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Bargaining calendar in 1987
Collective bargaining in 1986
Labor Law changes in 1986
Revision of the Consumer Price Index





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MONTHLY LABOR REVIEW

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Labor Month In Review



DISABILITY DAYS. The National Center for Health Statistics published results of its latest National Health Interview Survey. The report shows that short-term disability effects of illness or injury caused an annual average of 14.5 days of activity restriction per person during 1983 among the civilian noninstitutional population of the United States. This estimated number of restricted-activity days is about 24 percent lower than the 19.1 days shown in the 1980 study, which used a different questionnaire, different definitions of some health variables, and different data processing specifications. Rates for the other types of disability days were not affected by these changes as much. Other survey findings:

There were 6.7 days of bed disability per person per year in 1983. The number of work-loss days per currently employed person 18-64 years of age was 4.2. The rate of school-loss days per child 5-17 years of age was 5.0 per year.

The rates of restricted-activity days, bed-disability days, and work-loss days were higher for females than for males.

Black persons had higher rates of restricted-activity days, bed-disability days, and work-loss days than white persons had.

Persons living in central cities of standard metropolitan statistical areas (SMSA's) had higher rates of restricted activity, bed disability, and work loss than persons living elsewhere had.

Persons with annual incomes less than \$7,000 had the highest rates of restricted activity and bed disability, and those with incomes of \$25,000 or more had the lowest rates.

The rates of restricted activity and bed disability were higher for unemployed persons than for employed persons.

Persons with some degree of activity

limitations caused by chronic illness or impairment had higher rates of restricted activity, bed disability, and work loss than persons with no limitation of activity had.

Among chronic conditions that are prevalent and disabling, emphysema causes higher rates of disability days per condition than any other: 39.0 days of restricted activity per person with this condition per year, and a rate of 24.9 days of bed disability.

War veterans had higher rates of restricted-activity and bed-disability days than either persons with other service or nonveterans.

Employment status. For purposes of the National Health Interview Survey, the labor force is defined as those persons 18 years of age and over who, during the 2 weeks prior to the household interview, were classified as currently employed or currently unemployed. Currently employed persons include those who were working, those who were not working but had a job (and were not on layoff), or those who had a business during the 2-week reference period. Currently unemployed persons are those who did not work or had no job or business during the 2-week reference period, but were looking for work, and those who had a job, but were on layoff and were currently looking for work.

The numbers of restricted-activity and bed-disability days per person per year were much higher for currently unemployed persons than for currently employed persons. Because 39.1 percent of the persons not in the labor force were 65 years of age and over, it is not surprising that the restricted-activity and bed-disability rates were high for persons not in the labor force. Also, persons 45-64 years of age who are

not in the labor force probably include those with health problems that do not allow them to work.

The industry in which a person was employed was classified according to the major activity of the establishment in which the person worked. The occupation of the person was the principal job or business held in that industry.

In 13 industries the number of work-loss days per currently employed person 18-64 years of age per year ranged from 3.0 for personal services to 5.5 for transportation, communications, and other public utilities. Further, in 13 occupational groups the rate of work-loss days ranged from 2.9 for executive, administrative, and managerial groups, to 6.0 for machine operators, assemblers, and inspectors.

Survey background. Statistics on disability days were collected in the National Health Interview Survey, a continuing nationwide survey conducted by household interviews. Each week a probability sample of the civilian noninstitutional population is interviewed by the U.S. Bureau of the Census, on behalf of the National Center for Health Statistics.

In 1983, the sample consisted of about 41,000 households containing approximately 106,000 persons. The total noninterview rate was 3.3 percent, of which 2.0 percent was attributed to respondent refusal, and the remainder was primarily a result of failure to find an eligible respondent at home after repeated calls.

Copies of the full report, *Disability Days, United States, 1983* are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402. Price: \$4. □

New basket of goods and services being priced in revised CPI

Beginning with January 1987 estimates, the Consumer Price Index reflects changes in Americans' spending patterns since 1972-73; the new index permits more accurate tracking of price changes throughout the 1980's

CHARLES MASON AND CLIFFORD BUTLER

The Consumer Price Index (CPI) is being revised effective with publication of data for January 1987.¹ As a part of the revision, the market basket of goods and services priced for the index is being updated to reflect how consumers are spending their money. Buying patterns can change over time as a result of changes in prices, demographic characteristics of the population, income, or tastes and habits. Historically, the Bureau of Labor Statistics has updated the CPI market basket approximately every 10 years. The uses of the CPI as a measure of inflation and the effects of economic policy, as a deflator of other statistical series, and as an income or benefits escalator require that it be current and accurate.

The last revision of the CPI market basket of goods and services took place in 1978 and was based on 1972-73 spending patterns. The revised 1987 CPI uses a market basket reflecting 1982-84 buying patterns. In addition, new definitions of some expenditure categories in the CPI are being introduced. This article describes how the market basket is constructed and compares the new basket with the previous one. Consumption changes that have taken place since the last revision are examined with respect to developments in prices, demographics, and other variables which may explain the observed market basket differences.

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Construction of the market basket

The Consumer Price Index is a measure of the average change in the price paid by urban consumers for a fixed market basket of goods and services.² The composition and relative weight of each component of that market basket is derived from estimates of expenditures from the ongoing Consumer Expenditure Survey.³ The expenditure data are tabulated using a hierarchical system with three principal levels of aggregation.

The seven major expenditure groups—food and beverages, housing, apparel and upkeep, transportation, medical care, entertainment, and other goods and services—are disaggregated into 69 expenditure classes, which in turn are divided into 184 item strata.⁴ Examples of item strata in the CPI include white bread, college tuition and fees, and women's suits. The expenditure weight for each item stratum is an estimate of total expenditure by the index population for that item. It is calculated as the product of estimates of mean expenditures of consumer units and the number of consumer units.

Mean expenditures are derived from 1982-84 Consumer Expenditure Survey data, and estimates of the number of consumer units are obtained from a special tabulation of the 1980 census files. A consumer unit is defined as: (1) all members of a particular household who are related by blood, marriage, adoption, or other legal arrangements such as foster parenting; (2) an individual who lives alone or who shares a household with others or lives as a roomer in a

private home or lodging house or in permanent living quarters in a hotel or motel, but who is financially independent; or, (3) two or more persons who share living quarters and who pool their income to make joint expenditure decisions. Financial independence is determined by three major expense categories: housing, food, and other living expenses. To be considered financially independent, at least two of the three major expense categories must be provided by the respondent. The consumer unit concept is based on the economic interdependencies within a housing unit and thus differs from both the concept of family and of household. Families, by definition, exclude unrelated individuals and the household concept as used in other surveys includes all individuals who share living quarters, regardless of the economic interrelationships among the residents.

The process of compiling and calculating the expenditure weights takes about 3 years. During that time, the prices of the goods and services in the revised market basket may change. Before introducing the new market basket into the CPI, the expenditures are updated to reflect the price changes. The expenditure weights are updated by applying the price change, as calculated from the former CPI, from the midpoint of the expenditure base period (June 1983 for the new revision) to the month in which the Bureau actually begins to price the goods and services in the new market basket. For the 1987 revision, this update uses either November or December 1986 data, depending on the item and the geographic area. Until the updating for price change is performed, the expenditure weights are referred to as preliminary.

The CPI populations

A CPI is constructed for two population groups. The Consumer Price Index for All Urban Consumers, CPI-U, is based on the expenditures of all urban consumer units without regard to income or employment status. Rural residents outside metropolitan areas, all farm residents, the military, and individuals in institutions are excluded from the index population. The CPI-U covers about 81 percent of the Nation's consumer units and 80 percent of the total noninstitutional population.

The Consumer Price Index for Wage Earners and Clerical Workers, CPI-W, is based on urban consumer units who meet additional requirements related to their employment: more than one-half of the consumer unit's income must be earned from clerical or wage occupations, and at least one of the members has to have been employed for 37 or more weeks in an eligible occupation during the last 12 months. The CPI-W population comprises 38 percent of all consumer units and 42 percent of the noninstitutional population. As table 1 indicates, the average wage and clerical worker consumer unit is more than 10 percent larger than the average all-urban unit—3.0 versus 2.6 persons. This difference primarily reflects the exclusion from the CPI-W of the retired population, which tends to have smaller consumer units.

The average age of the reference person in the all-urban index consumer units is higher than in the wage earner index units, again because retired persons are included in the all-urban population. The reference person is defined as the person first mentioned by respondents in the Consumer Expenditure Survey when asked to list consumer unit members starting "with the name of the person or one of the persons who owns or rents this home." The concept of a reference person differs slightly from the "household head" concept used in earlier expenditure surveys. In those surveys, the household head was defined as the husband in husband-wife families. In other families, the head was considered to be the person designated as such by the consumer unit members.

The inclusion of retired persons in the CPI-U population is also evidenced by the smaller number of earners per consumer unit. The urban index population has an average of 1.4 employed members while the wage earner index population averages 1.8. The higher average age of the all-urban population is the principal reason for its higher proportion of homeowners and contributes to its greater frequency of female reference persons because of women's greater longevity.

The wage earner index units have a higher total income than the all-urban ones. However, when adjusted for consumer unit size, per capita income is greater for the CPI-U population.

Since the last revision of the CPI, similar changes have occurred in both index populations. In 1972-73, the average CPI-U consumer unit consisted of 2.8 members with 1.3 persons actively employed. By the 1982-84 reference period, the average size had declined to 2.6 members, but the number of persons actively employed had grown to 1.4. The number of CPI-U consumer units with a male reference person fell by nearly 12.5 percent between the two periods, so that men are now reported as reference persons in only 67 percent of the units. This latter development probably reflects both changes in social attitudes and the well-documented increase in the number of female-headed households in recent years. The age of the reference person declined from 47 to 46 years.

The CPI-U consumer unit income, as reported in the Consumer Expenditure Survey, grew 88 percent over the period,

Table 1. Demographic characteristics of the former and revised CPI populations

Characteristic	Former		Revised	
	Urban	Wage earner	Urban	Wage earner
Income before taxes	\$12,332	\$13,008	\$23,183	\$24,057
Per capita income before taxes . .	\$4,404	\$4,065	\$8,917	\$8,019
Size of consumer unit (persons)	2.8	3.2	2.6	3.0
Age of reference person	47.3	42.1	46.2	40.3
Number of:				
Earners	1.3	1.7	1.4	1.8
Children	1.0	1.2	.7	.8
Percent reporting homeownership	55.8	56.8	59.5	57.4
Sex of reference person:				
Male	75.9	83.8	66.5	71.9
Female	24.1	16.2	33.5	28.1

from \$12,332 to \$23,183. On a per capita basis, income was up 102 percent. During the same time, however, inflation measured by the CPI-U increased 114 percent.⁵

Relative importances

The expenditure weight of an item in the CPI is derived from the expenditure survey as described above. The CPI is a fixed-weight index of the Laspeyres type. If one denotes the index by $I_{t,0}$, where t is the comparison period for which a new index number is to be calculated and 0 is the reference period, then:

$$I_{t,0} = \frac{\sum_i p_{ti} q_{0i}}{\sum_i p_{0i} q_{0i}} \times 100 \quad (1a)$$

where p_{ti} is the price of item i in the comparison period t ; p_{0i} is the price of item i in the base period; and q_{0i} is the quantity consumed of item i in the base period.

The formula can be rearranged such that:

$$I_{t,0} = \sum_i \left(\frac{p_{0i} q_{0i}}{\sum_i p_{0i} q_{0i}} \right) \times p_{ti}/p_{0i} \times 100 \quad (1b)$$

where p_{ti}/p_{0i} is the relative of price change between the base period and time t . Because the quantity of an item consumed in the base period times the price of the item in the base period equals the base-period expenditure, E_0 , then:

$$I_{t,0} = \sum_i \frac{E_{0i}}{\sum_i E_{0i}} (p_{ti}/p_{0i}) \times 100 \quad (1c)$$

Therefore, weighting the price relatives by expenditures is equivalent to weighting price levels by constant quantity weights.

When the CPI is revised, the quantity weights change to reflect the changes in consumption that have taken place over time. Between revisions, however, prices for different items can change in relation to one another. This differential price movement results in changes to the relative importance of items in the index. Relative importance is defined as the share that the base-period expenditure multiplied by the price relative for a particular item stratum is of the sum of all base-period expenditures multiplied by their price relatives. That is:

$$RI_{t,i} = \frac{E_{0i} (p_{ti}/p_{0i})}{\sum_i E_{0i} (p_{ti}/p_{0i})} \times 100$$

Items whose prices rise faster than average become relatively more important. For example, from December 1977 to December 1983, the price for fuel oil, as measured by the all-cities CPI-U, increased 531 percent, or more than twice as fast as the average for all items. As a result, the relative importance for fuel oil rose from 0.484 percent to 1.106 percent over the period. When new expenditure weights are introduced in a revision of the CPI, the changes in relative importances result from the revised quantities implicit in the new expenditure levels. Table 2 shows average expenditures per consumer unit and relative importances for the former and revised CPI-U and CPI-W indexes at the major group level and for selected expenditure classes. The expenditure weights and relative importances shown for the former CPI are based on the official December 1984 CPI, while the expenditure weights and relative importances for the revised CPI are based on the 1982-84 expenditures.⁶ The 1987 revision uses the 1982-84 expenditures updated for price change.

As the data in table 2 show, many of the trends that were noted in earlier revisions have continued.⁷ The relative importance for the service expenditure classes continued to grow in relation to the commodity expenditure classes. Food declined in relative importance, continuing a long-established trend. Since the 1939 CPI revision, when food and beverages accounted for more than one-third of the CPI market basket, the relative importance of that category has fallen by nearly half.

The changes in relative importances between the former and revised CPI-U will be reviewed in greater detail in the remainder of this article. Before turning to that analysis, however, a few comparisons between the CPI-U and CPI-W are of interest:

The larger size of the consumer unit in the CPI-W population accounts for the greater relative importance for food at home. Because the CPI-U covers a higher percentage of homeowners, it would be expected to have a larger relative importance for owners' equivalent rent. The greater importance for owners' equivalent rent in the CPI-U is further augmented by the fact that the rental value of the average owned home is higher in the all-urban population. The higher overall relative importance of housing for the all-urban population derives from three facts: (1) owners are more prevalent in that population; (2) owners' rental values are higher than those for rental units; (3) on average, both owners and renters in the urban index population occupy dwellings of greater rental value than those occupied by the CPI-W population:

	CPI-U	CPI-W
Average rent (for renters)	\$3,437	\$3,197
Percent renters in population	40.5	42.6
Average homeowners' equivalent rent (for owners)	\$5,885	\$5,064
Percent homeowners in population	59.5	57.4

The difference in estimates for medical care reflects the higher percentage of retired and unemployed persons covered by the CPI-U. Employer-paid health insurance is not available to significant numbers of the CPI-U all-urban population, and the greater proportion of older people means that more is spent per capita to treat the medical conditions associated with aging.

Changes in expenditure weight definitions

Aside from updating the expenditure weights to reflect the most recent findings from the Consumer Expenditure Survey, the periodic revision of the CPI provides an opportunity to modify the structure of the aggregate index by (1) combining some detailed indexes into a single-item stratum; (2) developing separate indexes for items that had previously been combined with others; or (3) pricing previously unpriced items.⁸ Changes of this sort are based on an examination of the expenditure data and are made in an effort to keep the CPI coverage current and to spread price collection over the optimal mix of items in order to minimize the sampling error of the all-items CPI.⁹

In addition, the index revision also facilitates the introduction of definitional modifications to the way that certain item strata expenditure weights are computed. Some computational or definitional changes are made so that the expenditure weights are definitionally consistent with the way a particular item stratum can be most effectively priced. Or the change in definition may reflect more accurately the consumption of the component that is being priced. The major definitional changes that have been made within the index as part of the revision are discussed below.

Food and beverages. In the former CPI, food purchases at grocery stores while away from home on trips and vacations were classified as unpriced "food away from home" expenditures. The price change attributed to these expenditures

was that for restaurant meals and snacks away from home. In the revised CPI, grocery store food purchases while on trips have been assigned to the expenditure category for food at home. The rationale for the change is that expenditures for food at out-of-town grocery stores are made by persons who then take the purchased food back to where they are staying and prepare their own meals. The expenditures are not identified by item in the Consumer Expenditure Survey, and so were allocated proportionally over all the categories of food at home, resulting in a 2.3-percent increase in food at home expenditures and a 3.8-percent reduction for food away from home.¹⁰

In the former CPI, all alcoholic beverages purchased on trips were unpriced. In the revised CPI, out-of-town purchases have been allocated between package store sales for off-premises consumption and alcoholic beverages by the drink for on-premises consumption in the same proportion as alcoholic beverage expenditures while in one's home city are reported.

Housing. The definition of lodging away from home has been expanded to include an imputed value for owners' use of their vacation property. Unlike most other definitional changes, which simply move expenditures from one category (possibly unpriced) to another, this is an element of expenditure not included in the former CPI. Its inclusion in the revised CPI increases the total expenditures for the housing major group by 2.4 percent.

Information processing equipment has been included as a separate item stratum and expanded to include devices such as home computers and smoke detectors. Formerly, business equipment for home use was included in the item stratum for stoves, ovens, and other major appliances.

Other video equipment is a new stratum that includes video cassette recorders and players as well as video game equipment. Hand tools, which were not priced in the former CPI, have been included in the definition of the item stratum

Table 2. Previous and revised average consumer unit expenditures for, and relative importances of, expenditure categories, CPI-U and CPI-W

Expenditure category	CPI-U				CPI-W			
	Previous		Revised		Previous		Revised	
	Average expenditure	Relative importance	Average expenditure	Relative importance	Average expenditure	Relative importance	Average expenditure	Relative importance
All items -----	\$22,065.00	100.000	\$19,362.65	100.000	\$23,289.47	100.000	\$18,760.52	100.000
Food and beverages, total -----	4,380.12	19.851	3,454.36	17.840	4,975.17	21.271	3,678.00	19.605
Food at home, total -----	2,776.44	12.583	1,962.94	10.138	3,188.22	13.631	2,138.70	11.400
Food away from home -----	1,352.14	6.128	1,189.82	6.145	1,512.36	6.466	1,229.19	6.552
Alcoholic beverages -----	239.85	1.087	301.60	1.558	275.29	1.177	310.11	1.653
Housing, total -----	8,318.95	37.702	8,255.57	42.637	8,174.15	34.948	7,498.02	39.967
Residential rent -----	1,367.59	6.198	1,099.66	5.679	1,350.27	5.773	1,207.05	6.434
Homeowners' equivalent rent -----	3,029.08	13.728	3,519.20	18.175	2,956.90	12.642	2,963.97	15.799
Apparel and upkeep -----	1,116.71	5.061	1,263.23	6.524	1,169.94	5.002	1,221.31	6.510
Transportation, total -----	4,772.88	21.631	3,620.03	18.696	5,643.65	24.129	3,918.51	20.887
New vehicles -----	851.49	3.859	1,064.36	5.497	939.79	4.018	995.25	5.305
Used vehicles -----	1,014.77	4.599	246.08	1.271	1,356.12	5.798	426.99	2.276
Motor fuel -----	1,215.34	5.508	929.49	4.800	1,453.19	6.213	1,095.24	5.838
Public transportation -----	347.97	1.577	269.67	1.393	318.56	1.362	198.30	1.057
Medical care, total -----	1,383.25	6.269	928.58	4.796	1,302.56	5.569	740.10	3.945
Entertainment, total -----	931.58	4.222	848.02	4.380	917.57	3.923	763.93	4.072
Other goods and services -----	1,173.64	5.319	992.85	5.128	1,205.73	5.155	942.72	5.025

“lawn equipment, power tools, and other hardware.” Indoor plants and fresh cut flowers are a priced item stratum in the revised CPI. These items were previously in the unpriced portion of the other housefurnishings expenditure class. Home care of invalids, the elderly, and convalescents also is a priced item stratum in the revised CPI. Expenditures for these items were formerly unpriced as a part of the house-keeping services expenditure class.

Apparel and upkeep. Boys’ active sportswear is now being priced in the CPI. The change makes boys’ apparel consistent with the other apparel expenditure classes. The CPI now also prices women’s apparel accessories, with expenditures included in the expenditure weight for women’s underwear, nightwear, and accessories. The “other apparel commodities” category has been restructured to better reflect the importance of certain items. Watches and jewelry have each become a separate item stratum. Luggage, which formerly was tabulated along with watches and jewelry, is instead now combined with sewing materials and notions.

Transportation. In the former CPI weights, all expenditures for vehicles were valued at the net transaction price—that is, the negotiated price less any trade-in value. In the expenditure weights for the revised CPI, the treatment of trade-ins and outright sales of used vehicles is changed. Trade-ins, at their market value, continue to be netted out of the price of purchased used cars. In addition, the market value of trade-ins on new cars is netted from used car purchases, rather than new car purchases. Outright sales of vehicles from one consumer to another are netted against the corresponding purchase because the transaction is really an intrapopulation exchange of wealth; there is no net change in used car consumption. The remaining used car purchases are the CPI expenditure weight. They comprise the sale of vehicles by the business and government sectors to consumers, plus dealer markup on used cars previously owned by consumers. In the 1982–84 period, the use of the new expenditure weight definitions for new and used vehicles resulted in a 17.0-percent increase in the weight for new vehicles and a 60.4-percent decrease for used vehicles when compared to the expenditure weight definition in the former CPI. The definitional changes are consistent with the way in which vehicles are priced in the CPI.

Because the prerevision method double-counted certain used car values by neglecting to subtract all used car sales from used car purchases, the combined value of new and used vehicles was overstated. As a result, the new procedure reduces the total estimated expenditure for the transportation major group by 9.7 percent. The reduction more than offsets the added expenditure for imputed rent of owned vacation properties, and is responsible for an overall 1.0-percent definitional reduction in CPI-urban expenditures for all items.

In addition to this major definitional change, three small changes have been made in the transportation section.

“Other automobile related fees” has been expanded slightly to include expenditures for other vehicle rentals. Other vehicle rentals, which include such items as trailers and car-top carriers, were unpriced in the former CPI. “Other intercity transportation” has been enlarged to include ship fares, which have begun to be priced in the CPI. “Intracity transportation” has been expanded to include the expenditure for van pools which are currently unpriced but for which pricing will begin at a future date as appropriate methods are developed.

Medical care. A significant number of definitional changes have been introduced in this area. However, almost all of them are accounted for by two factors. First, there is a change in the way health insurance premiums in the CPI are represented in the expenditure weights. While this has no effect on the final index result and is mathematically equivalent to the former procedure, it is believed that the new structure provides a clearer picture of the role of health insurance in the CPI. Health insurance represents only expenditures by consumers for premiums—employer contributions are, of course, not included. Other medical care expenditures are the out-of-pocket payments by consumers. Insurance premiums can be viewed as purchasing two things: (1) the medical care for which benefits are paid, and (2) the services of the insurance carrier in administering the policy. This second element has been labeled retained earnings and refers to the operating cost and any profit of the insurance carrier.

In the former CPI, the entire insurance premium was classified as health insurance. However, within health insurance, it was broken into many item strata for pricing—one for each type of benefit paid and one for the retained earnings associated with each type of benefit. The price movement for a health insurance benefit stratum (for example, insurance-paid hospital rooms) was the same as the price movement for the corresponding medical item in the CPI (hospital rooms). The price movement for a retained earnings stratum was the combination of price change for the relevant medical care item and an estimate of changes in retained earnings as a proportion of premiums. In the revision, instead of using the price change for hospital rooms (or any other medical item) for both the hospital room index and the hospital-room-paid-by-insurance index, the expenditures for the two types of hospital room payments are combined in a single index. The expenditure weight for each medical care item is the combination of the direct out-of-pocket expense for the item and the indirect expense for the item paid from consumer-purchased health insurance. The health insurance expenditure weight is then the sum of all the retained earnings items.

In allocating insurance premiums between covered medical care and retained earnings, secondary source data were obtained from the Health Care Financing Administration, U.S. Department of Health and Human Services, to break

out the retained earnings from covered medical care. Separate allocation proportions were developed for Blue Cross and Blue Shield, commercial health insurance companies, health maintenance organizations, and Medicare part B. Medicare had no retained earnings and its premiums were allocated between professional services and hospital rooms.

The second change in the treatment of medical care services is a restructuring that provides unique categories for "professional services" and "hospital and related services." Eye care (including eyeglasses and contact lenses) has been combined with physicians' services, dental services, and other professional services to form the "professional services" index. In the former CPI, a distinction was made between the purchase price of eyeglasses and contact lenses (commodities), and the charge associated with fitting eyeglasses and contact lenses for the consumer (services). It has grown increasingly more difficult to disaggregate provider charges into these components so, in the revised CPI, the total cost is collected in a single index in the medical care service component. The change results in a 12.2-percent reduction in the medical care commodity component. Fees for lab tests and x rays (with a relative importance of 0.094) have been moved from professional services and, along with emergency room charges, make up the outpatient services category.

Entertainment. The growth of entertainment expenditures has led to a number of changes. Services for pets, principally veterinary services, and video rentals are now priced in "other entertainment services." Water sports equipment, which was previously unpriced by the CPI, is now included in the expenditure weight for "other sporting goods." Separate indexes are being produced for club memberships, fees for participant sports, and fees for lessons and instructions.

Other good and services. "School textbooks and supplies" has been expanded to include expenditures for elementary school textbooks and supplies and sets of reference books. Both of these items previously were unpriced in the CPI. The unpriced items accounting fees and cemetery lots and vaults have become part of two new item strata for personal financial services and funeral expenses, respectively. Legal services also become a separate stratum.

Changes in consumption patterns

Many factors contributed to the change in expenditures for each item in the CPI market basket between 1972-73 and 1982-84. It is possible to quantify some of these factors. The expenditure weights were developed for each of a total of 184 priced and 23 unpriced item strata within each of 45 geographic areas. At this most basic level, the total expenditure is equal to the average expenditure per consumer unit in the geographic area (from the Consumer Expenditure Survey), multiplied by the number of consumer units in that

area (from the decennial census), as follows:

$$E_{ij} = n_j e_{ij} \quad (2)$$

where:

E_{ij} = total annual expenditure for item i in geographic area j ;

n_j = the number of consumer units in area j ; and,

e_{ij} = average annual expenditure per consumer unit on item i in area j .

To explain the changes in the CPI-U market basket, we have developed a series of factors that help to account for the difference between the total expenditure for an item nationwide in 1972-73 (E_i) and the expenditure for the same item in 1982-84 (E'_i). These factors are presented in table 3. For clarity, the expenditures in each case are presented as relative importances—that is, the expenditure for an item as a percentage of the expenditure for all items. The left-hand data column shows the relative importance for each item, or combination of items, from the 1972-73 Consumer Expenditure Survey. The right-hand column contains the relative importances from the 1982-84 survey. (The 1982-84 results were updated for price change through the end of 1986 before introduction in the 1987 CPI-U.) The intervening columns of data in table 3 are indexes of change from 1972-73 to 1982-84 for each of the factors for which effects on the market basket are being measured.

Population growth. The change in national expenditures for each item can be factored into two parts, the change in the number of consumer units and the change in expenditures per consumer unit. The relationship may be expressed as follows:

$$E'_i = \left(\frac{N'}{N}\right) \left(\frac{\bar{e}'_i}{\bar{e}_i}\right) E_i \quad (3)$$

where N (N') is the number of consumer units in 1972-73 (1982-84); and \bar{e}_i (\bar{e}'_i) is the national average expenditure per consumer unit for item i in 1972-73 (1982-84). When we define $C = N'/N$ as the factor of change in the number of consumer units, the above equation becomes:

$$E'_i = C \left(\frac{\bar{e}'_i}{\bar{e}_i}\right) E_i \quad (4)$$

From 1972-73 to 1982-84, the number of CPI-U consumer units grew by 23.5 percent. Because this growth factor is the same for all items in the CPI, it affects only the level of expenditures and not the relative importances among items. As a result, it does not appear in table 3. The growth in consumer units is, in turn, a composite of the change in the size of the population (up 11 percent) and the

Table 3. Indexes of change in relative importance for expenditure groups, 1972-73 to 1982-84

Expenditure group	1972-73 relative importance	Indexes of change (1972-73=100)				1982-84 relative importance
		Prices	Population shift	Definition	Implicit quantity	
All items	100.000	215.8	100.4	99.0	97.2	100.000
Food and beverages	20.562	213.7	100.3	100.0	84.5	17.840
Food	19.227	216.2	100.2	100.0	81.6	16.283
Food at home	13.513	210.4	99.9	102.3	72.8	10.138
Cereal and bakery products	1.542	238.0	99.6	102.3	75.3	1.351
Cereal and cereal products	.384	244.7	99.9	102.3	93.2	.429
Flour and prepared flour mixes	.107	213.9	99.7	102.3	73.3	.082
Cereal	.164	270.4	99.6	102.3	109.8	.237
Rice, pasta, and cornmeal	.113	236.5	100.7	102.3	83.0	.110
Bakery products	1.158	235.8	99.5	102.3	69.1	.921
White bread	.332	231.6	99.5	102.3	61.1	.229
Fresh other breads, biscuits, rolls, and muffins	.236	230.9	99.9	102.3	78.8	.210
Cookies, fresh cakes, and cupcakes	.280	243.7	99.4	102.3	67.9	.226
Other bakery goods	.310	236.8	99.5	102.3	71.4	.256
Meats, poultry, fish, and eggs	5.171	172.6	99.9	102.3	72.6	3.177
Meats, poultry, and fish	4.849	174.9	99.9	102.3	72.0	2.992
Meats	3.853	174.1	99.7	102.3	67.6	2.219
Beef and veal	2.091	173.4	99.7	102.3	64.3	1.140
Ground beef other than canned	.562	167.6	100.4	102.3	94.4	.438
Chuck roast	.236	184.5	97.4	102.3	45.2	.094
Round roast	.234	154.9	99.2	102.3	35.3	.062
Round steak	.773	182.1	100.1	102.3	88.3	.098
Sirloin steak	.141	178.2	99.6	102.3	72.9	.090
Other beef and veal	.144	156.4	100.4	102.3	51.9	.358
Pork	1.136	172.8	99.9	102.3	66.3	.638
Bacon	.211	175.7	100.5	102.3	62.1	.114
Chops	.246	168.9	99.8	102.3	73.7	.150
Ham	.304	161.8	100.3	102.3	58.9	.143
Other pork including sausage	.374	182.7	99.2	102.3	69.6	.231
Other meats	.626	179.0	99.2	102.3	80.9	.441
Poultry	.611	141.4	100.1	102.3	103.5	.439
Fresh whole chicken	.250	138.3	100.3	102.3	84.5	.144
Fresh and frozen chicken parts	.200	144.4	100.0	102.3	144.9	.205
Other poultry	.160	142.5	99.9	102.3	79.9	.089
Fish and seafood	.385	236.2	101.0	102.3	74.2	.334
Canned fish and seafood	.143	224.1	100.1	102.3	59.0	.093
Fresh and frozen fish and seafood	.242	243.3	101.4	102.3	82.4	.241
Eggs	.322	138.1	100.6	102.3	84.3	.185
Dairy products	1.788	201.8	99.8	102.3	76.4	1.350
Fresh milk and cream	1.054	193.8	99.7	102.3	68.0	.680
Fresh whole milk	.766	193.8	99.6	102.3	54.6	.396
Other fresh milk and cream	.288	193.9	100.1	102.3	103.5	.284
Processed dairy products	.733	213.3	99.9	102.3	87.4	.670
Cheese	.372	208.4	99.9	102.3	98.7	.374
Ice cream and related products	.185	215.1	99.7	102.3	178.2	.170
Other dairy products including butter	.176	221.8	100.0	102.3	65.4	.126
Fruits and vegetables	1.928	219.6	99.9	102.3	80.8	1.677
Fresh fruits and vegetables	1.105	206.1	100.2	102.3	90.2	1.009
Fresh fruits	.506	219.1	100.5	102.3	93.6	.512
Apples	.107	203.5	99.2	102.3	91.0	.096
Bananas	.069	181.7	101.0	102.3	140.6	.088
Oranges	.087	299.3	102.4	102.3	46.3	.061
Other fresh fruits	.242	207.9	100.0	102.3	108.1	.267
Fresh vegetables	.599	195.1	99.9	102.3	86.8	.497
Potatoes	.136	201.7	98.9	102.3	66.2	.088
Lettuce	.090	235.9	100.5	102.3	64.9	.068
Tomatoes	.092	148.9	100.1	102.3	112.2	.076
Other fresh vegetables	.280	194.1	100.2	102.3	99.3	.265
Processed fruits and vegetables	.823	237.6	99.6	102.3	69.9	.668
Processed fruits	.390	254.8	99.4	102.3	78.5	.381
Fruit juices and frozen fruit	.242	270.5	99.5	102.3	92.6	.296
Canned and dried fruit	.148	229.1	99.4	102.3	51.4	.085
Processed vegetables	.433	222.1	99.8	102.3	61.1	.288
Frozen vegetables	.111	235.7	99.8	102.3	75.4	.097
Other processed vegetables	.322	217.4	99.7	102.3	55.7	.191
Other foods at home	2.709	269.7	99.9	102.3	72.2	2.584
Sugar and sweets	.370	285.4	99.7	102.3	70.9	.366
Sugar and artificial sweeteners	.268	281.0	99.7	102.3	70.9	.261
Sweets including candy	.101	296.9	99.7	102.3	71.1	.105
Fats and oils	.346	221.2	100.0	102.3	71.8	.270
Nonalcoholic beverages	.947	319.5	100.1	102.3	60.4	.897
Carbonated drinks	.528	353.6	100.3	102.3	53.4	.490
Coffee	.261	226.9	99.5	102.3	86.9	.251
Other noncarbonated drinks	.158	358.5	99.9	102.3	56.2	.156
Other prepared foods	1.046	235.0	99.9	102.3	87.3	1.050
Canned and packaged soup	.105	219.1	99.5	102.3	74.0	.083
Frozen prepared foods	.164	234.1	99.7	102.3	98.8	.186
Snacks	.188	247.0	99.5	102.3	95.9	.217
Seasonings, condiments, sauces, and spices	.270	243.0	100.1	102.3	85.4	.275
Miscellaneous prepared foods including baby food	.319	226.9	100.0	102.3	81.6	.290

Table 3. Continued—Indexes of change in relative importance for expenditure groups, 1972-73 to 1982-84

Expenditure group	1972-73 relative importance	Indexes of change (1972-73=100)				1982-84 relative importance
		Prices	Population shift	Definition	Implicit quantity	
Food away from home	5.714	229.8	101.0	96.2	100.5	6.145
— Lunch	1.825	230.6	101.3	100.0	105.8	2.162
— Dinner	2.089	226.2	101.1	100.0	115.1	2.639
— Other meals and snacks	1.097	230.2	100.4	100.0	84.3	1.025
— Unpriced board and catered affairs	.703	238.1	100.6	56.8	69.6	.319
Alcoholic beverages	1.335	178.2	101.3	100.0	134.8	1.558
Alcoholic beverages at home	1.030	175.9	101.7	103.8	99.4	.910
— Beer and ale	.476	189.6	100.5	103.8	103.6	.468
— Distilled spirits	.393	157.3	102.1	103.8	72.6	.228
— Wine	.160	180.9	104.3	103.8	142.6	.215
Alcoholic beverages away from home	.241	187.7	100.1	102.8	290.2	.647
— Unpriced items	.065	180.4	100.7	0.0	(1)	(1)
Housing	38.215	214.6	100.6	102.4	105.3	42.637
Shelter	23.165	201.7	101.3	104.0	111.3	26.283
— Renters' cost	7.353	201.8	102.3	115.7	88.9	7.485
— Rent, residential	6.612	196.8	102.6	100.0	88.7	5.679
— Other renters' cost	.814	246.2	100.2	223.0	84.2	1.806
— Lodging while out of town	.508	256.5	99.9	266.6	96.3	1.601
— Lodging while at school	.234	224.4	100.2	100.0	67.4	.170
— Tenants' insurance	.073	244.4	101.8	100.0	40.2	.035
Homeowners' cost	15.318	200.6	101.1	100.0	124.7	18.569
— Owners' equivalent rent	15.133	197.3	101.1	100.0	125.6	18.175
— Household insurance	.185	468.9	101.5	100.0	93.2	.394
Maintenance and repairs	.494	234.2	96.3	100.0	42.9	.230
— Maintenance and repair services	.250	256.8	96.6	100.0	45.1	.134
— Property maintenance and repair services	.244	256.8	96.6	100.0	46.1	.134
— Unpriced items	.006	258.3	97.1	0.0	(1)	(1)
Maintenance and repair commodities	.245	211.1	96.0	100.0	40.3	.096
— Material, supplies, and equipment for home repair	.149	215.6	95.0	100.0	28.4	.041
— Other maintenance and repair commodities	.066	201.5	97.6	100.0	87.2	.054
— Unpriced items	.030	209.8	97.4	0.0	(1)	(1)
Fuel and other utilities	6.290	284.4	99.0	100.0	100.3	8.519
Fuels	3.625	363.1	98.7	100.0	83.4	5.187
— Fuel and other household fuel commodities	.595	515.4	94.9	100.0	40.9	.571
— Fuel oil	.491	535.1	95.1	100.0	35.4	.425
— Other household fuel commodities	.103	421.7	93.4	100.0	74.8	.146
Gas (piped) and electricity	3.030	333.2	99.8	100.0	95.6	4.617
— Electricity	1.900	299.9	100.9	100.0	106.9	2.945
— Utility (piped) gas	1.130	389.1	98.4	100.0	80.6	1.672
Other utilities and public services	2.665	177.5	100.1	100.0	146.8	3.331
— Telephone services	1.928	168.5	100.2	100.0	139.8	2.181
— Water and sewer maintenance	.510	212.1	100.2	100.0	115.9	.602
— Cable television	.078	162.7	93.5	100.0	722.4	.409
— Refuse collection	.140	183.1	101.0	100.0	112.0	.139
— Unpriced items	.010	185.7	97.3	0.0	(1)	(1)
Household furnishing and operations	8.760	198.7	100.0	100.0	93.9	7.835
Housefurnishings	5.203	174.3	99.5	100.0	115.0	4.974
— Textile housefurnishings	.615	201.9	100.4	100.0	72.8	.436
Furniture and bedding	1.557	178.0	100.0	100.0	101.7	1.352
— Bedroom furniture	.448	198.4	100.2	100.0	100.2	.428
— Sofas	.322	153.1	100.3	100.0	109.8	.260
— Living room chairs and tables	.335	164.7	99.5	100.0	83.8	.220
— Other furniture	.452	185.4	100.0	100.0	110.4	.444
Appliances including electronic equipment	1.973	127.4	97.3	100.0	140.5	1.647
— Major household appliances	.591	191.9	93.2	100.0	88.4	.449
— Refrigerators and home freezers	.134	176.5	100.3	100.0	113.5	.129
— Laundry equipment	.087	184.9	98.7	100.0	175.3	.133
— Stoves, ovens, dishwashers, and air conditioners	.228	154.2	99.5	81.7	136.0	.187
— Information processing equipment	(1)	(1)	(1)	(1)	(1)	.233
Television and sound equipment	1.135	121.4	100.6	100.0	145.2	.965
— Television	.536	112.7	100.3	100.0	122.8	.357
— Other video equipment	(1)	(1)	(1)	(1)	(1)	.250
— Sound equipment	.599	129.2	100.8	100.0	95.7	.358
— Unpriced items	(1)	(1)	(1)	(1)	(1)	(2)
Other housefurnishings	1.058	240.2	100.6	100.0	125.6	1.540
— Floor and window coverings, infants', laundry, cleaning, and outdoor equipment	.212	208.3	100.6	100.0	92.8	.197
— Clocks, lamps, and decor items	.188	187.2	102.9	100.0	170.6	.297
— Tableware, serving pieces, and nonelectric kitchenware	.321	214.3	101.4	100.0	77.7	.260
— Lawn equipment, power tools, and other hardware	.223	192.7	98.5	100.0	128.9	.262
— Small kitchen appliances, sewing machines, vacuum cleaners, and portable heating equipment	(1)	(1)	(1)	(1)	(1)	.222
— Indoor plants and fresh cut flowers	(1)	(1)	(1)	(1)	(1)	.193
— Unpriced items	.115	202.4	101.2	31.2	310.8	.109
Housekeeping supplies	1.443	248.4	100.0	100.0	72.9	1.253
— Laundry and cleaning products including soap	.530	254.2	99.6	100.0	67.2	.433
— Household paper products and stationery supplies	.441	243.2	100.2	100.0	79.0	.407
— Other household, lawn, and garden supplies	.472	246.8	100.5	100.0	73.7	.414

Table 3. Continued—Indexes of change in relative importance for expenditure groups, 1972-73 to 1982-84

Expenditure group	1972-73 relative importance	Indexes of change (1972-73=100)				1982-84 relative importance
		Prices	Population shift	Definition	Implicit quantity	
Housekeeping services	2.113	224.9	100.9	100.0	70.0	1.608
- Postage	.202	216.2	100.9	100.0	123.3	.261
- Babysitting	.396	213.4	100.4	100.0	74.3	.302
- Domestic services	.429	214.7	101.1	100.0	67.1	.300
- Other household services	.666	244.7	101.4	100.0	48.3	.383
- Appliance and furniture repair	.357	218.2	99.6	100.0	49.3	.184
- Care of invalids, elderly, and convalescents in the home	(1)	(1)	(1)	(1)	(1)	.054
6 Apparel and upkeep	7.498	148.1	100.4	100.0	122.1	6.524
Apparel commodities	6.794	138.5	100.2	100.0	132.3	5.981
Apparel commodities less footwear	5.893	135.2	100.3	100.0	132.1	5.062
Men's and boys'	2.070	146.6	100.4	100.0	110.6	1.614
Men's apparel	1.668	144.6	100.4	100.0	112.0	1.300
- Suits, coats, sportcoats, and jackets	.651	130.4	100.0	100.0	93.4	.380
- Furnishings	.302	180.6	101.2	100.0	118.9	.314
- Shirts	.286	152.6	101.0	100.0	149.0	.315
- Dungarees, jeans, and trousers	.406	134.9	100.0	100.0	103.9	.273
- Unpriced men's uniforms and other clothing	.023	143.7	100.9	100.0	109.1	.017
Boys' apparel	.402	154.7	100.1	100.0	105.1	.314
- Boys' apparel	.383	154.8	100.2	106.8	102.3	.311
- Unpriced boys' uniforms and other clothing	.019	153.3	99.9	13.6	146.7	.003
13 Women's and girls'	2.967	114.2	100.1	100.0	162.5	2.642
Women's apparel	2.479	113.1	100.3	100.0	168.4	2.269
- Coats and jackets	.333	93.1	98.7	100.0	157.5	.231
- Dresses	.540	112.6	100.9	100.0	129.2	.380
- Separates and sportswear	.576	103.8	100.5	100.0	377.2	1.086
- Underwear, nightwear, hosiery, and accessories	.526	158.2	99.7	127.8	77.1	.392
- Suits	.321	77.8	102.0	100.0	119.2	.146
- Unpriced items	.183	112.1	100.4	28.3	122.9	.034
Girls' apparel	.488	120.1	99.4	100.0	133.6	.373
- Girls' apparel	.480	120.2	99.4	100.0	132.7	.365
- Unpriced items	.008	112.5	99.0	100.0	190.1	.009
21 Infants' and toddlers'	.144	175.6	99.7	100.0	193.0	.233
- Infants' and toddlers' apparel	.110	175.1	99.9	100.0	228.3	.211
- Unpriced items	.034	177.2	99.3	100.0	78.2	.022
Other apparel commodities	.712	181.3	100.8	100.0	91.8	.573
- Watches, jewelry and luggage (1978)	.498	185.3	100.0	100.0	140.8	.467
- Sewing materials (1978) and luggage (1987)	.214	175.4	99.8	162.1	36.5	.106
- Watches	(1)	(1)	(1)	(1)	(1)	.102
- Jewelry	(1)	(1)	(1)	(1)	(1)	.365
27 Footwear	.901	159.4	100.2	100.0	133.1	.918
- Men's	.285	168.4	101.0	100.0	119.4	.278
- Boys' and girls'	.237	160.2	100.0	100.0	102.6	.187
- Women's	.378	152.1	99.8	100.0	165.0	.453
Apparel services	.704	240.5	101.5	100.0	66.0	.544
- Other apparel services	.256	220.7	101.6	100.0	94.7	.261
- Laundry and drycleaning other than coin operated	.448	251.7	101.4	100.0	51.6	.283
32 Transportation	19.065	245.3	100.5	90.3	91.9	18.696
Private	17.787	244.2	100.5	90.3	91.6	17.303
New vehicles	4.775	175.8	99.2	117.0	117.6	5.497
- New cars	4.248	176.1	99.3	116.9	106.6	4.439
- New trucks and motorcycles	.527	173.9	98.7	117.6	207.8	1.058
- New trucks	(1)	(1)	(1)	(1)	(1)	.976
- New motorcycles	(1)	(1)	(1)	(1)	(1)	.082
Used vehicles	2.805	325.1	100.2	39.6	73.3	1.271
- Used cars	2.544	325.5	100.1	46.6	62.5	1.158
- Unpriced items	.261	321.0	100.7	20.8	134.0	.113
- Motor fuel	4.064	318.2	100.8	100.0	76.8	4.800
38 Automobile maintenance and repair services	1.536	238.3	100.9	100.0	86.9	1.538
- Body work	.204	258.4	101.5	100.0	61.5	.158
- Automobile drive train, brake, and miscellaneous mechanical repairs	.331	246.0	101.2	100.0	110.0	.434
- Maintenance and servicing	.589	226.9	100.6	100.0	82.3	.530
- Power plant repair	.412	238.6	100.8	100.0	82.8	.394
- Unpriced items	(1)	(1)	(1)	(1)	(1)	.022
43 Other private transportation	4.608	202.5	101.3	100.0	92.7	4.197
Other private transportation commodities	.846	180.9	100.8	100.0	120.6	.893
- Motor oil, coolant, and other products	.089	242.9	102.1	100.0	69.6	.074
Automobile parts and equipment	.757	173.7	100.6	100.0	129.1	.819
- Tires	.541	172.2	100.8	100.0	95.1	.428
- Other parts and equipment	.217	177.4	100.2	100.0	211.9	.391
Other private transportation services	3.762	207.3	101.3	100.0	87.2	3.304
- Automobile insurance	2.130	199.0	101.6	100.0	83.5	1.724
- Vehicle finance charges	.862	234.0	99.4	100.0	94.9	.912
- Automobile finance charges	.805	234.4	99.3	100.0	83.4	.749
- Unpriced items	.058	227.4	100.8	100.0	258.4	.163
- Automobile fees	.770	200.5	103.1	100.0	87.5	.668
50						

Table 3. Continued—Indexes of change in relative importance for expenditure groups, 1972-73 to 1982-84

Expenditure group	1972-73 relative importance	Indexes of change (1972-73=100)				1982-84 relative importance
		Prices	Population shift	Definition	Implicit quantity	
— Automobile registration, licensing, and inspection fees	.455	181.5	103.3	100.0	77.0	.315
— Other automobile related fees	.267	231.6	102.7	100.9	106.8	.329
— Unpriced items	.047	207.0	104.0	88.5	56.3	.024
Public transportation	1.278	260.1	100.5	100.0	87.0	1.393
— Airline fares	.564	290.5	101.2	100.0	111.3	.885
— Other intercity transportation	.066	238.6	99.6	130.6	150.9	.149
— Intracity public transportation	.616	234.8	99.9	107.6	46.7	.349
7 — Unpriced items	.031	254.5	97.7	11.0	260.9	.011
Medical care	5.003	241.5	100.5	100.0	82.3	4.796
Medical care commodities	1.015	189.3	100.2	89.9	114.0	.946
— Prescription drugs	.480	213.0	99.5	104.4	114.5	.583
— Nonprescription drugs and medical supplies	.534	167.9	101.1	74.1	112.5	.363
— Internal and respiratory over-the-counter drugs	.296	222.7	101.2	100.0	72.3	.232
— Nonprescription medical equipment and supplies	.115	206.7	100.7	100.0	114.1	.131
Medical care services	3.988	254.8	100.6	102.8	76.4	3.850
Professional medical services	2.075	251.6	100.7	130.3	77.6	2.546
— Physicians' services	1.016	247.9	100.4	145.2	74.5	1.313
— Dental services	.777	236.3	101.0	108.2	79.7	.767
— Eye care and other professional services	.244	354.1	100.5	146.7	76.3	.466
— Eye care	(1)	(1)	(1)	(1)	(1)	.320
— Services by other medical professionals	(1)	(1)	(1)	(1)	(1)	.147
Hospital and related medical services	.335	342.8	100.2	240.7	88.8	1.178
— Hospital room	.150	327.5	100.1	215.8	91.4	.467
— Other inpatient hospital services	.182	306.9	100.4	228.2	69.7	.429
— Outpatient services	(1)	(1)	(1)	(1)	(1)	.279
— Unpriced items	.002	295.1	95.2	100.0	143.2	.003
19 — Health insurance	1.579	240.3	100.7	8.3	82.4	.125
Entertainment	4.814	188.1	100.7	100.0	100.2	4.380
Entertainment commodities	2.822	188.9	100.1	100.0	86.0	2.200
Reading materials	.690	222.5	100.1	100.0	90.8	.668
— Newspapers	.375	209.9	99.3	100.0	86.1	.323
— Magazines, books, and periodicals	.315	237.4	100.9	100.0	95.8	.346
Sporting goods and equipment	.910	157.7	100.1	100.0	77.0	.530
— Sports vehicles including bicycles	.665	161.4	100.1	100.0	46.4	.239
— Other sporting goods	.225	146.9	100.3	114.7	159.6	.291
— Unpriced items	.020	156.1	100.2	0.0	(1)	(1)
Toys, hobbies, and other entertainment	1.222	193.1	100.1	100.0	88.4	1.001
— Toys, hobbies, and music equipment	.608	190.7	98.8	100.0	87.6	.481
— Photographic supplies and equipment	.243	184.1	101.6	100.0	62.3	.136
— Pet supplies and expense	.338	203.9	101.3	100.0	111.1	.372
28 — Unpriced items	.033	194.9	101.2	100.0	38.6	.012
Entertainment services	1.992	155.9	101.4	100.0	120.3	2.180
Club membership and fees	.606	197.2	101.2	100.0	115.5	.669
— Club membership	(1)	(1)	(1)	(1)	(1)	.354
— Fees for participant sports	(1)	(1)	(1)	(1)	(1)	.315
— Admissions	.335	185.7	101.2	100.0	199.2	.601
Other entertainment services (1978)	.251	167.5	101.6	198.0	219.2	.890
— Fees for lessons and instructions	(1)	(1)	(1)	(1)	(1)	.211
— Other entertainment services (1987)	(1)	(1)	(1)	(1)	(1)	.679
34 — Unpriced items	.800	186.2	101.6	2.3	121.1	.020
Other goods and services	4.843	224.7	100.0	100.0	98.3	5.128
Tobacco and other smoking products	1.423	212.0	99.4	100.0	77.9	1.120
— Tobacco and other smoking products	1.423	212.0	99.4	100.0	77.9	1.120
— Unpriced items	(1)	(1)	(1)	(1)	(1)	(2)
Personal care	1.873	213.1	100.3	100.0	64.4	1.236
Toilet goods and personal care appliances	.844	217.2	100.1	100.0	76.3	.672
— Hair, dental, shaving, and miscellaneous personal care	.582	219.0	100.1	100.0	63.5	.389
— Cosmetics, bath and nail preparations, manicure and eye makeup implements	.262	213.4	100.1	100.0	105.4	.283
Personal care services	1.029	209.6	100.4	100.0	54.3	.564
— Beauty parlor services for females	.694	211.0	100.0	100.0	64.1	.450
— Haircuts and other barber shop services for males	.334	206.8	101.4	100.0	33.7	.113
41 — Unpriced items	.001	222.1	101.5	100.0	62.9	(2)
Personal and educational expenses	1.547	250.5	100.2	100.0	148.9	2.772
Schoolbooks and supplies	.202	241.2	100.1	100.0	78.1	.182
— College textbooks	.116	240.2	99.6	100.0	95.1	.126
— School textbooks and supplies	.065	243.1	99.9	161.8	38.1	.046
— Unpriced items	.021	240.5	103.5	35.2	108.2	.010
Personal and educational services	1.345	251.9	100.2	100.0	159.1	2.590
Tuition and other school fees	1.077	250.7	99.7	100.0	122.7	1.583
— College tuition	.714	249.0	98.8	100.0	105.8	.890
— Elementary and high school tuition	.180	259.5	101.9	100.0	121.1	.276
— Unpriced (1978)	.183	248.9	100.9	100.0	188.7	.416
— Child day care and nursery school	(1)	(1)	(1)	(1)	(1)	.255
— Other tuition and fees	(1)	(1)	(1)	(1)	(1)	.097
49 — Unpriced items (1987)	(1)	(1)	(1)	(1)	(1)	.064

Table 3. Continued—Indexes of change in relative importance for expenditure groups, 1972–73 to 1982–84

Expenditure group	1972–73 relative importance	Indexes of change (1972–73=100)				1982–84 relative importance
		Prices	Population shift	Definition	Implicit quantity	
Personal expenses .....	.268	257.0	102.4	100.0	297.9	1.007
– Legal service fees	(1)	(1)	(1)	(1)	(1)	.370
– Funeral expenses	(1)	(1)	(1)	(1)	(1)	.291
– Personal financial services	(1)	(1)	(1)	(1)	(1)	.264
4 – Unpriced items .....	.055	255.4	102.3	27.5	434.9	.082

¹ Not applicable.
² Less than .0005.

average size of the consumer unit (down from 2.8 to 2.6 persons per unit).

Consumption is calculated in terms of consumer units rather than on a per capita basis because many items, such as shelter and heating fuel, are consumed by the unit as a whole. But this per-consumer-unit basis of CPI expenditures is important for interpreting many of the results as well. For example, as will be explained in more detail below, table 3 shows that the implicit quantity change for ground beef between the former and revised market baskets is a decline of 5.6 percent. This, however, should not be interpreted as a reduction in per capita consumption of ground beef. While the average consumer unit purchased 5.6 percent less, that average unit also had 7 percent fewer people, so per capita consumption actually rose. Even here the changes in the demographic makeup of the consumer unit—the increase in the number of older Americans and the decline in the number of children per consumer unit—may be more explanatory than a strict per capita comparison. In general, the following discussion is confined to data per consumer unit because the unit is the entity that does the buying. But one must also keep in mind that the average unit in 1982–84 was about 7 percent smaller than in 1972–73.

Index of price change. Changes in expenditures for an item may be affected by changes in the price of that item. The index of price change in table 3 represents the cost of purchasing a unit of an item in the 1982–84 period as a percent of the cost of purchasing the same item in 1972–73. The price index for an item stratum, I_i , can be expressed using equation (1c), as follows:

$$I_i = \frac{\sum_j \sum_k E_{ijk} (P'_{ijk}/P_{ijk})}{\sum_j \sum_k E_{ijk}} \times 100 \quad (5)$$

where i indexes the item stratum; j indexes the local areas; and k indexes the varieties included within an item stratum.

We can define the price factor in the changing expenditure weights as:

$$P_i = I_i/100 \quad (6)$$

Equation (4) can then be rewritten as:

$$E'_i = CP_i \left(\frac{\bar{e}'_i}{P_i \bar{e}_i} \right) E_i \quad (7)$$

Substituting (5) in the denominator of (7), and recalling that $\bar{e}_i = (1/N)(\sum_j \sum_k E_{ijk})$ gives the following result:

$$E'_i = CP_i \left(\frac{\bar{e}'_i}{1/N \left(\sum_j \sum_k E_{ijk} P'_{ijk}/P_{ijk} \right)} \right) E_i \quad (8)$$

The ratio in parentheses in equation (8) is the average per-consumer-unit expenditure in 1982–84 for item stratum i as a proportion of what the average consumer unit from 1972–73 would have spent in 1982–84 had it continued to purchase the same quantity and quality of the item. This ratio will be analyzed further in subsequent sections.

The price change index calculated differs from the published CPI indexes for certain items because it treats the period 1972–73 through December 1977 differently and uses an owners' equivalent rent measure. When the 1972–73 expenditures were updated for price change to their introduction date of December 1977, each item stratum expenditure was updated using the CPI for the expenditure class to which it belongs. The price relative in equation (5) is, therefore, a composite. From 1972–73 to December 1977, it is the average price change for the entire expenditure class to which an item belongs, and from December 1977 to 1982–84, it is the price change for the item itself.

The difference in price movement between the expenditure class and the item stratum can have significant effects. For example, cola drinks showed a 59-percent price increase in the published CPI from 1972–73 to 1977. But the 1977 revision expenditure weights for colas were updated using the total nonalcoholic beverages expenditure class, which increased 171 percent due to the effect of a 225-percent increase in coffee prices. The impact of this use of expenditure-class-level updating will be discussed more

later. When owners' equivalent rent became the CPI-U measure for homeowners' shelter costs in 1983, homeownership expenditures from the 1972-73 period were updated to December 1982. The price changes and item definitions used in that 1983 expenditure weight revision have been used in the measure of price change in table 3.¹¹

Index of consumer unit shift. Consumption of many items may depend on the geographical location of the consumer unit. The factor for geographic shift of consumer units measures the relative effect that a shift in the geographic location of the population has had on consumption. It can be expressed as follows:

$$G_i = \frac{1/N' \sum_j n'_j \sum_k e_{ijk} (p'_{ijk}/p_{ijk})}{1/N \sum_j n_j \sum_k e_{ijk} (p'_{ijk}/p_{ijk})} \quad (9)$$

One can interpret equation (9) as the ratio of the costs of two updated national market baskets. The first is updated from 1972-73 to 1982-84 for changes in both prices and population distribution. The second is updated only for price change. The index of geographic shift in table 3 is equal to $100(G_i)$. Note that the denominator of equation (9) is equal to the denominator of the ratio in equation (8). Substituting in (8) gives the following relationship between current and revised expenditures for each item in the market basket.

$$E'_i = CP_i G_i \left(\frac{\bar{e}'_i}{1/N' \left(\sum_j n'_j \sum_k e_{ijk} p'_{ijk}/p_{ijk} \right)} \right) E_i \quad (10)$$

The following examples are useful in illustrating the effect that population shift has had on consumption. Fuel oil is consumed more heavily in the North and East, both because of cold weather and because of the ready availability of oil as a fuel. The shift of population from the North and East to the South and West has had the effect of reducing fuel oil expenditures by 4.9 percent. On the other hand, tighter housing markets in the West, combined with faster population growth there, have produced national expenditures for residential rent that are 2.6 percent higher than in the 1972-73 period.

Definitional change. Changes in item definitions also occur from one market basket to another. These changes may be structural or conceptual, normally resulting from a refinement in the way the CPI looks at a particular item or group of items. These definition changes influence the level

of calculated expenditures for the affected items and require that a corresponding adjustment be made to the data before expenditures reported in 1972-73 and in 1982-84 can be compared in a meaningful manner.

Take, for example, medical care services. In 1972-73, medical care services did not include eyeglasses and contact lenses, which were defined as medical care commodities. The revised index for medical care services will include expenditures for eyeglasses and contact lenses. This definitional change results in an observed increase in medical care services expenditures of 2.8 percent and a corresponding decline of 10.1 percent for medical care commodities over what would have been reported using the old definition of these items.

The index of definition change in table 3 measures the effect of such structural or conceptual changes for items in the revised CPI. The relationship may be expressed as follows:

$$D_i = \frac{1/N' \left(\sum_j \sum_{k \in S'_i} E'_{ijk} \right)}{1/N' \left(\sum_j \sum_{k \in S_i} E'_{ijk} \right)} \quad (11)$$

where S'_i is the set of varieties (indexed by k) that define the item stratum i for the revised CPI and S_i is the set of varieties that defines the item stratum in the prerevision market basket. Recognizing that the numerator of the ratio in equation (11) is equal to \bar{e}'_i and substituting in equation (10), we reach our final analytical disaggregation of the change in expenditures between market baskets:

$$E_i = CP_i G_i D_i \left(\frac{1/N' \left(\sum_j n'_j \sum_{k \in S'_i} e'_{ijk} \right)}{1/N' \left(\sum_j n'_j \sum_{k \in S_i} e_{ijk} (p'_{ijk}/p_{ijk}) \right)} \right) E_i \quad (12)$$

Now, if we let q_{ijk} equal the average annual quantity of variety k within item i purchased in 1972-73 by a consumer unit in local area j , and q'_{ijk} equal the same for 1982-84, then we can define a factor for the effect of quantity change as follows:

$$Q_i = \frac{1/N' \sum_j n'_j \sum_{k \in S'_i} p'_{ijk} q'_{ijk}}{1/N' \sum_j n'_j \sum_{k \in S_i} p'_{ijk} q_{ijk}} \quad (13)$$

Substituting (13) in (12) gives us:

$$E'_i = (C)(P_i)(G_i)(D_i)(Q_i)E_i$$

One can thus trace the expenditure weights for each item or group of items in the 1982–84 market basket as a series of changes to the 1972–73 expenditures. First, the number of consumer units grew by a constant C . For all items, this was a 23.5-percent increase or a factor of 1.235 (or an index of 123.5). Next, expenditures changed as a direct result of changes in per unit prices for each item— P_i . Expenditures also changed because the geographic distribution of the population shifted— G_i . Definitional changes— D_i —to the item stratum coverage have been introduced. And, finally, as a residual, there have been implicit changes in the quantities consumed— Q_i .

This quantity index requires some care in interpretation. At the aggregate levels—food and beverages, men's clothing, and so forth—the index of implicit quantity change is not the sum of the number of items consumed in one period compared to the aggregate number of items consumed in the other. Rather, it is a measure of the reported expenditures in the 1982–84 period compared to the cost of purchasing (at 1982–84 prices) the basket of goods and services purchased in the 1972–73 period, adjusted for the growth in the number of consumer units, shifts in the geographic location of the consumer units, and any definitional changes.

For some highly homogeneous item strata, such as oranges or fuel oil, the quantity index can reasonably be interpreted as an index of the change in the absolute quantity consumed. The quantity index of 35.4 for fuel oil translates into a 64.6-percent decline in the number of gallons of fuel oil purchased by the average consumer unit. On the other hand, the 91.9 quantity index for transportation does not translate into 8.1 percent fewer units of transportation being consumed. It indicates instead that the average consumer unit spent 8.1 percent less on transportation commodities and services in 1982–84 than it would have if it had continued to purchase the same mix and quantities of transportation items in 1982–84 as in 1972–73.

The quantity change index is calculated as a residual term between the 1982–84 and the adjusted 1972–73 expenditures. As a result, it is highly dependent on the other indexes used in its construction. For example, as noted above, the updating procedure used in the 1978 revision overstated price change for carbonated drinks; thus, the quantity measure understates the real quantity change. In addition, quality changes, which are factored out of the CPI price indexes, are reflected as increases or decreases in the quantity change index. The new car quantity index of 106.6, for example, is larger than the actual growth in the number of new cars purchased because the price index is a constant quality index but the quality of new vehicles has increased over the past 10 years. The change in quality is reflected in the quantity

index because each car purchased has more to it—radial rather than bias-ply tires, for example.

In evaluating the quantity changes between the baskets of goods and services purchased in the two periods, one cannot draw consumer welfare or “quality of life” conclusions. The data show only the quantities of particular goods and services consumed in the two periods. The level of utility or consumer satisfaction derived from this consumption pattern is not within the scope of this article and may be influenced by additional variables which are not accounted for in the presentation. Among the variables which are not accounted for but which may have direct bearing on consumer welfare are the values of nonmarket goods and services received, subsidies, government services, and employee benefits. Each of these factors may affect reported consumption in one or both periods. In addition, this particular quantity index has been adopted to remove any effect of population movements to geographic areas with greater consumption levels.

The Consumer Expenditure Survey on which the CPI market basket is based does not collect noncash or barter transactions and, as a result, the CPI market basket does not reflect the value of goods and services obtained in this manner. Because the CPI market basket is based on out-of-pocket expenses, it does not include the value of many subsidies (particularly “in-kind” subsidies), government services, or the value of employer-provided benefits. In-kind subsidies are a direct grant of a particular item or a third-party payment for a particular item, such as subsidized housing or college scholarships. In-kind subsidies differ from cash or income subsidies in that the latter convey money to the consumer unit to finance purchases of goods and services. These purchases are reported in the Consumer Expenditure Survey and are, therefore, in the CPI. But because they involve no out-of-pocket expense for the consumer unit, in-kind subsidies are not reported in the expenditure survey, and thus are excluded from the CPI market basket. Employee benefits, which may range from Christmas turkeys to paid health insurance to employer-provided automobiles, are similarly not included. Changes in the type or level of employee benefits over time may have a profound effect on consumer unit welfare. Certainly the increase in employer-paid and government-provided health insurance since 1972 has had a positive effect on consumer welfare.

Causes of market-basket change

Supply and demand forces play a major role in establishing consumption patterns. On the supply side, weather, labor and capital costs, and the level of technology determine the quantities supplied. The price and availability of substitute goods, the level of consumer income and tastes, and various demographic factors determine the quantity of a particular item demanded at the market price. The quantity index in table 3 allows us to examine some of the changes

in consumption patterns brought about by these various forces over the study period.

Food and beverages. During the period between the two expenditure reference bases for the CPI, the quantity index for food at home declined. (Of course, this decline was in part offset by more food consumption away from home.) The 7-percent decline in family size had a retarding effect on the quantity of foods purchased. However, a 7-percent decline in the size of consumer units would not necessarily result in exactly a 7-percent reduction in food consumption. Changes in demographic characteristics of the population may also have an effect by altering consumer preferences and caloric intake requirements. The direction and magnitudes of these demographic effects are, however, beyond the scope of this investigation. In table 3, items that show slight declines in the index of quantity change may not have declined on a per-person basis at all. Items that exhibit increases in consumption may have increased somewhat more on a per-person basis than the index indicates.

The indexes of quantity change in the table give some indication of the scope of the decline in consumption of food at home. Only seven item strata show an increase from the 1972-73 period, and only poultry registers an increase in consumption at the expenditure class level. Consumption changes within the expenditure class for cereal and bakery products are an example of how recent health and fitness concerns have altered consumer buying patterns. Flour and prepared flour mixes, rice, pasta, and cornmeal all show consumption declines, while cereal consumption—led by an increase in high fiber, low sugar cereals—increased by 9.8 percent.

Since the 1972-73 base period, there has been significant movement within the meat, fish, and poultry group. Consumption of red meat such as beef, pork, and veal has declined while poultry consumption has increased. However, beef has remained the meat of choice, although there has been substitution among types of beef consumed. Specifically, in those consumer units for which beef is a dietary staple, it appears that ground beef has been substituted for the higher-priced roast. At the other end of the spectrum, it appears that those consumers who have reduced their intake of red meat tend to consume steak when they do consume red meat. The strong movement toward poultry consumption may be explained by health concerns, but poultry has also become cheaper relative to red meats. The latter development reflects dramatic increases in the efficiency of the poultry industry resulting from the use of growth hormones which reduce the time between hatching and sale.

Dairy products displayed significant substitution across item strata between the two expenditure survey periods. Consumers shifted from whole milk to other, lower fat forms of milk; consumption of fresh whole milk declined about 45.4 percent, while other milk consumption rose by

nearly 3.5 percent. Consumption levels in the fruit and vegetable category show mixed results, with some increases and some decreases. Per capita consumption may have actually risen in several categories.

Weather also plays a large role in determining consumption levels. For example, during the 1972-73 base period, good weather resulted in an abundant orange crop. In fact, 1973 was a record year in the Florida citrus industry. This contrasts with the 1982-84 period, which was particularly bad for citrus growers. The resulting low supply and high price of oranges in the latter period had a retarding effect on the consumption of oranges.

This reduction in orange consumption, however, did not result in a net decline in consumption of fresh fruits as a whole. For example, while the quantity index for oranges declined over time, banana consumption rose. The value of imports of bananas rose from an average of \$204 million between 1970-75 to \$592 million between 1982-84.¹² Thus, there seems to have been a significant amount of substitution of bananas for oranges as the relative price difference made bananas more attractive to consumers. In addition, the banana is a good source of potassium and other minerals, readily recommending itself to consumers desiring a health and fitness diet.

Within the other categories of foods at home, sugar and sweets consumption declined substantially from the 1972-73 base period, as did purchases of fats and oils. These changes were almost certainly influenced by health and nutritional concerns, and by changes in the distribution of the American population. Children (including teenagers) make up one-third of the population, but consume about half of all confectionery output. As families had fewer children (table 1) and as parents became more concerned with health and nutrition, the sugar and sweets industry was hard pressed to maintain sales levels.

Much of the change in consumption patterns for nonalcoholic beverages is a result of the updating procedure described earlier. For these items, it is illustrative to look at the relative importances and see that they have remained constant, or nearly so, for both carbonated beverages and coffee. In part because of the overall decline in the relative importance for food at home, these two item strata now account for a larger share of food at home consumption than they did in 1972-73.

The decline in other prepared foods is smaller than for most other food at home categories and reflects the time constraints on American households; the need to prepare quick and easy meals certainly was a factor in this consumption change. As the number of two-earner families increased, it is not surprising that the number of meals purchased away from home also increased. That the increase in the quantity index for dinners is greater than the increase in lunches away from home, however, seems counterintuitive in light of the increasing proportion of two-earner households. But as couples had fewer children, school lunches—

which are a significant part of lunches away from home—declined in importance. This decline partially offset the increase in lunches away from home purchased by employees.

The dramatic increase in alcoholic beverages away from home reflects an improved method for the reporting of these expenditures in the Consumer Expenditure Survey. Within the alcoholic beverages category, the shift from distilled spirits to consumption of beer, ale, and wine is well documented and reflects changing tastes and the popularity of new products such as light beer and wine coolers.

Housing. The housing component of the CPI is made up of 10 expenditure classes covering a wide spectrum from rent to utilities to appliances to household services such as babysitting and postage. The relative importance of this component has grown substantially between survey periods, from 38.2 for the former CPI to 42.6 in the revision. This growth is mostly the result of the increase in homeowners' equivalent rent. The revised CPI has a relative importance for homeowners' equivalent rent of 18.2 percent of the total market basket of goods and services, compared to 13.7 percent for the former CPI. (See table 2.) The index of implicit quantity change also displayed substantial growth, increasing more than 25 percent between revisions. (See table 3.)

The expenditures for homeowners' equivalent rent are calculated by asking owners in the Consumer Expenditure Survey to estimate what their homes would rent for, unfurnished and without utilities. The higher average consumption of homeowner shelter costs is, in part, the result of increasing homeownership, with 59.5 percent of all consumer units owning their housing in 1982–84, versus 55.8 percent in 1972–73. In addition, changes in the stock of housing and in household makeup have contributed to the increased importance of owners' shelter expenditures. In 1980, for example, 42.9 percent of homes were air-conditioned, compared with only 29.6 percent in 1970. The average number of rooms per housing unit has also increased, from 5.6 rooms per unit in 1970 to 5.8 rooms in 1980. In addition, the number of occupants has fallen from 3.2 per unit to 3.0.¹³

The quantity decline in residential rent is almost entirely accounted for by the fact that only 40.5 percent of the CPI-U population were renters in 1982–84, compared with 44.2 percent in 1972–73. It is further reduced by the fact that 72 percent of renter utility bills were paid by the landlord in 1972–73, versus only 67 percent in 1982–84. Because renters paid more of their utility costs directly, those costs appear in the revised indexes' utility categories and not in residential rent. In the remaining portions of the housing component, increases in consumption for some items tended to be offset by declines for others.

The growth in importance of some previously unpriced housing items has led to the construction of new indexes.

Two of these indexes are in the area of home electronics: one for video cassette recorders and other video equipment, for which unit sales grew over 400 percent between 1978 and 1982,¹⁴ and another for computers and related information processing equipment. Unit sales for personal computers rose from 100,000 units in 1978 to about 2 million in 1982. While many of these units were bought by businesses, significant consumer purchases are reflected in the CPI market basket. Other new indexes are for care of invalids and the elderly in the home, and for indoor plants and fresh cut flowers, both of which grew significantly in importance since the last revision.

Other areas within the housing major group also showed large consumption increases over the survey period. The largest rise was for cable television service, which showed an increase of more than 600 percent over the period. This was the largest single item-stratum increase between revisions. It is almost entirely due to the greater availability of cable television services across the country. Moreover, the price increase for cable service was among the smallest in the housing major group. This is due in part to the decreasing marginal cost of adding subscribers to the local cable network. Consumption of all other nonenergy utilities and public services increased significantly over the decade.

In contrast, fuel oil showed a dramatic 64.6-percent reduction in consumption in the face of large price increases. The lower consumption reflects fuel conservation (such as by the insulation of homes) and substitution of other forms of home heating, such as electricity, which showed a small increase in per-consumer-unit consumption. Natural gas consumption, however, fell on average.

Consumption of housefurnishings rose significantly over the decade. Two housing booms undoubtedly contributed to that trend. Consumption was also stimulated by much lower than average price increases, especially (but not exclusively) for electronic devices.

Consumption of all housekeeping services, with the exception of postage, declined since the last revision. Among those declining most were domestic services, appliance and furniture repair, and other housekeeping services. Prices for each of these strata more than doubled between revisions.

The collection of expenditures by college students in the Consumer Expenditure Survey changed between 1972–73 and 1982–84. In earlier surveys, college students were considered part of their parents' consumer unit if the child lived in a college dormitory or in other college- or university-regulated housing. This required parents, not the students themselves, to make reports on expenses. It was not clear, however, that the parents were able to provide complete and accurate expenditure data. In the current survey, college students living in college-regulated housing are considered to be separate consumer units and therefore report their own expenditures. This change allows for more precise accounting of expenses of students living outside their parents' home. The improvement should be especially reflected in

the estimates for lodging while at school.

Housing maintenance and repair showed a decrease in consumption between the reference periods. Maintenance and repair costs are those services and commodities that a tenant normally pays for. For owners, these costs are imputed from reports by renters of homes with characteristics similar to the owner population. Therefore, the quantity changes noted in table 3 suggest that tenant responsibility for maintenance and repair has declined since the last revision.

Apparel and upkeep. The apparel and upkeep major group is composed of four age- and sex-specific expenditure classes for clothing, one for infants' wear, and classes for footwear; sewing materials, luggage, and notions; watches and jewelry; and apparel services. As shown in table 3, each of these expenditure classes, with the exception of sewing materials and luggage and apparel services, showed a modest to substantial increase in implicit quantity since the last CPI revision. However, despite these quantity increases, the relative importance of the apparel and upkeep category as a whole declined. The difference between the expenditure survey data and the CPI suggests that average prices of purchased apparel have risen faster than the CPI. These observations could mean either that consumers are buying a more expensive grade of clothing or that the CPI understates price change for the category, or some combination of the two.

There is some *prima facie* evidence to support the notion that the CPI understates apparel price change. For example, the CPI for women's suits has declined 14 percent since December 1977, although casual observation suggests that one could not purchase a woman's suit today for less than in 1977. The frequent, radical style changes and prevalence of sales as a marketing technique greatly complicate the measurement of price change for some apparel items. While these price measurement issues are beyond the scope of this article, new procedures have been introduced as part of the January 1987 CPI revision that will deal with some of these problems. Other topics are currently under careful review and research.

The possible understatement in price change for clothing items makes changes in real consumption difficult to assess. However, a few conclusions can be drawn, especially in those cases where style changes are less rapid. The decrease in real consumption for men's suits, sportcoats, coats, and jackets coincides with an increase in the consumption of other items of men's apparel and reflects the trend toward more casual dress for men. The large consumption drop for sewing materials and notions is probably related to the growth in the proportion of families in which both spouses work. Less time is available for sewing and related activities. On the other hand, the development and improvement of attractive, easy-care fabrics has reduced the demand for drycleaning and laundry services despite the decline in at-

home hours available to two-earner families for these activities.

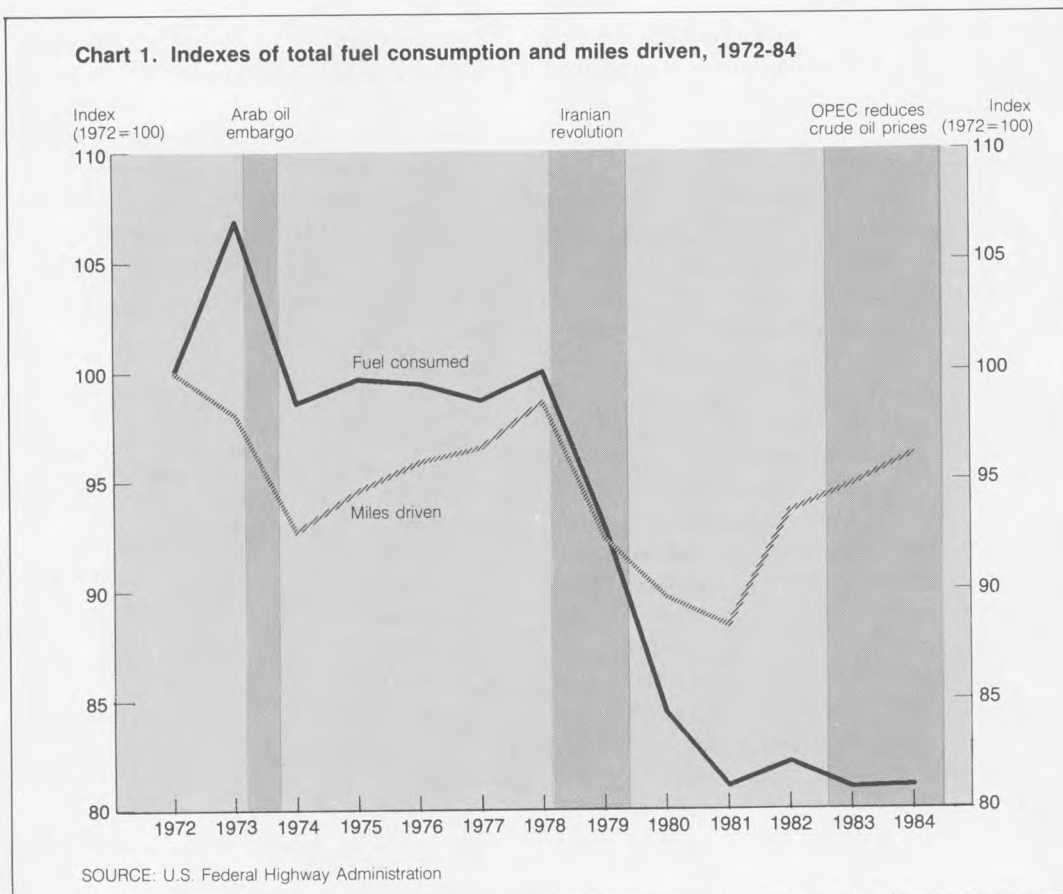
Transportation. The transportation major group comprises two forms of transportation which are, at least to some degree, substitutes for each other. The first component, private transportation, includes the purchase and ownership costs of vehicles as well as the cost of operating and maintaining them. The second component is public transportation and includes expenditures for travel between cities by air, bus, ship, boat, or train and travel within cities by subway, intracity bus, vanpool, and taxi. Over the decade between revisions, private and public transportation each showed similar implicit quantity declines; however, the mix of items within each type of transportation has shifted significantly.

The index of quantity change in table 3 shows two notable changes for private transportation. Motor fuel consumption was radically altered beginning with the Arab oil embargo of 1973-74, which sent gasoline prices soaring and started a move toward conservation never before seen in this country during peacetime. Fuel efficiency standards were legislated for new cars to be sold in the United States, and a gas-saving 55 mph speed limit was imposed. Even after the embargo was lifted in March of 1974, conservation efforts continued while oil prices began a slow decline. The conservation was reflected in an increase in the sale of small, fuel-efficient cars and a reduction in miles driven. (See charts 1 and 2.) Between 1972 and 1975, miles driven annually declined almost 6 percent. Then, influenced by the Iranian crisis, miles driven per year fell more than 10 percent between 1978 and 1981. In 1982, miles driven began to increase as crude oil and gasoline prices declined. Both less driving and a 19-percent increase in fuel efficiency created a 23.2-percent decline in gasoline consumption per consumer unit from 1972-73 to 1982-84.

Consumers are keeping their vehicles for longer periods. In 1984, the average age of owned vehicles was 7.5 years, among the highest ever. Many factors could have contributed to this greater longevity—fewer miles driven per year, greater durability, less deterioration caused by using leaded gas, and less incentive for replacement due to style change. As consumers have kept cars for longer periods, the need for automobile parts and equipment has increased significantly, as reflected in the consumption increase shown in table 3.

This increase in age, however, has not translated into increased total automobile maintenance and repair *service* expense. The index of implicit quantity change shows a consumption decrease of nearly 13 percent. Some of the decline in maintenance and repair service may be attributed to improved structural standards such as those for bumpers and windshields, longer recommended service intervals, better protection against corrosion, the 55 mph speed limit, and more do-it-yourself maintenance.

Chart 1. Indexes of total fuel consumption and miles driven, 1972-84



The consumption increase for new car purchases reflects a basic CPI concept. The CPI prices a "constant quality" automobile. Therefore, when new cars are introduced, that part of the sticker price increase which is the result of quality improvements and not pure price change is factored out. The consumer, however, has not purchased a "constant quality" automobile, but rather an automobile with more and better features at the higher sticker price. This results in an increase in relative importance for new cars when the revised index is compared to the former CPI. Between 1972-73 and 1982-84, the combined purchased quantities of new trucks and motorcycles doubled. Vans are classified as trucks and their increasing popularity was one factor in the increase.

The consumption of items within public transportation changed significantly between 1972-73 and 1982-84. In the earlier period, half of the relative importance for public transportation was for airline fares. But the heavy discounting of airline fares after industry deregulation in 1979 resulted in an increase in air transport consumption, and, as a result, the relative importance for airline fares has risen to nearly two-thirds of the public transportation expenditure weight.

The quantity index change for intracity public transportation in table 3 does not reflect fully the trend in use of these services. Ridership for intracity public transportation actually rose over the study period from an average of 6,613

million passenger miles in 1972-73 to 7,868 million passenger miles in 1982-84.¹⁵ When the 1972-73 expenditure weights were introduced in the January 1978 CPI, intracity transportation expenditures were updated for price change using the price index for all public transportation. However, intracity transportation prices actually rose more slowly between 1972-73 and 1977 than prices for other public transportation, particularly airfares. As a result, the intracity transportation quantity index is understated by the effects of the difference between price change for intracity transportation and that for all public transportation over the period 1972-73 to 1977. Expenditures in this category are also affected by changes in government subsidies of fares.

Medical care. The revised relative importance for the medical care major group is slightly less than what it was in 1972-73, as shown in table 3, and nearly one-fourth less than the former 1984 CPI medical care component (table 2). This decline results from changes in the ways consumers pay for medical care. Major medical expenses very frequently are partially paid for (and sometimes fully paid for) by health insurance, and many insurance premiums are fully or partially paid by employers or by government. Because the CPI relates only to consumption expenditures, employer- and government-provided benefits are not included. So, while medical care prices have risen at a rapid rate over the

past decade (up 141 percent compared to 116 percent for all items), average consumer unit expenditures rose only 92 percent for all medical care and only 19 percent for health insurance.

That medical care expenditures have risen less rapidly than medical care costs indicates the increasing proportion of medical costs paid for by employer-financed insurance or government transfer payments. While the percentage of full-time workers who were covered by an employer health plan that provided hospitalization and surgical benefits remained constant at 95 percent between 1971 and 1982, the percentage of full-time workers covered by plans that were fully employer-paid rose from 71 percent in 1971-72 to 73 percent in 1982.¹⁶ (See table 4.)

Medical, major medical, and dental coverage were expanded substantially among all insurance plans and among noncontributory plans over the same period. There have also been improvements in benefits for covered employees. Both major medical and catastrophic illness provisions were improved by either implementing ceilings on employee costs or reducing existing ceilings. Coverage in extended care facilities and home health care facilities also became more common during this period, as did coverage for surgery done on an outpatient basis.¹⁷

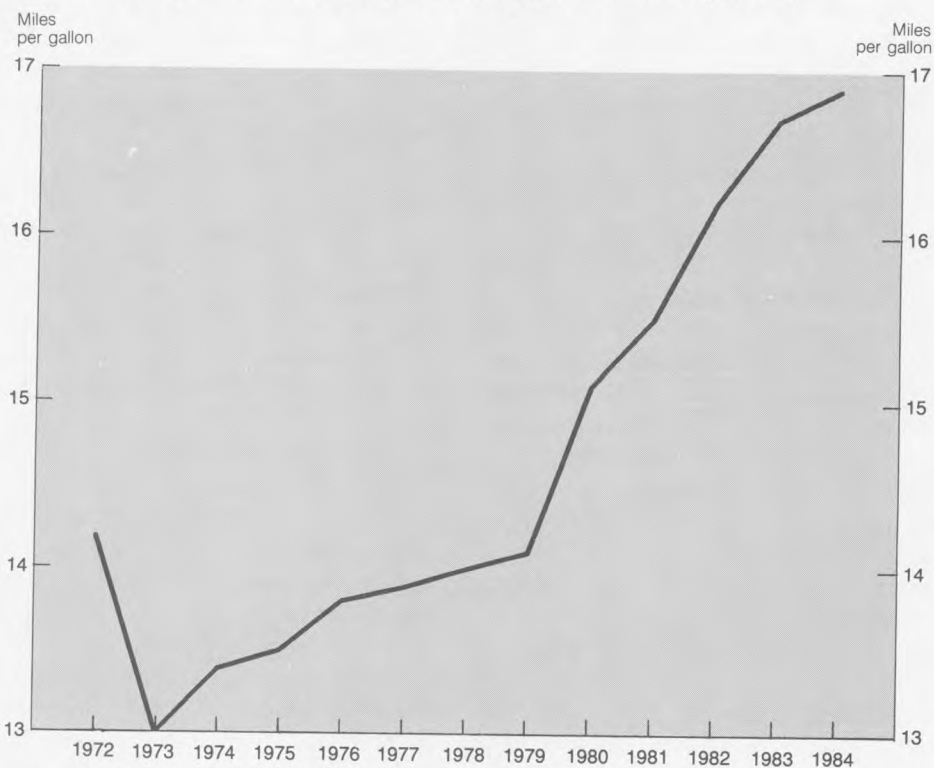
As described earlier, health insurance in the revised CPI contains only the retained earnings portion of the insurance

premium. The benefits are being allocated to the medical care commodity or service for which the health insurance pays. Chart 3 shows the relative distribution of medical care expenditures, both before and after the health insurance allocation. Most medical expense categories include significant benefit payments from health insurance. Insurance benefits paid the largest proportion of the bills for the various hospital expenses. Physicians' services, however, remain the predominant expense among medical care categories.

Table 4. Percent of full-time workers covered by employer health insurance plans, 1973 and 1983

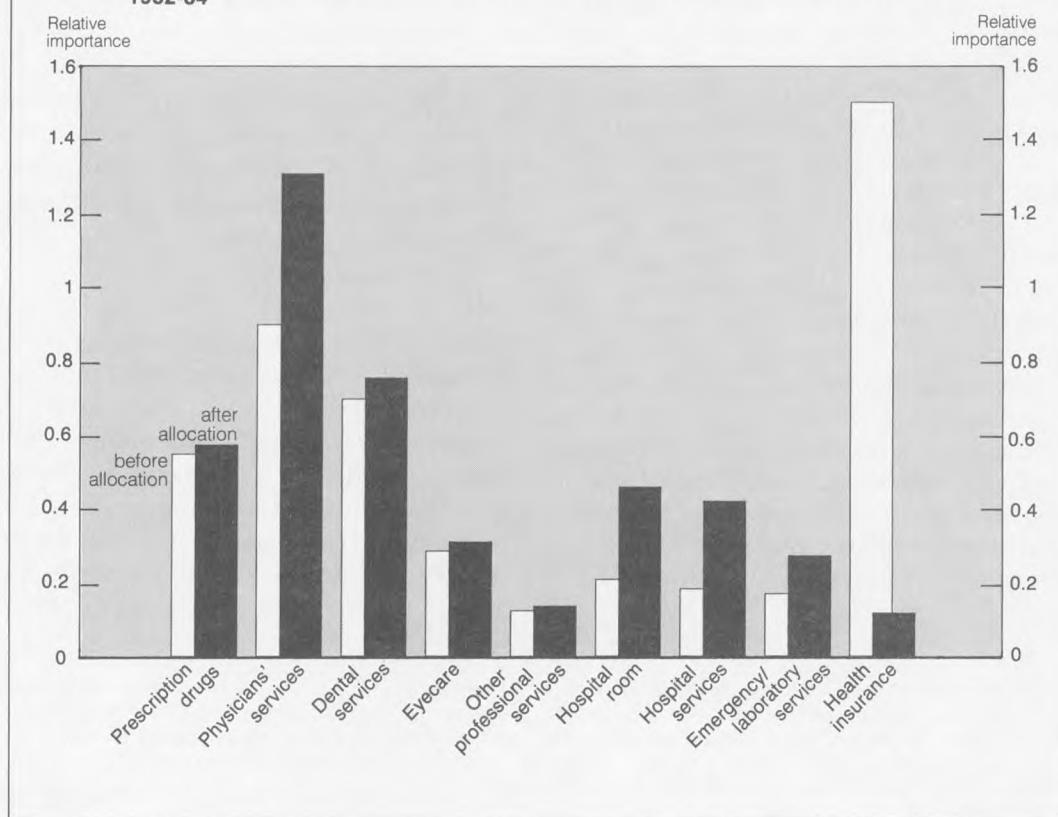
Type of plan	1973	1983
All plans:		
Hospitalization	95	95
Surgical	95	95
Medical	90	94
Major medical	70	88
Dental	12	58
Noncontributory plans:		
Hospitalization	71	72
Surgical	71	72
Medical	67	72
Major medical	49	64
Dental	11	48

Chart 2. Average miles driven per gallon of motor fuel consumed, 1972-84



SOURCE: U.S. Federal Highway Administration

Chart 3. Relative importance of medical care costs before and after health insurance allocation, 1982-84



Entertainment. The entertainment major group shows almost no change between the former and revised CPI's.¹⁸ This apparent stability, however, is the net result of less consumption of entertainment commodities and more consumption of entertainment services. The decline among entertainment commodities is broadly based; the only exception is the strong growth for sporting goods, which reflects the increased popularity of health and fitness products. The rapid rise of fuel and interest costs was largely responsible for the sizable drop in consumption of "sports vehicles including bicycles." In particular, recreation vehicle sales declined from a peak of 583,000 units annually in 1972 to fewer than 258,000 in 1982.¹⁹ Snowmobile sales also declined from 400,000 units per year in the early 1970's to 125,000 units in 1982.²⁰ The decline in consumer unit size can be seen in the quantity declines in toys, hobbies, and other entertainment commodities. Consumption of entertainment services, on the other hand, has grown 20 percent since the last CPI revision. Because of this growth, the revised CPI has separate indexes for club memberships, fees for participant sports, and fees for lessons and instructions. The greatly expanded other entertainment services index now encompasses spending on veterinary and other pet services and the rapidly expanding video cassette rental market. Between revisions, the quantity index for admissions almost doubled, reflecting increased consumption for the cinema,

concerts, and sporting events.

Other goods and services. The final major group, other goods and services, comprises personal care, tobacco products, and personal and educational expenses. Overall, this major group was nearly unchanged in its relative importance between 1972-73 and 1982-84. However, personal and educational services showed large rises since the last revision, with each item stratum registering an increase. The large quantity increase for the previously unpriced tuition and other school fees category is largely the result of the growth in expenditures for day care and nursery schools as the percentage of two-earner households rose. In 1970, 43.6 percent of households with both spouses present reported that husband and wife both worked outside the home. By 1983, that percentage had grown to 59.6. The rise in the numbers of dual-earner families and single-parent households means that 7 million children now are cared for in some form of day care center. Enrollment in trade schools—particularly those offering instruction in computer-related fields—also increased over the study period. College enrollment grew by one-third between 1972 and 1983, with the result that the quantity index for tuition has risen.

The increase in tuition at private elementary and high schools is somewhat illusory, in that it reflects more of a shuffling in the mix of private schools attended than an

increase in private school attendance. Enrollment in private schools has remained fairly constant over the past decade at about 11 percent of total school enrollment.²¹ Church-related schools accounted for 95 percent of private school enrollment in 1965–66 and 87 percent in 1976, but by 1980 that enrollment had declined to 84 percent. A corresponding increase in nonchurch-related private schools from 5 percent to 16 percent took place between 1965–66 and 1980.²² Tuition at the nonchurch-related private schools averaged three times that charged at church-related schools, so the switch to higher priced nonchurch-related institutions resulted in increased expenditures although total private school enrollment remained stable.²³

The near-tripling of personal services consumption since the last revision has resulted in expanded coverage in this category. Separate indexes have been developed for legal services, funeral expenses, and personal financial services. The growth of legal fees reflects the increase in the divorce rate and the growing complexity of American life. The personal financial services are particularly affected by the

rapid increase in direct charges for banking services which resulted from deregulation of the banking industry. The growing complexity of the tax laws may have contributed to an increased use of tax preparation services.

The decline in the quantity index for personal care services was influenced by the movement toward a more casual lifestyle in the 1970's. The sharp decline in consumption of tobacco is consistent with growing health concerns over its use.

THE REVISED CPI, beginning with data for January 1987, reflects the changes that have taken place in the expenditure patterns of consumer units since the 1972–73 period. As in the previous revisions, these changes, which have taken place in response to supply and demand conditions, alter the relative importances of the goods and services that are priced in the CPI. The result is a CPI which more accurately measures the changes in the price level for the goods and services purchased by consumers in the 1980's. □

—FOOTNOTES—

¹ This is the third of a series of articles describing the Consumer Price Index revision. The other articles are John Marcoot, "Revision of the Consumer Price Index is now underway," *Monthly Labor Review*, April 1985, pp. 27–38; and John Marcoot and Richard Bahr, "The revised Consumer Price Index: changes in definitions and availability," *Monthly Labor Review*, July 1986, pp. 15–23.

² For detailed information on the construction of the CPI, see *BLS Handbook of Methods Volume II The Consumer Price Index*, Bulletin 2134–2 (Bureau of Labor Statistics, April 1984).

³ The Consumer Expenditure Survey provides a continuous and comprehensive flow of data on the buying habits of American consumers for use in a wide variety of economic research and analysis, and in support of revisions to the Consumer Price Index. To meet the needs of data users, the BLS makes the data available in news releases, bulletins, articles in the *Monthly Labor Review*, and public-use computer tapes. See, for example, *Consumer Expenditure Survey: Interview Survey 1982–83*, Bulletin 2246 (Bureau of Labor Statistics, 1986); and *Consumer Expenditure Survey: Diary Survey 1982–83*, Bulletin 2245 (Bureau of Labor Statistics, 1986).

⁴ In addition to the 184 item strata for which prices are collected in the CPI, there are 23 unpriced strata composed of minor and difficult to price items. The unpriced strata constitute 1.2 percent of the 1982–84 expenditures.

⁵ One method of evaluating the impact of rising prices on income is by using a "real-income" measure. In computing real income, current income is adjusted by changes in the CPI or other measures of price change. There are inherent dangers in this type of adjustment, however, as discussed in Paul Ryscavage, "Reconciling divergent trends in real income," *Monthly Labor Review*, July 1986, pp. 24–29.

⁶ December 1984 was used as the reference month for the comparison because, prior to that time, the CPI-W did not use the rental equivalence measure for homeownership costs.

⁷ See Marcoot and Bahr, "The revised Consumer Price Index," pp. 15–16.

⁸ Marcoot and Bahr, "The revised Consumer Price Index."

⁹ Sylvia G. Leaver, William L. Weber, Michael P. Cohen, and Kenneth P. Archer, "Determining an Optimal Item-Outlet Sample Design for the 1987 U.S. Consumer Price Index Revision," *Proceedings of the Meetings of the American Statistical Association* (Chicago, 1986).

¹⁰ The revised treatment is consistent with pricing procedures in the

former CPI. In the Point of Purchase Survey, which is used to obtain an outlet pricing sample, respondents can identify out-of-town outlets which, when selected for pricing, are used in the CPI even though they are not located within the primary sampling unit.

¹¹ Owners' estimates of their equivalent rent were updated using the residential rent index to December 1982.

¹² *Statistical Abstract of the United States, 1986* (Bureau of the Census, 1986), table 1432.

¹³ *Census of Housing, Detailed Housing Characteristics 1970 and 1980* (Bureau of the Census, 1970 and 1980).

¹⁴ "Industry Facts and Figures," *Consumer Electronics Annual Review*, 1983 and 1984 editions.

¹⁵ U.S. Federal Highway Administration.

¹⁶ Robert M. Frumkin, "Health insurance trends in cost control and coverage," *Monthly Labor Review*, September 1986, pp. 3–8.

¹⁷ Frumkin, "Health insurance trends."

¹⁸ It should be noted that the CPI classifies TV's, VCR's, and sound equipment as household furnishings rather than as entertainment items. Both the National Income and Product Accounts and the Consumer Expenditure Survey tabulate them as entertainment commodities. Due to the different classification, the growth in this industry contributed to the increased relative importance of housing rather than entertainment.

¹⁹ *Statistical Abstract of the United States, 1986*, table 1042.

²⁰ Lawrence Ingrassia, "Snow thrower and snowmobile sales still lag," *The Wall Street Journal*, Feb. 2, 1982, p. 33.

²¹ *Current Population Reports, Private Schools Enrollment, Tuition, and Enrollment Trends: October 1979*, Series P–23, no. 121 (Bureau of the Census, September 1982); *Provisional Estimates of Social, Economic, and Housing Characteristics*, PHC 80–81–1 (Bureau of the Census, March 1982); and *Digest of Educational Statistics 1982* (National Center for Educational Statistics, May 1982).

²² Data for 1965–66 are derived from *Statistics of Non-Public Elementary and Secondary Schools 1965–66* (National Center for Educational Statistics, 1981). Data for 1980 and 1982 are from *Digest of Education Statistics 1980 and 1982* (U.S. Department of Education, 1984), respectively.

²³ *Current Population Reports, Private School Enrollment*, pp. 27–28.

Collective bargaining in 1987: local, regional issues to set tone

*Bargaining will be concentrated
in State and local government, construction,
trade, and the automobile industry*

JOAN BORUM, JAMES CONLEY, AND EDWARD WASILEWSKI

About 3.1 million workers are under major collective bargaining agreements (those covering 1,000 workers or more) that are scheduled to expire or be reopened in 1987. They constitute 35 percent of the 8.8 million employees under major agreements in private industry and State and local government. Scheduled bargaining will cover 2 million private industry workers under 471 agreements, and 1.1 million State and local government workers under 312 agreements. (The U.S. Postal Service will bargain with unions representing its 600,000 employees, but Federal contracts are not included in the Bureau of Labor Statistics' major collective bargaining series.)

In private industry, bargaining activity will be comparatively light, covering about 30 percent of the 6.5 million workers under major private industry agreements. The number of workers involved (2 million) is the lowest ever in the 19 years for which such data have been compiled. This results primarily from the decline in the total number of workers under such agreements—from a peak of 10.8 million in 1970. About 2.5 million of the 4.3-million drop occurred during the last 5 years, part of the overall decline in union membership in private industry.

Also contributing to the low number of workers involved in bargaining this year is the operation of the bargaining cycle. In manufacturing, for example, most industries with more than 100,000 workers under major agreements (apparel, machinery, food processing, transportation equipment—aerospace and part of the automobile industry—and

primary metals) had heavy bargaining in 1985 and 1986 and will have light bargaining this year. The only manufacturing industry with more than 100,000 workers bargaining will be transportation equipment, primarily automobiles.

In State and local government, nearly half the 2.3 million workers under major agreements will be involved in bargaining. This compares with about one-third in 1986, and somewhat more than one-half in 1985, when the State and local government series was initiated. Worker coverage by major contracts in State and local government, unlike private industry, has increased from 2 million in 1985 to 2.3 million in 1987.

The bargaining scene will be colored by smaller situations, with large groups of workers concentrated in construction, trade, and government, and smaller numbers spread through a variety of other industries. (See tables 1 and 2.) Given the nature of the industries in which bargaining will be centered this year, local and regional economic issues are likely to be important considerations, as will the condition of individual firms. The state of the national economy and recent trends will also bear on both sides of the bargaining table.

General economic conditions

Last year, indicators of the Nation's economic well-being were mixed. The unemployment rate remained relatively stable at about 7 percent. The inflation rate was at its lowest level since the mid-1960's. The Consumer Price Index for all Urban Consumers (CPI-U) increased 1.8 percent for the 12 months ending September 1986. The gross national product grew 2.3 percent for the same period. The U.S. Department of Commerce's Bureau of Economic Analysis reported a continued decline in spending on new plant and

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equipment. Its composite index of leading economic indicators, which forecasts movements in aggregate economic activity, suggests continuing, but slow growth in 1987. The U.S. international trade position is reflected in a trade deficit of \$127.9 billion for the first three quarters of 1986, 20 percent above the \$106.7 billion deficit during the same period a year earlier.

Labor-management relations

An element of labor-management relations that is likely to be on the minds of this year's bargainers is the continuing low number of major work stoppages. Although 1986 will not be a record low year for major stoppages (there were 65

through the end of October, compared with the post-war record breaking low of 54 in 1985), it will rank among the lowest. It will be the fifth year in a row in which there were fewer than 100 major stoppages. In each year between 1947 and 1981 there were at least 145 major stoppages, and in all but 4 years the number ranged from about 200 to somewhat more than 400. The sharp decline in stoppages can be traced to a number of factors. Some workers, for example, are reluctant to go on strike because of the financial losses they would incur or for fear of inflicting economic harm to their employers that could result in reduced job opportunities. In addition, employers have become more militant in fighting strikes by continuing their operations using management or

Table 1. Major collective bargaining agreements scheduled to expire or with wage reopenings, by year and industry

[Workers in thousands]

Industry	Total ¹		Year of expiration or scheduled wage reopening, or both							
	Number of agreements	Workers covered	1987 ²		1988 ³		1989 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
All industries ⁶	1,968	8,793	783	3,103	545	2,775	365	1,647	385	1,582
All private industries	1,360	6,539	471	1,988	389	2,070	313	1,450	236	1,146
Manufacturing	511	2,508	156	941	155	804	112	340	101	441
Food and kindred products	63	162	26	62	15	59	14	21	12	25
Tobacco manufactures	3	16	—	—	1	2	2	13	—	—
Textile mill products	7	27	3	14	2	8	1	2	1	3
Apparel and other finished products	32	300	5	65	25	229	2	5	1	3
Lumber and wood products, except furniture	9	50	4	6	4	9	1	1	2	37
Furniture and fixtures	5	9	1	2	4	8	—	—	—	—
Paper and allied products	39	57	14	22	6	8	12	17	7	10
Printing, publishing, and allied industries	21	36	12	21	1	1	5	9	3	4
Chemicals and allied products	29	54	11	18	5	11	8	15	8	15
Petroleum refining and related industries	12	36	1	2	11	35	—	—	1	2
Rubber and miscellaneous plastics	12	53	1	4	8	45	3	4	—	—
Leather and leather products	7	20	4	8	2	11	—	—	1	1
Stone, clay, glass, and concrete products	22	59	7	26	2	4	4	14	9	17
Primary metals industries	53	308	13	16	4	11	15	118	22	165
Fabricated metal products	26	51	6	15	5	9	11	19	4	8
Machinery, except electrical	34	112	9	30	10	30	7	18	9	36
Electrical machinery, equipment, and supplies	51	273	12	51	19	154	15	56	5	12
Transportation equipment	75	863	25	576	26	160	10	24	14	102
Instruments and related products	5	15	—	—	2	10	2	4	1	1
Miscellaneous manufacturing industries	6	8	2	2	3	5	—	—	1	2
Nonmanufacturing	849	4,031	315	1,048	234	1,266	201	1,109	135	705
Mining and oil and gas extraction	5	113	—	—	1	105	4	8	—	—
Construction	370	1,030	162	377	99	323	100	293	32	86
Transportation, except railroads and trucking	58	257	20	85	9	36	7	39	23	101
Railroads	26	369	—	—	10	212	—	—	16	156
Trucking	14	273	2	75	10	195	2	3	—	—
Communications	38	551	9	30	6	11	19	471	4	38
Utilities, gas and electric	75	243	27	81	29	81	16	55	9	37
Wholesale trade	9	38	4	8	1	25	2	3	2	3
Retail trade	141	627	51	243	39	152	34	155	20	95
Finance, insurance, and real estate	23	118	10	38	6	40	2	10	5	30
Services, except hotels and health services	37	158	11	32	10	51	3	6	13	69
Hotels	17	110	5	29	4	18	7	57	2	18
Health services	36	145	14	50	10	17	5	9	9	72
State and local government	608	2,253	312	1,115	156	705	52	197	149	436
State government	164	862	69	302	45	327	28	134	25	109
Local government	444	1,391	243	813	111	378	24	63	124	327

¹ Totals are less than the sum of the parts because 118 agreements covering 336,000 workers have both reopenings and expirations.

² Includes 69 agreements covering 170,000 workers which have wage reopenings scheduled in 1987.

³ Includes 15 agreements covering 41,000 workers which have wage reopenings scheduled in 1988.

⁴ Includes 1 agreement covering 1,000 workers which has a wage reopening scheduled in 1989.

⁵ Includes agreements which were due to expire between October 1 and December 31, 1986; agreements which expired prior to October 1, 1986, but new agreements were not reached by then; agreements which expired prior to October 1, 1986, but for which necessary information had not been fully gathered; and agreements that have no fixed expiration or reopening date. Includes 33 agreements covering 124,000 workers with wage reopenings scheduled prior to 1987.

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

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

Table 2. Calendar of major collective bargaining activity
[Workers in thousands]

Year and month	Agreement expirations and/or scheduled wage reopenings ¹		Principal industries
	Number	Workers covered	
All years ²	1,968	8,793	.....
Total 1987 ³	783	3,103	.....
January	31	70	.....
February	33	94	.....
March	63	136	Construction
April	62	189	Construction, food stores
May	74	198	Construction
June	273	952	Construction, State and local government
July	47	188	Parcel delivery, State and local government
August	53	234	Local government, food stores
September	59	740	Automobiles, local government, clothing
October	29	69	.....
November	17	55	.....
December	48	194	State and local government
Total 1988 ⁴	545	2,775	.....
January	30	178	Bituminous coal, oil refining
February	17	56	.....
March	45	480	State and local government, trucking
April	59	177	Construction, rubber manufacturing, real estate
May	71	299	Construction, clothing manufacturing
June	160	910	Construction, State and local government, railroads, electrical equipment, transportation equipment
July	36	104	Motion pictures
August	26	184	Local government, clothing manufacturing, electrical equipment
September	34	171	Automobiles, local government, food stores
October	16	49	.....
November	19	65	.....
December	32	102	State and local government
Total 1989 ⁵	345	1,579	.....
January-June	267	1,079	.....
July-December	78	500	.....
Total 1990 and later	21	68	.....
Year unknown or in negotiation ⁶	385	1,582	.....

¹ See note 6, table 1.

² See note 1, table 1.

³ See note 2, table 1.

⁴ See note 3, table 1.

⁵ See note 4, table 1.

⁶ See note 5, table 1.

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

other nonstriking employees or hiring temporary replacements for strikers. Consequently, some strikes have ended with union workers not achieving the gains they had hoped for; in some cases, strikers have lost their jobs.

Negotiators will be considering recent trends in wage and benefit changes. According to the BLS Employment Cost Index, union workers in private industry have been receiving proportionally smaller wage increases than their nonunion counterparts in each quarter since the first quarter of 1983. Major collective bargaining settlements in private industry (a series that began in 1968) have been providing record or near record low wage adjustments since the beginning of 1982. Settlements during the first 9 months of 1986 provided wage adjustments averaging 1.9 percent a year

over their life—lower than the last time the same parties bargained (usually 2 to 3 years earlier) when they settled on wage adjustments averaging 2.9 percent a year over the contract term.

In the last few years, unions and management, attempting to control labor costs, have come up with a variety of approaches, two of which are lump-sum payments in lieu of wage increases and two-tiered compensation structures. Some contracts expiring this year have used one or both techniques, and negotiators will have to evaluate their effects and determine what to do about them in the new contract. Other negotiators will need to determine whether these cost control measures should be added to their agreements.

Lump-sum payments in lieu of wage increases are called for in contracts covering more than one-third of the workers under settlements in the first 9 months of 1986. (Lump sums are not included in the Bureau's measures of negotiated wage and benefit changes.) Settlements with lump-sum payments had average wage adjustments of 1.4 percent annually over the contract life; the corresponding average for settlements without lump sums was 2.2 percent.

Under two-tier wage and compensation systems, workers hired after a given date receive lower wages and benefits than those already on the payroll. In some cases, different work rules apply for each tier. Some two-tier systems are temporary and provide for the eventual elimination of the differential in pay and benefits. In other cases, the two tiers are permanent (though the system may be altered or eliminated in subsequent negotiations).

Negotiators will also be looking at what their expiring contracts yielded. The following tabulation shows average annual specified wage adjustments alone and combined with COLA's in private industry and State and local government agreements under contracts expiring in 1987 (percentages calculated through the third quarter of 1986):

	Specified wage adjustments	Specified wage adjustments plus COLA
Contracts expiring in 1987:		
Private industry	2.3	2.7
With COLA	1.5	2.5
Without COLA	2.9	—
State and local government ..	5.4	5.4
With COLA	2.5	3.3
Without COLA	5.4	—

In private industry, wage adjustments provided by contracts expiring in 1987 are the smallest in the 13 years the Bureau has tabulated these data. Specified adjustments averaged 2.3 percent annually; when COLA's through September 1986 are included, they averaged 2.7 percent. As the tabulation shows, specified adjustments in contracts without COLA were higher than specified adjustments plus COLA in contracts with COLA. If the current trend in the Consumer Price Index continues, 1987 will be the fifth consecutive year in

which total adjustments in expiring private industry contracts with COLA's are less than specified adjustments in those without COLA's. Many contracts, however, provide for additional COLA reviews prior to their 1987 expirations, so the difference in adjustments between those with and without COLA's may narrow.

Expiring State and local government contracts provided specified adjustments averaging 5.4 percent. COLA's cover such a small proportion of workers under these agreements that their impact is minor.

The different incidence of COLA clauses in private industry and State and local government agreements is one reason care should be exercised in comparing the size of their settlements. In addition, workers under major contracts in State and local government are concentrated in white-collar or professional jobs, while those in private industry are largely in blue-collar jobs. Furthermore, negotiations extending far beyond the termination date of an agreement are more common in government. When these agreements are finally concluded, they may provide large immediate wage increases to offset the absence of pay raises since the prior contract expired.

These developments and issues will be part of the 1987 bargaining environment but they will merge with other concerns specific to the individual industries and organizations involved in bargaining. This article describes the principal ones (also, see table 3) and summarizes the wage adjustments and COLA reviews scheduled for 1987 under contracts negotiated earlier.

State and local government

Thirty-six percent of the workers slated for 1987 contract negotiations are covered by State and local government agreements. These 1.1 million workers account for about half of the 2.3 million under major public sector contracts. A little more than 800,000 of them are in local government, with the largest number, nearly 300,000, in New York City. Contracts scheduled for negotiation in State government cover approximately 300,000 workers, including roughly 50,000 in both Florida and California and 40,000 in Hawaii. The remaining workers are located throughout the rest of the country.

Unions active in the public sector include the American Federation of State, County, and Municipal Employees (AFL-CIO), which represents many government workers; the National Education Association (Ind.) and the American Federation of Teachers (AFL-CIO), representing workers in public education; and the Fraternal Order of Police (Ind.) and the International Association of Fire Fighters (AFL-CIO), representing many public protective workers.

About 43 percent of the workers under expiring agreements are in general administration, 36 percent are in education, 10 percent are in protective services, and the remainder are primarily in health care and transportation. Contracts in general administration usually cover a wide variety of occu-

pations such as clerks, maintenance workers, and accountants. In education, teachers comprise the vast majority of those under agreements. Depending upon the jurisdiction, one contract may cover all school employees—administrators, teachers, aides, custodians—or there may be separate agreements for each job classification. Similarly, in protective services, police and firefighters may be covered by the same contract in some jurisdictions, while in others there are separate agreements for each group.

As shown in the following tabulation, State and local government contracts reached during the first 9 months of 1986 provided wage adjustments averaging 5.9 percent annually over the life of the agreements. The size of settlements differed by government function. In view of the recent pressures to improve primary and secondary school education and attract and keep teachers, it is not surprising that settlements in education were somewhat higher than those negotiated in other government functions.

Average annual wage adjustments over the life of contracts reached during the first 9 months of 1986 (in percent)

All State and local government	5.9
State government	6.0
Local government	5.8
General government and administration ...	5.5
Education	6.4
Primary and secondary (local)	6.4
Colleges and universities (State)	5.7
Protective services	5.1
Other	5.8

Negotiators will consider the size of these recent settlements in the context of what their own expiring contracts yielded. On average, State and local agreements expiring in 1987 provided wage adjustments averaging 5.4 percent annually. Local government agreements expiring in 1987 yielded average wage adjustments of 5.3 percent a year, compared with 5.6 percent for expiring State agreements. The following discussion presents background information on the largest bargaining situations.

There are 45 major contracts up for negotiation in New York City, covering a gamut of occupations. Prior to the city's fiscal crisis in the mid-1970's, its labor negotiations were characterized by competition between the various unions representing city employees. Responding to the financial crisis, the unions formed a coalition for bargaining with the city and a period of cooperation among the unions evolved. In 1984, however, when economic conditions were improved, the coalition fell apart. Negotiations to replace expiring contracts lasted several months, partially because each union was reluctant to be the first to settle, for fear that its contract would serve as the foundation for higher settlements by others.

In the spring of 1985, District Council 37 of the American

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 cost-of-living review, 1987	Month and amount of specified wage increase(s), 1987
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		
Anheuser-Busch, Inc.	Teamsters (Ind.)	9,000	Jan. 1, 1985 to Feb. 28, 1988		Mar: 65 cents
Wholesale bread and cake bakeries (East Central States)	Bakery, Confectionery and Tobacco Workers (Ind.)	8,000	June 10, 1984 to June 13, 1987		
Sugar plantation companies (Hawaii)	Longshoremens and Warehousemen (Ind.)	6,500	Feb. 1, 1986 to Jan. 31, 1988		Feb.: 23 to 32.5 cents
Tobacco manufactures					
Philip Morris, U.S.A.	Bakery, Confectionery and Tobacco Workers	11,000	Feb. 1, 1986 to Jan. 31, 1989	Jan., Apr., July, Oct.	Feb.: 3 percent Feb.: \$156-\$273 lump-sum payment.
Textile mill products					
Dan River Inc.	Textile Workers	7,500	June 17, 1985 to June 16, 1987		
Fieldcrest Mills Inc.	Clothing and Textile Workers	5,500	Mar. 1, 1984 to Mar. 1, 1987		
Apparel and other finished products made from fabrics and similar products					
Clothing Mfrs. Assn. of U.S.A.	Clothing and Textile Workers	56,000	Oct. 1, 1985 to Sept. 30, 1987		
Atlantic Apparel Contractors Assn.	Ladies' Garment Workers	25,000	June 1, 1985 to May 31, 1988	Jan.	June: 5 percent
Affiliated Dress Mfrs. Assn. Inc.	Ladies' Garment Workers	20,000	June 1, 1985 to May 31, 1988	Feb.	June: 5 percent
Greater Blouse, Skirt and Undergarment Assn.	Ladies' Garment Workers	19,900	June 1, 1985 to May 31, 1988	Feb.	June: 5 percent
Printing, publishing, and allied industries					
Metropolitan Lithographers Assn.	Graphic Communications	5,000	July 1, 1984 to June 30, 1987		
Petroleum refining and related industries					
Texaco, Inc.	Oil, Chemical and Atomic Workers	7,100	Jan. 18, 1986 to Jan. 30, 1988		Jan.: 2 percent
Gulf Oil Corp.	Oil, Chemical and Atomic Workers	5,450	Jan. 8, 1986 to Jan. 30, 1988		Jan.: 2 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.: 8 cents
Firestone Tire and Rubber Co.	Rubber Workers	8,500	May 6, 1985 to Apr. 20, 1988	Jan., Apr., July, Oct.	Apr.: 8 cents
B. F. Goodrich Co.	Rubber Workers	7,200	Apr. 21, 1985 to Apr. 20, 1988	Jan., Apr., July, Oct.	Apr.: 8 cents
Leather and leather products					
Brown Shoe Co.	Clothing and Textile Workers; United Food and Commercial Workers	7,000	Aug. 31, 1986 to Sept. 2, 1988		Nov.: 10 cents
Stone, clay, glass, and concrete products					
Owens-Illinois, Inc.	Glass, Pottery, Plastics	7,000	Nov. 1, 1986 to Apr. 1, 1990		Apr.: 21 cents
Brockway Glass Co.	Glass, Pottery, Plastics	6,450	Aug. 25, 1986 to Apr. 1, 1990	Apr.	Apr.: 21 cents
Primary metal industries					
LTV Steel Corp.	Steelworkers	30,500	Apr. 1, 1986 to Aug. 1, 1989		
Bethlehem Steel Corp.	Steelworkers	30,000	July 1, 1986 to Aug. 1, 1989		
Inland Steel Co.	Steelworkers	11,500	Aug. 1, 1986 to Aug. 1, 1989		
Aluminum Co. of America	Aluminum, Brick and Glass Workers	8,000	July 7, 1986 to June 30, 1989	Mar., June, Sept., Dec.	
National Steel Corp., Great Lakes Steel Div.	Steelworkers	7,200	May 1, 1986 to Aug. 1, 1989		
Machinery, except electrical					
Caterpillar Tractor Co.	Automobile Workers	16,600	July 9, 1986 to Dec. 1, 1988	Mar., June, Sept., Dec.	
Navistar International Corp.	Automobile Workers	12,000	Oct. 1, 1984 to Sept. 30, 1987	Mar., June, Sept.	
Briggs and Stratton Corp.	Allied Industrial Workers	9,000	Mar. 1, 1986 to July 31, 1989		
Cummins Engine Co.	Diesel Workers Union (Ind.)	5,500	Feb. 20, 1984 to Apr. 26, 1987	Mar.	
Electrical and electronic machinery, equipment, and supplies					
General Electric Co.	Electronic Workers (IUE); Electrical Workers (IBEW); Electrical Workers (UE-Ind.); others	80,000	July 1, 1985 to June 26, 1988	Dec.	July: 3 percent
AT&T Technologies	Electrical Workers (IBEW)	30,000	June 1, 1986 to June 1, 1989		June: 3 percent
General Motors Corp.	Electronic Workers (IUE)	24,000	Nov. 12, 1984 to Sept. 14, 1987	Mar., June	
Westinghouse Electric Corp.	Electronic Workers (IUE); Electrical Workers (IBEW); Electrical Workers (UE-Ind.); others	19,200	July 22, 1985 to Aug. 28, 1988	Jan., July	July: 3 percent
Hughes Aircraft Co. (Los Angeles, CA)	Carpenters	12,000	Nov. 3, 1985 to Nov. 1988		June and Dec.: lump-sum payments ⁶
Transportation equipment					
General Motors Corp.	Automobile Workers	350,000	Oct. 15, 1984 to Sept. 14, 1987	Mar., June	
Ford Motor Co.	Automobile Workers	114,000	Oct. 28, 1984 to Sept. 14, 1987	Mar., June	
Chrysler Corp. (hourly employees)	Automobile Workers	63,000	Oct. 28, 1985 to Sept. 14, 1988	Mar., June, Sept., Dec.	Sept: 3 percent
Newport News Shipbuilding and Dry Dock Co.	Steelworkers	18,200	Nov. 1, 1983 to May 31, 1987		

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 cost-of-living review, 1987	Month and amount of specified wage increase(s), 1987
Rockwell International Corp.	Automobile Workers	16,000	July 1, 1984 to June 30, 1987	Jan., Apr.	.....
United Technologies Corp., Pratt and Whitney Div.	Machinists	16,000	Dec. 2, 1985 to Nov. 30, 1988	.....	Nov.: 3 percent
Instruments and related products Honeywell Inc.	Teamsters (Ind.)	6,350	Feb. 1, 1986 to Jan. 31, 1988	.....	Feb.: 34 cents
Nonmanufacturing					
Bituminous coal and lignite mining Bituminous Coal Operators Assn.	Mine Workers (Ind.)	105,000	Sept. 28, 1984 to Jan. 31, 1988	.....	Jan.: 5.0 cents Apr.: 5 cents July: 5 cents Oct.: 25 cents
Building construction—general contractors and operative builders					
Associated General Contractors; and others (southern CA)	Carpenters	40,000	July 1, 1985 to June 30, 1988	.....	July: \$17
Building construction agreement (New York City)	Carpenters	20,000	July 1, 1984 to June 30, 1987	.....	.....
Associated General Contractors; and others (southern CA)	Laborers	17,500	July 1, 1986 to June 30, 1988	.....	July: 85 cents ⁷
Building Contractors of Southern New Jersey	Carpenters	14,000	May 1, 1986 to Apr. 30, 1987	.....	.....
Construction other than building construction—general contractors					
Associated General Contractors of New Jersey; and others	Laborers	10,000	Mar. 1, 1986 to Feb. 28, 1987	.....	.....
Associated General Contractors (upstate NY), Labor Relations Div. of the Ohio Contractors Assn.	Carpenters	10,000	Apr. 1, 1985 to Mar. 31, 1988	.....	June: 50 cents
Labor Relations Div. of the Ohio Contractors Assn.	Operating Engineers	10,000	May 1, 1986 to Apr. 30, 1989	.....	.....
Labor Relations Div. of the Ohio Contractors Assn.	Laborers	10,000	May 1, 1985 to Apr. 30, 1989 (May 1, 1988)	.....	May: 50 cents
Associated General Contractors (northern CA)	Operating Engineers	8,000	June 16, 1986 to June 15, 1989	.....	June: \$1.11 ⁷
Construction—special trade contractors					
New York Electrical Contractors Assn., Inc. (New York City)	Electrical Workers (IBEW)	10,000	June 13, 1986 to June 8, 1989	.....	June: \$1.25
Plumbing and Piping Industry Council; and independent companies (plumbers—Los Angeles)	Plumbers and Pipe Fitters	10,000	July 1, 1985 to June 30, 1988	.....	July: 50 cents ⁷
Associated General Contractors; 7 other Assns.; and independent contractors	Iron Workers	10,000	July 1, 1986 to June 30, 1989	.....	July: 75 cents ⁷
Electrical Contractors Assn. of the City of Chicago	Electrical Workers (IBEW)	8,100	June 1, 1985 to May 31, 1987	.....	.....
National Automatic Sprinkler and Fire Control Assn., Inc.	Plumbers and Pipe Fitters	7,000	Apr. 1, 1985 to Mar. 31, 1988	.....	Apr.: 5 cents to 80 cents
Railroad transportation					
Class I Railroads	Transportation	81,580	Nov. 1, 1985 to June 30, 1988	Jan., July	Jan.: 2.25 percent July: 1.5 percent
Class I Railroads	Railway Clerks	66,600	Dec. 1, 1985 to June 30, 1988	Jan., July	Dec.: 2.25 percent
Class I Railroads	Locomotive Engineers (Ind.)	24,600	June 1, 1986 to June 30, 1988	Jan., July	Jan.: 2.25 percent; July: 1.5 percent
Conrail	Railway Clerks	9,600	Dec. 1, 1985 to June 30, 1988	Jan., July	Dec.: 2.25 percent
Conrail	Transportation	8,400	July 1, 1984 to June 30, 1988	Jan., July	Jan.: 2.25 percent July: 1.5 percent
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
United Parcel Service	Teamsters (Ind.)	71,000	Sept. 4, 1984 to July 31, 1987	.....	.....
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	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	.....	.....
American Maritime Assn. (unlicensed seamen)	Seafarers	8,000	June 16, 1984 to June 15, 1987	Jan.	.....
West Gulf Maritime Assn.	Longshoremen's Association	5,000	Oct. 1, 1986 to Sept. 30, 1989	.....	.....
Transportation by air					
American Airlines	Transport Workers	12,000	Sept. 1, 1985 to Mar. 1, 1989	.....	Mar.: \$500 lump-sum payment

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 cost-of-living review, 1987	Month and amount of specified wage increase(s), 1987
Eastern Airlines	Machinists	12,000	Feb. 1, 1985 to Dec. 31, 1987		Jan.: 2 percent July: 3 percent
United Airlines	Air Line Pilots	11,000	May 1, 1986 to Nov. 1, 1987		
Trans World Airlines	Machinists	9,100	Jan. 3, 1986 to Jan. 3, 1989		
Eastern Airlines	Transport Workers	7,000	Apr. 1, 1986 to Dec. 31, 1988		
Communication					
American Telephone & Telegraph Co.	Communications Workers	155,000	June 29, 1986 to May 27, 1989		June: 2.9 percent
New York Telephone Co. (commercial, directory, public sales and headquarters depts.)	Communications Workers	36,000	Aug. 10, 1986 to Aug. 12, 1989	Aug.	Aug.: 1 percent
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	14,500	June 15, 1986 to June 24, 1989		June: 4 percent
Commonwealth Edison Co.	Electrical Workers (IBEW)	11,500	Apr. 1, 1985 to Mar. 31, 1988		Apr.: 4.5 percent
Niagara Mohawk Power Corp.	Electrical Workers (IBEW)	8,300	June 13, 1986 to June 23, 1989		June: 4.5 percent
Southern California Gas Co.	Utility Workers	7,200	Apr. 1, 1986 to Mar. 31, 1988	Apr.	Apr.: 3.5 percent
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: 24 cents
General merchandise stores					
Meijer, Inc.	Food and Commercial Workers	11,000	Dec. 30, 1984 to Sept. 19, 1987		
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.	Food and Commercial Workers	5,500	Feb. 1, 1986 to May 31, 1989		Feb.: average 5 percent
Food stores					
Food Employers Council, Inc. (southern CA)	Food and Commercial Workers	65,000	July 30, 1984 to Aug. 2, 1987		Feb: 1.6 percent
Food Employers Council of Northern California	Food and Commercial Workers	26,000	Mar. 1, 1986 to Feb. 28, 1989		March and September: lump-sum payments ⁸
Shoprite, Pathmark, Grand Union and Foodtown stores	Food and Commercial Workers	21,000	Apr. 9, 1984 to Apr. 3, 1987		
Food Employers Labor Relations Council of Northern California	Food and Commercial Workers	16,000	Mar. 1, 1986 to Feb. 28, 1989		
Allied Employers, Inc. (Puget Sound, WA)	Food and Commercial Workers	12,000	May 4, 1986 to May 4, 1989		
Chain and independent food stores (New York, NY)	Food and Commercial Workers	12,000	June 23, 1985 to June 18, 1988		June: 21.3 cents average Dec.: 31.3 cents average
Eating and drinking places					
Restaurant-Hotel Employers' Council of Southern CA	Hotel Employees and Restaurant Employees	8,000	Mar. 15, 1985 to Mar. 15, 1989 (Mar. 15, 1988)		Apr.: 3.95 percent average
Insurance					
Prudential Insurance Co. of America	Food and Commercial Workers	16,000	Sept. 23, 1985 to Sept. 27, 1987		
John Hancock Mutual Life Insurance Co.	Food and Commercial Workers	5,000	July 1, 1984 to June 30, 1987		
Real estate					
Realty Advisory Board on Labor Relations (apartment agreement) (New York, NY)	Service Employees	30,000	Apr. 21, 1985 to Apr. 20, 1988	Apr.	Apr.: 52.5 or 55 cents
Building Managers Assn. of Chicago	Service Employees	6,000	Sept. 29, 1986 to Apr. 2, 1989		Feb.: 25 cents
Hotels, rooming houses, 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		Nov.: 4.9 percent
Nevada Resort Assn.	Hotel Employees and Restaurant Employees	25,000	May 2, 1984 to May 4, 1989		May: 24 cents average Nov.: 25 cents average
Casino hotels in Atlantic City	Hotel Employees and Restaurant Employees	12,000	Sept. 15, 1983 to Sept. 15, 1988		
Greater Chicago Hotel and Motel Assn.	Hotel Employees and Restaurant Employees	9,000	Apr. 1, 1983 to Dec. 31, 1987		Jan.: 25 cents— Tipped workers, 12.5 cents— others
Council of Hawaii Hotels	Hotel Employees and Restaurant Employees	8,100	Mar. 1, 1984 to Feb. 28, 1987		
Personal services					
New York City laundries	Clothing and Textile Workers	5,000	Dec. 1, 1984 to Nov. 30, 1987		
Business services					
Massachusetts Maintenance Contractors Assn. (building cleaning)	Service Employees	7,000	Sept. 1, 1984 to Aug. 31, 1987		

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 cost-of-living review, 1987	Month and amount of specified wage increase(s), 1987
Motion pictures Alliance of Motion Picture and Television Producers	Stage Employees and other unions	30,000	Aug. 1, 1985 to July 31, 1988	.....	Aug.: \$1.10
Amusement and recreation services, except motion pictures Walt Disney World/Epcot Center	Service Trades Council	8,000	Oct. 27, 1985 to Oct. 29, 1988	.....	May: lump-sum payment of \$200, \$300, or \$600
Health services Greater New York Health Care Facilities Assn.	Service Employees	15,000	Apr. 1, 1986 to Mar. 31, 1987	.....	.....
Kaiser Permanente (clerical, service, maintenance and technical) (Los Angeles and Orange counties, CA)	Service Employees	6,850	Apr. 1, 1984 to Mar. 31, 1987	.....	.....
Kaiser-Permanente (northern CA)	Nurses' Association, American (Ind.)	5,100	Jan. 1, 1985 to Dec. 31, 1987	.....	Jan.: 4 percent
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 employees)	State, County and Municipal Employees	41,000	Apr. 1, 1985 to Mar. 31, 1988	.....	Apr.: 6 percent
Local New York City Board of Education (teachers)	Teachers	59,500	July 1, 1984 to June 30, 1987	.....	.....
New York City (clerical)	State, County and Municipal Employees	36,400	July 1, 1984 to June 30, 1987	.....	.....
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	.....	.....
New York City Police Dept.	Patrolmen's Association (Ind.)	17,800	July 1, 1984 to June 30, 1987	.....	.....
Minnesota State (multidepartment)	State, County and Municipal Employees	17,300	July 1, 1985 to June 30, 1987	.....	.....
Los Angeles County (clerical)	Service Employees	17,000	Sept. 1, 1985 to Sept. 30, 1987	.....	Jan.: 2 percent July: 4.5 percent
Dade County Board of Education (teachers)	Teachers	16,000	July 1, 1985 to June 30, 1988	.....	July: 6.2 percent
Nassau County (general unit)	State, County and Municipal Employees	14,000	Jan. 1, 1985 to Dec. 31, 1987	.....	Jan.: 5.5 percent

¹ Selection based on contracts with the highest employment (minimum 5,000) in the industrial classification.
² Based on 1972 standard industrial classification.
³ Unions are affiliated with the AFL-CIO, except where noted as independent (Ind.).
⁴ Number of workers at the time agreement was reached.

⁵ Contract effective date to expiration date or first reopening date.
⁶ June 1987 payment equal to 3.25 percent of straight-time earnings from Nov. 1, 1986, to May 1, 1987. Dec. 1987 payment equal to 3.25 percent of straight-time earnings from Nov. 1, 1986, to Oct. 30, 1987.
⁷ Allocation between wages and benefits will be determined by the union.
⁸ Each equal to 3.1 percent of earnings during preceding 6 months.

Federation of State, County and Municipal Employees, reached the first settlement, covering about 100,000 clerical and blue-collar workers, engineers, accountants, school-crossing guards, librarians, and health service workers. The city's Financial Control Board approved the contract on June 26, 1985, nearly a year after the expiration of the old agreement. This settlement provided for a 5-percent increase retroactive to July 1, 1984, a 5-percent increase (non-compounded) July 1, 1985, and a 6-percent increase (non-compounded) a year later. In August 1985, the Financial Control Board approved settlements for firefighters and police officers that provided for a 6-percent (compounded) wage increase in each of 3 years.

In September 1985, the teachers' contract was submitted to final-offer binding arbitration. Under this procedure, the arbitration panel must select either the union's or the city's last contract offer. The offer made by New York City and the Board of Education was selected over that made by the union (the American Federation of Teachers). The decision called for an immediate pay increase for entry-level teachers, from \$14,500 per year to \$18,500 and an increase to \$20,000 per year in 1986. Experienced teachers received

pay raises of 5 percent retroactive to 1984; 5 percent, September 1985; and 6 percent, September 1986. The top salary, paid to teachers with 15 years experience, a master's degree, and 30 additional credits, rose from \$34,076 under the previous contract to \$38,000 on the date of the award and increased to \$40,700 in 1986.

Recently announced budget cuts and reductions in employment (to be realized through attrition) stemming from lower than anticipated tax revenues and reductions in Federal revenue sharing programs, presage hard bargaining in New York.

In Los Angeles, CA, contracts between the county and 11 bargaining units represented by the Service Employees International Union are scheduled to expire on September 30, 1987. Under the terms of the expiring 2-year agreement, the workers received a 3-percent increase on January 1, 1986, and will receive two wage increases in 1987—2 percent on January 1, and 4½ percent on July 1. Benefit changes included the establishment of a less costly dental plan and fewer sick leave days for new employees.

Contracts for about 50,000 California State workers represented by the California State Employees Association ex-

pire in June 1987. Under their previous 2-year agreements these workers received a 6-percent wage increase in July 1985 and a 5-percent raise in July 1986. A potential cloud over this year's bargaining was removed when California voters narrowly defeated an initiative known as Proposition 61 in November 1986. The defeated measure would have made any increases in public employee salaries subject to voter approval and prohibited the accrual of sick leave or vacation time from one year to another. The measure also would have put a cap on salaries.

In Florida, bargaining in 1987 will focus on contracts covering 50,000 professional, human services, and blue-collar operational employees. Three-fourths of these workers are represented by the American Federation of State, County, and Municipal Employees. The previous 2-year agreements provided for a 5-percent wage increase or \$750 a year, whichever was greater, effective January 1, 1986. A subsequent wage reopening on July 1, 1986, yielded increases of 5 percent or \$600 a year plus 3 to 5 percent merit pay raises to be applied to base rate schedules on the employee's anniversary date.

In Hawaii, contracts for 10,000 blue-collar and institutional workers represented by the United Public Workers Union (a subsidiary of AFSCME) expire June 30. The last agreement provided wage increases varying by job classification, from 8 to 15.5 percent over 2 years. An additional 30,000 Hawaii State workers are under six 2-year contracts that also expire in June. Although separate agreements were negotiated for each government function (for example, teachers, police, firefighters), they provided similar terms: 5-percent annual increases.

In addition to wages, other issues are expected to surface. Reflecting the continued shortage of teachers in some school systems, negotiations for education workers may examine ways of attracting and maintaining qualified teachers. These talks may focus on higher salaries, merit pay, smaller classes, and noninstructional duties for teachers. In other public sector units, issues may include general working conditions, benefits, and promotion opportunities.

Prolonged contract negotiations are not unusual in State and local government. In some cases, the legislature plays a significant role in the bargaining process. After an agreement is negotiated by the executive branch, it may be sent to the legislature or special agency for the appropriation of funds—frequently a time-consuming process. Thus, some of the contracts slated for 1987 negotiations may not be concluded within the year.

Automobile manufacturing

Contract talks in automobile manufacturing cover about 575,000 workers, the largest number of workers in a single industry in the private sector affected by 1987 negotiations. The master agreements between the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW) and the two largest auto-

mobile manufacturing companies—General Motors Corp. (GM) and Ford Motor Co.—expire September 14, 1987. Together they account for about three-fourths (460,000) of the workers covered by automobile industry agreements expiring in 1987.

Prior to the 1980's, the UAW would target one of the big three auto companies—GM, Ford, and Chrysler—for negotiations. Once a contract was reached, the two remaining companies would agree to similar terms. In 1979, Chrysler, facing bankruptcy, was granted wage and benefit concessions by the UAW, and dropped out of the pattern. The problems faced by Chrysler—competition from lower priced autos produced abroad and consequent reduced sales, high production costs, and financial losses—affected GM and Ford as well. These problems and the resultant severe job losses prompted the UAW and the two companies to agree to an early opening of negotiations in 1982. The companies' concerns with labor cost containment, and the union's concerns with job security, have characterized bargaining in the industry since then.

In 1984, the UAW chose to bargain with GM first. When national talks extended beyond the September 14 contract expiration date, local unions were granted strike authorization and 62,000 UAW-GM workers walked off the job. On September 21, an agreement was reached at GM which also set the pattern for an October 14 settlement at Ford.

The 3-year agreement established a Job Opportunity Bank-Security Program. It guarantees that workers with at least 1 year of service will not be laid off as a result of new technology, "outsourcing" (procuring vehicles and parts from other manufacturers rather than continuing to produce them at a company facility), negotiated productivity improvements, shifting of work from one plant to another, or consolidating component production. Layoffs for other reasons—such as declines in vehicle sales or sale of a facility—are not covered. The program will extend through the contract that succeeds the 1984 pact, or until the companies' financial commitment to the program is exhausted. GM is committed for \$1 billion; Ford, with fewer employees, for \$300 million.

Reflecting company efforts to end the practice of providing guaranteed annual increases regardless of corporate financial results, workers received one specified adjustment ranging from 9 to 50 cents an hour plus a \$180 "special payment" immediately upon ratification. No wage increase was negotiated for either the second or third contract years, but workers received lump-sum payments of 2.25 percent of the previous year's earnings in October of 1985 and 1986. The profit-sharing plan established under the 1982 agreement and the COLA clause were continued. The Guaranteed Income Stream (GIS) introduced in 1982 and Supplemental Unemployment Benefits (SUB) programs, both of which provide employees with a financial cushion if they are laid off, were improved.

In another move, GM and the union agreed to jointly

develop and launch new businesses aimed at providing jobs for UAW members. Ventures would be aimed at aiding communities hit by job losses at GM facilities, with hiring preference given to the affected workers.

Bargainers will again focus on job security during the upcoming negotiations. The industry has lost more than 160,000 jobs since 1978, when employment peaked at more than 1 million. As of the end of September 1986, 41,300 workers were on permanent layoff. Additional job cuts are expected. Faced with a third-quarter 1986 loss of \$339 million from the production and sale of cars and trucks, GM announced plans to reorganize the company, closing 11 older plants in 4 States over the next 4 years.

Foreign competition is a major source of concern for American car manufacturers. Imports have penetrated the industry, accounting for 24 percent of the market in 1985; and the growth of "transplants"—facilities that build cars from components manufactured in other countries—has threatened U.S. auto jobs. The decision by foreign auto manufacturers to establish production facilities in the United States has presented new challenges. Currently, UAW represents 3,400 workers at Volkswagen and more than 1,200 workers at New United Motor Manufacturing, Inc., a Toyota-GM joint venture in Fremont, CA. However, both Honda, with 2,000 employees in Maryville, OH, and Nissan, with 3,000 employees in Smyrna, IN, have successfully resisted UAW efforts to organize their plants.

Given the threat of joint ventures and coproduction agreements, outsourcing, and shifting work outside the United States, the UAW is expected to seek new job opportunities for members, establish business ventures with new and expanded employment, sponsor training programs, and design ways to reduce the imports' share of the U.S. market. Key concerns in this year's negotiations are likely to be job security and company profitability.

Construction

Approximately 377,000 construction workers are under 162 collective bargaining agreements scheduled to expire or reopen in 1987, mainly in the spring and summer. These workers comprise 37 percent of all workers under major construction agreements.

The economic health of the industry has been showing general improvements nationally. The unemployment rate continued downward from the high of 23.7 percent in October 1982, to 12.7 percent in September 1986. Total employment in construction has increased by a third since early 1983, to 5 million in September 1986. The value of new nonresidential construction, where most union construction workers are employed, rose from \$65 billion in 1983 to \$95 billion in 1985, and reached \$70 billion in the first 9 months of 1986. Local economic conditions, however, strongly influence the terms of construction industry settlements.

Negotiations in the industry are generally conducted by local or regional branches of national employers associa-

tions, which individual companies join for collective bargaining and other purposes. Workers are generally organized along craft lines. Settlements usually reflect the conditions of the local economy, and contracts for various crafts in a locality frequently provide similar size changes.

Under the terms of the contracts expiring in 1987, construction workers received an average wage adjustment of 2.5 percent a year. As shown below, however, average annual wage adjustments under expiring agreements varied considerably by region,¹ from -3.1 percent in the South Central States to 3.6 percent in New England.

	<i>Average annual wage adjustments under contracts expiring in 1987 (in percent)</i>
All construction agreements	2.5
Northeast	3.4
New England	3.6
Middle Atlantic	3.4
Midwest	2.8
South	1.1
South Atlantic	3.7
South Central	-3.1
West	-0.4
Mountain	-2.8
Pacific	2.7
Interregional	2.7

The 466,000 construction workers under settlements reached in the first 9 months of 1986, on average, will receive larger wage increases from their 1986 contracts than they got under their previous agreements. The 1986 settlements provided wage adjustments averaging 2.7 percent annually over the life of the agreement. The corresponding average for the preceding contracts was 2.2 percent.

The size of wage adjustments negotiated during the first 9 months of 1986 differed by region. As shown below, average annual adjustments over the contract life ranged from -1.4 percent in the South Central region to 4.0 percent in New England.

	<i>Average annual wage adjustments over the life of contracts reached during the first 9 months of 1986 (in percent)</i>
All wage adjustments, first 9 months ...	2.7
Northeast	2.8
New England	4.0
Middle Atlantic	2.7
Midwest	3.5
South	0.2
South Atlantic	2.1
South Central	-1.4
West	2.4
Mountain	2.6
Pacific	2.4

The wide range largely reflects local conditions. For example, wage cuts in the South Central region stem from the

Table 4. Incidence of cost-of-living adjustment clauses in major collective bargaining agreements, October 1986

[Workers in thousands]

1972 sic Code ¹	Industry ²	All agreements			Agreements with COLA clauses	
		Number	Workers covered	Percent of workers covered by COLA clauses	Number	Workers covered
	Total	1,968	8,793	30	369	2,677
	Private nonagricultural industries	1,360	6,539	40	355	2,637
10	Metal mining	3	7	0	0	0
11	Anthracite mining	1	1	0	0	0
12	Bituminous coal and lignite mining	1	105	0	0	0
15	Building construction general contractors	129	455	5	4	22
16	Construction other than building construction	95	281	3	3	10
17	Construction-special trade contractors	146	294	7	9	21
20	Food and kindred products	63	162	10	9	16
21	Tobacco manufacturing	3	16	100	3	16
22	Textile mill products	7	27	15	1	4
23	Apparel and other finished products	32	300	41	21	125
24	Lumber and wood products except furniture	9	50	3	1	2
25	Furniture and fixtures	5	9	17	1	2
26	Paper and allied products	39	57	0	0	0
27	Printing, publishing, and allied industries	21	36	43	9	15
28	Chemicals and allied products	29	54	20	6	11
29	Petroleum refining and related industries	12	36	0	0	0
30	Rubber and miscellaneous plastics	12	53	84	8	45
31	Leather and leather products	7	20	0	0	0
32	Stone, clay, glass, and concrete products	22	59	96	20	57
33	Primary metals industries	53	308	59	33	183
34	Fabricated metal products	26	51	78	18	39
35	Machinery, except electrical	34	112	81	25	91
36	Electrical machinery equipment and supplies	51	273	68	31	184
37	Transportation equipment	75	863	93	59	801
38	Instruments and related products	5	15	23	1	3
39	Miscellaneous manufacturing industries	6	8	44	2	4
40	Railroad transportation	26	369	96	22	354
41	Local and urban transit	6	22	66	2	14
42	Motor freight transportation	14	273	37	5	100
44	Water transportation	16	69	27	4	19
45	Transportation by air	36	166	4	2	6
48	Communications	38	551	51	18	280
49	Electric, gas, and sanitary services	75	243	21	11	51
50	Wholesale trade—durables	3	6	0	0	0
51	Wholesale trade—nondurables	6	32	78	1	25
53	Retail trade—general merchandise	16	59	23	2	14
54	Food stores	99	500	4	7	19
55	Automotive dealers and service stations	5	8	0	0	0
56	Apparel and accessory stores	2	5	0	0	0
58	Eating and drinking places	14	42	0	0	0
59	Miscellaneous retail stores	5	13	34	1	5
60-65	Finance, insurance, and real estate	23	118	47	6	55
70-89	Services	90	413	12	10	49
	State and local government	608	2,253	2	14	39

¹ There are no major collective bargaining agreements in sic 13, 14, 46, and 47.

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

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

depressed economy of the oil producing States and subsequent decline in new construction. The size of settlements in New England reflects that region's strengthened economy.

Adjustments under contracts reached in the first 9 months of 1986 also varied by type of construction. Over the life of the contracts, annual adjustments averaged 3.1 percent in general building construction, 2.8 percent in special trades, and 2 percent in general construction (other than building).

In addition to having to deal with problems stemming from variations in construction activity, unionized firms and their employees have faced increased competition from nonunion firms. Some unionized firms have responded to this development by "double breasting"—creating new, nonunion subsidiaries that provide lower wages and benefits

and have fewer work rules.

Contracts in some areas have restored previous cuts in wages and benefits and made other improvements. Some have eliminated previously negotiated clauses that provided lower rates to be paid on small projects where competition from nonunion firms tends to be heaviest. Although some union negotiators believe that these clauses had little impact on worker earnings because large firms rarely bid on small contracts, others sought to eliminate them to forestall efforts to divide large projects into smaller ones subject to the lower rates.

The outcome of the 1987 negotiations will again reflect local and regional conditions, and there is little reason to believe that settlements in the industry will be noticeably

Table 5. Workers under cost-of-living adjustment clauses in major collective bargaining agreements in private industry, 1971-87
[Numbers in millions]

Year ¹	Total 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	
1987	6.5	1.4	40.4	

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

different from those reached in 1986.

Wholesale and retail trade

Approximately 250,000 workers are covered by 55 contracts in wholesale and retail trade that expire or have scheduled reopeners in 1987. These workers account for about 38 percent of those under major agreements in the industry.

The United Food and Commercial Workers (UFCW) is the

dominant union in this year's bargaining, representing 95 percent of the workers under contracts expiring in 1987. The International Brotherhood of Teamsters (Ind.); the International Association of Machinists; the Hotel Employees and Restaurant Employees International; and the Retail, Wholesale, and Department Store Workers represent the remainder. About 200,000 workers are employed in food stores. The balance are in wholesale trade, general merchandising, automotive dealers, gas stations, and eating and drinking places.

Overall, the contracts expiring in 1987 provided wage adjustments averaging 2.6 percent a year over their term. There are no industrywide pattern-setters—settlements varied by region and type of business.

In Southern California, contracts covering 65,000 workers represented by nine UFCW locals and the Food Employers Council of Southern California, representing 12 chains and a number of independent food retailers, are up for negotiations in August. The expiring contracts provided wage increases ranging from 30 to 85 cents per hour over the term of the agreement. A guaranteed minimum workweek for part-timers, a major issue, was set at 16 hours.

Over 50,000 clerks and meatcutters on the East Coast, represented by UFCW, will be involved in negotiations with five major food store chains—Pathmark, Foodtown, Grand Union, Shoprite, and Acme. Contracts for Acme stores in Pennsylvania, Delaware, and New Jersey expire at the beginning of the year; the remaining negotiations are slated for

Table 6. Scheduled deferred wage changes under major collective bargaining agreements in 1987, by industry

Selected industry	Number of agreements	Number of workers (thousands)	Mean change ¹						Median change ¹		Mean increase ¹	
			Total		With COLA		Without COLA		Cents	Percent	Cents	Percent
			Cents	Percent	Cents	Percent	Cents	Percent				
Total ²	798	4,058	47.0	3.7	33.7	2.9	52.2	4.1	40.0	3.5	47.1	3.7
All private nonagricultural industries	585	3,119	43.1	3.4	33.5	2.9	48.3	3.6	35.2	3.0	43.1	3.4
Manufacturing	188	852	31.6	3.4	30.9	3.2	32.6	3.6	32.6	3.0	31.6	3.4
Food and kindred products	20	65	36.9	3.6	24.4	2.5	39.0	3.8	38.5	3.9	36.9	3.6
Apparel and other finished products	25	230	29.1	4.8	32.4	5.0	25.4	4.7	26.5	5.0	29.1	4.8
Petroleum refining and related industries	11	35	28.4	2.0	—	—	28.4	2.0	28.3	2.0	28.4	2.0
Rubber and miscellaneous plastics	9	47	11.2	1.1	8.6	.7	26.4	3.2	8.0	.7	11.2	1.1
Primary and fabricated metals	14	22	28.8	2.8	15.4	1.5	34.3	3.4	30.0	3.0	28.8	2.8
Machinery, except electrical	10	14	26.3	2.4	22.7	2.2	29.3	2.6	25.3	2.6	26.3	2.4
Electrical machinery equipment and supplies	25	183	32.4	2.9	32.8	2.9	31.5	2.9	34.3	3.0	32.4	2.9
Transportation equipment	22	137	36.6	2.9	36.1	2.8	38.6	3.4	40.2	3.0	36.6	2.9
Other manufacturing industries ³	52	120	36.8	3.1	32.2	2.8	39.6	3.3	35.0	3.0	36.8	3.1
Nonmanufacturing	397	2,267	47.4	3.4	35.5	2.6	52.0	3.6	40.0	3.1	47.5	3.4
Mining, crude petroleum and natural gas production	3	107	39.8	2.7	—	—	39.8	2.7	40.0	2.7	39.8	2.7
Construction	179	552	67.9	3.7	87.4	4.0	66.7	3.7	63.5	3.6	67.9	3.7
Transportation	36	462	53.8	3.4	41.4	3.1	66.7	3.8	50.0	3.5	53.8	3.4
Communications	26	483	26.6	2.1	20.1	1.6	33.4	2.8	28.8	2.5	26.6	2.1
Utilities, gas and electric	42	152	58.2	4.1	46.5	3.2	62.7	4.4	57.4	4.2	58.2	4.1
Wholesale trade	2	27	26.1	2.1	24.0	2.0	55.0	3.7	24.0	2.0	26.1	2.1
Retail trade	60	281	28.2	3.4	35.0	4.6	28.0	3.3	21.9	3.0	28.4	3.4
Finance, insurance, and real estate	10	52	48.0	5.0	51.6	5.4	41.9	4.5	52.9	5.6	48.0	5.0
Services	39	151	54.0	5.0	40.0	3.7	54.5	5.1	49.0	4.9	54.0	5.0
State and local government	213	938	60.1	5.0	40.6	3.5	60.7	5.0	52.6	5.0	60.1	5.0

¹ Changes in cents per work hour and percent of straight-time average hourly earnings.

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

³ Includes workers in the following industry groups for which data are not shown separately to ensure confidentiality of earnings data: tobacco (16,000); textiles (4,000); furniture (8,000); paper (23,000); printing (11,000); chemicals (13,000); leather (15,000); stone, clay, glass, and

concrete (15,000); instruments (11,000); and miscellaneous manufacturing (5,000).

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

Table 7. Deferred wage increases scheduled in 1987 under major collective bargaining agreements, by month
[Workers in thousands]

Effective month	Workers covered ¹	Principal industries
January-December	4,058 ²	
January	598	Bituminous coal, State and local government, railroads
February	186	Food stores
March	172	State and local government
April	696	Trucking, bituminous coal, State and local government
May	217	Construction
June	760	Construction, apparel, communications
July	964	Bituminous coal, railroads, electrical products, State and local government
August	370	Communications
September	328	Apparel, transportation equipment, food stores, State and local government
October	208	Bituminous coal, State and local government
November	120	Hotels
December	165	Railroads

¹ Includes 938,000 workers under State and local government agreements.

² The total is smaller than the sum of individual items because 508,000 workers are scheduled to receive more than one increase. It is based on data available as of October 1986, and thus may understate the number of workers scheduled to receive deferred increases for the entire year. One thousand workers are scheduled to have a deferred wage decrease in 1987.

early summer through July. The expiring Acme agreement provided wage increases of between 40 cents and \$1.10 an hour over the 3-year contract life with the first increase implemented in the second year. The other chains increased pay by \$1.10 to \$1.80 an hour spread over all 3 years of their contracts.

In addition to reviewing the gains made under their expiring agreements, negotiators will be interested in more recent developments in the industry. Agreements reached in the first 9 months of 1986 provided wage adjustments averaging 1.3 percent annually over their life, compared with 3.9 percent provided by the contracts they replaced.

Average annual wage changes provided over the life of settlements reached through the first three quarters of 1986 ranged from -3.9 percent to 8.9 percent. More than 70 percent of the workers under these agreements will receive lump-sum payments.

In recent years, many contracts in wholesale and retail trade have established two-tier wage or benefit systems, or both. As the more senior workers leave, and are replaced, the proportion of those being paid on the lower scale will increase. As a result, negotiators may face increased pressure to narrow or eliminate the gap between the two tiers. In addition, they will be concerned with the replacement of national chains by regional ones, and the growth of nonunion competition. Union negotiators may raise the issue of the increasing use of part-time employees to operate stores which stay open for long hours. This practice lowers employers' costs because part-timers often may be paid less and be eligible for fewer benefits than full-time workers. It also reduces the need for overtime, thereby restricting opportunities for full-time workers to increase earnings.

Cost-of-living adjustments

As of the third quarter of 1986, 2.7 million of the 8.8 million workers under major agreements are covered by COLA clauses. Almost all of the workers are in the private sector, where 40 percent have COLA coverage; although the proportion varies by industry. In State and local government, by contrast, COLA's cover only 2 percent of the workers. (See table 4, page 33.)

Both the number and percent of private industry workers under contracts with COLA clauses have declined since 1977. (See table 5.) (In State and local government, coverage has been almost unchanged since 1984, when comparable data were first compiled.)

The declines in private industry, gradual through the end of 1984, have been sharp during the last 2 years. Decreases in coverage prior to 1985 were largely the result of falling employment in industries where COLA clauses were common, whereas in 1985 and 1986 they were largely the product of the elimination or suspension of COLA provisions in many contracts. The relatively low rate of inflation since 1983 and small or nonexistent wage increases, or even decreases, stemming from COLA clauses, made unions in some situations willing to trade COLA's for what they considered more important provisions, such as improved job security or better wages.

COLA clauses are designed primarily to help workers recoup purchasing power lost through price increases. Some COLA provisions, however, also decrease wages if prices decline. During the first 9 months of 1986, for example, almost 1 million private industry workers had at least one wage decrease from COLA's, although more than 95 percent ended the period with a net increase. Overall, about 1.3 million private industry workers had a net wage increase from COLA's.

Wage adjustments are based on a measure of price change: usually the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W.) Wage changes from COLA's rarely reflect the full change in prices. In recent years, COLA adjustments yielded about 50 percent of their associated CPI change. The size of the wage change from COLA clauses varies, depending upon the formula used in adjustment calculations, the timing of reviews, whether or not maximum amounts ("caps") are specified, and whether or not the formula allows for COLA decreases. The most prevalent COLA adjustment formula calls for a 1-cent-per-hour wage increase for each 0.3-point rise in the CPI-W.

Cost-of-living reviews are made at intervals specified in each clause. Seventy percent (1,871,000) of the workers covered by COLA clauses will have at least one review in 1987. About 900,000 of these workers are on a quarterly review cycle.

About 53,000 workers are covered by contracts with clauses that specify 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 treats them as specified wage adjustments and not as COLA's. Payments above the specified amount that stem from changes in the CPI are, of course, considered COLA's.

Scheduled wage changes in 1987

About 4.1 million of the 8.8 million workers under major collective bargaining agreements are scheduled to receive deferred wage changes (increases and decreases) in 1987—48 percent of those in private industry and 42 percent of those in State and local government. Except for a wage decrease for 1,000 workers in private industry, all the deferred changes are increases. (See tables 6 and 7.) Deferred changes will average 5 percent in State and local government and 3.4 percent in private industry. This is the smallest deferred percent change in private industry in the 19-year history of this series. Comparable historical data are not available for State and local government. Some workers will receive lump-sum payments during the year, but such pay-

ments are not included in this series.

Contracts with COLA's generally provide smaller deferred wage increases than those without because the COLA clause is expected to generate additional wage increases. In 1987, deferred adjustments will average 2.9 percent for those agreements with COLA's, compared with 4.1 percent for those without such clauses.

THE MIX OF INDUSTRIES bargaining this year differs somewhat from that of recent years. The problems facing negotiators, however, are similar to what they have been since the turn of the decade: in the private sector, dealing with competitive pressures, maintaining or restoring company profitability, and assuring job security; in government, maintaining services to the public and attracting and keeping competent employees while operating within sometimes stringent fiscal constraints. How bargainers try to deal with these problems, and how successful they are in resolving them, will depend in large measure on the circumstances surrounding individual bargaining situations. □

— FOOTNOTE —

¹ Regions comprise the following: *New England*—Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, and Connecticut; *Middle Atlantic*—New York, New Jersey, and Pennsylvania; *Midwest*—Ohio, Indiana, Illinois, Michigan, Wisconsin, Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, and Kansas; *South Atlantic*—Delaware, Maryland, District of Columbia, Virginia, West Virginia, North

Carolina, South Carolina, Georgia, and Florida; *South Central*—Kentucky, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, and Texas; *Mountain*—Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, and Nevada; *Pacific*—Washington, Oregon, California, Alaska, and Hawaii.

Shiskin award nominations

The Washington Statistical Society invites nominations for the eighth 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 1987. A nomination form may be obtained by writing to the Julius Shiskin Award Committee, American Statistical Association, 806 15th Street, NW, Washington, DC 20050. Completed nomination forms must be received by April 1, 1987.

Labor-management scene in 1986 reflects continuing difficulties

Contracts providing for moderate improvement in wages and benefits, two-tier compensation, lump-sum payments, and health care cost-containment were common and industries continued to reject pattern bargaining, reflecting the various financial conditions of companies

GEORGE RUBEN

The paramount issue in labor-management relations in 1986 was the same as it had been for several years—how to deal with economic problems confronting both companies and unions. The focus of negotiations was on meeting the competition, especially from foreign firms in manufacturing and from domestic firms in construction, telecommunications, and transportation. To do this, bargainers concentrated on ways to restrain labor costs, increase productivity, and preserve jobs. New approaches emerged, and longstanding bargaining patterns disappeared as both labor and management sought to adjust to the shifting conditions in all forms of economic activity, ranging from individual plants to entire industries.

Efforts to restrain labor costs are reflected in major collective bargaining settlements (involving 1,000 workers or more) in private industry during the first 9 months of the year. Wage adjustments averaged 1.9 percent annually over the life of the contract. The last time the same parties settled, generally 2 to 3 years ago, the annual adjustment averaged 2.9 percent.¹

In addition to restraint in wages, several types of cost-reducing contract provisions continued to be adopted in 1986, often as alternatives to outright compensation cuts. They are discussed briefly below.

Two-tier compensation systems were adopted under con-

tracts covering more than 200,000 employees, compared with more than 700,000 in 1985.² Such systems provide for permanent or temporary lowering of wages and/or benefits for new employees. The totals are based on the number of employees on the payroll at the time of a settlement, rather than on the unknown number of new employees that will enter the lower tier in the future.

Another cost-savings approach that continued in 1986 was lump-sum payments, adopted in contracts for more than 675,000 employees, about the same as in 1985. A typical 3-year contract might provide for such payments in one or more years and specified wage increases in the other years. One cost advantage to employers results because the lump-sum payments may not be taken into account in calculating certain benefits, such as pensions.

Health care cost-containment provisions also continued to be adopted. At least 425,000 workers were affected by the adoption of such provisions in 1986, compared with at least 700,000 in 1985. Generally, the provisions aim at minimizing plan costs by monitoring aspects of health care such as length of hospital stays, fee levels, and the necessity of surgery. In some cases, employees are required to pay an increased share of the cost of coverage.

Cost-of-living allowance (COLA) clauses were terminated or suspended for 372,000 workers and established for 24,000 workers as a result of settlements during the first 9 months of the year. This contributed to lowering the proportion of workers under major agreements with COLA

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clauses to 40 percent, from 49 percent at the end of 1985.

Work stoppages continued to be used sparingly as a negotiating tactic. There were 65 major work stoppages (involving 1,000 workers or more) in the first 10 months of 1986. Although already above the record low of 52 for all of 1985, this is still below the number during each of the post-World War II years through 1980, when there were about 200 to 400 annually. Formation of labor-management teams to improve productivity and employment conditions also reflected a cooperative, rather than a combative, attitude on the part of some negotiators.

During the year, employers in industries such as steel, cans, and forest products moved from pattern bargaining toward bargaining on a company-by-company or even plant-by-plant basis, joining other industries that had adopted the approach in earlier years. Management's argument for terminating pattern bargaining was that it was no longer appropriate or practical because of sometimes sharp differences in financial conditions among companies and plants. At the same time, unions in industries such as aluminum and lumber cooperated more closely with each other in an effort to strengthen their position in bargaining with common employers.

Telephone industry uniform terms end

The round of bargaining in the telephone industry was the first since the court-ordered 1984 breakup of the Bell System, and the major question was: Will the settlements continue to provide for uniform terms? In 1983 and before, American Telephone & Telegraph Co. (AT&T) settled with the two major unions—the Communications Workers of America (CWA) and the International Brotherhood of Electrical Workers (IBEW)—on uniform terms that set a pattern for settlements by the two unions and other unions with the 22 “operating” companies.

In 1986, AT&T again settled first with the CWA and IBEW on essentially identical terms, although the CWA did strike for 25 days. As the former Bell System operating companies completed negotiations, it was evident that contract uniformity no longer held true. There were some similarities in terms: all settlements provided for wage increases (although the amount varied) and for improvements in job security and pension plans (again with some variations). In other areas such as lump-sum wage payment, COLA, and profit sharing, there was no evident pattern.

The AT&T settlement with the IBEW emphasized job security, reflecting employee concern over the job cutbacks in the telecommunications industry resulting from the new competition among former Bell System companies and from the entry of new firms. The four job security programs, which enhanced others established in 1983, provide for company publication of annual reports informing employees of emerging jobs and the necessary skills; AT&T financing of jointly administered training of employees for the emerging jobs; procedures for employees to use in informing AT&T of

their career interests, and for transfer within their division or to other AT&T divisions; and procedures for informing active and laid-off employees of job openings, and for giving them hiring precedence over other applicants.

Economic terms of the 3-year contract included an initial increase in hourly pay rates of 2 percent at the top rate ranges and smaller increases in intermediate steps. Starting rates were not changed. In 1987 and 1988, wage rates will be increased by amounts ranging from 3 percent at the top to nothing in the starting step. All employees on the payroll at the time of the rate increases—including those at starting rates—were assured a raise of at least \$1 a week.

Other terms called for suspension of the COLA clause; a reduction in the number of pay grades and elimination of incentive pay at some manufacturing plants, with affected employees receiving lump-sum payments or increases in hourly pay rates; and creation of a “technician assistant” job to perform some “menial” functions previously performed by higher paid systems technicians, and creation of a “senior technician” job which pays 5 percent more than the systems technician job.

Following are the highlights of the 3-year accords for the regional operating companies.

NYNEX and the CWA (representing 40,000 employees) and the IBEW (17,000) agreed on pay increases of 2.5, 1, and 1 percent in the respective years; continuation of annual COLA, subject to a new “cap”; no profit sharing; and a health care cost-containment program.

Bell Atlantic and the CWA (40,000 employees) and the IBEW (12,000) agreed on a 2-percent wage increase and a \$300 lump-sum payment in the first year, a 2-percent increase in the second year, and 3 percent in the final year; annual “guaranteed” COLA ranging from 1 to 2.5 percent in the second year and 1 to 1.5 percent in the third year; no profit sharing; and a health care cost-containment program.

Bell South and the CWA (65,000 employees) agreed on pay increases of 2, 1.5, and 1.5 percent in the respective years; COLA protection in the second and third years only if the CPI rises between 3 and 8 percent a year; annual “team award” payments up to 3.375 percent, based on company earnings and service to customers; and a health care cost-containment program.

Southwestern Bell and the CWA (48,000 employees) agreed on a wage increase and a \$400 lump-sum payment in the first year with a combined value equal to 3 percent of annual pay, a 1.5-percent pay increase in the second year and 1.5 percent in the final year; COLA protection in the second and third year only if the CPI rises between 1 and 4.5 percent a year; and no profit sharing.

Pacific Telesis and the CWA (44,000 employees) and the IBEW (2,000) agreed on pay increases of 2, 2.43, and 2.43 percent in the respective years; elimination of COLA; establishment of a job guarantee program; and annual profit-sharing payments.

U.S. West. Each of the three operating companies com-

posing US West bargained separately with the CWA, which represents the workers. Each contract called for elimination of COLA and provided for annual "team awards" based on the company's financial and service results. The contracts called for wage increases of 1.5, 1.5, and 0.5 percent in the respective years at Mountain Bell (19,000 workers); 1 to 2.25, 0.5, and 0.5 percent at Northwestern Bell (10,000 workers); and 1.5, 1.5, and 0.5 percent at Pacific Northwest Bell (9,000 workers).

Ameritech. The five companies composing Ameritech, also settled separately. At Illinois Bell, the IBEW represents 12,000 employees and the CWA represents 2,300; the CWA represents all employees of the other companies.

Illinois Bell;

- A pay increase and a \$400 lump-sum payment in the first year with a combined value equal to 2.5 percent of annual pay, and 2-percent pay increases in the second and third years.
- COLA protection in the second and third years only to the extent of any CPI rise between 2 and 5.5 percent.
- Profit-sharing payments in the second and third years.

Michigan Bell (13,000 workers) and Ohio Bell (11,000):

- A pay increase and a \$500 lump-sum payment in the first year with a combined value equal to 2.75 percent of annual pay, and 2.5-percent pay increases in the second and third years.
- COLA protection in the second and third years.
- Profit sharing.

Indiana Bell (4,500 workers):

- A pay increase and a \$450 lump-sum payment in the first year with a combined value equal to 2.75 percent of annual pay, and 2.5-percent pay increases in the second and third years.
- COLA protection in the second and third years.
- Profit sharing.

Wisconsin Bell (4,000 workers):

- Pay increases of 2.5, 3, and 3 percent in the respective years.
- Elimination of COLA.
- Profit-sharing payments ranging from 2.2 to 4.4 percent in the second year and 2.2 to 5.4 percent in the third year.

Steel contracts reflect troubled industry

Bargaining in steel was the most complex and difficult in the post-World War II history of the industry, as a number of forces and conditions combined to exert great pressure on employers and employees. Among them were:

- The continuing worldwide depression in steel production, leading to continuing financial losses, plant closings, and employment losses.
- The 1985 breakup of the major producers' bargaining association, reflecting their belief that company-by-

company bargaining with the Steelworkers was the only way to overcome the different problems confronting each company.

- Union leadership facing the daunting task of negotiating more or less simultaneously with a number of companies, instead of setting an industry pattern at one bargaining table, as was done in 1983.
- LTV Corp.'s filing for protection from creditors under Chapter 11 of the Federal Bankruptcy Code, and the company's subsequent demand that the Steelworkers increase the compensation cuts negotiated earlier in the year.
- The possibility that some of the other companies that had settled prior to LTV's bankruptcy filing would press to reopen negotiations on further compensation cuts to maintain competitive parity with LTV.
- The test of wills between the Steelworkers and industry leader USX Corp. (formerly U.S. Steel) that moved almost inexorably toward the work stoppage that came when their contract expired on July 31.

Despite difficulties, negotiations in the industry started on a positive note, as the union and the companies (except USX) moved up the expiration date of their contracts by 2 or 3 months to pressure themselves to settle early. The first settlements were with LTV Steel Co. and National Steel Corp. Features at LTV, which had suffered losses of \$1.7 billion since 1982, included a \$3.15 an hour cut in employee compensation which the company said would actually amount to \$3.60 because of the resulting cut in Social Security and other taxes and lower administrative costs. This cut will be restored to employees under a new profit-sharing and stock ownership plan. The workers also agreed to give up the final increment (45 cents an hour) of the restoration of the \$1.25 an hour temporary pay cut under the 1983 settlements at all of the companies; 1 week of paid vacation for all employees who were eligible for at least 2 weeks; and 3 of the 10 paid holidays.

In return for these cost reductions, LTV agreed to a prohibition on subcontracting of work that can be performed by bargaining unit members, with LTV permitted to skirt the requirements only if it can prove that proposed subcontracting is consistent with past practice and the work can pass a "reasonableness test," excluding cost considerations; a plan requiring LTV to justify overtime work; and a ban on selling facilities unless the prospective owners agree to recognize the Steelworkers as bargaining agent and negotiate an agreement acceptable to the union before the sale date.

The 39-month National Steel contract called for a 42-cent-an-hour pay cut and suspension of COLA. In return, the company agreed to a profit-sharing plan calling for annual bonuses based on hours worked during the preceding 12 months (the calculation rate ranges from 50 cents per hour if National operates at a loss to a maximum \$1.75 per hour if net income is \$300 million). In addition, the employees will receive quarterly bonuses contingent on future increases

in productivity. Restrictions on subcontracting were adopted similar to those at LTV.

The Bethlehem Steel Corp. settlement provided for a \$1.97 cut in compensation, to about \$22.50–\$23 an hour, according to the Steelworkers. The 37-month contract followed the lead of the LTV and National Steel contracts by suspending COLA's and establishing a gain-sharing plan linked to improvements in output and quality. The Bethlehem accord also established a plan for repaying employee sacrifices in cash or shares of company stock.

The LTV Corp. bankruptcy filing was the largest in the Nation's history. The business involved profitable operations in the aerospace and defense products industries, unprofitable operations in gas and oil production equipment, and particularly unprofitable operations in steel. The corporation's LTV Steel Co., formed by the merger of its Jones & Laughlin Steep Corp. and Republic Steel Corp., lost \$227 million in 1985 and \$34.7 million the first three quarters of 1986.

The bankruptcy filing had several major repercussions. One, discussed earlier, was that LTV Steel's demand for renegotiation of its contract could cause other companies that had settled to press for renegotiation. Another was that the renegotiations at LTV also influenced negotiations at USX and other steel producers. Other repercussions were a company move to have the Pension Benefit Guaranty Corp. (PBGC) assume pension payments to some retirees, and the PBGC's move to take over another company pension plan; company termination of insurance benefits to retirees, which were restored after a 5-day strike; and the indefinite closing of four plants, affecting 2,000 employees.

USX Corp. was challenged on a number of fronts, including losses at its Marathon Oil Co. and Texas Oil & Gas Corp. resulting from depressed prices; investor attempts to take over the company; continuing losses on iron ore and steel production, which had totaled \$2.37 billion since 1980, according to the company; and the work stoppage that began after the company and the Steelworkers were unable to agree on a contract. The union was seeking provisions, such as profit sharing, for recouping any wage and benefit cuts it might accept. It was also pressing for tighter restrictions on subcontracting of work.

Despite the controversy at USX, other settlements were recorded in the industry:

- Armco Inc. and the United Steelworkers agreed on terms that vary among plants, but amount to a "slight" overall cut in compensation in return for increased job security and tighter restrictions on subcontracting. The plants, employing 6,800 workers, are in Baltimore, MD, Ashland, KY, and Kansas City, MO.
- Armco settled with the Armco Employees Independent Federation for its main mill in Middletown, OH. About 4,200 workers were covered. Compensation was frozen for regular employees and cut for seasonal employees.

The 42-month contract is subject to reopening in March of 1988 and 1989 if profits are less than \$50 million during the preceding year.

- Timken, a producer of roller bearings as well as steel, negotiated a 3-year contract with the Steelworkers that ended a month-long strike at three Ohio plants. Pay was cut 45 cents an hour, but it will be restored over the term; COLA was continued; and pensions were improved.
- In Pueblo, CO, 1,200 employees of CF&I Steel Corp. will attain 38 percent ownership of the company over the 3-year term of an agreement negotiated by the Steelworkers. The negotiators also agreed on a profit-sharing plan to possibly offset an average \$1.57 an hour cut in pay, which had ranged from about \$8 to \$14, and a cut in paid vacations. The company had produced primary steel but in recent years it has become a "minimill" producing oil field pipe from remelted scrap steel. In late 1986, it also began producing rails for the railroad industry.

Bargaining slow in railroad industry

Railroad industry bargaining, which began in 1984, continued at a slow pace into 1986, raising the possibility that the bargaining round could extend into 1987 for some unions. Bargaining is traditionally slow in this industry because 12 unions are involved. However, the current round has been particularly difficult, as employers attempt to become more competitive with other modes of transportation. This has led the unions to press for improved job security provisions.

The first settlement, between the 25 major carriers and the United Transportation Union, occurred in late 1985. It provided for the phaseout of 6,000 firemen and 2,000 railyard train operators through attrition. Other terms for the 90,000 workers included six wage increases totaling 10.5 percent; an immediate \$565 lump-sum payment; continuation of COLA, payable only to the extent that calculated amounts exceed specified wage increases effective on the same dates, and also subject to a maximum; an 8-percent increase in the distances crews must travel during a work shift to qualify for a basic unit of pay; a 5-year pay progression schedule for new employees, compared with the previous 1-year schedule; and elimination of cabooses on certain types of freight trains.

The first 1986 settlement covered 66,000 workers represented by the Railway Clerks (BRASC). It provided for a smaller total wage increase (about 6.5 percent) than the Transportation Union accord but larger lump-sum payments (four, totaling \$1,540 over the 31-month contract term). The wage increase did not apply to approximately 10 percent of the employees, but their lump-sum payments were larger, totaling as much as \$4,290. These employees also were excluded from receiving possible adjustments under the COLA clause, which was continued. All new employees will start at 75 percent of the top pay rate for their job and advance to the top in five annual steps; previously, new

employees attained the top rate after 3 years.

The Locomotive Engineers and the carriers agreed to end their bargaining stalemate through binding arbitration. The award provided for the same wage increases and lump-sum payment as the Transportation Union settlement. COLA was continued with the standard restrictions, and 5-year pay progression also was established. There also were cuts in some mileage pay rates.

A threatened strike by six unions was averted when President Reagan used his authority under the Railway Labor Act to appoint an emergency board to investigate the dispute and recommend settlement terms. The six unions were the Machinists, Maintenance of Way Employees, Railway Car-men, International Brotherhood of Electrical Workers, Railroad Signalmen, and Firemen and Oilers.

While the investigation was underway, the carriers settled with the Sheet Metal Workers for 4,200 employees. In addition to three wage increases totaling 6.5 percent, the workers received four lump-sum payments totaling \$1,572 over the 31-month term. The lump-sum payments were larger for apprentices and helpers, but these workers did not receive the specified wage increases and will not receive possible adjustments under the COLA clause, which was continued. Five-year pay progression now applies to all new hires.

The six unions covered by the emergency board tentatively agreed on new contracts based on the recommendations. However, the settlements were thrown into doubt when the unions accused the carriers of planning a "massive contracting out of work." According to the unions, at least six carriers planned to buy the electric power generated by diesel locomotive, rather than leasing (or buying) the actual locomotives. The unions contend that the carriers would then have service and maintenance on the locomotives performed by the owner, costing the jobs of some union members.

Eventful year for automakers

The year was full of events for the auto manufacturers and their employees even though labor contracts for major companies were not scheduled for renewal. Events included a decision by Japanese auto manufacturers to continue their voluntary limit on exports to the United States, while continuing their shift toward more expensive vehicles for sale in the United States; increasing penetration of the low cost vehicle market by other foreign producers; some slowing of GM's ambitious Saturn program for countering small-car production cost and quality advantages of foreign producers; increasing cooperative efforts between domestic and foreign producers—and between Chrysler and American Motors; and announcement by GM of plans for closing less efficient plants. Some important events were:

- General Motors' efforts to cut costs were indicated by its announcement that it was stretching out the start-up schedule originally set for the Saturn manufacturing com-

plex being built in Spring Hill, TN. When the \$3.5 billion plan to establish the ultimate small car operation was announced in 1985, GM indicated that all components of the complex would be operating in 1989. Now, according to the new schedule, only the assembly plant and an engine plant will begin operating in 1989, with forging, stamping, and other plants coming later.

- General Motors announced that it would shut down nine plants and parts of two others by 1990. The action will affect about 26,000 hourly employees represented by the Auto Workers and 3,000 nonunion salaried employees. The plants are located in Michigan, Illinois, Ohio, and Missouri. The company also announced "incentives" to resign or retire that could be offered to any salaried employee in its North American operations. At the time, the company had 133,000 salaried employees in the United States and 9,000 in Canada. Industry observers generally contend that General Motors is overstaffed, compared with Ford and Chrysler, which have been reducing their white-collar staffs since the early 1980's.
- The concept of health care cost containment that is being widely adopted by U.S. industries received a boost when General Motors reported that it had reduced its costs by \$213 million in 1985. The company said that a major factor in the reduction was offering employees the choice of a health maintenance organization, a preferred provider organization, or "traditional" health insurance, subject to special utilization review procedures. According to a company official, the corporation's health care costs had been rising an average of 14 percent a year during 1973-84; in 1984, the expenditure for health care was \$2.3 billion.
- Ford and General Motors distributed \$380 million in lump-sum performance bonuses to 560,000 employees covered by the 1984 contracts. The payments, equal to 2.25 percent of a worker's earnings during the prior 12 months, averaged \$700 for the 450,000 General Motors employees and \$750 for the 110,000 Ford employees.
- Chrysler and the Auto Workers announced plans to negotiate cost-cutting plant-by-plant supplements to their master agreement to counter the growing competitive threat from foreign manufacturers. The first supplemental agreements covered the Trenton, MI, engine plant, the Chrysler Electronics City and Chrysler Military-Public Electronics Systems in Huntsville, AL, and the Jefferson Assembly Plant in Detroit, MI. All of the new agreements provide for a team approach by employees (now called "technicians"); much closer cooperation between the company and the union; job classifications (three for production and seven for skilled trades specialists) utilizing "capability progression pay" for performing broader duties; elimination of the wearing of neckties for nonbargaining unit employees, timeclocks for bargaining unit employees, and separate parking lots and cafeterias for

the two groups; and cuts in the number of supervisors and union representatives.

- Chrysler distributed more than \$550 million in cash and stock to 87,500 U.S. and Canadian employees under its Employee Stock Ownership Plan. The plan was set up in 1981 as part of an agreement in which UAW-represented employees accepted cuts in compensation to aid the company. The 66,000 employees in the United States will each receive as much as 183 shares of stock or \$8,200 in cash if they participated in all 4 years.
- A legal challenge to a Chrysler-Mitsubishi Motors Corp. joint venture was removed when the National Labor Relations Board ruled that the companies had not entered into a "prior recognition" contract with the UAW. The National Right To Work Legal Defense Fund had contended that the parties had already entered into a labor contract for workers to be hired to operate the Bloomington-Normal, IL, plant, scheduled to open in 1988. After the decision, the fund withdrew its charge, saying it had accomplished its purpose: assuring that there was, in fact, no prior recognition. Planned output of the new Diamond-Star Corp. plant is 240,000 subcompact cars a year, to be shared equally by the two companies.
- Perhaps the most unusual development in the industry was the announcement that American Motors Corp.'s (AMC) Kenosha, WI, plant will assemble large rear-drive Chrysler cars. The work will be done on an assembly line not being used because of slow sales of AMC cars. The other line in the plant will continue to assemble AMC cars. Chrysler said the action was necessary because of the conversion of its St. Louis plant from large cars to vans and the unexpected continuing high demand for large cars.
- Volkswagen of America, Inc., and the UAW settled for 2,200 workers at the New Stanton, PA, assembly plant, and 750 at the South Charleston, WV, plant. The Pennsylvania contract provided for the pay increase necessary to attain equality with Ford and General Motors. The final increase, in 1988, will equal the initial increase resulting from the union's 1987 negotiations with Ford and GM. The South Charleston agreement provides for pay increases but emphasizes measures to aid the workers after the plant's scheduled closing in mid-1987.
- The UAW suspended its organizing drive at the Honda plant in Marysville, OH, blaming the spread of "misinformation" about the union by some employees, a large increase in new employees, and confusion over an unfair labor practice charge the union had filed against Honda. Despite the apparent setback indicated by the suspension of organizing, the UAW vowed that it would resume the campaign when conditions stabilized and "put even more people and resources" into the renewed effort. Commenting on the organizing suspension, a Honda spokesman said, it is now "clear to the Auto Workers that a majority of our associates are just not interested in a union."

- Fuji Heavy Industries and Isuzu Motors Ltd. broke with Japanese auto industry tradition and formed a joint venture for car and truck production. The parties will produce vehicles at a plant in the United States that will serve the American market. The plant is expected to initially employ 1,600 workers and produce 120,000 vehicles a year. General Motors, the chief stockholder of Isuzu, and Nissan Motor Co., the chief stockholder of Fuji, will not receive any cars from the plant.

Aerospace provides for 'productivity' payments

The 1986-87 round of negotiations in the aerospace industry, unlike the previous bargaining round in 1983-84, started against a background of large government and commercial production orders. In view of the resulting increase in profits, the two major unions in the industry, the Machinists and the Auto Workers, set goals of eliminating some of the contract provisions they considered distasteful but had accepted in 1983-84 to ease the financial problems of the companies.

In a 1986 prebargaining meeting, Auto Workers delegates called for resumption of specified annual wage increases in place of the annual lump-sum payments to employees provided by the expiring contracts. The delegates also criticized the two-tier pay systems adopted in 1983-84, contending that the practice of paying new employees less than current employees adversely affected employee morale and output and corporate profits. To back their argument, they cited two settlements which provided for termination of two-tier systems. One, in 1984, at Hughes Aircraft Corp. in Tucson, AZ, eliminated a two-tier system adopted in 1981. According to a Hughes official, the major difficulty with the system was that it reduced the company's ability to compete effectively with other employers for new workers. The other, in 1985, was at a General Dynamics Corp. missile plant in Pomona, CA.

Despite their generally high 1986 profits, the aerospace companies called for employee restraint in compensation demands, pointing out several developments that were reducing their ability to compete effectively in foreign markets, including foreign nations' decisions to purchase U.S. aircraft and other products only if their manufacturers participate in the production or if part of the cost is offset by U.S. purchases of other products from them.

As generally happens in collective bargaining, the result was a compromise. The pattern-setting settlement between the Machinists and the Boeing Co. retained lump-sum payments in place of specified pay increases, but the lump sums were larger than in the prior agreement. The first "productivity payment," in December 1986, equaled 12 percent of pay for all hours paid from October 4, 1985, to October 3, 1986. In December of 1987 and 1988, there will be similar payments, calculated at 5 percent of earnings during the preceding October-to-October period. Under the 1983 agreement, the employees received three annual payments

each calculated at 3 percent of 12-month earnings.

The COLA provision was revised to provide for incorporating the \$1.14 an hour allowance into base pay rates, which will raise the level of some benefits linked to the level of base rates and increase overtime pay because premium pay only applies to base rates. The COLA clause will now cover all employees. Under the previous agreement, employees in the lowest pay grades were excluded from coverage to relieve a compression of the percentage pay differential between the highest and lowest pay rates that had developed over the years. Employees in these grades had also been affected by the institution of a lengthened pay progression schedule, including the addition of new, lower starting steps. Under the 1986 settlement, these employees will be permitted to overcome the pay differential by increasing their skills through company-financed courses.

In addition to improvements in pensions, health insurance, and other benefits, the contract also provides for a joint committee to develop pilot programs for introducing new technology into plants. The programs, designed to protect jobs, are subject to veto or cancellation by the union.

The Machinists also gained a union shop provision at Boeing's Seattle, WA, and Portland, OR, plants. This was not possible at the Wichita, KS, plant because of a State right-to-work law prohibiting employees from being forced to join unions.

Later Lockheed Corp. settled with the Machinists for 30,000 workers. Terms were similar to those at Boeing.

Metal contracts

Copper. In the copper mining and processing industry, it was clear from the outset that negotiations would result in compensation cuts for the 8,500 active employees. The only question was how much the cut would vary among companies. The 14 unions composing the Nonferrous Industry Coordinating Committee had agreed to tailor settlements to fit the varying financial condition of the individual companies, rather than following the past practice of demanding uniform terms at all companies. The major problem confronting the negotiators was the worldwide oversupply of copper and the resulting decline in prices that began in 1981. When the 1986 negotiation started, the price of copper was about 60 cents a pound, compared with the 75 to 85 cents the companies contended they needed to break even, and the peak of \$1.30 a pound in 1980.

A problem facing the unions was that the companies—Kennecott Corp., in particular—took a stronger bargaining stand than in the past, influenced to some extent by Phelps Dodge Corp., which had refused to follow Kennecott's leadoff settlement in 1983 and maintained more-or-less normal output during the resulting strike by using management employees and some returning strikers. As the strike dragged on, there was increasing opposition to the unions. Finally, in a 1984 National Labor Relations Board election, the vote was 87 for continued union representation and

1,908 against the unions. Early in 1986, the National Labor Relations Board rejected the union's objections to the company's tactics during the election and certified the vote results. In 1985, Phelps Dodge, unlike the other producers, earned a profit, aided by a reported compensation cut of about \$2 an hour it had imposed on the workers no longer represented by the unions.

The first 1986 settlement in the industry was with Newmont Mining Corp., where pay was cut 20 percent, to a range of \$9 to \$12.60 an hour at one Arizona operation and to a range of \$8.88 to \$13 at the other operation. The cut for the 3,000 employees could be partly or completely eliminated, or even exceeded, by payments the employees could receive under a new bonus plan linked to the price of copper. Other cost reduction provisions included elimination of the COLA clause and addition of deductibles and co-insurance to the health insurance plan.

ASARCO agreed to a 3-year contract calling for an immediate pay cut of \$3.50 an hour, of which 75 cents will be restored in the second year and \$1 in the final year, termination of COLA, and the addition of health insurance deductibles.

At Kennecott, which had been seeking to reopen its contract since mid-1984, compensation was cut \$5.40 an hour, or about 22 percent, because the company insisted that its labor costs were as much as \$5 higher than the other producers. The cut was partly offset by an immediate \$1,000 payment to the 2,100 active employees. Other terms included elimination of COLA, establishment of health insurance deductibles, elimination of dental and vision benefits, cost-reducing changes in work rules, and a reduction in the number of job grades, resulting in expanded duties for employees. From the workers' viewpoint, the positive result of their giveups was Kennecott's assurance that it will continue a \$400 million plan to modernize and reopen its mine in Bingham Canyon, UT. The mine, which was closed in 1985 because of high costs, is expected to employ 2,000 workers when it reopens in 1987, compared with 7,000 in 1981. There had been some concern that the reopening plan might be modified or terminated because of the adverse effects of low petroleum prices on Kennecott's parent, Standard Oil (Ohio), which is controlled by British Petroleum. Standard Oil did move to cut its losses on Kennecott operations by selling its two-thirds interest in Chino Mines Co. in New Mexico to Phelps Dodge Corp. (The remaining one-third ownership of the mine was held by a subsidiary of Mitsubishi Corp. of Japan.) Standard Oil also sold its Ray Mines Division in Arizona to ASARCO.

Aluminum. In a departure from past practice, talks at the Aluminum Co. of America, Reynolds Metals Co., and Kaiser Aluminum and Chemical Corp. stretched over a full year. Contracts at all three companies had been scheduled to expire on May 31, 1986, but the Steelworkers settled with

Kaiser in February 1985 because the company was suffering severe financial losses resulting from industrywide overproduction and increased energy costs. The 3-year contract provided for a \$4.50 an hour cut in compensation.

The Steelworkers contended that problems were less severe at Alcoa and Reynolds, and contracts were not renewed until mid-1986. Prior to the start of negotiations, the Steelworkers vowed not to accept cuts in employee compensation unless the companies could prove that they were in "dire economic circumstances." The Steelworkers and the Aluminum, Brick and Glass Workers, the other major union in the industry, also strengthened their bargaining position by more closely coordinating their bargaining demands and tactics. The Steelworkers represents about 7,000 workers at Alcoa, 3,600 at Reynolds, and 15,000 workers at a number of smaller companies. The Aluminum, Brick and Glass Workers represents 8,000 workers at Alcoa and 6,000 at Reynolds.

The union's settlements with both companies provided for a 95-cent-an-hour cut in compensation, which reportedly had averaged about \$24 an hour. The cut was applied differently by the unions, but there were a number of common terms:

- Extended vacations—10 weeks of paid time off employees had received once every 7 years—were eliminated.
- Vacation bonuses—amounts ranging from \$30 to \$112.50 a week, depending on when regular annual vacations were taken—were eliminated.
- The COLA clause was revised to provide a 1-cent-an-hour quarterly pay adjustments for each 0.3-index point rise in the BLS-CPI-W (1967=100) in excess of 3 percent a year. The unions forecast that resulting pay increases will total 48 cents an hour over the contract term. Previously, the calculation rate was 1 cent for each 0.26-point rise in excess of 2.3 percent a year for the Aluminum Workers and in excess of 1.5 percent a year for the Steelworkers.
- Joint committees to consider establishing profit-sharing plans.

Can manufacturers. The major can manufacturers adopted the same bargaining tactics as the steel industry, bargaining individually with the Steelworkers but, unlike steel, settling on essentially identical terms. The companies had contended that pattern settlements were not appropriate because they were suffering varying degrees of difficulties resulting from increasing competition from lower cost nonunion manufacturers, rapid technological change, and increasing use of alternative packaging materials. The union countered that the companies were profitable, unlike most steel producers, and prevailed on the issue of settlement uniformity, although some of the terms were not particularly satisfactory to the 13,600 employees.

The contracts, running to February 19, 1989, do not provide for specified wage increases, but the workers did re-

ceive a \$400 immediate lump-sum payment, to be followed by \$300 payments in 1987 and 1988. Initially, the employees had opposed annual lump-sum payments, but they accepted the proposal and ended their 16-day strike after the companies agreed to continue the COLA provision. According to the union, hourly pay at the companies at the time of settlement ranged from \$12.25 to \$15.93.

One cost-reducing change provides for new employees to be paid 20 percent less than the regular rate for their job during their first 2 years of service. Other terms favorable to the employers included adoption of a health care cost-containment program that includes a mail order generic drug plan and a medical expense audit plan giving employees a share of overcharge refunds.

In addition to pension improvements, the container workers also were able to retain their provision for extended vacations: 13 weeks of paid time off once every 5 years for employees with at least 15 years of service. (In other years, employees receive regular annual vacations ranging up to 5 weeks after 25 years of service.) This left the containers as the only major industry with extended vacations. Employees in the steel and aluminum industries gave up their somewhat different plans in 1983 and 1986, respectively.

Two other important aspects of the accords were establishment of a product promotion program financed by voluntary payroll deductions and establishment of a joint committee to decide if "special treatment" is necessary to preserve plants that continue to make three-piece cans.

The companies covered by the settlements are Continental Inc.; American Can Co.; National Can Corp.; and Crown Cork and Seal Co. American and Continental later settled on similar terms for 3,000 employees represented by the Machinists.

Airlines struggle for economic stability

The airline transportation industry continued efforts to attain economic stability in the wake of deregulation, but the end was not in sight for the mergers, shifts in service areas, and fare wars racking the industry. There were only a few settlements during the year, but they reflected efforts of both employers and employees to survive the intense competition.

In a related development, the Department of Labor issued rules giving job preference to workers who lose their jobs as a result of the Airline Deregulation Act of 1978. Under the new rules, all airlines must list their job openings on a central register and airlines that existed when the law took effect must give preference to applicants with rehiring rights. Preferential hiring is limited to persons who were employed by an airline for at least 4 years prior to 1978. The preferential hiring plan, which was authorized by the deregulation act, will extend for 3 years, rather than the planned 10 years, because the startup was delayed by legal challenges by airlines.

The first contract settlements in the year, and perhaps the

most important, were at Eastern Airlines which has suffered a succession of crises since 1979.

The two settlements, involving the Air Line Pilots and the Transport Workers were similar in terms and employee intent: to thwart Texas Air Corp.'s purchase offer by strengthening the financial condition of Eastern.

The Air Line Pilots' 28-month contract called for a 22-percent permanent pay cut, replacing the 20-percent cut that had been in effect since January 1984, and had been scheduled to expire in January 1986. To some extent, the permanent cut could be offset by a possible 1988 distribution equal to 5 percent of any 1987 profits. Other terms included increased flying hours; a two-tier pay system under which new employees are paid 20 percent below regular rates during their first 5 years on the job; a cut in paid vacation time; and employee assumption of part of health insurance premiums.

At TWA, the Independent Association of Flight Attendants ended a 2½-month strike without accepting the company's final offer. The union apparently ended the stoppage because the carrier was hiring replacements and some strikers had returned to work. At the strike's termination, TWA indicated that all but 600 of the jobs had been filled by replacements and returning strikers. At the start, the strike involved 6,000 employees. The issue that led to the strike was the union's contention that TWA was seeking compensation cuts from Flight Attendants larger than those accepted earlier by members of the Machinists and Air Line Pilots unions. The unions agreed to the cuts to aid financier Carl Icahn's efforts to buy TWA in the face of another purchase offer from Texas Air Corp.

There also was a settlement at a profitable carrier, as Delta Air Lines and the Air Line Pilots negotiated a 30-month contract for 4,200 flight crew members. Included in the accord was a provision for a temporary two-tier pay system, which a union official said the company insisted on "for the perception" among its other employees who are nonunion and were already covered by such systems, as well as for the resulting cost savings. (Delta showed a \$47.3 million profit for the fiscal year ending June 30, but this was a sharp drop from the \$259.5 million for the preceding year.) Under the two-tier plan, new pilots will be paid 66 percent of the rates applicable to those already on the payroll. After completing 5 years' service, the lower tier employees will move into the upper tier. Other terms included an increase in flying hours to 80 a month, from 75, and cuts in vacation and leave time which the union said will enable Delta "to compete effectively in the deregulated marketplace." In return for the cost savings, Delta agreed not to downgrade or eliminate jobs as a result of the productivity improvements.

Dockworkers talks fragmented

Negotiations between the International Longshoremen's Association (ILA) and Atlantic and Gulf Coast stevedoring firms and shippers were complex and fragmented. Unlike

past bargaining when the ILA negotiated uniform wage terms for Atlantic and Gulf ports, local conditions dictated negotiations on wages and other conditions as well. In the South, where nonunion labor has made substantial inroads, employers argued that they were unable to compete effectively with nonunion firms paying \$4.50 to \$7 an hour less than the basic \$17 ILA wage rate. Economic conditions, including a depressed oil market and reduced grain shipments in the Gulf area, also have complicated labor-management problems.

Although ILA contracts were not scheduled to expire until September 30, 1987, the West Gulf Maritime Association and 5,000 workers represented by the ILA reached agreement on wages (previously negotiated on a national basis) and local issues in April. The pact provided for pay cuts of \$3 an hour for handling break bulk cargo and \$5 an hour for bulk cargo, effective October 1, 1986. The Guaranteed Annual Income program was eliminated, work crew sizes were reduced, and the formula for paying for work on holidays was made less liberal. The South Atlantic Employers Association and 4,000 ILA members agreed to a similar pact in May, except that the \$3 pay cut would apply to both break bulk and bulk cargoes and the Guaranteed Annual Income was reduced, rather than eliminated. Other smaller Gulf agreements were patterned after these settlements.

Negotiations for 31,000 ILA dockworkers on East Coast ports began in June. Participants included the New York Shipping Association; the Council of North Atlantic Shipping Associations, representing Baltimore, Philadelphia, Hampton Roads, and Providence; and the Boston Shipping Association. Also participating were representatives from the Carriers Container Council, an organization representing ship operators who carry containers, and the JSP Agency, a unit that administers a fund that insures local longshore benefit plans. In July, the Council of North Atlantic Shipping Associations disassociated itself from these talks, apparently concluding that it could best achieve its wage goals through separate negotiations.

A tentative agreement for more than 9,000 workers was reached by New York and Boston employers with the ILA in September. The tentative "master" pact provided for a 2-year pay freeze with a \$1 hourly pay hike in the third year and increased employer payments to health and welfare funds and pension funds of 20 cents an hour (to \$2.70) and 25 cents (to \$4), respectively, in the third contract year.

Local issues, however, remained to be resolved. As the September 30 contract expiration approached, the New York Shipping Association and Boston Shipping Association proposed a 45-day extension of existing agreements, but this was rejected. On October 1, longshore workers from Maine to Virginia went on strike. They returned to their jobs on October 3, after all employer groups agreed to a 45-day extension to remain in effect until November 17. Two days later, the New York Shipping Association reached tentative

agreements on "local" issues.

The Council of North Atlantic Shipping Associations reached a tentative "master" agreement with the ILA in October which provided terms similar to those for New York and Boston except that there was a \$1 an hour pay cut for handling bulk cargo.

In November, a coastwide ratification vote on "master" agreement terms resulted in approval by workers in New York, Boston, and Hampton Roads. Other northeast ports subsequently settled on similar terms.

Other settlements

Farm and construction equipment. The year was hardly satisfactory for the major farm construction equipment companies or their employees. The companies continued to lose money while attempting to adjust to growing international competition and the depression in the domestic farm economy. Members of the Auto Workers, the dominant union in the industry, accepted a virtually no wage increase settlement with Caterpillar Tractor Co. and struck Deere & Co. to back their demands for job and income security. The current shifts in ownership, plant closings, and breakup of pattern bargaining in the industry contrasts with the situation that prevailed a few years ago.

Developments in the farm and construction equipment manufacturing industry included:

- A settlement between the Pension Benefit Guarantee Corp. (PBGC) and Allis-Chalmers Corp. under which the PBGC will continue paying pension benefits to 9,600 retirees in return for a promissory note and shares of company stock. The PBGC and UAW members had initiated legal cases against Allis-Chalmers after the company terminated a number of pension plans in 1985, following the sale of its farm equipment business to Deutz-Allis of West Germany. At its peak in the 1950's, Allis-Chalmers employed more than 20,000 workers in manufacturing farm equipment. In 1983, when employment stood at 2,000, the UAW agreed to a cut in compensation in an unsuccessful attempt to help reverse Allis-Chalmers' decline.
- International Harvester Co. changed its name to Navistar Corp. The company, which now manufactures only trucks, sold its farm equipment business to Tenneco Inc.'s J. I. Case unit in 1985. UAW contracts for J.I. Case plants expire in February 1987.
- Caterpillar Tractor Co. and the UAW agreed on a 28-month contract that did not provide for any specified wage increases. The provision for quarterly cost-of-living adjustments was continued, but a total of 23 cents an hour will be diverted to help finance a new job training program. Under a new Protected Employee Group Program, 90 percent of the workers will be immune from layoffs, excluding layoffs resulting from labor disputes, sale or cessation of operations, conditions beyond the company's control, and all those lasting fewer than 6 weeks.

- About 4,300 workers struck three plants of Deere & Co. after the company and the UAW were unable to settle on a new contract. Deere responded by closing 10 other plants employing 7,700 workers represented by the union. The work stoppage also caused another controversy as the UAW contended that the locked-out employees were eligible for State unemployment benefits. Deere's position was that the action was actually a strike at all 13 plants because it had a master contract for all the plants and because of the interdependence of the plants. When the stoppage began, Deere reportedly had an inventory of farm equipment equal to 9 months' production. The company, the largest in the industry, lost \$107.4 million during the first 9 months of its latest fiscal year.

- Caterpillar Inc. and the Machinists settled for 2,400 workers at a construction equipment parts plant in Joliet, IL, ending a month-long strike. Terms of the 32-month contract included a wage freeze, an immediate \$180 lump-sum payment and an additional \$400 payment in December, and a cut in the number of job classifications.

Timber industry. In the western timber industry, a reversal of bargaining approaches occurred prior to the start of negotiations, as the employers chose to negotiate on a company-by-company and even mill-by-mill basis and the two dominant unions chose to form a joint organization. Previously, the "Big Seven" companies, comprising the Western States Wood Products Employers Association, had settled with the unions on pattern terms that were then followed by other companies. The breakup of the bargaining association came after the member-companies decided their differing financial conditions required a change in tactics.

The two unions, the Woodworkers and the Lumber, Production and Industrial Workers unit of the Carpenters, formed the U.S. Forest Products Joint Bargaining Board to strengthen their bargaining effort and move toward uniform contracts and provisions in the West and the South. (Contracts in the expanding southern timber industry, which generally expire in 1987, provide lower pay and benefits.)

Bargaining also was influenced by earlier developments, beginning with Louisiana-Pacific Corp.'s 1983 refusal to accept the pattern terms, leading to a strike and, finally, to the unions' losing the right to represent the employees. In addition, in 1985, Potlatch Corp. and Pope & Talbot, Inc., closed mills and reopened them only after the unions agreed to concessions.

The first 1986 settlement, ending a 6-week strike at Weyerhaeuser Co.'s Oregon and Washington operations, provided for a pay cut of \$2.90 an hour and a benefit cut of \$1 over a 2-year term. Previously, compensation averaged \$18.19 for mill workers and \$22.36 for loggers, according to the company. To some extent, the cut will be reduced by a new profit-sharing plan, which will operate on a mill-by-

mill basis. When profits exceed 5 percent, a third of the additional profit will go to the workers in the form of a permanent increase in base wage rates. When the base wage rates have increased by \$1.20, the workers' share of profits will drop to 10 percent, be distributed quarterly, and not affect wage rates. Seniority was retained as the basis for promotions and layoffs; Weyerhaeuser had been pressing for a "competency" system. The company also agreed to moderate its plan to contract out logging operations, which, reportedly, would have eliminated 3,300 jobs.

After the Weyerhaeuser settlement, other producers settled on 2-year contracts that generally provided for smaller compensation cuts, reflecting Weyerhaeuser's contentions that its labor costs were higher. All of the companies maintained that cuts in compensation (which amounted to about 40 percent of operating costs, according to an official of one company) were necessary because of increasing competition from lower cost operators in the region, in the South, and in Canada.

Coal mining. Concern about the viability of some of the Nation's industries is, perhaps, heightened by a look at an industry such as anthracite coal mining, where the latest collective bargaining settlement covered fewer than 1,500 miners. This contrasts with the peak year of 1917, when the industry employed 180,000 workers. The decline has been caused by several factors, some of which are applicable to other industries currently suffering serious problems, including failure to modernize operations; bitter, debilitating labor-management strife; changes in customer preference; increasing availability of alternate fuels; and the vertical course of anthracite veins which seem to preclude major advances in technology.

The settlement for United Mine Workers members in the hard coal region of Northeastern Pennsylvania provided for an increase of about \$1 an hour in rates that ranged from \$10.10 to \$12. There were improvements in insurance and vacation benefits. The limited size and profitability of the industry apparently prevented any increase in the \$30 a month pension being drawn by 7,800 retirees.

Government employees

A major development was the legislated revamping of the pension plans for Federal civilian workers and military personnel. President Reagan had called for changes, describing the plans as expensive and overly generous. According to critics, one reason for the excessive cost was that the plans permitted retirement at a young age. Civilian employees could retire at age 55 after 30 years' service with a pension equal to 56.25 percent of average annual pay during their three highest consecutive years. Military personnel could leave with 50 percent of average pay after 20 years' service, regardless of age.

For workers covered by the new civilian plan, the Federal Employees Retirement System (FERS), the age requirement

will be increased, in stages beginning in 2003, to 57 in 2025. The plan automatically covers employees with fewer than 5 years' civilian service on December 31, 1986. It combines Social Security benefits, limited benefits from the existing plan (the Civil Service Retirement System, or CSRS), and returns from an optional thrift savings program to which the Government and employees will both contribute. (The Government will pay in a minimum amount equal to 1 percent of an employee's pay even if the employee does not participate.) All other employees will have the option of staying in CSRS or being covered by the FERS.

Employees choosing to stay in the CSRS will continue to be covered by provisions for annual cost-of-living adjustments in pensions equal to the rise in the BLS Consumer Price Index (CPI). During their career, they will be permitted to channel up to 5 percent of their pay into a government securities investment fund. The Government will not pay into the fund on their behalf.

Workers covered by the FERS will receive automatic cost-of-living adjustments in the CSRS portion of their pension. The annual adjustments will be the actual rise in the CPI if it is less than 2 percent, 2 percent if the rise is 2 to 3 percent, and the rise minus 1 percentage point if the rise is 3 percent or more. The adjustments begin at age 62. At that age, retirees will also begin receiving the same annual cost-of-living adjustments in their Social Security benefit as retirees in private industry.

The Military Retirement Reform Act of 1986 provides, for employees retiring prior to age 62, benefits ranging from 40 percent of pay after 20 years' service to a maximum of 75 percent after 30 years. Those retiring at age 62 or later will receive benefits ranging from 50 percent of pay after 20 years' service to a maximum 75 percent after 30 years. Annual cost-of-living adjustments will equal the 12-month rise in the CPI, minus 1 percentage point. At age 62, the benefit will be restored to the amount the retiree would have received if the 1 percentage point withholding had not occurred. Thereafter, any annual adjustments will again be reduced by 1 percentage point.

The 1.5 million Federal white-collar employees did not receive a salary increase in 1986, breaking the pattern of the last few years, but they did receive a 3-percent increase in January 1987.

Under the Federal Pay Comparability Act of 1970, the President's Pay Agent (a triad consisting of the Secretary of Labor and the directors of the Office of Management and Budget and the Office of Personnel Management) reported that a 23.79-percent pay increase was necessary to bring white-collar pay up to the level for comparable jobs in the private economy, based on the results of the National Survey of Professional, Administrative, Technical and Clerical Pay conducted by the Bureau of Labor Statistics. Under the Act, an increase would normally be effective in October 1986. However, the President using his authority under the

Act, proposed a 2-percent increase, effective in January 1987. This was later raised to 3 percent under the omnibus spending bill.

The 2-million military personnel also received the equivalent of a 3-percent increase in January 1987 under laws linking their pay levels to those for the white-collar employees. About 465,000 blue-collar trades workers will receive an increase of up to 3 percent during the fiscal year ending September 30, 1987. Their pay is raised at various times during a year, based on the results of local surveys of wages for similar private industry jobs. However, their potential increase is "capped" at the same amount as for the white-collar workers.

Postal employees, whose compensation is set through collective bargaining, received wage increases averaging \$869 a year or 3.5 percent in 1986. Their contracts expire in July 1987.

In State and local government, the Bureau of Labor Statistics' Employment Cost Index showed that wages and salaries rose 4.6 percent during the first 9 months of 1986, about the same as during the same period of 1985. Compensation (pay plus benefits) showed a more significant change, a rise of 4.4 percent during the first three quarters of 1986, compared with 4.9 percent during the same period a year ago. These data are for union and nonunion employees combined; separate data are not available.

AFL-CIO offers new benefits

The AFL-CIO began trying to reverse the decline in union membership, vitality, and influence found by the Federation's Committee on Evolution of Work, by implementing some of the Committee's recommendations. The findings and recommendations, which followed a 2-year study, were contained in a report entitled "The Changing Situation of Workers and Their Unions."

One of the Federation's first actions was to establish an

Office of Comprehensive Organizing Strategies and Tactics. Its function is to promote wider use of "corporate" or "comprehensive" campaigns against recalcitrant employers and help member unions develop campaign capabilities by conducting demonstration projects, advising and assisting affiliates, conducting training, and developing training material for organizers.

The Federation also began implementing the Committee's recommendation to develop a package of benefits to be offered to union members and, later, to "associate members"—individuals not covered by union contracts. According to the Federation, this will build good will for unions and aid in organizing campaigns, as well as benefit associate members. Associates would be members of particular unions and would pay reduced dues but would not have voting rights.

The first benefit was a "union privilege" Mastercard credit card requiring no entrance or annual fees and interest rates lower than other national cards. The card will bear the particular union's identification to make merchants aware of the volume of business coming from trade unionists. The card holder can skip payments in January and September and for up to 2 months if he or she is on strike for more than 30 days. Issuance and payment collection will be handled by the Bank of New York.

Another benefit offered to union members now and scheduled to be offered to associate members in the future is a low cost legal services plan. It provides for free initial consultation, free examination of legal documents, free followup, and a 30-percent discount on future services.

The credit card and legal services plans, and others, such as life insurance, health protection, and retirement investment counseling will be administered by a new nonprofit corporation, Union Privilege Benefit Programs, established by the AFL-CIO and headed by Ray Denison, the Federation's former legislative director. □

—FOOTNOTES—

¹ Preliminary statistical information for all of 1986 is scheduled to be released on January 27, 1987. Both the first 9 months and the 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.

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

State labor legislation enacted in 1986

Important new labor standards legislation was enacted on a variety of subjects, including minimum wage, employment of illegal aliens, workplace smoking, and drug and AIDS testing

RICHARD R. NELSON

Many significant laws covering a wide variety of employment standards subjects were enacted in 1986, despite the fact that some legislatures did not meet in regular session and others met only in special or abbreviated sessions.¹ Laws were enacted in many traditional labor fields, including minimum wage protection, collection of unpaid wages, child labor, collective bargaining, and employment discrimination.² Important legislation was also adopted involving whistleblower protection, prohibitions on the employment of illegal aliens, asbestos abatement, and on the emerging issues of regulation of workplace smoking and on testing employees for drugs and AIDS.

New legislation in 1986 increased hourly minimum wage rates above the \$3.35 per hour Federal standard (which became effective in 1981) in three New England States—Massachusetts, New Hampshire, and Rhode Island. In addition, the District of Columbia raised the minimum hourly wage of beauty culture occupations from \$3.75 to \$4.50 and the rate applicable to building service occupations from \$3.70 to \$4.75; Puerto Rico raised minimum rates to varying levels in three industries; and the minimum rate was increased to \$3.35 an hour in Kentucky and West Virginia. Wage rates were raised in Maine, Montana, and Vermont as the result of increases provided for by previous enactments.

As of January 1, 1987, 19 jurisdictions had minimum wage rates equal to the Federal standard for some or all

occupations, and 8 jurisdictions (Alaska, Connecticut, the District of Columbia, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont) exceeded this level.

In other wage actions, New Hampshire added an overtime pay standard to the minimum wage law, requiring payment of time-and-one-half the regular rate after 40 hours per week for employment other than that covered by the Federal Fair Labor Standards Act, and several jurisdictions enacted legislation conforming public employee overtime pay and compensatory time-off provisions to the revised requirements of the Act; Indiana repealed its tip credit allowance, the allowance was reduced in Maine, and employers in Delaware were prohibited from taking any part of an employee's tips. New York administratively changed its overtime standard from time-and-one-half the State minimum wage rate to time-and-one-half the employee's regular rate, and eliminated all regulatory provisions for various subminimum rates.

In the courts, separate decisions in Hawaii and New York held that the Federal Motor Carrier Act, which authorizes the Interstate Commerce Commission to establish requirements with respect to maximum hours of service for employees of interstate carriers, does not preempt State regulation of overtime wages for these workers.

South Carolina enacted a new comprehensive wage payment law applicable to public and private sector employers, and coverage of the Kansas wage payment and collection law was extended to public employers. The labor departments in Delaware and Wisconsin were authorized to collect

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unpaid wages for all underpaid employees of an employer instead of only for those who have filed wage claims. Wisconsin also passed a law to bar from State public works contracts, for 3 years, contractors who have failed to pay required prevailing wage or overtime rates.

In the area of comparable worth, Hawaii authorized a study of work performed by State and county civil service employees in certain occupations to determine if pay inequity exists among specific job classes dominated by one sex.

Again this year, as in the last several years, a number of bills were introduced to repeal or modify State prevailing wage laws, but no significant legislation was enacted.

Child labor law revisions were enacted in 10 States. The more significant of these were enacted in Florida and Arizona. Florida imposed limits on permissible daily and weekly hours of 16- and 17-year-old students during the school year, reduced permissible weekly hours for minors under age 16 during the school year (these restrictions do not apply during holiday and summer vacations), and revised nightwork hours for minors 17 and under. Amendments to the Arizona law permitted the labor department to grant individual variances from the law, added detailed definitions of prohibited occupations similar to those under Federal law, and extended the permissible work hours by those under age 16 on nights preceding nonschool days. The latest that minors under age 16 may work in Minnesota was reduced. In other actions, proof-of-age certificates in Connecticut will no longer be required for persons over age 18 employed in hazardous occupations; in Iowa, the labor commissioner was given authority to adopt rules on employment of minors; and in Tennessee, the labor department's authority to issue rules and regulations was expanded beyond the determination of hazardous occupations for minors, and new recordkeeping responsibilities were added.

Twenty jurisdictions enacted laws addressing one or more forms of employment discrimination, primarily on the basis of age, sex, or handicap. In Missouri, separate laws pertaining to discrimination in employment, housing, and places of public accommodation were repealed and replaced with a law consolidating all of these measures. Also, age discrimination between the ages of 40 and 70 was added to the list of prohibited unlawful employment practices, and provisions were repealed which formerly permitted sex-based differences in employment under certain conditions and in the age of retirement and in annuity, death, and survivors benefits. Age discrimination was banned in Colorado under the State civil rights law; the age of mandatory retirement for public safety personnel was increased in Indiana; and State employees in Delaware were permitted to work beyond the mandatory retirement age of 70, on a year-to-year basis, upon approval.

Discrimination in employment on the basis of physical or mental disability unrelated to job performance was prohibited under the South Dakota Human Relations Act. Ohio

enacted a Bill of Rights for mentally retarded and developmentally disabled persons, and in Rhode Island, the Fair Employment Practices Act was amended to add to the list of unlawful employment practices the failure by an employer to reasonably accommodate a worker's handicap.

The testing of employees for drugs and for the AIDS antibody as conditions of employment emerged as subjects of legislation. In Wisconsin and Massachusetts, employers are prohibited from requesting or requiring a test for the presence of the AIDS antibody as a condition of employment. Maine established a commission to examine the issues involved in testing employees for the use of alcohol and controlled substances, and San Francisco adopted an ordinance prohibiting drug testing. The San Francisco ordinance also prohibits employer interference in an employee's personal relationships, organizations, or activities.

A new comprehensive Occupational Safety and Health Act was enacted in West Virginia applicable to employees of the State with provision for optional coverage by political subdivisions of the State. Among a number of other worker safety measures adopted were laws in six States (Connecticut, Florida, Michigan, Missouri, New Hampshire, and Vermont) dealing with various aspects of asbestos abatement work including provisions relating to such matters as regulation or licensing of contractors, safety training of employees, and advance notification of any work to be performed; a similar law in California regulated contractors engaging in the removal of hazardous substances. Amendments were made in some of the State laws which afford workers the right to be informed of and given training on toxic substances found in the workplace, including an amendment in Michigan incorporating the Federal Occupational Safety and Health Administration's Hazard Communication Standard by reference into the State law. Other laws were enacted concerning mine, elevator, and amusement ride safety, and a resolution was adopted in Tennessee requesting a study of the need for minimum health and safety standards for the operation of video display terminals.

California, Florida, Kentucky, New Jersey, and Puerto Rico enacted or amended laws protecting employees from retaliation for reporting violations of law to a public body, or for participating in an investigation, hearing, or court action.

Among other legislation enacted in 1986, several additional States required background checks of prospective child care operators or workers; collective bargaining laws in Delaware, Illinois, Maryland, and Wisconsin were either enacted or amended to expand public sector coverage; several States amended laws regulating private employment agencies; Kentucky, Michigan, and Missouri passed legislation aimed at assisting workers and communities facing mass layoffs or plant closings; laws prohibiting the taking of polygraph examinations as a condition of employment were amended in Maryland, Massachusetts, Rhode Island, and Tennessee; and Arizona, New Hampshire, Rhode Island,

and Utah passed laws regulating smoking in the workplace. New York enacted an apparel industry registration law establishing a special task force to enforce labor standards in that industry. The Tennessee law banning the knowing employment of illegal aliens was amended to authorize exemp-

tions from the law, and the Louisiana law prohibiting the knowing employment of illegal aliens was amended to prohibit any such employment whether knowing or not.

The following is a summary, by jurisdiction, of labor legislation enacted during 1986.

Alabama

Agriculture. A farm crisis and transition program and commission were established to provide counseling, retraining, and adjustment programs for dislocated and economically distressed farmers.

Alaska

Background clearance. Beginning September 1, 1987, drivers of school and other buses transporting children must undergo a background check including fingerprinting. Such drivers will not be issued a license if they have been convicted within the prior 20 years of specified sex or drug-related criminal offenses or offenses involving contributing to the delinquency of a minor. The minimum age for these drivers continues to be 19.

Other laws. The labor commissioner was appointed by the governor to serve as a nonvoting member of a new State Fire Commission, whose duties include developing a master fire prevention plan and coordinating State fire-related programs.

The State resident employment preference law was amended to establish eligibility criteria for individuals receiving an employment preference on State public works projects. The preference will be limited to unemployed, underemployed, or marginally employed residents. Underemployment and economically distressed zones may be established and employment preference given to qualified residents of those zones. Special preference provisions were also enacted for economically disadvantaged minority and female residents.

A prior State law requiring that nearly all workers on State financed public works construction projects be Alaska residents was ruled unconstitutional by the State Supreme Court.

Arizona

Wages. State and local government employees subject to overtime compensation under Federal law must now receive time-and-one-half the regular rate of pay or 1½ hours of compensatory time off for each overtime hour worked. Previously, overtime was compensated at time-and-one-half pay or straight compensatory time off.

Hours. State employees are to be pro-

vided the option of working a 4-day, 40-hour week if the director of the employing agency decides that existing services can be maintained.

Child labor. Among several amendments to the youth employment law were provisions for granting individual variances from the law upon written request to and approval by the labor department, and the addition of a list of detailed definitions of prohibited occupations similar to those under Federal law. The prohibitions against work in these occupations for persons under ages 18 or 16 were further conformed and clarified. Persons under age 16 may now work until 11:00 p.m. rather than 9:30 on nights preceding nonschool days (9:30 remains the latest that such persons may work before a school day), except that the prohibition remains on work after 7 p.m. in door-to-door solicitation sales or deliveries on any day.

Background clearance. In response to a request by another bank, savings and loan, or credit union, such an institution may provide a reference advising of a job applicant's involvement in any reported theft, embezzlement, or similar activity, with a copy sent to the job applicant. The institution will not be civilly liable for the reference unless the information provided is false and is given knowingly.

Private employment agencies. Vocational guidance and employment counseling services are now specifically covered by the employment agency regulatory law.

Occupational safety and health. The occupational safety and health law was amended to increase the maximum civil penalty from \$1,000 to \$5,000 for employers who have received a citation for a serious violation which caused an employee's death.

Employment and training. A Department of Economic Security prelayoff assistance services fund is to provide services, pursuant to the Federal Job Training Partnership Act, to persons who have been or are about to be laid off. Monies in the fund will consist of gifts, grants, donations, and amounts collected from employers who voluntarily participate in such programs on

behalf of their employees.

Other laws. The Industrial Commission, the Occupational Safety and Health Advisory Committee, the Occupational Safety and Health Review Board, the Arizona Employment Advisory Council, and the Boiler Advisory Board, all scheduled for termination on July 1, 1986, under sunset legislation, were continued until July 1, 1996.

Written rules must be posted designating smoking and nonsmoking areas in each building owned, operated, or funded in whole or in part by the State. Discrimination is prohibited against an employee who formally complains about smoking or the rules.

California

Wages. Employees on commercial and sport fishing boats are now exempt from the minimum wage orders of the Industrial Welfare Commission.

Attorney's fees shall be awarded to the prevailing party in court actions brought for nonpayment of wages, fringe benefits, or health and welfare or pension fund contributions, or to compel compliance with the decision or award of an arbitrator or a grievance panel. Actions brought by the Labor Commissioner for nonpayment of wages or benefits are exempted.

Hours. An amended Industrial Welfare Commission order allows employees in licensed hospitals to work a workweek of either three 12-hour days or four 9-hour shifts and a fractional day within 5 days. Overtime must be paid after 40 hours and for hours or days worked in excess of those scheduled. An affirmative vote by two-thirds of the affected employees and a written agreement signed by at least two-thirds of them are required before the performance of any work under the new schedule.

Employers who intend to implement flexible scheduling which requires a vote, must disclose, in writing, the benefits to employees as well as the effects of such a change on their wages, hours, and benefits. Failure to comply makes any election by the employees to accept such a proposal null and void.

Any hospital employer who is authorized to institute a regularly scheduled workweek of three 12-hour work shifts must make a reasonable effort to find an alternative work

assignment for any employees unable to work the new schedule.

Child labor. The section of the labor code imposing a fine or imprisonment on any minor engaged in vending or selling goods between 10 p.m. and 5 a.m. was repealed.

Agriculture. Among a number of actions to improve housing conditions for farmworkers, the Department of Housing and Community Development was directed to establish procedures and devote resources to locate and prosecute the most serious violators of the housing standards requirements. The department is also to conduct at least four public hearings during 1987 to determine the existing need for migrant farmworker housing and to report to the legislature on or before February 15, 1988, and to adopt and make available to the public model or prototype plans for several types of housing.

If a labor camp is determined to be overcrowded, the affected residents are to be provided with notice of the condition and be given reasonable opportunity to correct the violation prior to action being taken. If it is necessary to institute proceedings, a hearing may be held at which the residents may appear. If on appeal it is determined that vacating the accommodations is the only means of abatement, consideration must be given to the availability of alternative housing.

Equal employment opportunity. The legislature requested that the Department of Fair Employment and Housing continue to operate the employment discrimination clinic at the University of California School of Law in Berkeley, and suggested that similar programs be established at each of the University of California's law schools and encouraged at private law schools.

Worker privacy. An ordinance passed in late 1985 prohibits public and private employers within the city and county of San Francisco from requesting or requiring employees to undergo tests to determine chemical substances in the body, such as drugs, unless there are reasonable grounds to believe the employee's faculties are impaired, there is a clear and present danger to the employee, other workers, or the public, and the employee has the opportunity to have the sample tested by an independent facility and is provided opportunity to rebut or explain the results. Certain police, fire, and emergency employees are not covered by the ordinance.

Employers in San Francisco are also prohibited from interfering in an employee's

personal relationships, organizations, or activities unless there is a direct and actual impact on the employee's ability to perform the job.

Private employment agencies. The law regulating talent agencies was amended to provide additional protections for artists, performers, and other persons using such agencies, including a requirement that any funds received by the agency on behalf of a client be immediately deposited in a trust fund account and disbursed within 15 days. Agency surety bonds were increased from \$1,000 to \$10,000, and discrimination on the basis of race, color, creed, sex, national origin, religion, or handicap was prohibited.

Employment agencies charging fees exclusively to employers, except for those providing babysitting or domestic employment, will be exempt from the private employment agency licensing and regulatory requirements between July 1, 1987, and January 1, 1991.

Occupational safety and health. Contractors engaging in the removal or remedial action concerning hazardous substances must be certified. The Occupational Safety and Health Standards Board was directed to adopt a standard concerning hazardous substance removal so as to protect employees.

Permits are now required for the underground use of diesel engines in mines and tunnels. The legislative analyst is to evaluate and report on the occupational safety and health of employees and the reductions of hazards at worksites where permits are required.

Employment and training. The Department of the Youth Authority was directed to implement a model system of employment preparation and placement services for youthful offenders.

The Habilitation Services Program for adults with developmental disabilities is now to specifically provide supported employment in the community, including such services as direct supervision or training of clients while they are working, direct action to advocate on behalf of a client to resolve problems affecting work adjustment or job retention, and intervention with employers to review job performance, resolve job problems, or facilitate a client's hiring.

Other laws. The law protecting State employees who report improper governmental activities was amended to specifically cover applicants for State employment. A fine of up to \$10,000 and imprisonment for up to 1 year will be imposed on persons

who intentionally engage in acts of reprisal, retaliation, threats, coercion, or similar acts against a State employee or applicant who disclosed improper governmental activity. Punitive damages may also be awarded by the court if the violations are proven to be malicious. Similar protections against reprisal were enacted to protect local government employees who disclose evidence of gross mismanagement, waste of funds, abuse of authority, or substantial and specific danger to public health or safety.

Colorado

Wages. Each pay period, employers are to furnish employees an itemized statement including gross wages earned and all deductions made. Wage deductions are not to be made for cash or inventory shortages (except those caused by theft), breakage, alleged negligent acts, dishonored credit cards or checks, workers' compensation, or penalties for infractions except for previously established written policies. The prohibition against retaliation against a person filing a complaint or participating in a proceeding under the law was extended to protect all employees, rather than only migratory laborers.

Hours. The public work 8-hour day law was repealed.

Equal employment opportunity. Age discrimination in employment is now prohibited under the State civil rights law. The provisions are applicable to persons between the ages of 40 and 70. The previous law was limited to a prohibition against discharging employees between the ages of 18 and 60 because of age.

Background clearance. As part of an investigation for a license or renewal to operate a family care home, residential child care facility, child placement agency, or child care center, the Department of Social Services or other issuing authority may require each applicant, licensee, or director of an applying agency to submit a set of fingerprints to be used to assist in ascertaining if the person being investigated has been convicted of child abuse or an unlawful sexual offense.

Occupational safety and health. The director of the Division of Labor was authorized to establish standards, rules, or regulations for the construction, repair, and maintenance of carnivals and amusement parks.

Employment and training. A job alternative program was established to allow

counties to coordinate and consolidate existing and future employment, training, and supportive services for applicants for or recipients of aid to families with dependent children. The counties, in cooperation with private industry councils and local elected officials, are to coordinate all employment and training programs in accordance with the Governor's coordination criteria in the Federal Job Training Partnership Act.

In addition, the Department of Social Services was authorized to develop a statewide employment search program for designated recipients of and applicants for aid to families with dependent children. Participation in the program may be required of certain individuals for a specified time as a condition of eligibility for public assistance, but any recipient or applicant for aid may volunteer for participation.

Other laws. The Industrial Commission was abolished, and its powers, duties, and functions were transferred to the Department of Labor and Employment. The Commission's responsibilities included hearing appeals, promulgating rules and regulations under various statutes, and establishing safety standards.

Connecticut

Child labor. As the result of a law enacted in 1985, superintendents of schools will no longer be required to furnish employers with proof-of-age certificates for persons over age 18 before employing them in hazardous occupations. Certificate requirements remain the same for employment of minors under age 18.

Equal employment opportunity. The prohibition against discrimination on the basis of age was amended. The minimum annual retirement benefit required to permit the termination of executives or high policy-making employees at age 65 is now \$44,000, instead of \$27,000.

Occupational safety and health. The Commissioner of Health Services, in consultation with the Labor Commissioner, is to adopt regulations concerning standards for the proper performance of asbestos abatement, procedures for enforcement action, procedures for inspection by employees of the department, and minimum standards for the completion of asbestos abatement projects. Asbestos contractors are to notify the Commissioner at least 10 days prior to undertaking asbestos abatement projects and provide required information regarding the project.

Employment and training. A Connecticut Job Training Coordinating Council was

created within the Office of Policy and Management in accordance with the Federal Job Training Partnership Act. The Council is to ensure that the training programs prepare clients for meaningful long-term jobs, that State goals for employment and training are attained, that a plan is developed for coordinating all State job-training programs to avoid duplication, and that plans and programs of agencies operating federally funded programs are reviewed continuously.

In connection with the construction of a State legislative office building, the joint committee on legislative management is to conduct a preapprenticeship training program to assist women in obtaining job training and employment in jobs related to such construction.

The State Department of Education is to establish a 3-year pilot program to assist disabled public school students in preparing for and obtaining competitive employment and to strengthen the linkage between vocational rehabilitation services and public schools. By January 15, 1989, it will report to the legislature on the cost effectiveness of the program and the appropriateness of the program model for statewide implementation.

The position of opportunities coordinator was created within the Department of Income Maintenance to be responsible for examining, planning, and coordinating services to meet the work, education, and training needs of recipients of aid to families with dependent children, and for overseeing the work incentive program (WIN) for these recipients. A WIN advisory committee, including representation from the departments of labor, human resources, and income maintenance, was established to advise the opportunities coordinator on the operation of the WIN program and to make suggestions for improvement.

Delaware

Wages. The Department of Labor may now bring legal action on its own to collect unpaid minimum wages and prevailing wages for all underpaid employees (instead of only for those who have filed wage claims). Previously, Department action could be taken only upon receipt of a written complaint from an aggrieved employee, and suit could only be for that individual's wages rather than for all underpaid employees of the employer. Any wages collected but not claimed by the employee within 1 year are to be remitted to the State treasurer, rather than returned to the employer.

Employers are prohibited from taking any part of an employee's tips except for those deductions required by law, thereby precluding employers from taking one em-

ployee's tips to distribute to other workers. The amendment distinguishes between a tip and a service charge and requires employers who collect service charges to provide a clear and conspicuous notice to customers that all or part of the charge is the property of management. A service charge assessed without such notice is the property of the employee providing the service. Tipped employees will now be considered to be those engaged in occupations in which workers regularly receive more than \$30 per month in tips, rather than \$20. As before, employers are permitted to take a tip offset of up to one-third of the State minimum wage.

Equal employment opportunity. State employees may now continue to work beyond the mandatory retirement age of 70, on a year-to-year basis, upon written approval of their employing agencies.

In the course of their employment, State employees are now prohibited from using the granting of sexual favors as a condition for favorable treatment of an individual by that employee or the employee's agency.

Labor relations. A comprehensive new Police Officers and Firefighters Employment Relations Act grants collective bargaining rights to police officers and firefighters. The law includes procedures for grievance resolution including mediation and factfinding, as well as requirements for certification, unit determination, and permissible subjects of bargaining. Unfair labor practices for both employers and employee organizations were established and strikes are prohibited. Organization membership or an obligation to pay dues or fees will not be required as a condition of employment. The law will be administered by the State Public Employment Relations Board.

District of Columbia

Wages. The minimum wage in beauty culture occupations was increased from \$3.75 an hour to \$4.50, effective August 4, 1986, by adoption of a revised wage order. The order is applicable to employees in beauty and barber shops, and miscellaneous personal services including health clubs and spas, and permits a maximum tip credit of 50 cents an hour. Another revised wage order will increase the hourly minimum wage for building service occupations from \$3.70 to \$4.75 on January 5, 1987.

Public employees covered by the Federal Fair Labor Standards Act and eligible to earn compensatory time may receive compensatory time off at a rate of not less than 1½ hours for each hour worked for which overtime pay is required. Employees en-

gaged in public safety, emergency response, or seasonal activities may accrue up to 480 hours of compensatory time; other employees are limited to 240. Paid overtime is required after an employee has accrued the maximum.

Florida

Child labor. For the first time, limits were imposed during the school year on work hours of 16- and 17-year-old students; the maximum is now 30 hours a week, 10 hours a day, and 6 days a week. Also, permissible weekly hours for minors under 16 were reduced from 40 to 30 a week during the school year, and made inapplicable during holiday and summer vacations. The nightwork hours for minors age 17 and under will no longer be restricted during holiday and summer vacations, but a reduction from 1 a.m. to midnight was made in the latest hour 16- and 17-year-olds may work before schooldays.

Background clearance. Except as authorized by law, counties and municipalities are prohibited from enacting or enforcing any ordinance, resolution, rule, or other action requiring the registration or background screening of individuals for specific types or categories of employment. They are also prohibited from requiring individuals to carry identification cards issued as a result of such registration or screening. Ordinances requiring background screening, which may include proof of certain skills, knowledge, or moral character, may be permitted if such regulation is not prohibited by law and does not unfairly discriminate against any class of individuals.

Private employment agencies. A new talent agency regulatory law was enacted, to be administered by the Department of Professional Regulation. Talent agencies must obtain a license, post a \$5,000 surety bond, maintain specified records, provide each applicant a copy of the contract, and must not engage in specific prohibited practices.

Occupational safety and health. An Asbestos Committee was created within the Executive Office of the Governor. The Committee will develop an asbestos identification and remediation plan including methods for notifying employees and residents of the presence of friable asbestos, methods for minimizing employee exposure until friable asbestos is remediated, and requirements for training of asbestos abatement workers. The Secretary of Labor and Employment Security will serve on the 12-member committee.

Employment and training. As part of a

reorganization, responsibility for vocational rehabilitation was transferred from the Department of Health and Rehabilitative Services to a new Division of Vocational Rehabilitation within the Department of Labor and Employment Security.

Other laws. A Whistleblower's Act of 1986 was enacted to protect from employer retaliation any public sector employee or employee of an independent contractor under contract with a public agency who reports, to an appropriate agency, mismanagement, waste of funds, or the possible violation of certain laws or who participates in an enforcement proceeding. Protection does not apply to knowingly disclosing false information.

Georgia

Agriculture. Noting that American farmworkers suffer infectious diseases at rates comparable to those of third-world peasants and that only 13 States have field sanitation standards, the House adopted a resolution creating a Joint Farm Labor Sanitation Study Committee, including in its membership the Commissioner of Labor, among others. The Committee is to study farm labor sanitation problems and report its findings and recommendations before the start of the 1987 General Assembly.

Background clearance. Public and private sector paid employees or volunteers in positions having supervisory or disciplinary power over a child or children may be required to submit to a records check to determine if they have ever been convicted of a crime or have a criminal record.

The Department of Human Resources was authorized to receive conviction data from any law enforcement agency about any final selectee for employment by the department, its contractors, or a district or county health agency, who would be in a position involving direct care, treatment, or custodial responsibilities for its clients or otherwise involving their security and safety.

Occupational safety and health. A Carnival Ride Safety Act was enacted under which the Department of Labor, after consultation with the newly created Advisory Board on Carnival Safety, is to adopt standards and regulations for the safe assembly, disassembly, repair, maintenance, use, operation, and inspection of all carnival rides. Among other provisions, any accident resulting in death or serious injury is to be reported to the Department, and carnival ride operators must be at least 16 years of age, must be in attendance when a ride is in operation, and may operate no more than

one ride at a time. This Act is in addition to the previously enacted Amusement Ride Safety Act and covers those devices which are not permanently fixed to a site.

Employment and training. Pilot community work experience programs, under which unemployed persons receiving aid to families with dependent children were required to participate as a condition of continued benefits, were repealed. They were replaced with a Positive Employment and Community Help Program, also to be administered by the Department of Human Resources. This program will include educational and vocational skills, work experience, on-the-job training, and job search and job development programs to promote the goals of employability and employment of those receiving aid to families with dependent children. Participation will be mandatory except for those physically or mentally unable to participate, those unable to obtain transportation or child care services, or those who would suffer undue hardship.

A resolution was adopted urging the U.S. Congress to extend the targeted jobs tax credit, arguing that the credit is an effective incentive for employer participation in the job training partnership program and has benefited both the State and economically disadvantaged individuals.

Hawaii

Wages. As part of an effort to achieve an equitable relationship between the value of work performed by State and county civil service employees and their salary or wage schedules, the Office of Legislative Auditor was authorized to hire a consultant to study white-collar and professional and scientific positions, including registered professional nurse positions. The study is to determine (1) if inequity exists among specific public employee job classes that are dominated by one sex, (2) what factors or conditions contribute to such inequity, and (3) what changes in law or practice could best achieve fairness in job evaluation.

The U.S. District Court for the District of Hawaii held, in a case involving the payment of overtime for interstate express delivery service employees, that the Federal Motor Carrier Act does not preempt the overtime compensation requirements of State law. (The Motor Carrier Act authorizes the Interstate Commerce Commission to establish requirements with respect to maximum hours of service for employees of interstate motor carriers.)

Equal employment opportunity. A resolution requested the Department of Labor

and Industrial Relations to incorporate into administrative rules (prior to the convening of the 1987 legislature) its interpretation of State antidiscrimination statutes as prohibiting employment discrimination because of an individual's foreign accent or inability to communicate well in English unless fluency in English is a requirement of the job.

Employment and training. The Hawaii State Plan (which is to serve as a guide for the future long-range development of the State) was amended to, among other things, establish the following goals: increase communication between the educational community and the private sector to develop curricula and training programs to meet future employment needs in general, and requirements of new, potential growth industries in particular; foster a business climate conducive to the expansion of existing enterprises and the creation and attraction of new business and industry; develop programs and activities to assist the entry of displaced agricultural workers into alternative employment; promote film and television production in the State; expand vocational training; and encourage firms to hire State residents.

As the result of recommendations of the Commission on Employment Resources and the 1985 Hawaii Employment Plan Conference and workshops, the Department of Labor and Industrial Relations was requested to initiate development of a comprehensive statewide employment plan to be submitted to the legislature prior to the 1988 regular session.

Other laws. An Employee Stock Ownership Programs law was enacted under which programs will be established to support and encourage expanded opportunities for employee ownership and participation in Hawaiian businesses by providing education and technical assistance, to provide promotion and research activities, and to provide information regarding access to sources of financing. Each State agency involved in economic development and regulatory activities is to review existing rules, policies, and practices for any which could impede the implementation of employee ownership. The law will be repealed June 30, 1988.

A voluntary 2-year job-sharing pilot project was established in the Department of Health in an effort to increase available employment options. Under the project, up to 100 full-time permanent nursing positions may each be shared between two employees. The majority of these positions will be allocated to neighbor island hospitals.

A job-sharing program in the public li-

brary system, first established as a pilot project in 1982, was made permanent.

The Director of Labor and Industrial Relations, in cooperation with the Director of Commerce and Consumer Affairs, was requested by legislative resolution to review the employer practice of charging a processing fee to job applicants and to determine whether additional legislation is necessary to protect prospective employees.

A resolution requests the Federal General Services Administration to study alleged unequal treatment and unfair practices of mainland contractors in obtaining Federal public works contracts at military bases in the State.

Idaho

Wages. The State personnel law was amended to provide that compensation for overtime for State employees will be subject to the restrictions of the Federal Fair Labor Standards Act, as applicable.

Labor relations. The "right-to-work" measure enacted in 1985 was placed on the ballot in the November 1986 general election as a referendum item and approved by the voters.

Illinois

Labor relations. The Labor Relations Act adopted in 1983, granting collective bargaining rights for most public sector employees, was amended to include coverage of firefighters and peace officers except for peace officers with the rank of sergeant or above in cities of more than 1 million population. The Act, which is administered by a Labor Relations Board, establishes unit determination procedures, unfair labor practices, and permissible subjects for bargaining and arbitration. It prohibits strikes by firefighters and peace officers and lockouts by their employers.

Occupational safety and health. In-service training programs on the safe use of hazardous or toxic materials is to be provided for school employees who regularly work with such materials.

Because of a Federal appeals court decision that the Federal Occupational Safety and Health Administration's chemical hazard communication regulations concerning workers' right to know about toxic substances in the workplace preempt State standards in the manufacturing sector, a resolution was adopted urging the U.S. Congress to either strengthen the Federal regulations or to permit individual States to impose stricter laws.

Employment and training. Under the Prairie State 2000 Authority Act, designed

to promote employment-related educational and vocational programs, grants or loans may now be made to eligible employers to train employees in fields of work for which there are critical demands for certain skills.

An Illinois Youth and Young Adult Employment Act was passed establishing both the Illinois Conservation Corps which will provide temporary summer employment for youth ages 16 to 18, and year-round employment for young adults ages 18 to 25, and the Illinois Youth Recreation Corps which will provide temporary summer employment for 16- to 19-year-olds.

Indiana

Wages. The provision in the minimum wage law permitting a credit against the minimum wage for tips, board, or lodging received by employees was repealed. The allowance for such credit had in effect been repealed in 1985 when the Wage Adjustment Board, which set the tip credit allowance and determined the reasonable value of board, lodging, apparel, or other items and services furnished to employees, was abolished.

Equal employment opportunity. The mandatory retirement age for police, fire, and other public safety personnel was increased to 70 years (from 60 to 65), and the 36-year maximum age for appointment to police or fire departments was deleted. The requirement that persons pass mental and psychological tests for appointment or reappointment as a member of a fire department was repealed.

Background clearance. Persons operating day care centers, children's homes, boarding homes, or child care institutions are to require prospective employees to submit, as part of the employment application, a notarized statement certifying that the applicant has never been arrested for or convicted of specified sexual crimes. Such a statement also must be submitted by applicants for a license to operate or register one of these facilities. The State Department of Public Welfare will maintain a current list containing the name, address, and telephone number, by county, of each day care center and day care home licensed by the State, and will make these lists available to public libraries and each county Department of Public Welfare.

Employment and training. The State Board of Vocational and Technical Education is to develop a 3-year plan to assist in eliminating artificial and other employment barriers against homemakers and single parents. The plan will emphasize assisting individuals with the greatest financial need,

will give special consideration to homemakers who because of divorce, separation, or the death or disability of a spouse must prepare for paid employment, and is to provide assurances that the State will furnish relevant training and vocational education activities to homemakers and single parents. The plan will be evaluated annually by the Board and findings reported to the Governor and the General Assembly. The act will expire on August 31, 1990.

Iowa

Child labor. The Committee on Child Labor was abolished and the labor commissioner given authority to adopt rules on employment of minors including prohibited occupations.

Equal employment opportunity. The preparation of affirmative action plans by State agencies, previously required by executive order and rule of the Civil Rights Commission, is now required by statute and will be administered by the Department of Personnel. The Office of Management is to establish a contract compliance policy to assure, among other things, nondiscrimination in employment under State contracts and services and programs receiving State financial assistance.

Private employment agencies. The Employment Agency Licensing Commission was abolished and sole authority to issue or revoke licenses was given to the labor commissioner.

Occupational safety and health. The Hazardous Chemicals Risk Right to Know Act was amended to exclude from coverage certain pesticides as well as consumer-use hazardous chemicals regulated by the Federal Consumer Product Safety Act and in the possession of a person who is not regulated by the Federal Hazard Communication regulation of 1983.

Other laws. As part of a reorganization of State government, an integrated Department of Employment Services was created, consisting of three formerly independent divisions, with functions essentially the same as before. The Department consists of the Division of Labor Services (employment standards and safety), the Division of Industrial Services (workers' compensation), and the Division of Job Service (unemployment compensation and public employment offices).

An employer may not discharge, threaten to discharge, or otherwise coerce an employee because of required jury duty. In the event of violation, an employee may bring a civil action for the recovery of up to

6 weeks lost wages, reinstatement, and reasonable attorney's fees.

Kansas

Wages. Coverage of the wage payment and collection law was extended to public employees. Also, the Secretary of Human Resources, who was previously required to take assignments of all valid employee wage claims, now will have the option of accepting or refusing assignments of \$10,000 or more. A fee not to exceed \$25 will be assessed for each wage assignment taken by the Secretary.

Hours. The law establishing daily and weekly hours and premium pay or compensatory time off for overtime after 40 hours a week for classified service employees of the Department of Corrections was repealed.

Other laws. Employment agreements which, as a condition of employment, require an employee to assign his rights in an invention to the employer shall not apply to an invention for which no equipment, supplies, facilities, or trade secret information of the employer was used or which was developed entirely on the employee's own time. Exceptions to this new law include inventions relating to the business of the employer, or the research or development and inventions resulting from work performed by the employee for the employer. Employers must notify employees in writing of those inventions to which any employment agreement does not apply, and employees must disclose all inventions they are currently developing at the time of employment.

Kentucky

Wages. The State minimum wage rate was increased from \$2.60 to \$3.35 an hour effective July 15, 1986.

Except for employers who have been doing business in the State for 5 consecutive years, all employers engaged in construction work or the severance, preparation, or transportation of minerals must furnish the Commissioner of Labor a bond equal to 4 weeks' gross payroll to assure the payment of all wages due employees as well as liquidated damages and attorney's fees.

Equal employment opportunity. The legislature confirmed a previously adopted executive order requiring the Commissioner of Personnel to implement and monitor an affirmative action plan of equal employment opportunity for all agencies of the State government.

Background clearance. No State or local board of education or child care center shall employ in a position which involves supervisory or disciplinary power over a minor, any person convicted of a sex crime, and each shall request the criminal record of sex offenses of any applicant from the justice cabinet prior to employment. Church sponsored schools and day care centers and private schools are excepted from these provisions. Criminal information is also to be provided on any applicant who is to provide foster care home services to a minor.

Labor relations. The Secretary of Labor is to maintain a roster of qualified arbitrators from which parties involved in a labor dispute will select. The Secretary may not compel parties to arbitrate or agree to arbitration, enforce an agreement to arbitrate, or compel parties to agree to a particular arbitrator, nor may the Commissioner influence, alter, or set aside the decision of an arbitrator.

Information relating to a labor dispute received by a mediator, in the course of mediating that dispute, is not to be revealed in any administrative, civil, or arbitration proceeding.

Occupational safety and health. After determining that an employer has retaliated against an employee for filing a complaint or participating in a proceeding concerning a violation of an occupational safety and health standard, the Commissioner of Workplace Standards may now issue a citation to the employer instead of instituting court action. The Occupational Safety and Health Review Commission, instead of the courts, may order appropriate relief, including rehiring and reinstatement to an employee's former position with back pay.

A legislative resolution requests the State Occupational Safety and Standards Board to review its present regulations regarding employee access to information on hazardous substances present in the workplace and to promulgate standards that will be applicable to all workers in the State who are required to work with hazardous materials. Currently, the Board has adopted the Federal Hazard Communication Standard which provides protection for only a portion of the total work force.

Plant closings. A resolution was adopted urging the Governor to form a study commission to consider and evaluate legislation being used by Massachusetts and other States to solve economic problems including business failure, plant closure, and reemployment and retraining of dislocated workers, and to prepare legislation covering these topics tailored to the needs of the

State for presentation to the 1988 General Assembly. The commission is to be composed of the secretaries of commerce, labor, human resources, and finance and administration and participants from appropriate areas of the private sector.

Other laws. Any public sector employee who in good faith reports to the attorney general, the legislature, or any other appropriate body or authority, any facts or information relative to an actual or suspected violation of any Federal, State, or local law, executive order, or regulation, or actual or suspected waste, mismanagement, fraud, or public endangerment is not to be subjected to reprisal or discrimination unless the information is known to be false or is held by law to be confidential.

A resolution was adopted requesting the Legislative Research Commission, through the Task Force on Small Business, to study the impact of other States' domestic preference bidding laws on Kentucky businesses, and to determine the desirability of enacting a retaliatory statute.

Louisiana

Undocumented workers. The recruitment or employment of aliens not entitled to lawfully reside or work in the United States is now prohibited. Previously, such activities were illegal only if knowingly committed. The exemption for agriculture was retained.

Equal employment opportunity. The law regulating maintenance work by employees of the Department of Transportation and Development, and any contracting out of such work, was amended to add a section requiring the secretary of the department to attempt to employ handicapped individuals if it would be more economically feasible than the use of regular public employees and if their use would not reduce the work force of any highway maintenance gang or cause the layoff of any classified employee. Provisions dealing with the use of prison labor for such work were repealed.

The purchases of goods manufactured by or services performed by severely handicapped individuals in State-operated and State-supported sheltered workshops were exempted from competitive sealed bid procedures.

Background clearance. Employers or others responsible for persons who have applied or been hired for positions of supervisory or disciplinary authority over children may request, in writing, that the State Bureau of Criminal Identification and Information provide information as to

whether they have been convicted of or pleaded nolo contendere to any of a number of serious crimes, including murder, rape, or cruelty to juveniles. No person convicted of or who plead nolo contendere to such a crime is to be hired by a juvenile detention or similar facility or a public or private elementary school, and no child is to be placed in a foster home, except in emergencies, unless adults living in the home have received clearance.

Private employment agencies. All employment services which solicit or advertise in the State must obtain licenses from the Assistant Secretary of the Office of Labor. Previously, the licensing requirement was limited to those services operating in the State.

Employment agencies may now charge job seekers a fee of up to \$10 for the preparation of job resumes.

Employment and training. A Youth Incentive Employment Program was created to provide part-time employment during the school year and full- or part-time employment combined with training during the summer months, pursuant to the Federal Job Training Partnership Act, to eligible economically disadvantaged youths aged 16 to 19 who enter into a written commitment to pursue further education and training.

A resolution requested the Department of Health and Human Resources to request all vendors in the State who receive Federal or State funds through the Department to give first consideration to the hiring of persons who have completed or graduated from approved Federal or State job training programs for the economically disadvantaged, unemployed, and underemployed.

A resolution requests that the Joint Committee on Health and Welfare, with the assistance of a special task force, study and evaluate innovative approaches to reform of the current welfare system. Emphasis is to be placed on the Massachusetts Employment and Training CHOICES program that includes assessment and career counseling, education and training, including on-the-job training, and direct job placement. Findings and recommendations are to be reported to the legislature prior to the 1987 regular session.

Other laws. A resolution was adopted requesting the Division of Administration to study the feasibility of State employees forming private corporations in areas of governmental service considering privatization and giving these corporations the right of first refusal at the low bid price.

Maine

Wages. By prior law, the minimum wage rate rose from \$3.45 to \$3.55 an hour, effective January 1, 1986. A further increase to \$3.65 is scheduled on January 1, 1987.

The maximum allowable credit towards the minimum wage for tips received by employees, was reduced from 50 percent of the minimum to \$1.54 in 1986, and \$1.64 beginning on January 1, 1987, when the State minimum wage also increases by 10 cents per hour. This results in equalizing the minimum wage not subject to tip credit at \$2.01 per hour for all employees, the same amount as under Federal law.

Background clearance. Persons to be employed by a day care facility or nursery school transporting minors by motor vehicle must submit, beforehand, a certified copy of their driving record, indicating any adjudication or conviction for driving while under the influence of liquor or drugs for the preceding 3 years. If such a violation has occurred, the person may not be so employed for 3 years after the last conviction. Current employees must also submit a certified copy of their driving record but need not be terminated.

Worker privacy. A resolution was adopted to establish a legislative commission to examine the issues involved in testing employees for the use of alcohol and controlled substances. The issues to be examined include the privacy rights of individuals, the safety of the employee and coworkers, the accuracy of various methods of testing, and the standards appropriate for determining the existence of impairment. A report with any accompanying legislation is to be submitted to the legislature by December 31, 1986.

The Director of Human Resources is to permit current or former State employees the opportunity to review their personnel files during normal office hours, upon written request.

Private employment agencies. The licensing and bonding of employment agencies by municipalities is no longer mandatory, but may be exercised under home-rule authority. Enforcement of the law is vested with the municipal officers, although civil action in the event of violation may also be brought by the Attorney General, the Department of Labor, or the injured party.

Other laws. Employees who are temporarily laid off or who lose employment because of certain work-related injuries or occupational diseases are to be permitted to continue group health insurance at their

own expense for up to 6 months in the event of layoff or partial incapacitation, and up to 1 year if totally incapacitated.

Maryland

Wages. The Commissioner of Labor and Industry may no longer authorize the payment of subminimum wage rates to blind workers employed in the sheltered workshops of the Blind Industries and Services of Maryland.

The basis for computing overtime for State employees was modified by adopting the requirements of the Federal Fair Labor Standards Act, and agencies were authorized to adopt alternate work schedules for determining overtime compensation for law enforcement personnel and firefighters, as permitted by the Act.

The Commissioner of Labor and Industry is now authorized, upon receipt of a written complaint, under the minimum wage law to require by subpoena the testimony of witnesses or the production of documentary evidence relating to the complaint, after first attempting to obtain the testimony or documents through negotiation with the employer.

Child labor. Any person who hires or otherwise uses a minor, in any manner, for the purpose of distributing or delivering any controlled dangerous substance for an unlawful purpose will be guilty of a felony and subject to imprisonment for up to 10 years, a fine of up to \$10,000, or both.

Agriculture. All farm labor contractor registration certificates will now expire annually on March 1, instead of 1 year from the date of issuance.

Background clearance. A new enactment requires criminal background investigations of employees and employers at facilities that care for or supervise children, including day care centers, juvenile detention centers, foster care facilities, public schools, and certain private schools. Employers may also require such investigations for volunteers at these facilities and for employees or volunteers at facilities not specified in the law.

Worker privacy. Employees (as well as job applicants, as before) may now make written complaints to the Commissioner of Labor and Industry regarding alleged violations of the law prohibiting the use of a lie detector test as a condition of employment or continued employment. Also, the Commissioner may now institute court action on behalf of employees (in addition to applicants) after determining that a violation exists.

Labor relations. Police officers, ranked as sergeant or below, who are employed by the Maryland National Capital Park and Planning Commission were granted collective bargaining rights. Mediation and fact-finding are provided for in the event of impasse. Strikes are prohibited.

Occupational safety and health. The date by which employers are required to comply with the law concerning employee access to information on hazardous and toxic chemicals was extended from May 25, 1986, to March 1, 1987, except that specified manufacturing employers must comply with Federal Hazard Communication Standard requirements by the earlier date.

Other laws. Employers were prohibited from discharging an employee because of time lost from work as a result of his or her response to a subpoena requiring appearance as a witness in any civil or criminal proceeding.

Massachusetts

Wages. The minimum wage rate was increased from \$3.35 to \$3.55 an hour, effective July 1, 1986. Further increases to \$3.65 on July 1, 1987, and to \$3.75 on July 1, 1988, are scheduled. The rate for the farm sector was retained at \$1.60 an hour.

Equal employment opportunity. The statute of limitations for commencing actions arising from unlawful discriminatory employment practices or other civil rights actions was extended from 2 to 3 years.

Worker privacy. The law prohibiting employer use of lie detector tests was amended to give an aggrieved person the right to sue for injunctive relief and for up to treble damages for wage loss. Employment applications must contain a notice that a lie detector test is unlawful as a condition of employment. Penalties for violation were increased, a non-retaliation provision was added, and the fact that the test was to be or was administered out-of-State is not a valid defense to an action brought under the law.

Effective February 2, 1987, any employer receiving a written request from a current or former employee is to provide the employee with an opportunity to review his or her personnel record. If there is disagreement with any information contained in the record, removal or correction may be mutually agreed upon by the employer and the employee. If an agreement is not reached, the employee may submit a written statement explaining his or her position for inclusion in the record.

Employers are prohibited from requiring tests for the AIDS antibody or antigen as a condition for employment, and a generally applicable safeguard was added to protect confidentiality of test results of any person.

Labor relations. The law regulating public employee collective bargaining was amended to include class size and workload within the permissible scope of bargaining for teachers employed by school committees.

Negotiation impasse procedures for public sector employees were amended to prohibit employers from implementing unilateral changes until the collective bargaining process, including mediation, factfinding, or arbitration, if applicable, has been completed.

Private employment agencies. The maximum applicant-paid placement fees established by law will not apply to the placement of job applicants in positions that pay more than \$40,000 per year, rather than \$8,000 as before.

Other laws. The law providing criminal penalties for those who commit assault and battery upon police officers, firefighters, teachers and certain other public employees, while in the performance of their duties, was amended to include employees of the Department of Social Services.

Michigan

Occupational safety and health. The Federal Hazard Communication Standard was incorporated by reference into the State law with the same force and effect as a rule promulgated under the act, and is applicable to all employers subject to the law. Other provisions enacted dealt with release of trade secret information in emergencies and the labeling of pipes or piping systems that contain hazardous chemicals.

Asbestos abatement contractors engaged in the demolition, renovation, or encapsulation of friable asbestos must be licensed by the Department of Public Health and meet certain project notification and other requirements. Employers are to train employees on the health and safety aspects of working with asbestos, to provide specified safety equipment, and to provide a post-abatement monitoring check on the project site. Criteria were specified for those conducting asbestos safety courses.

Plant closings. A new Employee-Owned Corporation Act was adopted under which the Department of Labor, in cooperation with the Department of Commerce, is to establish a program to assist in developing employee-owned corporations. The program may operate when an establishment

employing at least 25 persons is closing or transferring operations resulting in a loss of jobs and the affected individuals request assistance, or when workers of an existing or new establishment wish to develop an employee-owned corporation and request assistance. The Labor Department may develop and disseminate information, evaluate the feasibility and economic viability of proposed corporations, provide technical assistance and counseling services, assist in obtaining financing, promote and coordinate local, State, Federal, and private agency efforts to assist in the formation or operation of employee-owned corporations, and recommend appropriate legislative or executive action to enhance opportunities for such corporations. Business establishments considering closing or relocating are to be encouraged to give notice of that decision as early as possible to the Labor Department, the employees affected, any employee organization representing the employees, and the community in which the establishment is located.

The law which provides for the creation of public economic development corporations to assist industrial and commercial enterprises to locate and expand in the State through loans, grants, and other means was amended to make employee-owned corporations eligible for this aid.

Minnesota

Wages. Among provisions enacted in a 1985 special legislative session: deductions from employees wages for uniforms or equipment may not exceed \$50, and no deductions for such items, or for consumable supplies or travel expenses, may be made if the deductions would reduce wages below the minimum wage; employers must furnish employees with an earnings statement each pay period including such information as hours, rate of pay, gross pay, a list of deductions, and net pay; employers must pay employees their wages at least every 30 days on a designated pay day; new penalties were added for employer failure to pay wages due; and the labor commissioner was given specific authority to investigate wage claims or complaints if the failure to pay a wage may violate State law or an order or rule of the labor department.

Overtime pay requirements will not apply to any individual employed on a seasonal basis in a ski facility.

Child labor. The latest that minors under age 16 may work was reduced from 9:30 to 9 p.m.

Fines for the employment of minors in hazardous occupations will now also apply to their employment in occupations determined to be detrimental to their well-being.

Equal employment opportunity. State agencies are to submit affirmative action plans annually, and these plans must provide for reasonable accommodation in the hiring and promotion of qualified handicapped workers. Also, restrictions were established on access to information contained in files relating to investigations under the Act Against Discrimination.

Labor relations. An area labor-management committee grant program was established to improve labor-management relations and to enhance economic development through labor-management cooperation.

Occupational safety and health. The Commissioner of Health was authorized to enter the premises of any employer to investigate the actual, suspected, or potential release of a hazardous substance if there is evidence or risk of exposure to the community. If requested, the employer will allow the Commissioner access to information required under the employee right-to-know act to determine if there are existing or potential health hazards from the release of any hazardous substance originating in the workplace. This information may be disclosed to individuals or to the community if illness or injury is likely to be suffered or if there is evidence of a community health risk and the Commissioner seeks to have the employer cease the hazardous activity. Procedures are included for the release of confidential information in specified circumstances.

Employment and training. The Division of Vocational Rehabilitation may provide matching grants to sheltered workshops to finance and purchase equipment necessary to increase worker productivity and to train severely disabled people in computer and other high technology applications.

Missouri

Equal employment opportunity. Separate laws dealing with discrimination in employment, housing, and places of public accommodation, were repealed and replaced with a law consolidating these activities. Age discrimination between the ages of 40 and 70 was added to the list of prohibited unlawful employment practices. Provisions were repealed which formerly made it permissible to differentiate in conditions of employment on the basis of sex under certain conditions, and which permitted sex-based differences in the age of retirement and in annuity, death, and survivors' benefits.

Occupational safety and health. Individ-

uals or businesses removing or encapsulating asbestos are to register with the Department of Natural Resources before engaging in such projects. In addition, they must provide information and training which meets or exceeds Federal standards to each employee or agent who may come into contact with asbestos. The Department is to be given 20 days advance notice of any project to be undertaken, and employers are to attest that the employees doing the work have received the required training. Violation may result in the imposition of either civil or criminal penalties or both.

Plant closings. A Missouri Distressed Industry Task Force was established to work in conjunction with the Division of Manpower Planning to help alleviate the unemployment and economic distress associated with plant closings and to facilitate the creation of replacement jobs. Specific responsibilities include identifying early warning signals that industries are beginning to decline or are in danger of closing and disseminating this information; assisting local efforts to secure alternative employment and retraining opportunities for displaced workers; assisting in the coordination of programs provided under Title III of the Job Training Partnership Act with programs and services provided by State and local agencies; and obtaining the participation of government, business and industry, and unions for providing assistance to dislocated workers in the community in which a closure occurs.

Employment and training. The Department of Economic Development is to establish a training program to assist new or expanding industries by training, retraining, or upgrading of the skills of potential employees and to assist in locating skilled employees and sources of job training funds. A basic industry retraining program is also to be established to provide assistance for industries for the retraining and upgrading of employees' skills which are required to support new capital investment.

Montana

Wages. By prior law, the minimum wage rate rose from \$3.05 to \$3.35 an hour, effective October 1, 1986.

Occupational safety and health. The Employee and Community Hazardous Chemical Information Act was amended to make voluntary rather than mandatory the employer recording of material safety data sheets with the clerk and recorder of the county in which the workplace is located. Lists of workplace chemicals and emer-

agency contact persons must still be recorded.

Employment and training. The law granting the Department of Social and Rehabilitation Services power to require general relief recipients to perform work or have their benefits reduced was amended to also apply to required participation in job search, training, and work programs. The Department, in cooperation with the Department of Labor and Industry, will develop programs to preserve and improve the work habits and job-finding skills of recipients. Labor organizations whose members could be affected by the programs are to be consulted, and a currently employed worker may not be replaced by a recipient, nor may a recipient be employed where regular employees are on layoff.

New Hampshire

Wages. A higher, specific minimum wage rate was established at \$3.45 an hour, effective January 1, 1987, with further increases to \$3.55 and \$3.65 scheduled on January 1, 1988, and 1989. Previously, the Federal minimum wage rate had been adopted by reference.

An overtime pay standard was added to the minimum wage law requiring payment at time-and-one-half the regular rate after 40 hours per week. The provision is not applicable to employment covered by the Federal Fair Labor Standards Act or to seasonal amusement, recreational, or other seasonal establishments.

Equal employment opportunity. A Handicapped Person's Employment Fund was established to purchase adaptive equipment, such as telephone adapters, adjustable desks, and the like, which provides reasonable accommodations to the needs of the handicapped to enable them to become gainfully employed by the State and its subdivisions.

Occupational safety and health. Employers engaged in removing, enclosing, or encapsulating asbestos must obtain a license from the Director of the Division of Public Health Services. Employees performing this work must complete training in asbestos control and removal, pass an approved examination, and be certified by the Division. The issuance of standards and rules, inspection, and enforcement are the joint responsibility of the Director, and the Air Resources Commission. An Asbestos Abatement Advisory Committee, which includes the Commissioner of Labor, was created to coordinate the activities of State agencies responsible for health and safety and protection of the public and environ-

ment which may be affected by asbestos.

Other laws. A Division of Personnel was established within the Department of Administrative Services to provide a centralized personnel operation for State employees. Among its functions will be responsibility for administering collective bargaining agreements and employee benefit programs and representing the State in grievance actions. No person is to be discriminated against with respect to employment in the classified service because of political opinions, religious beliefs or affiliations, age, sex, or race.

Background clearance. The Department of Health and Welfare is to conduct a background clearance check of each applicant for a license to operate a child care agency, child care institution, or child placing agency. If the applicant, an employee, or resident of the agency has been convicted of a crime against a child, or of a crime which suggests that the person might be reasonably expected to pose a threat to a child, a license will not be issued. The Department is to investigate complaints of violations of licensing or operating standards. Retaliation through discharge, harassment, or other discrimination by a child care provider against an employee who in good faith reports a suspected violation of the law, will be grounds for license revocation.

The law providing for access to public records and meetings was amended to exclude from the open meetings requirement sessions involving strategy or negotiations with respect to collective bargaining.

By July 1, 1987, employers must adopt and implement written rules governing smoking and nonsmoking in enclosed workplaces. The rules may designate smoking and nonsmoking areas. The Commissioner of the Department of Health and Human Services is to provide consultation services to employers if requested.

New Jersey

Wages. A new provision was enacted providing for the deduction of student loan payments more than 60 days overdue from the wages of county and municipal employees. Such deductions do not prevent simultaneous deductions to satisfy other debts.

Equal employment opportunity. Under a new Technical Training for Minorities and Women Act, the Commissioners of Labor and Education were directed to investigate the low rates of minority and female participation in apprenticeship and other technical training programs, take action to en-

courage a higher rate of participation, and recommend appropriate legislative action. The Commissioners are to report annually to the legislature.

Background clearance. No facility, center, school, and board of education which cares for or is involved in the education of children under age 18, other than on a voluntary basis, is to employ any person in a position which involves regular contact with pupils unless it has been determined that no criminal record exists which would disqualify the person from such employment. An individual will be disqualified if he or she has been convicted of a crime involving a sexual offense, child molestation, or otherwise endangering the welfare of children unless rehabilitation can be proven using specified factors.

Employment and training. The law requiring employable persons receiving public assistance to perform public work as a condition of receiving the aid was amended to specify the criteria for demonstrating willingness to work. This will include maintaining a current registration with the Division of Employment Services in the Department of Labor, reporting for employment interviews scheduled by the Division, and accepting training or employment as offered.

Other laws. A Conscientious Employee Protection Act was enacted prohibiting employers from retaliating against an employee who discloses or threatens to disclose, to a supervisor or public body, an activity, policy, or practice that the employee reasonably believes to be illegal, or who participates in an investigation by a public body. Also protected is the employee's right to object to or refuse to participate in any practice which the employee believes to be illegal, fraudulent, or criminal or could endanger the public health, safety, or welfare.

New Mexico

Equal employment opportunity. The Services for the Blind section of the Vocational Rehabilitation Division of the State Department of Public Education was eliminated and its powers and functions transferred to a new Commission for the Blind appointed by the Governor. Among its functions, the Commission is to maintain bureaus of information and industrial assistance to help blind persons find employment, train them in work which may be pursued in their own homes, and assist them in merchandising and marketing their goods.

Occupational safety and health. The State mine inspector was authorized to charge fees to mining companies for mine safety training given to their personnel in an amount not to exceed \$50 per day per person.

New York

Wages. Recommendations for changes in the regulations for administering the State's Minimum Wage Act were submitted by the tripartite General Industry Minimum Wage Board to the Labor Commissioner on March 20, 1986. Among those recommendations accepted and effective October 1, 1986, were a change in the overtime standard from time-and-one-half the State minimum wage rate to time-and-one-half the employee's regular rate; elimination of all regulatory provisions for sub-minimum rates for youth or students and for handicapped workers; and consolidation of certain Wage Orders to achieve greater uniformity in certain provisions. A request, by the Board, that the Governor and legislature consider raising the statutory minimum wage above the current \$3.35 an hour rate was remanded to the Board to recommend a specific amount of increase.

A Federal appeals court in New York City ruled that the Federal Motor Carrier Act, which authorizes the Interstate Commerce Commission to establish requirements with respect to maximum hours of service for employees of interstate carriers, does not preempt State regulation of overtime wages for these workers.

Garment industry. Effective April 1, 1987, apparel industry manufacturers and contractors will be required to register annually with the Commissioner of Labor and to provide specified information including proof of workers' compensation insurance for production employees. Also, a special task force is to be established to inspect apparel manufacturers and contractors with respect to compliance with the registration requirements and with other provisions of labor law including minimum wage, overtime compensation, child labor, industrial homework, and unemployment insurance, and State and local building, fire, and health codes. Provision is made for the imposition of civil and criminal penalties for various violations. The task force is to issue a report to the legislature after 2 years, and to report regularly to the Department of Labor's apparel industry advisory committee.

Child labor. District superintendents of schools were specifically authorized to issue employment certificates or permits for students attending classes operated by a board of cooperative educational services,

and principals of registered nonpublic secondary schools were authorized to issue them for students attending those schools.

Minors under age 18 may now be employed by a person holding a grocery store beer license as either cashiers or in other positions involving the handling of empty alcoholic beverage containers presented for redemption under the beverage container control law.

Equal employment opportunity. The law prohibiting the denial of equal employment opportunities for the blind and deaf solely because of their condition or if accompanied by a guide dog was extended to apply to all persons with disabilities and who are accompanied by hearing dogs and service dogs in addition to guide dogs.

Employment discrimination on the basis of an individual's disability, by contractors and subcontractors, is now prohibited in the performance of building service contracts with public agencies.

Private employment agencies. Coverage of vocational guidance or counseling services under the law regulating employment agencies is now specifically applicable to the providing of information or services of any kind purporting to promote, lead to, or result in employment for the applicant with any employer other than the service itself.

Employment and training. A pilot project to improve and expand employment opportunities for senior citizens through job development and placement efforts, due to terminate January 1, 1987, was continued for 2 years.

North Carolina

Occupational Safety and Health. Comprehensive Elevator and Amusement Device Safety Acts were enacted, to be administered by the Elevator and Amusement Device Division within the Department of Labor. The labor commissioner is to adopt rules and regulations governing, among other items, the design, construction, testing, maintenance, and inspection of such devices, and is to issue certificates of operation, perform inspections, and investigate accidents. Among a number of new provisions, it was specified that operators of amusement devices must be at least 18 years old, must be in attendance at all times the device is in operation, and may operate no more than one device at a time. Both criminal and civil penalties are provided for in the event of violation of the Elevator Safety Act and civil penalties for violation of the Amusement Device Safety Act.

Other laws. The North Carolina Employ-

ment and Training Council, the Community Employment and Training Council, the State Community Work Experience Committee, the Governor's Oversight Committee for Official Labor Market Information, and the Council on Management and Development were among several executive branch boards to be abolished, and provisions dealing with the Administrative Rules Review Commission were revised. The Governor's Management Council will perform the functions of the Council on Management and Development.

Ohio

Equal employment opportunity. A Bill of Rights for mentally retarded and developmentally disabled persons was established, including the right to pursue vocational opportunities that will promote and enhance economic independence.

Oklahoma

Wages. Any person who uses a false or bogus check or other order directing the payment of money in an attempt to fraudulently obtain labor or personal services or the postponement of any payment due will now be liable, in addition to the recovery of the amount owing, for double damages of at least \$200 plus attorney fees and court costs in addition to any criminal penalties which may be imposed.

Agriculture. An Agricultural Employment Retraining Act of 1986 was enacted providing that, if funds are available, State farmers and ranchers meeting specified criteria of eligibility and need, including having lost or being in danger of losing their farms, shall be entitled to accept tuition waivers for up to 36 months and to attend any State-supported area vocational and technical school for the purpose of learning new job skills. The program is to be administered by the State Board of Vocational and Technical Education assisted by a newly created Advisory Committee on Agricultural Employment Retraining.

Child labor. A constitutional amendment, placed on the ballot in the November 1986 general election, to remove a prohibition on work by women in underground mines and to establish an 18-year minimum age for such work was approved by the voters. The issue was placed on the ballot as the result of a resolution adopted in 1985.

Pennsylvania

Employment and training. A Customized Job Training Act will be administered by the Department of Education. Private com-

panies will request training grant funds through local educational agencies. The agencies must submit a training plan with each application, including the number of net new jobs that will result. Companies will receive full funding of entry level training costs if at least 20 percent of the entry level trainees are public assistance recipients, dislocated workers, unemployed individuals, or displaced homemakers, and lesser funding in other situations. Programs are to meet a company's specifications for a particular occupation or trade with successful completion resulting in the trainee being placed in a full-time job by that company. Companies are to comply with applicable State and Federal employment standards laws and any collective bargaining agreement. Priority will be given to programs which serve a community where the average unemployment rate is above the statewide rate or which serve a State-designated enterprise zone.

The Pennsylvania Conservation Corps established in 1984 to provide training and work experience for economically disadvantaged persons, due to expire June 30, 1986, was continued to June 30, 1988, and eligibility for the program was expanded to those between the ages of 18 and 25 instead of between 18 and 21.

Other laws. A new Sunshine Act was passed revising a prior law requiring that State agency meetings be open to the public. Provisions now permit closed executive sessions for purposes including information, strategy, and negotiation sessions related to the negotiation or arbitration of a collective bargaining agreement, and discussions involving the employment, terms of employment, dismissal, or disciplining of any prospective, current, or former public officer or employee. The individual affected may request, in writing, that the matter or matters be discussed at an open meeting.

Puerto Rico

Wages. Mandatory decree revisions, issued by the Commonwealth Minimum Wage Board, increased minimum rates in the chemical, petroleum, rubber, and related products industry from a range of \$1.50 to \$2.30 an hour to a range of \$2.75 to \$3.35 effective June 7, 1986, and in the commercial services industry from a range of \$2.50 to \$3.35 an hour to \$3.35 for all employees except catering services employees who will receive \$3.25 an hour, and motor vehicle storage, custody, or parking services employees who will receive \$3.20. The increases in the commercial services industry rates were effective September 11, 1986.

In addition, a revised mandatory decree for the retail trade industry increased the minimum hourly wage rate, effective January 29, 1986, for those enterprises with an annual gross income of less than \$362,500 from a range of \$2.00 to \$2.50 per hour to a range of \$2.70 to \$3.00 per hour, depending on the type of establishment. The minimum for enterprises with an annual gross income exceeding \$362,500 remains at \$3.35.

The minimum payment bond required of contractors in charge of construction projects costing more than \$15,000, was increased from 10 to 20 percent of the estimated cost of the project. Employees of the contractor or subcontractors may take action against the bond for unpaid wages. Violation of the bonding requirement will now be a felony, rather than a misdemeanor.

Because of a large number of employee complaints filed with the Department of Labor and Human Resources for violations of various labor laws by security and private detective agencies, such agencies are now required to post a payment bond to guarantee the payment of wages earned and any other right or benefit to which employees are legally entitled. Operation in violation of labor law will be a cause for revocation or refusal to renew an agency license.

Labor relations. The Secretary of Labor and Human Resources was authorized to publish labor-management arbitration awards issued by the arbitrators of the Bureau of Conciliation and Arbitration. Such awards had previously been considered confidential.

Other laws. The law that requires employers to compensate employees who are discharged without just cause was amended to prohibit the discharge of an employee for providing information to any administrative, judicial, or legislative forum in the Commonwealth with regard to the employer's business. The Secretary of Labor and Human Resources was authorized to adopt regulations necessary to administer provisions on discharge and compensation.

Employers are prohibited from deducting from salary, vacation, or sick leave the time an employee spends as a criminal case witness duly summoned by the prosecutor or a court. Advance notice of the absence is to be given to the employer.

Rhode Island

Wages. The basic minimum hourly wage rate was increased from \$3.35 to \$3.55 effective July 1, 1986, with a further increase to \$3.65 per hour scheduled for July 1,

1987. Also, the rate for 14- and 15-year-old minors working fewer than 24 hours a week was changed from \$2.50 an hour to 75 percent of the basic rate, and the rate for full-time students under age 19, working for specified nonprofit associations or corporations, will now be 90 percent of the basic rate rather than \$3.10 per hour as before.

Public employees may elect, by agreement with their employers, to receive compensatory time off for hours worked in excess of 40 a week at a rate of at least 1½ hours of compensatory time off for each overtime hour worked.

Equal employment opportunity. The Fair Employment Practices Act was amended to add to the list of unlawful employment practices the failure by an employer to reasonably accommodate an employee's or prospective employee's handicap, unless the employer can demonstrate that the accommodation would pose a program, enterprise, or business hardship. It will also be an unlawful employment practice for a labor organization to fail to reasonably accommodate a member's or prospective member's handicap.

Sex discrimination is now prohibited in all public colleges, universities, and public institutions of higher education. The prohibition is applicable to employment, recruitment and hiring practices, employment benefits, and all other school functions and activities. Each individual institution must designate an equal opportunity or affirmative action officer who will oversee compliance.

The provision which limited veterans' preference in public employment to the employment of men, was repealed.

Upon written request, employees will be allowed to inspect personnel files used to determine their qualifications for employment, promotion, additional compensation, termination, or disciplinary action. Not included are records relating to the investigation of a possible criminal offense, information prepared for use in any civil, criminal, or grievance proceeding, or letters of reference, recommendations, medical records, managerial records, or confidential reports from previous employers.

Labor relations. The provisions of the Firefighters Arbitration Act, including the right to bargain collectively and the prohibition on striking or engaging in any work stoppage or slowdown, were extended to rescue and emergency medical services personnel.

Background clearance. A Joint Resolution was adopted creating a legislative commission to study the feasibility of insti-

tuting uniform criminal background checks of health care personnel prior to employment. Findings and recommendations are to be reported to the General Assembly by February 11, 1987.

Worker privacy. The law banning the use of lie detector tests as a required condition of employment was amended to provide for punitive damages, in addition to any award of actual damages and the award of reasonable attorney's fees and costs. Also, the law now prohibits requesting employees to submit to such a test, and the maximum fine for employer violation was increased from \$200 to \$1,000.

Other laws. A workplace smoking pollution control act was adopted requiring employers to implement, maintain, and post a written smoking policy permitting any non-smoking employee to object to the employer about the smoke hazard or discomfort in his or her workplace, and requiring the employer to attempt to reach a reasonable accommodation, using available means of ventilation or partition, between the preferences of nonsmoking and smoking employees. Employers are prohibited from terminating or otherwise discriminating against employees for exercising their rights under the law.

South Carolina

Wages. A new comprehensive wage payment and collection law is applicable to public and private sector employers. Under the law, every employer, except employers of domestic labor in private homes and those employing fewer than five employees, are to notify each employee in writing at the time of hiring of hours and wages agreed upon, the time and place of payment, and deductions to be made from wages. In addition, employers must keep payroll records and furnish employees with itemized statements showing pay and deductions. All employers, including those exempted from the notification requirements, are to pay all wages due at the designated time and place and may not withhold or divert any wages unless required to do so by State or Federal law, or written notice has been given to the employee. Wages may be deposited directly at a financial institution provided the employee can make at least one withdrawal for each deposit, free of any service charge. All wages due a terminated employee are to be paid within 48 hours of the time of separation or the next regular payday which may not exceed 30 days after written notice is given. Provisions were also enacted governing treatment of disputed wages, providing for investigation of complaints by the Com-

missioner of Labor including the right to inspect employer records, providing civil penalties for violation, and authorizing the Commissioner of Labor to promulgate regulations. Previous provisions relating to payment of wages were repealed.

The law covering compensatory time off for State employees who work overtime was amended to provide that if such time off is granted, it must be given in accordance with requirements of the Federal Fair Labor Standards Act.

Equal employment opportunity. All sworn law enforcement officers of the State highway patrol must be retired by the end of the fiscal year during which they reach age 62. If they request, these officers will be given the highest consideration for vacancies in positions other than sworn law enforcement jobs for which they qualify in the Department of Highways and Public Transportation.

Occupational safety and health. The Amusement Rides Safety Code was amended to provide for inspection of amusement devices by special inspectors licensed by the labor commissioner but not employed by the Department of Labor, as an alternative to inspection by the commissioner or a designee, and to specify the qualifications required of the special inspectors, including education and training requirements.

Employment and training. As part of the State Employment Revitalization Act of 1986, funds appropriated to the Technical Educational System for short-term and innovative training are to be used to provide training, including retraining displaced workers and farmers, for upgrading employees to handle changes in their jobs, and for training the unemployed. This training will utilize the technical and vocational education systems. A Private Job Training Review Committee was created to provide advice on plans for the utilization of short-term funds for adult training.

Employers who require prospective employees to complete a job training program prior to consideration for employment must tell them before they start the program if its completion does not guarantee regular permanent employment.

Beginning January 1, 1988, local jurisdictions may establish regulations for, and administer a program under which persons confined in local correctional facilities may work at paid employment in the community, be assigned to public works employment, or continue their education. Employers of prisoners working in paid employment are required to pay the pris-

oner's wages directly to the Department of Corrections, which will withhold 5 percent of the wages for the State's victim assistance program and an appropriate amount for costs incident to the prisoner's confinement.

A new law was enacted requiring employable recipients of State public assistance to register and accept appropriate employment as a condition of receiving continued aid. By fiscal year 1988-89, the Department of Social Services is to develop and operate a statewide work support service delivery system to assist public assistance recipients in achieving economic independence through employment. Services will include education, job-training, counseling, and placement.

Other laws. Any employer who dismisses or demotes an employee because he or she complies with a valid subpoena to testify in a court or administrative proceeding or to serve on a jury is subject to a civil action in the circuit court for damages in specified amounts caused by the dismissal or demotion. This provision was made retroactive to January 1, 1984.

South Dakota

Equal employment opportunity. Discrimination in employment on the basis of physical or mental disability unrelated to an individual's ability to perform the job is now prohibited by private and public sector employers under the Human Relations Act. Employers are to make good faith efforts to reasonably accommodate disabled persons unless the accommodation would impose undue hardship.

Other laws. The responsibility for maintaining a current list of States with resident bidder preference laws for public works, improvements, or purchases and the amount or percent of preference taken by each State was transferred from the Department of Legislative Audit to the Bureau of Administration.

Tennessee

Wages. The prevailing wage commission, scheduled to cease activities on June 30, 1986, under sunset legislation, was extended for 7 years to June 30, 1993.

Child labor. The Department of Labor now has the duty to keep records on all places employing minors. Employers must provide the Department with records on the employment of minors.

Undocumented workers. The Department of Labor is now authorized to promul-

gate rules and regulations under the law prohibiting the knowing employment of illegal aliens and to grant exemptions from the law. The Commissioner of Agriculture must approve all such regulations relative to agriculture before they are adopted.

Worker privacy. Amendments to the Polygraph Examiners Act include requiring that persons to be examined sign and receive a notification including their rights to refuse to take the examination, the right to refuse to answer any question, and to terminate the exam at any time. Upon request, the person to be examined must be provided a written copy of the examiner's opinions or conclusions as a result of the exam, and if requested in advance, an audio recording of the examination. Persons submitting to such an employment examination must be shown a list of the questions to be asked, in advance, and a list of the areas not covered by the exam. It is a misdemeanor for an examiner to inquire into religious, racial, political, union, or sexual matters or actions or activities more than 5 years before the exam, except for felony convictions and drug violations.

Psychological stress evaluators are now subject to the polygraph examiners law.

Occupational safety and health. Affected employees must now be given the opportunity to participate in negotiations on alleged violations of occupational safety and health standards.

Action was taken to continue several boards and commissions scheduled to cease activities on June 30, 1986, under sunset legislation. Five-year extensions were enacted for the elevator safety board and the board of boiler rules, and 7-year extensions for the occupational safety and health review commission and the board of examiners for mines.

A House resolution requested that a special committee of House members be created to study the need for minimum occupational health and safety standards for the operation of video display terminals at places of employment and to make recommendations, including any proposed legislation, to the General Assembly by February 3, 1987. House and Senate bills to enact a Video Display Terminal Operator Protection Act failed to pass.

Employment and training. A joint resolution was adopted asking that a legislative committee be appointed to study the State's various job and economic training programs, job growth, technological developments, economic resources, and overall State policy for the purpose of obtaining a better grasp on the scope and effectiveness of the various job programs in the State. A

report of findings and recommendations, including any proposed legislation, is to be made to the legislature by July 1, 1987.

Other laws. The Department of Labor, scheduled to be abolished by sunset legislation, was extended to June 30, 1993.

A provision prohibiting the dismissal of an employee because of required jury service was repealed and replaced with a provision prohibiting both discharge and any form of discrimination if advance notice of the required jury duty is given to the employer. Any employee subjected to an adverse action because of time off taken for such service will now be entitled to reinstatement and reimbursement for lost wages and work benefits.

Utah

Background clearance. Local school district superintendents may require current or prospective employees and volunteers to submit to a criminal background check at school district expense. Only those convictions which are job-related are to be considered.

Employment and training. The State Board for Vocational Education in cooperation with State and local government agencies, community-based organizations, and private employers, is to establish a 2-year program for the education, training, transitional counseling, and referral of displaced homemakers. Funding for the program will be achieved by a surcharge to the cost of marriage licenses.

Other laws. A resolution directed the Legislative Management Committee to assign appropriate interim committees to study numerous labor- and nonlabor-related subjects, including equal employment opportunity for handicapped persons, enactment of a State civil rights act, dislocated worker programs, regulation of carnivals and amusement rides, and rehabilitation programs for injured workers.

Amendments were made to the Indoor Clean Air Act to regulate smoking in public places, including places of employment. Employers are to designate smoking and nonsmoking areas and conspicuously post appropriate signs; arrange employee work stations, where possible, to prevent smoke pollution detrimental to the health or comfort of nonsmokers; and permit employees in defined individual work areas to designate them as nonsmoking areas. Precedence is to be given to the rights of nonsmoking employees when attempting to reach agreements, and employers may not discriminate against employees who express concern about smoke pollution in the

workplace. The law will be enforced by the Department of Health or local health departments.

Vermont

Wages. By prior law, the minimum hourly wage rate was increased from \$3.35 to \$3.45, effective July 1, 1986, with further increases to \$3.55 and \$3.65 scheduled on July 1, 1987, and July 1, 1988.

Child labor. A joint resolution conveyed to the Liquor Control Board the intent of the General Assembly that persons 16 years or older continue to be permitted to sell alcoholic liquor in carry-out establishments. The resolution was in response to a Board proposal to raise the permissible age to 18.

Equal employment opportunity. A proposal to amend the State constitution to provide that equality of rights under the law not be denied by the State or any of its political subdivisions on the basis of sex was defeated in the November 1986 general election.

Occupational safety and health. If the Commissioner of Labor and Industry finds that a workplace violates any portion of the State Occupational Safety and Health Act, and the violation creates a dangerous condition that can reasonably be expected to cause imminent death or serious harm to workers, the Commissioner may order the workplace or any part of it to be immediately closed or order that steps be taken to avoid, correct, or remove the dangerous conditions. Orders may be appealed in superior court. Employers who violate an order of the Commissioner will be fined up to \$5,000 per day, and other penalties were increased. Previously, in cases of imminent danger, the Commissioner was required to seek injunctive relief in a county court.

A law provides for certification by the Commissioner of Health of asbestos contractors, permitting them to perform asbestos abatement work. Such contractors must notify the Commissioner 10 working days before starting.

Virginia

Equal employment opportunity. If they have been unable to obtain the data, local human rights commissions may now request the county attorney to apply for a subpoena to obtain information necessary to determine if unlawful discrimination has occurred. Commissions must now obtain approval of the county attorney instead of the board of supervisors to seek to prevent or eliminate violations through appropriate enforcement authorities.

Background clearance. A resolution was adopted establishing a legislative subcommittee to study and develop recommendations for ensuring that all adults who seek to work with children in the absence of the children's parents or guardians are appropriately screened, with consideration given to protection of children and cost effectiveness. The subcommittee is to report its recommendations to the 1987 General Assembly.

Worker privacy. A joint resolution requested the Department of Commerce to study its regulations dealing with licensing, eligibility standards, and standards of practice of polygraph examiners. The Department was asked to consider strengthening current regulations, or to establish new ones, regarding prohibited areas of questioning for employees and job applicants, written notification to the subjects of their rights, and peer review of the polygraph examiners.

Washington

Background clearance. The Secretary of the Department of Social and Health Services is to investigate the conviction records or pending charges of persons being considered for State employment in positions directly responsible for the supervision, care, or treatment of children or developmentally disabled persons.

Occupational safety and health. Significant increases were made in the penalties assessable for violation of the State Industrial Safety and Health Act. Among these, the maximum civil penalty for willful or repeated violations was increased from \$10,000 to \$50,000 for each violation; an employer who has received a citation for a serious violation of any safety or health standard may now be assessed a civil penalty of up to \$5,000 rather than \$1,000 as before; and conviction for a willful or knowing violation resulting in death to an employee may, in addition to a possible prison sentence, be punished by a fine of up to \$100,000 rather than \$10,000 as before, or up to \$200,000 rather than \$20,000 if the conviction is for a repeated violation.

Provisions regulating amusement ride safety were amended to specify that rides inspected in any State, territory, or possession of the United States determined by the Department of Labor and Industries to have a comparable level of regulation will be deemed to meet the Washington inspection requirements, and that ride operators, authorized to inspect rides in any such jurisdiction, will be deemed qualified to inspect rides in the State.

Employment and training. The Employment Security Department is to encourage employers looking to locate or expand in the State to hire public assistance recipients and the unemployed from a pool of qualified individuals. Financial incentives may be provided to employers including payment of up to 50 percent of a trainee's wages during the first 10 weeks of employment and on-the-job training.

West Virginia

Wages. The minimum wage rate was increased from \$3.05 to \$3.35 an hour, effective January 1, 1987.

Background clearance. For new employees, county boards of education are to request from the State criminal identification bureau the record of criminal convictions relating to child abuse, sex-related offenses, or possession of controlled substances with intent to deliver.

Occupational safety and health. An Occupational Safety and Health Act was enacted for employees of the State or any State agency. The law will be administered by a new Division of Occupational Safety and Health within the labor department, assisted by an Occupational Safety and Health Advisory Board. Provision is also made for optional coverage by political subdivisions through ordinance, resolution, or other procedure. By July 1, 1987, the labor commissioner is to provide for the adoption of all standards of the Federal Occupational Safety and Health Act of 1970. Where no Federal standards are applicable, or where more stringent standards are deemed advisable, the commissioner will provide for the development of such State standards administratively. Temporary standards may be adopted to take effect immediately in emergency situations. The law also provides for employer application for variances, authorization for inspections, education programs, and citations for violation. Employees, upon request, are to be given a list of those substances they use or come in contact with in the workplace and notification of which of these have been identified as toxic and hazardous; and employees are not to be discriminated against for filing a complaint, testifying, or exercising any right afforded by the law.

Among several amendments related to coal mining, a coal mine safety and technical review committee was established to assist the board of coal mine health and safety in the development of technical data relating to mine safety issues, including related mining technology, to provide suggestions and technical data to the board and

propose rules and regulations with general mining industry application, and to accept and consider petitions submitted by individual operators or miners seeking site-specific rulemaking. Other amendments were adopted relating to safety standards for mine ventilation, fire protection, haulage equipment, belt conveyors, surface installations, and the operation of railroad cars.

Employment and training. The Division of Vocational Rehabilitation is to administer a program to provide attendant care services to severely disabled adults to enable them to enter or continue in the work force.

Other laws. The law prohibiting dismissal or other discrimination against employees summoned for jury duty was amended to make employers in violation guilty of civil contempt and subject to a fine of from \$100 to \$500 in addition to the affirmative relief previously provided for which includes reinstatement and reasonable attorneys' fees.

Wisconsin

Wages. A 2-year time limit was placed on filing wage claims with the labor department. After receiving a claim, the department may investigate any wages due not only to the claimant but also to any other employees for 2 prior years.

Under a new provision to be administered by the labor department, contractors who have failed to pay required prevailing wage or overtime rates on public works projects will be barred for 3 years from receiving public works contracts let by the State and municipalities. Debarment will not apply to minor violations as determined on a case-by-case basis through administrative hearings.

Agriculture. Recruiters of migrant workers must now provide such workers, at the time they are recruited, with a written recruiting disclosure statement including information on the place of employment, kind of work, wage rates, pay periods, approximate hours of employment, overtime applicable, dates of employment, kind of housing and any charges, cost of meals if furnished, transportation arrangements, and any charges or deductions from wages beyond those required by law. As before, such information must also be furnished in a written agreement provided at the time of hiring.

Worker privacy. In a late 1985 law, employers were prohibited from requesting or requiring, as a condition of employment, a

test for the presence of the AIDS antibody, or from affecting the terms, conditions, or privileges of employment, or from terminating the employment of anyone who takes such a test.

Labor relations. The State Employment Labor Relations Act was amended to cover nonsupervisory teaching, project, and program assistants employed by the University of Wisconsin system.

Employment and training. The Department of Health and Social Services is to administer a Work Experience and Job Training Pilot Program in coordination with programs under the Federal Job Training Partnership Act and other job training

programs for recipients of aid to families with dependent children. The project will include job search, subsidized employment including on-the-job training, vocational skills training, and community work experience. Participation may be required as a condition of continued benefit payments. The Department is also to administer a separate Employment Search Program for these recipients to assist them in obtaining regular, unsubsidized employment through such support services as providing child care and transportation costs.

Wages, salary, or other compensation for trainees are now eligible training costs under the labor training program established by the Department of Development to provide specialized job training to State

residents. Funds appropriated for labor training grants may not be used to pay non-residents of the State.

A joint resolution was adopted proposing that the U.S. Congress increase funding for the Job Training and Partnership Act Title III program to a level which meets the needs of dislocated workers for such programs.

Other laws. The U.S. Supreme Court held that the 1981 Wisconsin law barring repeat violators of the Federal Taft-Hartley Act from doing business with the State cannot be enforced, ruling that the State, by imposing this sanction, was assuming a role reserved by the Congress for the National Labor Relations Board. □

—FOOTNOTES—

¹ The legislatures did not meet in Nevada, North Dakota, or Oregon. Sessions were held in Arkansas, Mississippi, Nebraska, Texas, and Wyoming, but no significant legislation was enacted in the fields covered by this article. Information on Guam and the Virgin Islands had not been received in time to include in this article, which is based on information

received by November 7, 1986.

² Unemployment insurance and workers' compensation are not within the scope of this article. An analysis of workers' compensation laws appears elsewhere in this issue; an analysis of unemployment insurance laws is forthcoming.

Research fellowships

The American Statistical Association and the Bureau of Labor Statistics, under a grant from the National Science Foundation, are sponsoring a Senior Research Fellow and Associate Program next fall. Fellows and Associates will work on specific research activities related to BLS programs. Appointments are normally for 1 year and research will be conducted at the BLS in Washington, DC.

The program will be coordinated by the BLS Office of Research and Evaluation. Current research being conducted by this office includes: index number theory and measurement, price measurement, cost-of-living and demand studies, survey response error, workers' compensation, compensating wage differentials, productivity analysis, relationship of union membership to employment variability, model-based seasonal adjustment, prediction properties of index estimators, measure of central location based on censored data, upper and lower probability inferences for outliers, and variance estimation.

Applicants for fellowships should have a recognized research record and considerable expertise in their area of proposed research. Senior Research Fellows will be selected by a review board consisting of representatives of ASA, BLS, the American Economic Association, the Committee on National Statistics, and the Social Science Research Council. Associates will assist the Fellows on their projects. Applicants for Associates are expected to have completed a Ph.D. in an appropriate field or to have made significant progress toward the degree (at least 2 years of graduate study). Substantial computer experience will, in most cases, be required of Associates. Associates will be selected by the Senior Research Fellows with the approval of the review board.

Further information is available from Dr. Cathryn Dippo or Dr. Marilyn Manser, Office of Research and Evaluation, Room 2021, Bureau of Labor Statistics, 441 G St. NW, Washington, DC 20212; telephone (202) 523-1874 or 523-1347.

Workers' compensation: 1986 State enactments

The year was particularly busy in the field of workers' compensation legislation; coverage, benefit levels, and funding practices all were subject to change, and a number of States mandated the continued review of their programs by special oversight committees

LAVERNE C. TINSLEY

During 1986, regular legislative sessions were held in all States except Arkansas, Montana, Nevada, New Hampshire, North Dakota, Oregon, and Texas. The year was an exceptional one for enactment of State workers' compensation legislation with the passage of 160 laws, compared with 136 enactments in 1984. Traditionally, fewer amendments become law during even-numbered years.

Nineteen laws were changed either to allow coverage of certain persons who were previously excluded or to totally eliminate certain coverages.

The proportion of the State average weekly wage on which benefits are based was changed from 100 percent to 150 percent in Vermont. New Mexico froze its average weekly wage for 2 years. Additionally, Oklahoma enacted legislation which provides for the average weekly wage in the State to be changed once every 3 years, rather than annually.

Arkansas will gradually increase benefit levels beginning July 1, 1986, through December 1988. On January 1, 1989, maximum weekly benefits will change from a statutory amount to $66\frac{2}{3}$ percent of the State average weekly wage.

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Three States changed their maximum compensation periods for disability. Oklahoma passed an amendment to allow compensation payments for the first 7 calendar days of disability (formerly 3 days), with retroactive benefit payments for disabilities that extend beyond 21 days.

Burial allowances were raised in Arkansas, Colorado, Rhode Island, Tennessee, and West Virginia.

The State of Washington added an offset of temporary and permanent total disability benefits for persons receiving retirement benefits under the Federal Old Age, Survivors, Disability, and Health Insurance Act.

In November 1986, a ratified constitutional amendment in New Mexico changed the workers' compensation program from a court-administered system to an administrative system. Other enactments included changes in medical and vocational rehabilitation benefits and services for injured workers, and penalties and fines to be imposed on employers and carriers, as well as employees, for various violations.

A number of States extended the lives of committees previously formed to review their workers' compensation systems and determine needed reforms. Supplementary funding was also provided for various State funds.

Following is a State-by-State summary of enacted legislation.

Alaska

Sole proprietors and partners may now elect workers' compensation coverage for themselves. Commercial fishermen and entertainers who are employed on a contractual basis have been eliminated from coverage.

Arizona

Employers who fail to secure coverage for their employees may be assessed a civil penalty, not to exceed \$500, by the Industrial Commission.

Arkansas

Municipalities with 70,000 citizens or more now may cover their officials and employees through self-insurance, in addition to insuring with private carriers.

Maximum weekly compensation for total disability and death was increased to \$175 from \$154 on July 1, 1986, and will change again to \$189 for the period July 1, 1987, through December 31, 1988. Beginning January 1, 1989, through December 31, 1989, weekly benefits will be based on 66 $\frac{2}{3}$ percent of the State average weekly wage. On January 1, 1990, the percentage will increase to 70 percent. Benefit amounts previously were set statutorily. Minimum weekly compensation for all disability and death was raised to \$20, from \$15.

Time limits on compensation for schedule injuries have been extended. Under certain conditions, additional compensation may be authorized for nonschedule injuries.

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

Awards for total disability where injury was the result of a health or safety violation by the employer will be increased by 25 percent, formerly 15 percent.

The Workers' Compensation Commission was authorized to allocate \$100,000 for a special project with the overall goal of improving workplace safety and reducing the frequency of on-the-job injuries.

Employers' liability for compensation may be discharged by the payment of a lump sum equal to the present value of future payments discounted at 10 percent (formerly 7 percent) annually. No lump-sum settlement will be permitted if the employer's economic viability is adversely affected.

The Commission now has authority to establish maximum fees for medical services.

The penalty assessed against employers who make late compensation payments was raised to 18 percent from 10 percent.

California

A sum of \$2,287,000 was transferred from the Employment Development Department Contingent Fund to the Uninsured Employers' Fund to cover anticipated deficiencies in workers' compensation benefit payments.

Colorado

The burial allowance was increased from \$1,000 to \$2,000. Additionally, costs for burial can now be paid directly to the cemetery, to the undertaker, or to anyone who has paid funeral and burial costs.

Disabling mental or emotional stress is not covered unless it can be shown by competent evidence that the stress was brought on solely by the hazards of the employment to which the worker would not have been equally exposed outside the employment.

A convict is ineligible for benefits for any week during which such person is incarcerated, unless benefits have been assigned to the spouse or minor children.

The Industrial Commission was abolished and its functions, powers, and duties have been transferred to the State's Department of Labor and Employment. An Office of Industrial Claims Appeals was established within the Department and will be responsible for conducting administrative appellate reviews of workers' compensation claims.

Connecticut

Legislation was passed to promote the hiring of workers with permanent vocational disabilities.

The attorney general was given authority to bring a civil action to enjoin employers from entering into employment contracts if they fail to secure compensation payments. Workers' compensation commissioners were also given authority to assess civil penalties of up to \$1,000 when employers fail to comply with insurance requirements.

Assessments charged employers or insurers for funding the Second Injury Fund were increased from 3.5 percent to 5 percent.

Recovery of compensation payments from the Second Injury and Compensation Assurance Fund on behalf of an employer or insurer who fails to make, or who is unable to make, such payments will be made by the same means as provided by law for the collection of taxes due the State.

Delaware

Injured employees are newly entitled to replacement of hearing aids whenever necessary, as well as to other medical services and supplies.

Georgia

The State constitution has been amended to provide compensation for any law enforcement officer, firefighter, prison guard, or publicly employed emergency medical technician who is, or at any time in the past was, permanently disabled or killed in the line of duty.

A Workers' Compensation Coverage Study Committee was created to examine coverage and certain other aspects of the workers' compensation law.

Hawaii

Group self-insured pools may now be established by five or more employers of a nonprofit unincorporated association who are engaged in the same or a similar business, and by members of a bona fide trade or professional association having been in existence for at least 5 years.

Idaho

Employer payments to the Industrial Special Indemnity Account in nondependency death cases have been increased to \$10,000 from \$5,000.

Foreign or alien insurers who file requests to underwrite workers' compensation insurance are permitted to deposit savings certificates, totaling at least \$25,000, as security with the State treasurer.

Illinois

A Self-Insurers Advisory Board was created within the Industrial Commission to provide for the continuation of compensation benefits that are unpaid or interrupted because of the insolvency of a private self-insured employer. Further, a Self-Insurers Security Fund was established to compensate injured employees when benefits cannot be paid because of employer insolvency.

Iowa

Elective coverage was established for a proprietor or partner who is engaged in his or her business full time.

Workers injured while undergoing employment evaluation or training at a rehabilitation facility may receive minimum weekly benefits for disability at an amount equal to 35 percent of the State average weekly wage in effect at the time of the injury.

The provision requiring an employee's most recent employer to pay compensation in cases where exposure to pneumoconiosis occurred for a period of at least 60 days was repealed. The ruling applies to claims filed for compensation on or after July 1, 1986.

The occupational disease medical board was eliminated and the industrial commis-

sioner given authority to designate the industrial hygiene physician and two physicians selected by the dean of the college of medicine of the State University of Iowa to investigate occupational diseases.

Kansas

Coverage was broadened to include persons performing community service work, if a request for so doing is made to and accepted by the workers' compensation director. Qualified real estate agents have been eliminated from coverage.

Kentucky

Volunteer ambulance service personnel are now eligible for workers' compensation coverage.

Beginning July 15, 1986, all claims for asbestos-related disease must be filed within 20 years of exposure.

A task force was formed to conduct a 4-month comprehensive study of the State's workers' compensation system. Findings and recommendations of the task force were to be reported to the Governor and the Legislative Research Commission by October 1, 1986.

Procedures were modified and costs adjusted for those employers who carry their own risks and pay maintenance fund taxes.

Louisiana

Chiropractors now have the same rights as other medical doctors to recover fees for services rendered to injured workers. Medical doctors and chiropractors may recover payment of fees for services provided injured workers in the same way that hospitals do, upon compliance with certain procedures.

Injured employees are allowed to be examined by a physician of their choice and at their own expense. Any medical report provided by a private physician in such cases must also be considered in determining the employee's fitness to return to work.

Any facts or documents contained in an employee's medical records must be made accessible to the employee or, on behalf of the employee, to his or her representative.

Maine

Participants in sheltered workshops at facilities certified by the U.S. Department of Labor under regulations covering employment of handicapped clients are excluded from the minimum compensation for total disability under the State's workers' compensation law.

Costs for medical aids must be paid within 90 days after a request for payment has been made.

Full-time firefighters who file a claim for

an occupationally related cancer and whose last injurious exposure was to a carcinogen are exempt from the 3-year statute-of-limitations for claim filing.

The Workers' Compensation Commission was required to conduct a study regarding delays in the workers' compensation system and the psychological and financial harm suffered by injured workers and their families as a result of any delay in receiving benefits.

Maryland

Compensation awards may be paid from the Uninsured Employers' Fund if the employer does not make such payments when due or does not apply for review before the Workmen's Compensation Commission.

Insurers are required to give claimants written notification concerning the termination of their temporary total disability benefits.

The provision which prohibits payment of compensation in a lump sum after \$45,000 in compensation has been paid was deleted from the law.

Minnesota

For coverage purposes, the earnings of household workers during a 3-month period must be at least \$1,000, previously \$500. Independent contractors may be charged a fee for coverage under certain conditions.

"Daily wage" was changed to "weekly wage" for computing death benefits.

Mississippi

The insurance premium charged employers for funding the Second Injury Fund was increased from one-half of 1 percent to 1 percent of the total compensation actually paid during the previous calendar year.

Nebraska

The name of the Nebraska law was changed from "Workmen's Compensation Act" to "Workers' Compensation Act," and "workmen's" was changed to "workers" throughout the law.

New Jersey

Coverage was broadened to include members of first aid or rescue squads when responding to and returning from an emergency. Formerly, only travel by police officers and firefighters was covered.

New Mexico

A resolution was enacted to establish a workers' compensation administrative body in place of the court-administered system for determining the rights and liabilities of

employers and of employees who sustain work-related injuries.

The State average weekly wage (\$308.28) has been frozen through June 30, 1987.

New procedures have been established concerning enforcement mechanisms in cases where benefit payments are in default.

Employers may require an employee to submit to a physical examination at any time during his or her employment.

Third-party suits are permitted for injuries caused by negligence, and the employer has subrogation rights in such cases.

Attorneys' fees are restricted to 20 percent of the first \$5,000, 15 percent of the next \$5,000, and 10 percent of any remaining benefits secured.

New York

Elective coverage is allowed for members of auxiliary police organizations at the option of the municipal corporation and for employees of registered voluntary ambulance services. Corporate officers are allowed coverage if an election is made in the insurance contract. Under certain conditions, a professional musician or a person otherwise engaged in the performing arts may be covered. Licensed real estate brokers or sales associates are excluded from coverage.

The Workers' Compensation Board has authority to impose penalties on carriers or employers for engaging in dilatory tactics or for exhibiting an unjustified lack of preparedness regarding hearings. If good cause is shown by the employer or carrier, the penalty may be excused.

Employers seeking to become self-insurers may be required to deposit cash in an amount not exceeding \$100,000 as an alternative to certain securities, or to deposit a surety bond.

Hospitals or health maintenance organizations with certain credentials for providing outpatient medical care must be approved by the Chairman of the Workers' Compensation Board.

Ohio

An International Tort Fund was established under the custody of the State Treasurer. All employers are required to make annual payments to the Fund at a rate set by the Industrial Commission. The Commission is required to make rules governing claims against and disbursements from the Fund. The Self-Insuring Employers' Surety Bond Fund was created and is also under the custody of the State Treasurer and the control of the Commission. Monies for the Fund will come from self-insuring employers who purchase bonds to secure the pay-

ment of workers' compensation benefits.

Oklahoma

Mandatory coverage of an owner-operator who owns or leases a truck-tractor was removed; however, such persons may elect coverage under the law.

Benefit payments may now be received for the first 7 calendar days of disability, formerly 3 days. If disability continues beyond the 21st calendar day, formerly the third day, benefit payments will be computed from the date of such disability.

The maximum period for payment of temporary total disability and temporary partial disability was reduced from 300 weeks to 150 weeks. An extension may be granted by the court.

The definition of persons considered as "physically impaired" now specifically includes those persons who have suffered the loss of sight in one eye, or the loss by amputation of the whole, or a part, of a major member of the body. Previously, injury to any part of the body or a specific member was covered. Permanent partial disability from more than one injury must result in the loss of more than 17 percent of body function before compensation may be received from the Special Indemnity Fund. A new schedule was established for use in determining costs for medical treatment and services.

The penalty for untimely temporary total disability benefit payments will now be computed as 15 percent of the award in certain cases. Penalties were modified for wrongful discharge of an employee who has filed a claim for compensation. Employers who fail to secure required insurance coverage will now be subject to a fine.

The Workers' Compensation Court is required to adopt rules governing group self-insurance associations that pool their liabilities to provide specific and aggregate excess insurance for workers' compensation.

Rhode Island

In cases of death, dependent children are each entitled to \$15 weekly, formerly \$9. Surviving spouses are entitled to annual cost-of-living raises of 4 percent, effective on the anniversary date of the initial benefit payment.

The allowance for burial was raised from \$3,000 to \$5,000.

A Special Legislative Commission was authorized to continue studying the feasibility of creating a State-controlled workers' compensation program. A report on the study must be submitted to the general assembly on or before May 1, 1987.

South Carolina

Minimum weekly compensation for temporary and permanent total disability was increased from \$25 to \$75; however, benefits may not exceed the employee's average weekly wages.

A provision was added to the law which prohibits an employer from dismissing or demoting an employee who has instituted any claims proceedings in good faith, or who has taken part in any claims proceedings.

Appointment of a guardian *ad litem* is allowed for a minor or mentally incompetent person who is a party in a proceeding before the Workers' Compensation Commission.

The name of the South Carolina Industrial Commission was changed to "South Carolina Workers' Compensation Commission."

Employers or carriers who refuse or neglect to submit any required forms, records, or reports that are necessary for proper adjudication of a claim will be subject to a \$100 fine for each offense, formerly \$50.

South Dakota

Defendants who are sentenced to community service restitution are exempt from coverage.

Permanent hearing loss caused by excessive noise exposure on the job is now covered. New standards have been set for determining percentage of hearing loss. The law now provides that no compensation is payable for temporary total or temporary partial hearing loss and for tinnitus, or if the employee has failed to use protective devices provided by the employer.

The maximum compensation period for job-related total hearing loss is 150 weeks, and for partial losses in proportion to 150 weeks. Claims for hearing loss after July 1, 1974, where the employee has been removed from the injurious exposure for more than 6 months, must be made within a specified 2-year period or be barred forever.

Tennessee

The maximum allowance for burial was raised from \$2,000 to \$3,000.

An enactment replaced the *American Medical Association Guides to the Evaluation of Permanent Impairment* with the *Manual for Orthopedic Surgeons in Evaluating Permanent Physical Impairment* or the *American Medical Association Guides to the Evaluation of Permanent Impairment* as a basis for determining the impairment rating of a claimant.

Utah

The Workers' Compensation Fund of Utah was established to insure employers against liability for compensation when work-related injuries and diseases occur, and to assure payment of benefits to qualifying employees. Previously, employers were insured through the State Insurance Fund.

New assessments have been authorized for all self-insured employers to cover costs of benefits paid to employees of insolvent self-insured employers.

The Default Indemnity Fund has been redesignated as the "Uninsured Employers' Fund."

Vermont

The percentage of the State average weekly wage upon which benefits are based was raised to 150 percent from 100 percent.

In case of death, the surviving spouse is entitled to compensation of at least 330 times the maximum weekly benefit amount. Dependent children are entitled to unlimited death benefits during dependency; formerly, their benefits were limited to 330 weeks.

Burial expenses are permitted up to a maximum of \$2,000, previously \$1,000.

New legislation stipulates that no person may be discharged from or discriminated against in his or her employment because a claim for benefits has been filed.

The fine was raised from \$100 to \$150 for each day of neglect after 30 days that an employer fails to secure his or her workers' compensation insurance liability.

Virginia

Occupational disease coverage was broadened to include diseases not ordinarily considered job related if it can be established by clear and convincing evidence that such a disease arose out of and in the course of employment.

The method used in determining cost-of-living supplementary benefit payments for recipients of total disability benefits was changed under both the Workers' Compensation Act and the Federal Old Age, Survivors, Disability, and Health Insurance Act for cases in which disability or death occurred on or after July 1, 1975.

For purposes of establishing a valid claim, "sexual assault" now includes the criminal law definitions of "aggravated sexual battery" and "sexual battery."

Washington

For coverage purposes, the definition of "child" was modified to include a child born after the employee's injury where conception occurred prior to injury.

Self-insurers are required to pay \$10,000

Table 1. Jurisdictions which increased maximum weekly temporary total disability benefits during 1986

Jurisdiction	Former maximum	New maximum	Jurisdiction	Former maximum	New maximum
Alabama	\$303.00	\$319.00	Nevada	\$332.46	\$341.95
Arkansas	\$154.00	\$175.00	New Hampshire	\$462.00	\$492.00
Colorado	\$336.00	\$351.68	New Jersey	\$269.00	\$284.00
Connecticut	\$397.00, plus \$10 for each dependent under 18 years of age, up to 50 percent of basic benefit, not to exceed 75 percent of employee's wage	\$408.00, plus \$10 for each dependent under 18 years of age, up to 50 percent of basic benefit, not to exceed 75 percent of employee's wage	New Mexico	\$298.63	\$308.38
Delaware	\$235.69	\$244.22	North Carolina	\$280.00	\$294.00
District of Columbia	\$413.26	\$431.70	North Dakota	\$291.00, plus \$5 for each dependent; aggregate not to exceed worker's net wages	\$296.00, plus \$9 for each dependent; aggregate not to exceed worker's net wages
Florida	\$307.00	\$315.00	Ohio	\$354.00	\$365.00
Georgia	\$155.00	\$175.00	Oregon	\$334.58	\$344.77
Hawaii	\$291.00	\$299.00	Pennsylvania	\$336.00	\$347.00
Idaho	\$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	\$269.00 to \$373.75, according to number of dependents, plus 7 percent of State's average weekly wage for each child up to 5 children	Rhode Island	\$307.00, plus \$9 for each dependent; aggregate not to exceed 80 percent of worker's average weekly wage	\$320.00, plus \$9 for each dependent; aggregate not to exceed 80 percent of worker's average weekly wage
Illinois	\$511.81	\$525.45	South Carolina	\$287.02	\$294.95
Indiana	\$178.00	\$190.00	South Dakota	\$254.00	\$262.00
Iowa	\$598.00	\$613.00	Tennessee	\$168.00	\$189.00
Kansas	\$239.00	\$247.00	Texas	\$217.00	\$224.00
Kentucky	\$304.80	\$316.54	Utah	\$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	\$329.00, 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	\$254.00	\$261.00	Vermont	\$293.00, plus \$10 for each dependent under age 21	\$465.00, plus \$10 for each dependent under age 21
Maryland	\$327.00	\$344.00	Virgin Islands	\$183.00	\$187.00
Massachusetts	\$360.50, plus \$6 for each dependent, if weekly benefits are below \$150	\$357.00, plus \$6 for each dependent, if weekly benefits are below \$150	Virginia	\$311.00	\$326.00
Michigan	\$358.00	\$375.00	Washington	\$260.00	\$269.70
Minnesota	\$342.00	\$360.00	West Virginia	\$332.83	\$343.06
Mississippi	\$133.00	\$140.00	Wisconsin	\$321.00	\$329.00
Missouri	\$233.84	\$243.78	Wyoming	\$353.00	\$376.80
Montana	\$292.00	\$299.00			
Nebraska	\$200.00	\$225.00			

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. Only two of the nine States (Arizona and California) made no changes in the benefit amounts. Two States (Maine and Oklahoma) froze benefit levels for a period of 2 and 3 years respectively. In one State (Alaska), the maximum weekly benefit remained the same.

into the Supplemental Pension Fund for no-dependency death cases due to occupational disease, just as they are required to do in cases of injury.

Benefits were increased for losses resulting from amputation. The maximum amount payable for total bodily impairment was increased to \$90,000, previously \$60,000. Compensation for all unspecified permanent partial disability resulting from the same injury was raised from a maximum of \$60,000 to \$90,000 and unspecified injuries to the back resulting from the same injury may not exceed a maximum of \$67,500, formerly \$45,000.

A self-insured employer is permitted to close claims (accepted after June 30, 1986, and before July 1, 1988) involving medical treatment only and/or payment of temporary disability compensation after the worker has returned to work.

By enactment, a regulatory and inspection program covering health services for the industrially injured worker was established. The new law gives the Director of the State Department of Labor and Industries permission to inspect and audit all

medical, dental, vocational, or other health services and records of injured workers.

Authority was given to the Department of Labor and Industries to conduct a study of permanent disabilities and possible methods for restoring an injured worker to self-supporting, able-bodied status.

A Joint Select Committee on Industrial Insurance was established to review and analyze the State's industrial insurance system and to monitor the implementation of recommendations made by previous committees on workers' compensation and industrial insurance.

West Virginia

Corporate officers are now allowed to elect workers' compensation coverage for themselves.

A statutory limit of 90 days has been placed on awards for temporary total disability.

The allowance for funeral expenses was increased from \$2,500 to \$3,500.

Payment of additional compensation to a recipient of a permanent total disability

award of 85 percent or more is prohibited.

The minimum percentage of disability for total loss of hearing in one ear was decreased from 25 percent to 22½ percent. For total loss of hearing in both ears, the percentage was reduced from 65 percent to 55 percent.

Wisconsin

No compromise agreement of liability for additional compensation relating to subsequent injury benefits that involves lump-sum compensation payments is permitted.

Wyoming

An experience rating system was implemented for determining employer premiums for workers' compensation insurance.

Medical consultants may be hired by the Workers' Compensation Division to review claims cases.

An \$800,000 appropriation was authorized for development and implementation of a computer system that can be used to administer the employer classification and rating system and to process claims. □

Major Agreements Expiring Next Month

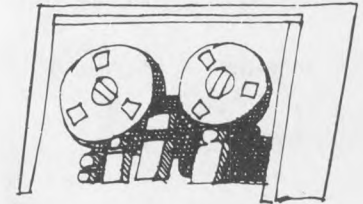


This list of selected collective bargaining agreements expiring in February is based on information collected by the Bureau's Office of Wages and Industrial Relations. The list includes agreements covering 1,000 workers or more. Private industry is arranged in order of Standard Industrial Classification.

Industry or activity	Employer and location	Labor organization ¹	Number of workers
Private			
Construction	Associated General Contractors and the Utility Contractors Association (New Jersey)	Laborers	10,000
Food products	Association of Bituminous Contractors (Interstate)	United Mine Workers	3,500
	Campbell Soup Co. (Napoleon, OH)	Food and Commercial Workers	1,800
	Quaker Oats Co. (Cedar Rapids, IA)	Retail, Wholesale, and Department Store	1,000
Apparel	Associated Fur Manufacturers and United Fur Manufacturers (New York, NY)	United Food and Commercial Workers	1,600
Printing	Dennison National Corp. (Holyoke, MA)	Graphic Communications	1,000
Glass	PPG industries (Interstate)	Aluminum, Brick, and Glass Workers	1,500
Farm and construction equipment	J. I. Case Co. (Interstate)	Auto Workers	5,500
Electrical equipment	Universal Manufacturing Co. (Mendenhall, MS)	International Brotherhood of Electrical Workers	1,400
Transportation equipment	Whirlpool Corp. (Evansville, IN)	Electronic Workers	2,400
	Litton Industries, Inc., Ingalls Shipbuilding Div. (Pascagoula, MS)	Metal Trades Council	6,000
	Rohr Industries, Inc. (Chula Vista, CA)	Machinists	4,200
	United Aircraft Corp., Sikorsky Aircraft Div.	Teamsters (Ind.)	6,200
Air transportation	USAir (Interstate)	Machinists	4,200
Utilities	San Diego Gas and Electric Co. (CA)	International Brotherhood of Electrical Workers	2,300
Retail trade	Kroger Food Stores (Little Rock, AR)	Food and Commercial Workers	1,800
	Kroger Food Stores (Houston, TX)	Food and Commercial Workers	6,000
	Safeway, Inc. (Houston, TX)	Food and Commercial Workers	6,500
	Safeway, Inc. (Little Rock, AR)	Food and Commercial Workers	1,800
Services	Council of Hawaii Hotels	Hotel Employees and Restaurant Employees	1,250
Amusements	Window Cleaning Employers Association (New York, NY)	Service Employees	1,250
	Television Film Labor Agreement (Interstate)	Musicians	2,800
	Basic Theatrical Motion Pictures Agreement (Interstate)	Musicians	2,200
Public			
Transportation	Missouri-Illinois Transit Authority (St. Louis, MO, area)	Amalgamated Transit Union	1,500
Public safety	Denver Transit Authority (Colorado)	Amalgamated Transit Union	1,500
	Milwaukee firefighters (Wisconsin)	International Association of Firefighters	1,000
Education	University of Cincinnati (Ohio)	State, County and Municipal Employees	1,500

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

Current Labor Statistics



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Series	Release date	Period covered	Release date	Period covered	Release date	Period covered	MLR table number
Employment situation	January 9	December	February 6	January	March 6	February	1; 4-21
Producer Price Index	January 9	December	February 13	January	March 13	February	2; 33-35
Consumer Price Index	January 21	December	February 27	January	March 27	February	2; 30-32
Real earnings	January 21	December	February 27	January	March 27	February	14-17
Major collective bargaining settlements	January 27	1986	.....	.....	.....	.....	3; 25-28
Employment Cost Index	January 27	4th quarter	.....	.....	.....	.....	1-3; 22-24
U.S. Import and Export Price Indexes	January 29	4th quarter	.....	.....	.....	.....	36-41
Productivity and costs: Nonfarm business and manufacturing .....	.....	.....	February 2	4th quarter	.....	.....	2; 42-44
Nonfinancial corporations .....	.....	.....	.....	.....	March 2	4th quarter	2; 42-44

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 are 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, 17, 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 seasonally adjusted with a 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 Estela Bee Dagum (Statistics Canada, Catalogue No. 12-564E, February 1980). The second change is that seasonal factors are calculated for use during the first 6 months of the year, rather than for the entire year, and then are calculated at midyear 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 1986 issue of the *Review*, to reflect experience through 1985.

Annual revisions of the seasonally adjusted payroll data shown in tables 13, 14, and 18 were made in the July 1986 *Review* 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. News 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 are 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 are 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.

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).

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 housework, those not working while attending school, those unable to work because of long-term illness, those discouraged from seeking work because of personal or job market factors, and those who are voluntarily idle. The **noninstitutional population** comprises all persons 16 years of age and older who are not inmates of penal or mental institutions, sanitariums, or homes for the aged, infirm, or needy, and members of the Armed Forces stationed in the United States. The **labor force participation rate** is the proportion of the noninstitutional population that is in the labor force. The **employment-population ratio** is total employment (including the resident Armed Forces) as a percent of the noninstitutional population.

Notes on the data

From time to time, and especially after a decennial census, adjustments are made in the Current Population Survey figures to correct for estimating errors during the preceding years. These adjustments affect the comparability of historical data. 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 1985.

Additional sources of information

For detailed explanations of the data, see *BLS Handbook of Methods*, Bulletin 2134-1 (Bureau of Labor Statistics, 1982), chapter 1, 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 1981 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 250,000 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 working supervisors and all nonsupervisory workers closely associated with production operations. Those workers mentioned in tables 12-17 include production workers in manufacturing and mining; construction workers in construction; and non-supervisory 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 Earners and Clerical Workers (CPI-W). The **Hourly Earnings Index** is calculated from average hourly earnings data adjusted to exclude the effects of two types of changes that are unrelated to underlying wage-rate developments: fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes and seasonal factors in the proportion of workers in high-wage and low-wage industries.

Hours represent the average weekly hours of production or nonsupervisory workers for which pay was received and are different from standard or scheduled hours. **Overtime hours** represent the portion of gross average weekly hours which were in excess of regular hours and for which overtime premiums were paid.

The **Diffusion Index**, introduced in the May 1983 *Review*, 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 1986 data, published in the July 1986 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 1984; seasonally adjusted data have been revised back to January 1981. These revisions were published in the *Supplement to Employment and Earnings* (Bureau of Labor Statistics, 1986). Unadjusted data from April 1985 forward, and seasonally adjusted data from January 1982 forward are subject to revision in future benchmarks.

In the establishment survey, estimates for the 2 most recent months are based on incomplete returns and are published as preliminary in the tables (13 to 16 in the *Review*). When all returns have been received, the estimates are revised and published as final in the third month of their appearance. Thus, August data are published as preliminary in October and November and as final in December. For the same reason, quarterly establishment data (table 1) are preliminary for the first 2 months of publication and final in the third month. Thus, second-quarter data are published as preliminary in August and September and as final in October.

COMPENSATION AND WAGE DATA

(Tables 1-3; 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 (Bureau of Labor Statistics, 1985) and its annual supplement. For a detailed discussion of the methodology of the survey, see *BLS Handbook of Methods*, Bulletin 2134-1 (Bureau of Labor Statistics, 1982), chapter 2. 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), chapter 4.

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.

Beginning with June 1986 data, fixed employment weights from the 1980 Census of Population are used each quarter to calculate the indexes for civilian, private, and State and local governments. (Prior to June 1986, the employment weights are from the 1970 Census of Population.) 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 1980 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's 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 the *Handbook of Methods*, Bulletin 2134-1 (Bureau of Labor Statistics, 1982), chapter 11, 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

(wage and benefit 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 the *BLS Handbook of Methods*, Bulletin 2134-1 (Bureau of Labor Statistics, 1982), chapter 10. 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 workdays lost by workers involved in the stoppages.

Days of idleness as a percent of estimated working time: Aggregate workdays lost as a percent of the aggregate number of standard workdays 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 2; 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 are 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, 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, 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*.

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, 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.

PRODUCTIVITY DATA (Tables 2; 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 deflated by the change in the Consumer Price Index for All Urban Consumers.

Unit labor costs are the labor compensation costs expended in the production of a unit of output and are 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.

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, 1985).

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 2134-1 (Bureau of Labor Statistics, 1982), chapter 13. Historical data for selected industries are provided in the Bureau's *Handbook of Labor Statistics*, 1985, Bulletin 2217.

INTERNATIONAL COMPARISONS (Tables 45–47)

Labor force and unemployment

Description of the series

Tables 45 and 46 present comparative measures of the labor force, employment, and unemployment—approximating U.S. concepts—for the United States, Canada, Australia, Japan, and six European countries. The unemployment statistics (and, to a lesser extent, employment statistics) published by other industrial countries are not, in most cases, comparable to U.S. unemployment statistics. Therefore, the Bureau adjusts the figures for selected countries, where necessary, for all known major definitional differences. Although precise comparability may not be achieved, these adjusted figures provide a better basis for international comparisons than the figures regularly published by each country.

Definitions

For the principal U.S. definitions of the **labor force**, **employment**, and **unemployment**, see the Notes section on EMPLOYMENT DATA: Household Survey Data.

Notes on the data

The adjusted statistics have been adapted to the age at which compulsory schooling ends in each country, rather than to the U.S. standard of 16 years of age and over. Therefore, the adjusted statistics relate to the population age 16 and over in France, Sweden, and from 1973 onward, Great Britain; 15 and over in Canada, Australia, Japan, Germany, the Netherlands, and prior to 1973, Great Britain; and 14 and over in Italy. The institutional population is included in the denominator of the labor force participation rates and employment-population ratios for Japan and Germany; it is excluded for the United States and the other countries.

In the U.S. labor force survey, persons on layoff who are awaiting recall to their job are classified as unemployed. European and Japanese layoff practices are quite different in nature from those in the United States; therefore, strict application of the U.S. definition has not been made on this point. For further information, see *Monthly Labor Review*, December 1981, pp. 8–11.

The figures for one or more recent years for France, Germany, Great Britain, Italy, and the Netherlands are calculated using adjustment factors based on labor force surveys for earlier years and are considered preliminary. The recent-year measures for these countries are, therefore, subject to revision whenever data from more current labor force surveys become available.

Additional sources of information

For further information, see *International Comparisons of Unemployment*, Bulletin 1979 (Bureau of Labor Statistics, 1978), Appendix B and unpublished Supplements to Appendix B available on request. The statistics are also analyzed periodically in the *Monthly Labor Review*. Additional historical data, generally beginning with 1959, are published in the *Handbook of Labor Statistics* and are available in unpublished statistical supplements to Bulletin 1979.

Manufacturing productivity and labor costs

Description of the series

Table 47 presents comparative measures of manufacturing labor productivity, hourly compensation costs, and unit labor costs for the United

States, Canada, Japan, and nine European countries. 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 output are unavailable.

Definitions

Output is constant value output (value added), generally taken from the national accounts of each country. While the national accounting methods for measuring real output differ considerably among the 12 countries, 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 refer to all employed persons including the self-employed in the United States and Canada; to all wage and salary employees in the other countries. The U.S. hours measure is hours paid; the hours measures for the other countries are hours worked.

Compensation (labor cost) includes all payments in cash or kind made directly to employees plus employer expenditures for legally required insurance programs and contractual and private benefit plans. In addition, for some countries, compensation is adjusted for other significant taxes on payrolls or employment (or reduced to reflect subsidies), even if they are not for the direct benefit of workers, because such taxes are regarded as labor costs. However, compensation does not include all items of labor cost. The costs of recruitment, employee training, and plant facilities and services—such as cafeterias and medical clinics—are not covered because data are not available for most countries. Self-employed workers are included in the U.S. and Canadian compensation figures by assuming that their hourly compensation is equal to the average for wage and salary employees.

Notes on the data

For most of the countries, 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 and the figures for the Netherlands exclude petroleum refining from 1969 to 1976. For all countries, manufacturing includes the activities of government enterprises.

The figures for one or more recent years are generally based on current indicators of manufacturing output, employment, hours, and hourly compensation and are considered preliminary until the national accounts and other statistics used for the long-term measures become available.

Additional sources of information

For additional information, see the *BLS Handbook of Methods*, Bulletin 2134-1 (Bureau of Labor Statistics, 1982), chapter 16 and periodic *Monthly Labor Review* articles. Historical data are provided in the Bureau's *Handbook of Labor Statistics*, Bulletin 2217, 1985. The statistics are issued twice per year—in a news release (generally in May) and in a *Monthly Labor Review* article (generally in December).

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, and so forth, 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 em-

ployee 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), chapter 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	1984	1985	1984					1985					1986		
			IV	I	II	III	IV	I	II	III	I	II	III		
Employment data															
Employment status of the civilian noninstitutionalized population (household survey) ¹															
Labor force participation rate	64.4	64.8	64.5	64.8	64.7	64.7	64.9	65.1	65.3	65.3	65.3				
Employment-population ratio	59.5	60.1	59.8	60.1	60.0	60.1	60.4	60.5	60.6	60.8	60.8				
Unemployment rate	7.5	7.2	7.2	7.3	7.3	7.2	7.0	7.1	7.2	6.9	6.9				
Men	7.4	7.0	7.1	7.1	7.1	7.0	6.9	6.8	7.1	6.9	6.9				
16 to 24 years	14.4	14.1	13.8	14.1	14.2	14.0	14.0	13.3	14.5	13.8	13.8				
25 years and over	5.7	5.3	5.4	5.4	5.4	5.3	5.2	5.3	5.4	5.4	5.4				
Women	7.6	7.4	7.5	7.6	7.5	7.4	7.2	7.3	7.3	6.9	6.9				
16 to 24 years	13.3	13.0	12.9	13.1	13.0	12.7	13.1	13.2	13.2	12.5	12.5				
25 years and over	6.0	5.9	5.9	6.0	6.0	5.9	5.5	5.7	5.7	5.4	5.4				
Unemployment rate, 15 weeks and over	2.4	2.0	2.1	2.0	2.0	2.0	1.9	1.9	1.9	2.0	2.0				
Employment, nonagricultural (payroll data), in thousands: ¹															
Total	94,496	97,614	94,064	96,581	97,295	97,897	97,295	99,403	99,848	100,316	100,316				
Private sector	78,472	81,199	78,096	80,341	80,958	81,414	80,958	82,731	83,144	83,650	83,650				
Goods-producing	24,727	24,930	24,690	24,970	24,947	24,866	24,947	25,028	24,952	24,872	24,872				
Manufacturing	19,378	19,314	19,381	19,439	19,323	19,241	19,323	19,284	19,194	19,116	19,116				
Service-producing	69,769	72,684	69,374	71,611	72,347	73,031	72,347	74,375	74,896	75,444	75,444				
Average hours:															
Private sector	35.2	34.9	35.2	35.0	34.9	34.9	34.9	34.9	34.8	34.7	34.7				
Manufacturing	40.7	40.5	40.8	40.4	40.4	40.6	40.4	40.7	40.7	40.7	40.7				
Overtime	3.4	3.3	3.5	3.3	3.2	3.3	3.2	3.4	3.4	3.5	3.5				
Employment Cost Index															
Percent change in the ECI, compensation:															
All workers (excluding farm, household, and Federal workers)	5.2	4.3	1.2	1.3	.7	1.6	.6	1.1	.7	1.1	1.1				
Private industry workers	4.9	3.9	1.3	1.2	.8	1.3	.6	1.1	.8	.7	.7				
Goods-producing ²	4.6	3.4	1.1	1.5	.7	.6	.6	1.1	.9	.6	.6				
Service-producing ²	5.1	4.4	1.4	1.0	1.0	1.8	.5	1.1	.6	.8	.8				
State and local government workers	6.6	5.7	1.0	1.2	.2	3.4	.7	1.0	.6	2.8	2.8				
Workers by bargaining status (private industry):															
Union	4.3	2.6	1.1	.7	.6	.8	.5	1.0	.2	.5	.5				
Nonunion	5.2	4.6	1.3	1.6	1.0	1.4	.6	1.2	.9	.8	.8				

¹ Quarterly data seasonally adjusted.

² Goods-producing industries include mining, construction, and manufacturing. Service-

producing industries include all other private sector industries.

2. Annual and quarterly percent changes in compensation, prices, and productivity

Selected measures	1984	1985	1984					1985				
			IV	I	II	III	IV	I	II	III		
Compensation data^{1, 2}												
Employment Cost Index--compensation (wages, salaries, benefits)												
Civilian nonfarm	5.2	4.3	1.2	1.3	0.7	1.6	0.6	1.1	0.7	1.1		
Private nonfarm	4.9	3.9	1.3	1.2	.8	1.3	.6	1.1	.8	.7		
Employment Cost Index--wages and salaries												
Civilian nonfarm	4.5	4.4	1.2	1.2	.9	1.7	.6	1.0	.8	1.1		
Private nonfarm	4.1	4.1	1.2	1.2	1.1	1.3	.6	1.0	.9	.7		
Price data¹												
Consumer Price Index (All urban consumers): All items	4.0	3.8	.3	1.0	1.1	.7	.9	-.4	.6	.7		
Producer Price Index												
Finished goods	1.7	1.8	.9	.0	.7	-1.4	2.5	-3.1	.5	-6		
Finished consumer goods	1.6	1.5	.8	-.3	.7	-1.4	2.5	-4.1	.4	-6		
Capital equipment	1.8	2.7	1.1	1.3	.4	-1.4	2.5	.2	.6	-6		
Intermediate materials, supplies, components	1.3	-.3	-.1	-.4	.2	-.5	.4	-2.9	-.9	-2		
Crude materials	-1.6	-5.6	-1.2	-3.1	-2.1	-4.5	4.3	-7.6	-1.5	-5		
Productivity data³												
Output per hour of all persons:												
Business sector	2.3	1.0	-.1	.9	2.7	3.4	-3.2	3.3	.5	.2		
Nonfarm business sector	1.8	.5	-.4	.3	1.8	2.2	-3.5	4.3	.5	.2		
Nonfinancial corporations ⁴	2.0	1.2	1.1	.8	2.2	4.9	-2.8	-.5	-.3	.3		

¹ Annual changes are December-to-December change. Quarterly changes are calculated using the last month of each quarter. Compensation and price data are not seasonally adjusted and the price data are not compounded.

² Excludes Federal and private household workers.

³ Annual rates of change are computed by comparing annual averages.

Quarterly percent changes reflect annual rates of change in quarterly indexes. The data are seasonally adjusted.

⁴ Output per hour of all employees.

3. Alternative measures of wage and compensation changes

Components	Quarterly average						Four quarters ended--					
	1985			1986			1985			1986		
	II	III	IV	I	II	III	II	III	IV	I	II	III
Average hourly compensation:¹												
All persons, business sector	5.1	4.4	3.8	2.5	2.8	2.9	4.5	4.4	4.4	3.9	3.4	3.0
All employees, nonfarm business sector	4.4	3.2	3.6	3.1	2.2	2.4	4.2	3.9	3.8	3.6	3.0	2.8
Employment Cost Index--compensation:												
Civilian nonfarm ² .....	.7	1.6	.6	1.1	.7	1.1	4.6	4.9	4.3	4.1	4.0	3.6
Private nonfarm .....	.8	1.3	.6	1.1	.8	.7	4.2	4.7	3.9	3.8	3.8	3.2
Union .....	.6	.8	.5	1.0	.2	.5	3.1	3.2	2.6	2.9	2.5	2.3
Nonunion	1.0	1.4	.6	1.2	.9	.8	4.9	5.4	4.6	4.2	4.2	3.5
State and local governments .....	.2	3.4	.7	1.0	.6	2.8	6.1	6.0	5.7	5.5	5.8	5.2
Employment Cost Index--wages and salaries:												
Civilian nonfarm ² .....	.9	1.7	.6	1.0	.8	1.1	4.5	5.0	4.4	4.2	4.1	3.5
Private nonfarm	1.1	1.3	.6	1.0	.9	.7	4.3	4.8	4.1	3.9	3.7	3.1
Union	1.1	.9	.5	.7	.4	.6	3.4	3.6	3.1	3.2	2.5	2.3
Nonunion	1.1	1.5	.6	1.1	.9	.7	4.8	5.4	4.6	4.3	4.1	3.4
State and local governments .....	.2	3.5	.8	1.0	.4	3.2	5.5	5.6	5.6	5.5	5.7	5.4
Total effective wage adjustments³												
From current settlements .....	.8	1.2	.5	.6	.7	.6	3.5	3.5	3.3	3.1	2.9	2.3
From prior settlements .....	.2	.2	.1	(⁴)	.2	.1	.9	.9	.7	.6	.5	.5
From cost-of-living provision .....	.5	.5	.2	.4	.6	.5	1.9	1.8	1.8	1.7	1.8	1.6
From negotiated wage adjustments from settlements ⁵ .....	.1	.4	.1	.2	(⁴)	(⁴)	.7	.8	.7	.8	.7	.2
Negotiated wage adjustments from settlements⁵												
First-year adjustments	2.5	2.0	2.1	.9	1.3	1.6	2.4	2.4	2.3	2.0	1.6	1.5
Annual rate over life of contract	2.8	3.1	1.9	1.5	2.0	2.0	2.4	2.5	2.7	2.5	2.2	1.9
Negotiated wage and benefit adjustments from settlements:⁵												
First-year adjustment	3.5	2.0	2.0	.4	.7	1.9	3.4	3.1	2.6	2.3	1.4	1.4
Annual rate over life of contract	3.4	3.0	1.4	1.2	1.6	1.9	2.7	2.7	2.7	2.6	2.0	1.6

¹ Seasonally adjusted.

² Excludes Federal and household workers.

³ Limited to major collective bargaining units of 1,000 workers or more. The most recent data are preliminary.

⁴ Data round to zero.

⁵ Limited to major collective bargaining units of 5,000 workers or more. The most recent data are preliminary.

4. Employment status of the total population, by sex, monthly data seasonally adjusted

(Numbers in thousands)

Employment status	Annual average		1985		1986										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
TOTAL															
Noninstitutional population ^{1, 2}	178,080	179,912	180,642	180,810	181,361	181,512	181,678	181,843	181,998	182,183	182,354	182,525	182,713	182,935	183,114
Labor force ²	115,241	117,167	117,832	117,927	118,477	118,779	118,900	118,929	119,351	119,796	119,744	119,879	119,936	120,231	120,405
Participation rate ³	64.7	65.1	65.2	65.2	65.3	65.4	65.4	65.4	65.6	65.8	65.7	65.7	65.6	65.7	65.8
Total employed ²	106,702	108,856	109,671	109,904	110,646	110,252	110,481	110,587	110,797	111,353	111,554	111,852	111,607	111,989	112,122
Employment-population ratio ⁴	59.9	60.5	60.7	60.8	61.0	60.7	60.8	60.8	60.9	61.1	61.2	61.3	61.1	61.2	61.2
Resident Armed Forces ¹	1,697	1,706	1,702	1,698	1,691	1,691	1,693	1,695	1,687	1,680	1,672	1,697	1,716	1,749	1,751
Civilian employed	105,005	107,150	107,969	108,206	108,955	108,561	108,788	108,892	109,110	109,673	109,882	110,155	109,891	110,240	110,371
Agriculture	3,321	3,179	3,070	3,151	3,299	3,096	3,285	3,222	3,160	3,165	3,112	3,048	3,121	3,149	3,225
Nonagricultural industries	101,685	103,971	104,899	105,055	105,655	105,465	105,503	105,670	105,950	106,508	106,769	107,107	106,770	107,091	107,146
Unemployed	8,539	8,312	8,161	8,023	7,831	8,527	8,419	8,342	8,554	8,443	8,190	8,027	8,329	8,242	8,283
Unemployment rate ⁵	7.4	7.1	6.9	6.8	6.6	7.2	7.1	7.0	7.2	7.0	6.8	6.7	6.9	6.9	6.9
Not in labor force	62,839	62,744	62,810	62,883	62,885	62,733	62,778	62,914	62,647	62,387	62,610	62,646	62,777	62,704	62,709
Men, 16 years and over															
Noninstitutional population ^{1, 2}	85,156	86,025	86,374	86,459	86,882	86,954	87,035	87,120	87,195	87,288	87,373	87,460	87,556	87,682	87,773
Labor force ²	65,386	65,967	66,176	66,139	66,679	66,838	66,864	66,757	66,943	66,964	66,936	66,944	67,094	67,132	67,394
Participation rate ³	76.8	76.7	76.6	76.5	76.7	76.9	76.8	76.6	76.8	76.7	76.6	76.5	76.6	76.6	76.8
Total employed ²	60,642	61,447	61,731	61,793	62,458	62,243	62,288	62,254	62,190	62,322	62,365	62,515	62,483	62,553	62,801
Employment-population ratio ⁴	71.2	71.4	71.5	71.5	71.9	71.6	71.6	71.5	71.3	71.4	71.4	71.5	71.4	71.3	71.5
Resident Armed Forces ¹	1,551	1,556	1,552	1,549	1,539	1,539	1,540	1,541	1,533	1,525	1,518	1,541	1,560	1,590	1,592
Civilian employed	59,091	59,891	60,179	60,244	60,919	60,704	60,748	60,713	60,657	60,797	60,847	60,974	60,923	60,963	61,209
Unemployed	4,744	4,521	4,445	4,346	4,221	4,595	4,577	4,503	4,754	4,642	4,571	4,429	4,611	4,578	4,592
Unemployment rate ⁵	7.3	6.9	6.7	6.6	6.3	6.9	6.8	6.7	7.1	6.9	6.8	6.6	6.9	6.8	6.8
Women, 16 years and over															
Noninstitutional population ^{1, 2}	92,924	93,886	94,266	94,351	94,479	94,558	94,643	94,723	94,803	94,895	94,981	95,065	95,156	95,253	95,341
Labor force ²	49,855	51,200	51,655	51,788	51,797	51,941	52,036	52,172	52,408	52,832	52,808	52,935	52,842	53,099	53,011
Participation rate ³	53.7	54.5	54.8	54.9	54.8	54.9	55.0	55.1	55.3	55.7	55.6	55.7	55.5	55.7	55.6
Total employed ²	46,061	47,409	47,939	48,111	48,187	48,009	48,194	48,333	48,608	49,031	49,189	49,337	49,125	49,436	49,321
Employment-population ratio ⁴	49.6	50.5	50.9	51.0	51.0	50.8	50.9	51.0	51.3	51.7	51.8	51.9	51.6	51.9	51.7
Resident Armed Forces ¹	146	150	149	149	152	152	153	154	154	155	154	156	156	159	159
Civilian employed	45,915	47,259	47,790	47,962	48,035	47,857	48,041	48,179	48,454	48,876	49,035	49,181	48,969	49,277	49,162
Unemployed	3,794	3,791	3,716	3,677	3,610	3,932	3,842	3,839	3,800	3,801	3,619	3,598	3,717	3,663	3,690
Unemployment rate ⁵	7.6	7.4	7.2	7.1	7.0	7.6	7.4	7.4	7.3	7.2	6.9	6.8	7.0	6.9	7.0

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).

5. Employment status of the civilian population, by sex, age, race and Hispanic origin, monthly data seasonally adjusted

(Numbers in thousands)

Employment status	Annual average		1985		1986										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
TOTAL															
Civilian noninstitutional population ¹	176,383	178,206	178,940	179,112	179,670	179,821	179,985	180,148	180,311	180,503	180,682	180,828	180,997	181,186	181,363
Civilian labor force	113,544	115,461	116,130	116,229	116,786	117,088	117,207	117,234	117,664	118,116	118,072	118,182	118,220	118,482	118,654
Participation rate	64.4	64.8	64.9	64.9	65.0	65.1	65.1	65.1	65.3	65.4	65.3	65.4	65.3	65.4	65.4
Employed	105,005	107,150	107,969	108,206	108,955	108,561	108,788	108,892	109,110	109,673	109,882	110,155	109,891	110,240	110,371
Employment-population ratio ²	59.5	60.1	60.3	60.4	60.6	60.4	60.4	60.4	60.5	60.8	60.8	60.9	60.7	60.8	60.9
Unemployed	8,539	8,312	8,161	8,023	7,831	8,527	8,419	8,342	8,554	8,443	8,190	8,027	8,329	8,242	8,283
Unemployment rate	7.5	7.2	7.0	6.9	6.7	7.3	7.2	7.1	7.3	7.1	6.9	6.8	7.0	7.0	7.0
Not in labor force	62,839	62,744	62,810	62,883	62,885	62,733	62,778	62,914	62,647	62,387	62,610	62,646	62,777	62,704	62,709
Men, 20 years and over															
Civilian noninstitutional population ¹	76,219	77,195	77,566	77,651	78,101	78,171	78,236	78,309	78,387	78,484	78,586	78,634	78,722	78,802	78,874
Civilian labor force	59,701	60,277	60,553	60,548	61,212	61,183	61,268	61,053	61,208	61,387	61,323	61,345	61,391	61,391	61,672
Participation rate	78.3	78.1	78.1	78.0	78.4	78.3	78.3	78.0	78.1	78.2	78.0	77.9	77.9	77.9	78.2
Employed	55,769	56,562	56,897	56,982	57,706	57,384	57,459	57,391	57,312	57,560	57,499	57,607	57,547	57,559	57,833
Employment-population ratio ²	73.2	73.3	73.4	73.4	73.9	73.4	73.4	73.3	73.1	73.3	73.2	73.3	73.1	73.0	73.3
Agriculture	2,418	2,278	2,210	2,278	2,349	2,258	2,411	2,347	2,278	2,320	2,266	2,173	2,272	2,288	2,300
Nonagricultural industries	53,351	54,284	54,687	54,704	55,356	55,127	55,048	55,043	55,034	55,241	55,233	55,435	55,275	55,271	55,533
Unemployed	3,932	3,715	3,656	3,566	3,507	3,799	3,809	3,663	3,897	3,827	3,824	3,628	3,798	3,831	3,839
Unemployment rate	6.6	6.2	6.0	5.9	5.7	6.2	6.2	6.0	6.4	6.2	6.2	5.9	6.2	6.2	6.2
Women, 20 years and over															
Civilian noninstitutional population ¹	85,429	86,506	86,901	86,988	87,112	87,185	87,263	87,355	87,444	87,547	87,629	87,689	87,779	87,856	87,933
Civilian labor force	45,900	47,283	47,713	47,870	47,895	47,921	47,952	48,107	48,409	48,805	48,916	48,989	48,922	49,061	49,038
Participation rate	53.7	54.7	54.9	55.0	55.0	55.0	55.0	55.1	55.4	55.7	55.8	55.9	55.7	55.8	55.8
Employed	42,793	44,154	44,656	44,882	44,980	44,710	44,797	45,009	45,284	45,701	45,918	45,999	45,879	46,062	46,059
Employment-population ratio ²	50.1	51.0	51.4	51.6	51.6	51.3	51.3	51.5	51.8	52.2	52.4	52.5	52.3	52.4	52.4
Agriculture	595	596	591	597	696	593	598	576	609	565	608	627	610	605	690
Nonagricultural industries	42,198	43,558	44,065	44,285	44,284	44,117	44,199	44,433	44,675	45,136	45,309	45,372	45,269	45,457	45,368
Unemployed	3,107	3,129	3,057	2,988	2,915	3,211	3,155	3,097	3,125	3,104	2,998	2,990	3,042	2,999	2,979
Unemployment rate	6.8	6.6	6.4	6.2	6.1	6.7	6.6	6.4	6.5	6.4	6.1	6.1	6.2	6.1	6.1
Both sexes, 16 to 19 years															
Civilian noninstitutional population ¹	14,735	14,506	14,472	14,474	14,458	14,465	14,485	14,484	14,480	14,472	14,467	14,505	14,496	14,527	14,557
Civilian labor force	7,943	7,901	7,864	7,811	7,678	7,984	7,987	8,074	8,047	7,923	7,833	7,958	7,953	8,030	7,944
Participation rate	53.9	54.5	54.3	54.0	53.1	55.2	55.1	55.7	55.6	54.7	54.1	54.9	54.9	55.3	54.6
Employed	6,444	6,434	6,416	6,342	6,269	6,467	6,532	6,492	6,515	6,411	6,465	6,549	6,465	6,619	6,480
Employment-population ratio ²	43.7	44.4	44.3	43.8	43.4	44.7	45.1	44.8	45.0	44.3	44.7	45.2	44.6	45.6	44.5
Agriculture	309	305	269	276	254	246	276	298	274	280	238	249	239	256	235
Nonagricultural industries	6,135	6,129	6,147	6,066	6,015	6,221	6,256	6,194	6,241	6,131	6,227	6,300	6,226	6,363	6,245
Unemployed	1,499	1,468	1,448	1,469	1,409	1,517	1,455	1,582	1,532	1,512	1,368	1,409	1,488	1,411	1,464
Unemployment rate	18.9	18.6	18.4	18.8	18.4	19.0	18.2	19.6	19.0	19.1	17.5	17.7	18.7	17.6	18.4
White															
Civilian noninstitutional population ¹	152,347	153,679	154,203	154,327	154,784	154,889	155,005	155,122	155,236	155,376	155,502	155,604	155,723	155,856	155,979
Civilian labor force	98,492	99,926	100,478	100,533	100,961	101,232	101,248	101,249	101,515	101,975	101,922	102,189	102,127	102,326	102,468
Participation rate	64.6	65.0	65.2	65.1	65.2	65.4	65.3	65.3	65.4	65.6	65.5	65.7	65.6	65.7	65.7
Employed	92,120	93,736	94,507	94,585	95,165	94,803	94,958	95,081	95,180	95,731	95,760	96,271	95,953	96,158	96,249
Employment-population ratio ²	60.5	61.0	61.3	61.3	61.5	61.2	61.3	61.3	61.3	61.6	61.6	61.9	61.6	61.7	61.7
Unemployed	6,372	6,191	5,971	5,948	5,796	6,429	6,290	6,168	6,335	6,244	6,162	5,918	6,174	6,169	6,219
Unemployment rate	6.5	6.2	5.9	5.9	5.7	6.4	6.2	6.1	6.2	6.1	6.0	5.8	6.0	6.0	6.1
Black															
Civilian noninstitutional population ¹	19,348	19,664	19,790	19,819	19,837	19,863	19,889	19,916	19,943	19,974	20,002	20,028	20,056	20,089	20,120
Civilian labor force	12,033	12,364	12,457	12,522	12,548	12,545	12,656	12,740	12,781	12,754	12,601	12,473	12,630	12,732	12,720
Participation rate	62.2	62.9	62.9	63.2	63.3	63.2	63.6	64.0	64.1	63.9	63.0	62.3	63.0	63.4	63.2
Employed	10,119	10,501	10,518	10,657	10,737	10,690	10,791	10,856	10,889	10,825	10,836	10,654	10,757	10,893	10,899
Employment-population ratio ²	52.3	53.4	53.1	53.8	54.1	53.8	54.3	54.5	54.6	54.2	54.2	53.2	53.6	54.2	54.2
Unemployed	1,914	1,864	1,939	1,865	1,810	1,855	1,865	1,884	1,892	1,929	1,766	1,819	1,873	1,838	1,820
Unemployment rate	15.9	15.1	15.6	14.9	14.4	14.8	14.7	14.8	14.8	15.1	14.0	14.6	14.8	14.4	14.3

See footnotes at end of table.

5. Continued— Employment status of the civilian population, by sex, age, race and Hispanic origin, monthly data seasonally adjusted

(Numbers in thousands)

Employment status	Annual average		1985		1986										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Hispanic origin															
Civilian noninstitutional population ¹	11,478	11,915	12,075	12,111	12,148	12,184	12,219	12,255	12,290	12,326	12,362	12,397	12,432	12,469	12,505
Civilian labor force	7,451	7,698	7,782	7,772	7,787	7,943	7,920	7,975	8,002	8,110	8,123	8,102	8,170	8,210	8,244
Participation rate	64.9	64.6	64.4	64.2	64.1	65.2	64.8	65.1	65.1	65.8	65.7	65.4	65.7	65.8	65.9
Employed	6,651	6,888	6,953	6,962	6,998	6,969	7,105	7,144	7,123	7,251	7,274	7,213	7,264	7,351	7,461
Employment-population ratio ²	57.9	57.8	57.6	57.5	57.6	57.2	58.2	58.3	58.0	58.8	58.8	58.2	58.4	59.0	59.7
Unemployed	800	811	829	810	789	974	815	832	878	858	849	889	906	858	783
Unemployment rate	10.7	10.5	10.7	10.4	10.1	12.3	10.3	10.4	11.0	10.6	10.5	11.0	11.1	10.5	9.5

¹ The population figures are not seasonally adjusted.

² Civilian employment as a percent of the civilian noninstitutional population.

because data for the "other races" groups are not presented and Hispanics are included in both the white and black population groups.

NOTE: Detail for the above race and Hispanic-origin groups will not sum to totals

6. Selected employment indicators, monthly data seasonally adjusted

(In thousands)

Selected categories	Annual average		1985		1986										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
CHARACTERISTIC															
Civilian employed, 16 years and over	105,005	107,150	107,969	108,206	108,955	108,561	108,788	108,892	109,110	109,673	109,882	110,155	109,891	110,240	110,371
Men	59,091	59,891	60,179	60,244	60,919	60,704	60,748	60,713	60,657	60,797	60,847	60,974	60,923	60,963	61,209
Women	45,915	47,259	47,790	47,962	48,035	47,857	48,041	48,179	48,454	48,876	49,035	49,181	48,969	49,277	49,162
Married men, spouse present ..	39,056	39,248	39,314	39,278	39,615	39,382	39,365	39,555	39,614	39,626	39,611	39,716	39,623	39,668	39,979
Married women, spouse present ..	25,636	26,336	26,721	26,804	26,958	26,593	26,656	26,802	26,920	27,427	27,523	27,438	27,203	27,330	27,326
Women who maintain families ..	5,465	5,597	5,605	5,693	5,702	5,733	5,771	5,812	5,718	5,668	5,829	5,826	5,927	6,056	6,062
MAJOR INDUSTRY AND CLASS OF WORKER															
Agriculture:															
Wage and salary workers	1,555	1,535	1,537	1,572	1,673	1,519	1,689	1,587	1,480	1,498	1,486	1,469	1,501	1,562	1,599
Self-employed workers	1,553	1,458	1,361	1,409	1,492	1,444	1,453	1,475	1,486	1,504	1,427	1,379	1,472	1,458	1,427
Unpaid family workers	213	185	158	164	163	156	172	180	186	154	171	178	157	159	213
Nonagricultural industries:															
Wage and salary workers	93,565	95,871	96,676	96,921	97,911	97,516	97,698	97,831	97,994	98,372	98,206	98,667	98,738	98,864	98,812
Government	15,770	16,031	16,157	16,194	16,418	16,104	16,095	16,187	16,325	16,387	16,647	16,479	16,307	16,243	16,487
Private industries	77,794	79,841	80,519	80,727	81,494	81,412	81,604	81,643	81,669	81,984	81,559	82,188	82,432	82,621	82,325
Private households	1,238	1,249	1,197	1,131	1,256	1,197	1,213	1,321	1,275	1,279	1,243	1,261	1,234	1,216	1,168
Other	76,556	78,592	79,322	79,596	80,238	80,216	80,390	80,322	80,394	80,705	80,317	80,927	81,198	81,405	81,157
Self-employed workers	7,785	7,811	8,013	7,903	7,655	7,669	7,644	7,571	7,757	7,807	8,081	7,982	7,927	7,996	8,210
Unpaid family workers	335	289	249	250	273	270	240	253	229	235	254	282	277	262	253
PERSONS AT WORK PART TIME¹															
All industries:															
Part time for economic reasons ..	5,744	5,590	5,498	5,494	5,543	5,377	5,538	5,923	5,980	5,537	5,399	5,443	5,544	5,772	5,553
Slack work	2,430	2,430	2,306	2,303	2,364	2,369	2,330	2,603	2,659	2,434	2,484	2,411	2,496	2,524	2,523
Could only find part-time work ..	2,948	2,819	2,883	2,864	2,883	2,703	2,953	2,974	2,893	2,810	2,624	2,711	2,764	2,847	2,674
Voluntary part time	13,169	13,489	13,645	13,556	13,958	13,817	13,754	13,933	13,638	14,268	13,991	14,023	13,860	14,257	14,021
Nonagricultural industries:															
Part time for economic reasons ..	5,512	5,334	5,295	5,294	5,275	5,158	5,301	5,621	5,673	5,320	5,191	5,259	5,298	5,501	5,309
Slack work	2,291	2,273	2,196	2,195	2,208	2,224	2,159	2,430	2,523	2,308	2,323	2,286	2,327	2,334	2,383
Could only find part-time work ..	2,866	2,730	2,784	2,760	2,776	2,636	2,861	2,849	2,790	2,724	2,579	2,660	2,712	2,759	2,579
Voluntary part time	12,704	13,038	13,194	13,122	13,441	13,369	13,285	13,599	13,191	13,779	13,656	13,683	13,468	13,811	13,540

¹ Excludes persons "with a job but not at work" during the survey period for such reasons as vacation, illness, or industrial disputes.

7. Selected unemployment indicators, monthly data seasonally adjusted

(Unemployment rates)

Selected categories	Annual average		1985		1986										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
CHARACTERISTIC															
Total, all civilian workers	7.5	7.2	7.0	6.9	6.7	7.3	7.2	7.1	7.3	7.1	6.9	6.8	7.0	7.0	7.0
Both sexes, 16 to 19 years	18.9	18.6	18.4	18.8	18.4	19.0	18.2	19.6	19.0	19.1	17.5	17.7	18.7	17.6	18.4
Men, 20 years and over	6.6	6.2	6.0	5.9	5.7	6.2	6.2	6.0	6.4	6.2	6.2	5.9	6.2	6.2	6.2
Women, 20 years and over	6.8	6.6	6.4	6.2	6.1	6.7	6.6	6.4	6.5	6.4	6.1	6.1	6.2	6.1	6.1
White, total	6.5	6.2	5.9	5.9	5.7	6.4	6.2	6.1	6.2	6.1	6.0	5.8	6.0	6.0	6.1
Both sexes, 16 to 19 years	16.0	15.7	15.5	15.9	14.9	16.2	14.5	16.4	16.0	16.2	15.0	15.2	16.1	15.4	16.3
Men, 16 to 19 years	16.8	16.5	15.8	16.2	14.7	16.5	15.3	17.2	17.3	17.8	15.3	16.7	17.0	15.4	16.3
Women, 16 to 19 years	15.2	14.8	15.1	15.5	15.1	15.8	13.7	15.6	14.7	14.4	14.7	13.5	15.2	15.4	16.3
Men, 20 years and over	5.7	5.4	5.2	5.1	5.0	5.4	5.5	5.2	5.5	5.4	5.5	5.0	5.4	5.4	5.4
Women, 20 years and over	5.8	5.7	5.4	5.4	5.3	5.9	5.8	5.5	5.5	5.4	5.3	5.2	5.3	5.2	5.2
Black, total	15.9	15.1	15.6	14.9	14.4	14.8	14.7	14.8	14.8	15.1	14.0	14.6	14.8	14.4	14.3
Both sexes, 16 to 19 years	42.7	40.2	40.8	41.6	41.9	39.1	43.7	42.6	40.8	40.2	38.6	39.5	38.3	34.8	35.1
Men, 16 to 19 years	42.7	41.0	45.2	41.0	41.3	38.7	44.1	41.4	40.8	38.5	41.6	37.4	38.9	38.1	34.2
Women, 16 to 19 years	42.6	39.2	36.0	42.3	42.4	39.5	43.4	43.7	40.8	41.9	35.1	41.8	37.8	31.6	36.0
Men, 20 years and over	14.3	13.2	13.7	13.1	12.7	13.3	12.6	12.6	12.7	13.3	12.7	13.2	13.7	13.5	13.1
Women, 20 years and over	13.5	13.1	13.6	12.6	12.0	12.5	12.2	12.5	12.8	12.8	11.9	12.5	12.5	12.4	12.6
Hispanic origin, total	10.7	10.5	10.7	10.4	10.1	12.3	10.3	10.4	11.0	10.6	10.5	11.0	11.1	10.5	9.5
Married men, spouse present	4.6	4.3	4.3	4.3	4.3	4.5	4.5	4.2	4.5	4.5	4.4	4.1	4.2	4.6	4.5
Married women, spouse present	5.7	5.6	5.5	5.3	5.1	5.5	5.6	5.3	5.4	5.2	5.3	5.1	5.0	5.0	5.0
Women who maintain families	10.3	10.4	10.0	9.4	9.9	9.9	10.1	9.4	10.2	10.1	9.2	10.3	10.1	8.8	9.8
Full-time workers	7.2	6.8	6.7	6.6	6.4	6.9	6.9	6.7	7.0	6.7	6.6	6.4	6.7	6.6	6.6
Part-time workers	9.3	9.3	8.8	9.0	8.4	9.4	9.1	9.6	9.2	9.1	9.0	9.3	9.3	9.2	9.2
Unemployed 15 weeks and over	2.4	2.0	1.9	1.9	1.8	2.0	1.9	1.8	1.9	2.0	1.9	1.9	2.0	1.8	1.9
Labor force time lost ¹	8.6	8.1	7.9	7.8	7.6	8.1	8.1	8.1	8.3	8.1	7.7	7.7	8.0	7.9	7.8
INDUSTRY															
Nonagricultural private wage and salary workers	7.4	7.2	7.0	6.9	6.7	7.2	7.2	7.2	7.3	7.1	7.2	6.9	7.0	7.0	7.0
Mining	10.0	9.5	7.3	10.3	10.9	9.2	10.4	12.8	13.7	17.6	17.0	16.7	13.3	14.4	15.3
Construction	14.3	13.1	13.4	12.6	12.9	13.2	13.0	12.0	13.3	12.1	13.2	12.2	12.7	14.1	15.3
Manufacturing	7.5	7.7	7.7	7.3	7.0	7.2	7.2	6.8	7.5	7.3	6.9	6.8	7.0	7.3	7.2
Durable goods	7.2	7.6	7.6	7.3	7.0	7.4	6.8	6.8	7.3	7.1	6.7	6.9	6.5	7.3	6.6
Non-durable goods	7.8	7.8	7.8	7.3	7.1	7.0	7.7	6.8	7.7	7.5	7.2	6.7	7.8	7.3	8.1
Transportation and public utilities	5.5	5.1	5.1	5.0	4.3	5.3	6.1	5.6	5.3	5.5	6.1	4.6	4.7	5.2	4.2
Wholesale and retail trade	8.0	7.6	7.5	7.6	7.2	7.8	7.6	8.1	8.1	7.7	7.8	7.4	7.6	7.4	7.1
Finance and service industries	5.9	5.6	5.4	5.3	5.2	5.9	5.7	5.9	5.5	5.4	5.7	5.7	5.6	5.3	5.4
Government workers	4.5	3.9	3.6	3.8	3.4	3.8	4.0	3.5	3.7	3.6	3.2	3.2	3.5	3.8	3.6
Agricultural wage and salary workers	13.5	13.2	12.5	10.6	10.9	14.3	11.9	13.4	15.8	13.2	11.6	13.8	13.5	11.7	9.5

¹ Aggregate hours lost by the unemployed and persons on part time for economic reasons as a percent of potentially available labor force hours.

8. Unemployment rates by sex and age, monthly data seasonally adjusted

(Civilian workers)

Sex and age	Annual average		1985		1986										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
	Total, 16 years and over	7.5	7.2	7.0	6.9	6.7	7.3	7.2	7.1	7.3	7.1	6.9	6.8	7.0	7.0
16 to 24 years	13.9	13.6	13.5	13.3	13.0	13.6	13.2	13.9	14.2	13.5	13.0	12.8	13.8	12.9	12.9
16 to 19 years	18.9	18.6	18.4	18.8	18.4	19.0	18.2	19.6	19.0	19.1	17.5	17.7	18.7	17.6	18.4
16 to 17 years	21.2	21.0	21.4	21.1	20.9	21.8	19.4	20.9	21.1	20.6	19.4	19.6	20.3	19.1	21.3
18 to 19 years	17.4	17.0	16.9	17.5	16.4	17.2	17.1	18.9	17.5	17.9	15.7	16.6	17.4	16.3	16.7
20 to 24 years	11.5	11.1	11.0	10.6	10.4	10.8	10.6	10.9	11.7	10.7	10.8	10.2	11.2	10.4	10.1
25 years and over	5.8	5.6	5.4	5.3	5.1	5.7	5.7	5.4	5.5	5.6	5.4	5.3	5.4	5.5	5.5
25 to 54 years	6.1	5.8	5.6	5.5	5.4	5.9	5.9	5.8	5.9	5.9	5.8	5.6	5.6	5.8	5.8
55 years and over	4.5	4.1	3.8	3.9	3.9	4.4	4.3	3.9	3.6	3.7	3.8	3.7	4.1	4.2	3.9
Men, 16 years and over	7.4	7.0	6.9	6.7	6.5	7.0	7.0	6.9	7.3	7.1	7.0	6.8	7.0	7.0	7.0
16 to 24 years	14.4	14.1	13.9	13.5	12.8	13.6	13.6	14.5	15.0	14.0	13.5	13.3	14.5	13.0	13.3
16 to 19 years	19.6	19.5	19.4	19.3	18.2	19.3	18.9	20.2	20.4	20.1	18.2	19.2	19.4	18.0	18.2
16 to 17 years	21.9	21.9	20.9	21.6	20.9	23.2	20.0	21.2	21.6	19.4	20.0	21.0	21.9	19.7	21.8
18 to 19 years	18.3	17.9	18.7	18.0	16.2	16.6	17.8	19.7	19.6	20.4	16.1	18.1	17.4	16.7	15.7
20 to 24 years	11.9	11.4	11.2	10.6	10.3	10.7	11.0	11.6	12.2	11.0	11.2	10.3	12.0	10.4	10.8
25 years and over	5.7	5.3	5.2	5.1	5.0	5.5	5.5	5.2	5.4	5.5	5.5	5.3	5.3	5.6	5.5
25 to 54 years	5.9	5.6	5.4	5.4	5.3	5.7	5.7	5.5	5.8	5.8	5.8	5.5	5.5	5.8	5.8
55 years and over	4.6	4.1	4.0	3.9	3.9	4.4	4.3	3.9	3.8	4.1	3.9	4.1	4.3	4.6	4.1
Women, 16 years and over	7.6	7.4	7.2	7.1	7.0	7.6	7.4	7.4	7.3	7.2	6.9	6.8	7.1	6.9	7.0
16 to 24 years	13.3	13.0	13.1	13.2	13.2	13.6	12.7	13.2	13.3	13.0	12.5	12.1	12.9	12.8	12.5
16 to 19 years	18.0	17.6	17.4	18.3	18.5	18.6	17.5	19.0	17.6	18.0	16.6	16.0	17.9	17.1	18.6
16 to 17 years	20.4	20.0	22.0	20.6	20.8	20.2	18.7	20.5	20.5	21.9	18.7	18.1	18.5	18.4	20.7
18 to 19 years	16.6	16.0	15.1	16.9	16.5	17.7	16.3	18.1	15.3	15.1	15.3	15.0	17.3	15.9	17.7
20 to 24 years	10.9	10.7	10.8	10.6	10.5	11.0	10.1	10.0	11.1	10.4	10.4	10.1	10.3	10.5	9.3
25 years and over	6.0	5.9	5.6	5.4	5.3	5.9	5.9	5.8	5.7	5.7	5.4	5.4	5.5	5.4	5.5
25 to 54 years	6.3	6.2	5.9	5.7	5.6	6.2	6.3	6.2	6.1	6.1	5.7	5.8	5.8	5.7	5.8
55 years and over	4.2	4.1	3.6	3.9	3.8	4.4	4.4	3.8	3.4	3.1	3.6	3.1	3.8	3.7	3.5

9. Unemployed persons by reason for unemployment, monthly data seasonally adjusted

(Numbers in thousands)

Reason for unemployment	Annual average		1985		1986										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Job losers	4,421	4,139	4,081	3,933	3,776	4,162	4,246	4,034	4,311	4,335	3,937	3,831	4,044	3,979	3,959
On layoff	1,171	1,157	1,175	1,132	1,163	1,152	1,164	1,028	1,133	1,066	1,079	990	1,014	1,082	1,084
Other job losers	3,250	2,982	2,906	2,801	2,613	3,010	3,082	3,006	3,178	3,269	2,858	2,841	3,030	2,897	2,876
Job leavers	823	877	808	876	996	1,001	1,002	1,110	975	1,013	1,034	978	1,043	997	1,072
Reentrants	2,184	2,256	2,226	2,225	2,066	2,292	2,197	2,191	2,217	2,064	2,223	2,232	2,118	2,223	2,124
New entrants	1,110	1,039	1,055	1,033	1,025	1,097	1,000	1,059	1,062	1,059	965	1,000	1,044	955	1,103
PERCENT OF UNEMPLOYED															
Job losers	51.8	49.8	50.0	48.8	48.0	48.7	50.3	48.1	50.3	51.2	48.3	47.6	49.0	48.8	47.9
On layoff	13.7	13.9	14.4	14.0	14.8	13.5	13.8	12.2	13.2	12.6	13.2	12.3	12.3	13.3	13.1
Other job losers	38.1	35.9	35.6	34.7	33.2	35.2	36.5	35.8	37.1	38.6	35.0	35.3	36.7	35.5	34.8
Job leavers	9.6	10.6	9.9	10.9	12.7	11.7	11.9	13.2	11.4	12.0	12.7	12.2	12.6	12.2	13.0
Reentrants	25.6	27.1	27.2	27.6	26.3	26.8	26.0	26.1	25.9	24.4	27.2	27.8	25.7	27.3	25.7
New entrants	13.0	12.5	12.9	12.8	13.0	12.8	11.8	12.6	12.4	12.5	11.8	12.4	12.7	11.7	13.4
PERCENT OF CIVILIAN LABOR FORCE															
Job losers	3.9	3.6	3.5	3.4	3.2	3.6	3.6	3.4	3.7	3.7	3.3	3.2	3.4	3.4	3.3
Job leavers	.7	.8	.7	.8	.9	.9	.9	.9	.8	.9	.9	.8	.9	.8	.9
Reentrants	1.9	2.0	1.9	1.9	1.8	2.0	1.9	1.9	1.9	1.7	1.9	1.9	1.8	1.9	1.8
New entrants	1.0	.9	.9	.9	.9	.9	.9	.9	.9	.9	.8	.8	.9	.8	.9

10. Duration of unemployment, monthly data seasonally adjusted

(Numbers in thousands)

Weeks of unemployment	Annual average		1985		1986										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Less than 5 weeks	3,350	3,498	3,465	3,374	3,311	3,562	3,589	3,628	3,705	3,384	3,394	3,427	3,407	3,418	3,372
5 to 14 weeks	2,451	2,509	2,448	2,460	2,441	2,622	2,640	2,685	2,737	2,708	2,486	2,379	2,533	2,584	2,634
15 weeks and over	2,737	2,305	2,205	2,188	2,056	2,340	2,258	2,135	2,209	2,320	2,256	2,295	2,405	2,167	2,216
15 to 26 weeks	1,104	1,025	894	973	969	1,149	1,099	1,001	1,072	1,036	1,066	1,086	1,114	929	1,021
27 weeks and over	1,634	1,280	1,311	1,215	1,087	1,191	1,159	1,134	1,137	1,284	1,190	1,209	1,291	1,238	1,195
Mean duration in weeks	18.2	15.6	15.7	15.4	14.9	15.3	14.4	14.3	14.4	15.2	15.0	15.8	15.6	15.2	14.8
Median duration in weeks	7.9	6.8	6.9	6.9	6.8	6.9	6.8	6.5	6.6	7.3	7.1	7.2	7.2	7.0	7.0

11. Unemployment rates of civilian workers by State, data not seasonally adjusted

State	Oct. 1985	Oct. 1986	State	Oct. 1985	Oct. 1986
Alabama	8.0	9.4	Montana	6.3	6.6
Alaska	8.4	10.8	Nebraska	4.7	4.2
Arizona	6.2	6.9	Nevada	7.5	5.2
Arkansas	7.5	8.2	New Hampshire	3.1	2.4
California	7.2	6.2	New Jersey	5.5	4.8
Colorado	5.4	7.2	New Mexico	8.5	8.8
Connecticut	4.2	3.3	New York	6.6	5.5
Delaware	4.2	3.6	North Carolina	4.6	5.1
District of Columbia	8.1	8.1	North Dakota	4.7	4.6
Florida	5.3	5.8	Ohio	9.0	7.8
Georgia	6.2	5.5	Oklahoma	6.7	7.8
Hawaii	5.4	4.3	Oregon	7.4	7.1
Idaho	6.1	6.9	Pennsylvania	7.1	5.7
Illinois	9.2	7.3	Rhode Island	3.8	3.3
Indiana	6.7	6.2	South Carolina	6.4	5.4
Iowa	6.8	5.7	South Dakota	4.5	4.2
Kansas	4.5	5.5	Tennessee	7.1	7.1
Kentucky	8.4	6.9	Texas	7.6	8.9
Louisiana	11.3	12.9	Utah	4.9	5.7
Maine	4.3	4.2	Vermont	3.6	3.9
Maryland	4.3	4.3	Virginia	5.2	4.7
Massachusetts	3.3	3.4	Washington	7.1	7.4
Michigan	9.6	8.1	West Virginia	11.3	11.5
Minnesota	4.9	4.3	Wisconsin	5.9	6.4
Mississippi	9.1	11.1	Wyoming	6.4	8.1
Missouri	5.6	6.2			

NOTE: Some data in this table may differ from data published elsewhere because of the continual updating of the database.

12. Employment of workers on nonagricultural payrolls by State, data not seasonally adjusted

(In thousands)

State	Oct. 1985	Sept. 1986	Oct. 1986 ^P	State	Oct. 1985	Sept. 1986	Oct. 1986 ^P
Alabama	1,436.1	1,442.1	1,453.6	Nebraska	659.4	663.7	670.8
Alaska	235.5	234.2	224.3	Nevada	454.9	473.0	473.4
Arizona	1,305.4	1,354.6	1,355.7	New Hampshire	479.4	495.4	495.5
Arkansas	816.9	839.2	837.8	New Jersey	3,457.9	3,553.7	3,563.3
California	11,118.3	11,305.4	11,358.4	New Mexico	525.4	524.6	527.0
Colorado	1,436.4	1,441.6	1,450.8	New York	7,853.4	7,948.5	8,015.0
Connecticut	1,592.7	1,623.2	1,625.4	North Carolina	2,692.3	2,752.7	2,772.0
Delaware	298.7	301.6	304.7	North Dakota	255.3	252.4	252.7
District of Columbia	630.9	648.8	649.2	Ohio	4,456.8	4,570.1	4,586.4
Florida	4,457.0	4,575.8	4,620.8	Oklahoma	1,181.7	1,146.1	1,149.7
Georgia	2,606.0	2,672.9	2,683.7	Oregon	1,058.5	1,068.8	1,078.9
Hawaii	423.2	426.1	431.4	Pennsylvania	4,809.1	4,852.2	4,884.1
Idaho	349.9	344.2	342.4	Rhode Island	432.1	433.4	436.5
Illinois	4,802.3	4,857.3	4,867.8	South Carolina	1,321.3	1,358.9	1,362.6
Indiana	2,225.6	2,296.3	2,303.0	South Dakota	249.0	253.3	254.7
Iowa	1,091.2	1,072.3	1,081.3	Tennessee	1,895.2	1,964.9	1,975.0
Kansas	990.3	999.3	1,003.5	Texas	6,737.0	6,676.0	6,693.8
Kentucky	1,266.4	1,288.7	1,293.9	Utah	637.6	643.9	643.4
Louisiana	1,609.0	1,517.8	1,520.3	Vermont	230.9	227.8	228.9
Maine	470.6	484.9	483.2	Virginia	2,498.7	2,562.1	2,581.3
Maryland	1,906.2	1,942.6	1,957.6	Washington	1,745.1	1,794.1	1,795.8
Massachusetts	2,959.5	2,990.9	3,000.0	West Virginia	602.5	601.2	601.4
Michigan	3,567.6	3,611.9	3,629.4	Wisconsin	2,014.0	2,047.5	2,044.2
Minnesota	1,901.2	1,923.8	1,929.8	Wyoming	209.1	201.0	196.9
Mississippi	852.6	856.5	860.4	Puerto Rico	685.7	703.1	710.6
Missouri	2,134.3	2,182.6	2,171.6	Virgin Islands	35.6	35.8	36.3
Montana	281.4	273.9	273.8				

^P = preliminary

NOTE: Some data in this table may differ from data published elsewhere

because of the continual updating of the database.

13. Employment of workers on nonagricultural payrolls by industry, monthly data seasonally adjusted

(In thousands)

Industry	Annual average		1985		1986										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL	94,496	97,614	98,666	98,910	99,296	99,429	99,484	99,783	99,918	99,843	100,105	100,283	100,560	100,820	101,069
PRIVATE SECTOR	78,472	81,199	82,073	82,281	82,659	82,748	82,785	83,072	83,198	83,161	83,508	83,655	83,786	83,961	84,197
GOODS PRODUCING	24,727	24,930	24,931	24,977	25,101	25,038	24,945	25,038	24,965	24,854	24,869	24,888	24,858	24,872	24,912
Mining	966	930	907	901	897	880	852	821	790	772	768	753	743	747	741
Oil and gas extraction	607	585	565	560	556	541	518	488	461	446	442	431	422	424	419
Construction	4,383	4,687	4,765	4,787	4,901	4,864	4,838	4,972	4,974	4,947	4,980	5,012	5,010	4,997	5,008
General building contractors	1,161	1,251	1,283	1,287	1,330	1,320	1,298	1,315	1,314	1,299	1,299	1,306	1,301	1,301	1,310
Manufacturing	19,378	19,314	19,259	19,289	19,303	19,294	19,255	19,245	19,201	19,135	19,121	19,123	19,105	19,128	19,163
Production workers	13,285	13,130	13,074	13,100	13,111	13,097	13,061	13,060	13,025	12,979	12,961	12,971	12,960	12,986	13,033
Durable goods	11,505	11,516	11,453	11,461	11,466	11,455	11,418	11,415	11,378	11,307	11,294	11,302	11,271	11,276	11,289
Production workers	7,739	7,660	7,594	7,595	7,595	7,579	7,545	7,547	7,519	7,462	7,441	7,458	7,438	7,443	7,466
Lumber and wood products	704	700	708	710	716	716	715	719	719	721	724	729	734	739	746
Furniture and fixtures	487	493	493	494	494	494	493	494	496	496	498	499	500	500	500
Stone, clay, and glass products ...	593	591	591	593	596	597	594	600	599	597	593	592	594	591	589
Primary metal industries	857	813	801	803	798	795	787	785	780	761	758	751	749	749	751
Blast furnaces and basic steel products	334	305	302	303	300	299	293	291	288	286	285	272	270	272	272
Fabricated metal products	1,463	1,468	1,459	1,456	1,455	1,452	1,450	1,451	1,447	1,440	1,428	1,429	1,433	1,429	1,427
Machinery, except electrical	2,198	2,182	2,139	2,133	2,137	2,127	2,118	2,111	2,100	2,089	2,079	2,072	2,044	2,039	2,039
Electrical and electronic equipment	2,208	2,207	2,179	2,182	2,182	2,181	2,177	2,177	2,175	2,143	2,169	2,168	2,162	2,169	2,168
Transportation equipment	1,901	1,971	1,993	1,998	1,996	1,998	1,989	1,986	1,972	1,974	1,969	1,985	1,979	1,984	1,995
Motor vehicles and equipment	862	876	870	872	867	864	858	854	839	839	824	839	834	830	839
Instruments and related products	714	723	723	725	724	725	726	723	721	717	713	713	713	712	709
Miscellaneous manufacturing industries	382	369	367	367	368	370	369	369	369	369	363	364	363	364	365
Nondurable goods	7,873	7,798	7,806	7,828	7,837	7,839	7,837	7,830	7,823	7,828	7,827	7,821	7,834	7,852	7,874
Production workers	5,546	5,470	5,480	5,505	5,516	5,518	5,516	5,513	5,506	5,517	5,520	5,513	5,522	5,543	5,567
Food and kindred products	1,612	1,608	1,612	1,623	1,623	1,631	1,632	1,633	1,640	1,648	1,645	1,642	1,644	1,644	1,649
Tobacco manufactures	64	65	65	64	64	63	63	63	62	62	62	59	60	59	61
Textile mill products	746	704	701	702	702	705	707	703	705	707	710	711	709	710	715
Apparel and other textile products	1,185	1,125	1,122	1,130	1,133	1,122	1,117	1,119	1,113	1,106	1,108	1,108	1,110	1,113	1,111
Paper and allied products	681	683	687	686	687	687	688	689	689	690	687	685	691	693	695
Printing and publishing	1,376	1,435	1,454	1,457	1,461	1,467	1,469	1,472	1,474	1,477	1,483	1,481	1,485	1,491	1,495
Chemicals and allied products	1,049	1,046	1,037	1,035	1,034	1,032	1,031	1,028	1,024	1,026	1,025	1,026	1,025	1,024	1,024
Petroleum and coal products	189	178	170	169	168	167	166	166	166	164	163	163	162	162	161
Rubber and misc. plastics products	780	790	794	798	802	803	804	800	796	797	792	794	797	805	813
Leather and leather products	189	166	164	164	163	162	160	157	154	151	152	152	151	151	150
SERVICE-PRODUCING	69,769	72,684	73,735	73,933	74,195	74,391	74,539	74,745	74,953	74,989	75,236	75,395	75,702	75,948	76,157
Transportation and public utilities	5,159	5,242	5,272	5,277	5,286	5,277	5,280	5,266	5,265	5,167	5,288	5,255	5,316	5,318	5,346
Transportation	2,917	3,006	3,040	3,046	3,056	3,048	3,053	3,040	3,037	3,035	3,057	3,063	3,088	3,093	3,111
Communication and public utilities	2,242	2,236	2,232	2,231	2,230	2,229	2,227	2,226	2,228	2,132	2,231	2,192	2,228	2,225	2,235
Wholesale trade	5,555	5,740	5,796	5,809	5,830	5,843	5,841	5,864	5,872	5,829	5,849	5,863	5,859	5,869	5,874
Durable goods	3,276	3,409	3,451	3,460	3,470	3,482	3,480	3,485	3,488	3,454	3,483	3,485	3,485	3,492	3,496
Nondurable goods	2,279	2,331	2,345	2,349	2,360	2,361	2,361	2,379	2,384	2,375	2,366	2,378	2,374	2,377	
Retail trade	16,545	17,360	17,589	17,622	17,734	17,795	17,828	17,851	17,911	17,944	17,992	18,030	18,065	18,134	18,148
General merchandise stores	2,267	2,320	2,326	2,317	2,328	2,333	2,333	2,342	2,344	2,350	2,354	2,359	2,362	2,378	2,343
Food stores	2,637	2,779	2,845	2,870	2,880	2,891	2,901	2,910	2,917	2,932	2,938	2,951	2,952	2,960	2,973
Automotive dealers and service stations	1,799	1,892	1,918	1,922	1,929	1,938	1,939	1,940	1,944	1,945	1,950	1,962	1,970	1,973	1,977
Eating and drinking places	5,388	5,715	5,783	5,801	5,831	5,854	5,868	5,859	5,889	5,918	5,931	5,923	5,948	5,978	6,002
Finance, insurance, and real estate	5,689	5,953	6,070	6,095	6,123	6,157	6,184	6,228	6,261	6,295	6,334	6,364	6,388	6,407	6,436
Finance	2,854	2,979	3,039	3,053	3,066	3,082	3,095	3,120	3,137	3,159	3,176	3,192	3,202	3,213	3,227
Insurance	1,757	1,830	1,862	1,868	1,878	1,889	1,900	1,910	1,918	1,927	1,945	1,952	1,962	1,971	1,977
Real estate	1,078	1,144	1,169	1,174	1,179	1,186	1,189	1,198	1,206	1,209	1,213	1,220	1,224	1,223	1,232
Services	20,797	21,974	22,415	22,501	22,585	22,638	22,707	22,825	22,924	23,072	23,176	23,255	23,300	23,361	23,481
Business services	4,057	4,452	4,604	4,631	4,660	4,687	4,698	4,750	4,755	4,792	4,835	4,848	4,883	4,907	4,939
Health services	6,122	6,310	6,401	6,424	6,447	6,471	6,497	6,511	6,543	6,571	6,601	6,634	6,649	6,677	6,700
Government	16,024	16,415	16,593	16,629	16,637	16,681	16,699	16,711	16,720	16,682	16,597	16,628	16,774	16,859	16,872
Federal	2,807	2,875	2,904	2,913	2,918	2,918	2,923	2,914	2,899	2,875	2,866	2,875	2,901	2,895	2,891
State	3,734	3,848	3,901	3,904	3,916	3,924	3,927	3,938	3,936	3,927	3,921	3,919	3,932	3,958	3,968
Local	9,482	9,692	9,788	9,812	9,803	9,839	9,849	9,859	9,885	9,880	9,810	9,834	9,941	10,006	10,013

^P = preliminary

NOTE: See notes on the data for a description of the most recent benchmark revision.

14. Average weekly hours of production or nonsupervisory workers on private nonagricultural payrolls by industry, monthly data seasonally adjusted

Industry	Annual average		1985		1986										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
	PRIVATE SECTOR	35.2	34.9	34.8	34.9	35.0	34.9	34.9	34.8	34.8	34.7	34.7	34.8	34.7	34.7	34.9
CONSTRUCTION	37.8	37.7	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING	40.7	40.5	40.7	40.9	40.8	40.7	40.7	40.7	40.7	40.6	40.6	40.8	40.8	40.7	40.9
Overtime hours	3.4	3.3	3.4	3.6	3.5	3.4	3.4	4.0	3.4	3.4	3.3	3.4	3.5	3.5	3.5
Durable goods	41.4	41.2	41.3	41.6	41.5	41.4	41.4	41.3	41.2	41.2	41.1	41.4	41.4	41.3	41.5
Overtime hours	3.6	3.5	3.6	3.7	3.6	3.5	3.6	3.6	3.4	3.5	3.5	3.5	3.6	3.6	3.6
Lumber and wood products	39.9	39.9	39.9	40.2	40.4	40.0	40.2	40.3	40.3	39.9	40.1	40.2	40.1	40.3	40.6
Furniture and fixtures	39.7	39.4	39.4	39.9	40.0	39.7	39.4	39.1	39.4	39.4	39.4	39.9	40.0	39.8	40.0
Stone, clay, and glass products	42.0	41.9	41.8	41.8	42.7	41.9	41.9	42.4	42.3	42.2	42.2	42.5	42.5	42.2	42.0
Primary metal industries	41.7	41.5	41.9	42.1	41.9	42.1	41.9	41.3	41.7	41.6	41.3	41.9	42.0	42.3	42.5
Blast furnaces and basic steel products	40.7	41.1	41.9	41.9	41.7	41.8	41.7	40.5	41.5	41.1	41.2	41.5	41.6	42.3	42.4
Fabricated metal products	41.4	41.3	41.5	41.6	41.5	41.5	41.4	41.2	41.1	41.1	41.1	41.2	41.5	41.2	41.5
Machinery except electrical	41.9	41.5	41.6	41.7	41.6	41.6	41.6	41.8	41.8	41.7	41.4	41.7	41.7	41.6	41.7
Electrical and electronic equipment	41.0	40.6	40.9	41.1	41.0	40.9	41.0	41.1	41.0	41.0	41.1	41.2	41.2	41.0	41.0
Transportation equipment	42.7	42.6	42.7	43.0	42.8	42.7	42.7	42.1	41.9	42.2	42.1	42.6	42.6	42.0	42.4
Motor vehicles and equipment	43.8	43.5	43.6	44.0	43.6	43.4	43.3	41.9	41.8	42.4	42.4	42.8	42.7	42.1	42.6
Instruments and related products	41.3	41.0	41.0	41.6	41.1	41.2	41.3	41.3	40.9	41.0	40.8	41.0	40.7	41.0	41.2
Miscellaneous manufacturing	39.4	39.4	-	-	-	-	-	-	-	-	-	-	-	-	-
Nondurable goods	39.7	39.6	39.8	40.0	39.9	39.7	39.8	39.9	39.9	39.8	39.8	40.0	39.9	39.9	40.2
Overtime hours	3.1	3.1	3.2	3.4	3.3	3.2	3.2	3.3	3.4	3.2	3.4	3.4	3.3	3.4	3.5
Food and kindred products	39.8	40.0	40.0	40.1	40.1	39.8	39.9	40.2	40.2	40.0	40.0	40.3	39.7	39.8	40.0
Tobacco manufactures	38.9	37.2	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	39.9	39.7	40.8	41.0	40.8	40.6	40.7	41.3	41.1	40.8	40.9	41.4	41.6	41.5	41.7
Apparel and other textile products	36.4	36.4	36.8	36.8	36.7	36.3	36.5	36.9	36.5	36.5	36.6	36.5	36.7	36.6	36.8
Paper and allied products	43.1	43.1	43.3	43.5	43.6	43.5	43.5	43.0	43.2	43.1	43.2	43.5	43.0	43.0	43.2
Printing and publishing	37.9	37.8	37.9	38.1	38.0	38.0	38.0	38.0	38.0	37.8	37.9	38.0	38.0	38.0	38.1
Chemicals and allied products	41.9	41.9	41.9	42.0	41.9	41.8	41.9	41.9	42.0	41.9	41.9	42.1	42.0	42.0	42.7
Petroleum and coal products	43.7	43.0	43.2	43.6	43.5	43.7	43.8	43.6	43.4	44.0	43.5	44.3	43.4	46.5	46.7
Leather and leather products	36.8	37.2	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION AND PUBLIC UTILITIES	39.4	39.5	39.4	39.5	39.4	39.5	39.6	39.2	39.2	39.1	39.2	39.1	38.9	39.1	39.3
WHOLESALE TRADE	38.5	38.4	38.4	38.4	38.5	38.4	38.5	38.5	38.4	38.3	38.3	38.4	38.2	38.4	38.5
RETAIL TRADE	29.8	29.4	29.3	29.2	29.3	29.3	29.3	29.2	29.2	29.1	29.2	29.2	29.2	29.2	29.3
SERVICES	32.6	32.5	32.4	32.5	32.6	32.6	32.5	32.5	32.5	32.4	32.4	32.4	32.3	32.4	32.5

- Data not available.
P = preliminary

NOTE: See "Notes on the data" for a description of the most recent benchmark adjustment.

15. Average hourly earnings of production or nonsupervisory workers on private nonagricultural payrolls by Industry

Industry	Annual average		1985		1986										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
PRIVATE SECTOR	\$8.32	\$8.57	\$8.66	\$8.71	\$8.72	\$8.74	\$8.73	\$8.72	\$8.72	\$8.71	\$8.69	\$8.70	\$8.81	\$8.81	\$8.85
Seasonally adjusted	-	-	8.65	8.70	8.68	8.71	8.73	8.72	8.73	8.74	8.73	8.77	8.77	8.80	8.84
MINING	11.63	11.98	12.07	12.27	12.24	12.32	12.35	12.43	12.44	12.50	12.46	12.51	12.52	12.49	12.50
CONSTRUCTION	12.13	12.31	12.28	12.47	12.34	12.35	12.22	12.29	12.33	12.31	12.31	12.39	12.54	12.62	12.60
MANUFACTURING	9.19	9.53	9.63	9.74	9.70	9.70	9.72	9.70	9.71	9.70	9.74	9.68	9.73	9.72	9.78
Durable goods	9.74	10.10	10.22	10.34	10.27	10.29	10.30	10.28	10.28	10.26	10.27	10.22	10.30	10.28	10.33
Lumber and wood products	8.03	8.22	8.29	8.35	8.30	8.36	8.33	8.32	8.37	8.43	8.36	8.40	8.42	8.37	8.41
Furniture and fixtures	6.84	7.17	7.32	7.38	7.36	7.31	7.35	7.36	7.39	7.46	7.44	7.46	7.52	7.49	7.50
Stone, clay, and glass products	9.57	9.84	9.91	9.95	9.96	9.94	9.93	10.00	10.04	10.04	10.06	10.07	10.11	10.08	10.11
Primary metal industries	11.47	11.68	11.77	11.84	11.81	11.96	11.99	12.00	12.02	11.94	12.06	11.85	11.92	11.84	11.92
Blast furnaces and basic steel products	12.98	13.34	13.43	13.44	13.48	13.81	13.80	13.82	13.86	13.88	14.08	13.83	13.93	13.77	13.83
Fabricated metal products	9.40	9.70	9.76	9.91	9.85	9.85	9.88	9.84	9.85	9.88	9.84	9.82	9.87	9.87	9.90
Machinery, except electrical	9.96	10.29	10.48	10.55	10.50	10.53	10.58	10.55	10.55	10.55	10.57	10.57	10.58	10.57	10.60
Electrical and electronic equipment	9.04	9.47	9.61	9.68	9.60	9.60	9.62	9.62	9.64	9.61	9.68	9.67	9.73	9.69	9.78
Transportation equipment	12.20	12.72	12.85	13.06	12.91	12.87	12.90	12.83	12.79	12.78	12.78	12.75	12.87	12.88	12.91
Motor vehicles and equipment	12.73	13.42	13.52	13.81	13.66	13.59	13.66	13.54	13.47	13.41	13.40	13.36	13.50	13.52	13.52
Instruments and related products	8.84	9.16	9.27	9.39	9.32	9.39	9.41	9.41	9.40	9.41	9.47	9.45	9.51	9.55	9.60
Miscellaneous manufacturing	7.05	7.30	7.37	7.48	7.48	7.50	7.51	7.50	7.54	7.54	7.59	7.52	7.59	7.60	7.60
Nondurable goods	8.38	8.71	8.79	8.87	8.86	8.86	8.88	8.88	8.90	8.91	8.99	8.93	8.96	8.96	9.02
Food and kindred products	8.39	8.57	8.61	8.71	8.72	8.71	8.74	8.75	8.78	8.74	8.75	8.65	8.65	8.67	8.77
Tobacco manufactures	11.22	11.94	11.97	11.78	11.89	12.38	12.76	12.84	13.38	13.68	13.48	13.44	12.21	12.13	12.94
Textile mill products	6.46	6.71	6.79	6.83	6.85	6.83	6.86	6.87	6.88	6.87	6.90	6.99	7.05	7.03	7.06
Apparel and other textile products	5.55	5.73	5.75	5.80	5.82	5.79	5.80	5.81	5.78	5.79	5.76	5.79	5.87	5.82	5.83
Paper and allied products	10.41	10.82	10.97	11.07	11.02	10.99	11.03	11.05	11.12	11.15	11.31	11.17	11.20	11.21	11.26
Printing and publishing	9.41	9.71	9.83	9.92	9.85	9.86	9.90	9.87	9.91	9.88	9.96	10.00	10.10	10.08	10.12
Chemicals and allied products	11.07	11.56	11.80	11.85	11.86	11.81	11.78	11.82	11.89	11.94	12.04	11.99	12.03	12.08	12.13
Petroleum and coal products	13.44	14.06	14.07	14.24	14.26	14.21	14.22	14.16	14.02	14.14	14.16	14.07	14.20	14.29	14.33
Rubber and miscellaneous plastics products	8.29	8.54	8.63	8.73	8.69	8.69	8.72	8.68	8.75	8.75	8.82	8.81	8.76	8.75	8.81
Leather and leather products	5.71	5.82	5.83	5.83	5.86	5.83	5.86	5.89	5.88	5.88	5.89	5.90	5.93	5.91	5.95
TRANSPORTATION AND PUBLIC UTILITIES	11.12	11.40	11.59	11.61	11.59	11.64	11.62	11.55	11.54	11.57	11.61	11.61	11.70	11.69	11.76
WHOLESALE TRADE	8.89	9.16	9.23	9.33	9.28	9.36	9.33	9.29	9.29	9.32	9.30	^C 9.32	9.37	9.36	9.43
RETAIL TRADE	5.85	5.94	5.97	5.99	6.03	6.04	6.03	6.01	6.00	5.99	5.97	5.97	6.05	6.04	6.05
FINANCE, INSURANCE, AND REAL ESTATE	7.63	7.94	8.06	8.15	8.14	8.28	8.30	8.29	8.31	8.37	8.30	8.33	8.37	8.38	8.48
SERVICES	7.59	7.89	8.05	8.12	8.12	8.17	8.18	8.12	8.10	8.10	8.04	8.05	8.19	8.22	8.32

- Data not available.

P = preliminary

C = corrected

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

16. Average weekly earnings of production or nonsupervisory workers on private nonagricultural payrolls by industry

Industry	Annual average		1985		1986										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
PRIVATE SECTOR															
Current dollars	\$292.86	\$299.09	\$301.37	\$306.59	\$302.58	\$300.66	\$302.93	\$301.71	\$302.58	\$303.98	\$304.15	\$305.37	\$306.59	\$306.59	\$307.98
Seasonally adjusted	-	-	301.02	303.63	303.80	303.98	304.68	303.46	303.80	303.28	302.93	305.20	304.32	305.36	308.52
Constant (1977) dollars	172.78	170.42	169.59	172.05	169.32	168.82	171.05	170.94	170.85	170.78	170.97	171.36	171.28	172.05	-
MINING	503.58	519.93	521.42	537.43	543.46	522.37	522.41	522.06	519.99	525.00	518.34	529.17	529.60	527.08	525.00
CONSTRUCTION	458.51	464.09	450.68	460.14	459.05	434.72	444.81	462.10	467.31	465.32	471.47	475.78	482.79	479.56	461.16
MANUFACTURING															
Current dollars	374.03	385.97	393.87	406.16	394.79	390.91	395.60	392.85	394.23	395.76	391.55	393.98	398.93	396.58	401.96
Constant (1977) dollars	220.67	219.93	221.65	227.92	220.92	219.49	223.38	222.58	222.60	222.34	220.10	221.09	222.87	222.55	-
Durable goods	403.24	416.12	424.13	439.45	425.18	421.89	426.42	423.54	423.54	424.76	417.99	420.04	428.48	424.56	430.76
Lumber and wood products	320.40	327.98	327.46	335.67	329.51	328.55	333.20	334.46	338.99	342.26	334.40	341.04	342.69	338.99	338.08
Furniture and fixtures	271.55	282.50	291.34	303.32	289.98	284.36	288.12	286.30	288.21	294.67	287.93	298.40	303.81	302.60	303.00
Stone, clay, and glass products	401.94	412.30	414.24	414.92	414.34	403.56	412.10	425.00	428.71	429.71	427.55	432.00	435.74	429.41	424.62
Primary metal industries	478.30	484.72	491.99	504.38	493.66	503.52	504.78	499.20	501.23	499.09	495.67	491.78	501.83	496.10	506.60
Blast furnaces and basic steel products	528.29	548.27	557.35	564.48	556.72	578.64	576.84	569.38	576.58	577.41	582.91	569.80	579.49	571.46	580.86
Fabricated metal products	389.16	400.61	406.02	422.17	407.79	403.85	409.03	403.44	404.84	408.04	398.52	402.62	410.59	407.63	411.84
Machinery, except electrical	417.32	427.04	438.06	452.60	437.85	437.00	442.24	437.83	437.83	439.94	431.26	436.54	441.19	438.66	445.20
Electrical and electronic equipment	370.64	384.48	396.89	408.50	394.56	389.76	395.38	392.50	393.31	394.01	391.07	395.50	401.85	397.29	404.89
Transportation equipment	520.94	541.87	551.27	577.25	555.13	545.69	552.12	542.71	537.18	540.59	530.37	531.68	544.40	539.67	549.97
Motor vehicles and equipment	557.57	583.77	588.12	625.59	595.58	583.01	592.84	574.10	567.09	572.61	560.12	555.78	573.75	569.19	575.95
Instruments and related products	365.09	375.56	382.85	400.01	383.05	384.99	389.57	385.81	382.58	385.81	382.59	384.62	388.96	389.64	398.40
Miscellaneous manufacturing	277.77	287.62	296.27	304.44	297.70	294.75	299.65	297.75	297.08	298.58	294.49	294.78	300.56	303.24	308.56
Nondurable goods	332.69	344.92	351.60	359.24	352.63	347.31	352.54	351.65	354.22	355.51	356.00	358.09	360.19	358.40	364.41
Food and kindred products	333.92	342.80	346.12	354.50	347.93	339.69	344.36	346.50	352.08	350.47	350.00	352.06	349.46	346.80	352.55
Tobacco manufactures	436.46	444.17	435.71	448.82	448.25	453.11	478.50	469.94	504.43	523.94	483.93	486.53	470.09	473.07	494.31
Textile mill products	257.75	266.39	279.75	283.45	278.80	274.57	278.52	278.92	282.08	283.04	278.07	290.78	295.40	293.15	297.23
Apparel and other textile products	202.02	208.57	212.75	215.18	213.01	207.28	211.70	211.48	210.97	213.65	209.09	211.91	215.43	214.18	216.29
Paper and allied products	448.67	466.34	477.20	490.40	479.37	472.57	477.60	474.05	479.27	480.57	486.33	483.66	484.96	483.15	488.68
Printing and publishing	356.64	367.04	375.51	384.90	371.35	370.74	377.19	374.07	374.60	370.50	374.50	381.00	386.83	384.05	388.61
Chemicals and allied products	463.83	484.36	495.60	503.63	495.75	492.48	494.76	495.26	499.38	502.67	502.07	501.18	505.26	503.74	519.16
Petroleum and coal products	587.33	604.58	610.64	622.29	616.03	612.45	621.41	615.96	605.66	622.16	618.79	623.30	626.22	665.91	670.64
Rubber and miscellaneous plastics products	345.69	350.99	356.42	366.66	359.77	356.29	360.14	356.75	360.50	361.38	357.21	362.97	364.42	362.25	366.50
Leather and leather products	210.13	216.50	219.21	220.96	217.41	209.88	212.72	213.81	215.80	221.68	217.93	216.53	218.22	218.08	223.13
TRANSPORTATION AND PUBLIC UTILITIES	438.13	450.30	457.81	460.92	452.01	456.29	457.83	450.45	450.06	455.86	457.43	457.43	457.47	457.08	462.17
WHOLESALE TRADE	342.27	351.74	355.36	360.14	355.42	355.68	357.34	355.81	356.74	358.82	358.05	358.82	358.87	359.42	364.00
RETAIL TRADE	174.33	174.64	173.73	178.50	173.06	172.74	174.27	173.69	174.60	176.71	178.50	178.50	176.66	175.76	176.06
FINANCE, INSURANCE, AND REAL ESTATE	278.50	289.02	291.77	299.11	296.30	304.70	304.61	301.76	301.65	306.34	302.95	304.88	304.67	305.87	312.91
SERVICES	247.43	256.43	260.02	263.90	263.09	264.71	265.03	263.09	262.44	264.06	263.71	264.04	264.54	266.33	269.57

- Data not available.
P = preliminary
C = corrected

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

17. The Hourly Earnings Index for production or nonsupervisory workers on private nonagricultural payrolls by industry

Industry	Not seasonally adjusted				Seasonally adjusted					
	Nov. 1985	Sept. 1986	Oct. 1986 ^P	Nov. 1986 ^P	Nov. 1985	July 1986	Aug. 1986	Sept. 1986	Oct. 1986 ^P	Nov. 1986 ^P
PRIVATE SECTOR (In current dollars)	167.0	169.9	170.0	170.8	166.8	168.9	169.3	169.6	170.0	170.7
Mining ¹	180.1	181.5	181.1	181.1	-	-	-	-	-	-
Construction	149.7	153.0	154.0	153.4	150.3	150.8	151.3	151.2	152.6	154.0
Manufacturing	170.2	172.6	172.6	173.2	170.2	172.7	172.9	172.8	173.1	173.2
Transportation and public utilities	169.5	171.5	171.2	172.3	168.5	170.3	170.1	170.8	170.9	171.3
Wholesale trade ¹	170.3	172.8	172.7	173.9	-	-	-	-	-	-
Retail trade	156.2	159.3	158.7	158.7	156.6	157.7	158.5	159.1	159.1	159.1
Finance, insurance, and real estate ¹	174.3	180.5	180.7	182.7	-	-	-	-	-	-
Services	171.4	175.1	175.4	177.3	170.9	173.4	174.3	174.4	175.3	176.8
PRIVATE SECTOR (In constant dollars)	94.0	94.9	94.9	-	93.9	95.1	95.1	95.0	95.1	-

¹ This series is not seasonally adjusted because the seasonal component is small relative to the trend-cycle, irregular components, or both, and consequently cannot be separated with sufficient precision.
- Data not available.

^P = preliminary.
NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

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:												
1984	67.8	72.7	67.6	67.6	62.4	65.4	62.2	55.9	50.5	63.0	53.5	57.0
1985	52.4	47.8	53.8	49.2	51.6	47.0	56.2	56.8	50.8	61.9	57.6	59.5
1986	59.7	53.5	45.1	54.1	49.2	46.2	54.6	54.3	54.9	55.7	60.0	-
Over 3-month span:												
1984	76.5	75.1	75.9	71.4	71.6	68.1	63.2	58.1	56.8	53.5	58.1	53.0
1985	51.1	49.7	46.2	46.2	45.1	51.4	49.7	51.1	55.1	55.9	61.4	60.5
1986	58.1	54.3	51.1	49.7	48.4	44.9	47.3	54.1	55.7	60.3	-	-
Over 6-month span:												
1984	78.1	76.5	77.0	75.1	69.2	65.1	63.2	59.2	58.6	53.2	49.7	54.9
1985	49.2	47.8	43.0	45.9	44.3	44.3	48.9	50.8	54.1	57.0	57.0	55.9
1986	53.8	53.8	47.6	45.9	45.9	48.6	49.7	55.4	-	-	-	-
Over 12-month span:												
1984	81.1	78.1	72.2	72.2	68.9	67.8	65.7	62.7	59.7	54.6	51.4	48.6
1985	46.2	45.7	46.8	43.8	44.9	47.3	47.6	48.9	47.3	49.5	48.9	48.6
1986	50.3	51.1	52.2	52.4	53.2	-	-	-	-	-	-	-

- 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. Data for the 2 most recent months shown in each span are preliminary. 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

(Numbers in thousands)

Employment status	1977	1978	1979	1980	1981	1982	1983	1984	1985
Noninstitutional population	160,689	163,541	166,460	169,349	171,775	173,939	175,891	178,080	179,912
Labor force:									
Total (number)	100,665	103,882	106,559	108,544	110,315	111,872	113,226	115,241	117,167
Percent of population	62.6	63.5	64.0	64.1	64.2	64.3	64.4	64.7	65.1
Employed:									
Total (number)	93,673	97,679	100,421	100,907	102,042	101,194	102,510	106,702	108,856
Percent of population	58.3	59.7	60.3	59.6	59.4	58.2	58.3	59.9	60.5
Resident Armed Forces	1,656	1,631	1,597	1,604	1,645	1,668	1,676	1,697	1,706
Civilian									
Total	92,017	96,048	98,824	99,303	100,397	99,526	100,834	105,005	107,150
Agriculture	3,283	3,387	3,347	3,364	3,368	3,401	3,383	3,321	3,179
Nonagricultural industries	88,734	92,661	95,477	95,938	97,030	96,125	97,450	101,685	103,971
Unemployed:									
Total (number)	6,991	6,202	6,137	7,637	8,273	10,678	10,717	8,539	8,312
Percent of labor force	6.9	6.0	5.8	7.0	7.5	9.5	9.5	7.4	7.1
Not in labor force (number)	60,025	59,659	59,900	60,806	61,460	62,067	62,665	62,839	62,744

20. Annual data: Employment levels by industry

(Numbers in thousands)

Industry	1977	1978	1979	1980	1981	1982	1983	1984	1985
Total employment	82,471	86,697	89,823	90,406	91,156	89,566	90,200	94,496	97,614
Private sector	67,344	71,026	73,876	74,166	75,126	73,729	74,330	78,472	81,199
Goods-producing	24,346	25,585	26,461	25,658	25,497	23,813	23,334	24,727	24,930
Mining	813	851	958	1,027	1,139	1,128	952	966	930
Construction	3,851	4,229	4,463	4,346	4,188	3,905	3,948	4,383	4,687
Manufacturing	19,682	20,505	21,040	20,285	20,170	18,781	18,434	19,378	19,314
Service-producing	58,125	61,113	63,363	64,748	65,659	65,753	66,866	69,769	72,684
Transportation and public utilities	4,713	4,923	5,136	5,146	5,165	5,082	4,954	5,159	5,242
Wholesale trade	4,708	4,969	5,204	5,275	5,358	5,278	5,268	5,555	5,740
Retail trade	13,808	14,573	14,989	15,035	15,189	15,179	15,613	16,545	17,360
Finance, insurance, and real estate	4,467	4,724	4,975	5,160	5,298	5,341	5,468	5,689	5,953
Services	15,303	16,252	17,112	17,890	18,619	19,036	19,694	20,797	21,974
Government	15,127	15,672	15,947	16,241	16,031	15,837	15,869	16,024	16,415
Federal	2,727	2,753	2,773	2,866	2,772	2,739	2,774	2,807	2,875
State	3,377	3,474	3,541	3,610	3,640	3,640	3,662	3,734	3,848
Local	9,023	9,446	9,633	9,765	9,619	9,458	9,434	9,482	9,692

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

21. Annual data: Average hours and earnings of production or nonsupervisory workers on nonagricultural payrolls, by industry

Industry	1977	1978	1979	1980	1981	1982	1983	1984	1985
Private sector									
Average weekly hours	36.0	35.8	35.7	35.3	35.2	34.8	35.0	35.2	34.9
Average hourly earnings (in dollars)	5.25	5.69	6.16	6.66	7.25	7.68	8.02	8.32	8.57
Average weekly earnings (in dollars)	189.00	203.70	219.91	235.10	255.20	267.26	280.70	292.86	299.09
Mining									
Average weekly hours	43.4	43.4	43.0	43.3	43.7	42.7	42.5	43.3	43.4
Average hourly earnings (in dollars)	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63	11.98
Average weekly earnings (in dollars)	301.20	332.88	365.07	397.06	438.75	459.88	479.40	503.58	519.93
Construction									
Average weekly hours	36.5	36.8	37.0	37.0	36.9	36.7	37.1	37.8	37.7
Average hourly earnings (in dollars)	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.13	12.31
Average weekly earnings (in dollars)	295.65	318.69	342.99	367.78	399.26	426.82	442.97	458.51	464.09
Manufacturing									
Average weekly hours	40.3	40.4	40.2	39.7	39.8	38.9	40.1	40.7	40.5
Average hourly earnings (in dollars)	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.19	9.53
Average weekly earnings (in dollars)	228.90	249.27	269.34	288.62	318.00	330.26	354.08	374.03	385.97
Transportation and public utilities									
Average weekly hours	39.9	40.0	39.9	39.6	39.4	39.0	39.0	39.4	39.5
Average hourly earnings (in dollars)	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.12	11.40
Average weekly earnings (in dollars)	278.90	302.80	325.58	351.25	382.18	402.48	420.81	438.13	450.30
Wholesale trade									
Average weekly hours	38.8	38.8	38.8	38.5	38.5	38.3	38.5	38.5	38.4
Average hourly earnings (in dollars)	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.89	9.16
Average weekly earnings (in dollars)	209.13	228.14	247.93	267.96	291.06	309.85	329.18	342.27	351.74
Retail trade									
Average weekly hours	31.6	31.0	30.6	30.2	30.1	29.9	29.8	29.8	29.4
Average hourly earnings (in dollars)	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.85	5.94
Average weekly earnings (in dollars)	121.66	130.20	138.62	147.38	158.03	163.85	171.05	174.33	174.64
Finance, insurance, and real estate									
Average weekly hours	36.4	36.4	36.2	36.2	36.3	36.2	36.2	36.5	36.4
Average hourly earnings (in dollars)	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.63	7.94
Average weekly earnings (in dollars)	165.26	178.00	190.77	209.60	229.05	245.44	263.90	278.50	289.02
Services									
Average weekly hours	33.0	32.8	32.7	32.6	32.6	32.6	32.7	32.6	32.5
Average hourly earnings (in dollars)	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.59	7.89
Average weekly earnings (in dollars)	153.45	163.67	175.27	190.71	208.97	225.59	239.04	247.43	256.43

22. Employment Cost Index, compensation,¹ by occupation and industry group

(June 1981 = 100)

Series	1984		1985				1986			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 1986	
Civilian workers²	122.4	123.9	125.5	126.4	128.4	129.2	130.6	131.5	133.0	1.1	3.6
Workers, by occupational group:											
White-collar workers	124.0	125.5	127.3	128.3	130.7	131.6	133.1	134.2	136.0	1.3	4.1
Blue-collar workers	119.6	120.9	122.2	123.1	124.4	124.9	126.2	126.8	127.8	.8	2.7
Service occupations	124.6	126.8	127.8	128.0	130.9	131.8	133.1	133.7	135.4	1.3	3.4
Workers, by industry division:											
Manufacturing	120.4	122.0	123.9	124.6	125.5	126.0	127.7	128.7	129.3	.5	3.0
Nonmanufacturing	123.3	124.8	126.2	127.2	129.7	130.6	131.9	132.8	134.6	1.4	3.8
Services	128.8	130.9	131.9	132.6	136.4	137.1	138.8	139.4	142.4	2.2	4.4
Public administration ³	126.9	128.6	130.1	130.3	134.2	134.8	136.8	138.0	140.6	1.9	4.8
Private industry workers	121.1	122.7	124.2	125.2	126.8	127.5	128.9	129.9	130.8	.7	3.2
Workers, by occupational group:											
White-collar workers	122.4	123.9	125.8	127.1	128.8	129.8	131.3	132.5	133.5	.8	3.6
Blue-collar workers	119.3	120.6	121.9	122.8	124.0	124.4	125.7	126.3	127.2	.7	2.6
Service occupations	123.2	125.7	126.3	126.5	128.8	129.5	130.9	131.1	132.3	.9	2.7
Workers, by industry division:											
Manufacturing	120.4	122.0	123.9	124.6	125.5	126.0	127.7	128.7	129.3	.5	3.0
Nonmanufacturing	121.6	123.1	124.4	125.6	127.6	128.4	129.7	130.6	131.7	.8	3.2
State and local government workers	128.8	130.1	131.7	132.0	136.5	137.5	138.9	139.7	143.6	2.8	5.2
Workers, by occupational group:											
White-collar workers	129.7	131.1	132.5	132.9	137.6	138.6	140.0	140.5	145.0	3.2	5.4
Blue-collar workers	125.0	125.9	128.1	128.5	131.9	132.7	134.7	136.3	138.5	1.6	5.0
Workers, by industry division:											
Services	129.9	131.3	132.8	133.2	137.9	139.1	140.4	140.8	145.5	3.3	5.5
Schools	130.6	132.0	133.4	133.7	139.1	140.3	141.5	141.7	147.6	4.2	6.1
Elementary and secondary	132.1	133.5	134.4	134.6	140.9	142.0	143.0	143.2	149.4	4.3	6.0
Hospitals and other services ⁴	127.9	129.2	131.1	131.5	134.1	135.2	136.8	137.9	139.4	1.1	4.0
Public administration ³	126.9	128.6	130.1	130.3	134.2	134.8	136.8	138.0	140.6	1.9	4.8

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	1984		1985				1986			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 1986	
Civilian workers ¹	120.3	121.7	123.1	124.2	126.3	127.0	128.3	129.3	130.7	1.1	3.5
Workers, by occupational group:											
White-collar workers	122.2	123.5	125.2	126.4	128.8	129.8	131.2	132.4	134.1	1.3	4.1
Blue-collar workers	117.0	118.2	119.3	120.5	122.0	122.3	123.4	124.1	125.0	.7	2.5
Service occupations	122.3	124.3	124.8	125.3	128.0	128.6	129.8	130.0	131.7	1.3	2.9
Workers, by industry division											
Manufacturing	118.0	119.5	121.0	122.3	123.2	123.8	125.3	126.5	127.2	.6	3.2
Nonmanufacturing	121.3	122.6	123.9	125.0	127.6	128.4	129.6	130.4	132.2	1.4	3.6
Services	127.2	128.9	129.7	130.5	134.2	134.8	136.4	137.0	139.9	2.1	4.2
Public administration ²	124.4	125.7	127.0	127.2	131.4	132.0	133.8	134.6	137.5	2.2	4.6
Private industry workers	119.2	120.6	122.0	123.3	124.9	125.6	126.8	127.9	128.8	.7	3.1
Workers, by occupational group:											
White-collar workers	120.9	122.3	124.0	125.5	127.3	128.3	129.6	131.1	132.0	.7	3.7
Professional specialty and technical occupations	125.2	127.3	127.7	128.7	131.2	131.5	132.7	134.0	135.4	1.0	3.2
Executive, administrative, and managerial occupations	121.0	122.2	123.8	126.5	127.7	128.4	130.5	132.1	132.4	.2	3.7
Sales occupations	110.5	111.6	116.3	117.4	119.3	122.5	122.4	124.3	125.2	.7	4.9
Administrative support occupations, including clerical	122.0	122.9	124.7	125.6	127.1	127.9	129.6	130.8	131.7	.7	3.6
Blue-collar workers	116.7	118.0	119.1	120.3	121.7	122.0	123.1	123.7	124.5	.6	2.3
Precision production, craft, and repair occupations	118.0	119.4	120.8	122.0	123.7	123.8	125.3	125.7	126.7	.8	2.4
Machine operators, assemblers, and inspectors	116.6	117.9	118.9	120.1	121.1	121.6	122.6	123.6	124.1	.4	2.5
Transportation and material moving occupations	113.4	114.0	114.5	115.7	117.7	117.8	118.0	118.9	119.8	.8	1.8
Handlers, equipment cleaners, helpers, and laborers	114.7	115.9	116.7	118.5	118.6	119.8	120.0	120.3	120.9	.5	1.9
Service occupations	121.2	123.7	123.8	124.4	126.3	126.6	128.0	128.0	128.9	.7	2.1
Workers, by industry division:											
Manufacturing	118.0	119.5	121.0	122.3	123.2	123.8	125.3	126.5	127.2	.6	3.2
Durables	117.7	119.1	120.6	122.0	122.7	123.4	124.8	125.8	126.4	.5	3.0
Nondurables	118.6	120.2	121.6	122.6	124.0	124.6	126.1	127.9	128.5	.5	3.6
Nonmanufacturing	119.9	121.2	122.6	123.9	125.9	126.6	127.7	128.7	129.7	.8	3.0
Construction	114.3	114.4	115.5	116.6	117.3	117.9	118.3	119.8	120.5	.6	2.7
Transportation and public utilities	119.9	120.7	121.7	122.8	124.8	125.2	126.3	126.6	127.3	.6	2.0
Wholesale and retail trade	116.5	118.1	118.8	121.1	122.7	123.7	124.5	125.8	126.5	.6	3.1
Wholesale trade	120.7	122.9	123.7	126.8	127.7	128.3	129.7	131.2	131.8	.5	3.2
Retail trade	114.9	116.2	116.9	118.9	120.8	121.9	122.5	123.7	124.4	.6	3.0
Finance, insurance, and real estate	115.3	115.8	122.0	121.7	124.1	126.5	126.6	128.0	129.0	.8	3.9
Services	127.1	129.5	129.9	131.0	133.9	134.1	136.2	136.9	138.2	.9	3.2
State and local government workers	126.1	127.1	128.4	128.7	133.2	134.2	135.5	136.0	140.4	3.2	5.4
Workers, by occupational group											
White-collar workers	127.1	128.0	129.3	129.6	134.3	135.3	136.6	137.0	141.8	3.5	5.6
Blue-collar workers	121.9	122.5	124.2	124.5	127.9	128.4	130.4	131.9	134.5	2.0	5.2
Workers, by industry division											
Services	127.2	128.1	129.4	129.7	134.5	135.6	136.8	137.1	142.1	3.6	5.7
Schools	127.8	128.7	129.9	130.2	135.8	137.0	138.0	138.2	144.1	4.3	6.1
Elementary and secondary	129.3	130.2	130.8	131.1	137.5	138.5	139.4	139.4	145.7	4.5	6.0
Hospitals and other services ³	125.1	125.9	127.7	128.0	130.2	130.9	132.4	133.3	135.8	1.9	4.3
Public administration ²	124.4	125.7	127.0	127.2	131.4	132.0	133.8	134.6	137.5	2.2	4.6

¹ Consists of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.

² Consists 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	1984		1985				1986			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 1986	
COMPENSATION											
Workers, by bargaining status¹											
Union	122.6	123.9	124.8	125.5	126.5	127.1	128.4	128.7	129.4	0.5	2.3
Manufacturing	121.6	123.2	124.2	124.2	125.0	125.5	127.0	126.9	127.5	.5	2.0
Nonmanufacturing	123.6	124.5	125.3	126.6	127.8	128.6	129.7	130.4	131.2	.6	2.7
Nonunion	120.3	121.9	123.8	125.0	126.8	127.5	129.0	130.2	131.2	.8	3.5
Manufacturing	119.3	120.8	123.6	124.8	125.7	126.3	128.1	129.7	130.4	.5	3.7
Nonmanufacturing	120.7	122.4	123.9	125.1	127.3	128.1	129.5	130.4	131.6	.9	3.4
Workers, by region¹											
Northeast	122.4	123.8	125.1	126.4	128.8	129.9	131.6	133.3	134.2	.7	4.2
South	120.7	122.2	124.2	125.2	126.5	127.2	128.7	129.6	130.7	.8	3.3
Midwest (formerly North Central)	119.7	120.8	122.0	122.7	124.2	124.6	125.9	126.2	127.3	.9	2.5
West	122.5	124.9	126.8	127.9	129.1	129.8	130.8	131.6	132.1	.4	2.3
Workers, by area size¹											
Metropolitan areas	121.5	123.2	124.7	125.7	127.3	128.1	129.5	130.5	131.4	.7	3.2
Other areas	119.0	119.8	121.4	122.5	123.9	123.9	125.5	126.4	127.2	.6	2.7
WAGES AND SALARIES											
Workers, by bargaining status¹											
Union	119.8	120.9	121.7	123.0	124.1	124.7	125.6	126.1	126.9	.6	2.3
Manufacturing	118.1	119.5	120.4	121.7	122.8	123.3	124.2	124.6	125.0	.3	1.8
Nonmanufacturing	121.3	122.1	122.8	124.1	125.3	125.9	126.9	127.4	128.5	.9	2.6
Nonunion	118.8	120.4	122.1	123.4	125.2	125.9	127.3	128.5	129.4	.7	3.4
Manufacturing	117.9	119.5	121.5	122.8	123.7	124.4	126.1	127.7	128.5	.6	3.9
Nonmanufacturing	119.2	120.7	122.3	123.6	125.9	126.6	127.8	128.9	129.8	.7	3.1
Workers, by region¹											
Northeast	120.5	121.9	123.0	124.6	126.8	128.1	129.2	131.3	132.3	.8	4.3
South	119.0	120.2	122.3	123.4	124.8	125.4	126.8	127.8	128.8	.8	3.2
Midwest (formerly North Central)	117.8	118.7	119.6	121.1	122.5	122.9	124.2	124.4	125.3	.7	2.3
West	120.0	122.5	124.0	125.1	126.6	127.1	128.1	128.9	129.3	.3	2.1
Workers, by area size¹											
Metropolitan areas	119.5	121.0	122.4	123.8	125.5	126.3	127.4	128.5	129.4	.7	3.1
Other areas	117.5	118.3	119.6	120.6	121.9	122.0	123.6	124.5	125.0	.4	2.5

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							
	1984	1985	1984	1985				1986		
			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	3.6	2.6	3.7	3.6	3.5	2.0	2.0	0.4	0.7	1.9
Annual rate over life of contract	2.8	2.7	2.0	2.7	3.4	3.0	1.4	1.2	1.6	1.9
Wage adjustments, settlements covering 1,000 workers or more:										
First year of contract	2.4	2.3	2.3	3.3	2.5	2.0	2.1	.9	1.3	1.6
Annual rate over life of contract	2.4	2.7	1.5	3.2	2.8	3.1	1.9	1.5	2.0	2.0
Effective adjustments:										
Total effective wage adjustment ³										
From settlements reached in period .....	.8	.7	.3	.1	.2	.2	.1	.0	.2	.1
Deferred from settlements reached in earlier periods	2.0	1.8	.2	.6	.5	.5	.2	.4	.6	.5
From cost-of-living-adjustments clauses .....	.9	.7	.2	.1	.1	.4	.1	.2	.0	.0

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--							
	1984	1985				1986		
	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	3.6	3.4	3.4	3.1	2.6	2.3	1.4	1.4
Annual rate over life of contract	2.8	2.6	2.7	2.7	2.7	2.6	2.0	1.6
Specified wage adjustments, settlements covering 1,000 workers or more:								
All industries								
First year of contract	2.4	2.4	2.4	2.4	2.3	2.0	1.6	1.5
Contracts with COLA clauses	2.9	2.5	2.3	1.9	1.6	1.6	1.8	2.2
Contracts without COLA clauses	2.1	2.4	2.4	2.7	2.7	2.2	1.5	1.2
Annual rate over life of contract	2.4	2.3	2.4	2.5	2.7	2.5	2.2	1.9
Contracts with COLA clauses	1.8	1.3	1.5	1.8	2.5	2.5	2.6	2.1
Contracts without COLA clauses	2.7	2.8	2.8	3.0	2.8	2.5	2.1	1.8
Manufacturing								
First year of contract	2.3	2.1	2.0	1.5	.8	.8	.1	-.1
Contracts with COLA clauses	2.1	2.0	1.9	1.5	.8	.8	.7	1.1
Contracts without COLA clauses	2.9	2.5	2.2	1.5	.9	.9	-.4	-.8
Annual rate over life of contract	1.5	1.4	1.5	1.6	1.8	1.8	1.4	.8
Contracts with COLA clauses	1.0	.9	1.0	1.4	2.1	2.1	2.0	1.2
Contracts without COLA clauses	3.3	3.2	3.0	2.4	1.6	1.5	.9	.6
Nonmanufacturing								
First year of contract	2.5	2.6	2.7	3.2	3.3	2.8	2.6	2.1
Contracts with COLA clauses	5.5	5.1	4.3	4.0	3.6	3.5	3.5	2.7
Contracts without COLA clauses	2.0	2.4	2.5	3.0	3.3	2.7	2.4	1.9
Annual rate over life of contract	2.9	2.8	2.9	3.3	3.3	3.0	2.8	2.3
Contracts with COLA clauses	4.8	4.0	3.8	3.9	3.6	3.6	3.4	2.5
Contracts without COLA clauses	2.6	2.7	2.8	3.2	3.3	2.9	2.7	2.2
Construction								
First year of contract .....	.5	.9	1.1	1.0	1.5	1.7	2.4	2.4
Contracts with COLA clauses	4.0	4.6	9.2	(¹)	(¹)	(¹)	.9	1.4
Contracts without COLA clauses .....	.4	.8	1.0	(¹)	(¹)	(¹)	2.4	2.5
Annual rate over life of contract	1.0	1.4	1.7	1.7	2.1	2.2	2.6	2.6
Contracts with COLA clauses	1.4	1.7	4.6	(¹)	(¹)	(¹)	1.4	1.8
Contracts without COLA clauses	1.0	1.4	1.7	(¹)	(¹)	(¹)	2.6	2.7

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--						
	1985				1986		
	I	II	III	IV	IP	IIP	IIIP
For all workers:¹							
Total	3.6	3.5	3.5	3.3	3.1	2.9	2.3
From settlements reached in period .....	.7	.9	.9	.7	.6	.5	.5
Deferred from settlements reached in earlier period	2.2	1.9	1.8	1.8	1.7	1.8	1.6
From cost-of-living-adjustments clauses .....	.7	.7	.8	.7	.8	.7	.2
For workers receiving changes:							
Total	4.5	4.2	4.3	4.1	4.0	3.8	3.1
From settlements reached in period	2.9	2.9	2.8	3.4	2.9	2.5	1.7
Deferred from settlements reached in earlier period	4.2	3.9	3.7	3.7	3.5	3.4	3.8
From cost-of-living-adjustments clauses	2.3	2.3	2.8	2.2	2.5	2.0	1.0

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 1986 ^P
	1984	1985	
Specified adjustments:			
Total compensation ¹ adjustments, ² settlements covering 5,000 workers or more:			
First year of contract	5.2	4.2	6.7
Annual rate over life of contract	5.4	5.1	6.4
Wage adjustments, settlements covering 1,000 workers or more:			
First year of contract	4.8	4.6	6.1
Annual rate over life of contract	5.1	5.4	6.0
Effective adjustments:			
Total effective wage adjustment ³	5.0	5.7	1.8
From settlements reached in period	1.9	4.1	.6
Deferred from settlements reached in earlier periods	3.1	1.6	1.2
From cost-of-living-adjustment clauses	(*)	(*)	(*)

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.

^P = preliminary.

29. Work stoppages involving 1,000 workers or more

Measure	Annual totals		1985		1986 ^P										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Number of stoppages:															
Beginning in period	62	54	3	2	4	3	2	4	6	11	13	10	7	5	2
In effect during period	68	61	13	9	7	7	8	8	10	15	22	22	17	17	9
Workers involved:															
Beginning in period (in thousands)	376.0	323.9	26.2	8.2	7.6	24.0	11.2	6.1	28.6	198.0	46.7	113.3	37.9	44.3	8.7
In effect during period (in thousands)	391.0	584.1	47.0	38.0	12.0	28.4	38.6	17.6	41.2	205.9	66.3	144.8	85.2	107.7	67.1
Days idle:															
Number (in thousands)	8,499.0	7,079.0	688.2	661.9	170.0	309.5	367.5	297.3	303.6	3,684.3	894.5	1,612.1	1,208.5	1,411.9	941.4
Percent of estimated working time ¹ .....	.04	.03	.04	.03	.01	.02	.02	.02	.02	.17	.04	.07	.06	.06	.04

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.

30. Consumer Price Index for All Urban Consumers: U.S. city average, by expenditure category and commodity or service group; and CPI for Urban Wage Earners and Clerical Workers, all Items

(1967 = 100, unless otherwise indicated)

Series	Annual average		1985					1986								
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	
CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS:																
All items	311.1	322.2	326.6	327.4	328.4	327.5	326.0	325.3	326.3	327.9	328.0	328.6	330.2	330.5	330.8	
All items (1957-59=100)	361.9	374.7	379.9	380.8	381.9	380.8	379.1	378.3	379.5	381.4	381.4	382.1	384.1	384.4	384.7	
Food and beverages	295.1	302.0	303.6	305.6	307.9	307.7	307.8	308.5	309.4	309.5	312.2	314.6	315.1	315.6	316.4	
Food	302.9	309.8	311.0	313.2	315.6	315.3	315.4	316.1	317.0	317.1	320.1	322.7	323.2	323.7	324.6	
Food at home	292.6	296.8	296.6	299.3	302.5	301.5	301.2	301.5	302.1	301.6	305.5	308.9	309.0	309.5	309.9	
Cereals and bakery products	305.3	317.0	319.9	321.9	322.0	322.5	322.7	322.5	323.8	326.1	326.3	328.2	328.5	328.4	328.5	
Meats, poultry, fish, and eggs	266.6	263.4	266.1	269.9	271.5	268.4	267.7	264.2	263.4	265.1	274.9	283.0	284.7	284.9	286.3	
Dairy products	253.2	258.0	257.1	256.9	257.2	257.3	256.8	257.1	257.2	258.4	258.3	258.5	260.0	261.2	262.2	
Fruits and vegetables	317.4	325.7	314.3	323.9	334.4	320.7	319.2	329.5	336.5	327.8	330.3	332.1	329.1	328.6	327.8	
Other foods at home	352.2	361.1	362.2	361.3	365.7	375.1	375.7	376.1	374.6	374.1	373.7	374.0	373.7	374.4	373.9	
Sugar and sweets	389.1	398.8	401.4	402.2	405.1	408.6	408.4	411.4	411.2	411.5	412.4	413.1	413.7	413.4	412.4	
Fats and oils	288.0	294.4	292.1	290.3	292.1	291.4	290.2	288.5	287.2	287.0	287.3	287.8	285.6	284.6	285.4	
Nonalcoholic beverages	443.0	451.7	451.7	448.8	459.7	485.3	488.0	487.4	481.9	480.0	478.3	476.9	475.7	477.5	476.9	
Other prepared foods	284.9	294.2	296.8	297.3	298.0	299.5	299.3	300.2	301.4	301.7	301.8	303.2	303.8	304.7	303.9	
Food away from home	333.4	346.6	351.3	352.1	353.1	354.2	355.5	357.0	358.8	360.2	360.8	361.8	363.3	364.0	365.8	
Alcoholic beverages	222.1	229.5	236.2	236.2	237.5	238.3	238.8	239.5	239.4	240.1	240.4	241.0	240.4	240.6	240.5	
Housing	336.5	349.9	355.0	355.8	356.8	356.5	357.0	358.0	358.5	361.2	361.5	362.4	363.7	363.0	361.7	
Shelter	361.7	382.0	391.3	392.3	393.8	394.8	397.0	400.1	400.9	401.6	403.5	405.2	407.6	409.5	410.2	
Renters' costs (12/82=100)	108.6	115.4	118.4	118.3	118.8	119.0	119.6	120.9	121.1	121.6	122.5	122.9	123.6	124.0	124.3	
Rent, residential	249.3	264.6	271.7	272.4	273.4	273.7	275.0	277.9	278.4	279.4	281.2	281.7	283.2	284.6	285.6	
Other renters' costs	373.4	398.4	408.7	398.1	401.1	404.1	405.5	410.8	411.3	415.2	420.1	425.7	429.1	427.3	425.5	
Homeowners' costs (12/82=100)	107.3	113.1	115.8	116.3	116.7	117.0	117.9	118.7	119.1	119.0	119.4	119.9	120.7	121.3	121.5	
Owners' equivalent rent (12/82=100)	107.3	113.2	115.9	116.3	116.7	117.0	117.9	118.7	118.9	119.0	119.4	119.9	120.7	121.3	121.5	
Household insurance (12/82=100)	107.5	112.4	114.5	115.0	115.7	117.4	118.0	118.3	118.8	118.9	119.9	120.2	120.6	121.1	121.1	
Maintenance and repairs	359.2	368.9	372.7	373.7	379.1	379.6	367.5	367.6	367.1	366.6	369.2	376.4	376.2	379.0	377.1	
Maintenance and repair services	409.7	421.1	426.4	426.2	432.6	432.8	422.4	424.6	425.5	427.4	430.1	434.2	437.0	437.5	433.7	
Maintenance and repair commodities	262.7	269.6	271.5	273.3	277.1	277.8	266.1	264.5	262.9	260.7	262.7	271.3	268.7	273.0	272.9	
Fuel and other utilities	387.3	393.6	392.1	393.3	394.6	390.0	385.5	381.8	382.5	393.8	389.4	389.5	388.3	379.1	371.1	
Fuels	485.5	488.1	481.5	483.6	484.7	476.3	467.6	459.6	460.6	477.0	469.2	469.0	467.2	450.3	437.8	
Fuel oil, coal, and bottled gas	641.8	619.5	641.6	657.3	650.3	591.2	549.9	518.3	496.8	486.6	459.4	447.3	453.5	451.9	452.0	
Gas (piped) and electricity	445.2	452.7	440.5	439.9	442.6	444.5	442.3	439.2	444.6	466.0	462.3	464.5	461.1	441.4	426.7	
Other utilities and public services	230.2	240.7	245.9	245.8	247.3	247.9	249.0	251.3	251.5	255.2	255.6	255.6	255.6	257.1	255.4	
Household furnishings and operations	242.5	247.2	248.9	248.8	248.8	249.0	249.8	249.6	249.9	250.2	250.5	250.5	251.5	251.6	251.2	
Housefurnishings	199.1	200.1	200.8	200.1	199.8	199.7	201.0	200.4	200.8	200.8	201.2	200.9	202.2	202.2	201.4	
Housekeeping supplies	303.2	313.6	316.4	317.7	318.3	318.6	317.9	318.5	318.3	319.6	319.5	319.8	320.1	319.8	320.4	
Housekeeping services	327.5	338.9	342.7	343.2	343.9	344.5	345.1	345.4	345.8	346.1	346.6	347.4	347.8	348.5	348.5	
Apparel and upkeep	200.2	206.0	211.2	209.0	205.0	204.1	206.3	207.3	206.4	204.5	203.2	207.0	212.1	213.2	213.1	
Apparel commodities	187.0	191.6	196.8	194.2	189.5	188.5	190.8	191.7	190.7	188.4	187.0	191.2	196.6	197.6	197.4	
Men's and boys' apparel	192.4	197.9	203.6	202.0	198.6	196.8	198.3	199.7	200.2	198.1	195.8	197.8	203.2	204.3	205.3	
Women's and girls' apparel	163.6	169.5	176.5	172.6	164.4	163.4	167.6	168.0	164.9	161.3	159.8	167.2	175.7	176.4	175.0	
Infants' and toddlers' apparel	287.0	299.7	307.0	304.1	313.9	311.6	313.1	316.6	318.5	319.7	307.5	316.0	309.7	312.0	307.0	
Footwear	209.5	212.1	215.5	213.1	209.1	207.9	210.1	211.4	211.5	210.0	209.1	209.6	212.0	215.1	215.1	
Other apparel commodities	216.4	215.5	214.9	214.6	215.5	216.1	214.6	215.3	215.4	215.8	218.1	221.6	221.1	219.8	221.1	
Apparel services	305.0	320.9	326.3	326.9	329.8	330.7	331.5	332.9	333.6	334.3	334.6	334.7	336.7	338.3	339.0	
Transportation	311.7	319.9	323.2	324.0	323.9	319.2	309.6	303.3	305.7	308.6	304.7	301.3	302.2	302.6	304.3	
Private transportation	306.6	314.2	317.0	317.8	317.3	312.2	302.1	295.3	297.8	300.8	296.5	292.8	293.7	294.1	295.8	
New vehicles	208.0	214.9	218.2	219.2	219.7	220.2	220.1	221.0	222.8	224.0	224.5	224.2	225.2	226.7	230.2	
New cars	208.5	215.2	218.4	219.4	219.9	220.4	220.3	221.2	223.0	224.2	224.7	224.7	224.5	227.1	230.7	
Used cars	375.7	379.7	376.4	375.6	374.1	370.7	367.2	364.8	363.6	362.5	360.3	358.0	359.5	360.6	361.0	
Motor fuel	370.7	373.8	376.7	377.5	373.3	351.5	308.5	279.5	289.3	299.4	280.2	265.9	271.1	263.2	260.9	
Gasoline	370.2	373.3	376.1	376.8	372.5	350.8	307.7	278.6	288.7	299.1	279.8	265.3	270.6	262.6	260.2	
Maintenance and repair	341.5	351.4	355.8	357.5	357.9	358.9	359.3	360.6	361.3	362.1	363.4	364.3	365.0	365.7	368.4	
Other private transportation	273.3	287.6	293.9	295.2	297.7	299.2	301.5	301.6	301.3	303.0	304.5	304.5	302.3	307.6	311.6	
Other private transportation commodities	201.5	202.6	201.6	202.1	203.4	202.9	203.6	202.2	202.4	201.5	201.6	201.8	200.3	198.9	200.0	
Other private transportation services	295.0	312.8	321.2	322.7	325.5	327.6	330.3	330.9	330.4	332.8	334.6	334.6	332.3	339.3	344.1	
Public transportation	385.2	402.8	412.8	412.9	419.6	422.2	421.2	422.2	423.7	425.4	428.0	428.0	428.5	428.7	431.7	
Medical care	379.5	403.1	413.0	414.7	418.2	422.3	425.8	428.0	429.7	432.0	434.8	437.5	439.7	442.3	444.6	
Medical care commodities	239.7	256.7	262.7	262.9	264.5	267.4	269.4	271.3	272.3	273.3	275.4	276.0	276.7	277.5	278.2	
Medical care services	410.3	435.1	445.8	448.0	451.9	456.2	460.1	462.3	464.2	466.8	469.8	473.0	475.7	478.8	481.5	
Professional services	346.1	367.3	375.5	377.1	378.9	381.6	385.0	386.9	388.3	390.3	391.7	393.3	396.1	398.0	399.8	
Other medical care services	488.0	517.0	530.8	533.6	540.3	546.4	550.8	553.5	555.9	559.2	564.2	569.4	571.9	576.4	580.3	
Entertainment	255.1	265.0	269.0	268.3	270.8	272.0	271.9	272.3	272.9	273.9	274.4	274.7	275.3	276.5	277.4	
Entertainment commodities	253.3	260.6	264.0	262.5	264.7	265.2	265.0	264.8	265.3	266.1	265.8	266.1	265.9	266.7	267.6	
Entertainment services	258.3	271.8	276.6	277.1	279.9	282.1	282.2	283.5	284.2	285.5	287.0	287.3	289.2	290.8	291.8	
Other goods and services	307.7	326.6	335.3	336.5	339.1	340.3	341.1	341.8	342.1	342.6	344.9	346.4	353.3			

30. Continued— Consumer Price Index for All Urban Consumers: U.S. city average, by expenditure category and commodity or service group; and CPI for Urban Wage Earners and Clerical Workers, all items

(1967=100, unless otherwise indicated)

Series	Annual average		1985					1986							
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
All items	311.1	322.2	326.6	327.4	328.4	327.5	326.0	325.3	326.3	327.9	328.0	328.6	330.2	330.5	330.8
Commodities	280.7	286.7	289.2	289.9	290.1	287.4	283.7	281.2	282.1	282.8	281.9	281.9	283.5	283.6	284.0
Food and beverages	295.1	302.0	303.6	305.6	307.9	307.7	307.8	308.5	309.4	309.5	312.2	314.6	315.1	315.6	316.4
Commodities less food and beverages	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nondurables less food and beverages	275.7	282.1	286.8	286.8	284.9	278.6	268.9	262.0	263.3	264.7	259.8	258.1	261.5	260.4	260.0
Apparel commodities	187.0	191.6	196.8	194.2	189.5	188.5	190.8	191.7	190.7	188.4	187.0	191.2	196.6	197.6	197.4
Nondurables less food, beverages, and apparel	325.8	333.3	337.8	339.1	338.7	329.5	313.6	302.6	305.2	308.4	301.7	296.9	299.5	297.2	296.7
Durables	266.5	270.7	271.5	271.4	271.4	270.5	269.7	269.2	269.6	269.9	269.6	269.0	269.3	270.5	271.8
Services	363.0	381.5	388.7	389.5	391.7	393.3	394.9	396.8	397.9	401.0	402.3	403.7	405.5	406.1	406.1
Rent of shelter	107.7	113.9	116.7	117.0	117.4	117.7	118.5	119.4	119.7	119.9	120.5	120.9	121.7	122.2	122.4
Household services less rent of shelter	108.1	111.2	110.8	110.8	111.4	111.8	111.6	111.6	112.3	115.2	114.9	115.3	114.9	112.9	111.0
Transportation services	321.1	337.0	344.7	346.1	349.0	351.0	352.4	353.2	353.4	355.3	357.1	357.3	356.2	360.5	364.4
Medical care services	410.3	435.1	445.8	448.0	451.9	456.2	460.1	462.3	464.2	466.8	469.7	473.0	475.7	478.8	481.5
Other services	296.0	314.1	322.5	322.9	324.8	326.1	326.6	327.6	328.2	329.2	330.1	330.8	337.9	339.5	340.3
Special indexes:															
All items less food	311.3	323.3	328.5	328.9	329.5	328.5	326.6	325.7	326.7	328.6	328.0	328.1	330.0	330.2	330.4
All items less shelter	295.1	303.9	307.2	307.9	308.8	307.4	305.2	303.6	304.7	306.5	306.1	306.4	307.9	307.8	308.0
All items less homeowners' costs	106.3	109.7	111.1	111.3	111.6	111.2	110.5	110.1	110.4	111.1	111.0	111.2	111.7	111.7	111.8
All items less medical care	307.3	317.7	321.9	322.6	323.4	322.2	320.5	319.7	320.6	322.2	322.1	322.6	324.2	324.4	324.5
Commodities less food	267.0	272.5	275.7	275.7	274.7	270.9	265.2	261.2	262.1	263.0	262.0	259.0	261.1	260.9	261.2
Nondurables less food	270.8	277.2	282.0	282.0	280.4	274.5	265.6	259.2	260.5	261.8	257.3	255.6	258.9	257.8	257.4
Nondurables less food and apparel	311.9	319.2	324.0	325.1	324.9	316.8	302.7	292.9	295.2	298.1	292.2	287.9	290.2	288.1	287.7
Nondurables	286.6	293.2	296.4	297.4	297.3	294.3	289.5	286.3	287.4	288.2	287.1	287.4	289.4	289.0	289.2
Services less rent of shelter	108.5	113.5	115.2	115.4	116.2	116.8	117.1	117.4	117.8	119.2	119.5	119.8	120.2	120.1	120.0
Services less medical care	355.6	373.3	380.1	380.8	382.7	384.0	385.4	387.2	388.3	391.3	392.5	393.6	395.4	395.7	395.4
Energy	423.6	426.5	425.1	426.5	424.7	408.9	381.3	361.8	367.6	380.6	366.5	358.6	360.6	348.6	341.7
All items less energy	302.9	314.8	319.8	320.5	321.8	322.3	323.3	324.4	325.0	325.5	326.9	328.3	330.0	331.4	332.3
All items less food and energy	301.2	314.4	320.4	320.7	321.6	322.3	323.6	324.8	325.3	325.9	326.9	327.9	329.9	331.6	332.5
Commodities less food and energy	253.1	259.7	262.7	262.2	261.8	261.6	262.0	262.2	262.2	262.0	262.0	262.9	264.5	265.5	266.1
Energy commodities	409.8	409.9	415.2	417.9	413.2	386.5	343.0	313.3	319.3	327.1	306.6	292.4	297.7	290.6	288.5
Services less energy	356.4	375.9	384.8	385.8	387.9	389.4	391.5	393.8	394.5	395.9	397.7	399.0	401.4	403.7	405.0
Purchasing power of the consumer dollar:															
1967=\$1.00	32.1	31.0	30.6	30.5	30.5	30.5	30.7	30.7	30.6	30.5	30.5	30.4	30.3	30.3	30.2
1957-59=\$1.00	27.6	26.7	26.3	26.3	26.2	26.3	26.4	26.4	26.4	26.2	26.2	26.2	26.0	26.0	26.0
CONSUMER PRICE INDEX FOR URBAN WAGE EARNERS AND CLERICAL WORKERS:															
All items	307.6	318.5	322.6	323.4	324.3	323.2	321.4	320.4	321.4	323.0	322.9	323.4	324.9	325.0	325.4
All items (1957-59=100)	357.7	370.4	375.1	376.1	377.1	375.8	373.7	372.6	373.7	375.6	375.5	376.1	377.8	378.0	378.4
Food and beverages	295.2	301.8	303.4	305.4	307.7	307.5	307.6	308.3	309.0	309.3	312.0	314.5	315.0	315.4	316.2
Food	302.7	309.3	310.6	312.8	315.1	314.9	315.0	315.6	316.4	316.6	319.5	322.3	322.8	323.3	324.2
Food at home	291.2	295.3	295.2	297.9	300.9	300.1	299.7	299.9	300.4	300.0	303.9	307.3	307.5	307.9	308.4
Cereals and bakery products	303.7	315.4	318.2	320.4	320.4	320.9	321.1	320.9	322.1	324.5	324.6	326.7	326.8	326.8	327.0
Meats, poultry, fish, and eggs	266.0	262.7	265.4	269.2	270.7	267.7	267.2	263.5	262.6	264.2	274.0	282.2	284.0	284.4	285.8
Dairy products	252.2	256.9	255.9	255.7	256.0	255.5	255.5	255.8	255.8	255.9	256.9	257.1	258.6	259.9	
Fruits and vegetables	312.5	320.3	309.4	319.3	329.7	316.0	314.6	325.0	331.6	323.5	325.6	327.2	324.2	322.9	322.2
Other foods at home	352.7	361.5	362.5	361.6	366.1	375.2	375.6	376.0	374.3	373.9	373.4	373.9	373.5	374.4	373.9
Sugar and sweets	388.6	398.3	400.9	401.8	404.7	408.1	407.8	410.9	410.6	410.9	411.9	412.6	413.0	412.8	411.9
Fats and oils	287.5	293.9	291.8	289.6	291.6	290.8	289.7	287.8	286.6	286.4	286.6	287.1	285.1	284.1	284.5
Nonalcoholic beverages	444.4	453.2	453.1	450.4	461.0	485.5	487.4	487.0	481.2	479.5	477.6	476.9	475.5	477.7	477.1
Other prepared foods	286.4	295.7	298.3	298.7	299.4	300.9	300.7	301.6	302.7	303.0	303.1	304.5	305.2	305.9	305.3
Food away from home	336.7	349.7	354.4	355.2	356.2	357.3	358.6	360.2	362.0	363.5	364.2	365.2	366.6	367.3	369.2
Alcoholic beverages	225.3	232.6	238.8	239.1	240.1	240.9	241.4	242.3	242.2	242.9	243.4	243.0	243.4	243.5	243.4
Housing	329.2	343.3	348.3	349.1	350.1	349.7	350.1	351.1	351.6	354.3	354.5	355.4	356.6	355.6	354.3
Shelter	350.0	370.4	379.3	380.4	381.8	382.9	385.0	388.1	388.8	389.4	391.5	392.9	395.2	397.1	397.8
Renters' costs (12/84=100)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rent, residential	248.6	263.7	270.7	271.5	272.5	272.8	274.1	277.0	277.5	278.5	280.3	280.8	282.2	283.6	284.6
Other renters' costs	372.4	397.9	408.0	397.5	400.8	403.5	405.4	411.8	411.3	415.5	420.4	426.1	428.9	426.7	424.8
Homeowners' costs (12/84=100)	-	103.1	105.5	105.9	106.3	106.6	107.4	108.3	108.4	108.8	109.3	110.0	110.0	110.5	110.7
Owners' equivalent rent (12/84=100)	-	103.0	105.5	105.9	106.3	106.6	107.3	108.1	108.3	108.4	108.8	109.2	110.0	110.5	110.7
Household insurance (12/84=100)	-	103.2	105.2	105.7	106.3	107.8	108.2	108.5	109.9	109.1	110.1	110.1	110.4	110.8	111.3
Maintenance and repairs	356.3	364.1	367.7	368.5	373.2	374.0	364.7	364.6	363.8	363.2	366.7	371.5	370.6	373.1	372.4
Maintenance and repair services	403.5	415.0	420.9	420.1	426.2	426.5	416.6	419.2	420.0	422.6	425.2	428.6	430.7	431.1	428.2
Maintenance and repair commodities	257.2	261.1	262.7	264.2	267.2	268.1	261.1	259.4	258.0	255.7	259.0	263.5	261.1	264.3	265.0
Fuel and other utilities	388.6	394.7	393.2	394.3	395.6	390.9	386.3	382.6	383.0	394.9	390.3	390.6	389.1	379.3	371.3
Fuels	485.0	487.5	481.0	483.1	484.1	475.7	467.1	459.1	459.7	477.3	469.1	469.3	467.1	449.2	437.1
Fuel oil, coal, and bottled gas	644.3	622.0	644.3	659.9	652.7	593.6	552.8	521.5	499.9	489.9	462.9	450.7	456.6	454.8	455.0
Gas (piped) and electricity	444.1	451.6	439.5	438.8	441.4	443.2	441.2	438.0	443.0	465.7	461.4	464.1	460.3	439.6	425.3
Other utilities and public services	231.2	241.6	246.8	246.7	248.3	248.8	249.9</								

30. Continued— Consumer Price Index for All Urban Consumers: U.S. city average, by expenditure category and commodity or service group; and CPI for Urban Wage Earners and Clerical Workers, all items

(1967 = 100, unless otherwise indicated)

Series	Annual average		1985		1986										
	1984	1985	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Apparel commodities	186.6	191.3	196.5	194.1	189.4	188.2	190.4	191.2	190.1	187.7	186.3	190.8	196.2	197.1	196.6
Men's and boys' apparel	192.9	198.2	203.7	202.2	198.8	196.8	198.0	199.3	200.0	198.0	195.4	197.1	202.3	203.6	204.6
Women's and girls' apparel	165.0	171.3	178.3	174.5	166.1	165.2	169.0	169.3	165.9	162.0	160.8	169.3	178.1	178.1	176.2
Infants' and toddlers' apparel	297.6	311.7	320.7	317.3	332.7	328.6	329.6	331.3	334.3	335.6	323.7	328.6	326.2	329.2	323.8
Footwear	210.0	212.5	215.9	213.6	209.9	208.4	210.7	212.1	212.0	210.6	209.6	209.9	212.0	215.3	215.6
Other apparel commodities	204.5	203.1	202.5	202.4	203.5	204.2	203.5	204.1	203.8	204.5	206.5	209.5	209.0	207.9	208.9
Apparel services	302.9	318.5	323.6	324.4	327.2	328.1	329.0	330.2	330.9	331.9	332.2	332.3	334.2	335.6	336.2
Transportation	313.9	321.6	324.6	325.3	325.1	320.1	310.3	303.5	305.9	308.7	304.6	300.9	301.8	302.2	304.0
Private transportation	310.1	317.4	320.1	320.8	320.2	314.8	304.5	297.4	299.9	302.8	298.3	294.4	295.3	295.7	297.5
New vehicles	207.3	214.2	217.5	218.6	219.0	219.4	219.4	220.2	222.0	223.2	223.7	223.6	223.3	225.7	229.4
New cars	207.9	214.5	217.8	218.8	219.2	219.7	219.5	220.4	223.3	223.4	223.9	223.9	223.7	226.3	230.0
Used cars	375.7	379.7	376.4	375.6	374.1	370.7	367.2	364.8	363.6	362.5	360.3	358.0	359.5	360.6	361.0
Motor fuel	372.2	375.4	378.7	379.6	375.3	353.0	309.6	280.1	290.3	300.6	280.9	266.7	271.9	264.0	262.0
Gasoline	371.8	375.0	378.1	378.9	374.6	352.3	308.8	279.1	289.6	300.3	280.5	266.1	271.4	263.4	261.3
Maintenance and repair	342.2	352.6	357.2	359.0	359.4	360.4	360.9	362.2	362.8	363.6	365.0	365.7	366.6	367.2	369.7
Other private transportation	274.2	287.7	293.7	294.7	296.9	298.4	300.6	300.4	299.8	301.2	302.4	302.2	299.7	305.2	309.5
Other private transportation commodities	203.9	204.7	203.0	204.3	205.6	205.4	206.0	204.6	204.9	203.9	203.8	204.0	202.7	201.1	202.3
Other private transportation services	295.4	312.3	320.2	321.3	323.7	325.7	328.3	328.5	327.7	329.6	331.2	330.9	328.1	335.4	340.7
Public transportation	376.8	391.7	400.1	400.2	406.6	412.6	412.0	413.0	413.8	415.1	418.0	418.4	418.8	418.9	421.1
Medical care	377.7	401.2	410.9	412.6	416.0	420.0	423.5	425.7	427.3	429.6	432.4	435.0	437.1	439.7	441.7
Medical care commodities	239.7	256.3	262.2	262.3	264.1	267.0	268.8	270.7	271.7	272.5	274.6	275.2	275.8	276.6	277.0
Medical care services	407.9	432.7	443.2	445.4	449.2	453.5	457.3	459.5	461.3	464.0	466.9	470.1	472.6	475.6	478.2
Professional services	346.5	367.7	375.8	377.6	379.3	382.2	385.6	387.4	388.8	390.8	392.3	394.0	396.6	398.4	400.2
Other medical care services	484.7	513.9	525.5	530.4	536.9	543.0	547.3	550.0	552.3	555.8	560.7	567.8	568.1	572.7	576.2
Entertainment	251.2	260.1	263.7	263.0	265.4	266.5	266.5	266.9	267.3	268.4	269.0	269.2	270.0	271.1	272.1
Entertainment commodities	247.7	254.2	257.2	255.7	257.8	258.3	258.3	258.4	258.7	259.8	259.6	259.8	259.8	260.6	261.7
Entertainment services	258.5	271.6	276.3	276.8	280.0	282.0	282.1	283.0	283.6	284.8	286.5	286.7	288.9	290.7	291.6
Other goods and services	304.9	322.7	330.5	331.9	334.9	336.1	337.0	337.6	338.0	338.4	341.2	342.6	347.5	348.8	349.2
Tobacco products	309.7	328.1	334.3	337.1	342.4	344.4	345.2	346.0	346.0	347.4	354.0	355.9	356.5	356.8	356.9
Personal care	269.4	279.6	283.1	284.0	285.9	286.8	288.0	288.2	288.6	288.6	288.8	289.9	289.5	290.8	291.2
Toilet goods and personal care appliances	270.3	279.0	281.9	283.3	285.9	286.7	288.1	288.4	288.6	287.6	287.8	289.7	288.7	290.5	290.5
Personal care services	268.8	280.5	284.8	285.2	286.4	287.4	288.4	288.4	289.0	290.0	290.2	290.5	290.8	291.6	292.4
Personal and educational expenses	368.2	399.3	417.3	417.4	418.9	419.9	420.1	421.2	422.0	422.9	423.8	425.1	446.1	448.7	449.4
School books and supplies	327.5	355.7	369.3	369.4	375.6	378.4	379.0	379.1	379.1	380.2	380.5	381.4	393.9	396.7	396.9
Personal and educational services	378.2	410.1	428.9	429.1	429.7	430.3	430.5	431.8	432.8	433.6	434.6	436.0	458.7	461.3	462.1
All items	307.6	318.5	322.6	323.4	324.3	323.2	321.4	320.4	321.4	323.0	322.9	323.4	324.9	325.0	325.4
Commodities	280.4	286.5	288.9	289.7	289.8	287.0	283.1	280.4	281.3	282.0	281.1	281.1	282.6	282.6	283.1
Food and beverages	295.2	301.8	303.4	305.4	307.7	307.5	307.6	308.3	309.0	309.3	312.0	314.5	315.0	315.4	316.2
Commodities less food and beverages	269.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nondurables less food and beverages	277.5	283.8	288.5	288.7	286.9	280.1	269.6	262.0	263.6	265.2	260.1	258.1	261.5	260.2	259.7
Apparel commodities	186.6	191.3	196.5	194.1	189.4	188.2	190.4	191.2	190.1	187.7	186.3	190.8	196.2	197.1	196.6
Nondurables less food, beverages, and apparel	327.0	334.2	338.8	340.1	339.6	330.1	313.2	301.6	304.5	308.0	301.0	295.9	298.4	297.0	295.6
Durables	261.1	265.2	265.7	265.7	265.6	264.6	263.7	263.3	263.5	263.6	263.2	262.6	263.0	264.0	265.3
Services	358.0	377.3	384.2	385.1	387.2	388.8	390.5	392.2	393.2	396.4	397.7	399.0	400.4	401.0	401.0
Rent of shelter (12/84 = 100)	-	103.2	105.8	106.1	106.4	106.7	107.4	108.3	108.5	108.7	109.2	109.6	110.3	110.8	111.0
Household services less rent of shelter (12/84 = 100)	-	102.6	102.1	102.0	102.6	103.0	102.8	102.7	103.4	106.4	106.0	106.4	106.0	103.8	102.0
Transportation services	317.2	332.2	339.3	340.5	343.3	345.4	347.0	347.5	347.3	348.9	350.6	350.7	349.2	353.8	357.9
Medical care services	407.9	432.7	443.2	445.4	449.2	453.5	457.3	459.5	461.3	464.0	466.9	470.1	472.6	475.6	478.2
Other services	292.9	310.1	317.8	318.3	320.4	321.6	322.1	322.9	323.6	324.6	325.6	326.0	332.2	333.8	334.7
Special indexes:															
All items less food	307.5	319.4	324.2	324.6	325.1	323.8	321.5	320.2	321.2	323.2	322.3	322.2	323.9	324.0	324.2
All items less shelter	295.1	303.4	306.4	307.2	307.9	306.4	303.8	302.1	303.0	304.8	304.3	304.6	305.9	305.7	305.9
All items less homeowners' costs (12/84 = 100)	-	101.8	103.0	103.2	103.5	103.0	102.3	101.8	102.1	102.7	102.6	102.7	103.2	103.2	103.2
All items less medical care	304.0	314.3	318.1	318.9	319.6	318.3	316.2	315.2	316.1	317.7	317.4	317.8	319.3	319.3	319.6
Commodities less food	267.1	272.8	275.9	275.9	275.0	270.9	264.9	260.7	261.6	262.6	259.6	258.3	260.3	260.0	260.3
Nondurables less food	272.6	279.0	283.8	283.9	282.3	276.1	266.4	259.4	260.9	262.4	257.7	255.8	259.1	257.8	257.4
Nondurables less food and apparel	313.2	320.3	325.0	326.3	325.9	317.5	302.6	292.2	294.9	298.0	291.8	287.3	289.6	287.4	287.0
Nondurables	287.4	293.9	297.1	298.2	298.4	295.0	289.8	286.3	287.5	288.4	287.2	287.5	289.5	289.0	289.2
Services less rent of shelter (12/84 = 100)	-	102.6	103.9	104.2	104.9	105.5	105.7	105.9	106.2	107.6	107.8	108.1	108.3	108.2	108.1
Services less medical care	350.5	369.0	375.5	376.2	378.2	379.5	381.0	382.7	383.6	386.8	387.9	389.0	390.3	390.6	390.4
Energy	423.3	426.3	425.4	426.8	424.7	408.1	379.0	358.4	364.6	378.1	363.1	354.8	356.9	344.8	338.5
All items less energy	298.3	309.9	314.5	315.3	316.5	316.9	317.8	318.8	319.2	319.7	321.1	322.4	323.9	325.3	326.3
All items less food and energy	295.8	308.7	314.2	314.6	315.4	316.1	317.2	318.3	318.6	319.1	321.0	322.1	322.7	324.4	325.4
Commodities less food and energy	250.5	256.8	259.5	259.2	258.8	258.5	258.7	258.8	258.5	258.5	259.3	259.3	260.9	261.7	262.4
Energy commodities	410.5	410.9	416.3	418.9	414.1	387.3	343.3	312.9	319.8	328.1	307.2	292.9	298.2	290.9	289.1
Services less energy	350.8	371.1	379.8	380.8	382.9	384.5	386.5	388.8	389.4	390.8	392.6	393.7	395.7	398.2	399.6
Purchasing power of the consumer dollar:															

31. 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					
			1985		1986				1985		1986					
			Nov.	Dec.	July	Aug.	Sept.	Oct.	Nov.	Nov.	Dec.	July	Aug.	Sept.	Oct.	Nov.
U.S. city average		-	326.6	327.4	328.0	328.6	330.2	330.5	330.8	322.6	323.4	322.9	323.4	324.9	325.0	325.4
Chicago, Ill.-Northwestern																
Ind.	M	-	324.2	325.9	331.1	331.4	333.9	328.7	331.3	310.9	312.6	316.0	316.2	318.3	313.4	316.1
Detroit, Mich.	M	-	323.1	323.1	318.4	323.2	321.1	324.3	325.3	313.2	313.1	307.5	312.8	310.5	313.6	314.7
Los Angeles-Long Beach, Anaheim, Calif.	M	-	325.0	326.1	330.9	330.9	334.6	336.2	333.8	319.1	320.1	323.8	323.5	326.8	328.3	326.3
New York, N.Y.-Northeastern N.J.	M	-	319.9	320.8	325.1	325.9	326.6	327.8	327.5	312.5	313.5	316.5	317.2	317.5	318.7	318.6
Philadelphia, Pa.-N.J.	M	-	318.8	319.7	323.0	323.1	325.8	324.7	324.1	321.5	322.5	324.6	324.4	326.7	326.1	325.4
Anchorage, Alaska (10/67 = 100)	1	10/67	286.9	-	286.3	-	286.2	-	287.8	280.1	-	278.4	-	277.9	-	279.7
Baltimore, Md.	1	-	327.3	-	330.2	-	334.0	-	333.4	326.3	-	327.9	-	330.9	-	330.4
Boston, Mass.	1	-	325.4	-	323.6	-	328.2	-	329.3	323.0	-	320.8	-	325.2	-	325.9
Cincinnati, Ohio-Ky.-Ind.	1	-	333.4	-	332.4	-	333.0	-	335.5	326.2	-	324.9	-	324.7	-	327.6
Denver-Boulder, Colo.	1	-	359.4	-	358.4	-	362.9	-	361.2	354.1	-	352.4	-	357.2	-	355.2
Miami, Fla. (11/77 = 100)	1	11/77	173.9	-	171.2	-	174.3	-	175.8	174.9	-	171.6	-	174.5	-	176.1
Milwaukee, Wis.	1	-	333.9	-	331.3	-	332.9	-	330.7	353.2	-	350.1	-	351.7	-	349.4
Northeast, Pa.	1	-	310.6	-	309.0	-	311.3	-	313.5	309.6	-	307.8	-	310.2	-	311.9
Portland, Oreg.-Wash.	1	-	317.1	-	314.7	-	318.0	-	318.0	307.3	-	303.4	-	306.3	-	306.1
St. Louis, Mo.-Ill.	1	-	321.6	-	325.6	-	325.7	-	323.8	318.5	-	320.6	-	320.7	-	319.0
San Diego, Calif.	1	-	379.0	-	383.1	-	385.9	-	387.5	341.9	-	345.0	-	347.4	-	349.0
Seattle-Everett, Wash.	1	-	324.0	-	323.7	-	326.3	-	325.9	310.8	-	310.1	-	312.3	-	311.7
Washington, D.C.-Md.-Va.	1	-	326.9	-	329.3	-	332.3	-	334.0	330.5	-	330.2	-	334.6	-	335.9
Atlanta, Ga.	2	-	-	335.3	-	338.9	-	339.9	-	-	332.6	-	335.4	-	335.9	-
Buffalo, N.Y.	2	-	-	309.8	-	307.5	-	309.4	-	-	295.9	-	292.5	-	294.2	-
Cleveland, Ohio	2	-	-	348.8	-	352.7	-	352.1	352.7	-	327.5	-	329.9	-	329.3	329.6
Dallas-Ft. Worth, Tex.	2	-	-	344.5	-	346.2	-	345.9	-	-	338.3	-	339.1	-	338.5	-
Honolulu, Hawaii	2	-	-	298.5	-	301.5	-	302.2	-	-	305.8	-	308.3	-	308.8	-
Houston, Tex.	2	-	-	336.8	-	332.9	-	334.0	-	-	334.1	-	330.5	-	331.7	-
Kansas City, Mo.-Kansas	2	-	-	321.8	-	323.9	-	323.7	-	-	311.7	-	311.9	-	311.3	-
Minneapolis-St. Paul, Minn.-Wis.	2	-	-	340.4	-	340.3	-	340.9	340.6	-	336.0	-	334.5	-	334.6	334.4
Pittsburgh, Pa.	2	-	-	331.5	-	330.1	-	331.8	-	-	312.8	-	309.2	-	310.6	-
San Francisco-Oakland, Calif.	2	-	-	336.4	-	345.5	-	347.7	-	-	331.3	-	339.0	-	341.1	-
Region ³																
Northeast	2	12/77	-	174.3	-	175.0	-	176.4	-	-	172.1	-	172.2	-	173.5	-
North Central	2	12/77	-	176.0	-	176.2	-	176.5	-	-	172.6	-	172.2	-	172.4	-
South	2	12/77	-	176.3	-	176.4	-	177.5	-	-	176.0	-	175.3	-	176.3	-
West	2	12/77	-	177.2	-	179.0	-	180.4	-	-	175.2	-	176.4	-	177.8	-
Population size class ³																
A-1	2	12/77	-	174.2	-	176.6	-	177.6	-	-	170.2	-	171.8	-	172.5	-
A-2	2	12/77	-	178.4	-	179.1	-	179.9	-	-	175.4	-	175.3	-	176.0	-
B	2	12/77	-	177.2	-	176.6	-	178.3	-	-	174.6	-	173.5	-	175.1	-
C	2	12/77	-	174.9	-	175.0	-	175.9	-	-	175.3	-	174.8	-	175.7	-
D	2	12/77	-	174.7	-	173.8	-	174.5	-	-	176.0	-	174.5	-	175.1	-
Region/population size class cross classification ³																
Class A:																
Northeast	2	12/77	-	171.2	-	173.1	-	174.2	-	-	167.7	-	168.8	-	169.7	-
North Central	2	12/77	-	179.4	-	180.7	-	180.3	-	-	174.5	-	175.0	-	174.5	-
South	2	12/77	-	176.5	-	176.7	-	177.6	-	-	176.5	-	176.1	-	176.9	-
West	2	11/77	-	179.3	-	182.0	-	184.2	-	-	175.0	-	176.9	-	179.0	-
Class B:																
Northeast	2	12/77	-	176.7	-	174.7	-	178.0	-	-	173.5	-	171.8	-	174.6	-
North Central	2	12/77	-	174.2	-	172.5	-	174.0	-	-	170.5	-	168.1	-	169.5	-
South	2	12/77	-	178.0	-	178.6	-	180.0	-	-	174.7	-	174.6	-	175.7	-
West	2	12/77	-	178.4	-	178.1	-	179.2	-	-	178.9	-	178.3	-	179.3	-

See footnotes at end of table.

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							
			1985		1986				1985		1986					
			Nov.	Dec.	July	Aug.	Sept.	Oct.	Nov.	Nov.	Dec.	July	Aug.	Sept.	Oct.	Nov.
Class C:																
Northeast	2	12/77	-	184.1	-	182.8	-	183.8	-	-	188.8	-	187.2	-	188.1	-
North Central	2	12/77	-	171.5	-	171.2	-	172.3	-	-	168.2	-	167.7	-	168.7	-
South	2	12/77	-	175.3	-	174.8	-	175.8	-	-	176.7	-	175.3	-	176.3	-
West	2	12/77	-	169.1	-	173.0	-	173.1	-	-	167.8	-	171.1	-	171.2	-
Class D:																
Northeast	2	12/77	-	178.1	-	176.8	-	178.1	-	-	177.7	-	176.2	-	177.2	-
North Central	2	12/77	-	172.6	-	171.4	-	171.7	-	-	174.2	-	172.4	-	172.7	-
South	2	12/77	-	174.5	-	174.3	-	175.4	-	-	176.1	-	175.0	-	175.9	-
West	2	12/77	-	176.2	-	174.9	-	175.3	-	-	177.7	-	176.3	-	176.7	-

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 byproducts 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 and major groups

Series	1977	1978	1979	1980	1981	1982	1983	1984	1985
Consumer Price Index for All Urban Consumers:									
All items:									
Index	181.5	195.4	217.4	246.8	272.4	289.1	298.4	311.1	322.2
Percent change	6.5	7.7	11.3	13.5	10.4	6.1	3.2	4.3	3.6
Food and beverages:									
Index	188.0	206.3	228.5	248.0	267.3	278.2	284.4	295.1	302.0
Percent change	6.0	9.7	10.8	8.5	7.8	4.1	2.2	3.8	2.3
Housing:									
Index	186.5	202.8	227.6	263.3	293.5	314.7	323.1	336.5	349.9
Percent change	6.8	8.7	12.2	15.7	11.5	7.2	2.7	4.1	4.0
Apparel and upkeep:									
Index	154.2	159.6	166.6	178.4	186.9	191.8	196.5	200.2	206.0
Percent change	4.5	3.5	4.4	7.1	4.8	2.6	2.5	1.9	2.9
Transportation:									
Index	177.2	185.5	212.0	249.7	280.0	291.5	298.4	311.7	319.9
Percent change	7.1	4.7	14.3	17.8	12.1	4.1	2.4	4.5	2.6
Medical care:									
Index	202.4	219.4	239.7	265.9	294.5	328.7	357.3	379.5	403.1
Percent change	9.6	8.4	9.3	10.9	10.8	11.6	8.7	6.2	6.2
Entertainment:									
Index	167.7	176.6	188.5	205.3	221.4	235.8	246.0	255.1	265.0
Percent change	4.9	5.3	6.7	8.9	7.8	6.5	4.3	3.7	3.9
Other goods and services:									
Index	172.2	183.3	196.7	214.5	235.7	259.9	288.3	307.7	326.6
Percent change	5.8	6.4	7.3	9.0	9.9	10.3	10.9	6.7	6.1
Consumer Price Index for Urban Wage Earners and Clerical Workers:									
All items:									
Index	181.5	195.3	217.7	247.0	272.3	288.6	297.4	307.6	318.5
Percent change	6.5	7.6	11.5	13.5	10.2	6.0	3.0	3.4	3.5

33. Producer Price Indexes, by stage of processing

(1967=100)

Grouping	Annual average		1986											
	1984	1985	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Finished goods	291.1	293.7	297.2	296.0	291.9	288.0	287.2	288.9	289.3	287.6	288.3	287.5	290.5	290.7
Finished consumer goods	290.3	291.8	295.4	293.8	288.4	283.4	281.9	284.1	284.5	282.3	283.1	282.7	284.9	285.0
Finished consumer goods excluding foods	273.3	271.2	275.0	275.0	272.0	271.6	271.9	274.8	275.1	280.4	283.6	282.2	282.9	283.0
Durable goods	294.1	297.3	300.7	298.3	291.8	284.6	282.2	284.0	284.4	278.3	278.0	278.1	281.0	281.1
Nondurable goods less food	337.3	339.3	343.2	339.6	328.0	315.4	309.8	313.0	313.5	302.6	302.0	304.8	301.9	302.1
Capital equipment	236.8	241.5	244.3	243.5	243.9	243.7	245.7	245.5	245.9	246.2	246.2	242.7	253.6	253.5
Supplies	294.0	300.5	303.7	303.9	304.3	304.3	305.6	305.7	306.1	306.4	306.3	304.2	310.1	310.5
Intermediate materials, supplies, and components	320.0	318.7	318.9	317.4	313.5	309.5	307.1	306.7	306.8	304.8	304.5	306.1	304.9	304.9
Materials and components for manufacturing	301.8	299.5	297.9	297.1	296.5	296.4	295.5	295.4	295.1	295.6	296.0	296.2	296.5	296.5
Materials for food manufacturing	271.1	258.8	254.3	252.8	249.2	246.7	244.8	247.9	247.9	251.7	255.7	254.3	253.2	253.2
Materials for nondurable manufacturing	290.5	285.9	283.1	283.8	282.4	282.5	279.3	278.2	277.8	277.7	277.2	277.3	277.7	278.1
Materials for durable manufacturing	325.1	320.2	317.6	313.4	313.1	313.6	313.7	313.2	312.9	313.0	313.4	314.5	315.4	315.0
Components for manufacturing	287.5	291.5	292.4	293.1	293.6	293.7	294.1	294.1	294.1	294.6	294.9	295.1	294.9	295.0
Materials and components for construction	310.3	315.2	315.7	316.2	316.5	317.0	318.3	318.3	317.8	317.9	317.6	317.9	317.3	317.6
Processed fuels and lubricants	566.2	548.9	557.2	540.8	500.8	453.4	428.5	424.2	426.7	401.1	395.2	409.1	395.1	393.2
Containers	302.3	311.2	310.6	311.2	310.9	312.3	312.8	313.6	314.0	314.6	316.4	317.8	318.4	319.6
Supplies	283.4	284.2	285.7	286.6	286.4	286.8	287.2	287.1	287.3	287.2	287.1	287.9	287.5	287.9
Crude materials for further processing	330.8	306.1	304.3	301.0	289.0	281.1	273.7	279.4	276.9	277.7	275.5	275.5	276.7	278.4
Foodstuffs and feedstuffs	259.5	235.0	236.8	231.7	227.2	224.4	220.3	229.9	227.1	234.4	236.3	231.9	233.7	235.9
Nonfood materials	484.5	459.2	450.0	450.6	422.7	403.9	389.4	386.9	384.8	370.8	360.0	369.6	369.8	369.7
Special groupings														
Finished goods, excluding foods	294.8	299.0	302.4	300.7	296.3	291.2	289.9	291.2	291.6	287.4	287.2	286.6	290.5	290.7
Finished energy goods	750.3	720.9	733.8	700.9	629.3	554.1	517.2	534.1	536.4	461.6	459.1	477.2	454.9	452.9
Finished goods less energy	265.1	269.2	272.2	272.7	272.2	272.1	273.1	274.0	274.3	276.4	277.2	275.4	279.7	280.0
Finished consumer goods less energy	257.8	261.3	264.3	264.8	264.0	263.9	264.9	266.1	266.3	268.9	270.0	268.4	272.2	272.4
Finished goods less food and energy	262.3	268.7	271.4	272.1	272.5	272.5	273.9	274.0	274.3	275.0	275.0	273.1	278.8	279.1
Finished consumer goods less food and energy	245.9	252.1	254.6	255.5	256.0	256.0	257.3	257.5	257.7	258.7	258.6	256.9	262.4	262.7
Consumer nondurable goods less food and energy	239.0	246.2	248.3	250.5	251.1	251.2	252.0	252.3	252.5	253.9	253.8	253.6	254.4	254.9
Intermediate materials less foods and feeds	325.0	325.0	325.3	323.6	319.7	315.5	313.0	312.4	312.5	310.4	309.9	311.5	310.4	310.4
Intermediate foods and feeds	253.1	232.8	232.7	232.6	228.9	227.8	227.0	229.3	229.0	230.3	232.4	233.3	229.8	230.9
Intermediate energy goods	545.0	528.3	536.2	520.0	482.0	437.0	413.3	409.1	411.1	386.6	380.8	393.8	380.5	378.7
Intermediate goods less energy	303.8	304.0	303.5	303.4	303.0	303.3	303.1	303.0	302.9	303.3	303.5	304.0	303.9	304.2
Intermediate materials less foods and energy	303.6	305.2	304.5	304.3	304.2	304.5	304.3	304.0	303.8	304.1	304.2	304.7	304.9	305.1
Crude energy materials	785.2	748.1	735.6	732.8	662.9	614.5	577.0	570.6	563.9	528.8	524.5	544.1	539.2	535.3
Crude materials less energy	255.5	233.2	233.0	229.8	226.5	224.7	221.9	229.2	227.3	232.8	231.1	228.5	230.5	232.7
Crude nonfood materials less energy	266.1	249.7	242.9	245.8	246.5	247.9	249.1	249.3	250.1	250.0	236.1	239.2	242.3	244.5

34. Producer Price Indexes, by durability of product

(1967 = 100)

Grouping	Annual average		1985	1986										
	1984	1985	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Total durable goods	293.6	297.3	298.5	298.1	298.4	298.6	299.7	299.6	299.7	300.0	300.1	299.2	302.3	302.5
Total nondurable goods	323.3	317.2	318.8	316.8	308.4	300.7	296.0	297.9	297.7	294.5	294.0	295.6	294.2	294.6
Total manufactures	302.9	304.3	306.0	304.8	301.1	297.3	296.1	296.7	296.9	295.2	295.6	296.2	297.0	297.2
Durable	293.9	298.1	299.5	299.0	299.3	299.4	300.5	300.4	300.5	300.9	300.9	300.1	303.2	303.4
Nondurable	312.3	310.5	312.5	310.6	302.9	294.9	291.2	292.6	293.0	289.1	289.7	292.0	290.2	290.5
Total raw or slightly processed goods	346.6	327.9	327.6	326.0	316.3	310.3	303.0	306.2	304.2	303.2	299.7	299.2	298.8	299.9
Durable	266.7	252.2	244.3	248.2	251.2	252.4	253.1	252.1	251.2	249.6	252.4	253.2	252.0	254.3
Nondurable	351.4	332.4	332.7	330.6	320.2	313.6	305.8	309.3	307.2	306.2	302.3	301.7	301.4	302.4

35. Annual data: Producer Price Indexes, by stage of processing

(1967 = 100)

Index	1977	1978	1979	1980	1981	1982	1983	1984	1985
Finished goods:									
Total	181.7	195.9	217.7	247.0	269.8	280.7	285.2	291.1	293.7
Consumer goods	180.7	194.9	217.9	248.9	271.3	281.0	284.6	290.3	291.8
Capital equipment	184.6	199.2	216.5	239.8	264.3	279.4	287.2	294.0	300.5
Intermediate materials, supplies, and components:									
Total	201.5	215.6	243.2	280.3	306.0	310.4	312.3	320.0	318.7
Materials and components for manufacturing	195.4	208.7	234.4	265.7	286.1	289.8	293.4	301.8	299.5
Materials and components for construction	203.4	224.7	247.4	268.3	287.6	293.7	301.8	310.3	315.2
Processed fuels and lubricants	282.5	295.3	364.8	503.0	595.4	591.7	564.8	566.2	548.9
Containers	188.3	202.8	226.8	254.5	276.1	285.6	286.6	302.3	311.2
Supplies	188.7	198.5	218.2	244.5	263.8	272.1	277.1	283.4	284.2
Crude materials for further processing:									
Total	209.2	234.4	274.3	304.6	329.0	319.5	323.6	330.8	306.1
Foodstuffs and feedstuffs	192.1	216.2	247.9	259.2	257.4	247.8	252.2	259.5	235.0
Nonfood materials except fuel	245.0	272.3	330.0	401.0	482.3	473.9	477.4	484.5	459.2
Fuel	372.1	426.8	507.6	615.0	751.2	886.1	931.5	931.3	909.6

36. U.S. export price indexes by Standard International Trade Classification

(June 1977 = 100, unless otherwise indicated)

Category	1974 SITC	1984				1985				1986		
		Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
ALL COMMODITIES (9/83=100)		100.2	101.5	99.3	98.1	97.5	97.5	96.5	96.7	97.0	96.7	95.1
Food (3/83=100)	0	106.2	109.6	103.5	96.5	95.8	94.0	90.2	93.6	90.5	89.5	77.2
Meat (3/83=100)	01	108.9	108.7	105.6	104.4	103.9	104.7	106.1	112.2	111.5	114.7	122.0
Fish (3/83=100)	03	99.8	98.7	98.0	98.7	101.0	103.6	102.6	101.8	102.2	106.2	111.2
Grain and grain preparations (3/80=100)	04	102.7	107.4	101.2	92.9	92.4	90.3	82.6	87.1	82.1	79.1	59.0
Vegetables and fruit (3/83=100)	05	116.2	126.9	125.6	114.7	119.5	120.2	128.9	118.9	115.3	125.8	131.4
Feedstuffs for animals (3/83=100)	08	106.9	98.8	83.5	82.4	72.8	68.6	75.7	83.4	88.5	85.5	90.2
Misc. food products (3/83=100)	09	104.9	110.6	109.5	108.4	110.6	109.2	108.1	107.7	106.0	104.7	106.6
Beverages and tobacco (6/83=100)	1	101.6	101.9	102.8	101.3	99.9	100.1	99.7	98.6	95.6	96.5	96.3
Beverages (9/83=100)	11	102.3	102.9	103.3	103.7	104.0	105.3	101.8	100.9	101.9	103.0	102.2
Tobacco and tobacco products (6/83=100)	12	101.6	101.8	102.7	101.1	99.5	99.6	99.5	98.4	95.1	95.9	95.8
Crude materials (6/83=100)	2	112.5	118.3	105.2	101.4	97.5	96.8	93.3	92.5	95.8	95.6	92.3
Raw hides and skins (6/80=100)	21	145.6	154.7	153.7	133.6	121.0	126.2	129.0	139.9	138.9	148.9	138.0
Oilseeds and oleaginous fruit (9/77=100)	22	93.9	104.3	79.9	74.8	71.0	71.2	64.2	63.9	66.9	65.8	64.5
Crude rubber (including synthetic and reclaimed) (9/83=100)	23	103.3	106.0	104.1	104.0	106.4	106.3	107.1	106.0	106.0	106.1	105.3
Wood	24	131.1	129.4	123.8	125.4	128.7	125.7	124.5	128.1	128.7	126.7	129.7
Pulp and waste paper (6/83=100)	25	112.5	122.1	120.8	114.2	100.5	96.1	93.8	92.7	98.8	109.7	120.7
Textile fibers	26	120.5	125.6	109.4	106.7	102.4	105.8	103.6	97.7	101.6	98.6	74.7
Crude fertilizers and minerals	27	146.6	147.7	163.0	163.2	165.6	167.9	169.4	165.5	168.0	166.1	164.3
Metalliferous ores and metal scrap	28	100.2	98.5	93.2	92.4	89.2	82.0	80.1	78.7	83.4	80.5	84.6
Mineral fuels	3	99.1	99.7	99.7	99.7	100.1	99.2	97.6	96.6	91.9	86.7	85.7
Animal and vegetable oils, fats, and waxes	4	129.8	164.5	145.7	147.9	142.0	144.5	114.5	101.4	90.8	84.4	76.5
Fixed vegetable oils and fats (6/83=100)	42	133.2	176.4	159.0	156.7	152.9	164.8	128.8	108.7	95.4	95.3	80.8
Chemicals (3/83=100)	5	101.4	99.7	98.3	97.7	97.0	96.8	97.1	96.6	96.5	95.4	93.1
Organic chemicals (12/83=100)	51	100.2	101.0	97.4	94.7	93.8	96.5	97.1	95.4	93.5	89.3	88.0
Fertilizers, manufactured (3/83=100)	56	108.3	96.9	97.4	94.8	92.5	87.9	89.8	90.0	88.6	84.0	77.4
Intermediate manufactured products (9/81=100)	-	101.0	101.3	102.0	100.4	99.4	99.2	99.2	99.1	100.3	101.2	102.2
Leather and furskins (9/79=100)	6	83.5	81.2	80.8	79.0	82.5	79.2	75.9	78.5	77.8	82.5	84.2
Rubber manufactures	61	146.7	147.5	148.9	148.5	150.2	149.0	148.3	148.7	151.0	150.0	150.4
Paper and paperboard products (6/78=100)	62	150.2	154.7	160.0	159.5	155.0	151.6	149.6	148.2	152.2	158.7	165.3
Iron and steel (3/82=100)	64	95.9	96.1	96.8	96.5	95.5	95.3	95.9	98.2	98.4	99.4	100.2
Nonferrous metals (9/81=100)	-	94.2	92.9	90.4	82.5	79.7	79.6	79.8	78.2	80.2	79.1	79.4
Metal manufactures, n.e.s. (3/82=100)	-	103.1	104.5	105.1	105.0	105.4	105.2	105.4	104.4	105.3	105.5	105.6
Machinery and transport equipment, excluding military and commercial aircraft (12/78=100)	67	138.5	139.4	140.1	141.5	142.3	142.9	143.1	143.3	144.0	144.1	144.4
Power generating machinery and equipment (12/78=100)	68	158.4	156.9	160.6	167.5	165.3	167.4	167.1	167.5	169.1	169.2	169.5
Machinery specialized for particular industries (9/78=100)	69	152.3	152.8	153.7	153.4	155.0	155.7	156.0	156.2	155.5	154.7	155.0
Metalworking machinery (6/78=100)	7	150.8	151.2	151.7	151.9	153.4	155.1	156.3	158.4	159.0	158.9	160.4
General industrial machines and parts n.e.s. 9/78=100)	71	148.6	149.0	149.3	150.2	152.4	152.0	152.4	152.2	152.3	153.3	154.4
Office machines and automatic data processing equipment	72	101.4	101.5	99.8	101.4	100.9	100.0	99.9	99.4	99.9	99.2	98.8
Telecommunications, sound recording and reproducing equipment	73	133.0	132.3	134.4	134.3	133.3	133.3	134.1	134.5	136.5	137.0	137.8
Electrical machinery and equipment	74	110.2	112.6	113.8	114.6	114.9	116.1	115.3	113.8	115.1	114.2	114.2
Road vehicles and parts (3/80=100)	75	130.2	131.2	131.0	131.8	133.1	133.9	133.8	135.0	135.5	136.4	136.5
Other transport equipment, excl. military and commercial aviation	76	183.1	187.7	189.6	191.7	195.5	196.6	199.3	200.7	203.3	205.6	206.0
Other manufactured articles	77	100.6	100.4	100.7	99.3	99.5	100.4	100.3	100.3	102.6	103.4	104.1
Apparel (9/83=100)	78	101.9	102.1	103.9	103.4	104.7	104.7	105.0	105.3	-	-	-
Professional, scientific, and controlling instruments and apparatus	79	171.8	172.0	175.8	171.7	175.5	178.3	178.7	178.8	182.1	183.8	183.8
Photographic apparatus and supplies, optical goods, watches and clocks (12/77=100)	8	132.0	131.3	132.7	130.3	128.0	129.1	127.5	128.5	131.6	132.9	132.7
Miscellaneous manufactured articles, n.e.s.	84	98.5	97.9	95.2	94.1	92.4	93.1	93.1	92.4	95.6	95.6	97.6
Gold, non-monetary (6/83=100)	971	95.8	93.5	81.7	79.5	69.1	75.4	77.4	77.5	81.8	82.2	97.5

- Data not available.

37. U.S. Import price indexes by Standard International Trade Classification

(June 1977 = 100, unless otherwise indicated)

Category	1974 SITC	1984		1985				1986		
		Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
ALL COMMODITIES (9/82=100)		96.7	95.7	93.5	93.0	92.9	94.2	88.5	83.2	83.8
Food (9/77=100)	0	102.0	98.1	98.5	96.8	94.9	102.8	113.4	104.7	109.1
Meat	01	135.4	132.3	130.4	118.2	120.6	131.2	122.7	118.5	126.9
Dairy products and eggs (6/81=100)	02	98.9	98.4	98.3	97.9	99.1	100.5	106.7	107.1	109.4
Fish	03	134.2	133.9	132.9	129.4	129.7	132.7	139.3	144.8	149.6
Bakery goods, pasta products, grain and grain preparations (9/77=100)	04	132.9	132.8	131.8	132.3	136.3	141.9	146.9	149.2	154.0
Fruits and vegetables	05	135.4	117.2	127.1	129.4	120.2	131.3	119.4	119.4	127.1
Sugar, sugar preparations, and honey (3/82=100)	06	119.0	118.5	118.4	122.6	123.1	111.9	124.6	121.6	123.9
Coffee, tea, cocoa	07	60.3	58.4	57.0	56.0	54.4	64.6	85.9	69.2	71.8
Beverages and tobacco	1	157.1	156.5	156.2	157.1	158.0	162.1	163.2	165.5	165.8
Beverages	11	153.5	152.8	154.2	154.3	156.0	159.1	161.8	163.9	165.5
Crude materials	2	100.6	98.9	94.0	93.6	91.5	91.2	94.2	95.3	98.2
Crude rubber (inc. synthetic & reclaimed) (3/84=100)	23	90.7	83.8	77.6	76.4	68.9	73.2	78.8	75.5	76.9
Wood (9/81=100)	24	99.6	104.0	100.7	106.9	101.6	99.4	104.3	106.3	109.4
Pulp and waste paper (12/81=100)	25	96.3	93.2	84.0	80.4	76.8	75.8	74.9	79.9	86.0
Crude fertilizers and crude minerals (12/83=100)	27	98.0	98.6	100.3	101.7	102.7	102.1	101.5	100.0	100.4
Metalliferous ores and metal scrap (3/84=100)	28	100.1	95.6	90.4	87.6	89.5	90.1	94.5	95.6	98.2
Crude vegetable and animal materials, n.e.s.	29	101.1	106.4	104.3	104.9	102.5	102.5	103.6	104.4	104.8
Fuels and related products (6/82=100)	3	86.9	85.2	82.9	80.9	79.8	79.1	55.3	37.5	33.3
Petroleum and petroleum products (6/82=100)	33	87.0	85.2	83.8	81.6	80.3	80.1	54.7	36.1	31.8
Fats and oils (9/83=100)	4	124.4	114.9	89.9	76.7	57.6	50.6	41.4	39.3	35.5
Vegetable oils (9/83=100)	42	125.3	115.3	89.5	75.9	56.2	48.9	39.3	37.4	33.5
Chemicals (9/82=100)	5	98.8	97.1	95.7	94.9	94.5	94.2	94.6	93.3	93.4
Medicinal and pharmaceutical products (3/84=100)	54	96.4	94.6	91.6	95.1	95.3	96.7	102.9	104.9	110.0
Manufactured fertilizers (3/84=100)	56	98.5	92.9	94.2	82.0	80.8	78.5	79.2	79.7	77.4
Chemical materials and products, n.e.s. (9/84=100)	59	100.0	97.5	96.1	95.6	96.9	97.8	99.9	100.3	101.0
Intermediate manufactured products (12/77=100)	6	137.2	136.8	133.1	132.4	133.6	133.4	134.0	135.6	138.8
Leather and furskins	61	144.0	140.4	135.3	133.3	137.0	141.3	141.6	143.0	147.4
Rubber manufactures, n.e.s.	62	139.6	140.5	139.5	138.6	137.3	138.1	136.5	137.7	138.1
Cork and wood manufactures	63	126.4	126.1	121.3	121.2	123.4	124.0	130.8	134.3	137.4
Paper and paperboard products	64	156.1	157.5	157.6	157.2	157.8	156.5	157.1	157.1	157.5
Textiles	65	131.6	132.9	130.4	127.5	126.5	128.1	131.2	132.9	135.4
Nonmetallic mineral manufactures, n.e.s.	66	156.6	159.4	154.2	151.7	157.6	162.2	164.2	169.6	178.2
Iron and steel (9/78=100)	67	124.7	123.7	121.0	120.1	119.1	118.3	117.3	118.1	119.0
Nonferrous metals (12/81=100)	68	90.2	87.3	81.9	82.3	83.7	80.4	79.4	78.9	83.5
Metal manufactures, n.e.s.	69	119.3	119.3	117.4	117.8	119.5	121.6	124.4	127.8	129.1
Machinery and transport equipment (6/81=100)	7	102.6	102.9	101.6	102.6	103.5	107.2	111.5	115.3	118.1
Machinery specialized for particular industries (9/78=100)	72	98.8	98.0	96.2	97.0	101.4	104.9	112.1	115.4	120.1
Metalworking machinery (3/80=100)	73	92.1	89.9	86.3	90.5	94.2	98.1	105.0	107.7	110.7
General industrial machinery and parts, n.e.s. (6/81=100)	74	92.4	91.3	89.2	91.1	94.3	98.0	103.8	109.0	112.8
Office machines and automatic data processing equipment (3/80=100)	75	94.1	92.2	89.6	89.4	90.3	93.7	96.9	100.8	102.1
Telecommunications, sound recording and reproducing apparatus (3/80=100)	76	93.6	91.3	90.0	88.8	88.3	88.6	89.4	91.6	93.7
Electrical machinery and equipment (12/81=100)	77	87.0	86.4	82.1	83.9	81.4	83.1	84.5	87.5	89.5
Road vehicles and parts (6/81=100)	78	109.8	111.3	111.5	112.1	112.7	117.8	123.4	127.1	129.8
Misc. manufactured articles (3/80=100)	8	99.7	100.0	97.0	98.0	99.6	100.8	103.3	104.8	109.5
Plumbing, heating, and lighting fixtures (6/80=100)	81	110.7	111.6	113.9	114.1	117.8	115.0	120.1	123.5	125.5
Furniture and parts (6/80=100)	82	138.4	142.5	137.4	136.7	142.1	142.7	147.0	142.2	145.8
Clothing (9/77=100)	84	135.4	138.5	136.7	133.9	134.5	134.5	133.4	135.3	137.8
Footwear	85	138.4	142.5	137.4	136.7	142.1	142.7	147.0	142.2	145.8
Professional, scientific, and controlling instruments and apparatus (12/79=100)	87	95.6	92.9	89.2	92.3	98.8	102.4	106.4	112.5	118.5
Photographic apparatus and supplies, optical goods, watches, and clocks (3/80=100)	88	91.2	91.3	88.9	89.5	91.1	94.5	99.3	103.2	106.8
Misc. manufactured articles, n.e.s. (6/82=100)	89	98.3	96.3	91.2	95.2	96.4	97.9	102.1	103.4	112.3
Gold, non-monetary (6/82=100)	971	106.4	103.6	90.1	98.3	101.1	101.0	106.7	107.3	126.9

38. U.S. export price indexes by end-use category

(September 1983 = 100 unless otherwise indicated)

Category	Per-centage of 1980 trade value	1984		1985				1986		
		Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
Foods, feeds, and beverages	16.294	88.8	83.0	81.5	89.9	76.2	77.5	75.5	74.7	66.0
Raw materials	30.696	100.5	99.1	97.6	97.2	96.5	95.9	96.0	94.9	93.4
Raw materials, nondurable	21.327	102.8	101.4	99.6	99.5	98.7	97.9	97.5	96.1	93.7
Raw materials, durable	9.368	95.0	93.3	92.6	91.6	91.1	91.0	92.5	91.9	92.5
Capital goods (12/82=100)	30.186	104.6	105.6	106.2	106.6	106.6	106.6	107.4	107.5	107.6
Automotive vehicles, parts and engines (12/82=100)	7.483	105.3	105.7	106.7	108.0	108.1	109.2	109.5	110.4	110.8
Consumer goods	7.467	101.3	100.8	100.9	101.1	101.9	101.4	103.7	104.5	104.5
Durables	3.965	99.4	99.3	99.1	99.2	100.4	99.5	101.8	101.8	102.1
Nondurables	3.501	103.0	102.3	102.7	103.0	103.3	103.3	105.5	107.2	106.9

39. U.S. import price indexes by end-use category

(December 1982 = 100)

Category	Per-centage of 1980 trade value	1984		1985				1986		
		Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
Foods, feeds, and beverages	7.477	105.6	101.8	102.1	100.4	99.0	106.0	115.8	108.2	112.3
Petroleum and petroleum products, excl. natural gas	31.108	87.5	85.7	84.4	82.1	80.9	80.5	55.4	36.8	32.3
Raw materials, excluding petroleum	19.205	102.5	101.1	96.3	95.8	95.4	93.9	94.5	94.0	95.3
Raw materials, nondurable	9.391	101.7	100.7	95.0	93.9	93.5	91.8	91.1	89.7	89.5
Raw materials, durable	9.814	103.3	101.6	97.7	97.8	97.4	96.2	98.1	98.7	101.4
Capital goods	13.164	98.0	97.8	94.8	96.3	97.6	100.0	102.8	106.7	109.4
Automotive vehicles, parts and engines	11.750	104.0	105.2	105.4	105.9	106.4	111.4	115.6	119.0	121.0
Consumer goods	14.250	100.6	101.1	99.5	99.4	101.0	102.4	104.5	106.5	110.1
Durable	5.507	98.8	98.5	97.0	97.0	98.9	100.7	103.4	106.5	111.2
Nondurable	8.743	103.0	104.6	103.0	102.5	103.9	104.7	106.0	106.6	108.6

40. U.S. export price indexes by Standard Industrial Classification ¹

Industry group	1984		1985				1986		
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
Manufacturing:									
Food and kindred products (6/83 = 100)	105.6	103.3	99.5	99.5	96.7	98.1	97.0	95.0	95.2
Lumber and wood products, except furniture (6/83 = 100)	97.0	97.9	99.9	99.5	98.3	101.2	101.5	101.2	102.1
Furniture and fixtures (9/83 = 100)	103.5	104.9	105.2	106.5	107.1	108.4	109.2	109.7	110.1
Paper and allied products (3/81 = 100)	106.1	103.6	97.1	94.7	93.2	92.1	95.7	101.5	106.4
Chemicals and allied products (12/84 = 100)	101.3	100.7	100.3	99.6	99.7	99.2	98.9	98.3	96.2
Petroleum and coal products (12/83 = 100)	100.7	100.4	101.3	102.7	102.0	99.1	93.5	83.1	83.1
Primary metal products (3/82 = 100)	100.0	95.8	91.2	92.7	93.6	93.6	96.4	96.6	101.6
Machinery, except electrical (9/78 = 100)	138.0	139.9	140.4	140.5	140.6	140.5	140.6	140.3	140.5
Electrical machinery (12/80 = 100)	110.7	111.1	111.3	112.4	111.9	111.2	112.6	112.3	112.5
Transportation equipment (12/78 = 100)	157.7	158.8	160.4	161.8	162.6	164.1	165.1	166.8	167.1
Scientific instruments; optical goods; clocks (6/77 = 100)	156.0	153.0	154.9	156.6	156.2	156.7	159.7	161.2	161.5

¹ SIC - based classification.

41. U.S. import price indexes by Standard Industrial Classification ¹

Industry group	1984		1985				1986		
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
Manufacturing:									
Food and kindred products (6/77=100)	124.1	122.6	118.8	115.0	114.2	115.1	117.7	115.6	118.1
Textile mill products (9/82=100)	104.3	104.7	102.8	101.0	100.4	101.8	104.7	106.4	107.4
Apparel and related products (6/77=100)	133.9	138.2	135.6	133.0	133.9	134.4	133.4	135.1	137.8
Lumber and wood products, except furniture (6/77=100)	117.3	120.0	116.3	120.6	117.5	115.8	122.1	124.8	127.9
Furniture and fixtures (6/80=100)	96.2	95.6	93.9	96.1	97.7	98.2	101.2	103.5	105.4
Paper and allied products (6/77=100)	146.1	145.5	141.5	139.8	138.7	137.4	137.6	139.4	142.2
Chemicals and allied products (9/82=100)	99.8	98.2	95.3	93.9	93.3	95.8	98.6	102.1	103.8
Rubber and miscellaneous plastic products (12/80=100)	97.8	98.0	96.9	96.7	96.6	97.5	100.9	100.6	101.9
Leather and leather products	141.6	144.2	139.1	138.9	142.3	144.0	145.8	144.6	147.7
Primary metal products (6/81=100)	88.3	86.6	82.2	83.0	83.4	81.9	82.0	82.4	86.4
Fabricated metal products (12/84=100)	-	100.0	99.0	99.1	101.0	102.6	104.9	108.5	110.3
Machinery, except electrical (3/80=100)	95.5	94.1	91.8	93.4	96.6	100.0	105.5	108.9	112.5
Electrical machinery (9/84=100)	100.0	98.6	95.1	95.8	94.5	95.8	97.0	100.2	102.6
Transportation equipment (6/81=100)	110.7	112.9	113.1	114.2	114.8	119.6	123.9	128.0	130.4
Scientific instruments; optical goods; clocks (12/79=100)	94.4	93.2	90.7	91.7	94.6	98.8	103.9	109.1	113.7
Miscellaneous manufactured commodities (9/82=100)	95.8	96.4	95.1	95.1	96.6	98.7	99.9	101.7	106.9

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											
		1984	1984				1985				1986		
			I	II	III	IV	I	II	III	IV	I	II	III
Business:													
Output per hour of all persons	105.3	104.9	105.6	105.5	105.5	105.7	106.4	107.3	106.4	107.3	107.4	107.4	
Compensation per hour	168.1	165.9	167.1	169.0	170.6	172.3	174.5	176.4	178.0	179.1	180.4	181.7	
Real compensation per hour	98.1	98.1	97.9	98.1	98.2	98.4	98.7	99.1	99.0	99.2	100.3	100.4	
Unit labor costs	159.7	158.2	158.3	160.2	161.7	163.1	164.0	164.4	167.3	167.0	168.0	169.1	
Unit nonlabor payments	156.3	154.1	156.7	157.0	157.7	158.3	160.0	161.4	159.6	162.2	161.9	163.7	
Implicit price deflator	158.5	156.7	157.7	159.0	160.3	161.4	162.6	163.4	164.6	165.3	165.8	167.2	
Nonfarm business:													
Output per hour of all persons	104.3	103.9	104.6	104.4	104.3	104.4	104.9	105.4	104.5	105.6	105.7	105.8	
Compensation per hour	167.9	165.6	166.9	168.7	170.4	172.1	174.0	175.4	177.0	178.3	179.3	180.4	
Real compensation per hour	98.0	97.9	97.8	98.0	98.1	98.2	98.4	98.5	98.4	98.8	99.8	99.7	
Unit labor costs	161.0	159.4	159.5	161.5	163.3	164.8	165.9	166.3	169.3	168.8	169.6	170.5	
Unit nonlabor payments	156.1	153.2	156.4	157.2	157.9	158.9	160.8	163.0	160.3	163.9	163.7	165.9	
Implicit price deflator	159.3	157.2	158.4	160.0	161.4	162.7	164.1	165.2	166.2	167.1	167.5	168.9	
Nonfinancial corporations:													
Output per hour of all employees	105.6	105.3	105.9	105.5	105.8	106.0	106.5	107.8	107.0	106.9	106.8	106.9	
Compensation per hour	165.9	163.6	164.8	166.6	168.3	169.9	171.6	173.1	174.5	175.4	176.1	176.8	
Real compensation per hour	96.8	96.8	96.6	96.7	96.8	97.0	97.0	97.2	97.0	97.1	97.9	97.7	
Total unit costs	161.5	159.4	160.1	162.6	163.8	164.9	165.8	165.0	167.2	168.3	168.6	169.8	
Unit labor costs	157.0	155.4	155.7	157.9	159.1	160.3	161.1	160.5	163.0	164.0	164.8	165.4	
Unit nonlabor costs	174.6	171.1	173.1	176.4	177.5	178.5	179.8	178.3	179.8	181.1	179.9	182.8	
Unit profits	133.4	134.4	138.5	130.3	130.5	129.3	130.2	141.7	131.2	131.7	132.3	134.4	
Unit nonlabor payments	160.1	158.3	161.0	160.3	161.0	161.3	162.5	165.5	162.8	163.8	163.2	165.9	
Implicit price deflator	158.1	156.4	157.5	158.7	159.8	160.6	161.6	162.2	162.9	164.0	164.3	165.6	
Manufacturing:													
Output per hour of all persons	116.6	114.7	115.7	117.8	118.2	119.3	121.7	123.0	122.9	123.7	124.7	125.8	
Compensation per hour	168.2	165.4	166.8	169.1	171.5	173.8	175.6	178.1	179.3	180.2	181.4	182.5	
Real compensation per hour	98.1	97.8	97.8	98.2	98.7	99.2	99.3	100.0	99.7	99.8	100.9	100.9	
Unit labor costs	144.2	144.1	144.2	143.5	145.1	145.7	144.3	144.8	145.8	145.7	145.5	145.0	

43. Annual indexes of multifactor productivity and related measures, selected years

(1977 = 100)

Item	1960	1970	1973	1974	1976	1978	1979	1980	1981	1982	1983	1984
Private business												
Productivity:												
Output per hour of all persons	67.3	88.4	95.9	93.8	98.4	100.8	99.5	99.2	100.6	100.3	103.0	105.4
Output per unit of capital services	102.4	102.0	105.3	98.8	97.2	102.0	99.8	94.2	92.4	86.6	88.3	92.4
Multifactor productivity	78.2	92.9	99.1	95.6	98.0	101.2	99.7	97.4	97.7	95.2	97.6	100.6
Output	55.3	80.2	93.0	91.2	94.5	105.8	107.9	106.6	108.9	105.4	109.9	118.9
Inputs:												
Hours of all persons	82.2	90.8	96.9	97.2	96.1	105.0	108.4	107.5	108.2	105.2	106.7	112.8
Capital services	54.0	78.7	88.3	92.4	97.2	103.8	108.0	113.1	117.8	121.7	124.4	128.7
Combined units of labor and capital input	70.7	86.3	93.8	95.5	96.5	104.5	108.2	109.4	111.5	110.7	112.6	118.1
Capital per hour of all persons	65.7	86.7	91.1	95.0	101.2	98.8	99.7	105.3	108.8	115.7	116.7	114.1
Private nonfarm business												
Productivity:												
Output per hour of all persons	70.7	89.2	96.4	94.3	98.5	100.8	99.2	98.7	99.6	99.1	102.4	104.3
Output per unit of capital services	103.7	102.8	106.0	99.2	97.3	101.9	99.0	93.4	91.1	85.1	87.3	90.9
Multifactor productivity	80.9	93.7	99.6	96.0	98.1	101.2	99.1	96.9	96.7	94.1	97.0	99.6
Output	54.4	79.9	92.9	91.1	94.4	106.0	107.9	106.6	108.4	104.8	110.0	118.9
Inputs:												
Hours of all persons	77.0	89.6	96.3	96.6	95.8	105.1	108.8	108.0	108.8	105.7	107.4	114.0
Capital services	52.5	77.7	87.6	91.9	97.0	104.0	109.0	114.1	119.0	123.2	126.1	130.8
Combined units of labor and capital input	67.3	85.3	93.3	95.0	96.2	104.7	108.9	110.0	112.2	111.4	113.5	119.4
Capital per hour of all persons	68.2	86.8	91.0	95.1	101.3	98.9	100.1	105.6	109.4	116.5	117.4	114.7
Manufacturing												
Productivity:												
Output per hour of all persons	62.2	80.8	93.4	90.6	97.1	101.5	101.4	101.4	103.6	105.9	112.0	116.6
Output per unit of capital services	102.5	98.6	111.4	101.2	96.2	102.1	99.7	91.2	89.2	81.8	86.9	94.4
Multifactor productivity	71.9	85.2	97.9	93.3	96.8	101.7	101.0	98.7	99.8	99.2	105.1	110.7
Output	52.5	78.6	96.3	91.7	93.1	106.0	108.1	103.2	104.8	98.4	104.7	116.0
Inputs:												
Hours of all persons	84.4	97.3	103.1	101.2	95.9	104.4	106.5	101.7	101.1	92.9	93.5	99.5
Capital services	51.2	79.7	86.4	90.6	96.7	103.7	108.4	113.1	117.5	120.3	120.6	122.9
Combined units of labor and capital inputs	73.0	92.2	98.4	98.3	96.1	104.2	107.0	104.5	105.0	99.2	99.7	104.8
Capital per hour of all persons	60.7	82.0	83.8	89.5	100.9	99.4	101.7	111.2	116.2	129.4	129.0	123.6

44. Annual indexes of productivity, hourly compensation, unit costs, and prices, selected years

(1977 = 100)

Item	1960	1970	1973	1974	1976	1978	1979	1980	1981	1982	1983	1984	1985
Business:													
Output per hour of all persons	67.6	88.4	95.9	93.9	98.3	100.8	99.6	99.3	100.7	100.3	103.0	105.3	106.4
Compensation per hour	33.6	57.8	70.9	77.6	92.8	108.5	119.1	131.5	143.7	154.9	161.5	168.1	175.3
Real compensation per hour	68.9	90.2	96.7	95.4	98.7	100.8	99.4	96.7	95.7	97.3	98.2	98.1	98.8
Unit labor costs	49.7	65.4	73.9	82.7	94.3	107.6	119.5	132.5	142.7	154.5	156.8	159.7	164.8
Unit nonlabor payments	46.4	59.4	72.5	76.4	93.3	106.7	112.5	118.7	134.6	136.6	146.3	156.3	159.7
Implicit price deflator	48.5	63.2	73.4	80.5	94.0	107.3	117.0	127.6	139.8	148.1	153.0	158.5	163.0
Nonfarm business:													
Output per hour of all persons	71.0	89.3	96.4	94.3	98.5	100.8	99.3	98.8	99.8	99.2	102.4	104.3	104.8
Compensation per hour	35.3	58.2	71.2	78.0	92.8	108.6	118.9	131.3	143.6	154.8	161.5	167.9	174.6
Real compensation per hour	72.3	90.8	97.1	95.9	98.8	100.9	99.2	96.6	95.7	97.2	98.2	98.0	98.4
Unit labor costs	49.7	65.2	73.9	82.7	94.3	107.7	119.7	132.9	144.0	156.0	157.7	161.0	166.7
Unit nonlabor payments	46.3	60.0	69.3	74.0	93.0	105.6	110.5	118.5	133.5	136.5	148.1	156.1	160.6
Implicit price deflator	48.5	63.4	72.3	79.7	93.8	107.0	116.5	127.8	140.3	149.2	154.3	159.3	164.6
Nonfinancial corporations:													
Output per hour of all employees	73.4	91.1	97.5	94.6	98.4	100.6	99.8	99.1	99.6	100.4	103.5	105.6	106.8
Compensation per hour	36.9	59.2	71.6	78.2	92.9	108.4	118.7	131.1	143.3	154.3	159.9	165.9	172.3
Real compensation per hour	75.5	92.4	97.6	96.1	98.9	100.7	99.1	96.4	95.5	96.9	97.3	96.8	97.0
Unit labor costs	50.2	65.0	73.4	82.6	94.3	107.8	119.0	132.3	143.8	153.8	154.5	157.0	161.2
Unit nonlabor payments	51.5	60.1	68.9	73.1	93.8	104.4	108.4	118.6	137.8	142.1	152.1	160.1	163.0
Implicit price deflator	50.7	63.3	71.9	79.4	94.2	106.6	115.4	127.6	141.7	149.8	153.7	158.1	161.8
Manufacturing:													
Output per hour of all persons	62.2	80.8	93.4	90.6	97.1	101.5	101.4	101.4	103.6	105.9	112.0	116.6	121.7
Compensation per hour	36.5	57.4	68.8	76.2	92.1	108.2	118.6	132.4	145.2	157.5	162.4	168.2	176.7
Real compensation per hour	74.8	89.5	93.8	93.6	98.1	100.5	99.1	97.4	96.7	98.9	98.8	98.1	99.5
Unit labor costs	58.7	71.0	73.7	84.1	94.9	106.6	117.0	130.6	140.1	148.7	145.0	144.2	145.1
Unit nonlabor payments	60.0	64.1	70.7	67.7	93.5	101.9	98.9	97.8	111.8	114.0	128.5	136.9	134.4
Implicit price deflator	59.1	69.0	72.8	79.3	94.5	105.2	111.7	121.0	131.8	138.6	140.2	142.1	142.0

45. Unemployment rates in nine countries, quarterly data seasonally adjusted

Country	Annual average		1985				1986		
	1984	1985	I	II	III	IV	I	II	III
Total labor force basis									
United States	7.4	7.1	7.2	7.2	7.1	6.9	7.0	7.1	6.8
Canada	11.2	10.4	11.0	10.5	10.2	10.1	9.7	9.5	9.6
Australia	8.9	8.2	8.5	8.4	8.1	7.8	7.9	-	-
Japan	2.7	2.6	2.6	2.5	2.6	2.9	2.6	2.8	-
France	9.7	10.1	10.2	10.1	10.2	9.9	10.0	10.3	10.4
Germany	7.6	7.7	7.7	7.8	7.7	7.7	7.6	7.5	7.3
Great Britain	12.8	13.0	12.9	13.0	13.2	12.8	13.0	13.1	-
Italy ^{1, 2}	5.8	5.9	5.8	5.7	5.9	6.2	6.2	6.3	6.0
Sweden	3.1	2.8	3.0	2.9	2.7	2.7	2.8	2.6	2.6
Civilian labor force basis									
United States	7.5	7.2	7.3	7.3	7.2	7.0	7.1	7.2	6.9
Canada	11.3	10.5	11.1	10.6	10.2	10.1	9.7	9.6	9.7
Australia	9.0	8.3	8.6	8.5	8.2	7.9	8.0	-	-
Japan	2.8	2.6	2.6	2.6	2.7	2.9	2.7	2.8	-
France	9.9	10.4	10.5	10.4	10.4	10.1	10.2	10.5	10.7
Germany	7.8	7.9	7.9	7.9	7.9	7.8	7.8	7.6	7.5
Great Britain	12.9	13.1	13.1	13.2	13.4	13.0	13.1	13.3	-
Italy	5.9	6.0	5.9	5.8	6.0	6.3	6.3	6.5	6.1
Sweden	3.1	2.8	3.0	2.9	2.8	2.7	2.8	2.6	2.6

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 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, 10 countries

(Numbers in thousands)

Employment status and country	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
Labor force										
United States	96,158	99,009	102,251	104,962	106,940	108,670	110,204	111,550	113,544	115,461
Canada	10,203	10,500	10,895	11,231	11,573	11,904	11,958	12,183	12,399	12,639
Australia	6,244	6,358	6,443	6,519	6,693	6,810	6,910	6,997	7,133	7,272
Japan	53,100	53,820	54,610	55,210	55,740	56,320	56,980	58,110	58,480	58,820
France	22,000	22,300	22,470	22,670	22,790	22,930	23,150	23,130	23,290	23,330
Germany	25,900	25,870	26,000	26,250	26,520	26,650	26,710	26,740	26,880	27,090
Great Britain	25,290	25,430	25,620	25,710	25,870	25,870	25,880	26,010	26,530	26,960
Italy	20,300	20,530	20,630	20,910	21,210	21,410	21,450	21,610	21,680	21,800
Netherlands	4,890	4,950	5,010	5,100	5,290	5,500	5,560	5,720	5,740	5,690
Sweden	4,149	4,168	4,203	4,262	4,312	4,326	4,350	4,369	4,385	4,418
Participation rate										
United States	61.6	62.3	63.2	63.7	63.8	63.9	64.0	64.0	64.4	64.8
Canada	61.1	61.6	62.7	63.4	64.1	64.8	64.1	64.4	64.8	65.2
Australia	62.7	62.7	62.0	61.7	62.2	62.0	61.8	61.5	61.5	61.8
Japan	62.4	62.5	62.8	62.7	62.6	62.6	62.7	63.1	62.7	62.3
France	57.3	57.6	57.5	57.5	57.2	57.1	57.1	56.6	56.6	56.4
Germany	53.8	53.4	53.3	53.3	53.2	52.9	52.7	52.5	52.6	53.2
Great Britain	63.2	63.2	63.3	63.2	63.2	62.2	61.9	61.9	62.7	63.6
Italy	47.8	48.0	47.7	47.8	48.0	48.0	47.4	47.2	47.3	47.2
Netherlands	49.1	49.0	48.8	49.0	50.0	51.3	51.2	52.1	52.0	51.2
Sweden	66.0	65.9	66.1	66.6	67.0	66.8	66.8	66.7	66.8	67.2
Employed										
United States	88,752	92,017	96,048	98,824	99,303	100,397	99,526	100,834	105,005	107,150
Canada	9,477	9,651	9,987	10,395	10,708	11,006	10,844	10,734	11,000	11,311
Australia	5,946	6,000	6,038	6,111	6,284	6,416	6,415	6,300	6,490	6,670
Japan	52,020	52,720	53,370	54,040	54,600	55,060	55,620	56,550	56,870	57,280
France	21,010	21,180	21,260	21,300	21,320	21,200	21,230	21,170	20,980	20,910
Germany	25,010	24,970	25,130	25,470	25,750	25,560	25,130	24,750	24,790	24,960
Great Britain	23,810	23,840	24,040	24,360	24,100	23,190	22,820	22,680	23,100	23,420
Italy	19,600	19,800	19,870	20,100	20,380	20,480	20,430	20,470	20,390	20,490
Netherlands	4,630	4,700	4,750	4,830	4,960	4,990	4,930	4,890	4,880	4,890
Sweden	4,083	4,093	4,109	4,174	4,226	4,218	4,213	4,218	4,249	4,293
Employment-population ratio										
United States	56.8	57.9	59.3	59.9	59.2	59.0	57.8	57.9	59.5	60.1
Canada	56.7	56.6	57.5	58.7	59.3	59.9	57.0	56.7	57.4	58.4
Australia	59.7	59.2	58.1	57.9	58.4	58.4	57.3	55.4	56.0	56.6
Japan	61.1	61.2	61.3	61.4	61.3	61.2	61.2	61.4	61.0	60.6
France	54.8	54.7	54.4	54.0	53.5	52.8	52.3	51.8	51.0	50.5
Germany	52.0	51.6	51.5	51.7	51.7	50.8	49.6	48.6	48.5	49.0
Great Britain	59.5	59.3	59.4	59.8	58.9	55.8	54.6	54.0	54.6	55.2
Italy	46.1	46.3	45.9	45.9	46.1	45.9	45.2	44.7	44.5	44.4
Netherlands	46.5	46.5	46.3	46.4	46.9	46.5	45.4	44.5	44.2	44.0
Sweden	64.9	64.8	64.6	65.3	65.6	65.1	64.7	64.4	64.7	65.3
Unemployed										
United States	7,406	6,991	6,202	6,137	7,637	8,273	10,678	10,717	8,539	8,312
Canada	726	849	908	836	865	898	1,314	1,448	1,399	1,328
Australia	298	358	405	408	409	394	495	697	642	602
Japan	1,080	1,100	1,240	1,170	1,140	1,260	1,360	1,560	1,610	1,560
France	990	1,120	1,210	1,370	1,470	1,730	1,920	1,960	2,310	2,420
Germany	890	900	870	780	770	1,090	1,580	1,990	2,090	2,130
Great Britain	1,480	1,590	1,580	1,350	1,770	2,680	3,060	3,330	3,430	3,540
Italy	700	740	760	810	830	920	1,020	1,140	1,280	1,310
Netherlands	260	250	260	270	330	510	630	830	860	800
Sweden	66	75	94	88	86	108	137	151	136	125
Unemployment rate										
United States	7.7	7.1	6.1	5.8	7.1	7.6	9.7	9.6	7.5	7.2
Canada	7.1	8.1	8.3	7.4	7.5	7.5	11.0	11.9	11.3	10.5
Australia	4.8	5.6	6.3	6.3	6.1	5.8	7.2	10.0	9.0	8.3
Japan	2.0	2.0	2.3	2.1	2.0	2.2	2.4	2.7	2.8	2.6
France	4.5	5.0	5.4	6.0	6.4	7.5	8.3	8.5	9.9	10.4
Germany	3.4	3.5	3.4	3.0	2.9	4.1	5.9	7.4	7.8	7.9
Great Britain	5.9	6.3	6.2	5.3	6.8	10.4	11.8	12.8	12.9	13.1
Italy	3.4	3.6	3.7	3.9	3.9	4.3	4.8	5.3	5.9	6.0
Netherlands	5.3	5.0	5.2	5.3	6.2	9.3	11.3	14.5	15.0	14.1
Sweden	1.6	1.8	2.2	2.1	2.0	2.5	3.1	3.5	3.1	2.8

47. Annual indexes of productivity and related measures, 12 countries

(1977=100)

Item and country	1960	1970	1973	1974	1976	1977	1979	1980	1981	1982	1983	1984	1985
Output per hour													
United States	62.2	80.8	93.4	90.6	97.1	100.0	101.4	101.4	103.6	105.9	112.9	118.5	121.8
Canada	50.3	76.8	91.3	93.4	96.2	100.0	104.2	101.9	104.0	101.0	107.6	111.5	115.1
Japan	23.2	64.8	83.1	86.5	94.3	100.0	114.8	122.7	127.2	135.0	142.3	152.2	159.9
Belgium	32.8	60.0	78.7	83.2	95.3	100.0	111.8	119.3	127.2	132.8	141.0	145.5	-
Denmark	37.2	65.5	83.2	86.0	98.2	100.0	106.5	112.3	114.2	114.6	117.3	118.3	118.4
France	36.4	69.6	82.2	85.2	95.0	100.0	110.3	112.0	116.4	123.5	129.3	135.0	140.2
Germany	40.3	71.2	84.0	87.4	96.5	100.0	108.2	108.6	111.0	112.6	119.0	124.7	131.9
Italy	36.5	72.7	90.9	95.3	98.9	100.0	110.5	116.9	121.0	123.4	126.6	135.0	139.1
Netherlands	32.4	64.3	81.5	88.1	95.8	100.0	112.3	113.9	116.9	119.4	126.1	139.3	-
Norway	54.6	81.7	94.6	97.7	99.7	100.0	107.1	109.3	109.7	112.6	119.2	122.3	125.0
Sweden	42.3	80.7	94.8	98.8	101.7	100.0	110.9	112.7	113.2	116.5	125.5	132.6	135.2
United Kingdom	53.8	77.6	92.9	95.2	99.1	100.0	102.2	101.2	107.9	112.7	121.2	126.2	129.7
Output													
United States	52.5	78.6	96.3	91.7	93.1	100.0	108.1	103.2	104.8	98.4	105.6	117.9	121.0
Canada	41.5	75.1	94.6	98.0	98.1	100.0	110.9	107.7	108.8	96.4	101.7	110.1	115.2
Japan	19.2	69.9	91.9	91.7	94.8	100.0	113.9	124.1	129.8	137.3	148.2	165.2	175.8
Belgium	41.7	78.1	95.8	99.6	99.5	100.0	104.2	107.2	105.9	109.1	110.7	112.8	-
Denmark	49.2	82.0	95.9	97.4	99.6	100.0	105.4	110.1	106.6	108.3	112.2	118.6	122.3
France	35.4	73.3	88.6	91.8	96.1	100.0	106.1	106.6	105.9	106.0	107.4	108.4	109.0
Germany	50.0	86.6	96.1	95.4	98.0	100.0	106.6	106.6	104.9	102.4	103.5	107.4	113.0
Italy	37.4	78.0	90.5	96.3	97.9	100.0	108.6	115.4	114.3	111.6	109.2	113.2	115.3
Netherlands	44.8	84.4	95.8	100.0	99.0	100.0	106.1	106.6	106.7	105.0	105.3	110.8	-
Norway	55.1	87.0	99.5	104.0	101.4	100.0	100.3	101.3	100.1	99.8	98.8	101.3	103.7
Sweden	52.6	92.5	100.3	105.7	106.1	100.0	103.6	104.0	100.6	100.1	105.2	112.4	114.6
United Kingdom	71.0	94.7	104.7	103.5	98.2	100.0	100.5	91.7	86.2	86.4	88.9	92.4	95.0
Total hours													
United States	84.4	97.3	103.1	101.2	95.9	100.0	106.5	101.7	101.1	92.9	93.5	99.5	99.3
Canada	82.6	97.7	103.6	105.0	102.0	100.0	106.4	105.7	104.6	95.4	94.6	98.7	100.1
Japan	82.7	107.9	110.7	106.1	100.6	100.0	99.3	101.2	102.0	101.7	104.2	108.5	110.0
Belgium	127.0	130.1	121.8	119.7	104.4	100.0	93.2	89.9	83.3	82.1	78.5	77.5	-
Denmark	132.4	125.1	115.2	113.2	101.4	100.0	99.0	98.1	93.4	94.5	95.7	100.2	103.3
France	97.2	105.3	107.8	107.8	101.2	100.0	96.2	95.2	91.0	85.9	83.0	80.3	77.8
Germany	123.8	121.7	114.4	109.2	101.6	100.0	98.5	98.1	94.6	91.0	87.0	86.2	85.7
Italy	102.3	107.4	99.6	101.0	99.0	100.0	98.2	98.7	94.5	90.4	86.2	83.9	82.9
Netherlands	138.4	131.2	117.6	113.5	103.3	100.0	94.4	93.6	91.2	88.0	83.5	79.5	-
Norway	101.0	106.4	105.1	106.5	101.7	100.0	93.6	92.6	91.3	88.6	82.9	82.8	83.0
Sweden	124.4	114.6	105.7	107.0	104.3	100.0	93.4	92.3	88.9	85.9	83.9	84.8	84.8
United Kingdom	131.9	122.1	112.7	108.7	99.0	100.0	98.3	90.7	79.9	76.7	73.3	73.2	73.3
Compensation per hour													
United States	36.5	57.3	68.8	76.2	92.1	100.0	118.6	132.4	145.2	157.5	163.2	169.1	176.6
Canada	27.1	46.5	59.2	68.5	89.9	100.0	118.3	130.6	151.5	167.1	179.3	182.1	191.4
Japan	8.9	33.9	55.1	72.3	90.7	100.0	113.4	120.7	129.8	136.6	140.7	144.8	148.3
Belgium	13.8	34.9	53.5	65.2	89.5	100.0	117.6	130.4	144.6	152.0	163.7	176.6	-
Denmark	12.6	36.3	56.1	67.9	90.4	100.0	123.1	135.9	149.6	162.9	174.3	183.9	195.5
France	15.1	36.6	52.3	62.0	88.9	100.0	129.3	147.5	170.3	200.8	226.2	246.5	262.7
Germany	18.8	48.0	67.5	76.9	91.3	100.0	116.1	125.6	134.5	141.0	148.4	155.3	164.7
Italy	8.3	26.1	43.7	54.5	84.2	100.0	134.7	160.2	197.1	237.3	276.4	303.0	334.0
Netherlands	12.5	39.0	60.5	71.9	91.9	100.0	117.0	123.6	129.1	137.5	144.7	152.8	-
Norway	15.8	37.9	54.5	63.6	88.8	100.0	116.0	128.0	142.8	156.0	173.5	188.3	205.2
Sweden	14.7	38.5	54.2	63.8	91.5	100.0	120.1	133.6	148.1	158.9	173.3	190.7	205.8
United Kingdom	14.8	30.8	44.8	56.9	88.4	100.0	137.7	165.8	188.9	206.4	222.4	237.2	257.0
Unit labor costs: National currency basis:													
United States	58.7	70.9	73.7	84.1	94.9	100.0	117.0	130.6	140.1	148.7	144.5	142.8	145.0
Canada	53.9	60.6	64.8	73.3	93.5	100.0	113.5	128.1	145.7	165.4	166.7	163.2	166.3
Japan	38.4	52.3	66.4	83.6	96.2	100.0	98.8	98.4	102.0	101.2	98.9	95.1	92.7
Belgium	42.0	58.1	68.0	78.3	93.9	100.0	105.2	109.3	113.6	114.4	116.1	121.4	-
Denmark	33.8	55.4	67.4	79.0	92.1	100.0	115.7	121.0	131.1	142.2	148.6	155.5	165.1
France	41.6	52.6	63.6	72.8	93.6	100.0	117.3	131.7	146.3	162.6	175.0	182.5	187.4
Germany	46.6	67.4	80.3	88.0	94.6	100.0	107.3	115.7	121.2	125.2	124.7	124.6	124.9
Italy	22.8	36.0	48.1	57.2	85.1	100.0	121.9	137.0	162.9	192.4	218.3	224.5	240.1
Netherlands	38.5	60.7	74.3	81.6	96.0	100.0	104.1	108.5	110.4	115.2	114.7	109.7	-
Norway	29.0	46.4	57.6	65.2	89.1	100.0	108.2	117.0	130.2	138.6	145.5	154.0	164.2
Sweden	34.8	47.7	57.2	64.6	90.0	100.0	108.3	118.6	130.9	136.3	138.1	143.8	152.2
United Kingdom	27.6	39.7	48.2	59.7	89.2	100.0	134.7	163.8	175.1	183.1	183.5	187.9	198.1
Unit labor costs: U.S. dollar basis:													
United States	58.7	70.9	73.7	84.1	94.9	100.0	117.0	130.6	140.1	148.7	144.5	142.8	145.0
Canada	59.0	61.7	68.8	79.7	100.7	100.0	103.0	116.4	129.1	142.3	143.7	133.9	129.4
Japan	28.5	39.1	65.6	76.8	86.9	100.0	121.3	116.8	123.8	108.8	111.5	107.2	104.2
Belgium	30.2	42.0	62.8	72.1	87.2	100.0	128.5	134.1	109.9	89.5	81.3	75.3	-
Denmark	29.5	44.4	67.2	77.9	91.5	100.0	132.0	129.0	110.3	102.3	97.5	90.1	93.5
France	41.7	46.8	70.4	74.5	96.3	100.0	135.5	153.4	132.2	121.5	112.9	102.7	102.6
Germany	25.9	42.9	70.4	79.1	87.3	100.0	135.9	147.9	124.9	119.7	113.4	101.6	98.6
Italy	32.5	50.6	73.1	77.6	90.5	100.0	129.5	141.4	126.3	125.4	126.8	112.8	111.1
Netherlands	25.1	41.2	65.6	74.6	89.1	100.0	127.4	134.2	108.9	105.8	98.6	83.9	-
Norway	21.7	34.5	53.4	62.8	86.9	100.0	113.8	126.2	120.6	114.2	106.1	100.4	101.7
Sweden	30.1	41.1	58.7	65.1	92.3	100.0	112.9	125.3	115.4	96.9	80.4	77.7	79.1
United Kingdom	44.4	54.4	67.7	80.1	92.3	100.0	163.9	218.3	203.1	183.5	159.4	143.9	147.3

- 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	9.2	9.3	9.4	9.5	8.7	8.3	7.7	7.6	8.0
Lost workday cases	3.5	3.8	4.1	4.3	4.0	3.8	3.5	3.4	3.7
Lost workdays	60.5	61.6	63.5	67.7	65.2	61.7	58.7	58.5	63.4
Agriculture, forestry, and fishing³									
Total cases	11.0	11.5	11.6	11.7	11.9	12.3	11.8	11.9	12.0
Lost workday cases	4.7	5.1	5.4	5.7	5.8	5.9	5.9	6.1	6.1
Lost workdays	83.3	81.1	80.7	83.7	82.7	82.8	86.0	90.8	90.7
Mining									
Total cases	11.0	10.9	11.5	11.4	11.2	11.6	10.5	8.4	9.7
Lost workday cases	5.8	6.0	6.4	6.8	6.5	6.2	5.4	4.5	5.3
Lost workdays	114.4	128.8	143.2	150.5	163.6	146.4	137.3	125.1	160.2
Construction									
Total cases	15.3	15.5	16.0	16.2	15.7	15.1	14.6	14.8	15.5
Lost workday cases	5.5	5.9	6.4	6.8	6.5	6.3	6.0	6.3	6.9
Lost workdays	105.0	111.5	109.4	120.4	117.0	113.1	115.7	118.2	128.1
General building contractors:									
Total cases	14.5	15.0	15.9	16.3	15.5	15.1	14.1	14.4	15.4
Lost workday cases	5.2	5.7	6.3	6.8	6.5	6.1	5.9	6.2	6.9
Lost workdays	100.0	100.2	105.3	111.2	113.0	107.1	112.0	113.0	121.3
Heavy construction contractors:									
Total cases	16.3	16.0	16.6	16.6	16.3	14.9	15.1	15.4	14.9
Lost workday cases	5.5	5.7	6.2	6.7	6.3	6.0	5.8	6.2	6.4
Lost workdays	109.2	116.7	110.9	123.1	117.6	106.0	113.1	122.4	131.7
Special trade contractors:									
Total cases	15.3	15.6	15.8	16.0	15.5	15.2	14.7	14.8	15.8
Lost workday cases	5.6	6.1	6.6	6.9	6.7	6.6	6.2	6.4	7.1
Lost workdays	105.8	115.5	111.0	124.3	118.9	119.3	118.6	119.0	130.1
Manufacturing									
Total cases	13.2	13.1	13.2	13.3	12.2	11.5	10.2	10.0	10.6
Lost workday cases	4.8	5.1	5.6	5.9	5.4	5.1	4.4	4.3	4.7
Lost workdays	79.5	82.3	84.9	90.2	86.7	82.0	75.0	73.5	77.9
Durable goods									
Lumber and wood products:									
Total cases	22.1	22.3	22.6	20.7	18.6	17.6	16.9	18.3	19.6
Lost workday cases	9.7	10.4	11.1	10.8	9.5	9.0	8.3	9.2	9.9
Lost workdays	167.3	178.0	178.8	175.9	171.8	158.4	153.3	163.5	172.0
Furniture and fixtures:									
Total cases	16.9	17.2	17.5	17.6	16.0	15.1	13.9	14.1	15.3
Lost workday cases	6.0	6.0	6.9	7.1	6.6	6.2	5.5	5.7	6.4
Lost workdays	94.5	92.0	95.9	99.6	97.6	91.9	85.6	83.0	101.5
Stone, clay, and glass products:									
Total cases	16.1	16.9	16.8	16.8	15.0	14.1	13.0	13.1	13.6
Lost workday cases	6.4	6.9	7.8	8.0	7.1	6.9	6.1	6.0	6.6
Lost workdays	114.1	120.4	126.3	133.7	128.1	122.2	112.2	112.0	120.8
Primary metal industries:									
Total cases	16.6	16.2	17.0	17.3	15.2	14.4	12.4	12.4	13.3
Lost workday cases	6.3	6.8	7.5	8.1	7.1	6.7	5.4	5.4	6.1
Lost workdays	114.8	119.4	123.6	134.7	128.3	121.3	101.6	103.4	115.3
Fabricated metal products:									
Total cases	18.9	19.1	19.3	19.9	18.5	17.5	15.3	15.1	16.1
Lost workday cases	6.8	7.2	8.0	8.7	8.0	7.5	6.4	6.1	6.7
Lost workdays	109.8	109.0	112.4	124.2	118.4	109.9	102.5	96.5	104.9
Machinery, except electrical:									
Total cases	14.2	14.0	14.4	14.7	13.7	12.9	10.7	9.8	10.7
Lost workday cases	4.6	4.7	5.4	5.9	5.5	5.1	4.2	3.6	4.1
Lost workdays	70.6	69.9	75.1	83.6	81.3	74.9	66.0	58.1	65.8
Electric and electronic equipment:									
Total cases	8.5	8.6	8.7	8.6	8.0	7.4	6.5	6.3	6.8
Lost workday cases	2.8	3.0	3.3	3.4	3.3	3.1	2.7	2.6	2.8
Lost workdays	44.9	46.7	50.3	51.9	51.8	48.4	42.2	41.4	45.0
Transportation equipment:									
Total cases	12.4	11.8	11.5	11.6	10.6	9.8	9.2	8.4	9.3
Lost workday cases	4.7	5.0	5.1	5.5	4.9	4.6	4.0	3.6	4.2
Lost workdays	73.8	79.3	78.0	85.9	82.4	78.1	72.2	64.5	68.8
Instruments and related products:									
Total cases	7.2	7.0	6.9	7.2	6.8	6.5	5.6	5.2	5.4
Lost workday cases	2.4	2.4	2.6	2.8	2.7	2.7	2.3	2.1	2.2
Lost workdays	36.7	37.4	37.0	40.0	41.8	39.2	37.0	35.6	37.5
Miscellaneous manufacturing industries:									
Total cases	11.7	11.5	11.8	11.7	10.9	10.7	9.9	9.9	10.5
Lost workday cases	4.0	4.0	4.5	4.7	4.4	4.4	4.1	4.0	4.3
Lost workdays	59.4	58.7	66.4	67.7	67.9	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	19.3	19.5	19.4	19.9	18.7	17.8	16.7	16.5	16.7
Lost workday cases	8.0	8.5	8.9	9.5	9.0	8.6	8.0	7.9	8.1
Lost workdays	123.8	130.1	132.2	141.8	136.8	130.7	129.3	131.2	131.6
Tobacco manufacturing:									
Total cases	10.0	9.1	8.7	9.3	8.1	8.2	7.2	6.5	7.7
Lost workday cases	4.1	3.8	4.0	4.2	3.8	3.9	3.2	3.0	3.2
Lost workdays	62.5	66.7	58.6	64.8	45.8	56.8	44.6	42.8	51.7
Textile mill products:									
Total cases	10.5	10.2	10.2	9.7	9.1	8.8	7.6	7.4	8.0
Lost workday cases	2.7	2.9	3.4	3.4	3.3	3.2	2.8	2.8	3.0
Lost workdays	55.5	57.4	61.5	61.3	62.8	59.2	53.8	51.4	54.0
Apparel and other textile products:									
Total cases	6.7	6.7	6.5	6.5	6.4	6.3	6.0	6.4	6.7
Lost workday cases	1.9	2.0	2.2	2.2	2.2	2.2	2.1	2.4	2.5
Lost workdays	31.0	31.7	32.4	34.1	34.9	35.0	36.4	40.6	40.9
Paper and allied products:									
Total cases	13.7	13.6	13.5	13.5	12.7	11.6	10.6	10.0	10.4
Lost workday cases	4.7	5.0	5.7	6.0	5.8	5.4	4.9	4.5	4.7
Lost workdays	94.8	101.6	103.3	108.4	112.3	103.6	99.1	90.3	93.8
Printing and publishing:									
Total cases	6.8	6.8	7.0	7.1	6.9	6.7	6.6	6.6	6.5
Lost workday cases	2.6	2.7	2.9	3.1	3.1	3.0	2.8	2.9	2.9
Lost workdays	40.3	41.7	43.8	45.1	46.5	47.4	45.7	44.6	46.0
Chemicals and allied products:									
Total cases	8.2	8.0	7.8	7.7	6.8	6.6	5.7	5.5	5.3
Lost workday cases	3.1	3.1	3.3	3.5	3.1	3.0	2.5	2.5	2.4
Lost workdays	50.6	51.4	50.9	54.9	50.3	48.1	39.4	42.3	40.8
Petroleum and coal products:									
Total cases	7.9	8.1	7.9	7.7	7.2	6.7	5.3	5.5	5.1
Lost workday cases	3.2	3.3	3.4	3.6	3.5	2.9	2.5	2.4	2.4
Lost workdays	62.5	59.2	58.3	62.0	59.1	51.2	46.4	46.8	53.5
Rubber and miscellaneous plastics products:									
Total cases	16.8	16.8	17.1	17.1	15.5	14.6	12.7	13.0	13.6
Lost workday cases	7.1	7.6	8.1	8.2	7.4	7.2	6.0	6.2	6.4
Lost workdays	113.3	118.1	125.5	127.1	118.6	117.4	100.9	101.4	104.3
Leather and leather products:									
Total cases	11.6	11.5	11.7	11.5	11.7	11.5	9.9	10.0	10.5
Lost workday cases	4.1	4.4	4.7	4.9	5.0	5.1	4.5	4.4	4.7
Lost workdays	69.0	68.9	72.5	76.2	82.7	82.6	86.5	87.3	94.4
Transportation and public utilities									
Total cases	9.8	9.7	10.1	10.0	9.4	9.0	8.5	8.2	8.8
Lost workday cases	5.0	5.3	5.7	5.9	5.5	5.3	4.9	4.7	5.2
Lost workdays	94.0	95.9	102.3	107.0	104.5	100.6	96.7	94.9	105.1
Wholesale and retail trade									
Total cases	7.5	7.7	7.9	8.0	7.4	7.3	7.2	7.2	7.4
Lost workday cases	2.8	2.9	3.2	3.4	3.2	3.1	3.1	3.1	3.3
Lost workdays	43.2	44.0	44.9	49.0	48.7	45.3	45.5	47.8	50.5
Wholesale trade:									
Total cases	8.1	8.5	8.9	8.8	8.2	7.7	7.1	7.0	7.2
Lost workday cases	3.3	3.6	3.9	4.1	3.9	3.6	3.4	3.2	3.5
Lost workdays	51.8	52.5	57.5	59.1	58.2	54.7	52.1	50.6	55.5
Retail trade:									
Total cases	7.2	7.4	7.5	7.7	7.1	7.1	7.2	7.3	7.5
Lost workday cases	2.6	2.7	2.8	3.1	2.9	2.9	2.9	3.0	3.2
Lost workdays	39.7	40.5	39.7	44.7	44.5	41.1	42.6	46.7	48.4
Finance, insurance, and real estate									
Total cases	2.0	2.0	2.1	2.1	2.0	1.9	2.0	2.0	1.9
Lost workday cases .....	.7	.8	.8	.9	.8	.8	.9	.9	.9
Lost workdays	11.6	10.4	12.5	13.3	12.2	11.6	13.2	12.8	13.6
Services									
Total cases	5.3	5.5	5.5	5.5	5.2	5.0	4.9	5.1	5.2
Lost workday cases	2.0	2.2	2.4	2.5	2.3	2.3	2.3	2.4	2.5
Lost workdays	38.4	35.4	36.2	38.1	35.8	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.

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