender Employment Act permits public agencies to now deny any public employment or license to engage in public employment, or in a trade, business, or profession to an applicant or employee who has been convicted of drug trafficking,

certain sexual offenses, or child abuse, regardless of rehabilitation.

New York

Wages. On October 11, 1985, the Labor Commissioner appointed a General Industry Minimum Wage Board to conduct a thorough examination of the State's eight minimum wage orders. The board, which is composed of nine members with three each representing the general public, employers, and employees, was asked to give special attention to formalization of overtime provisions, examination of provisions for allowances for uniforms, consolidation of certain wage orders, benefits for part-time employees, new industry coverage, and review of the youth rate provisions.

The Labor Commissioner is now specifically authorized to enter into reciprocal agreements with other States for collection of claims and judgments for unpaid wages based upon claims assigned to the Commissioner.

Persons or corporations performing public work contracts must, upon the request of the fiscal officer, file within 10 days of receipt of the request, sworn payroll records for said public work or for any public or private work performed by the person or corporation during the same period of time as the public work. If the requested information is not provided within the allotted time, the fiscal officer is to order the withholding from payments due of up to 25 percent, not to exceed \$100,000, until the request is satisfied.

Child labor. The law restricting the employment of persons under age 18 in occupations involving selling, dispensing, or handling alcoholic beverages was amended to permit work by those under 18, when under specified supervision, as dishwashers, busboys, or in other positions which require handling of containers which may have held alcoholic beverages. The amendment will be repealed June 30, 1986.

Equal employment opportunity. The exemption for executive or policymaking officials at least 65 years of age from the prohibition against mandatory retirement was amended to increase the minimum annual qualifying retirement benefit from \$27,000 to \$44,000.

North Carolina

Wages. An amendment to the minimum wage law requires matching increases up to \$3.60 an hour in the State minimum if the Federal minimum of \$3.35 is increased before July 1, 1987.

The legislature repealed the section of a 1984 law which had provided for a pay

equity study for the State's classified employees and for the hiring of a consulting firm to develop a job evaluation and pay system.

Equal employment opportunity. A new Handicapped Persons Protection Act was enacted. Among its provisions, employers of 15 persons or more are prohibited from discriminating against qualified handicapped workers in hiring, promotion, discharge, compensation, or terms and conditions of employment. Discrimination by employment agencies and labor organizations is also prohibited. In addition, employers are to make reasonable accommodations to workers' handicaps. Enforcement is through civil action, instituted by the aggrieved person, although no court action may be pursued if judicial or administrative proceedings have been instituted under the Federal Vocational Rehabilitation Act of 1973. Employers are prohibited from retaliating against an employee or job applicant because the person has testified, assisted, or participated in any proceedings or opposed any discriminatory practice under the act.

An act dealing with military property sales includes a prohibition banning employment discrimination against employees because of membership or service in the military forces of North Carolina or the United States.

Occupational safety and health. A comprehensive Hazardous Chemicals Right to Know Act, to be effective May 25, 1986, covers public and private sector employers with 55 gallons or more of any hazardous chemical, and is to be administered by the Commissioner of Labor. Hazardous substances are to be identified and records maintained on the employer's premises, and provisions are included for the release of trade secret substance information in medical emergencies. Specific information is to be provided to local fire chiefs, upon request, on such items as emergency response plans and how to contact employer representatives in an emergency, and to the general public. Adverse action is not to be taken against an employee for helping in an inspection or for testifying in any proceeding under the act.

Employment and training. The North Carolina Employment and Training Act of 1985 was enacted to develop a comprehensive State policy to guide use of employment, training, education, and economic development funds, and other resources toward achieving economic and employment goals. A State Job Training Coordinating Council, to be supported with funds from the Federal Job Training Partnership Act,

was created within the Department of Natural Resources and Community Development to oversee the meeting of the State's goals for employment and training. A Job Training Interagency Committee within the Council, with membership including the Commissioner of Labor, is to develop and implement a plan to integrate the Job Training Partnership Act program into the State's economic development efforts. The prior Employment and Training Council was abolished.

North Dakota

Wages. The exemption from wage garnishment for Social Security benefits was amended to permit garnishment of these benefits to enforce child support orders. Also, an exemption from wage garnishment was added for veteran's disability pension benefits, excluding military retirement pay, except in the case of garnishment for child support. The definition of earnings was amended to reflect these changes.

Orders for the withholding of wages for child support issued by other States or by a Federal court, will now have the same effect as an order of a North Dakota court.

Labor relations. A new State and Political Subdivision Employees Relations Act gives covered public employees the right to join or refrain from joining employee organizations and have payroll deduction of dues, to engage in or refrain from engaging in political activities on their own time, and to report job-related violations of State or Federal law without fear of reprisal or discipline. Prohibited are requiring or coercing employees into participating in or reporting on activities other than official duties, requiring employees to contribute earnings for any purpose other than participation in the retirement fund, and restricting or attempting to restrict certain after working hours statements of employees.

Other laws. The law requiring State agencies to grant in-State bidders and sellers preference in purchasing any goods, in an amount equal to the preference given or required by the State of nonresident bidders, was amended to now include a preference for in-State contractors on public construction contracts.

Ohio

Other laws. A 1984 law stipulates that group health care policies and contracts must give to involuntarily terminated employees the option to continue health insurance coverage at the group rate for an additional 6 months. Employers are obligated to notify employees of the right of continuation when they are notified of their termination from employment.

Oklahoma

Wages. Among several major amendments to the prevailing wage law the threshold amount for coverage was increased from \$10,000 to \$600,000, except that the public body may stipulate that prevailing wages will be paid on lower cost projects; prevailing wage was defined to be that rate determined under the Federal Davis-Bacon Act; the public awarding agency was made liable for any underpayment in wages if it violates provisions requiring that it obtain the prevailing wage rates from the labor commissioner and include them in the public works contract, in addition to the contractor's liability as before; making or receiving a kickback of wages was made a felony; mandatory withholding from payments to contractors of amounts due resulting from violations of the law is now required; and contractors in violation were made subject to debarment for 2 years. Beginning November 1, 1986, contractors will not be eligible to bid on a public works project unless payroll information has been submitted to the U.S. Department of Labor for use in prevailing wage rate determination.

Child labor. The Commissioner of Labor, by issuance of a Hazardous Order under authority granted in the child labor law, has determined door-to-door sales of cookies, candies, magazines, and similar products to be hazardous to children under the age of 15 and therefore prohibited when an employer-employee relationship exists. School sponsored groups, scout groups, or other groups raising funds for their organizations, while exempt from the 15-year minimum age, must provide members with identification cards which include the organization's telephone number for verification purposes.

A joint resolution was adopted proposing a constitutional amendment to be placed on the ballot, in the November 1986 general election, to remove a prohibition on work by women and girls in underground mines and to establish an 18-year minimum age for such work. The current constitutional provision prohibits work in underground mines by boys under age 16.

Equal employment opportunity. Age discrimination in employment by employers, employment agencies, and labor organizations against persons between the ages of 40 and 70 is now prohibited by amendment to the State Civil Rights Act.

Labor relations. The Public Employees Relations Board, which administers the Fire and Police Arbitration Act, was empowered to prevent unfair labor practices by the issuance of complaints, by serving

cease and desist orders, and petitioning the court to enforce such orders. Other changes to the Act include a requirement that every negotiated agreement must contain a clause establishing arbitration procedures, rather than mediation and fact-finding procedures as before.

Oregon

Wages. The basic minimum wage rate was increased from \$3.10 to \$3.35 an hour, effective January 1, 1986. Also, the minimum wage law was amended to specifically cover public sector employees. (Coverage was first established by a previous amendment which removed a prior exemption for the public sector.)

Authority to issue rules under the minimum wage law including rules pertaining to subminimum rates for handicapped workers and student-learners, to overtime pay, and to meal and rest periods, was transferred from the Wage and Hour Commission to the Commissioner of the Bureau of Labor and Industries. Rulemaking authority under the child labor law remains with the Commission.

The wage payment/wage collection law was amended to extend coverage to public sector employees.

A separate Wage Security Fund was established, to be financed by employer payments of a percent of wages, starting in 1986. For a 3-year period beginning July 1, 1986, the Fund is to be used to pay valid wage claims up to \$2,000 each of an employee whose employer has ceased doing business and does not have sufficient assets to pay the claim. An amount of up to \$200,000 is appropriated continuously from the Fund to the Commissioner of the Bureau of Labor and Industries to administer this act.

Notwithstanding the exemption from the State prevailing wage law for public work projects regulated under the Federal Davis-Bacon Act, contractors and subcontractors must now pay flaggers on such projects, at least the prevailing rate of wage as determined by the Commissioner of the Bureau of Labor and Industries for that classification of work.

Child labor. Special rules were issued for the employment of 16- and 17-year-old minors to act as canvassers, peddlers, or outside salespersons, from house to house. Minors under age 16 are barred from such work. Employers of 16- and 17-year-olds in such work must apply to the Bureau of Labor and Industries for a registration certificate, to be issued by and subject to revocation by the Wage and Hour Commission, upon a determination of employer noncompliance with any rule or law covering the employment of minors. Employers must

supply each minor with an identification card which includes a picture and the name of the employee and the name and local address of the employer. Minors may not work past 9 p.m., must be furnished transportation to and from the job site by the employer, and may not be transported to another State without written parental consent.

Agriculture. The labor commissioner is now authorized to enter into agreements with agencies of other States for the reciprocal enforcement of farm labor contractor regulatory statutes if the other State has a similar statute providing for reciprocal enforcement.

Upon written application to the labor commissioner, certain small forestry labor contractors who are sole proprietors may be exempted from the requirements in the contractor registration law that a payment bond be posted and that certified copies of payroll records be submitted to the commissioner.

Specifically exempted from the registration law, which applies to both forestry labor and farm labor contractors, are individuals performing labor under an agreement for exchanging labor with each other on land owned or leased by the individuals, individuals working alone or with family members, and educational institutions recognized by the Department of Education.

Employers of farm workers engaged in field activities for the growing and harvesting of food crops for human consumption must provide convenient toilet and hand-washing facilities and clean drinking water for such workers. Notice of these requirements is to be posted in English and in the language spoken by a majority of the employees. The new requirements are administered by the Director of the Workers' Compensation Department who handles other safety and health matters and who may delegate enforcement authority to local public health officials.

Equal employment opportunity. Under the nondiscrimination act it was specified that it is not an unlawful employment practice for an employer or labor organization to provide or make financial provision for child care services for the children of employees or members.

Background clearance. The Department of Human Resources may now request, with written consent of the applicant, information from its Central Bureau of Criminal Identification and is to conduct a nationwide criminal records check through the Federal Bureau of Investigation on persons applying for certificates of approval for day care facilities and on prospective or current employees of such facilities. Operation of

or employment in a day care facility is prohibited for any person who has been convicted within the previous 5 years of charges including child abuse or neglect, sexual offenses, or drug abuse.

Occupational safety and health. A Community Right to Know and Protection Act was adopted to make information on the use of hazardous substances readily available to the public. Among its provisions, the State Fire Marshall is to collect information from employers on the identity, amount, and location of hazardous substances used, names and phone numbers of personnel qualified to give information about these substances, and any emergency procedures that they have established. The information collected is to be retained for at least 5 years and is to be made available to local public health authorities, fire districts, private safety agencies administering emergency telephone systems, and others if considered essential. The State Fire Marshall will also assist with emergency response planning by appropriate governmental agencies. The public is to be permitted access to records not otherwise protected as a trade secret or by a confidentiality agreement, with provision made for release of such information to health professionals in medical emergencies. An Interagency Hazard Communications Council was created to facilitate development of the hazardous substance survey and to facilitate interagency access to data collected.

The Director of the Workers' Compensation Department is to conduct a biennial review of the State Hazard Communications rules to determine whether classes of employees not required to be covered by Federal rules should be under State rules, and to propose such rules if the Director concludes that such employees should be covered. In addition, employers must now post signs to inform employees that they have a right to information from the employer regarding hazardous substances found in the place of employment.

Economic development. An Enterprise Zone Act was enacted for the purpose of stimulating employment, business, and industrial growth in economically depressed areas of the State by providing assistance to businesses and industries locating or expanding operations in these areas including tax and other incentives. Enterprise zones will be designated by the Economic Development Department on the basis of economic hardship in the area based upon income, employment, and unemployment data.

Pennsylvania

Background clearance. Administrators of public and private schools, intermediate units and vocational-technical schools, including independent contractors and their employees who would have direct contact with children must require prospective employees to submit with their application criminal history records or a statement that the State police central repository contains no such information. All prospective employees of child care services, prospective foster parents, prospective adoptive parents, prospective self-employed family day care providers, and other persons seeking to provide child care services under contract with a child care facility or program who would have direct contact with children must also submit this criminal history information with their employment applications. No person will be employed who has been convicted within 5 years of certain criminal offenses including sexual or other abuse of children.

Puerto Rico

Wages. Minimum wage rates were increased for the Personal Services and Communications Industries under revised mandatory decrees issued by the Commonwealth Minimum Wage Board. Minimum rates for the Personal Services Industry, which includes beauty shops, photographic studios and laboratories, and funeral services, increased from a range of \$3.00 to \$3.25 an hour to \$3.35 effective February 3, 1985. Minimum rates for the Communications Industry, which includes radio, television, telephone, telegraph, and other communications services, increased from a range of \$2.40 to \$2.50 an hour to \$3.35 effective September 2, but with wages retroactive to June 25, 1985.

Child labor. A new measure was adopted regulating the employment or use of children under 14 years of age in show business or artistic activities. The Secretary of Labor and Human Resources, in coordination with the Secretary of the Department of Instruction and the Secretary of the Department of Health, was authorized to promulgate any rules necessary under the law.

Equal employment opportunity. An employee on paid maternity leave, who is paid by her employer less than 75 percent of her normal salary, day wages, or compensation, will now be entitled to receive weekly maternity benefits from the Disability Benefit Fund, in an amount sufficient to assure her of receiving 75 percent of normal income while on leave.

Rhode Island

Wages. Salaried employees receiving at least \$200 per week are no longer exempt from the time-and-one-half after 40-hour overtime pay requirement in the minimum wage law unless they are employed in a bonafide executive, administrative, or professional capacity as defined by the Federal Fair Labor Standards Act, and receive a salary which, if computed on an hourly basis, yields at least the applicable minimum wage.

Background clearance. Any person seeking to operate or seeking employment in a facility which is subject to licensing or registration with the Department for Children and Their Families, or seeking employment at the training school for youth involving supervisory or disciplinary power over children or routine contact with them without the presence of other employees, must undergo an employment background check and criminal records check. A similar requirement was enacted for those applying to establish or renew a school or program for very young children which must be licensed or registered with the Commissioner of Elementary and Secondary Education.

Labor relations. Representation of local government on the five-member State Labor Relations Board was provided by changing the composition of the Board to include one representative of industry, instead of two, and one representative of local government. Two members to represent labor were retained.

Occupational safety and health. Among amendments to the Hazardous Substances Right to Know Act, the role of the Department of Health in providing technical assistance to the Department of Labor in such areas as identification of hazardous substances, trade secret procedures, and training programs was eliminated and the director of labor was authorized to contract with qualified agencies or parties for technical services. Also, employers will now be required to submit annually to the labor department updated chemical identification lists and documentation detailing the nature of training provided employees. The labor department is to keep a central file of annually updated chemical identification lists, is to make at least 200 unannounced inspections of employers annually, and may now order the reinstatement, with reimbursement of any monetary losses, of an employee dismissed or disciplined for exercising his or her right to refuse to work with substances for which required information has not been provided.

The Department of Labor is to develop an informational brochure relating to the use of video display terminals in the workplace. The department is also directed to develop, in cooperation with business, industry, and labor, a plan for dissemination of the brochure, and prepare a plan for a series of training programs and seminars relating to information contained in the brochure. Also, a joint resolution extended, from April 15, 1985 to April 21, 1986, the life of a special legislative commission to study the effects of video display terminals on workers.

Employment and training. The Department of Social and Rehabilitative Services will implement a cash bonus program for 100 welfare recipients who have been receiving aid to families with dependent children but who agree to forgo all such benefits, except medical assistance coverage, and return to full-time employment. In addition, employers who participate in the program will receive a tax credit.

The definition of disabled persons for purposes of vocational rehabilitation services provided by the State Department of Social and Rehabilitative Services was amended to specifically include persons suffering from acquired traumatic brain damage.

Other laws. Noting the loss of jobs and plant closings due to increased textile and apparel imports, the legislature adopted a resolution urging passage of the Textile and Apparel Trade Enforcement bill by the U.S. Congress.

A separate House resolution was adopted urging reconsideration of the elimination of the Department of Labor's Boston Regional Office as proposed in the President's Federal budget for the 1986 fiscal year.

South Carolina

Private employment agencies. Numerous changes in the licensing and regulatory law include specific coverage extension to executive search firms, outplacement services, career counselors, and consultants and resumé services performing job market sourcing. Private personnel placement services are prohibited from charging a fee for placement, referral, or consulting services, except when the services result in applicant acceptance of employment and a confirmed starting date is established. The Secretary of State was directed to investigate written complaints of alleged violation and to deny or revoke licenses when violations are found. Other changes affect license fees, waiting period, bonding, advertising, and other matters.

Occupational safety and health. The Commissioner of the Department of Labor was given responsibility for administering and enforcing newly enacted safety codes for elevators and amusement rides. The Commissioner is to promulgate regulations governing maintenance, construction, alteration, inspection, and testing of new and existing elevators and similar equipment. The Commissioner is also to issue permits to operate amusement rides upon application by the owner or lessee and after meeting inspection and liability insurance requirements. Provision was made for both criminal and civil penalties in case of violation of the elevator code and for civil penalties for violation of the amusement rides safety code.

South Dakota

Occupational safety and health. The law regulating mine safety was repealed, inasmuch as jurisdiction in this area is with the Federal Mine Safety and Health Administration.

Other laws. The statutory presumption that an employee is hired for the length of time used in setting wages, such as an assumed annual hiring where an annual salary is designated, was amended to now state only that the time period used for estimating wages is relevant to the determination of the term of employment.

Tennessee

Undocumented workers. It was made unlawful to knowingly employ or refer for employment any illegal alien. This new law, to be enforced by the labor department, applies to employers as well as to any employment agency, contract labor provider, or organized employee organization which makes job referrals. Violation is punishable as a misdemeanor and, in addition, violators will have their license revoked and will be permanently barred from doing business in the State.

Occupational safety and health. A Hazardous Chemical Right to Know Law, applicable to manufacturers, nonmanufacturers, and distributors, was enacted, to be administered by the Department of Labor. Employers are required to maintain and disseminate information on hazardous substances to which workers are exposed, and to provide education and training for employees who handle these materials. Employees may request information about hazardous chemicals and may refuse to work with such chemicals if the information is not provided within specified time limits. Employers are prohibited from discharging or disciplining an employee who

files a complaint or participates in a proceeding under the Act. Manufacturing employers and distributors that are regulated by and complying with the Federal Hazard Communication Standard are exempt from some provisions of the Act. Information on hazardous substances must also be provided to the local fire chief and County Health Department. The law will take effect July 1, 1986 for manufacturing employers and on January 1, 1987 for nonmanufacturing.

Administration of the boiler inspection law and of the licensing law for erectors and repairers of boilers was transferred from the Department of Labor to the Department of Commerce and Insurance.

The statutory provisions setting safety standards in mines and authorizing mine inspections were repealed, inasmuch as jurisdiction for these functions is with the Federal Mine Safety and Health Administration.

Other laws. The law regulating compensation of jurors was amended to clarify that railroad employees paid on a mileage basis are to receive the mileage pay they would have received if they had worked instead of serving on jury duty.

Texas

Hours. Retail business employers may not require full-time employees to work 7 consecutive days or deny them at least one period of 24 consecutive hours of time off in each 7-day period in addition to the regular periods of rest allowed during the workday. Employers are to accommodate the religious practices of employees, except where undue business hardship can be demonstrated. In addition, the law that prohibits the sale of goods on both the two consecutive days of Saturday and Sunday was repealed except that a prohibition on the sale of motor vehicles on those 2 consecutive days will remain. Employers whose businesses were closed on Saturdays or Sundays to comply with the Saturday-Sunday Law may not require an employee to work on whichever day the business was previously closed, if he or she had been continuously employed by that employer since before the repeal date.

Equal employment opportunity. Each State agency that submits an annual report relating to equal employment opportunities within that agency must now include the number of their handicapped employees in the statistical information provided to the Governor's office on equal employment opportunity.

Background clearance. The Department of Human Resources was authorized to

obtain criminal history information records to investigate owners, employees, and prospective employees of a child care facility for purposes of licensing, registration, or certification. The Department may also obtain these records for residents of a registered family home, persons providing foster care for children, Department employees who are engaged in the direct delivery of protective services to children, and volunteers with a local affiliate of Big Brothers/Big Sisters of America.

Employees and prospective employees of a nursing home or custodial care home are now subject to a criminal records check by the Department of Health through the Department of Public Safety or the FBI identification division at the request of the institution.

Occupational safety and health. A Hazard Communication Act applicable to manufacturers, nonmanufacturers, and distributors was enacted, to be administered by the Department of Health. Employers are required to maintain and disseminate information on hazardous substances to which workers are exposed, and to provide education and training for employees who handle these materials. Employees may request information about hazardous chemicals, and are protected from being discharged or disciplined for filing a complaint or participating in a hearing under the Act. Manufacturing employers and distributors that are regulated by and complying with the provisions of the Hazard Communication Standard issued by the Federal Occupational Safety and Health Administration on November 25, 1983, are exempt from some provisions of the law. Information on hazardous substances must also be provided to the local fire chief.

Economic development. The Central Education Agency, after consultation with the Adult Education Advisory Committee of the State Board of Education and the Texas Economic Development Commission, is to develop industrial training programs to enhance employment opportunities in existing businesses and to encourage development of new businesses in the State. In addition, a new Technology Training Board was created to collect and disseminate information relating to technology training, technology research, and job and industrial opportunities.

Other laws. Resident contractors will be given a preference in bidding on public works projects, except those involving Federal funds, over out-of-State bidders equal to the resident preference given to such bidders by their own State.

Utah

Wages. A Senate resolution directed the Legislative Management Committee to assign to appropriate interim study committees items for study and reports, including overtime pay standards for public employees, a comparable worth pay plan for State employees, payroll withholdings for all child support payments, a displaced homemaker act, and the State's "right-to-work" law.

Equal employment opportunity. Among changes to the antidiscrimination law, the prohibition against age discrimination including a ban on mandatory retirement now applies only to those between 40 and 70 years of age instead of those age 40 and older. The law is now applicable to employers of 15 persons or more each working day in each of 20 calendar weeks instead of employers of 25 or more, and the definition of employee for coverage purposes was amended to include job applicants and to remove an exemption for domestics. Retaliation, because a person has filed charges, testified, or participated in a proceeding, investigation, or hearing, is now prohibited.

A separate provision requires attorneys employed in career service status in the Attorney General's office to now retire at the age of 70.

Occupational safety and health. The Occupational Safety and Health Division of the Industrial Commission is now specifically authorized to investigate worker injury, illness, or complaint, and to seek a search warrant if an employer refuses to permit an inspection. Orders of the Occupational Safety and Health Review Commission are subject to judicial review upon petition of any person adversely affected or aggrieved or by the Administrator of the Occupational Safety and Health Division.

Employment and training. A Job Training Coordination Act was passed to implement the Federal Job Training Partnership Act. A job training coordinating council was created to develop and recommend an employment and training coordination and special services plan, to provide management guidance and review of employment and training programs, and to coordinate activities with private industry councils. Also, an Office of Job Training for Economic Development was created within the Department of Community and Economic Development.

Other laws. A Utah Protection of Public Employees Act was adopted prohibiting employers from bringing any adverse personnel action against an employee who re-

ports waste or a violation of any law or rule, if the employee has given prior notification to the employer and sufficient time has been allowed for corrective action, and if the report is not knowingly malicious, false, or frivolous. Similar protection is also afforded to those employees requested by a public body to participate in an investigation, hearing, inquiry, or other form of administrative review.

Vermont

Wages. The minimum wage rate will be increased from \$3.35 to \$3.45 an hour, effective July 1, 1986, with further increases to \$3.55 and to \$3.65 scheduled on July 1, 1987 and July 1, 1988. The rates of \$3.45 and above will be required only for those employees who have worked at least 90 calendar days for an employer.

For a bridge project connecting New York State and Vermont, legislation was enacted specifying that hourly wage rates for workers on the Vermont portion be equal to those posted for use on the New York portion, which were higher. Wage rates may be reduced by the Governor if necessary to keep costs from exceeding the amount appropriated for the project.

Worker privacy. A new Polygraph Protection Act was enacted prohibiting employers or employment agencies from requesting or requiring that an employee or prospective employee submit to a polygraph examination as a condition of employment, promotion, or privilege of employment. Employees or prospective employees cannot be discharged or discriminated against for declining to take the examination, for filing a complaint, or for testifying under the Act. Exceptions are provided for law enforcement agencies, employers in the business of selling precious gems or metals, or of regulated drugs, and employers authorized under Federal law to require polygraph examinations. Examiners must comply with several duties such as giving the examinee a copy of this Act and of the examination questions, informing the examinees of their rights, and refraining from asking questions unrelated to job performance including any queries regarding political, religious, or labor union affiliations. Penalties for violation are by fine, imprisonment, or both.

Occupational safety and health. A new Community Right to Know law was enacted. Among its provisions, those who supply hazardous chemicals to employers are to provide them with information including the names of chemicals, their properties, effects of exposure, proper conditions for safe use, including any need for

personal protective equipment, and appropriate emergency treatment. Also, each employer is to compile and file a list of all chemicals in the workplace with the Department of Health by December 1, 1986 and with the municipal fire department by January 1, 1987, along with the location of each hazardous chemical, and is to label pipelines containing hazardous chemicals. Names of hazardous chemicals which would divulge trade secrets may be withheld except in a medical emergency.

Employment and training. A youth conservation corps summer work program is to be established by the secretary of the Environmental Conservation Agency in cooperation with the Commissioner of Employment and Training, to provide economic, vocational, and educational opportunities for youths 16 to 21 years of age, at least half of them from among the economically disadvantaged.

Other laws. A Worker Cooperative Corporations Act was adopted governing such aspects as articles of organization; directors and officers; membership shares, fees, and rights and responsibilities; apportionment of net earnings or losses; and use of the term cooperative.

Virginia

Background clearance. A licensed child-caring institution or child care center is barred from employing a person or utilizing a volunteer who has been convicted of any sex crime. Job applicants at such facilities must first obtain a certificate from the Commissioner of Social Services indicating a negative record after a criminal records check. Child care facilities that do not require a license have the option of obtaining a criminal records check and of refusing employment to such convicted persons.

Labor relations. A joint resolution requests the Governor and Attorney General to take steps necessary to enforce the State's "right-to-work" law and to ensure that Virginia-based employees of the Washington Metropolitan Area Transit Authority are afforded the protection of that law.

Occupational safety and health. The Department of Labor and Industry is now responsible for administering occupational health standards in addition to enforcing such standards as before. The labor department replaces the Department of Health as the agency responsible for drafting and submitting to the Safety and Health Codes Commission for adoption rules and regulations pertaining to occupational health, and

is directed to request advice from the health department.

Amendments to mine safety provisions add precautions to be taken in the movement of off-track mining equipment, change the allowable speed of belts used to transport employees, and prohibit workers from riding on top of self-propelled mobile equipment. In addition, longwall mines must now have at least three entries except under certain specified conditions and with approval.

The legislature by resolution created a joint subcommittee to study the implementation of an amusement ride safety inspection program at the State and local government levels and to submit any recommendations to the 1986 General Assembly session.

Other laws. Employees who were formerly protected from discharge because of jury duty will now also be protected from any adverse personnel actions taken because of such service.

Washington

Wages. By amendment to the wage collection law, the Director of Labor and Industries is now authorized to enter into reciprocal agreements with corresponding agencies of other States for reciprocal collection of claims or judgments for wages.

A new section was added to the prevailing wage law requiring the director of labor and industries, upon complaint by an interested party, to initiate an investigation to determine if there has been compliance with the law and to hold a hearing if the investigation indicates that a violation may have occurred. Also, the civil penalty amounts and procedures were changed, and contractor or subcontractor debarment from bidding on public works contracts for 1 year following the second violation within a 5-year period was made mandatory rather than at the discretion of the director.

The State operating budget adopted in June 1985 for the fiscal biennium beginning July 1, 1985 includes an appropriation of nearly \$46 million for comparable worth implementation resulting from legislative and previous court-ordered pay adjustments for State employees. (A 1983 U.S. District Court decision ordering comparable pay for State employees was overturned on appeal in September 1985 by the 9th U.S. Circuit Court of Appeals.)

Hours. Public employees of the State are now permitted to work flexible-time workweeks if the provision of services to the public or the mission of the agency is not impeded and the employee's bargaining unit, if applicable, and agency approve.

Agriculture. Forestry labor contractors are now subject to licensing and other requirements of the farm labor contractor registration law in the same manner as other contractors. Among other amendments to the law, all covered contractors must post a \$5,000 surety bond, must furnish specified job-related information to workers, are prohibited from retaliating against employees for actions under the act, and are subject to civil penalties assessed by the Director of the Department of Labor and Industries for each violation.

Equal employment opportunity. Enforcement of orders by administrative law judges under the Law Against Discrimination in Employment will be expedited in that such orders are no longer automatically stayed upon appeal to the courts.

The State Personnel Board, Higher Education Personnel Board, and State Patrol are required by statute to adopt rules and procedures to be followed for affirmative action in appointments, promotions, transfers, recruitment, training, and career development, including goals and timetables and the monitoring of progress. The affirmative action is to include racial minorities, women, older workers, persons with disabilities, Vietnam-era veterans, and disabled veterans. Annual reports on progress in meeting affirmative action goals and timetables are to be submitted to the State Human Rights Commission which is authorized to conciliate cases of noncompliance. Further enforcement includes referral to an administrative law judge for hearing and issuance of an order requiring action if appropriate, and appeal of law judge's decision to the courts. Affirmative action and equal employment opportunity had been previously established for State agencies and higher education institutions by executive order.

Worker privacy. The law prohibiting the use of lie detectors was amended to now exempt manufacturers or distributors of controlled substances in addition to the previous exemption for those who dispense such substances. In addition, the prior exemption for public law enforcement employees seeking promotion to a rank of captain or higher was eliminated, and violators were made liable for civil penalties. Psychological tests are not prohibited under the law.

Employers must, at least annually, make available an employee's personnel file for inspection upon his or her request. In addition, if requested by an employee, an employer must review all information in the personnel file and remove any irrelevant or erroneous information. An employee who

Labor relations. A prohibition on strikes, and the use of impasse procedures for State uniformed personnel, including arbitration, were extended to apply to advanced life support technicians employed by public employers other than public hospital districts.

Occupational safety and health. Translations in foreign languages or written hazard communication programs, material safety data sheets, and other materials designed to inform employees of their rights relating to hazard communication standards will now be provided by the Department of Labor and Industries to employers or the public upon request, and employers employing non-English speaking employees will make reasonable efforts to post such notices in the employee's native languages. Also, employers are to provide agricultural employees with information and training on hazardous chemicals in their workplace and make available, upon request, any material safety data sheets on incoming shipments of hazardous chemicals. The Department is also to adopt rules for evaluating trade secret claims and procedures for issuing trade secret exemptions and release of this information in medical emergencies.

The Department of Labor and Industries will administer a new law requiring annual safety inspections and operating permits for amusement rides or structures.

Plant closings. The Department of Community Development was directed to study and develop a plan to encourage and assist employee stock ownership plans for acquisition of facilities which would otherwise close, relocate outside the State, or drastically curtail operations. A report on the study, including details of the plan and recommendations for legislation, is to be submitted to the legislature in 1986, and thereafter an annual report on employee stock ownership trusts is to be submitted.

Economic development. A State economic development board was established, composed of citizens from both the public and private sectors, and representatives of business and labor, among others, with the Governor as chairperson. The board is charged with the responsibility for creating a long-term economic development strategy for the State. The objective will be to spur new job creation and investment that is consistent with the preservation of the State's quality of life and environment. A separate legislative committee on economic development was created and authorized to study and review economic development issues with special emphasis on international trade, tourism, investment, and industrial development, and to assist the leg-

islature in developing a comprehensive and consistent economic development policy.

A community revitalization team was established within the Department of Community Development. Representing the combined efforts of that Department, the Employment Security Department, the Commission for Vocational Education, and the Department of Commerce and Economic Development, the team is to provide technical and business assistance upon request to economically distressed areas, including assisting employers and workers faced with substantial business reductions. The team is authorized to promote retraining and reemployment of unemployed workers using links with local economic development efforts.

Employment and training. A 1-year pilot vocational training program to be administered by the State Board for Community College Education was created to provide retraining in vocational skills without tuition payment for persons living in areas with high unemployment who have become unemployed because of large changes in the economy of the State, including plant closures or significant reductions in force.

Other laws. In awarding a purchase contract to the lowest bidder, a local government may consider the tax revenue it would receive from purchasing the supplies, materials, or equipment from a supplier located within its boundaries.

West Virginia

Occupational safety and health. A Community Right to Know law was enacted under which manufacturing employers who normally store 55 gallons or more of hazardous substances must provide specific information on such chemicals, including their names, characteristics, hazards, precautions for safe handling, emergency and first-aid procedures, and quantity of inventory, to the director of the State Health Department, the county sheriff, and local fire chief. The director of health must provide to any resident requesting it, copies of hazardous substance factsheets and other information submitted by an employer for any facility. This law will expire upon passage of any Federal legislation providing similar protection to State residents.

Economic development. Among the provisions of a new Economic Development Act of 1985, a Department of Commerce was re-created. Duties transferred or assigned to it include the promotion of business in the State and facilitating the development of markets for West Virginia products and services. Also, an office of

community and industrial development was created within the office of the Governor with responsibilities including a feasibility study for establishing enterprise zones and including a division of employment and training. A prior 1977 law which had created within the office of the Governor an office of economic and community development was repealed.

Wisconsin

Wages. The dollar threshold amount for coverage under the prevailing wage law for municipal public construction was increased administratively from \$75,000 to \$80,000 where more than one trade is involved, and from \$7,500 to \$8,000 where one trade is involved. Adjustments in the threshold amounts are made every 2 years on the basis of changes in the U.S. Department of Commerce's composite cost index or other similar index.

Among the executive budget appropriations of the 1985 legislature were supplemental funds to State agencies for the cost of correcting pay inequities based on gender or race. A comparable worth task force was created by executive order in 1984.

Child labor. Minors under the age of 12 may now work in fund-raising sales for nonprofit organizations or for public or private schools, with parental consent. Such work for this age group was previously prohibited under street trade restrictions. Minors under age 9 must be accompanied by a parent or a person at least 16 years of age.

Other laws. A program of temporary financial assistance was established for counties and cities economically depressed because of plant closings, indefinite layoffs, or farm sales resulting in a precipitous increase in unemployment.

Wyoming

Wages. An evaluation of the State job classification system based on comparable worth principles is to be submitted to the joint appropriations committee by the State's personnel administrator no later than November 1, 1985, as a portion of a consultant-prepared plan for a new merit compensation system. The amount of \$250,000 was appropriated for development of the new compensation plan.

Equal employment opportunity. Employment discrimination against qualified handicapped persons, including those who would be capable of performing a particular job with reasonable accommodation to their handicap, is now prohibited under the Fair Employment Practices Act.

—FOOTNOTES—

¹The legislature met only in a special session in Kentucky and no significant legislation was enacted in the fields covered by this article. Information on the Virgin Islands had not been received in time to include in this article, which is based on information received by Nov. 8, 1985. 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*.

²Laws to strengthen enforcement of court-ordered child support, in compliance with the new Federal requirements, were adopted in a majority of

the States, using nearly identical provisions and language. These laws are not included in the individual State summaries in this article.

³The eight States enacting new worker right-to-know legislation in 1985 were Alabama, Louisiana, Missouri, Montana, North Carolina, Tennessee, Texas, and Vermont. All of these but Alabama and Louisiana included provisions extending the right to information on toxic substances to those communities in which such substances are used. Maine, Oregon, and West Virginia, with prior laws giving protection to employees, enacted separate laws providing for community access to toxic substance information.

Shiskin award nominations

The Washington Statistical Society invites nominations for the seventh 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 award will be presented, with an honorarium of \$250, at the Washington Statistical Society's annual dinner in June 1986. 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, 1986.

Changes in unemployment insurance legislation during 1985

At the national level, phaseout of Federal Supplemental Compensation was legislated; State developments included the creation of shared-work compensation plans, and changes designed to pay interest on outstanding advances by the Federal Government

DIANA RUNNER

Last year, for the first time in 5 years, the Federal unemployment insurance law was not amended in any way that required States to change their laws. However, the Federal Supplemental Compensation (FSC) Act of 1982 was amended by Public Law 99-15 to phase out payment of FSC benefits. The change specified that only those claimants receiving FSC at the time of phaseout could continue to collect the remainder of their entitlement during uninter-

rupted periods of unemployment.

In 1985, 12 States¹ amended their laws to include tips in the definition of covered wages for tax purposes. To reflect 1983 amendments to the Federal law, a few States² amended their definitions of covered wages in other respects.

Following is a summary of significant changes in State unemployment insurance (UI) laws during 1985.³

Arizona

Benefits. The maximum weekly benefit amount was increased from \$115 to \$125. In July 1986, it will increase to \$135.

Disqualification. An individual will be disqualified for voluntarily leaving a job because of commuting difficulties unless he or she can show that the travel requirements are in excess of the normal practice in the occupation and the individual's past practice, or that there are compelling personal circumstances for leaving. Compelling personal circumstances include the need to commute more than 30 miles or for more than 1½ hours from home to work.

Diana Runner is an unemployment insurance program specialist in the Office of Legislation and Actuarial Services, Employment and Training Administration, U.S. Department of Labor.

Arkansas

Financing. Beginning January 1, 1987, the advance interest tax shall range from 0 to 0.2 percent, depending on the assets of the unemployment insurance fund on the computation date. Shared-work benefits will be charged to employers' experience rating accounts in the same manner as regular benefits. (See *Benefits.*)

Benefits. The maximum weekly benefit amount will be computed as 66 2/3 percent of the State average weekly wage for the preceding calendar year. A shared-work compensation plan was established which provides for 26 weeks of shared-work benefits. Under such plans, workers who go on a short work schedule in order to avert a layoff receive unemployment benefits for the hours of work lost. Benefits are calculated as a proportion of the ordinary benefit amount for a full week of unemployment.

Disqualification. The "able to work" and "availability for work" provisions may be waived in the event of the death of a member of an individual's immediate family for the day of death and 6 more calendar days. An individual on short-term layoff shall not be required to register for work or to seek work during layoff if he or she expects to be recalled for full-time work within 8 weeks of the layoff. If an individual is not actively seeking work while serving on jury duty, he or she shall not be disqualified.

Administration. The chairman of the State board of review must be a licensed practicing attorney who is not a representative of employers or employees.

California

Financing. The option allowing specified public entities to finance benefits

through a special contribution system was deleted. These organizations will now be able to choose either fund contributions or fund reimbursement as the financing method. Also repealed was the special reduced rate for an employer whose average base payroll increased 25 percent or more over the previous year's base payroll.

Colorado

Coverage. Legislation redefined "employer" (excluding agricultural, domestic, or nonprofit organizations) to mean an employing unit which employs at least one individual to perform services at any time. Regulations concerning the exclusion from coverage of services in casual labor were changed to specify that the services will be excluded only if cash remuneration to the provider is less than \$50 and if that individual is not regularly employed to perform the services.

Benefits. The provision for an alternative base period for covered wages, which consisted of the most recent four quarters, was deleted. The base period is now the first four of the last five completed calendar quarters immediately preceding the individual's benefit year. An individual's benefit year will be 53 weeks if the filing of a new claim results in overlapping any quarter of the base year of a previously filed new claim.

Disqualification. A 10-week deferral of benefits will be imposed if a disqualification is established for an individual's most recent separation. The law now allows the State unemployment insurance division to withhold more than 25 percent of a benefit claim in cases where overpayments have already occurred on the claim.

Connecticut

Financing. A base-period employer who has elected to use the fund reimbursement alternative will not be charged for benefits paid to an individual if the employer continues to employ the individual to the same extent as in the base period.

Disqualification. An individual will not be disqualified for voluntarily leaving a job without sufficient cause if he or she has quit: (1) to care for a seriously ill spouse, child, or parent domiciled with the individual, if the illness has been documented by a licensed physician; or (2) because transportation used to get to and from work has been discontinued and no reasonable alternative transportation is available. An individual will be disqualified from benefits if discharged or suspended for conduct constituting larceny in excess of \$50.

Delaware

Financing. The taxable wage base increased from \$8,000 to \$8,250; on January 1, 1987, it will be raised to \$8,500. Beginning January 1, 1986, the maximum basic contribution rate for employers increased to 8.0 percent. An employer which reemploys a former employee within a specified period will receive rehire credits of 25 to 75 percent of the benefits previously charged to its account, depending on the amount of the rehired employee's benefit payments that had been charged to the employer.

Benefits. The maximum weekly benefit increased from \$165 to \$195. For the period July 1, 1986, to June 30, 1987, the maximum weekly benefit amount will increase to \$205. The minimum will remain at \$20. After June 30, 1987, the maximum will be computed annually at 66 $\frac{2}{3}$ percent of the Statewide average weekly wage.

Disqualification. A statute now limits to 3 years the period during which the State may collect overpayments made earlier to the claimant.

Florida

Benefits. The maximum weekly benefit amount increased from \$150 to \$175.

Georgia

Financing. On Jan. 1, 1986, the taxable wage base rose from \$7,000 to \$7,500.

Benefits. An individual's weekly benefit amount will be determined as 1/50 of total wages earned in the two quarters of highest wages during the base period. (Previously, the benefit was 1/25 of the high-quarter wages.) The maximum weekly benefit amount increased from \$125 to \$135, and beginning July 1, 1986, it will rise to \$145. However, the law specified that if assets of the unemployment trust fund fall below \$175 million, the weekly benefit amount will be reduced to \$115.

Administration. New legislation permits, rather than requires, the Commissioner to create an Employment Security Agency within the Georgia Department of Labor.

Idaho

Financing. For calendar years 1985 and 1986, the fund contribution rates for experience-rated employers will range from 1.7 to 5.6 percent of taxable wages.

Disqualification. The amount of wages needed to purge a disqualification for voluntary leaving, discharge for misconduct,

refusal of suitable work, and voluntary leaving due to marital obligations decreased to 16 (previously 20) times the weekly benefit amount.

Illinois

Financing. For all of calendar 1986 (previously only the first and second calendar quarters), the taxable wage base will be \$8,500. Thereafter, it will revert to \$7,000 unless legislation is enacted to maintain the higher level. Extended to all of calendar 1986 was the provision that an employer's benefit-wage ratio be determined on the basis of liability in each of the two years (normally three years) preceding the year for which the contribution rate is determined. (Previously this provision applied only to the first 6 months of the year.) New legislation also extended to the last two quarters of 1986 the minimum contribution rate, which will be the greater of 0.2 percent of taxable wages or the product of the adjusted State experience factor multiplied by 0.2 percent; and a maximum rate, which will be the greater of 5.5 percent or the product of 5.5 percent and the adjusted State experience factor for the year, but no higher than 6.7 percent or lower than 6.5 percent. Finally, the emergency contribution rate of 0.6 percent for employers whose rates would be 0.2 percent or higher, which was imposed to ensure adequate fund levels, will be continued through the end of this calendar year.

Benefits. The requirement that an individual's weekly benefit amount be computed as 48 percent of his or her average weekly wage (up to 48 percent of the State average weekly wage), which was due to expire on July 6, 1986, was extended until January 3, 1987. For the same extended period, the formula for dependents' allowances shall be 7 percent of the claimant's prior average weekly wages (not to exceed 55 percent of the State average weekly wage) if the claimant has a non-working spouse, and 14.4 percent (not to exceed 62.4 percent of the State average) if he or she has any dependent children. The maximum weekly benefit is frozen at \$161 until December 31, 1986. The Director of the State's Department of Employment Security now is permitted to prescribe regulations authorizing a deduction from an individual's weekly benefit amount to pay for health insurance, if the individual elects the deduction and it is made under a program approved by the U.S. Secretary of Labor.

Indiana

Financing. The standard rate for employer contributions to the UI fund in-

creased to 5.4 percent. The maximum rate for the most and least favorable schedules was raised to 5.4 percent. Previously, the maximum rates were 2.8 and 4.5 percent.

Benefits. The limitation on wage credits used in computing duration of benefits increased from \$3,926 to \$4,186. The maximum weekly benefit amount was raised to \$90 (previously \$84) for persons with no dependents; \$106 (previously \$99) for those with one dependent; \$121 (previously \$113) for those with two dependents; \$137 (previously \$128) for those with three dependents; and \$151 (previously \$141) for those with four dependents or more. Beginning July 6, 1986, the maximum weekly benefit amounts will increase to \$96, \$113, \$129, \$147, and \$161, respectively. The required amount of qualifying wages was raised to 1½ times high-quarter wages, with at least \$1,500 earned in the last two quarters of the base period and \$2,500 earned in the base period as a whole. Formerly, the requirement was 1¼ times the high-quarter wages, with \$900 earned in the last two quarters and total base-period wages of \$1,500.

Administration. The appeal authority for judicial review was shifted from the State appellate court to the State Court of Appeals.

Kansas

Benefits. The maximum weekly benefit amount increased from \$175 to \$190.

Disqualification. New legislation redefined good cause for voluntary leaving as good cause attributable to the work or the employer. The disqualification for voluntary leaving without good cause changed from 10 weeks (with an equal reduction of benefits) to a duration disqualification or until the individual has earned wages in insured work of three times the weekly benefit amount. The special disqualification for individuals who voluntarily leave work because of domestic or family responsibilities (not including pregnancy), a shift to self employment, retirement because of disability or old age, or school attendance was deleted.

Other legislative changes provided that an individual will not be disqualified for voluntary leaving if the individual left: (1) temporary work to return to his or her regular employer; (2) to enlist in the armed forces, but was rejected or delayed in entering; (3) because a spouse is being transferred by his or her employer to another locality outside a reasonable commuting distance for the claimant; (4) because

of unwelcome harassment; (5) as a result of being instructed or required by the employer to perform a service or to commit an act in the course of duties which is in violation of an ordinance or statute; (6) because of illness or injury upon a physician's advice, but finds after recovery that the old job or comparable work is unavailable; and (7) because of violation of a work agreement. Also, the disqualification will not apply if the individual left to accept better work or because of hazardous working conditions.

Administration. The State Department of Human Resources was authorized to continue operations until July 1, 1993. The Department's division of employment security will be administered by the Secretary of Human Resources in a manner he or she deems necessary. Formerly, the division was administered by the division director.

Louisiana

Financing. Shared-work benefits will be charged to employers' accounts in the same manner as regular benefits.

Benefits. The computation of the duration of benefits was changed to be the lesser of 26 times the weekly benefit amount or 27 percent (previously 40 percent) of base-period wages. If an individual's high-quarter wages exceed \$875, his or her weekly benefit amount will be computed as 1/25 of wages in the two highest quarters of the base period. Wages earned for a successive benefit year must be in insured work. Established was a shared-work compensation plan, under which individuals working shortened schedules to avert layoffs may collect up to 26 weeks of benefits.

Disqualification. An individual will be disqualified for benefits in any week that he or she receives accrued vacation pay or compensation in the form of severance or dismissal pay. However, if the payment is less than the UI weekly benefit amount, the individual may receive the difference.

Maine

Financing. Beginning January 1, 1986, the fund contribution rate for new employers is no more than 4.0 percent (formerly 3.0 percent) or less than 1.0 percent.

Benefits. Remuneration earned for a second benefit year must be in covered employment.

Disqualification. An individual who was discharged because he or she was absent from work for more than two workdays due

to incarceration will be disqualified for the duration of the unemployment or until the individual has earned four times the weekly benefit amount.

Administration. The period for appealing a claim redetermination was cut from 20 to 15 days, although the period may be extended up to 15 calendar days if good cause is shown.

Maryland

Disqualification. The pension offset provision was amended to require that an amount equal to any Social Security or Railroad Retirement benefits received be deducted from unemployment benefits if the base-period employer is subject to the provisions of the Social Security Act or the Railroad Retirement Act of 1974.

Massachusetts

Financing. The fund level requirements for the most favorable schedule decreased to 2.3 percent of payrolls, with rates ranging from 1.2 percent to 5.4 percent. The fund requirement for the least favorable schedule was lowered to less than 0.8 percent of payrolls, with rates ranging from 3.0 to 7.2 percent. The contribution rate for new employers was raised to 3 percent. Extended benefits, previously charged to the solvency account, are now charged to the employer to the extent that they are not Federally reimbursable.

Penalties. Any employer who attempts to evade any contribution, or payment in lieu of contribution, or who knowingly makes a false statement or misrepresentation to avoid or reduce any contributions or benefit payments shall be guilty of a felony, and upon conviction shall be fined from \$1,000 to \$5,000 or imprisoned for no more than 5 years, or both. The penalty for fraudulent misrepresentation to prevent the payment of, or to reduce, benefits is increased to a fine of \$100 to \$1,000 or imprisonment of 6 months, or both.

Mississippi

Penalties. The monetary penalty for fraudulent misrepresentation by claimants in order to obtain or increase benefits is raised to \$100 to \$500. The penalty for employers who fraudulently attempt to prevent or reduce benefit payments increases to \$100 to \$1,000.

Montana

Coverage. The term "employer" was redefined for UI purposes to include any em-

ploying unit with annual payroll in excess of \$1,000 (formerly \$500). "Regularly employed" persons are defined for purposes of the exclusion of casual labor as those performing wage-earning services during at least 24 days of a given quarter.

Financing. The taxable wage base will be computed as 80 percent (previously 75 percent) of the State average annual wage, rounded to the nearest \$100. A new enactment deleted the requirement that the taxable wage base not be raised by more than \$200 from year to year. The period of benefits and contributions considered when computing contribution rates for experience-rated employers was changed to include all years since October 1, 1981. The maximum rate for the most and least favorable schedules was raised to 6.4 percent, with the minimum rates decreasing to 0.0 and 1.7 percent, respectively. A temporary (until June 30, 1987) surtax was imposed on all employers to fund the repayment of Federal advances to the State UI program. The provision requiring that a specified proportion of taxes (and reimbursements) paid by both taxpaying employers and those not covered by experience rating be used for administrative purposes was amended to require that these administrative costs be funded through a special assessment on the employers rather than a diversion of contributions.

Benefits. The maximum weekly benefit amount will be frozen at \$171 until January 1, 1987. An individual's weekly benefit amount will be computed as 49 percent (formerly 50 percent) of the State average weekly wage in the base period. The provision specifying that the waiting week requirement shall not interrupt the payment of benefits for consecutive weeks of unemployment in a new benefit year was deleted. In disability cases, the base period may be designated as the four quarters preceding the disability if a claim is filed within 26 months of occurrence of the individual's disability (formerly 18 months from the date of last employment).

Disqualification. A disqualification for voluntary leaving will occur when an individual leaves work without good cause attributable to his or her employment. The wage criterion for defining suitable work after 13 weeks of unemployment was modified to include work that offers 75 percent of the individual's earnings in previous insured work in the customary occupation (previously 75 percent of the prevailing wage for the occupation). However, no individual will be required to accept a job paying less than the Federal minimum wage. For purposes of applying a labor dis-

pute disqualification, the definition of a labor dispute was changed from a stoppage of work to a strike.

Penalties. A new enactment requires claimants to repay fraudulently obtained benefits with interest charged at the rate of 18 percent a year. However, future benefits may not be used to offset the interest due.

Nebraska

Financing. The law now permits, rather than requires, a successor employer to assume the experience rating of the predecessor employer.

Benefits. The maximum weekly benefit amount is increased from \$120 to \$126.

Penalties. The statute of limitations on prosecutions for fraudulent misrepresentation is increased to 3 years.

Nevada

Benefits. Any person who is awarded backpay is liable for the amount of UI benefits paid to him or her during the period for which the backpay was awarded. The employer's reserve account will be credited with the amount of such benefits. Also, before the employer pays the employee backpay, the employer must ascertain the amount of UI benefits received by the worker during the period for which backpay was awarded, withhold that amount from the backpay, and forward it to the State employment security department.

New Hampshire

Financing. The fund requirement for the most favorable schedule increases from \$100 million to \$110 million. When the least favorable schedule is in effect, an adverse-rating charge will be added to all employers' rates in an amount equal to the interest rate on 90-day Treasury bills multiplied by the excess of benefits over contributions for the preceding 3 years. The legislature added a standard contribution rate of 5.4 percent for certain unrated employers. Any benefits paid to a claimant following a disqualification for voluntary leaving, discharge for misconduct, or refusal of suitable work will be charged to the account of the employer who furnished the employment. In cases where a disqualification is not involved, benefits are charged to the most recent employer.

Benefits. The minimum and maximum weekly benefit amounts were increased to \$36 and \$150, respectively, from \$26 and

\$141. The qualifying wage requirements were raised from \$1,700 for the total base period and \$800 in each of two quarters to \$2,600 for the entire base period and \$1,000 in each of two quarters.

Disqualification. The number of weeks of work required to purge a disqualification for voluntary leaving, discharge for misconduct, and failure without good cause to either apply for or accept suitable work increased to 5 consecutive weeks (previously any 3 weeks) of covered work with earnings equal to 120 percent of the weekly benefit amount in each week. The requirement that benefits not be reduced due to receipt of holiday pay unless the number of paid holiday in a calendar year exceeded the total number of legal holidays was deleted. Also deleted was the requirement that the weekly benefit amount be reduced for any week in which an individual received holiday pay.

Administration. The period for appealing an initial determination before an appeal tribunal increased from 7 to 14 calendar days after mailing of the determination by the agency.

New York

Financing. The maximum contribution rate increased from 2.7 to 5.4 percent.

Benefits. A temporary shared-work program was established, to be in effect until Jan. 1, 1989. An individual may receive up to 20 weeks of shared-work benefits.

North Carolina

Financing. The class of benefits non-charged to an employer's account was enlarged to include those based on wages paid prior to the date of separation due to discharge for loss of license, bond, or surety needed for performance of the individual's job; sale of the individual's ownership share of the business; or involuntary leaving for disability or health reasons. Also, the probationary period for new workers was extended from 60 to 100 days. (The probationary period is that span of time during which an employer can discharge an individual for being unable to perform the work for which hired without the individual's UI benefits being charged to the employer's account.)

Disqualification. Disqualifications were added for individuals who lose a license or permit necessary to perform work and for individuals unemployed because the employing unit was sold and the individual

had been an owner of the business. An individual will be ineligible for benefits during a disciplinary suspension. A new enactment permits an individual to be temporarily excused from an active search for work. If an employer notifies the employee of a future separation for lack of work, the impending separation will not constitute good cause for leaving.

North Dakota

Coverage. Service for remuneration will constitute employment for UI purposes unless (1) the worker is free from control or direction in the performance of the work; (2) the service is performed outside of all places of business of the enterprise for which it is performed; and (3) the individual is customarily engaged in an independent trade, occupation, profession, or business.

Financing. The standard rate of contributions will be the greater of 5.4 percent of taxable wages or the rate for employers who have a negative-balance reserve ratio. The contribution rate for unrated employers will be the average tax rate for all employers, but not less than 1 percent. However, newly covered employers classified in an industry which has a negative reserve shall pay the standard rate. An employer may qualify for a reduced rate if his or her account has been chargeable with benefits for 24 (formerly 12) consecutive months.

Disqualification. The pension offset requirement will be disregarded if the base-period employment does not affect eligibility for, or increase the amount of, the pension. However, Social Security and Railroad Retirement benefits are excluded from this exception.

Ohio

Financing. The \$8,000 taxable wage base was extended until December 31, 1986.

Benefits. The freeze on the maximum weekly benefit amount (a range of \$147 to \$233) will be extended until January 1987. For calendar years 1988 through 1993, the maximum weekly benefit amount will be computed with an addition to the regularly computed increase equal to one-sixth of the increase that would have taken place in years 1983 through 1986 if the maximum had not been frozen. Ohio extended until December 31, 1986, the requirement that an individual must work 20 weeks at 37 times the State minimum hourly wage to qualify for benefits. During 1986, an individual will not be paid benefits for the waiting week.

Disqualification. For calendar 1986 (as in 1985), a duration disqualification will be purged by 6 weeks of work and earnings of six times the amount required to establish a credit week.

Oregon

Benefits. The temporary State additional benefits program, which was due to expire on June 29, 1985, has been extended until June 27, 1987.

Disqualification. The labor dispute disqualification will not apply if the individual was laid off prior to the dispute and did not work more than 7 of the 21 calendar days immediately preceding the dispute or if the individual unilaterally abandons the dispute and seeks reemployment with the employer, but finds that his or her former position has been filled by a permanent replacement.

Pennsylvania

Financing. Contributing employers will pay a tax of 0.3 percent of taxable wages in 1986 to cover the interest on outstanding advances made by the Federal Government to the State program. However, the provision which specifies that the interest tax will be a variable rate not to exceed 1.0 percent, assessed by the State's Department of Labor and Industry as needed for the payment of interest on outstanding advances, has not changed.

Benefits. A seasonal provision was added to limit the circumstances under which benefits may be paid to workers performing services in connection with commercial canning or commercial freezing of fruits and vegetables.

Rhode Island

Financing. The number of years needed to qualify a new employer for experience rating was raised to 3. The method by which benefits are charged to base-period employers of the same individual was changed from inverse order of employment to the proportion of wages earned by the individual with each base-period employer. Beginning January 1, 1986, the range of rates for the most favorable schedule will be 0.8 to 5.4 percent, and for the least favorable schedule, 2.3 to 8.4 percent. Contributing employers will be assessed a surtax of 0.3 percent whenever the fund balance is less than zero at the end of any second month in a calendar quarter. A new enactment permits, rather than requires, successor employers to continue to pay contributions at their previous rates in the case of total transfers of the business of the

predecessor employer. Such employers may also elect to pay at the predecessor employer's rate.

Benefits. The weekly allowance for dependents is changed from \$5 to \$20 per dependent to the greater of \$5 or 5 percent of the claimant's benefit rate for each dependent, up to five.

Disqualification. The disqualification for unemployment caused by a labor dispute is changed from a fixed period of 6 weeks plus a 1-week waiting period to the duration of the labor dispute.

South Carolina

Financing. Beginning January 1, 1986, voluntary contributions to the fund by employers will be prohibited.

Disqualification. Discharge for misconduct is redefined as discharge for cause connected with the employment.

South Dakota

Coverage. The test for determining whether an employer-employee relationship exists is modified to allow services performed for the employer outside the usual course or place of the employer's business. Thus, services for remuneration will constitute employment unless two tests are met: (1) the individual is free from direction and control, and (2) is customarily engaged in an independent trade or business.

Tennessee

Benefits. The maximum benefit will be computed as 1/4 of base-period wages. Tennessee deleted the qualifying requirement that an individual must have earnings in a third quarter of the base period (in addition to the two highest quarters) when the fund falls below \$300 million. An individual will not be eligible for benefits if 65 percent or more of base-period wages were earned in the highest quarter of the period.

Disqualification. An individual will not be denied benefits for separation from employment pursuant to a layoff or to a recall that permits the employee, because of lack of work, to accept a separation from employment.

Administration. The period for appealing an initial claim determination and a referee decision was increased to 15 days from date of mailing or delivery of the determination by the agency. A new enactment permits the commissioner to deduct from benefits

payable to a claimant the amount of benefits overpaid earlier by another State which requests recovery of the benefits.

Penalties. Added is a 6-year statutory limitation on the period within which the State may attempt to collect overpayments obtained by fraud. The statutory limitation for collection of other benefit overpayments is decreased to 3 years.

Texas

Coverage. A new enactment excludes from coverage services performed by an individual as a direct seller if certain conditions are met. The coverage of farmworkers was amended to include seasonal and migrant workers and, beginning January 1, 1986, to reduce the minimum size of the farmer's payroll and operation requiring coverage from 10 employees in 20 weeks or \$20,000 in quarterly wages to four employees in 20 weeks or \$7,500 in quarterly wages. Beginning January 1, 1987, these figures will be further reduced.

Financing. The contribution rate for a new employer will be the greater of the average rate for employers in its industrial classification or 2.7 percent. A successor employer must assume the experience rating of the predecessor employer in the event of total transfers of the predecessor's business. Employers may be required to pay an additional tax of 0.1 percent if interest is due on a Federal advance to the State fund and monies to pay the interest are not available from regular sources. Employers who participate in the State shared-work program may be required to make fund contributions of up to 9 percent of taxable wages.

Benefits. The alternative qualifying wage requirement of 2/3 of the maximum amount of wages as defined in the Federal Insurance Contribution Act was deleted. A shared-work program was adopted under which an individual could receive up to 26 weeks of benefits.

Disqualification. The variable disqualification for voluntary leaving to move with a spouse decreased to 6 to 25 weeks.

Utah

Benefits. To qualify for benefits in a second benefit year, an individual must have earned 6 times the weekly benefit amount in insured work subsequent to the beginning of the preceding benefit year and must meet the base-period earnings requirement.

Vermont

Benefits. Beginning July 1, 1986, Vermont changes from a wage-request to a quarterly-wage-record system for determination of benefit rights. Beginning January 3, 1988, the base period will be the first four of the last five completed calendar quarters immediately preceding an individual's benefit year. The State also added an alternative base period, the last four completed quarters preceding the benefit year, to apply if an individual fails to meet the qualifying wage requirement.

Virginia

Financing. The standard rate for employer contributions to the fund increased to 5.4 percent of taxable wages.

Benefits. The minimum and maximum weekly benefit amounts were increased to \$58 and \$159 (formerly \$54 and \$150), respectively.

Washington

Financing. For calendar years 1986 and 1987, the employer contribution rates under the most favorable schedule will range from 0.48 to 5.4 percent, and for the least favorable schedule, from 2.48 to 5.4 percent. If a claimant requalifies for benefits after a disqualification for voluntary leaving or for misconduct connected with the work, benefits based on wage credits earned prior to the disqualification shall not be charged to the experience-rating account of the separating employer.

West Virginia

Benefits. The maximum weekly benefit amount will be frozen at \$225 until July 1,

1988. Thereafter, the maximum weekly benefit will be determined as 66 2/3 percent (currently 70 percent) of the State average weekly wage. The base-period qualifying wages are increased to \$2,200; therefore, the minimum weekly benefit amount rises from \$18 to \$24. The weekly benefit amount will be computed as 1.0 percent (previously a weighted schedule of 1.5 to 1.0 percent) of the claimant's annual wages. Uniform weeks of potential duration were cut from 28 to 26.

Wisconsin

Financing. Beginning January 1, 1986, the taxable wage base increased to \$10,500 and the maximum rate for the least favorable schedule rose to 6.7 percent of taxable wages. New employers (other than construction firms) with annual payrolls of over \$10 million may elect to pay a tax of 1.0 percent for the first 3 calendar years. Employers with an annual payroll of less than \$100,000 will pay a "solvency rate," ranging from 0.1 to 3.3 percent; rates for other employers will range from 0.8 to 3.3 percent.

Benefits. An individual will be considered "partially unemployed" in any week he or she does not work full time but earns some wages and is eligible for some benefits. Also, no individual may be paid partial benefits of less than \$5. Deleted are the specifications concerning the payment of partial benefits that the full weekly benefit will be paid if the claimant has wage income of less than one-half the weekly benefit amount, and that one-half the weekly benefit amount will be paid if wage income is one-half or more of the weekly benefit. Also deleted is the provision which permitted an individual's base period to be extended due to receipt of backpay or of temporary total disability payments under a State or Federal workers' compensation program.

Disqualification. Under certain conditions, a between-terms and within-terms denial of benefits will apply for schoolbus drivers not employed by governmental entities or nonprofit organizations. □

FOOTNOTES

¹Arizona, Arkansas, California, Colorado, Florida, Nevada, North Carolina, Oregon, South Carolina, South Dakota, Tennessee, and Wyoming.

²Arizona, Arkansas, Colorado, Florida, Georgia, Illinois, Maine, Maryland, New Mexico, North Carolina, North Dakota, South Dakota, Tennessee, and Vermont.

³In last year's article on changes in UI legislation during 1984, erroneous information was presented for two of the States: Contrary to the report, the provisions related to financing and disqualification under Rhode Island's UI

plan had not been enacted. In the New Jersey section of the article, the voluntary leaving disqualification should have read "4 weeks of unemployment and 6 times the weekly benefit amount," and the discussion of benefit changes should have included a new provision that all benefit weeks will adhere to a calendar week schedule, with each week ending at midnight Saturday.

For the full text of the 1984 study, see Diana Runner, "Changes in unemployment insurance legislation during 1984," *Monthly Labor Review*, January 1985, pp. 43-48.

Key workers' compensation laws enacted by States in 1985

A number of States made major revisions in benefit provisions and 16 established some form of coverage for police officers, firefighters, and emergency service aides

LAVERNE C. TINSLEY

All State legislatures convened in 1985, except for the Kentucky body.¹ As in the past, a myriad of workers' compensation proposals was introduced; 195 were enacted into law.²

Sixteen States amended their laws by establishing some form of coverage for police officers, firefighters, emergency service personnel, sole proprietors, and inmates.

Focus on increases in compensation for workers and their dependents brought about major revisions in benefit provisions. Alabama increased maximum weekly benefits for total disability and death to 100 percent (formerly 66²/₃ percent) of the State average weekly wage and the minimum to 27¹/₂ percent (previously 25 percent) of the State average weekly wage for all disability and death. Compensation for permanent partial disability was capped at \$220. The 300-week maximum on payments for temporary total disability was removed. Benefits will now be payable for duration of disability. Tennessee established an escalation of maximum weekly compensation for disability and death from July 1, 1985, through June 30, 1990. North Dakota changed its minimum weekly compensation for death from \$10 weekly to 50 percent of the maximum

weekly benefit. Georgia and North Dakota extended the compensable period for death benefits for dependent children beyond age 18 until age 22 if they are full-time students.

In contrast to these changes and increases, Louisiana froze maximum weekly benefits for 3 years. A similar action occurred in Oklahoma, which will limit benefit increases to every 3 years. The compensable periods for loss of hearing, loss of vision in one eye, and for disability to the body as a whole were extended in Georgia. The burial allowances were raised in four States.

The waiting period for temporary total disability was changed from 2 to 3 days in Hawaii.

Significant revisions were made in the rehabilitation provisions in Connecticut and Maine.

The cap was removed on awards for disfigurement, and compensation will be equal to an amount based on a percentage of the State average weekly wage in Maine.

Claims for compensation from inhalation of asbestos dust are permitted up to 20 years after exposure in Indiana.

A Competitive State Fund was newly established in Hawaii to provide coverage for employers. Alabama and Maine added provisions which prohibit termination of an employee solely because the employee has filed a compensation claim.

Following is a summary of legislation enacted by individual States.

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Alabama

Maximum weekly benefits for total disability and death were changed from 66 2/3 percent to 100 percent of the State average weekly wage. Minimum compensation increased from 25 to 27 1/2 percent of the State average weekly wage for all disability and death claims. Weekly compensation for permanent partial disability was capped at \$220. The compensable period for temporary total disability was changed from a maximum of 300 weeks to duration of the disability.

A second physician or surgeon may be selected from a list approved by the employer if the employee is dissatisfied with the initial selection.

A statute of limitations for claim filing was extended from 1 to 2 years.

Fellow employee lawsuits are now restricted to cases of willful misconduct only.

Employers are prohibited from terminating employees solely for filing compensation claims or filing safety violations against the employer.

Upon an employee request, employers must establish a safety committee for advising the employer on safety matters in the workplace, which include suggestions from employees.

Alaska

A south central panel was added to the Workers' Compensation Board, thereby increasing the membership to 12 (previously 9).

Arizona

Volunteers of a sheriff's posse are now covered while on a search and rescue mission the same as participants in emergency management training. Sole proprietors and partners are permitted coverage at the discretion of the insurance carrier.

Illegally employed minors are newly entitled to an additional 50 percent of compensation when a work-related accident occurs.

The fine was increased to \$500 (previously \$100) against employers who refuse to submit books, records, and payrolls for inspection by the Industrial Commission.

Arkansas

All municipal and county officials and employees must now be covered for workers' compensation by their respective employers. Formerly, coverage of such persons was the responsibility of the State.

Funeral expenses were raised from \$750 to \$1,500.

The City-County Employees' Workers' Compensation Study Commission is authorized to study long-term financing of

workers' compensation for city and county employees. A report must be submitted to the General Assembly by July 1, 1986.

California

Burial expenses were increased to \$2,000 (previously \$1,500).

Employees may now be treated by their personal chiropractor after proper notification has been given to the employer for a change of doctor.

Authority was given the Workers' Compensation Appeals Board to act on or enforce awards involving determination of disability, length, and benefit amount for specified public safety officers.

The custodian of the Uninsured Employers' Fund now has authority to recover benefits paid employees for injuries caused by third parties while working for uninsured employers.

References to "referee" have been substituted with "workers' compensation judge" throughout the act.

Colorado

Participants in Department of Social Services rehabilitation programs, and employees of the State or a political subdivision are now covered under the law. A person performing as a firefighter during an emergency only is also covered. However, several other groups were eliminated from coverage.

Permanent partial disability cases can only be reopened if there has been fraud or mutual mistake of material fact in cases in which the employee has waived all rights for reopening.

A pilot self-insurance program must be established by the Department of Institutions and the Department of Labor and Employment, for the Department of Institutions.

The executive director of the Department of Labor and Employment is authorized to review and analyze possible application of various medical cost containment models and strategies for developing a medical cost containment program for workers' compensation, if feasible.

Connecticut

Costs of medical rehabilitation services for injured workers must be borne by the employer.

Employers' proof of solvency and financial ability to pay workers' compensation claims and injury reports must be submitted to the Board of Compensation Commissioners, instead of to a single Compensation Commissioner.

Any certified self-insured employer who fails or is unable to make compensation

payments as required by law will be restricted from self-insuring for a period of 10 years from the due date of the payments. The employer will then be required to insure his or her full liability with any authorized stock or mutual insurance company or association. In such cases, payments will be made from the Second Injury Fund and Compensation Assurance Fund. Failure to insure may result in permanent loss of privileges to do business in the State. Anyone who submits false statements or fails to disclose certain facts in order to obtain, increase, prevent or decrease any workers' compensation benefits or payments is guilty of a class A misdemeanor.

A sum of \$75,000 was appropriated to the Workers' Compensation Commission for workers' compensation purposes.

Georgia

Maximum weekly benefits for disability and death were raised from \$135 to \$155. On July 1, 1986, compensation will again increase, to a maximum of \$175. The compensable period for death benefits is up to 400 weeks, or age 65 years, whichever is greater. Total maximum compensation for a spouse, when there are no other dependents, increased to \$65,000 (formerly \$32,500). Full-time students are entitled to death benefits beyond age 18, or until age 22.

The compensable period for loss of hearing in one ear was extended from 60 to 75 weeks, and for loss of vision in one eye from 125 to 150 weeks. Simultaneously, the compensation period for disability to the whole body was reduced from 350 to 300 weeks.

Compensation for burial was increased from \$1,500 to \$5,000. Expenses paid for rehabilitation may be recovered from the Subsequent Injury Trust Fund.

Hawaii

The waiting period for temporary total disability compensation was changed from 2 to 3 days. Guidelines must be issued by the director concerning frequency of treatment and reasonable utilization of medical care and services provided by health care providers. Authority was given the Director of Labor and Industrial Relations to approve vocational rehabilitation plans for injured workers and to periodically review progress in each case.

A Competitive State Fund was newly established.

Indiana

A new maximum was enacted (\$267, formerly \$249) upon which average weekly wages are determined for total disability and temporary partial disability on July 1,

1985, until July 1, 1986, creating a maximum weekly benefit of \$178. On July 1, 1986, based on average weekly wages of \$285, a maximum weekly benefit of \$190 will become effective.

Total aggregate benefits, exclusive of medical benefits, have been set at \$89,000, previously, \$83,000. On July 1, 1986, and thereafter benefits are limited to \$95,000.

Cases of occupational disease from inhalation of asbestos dust after July 1, 1985, are compensable within 20 years, after last exposure (formerly 3 years). The Residual Asbestos Injury Fund is created to compensate employees who are permanently and totally disabled from asbestos exposure on or after July 1, 1985.

Iowa

Coverage is established for inmates performing unpaid community services under a work assignment of value to the State or public; and for volunteer firefighters who sustain injuries during the course of employment.

Rules must be adopted by the insurance commissioner concerning review and approval of group self-insurance plans.

Kansas

Employer liability for coverage is established for certain construction design professionals who perform services at construction project sites.

Louisiana

The modified American Medical Association (AMA) Guides to the Evaluation of Permanent Impairment were amended to indicate an increase in the percentage of disability used for qualifying certain permanent partial disabilities.

Criteria were established for use in determining compensation benefits of part-time employees who work two or more successive jobs. A new formula was enacted for determining supplemental compensation. New time limitations were enacted applicable to claims for medical benefits.

The definition of "injury" was broadened to include an injury to the auditory system as a compensable permanent partial disability.

Employers and insurers are entitled to reimbursement from the Second Injury Fund for all compensation payments made after the first 104 weeks. Formerly, recovery was permissible after 60 percent of all benefit payments had been made. Similarly, the employer or insurer is entitled to recover 50 percent of all reasonable and necessary medical expense payments exceeding \$5,000, but less than \$10,000. Formerly, recovery payments were allowed

up to 50 percent of the first \$10,000.

Recovery of compensation by an employer or carrier against a third party, based on the worker's compensation liability, will be the same percentage of recovery by an employee against the third party.

Maine

An employer who discriminates against an employee for testifying, or filing a compensation claim, may be subject to award of back wages, reasonable attorney fees, reestablishment of employee benefits, and reinstatement of the employee's previous job.

Employers who secure their compensation liabilities are exempt from civil actions in cases of personal injury or occupational disease. Previously, employers were only protected against civil actions by employees for personal injury. Agricultural or aquacultural employers with seasonal or casual labor are not liable for securing compensation, nor will they be deprived of common law defenses, if their liability insurance policy is not less than \$25,000, with medical coverage of at least \$1,000. Additionally, employers of 6 (formerly 4) or fewer agricultural or aquacultural laborers who maintain a liability insurance policy with total limits of at least \$100,000, multiplied by the number of employees employed by that employer, and medical coverage of at least \$1,000, are excluded from liability for securing compensation payments.

Maximum weekly benefits for disability and death were frozen at \$447.92, beginning July 1, 1985, for 3 years; however, on July 1, 1988, the maximum benefit will be adjusted annually to bear the same percentage relationship as the State average weekly wage. Annual cost-of-living increases may not exceed 5 percent or the actual percentage increase in the State average weekly wage for the previous year, whichever is less.

Handicapped individuals employed by a sheltered workshop are exempt from the weekly minimum applicable for total disability compensation (\$25).

The cap of \$7,500 on compensation awards for disfigurement was removed and replaced with a maximum equal to 66-2/3 percent of the State average weekly wage, multiplied by 50.

Payments for total and partial disability under the workers' compensation law will be reduced by any disability benefit payments received pursuant to the Social Security Act or payments received under an employer benefit plan.

New rehabilitation provisions were added to the law. The Employment Rehabilitation Fund was established primarily to

make payments to employees who have completed rehabilitation and who sustain a subsequent work-related injury which results in a reduction in earning capacity substantially greater in duration or degree, or both, than that which would have resulted from the subsequent injury alone.

An office of Employment Rehabilitation was created under the direction of a rehabilitation administrator who is primarily required to monitor rehabilitation cases and approve rehabilitation agreements and develop fee schedules of services. Rehabilitation services will be provided by private and public rehabilitation counselors, governmental agencies, in-house counselors, and others approved by the administrator.

Rehabilitation benefits may include physical rehabilitation, weekly travel costs not exceeding 25 percent of the State average weekly wage, reasonable moving and relocation expenses up to \$3,000, and compensation up to an amount payable for total incapacity, during the course of rehabilitation. A Unit of Abuse Investigation was created to review and investigate allegations of fraud or illegal or improper conduct or violations of the workers' compensation program by employers, employees, or insurers.

Maryland

New legislation extends the presumption of compensability regarding lung and heart disease of firefighters, and fire fighting instructors, to include throat, prostate, rectal, leukemia, or pancreatic cancer caused by contact with toxic substances encountered in the line of duty. To be eligible for such compensation, these employees must have served at least 5 years and be unable to perform their normal duties because of the cancer disability.

Corporate officers owning 20 percent or more of the outstanding capital stock of a corporation are allowed an exemption from coverage. Previously, any officer could be exempt.

The Uninsured Employers' Fund is now authorized to seek recovery of payments made to claimants from liable third parties.

Insurers who fail to comply with insurance certification requirements may be assessed additional fines of \$300, for each offense.

Michigan

Payment of death benefits to dependent children will cease at age 18, formerly 21, unless the child is incapacitated.

Coordination of workers' compensation benefits was extended to include employer contributions in other profit-sharing plans.

Injured workers who are unable to obtain or perform work because of imprisonment

or commission of a crime are not entitled to compensation.

Definitions of hand and arm were modified by establishing that an amputation between the elbow and wrist of 6 or more inches (formerly 7) below the elbow is considered a hand.

The fine charged an employer for not securing liability for workers' compensation was increased to \$1,000; previously the fine ranged between \$10 and \$100.

Employees injured on the job are permitted to recover damages for their injuries in civil actions when the employer has failed to secure liabilities for benefits required by law. Attorney fees for claims filed after March 31, 1986, will be limited to 2 years of benefits when claims are on appeal before the Appellate Commission.

Employers of workers who are certified as vocationally handicapped will be liable for benefits 52 weeks after date of injury (previously 104 weeks).

Minnesota

Voluntary participation of employees in recreation programs sponsored by the employer is no longer the responsibility of the employer when injury occurs. Coverage is only required when the employee is ordered to participate in such activity.

Authorization for receipt of permanent partial disability benefits, in conjunction with compensation for temporary partial disability, may be granted after the employee has returned to work for at least six months.

Minimum compensation during the monitoring period is 66-2/3 percent of the weekly wage for permanent partial disability, subject to the maximum stated in the law.

Montana

Coverage will now be provided by the Department of Commerce for unsalaried air search and rescue volunteers for whom the Department employs. Officials, such as a timer, referee, or judge at a school amateur athletic event and a direct seller engaged in the sale of consumer products for use primarily in the home are exempted from coverage.

Lump-sum payment for permanent total disability is authorized only if a claimant demonstrates that ability to sustain himself or herself is more probable with a lump-sum payment. A 7-percent discount, compounded annually, will be applied to lump-sum payments. Advance lump-sum settlements payments are permitted for permanent partial indemnity benefits while a claimant is receiving temporary total disability benefits.

Temporary total disability payments are limited during retraining periods. Such payments were previously allowed until the employee was released through certification by the Department of Social and Rehabilitation Services. Compensation for schedule injury, disfigurement, and temporary total disability may now be paid concurrently, instead of consecutively.

Permission is authorized for employees to have a physician of their own choice present at medical examinations at no cost to the employee. A medical fee schedule must be adopted as a relative value fee schedule (RVS) upon which payment is determined for medical, chiropractic, and paramedical services. Insurers are solely responsible for furnishing reasonable medical services, medicines, and any other treatment approved by the Division.

The filing time for occupational disease claims is extended from 1 to 2 years, after the claimant knew or should have known that his or her condition resulted from an occupational disease.

A new provision allows a group of individual employers to operate as self-insurers and requires that each individual employer in a self-insured group is jointly and severally liable for all obligations of the group.

A new limit of \$50,000, formerly \$30,000, is placed on withdrawals from the uninsured employers' fund by employees.

Nebraska

Maximum weekly benefits for disability and death were increased from \$200 to \$225.

Nevada

A 20 percent cost-of-living increase was enacted for recipients of permanent total disability and death benefits where injury, disablement, or death from an occupational disease occurred prior to July 1, 1973. Employees are permitted to report tips for purposes of calculating workers' compensation benefits.

Occupational disease coverage was extended to include a chief or inspector of the Nevada highway patrol, a chief, investigator, or agent of the Investigation Division of the Department of Motor Vehicles. Coverage of the clergy, a rabbi, or a lay reader in the service of a church has been eliminated. Trainees in training programs approved by the Job Training Partnership Act may be covered under certain conditions.

Services of chiropractors may be utilized for treatment by injured workers. Health care providers who accept patients for treatment of industrial injury or occupational disease care only have authority to charge the insurer for payment of any services rendered. However, the health care provider is

able to charge the patient for any services provided that are unrelated to the work-related accident.

Regulations were established which insurers must follow when rehabilitation services are prescribed for injured workers.

Local governments have authority to enter into cooperative agreements to purchase workers' compensation insurance or to establish self-insurance. Assessments will be made against self-insured employers to cover claims against insolvent self-insured employers. The filing time in which certain appeals must be made was changed.

New Hampshire

Coverage was broadened to include call firefighters and special police officers.

New York

Emergency medical service personnel, without expectation of monetary compensation who are injured while rendering volunteer assistance at the scene of an accident, or other emergency services, are newly covered for compensation.

Self-employed persons and certain partners of a partnership are allowed an election for coverage. Corporate executives covered under the act must now be paid officers in order to maintain their covered status.

Employers must provide additional medical services for injured employees, including orthotics and functional assistance and adaptive devices. The Workers' Compensation Board Chairman is required to follow certain procedures in preparation of occupational therapy fee schedules.

A portion of the law was repealed concerning the Board's authority to commute all compensation for nonresident alien dependents in death cases. The fine assessed against employers who fail to make provision for payment of benefits was increased.

North Carolina

Agricultural extension service employees who are not employed as Federal employees of the U.S. Department of Agriculture, but who are field faculty with professional rank, and for those who are paid from State or county funds are newly included for coverage.

Minimum weekly benefits were established for volunteer firefighters, members of organized rescue squads, sworn members of auxiliary police departments, and for senior members of the State Civil Air Patrol, at 66 2/3 percent of maximum weekly benefit rate in effect at the time of injury.

A reduction in total disability benefits will be applied by the amount of any simul-

taneous unemployment insurance benefits received.

The statute of limitations was extended, from 6 months to 1 year, for actions involving protection of claimants from discharge or demotion for filing compensation claims.

Regulation of self-insurance is under the authority of the Insurance Department, formerly under the Industrial Commission.

North Dakota

Elective coverage for inmates is authorized for any county or city by resolution of the governing body. Definition of "child" has been modified to include a child under age 18 and residing in the employee's household to whom the employee has a legal obligation for support; or a child age 18 or over and physically or mentally incapable of self-support, who is actually dependent upon the employee for support; or any child age 18 to 22 who is enrolled as a full-time student in any accredited educational institution who is actually dependent upon the employee for support.

Compensation for death was changed from a weekly minimum of \$10 to 50 percent of the maximum weekly benefit for death (\$210). The new minimum is now

\$105. Supplementary compensation has been authorized for certain recipients of temporary total disability, permanent total disability, and for death.

An information program was set up to instruct employers concerning the use of hazardous substances in the workplace. The Workers' Compensation Bureau is required to inspect and enforce safety rules and regulations as required by law.

Ohio

A provision was enacted which gives the court authority to order a certain portion of workers' compensation payments be withheld for child support.

Oklahoma

Farmers whose payroll for the preceding calendar year did not exceed \$100,000 are not liable for work-related injuries sustained by an employee of an independent contractor or subcontractor. Previously, employer payroll had to exceed \$100,000.

Effective July 1, 1984, and every 3 years thereafter, the State average weekly wage (SAWW) used for establishing maximum weekly benefits for injuries and death will be increased. Formerly, the State average

weekly wage and compensation benefits were changed every 12 months.

The term "permanent impairment" was modified by requiring any examining physician to evaluate impairment only in accordance with "Guides to the Evaluation of Permanent Disability" published by the American Medical Association (AMA); formerly, more flexible guidelines were utilized.

Oregon

The statute of limitations for filing claims for occupational disease was extended from 1 to 2 years.

The coverage exclusion was broadened with the addition of certified amateur sports officials and volunteer ski patrolers who receive noncash remuneration for services rendered.

Monthly benefits for a surviving spouse with no children is 4.35 times 66 2/3 percent of the State average weekly wage. However, the maximum monthly benefit payable for dependency may not exceed 4.35 times 133 1/3 percent, formerly 100 percent, of the State average weekly wage. Lump-sum payments to a surviving spouse upon remarriage is equal to 24 times the

Table 1. Jurisdictions which increased maximum weekly temporary total disability benefits during 1985

Jurisdiction	Former maximum	New maximum	Jurisdiction	Former maximum	New maximum
Alabama	\$290.00	\$303.00	New Hampshire	\$440.00	\$462.00
Alaska	\$1,080.00	\$1,114.00	New Jersey	\$255.00	\$269.00
Colorado	\$315.98	\$336.00	New Mexico	\$289.20	\$298.63
Connecticut	\$381.00	\$397.00	New York	\$275.00	\$300.00
	plus \$10 for each dependent under 18 years of age, not to exceed 75 percent of employee's wage	plus \$10 for each dependent under 18 years of age not to exceed 75 percent of employee's wage	North Carolina	\$262.00	\$280.00
Delaware	\$231.64	\$235.69	North Dakota	\$285.00, plus \$5 for each dependent child; aggregate not to exceed worker's net wages	\$291.00, plus \$5 for each dependent child; aggregate not to exceed worker's net wages
District of Columbia	\$396.78	\$413.26	Ohio	\$335.00	\$354.00
Florida	\$288.00	\$307.00	Oklahoma	\$212.00	\$217.00
Georgia	\$135.00	\$155.00	Oregon	\$324.13	\$334.58
Hawaii	\$281.00	\$291.00	Pennsylvania	\$320.00	\$336.00
Idaho	\$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	\$260.00 to \$361.23, according to number of dependents, plus 7 percent of State's average weekly wage for each child up to 5 children	Rhode Island	\$292.00, plus \$9 for each dependent; aggregate not to exceed 80 percent of worker's average weekly wage	\$307.00, plus \$9 for each dependent; aggregate not to exceed 80 percent of worker's average weekly wage
Illinois	\$491.65	\$502.36	South Carolina	\$268.99	\$287.02
Indiana	\$166.00	\$178.00	South Dakota	\$247.00	\$254.00
Iowa	\$580.00	\$598.00	Tennessee	\$136.00	\$168.00
Kansas	\$227.00	\$239.00	Texas	\$203.00	\$217.00
Kentucky	\$294.87	\$304.80	Utah	\$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	\$323.00, 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
Louisiana	\$248.00	\$254.00	Vermont	\$278.00, plus \$10 for each dependent under age 21	\$293.00, plus \$10 for each dependent under age 21
Maine	\$426.43	\$447.92	Virgin Islands	\$173.00	\$183.00
Maryland	\$311.00	\$327.00	Virginia	\$295.00	\$311.00
Massachusetts	\$341.06, plus \$6 for each dependent, if weekly benefits are below \$150	\$360.50, plus \$6 for each dependent, if weekly benefits are below \$150	Washington	\$256.31	\$260.94
Michigan	\$334.00	\$358.00	West Virginia	\$321.30	\$332.83
Minnesota	\$329.00	\$342.00	Wisconsin	\$305.00	\$321.00
Mississippi	\$126.00	\$133.00	Wyoming	\$339.67	\$359.86
Missouri	\$222.73	\$233.84			
Montana	\$286.00	\$292.00			
Nebraska	\$200.00	\$225.00			
Nevada	\$325.99	\$332.46			

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

statutory amounts. Four States (Arizona, Arkansas, California, and Maine) and Puerto Rico are not listed because no changes for temporary total disability were legislated during 1985.

monthly compensation benefit; formerly, payments were limited to \$5,000.

Permanent partial disability benefits were increased from \$100 to \$125 for each degree of disability. Employees who are released by a physician to return to work may refuse to return if a labor dispute is in progress, without loss of any vocational assistance benefits or services.

Abolishes provisions concerning the authority of the Director of the Workers' Compensation Department to establish and operate a physical rehabilitation center. Services formerly provided for injuries at the centers will be handled by government or private sources and in the most economical manner. The director is authorized to order insurers and self-insurers to provide disability prevention services for workers such as physical restoration and psychological, psychiatric, and vocational evaluation and counseling. Costs for rehabilitation will come from the Administrative Fund, in lieu of the Rehabilitation Reserve Fund.

The director has authority to develop a medical fee schedule based on general descriptions of medical services, considering the primary health care providers in a certain geographic area. The percentile used by the director in determining usual and customary fees for health care services was decreased from the 90th to the 75th percentile.

Pennsylvania

Appropriates \$11,213,000, from the Workmen's Compensation Administration Fund to the Department of Labor and Industry to cover expenses for administering the Workmen's Compensation and Occupational Diseases Act.

Rhode Island

Continuation of employee health benefit insurance payments must be made by the employer for 1 year after the employer has filed a memorandum of agreement or notice of direct payment with the Division of Workers' Compensation.

Compensation payments for impairment will not be made until the employee reaches maximum medical improvement. Within 90 days after the employer is notified of the employee's attainment of maximum medical improvement, compensation payments become due and payable.

Unless a memorandum of agreement has been made by the employer and claimant, or a notice of controversy has been filed, first payment of compensation for incapacity or death is due and payable within 14 days after the employer has knowledge of injury or death.

New procedural provisions were added to the law concerning benefits to workers in controverted cases.

Employers are entitled to recovery of payments made to claimants who aggravate a preexisting condition, or for a subsequent injury resulting in death from the Second Injury/Indemnity Fund in excess of the first 52 weeks, formerly 104 weeks.

Employers are entitled to recovery of payments made to claimants who aggravate a preexisting condition, or for a subsequent injury resulting in death from the Second Injury/Indemnity Fund in excess of the first 52 weeks, formerly 104 weeks.

South Carolina

Coverage is extended to members of the State and national guard while performing work-related duties for the State.

South Dakota

The burial allowance was increased from \$2,500 to \$3,000.

Tennessee

Ten employers or more of the same trade or professional association are permitted to pool their compensation liabilities for purposes of qualifying as group self-insurers for workers' compensation. Maximum and minimum weekly compensation and total maximum compensation for disability and death were increased in steps, on July 1, 1985, through June 30, 1990.

No change was established for minimum benefits as of July 1, 1989. Presently, maximum and minimum weekly benefits are \$168 and \$20, respectively; on July 1, 1986, amounts will increase to \$189 and \$25; to \$210 and \$30, on July 1, 1987; to \$231 and \$35 on July 1, 1988; and the weekly maximum will increase to \$252, on July 1, 1989. Total maximum compensation for disability and death was raised from \$54,000 to \$67,200, on July 1, 1985. From July 1, 1986, through July 1, 1989, total maximum benefits will increase from \$75,600 to \$100,800.

Physicians are required to use the American Medical Association "Guides to the Evaluation of Permanent Impairment," in determining degree of impairment of an injured employee.

The Second Injury Fund is responsible for making compensation payments to injured employees for awards or a combination of awards exceeding 100 percent of disability to the body as a whole. Recovery of permanent disability benefits for disablement or death resulting from an epileptic seizure is compensated solely from the Second Injury Fund.

Totally disabled employees from coal workers' pneumoconiosis are entitled to workers' compensation benefits equal to those provided for under the Federal Coal Mine Health and Safety Act of 1969 (FCMHSA). In case of the employee's subsequent death, the surviving dependents will receive the same benefit payments to which the employee was entitled, except that minimum benefits will be paid according to the FCMHSA.

Texas

A method was established by which a claimant may enforce a compromise settlement approved by the Industrial Accident Board or an agreed judgment approved by the court. Reasonable attorney fees are available for claimants in such instances.

Utah

Weekly benefits for permanent total disability payable from the Second Injury Fund were increased from \$100 to \$120. The interest rate charged employers who default in their assessments to the State Fund was changed from 12 percent to the current interest rate charged by the U.S. Internal Revenue Service for delinquent taxes.

Virginia

State-designated mine rescue team members are covered during service as employees of the mine's operator in an emergency.

Washington

The Department of Labor and Industries must pay all fees and medical charges billed to the Department, within 60 days after receipt, or within 60 days from the time a claim is authorized by a final order or judgment.

An employer is not permitted to discharge or discriminate against an employee because the employee has filed or communicated his or her intention to file a claim for compensation or exercise any other rights under the law.

Various fines were set for employers who fail to file certain reports.

Wyoming

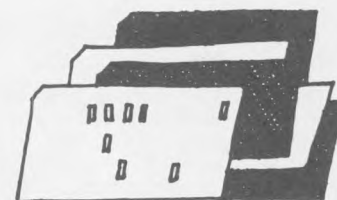
Interfund interest free loans from the budget reserve account not exceeding \$15,000,000, are permitted from the budget reserve account if the State treasurer determines that the reserves to pay workers' compensation are inadequate. □

FOOTNOTES

¹The legislatures of Delaware, Florida, Idaho, Illinois, Massachusetts, Mississippi, Missouri, New Jersey, New Mexico, Vermont, West Virginia, Wisconsin, the District of Columbia, and Puerto Rico convened in 1985, however, workers' compensation enactments were insignificant and

are not discussed in the State-by-State summary or none were received. Kentucky was the only State that did not meet in 1985.

²Legislative enactments received as of our reporting date.



Occupational pay in the manufacture of men's and boys' suits and coats

Straight-time earnings of production and related workers in men's and boys' suit and coat manufacturing averaged \$6.29 an hour in June 1984, according to a recent survey by the Bureau of Labor Statistics.¹ (See table 1.) Virtually all of the 46,716 production workers covered by the survey had earnings between \$3.35, the Federal minimum, and \$10 an hour; the middle 50 percent earned from \$4.87 to \$7.45. Earnings levels varied by such factors as occupation, geographic location, method of wage payment, sex, type and size of establishment, union status, and size of community.

The \$6.29 average for all workers in June 1984 was 28 percent higher than the \$4.93 average recorded in the Bureau's April 1979 survey of the suit and coat industry.² This increase, averaging 4.8 percent annually, compares with an annual increase of 6.8 percent in the wage and salary component of the Bureau's Employment Cost Index for non-durable goods manufacturing industries over the same period.

Much of the increase in average hourly pay since the April 1979 survey stems from general wage adjustments granted under collective bargaining agreements between the Amalgamated Clothing and Textile Workers Union and the Clothing Manufacturers Association of America. The current agreement, which expires May 31, 1985, provides for wage increases totaling \$1.05 an hour over its 3-year term. Establishments with labor-management contracts covering a majority of the production work force employed nearly four-fifths of the workers in the scope of the survey.

Employees in regular establishments, representing 83 percent of the total work force, averaged \$6.29 an hour—the same as the average for all workers. Regular (or "inside") establishments own the materials and perform all or nearly all of the manufacturing operations required for suit and coat fabrication, including marking, cutting, sewing, and inspecting. Employees in contract establishments—14 percent of the workers—averaged \$6.10 an hour, while those in cutting establishments—about 3 percent of the work force—averaged \$7.61. Contract establishments perform manufacturing operations on materials owned by others. Cutting establishments own the material and cut the cloth, but deliver it to contract establishments for the remaining processes.

Thirty-two occupations were selected to represent the wage structure, worker skills, and manufacturing operations in the industry; they covered slightly less than four-fifths of the industry's production work force. Nationwide, pay levels were usually highest among cutting room occupations. For example, cloth cutters and markers had the highest average pay (\$9.40), followed by cloth cutters (\$9.02) and lining cutters (\$8.77). Janitors (\$5.09) and work distributors (\$5.45) recorded the lowest averages.

Sewing-machine operators, representing about one-half of all production workers in the survey, averaged \$6.17 an hour on coat fabrication and \$5.81 on trouser fabrication. Their earnings, however, varied by the specific task performed. In coat fabrication, average pay ranged from \$5.93 for workers who tack facing to front of garment with a blind stitch machine (facing tacking) to \$6.84 for those who join collars and lapels to canvas by numerous rows of blind stitching (pad collar and lapels). In trouser fabrication, sewing-machine operators averaged from \$5.72 for serging to prevent ravelling to \$6.54 for attaching zippers.

Virtually all production workers were in establishments providing paid holidays and vacations. Typical provisions were for 10 paid holidays annually and 3 weeks of vacation pay after 1 year of service and 4 weeks after 20 years.

Virtually all workers were covered by life, hospitalization, surgical, and medical insurance. Sickness and accident insurance was available to four-fifths of the workers; major medical, to just over one-third; and accidental death and dismemberment plans, to three-tenths. Long-term disability and dental insurance plans each applied to less than one-tenth of the work force. Employers typically paid the total cost of these health and insurance plans.

Retirement pension plans (in addition to Federal Social Security) covered slightly more than nine-tenths of the industry. Most of these workers had plans financed wholly by their employer. Retirement severance plans, however, were rarely provided.

For about seven-tenths of the workers, employers provided health, welfare, and retirement benefits through the Amalgamated Clothing and Textile Workers Union employer administered funds. Nearly two-fifths of the industry's production workers were in plants where employers provided vacation benefits through such funds.

A comprehensive report on the survey, *Industry Wage Survey: Men's and Boys' Suits and Coats, June 1984*,

Table 1. Average hourly earnings¹ of production workers by selected characteristics and in selected occupations, men's and boys' suit and coat manufacturing, June 1984

Characteristic	United States ²	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes
All production workers ³	\$6.29	\$6.72	\$6.87	\$6.59	\$5.41	\$4.97	\$6.65
Men	7.23	7.29	—	7.49	5.74	—	7.73
Women	6.03	6.51	6.67	6.26	5.37	4.86	6.44
Size of community							
Metropolitan areas ⁴	6.56	6.72	7.10	6.61	6.30	4.97	6.73
Nonmetropolitan areas	5.62	—	—	6.49	5.08	—	—
Size of establishment							
5 to 249 workers	6.00	—	7.05	6.26	—	—	4.52
250 workers or more	6.39	6.68	6.77	6.73	5.47	—	7.00
Type of establishment⁵							
Regular	6.29	6.69	6.74	6.71	5.41	—	6.73
Cutting	7.61	—	—	7.57	—	—	—
Contract	6.10	—	—	6.21	—	—	—
Major product							
Men's suits	6.45	6.58	6.97	6.78	5.63	—	—
Men's separate tailored jackets	6.56	—	6.66	6.57	5.52	—	—
Uniforms (nonathletic)	5.30	—	—	5.77	—	—	4.52
Labor-management contract coverage⁶							
Majority covered	6.64	6.72	6.96	6.60	—	—	6.89
None or a minority covered	5.03	—	—	5.74	5.11	3.93	—
Selected occupations							
Cutting:							
Cloth cutters	9.02	9.71	8.17	10.67	6.55	5.52	—
Lining cutters	8.77	8.35	7.94	9.87	6.64	—	8.71
Cutters and markers	9.40	—	9.62	10.28	—	6.57	—
Markers	7.32	—	7.45	9.73	6.31	—	—
Spreaders	6.56	7.36	—	7.17	5.38	3.96	5.87
Coat fabrication:							
Hand basters	6.71	—	—	6.80	—	—	—
Hand finishers	6.54	—	6.87	6.35	—	—	—
Fitters	7.32	6.37	7.72	7.36	6.36	—	—
Inspectors, final	5.62	6.46	6.15	5.75	4.92	4.42	6.03
Pressers, finish, machine	7.07	9.31	6.32	7.65	6.06	5.40	7.58
Sewing-machine operators	6.17	6.77	6.71	6.53	5.35	4.73	6.70
Thread pullers and basting trimmers	5.84	6.04	5.89	5.90	5.43	—	—
Underpressers	6.60	7.05	6.77	6.76	5.69	—	7.57
Trouser fabrication:							
Inspectors, final	5.60	6.25	—	5.42	4.62	—	6.19
Pressers, finish	6.63	6.86	10.19	6.87	4.85	—	7.40
Sewing-machine operators	5.81	6.85	6.98	6.41	4.85	4.53	5.75
Underpressers	6.28	7.23	—	7.07	4.97	—	5.72
Miscellaneous:							
Adjusters	8.14	9.64	7.60	8.63	7.14	7.06	9.43
Janitors	5.09	5.01	6.14	5.21	4.58	4.35	—
Packers	6.39	—	6.48	7.27	5.22	4.87	6.54
Stock clerks, garments	5.65	—	—	5.80	4.53	—	—
Stock clerks, piece goods	6.11	—	7.60	6.01	5.12	—	—
Work distributors	5.45	5.69	6.46	5.85	4.88	3.95	—

¹Excludes premium pay for overtime for work on weekends, holidays, and late shifts.

²Includes data for regions in addition to those shown separately. The regions are defined as follows: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; and Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. Alaska and Hawaii were not included in the study.

³Includes data for workers not classified by sex and by major products in addition to those shown separately.

⁴Metropolitan Statistical Areas, as defined by the U.S. Office of Management and Budget through June 1983.

⁵Regular establishments own the materials and perform all or nearly all of the required manufacturing operations; cutting establishments own the material and cut the cloth, but deliver it to contract establishments for the remaining processes; and contract establishments perform manufacturing operations on materials owned by others.

⁶Data relate to establishments where a majority, or a minority, or none of the production workers are covered by labor-management agreements.

NOTE: Dashes indicate no data or data that do not meet publication criteria.

Bulletin 2230 (Bureau of Labor Statistics, 1985) is for sale by the Superintendent of Documents, Government Printing Office, Washington, D.C. 20402. The report provides additional information on occupational earnings and employee benefits. □

—FOOTNOTES—

¹The survey covered establishments employing five workers or more which were primarily engaged in manufacturing men's, youth's, and boys'

suits, coats, and overcoats (part of SIC 2311, as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Included in the study were establishments manufacturing tailored suits, separate coats or jackets, overcoats and topcoats, uniforms, and suit vests. Jobbers who perform only entrepreneurial functions—such as buying material, arranging for all manufacturing to be done by others, and selling the finished product—were excluded from the survey, as were separate auxiliary units such as central offices.

Wage data reported in this article exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

²For an account of the 1979 study, see *Industry Wage Survey: Men's and Boys' Suits and Coats, April 1979*, Bulletin 2073 (Bureau of Labor Statistics, 1980).

Major Agreements Expiring Next Month

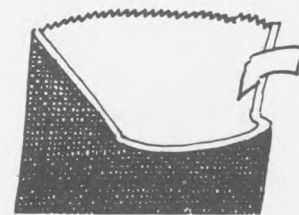


This list of selected collective bargaining agreements expiring in February is based on information from the Bureau's Office of Wages and Industrial Relations. The list includes agreements covering 1,000 workers or more. Private industry is arranged in order of Standard Industrial Classification.

Employer and location	Private industry	Labor organization ¹	Number of workers
Associated General Contractors of New Jersey (New Jersey)	Construction	Laborers	5,000
Campbell Soup Co. (Camden, NJ)	Food products	Food and Commercial Workers	1,400
American Crystal, Holly, Amstar, and others (California)	Food products	Distillery, Wine and Allied Workers	1,200
Farah Manufacturing Co., Inc. (El Paso, TX)	Apparel	Clothing and Textile Workers	4,000
Industrial Relations Council of the Furniture Manufacturers of Southern California (California)	Furniture	Carpenters	1,100
Revlon, Inc. (Edison, NJ)	Chemicals	Auto Workers	2,300
Dow Chemical Co. (Midland, MI)	Chemicals	Steelworkers	2,650
Exxon Co., Bayway Refinery (Linden, NJ)	Petroleum	Teamsters (Ind.)	1,000
Texaco Inc. (Port Arthur, TX)	Petroleum	Oil Chemical and Atomic Workers	4,600
National Can Co. (Interstate)	Fabricated metal products	Steelworkers	4,000
American Can Co. (Interstate)	Fabricated metal products	Steelworkers	5,500
Continental Group Inc. (Interstate)	Fabricated metal products	Steelworkers	4,500
Crown Cork and Seal Co. (Interstate)	Fabricated metal products	Steelworkers	1,000
Colt Industries, division of Chandler Evans (West Hartford, CT)	Machinery	Auto Workers	1,000
Speed Queen Co., Ripon division (Ripon, WI)	Electrical products	Steelworkers	1,000
GTE Automatic Electric Inc. (Huntsville, AL)	Electrical products	Communications Workers	1,450
Northrup Worldwide Aircraft Services, Inc. (Ft. Rucker, AL)	Transportation	Machinists	1,650
Natural Fuel Gas Co. (New York)	Utilities	Electrical Workers (IBEW)	1,900
Long Island Lighting Co. (New York)	Utilities	Electrical Workers (IBEW)	3,900
Bamberger's (Newark, NJ)	Retail trade	Food and Commercial Workers	1,700
Spiegel, Inc., warehouse (Chicago, IL)	Retail trade	Teamsters (Ind.)	2,300
Food Store Employers Labor Council (Philadelphia, PA)	Retail trade	Teamsters (Ind.)	1,600
Grand Union, grocery department (New York, NY)	Retail trade	Food and Commercial Workers	1,200
Food Employers Council of Northern California (California)	Retail trade	Food and Commercial Workers	22,000
Food Employers Labor Relations Council (California)	Retail trade	Food and Commercial Workers	13,000
Star Supermarkets, Inc. (New York)	Retail trade	Food and Commercial Workers	2,000
Long Beach and Orange County Restaurant Association (California)	Restaurants	Hotel Employees and Restaurant Employees	
Metropolitan Garage Owners Association (New York, NY)	Services	Teamsters (Ind.)	3,000
Stanford University Medical Center (Palo Alto, CA)	Hospitals	Nurses Association (Ind.)	1,250
	Government activity	Labor organization¹	Number of workers
California: Anaheim Stadium Convention Center	Amusements	Service Employees	1,100
Ohio: Cuyahoga County hospitals, nonprofessionals	Hospitals	State, County and Municipal Employees	2,000

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

Book Reviews



A look at American labor unions

Union Sourcebook—Membership, Structure, Finance, Directory. By Leo Troy and Neil Sheflin. West Orange, NJ, Industrial Relations Data and Information Services, 1985. 161 pp. \$25.

Leo Troy and Neil Sheflin try to fulfill two major purposes with publication of their *Union Sourcebook*. They fill the void left by the termination, in 1980, of the biennial program that produced the BLS *Directory of National Unions and Employee Associations*. They also try to assemble in one place “. . . a more current, accurate, and comprehensive profile of organized labor, as well as a unique statistical view of union membership over the course of the 20th century.” This is the only book of its kind now being published and, despite its defects, the interested community should welcome its publication.

Chapters 1 and 2 contain a brief look at the state of American unions in terms of membership and recent events, while chapter 3 is a closer look at the specifics of membership. There is a certain parallel between the *Sourcebook's* chapters and several that appeared in the BLS *Union Directory*. However, what is different in the *Sourcebook* is chapter 4. Here are presented financial summaries of almost 200 labor organizations for 1982 and more detailed financial data for 50 of the largest organizations. (The source of the financial information is the file of annual union reports required under the Labor Management Reporting and disclosure Act of 1959. These reports are held by the U.S. Department of Labor.)

The authors note that the largest expense items, not unexpectedly, are salaries and benefits paid to officers and employees and that net income of the 200 labor organizations has risen over the 1980–82 period, while membership had declined. Members still contribute the lion's share to income—two-thirds in 1982, down from three-fourths in 1980. Presumably, the fall-off in income from members is made up by union investments in various income-producing areas. The authors note, too, that organized labor's total assets increased over the 2 years, from \$2.5 billion to \$3.1 billion. Chapter 4 contains a large number of tables which provide data on total income, expenses, net income from members, assets, liabilities, and net assets in 1982 for the

200 organizations. For the 50 largest organizations, income, expense, assets, and liabilities are shown in considerably more detail.

Chapter 5 takes a look at the structure of organized labor in the United States. Chapter 6 provides a “Directory” listing which includes for each union, name, estimated membership in the United States and Canada for the years 1981–83; the year in which the union was founded; names and salaries of the two key officers; and addresses and telephone numbers. The final chapter provides State breakdowns of membership and international comparisons.

Three appendixes present historical data (1897–1984) on total union membership in the private and government sectors and a universe list of about 600 active and defunct labor organizations.

As the only current source of union membership and financial data under one cover, the *Union Sourcebook* clearly contains a wealth of data and information. Not all of it is without problems, some created by the lack of attention paid to copy editing and proofreading. There are annoying typographical errors, errors of omission and fact, awkward sentence structure, and unnecessary use of symbols in the abundant tabular material. In addition, the across-the-page type format, instead of a double-column format, makes reading quite difficult.

Affiliation of most labor organizations will probably be unknown to some of the book's potential users. To assist users in locating a specific organization, the authors should consider a more useful approach to the organizational structure in chapter 6 in their next edition of the *Sourcebook*. For example, an alphabetical listing of all organizations regardless of affiliation would more adequately do the job (affiliation could then be shown following the name of the organization). Also, the *Sourcebook* lacks complete name of labor organizations, a deficiency sure to be noticed by scholars and practitioners alike.

More serious are some factual errors. Table 3.71, showing historical membership data for selected years from 1897 to 1983 for labor organizations having 100,000 members or more in 1983, lists among its 41 organizations the Food and Commercial Workers (full name, United Food Commercial Workers, International Union, AFL-CIO). This union was formed on June 7, 1979, following the merger of the Retail Clerks International Union (AFL-CIO) and the Meat Cutters

and Butcher Workmen of North America (AFL-CIO). Yet, historical membership data are shown for this union from 1939 through 1983. The authors offer no explanation for this, leaving the uninitiated to assume that the Food and Commercial Workers is an old line labor organization. Later, in appendix C, they place its startup date as 1897, that of the Meat Cutters union.

The *Sourcebook's* membership data represent the average annual dues-paying, full-time equivalent membership. The figures are not actual counts of union members but, for the most part, are derived from the annual per-capita revenues divided by the organization's per capita tax rate. These data are collected by the U.S. Department of Labor of all organizations required to file annual financial reports under the Labor Management Reporting and Disclosure Act of 1959. This methodology, the authors say, provides a "consistent, objective basis for membership determination, free of reporting and interpretation problems." But, some questions remain.

For example, when the Food and Commercial Workers was formed in 1979, it had a combined membership of 1.2 million. At that time, membership levels of the two merging unions and the newly formed organization were widely reported in the press—popular and trade, including the *AFL-CIO NEWS*. Yet, Troy and Sheflin report the union's membership at a much lower 892,000 for 1979. Similarly, the United Electrical, Radio, and Machine Workers of America (UE, Ind.) reported 162,000 members for the 1980 edition of the BLS *Union Directory* (which was never published because of budget constraints). The *Sourcebook* reports total UE membership for 1983 as 35,500, about equally divided between U.S. and Canadian unions. But, Boris Block, Secretary-Treasurer of the UE, calls the *Sourcebook* figures grossly understated. He says that the UE represents at General Electric and Westinghouse alone the *Sourcebook's* reported U.S. membership of about 17,500.

Unfortunately, the authors offer no explanation for the obviously large discrepancies between some of their figures and those previously published in other sources. The problem, however, is not pervasive and a random check of several other membership figures indicates comparability with those published by BLS for earlier years. Nevertheless, it is to be hoped that, in their next edition, the authors will address some of these more glaring differences.

—EUGENE H. BECKER
Office of Publications
Bureau of Labor Statistics

A more intricate system of industrial relations

Industrial Relations in Britain. Edited by George Sayers Bain. Oxford, England, Basil Blackwell Publisher, 1983, 515 pp.

This volume of 17 chapters, edited by George Sayers Bain, presents an indepth description of British industrial relations in the 1980's. Each chapter is an original essay, written by an industrial relations expert from academia or the government on a specific aspect of the British system. The chapters are arranged in five sections: Trade Unions; Management; Patterns of Industrial Relations; The Labour Market; and The State and Its Agencies. The depth of coverage is fascinating in the clarity of the writing and comprehensive content, but somewhat tedious in the depth of minutiae.

The American reader may be inclined to draw comparisons at all stages of the book's progression. One overall conclusion that might be made is that industrial relations is more complex in England than in the United States. There are about four times as many unions corresponding to U.S. international unions and twice as many federations. There is also much more decentralization of power within the unions, with a great amount of discretion exercised by shop stewards and local union committees.

The legislative enactments affecting industrial relations is ever changing. In all areas, from laws regulating unions to those regulating minimum wages, there has been a succession of separate acts of Parliament that cancel previous laws. Continuity is lacking as each change of government brings a dramatic shift in emphasis toward or away from the laboring classes. For example, Conservative Governments have enacted labor laws twice since 1960, then seen them emasculated and virtually eliminated by succeeding Labor Party governments.

The editor of this volume proposes that the book be used by students in undergraduate or graduate courses in industrial relations, industrial economics, labor law, or personnel management. His recommendation is, no doubt, entirely appropriate in British colleges and universities. However, in other countries, the volume would probably be more appropriate as a reference book. In that role, it is an excellent work to assist students in understanding the complexity of the British system.

—JAMES K. MCCOLLUM
School of Administrative Science
The University of Alabama
in Huntsville

Publications received

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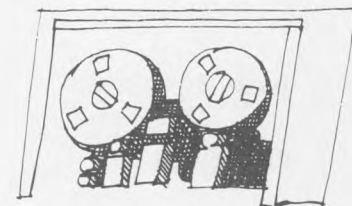
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Current Labor Statistics



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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 8	December	February 7	January	March 7	February	1; 4-21
Producer Price Index	January 10	December	February 14	January	March 14	February	2; 33-35
Consumer Price Index	January 22	December	February 25	January	March 25	February	2; 30-32
Real earnings	January 22	December	February 25	January	March 25	February	14-17
Major collective bargaining settlements	January 27	1985	.....	.....	.....	.....	3; 25-28
Employment Cost Index	January 28	4th quarter	.....	.....	.....	.....	1-3; 22-24
Productivity and costs:							
Nonfarm business and manufacturing	January 28	4th quarter	.....	.....	.....	.....	2; 42-44
Nonfinancial corporations . . . . .	.....	.....	February 27	4th quarter	.....	.....	2; 42-44
U.S. Import and Export Price Indexes	January 30	4th quarter	.....	.....	.....	.....	2; 36-41

NOTES ON CURRENT LABOR STATISTICS

This section of the Review presents the principal statistical series collected and calculated by the Bureau of Labor Statistics: series on labor force, employment, unemployment, collective bargaining settlements, consumer, producer, and international prices, productivity, international comparisons, and injury and illness statistics. In the notes that follow, the data in each group of tables is briefly described, key definitions are given, notes on the data are set forth, and sources of additional information are cited.

General notes

The following notes apply to several tables in this section:

Seasonal adjustment. Certain monthly and quarterly data are adjusted to eliminate the effect on the data of such factors as climatic conditions, industry production schedules, opening and closing of schools, holiday buying periods, and vacation practices, which might prevent short-term evaluation of the statistical series. Tables containing data that have been adjusted are identified as "seasonally adjusted." (All other data are not 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 data appear in tables 1-3, 4-10, 13, 14, and 18.) 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 previously used by BLS. A detailed description of the procedure appears in *The X-11 ARIMA Seasonal Adjustment Method* by Estla Bee Dagum (Statistics Canada, Catalogue No. 12-564E, January 1983). 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. However, revisions of historical data continue to be made only at the end of each calendar year.

Seasonally adjusted labor force data in tables 1 and 4-10 were revised in the February 1985 issue of the *Review* to reflect experience through 1984.

Annual revisions of the seasonally adjusted payroll data shown in tables 13, 14, and 18 were made in July 1985 using the $X-11$ ARIMA seasonal adjustment methodology. New seasonal factors for productivity data in table 42 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—such as the Hourly Earnings Index in table 17—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 \$2 (or any other resulting values) are described as "real," "constant," or "1967" dollars.

Additional information

Data that supplement the tables in this section are published by the Bureau 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 preceding these general notes. More information about labor force, employment, and unemployment data and the household and establishment surveys underlying the data are available in *Employment and Earnings*, a monthly publication of the Bureau. More data from the household survey is published in the two-volume data book—*Labor Force Statistics Derived From the Current Population Survey*, Bulletin 2096. More data from the establishment survey appear in two data books—*Employment, Hours, and Earnings, United States*, and *Employment, Hours, and Earnings, States and Areas*, and the annual supplements to these data books. More detailed information on employee compensation and collective bargaining settlements is published in the monthly periodical, *Current Wage Developments*. More detailed data on consumer and producer prices is published in the monthly periodicals, *The CPI Detailed Report*, and *Producer Prices and Price Indexes*. Detailed data on all of the series in this section are provided in the *Handbook of Labor Statistics*, which is published biennially by the Bureau. BLS bulletins are issued covering productivity, injury and illness, and other data in this section. Finally, the *Monthly Labor Review* carries analytical articles on annual and longer term developments in labor force, employment and unemployment; employee compensation and collective bargaining; prices; productivity; international comparisons; and injury and illness data.

Symbols

p = preliminary. To increase 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.

n.e.s. = not elsewhere specified.

COMPARATIVE INDICATORS (Tables 1-3)

Comparative indicators tables provide an overview and comparison of major BLS statistical series. Consequently, although many of the included series are available monthly, all measures in these comparative tables are presented quarterly and annually.

Labor market indicators include employment measures from two major surveys and information on rates of change in compensation provided by the Employment Cost Index (ECI) program. The labor force participation rate, the employment-to-population ratio, and unemployment rates for major demographic groups based on the Current Population ("household")

Survey are presented, while measures of employment and average weekly hours by major industry sector are given using nonagricultural payroll data. The Employment Cost Index (compensation), by major sector and by bargaining status, is chosen from a variety of BLS compensation and wage measures because it provides a comprehensive measure of employer costs for hiring labor, not just outlays for wages, and it is not affected by employment shifts among occupations and industries.

Data on **changes in compensation, prices, and productivity** are presented in table 2. Measures of rates of change of compensation and wages

from the Employment Cost Index program are provided for all civilian nonfarm workers (excluding Federal and household workers) and for all private nonfarm workers. Measures of changes in consumer prices for all urban consumers; producer prices by stage of processing; and the overall export and import price indexes are given. Measures of productivity (output per hour of all persons) are provided for major sectors.

Alternative measures of wage and compensation rates of change, which reflect the overall trend in labor costs, are summarized in table 3. Differences in concepts and scope, related to the specific purposes of the series, contribute to the variation in changes among the individual measures.

EMPLOYMENT DATA

(Tables 1; 4-21)

Household Survey Data

Description of the series

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 59,500 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 **civilian unemployment rate** 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 household, 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

Notes on the data

Definitions of each series and notes on the data are contained in later sections of these notes describing each set of data. For detailed descriptions of each data series, see *BLS Handbook of Methods*, Volumes I and II, Bulletins 2134-1 and 2134-2 (Bureau of Labor Statistics, 1982 and 1984, respectively), as well as the additional bulletins, articles, and other publications noted in the separate sections of the *Review's* "Current Labor Statistics Notes." Historical data for many series are provided in the *Handbook of Labor Statistics*, Bulletin 2217 (Bureau of Labor Statistics, 1985). Users may also wish to consult *Major Programs, Bureau of Labor Statistics*, Report 718 (Bureau of Labor Statistics, 1985).

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. 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 4-10 are seasonally adjusted, based on the seasonal experience through December 1984.

Additional sources of information

For detailed explanations of the data, see *BLS Handbook of Methods*, Bulletin 2134-1 (Bureau of Labor Statistics, 1982) and for additional data, *Handbook of Labor Statistics*, Bulletin 2217 (Bureau of Labor Statistics, 1985). A detailed description of the Current Population Survey as well as additional data are available in the monthly Bureau of Labor Statistics periodical, *Employment and Earnings*. Historical data from 1948 to 1982 are available in *Labor Force Statistics Derived from the Current Population Survey: A Databook*, Vols. I and II, Bulletin 2096 (Bureau of Labor Statistics, 1982).

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.

Establishment Survey Data

Description of the series

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 more than 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

An **establishment** is an economic unit which produces goods or services (such as a factory or store) at a single location and is engaged in one type of economic activity.

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 for nonsupervisory workers in the following industries: transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services. 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 Earner and Clerical Workers (CPI-W).

The **Hourly Earning 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 1-, 3-, and 6-month spans are seasonally adjusted, while those for the 12-month span are 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 1985 data, published in the July 1985 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 1983; seasonally adjusted data have been revised back to January 1980. These revisions were published in the *Supplement to Employment and Earnings* (Bureau of Labor Statistics, 1985). Unadjusted data from April 1984 forward, and seasonally adjusted data from January 1981 forward are subject to revision in future benchmarks.

COMPENSATION AND WAGE DATA (Tables 22-29)

COMPENSATION AND WAGE DATA are gathered by the Bureau from business establishments, State and local governments, labor unions, collective bargaining agreements on file with the Bureau, and secondary sources.

Employment Cost Index

Description of the series

The **Employment Cost Index** (ECI) is a quarterly measure of the rate of change in compensation per hour worked and includes wages, salaries, and employer costs of employee benefits. It uses a fixed market basket of

Additional sources of information

Detailed data from the establishment survey are published monthly in the BLS periodical, *Employment and Earnings*. Earlier comparable unadjusted and seasonally adjusted data are published in *Employment, Hours, and Earnings, United States, 1909-84*, Bulletin 1312-12 and its annual supplement (Bureau of Labor Statistics, 1985). For a detailed discussion of the methodology of the survey, see *BLS Handbook of Methods*, Bulletin 2143-1 (Bureau of Labor Statistics, 1982). For additional data, see *Handbook of Labor Statistics*, Bulletin 2217 (Bureau of Labor Statistics, 1985).

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.

Unemployment Data By State

Description of the series

Data presented in this section are obtained from two major sources—the Current Population Survey (CPS) and the Local Area Unemployment Statistics (LAUS) program, which is conducted in cooperation with State employment security agencies.

Monthly estimates of the labor force, employment, and unemployment for States and sub-State areas are a key indicator of local economic conditions and form the basis for determining the eligibility of an area for benefits under Federal economic assistance programs such as the Job Training Partnership Act and the Public Works and Economic Development Act. Insofar as possible, the concepts and definitions underlying these data are those used in the national estimates obtained from the CPS.

Notes on the data

Data refer to State of residence. Monthly data for 11 States—California, Florida, Illinois, Massachusetts, Michigan, New York, New Jersey, North Carolina, Ohio, Pennsylvania, and Texas—are obtained directly from the CPS because the size of the sample is large enough to meet BLS standards of reliability. Data for the remaining 39 States and the District of Columbia are derived using standardized procedures established by BLS. Once a year, estimates for the 11 States are revised to new population controls. For the remaining States and the District of Columbia, data are benchmarked to annual average CPS levels.

Additional sources of information

Information on the concepts, definitions, and technical procedures used to develop labor force data for States and sub-State areas as well as additional data on sub-States are provided in the monthly Bureau of Labor Statistics periodical, *Employment and Earnings*, and the annual report, *Geographic Profile of Employment and Unemployment* (Bureau of Labor Statistics). See also *BLS Handbook of Methods*, Bulletin 2134-1 (Bureau of Labor Statistics, 1982).

labor—similar in concept to the Consumer Price Index's fixed market basket of goods and services—to measure change over time in employer costs of employing labor. The index is not seasonally adjusted.

Statistical series on total compensation costs and on wages and salaries are available for private nonfarm workers excluding proprietors, the self-employed, and household workers. Both series are also available for State and local government workers and for the civilian nonfarm economy, which consists of private industry and State and local government workers combined. Federal workers are excluded.

The Employment Cost Index probability sample consists of about 2,200 private nonfarm establishments providing about 12,000 occupational observations and 700 State and local government establishments providing

3,500 occupational observations selected to represent total employment in each sector. On average, each reporting unit provides wage and compensation information on five well-specified occupations. Data are collected each quarter for the pay period including the 12th day of March, June, September, and December.

Fixed employment weights from the 1970 Census of Population are used each quarter to calculate the indexes for civilian, private, and State and local governments. These fixed weights, also used to derive all of the industry and occupation series indexes, ensure that changes in these indexes reflect only changes in compensation, not employment shifts among industries or occupations with different levels of wages and compensation. For the bargaining status, region, and metropolitan/nonmetropolitan area series, however, employment data by industry and occupation are not available from the census. Instead, the 1970 employment weights are reallocated within these series each quarter based on the current sample. Therefore, these indexes are not strictly comparable to those for the aggregate, industry, and occupation series.

Definitions

Total compensation costs include wages, salaries, and the employer costs for employee benefits.

Wages and salaries consist of earnings before payroll deductions, including production bonuses, incentive earnings, commissions, and cost-of-living adjustments.

Benefits include the cost to employers for paid leave, supplemental pay (including nonproduction bonuses), insurance, retirement and savings plans, and legally required benefits (such as social security, workers' compensation, and unemployment insurance).

Excluded from wages and salaries and employee benefits are such items as payment-in-kind, free room and board, and tips.

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, when combined with the wages and salaries series, a measure of the percent change in employer costs for employee 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 (excluding Federal employees). Historical indexes (June 1981=100) of the quarterly rates of change are presented in the May issue of the BLS monthly periodical, *Current Wage Developments*.

Additional sources of information

For a more detailed discussion of the Employment Cost Index, see Chapter 11, "The Employment Cost Index," in the *Handbook of Methods*, Bulletin 2134-1 (Bureau of Labor Statistics, 1982), and the following *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; "Estimation procedures for the Employment Cost Index," May 1982; and "Introducing new weights for the Employment Cost Index," June 1985.

Data on the ECI are also available in BLS quarterly press releases issued in the month following the reference months of March, June, September, and December; and from the *Handbook of Labor Statistics*, Bulletin 2217 (Bureau of Labor Statistics, 1985).

Collective bargaining settlements

Description of the series

Collective bargaining settlements data provide statistical measures of negotiated adjustments (increases, decreases, and freezes) in compensation

(wages and benefits costs) and wages alone, quarterly for private industry and semiannually for State and local government. Compensation measures cover all collective bargaining situations involving 5,000 workers or more and wage measures cover all situations involving 1,000 workers or more. These data, covering private nonagricultural industries and State and local governments, are calculated using information obtained from bargaining agreements on file with the Bureau, parties to the agreements, and secondary sources, such as newspaper accounts. The data are not seasonally adjusted.

Settlement data are measured in terms of future specified adjustments: those that will occur within 12 months after contract ratification—first year—and all adjustments that will occur over the life of the contract expressed as an average annual rate. Adjustments are worker weighted. Both first-year and over-the-life measures exclude wage changes that may occur under cost-of-living clauses that are triggered by future movements in the Consumer Price Index.

Effective wage adjustments measure all adjustments occurring in the reference period, regardless of the settlement date. Included are changes from settlements reached during the period, changes deferred from contracts negotiated in earlier periods, and changes under cost-of-living adjustment clauses. Each wage change is worker weighted. The changes are prorated over all workers under agreements during the reference period yielding the average adjustment.

Definitions

Wage rate changes are calculated by dividing newly negotiated wages by the average hourly earnings, excluding overtime, at the time the agreement is reached. Compensation changes are calculated by dividing the change in the value of the newly negotiated wage and benefit package by existing average hourly compensation, which includes the cost of previously negotiated benefits, legally required social insurance programs, and average hourly earnings.

Compensation changes are calculated by placing a value on the benefit portion of the settlements at the time they are reached. The cost estimates are based on the assumption that conditions existing at the time of settlement (for example, methods of financing pensions or composition of labor force) will remain constant. The data, therefore, are measures of negotiated changes and not of total changes in employer cost.

Contract duration runs from the effective date of the agreement to the expiration date or first wage reopening date, if applicable. Average annual percent changes over the contract term take account of the compounding of successive changes.

Notes on the data

Care should be exercised in comparing the size and nature of the settlements in State and local government with those in the private sector because of differences in bargaining practices and settlement characteristics. A principal difference is the incidence of cost-of-living adjustment (COLA) clauses which cover only about 2 percent of workers under a few local government settlements but cover 50 percent of workers under private sector settlements. Agreements without COLA's tend to provide larger specified wage increases than those with COLA's. Another difference is that State and local government bargaining frequently excludes pension benefits which are often prescribed by law. In the private sector, in contrast, pensions are typically a bargaining issue.

Additional sources of information

For a more detailed discussion on the series, see chapter 10, "Negotiated Wage and Benefit Changes," of the *BLS Handbook of Methods*, Bulletin 2134-1. Comprehensive data are published in press releases issued quarterly (in January, April, July, and October) for private industry, and semi-

annually (in February and August) for State and local government. Historical data and additional detailed tabulations for the prior calendar year appear in the April issue of the BLS monthly periodical, *Current Wage Developments*.

Work stoppages

Description of the series

Data on **work stoppages** measure the number and duration of major strikes or lockouts (involving 1,000 workers or more) occurring during the month (or year), the number of workers involved, and the amount of time lost because of stoppage.

Data are largely from newspaper accounts and cover only establishments directly involved in a stoppage. They do not measure the indirect or secondary effect of stoppages on other establishments whose employees are idle owing to material shortages or lack of service.

Definitions

Number of stoppages: The number of strikes and lockouts involving 1,000 workers or more and lasting a full shift or longer.

Workers involved: The number of workers directly involved in the stoppage.

Number of days idle: The aggregate number of work days lost by workers involved in the stoppages.

Days of idleness as a percent of estimated working time: Aggregate work days lost as a percent of the aggregate number of standard work days in the period multiplied by total employment in the period.

Notes on the data

This series is not comparable with the one terminated in 1981 that covered strikes involving six workers or more.

Additional sources of information

Data for each calendar year are reported in a BLS press release issued in the first quarter of the following year. Monthly data appear in the BLS

monthly periodical, *Current Wage Developments*. Historical data appear in the *BLS Handbook of Labor Statistics*.

Other compensation data

Other BLS data on pay and benefits, not included in the Current Labor Statistics section of the *Monthly Labor Review*, appear in and consist of the following:

Industry Wage Surveys provide data for specific occupations selected to represent an industry's wage structure and the types of activities performed by its workers. The Bureau collects information on weekly work schedules, shift operations and pay differentials, paid holiday and vacation practices, and information on incidence of health, insurance, and retirement plans. Reports are issued throughout the year as the surveys are completed. Summaries of the data and special analyses also appear in the *Monthly Labor Review*.

Area Wage Surveys annually provide data for selected office, clerical, professional, technical, maintenance, toolroom, powerplant, material movement, and custodial occupations common to a wide variety of industries in the areas (labor markets) surveyed. Reports are issued throughout the year as the surveys are completed. Summaries of the data and special analyses also appear in the *Review*.

The National Survey of Professional, Administrative, Technical, and Clerical Pay provides detailed information annually on salary levels and distributions for the types of jobs mentioned in the survey's title in private employment. Although the definitions of the jobs surveyed reflect the duties and responsibilities in private industry, they are designed to match specific pay grades of Federal white-collar employees under the General Schedule pay system. Accordingly, this survey provides the legally required information for comparing the pay of salaried employees in the Federal civil service with pay in private industry. (See Federal Pay Comparability Act of 1970, 5 U.S.C. 5305.) Data are published in a BLS news release issued in the summer and in a bulletin each fall; summaries and analytical articles also appear in the *Review*.

Employee Benefits Survey provides nationwide information on the incidence and characteristics of employee benefit plans in medium and large establishments in the United States, excluding Alaska and Hawaii. Data are published in an annual BLS news release and bulletin, as well as in special articles appearing in the *Review*.

PRICE DATA (Tables 30-41)

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).

Consumer Price Indexes

Description of the series

The **Consumer Price Index (CPI)** is a measure of the average change in the prices paid by urban consumers for a fixed market basket of goods and services. The CPI is calculated monthly for two population groups, one consisting only of urban households whose primary source of income is derived from the employment of wage earners and clerical workers, and the other consisting of all urban households. The wage earner index (CPI-W) is a continuation of the historic index that was introduced well over a half-century ago for use in wage negotiations. As new uses were developed for the CPI in recent years, the need for a broader and more representative index became apparent. The all urban consumer index (CPI-U) introduced in 1978 is representative of the 1972-73 buying habits of about 80 percent of the noninstitutional population of the United States at that time, compared with 40 percent represented in the CPI-W. In addition to wage earners and clerical

workers, the CPI-U covers 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. All taxes directly associated with the purchase and use of items are included in the index.

Data collected from more than 24,000 retail establishments and 24,000 tenants in 85 urban areas across the country are used to develop the "U.S. city average." Separate estimates for 28 major urban centers are presented in table 31. The areas listed are as indicated in footnote 1 to the table. The area indexes measure only the average change in prices for each area since the base period, and do not indicate differences in the level of prices among cities.

Notes on the data

In January 1983, the Bureau changed the way in which homeownership costs are measured for the CPI-U. A rental equivalence method replaced the

asset-price approach to homeownership costs for that series. In January 1985, the same change was made in the CPI-W. The central purpose of the change was to separate shelter costs from the investment component of homeownership so that the index would reflect only the cost of shelter services provided by owner-occupied homes.

Additional sources of information

For a discussion of the general method for computing the CPI, see *BLS Handbook of Methods, Volume II, The Consumer Price Index*, Bulletin 2134-2 (Bureau of Labor Statistics, April 1984). The recent change in the measurement of homeownership costs is discussed in Robert Gillingham and Walter Lane, "Changing the treatment of shelter costs for homeowners in the CPI," *Monthly Labor Review*, June 1982, pp. 9-14.

Additional detailed CPI data and regular analyses of consumer price changes are provided in the *CPI Detailed Report*, a monthly publication of the Bureau. Historical data for the overall CPI and for selected groupings may be found in the *Handbook of Labor Statistics*, Bulletin 2217 (Bureau of Labor Statistics, June 1985).

Producer Price Indexes

Description of the series

Producer Price Indexes (PPI) 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 currently contains about 3,200 commodities and about 60,000 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 stage of processing structure of Producer Price Indexes organizes products by class of buyer and degree of fabrication (that is, finished goods, intermediate goods, and crude materials). The traditional commodity structure of PPI 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.

Since January 1976, price changes for the various commodities have been 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 groups. All Producer Price Index data are subject to revision 4 months after original publication.

Notes on the data

Beginning with the January 1986 issue, the *Review* is no longer presenting tables of Producer Price Indexes for commodity groupings, special composite groups, or SIC industries. However, these data will continue to be presented in the Bureau's monthly publication *Producer Price Indexes*. Series on the net output of major mining and manufacturing industry groups will appear in the *Review* starting with data for July 1986.

The Bureau has completed the first major stage of its comprehensive overhaul of the theory, methods, and procedures used to construct the Producer Price Indexes. Changes include the replacement of judgment sampling with probability sampling techniques; expansion to systematic coverage of the net output of virtually all industries in the mining and

manufacturing sectors; a shift from a commodity to an industry orientation; the exclusion of imports from, and the inclusion of exports in, the survey universe; and the respecification of commodities priced to conform to Bureau of the Census definitions. These and other changes have been phased in gradually since 1978. The result is a system of indexes that is easier to use in conjunction with data on wages, productivity, and employment and other series that are organized in terms of the Standard Industrial Classification and the Census product class designations.

Additional sources of information

For a discussion of the methodology for computing Producer Price Indexes, see *BLS Handbook of Methods*, Bulletin 2134-1 (Bureau of Labor Statistics, 1982), chapter 7.

Additional detailed data and analyses of price changes are provided monthly in *Producer Price Indexes*. Selected historical data may be found in the *Handbook of Labor Statistics*, Bulletin 2217 (Bureau of Labor Statistics, June 1985).

International Price Indexes

Description of the series

The BLS **International Price Program** produces quarterly export and import price indexes for nonmilitary goods traded between the United States and the rest of the world. The export price index provides a measure of price change for all products sold by U.S. residents to foreign buyers. ("Residents" is defined as in the national income accounts: it includes corporations, businesses, and individuals but does not require the organizations to be U.S. owned nor the individuals to have U.S. citizenship.) The import price index provides a measure of price change for goods purchased from other countries by U.S. residents. With publication of an all-import index in February 1983 and an all-export index in February 1984, all U.S. merchandise imports and exports now are represented in these indexes. The reference period for the indexes is 1977 = 100, unless otherwise indicated.

The product universe for both the import and export indexes includes raw materials, agricultural products, semifinished manufactures, and finished manufactures, including both capital and consumer goods. Price data for these items are collected quarterly by mail questionnaire. In nearly all cases, the data are collected directly from the exporter or importer, although in a few cases, prices are obtained from other sources.

To the extent possible, the data gathered refer to prices at the U.S. border for exports and at either the foreign border or the U.S. border for imports. For nearly all products, the prices refer to transactions completed during the first 2 weeks of the third month of each calendar quarter—March, June, September, and December. Survey respondents are asked to indicate all discounts, allowances, and rebates applicable to the reported prices, so that the price used in the calculation of the indexes is the actual price for which the product was bought or sold.

In addition to general indexes of prices for U.S. exports and imports, indexes are also published for detailed product categories of exports and imports. These categories are defined by the 4- and 5-digit level of detail of the Standard Industrial Trade Classification System (SITC). The calculation of indexes by SITC category facilitates the comparison of U.S. price trends and sector production with similar data for other countries. Detailed indexes are also computed and published on a Standard Industrial Classification (SIC-based) basis, as well as by end-use class.

Notes on the data

The export and import price indexes are weighted indexes of the Laspeyres type. Price relatives are assigned equal importance within each weight category and are then aggregated to the SITC level. The values assigned to each weight category are based on trade value figures compiled

by the Bureau of the Census. The trade weights currently used to compute both indexes relate to 1980.

Because a price index depends on the same items being priced from period to period, it is necessary to recognize when a product's specifications or terms of transaction have been modified. For this reason, the Bureau's quarterly questionnaire requests detailed descriptions of the physical and functional characteristics of the products being priced, as well as information on the number of units bought or sold, discounts, credit terms, packaging, class of buyer or seller, and so forth. When there are changes in either the specifications or terms of transaction of a product, the dollar value of each change is deleted from the total price change to obtain the "pure" change. Once this value is determined, a linking procedure is employed which allows for the continued repricing of the item.

For the export price indexes, the preferred pricing basis is f.a.s. (free alongside ship) U.S. port of exportation. When firms report export prices f.o.b. (free on board), production point information is collected which enables the Bureau to calculate a shipment cost to the port of exportation.

An attempt is made to collect two prices for imports. The first is the import price f.o.b. at the foreign port of exportation, which is consistent with the basis for valuation of imports in the national accounts. The second is the import price c.i.f. (cost, insurance, and freight) at the U.S. port of importation, which also includes the other costs associated with bringing the product to the U.S. border. It does not, however, include duty charges.

Additional sources of information

For a discussion of the general method of computing International Price Indexes, see *BLS Handbook of Methods*, Bulletin 2134-1 (Bureau of Labor Statistics, 1982), chapter 8.

Additional detailed data and analyses of international price developments are presented in the Bureau's quarterly publication *U.S. Import and Export Price Indexes* and in occasional *Monthly Labor Review* articles prepared by BLS analysts. Selected historical data may be found in the *Handbook of Labor Statistics*, Bulletin 2217 (Bureau of Labor Statistics, June 1985).

PRODUCTIVITY DATA

(Tables 42-47)

U. S. productivity and related data

Description of the series

The productivity measures relate real physical output to real input. As such they encompass a family of measures which include single factor input measures, such as output per unit of labor input (output per hour) or output per unit of capital input, as well as measures of multifactor productivity (output per unit of labor and capital inputs combined). The Bureau indexes show the change in output relative to changes in the various inputs. The measures cover the business, nonfarm business, manufacturing, and nonfinancial corporate sectors.

Corresponding indexes of hourly compensation, unit labor costs, unit nonlabor payments, and prices are also provided.

Definitions

Output per hour of all persons (labor productivity) is the value of goods and services in constant prices produced per hour of labor input. **Output per unit of capital services** (capital productivity) is the value of goods and services in constant dollars produced per unit of capital services input.

Multifactor productivity is the ratio output per unit of labor and capital inputs combined. Changes in this measure reflect changes in a number of factors which affect the production process 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. Changes in the output per hour measures reflect the impact of these factors as well as the substitution of capital for labor.

Compensation per hour is the wages and salaries of employees plus employers' contributions for social insurance and private benefit plans, and the wages, salaries, and supplementary payments for the self-employed (except for nonfinancial corporations in which there are no self-employed)—the sum divided by hours paid for. **Real compensation per hour** is compensation per hour by the change in the Consumer Price Index for All Urban Consumers.

Unit labor costs is the labor compensation costs expended in the production of 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 value of output 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.

Hours of all persons are the total hours paid of payroll workers, self-employed persons, and unpaid family workers.

Capital services is the flow of services from the capital stock used in production. It is developed from measures of the net stock of physical assets—equipment, structures, land, and inventories—weighted by rental prices for each type of asset.

Labor and capital inputs combined are derived 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

Output measures for the business sector and the nonfarm business sector exclude the constant dollar value of owner-occupied housing, rest of world, households and institutions, and general government output from the constant dollar value of gross national product. The measures 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 developed from data of the Bureau of Labor Statistics and the Bureau of Economic Analysis.

The productivity and associated cost measures in tables 42-44 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.

Additional sources of information

Descriptions of methodology underlying the measurement of output per hour and multifactor productivity are found in the *BLS Handbook of Methods*, Bulletin 2134, Vol. 1, Chapter 13 (Bureau of Labor Statistics, 1982). Historical data for selected industries are provided in the Bureau's *Handbook of Labor Statistics*, Bulletin 2217, 1985.

International comparisons

Description of the series

Comparative measures of labor force, employment, and unemployment (tables 45 and 46) are prepared regularly for the United States, Canada, Australia, Japan, France, Germany, Great Britain, Italy, the Netherlands, and Sweden. Unemployment rates, approximating U.S. concepts, are prepared monthly for most of the countries; the other measures, annually.

The Bureau of Labor Statistics also prepares international comparisons of manufacturing labor productivity and labor costs (table 47) that cover the United States and 11 foreign countries—those listed above plus Belgium and Norway. These measures are limited to trend comparisons; that is, intercountry series of changes over time, rather than level comparisons because reliable international comparisons of the levels of manufacturing are unavailable. The U.S. measures are described in the notes on U.S. productivity measurement; the measures for foreign countries are compiled from various national and international data sources.

Definitions

Output measures are constant value output (value added) from the national accounts of each country, except for those for Japan prior to 1970 and for the Netherlands for 1969 forward, which are indexes of industrial production. The national accounting methods for measuring real output differ considerably among the 12 countries, but the use of different procedures does not, in itself, connote lack of comparability—rather, it reflects differences among countries in the availability and reliability of underlying data series.

Hours and compensation measures refer to all employed persons including the self-employed in the United States and Canada, and to all wage and salary employees in the other countries. *Hours* refer to hours *paid* in the United States, hours *worked* in the other countries. *Compensation (labor costs)* includes not only all payments made directly to employees and employer expenditures for social insurance and private benefit plans, but changes in significant employment or payroll taxes that are not compensation to employees but are labor costs to employers (France, Sweden, and

the United Kingdom). Self-employed workers are included in the U.S. and Canadian figures by assuming that their hourly compensation is equal to the average for wage and salary employees.

Notes on the data

The data for the foreign countries in tables 45 and 46 have been adjusted, where necessary, for greater comparability with U.S. definitions of employment and unemployment. The adjusted statistics have been adapted to the age at which compulsory schooling ends in each country. Therefore, the adjusted statistics relate to the civilian population age 16 and over in the United States, France, and Sweden, and from 1973 onward, Great Britain; 15 and over in Canada, Australia, Japan, Germany, and the Netherlands; and 14 and over in Italy. Prior to 1973, the data for Great Britain related to persons age 15 and over. The institutional population is included in the denominator of the labor force participation rates and employment-population rates for Japan and Germany.

For most of the countries in table 47, the measures refer to total manufacturing as defined by the International Standard Industrial Classification. However, the measures for France (beginning 1959), Italy (beginning 1970), and the United Kingdom (beginning 1976) refer to manufacturing and mining less energy-related products. For all countries, manufacturing includes the activities of government enterprises.

In addition, for all countries, preliminary estimates for recent years are generally based on current indicators of manufacturing output, employment and hours, and hourly compensation until national accounts and other statistics used for the long-term measures become available.

Additional sources of information

For further information, see *International Comparisons of Unemployment*, Bulletin 1979 (Bureau of Labor Statistics, 1978), Appendix B and Supplements to Appendix B. Additional detail is also found in the *BLS Handbook of Methods*, Bulletin 2134, Vol. 1, Chapter 16. Additional international comparison statistics are available in the *Handbook of Labor Statistics* (BLS Bulletin 2217, 1985). The most recent statistics are presented and analyzed annually in the *Monthly Labor Review*, typically in the December issue (for the previous year) and in February.

OCCUPATIONAL INJURY AND ILLNESS DATA

(Table 48)

Description of the series

The Annual Survey of Occupational Injuries and Illnesses is designed to collect data on injuries and illnesses based on records which employers in the following industries maintain under the Occupational Safety and Health Act of 1970: agriculture, forestry, and fishing; oil and gas extraction; construction; manufacturing; transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services. Excluded from the survey are self-employed individuals, farmers with fewer than 11 employees, employers regulated by other Federal safety and health laws, and Federal, State, and local government agencies.

Because the survey is a Federal-State cooperative program and the data must meet the needs of participating State agencies, an independent sample is selected for each State. The sample is selected to represent all private industries in the States and territories. The sample size for the survey is dependent upon (1) the characteristics for which estimates are needed; (2) the industries for which estimates are desired; (3) the characteristics of the population being sampled; (4) the target reliability of the estimates; and (5) the survey design employed.

While there are many characteristics upon which the sample design could be based, the total recorded case incidence rate is used because it is one of the most important characteristics and the least variable; therefore, it requires the smallest sample size.

The survey is based on stratified random sampling with a Neyman

allocation and a ratio estimator. The characteristics used to stratify the establishments are the Standard Industrial Classification (SIC) code and size of employment.

Definitions

Recordable occupational injuries and illnesses are: (1) occupational deaths, regardless of the time between injury and death, or the length of the illness; or (2) nonfatal occupational illnesses; or (3) nonfatal occupational injuries which involve one or more of the following: loss of consciousness, restriction of work or motion, transfer to another job, or medical treatment (other than first aid).

Occupational injury is any injury such as a cut, fracture, sprain, amputation, etc., which results from a work accident or from exposure involving a single incident in the work environment.

Occupational illness is an abnormal condition or disorder, other than one resulting from an occupational injury, caused by exposure to environmental factors associated with employment. It includes acute and chronic illnesses or disease which may be caused by inhalation, absorption, ingestion, or direct contact.

Lost workday cases are cases which involve days away from work, or days of restricted work activity, or both.

Lost workday cases involving restricted work activity are those cases which result in restricted work activity only.

Lost workdays away from work are the number of workdays (consecutive or not) on which the employee would have worked but could not

because of occupational injury or illness.

Lost workdays—restricted work activity are the number of workdays (consecutive or not) on which, because of injury or illness: (1) the employee was assigned to another job on a temporary basis; or (2) the employee worked at a permanent job less than full time; or (3) the employee worked at a permanently assigned job but could not perform all duties normally connected with it.

The number of days away from work or days of restricted work activity does not include the day of injury or onset of illness or any days on which the employee would not have worked even though able to work.

Incidence rates represent the number of injuries and/or illnesses or lost workdays per 100 full-time workers.

Notes on the data

Estimates are made for industries and employment-size classes and for severity classification: fatalities, lost workday cases, and nonfatal cases without lost workdays. Lost workday cases are separated into those where the employee would have worked but could not and those in which work activity was restricted. Estimates of the number of cases and the number of days lost are made for both categories.

Most of the estimates are in the form of incidence rates, defined as the number of injuries and illnesses, or lost workdays, per 100 full-time employees. For this purpose, 200,000 employee hours represent 100 employee years (2,000 hours per employee). Only a few of the available measures are included in the *Handbook of Labor Statistics*. Full detail is presented in the annual bulletin, *Occupational Injuries and Illnesses in the United States, by Industry*.

Comparable data for individual States are available from the BLS Office

of Occupational Safety and Health Statistics.

Mining and railroad data are furnished to BLS by the Mine Safety and Health Administration and the Federal Railroad Administration, respectively. Data from these organizations are included in BLS and State publications. Federal employee experience is compiled and published by the Occupational Safety and Health Administration. Data on State and local government employees are collected by about half of the States and territories; these data are not compiled nationally.

Additional sources of information

The Supplementary Data System provides detailed information describing various factors associated with work-related injuries and illnesses. These data are obtained from information reported by employers to State workers' compensation agencies. The Work Injury Report program examines selected types of accidents through an employee survey which focuses on the circumstances surrounding the injury. These data are not included in the *Handbook of Labor Statistics* but are available from the BLS Office of Occupational Safety and Health Statistics.

The definitions of occupational injuries and illnesses and lost workdays are from *Recordkeeping Requirements under the Occupational Safety and Health Act of 1970*. For additional data, see *Occupational Injuries and Illnesses in the United States, by Industry*, annual Bureau of Labor Statistics bulletin; *BLS Handbook of Methods*, Bulletin 2134-1 (Bureau of Labor Statistics, 1982), ch. 17; *Handbook of Labor Statistics*, Bulletin 2217 (Bureau of Labor Statistics, 1985), pp. 411-14; annual reports in the *Monthly Labor Review*; and annual U.S. Department of Labor press releases.

1. Labor market indicators

Selected indicators	1983	1984	1983	1984				1985		
			IV	I	II	III	IV	I	II	III
Employment data										
Employment status of the civilian noninstitutionalized population (household survey) ¹										
Labor Force participation rate	64.0	64.4	64.1	64.1	64.5	64.4	64.5	64.9	64.7	64.7
Employment-population ratio	-	-	-	-	-	-	-	-	-	-
Unemployment rate	9.6	7.5	8.5	7.9	7.5	7.4	7.2	7.3	7.3	7.2
Men	9.9	7.4	8.7	7.9	7.4	7.3	7.1	7.1	7.1	7.0
16 to 24 years	18.4	14.4	19.4	15.4	14.7	14.7	14.9	13.8	14.4	13.9
25 years and over	7.8	5.7	6.7	6.1	5.7	5.5	5.4	5.4	5.4	5.3
Women	9.2	7.6	8.3	7.9	7.6	7.6	7.4	7.6	7.6	7.4
16 to 24 years	15.8	13.3	16.4	14.0	13.8	14.1	14.0	13.3	12.9	13.2
25 years and over	7.2	6.0	6.3	6.1	5.9	6.0	5.8	6.0	6.1	6.0
Unemployment rate, 15 weeks and over	3.8	2.4	3.1	2.7	2.4	2.3	2.1	2.0	2.0	2.0
Employment, nonagricultural (payroll data): ¹										
Total	90,196	94,461	-	-	-	-	-	-	-	-
Private sector	74,330	78,477	-	-	-	-	-	-	-	-
Goods-producing	23,334	24,730	-	-	-	-	-	-	-	-
Manufacturing	18,434	19,412	-	-	-	-	-	-	-	-
Service-producing	66,862	69,731	-	-	-	-	-	-	-	-
Average hours										
Private sector	35.0	35.3	-	-	-	-	-	-	-	-
Manufacturing	40.1	40.7	-	-	-	-	-	-	-	-
Overtime	-	-	2.8	3.5	3.5	3.5	3.6	3.4	3.3	3.2
Employment Cost Index										
Percent change in the ECI, compensation: ²										
All workers (excluding farm, household, and Federal workers)	-	-	1.1	1.7	.8	1.3	1.2	1.3	.7	1.6
Private industry workers	-	-	1.2	1.7	.9	.8	1.3	1.2	.8	1.3
Goods-producing ³	-	-	.9	1.6	.9	.9	1.1	1.5	.7	.6
Servicing-producing ³	-	-	1.5	1.9	1.0	.7	1.4	1.0	1.0	1.8
State and local government workers	-	-	1.0	1.6	.4	3.5	1.0	1.2	.2	3.4
Workers by bargaining status (private industry)										
Union	-	-	.8	1.5	.9	.7	1.1	.7	.6	.8
Nonunion	-	-	1.3	1.8	1.0	.9	1.3	1.6	1.0	1.4

¹ Quarterly data seasonally adjusted.

² Annual changes are December-to-December change. Quarterly changes calculated using the last month of each quarter.

³ Goods-producing industries include mining, construction, and manufacturing. Service-producing industries include all other private sector industries.

- Data not available.

2. Annual and quarterly percent changes in compensation, prices, and productivity

Selected measures	1983	1984	1983					1984				1985		
					IV	I	II	III	IV	I	II	III		
Compensation data: 1, 2														
Employment Cost Index-Compensation (wages, salaries, benefits)														
Civilian nonfarm	-	-	1.1	1.7	0.8	1.3	1.2	1.3	1.3	0.7	1.6			
Private nonfarm	-	-	1.2	1.7	.9	.8	1.3	1.2	1.2	.8	1.3			
Employment Cost Index-Wages and Salaries														
Civilian nonfarm	-	-	1.0	1.2	.8	1.3	1.2	1.2	1.2	.9	1.7			
Private nonfarm	-	-	1.1	1.2	.9	.8	1.2	1.2	1.2	1.1	1.3			
Price data¹														
Consumer Price Index (All urban consumers): All items	-	-	-	-	-	-	-	-	-	-	-			
Producer Price Index														
Finished goods	-	-	-	-	-	-	-	-	-	-	-			
Finished consumer goods	-	-	-	-	-	-	-	-	-	-	-			
Capital equipment	-	-	-	-	-	-	-	-	-	-	-			
Intermediate materials, supplies, components	-	-	-	-	-	-	-	-	-	-	-			
Crude materials	-	-	-	-	-	-	-	-	-	-	-			
U.S. Export Price Index	-	-	-	-	-	-	-	-	-	-	-			
U.S. Import Price Index	-	-	-	-	-	-	-	-	-	-	-			
Productivity data														
Output per hour of all persons:														
Business Sector	2.7	3.2	3.1	3.5	3.3	2.7	3.2	1.1	.3	1.1				
Nonfarm business sector	3.5	2.7	3.9	3.5	2.9	2.1	2.4	.8	-2	.6				
Nonfinancial corporations ³	3.3	2.3	3.9	4.0	2.9	.9	1.6	-	-7	1.0				

¹ Annual changes are December-to-December change. Quarterly changes are calculated using the last month of each quarter.

² Excludes Federal and private household workers.

³ Output per hour of all employees.

- Data not available.

3. Alternative measures of wage and compensation changes

Components	Quarterly average--						Four quarters ended in--						
	1984			1985			1984			1985			
	II	III	IV	I	II	III	II	III	IV	I	II	III	
Average hourly compensation: ¹													
All persons, business sector	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees, nonfarm business sector	-	-	-	-	-	-	-	-	-	-	-	-	-
Hourly earnings index: ²													
All private nonfarm	-	-	-	-	-	-	-	-	-	-	-	-	-
Employment Cost Index-compensation:													
Civilian nonfarm ³	0.8	1.3	1.2	1.3	0.7	1.6	5.5	5.1	5.2	4.8	4.6	4.9	
Private nonfarm .....	.9	.8	1.3	1.2	.8	1.3	5.4	4.8	4.9	4.4	4.2	4.7
Union .....	.9	.7	1.1	.7	.6	.8	4.9	4.1	4.3	3.5	3.1	3.2
Nonunion	1.0	.9	1.3	1.6	1.0	1.4	5.7	5.2	5.2	4.9	4.9	5.4	
State and local governments .....	.4	3.5	1.0	1.2	.2	3.4	6.2	6.6	6.6	6.3	6.1	6.0
Employment cost index-wages and salaries:													
Civilian nonfarm ³ .....	.8	1.3	1.2	1.2	.9	1.7	4.8	4.3	4.5	4.4	4.5	5.0
Private nonfarm .....	.9	.8	1.2	1.2	1.1	1.3	4.7	4.1	4.1	4.1	4.3	4.8
Union .....	.8	.7	.9	.7	1.1	.9	4.2	3.3	3.4	3.0	3.4	3.6
Nonunion .....	.9	.8	1.3	1.4	1.1	1.5	5.0	4.5	4.5	4.6	4.8	5.4
State and local governments .....	.3	3.4	.8	1.0	.2	3.5	5.4	5.8	5.9	5.6	5.5	5.6
Total effective wage adjustments ⁴ .....	.9	1.2	.7	.7	.8	1.2	4.3	4.2	3.7	3.6	3.5	3.4
From current settlements .....	.1	.2	.3	.1	.2	.2	1.0	1.0	.8	.7	.9	.8
From prior settlements .....	.7	.7	.2	.6	.5	.6	2.2	2.1	2.0	2.2	1.9	1.8
From cost-of-living provision .....	.2	.3	.2	.1	.1	.4	1.1	1.2	.9	.7	.7	.8
Negotiated wage adjustments from settlements ⁴													
First-year adjustments	2.6	2.1	2.3	3.4	2.5	1.7	3.5	3.2	2.4	2.4	2.4	2.3	
Annual rate over life of contract	2.7	2.6	1.5	3.2	2.9	2.9	3.1	2.8	2.4	2.3	2.4	2.4	
Negotiated wage and benefit adjustments from settlements: ⁵													
First-year adjustment	3.5	2.7	3.7	4.4	3.5	1.7	4.7	4.2	3.6	3.4	3.5	3.1	
Annual rate over life of contract	3.2	3.1	2.0	4.0	3.5	2.9	3.5	3.2	2.8	2.7	2.8	2.8	

¹ Seasonally adjusted.

² Production or nonsupervisory workers.

³ Excludes Federal and household workers.

⁴ Limited to major collective bargaining units of 1,000 or more workers. The

most recent data are preliminary.

⁵ Limited to major collective bargaining units of 5,000 or more workers. The most recent data are preliminary.

- Data not available.

4. Employment status of the total population, by sex, monthly data seasonally adjusted

(Number in thousands)

Employment status	Annual average		1984		1985										
	1983	1984	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
TOTAL															
Noninstitutional population ^{1, 2}	175,891	178,080	178,834	179,004	179,081	179,219	179,368	179,501	179,649	179,798	179,967	180,131	180,304	180,470	180,642
Labor force ²	113,226	115,241	115,773	116,162	116,572	116,787	117,215	117,073	117,078	116,485	117,018	117,025	117,550	117,859	117,769
Participation rate ³	64.4	64.7	64.7	64.9	65.1	65.2	65.3	65.2	65.2	64.8	65.0	65.0	65.2	65.3	65.2
Total employed ²	102,510	106,702	107,631	107,971	108,088	108,388	108,820	108,647	108,665	108,072	108,566	108,898	109,276	109,567	109,629
Employment-population ratio ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Resident Armed Forces ¹	1,676	1,697	1,699	1,698	1,697	1,703	1,701	1,702	1,705	1,702	1,704	1,726	1,732	1,700	1,702
Civilian employed	100,834	105,005	105,932	106,273	106,391	106,685	107,119	106,945	106,960	106,370	106,862	107,172	107,544	107,867	107,927
Agriculture	3,383	3,321	3,334	3,385	3,320	3,340	3,362	3,428	3,312	3,138	3,126	3,092	2,976	3,026	3,008
Nonagricultural industries	97,450	101,685	102,598	102,888	103,071	103,345	103,757	103,517	103,648	103,232	103,737	104,080	104,568	104,841	104,920
Unemployed	10,717	8,539	8,142	8,191	8,484	8,399	8,396	8,426	8,413	8,413	8,451	8,127	8,274	8,291	8,140
Unemployment rate ⁵	9.5	7.4	7.0	7.1	7.3	7.2	7.2	7.2	7.2	7.2	7.2	6.9	7.0	7.0	6.9
Not in labor force	62,665	62,839	63,061	62,842	62,509	62,432	62,153	62,428	62,571	63,313	62,949	63,106	62,754	62,611	62,873
Men, 16 years and over															
Noninstitutional population ^{1, 2}	84,064	85,156	85,523	85,607	85,629	85,692	85,764	85,827	85,898	85,970	86,052	86,132	86,217	86,293	86,374
Labor force ²	64,580	65,386	65,657	65,814	65,822	65,818	65,923	65,986	66,032	65,608	65,900	65,901	66,106	66,259	66,175
Participation rate ³	76.8	76.8	76.8	76.9	76.9	76.8	76.9	76.9	76.9	76.3	76.6	76.5	76.7	76.8	76.6
Total employed ²	58,320	60,642	61,155	61,252	61,213	61,226	61,427	61,405	61,553	60,959	61,256	61,507	61,685	61,689	61,729
Employment-population ratio ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Resident Armed Forces ¹	1,533	1,551	1,552	1,550	1,549	1,554	1,553	1,553	1,556	1,552	1,554	1,574	1,580	1,551	1,552
Civilian employed	56,787	59,091	59,603	59,702	59,664	59,672	59,874	59,852	59,997	59,407	59,702	59,933	60,105	60,138	60,177
Unemployed	6,260	4,744	4,502	4,562	4,609	4,592	4,495	4,582	4,479	4,649	4,644	4,395	4,421	4,570	4,446
Unemployment rate ⁵	9.7	7.3	6.9	6.9	7.0	7.0	6.8	6.9	6.8	7.1	7.0	6.7	6.7	6.9	6.7
Women, 16 years and over															
Noninstitutional population ^{1, 2}	91,827	92,924	93,311	93,397	93,452	93,527	93,603	93,674	93,751	93,828	93,915	93,999	94,087	94,177	94,266
Labor force ²	48,646	49,855	50,116	50,348	50,750	50,970	51,293	51,086	51,047	50,877	51,117	51,123	51,444	51,599	51,593
Participation rate ³	53.0	53.7	53.7	53.9	54.3	54.5	54.8	54.5	54.4	54.2	54.4	54.4	54.7	54.8	54.7
Total employed ²	44,190	46,061	46,476	46,719	46,875	47,162	47,392	47,242	47,113	47,113	47,310	47,391	47,591	47,878	47,899
Employment-population ratio ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Resident Armed Forces ¹	143	146	147	148	148	149	148	149	149	150	150	152	152	149	149
Civilian employed	44,047	45,915	46,329	46,571	46,727	47,013	47,244	47,093	46,964	46,963	47,160	47,239	47,439	47,729	47,750
Unemployed	4,457	3,794	3,640	3,629	3,875	3,807	3,900	3,844	3,934	3,764	3,807	3,732	3,854	3,721	3,694
Unemployment rate ⁵	9.2	7.6	7.3	7.2	7.6	7.5	7.6	7.5	7.7	7.4	7.4	7.3	7.5	7.2	7.2

¹ The population and Armed Forces figures are not adjusted for seasonal variation.

² Includes members of the Armed Forces stationed in the United States.

³ Labor force as a percent of the noninstitutional population.

⁴ Total employed as a percent of the noninstitutional population.

⁵ Unemployment as a percent of the labor force (including the resident Armed Forces).

- Data not available.

11. Unemployment rates of civilian workers by State, data not seasonally adjusted

State	Oct. 1984	Oct. 1985	State	Oct. 1984	Oct. 1985
Alabama	10.5	7.9	Montana	6.1	6.8
Alaska	9.0	9.2	Nebraska	3.8	5.0
Arizona	4.4	6.4	Nevada	7.2	7.5
Arkansas	8.3	8.7	New Hampshire	3.2	2.6
California	7.0	7.2	New Jersey	5.1	5.5
Colorado	5.3	5.5	New Mexico	7.1	8.6
Connecticut	4.0	4.6	New York	7.1	6.6
Delaware	4.9	4.3	North Carolina	6.4	4.6
District of Columbia	8.7	8.7	North Dakota	4.1	5.1
Florida	7.0	5.3	Ohio	9.1	9.0
Georgia	5.8	6.7	Oklahoma	6.6	6.8
Hawaii	6.0	5.5	Oregon	8.3	6.7
Idaho	5.4	6.2	Pennsylvania	8.2	7.1
Illinois	8.8	9.2	Rhode Island	4.2	3.8
Indiana	7.8	6.8	South Carolina	6.9	7.2
Iowa	6.0	6.5	South Dakota	4.2	4.5
Kansas	5.0	4.6	Tennessee	7.9	7.0
Kentucky	8.5	9.2	Texas	5.3	7.6
Louisiana	9.5	10.9	Utah	6.0	5.3
Maine	5.0	3.9	Vermont	4.1	3.9
Maryland	5.0	4.4	Virginia	4.8	5.3
Massachusetts	3.4	3.3	Washington	8.6	7.4
Michigan	10.1	9.6	West Virginia	15.4	12.5
Minnesota	5.1	5.3	Wisconsin	6.4	6.2
Mississippi	9.9	9.4	Wyoming	5.0	6.1
Missouri	6.4	5.8			

12. Employment of workers on nonagricultural payrolls by State, data not seasonally adjusted

(In thousands)

State	Oct., 1984	Sept., 1985	Oct., 1985 ^P	State	Oct., 1984	Sept., 1985	Oct., 1985 ^P
Alabama	1,398.0	1,394.9	1,405.6	Nebraska	643.6	648.8	653.1
Alaska	230.8	244.1	234.5	Nevada	438.5	451.6	450.8
Arizona	1,216.0	1,261.4	1,280.2	New Hampshire	454.6	485.1	484.0
Arkansas	802.0	807.9	806.3	New Jersey	3,390.3	3,485.1	3,490.5
California	10,703.7	10,938.6	10,978.1	New Mexico	514.8	521.5	522.2
Colorado	1,399.2	1,422.1	1,431.0	New York	7,671.4	7,736.8	7,793.5
Connecticut	1,555.3	1,576.4	1,583.5	North Carolina	2,615.8	2,647.6	2,665.0
Delaware	288.0	294.4	295.2	North Dakota	258.1	254.0	255.4
District of Columbia	612.1	623.2	626.9	Ohio	4,326.9	4,417.7	4,436.6
Florida	4,273.3	4,447.0	4,490.4	Oklahoma	1,191.3	1,189.1	1,185.5
Georgia	2,527.7	2,618.4	2,633.3	Oregon	1,029.6	1,040.8	1,050.5
Hawaii	408.9	415.8	420.1	Pennsylvania	4,725.9	4,759.9	4,788.1
Idaho	332.9	342.6	343.1	Rhode Island	419.3	420.5	422.0
Illinois	4,696.8	4,708.6	4,715.2	South Carolina	1,298.3	1,347.6	1,349.7
Indiana	2,177.5	2,251.0	2,258.5	South Dakota	247.3	246.3	245.5
Iowa	1,080.0	1,064.4	1,072.1	Tennessee	1,837.5	1,890.8	1,896.8
Kansas	976.6	989.8	991.8	Texas	6,501.5	6,614.6	6,642.3
Kentucky	1,227.4	1,253.2	1,259.7	Utah	616.4	633.2	635.0
Louisiana	1,608.9	1,593.6	1,598.7	Vermont	220.9	226.6	230.4
Maine	456.0	464.5	464.3	Virginia	2,368.2	2,446.4	2,466.1
Maryland	1,832.8	1,898.7	1,904.9	Washington	1,673.6	1,716.3	1,721.6
Massachusetts	2,910.8	3,009.3	3,012.9	West Virginia	597.8	591.0	594.4
Michigan	3,405.5	3,489.7	3,506.6	Wisconsin	1,990.0	2,021.6	2,020.2
Minnesota	1,883.1	1,907.4	1,911.5	Wyoming	199.3	205.5	201.7
Mississippi	840.6	852.2	856.1	Puerto Rico	687.9	669.6	676.3
Missouri	2,044.4	2,048.0	2,051.0	Virgin Islands	35.1	34.8	34.9
Montana	286.9	282.4	282.3				

^P = preliminary

18. Indexes of diffusion: industries in which employment increased, data seasonally adjusted

(In percent)

Time span and year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Over 1-month span												
1983	52.2	45.9	59.7	70.0	68.9	63.0	72.7	69.5	73.2	74.1	66.8	68.9
1984	67.3	72.7	66.8	67.3	60.5	64.3	65.7	58.1	48.4	66.5	55.1	63.5
1985	57.6	50.3	55.9	44.6	50.3	47.0	54.9	56.8	¹ 43.5	¹ 63.8	-	-
Over 3-month span												
1983	46.2	53.2	63.0	73.5	71.9	73.8	72.7	80.3	80.8	78.6	74.6	74.3
1984	78.1	75.9	77.6	68.9	69.7	67.0	65.4	60.3	60.0	56.5	67.0	60.0
1985	58.6	54.1	46.8	45.9	44.1	49.7	50.5	¹ 48.9	¹ 52.4	-	-	-
Over 6-month span												
1983	50.0	62.4	65.7	67.8	74.3	78.4	79.7	79.5	78.9	79.2	79.7	78.4
1984	79.2	77.8	77.3	75.4	69.2	64.9	63.2	64.1	67.0	59.7	57.6	60.3
1985	52.2	49.5	44.3	44.6	44.3	¹ 41.4	¹ 47.3	-	-	-	-	-
Over 12-month span												
1983	48.6	55.1	61.4	68.6	72.4	75.1	77.0	79.7	78.4	80.8	81.6	81.1
1984	81.9	78.4	76.8	75.1	72.7	73.0	70.0	65.7	63.5	60.5	¹ 55.4	¹ 51.6
1985	50.8	48.4	¹ 48.9	¹ 46.8	-	-	-	-	-	-	-	-

¹ Preliminary data.

- Data not available.

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.

19. Annual data: Employment status of the noninstitutional population

(Number in thousands)

Employment status	1976	1977	1978	1979	1980	1981	1982	1983	1984
Noninstitutional population	157,818	160,689	163,541	166,460	169,349	171,775	173,939	175,891	178,080
Labor force									
Total (number)	97,826	100,665	103,882	106,559	108,544	110,315	111,872	113,226	115,241
Percent of population	62.0	62.6	63.5	64.0	64.1	64.2	64.3	64.4	64.7
Employed									
Total (number)	90,420	93,673	97,679	100,421	100,907	102,042	101,194	102,510	106,702
Percent of population	-	-	-	-	-	-	-	-	-
Resident Armed Forces	1668.0	1656.0	1631.0	1597.0	1604.0	1645.0	1668.0	1676.0	1697.0
Civilian									
Total	88,752	92,017	96,048	98,824	99,303	100,397	99,526	100,834	105,005
Agriculture	3,331	3,283	3,387	3,347	3,364	3,368	3,401	3,383	3,321
Nonagricultural industries	85,421	88,734	92,661	95,477	95,938	97,030	96,125	97,450	101,685
Unemployed									
Total (number)	7,406	6,991	6,202	6,137	7,637	8,273	10,678	10,717	8,539
Percent of labor force	7.6	6.9	6.0	5.8	7.0	7.5	9.5	9.5	7.4
Not in labor force (number)	59,991	60,025	59,659	59,900	60,806	61,460	62,067	62,665	62,839

- Data not available.

20. Annual data: Employment levels by industry

(Number in thousands)

Industry	1976	1977	1978	1979	1980	1981	1982	1983	1984
Total employment	79,382	82,471	86,697	89,823	90,406	91,156	89,566	90,196	94,461
Private sector	64,511	67,344	71,026	73,876	74,166	75,126	73,729	74,330	78,477
Goods-producing	23,352	24,346	25,585	26,461	25,658	25,497	23,813	23,334	24,730
Mining	779	813	851	958	1,027	1,139	1,128	952	974
Construction	3,576	3,851	4,229	4,463	4,346	4,188	3,905	3,948	4,345
Manufacturing	18,997	19,682	20,505	21,040	20,285	20,170	18,781	18,434	19,412
Service-producing	56,030	58,125	61,113	63,363	64,748	65,659	65,753	66,862	69,731
Transportation and public utilities	4,582	4,713	4,923	5,136	5,146	5,165	5,082	4,954	5,171
Wholesale trade	4,546	4,708	4,969	5,204	5,275	5,358	5,278	5,268	5,550
Retail trade	13,209	13,808	14,573	14,989	15,035	15,189	15,179	15,613	16,584
Finance, insurance, and real estate	4,271	4,467	4,724	4,975	5,160	5,298	5,341	5,468	5,682
Services	14,551	15,303	16,252	17,112	17,890	18,619	19,036	19,694	20,761
Government	14,871	15,127	15,672	15,947	16,241	16,031	15,837	15,869	15,984
Federal	2,733	2,727	2,753	2,773	2,866	2,772	2,739	2,774	2,807
State	3,273	3,377	3,474	3,541	3,610	3,640	3,640	3,662	3,712
Local	8,865	9,023	9,446	9,633	9,765	9,619	9,458	9,434	9,465

NOTE: Data include Alaska and Hawaii beginning in 1959. See revision. "Notes on the data" for a description of the most recent benchmark

21. Annual data: Average hours and earnings of production or nonsupervisory workers on nonagricultural payrolls, by industry

Industry	1976	1977	1978	1979	1980	1981	1982	1983	1984
Private sector									
Average weekly hours	36.1	36.0	35.8	35.7	35.3	35.2	34.8	35.0	35.3
Average hourly earnings	4.86	5.25	5.69	6.16	6.66	7.25	7.68	8.02	8.33
Average weekly earnings	175.45	189.00	203.70	219.91	235.10	255.20	267.26	280.70	294.05
Mining									
Average weekly hours	42.4	43.4	43.4	43.0	43.3	43.7	42.7	42.5	43.3
Average hourly earnings	6.46	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63
Average weekly earnings	273.90	301.20	332.88	365.07	397.06	438.75	459.88	479.40	503.58
Construction									
Average weekly hours	36.8	36.5	36.8	37.0	37.0	36.9	36.7	37.1	37.7
Average hourly earnings	7.71	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.12
Average weekly earnings	283.73	295.65	318.69	342.99	367.78	399.26	426.82	442.97	456.92
Manufacturing									
Average weekly hours	40.1	40.3	40.4	40.2	39.7	39.8	38.9	40.1	40.7
Average hourly earnings	5.22	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.18
Average weekly earnings	209.32	228.90	249.27	269.34	288.62	318.00	330.26	354.08	373.63
Transportation and public utilities									
Average weekly hours	39.8	39.9	40.0	39.9	39.6	39.4	39.0	39.0	39.4
Average hourly earnings	6.45	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.11
Average weekly earnings	256.71	278.90	302.80	325.58	351.25	382.18	402.48	420.81	437.73
Wholesale trade									
Average weekly hours	38.7	38.8	38.8	38.8	38.5	38.5	38.3	38.5	38.6
Average hourly earnings	5.03	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.96
Average weekly earnings	194.66	209.13	228.14	247.93	267.96	291.06	309.85	329.18	345.86
Retail trade									
Average weekly hours	32.1	31.6	31.0	30.6	30.2	30.1	29.9	29.8	30.0
Average hourly earnings	3.57	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.88
Average weekly earnings	114.60	121.66	130.20	138.62	147.38	158.03	163.85	171.05	176.40
Finance, insurance, and real estate									
Average weekly hours	36.4	36.4	36.4	36.2	36.2	36.3	36.2	36.2	36.5
Average hourly earnings	4.27	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.62
Average weekly earnings	155.43	165.26	178.00	190.77	209.60	229.05	245.44	263.90	278.13
Services									
Average weekly hours	33.3	33.0	32.8	32.7	32.6	32.6	32.6	32.7	32.8
Average hourly earnings	4.31	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.64
Average weekly earnings	143.52	153.45	163.67	175.27	190.71	208.97	225.59	239.04	250.59

22. Employment Cost Index, compensation,¹ by occupation and industry group

(June 1981 = 100)

Series	1983		1984				1985			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept., 1985	
Civilian workers ²	116.5	117.8	119.8	120.8	122.4	123.9	125.5	126.4	128.4	1.6	4.9
Workers, by occupational group:											
White-collar workers	117.6	118.9	120.9	122.1	124.0	125.5	127.3	128.3	130.7	1.9	5.4
Blue-collar workers	114.8	115.8	117.7	118.6	119.6	120.9	122.2	123.1	124.4	1.1	4.0
Service workers	116.7	119.1	122.0	122.1	124.6	126.8	127.8	128.0	130.9	2.3	5.1
Workers, by industry division:											
Manufacturing	115.0	116.0	117.9	119.1	120.4	122.0	123.9	124.6	125.5	.7	4.2
Nonmanufacturing	117.2	118.6	120.7	121.6	123.3	124.8	126.2	127.2	129.7	2.0	5.2
Services	121.1	122.6	125.0	125.5	128.8	130.9	131.9	132.6	136.4	2.9	5.9
Public administration ³	119.8	121.4	122.9	123.7	126.9	128.6	130.1	130.3	134.2	3.0	5.8
Private industry workers	115.6	117.0	119.0	120.1	121.1	122.7	124.2	125.2	126.8	1.3	4.7
Workers, by occupational group:											
White-collar workers	116.5	117.9	119.9	121.4	122.4	123.9	125.8	127.1	128.8	1.3	5.2
Blue-collar workers	114.6	115.7	117.5	118.4	119.3	120.6	121.9	122.8	124.0	1.0	3.9
Service workers	115.1	117.9	121.5	121.2	123.2	125.7	126.3	126.5	128.8	1.8	4.5
Workers, by industry division:											
Manufacturing	115.0	116.0	117.9	119.1	120.4	122.0	123.9	124.6	125.5	.7	4.2
Nonmanufacturing	116.0	117.5	119.6	120.7	121.6	123.1	124.4	125.6	127.6	1.6	4.9
State and local government workers	120.8	122.0	123.9	124.4	128.8	130.1	131.7	132.0	136.5	3.4	6.0
Workers, by occupational group:											
White-collar workers	121.5	122.6	124.5	125.0	129.7	131.1	132.5	132.9	137.6	3.5	6.1
Blue-collar workers	118.0	119.2	121.9	122.3	125.0	125.9	128.1	128.5	131.9	2.6	5.5
Workers, by industry division:											
Services	121.7	122.6	124.5	125.0	129.9	131.3	132.8	133.2	137.9	3.5	6.2
Schools	121.9	122.6	124.5	124.7	130.6	132.0	133.4	133.7	139.1	4.0	6.5
Elementary and secondary	123.3	123.9	125.4	125.7	132.1	133.5	134.4	134.6	140.9	4.7	6.7
Hospitals and other services ⁴	121.1	122.6	124.4	125.7	127.9	129.2	131.1	131.5	134.1	2.0	4.8
Public administration ³	119.8	121.4	122.9	123.7	126.9	128.6	130.1	130.3	134.2	3.0	5.8

¹ Cost (cents-per-hour worked) measured in the Employment Cost Index consists of wages, salaries and employer cost of employee benefits.

² Consist of private industry workers (excluding farm and household workers)

and State and local government (excluding Federal Government) workers.

³ Consists of legislative, judicial, administrative, and regulatory activities.

⁴ Includes, for example, library, social, and health services.

23. Employment Cost Index, wages and salaries, by occupation and industry group

(June 1981 = 100)

Series	1983		1984				1985			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept., 1985	
Civilian workers ¹	115.3	116.5	117.9	118.8	120.3	121.7	123.1	124.2	126.3	1.7	5.0
Workers, by occupational group:											
White-collar workers	116.7	117.9	119.3	120.4	122.2	123.5	125.2	126.4	128.8	1.9	5.4
Blue-collar workers	113.1	114.0	115.3	116.1	117.0	118.2	119.3	120.5	122.0	1.2	4.3
Service workers	115.1	117.4	120.0	119.8	122.3	124.3	124.8	125.3	128.0	2.2	4.7
Workers, by industry division:											
Manufacturing	113.3	114.5	115.7	116.8	118.0	119.5	121.0	122.3	123.2	.7	4.4
Nonmanufacturing	116.1	117.4	118.9	119.7	121.3	122.6	123.9	125.0	127.6	2.1	5.2
Services	120.1	121.3	123.3	123.8	127.2	128.9	129.7	130.5	134.2	2.8	5.5
Public administration ²	118.2	119.4	120.4	121.3	124.4	125.7	127.0	127.2	131.4	3.3	5.6
Private industry workers	114.5	115.8	117.2	118.2	119.2	120.6	122.0	123.3	124.9	1.3	4.8
Workers, by occupational group:											
White-collar workers	115.9	117.2	118.5	119.9	120.9	122.3	124.0	125.5	127.3	1.4	5.3
Professional and technical	119.9	120.4	122.2	123.8	125.2	127.3	127.7	128.7	131.2	1.9	4.8
Managers and administrators	114.8	115.7	118.0	119.2	121.0	122.2	123.8	126.5	127.7	.9	5.5
Salesworkers	108.4	111.2	110.2	111.9	110.5	111.6	116.3	117.4	119.3	1.6	8.0
Clerical workers	116.7	118.3	119.8	120.7	122.0	122.9	124.7	125.6	127.1	1.2	4.2
Blue-collar workers	112.9	113.9	115.1	115.9	116.7	118.0	119.1	120.3	121.7	1.2	4.3
Craft and kindred workers	114.3	115.4	116.5	117.3	118.0	119.4	120.8	122.0	123.7	1.4	4.8
Operatives, except transport	112.3	113.6	114.9	115.8	116.6	117.9	118.9	120.1	121.1	.8	3.9
Transport equipment operatives	110.7	110.2	111.7	112.7	113.4	114.0	114.5	115.7	117.7	1.7	3.8
Nonfarm laborers	110.8	112.1	112.9	114.1	114.7	115.9	116.7	118.5	118.6	.1	3.4
Service workers	113.7	116.5	119.8	119.3	121.2	123.7	123.8	124.4	126.3	1.5	4.2
Workers, by industry division:											
Manufacturing	113.3	114.5	115.7	116.8	118.0	119.5	121.0	122.3	123.2	.7	4.4
Durables	112.9	114.4	115.7	116.6	117.7	119.1	120.6	122.0	122.7	.6	4.2
Nondurables	113.9	114.6	115.8	117.1	118.6	120.2	121.6	122.6	124.0	1.1	4.6
Nonmanufacturing	115.2	116.5	118.0	119.0	119.9	121.2	122.6	123.9	125.9	1.6	5.0
Construction	112.2	112.9	113.3	114.0	114.3	114.4	115.5	116.6	117.3	.6	2.6
Transportation and public utilities	115.7	116.8	118.5	119.3	119.9	120.7	121.7	122.8	124.8	1.6	4.1
Wholesale and retail trade	111.5	112.3	114.3	116.0	116.5	118.1	118.8	121.1	122.7	1.3	5.3
Wholesale trade	115.7	116.5	118.2	120.0	120.7	122.9	123.7	126.8	127.7	.7	5.8
Retail trade	109.9	110.6	112.8	114.4	114.9	116.2	116.9	118.9	120.8	1.6	5.1
Finance, insurance, and real estate	113.5	116.9	116.1	116.9	115.3	115.8	122.0	121.7	124.1	2.0	7.6
Services	120.4	121.9	124.2	124.7	127.1	129.5	129.9	131.0	133.9	2.2	5.4
State and local government workers	119.2	120.0	121.6	122.0	126.1	127.1	128.4	128.7	133.2	3.5	5.6
Workers, by occupational group:											
White-collar workers	119.8	120.6	122.2	122.5	127.1	128.0	129.3	129.6	134.3	3.6	5.7
Blue-collar workers	116.4	116.9	119.1	119.6	121.9	122.5	124.2	124.5	127.9	2.7	4.9
Workers, by industry division:											
Services	119.8	120.6	122.2	122.5	127.2	128.1	129.4	129.7	134.5	3.7	5.7
Schools	119.9	120.6	122.2	122.3	127.8	128.7	129.9	130.2	135.8	4.3	6.3
Elementary and secondary	121.1	121.7	122.9	123.0	129.3	130.2	130.8	131.1	137.5	4.9	6.3
Hospitals and other services ³	119.7	120.6	121.9	123.1	125.1	125.9	127.7	128.0	130.2	1.7	4.1
Public administration ²	118.2	119.4	120.4	121.3	124.4	125.7	127.0	127.2	131.4	3.3	5.6

¹ Consist of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.

² Consist of legislative, judicial, administrative, and regulatory activities.

³ Includes, for example, library, social and health services.

24. Employment Cost Index, private nonfarm workers, by bargaining status, region, and area size

(June 1981=100)

Series	1983		1984				1985			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept., 1985	
COMPENSATION											
Workers, by bargaining status¹											
Union	117.8	118.8	120.6	121.7	122.6	123.9	124.8	125.5	126.5	0.8	3.2
Manufacturing	116.3	117.2	119.3	120.5	121.6	123.2	124.2	124.2	125.0	.6	2.8
Nonmanufacturing	119.2	120.4	121.9	122.8	123.6	124.5	125.3	126.6	127.8	.9	3.4
Nonunion	114.4	115.9	118.0	119.2	120.3	121.9	123.8	125.0	126.8	1.4	5.4
Manufacturing	113.8	114.9	116.6	117.9	119.3	120.8	123.6	124.8	125.7	.7	5.4
Nonmanufacturing	114.7	116.4	118.6	119.8	120.7	122.4	123.9	125.1	127.3	1.8	5.5
Workers, by region¹											
Northeast	116.0	117.5	118.9	120.7	122.4	123.8	125.1	126.4	128.8	1.9	5.2
South	115.6	117.1	119.7	120.7	120.7	122.2	124.2	125.2	126.5	1.0	4.8
Midwest (formerly North Central)	113.9	114.7	117.2	117.9	119.7	120.8	122.0	122.7	124.2	1.2	3.8
West	118.0	120.0	121.0	122.2	122.5	124.9	126.8	127.9	129.1	.9	5.4
Workers, by area size¹											
Metropolitan areas	116.0	117.4	119.4	120.6	121.5	123.2	124.7	125.7	127.3	1.3	4.8
Other areas	113.4	114.5	116.7	117.4	119.0	119.8	121.4	122.5	123.9	1.1	4.1
WAGES AND SALARIES											
Workers, by bargaining status¹											
Union	116.0	116.9	118.1	119.0	119.8	120.9	121.7	123.0	124.1	.9	3.6
Manufacturing	113.7	114.8	116.1	117.1	118.1	119.5	120.4	121.7	122.8	.9	4.0
Nonmanufacturing	118.3	118.9	120.1	120.7	121.3	122.1	122.8	124.1	125.3	1.0	3.3
Nonunion	113.7	115.2	116.7	117.8	118.8	120.4	122.1	123.4	125.2	1.5	5.4
Manufacturing	113.0	114.2	115.4	116.5	117.9	119.5	121.5	122.8	123.7	.7	4.9
Nonmanufacturing	114.0	115.6	117.2	118.3	119.2	120.7	122.3	123.6	125.9	1.9	5.6
Workers, by region¹											
Northeast	115.3	116.6	117.4	118.9	120.5	121.9	123.0	124.6	126.8	1.8	5.2
South	114.3	115.7	117.9	119.0	119.0	120.2	122.3	123.4	124.8	1.1	4.9
Midwest (formerly North Central)	112.8	113.6	115.5	116.0	117.8	118.7	119.6	121.1	122.5	1.2	4.0
West	116.5	118.5	118.8	119.6	120.0	122.5	124.0	125.1	126.6	1.2	5.5
Workers, by area size¹											
Metropolitan areas	114.9	116.2	117.6	118.6	119.5	121.0	122.4	123.8	125.5	1.4	5.0
Other areas	112.3	113.4	115.1	116.0	117.5	118.3	119.6	120.6	121.9	1.1	3.7

¹ The indexes are calculated differently from those for the occupation and industry groups. For a detailed description of the index calculation, see the

Monthly Labor Review Technical Note, "Estimation procedures for the Employment Cost Index," May 1982.

25. Specified compensation and wage adjustments from contract settlements, and effective wage adjustments, private industry collective bargaining situations covering 1,000 workers or more (in percent)

Measure	Annual average		Quarterly average							
	1983	1984	1983	1984				1985		
			IV	I	II	III	IV	IP	IIP	IIIP
Specified adjustments:										
Total compensation ¹ adjustments, ² settlements covering 5,000 workers or more:										
First year of contract	3.4	3.6	4.9	5.1	3.5	2.7	3.7	4.4	3.5	1.7
Annual rate over life of contract	3.0	2.8	3.1	4.7	3.2	3.1	2.0	4.0	3.5	2.9
Wage adjustments, settlements covering 1,000 workers or more:										
First year of contract	2.6	2.4	4.2	2.8	2.6	2.1	2.3	3.4	2.5	1.7
Annual rate over life of contract	2.8	2.4	2.8	3.3	2.7	2.6	1.5	3.2	2.9	2.9
Effective adjustments:										
Total effective wage adjustment ³	4.0	3.7	1.1	.9	.9	1.2	.7	.7	.8	1.2
From settlements reached in period .....	.8	.8	.6	.1	.1	.2	.3	.1	.2	.2
Deferred from settlements reached in earlier periods	2.5	2.0	.3	.4	.7	.7	.2	.6	.5	.6
From cost-of-living-adjustments clauses .....	.6	.9	.2	.3	.2	.3	.2	.1	.1	.4

¹ Compensation includes wages, salaries, and employers' cost of employee benefits when contract is negotiated.

² Adjustments are the net result of increases, decreases and no changes in

compensation or wages.

³ Because of rounding total may not equal sum of parts.

P = preliminary.

26. Average specified compensation and wage adjustments, major collective bargaining settlements in private industry situations covering 1,000 workers or more during 4-quarter periods (in percent)

Measure	Average for four quarters ending--							
	1983	1984				1985		
	IV	I	II	III	IV	IP	IIP	IIIP
Specified total compensation adjustments, settlements covering 5,000 workers or more, all industries:								
First year of contract	3.4	4.8	4.7	4.2	3.6	3.4	3.5	3.1
Annual rate over life of contract	3.0	3.6	3.5	3.2	2.8	2.7	2.8	2.8
Specified wage adjustments, settlements covering 1,000 workers or more:								
All industries								
First year of contract	2.6	3.5	3.5	3.2	2.4	2.4	2.4	2.3
Contracts with COLA clauses	1.9	4.0	4.6	4.5	2.9	2.5	2.3	2.0
Contracts without COLA clauses	3.3	3.0	2.7	2.3	2.1	2.4	2.4	2.6
Annual rate over life of contract	2.8	3.0	3.1	2.8	2.4	2.3	2.4	2.4
Contracts with COLA clauses	2.0	2.6	2.9	2.8	1.8	1.3	1.6	1.8
Contracts without COLA clauses	3.7	3.4	3.2	2.8	2.7	2.8	2.8	2.9
Manufacturing								
First year of contract .....	.4	2.6	3.0	2.6	2.3	2.1	2.0	1.5
Contracts with COLA clauses	-.7	2.4	3.2	1.5	2.1	2.0	1.9	1.5
Contracts without COLA clauses	3.2	2.9	2.8	3.7	2.9	2.5	2.2	1.4
Annual rate over life of contract	2.1	2.8	3.1	2.8	1.5	1.4	1.4	1.6
Contracts with COLA clauses	1.4	2.2	2.8	1.8	1.0	.9	1.0	1.4
Contracts without COLA clauses	3.9	3.7	3.6	3.8	3.3	3.2	3.0	2.4
Nonmanufacturing								
First year of contract	3.8	3.8	3.7	3.3	2.5	2.6	2.7	3.1
Contracts with COLA clauses	4.4	4.9	5.2	5.4	5.5	5.1	4.3	4.0
Contracts without COLA clauses	3.3	3.0	2.6	2.1	2.0	2.4	2.5	2.9
Annual rate over life of contract	3.2	3.1	3.0	2.8	2.9	2.8	2.9	3.2
Contracts with COLA clauses	2.6	2.9	3.0	3.1	4.8	4.0	3.8	3.9
Contracts without COLA clauses	3.7	3.3	3.0	2.6	2.6	2.7	2.8	3.1
Construction								
First year of contract	1.5	1.2	.8	.9	.5	.9	1.1	1.0
Contracts with COLA clauses	-.6	.1	-.4	4.0	4.0	4.6	9.2	(¹)
Contracts without COLA clauses	1.9	1.4	.9	.9	.4	.8	1.0	(¹)
Annual rate over life of contract	2.4	2.0	1.7	1.4	1.0	1.4	1.8	1.7
Contracts with COLA clauses .....	.9	.7	.0	1.4	1.4	1.7	4.6	(¹)
Contracts without COLA clauses	2.6	2.2	1.8	1.4	1.0	1.4	1.7	(¹)

¹ Data do not meet publication standards.

P= preliminary.

27. Average effective wage adjustments, private industry collective bargaining situations covering 1,000 workers or more during 4-quarter periods (in percent)

Effective wage adjustment	Average for four quarters ending--						
	1984				1985		
	I	II	III	IV	IP	IIP	IIIP
For all workers:¹							
Total	4.7	4.3	4.2	3.7	3.6	3.5	3.4
From settlements reached in period	1.2	1.0	1.0	.8	.7	.9	.8
Deferred from settlements reached in earlier period	2.5	2.2	2.1	2.0	2.2	1.9	1.8
From cost-of-living-adjustments clauses	1.0	1.1	1.2	.9	.7	.7	.8
For workers receiving changes:							
Total	5.5	5.3	5.0	4.4	4.5	4.2	4.3
From settlements reached in period	4.2	3.6	3.7	3.0	2.9	2.9	2.8
Deferred from settlements reached in earlier period	5.5	4.9	4.2	4.0	4.2	3.9	3.7
From cost-of-living-adjustments clauses	3.6	4.0	3.2	2.7	2.3	2.3	2.8

¹ Because of rounding total may not equal sum of parts.

P= preliminary.

28. Specified compensation and wage adjustments from contract settlements, and effective wage adjustments, State and local government collective bargaining situations covering 1,000 workers or more (in percent)

Measure	Annual average		First 6 months 1985 ^P
	1983	1984	
Specified adjustments:			
Total compensation ¹ adjustments, ² settlements covering 5,000 workers or more:			
First year of contract	4.6	5.2	4.7
Annual rate over life of contract	5.2	5.4	4.9
Wage adjustments, settlements covering 1,000 workers or more:			
First year of contract	-	4.8	4.9
Annual rate over life of contract	-	5.1	5.1
Effective adjustments:			
Total effective wage adjustment ³	-	5.0	1.6
From settlements reached in period	-	1.9	.9
Deferred from settlements reached in earlier periods	-	3.1	.8
From cost-of-living-adjustment clauses	-	.0	(⁴)

¹ Compensation includes wages, salaries, and employers' cost of employee benefits when contract is negotiated.

² Adjustments are the net result of increases, decreases and no changes in compensation or wages.

³ Because of rounding total may not equal sum of parts.

⁴ Less than 0.05 percent

- Data not available.

^P = preliminary.

29. Work stoppages involving 1,000 workers or more

Measure	Annual totals		1984		1985										
	1983	1984	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June ^P	July ^P	Aug. ^P	Sept. ^P	Oct. ^P	Nov. ^P
Number of stoppages:															
Beginning in period	81	62	4	3	2	4	4	3	2	2	9	6	11	4	2
In effect during period	83	68	15	13	9	13	12	8	8	8	13	18	20	18	11
Workers involved:															
Beginning in period (in thousands)	909.0	376.0	12.0	42.5	4.7	29.3	15.2	6.2	6.9	15.7	52.3	15.3	69.5	74.6	25.0
In effect during period (in thousands)	945.0	391.0	32.3	59.0	16.0	43.9	48.2	14.1	14.8	28.5	60.2	66.8	93.9	117.3	64.6
Days idle:															
Number (in thousands)	17,461.0	8,499.0	500.1	655.8	278.3	259.3	698.5	229.5	203.3	454.3	500.2	869.7	931.4	1,433.0	651.2
Percent of estimated working time ¹ .....	.08	.04	.03	.04	.01	.01	.03	.01	.01	.02	.02	.03	.04	.06	.03

¹ Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is

found in "Total Economy' Measure of Strike idleness." Monthly Labor Review, October 1968, pp. 54-56.

^P = preliminary.

31. Continued— Consumer Price Index: U.S. city average and available local area data: all items

(1967 = 100, unless otherwise indicated)

Area ¹	Pricing schedule ²	Other index base	All Urban Consumers							Urban Wage Earners						
			1984		1985					1984		1985				
			Nov.	June	July	Aug.	Sept.	Oct.	Nov.	Nov.	June	July	Aug.	Sept.	Oct.	Nov.
Class C:																
Northeast	2	12/77	-	179.0	-	178.9	-	181.7	-	-	183.7	-	183.8	-	186.5	-
North Central	2	12/77	-	169.6	-	169.1	-	170.1	-	-	166.7	-	166.0	-	166.9	-
South	2	12/77	-	172.8	-	173.5	-	174.3	-	-	174.5	-	175.1	-	175.7	-
West	2	12/77	-	168.4	-	168.9	-	169.7	-	-	167.2	-	167.7	-	168.3	-
Class D:																
Northeast	2	12/77	-	173.7	-	173.7	-	175.6	-	-	173.8	-	173.6	-	175.3	-
North Central	2	12/77	-	170.4	-	170.7	-	171.6	-	-	172.5	-	172.7	-	173.1	-
South	2	12/77	-	172.2	-	172.8	-	174.8	-	-	174.0	-	174.5	-	176.2	-
West	2	12/77	-	172.5	-	173.3	-	174.5	-	-	174.2	-	174.8	-	176.0	-

¹ Area is generally the Standard Metropolitan Statistical Area (SMSA), exclusive of farms. L.A.-Long Beach, Anaheim, Calif. is a combination of two SMSA's, and N.Y., N.Y.-Northeastern N.J. and Chicago, Ill.-Northwestern Ind. are the more extensive Standard Consolidated Areas. Area definitions are those established by the Office of Management and Budget in 1973, except for Denver-Boulder, Colo. which does not include Douglas County. Definitions do not include revisions made since 1973.

² Foods, fuels, and several other items priced every month in all areas; most other goods and services priced as indicated:

M - Every month.

1 - January, March, May, July, September, and November.

2 - February, April, June, August, October, and December.

³ Regions are defined as the four Census regions.

The population size classes are aggregations of areas which have urban population as defined:

A-1 - More than 4,000,000.

A-2 - 1,250,000 to 4,000,000.

B - 385,000 to 1,250,000

C - 75,000 to 385,000.

D - Less than 75,000.

Population size class A is the aggregation of population size classes A-1 and A-2.

- Data not available.

NOTE: Local area CPI indexes are by-products of the national CPI program. Because each local index is a small subset of the national index, it has a smaller sample size and is, therefore, subject to substantially more sampling and other measurement error than the national index. As a result, local area indexes show greater volatility than the national index, although their long-term trends are quite similar. Therefore, the Bureau of Labor Statistics strongly urges users to consider adopting the national average CPI for use in escalator clauses.

32. Annual data: Consumer Price Index All Items

Series	1976	1977	1978	1979	1980	1981	1982	1983	1984
Consumer Price Index for									
All Urban Consumers:									
All items:									
Index	170.5	181.5	195.4	217.4	246.8	272.4	289.1	298.4	311.1
Percent change	5.8	6.5	7.7	11.3	13.5	10.4	6.1	3.2	4.3
Food and beverages:									
Index	177.4	188.0	206.3	228.5	248.0	267.3	278.2	284.4	295.1
Percent change	3.1	6.0	9.7	10.8	8.5	7.8	4.1	2.2	3.8
Housing:									
Index	174.6	186.5	202.8	227.6	263.3	293.5	314.7	323.1	336.5
Percent change	6.1	6.8	8.7	12.2	15.7	11.5	7.2	2.7	4.1
Apparel and upkeep:									
Index	147.6	154.2	159.6	166.6	178.4	186.9	191.8	196.5	200.2
Percent change	3.7	4.5	3.5	4.4	7.1	4.8	2.6	2.5	1.9
Transportation:									
Index	165.5	177.2	185.5	212.0	249.7	280.0	291.5	298.4	311.7
Percent change	9.9	7.1	4.7	14.3	17.8	12.1	4.1	2.4	4.5
Medical care:									
Index	184.7	202.4	219.4	239.7	265.9	294.5	328.7	357.3	379.5
Percent change	9.5	9.6	8.4	9.3	10.9	10.8	11.6	8.7	6.2
Entertainment:									
Index	159.8	167.7	176.6	188.5	205.3	221.4	235.8	246.0	255.1
Percent change	5.0	4.9	5.3	6.7	8.9	7.8	6.5	4.3	3.7
Other goods and services:									
Index	162.7	172.2	183.3	196.7	214.5	235.7	259.9	288.3	307.7
Percent change	5.7	5.8	6.4	7.3	9.0	9.9	10.3	10.9	6.7
Consumer Price Index for Urban Wage Earners and Clerical workers									
All items:									
Index	170.5	181.5	195.3	217.7	247.0	272.3	288.6	297.4	307.6
Percent change	5.8	6.5	7.6	11.5	13.5	10.2	6.0	3.0	3.4

33. Producer Price indexes, by stage of processing

(1967=100)

Grouping	Annual average		1984	1985										
	1983	1984	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Finished goods	285.2	291.1	292.0	292.1	292.6	292.1	293.1	294.1	294.0	294.8	293.5	290.2	294.8	296.7
Finished consumer goods	284.6	290.3	290.9	290.6	290.7	290.1	291.2	292.4	292.2	293.1	291.4	288.5	292.4	294.7
Finished consumer goods excluding foods	261.8	273.3	273.6	273.7	275.6	273.7	272.2	269.5	268.7	271.2	268.7	266.5	268.7	272.0
Nondurable goods less food	291.4	294.1	294.8	294.3	293.5	293.6	295.9	299.0	299.0	299.2	297.8	294.7	299.4	301.1
Durable goods	335.3	337.3	336.7	334.9	332.7	333.4	337.4	342.4	342.1	342.4	340.0	340.3	340.2	343.3
Capital equipment	233.1	236.8	239.2	240.2	240.9	240.4	240.7	241.4	241.9	241.8	241.8	234.4	244.9	245.0
Capital equipment	287.2	294.0	295.6	297.4	299.2	299.3	299.9	300.3	300.5	300.8	301.0	296.4	303.7	303.8
Intermediate materials, supplies, and components	312.3	320.0	319.9	319.5	318.7	318.6	319.3	319.9	319.3	318.6	317.9	317.9	317.8	318.1
Materials and components for manufacturing	293.4	301.8	301.1	300.6	300.5	300.0	300.6	300.5	300.3	299.8	299.1	298.3	298.0	297.6
Materials for food manufacturing	258.4	271.1	268.2	265.2	265.3	263.9	263.9	261.9	262.0	260.3	253.0	250.2	252.3	253.6
Materials for nondurable manufacturing	280.0	290.5	289.2	288.9	288.0	287.3	287.1	286.7	286.4	285.8	285.8	284.8	283.6	282.6
Materials for durable manufacturing	319.4	325.1	321.9	320.6	320.7	319.9	322.1	323.0	322.3	320.9	320.3	319.2	318.6	317.4
Components for manufacturing	280.4	287.5	289.9	290.4	290.8	291.0	291.1	291.1	291.3	291.6	291.9	292.0	292.2	292.4
Materials and components for construction	301.8	310.3	312.4	313.4	313.3	313.5	314.0	315.9	317.3	316.9	316.5	315.5	315.4	315.1
Processed fuels and lubricants	564.8	566.2	561.3	556.3	546.3	547.9	552.3	558.0	549.1	544.0	539.8	546.3	544.9	550.7
Containers	286.6	302.3	310.4	311.1	311.8	313.1	312.4	311.7	312.0	311.4	310.3	309.9	310.4	309.8
Supplies	277.1	283.4	283.1	283.9	283.8	283.8	283.7	283.4	283.3	283.6	284.1	284.3	285.0	285.8
Crude materials for further processing	323.6	330.8	322.4	318.9	318.1	312.3	311.0	309.1	305.6	303.9	295.3	292.4	298.0	305.6
Foodstuffs and feedstuffs	252.2	259.5	253.0	250.7	250.0	242.9	239.9	236.3	233.7	231.6	221.0	215.9	224.5	236.7
Nonfood materials ¹	372.2	380.5	366.4	361.9	358.2	358.4	360.2	357.7	354.0	353.5	351.2	352.5	353.3	352.3
Special groupings														
Finished goods, excluding foods	290.8	294.8	295.8	296.0	295.9	296.0	297.8	300.1	300.2	300.5	299.5	296.0	301.4	302.7
Finished energy goods	783.6	750.3	736.0	711.7	692.0	693.2	714.9	746.1	741.4	733.8	719.9	718.9	716.1	732.9
Finished goods less energy	257.4	265.1	266.6	267.9	269.3	268.8	268.8	268.4	268.4	269.7	269.0	265.7	270.6	271.7
Finished consumer goods less energy	249.9	257.8	259.3	260.5	261.8	261.1	260.9	260.3	260.3	261.9	260.9	257.9	262.2	263.5
Finished goods less food and energy	256.1	262.3	264.3	266.0	267.2	267.2	267.7	268.2	268.6	269.4	269.4	265.6	271.6	271.8
Finished consumer goods less food and energy	239.9	245.9	248.0	249.6	250.5	250.5	251.1	251.5	252.0	252.9	252.9	249.5	254.9	255.1
Consumer nondurable goods less food and energy	231.5	239.0	240.7	242.8	243.9	244.4	245.0	245.2	245.6	247.4	247.3	247.8	248.2	248.6
Intermediate materials less food and feeds	317.1	325.0	325.6	325.4	324.5	324.7	325.5	326.4	325.7	325.0	324.5	324.6	324.3	324.5
Intermediate foods and feeds	247.9	253.1	243.0	240.7	239.2	236.7	235.4	232.6	232.2	231.7	227.1	225.5	228.5	231.0
Intermediate energy goods	543.9	545.0	540.4	535.7	526.0	527.5	531.5	536.7	528.6	523.8	519.8	526.0	524.4	529.5
Intermediate goods less energy	295.2	303.8	304.1	304.2	304.2	304.0	304.3	304.5	304.6	304.3	303.9	303.3	303.3	303.2
Intermediate materials less food and energy	294.8	303.6	304.8	305.1	305.3	305.2	305.6	305.9	306.0	305.6	305.5	304.9	304.6	304.2
Crude energy materials	791.1	785.2	773.1	757.5	754.1	746.4	749.1	760.7	754.5	752.6	742.9	745.4	743.4	742.9
Crude materials less energy	246.5	255.5	247.8	246.2	245.9	240.4	238.6	234.8	231.7	230.1	221.8	218.3	224.8	233.4
Crude nonfood materials less energy	250.7	266.1	253.9	254.4	255.3	255.4	257.3	252.3	247.4	247.2	245.8	246.9	247.2	244.9

¹ Crude nonfood materials except fuel.

34. Producer Price indexes, by durability of product

(1967 = 100)

Grouping	Annual average		1984	1985										
	1983	1984	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Total durable goods	286.7	293.6	294.8	295.6	296.4	296.3	297.1	297.6	297.8	297.8	297.8	295.3	298.8	298.7
Total nondurable goods	315.7	323.3	321.3	320.1	319.0	317.7	318.4	318.9	317.5	317.3	314.1	313.4	314.6	317.9
Total manufactures	295.7	302.9	303.5	303.7	303.4	303.3	304.2	305.2	304.8	304.6	303.8	302.3	304.6	305.4
Durable	287.3	293.9	295.5	296.2	297.0	296.9	297.6	298.4	298.7	298.7	298.6	296.1	299.7	299.6
Nondurable	304.4	312.3	311.7	311.4	309.9	309.9	310.8	312.1	311.0	310.6	309.0	308.7	309.4	311.3
Total raw or slightly processed goods	339.8	346.6	339.8	336.7	336.8	332.2	332.1	329.8	327.3	327.5	320.2	318.5	320.9	327.7
Durable	249.3	266.7	252.2	256.0	259.2	261.2	262.1	255.4	247.3	247.6	249.7	249.7	248.8	245.9
Nondurable	345.4	351.4	345.1	341.5	341.4	336.4	336.2	334.3	332.1	332.3	324.4	322.5	325.2	332.7

35. Annual data: Producer Price indexes, by stage of processing

(1967 = 100)

Index	1976	1977	1978	1979	1980	1981	1982	1983	1984
Finished goods:									
Total	170.6	181.7	195.9	217.7	247.0	269.8	280.7	285.2	291.1
Consumer goods	169.7	180.7	194.9	217.9	248.9	271.3	281.0	284.6	290.3
Capital equipment	173.4	184.6	199.2	216.5	239.8	264.3	279.4	287.2	294.0
Intermediate materials, supplies, and components:									
Total	189.1	201.5	215.6	243.2	280.3	306.0	310.4	312.3	320.0
Materials and components for manufacturing	185.4	195.4	208.7	234.4	265.7	286.1	289.8	293.4	301.8
Materials and components for construction	188.4	203.4	224.7	247.4	268.3	287.6	293.7	301.8	310.3
Processed fuels and lubricants	250.1	282.5	295.3	364.8	503.0	595.4	591.7	564.8	566.2
Containers	180.2	188.3	202.8	226.8	254.5	276.1	285.6	286.6	302.3
Supplies	179.0	188.7	198.5	218.2	244.5	263.8	272.1	277.1	283.4
Crude materials for further processing:									
Total	202.7	209.2	234.4	274.3	304.6	329.0	319.5	323.6	330.8
Foodstuffs and feedstuffs	190.2	192.1	216.2	247.9	259.2	257.4	247.8	252.2	259.5
Nonfood materials except fuel	206.7	212.2	233.1	284.5	346.1	413.7	376.8	372.2	380.5
Fuel	305.3	372.1	426.8	507.6	615.0	751.2	886.1	931.5	931.3

37. U.S. import price indexes by Standard International Trade Classification

(June 1977 = 100, unless otherwise indicated)

Category	1974 SITC	1983		1984				1985		
		Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
ALL COMMODITIES (9/82=100)		96.9	97.3	98.0	98.3	96.7	95.7	93.5	93.0	93.0
Food (9/77=100)	0	99.2	100.4	102.5	103.5	102.0	98.1	98.5	96.8	94.9
Meat	01	139.4	134.1	133.4	133.8	135.4	132.3	130.4	118.2	120.6
Dairy products and eggs (6/81=100)	02	99.9	99.6	100.8	99.8	98.9	98.4	98.3	97.9	99.1
Fish	03	135.2	136.0	132.7	134.2	134.2	133.9	132.9	129.4	129.7
Bakery goods, pasta products, grain and grain preparations (9/77=100)	04	132.3	132.7	136.5	134.8	132.9	132.8	131.8	132.3	136.3
Fruits and vegetables	05	132.3	125.0	136.1	135.8	135.4	117.2	127.1	129.4	120.2
Sugar, sugar preparations and honey (3/82=100)	06	118.9	117.9	117.1	120.3	119.0	118.5	118.4	122.6	123.1
Coffee, tea, cocoa	07	54.7	59.6	61.4	62.4	60.3	58.4	57.0	56.0	54.4
Beverages and tobacco	1	153.7	155.4	155.3	156.3	157.1	156.5	156.2	157.1	158.0
Beverages	11	153.5	152.7	152.6	153.6	153.5	152.8	154.2	154.3	156.0
Crude materials	2	100.0	98.6	103.2	102.6	100.6	98.9	94.0	93.6	91.5
Crude rubber (inc. synthetic & reclaimed) (3/84=100)	23	-	-	100.0	93.7	90.7	83.8	77.6	76.4	68.9
Wood (9/81=100)	24	110.0	107.2	114.8	103.2	99.6	104.0	100.7	106.9	101.6
Pulp and waste paper (12/81=100)	25	80.3	80.9	87.6	96.1	96.3	93.2	84.0	80.4	76.8
Crude fertilizers & crude minerals (12/83=100)	27	-	100.0	100.0	96.2	98.0	98.6	100.3	101.7	102.7
Metalliferous ores & metal scrap (3/84=100)	28	-	-	100.0	102.8	100.1	95.6	90.4	87.6	89.5
Crude vegetable and animal materials, n.e.s.	29	-	-	100.0	100.8	101.1	106.4	104.3	104.9	102.5
Fuels and related products (6/82=100)	3	87.7	87.6	88.3	88.0	86.9	85.2	82.9	80.9	80.0
Petroleum and petroleum products (6/82=100)	33	88.0	87.6	88.2	88.1	87.0	85.2	83.8	81.6	80.5
Fats and oils (9/83=100)	4	100.0	100.4	117.4	141.8	124.4	114.9	89.9	76.7	57.6
Vegetable oils (9/83=100)	42	100.0	100.5	118.1	143.1	125.3	115.3	89.5	75.9	56.2
Chemicals (9/82=100)	5	97.8	99.5	101.1	100.6	98.8	97.1	95.7	95.0	94.6
Medicinal & pharmaceutical products (3/84=100)	54	-	-	100.0	98.5	96.4	94.6	91.6	95.1	95.3
Manufactured fertilizers (3/84=100)	56	-	-	100.0	101.7	98.5	92.9	94.2	82.0	80.8
Chemical materials and products, n.e.s. (9/84=100)	59	-	-	-	-	100.0	97.5	96.1	95.6	96.9
Intermediate manufactured products (12/77=100)	6	137.3	137.3	137.6	139.6	137.2	136.8	133.1	132.4	133.6
Leather and furskins	61	136.6	137.6	141.6	145.3	144.0	140.4	135.3	133.3	137.0
Rubber manufactures, n.e.s.	62	141.0	141.1	141.8	140.8	139.6	140.5	139.5	138.6	137.3
Cork and wood manufactures	63	138.2	134.7	130.1	131.0	126.4	126.1	121.3	121.2	123.4
Paper and paperboard products	64	147.3	147.0	148.0	150.4	156.1	157.5	157.6	157.2	157.8
Textiles	65	127.6	128.5	130.8	130.1	131.6	132.9	130.4	127.5	126.5
Non-metallic mineral manufactures, n.e.s.	66	166.4	166.4	168.4	166.6	156.6	159.4	154.3	151.8	157.6
Iron and steel (9/78=100)	67	115.0	119.5	118.5	123.8	124.7	123.7	121.0	120.1	119.1
Non-ferrous metals (12/81=100)	68	99.3	94.8	95.0	96.3	90.2	87.3	81.9	82.3	83.7
Metal manufactures, n.e.s.	69	118.0	118.9	119.7	120.5	119.3	119.3	117.4	117.8	119.5
Machinery and transport equipment (6/81=100)	7	103.0	104.1	104.0	104.1	102.6	102.9	101.6	102.6	103.5
Machinery specialized for particular industries (9/78=100)	72	101.2	100.8	100.4	100.0	98.8	98.0	96.2	97.0	101.4
Metalworking machinery (3/80=100)	73	96.0	95.7	94.3	93.8	92.1	89.9	86.3	90.5	94.2
General industrial machinery and parts (6/81=100), n.e.s.	74	93.4	93.5	93.7	94.4	92.4	91.3	89.2	91.1	94.4
Office machines and automatic data processing equipment (3/80=100)	75	94.0	96.9	97.8	96.7	94.1	92.2	89.6	89.4	90.3
Telecommunications, sound recording and reproducing apparatus (3/80=100)	76	96.5	94.9	94.2	94.8	93.6	91.3	90.0	88.8	88.3
Electrical machinery and equipment (12/81=100)	77	96.4	95.9	94.2	91.2	87.0	86.4	82.1	83.9	81.4
Road vehicles and parts (6/81=100)	78	106.7	109.5	109.0	110.4	109.8	111.3	111.5	112.1	112.7
Misc. manufactured articles (3/80=100)	8	100.2	100.0	100.6	101.5	99.7	100.0	97.0	98.0	100.0
Plumbing, heating, and lighting fixtures (6/80=100)	81	107.9	108.2	109.5	112.0	110.7	111.6	113.9	114.1	117.8
Furniture and parts (6/80=100)	82	96.1	94.7	94.9	96.0	95.4	94.3	92.7	94.4	96.1
Clothing (9/77=100)	84	125.6	128.5	130.2	132.5	135.4	138.5	136.7	133.9	136.0
Footwear	85	-	-	-	-	-	-	-	-	-
Professional, scientific, and controlling instruments and apparatus (12/79=100)	87	96.8	97.6	98.7	97.8	95.6	92.9	89.2	92.3	98.8
Photographic apparatus and supplies, optical goods, watches, and clocks (3/80=100)	88	89.7	90.6	89.6	92.8	91.2	91.3	88.9	89.5	91.2
Misc. manufactured articles, n.e.s. (6/82=100)	89	107.5	104.9	105.2	104.0	98.3	96.3	91.2	95.2	96.4
Gold, non-monetary (6/82=100)	971	-	-	-	-	-	-	-	-	-

- Data not available.

38. U.S. export price indexes by end-use category

(September 1983 = 100 unless otherwise indicated)

Category	Percentage of 1980 Trade Value	1983		1984				1985		
		Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
Foods, feeds, and beverages	16.294	100.0	95.0	92.8	98.5	88.8	83.0	81.5	80.9	76.2
Raw materials	30.696	100.0	100.7	102.2	102.5	100.5	99.1	97.6	97.2	96.5
Raw materials, nondurable	21.327	100.0	101.9	103.6	104.4	102.8	101.4	99.6	99.5	98.7
Raw materials, durable	9.368	100.0	97.7	98.8	97.7	95.0	93.3	92.6	91.6	91.1
Capital goods, (12/82=100)	30.186	101.1	102.0	103.2	103.9	104.6	105.6	106.2	106.6	106.6
Automotive vehicles parts, and engines (12/82=100)	7.483	102.5	103.9	104.5	105.3	105.3	105.7	106.7	108.0	108.1
Consumer goods	7.467	100.0	99.3	100.5	100.3	99.8	99.1	98.5	99.0	99.5
Durables	3.965	100.0	98.5	99.4	98.7	96.9	96.3	94.8	95.3	96.1
Nondurables	3.501	100.0	100.3	101.8	102.1	103.0	102.3	102.7	103.0	103.3

39. U.S. import price indexes by end-use category

(December 1982=100)

Category	Percentage of 1980 Trade Value	Monthly Values								
		1983		1984				1985		
		Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.
Food, feeds, and beverages	7.477	103.1	104.0	106.0	107.2	105.6	101.8	102.1	100.4	99.0
Petroleum & products, excl. natural gas	31.108	88.5	87.8	88.3	88.1	87.1	85.1	83.9	82.3	80.9
Raw materials, excluding petroleum	19.205	-	-	-	-	-	-	-	-	-
Raw materials, nondurable	9.391	97.0	99.0	100.7	102.1	101.7	100.7	95.0	93.9	93.6
Raw materials, durable	9.814	106.4	104.7	106.5	106.7	103.3	101.6	97.7	97.8	97.4
Capital goods	13.164	101.2	101.3	100.8	99.8	98.0	97.8	94.8	96.3	97.6
Automotive vehicles parts and engines	11.750	101.3	103.8	103.6	104.9	104.0	105.2	105.4	105.9	106.4
Consumer goods	14.250	99.5	99.7	100.3	100.9	98.9	99.2	97.0	97.3	99.1
Durable	5.507	100.4	99.9	99.9	99.9	96.1	95.6	93.1	93.8	95.6
Nondurable	8.743	98.1	99.5	100.9	102.5	103.0	104.6	103.0	102.5	104.6

- Data not available.

40. U.S. export price indexes by Standard Industrial Classification ¹

Industry group	1983		1984				1985		
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
Manufacturing:									
Food and kindred products (6/83=100)	109.4	108.3	109.0	112.7	105.6	103.3	99.5	99.5	96.6
Tobacco manufactures	-	-	-	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-	-	-	-
Apparel and related products	-	-	-	-	-	-	-	-	-
Lumber and wood products, except furniture (6/83=100)	100.1	101.0	101.5	100.1	97.0	97.9	99.9	99.5	98.3
Furniture and fixtures (9/83=100)	100.0	100.9	101.8	103.1	103.5	104.9	105.2	106.5	107.1
Paper and allied products (3/81=100)	91.2	94.7	98.6	104.3	106.2	103.6	97.1	94.7	93.2
Printing, publishing, and allied products	-	-	-	-	-	-	-	-	-
Chemicals and allied products (12/84=100)	99.7	101.4	103.3	102.3	101.3	100.7	100.3	99.6	99.7
Petroleum and coal products (12/83=100)	-	100.0	101.6	102.1	100.7	100.4	101.3	102.7	102.0
Rubber and miscellaneous plastic products	-	-	-	-	-	-	-	-	-
Leather and leather products	-	-	-	-	-	-	-	-	-
Stone, clay, glass, and concrete products	-	-	-	-	-	-	-	-	-
Primary metal products (3/82=100)	110.1	105.0	105.1	104.0	100.0	95.8	91.2	92.7	93.6
Fabricated metal products	-	-	-	-	-	-	-	-	-
Machinery, except electrical (9/78=100)	135.1	135.8	137.4	137.9	138.0	139.9	140.4	140.5	140.6
Electrical machinery (12/80=100)	107.4	107.6	108.0	109.5	110.7	111.1	111.3	112.4	111.9
Transportation equipment (12/78=100)	150.8	153.6	155.7	157.2	157.8	158.9	160.5	162.0	162.9
Scientific instruments; optical goods; clocks (6/77=100)	150.9	152.8	153.1	153.2	156.0	153.0	154.9	156.6	156.0
Miscellaneous manufactured commodities	-	-	-	-	-	-	-	-	-

¹ SIC - based classification.

- Data not available.

41. U.S. import price indexes by Standard Industrial Classification ¹

Industry group	1983		1984				1985		
	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.
Manufacturing:									
Food and kindred products (6/77=100)	121.0	120.8	122.3	126.6	124.1	122.6	118.8	115.2	114.4
Tobacco manufactures	-	-	-	-	-	-	-	-	-
Textile mill products (9/82=100)	99.5	103.3	104.4	103.8	104.3	104.7	102.8	101.0	100.4
Apparel and related products (6/77=100)	123.2	126.5	128.1	129.6	133.9	138.2	135.6	133.0	135.9
Lumber and wood products, except furniture (6/77=100)	128.3	125.0	129.4	121.1	117.3	120.0	116.3	120.6	117.5
Furniture and fixtures (6/80=100)	97.1	95.5	95.7	96.9	96.2	95.6	93.9	96.1	97.7
Paper and allied products (6/77=100)	132.7	132.9	136.5	141.9	146.0	145.5	141.5	139.8	138.7
Printing, publishing, allied products	-	-	-	-	-	-	-	-	-
Chemicals and allied products (9/82=100)	99.2	99.5	101.8	101.8	99.8	98.2	95.3	93.9	93.3
Petroleum and coal products	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastic products (12/80=100)	97.5	97.4	98.1	98.5	97.8	98.0	96.9	96.7	96.5
Leather and leather products	-	-	-	-	-	-	-	-	-
Stone, clay, glass, concrete products	-	-	-	-	-	-	-	-	-
Primary metal products (6/81=100)	91.3	90.5	90.1	91.9	88.3	86.6	82.2	83.0	83.4
Fabricated metal products (12/84=100)	-	-	-	-	-	100.0	99.0	99.1	101.1
Machinery, except electrical (3/80=100)	98.0	98.0	97.8	97.1	95.5	94.1	91.8	93.4	96.6
Electrical machinery (9/84=100)	-	-	-	-	100.0	98.6	95.1	95.8	94.5
Transportation equipment (6/81=100)	107.8	110.3	110.6	111.6	110.7	112.9	113.1	114.2	114.8
Scientific instruments optical goods; clocks (12/79=100)	93.5	94.3	94.0	95.5	94.4	93.2	90.7	91.7	94.7
Miscellaneous manufactured commodities (9/82=100)	100.6	99.7	99.8	99.1	95.8	96.4	95.1	95.1	96.6

¹ SIC - based classification.

- Data not available.

42. Indexes of productivity, hourly compensation, and unit costs, quarterly data seasonally adjusted

(1977=100)

Item	Annual average	Quarterly Indexes											
		1983	1983				1984				1985		
			I	II	III	IV	I	II	III	IV	I	II	III
Business:													
Output per hour of all persons	103.7	102.2	103.6	104.3	104.7	105.7	107.0	107.2	108.0	106.9	107.3	108.3	
Compensation per hour	161.7	160.2	161.0	161.8	164.2	166.7	167.5	169.3	171.1	173.1	174.5	176.8	
Real compensation per hour	98.4	99.0	98.5	97.9	98.4	98.6	98.2	98.3	98.5	98.9	98.6	99.4	
Unit labor costs	156.0	156.8	155.4	155.1	156.8	157.7	156.5	158.0	158.4	161.9	162.6	163.2	
Unit nonlabor payments	145.5	139.8	144.6	147.9	149.1	151.6	157.2	158.5	160.2	159.1	159.9	160.5	
Implicit price deflator	152.4	151.0	151.7	152.7	154.2	155.6	156.7	158.1	159.0	160.9	161.7	162.3	
Nonfarm business:													
Output per hour of all persons	103.4	101.6	103.6	104.1	104.4	105.2	106.6	106.3	106.9	106.0	106.3	106.9	
Compensation per hour	162.0	160.1	161.5	162.4	164.0	166.5	168.0	169.5	171.0	173.1	174.6	176.2	
Real compensation per hour	98.6	99.0	98.8	98.3	98.3	98.4	98.4	98.4	98.5	98.9	98.7	99.0	
Unit labor costs	156.6	157.6	155.9	155.9	157.1	158.3	157.6	159.5	160.0	163.3	164.1	164.8	
Unit nonlabor payments	147.0	140.6	146.4	149.4	151.4	152.2	156.8	158.0	160.3	160.3	161.8	163.0	
Implicit price deflator	153.4	151.9	152.7	153.8	155.2	156.3	157.3	159.0	160.1	162.3	163.4	164.2	
Nonfinancial corporations:													
Output per hour of all employees	106.1	104.0	105.8	107.2	107.2	108.1	108.9	108.2	108.8	108.1	108.1	109.2	
Compensation per hour	161.0	159.2	160.6	161.8	162.6	164.8	165.8	167.1	168.7	170.3	171.6	173.0	
Real compensation per hour	97.9	98.4	98.2	97.9	97.4	97.5	97.2	97.1	97.1	97.3	97.0	97.2	
Total unit costs	155.2	156.7	155.2	154.4	154.7	155.0	155.0	157.5	158.0	160.2	161.6	161.1	
Unit labor costs	151.8	153.1	151.7	150.9	151.7	152.5	152.3	154.5	155.0	157.5	158.8	158.3	
Unit nonlabor costs	164.9	167.0	165.1	164.4	163.3	162.0	162.8	165.9	166.4	168.1	169.8	168.8	
Unit profits	117.2	92.5	111.8	126.6	135.9	143.2	151.1	145.3	150.7	150.4	148.9	160.1	
Unit nonlabor payments	149.1	142.3	147.4	151.9	154.2	155.7	158.9	159.1	161.2	162.2	162.9	165.9	
Implicit price deflator	150.9	149.4	150.2	151.2	152.6	153.6	154.6	156.1	157.1	159.1	160.2	160.9	
Manufacturing:													
Output per hour of all persons	111.6	110.0	110.9	113.0	112.7	114.2	114.8	116.7	116.5	116.7	118.6	119.7	
Compensation per hour	163.4	162.7	163.0	163.5	164.6	167.1	168.3	169.9	172.1	174.4	176.5	177.8	
Real compensation per hour	99.4	100.6	99.6	98.9	98.6	98.8	98.6	98.7	99.1	99.6	99.7	99.9	
Unit labor costs	146.4	147.9	147.0	144.7	146.1	146.3	146.6	145.5	147.7	149.5	148.8	148.6	

43. Annual indexes of multifactor productivity and related measures selected years

(1977=100)

Item	1950	1960	1970	1973	1975	1976	1978	1979	1980	1981	1982	1983
Private business												
Productivity:												
Output per hour of all persons	49.7	64.8	86.1	94.8	94.5	97.6	100.5	99.3	98.7	100.6	100.8	103.7
Output per unit of capital services	98.5	98.4	98.5	103.0	92.0	96.1	101.8	100.3	95.6	94.1	89.5	92.3
Multifactor productivity	63.6	75.4	90.2	97.5	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	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	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	95.7	97.5	103.6	107.5	111.4	116.0	118.8	120.4
Combined units of labor and capital input	62.1	70.7	86.7	94.1	94.0	96.5	104.5	108.2	109.0	111.0	109.9	111.6
Capital per hour of all persons	50.5	65.9	87.4	92.0	102.8	101.6	98.7	98.9	103.3	106.9	112.7	112.3
Private nonfarm business												
Productivity:												
Output per hour of all persons	55.6	68.0	86.8	95.3	94.8	97.8	100.6	99.0	98.2	99.6	99.9	103.5
Output per unit of capital services	98.1	98.4	98.6	103.2	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	93.6	97.2	101.0	99.4	97.2	97.4	95.9	99.4
Output	38.3	52.3	77.8	91.7	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	92.4	95.7	105.1	109.1	108.4	109.1	106.0	107.6
Capital services	39.1	53.2	78.9	88.8	95.6	97.4	103.7	107.9	111.7	116.6	119.4	121.1
Combined units of labor and capital input	56.3	67.4	85.9	93.6	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	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	93.4	97.6	100.9	101.6	101.7	104.9	107.1	111.6
Output per unit of capital services	94.2	87.9	91.8	108.2	89.4	96.1	101.5	99.5	90.7	89.9	82.9	87.6
Multifactor productivity	59.8	67.0	82.3	96.8	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	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	91.4	95.9	104.4	106.5	101.7	101.1	92.7	93.5
Capital services	41.0	57.6	83.9	88.6	95.5	97.4	103.8	108.8	114.1	118.0	119.8	119.2
Combined units of labor and capital inputs	64.6	75.6	93.5	99.0	92.6	96.3	104.2	107.1	104.8	105.2	99.0	99.5
Capital per hour of all persons	52.5	68.3	86.2	85.9	104.5	101.6	99.4	102.1	112.2	116.7	129.2	127.5

44. Annual indexes of productivity, hourly compensation, unit costs, and prices, selected years

(1977=100)

Item	1950	1960	1970	1973	1975	1976	1978	1979	1980	1981	1982	1983	1984
Business:													
Output per hour of all persons	50.4	65.2	86.2	94.8	94.6	97.6	100.5	99.3	98.8	100.7	100.9	103.7	107.0
Compensation per hour	20.0	33.9	58.2	71.4	85.6	92.9	108.5	118.7	131.1	143.4	155.0	161.7	168.6
Real compensation per hour	50.5	69.5	90.8	97.3	96.4	98.9	100.8	99.1	96.4	95.5	97.3	98.4	98.4
Unit labor costs	39.8	52.1	67.5	75.3	90.5	95.1	108.0	119.5	132.6	142.4	153.6	156.0	157.6
Unit nonlabor payments	43.4	50.6	63.2	75.2	90.4	94.0	106.7	112.8	119.3	136.7	136.8	145.5	157.0
Implicit price deflator	41.0	51.6	66.0	75.3	90.4	94.7	107.5	117.2	128.1	140.4	147.9	152.4	157.4
Nonfarm business:													
Output per hour of all persons	56.3	68.3	86.8	95.3	94.8	97.8	100.6	99.0	98.3	99.8	100.0	103.4	106.2
Compensation per hour	21.9	35.7	58.7	71.8	86.1	93.0	108.6	118.4	130.6	143.1	154.5	162.0	168.7
Real compensation per hour	55.1	73.1	91.5	97.9	96.9	99.0	100.8	98.8	96.0	95.3	97.0	98.6	98.4
Unit labor costs	38.8	52.3	67.6	75.3	90.8	95.1	108.0	119.5	132.8	143.5	154.5	156.6	158.8
Unit nonlabor payments	42.7	50.4	63.8	71.6	88.5	93.5	105.3	110.4	118.6	135.0	136.9	147.0	156.9
Implicit price deflator	40.1	51.6	66.3	74.0	90.0	94.6	107.1	116.5	128.1	140.6	148.6	153.4	158.2
Nonfinancial corporations:													
Output per hour of all employees	-	68.0	87.4	96.4	95.5	98.2	100.8	100.6	99.7	101.6	102.6	106.1	108.5
Compensation per hour	-	37.0	59.4	71.9	86.1	92.9	108.4	118.6	130.8	143.1	154.6	161.0	166.6
Real compensation per hour	-	75.8	92.7	98.0	97.0	98.9	100.7	99.0	96.2	95.3	97.0	97.9	97.2
Unit labor costs	-	54.4	68.0	74.5	90.2	94.6	107.5	117.8	131.2	140.9	150.6	151.8	153.6
Unit nonlabor payments	-	54.6	63.1	70.6	90.8	95.0	104.2	106.9	117.4	135.1	138.1	149.1	158.8
Implicit price deflator	-	54.5	66.3	73.2	90.4	94.7	106.4	114.1	126.4	138.9	146.3	150.9	155.4
Manufacturing:													
Output per hour of all persons	49.4	60.0	79.2	93.0	93.4	97.6	100.9	101.6	101.7	104.9	107.1	111.6	115.6
Compensation per hour	21.5	36.7	57.6	69.0	85.5	92.3	108.3	118.8	132.7	145.2	158.0	163.4	169.4
Real compensation per hour	54.0	75.1	89.8	94.1	96.2	98.3	100.6	99.2	97.6	96.8	99.2	99.4	98.8
Unit labor costs	43.4	61.1	72.7	74.2	91.5	94.6	107.3	117.0	130.5	138.4	147.6	146.4	146.5
Unit nonlabor payments	54.3	61.1	65.1	70.7	87.3	93.9	102.7	99.9	97.9	111.6	110.5	128.8	140.3
Implicit price deflator	46.6	61.1	70.5	73.2	90.3	94.4	106.0	112.0	120.9	130.6	136.7	141.2	144.7

- Data not available.

45. Unemployment rates in nine countries, quarterly data seasonally adjusted

Country	Annual average		1984				1985		
	1983	1984	I	II	III	IV	I	II	III
Total labor force basis									
United States	-	-	-	-	-	-	-	-	-
Canada	-	-	11.4	11.3	11.2	11.1	11.1	10.5	10.2
Australia	-	-	9.3	9.1	8.8	8.5	8.5	8.4	8.1
Japan	-	-	2.7	2.7	2.8	2.7	2.6	2.6	-
France	-	-	9.4	9.8	10.0	10.2	10.3	10.2	10.2
Germany	-	-	7.6	7.7	7.8	7.7	7.8	7.8	7.8
Great Britain	-	-	12.7	12.8	13.1	12.9	13.0	13.2	13.4
Italy ^{1, 2}	-	-	6.0	5.9	5.7	5.5	5.3	5.5	-
Sweden	-	-	-	-	-	-	-	-	-
Civilian labor force basis									
United States	-	-	7.9	7.5	7.4	7.2	7.3	7.3	7.2
Canada	-	-	11.5	11.2	11.6	11.2	11.1	10.6	10.3
Australia	-	-	9.4	9.2	8.8	8.6	8.5	8.5	8.2
Japan	-	-	2.8	2.7	2.8	2.7	2.6	2.6	-
France	-	-	9.6	10.1	10.3	10.4	10.5	10.5	10.5
Germany	-	-	7.7	7.9	8.0	7.8	7.9	8.0	7.9
Great Britain	-	-	12.8	12.9	13.2	13.0	13.1	13.3	13.5
Italy	-	-	6.1	6.0	5.8	5.6	5.4	5.6	-
Sweden	-	-	-	-	-	-	-	-	-

¹ Quarterly rates are for the first month of the quarter.

² Major changes in the Italian labor force survey, introduced in 1977, resulted in a large increase in persons enumerated as unemployed. However, many persons reported that they had not actively sought work in the past 30 days, and they have been provisionally excluded for comparability with U.S. concepts. Inclusion of such persons would more than double the Italian unemployment rate

shown.

- Data not available.

NOTE: Quarterly and monthly figures for France, Germany, and Great Britain are calculated by applying annual adjustment factors to current published data and therefore should be viewed as less precise indicators of unemployment under U.S. concepts than the annual figures.

46. Annual data: Employment status of the civilian working-age population, ten countries

(Numbers in thousands)

Employment status and country	1975	1976	1977	1978	1979	1980	1981	1982	1983
Labor force									
United States	93,775	96,158	99,009	102,251	104,962	106,940	108,670	110,204	111,550
Canada	9,974	10,203	10,500	10,895	11,231	11,573	11,904	11,958	12,183
Australia	6,169	6,244	6,358	6,443	6,519	6,693	6,810	6,910	6,997
Japan	52,530	53,100	53,820	54,610	55,210	55,740	56,320	56,980	58,110
France	21,600	21,840	22,100	22,290	22,470	22,570	22,640	22,900	22,800
Germany	26,130	25,900	25,870	26,000	26,240	26,500	26,610	26,640	26,640
Great Britain	25,130	25,290	25,430	25,620	25,710	25,870	25,870	25,880	25,980
Italy	20,080	20,300	20,530	20,630	20,910	21,210	21,410	21,450	21,610
Netherlands	4,820	4,890	4,950	5,010	5,100	5,290	5,500	5,560	5,720
Sweden	4,123	4,149	4,168	4,203	4,262	4,312	4,326	4,350	4,369
Participation rate									
United States	61.2	61.6	62.3	63.2	63.7	63.8	63.9	64.0	64.0
Canada	61.1	61.1	61.6	62.7	63.4	64.1	64.8	64.1	64.4
Australia	63.2	62.7	62.7	62.0	61.7	62.2	62.0	61.8	61.5
Japan	62.4	62.4	62.5	62.8	62.7	62.6	62.6	62.7	63.1
France	56.7	56.9	57.0	57.1	57.0	56.7	56.5	56.7	56.1
Germany	54.4	53.8	53.4	53.3	53.3	53.2	52.9	52.5	52.8
Great Britain	63.1	63.2	63.2	63.3	63.2	63.2	62.2	61.9	62.2
Italy	47.5	47.8	48.0	47.7	47.8	48.0	48.0	47.4	47.2
Netherlands	49.2	49.1	49.0	48.8	49.0	50.0	51.3	51.2	52.4
Sweden	65.9	66.0	65.9	66.1	66.6	67.0	66.8	66.8	66.9
Employed									
United States	85,846	88,752	92,017	96,048	98,824	99,303	100,397	99,526	100,834
Canada	9,284	9,477	9,651	9,987	10,395	10,708	11,006	10,644	10,734
Australia	5,866	5,946	6,000	6,038	6,111	6,284	6,416	6,415	6,300
Japan	51,530	52,020	52,720	53,370	54,040	54,600	55,060	55,620	56,550
France	20,700	20,850	21,030	21,110	21,110	21,120	20,950	20,980	20,840
Germany	25,230	25,010	24,970	25,130	25,460	25,730	25,520	25,060	24,650
Great Britain	24,000	23,810	23,840	24,040	24,360	24,100	23,190	22,820	22,650
Italy	19,480	19,600	19,800	19,870	20,100	20,380	20,480	20,430	20,470
Netherlands	4,570	4,630	4,700	4,750	4,830	4,960	4,990	4,930	4,890
Sweden	4,056	4,083	4,093	4,109	4,174	4,226	4,218	4,213	4,218
Employment-population ratio									
United States	56.1	56.8	57.9	59.3	59.9	59.2	59.0	57.8	57.9
Canada	56.9	56.7	56.6	57.5	58.7	59.3	59.9	57.0	56.7
Australia	60.1	59.7	59.2	58.1	57.9	58.4	58.4	57.3	55.4
Japan	61.2	61.1	61.2	61.3	61.4	61.3	61.2	61.2	61.4
France	54.3	54.3	54.3	54.1	53.6	53.1	52.3	51.9	51.3
Germany	52.5	52.0	51.6	51.5	51.7	51.6	50.7	49.4	48.8
Great Britain	60.3	59.5	59.3	59.4	59.8	59.8	55.8	54.6	54.2
Italy	46.1	46.1	46.3	45.9	45.9	46.1	45.9	45.2	44.7
Netherlands	46.6	46.5	46.5	46.3	46.4	46.9	46.5	45.4	44.8
Sweden	64.8	64.9	64.8	64.6	65.3	65.6	65.1	64.7	64.4
Unemployed									
United States	7,929	7,406	6,991	6,202	6,137	7,637	8,273	10,678	10,717
Canada	690	726	849	908	836	865	898	1,314	1,448
Australia	302	298	358	405	408	409	394	495	697
Japan	1,000	1,080	1,100	1,240	1,170	1,140	1,260	1,360	1,560
France	900	990	1,070	1,180	1,360	1,450	1,690	1,920	1,960
Germany	890	890	900	870	780	770	1,090	1,580	1,990
Great Britain	1,130	1,480	1,590	1,580	1,350	1,770	2,680	3,060	3,330
Italy	610	700	740	760	810	830	920	1,020	1,140
Netherlands	250	260	250	260	270	330	510	630	830
Sweden	67	66	75	94	88	86	108	137	151
Unemployment rate									
United States	8.5	7.7	7.1	6.1	5.8	7.1	7.6	9.7	9.6
Canada	6.9	7.1	8.1	8.3	7.4	7.5	7.5	11.0	11.9
Australia	4.9	4.8	5.6	6.3	6.3	6.1	5.8	7.2	10.0
Japan	1.9	2.0	2.0	2.3	2.1	2.0	2.2	2.4	2.7
France	4.2	4.5	4.8	5.3	6.1	6.4	7.5	8.4	8.6
Germany	3.4	3.4	3.5	3.4	3.0	2.9	4.1	5.9	7.5
Great Britain	4.5	5.9	6.3	6.2	5.3	6.8	10.4	11.8	12.8
Italy	3.0	3.4	3.6	3.7	3.9	3.9	4.3	4.8	5.3
Netherlands	5.2	5.3	5.0	5.2	5.3	6.2	9.3	11.3	14.5
Sweden	1.6	1.6	1.8	2.2	2.1	2.0	2.5	3.1	3.5

47. Annual indexes of productivity and related measures, twelve countries

(1977 = 100)

Item and country	1960	1970	1973	1975	1976	1978	1979	1980	1981	1982	1983	1984
Output per hour												
United States	60.0	79.2	93.0	93.4	97.6	100.9	101.6	101.7	104.9	107.1	111.6	115.6
Canada	50.3	76.8	91.3	91.0	96.2	101.4	104.2	101.9	104.0	101.1	107.6	111.9
Japan	22.0	61.4	80.2	85.3	93.3	107.9	117.4	128.6	135.7	145.4	152.8	167.4
Belgium	32.8	59.9	78.3	86.0	95.0	106.4	112.0	119.7	126.5	128.6	137.0	-
Denmark	36.4	65.3	82.8	94.4	98.0	102.4	108.3	114.3	116.2	115.3	118.8	123.6
France	36.3	69.3	82.0	88.4	94.9	105.9	110.6	112.4	116.0	123.5	128.8	135.2
Germany	39.8	70.9	83.4	89.8	96.2	102.5	107.4	108.4	110.3	111.6	116.8	122.3
Italy	36.5	72.7	90.9	91.1	98.9	103.0	110.5	116.9	121.0	123.4	126.4	134.4
Netherlands	31.7	63.0	80.1	85.1	96.1	106.6	112.1	114.6	118.7	121.6	130.4	-
Norway	54.6	81.7	94.7	96.8	99.7	101.8	107.2	109.3	109.7	112.7	119.4	121.4
Sweden	42.3	80.7	94.8	100.2	101.7	102.8	110.9	112.7	113.2	116.5	126.4	134.9
United Kingdom	53.8	77.6	93.1	94.5	99.4	101.6	102.1	99.9	106.1	110.9	118.3	123.0
Output												
United States	50.7	77.0	95.9	85.4	93.6	105.3	108.2	103.5	106.1	99.3	104.4	115.3
Canada	41.5	75.1	94.6	92.3	98.1	104.9	110.9	107.7	108.8	96.4	102.2	110.6
Japan	17.9	65.3	87.4	82.2	93.2	107.3	118.0	130.7	139.0	148.6	160.1	180.3
Belgium	41.6	78.0	95.7	92.1	99.4	101.6	104.2	107.3	104.8	104.8	106.2	-
Denmark	48.2	81.7	95.4	94.8	99.4	100.7	107.2	112.1	108.5	108.2	115.0	123.6
France	35.4	73.3	88.6	90.0	96.1	103.4	106.1	106.6	104.9	105.1	106.4	108.0
Germany	49.2	86.0	95.2	90.4	97.6	101.3	106.1	106.6	104.6	101.4	102.5	106.5
Italy	37.4	78.0	90.5	86.9	97.9	101.8	108.6	115.4	114.3	111.6	109.0	113.1
Netherlands	44.1	82.7	94.2	91.7	99.1	102.8	105.5	107.3	107.3	105.2	106.3	-
Norway	55.1	87.0	99.5	101.0	101.4	98.2	100.3	101.3	100.1	99.9	98.7	101.2
Sweden	52.6	92.5	100.3	106.1	106.1	97.3	103.6	104.0	100.6	100.1	106.0	113.2
United Kingdom	71.0	94.6	104.6	96.1	98.1	100.6	100.6	91.8	86.2	86.8	89.0	92.0
Total hours												
United States	84.4	97.3	103.1	91.4	95.9	104.4	106.5	101.7	101.1	92.7	93.5	99.8
Canada	82.6	97.7	103.6	101.4	102.0	103.4	106.4	105.7	104.6	95.4	94.9	98.9
Japan	81.5	106.4	109.0	96.4	99.9	99.5	100.5	101.6	102.4	102.2	104.8	107.7
Belgium	127.1	130.2	122.3	107.1	104.6	95.6	93.0	89.7	82.8	81.6	77.5	-
Denmark	132.4	125.1	115.2	100.4	101.4	98.3	99.0	98.0	93.4	93.9	96.8	99.9
France	97.6	105.7	108.0	101.9	101.3	97.6	95.9	94.8	90.4	85.0	82.6	79.9
Germany	123.6	121.3	114.2	100.6	101.5	98.8	98.8	98.4	94.8	90.8	87.7	87.0
Italy	102.3	107.4	99.6	95.4	99.0	98.8	98.2	98.7	94.5	90.5	86.2	84.2
Netherlands	139.1	131.1	117.7	107.8	103.1	96.4	94.1	93.7	90.4	86.5	81.5	-
Norway	101.0	106.4	105.1	104.3	101.7	96.5	93.6	92.6	91.3	88.6	82.7	83.4
Sweden	124.4	114.6	105.7	105.9	104.3	94.6	93.4	92.3	88.9	85.9	83.9	83.9
United Kingdom	131.8	121.9	112.4	101.7	98.7	99.0	98.6	91.9	81.3	78.2	75.2	74.8
Compensation per hour												
United States	36.7	57.6	69.0	85.5	92.3	108.3	118.8	132.7	145.2	158.0	163.4	169.4
Canada	27.1	46.5	59.2	78.2	89.9	106.7	118.3	130.6	151.5	167.2	178.5	181.4
Japan	8.9	33.9	55.7	85.4	91.1	105.9	112.8	121.2	130.2	136.9	141.5	146.0
Belgium	13.9	34.7	53.6	79.0	89.4	107.9	117.5	130.2	144.7	152.0	164.9	-
Denmark	12.6	36.3	56.1	81.0	90.4	110.2	123.2	135.9	149.7	165.4	172.6	182.8
France	15.1	36.5	52.1	76.6	88.8	113.7	129.7	148.1	171.3	202.7	227.4	247.5
Germany	18.8	48.1	67.6	84.8	91.4	107.7	115.4	125.0	133.8	140.9	146.7	152.1
Italy	8.3	26.1	43.7	70.2	84.1	114.5	134.7	160.2	197.1	237.3	277.0	306.0
Netherlands	12.2	38.5	60.1	81.9	92.1	108.7	117.3	123.5	130.3	139.4	147.3	-
Norway	15.8	37.9	54.6	77.2	88.9	110.0	116.0	128.0	142.8	156.1	173.8	185.6
Sweden	14.7	38.5	54.2	77.3	91.5	111.4	120.1	133.6	148.1	158.9	173.2	192.0
United Kingdom	14.9	30.9	45.0	75.1	88.9	116.8	137.1	162.8	185.6	201.8	216.2	233.4
Unit labor costs: National currency basis:												
United States	61.1	72.7	74.2	91.5	94.6	107.3	117.0	130.5	138.4	147.6	146.4	146.5
Canada	53.9	60.6	64.8	86.0	93.5	105.3	113.5	128.1	145.7	165.4	165.9	162.1
Japan	40.5	55.2	69.4	100.1	97.7	98.2	96.1	94.2	95.9	94.1	92.6	87.2
Belgium	42.4	57.9	68.5	91.9	94.1	101.4	104.9	108.9	114.4	118.3	120.4	-
Denmark	34.5	55.6	67.8	85.8	92.3	107.6	113.7	118.9	128.8	143.5	145.3	147.8
France	41.6	52.6	63.6	86.7	93.6	107.4	117.3	131.7	147.7	164.1	176.5	183.1
Germany	47.3	67.9	81.0	94.4	95.0	105.0	107.5	115.3	121.3	126.2	125.6	124.3
Italy	22.8	36.0	48.1	77.1	85.1	111.2	121.9	137.0	162.9	192.4	219.2	227.7
Netherlands	38.3	61.1	75.1	96.2	95.9	101.9	104.7	107.8	109.8	114.6	113.0	-
Norway	29.0	46.4	57.6	79.7	89.1	108.1	108.2	117.0	130.2	138.5	145.6	152.9
Sweden	34.8	47.7	57.2	77.1	90.0	108.4	108.3	118.6	130.9	136.3	137.1	142.3
United Kingdom	27.6	39.8	48.3	79.4	89.5	114.9	134.3	163.0	174.9	181.9	182.8	189.8
Unit labor costs: U.S. dollar basis:												
United States	61.1	72.7	74.2	91.5	94.6	107.3	117.0	130.5	138.4	147.6	146.4	146.5
Canada	59.0	61.7	68.8	89.8	100.7	98.1	103.0	116.4	129.1	142.3	143.1	133.0
Japan	30.2	41.3	68.6	90.4	88.2	126.2	117.9	111.8	116.4	101.2	104.4	98.4
Belgium	30.4	41.8	63.2	89.8	87.4	115.6	128.1	133.6	110.7	92.6	84.4	-
Denmark	30.1	44.5	67.6	89.8	91.7	117.3	129.7	126.8	108.4	103.2	95.3	85.7
France	41.7	46.8	70.4	99.5	96.3	117.3	135.5	153.4	133.4	122.6	113.9	103.0
Germany	26.3	43.2	71.0	89.2	87.6	121.6	136.2	147.5	124.9	120.7	114.1	101.4
Italy	32.5	50.6	73.1	104.3	90.5	115.6	129.5	141.4	126.3	125.4	127.4	114.5
Netherlands	24.9	41.4	66.3	93.5	89.0	115.7	128.1	133.2	108.2	105.2	97.2	-
Norway	21.7	34.5	53.4	81.4	86.9	109.7	113.8	126.2	120.6	114.1	106.2	99.7
Sweden	30.1	41.1	58.7	83.2	92.3	107.2	112.9	125.3	115.4	96.9	79.8	76.9
United Kingdom	44.5	54.6	67.9	101.1	92.6	126.4	163.4	217.2	202.9	182.2	158.8	145.4

- Data not available.

48. Occupational injury and illness incidence rates by industry, United States

Industry and type of case ¹	Incidence rates per 100 full-time workers ²								
	1976	1977	1978	1979	1980	1981	1982	1983	1984
PRIVATE SECTOR³									
Total cases	-	-	-	-	-	8.3	7.7	7.6	8.0
Lost workday cases	-	-	-	-	-	3.8	3.5	3.4	3.7
Lost workdays	-	-	-	-	-	61.7	58.7	58.5	63.4
Agriculture, forestry, and fishing³									
Total cases	-	-	-	-	-	12.3	11.8	11.9	12.0
Lost workday cases	-	-	-	-	-	5.9	5.9	6.1	6.1
Lost workdays	-	-	-	-	-	82.8	86.0	90.8	90.7
Mining									
Total cases	-	-	-	-	-	11.6	10.5	8.4	9.7
Lost workday cases	-	-	-	-	-	6.2	5.4	4.5	5.3
Lost workdays	-	-	-	-	-	146.4	137.3	125.1	160.2
Construction									
Total cases	-	-	-	-	-	15.1	14.6	14.8	15.5
Lost workday cases	-	-	-	-	-	6.3	6.0	6.3	6.9
Lost workdays	-	-	-	-	-	113.1	115.7	118.2	128.1
General building contractors:									
Total cases	-	-	-	-	-	15.1	14.1	14.4	15.4
Lost workday cases	-	-	-	-	-	6.1	5.9	6.2	6.9
Lost workdays	-	-	-	-	-	107.1	112.0	113.0	121.3
Heavy construction contractors:									
Total cases	-	-	-	-	-	14.9	15.1	15.4	14.9
Lost workday cases	-	-	-	-	-	6.0	5.8	6.2	6.4
Lost workdays	-	-	-	-	-	106.0	113.1	122.4	131.7
Special trade contractors:									
Total cases	-	-	-	-	-	15.2	14.7	14.8	15.8
Lost workday cases	-	-	-	-	-	6.6	6.2	6.4	7.1
Lost workdays	-	-	-	-	-	119.3	118.6	119.0	130.1
Manufacturing									
Total cases	-	-	-	-	-	11.5	10.2	10.0	10.6
Lost workday cases	-	-	-	-	-	5.1	4.4	4.3	4.7
Lost workdays	-	-	-	-	-	82.0	75.0	73.5	77.9
Durable goods									
Lumber and wood products:									
Total cases	-	-	-	-	-	17.6	16.9	18.3	19.6
Lost workday cases	-	-	-	-	-	9.0	8.3	9.2	9.9
Lost workdays	-	-	-	-	-	158.4	153.3	163.5	172.0
Furniture and fixtures:									
Total cases	-	-	-	-	-	15.1	13.9	14.1	15.3
Lost workday cases	-	-	-	-	-	6.2	5.5	5.7	6.4
Lost workdays	-	-	-	-	-	91.9	85.6	83.0	101.5
Stone, clay, and glass products:									
Total cases	-	-	-	-	-	14.1	13.0	13.1	13.6
Lost workday cases	-	-	-	-	-	6.9	6.1	6.0	6.6
Lost workdays	-	-	-	-	-	122.2	112.2	112.0	120.8
Primary metal industries:									
Total cases	-	-	-	-	-	14.4	12.4	12.4	13.3
Lost workday cases	-	-	-	-	-	6.7	5.4	5.4	6.1
Lost workdays	-	-	-	-	-	121.3	101.6	103.4	115.3
Fabricated metal products:									
Total cases	-	-	-	-	-	17.5	15.3	15.1	16.1
Lost workday cases	-	-	-	-	-	7.5	6.4	6.1	6.7
Lost workdays	-	-	-	-	-	109.9	102.5	96.5	104.9
Machinery, except electrical:									
Total cases	-	-	-	-	-	12.9	10.7	9.8	10.7
Lost workday cases	-	-	-	-	-	5.1	4.2	3.6	4.1
Lost workdays	-	-	-	-	-	74.9	66.0	58.1	65.8
Electric and electronic equipment:									
Total cases	-	-	-	-	-	7.4	6.5	6.3	6.8
Lost workday cases	-	-	-	-	-	3.1	2.7	2.6	2.8
Lost workdays	-	-	-	-	-	48.4	42.2	41.4	45.0
Transportation equipment:									
Total cases	-	-	-	-	-	9.8	9.2	8.4	9.3
Lost workday cases	-	-	-	-	-	4.6	4.0	3.6	4.2
Lost workdays	-	-	-	-	-	78.1	72.2	64.5	68.8
Instruments and related products:									
Total cases	-	-	-	-	-	6.5	5.6	5.2	5.4
Lost workday cases	-	-	-	-	-	2.7	2.3	2.1	2.2
Lost workdays	-	-	-	-	-	39.2	37.0	35.6	37.5
Miscellaneous manufacturing industries:									
Total cases	-	-	-	-	-	10.7	9.9	9.9	10.5
Lost workday cases	-	-	-	-	-	4.4	4.1	4.0	4.3
Lost workdays	-	-	-	-	-	68.3	69.9	66.3	70.2

See footnotes at end of table.

48. —Continued Occupational injury and illness incidence rates by industry, United States

Industry and type of case ¹	Incidence rates per 100 full-time workers ²								
	1976	1977	1978	1979	1980	1981	1982	1983	1984
Nondurable goods									
Food and kindred products:									
Total cases	-	-	-	-	-	17.8	16.7	16.5	16.7
Lost workday cases	-	-	-	-	-	8.6	8.0	7.9	8.1
Lost workdays	-	-	-	-	-	130.7	129.3	131.2	131.6
Tobacco manufacturing:									
Total cases	-	-	-	-	-	8.2	7.2	6.5	7.7
Lost workday cases	-	-	-	-	-	3.9	3.2	3.0	3.2
Lost workdays	-	-	-	-	-	56.8	44.6	42.8	51.7
Textile mill products:									
Total cases	-	-	-	-	-	8.8	7.6	7.4	8.0
Lost workday cases	-	-	-	-	-	3.2	2.8	2.8	3.0
Lost workdays	-	-	-	-	-	59.2	53.8	51.4	54.0
Apparel and other textile products:									
Total cases	-	-	-	-	-	6.3	6.0	6.4	6.7
Lost workday cases	-	-	-	-	-	2.2	2.1	2.4	2.5
Lost workdays	-	-	-	-	-	35.0	36.4	40.6	40.9
Paper and allied products:									
Total cases	-	-	-	-	-	11.6	10.6	10.0	10.4
Lost workday cases	-	-	-	-	-	5.4	4.9	4.5	4.7
Lost workdays	-	-	-	-	-	103.6	99.1	90.3	93.8
Printing and publishing:									
Total cases	-	-	-	-	-	6.7	6.6	6.6	6.5
Lost workday cases	-	-	-	-	-	3.0	2.8	2.9	2.9
Lost workdays	-	-	-	-	-	47.4	45.7	44.6	46.0
Chemicals and allied products:									
Total cases	-	-	-	-	-	6.6	5.7	5.5	5.3
Lost workday cases	-	-	-	-	-	3.0	2.5	2.5	2.4
Lost workdays	-	-	-	-	-	48.1	39.4	42.3	40.8
Petroleum and coal products:									
Total cases	-	-	-	-	-	6.7	5.3	5.5	5.1
Lost workday cases	-	-	-	-	-	2.9	2.5	2.4	2.4
Lost workdays	-	-	-	-	-	51.2	46.4	46.8	53.5
Rubber and miscellaneous plastics products:									
Total cases	-	-	-	-	-	14.6	12.7	13.0	13.6
Lost workday cases	-	-	-	-	-	7.2	6.0	6.2	6.4
Lost workdays	-	-	-	-	-	117.4	100.9	101.4	104.3
Leather and leather products:									
Total cases	-	-	-	-	-	11.5	9.9	10.0	10.5
Lost workday cases	-	-	-	-	-	5.1	4.5	4.4	4.7
Lost workdays	-	-	-	-	-	82.6	86.5	87.3	94.4
Transportation and public utilities									
Total cases	-	-	-	-	-	9.0	8.5	8.2	8.8
Lost workday cases	-	-	-	-	-	5.3	4.9	4.7	5.2
Lost workdays	-	-	-	-	-	100.6	96.7	94.9	105.1
Wholesale and retail trade									
Total cases	-	-	-	-	-	7.3	7.2	7.2	7.4
Lost workday cases	-	-	-	-	-	3.1	3.1	3.1	3.3
Lost workdays	-	-	-	-	-	45.3	45.5	47.8	50.5
Wholesale trade:									
Total cases	-	-	-	-	-	7.7	7.1	7.0	7.2
Lost workday cases	-	-	-	-	-	3.6	3.4	3.2	3.5
Lost workdays	-	-	-	-	-	54.7	52.1	50.6	55.5
Retail trade:									
Total cases	-	-	-	-	-	7.1	7.2	7.3	7.5
Lost workday cases	-	-	-	-	-	2.9	2.9	3.0	3.2
Lost workdays	-	-	-	-	-	41.1	42.6	46.7	48.4
Finance, insurance, and real estate									
Total cases	-	-	-	-	-	1.9	2.0	2.0	1.9
Lost workday cases	-	-	-	-	-	.8	.9	.9	.9
Lost workdays	-	-	-	-	-	11.6	13.2	12.8	13.6
Services									
Total cases	-	-	-	-	-	5.0	4.9	5.1	5.2
Lost workday cases	-	-	-	-	-	2.3	2.3	2.4	2.5
Lost workdays	-	-	-	-	-	35.9	35.8	37.0	41.1

¹ Total cases include fatalities.
² The incidence rates represent the number of injuries and illnesses or lost workdays per 100 full-time workers and were calculated as: (N/EH) X 200,000, where:
N = number of injuries and illnesses or lost workdays.

EH = total hours worked by all employees during calendar year.
200,000 = base for 100 full-time equivalent workers (working 40 hours per week, 50 weeks per year.)
³ Excludes farms with fewer than 11 employees since 1976.
- Data not available.

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Area Wage Surveys

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Albany—Schenectady—Troy, New York, Metropolitan Area, September 1985. Bulletin 3030-44, 29 pp., \$1.25 (GPO Stock No. 829-001-00044-6).

Cleveland, Ohio, Metropolitan Area, September 1985. Bulletin 3030-45, 39 pp., \$1.75 (GPO Stock No. 829-001-00045-4).

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Periodicals

CPI Detailed Report. The September issue provides a comprehensive report on price movements for the month, plus statistical tables, charts, and technical notes. 77 pp., \$4 (\$25 per year).

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Occupational Outlook Quarterly. The Fall issue features articles on intelligence, workers, archivists and curators, counselors, adult and vocational teachers, gem cutters; and the shrinking middle class. 36 pp., \$3 (\$11 per year).

Producer Price Indexes. The September issue includes a comprehensive report on price movements for the month, plus regular tables and technical notes. 179 pp., \$4.25 (\$29 per year).

U.S. Department of State Indexes of Living Costs Abroad, Quarters Allowances, and Hardship Differentials. October 1985. Tabulations computed quarterly by the Department of States for use in establishing allowances to compensate

American civilian government employees for costs and hardships related to assignments abroad. The information is also used by many business firms and private organizations to assist in establishing private compensation systems. 8 pp., \$2.75 (\$10 per year).

OTHER PUBLICATIONS

(Single copies available upon request while supplies last.)

Area Wage Summaries

Ann Arbor, MI., October 1985. 5 pp.

Biloxi—Gulfport and Pascagoula—Moss Point, MS., September 1985. 5 pp.

Binghamton, NY., August 1985. 4 pp.

Las Vegas—Tonopah, NV., October 1985. 5 pp.

Sherman—Denison, TX, September 1985. 6 pp.

BLS Reports

Employment in Perspective: Women in the Labor Force (formerly called Working Women), Third Quarter 1985. Report 725, 3 pp. Describes women's employment situation in the third quarter and summarizes information on women who are self-employed.

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Occupational Earnings in Banking, Selected Metropolitan Areas, 1985. Summary 85-11 (No. 1 of 2). 5 pp.

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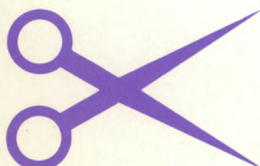
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