

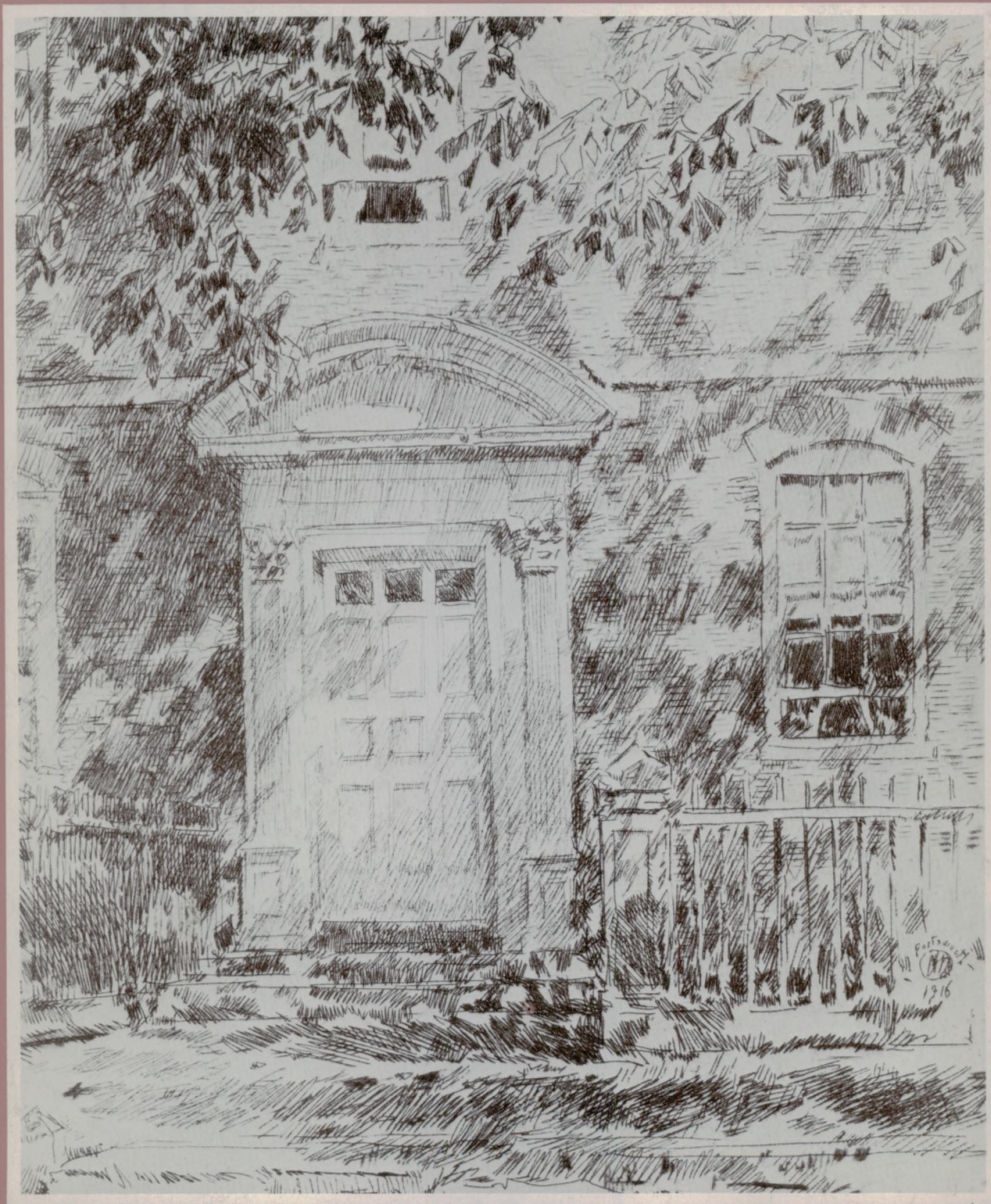
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MONTHLY LABOR REVIEW
of St. Louis
U.S. Department of Labor
Bureau of Labor Statistics

January 1988

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in this issue:

- Education and unemployment
- Collective bargaining in 1988
- Labor and management in 1987
- State labor legislation in 1987





U.S. DEPARTMENT OF LABOR
Ann McLaughlin, Secretary

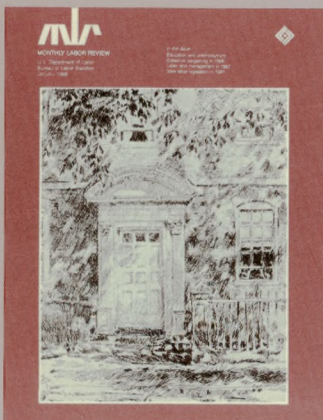
BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

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MONTHLY LABOR REVIEW

JANUARY 1988

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Labor Month In Review



MEASURING UNEMPLOYMENT.

Commissioner of Labor Statistics Janet L. Norwood, speaking December 30, 1987, at the annual meeting of the American Economic Association in Chicago, reported on a long-range planning effort to improve the Current Population Survey (CPS). The CPS, conducted each month for BLS by the Census Bureau, is one of the most comprehensive of all household surveys and the source of unemployment and other labor force measures. Norwood's paper focused on three potential areas of improvement.

Questionnaire design. Professionals at BLS and the Census Bureau have jointly reviewed cognitive issues in the CPS questionnaire and have prepared a research agenda for the future. This involves testing new questions where the existing wording appears ambiguous or where the task of recall may be especially complex for the respondent. One example identified by the task force is the very first question in the employment series of the household survey. The respondent, asked what he or she was "...doing most of last week—working, keeping house, going to school, or something else," must interpret the question before giving a response. Does the question ask (a) what activity took up most of last week's time, or (b) what activity was the one at which most of last week's time was spent? Probably no single activity took up most of the week, that is, 168 hours, and sleeping probably took more time than anything else. But neither is intended; the question is intended to find out about the respondent's labor force status or behavior.

Cognitive research in survey design will bring together researchers from different disciplines to incorporate the latest advances in knowledge.

Data for individual States. Our ability to analyze the labor market data each month

is very much limited by the fact that data for only 11 States are accurate enough for monthly publication directly from the CPS. Unemployment data for the remaining smaller States are derived from a number of independent data sources as well as the CPS, and are not available until a month after the national data have been released.

Although BLS-Census joint planning in this area is still at a very early stage, we are considering the possibility of expanding State data in the next redesign of the CPS. If these plans work out—and if Office of Management and Budget and congressional approval are secured—the survey could be expanded from its 1987 size of approximately 60,000 households to approximately 100,000 in order to permit calculation of reasonably reliable estimates for each of the 50 States.

Improved longitudinal data. Because the purpose of the CPS has been to provide a snapshot of the labor market each month, little effort has been made to place the information collected in the current month in a longitudinal framework to determine their consistency and accuracy. In fact, the CPS does have some aspects of a longitudinal survey. The households in the sample are interviewed for 4 consecutive months, dropped out of the survey for 8 months, and again are interviewed for another 4 months. Thus, the capability to document the transitions between labor market status—employment, unemployment, and out of the labor market—is to a considerable extent available in the current CPS design.

Efforts need to be directed toward improving two areas of the data. The first involves the use of aggregate data—the gross flows—and the other involves use of micro data—matching responses for the same individual over time. The gross flows data have been produced for many years, but

their inconsistency with the cross-sectional data produced each month has reduced their usefulness. BLS believes that with sufficient resources, progress can be made in improving these data.

Considerable work has already been done in development of tapes containing micro-matched responses, but further effort is needed. In addition, we need to learn more about the effect on CPS estimates of respondents who change residence. The CPS is based on a sample of household addresses; when a CPS respondent moves out of the address in the sample, he or she is not followed for the survey. Instead, the person moving in becomes a new respondent in the survey. One way to learn more about this problem, and secure more information at the same time, would be to ask the CPS questions to a small (perhaps 3,000 households) additional sample of respondents over a period of 2-½ to 3 years. We are considering this possibility as one of many projects to improve the CPS in the 1990's. Such a longitudinal companion to the CPS might be difficult to implement (because of possible sample attrition) and could be costly. But it would provide a very rich body of data to help to understand labor market change.

The analytical potential of the CPS could be greatly enhanced if the data processing environment for the CPS was improved to make possible a better matching of individual responses over time. In this way, labor force change could be better related to information on age and industry of the worker, and improved data on duration of joblessness and spells of unemployment could be related to the characteristics of the individual respondent as well as to overall labor market conditions.

NORWOOD invited comments on future directions for the CPS from the economics and statistics professionals. □

Education and demographics: how do they affect unemployment rates?

The rise in the number of college graduates may mean that some may continue to take jobs away from high school graduates; however, the entrance of smaller cohorts into the labor force may ease competitive pressures for both groups

WAYNE J. HOWE

The 20-year period between 1967 and 1987 was one of enormous expansion in the number of high school and college graduates in the labor force. This was attributed primarily to the entry of the post-World War II baby-boom generation into the labor force, whose educational levels were much higher than those of earlier generations.¹ As a result, about 1 of 4 current members of the labor force ages 25 to 64 has completed 4 or more years of college—twice the ratio of 2 decades earlier.² Similarly, the proportion with 1 to 3 years of college has more than doubled to 20 percent, whereas the proportion who completed 4 years of high school (who did not go on to college) rose from 35 to 40 percent. As a consequence, the proportion of the adult labor force with less than 4 years of high school plummeted 26 percentage points—from 41 to 15 percent. (See table 1.)

Despite those educational gains, the jobless rate for 25- to 64-year-olds doubled to about 6 percent. Because the economy was in the midst of an expansionary phase both in 1967 and 1987, any explanation of changes in aggregate unemployment between the two periods must focus on structural developments.³ Structural unemployment arises from a fundamental mismatch between supply and demand, including skill or locational mismatches in the labor market.

This article concentrates on the relationship between the changing demographic composition and educational level of

the labor force and the impact of those factors on the structural rise in unemployment. Its focus is on how the labor market has adjusted to the increased supply of relatively young and inexperienced but well-educated workers, with particular emphasis given to the job market experiences of high school and college graduates. It will be shown that the labor market's response to the rising educational level of an expanding labor force was a relative weakening of the labor market position for high school graduates, compared with those with higher levels of education.⁴

The article also provides a brief analysis of the effect of cyclical trends on the job market performance of workers with varying levels of education between January 1967 and December 1986. Although unemployment rises and falls for all educational groups over the course of the business cycle, the degree of cyclical movement is generally smaller for the higher educated groups.

Secular trends

"Shift-share analysis" was used to examine the role of the changing educational and demographic composition of the labor force on the rise in the adult unemployment rate between 1967 and 1987. Through this technique, the change in the overall unemployment rate could be allocated among three components: the changing rate of unemployment of each educational attainment group, each group's shifting labor force share, and the covariance or interaction between the first two conditions.⁵

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The first column in table 2 shows the total percentage contribution of each educational attainment group to the change in the overall adult unemployment rate between 1967 and 1979, and between 1979 and 1987, after all component parts of the shift-share analysis are totaled.⁶ For example, during the earlier period, the adult unemployment rate rose by 1.2 percentage points—from 3.0 to 4.2 percent. Persons whose education ended with 4 years of high school accounted for two-thirds of that increase. The groups with 1 to 3 years and 4 years or more of college each constituted about one-fourth of the rise. However, high school dropouts accounted for -20 percent of the change in the overall unemployment rate.

The largest percentage-point increase in the actual unemployment rate for any educational attainment group (2.7 percentage points) occurred among high school dropouts. (See table 1.) Nevertheless, the results of the analysis show that, overall, dropouts exerted a downward pressure on the overall unemployment rate. This apparent contradiction can be explained by examining the component parts of the shift-share results. The first component of the analysis, which is presented in column 2 of table 2, results by holding the labor force proportion of each educational attainment group constant in 1967, while allowing the unemployment rates applicable to those groups to change as they actually did between 1967 and 1979. This isolates the change in the total unemployment rate attributable to changing unemployment within each group. The large positive value (85.2) for high school dropouts indicates that the unemployment rate among dropouts grew much faster than the total unemployment rate during that period.

The second component of the shift-share analysis holds each educational group's unemployment rate constant, while allowing the labor force proportion of each group to change as it did over that period. In other words, the analysis isolates the effect of the change in the educational mix of the labor force on the overall rate of unemployment. The large negative value for dropouts in column three (-65.1) reflects the 19-percentage point decline in labor force share

Table 2. Percent contribution of years of school completed to the changes in the overall unemployment rate, March 1967-87

| Years of school completed | Total | Due to change in group's unemployment rate | Due to change in group's labor force share | Covariance ¹ |
|--|-------|--|--|-------------------------|
| March 1967-79 | | | | |
| Total, ages 25 to 64 | 100.0 | — | — | — |
| Less than 4 years of high school | -19.7 | 85.2 | -65.1 | -39.8 |
| 4 years of high school | 66.6 | 51.7 | 8.4 | 6.5 |
| 1 to 3 years of college | 27.9 | 10.5 | 10.7 | 6.7 |
| 4 years of college or more | 25.3 | 12.5 | 5.2 | 7.6 |
| March 1979-87 | | | | |
| Total, ages 25 to 64 | 100.0 | — | — | — |
| Less than 4 years of high school | 8.4 | 63.2 | -34.5 | -20.3 |
| 4 years of high school | 58.0 | 55.4 | 1.8 | .8 |
| 1 to 3 years of college | 22.3 | 14.6 | 5.7 | 2.1 |
| 4 years of college or more | 11.1 | 4.5 | 5.7 | .9 |

¹Interaction between the previous two components.

for that group. Therefore, the marked decline in the role of dropouts in the overall labor market between 1967 and 1979 mitigated the effect of the rise in that group's unemployment rate on the overall unemployment rate.

Changes in a group's labor force share and unemployment rates are interrelated. This interaction is represented in the covariance term. In this context, the covariance or interactive term is a mathematical truism that belongs in undetermined proportions to the group's unemployment rate and share of the labor force.⁷ It would be inappropriate to distribute it arbitrarily among those direct effects and is, therefore, reported separately as an indirect effect. Part of the interaction may be attributed to crowding, and part may be attributed to discouragement. Crowding results when a large inflow of a group into the labor force raises the supply of that group relative to demand for these workers in the labor market. Consequently, there is a rise in that group's unemployment rate. The discouraged-worker effect occurs when declines in a group's labor force share result from an increase in that group's rate of unemployment. That is, higher rates of unemployment discourage some people from looking for work.⁸

As the results show, discouragement and crowding are, in some cases, quite important. For example, the large negative covariance term for high school dropouts in column 4 of table 2 (-39.8) undoubtedly reflects a large amount of labor market discouragement among that group. This, when combined with the effect of the dropouts' declining labor force share, more than offsets the effect of the group's large unemployment rate increase.

High school graduates with no additional education accounted for the bulk of the 1967-79 rise in the unemployment rate, a result of an above average rise in their jobless rate combined with a sizable labor force share increase. Although the group unemployment rates for those with 1 to 3 and 4 years or more of college grew in line with the overall

Table 1. Changes in unemployment rates and labor force shares by years of school completed, March 1967-87

| Years of school completed | 1967 | 1979 | 1987 | Percentage point change | |
|--|-------|-------|-------|-------------------------|---------|
| | | | | 1967-79 | 1979-87 |
| Unemployment rates | | | | | |
| Total, ages 25 to 64 | 3.0 | 4.2 | 5.7 | 1.2 | 1.4 |
| Less than 4 years of high school | 4.3 | 7.0 | 11.1 | 2.7 | 4.1 |
| 4 years of high school | 2.4 | 4.3 | 6.3 | 1.9 | 2.0 |
| 1 to 3 years of college | 2.0 | 3.3 | 4.5 | 1.3 | 1.2 |
| 4 years of college or more | .8 | 2.0 | 2.3 | 1.2 | .3 |
| Labor force shares | | | | | |
| Total, ages 25 to 64 | 100.0 | 100.0 | 100.0 | 0 | 0 |
| Less than 4 years of high school | 41.1 | 21.9 | 14.9 | -19.2 | -7.0 |
| 4 years of high school | 35.2 | 39.6 | 40.2 | 4.4 | .6 |
| 1 to 3 years of college | 10.6 | 17.3 | 19.7 | 6.7 | 2.4 |
| 4 years of college or more | 13.2 | 21.3 | 25.3 | 8.1 | 4.0 |

Table 3. Percent contribution of high school and college graduates to the change in the overall unemployment rate, by selected characteristics, March 1967-87

| Characteristic | March 1967-79 | | | | March 1979-87 | | | |
|-----------------------------------|---------------|--|--|-------------------------|---------------|--|--|-------------------------|
| | Total | Due to change in group's unemployment rate | Due to change in group's labor force share | Covariance ¹ | Total | Due to change in group's unemployment rate | Due to change in group's labor force share | Covariance ¹ |
| 4 years of high school | | | | | | | | |
| Total ages 25 to 64 | 66.6 | 51.7 | 8.4 | 6.5 | 58.0 | 55.4 | 1.8 | 0.8 |
| Men | 35.5 | 35.2 | .2 | .2 | 37.8 | 39.4 | -1.0 | -.6 |
| Women | 31.1 | 15.6 | 10.8 | 4.7 | 20.2 | 16.3 | 3.0 | .8 |
| Ages 25 to 34 | 38.0 | 24.5 | 6.6 | 6.9 | 32.3 | 22.0 | 7.4 | 3.0 |
| Men | 19.1 | 16.4 | 1.2 | 1.6 | 21.2 | 14.6 | 4.4 | 2.3 |
| Women | 18.9 | 7.6 | 6.8 | 4.5 | 11.2 | 7.3 | 3.0 | .8 |
| Ages 35 to 44 | 12.4 | 11.8 | .4 | .2 | 20.0 | 16.3 | 2.4 | 1.3 |
| Men | 8.4 | 9.8 | .6 | .8 | 10.7 | 10.8 | -.1 | -.1 |
| Women | 4.0 | 1.6 | 2.1 | .2 | 9.2 | 5.6 | 2.6 | .1 |
| Ages 45 to 54 | 7.9 | 9.0 | -.7 | -.4 | 8.5 | 11.8 | -2.0 | -1.2 |
| Men | 3.4 | 4.9 | -.8 | -.7 | 8.2 | 10.9 | -1.2 | -1.5 |
| Women | 4.4 | 3.7 | .5 | .2 | .3 | 1.1 | -.7 | -.1 |
| Ages 55 to 64 | 8.2 | 3.6 | 3.1 | 1.5 | -2.7 | -.2 | -2.6 | 0 |
| Men | 4.4 | 2.3 | 1.4 | .6 | -2.2 | -.2 | -2.1 | 0 |
| Women | 3.8 | 1.4 | 1.5 | .9 | .5 | .2 | -.6 | 0 |
| 4 years of college or more | | | | | | | | |
| Total, ages 25 to 64 | 25.3 | 12.5 | 5.2 | 7.6 | 11.1 | 4.5 | 5.7 | 0.9 |
| Men | 13.4 | 7.6 | 2.2 | 3.6 | 10.5 | 8.5 | 1.4 | .7 |
| Women | 11.9 | 4.1 | 3.8 | 4.0 | .7 | -3.5 | 5.6 | -1.4 |
| Ages 25 to 34 | 16.1 | 5.7 | 3.5 | 7.0 | 1.7 | 1.1 | .5 | 0 |
| Men | 8.2 | 3.9 | .9 | 3.4 | 2.7 | 3.9 | -.8 | -.4 |
| Women | 7.8 | 1.1 | 4.3 | 2.4 | -.4 | -2.5 | 2.2 | 0 |
| Ages 35 to 44 | 3.6 | 1.9 | 1.0 | .7 | 7.1 | 2.5 | 3.2 | 1.4 |
| Men | 2.0 | 1.5 | .2 | .3 | 5.7 | 3.1 | 1.3 | 1.3 |
| Women | 1.5 | 0 | 1.4 | 0 | 1.5 | -.3 | 2.1 | -.3 |
| Ages 45 to 54 | 2.6 | 1.4 | .7 | .5 | 2.2 | 1.7 | .4 | .2 |
| Men | 1.2 | .4 | .6 | .2 | 2.4 | 2.3 | 0 | 0 |
| Women | 1.7 | 1.1 | .2 | .4 | -.6 | .9 | .6 | -.3 |
| Ages 55 to 64 | 2.8 | 2.3 | .2 | .4 | .2 | -.2 | .4 | 0 |
| Men | 1.9 | 1.3 | .2 | .4 | .2 | -.4 | .2 | 0 |
| Women | .9 | 1.0 | 0 | 0 | .4 | .2 | .2 | 0 |

¹Interaction between previous two components.

rate, those groups also accounted for a disproportionately large share of the rise in the overall unemployment rate. This was attributed to the marked increase in the labor market role of college-educated workers, resulting from the large numbers of the baby-boom generation that attended college and entered the labor force during the 1967-79 period.

Between 1979 and 1987, the overall adult unemployment rate rose by 1.4 percentage points. Again, the labor market experiences of the educational attainment groups were vastly different. The rise in the unemployment rate attributable to those with solely 4 years of high school (58 percent of the increase) was almost as high in this period as in the earlier one. Almost all of the 1979-87 change among high school graduates was attributed to rising unemployment, as their labor force share remained constant at 40 percent. (See table 1.) As table 2 shows, high school dropouts accounted for 8 percent of the rise in the overall unemployment rate between 1979 and 1987, related entirely to a rise in the group jobless rate. Those with 1 to 3 years of college accounted for 22 percent of the change, down slightly from the 1967-79 period. The biggest improvement in labor market performance in the second period occurred among those with 4 or more years of college; their contribution toward the change in the overall unemployment rate,

which was 25 percent in the first period, dropped to only 11 percent in the second period.

Baby-boom crowding. In order to understand better the interrelationships between labor market composition and unemployment, we calculated an age-sex decomposition of the sources of the rising unemployment rate attributable to high school and college graduates. (See table 3.) Close examination of the reasons for the rising group unemployment among these graduates in the earlier period points to labor market problems for those who were between 25 and 34 years of age. The high school graduate portion of that cohort was responsible for 38 percent of the total over-the-period rise in the overall unemployment rate, although the group made up only between 11 and 14 percent of the total labor force during that period. Most of that group's contribution to the rise in the overall unemployment rate was linked to an increase in group unemployment. Apparently, this growing group of young, inexperienced high school graduates had a difficult time competing among themselves and with other members of the labor force. The interrelationship between unemployment and labor force size experienced by high school graduates ages 25 to 34 is best shown by the fact that all other high school graduate age-sex groups experienced little change in labor force size over that period.

Moreover, they all contributed toward the rise in the overall unemployment rate in amounts roughly proportionate to their labor force share.

During the same 1967–79 period, there was a particularly large increase in the number of college graduates ages 25 to 34 in the labor force. Their labor force share increased by 5 percentage points to 9 percent of the total. This young college graduate cohort accounted for 16 percent of the total rise in the overall unemployment rate—almost twice as large as their labor force share in 1979. Because of the surge in the number of young college graduates entering the labor market, supply outstripped traditional sources of demand for their services.⁹ Not only did this serve to raise jobless rates, but it also forced many young men and women with college degrees to take jobs that were traditionally performed by high school graduates. Options for cohorts of high school graduates entering the labor market, however, seldom include movement into jobs ordinarily performed by college graduates. In the 1967–79 period, educational upgrading of jobs resulted in a worsening of the job market situation for the young high school graduates. Therefore, although young college graduates had a relatively difficult time in the job market in the 1967–79 period, compared with other college-educated cohorts, their labor market experience was much better than that of young high school graduates.

College graduates improved their relative job market position between 1979 and 1987. The labor force share among all college graduates rose by 4 percentage points to 25 percent of the total labor force. Despite this increase, they accounted for only 11 percent of the over-the-period change in the unemployment rate. The new 25- to 34-year-old cohort fared particularly well. (See table 3.) On the supply side, the labor force share of this group—at 10 percent—was little changed during that period, adding no further strain on the job market for those workers. On the demand side, those young workers benefited from the changing educational requirements that occurred earlier. Also, there was particularly strong growth in the number of managerial,

Table 5. Percentage changes in unemployment rates for high school and college graduates during business cycles

| Business cycles | 4 years of high school | 4 years of college or more |
|--|------------------------|----------------------------|
| Recessionary periods: | | |
| December 1969–November 1970 | 60.6 | 39.3 |
| November 1973–March 1975 | 34.6 | 22.7 |
| January 1980–July 1980 | 111.1 | 43.5 |
| July 1981–November 1982 | 80.8 | 78.6 |
| Average monthly change during recessionary periods | 6.0 | 4.0 |
| Recovery periods: | | |
| January 1967–December 1969 | -34.0 | -30.8 |
| November 1970–November 1973 | -10.8 | 3.7 |
| March 1975–January 1980 | -27.6 | -33.3 |
| July 1980–July 1981 | -23.4 | -8.0 |
| November 1982–December 1986 | -3.7 | 7.7 |
| Average monthly change during recovery periods | -6 | -2 |
| Average monthly change during all periods (January 1967–December 1986) | 5.3 | 3.8 |

NOTE: Recessionary and recovery periods are those designated by the National Bureau of Economic Research.

professional, and technical jobs that required a college education. Table 4 shows that the easing of the competitive pressures for college graduates ages 25 to 34 resulted in their having virtually no effect on the overall rise in joblessness. This group did not have to cope with a rapid rise in labor force share as did the 25- to 34-year-olds in the earlier period.

The 35-to-44 age bracket accounted for most of the college graduate contribution toward the rise in the unemployment rate in the 1979–87 period. That was basically the same cohort which was responsible for most of the college graduate contribution towards the rising overall unemployment rate in the 1967–79 period. As a group, however, they accounted for much less of the rise in unemployment in the more recent period (7 percent) than the earlier one (16 percent). The major reason for the improvement between the two periods was that, as 35- to 44-year-olds (largely) in the second period, the rise in that group's unemployment rate was smaller than the increase in the overall unemployment rate. This was primarily because of a surge in the demand for those college-trained workers. As a result, the rising group labor force share, stemming from increases in population and labor force participation, was, in aggregate, not a large problem.

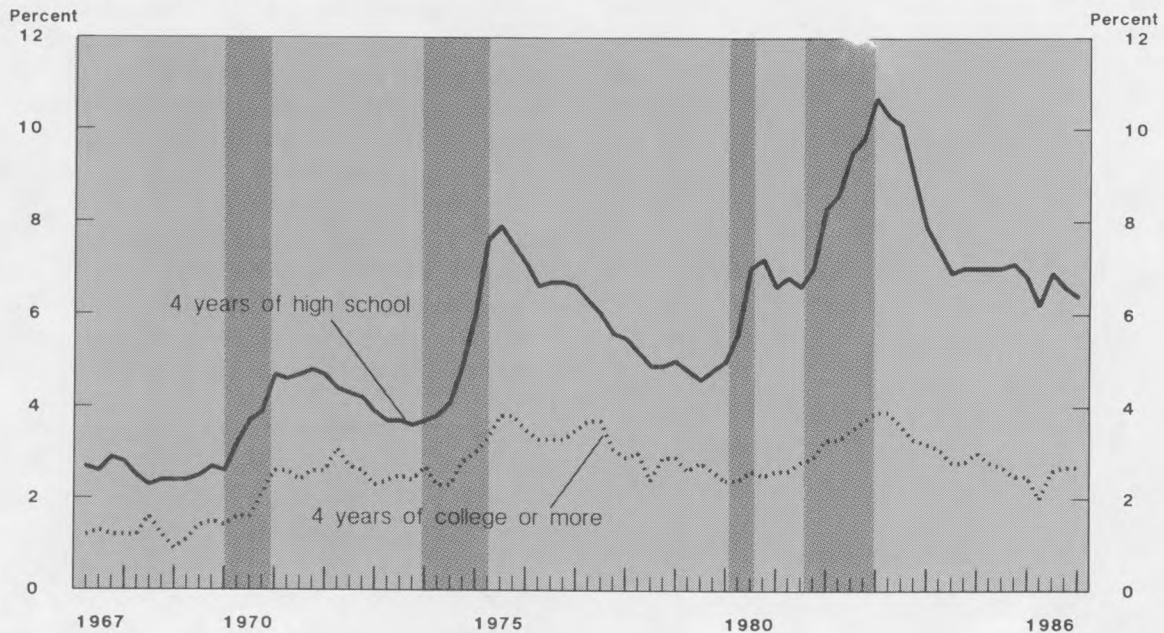
While the overall labor market situation improved for college graduates in the 1979–87 period, high school graduates continued to have their labor market problems. The 25- to 34-year-old high school graduate cohort, which accounted for more than one-third of the rise in the overall unemployment rate in the 1967–79 period, was still responsible for more than one-fifth of the increase in the 1979–87 period as 35- to 44-year-olds. And, as in the earlier period,

Table 4. Percent distribution of employed persons age 16 and over, and the proportion of college graduates, by occupation, 1972–87

| Occupation | Percent of total unemployed | | Changes 1972–87 | Proportion of college graduates 1987 ¹ |
|--|-----------------------------|-------------------|-----------------|---|
| | 1972 | 1987 ¹ | | |
| Total | 100.0 | 100.0 | — | 22.9 |
| Executive, administrative, and managerial | 8.9 | 11.8 | 2.9 | 44.7 |
| Professional specialty | 10.7 | 13.3 | 2.6 | 74.5 |
| Technicians and related support | 2.3 | 2.9 | .6 | 31.2 |
| Sales occupations | 10.4 | 11.9 | 1.5 | 22.0 |
| Administrative support, including clerical | 16.0 | 16.5 | .5 | 11.3 |
| Service occupations | 13.1 | 13.5 | .4 | 6.1 |
| Precision production, craft, and repair | 12.6 | 12.0 | -.6 | 5.8 |
| Operators, fabricators, and laborers | 21.2 | 15.2 | -6.0 | 3.5 |
| Farming, forestry, and fishing | 4.7 | 2.9 | -1.8 | 7.3 |

¹Data refer to March.

Chart 1. Unemployment rates for high school and college graduates, 1967--1986, seasonally adjusted



NOTE: Shaded areas indicate recessions, as designated by the National Bureau of Economic Research.

high school graduates ages 25 to 34 continued to experience difficulties, accounting for roughly the same proportion of the unemployment increase (a third) in both periods. The increase in the unemployment rate for men in the 25-54 age group was twice as large as the rise in the overall unemployment rate. However, the contribution of female high school graduates between ages 25 and 54 was in line with or smaller than their share of the labor force. In contrast, 55- to 64-year-old men and women both experienced unemployment rate and labor force share declines.

One of the factors behind the increased demand for college graduates was the large employment growth in the service-producing sector of the economy, which employs 82 percent of all college graduates. Also, from the occupational perspective, the improved job market for college graduates is reflected in the fact that, between 1972 and 1987, occupations with comparatively high proportions of workers with 4 or more years of college grew, while those with low ratios of college graduates generally declined.¹⁰ Among the major occupational groups, professionals, managers, and technicians have the highest proportion of their work force with college degrees. (See table 4.) Over the 1972-87 period, the proportion of all workers in these occupations increased by 6 percentage points to 28 percent of the total. In contrast, the employment share of operators, fabricators, and laborers

(few of whom are college graduates) dropped by 6 percentage points to 15 percent.

Part of the improved job market for college graduates was attributed to educational upgrading. Faced with a growing supply of relatively inexperienced labor force participants, employers may have more often used education as a screening device to determine the suitability of a potential employee. In addition, skill requirements increased for many jobs owing to changes in technology and in business practices during the past 20 years.¹¹

Cyclical trends

Business cycle fluctuations also strongly influence the rate of unemployment for the various educational groups. A comparison of the percentage change in the seasonally adjusted unemployment rates for high school and college graduates during the past several business cycle expansions and contractions is presented in table 5.¹² A clear pattern emerges when comparing the effects of both recessionary and recovery periods on the unemployment rates. Between January 1967 and December 1986, high school graduates experienced a much larger monthly increase in their rate of unemployment during recessions, but only a slightly larger unemployment rate decrease during recovery periods. Overall, during downturns, the unemployment rate for high

school graduates grew by 5.3 percent per month, compared with only 3.8 percent for college graduates. This disparate cyclical sensitivity is clearly evident in chart 1.

In addition to their presumed greater knowledge and skills, another reason that college graduates are less vulnerable to business cycle expansions and contractions is that they tend to work in industries that are less susceptible to swings in the business cycle. For example, in March 1987, 42 percent of all college graduates were employed in professional services—an industry that has been relatively unaffected by changes in the business cycle. In contrast, only 15 percent of all high school graduates were employed in that industry. However, 30 percent of all high school graduates were employed in the goods-producing sector of the economy, which is most susceptible to business cycle fluctuations. In March 1987, only 18 percent of all college graduates were employed in that sector.

Even within industries where there are large fluctuations in employment, college graduates still tend to experience less unemployment. They are more often employed as "overhead" labor (such as managers and office staff) than are high school graduates. College graduates have, in the past, been the last workers to be laid off during recessionary periods. In the production of manufactured goods, decreased product demand during recessions results in disproportionate reductions among "production" labor. Because high school graduates tend to be employed as production laborers, they may be more likely to be among the first to be let go.

IN SUMMARY, more education has always reduced the probability of being unemployed. And, it has become an increasingly important criterion for job market success over time. While the supply of both high school and college graduates has grown sharply, there has been a relative increase in the demand for college graduates, largely at the expense of demand for high school graduates during the 1967–87 period. Employers, finding both high school and college grad-

uates more available in a period of rising educational attainment, were more likely to hire people with higher levels of education, even when the job content did not necessarily become more complex or require more education. In addition, skills possessed by high school graduates often have not matched the skills required for available jobs in a growing economy. This is a particular problem for many older workers displaced from dying or stagnant industries.

These factors have combined to create a mismatch between the number of job openings for persons with only 4 years of high school education and the number of such workers entering the job market. This mismatch is reflected in the fact that high school graduates accounted for more than 60 percent of the over-the-period rise in unemployment, while college graduates were only responsible for 8 percent.

It is likely that the competitive advantage held by college graduates will continue into the future.¹³ This will be particularly true during downturns in the business cycle, when the unemployment rate differential between high school and college graduates typically increases. The number of college graduates who are reentrants into the labor force is expected to increase over the 1987–95 period and should more than offset a projected decline in the number of new college graduate entrants.¹⁴ Although few college graduates are likely to face prolonged unemployment, supply pressures may mean that some college graduates will continue to take jobs away from high school graduates. In addition, labor market problems could persist for many of those without any college education, because of the expected continuation of the educational upgrading and skill requirements for jobs that occurred in the 1967–87 period. However, just as labor market crowding has had an upward effect on unemployment rates of the baby-boom generation, the entrance of smaller cohorts into the adult labor force should serve to ease competitive pressures for both high school and college graduates. □

—FOOTNOTES—

¹ The fastest growing groups in the adult labor force between 1967 and 1987 were 25- to 34-year-old college and high school graduates. Their numbers increased by 268 and 132 percent, respectively, while the overall labor force grew by only 56 percent.

² Data relate to persons 25 to 64 years old, unless otherwise specified. Because the emphasis of the article is on structural unemployment problems, age 25 was selected for a lower age cutoff because of the greater likelihood that workers that age had completed their schooling and formed a more permanent attachment to the labor force. Workers 16 to 24 and 65 years and older were excluded because they exhibit labor market behavior distinct from prime-age workers.

³ Sar A. Levitan, Garth L. Mangum, and Ray Marshall, *Human Resources and Labor Markets* (New York, Harper and Row, 1981), pp. 35–39.

⁴ Data in the secular trends section are based on tabulations from the March supplement to the Current Population Survey (CPS). CPS data on educational attainment actually refer to years of school completed in regu-

lar public or private schools and colleges of the United States or in equivalent schools of other countries. Additionally, the measure of educational attainment includes only schooling which may lead to a high school diploma or degree. The data do not provide a strict estimate of degrees earned, but do provide a reasonable proxy. Therefore, those who attend high school for 4 years only will sometimes be referred to as high school graduates, and those who attended college for 4 or more years will be designated as college graduates.

⁵ The three components of the change in the overall unemployment rate for 25- to 64 year-olds are defined as follows:

$$\Delta U = \Sigma(W_i^b \Delta U_i) \quad (\text{Due to change in group unemployment rate})$$

$$+ U_j^b \Delta W_i \quad (\text{Due to change in labor force share})$$

$$\Delta U_i \Delta W_i \quad (\text{Covariance})$$

Where:

U = Overall unemployment rate;

W_i = Labor force share of educational attainment group i;

U_i = Unemployment rate of educational attainment group i ;

Δ = Change in the appropriate variable between the base and comparison years.

⁶ Because the technique must be applied over a discrete time period, the choice of the base and comparison years may bias the results. The years 1967, 1979, and 1987 were selected for comparison because they occur during a recovery phase of the economic cycle. Although the choice of March 1977 as a target date would have allowed the 1967 to 1987 period to be divided into two evenly spaced spans of time, March 1979 was chosen because it fell 48 months, rather than 24 months, into a recovery period. Consequently, it was better suited for comparison with March 1967, which occurred 73 months into a recovery period, and March 1987, 52 months into a recovery.

To determine the effect of the Vietnam era on the labor force behavior of the four educational attainment groups, we tested 1973 as an alternative base year. However, when the results of the shift-share analysis for the 1967-79 and 1973-79 periods were compared, there was little difference in the overall percent contribution of each of the four groups to the change in the overall unemployment rate.

⁷ For a discussion of the importance of including the covariance term, see Joseph Antos, Wesley Mellow, and Jack E. Triplett, "What is a current equivalent to the unemployment rates of the past?," *Monthly Labor Review*, March 1979, pp. 36-46.

⁸ The discouraged worker effect derived from the shift-share analysis

should not be interpreted as equivalent to the measurement of discouragement in the Current Population Survey, as some people affected by the so-called discouragement effect may not, in fact, report themselves as discouraged workers.

⁹ Samuel M. Ehrenhalt, "No Golden Age for College Graduates," *Challenge*, July-August 1983, pp. 42-50.

¹⁰ Employment data are annual averages derived from the monthly cps, and refer to persons age 16 and over.

¹¹ Jon Sargent, "The Job Outlook for College Graduates Through the Mid-1990's," *Occupational Outlook Quarterly*, Summer 1984, pp. 2-7.

¹² Data in the cyclical trends section are derived from unpublished unemployment display tables of the cps. Unadjusted unemployment rates were seasonally adjusted using the X-11 Arima procedure. Seasonally adjusted monthly unemployment rates by level of education between January 1967 and December 1986 refer to persons 16 years old and over. Therefore, because of the inclusion of the expanded age coverage, data are not strictly comparable to those used in the secular trends section of this article, which relate only to 25- to 64-year-olds.

¹³ Jon Sargent, "An Improving Job Market for College Graduates: The 1986 Update of Projections to 1995," *Occupational Outlook Quarterly*, Summer 1986, pp. 3-7.

¹⁴ *Improving Job Market*, pp. 6-7.

A note on communications

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

The outlook for collective bargaining in 1988

Bargaining will be heavy in private industry, light in State and local government, as contracts for two-fifths of workers under major agreements come up for negotiations

JOAN D. BORUM, JAMES R. CONLEY,
AND EDWARD J. WASILEWSKI

About 3.4 million workers are under major collective bargaining agreements (covering 1,000 workers or more) scheduled to expire or be reopened in 1988. They account for about two-fifths of the 8.7 million workers under major agreements. About seven-tenths (2.4 million) of the workers whose contracts are slated for negotiation are in private industry; the remainder are in State and local governments.

In private industry, bargaining activity will be comparatively heavy this year, covering about 38 percent of the 6.3 million private industry workers under major agreements. This follows a "light" bargaining year, 1987, during which negotiations involved 30 percent of the private industry total. About 1.5 million (63 percent) of the private industry employees whose contracts are scheduled for renegotiation are in nonmanufacturing industries, including 434,000 in construction, 317,000 in railroads, 195,000 in trucking, and 192,000 in trade. Of the approximately 893,000 manufacturing workers covered by scheduled bargaining, 230,000 are in apparel industries, 160,000 in transportation equipment, and 155,000 in electrical equipment. (See tables 1 and 2.)

In State and local governments, bargaining activity in 1988 will involve 42 percent of the sector's 2.4 million

workers covered by major agreements, a lighter bargaining calendar than last year, when about half of the workers were under contracts that expired or reopened. Three-fifths of the government workers covered by collective bargaining agreements in 1988 are in local government, as are three-fourths of the contracts; the remainder are at the State level. One-third of those under contracts up for negotiations are in local education and three-tenths are in State and local general administration.

Information on 1988 bargaining is based on data available to the Bureau of Labor Statistics as of October 31, 1987. The proportion of workers under contracts that expire or reopen in 1988 would be higher if settlements reached during the last 2 months of 1987 result in contracts that expire or reopen during 1988. This is especially true in State and local government, where contracts often have reopening clauses. About 670,000 State and local government workers are under 203 contracts that expire before the end of 1987 and for which settlements had not been reached as of October 31. In the event that all these contracts are settled before the end of 1987 and call for termination or reopening during 1988, bargaining activity for the year in State and local government would be especially heavy, involving about seven-tenths of the workers under public-sector major agreements.

The bargaining climate

As 1988 approached, labor and management bargainers were formulating their demands and planning their strate-

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gies in an economic environment of concern and uncertainty, stemming from the sharp drop in both domestic and foreign stock markets in October, a growing national debt and budget deficit, and instability in interest rates at home and in the value of the dollar abroad.

However, negotiations in 1988 will be carried on in a climate of comparative industrial peace that has existed since the early 1980's. The annual number of major work stoppages (strikes and lockouts involving 1,000 or more workers) beginning in a year was headed for a record low in 1987, with 46 occurring as of the end of November. The previous low was 54 in 1985. Last year was the sixth consecutive year in which there were fewer than 100 major stoppages.

The bargaining environment in 1988 will be colored by other developments that began earlier and continued into 1987. For example, from the beginning of 1982 through the third quarter of 1987, major collective bargaining settlements in private industry have specified record, or near-record low wage adjustments. Typical were settlements during the first 10 months of 1987, which called for wage adjustments averaging 2.1 percent a year over the contract life. The size of major settlements contributed to keeping wage increases for all union workers (as measured by the Bureau's Employment Cost Index) proportionally smaller than the average for nonunion workers in all but one quarter from the fourth quarter of 1983 to the third quarter of 1987.

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 | 1988 | | 1989 | | 1990 and later | | Unknown or in negotiation ² | |
| | | | Number of agreements | Workers covered | Number of agreements | Workers covered | Number of agreements | Workers covered | Number of agreements | Workers covered |
| All industries ³ | 1,964 | 8,697 | 746 | 3,415 | 663 | 2,740 | 303 | 1,712 | 376 | 1,234 |
| All private industries | 1,326 | 6,327 | 479 | 2,408 | 467 | 2,014 | 249 | 1,437 | 173 | 562 |
| Manufacturing | 482 | 2,289 | 175 | 893 | 162 | 464 | 96 | 803 | 61 | 147 |
| Food and kindred products | 57 | 138 | 17 | 62 | 20 | 30 | 17 | 35 | 7 | 15 |
| Tobacco products | 3 | 16 | 1 | 2 | 2 | 13 | — | — | — | — |
| Textile mill products | 7 | 25 | 5 | 21 | 2 | 3 | 1 | 5 | 1 | 2 |
| Apparel and other textile products | 32 | 290 | 25 | 230 | 2 | 6 | 4 | 51 | 1 | 3 |
| Lumber and wood products, except furniture | 11 | 58 | 8 | 54 | 1 | 1 | 1 | 2 | 1 | 1 |
| Furniture and fixtures | 5 | 9 | 4 | 8 | — | — | 1 | 1 | — | — |
| Paper and allied products | 38 | 52 | 6 | 8 | 18 | 23 | 9 | 14 | 5 | 7 |
| Printing and publishing | 18 | 29 | 1 | 1 | 8 | 16 | 5 | 6 | 5 | 8 |
| Chemicals and allied products | 29 | 54 | 8 | 14 | 12 | 21 | 4 | 9 | 7 | 14 |
| Petroleum and coal products | 12 | 36 | 11 | 35 | 1 | 1 | — | — | — | — |
| Rubber and miscellaneous plastics products | 15 | 58 | 10 | 48 | 2 | 2 | 2 | 2 | 2 | 6 |
| Leather and leather products | 4 | 16 | 2 | 11 | — | — | — | — | 2 | 5 |
| Stone, clay, and glass products | 20 | 50 | 4 | 6 | 4 | 6 | 8 | 32 | 4 | 6 |
| Primary metal industries | 45 | 204 | 4 | 11 | 24 | 105 | 11 | 67 | 7 | 22 |
| Fabricated metal products | 24 | 49 | 6 | 10 | 12 | 22 | 1 | 3 | 5 | 14 |
| Industrial machinery and equipment | 30 | 95 | 12 | 43 | 10 | 26 | 4 | 11 | 5 | 17 |
| Electronic and other electric equipment | 49 | 264 | 20 | 155 | 22 | 80 | 7 | 30 | — | — |
| Transportation equipment | 74 | 825 | 26 | 160 | 19 | 104 | 21 | 536 | 8 | 25 |
| Instruments and related products | 4 | 14 | 2 | 10 | 2 | 4 | — | — | — | — |
| Miscellaneous manufacturing industries | 5 | 7 | 3 | 5 | 1 | 2 | — | — | 1 | 1 |
| Nonmanufacturing | 844 | 4,039 | 304 | 1,516 | 305 | 1,550 | 153 | 634 | 112 | 415 |
| Mining | 5 | 113 | 1 | 105 | 3 | 5 | 1 | 3 | — | — |
| Construction | 364 | 1,031 | 141 | 434 | 142 | 402 | 81 | 201 | 21 | 46 |
| Transportation, except railroads and trucking | 57 | 252 | 12 | 42 | 14 | 56 | 8 | 42 | 24 | 115 |
| Railroad transportation | 26 | 346 | 21 | 317 | — | — | — | — | 5 | 29 |
| Trucking and warehousing | 14 | 313 | 10 | 195 | 2 | 3 | 2 | 115 | — | — |
| Communications | 40 | 569 | 6 | 11 | 26 | 534 | 4 | 12 | 5 | 16 |
| Electric, gas, and sanitary services | 74 | 243 | 32 | 92 | 26 | 77 | 8 | 17 | 12 | 63 |
| Wholesale trade | 9 | 37 | 2 | 27 | 3 | 4 | 3 | 6 | 1 | 1 |
| Retail trade, except eating and drinking places | 122 | 552 | 40 | 148 | 41 | 207 | 27 | 146 | 15 | 53 |
| Eating and drinking places | 14 | 42 | 4 | 17 | 8 | 29 | — | — | 3 | 4 |
| Finance, insurance, and real estate | 23 | 127 | 8 | 47 | 4 | 55 | 4 | 12 | 7 | 13 |
| Services, except hotels and health services | 38 | 149 | 12 | 55 | 12 | 43 | 6 | 22 | 8 | 29 |
| Hotels and other lodging places | 17 | 109 | 3 | 6 | 8 | 50 | 3 | 39 | 3 | 14 |
| Health services | 41 | 154 | 12 | 20 | 16 | 85 | 6 | 19 | 8 | 31 |
| State and local government | 638 | 2,370 | 267 | 1,006 | 196 | 726 | 54 | 275 | 203 | 672 |
| State government | 173 | 940 | 63 | 405 | 88 | 447 | 11 | 104 | 28 | 98 |
| Local government | 465 | 1,430 | 204 | 601 | 108 | 279 | 43 | 171 | 175 | 574 |

¹ Totals may be less than the sum of the data for individual years because 124 agreements covering 403,000 workers have both reopenings and expirations in the reference period.

² Includes agreements which were due to expire between November 1 and December 31, 1987; agreements which expired prior to November 1, 1987, but for which new agreements had not been reached by then; agreements which expired prior to November 1, 1987, but for which necessary

information had not been fully gathered; and agreements that have no fixed expiration or reopening date.

³ Includes all private nonagricultural industries and State and local governments.

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

Another development has been the decline since 1977 in the number of private industry workers under major agreements with cost-of-living adjustment (COLA) clauses. This decline was gradual each year from 1977 through the end of 1984, then accelerated sharply in 1985 and 1986, but slowed again in 1987. (See table 3.) Employment losses in industries in which COLA clauses were common accounted for most of the decline in each year except 1985 and 1986, when the suspension or elimination of COLA coverage in many contracts caused over half of the decline.

As of October 1987, 2.4 million out of 6.3 million (38 percent) private industry workers under major agreements

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 | 1,964 | 8,697 | — |
| Total, 1988 ³ | 746 | 3,415 | — |
| January | 34 | 191 | Bituminous coal, oil refining |
| February | 21 | 65 | Food stores, food production |
| March | 55 | 501 | State and local government, trucking |
| April | 69 | 207 | Construction, rubber, real estate management |
| May | 94 | 393 | Construction, clothing manufacturers |
| June | 236 | 1,178 | State and local government, railroads, construction |
| July | 41 | 115 | State and local government, motion picture production |
| August | 49 | 257 | Clothing, local government, electrical equipment |
| September | 48 | 206 | Automobile manufacturers, State and local government, food stores |
| October | 23 | 67 | (4) |
| November | 24 | 77 | Transportation equipment, electrical equipment, food stores |
| December | 53 | 161 | Local government |
| Total 1989 | 663 | 2,740 | |
| January | 15 | 44 | Tobacco, airlines |
| February | 21 | 101 | Food stores |
| March | 50 | 161 | State and local government |
| April | 64 | 153 | Construction |
| May | 77 | 369 | Communications, construction |
| June | 222 | 861 | State and local government, construction |
| July | 29 | 55 | (4) |
| August | 68 | 524 | Communications, local government |
| September | 52 | 188 | Food stores, maritime |
| October | 29 | 135 | Aircraft manufacturing, food stores |
| November | 19 | 57 | Local government, health services |
| December | 17 | 91 | Real estate management, building maintenance |
| Total 1990 | 275 | 1,599 | |
| January-June | 222 | 738 | Construction, State and local government |
| July-December | 53 | 861 | Automobile manufacturing, trucking |
| Total 1991 and later | 28 | 113 | — |
| Year unknown or in negotiation ⁵ | 376 | 1,234 | — |

¹ Includes all private nonagricultural industries and State and local governments.
² See note 1, table 1.
³ Includes one agreement covering 3,500 workers which has a wage reopening scheduled in 1988.
⁴ No single industry accounts for a substantial proportion of workers.
⁵ See note 2, table 1.
 NOTE: Because of rounding, sums of individual items may not equal totals.

Table 3. Workers under cost-of-living adjustment clauses in major collective bargaining agreements in private industry, 1971-88
[Numbers in millions]

| Year ¹ | Total workers | With COLA coverage | |
|-----------------------------|---------------|--------------------|---------|
| | 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 | 39.2 |
| 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 | 2.6 | 40.4 |
| 1988 ² | 6.3 | 2.4 | 38.4 |

¹ Data relate to information available as of October 1 of preceding year.
² Data relate to information available as of November 1, 1987.

had COLA coverage. (See table 4.) The proportion had been as high as 61 percent (in 1977). In State and local government, COLA coverage is rare, applying to 2 percent of the workers under major agreements.

Another practice that will bear on this year's bargaining is the use of lump-sum payments to take the place of all or part of a wage increase or to offset a wage decrease. Lump-sum payments are not included in the Bureau's measures of adjustments in wage or compensation rates under collective bargaining because they are not incorporated into the contract rate structure.¹ They currently are provided by major agreements covering about 2.5 million private industry and 128,000 State and local government employees. (See table 5.)

Expiring agreements

In addition to considering the general economy and trends in collective bargaining, this year's negotiators will scrutinize what their expiring or reopening agreements have yielded.

Private industry. The following tabulation for agreements expiring or reopening in 1988 shows total average annual wage adjustments (specified adjustments plus those triggered by COLA's through October 31, 1987). It also shows average annual specified wage adjustments only (excluding any adjustments from COLA clauses).

| | Percent wage adjustments | |
|----------------------------------|--------------------------|----------------|
| | Total | Specified only |
| Private industry | 2.7 | 2.5 |
| Contracts with COLA | 3.2 | 2.5 |
| Contracts without COLA | 2.4 | 2.4 |

Total wage adjustments under contracts expiring or reopening in 1988 will average 2.7 percent a year, matching the level for 1987 expirations, which was the lowest average in the 14 years for which the Bureau has been compiling such data. This may change, however, as a result of COLA wage adjustments between November 1, 1987, and the corresponding contract reopening or expiration dates in 1988.

Contracts for 900,000 of the 2.4 million workers under agreements that will reopen or expire this year (37 percent) contain COLA clauses. These contracts will yield larger total wage adjustments than those without COLA clauses, returning to a pattern that has not existed since 1982. There are also 290,000 workers covered by expiring or reopening contracts from which COLA's had been eliminated or suspended in recent years. Thus, COLA coverage is likely to be a prominent subject of some of this year's negotiations.

Another topic for negotiations will be lump-sum payments, which were in contracts covering nearly two-fifths of

the workers under this year's expiring or reopening agreements in private industry. Lump-sum payments have been particularly common in petroleum, trade, transportation equipment, electrical equipment, and railroad industry contracts. Total wage adjustments (specified changes plus COLA's through October 31, 1987) averaged 2.4 percent annually under agreements with lump-sum provisions, compared with 2.9 percent in the others.

State and local government. Total wage adjustments under State and local government agreements expiring or reopening this year average 5.0 percent annually. In contrast with agreements in private industry, those in State and local government rarely contain provisions for COLA's or lump-sum payments. Fewer than 5 percent of the workers under government contracts up for negotiation in 1988 have such coverage.

Table 4. Incidence of cost-of-living adjustment clauses in major collective bargaining agreements, November 1987
[Workers in thousands]

| 1987 sic code ¹ | Industry ² | All agreements | | | Agreements with COLA clauses | | 1987 sic code ¹ | Industry ² | All agreements | | | Agreements with COLA clauses | |
|----------------------------------|--|----------------|--------------------|--|---------------------------------|--------------------|----------------------------------|---|----------------|--------------------|--|---------------------------------|--------------------|
| | | Number | Workers covered | Percent of workers covered by COLA clauses | Number | Workers covered | | | Number | Workers covered | Percent of workers covered by COLA clauses | Number | Workers covered |
| | Total | 1,964 | 8,697 | 28 | 336 | 2,473 | 35 | Industrial machinery and equipment . . . | 30 | 95 | 77 | 20 | 74 |
| | Private nonagricul- tural industries . . . | 1,326 | 6,327 | 38 | 319 | 2,429 | 36 | Electronic and other electric equipment . | 49 | 264 | 68 | 31 | 179 |
| 10 | Metal mining | 3 | 7 | 0 | — | — | 37 | Transportation equipment | 74 | 825 | 92 | 57 | 756 |
| 12 | Coal mining | 2 | 106 | 0 | — | — | 38 | Instruments and related products | 4 | 14 | 24 | 1 | 3 |
| 15 | General building contractors | 126 | 439 | 6 | 5 | 26 | 39 | Miscellaneous manufac- turing industries . . | 5 | 7 | 50 | 2 | 4 |
| 16 | Heavy construction . . | 94 | 280 | 3 | 2 | 8 | 40 | Railroad transportation | 26 | 346 | 99 | 24 | 343 |
| 17 | Special trade construction | 144 | 312 | 5 | 6 | 16 | 41 | Local and interurban passenger transit . . | 6 | 21 | 66 | 2 | 14 |
| 20 | Food and kindred products | 57 | 138 | 10 | 8 | 14 | 42 | Trucking and warehousing | 14 | 313 | 45 | 5 | 140 |
| 21 | Tobacco products . . . | 3 | 16 | 100 | 3 | 16 | 44 | Water transportation . | 15 | 62 | 36 | 4 | 23 |
| 22 | Textile mill products . . | 7 | 25 | 16 | 1 | 4 | 45 | Transportation by air . | 36 | 169 | 4 | 2 | 6 |
| 23 | Apparel and other textile products | 32 | 290 | 43 | 21 | 125 | 48 | Communications | 40 | 569 | 49 | 19 | 277 |
| 24 | Lumber and wood products, except furniture | 11 | 58 | 3 | 1 | 2 | 49 | Electric, gas, and sani- tary services | 74 | 243 | 20 | 10 | 49 |
| 25 | Furniture and fixtures . | 5 | 9 | 0 | — | — | 50 | Wholesale trade— durable goods | 3 | 6 | 0 | — | — |
| 26 | Paper and allied products | 38 | 52 | 0 | — | — | 51 | Wholesale trade— nondurable goods . . | 6 | 31 | 79 | 1 | 25 |
| 27 | Printing and publishing | 18 | 29 | 46 | 8 | 13 | 53 | General merchandise stores | 14 | 53 | 26 | 2 | 14 |
| 28 | Chemicals and allied products | 29 | 54 | 18 | 5 | 10 | 54 | Food stores | 96 | 473 | 3 | 6 | 13 |
| 29 | Petroleum and coal products | 12 | 36 | 0 | — | — | 55 | Automotive dealers and service stations . . . | 5 | 9 | 0 | — | — |
| 30 | Rubber and miscellane- ous plastics products . | 15 | 58 | 84 | 10 | 48 | 56 | Apparel and accessory stores | 2 | 5 | 0 | — | — |
| 31 | Leather and leather products | 4 | 16 | 0 | — | — | 58 | Eating and drinking places | 14 | 42 | 0 | — | — |
| 32 | Stone, clay, and glass products | 20 | 50 | 93 | 17 | 46 | 59 | Miscellaneous retail . . | 5 | 13 | 34 | 1 | 5 |
| 33 | Primary metal industries | 45 | 204 | 20 | 14 | 41 | 60-65 | Finance, insurance, and real estate | 23 | 127 | 52 | 6 | 67 |
| 34 | Fabricated metal products | 24 | 49 | 71 | 15 | 35 | 70-89 | Services | 96 | 412 | 9 | 10 | 37 |
| | | | | | | | | State and local government | 638 | 2,370 | 2 | 17 | 44 |

¹ There are no major collective bargaining agreements in sic 13, 14, 46, 47, 52, 57, or 67.

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

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

Deferred wage changes

About 3.3 million of the 8.7 million workers under major agreements are scheduled to receive wage changes (both increases and decreases) in 1988, under the terms of contracts negotiated in earlier years. (See tables 6 and 7.) In private industry, 2.5 million workers will receive deferred changes; all but about 30,000 will receive increases. Deferred changes in private industry will average 3.0 percent, the smallest such average in the 20-year history of this statistical series. In State and local government, 844,000 workers will receive deferred increases averaging 5.0 percent; none will have a decrease. There are no data on deferred wage changes in government prior to 1985.

There will also be COLA reviews in 1988 for 1.9 million of the 2.5 million workers covered by COLA clauses.

Bargaining in key industries

The conditions described above will provide the backdrop for this year's negotiations, but bargainers will concentrate most closely on issues relating to their specific circumstances. The remainder of this article describes issues that will face bargainers in key industries with contracts up for renegotiation in 1988.

State and local government. State and local governments employ 29 percent of the workers covered by major agreements expiring or reopening in 1988. There are 267 State and local government contracts, covering just over 1 million workers, slated for bargaining in the year. These include 204 local government contracts covering 601,000 workers and 63 State government contracts involving 405,000 workers. Expiring contracts cover about 42 percent of the 2.4 million workers under major State and local government agreements.

Government workers are represented by many unions, most notably: the American Federation of State, County and Municipal Employees (AFL-CIO), with membership spanning a variety of government workers; the National Education Association (Ind.) and the American Federation of Teachers (AFL-CIO), which primarily represent workers in education; the Fraternal Order of Police (Ind.) and the International Association of Fire Fighters (AFL-CIO), which represent many public protective service workers; and the Amalgamated Transit Union (AFL-CIO), which bargains for workers in public transit systems.

Approximately one-third of the workers under expiring agreements are in general government administration. They are found in a variety of occupations including clerks, maintenance workers, and tax collectors. Another one-third are employed in local primary and secondary education; the vast majority are teachers. Depending on the jurisdiction, all school workers may be under one contract, or separate agreements may cover one or several job classifications (for example, teachers, aides, librarians, school lunch workers, and custodians).

Protective service workers account for one-tenth of persons covered by contracts slated for renegotiation in 1988. Like education workers, police and firefighters may be under separate or combined agreements, depending on the jurisdiction. The remaining workers whose contracts are slated for negotiation are primarily in health care, higher education, and transportation.

During their contract talks, bargainers will be interested in recent compensation trends. State and local government settlements reached during the first 10 months of 1987 provided smaller average wage adjustments over the life of their contracts (5.1 percent annually) than the agreements they replaced (5.9 percent). The size of settlements reached between January and October 1987 varied by level of government as well as by government function. Contracts for local government workers provided higher wage adjustments over their terms (5.8 percent) than those for State government workers (4.0 percent). Four-fifths of the workers under settlements negotiated by local government jurisdictions were employed in primary and secondary schools.

Reflecting recent efforts to improve education by attracting and retaining teachers, wage adjustments for workers in education exceeded those for workers in any other government function during the first 10 months of 1987. When settlements for education employees are excluded, local government settlements still provided higher average annual wage adjustments over the contract life than settlements in State government. Following are average annual wage adjustments over the life of contracts reached during the first 10 months of 1987 (in percent):

Average annual wage adjustments over the life of contracts reached during the first 10 months of 1987 (in percent)

| | |
|---|-----|
| All State and local government | 5.1 |
| State government | 4.0 |
| Local government | 5.8 |
| Education | 5.8 |
| Colleges and universities | 3.9 |
| Primary and secondary schools | 6.1 |
| General government administration | 3.8 |
| Protective services | 4.6 |
| Health care | 4.7 |
| Transportation | 5.9 |
| Government, excluding education | 4.1 |
| State government, excluding education | 4.0 |
| Local government, excluding education | 4.4 |

Negotiators will also be concerned with what their expiring contracts yielded. On average, State and local government contracts subject to renegotiation in 1988 provided average wage adjustments of 5.0 percent annually over their terms. As with pacts settled in 1987, expiring contracts

provided adjustments that varied by government level and function. Expiring local government contracts yielded higher average annual wage adjustments (5.2 percent and 4.8 percent, respectively) than State government contracts (4.8 percent). As shown below, expiring agreements for workers in primary and secondary education provided higher percent annual adjustments over the contract life than those for all other groups and, because they were negotiated by local government, they caused the average adjustment in local government to be higher than that in State government.

*Average annual
adjustment over the
life of contracts
expiring or reopening
in 1988 (in percent)*

| | |
|---|-----|
| All State and local government | 5.0 |
| State government | 4.8 |
| Local government | 5.2 |
| Education | 5.5 |
| Colleges and universities | 4.7 |
| Primary and secondary schools | 5.7 |
| General government administration | 4.6 |
| Protective services | 5.0 |
| Health care | 4.9 |
| Transportation | 4.3 |
| Other | 5.2 |
| Government, excluding education | 4.7 |
| State government, excluding education | 4.8 |
| Local government, excluding education | 4.5 |

Given the continuing demand for teachers, their bargaining representatives are expected to press for wage adjustments in 1988 that are higher than those provided for other government workers.

Workers covered by scheduled bargaining activity in local governments are geographically dispersed. In contrast, New York State and Pennsylvania account for 70 percent of the 405,000 workers under State contracts slated for 1988 negotiations. Approximately 196,000 New York State workers are covered by nine contracts expiring in 1988 (six in March and three in June). The American Federation of State, County and Municipal Employees represents 62 percent of these workers; the balance are primarily represented by the Public Employees Federation and the American Association of University Professors.

During the last round of negotiations, these unions bargained as a coalition. They reached 3-year agreements replacing contracts that had expired in March and June 1985. The contracts increased wages 17.4 percent over the contract term and gave equity wage adjustments for selected classifications equal to 0.1 percent of the annual payroll as of March 31, 1986. These equity adjustments, scheduled for April 1, 1986, and April 1, 1987, were delayed, but have since been implemented.

About 86,000 Pennsylvania State employees are covered by 21 contracts that are scheduled to expire in June and September 1988. The American Federation of State, County and Municipal employees represents two-thirds of these workers; various other unions and independent associations represent the rest.

Three-year settlements providing similar terms were reached in mid-July 1985 for all workers except nurses (for whom settlements were reached in January 1986). The contracts increased wages by 9.3 percent or 99 cents (whichever was greater) over the contract term, eliminated 2 of 12 holidays, increased the number of personal leave days from 4 to 5 for persons hired prior to July 1, 1985, and reduced vacation and personal leave days for those hired after that date.

It is not unusual for contract talks for State and local government workers to extend well beyond the expiration date of the preceding contract. There are 534,000 workers under 160 agreements that expired prior to November 1987 but for whom new contracts had not been concluded by that time. In part, this reflects the time-consuming bargaining process in the public sector.

After an agreement is negotiated by the executive branch, it is frequently sent to the legislature or a special agency for the appropriation of funds. Thus, the 1988 bargaining scene in State and local government will include both contracts scheduled for talks during the year and those that expired earlier. If previous years' experience holds true, some contracts expiring or reopening in 1988 will not be resolved before the year is over.

Petroleum refining. Approximately 35,000 employees of major oil refining companies² are covered by contracts that will expire on January 31, 1988. Ninety-five percent of these workers are represented by the Oil, Chemical and Atomic Workers Union. An additional 5,000 refinery workers scheduled to bargain in March and April are represented by the Teamsters, Seafarers, and independent or single-company unions.

Although petroleum consumption increased from a low of 15.2 million barrels per day in 1983 to 16.2 million barrels per day in 1986, it was still below the 1978 peak of 18.4 million barrels per day. Lower consumption has been attributed to a shift from oil to other fuels, increased home insulation, and more fuel-efficient automobiles. The drop in demand has resulted in excess refining capacity and contributed to a decline in refinery employment from 166,000 in 1982 to 126,000 in August 1987. However, profits from oil refining operations were strong in 1986 and during the first half of 1987, largely because crude oil prices fell while the price of refined oil was relatively stable.

The industry is noted for pattern-setting collective bargaining agreements, but it is unclear which company will emerge as the 1988 pattern setter. Prior to the flurry of merger activity in the early 1980's, which included the

Table 5. Incidence of lump-sum payment provisions in major collective bargaining agreements, November 1987

[Workers in thousands]

| 1987 sic code ¹ | Industry ² | All agreements | | | Agreements with lump-sum provisions | | 1987 sic code ¹ | Industry ² | All agreements | | | Agreements with lump-sum provisions | |
|----------------------------|--|----------------|-----------------|---|-------------------------------------|-----------------|----------------------------|---|----------------|-----------------|---|-------------------------------------|-----------------|
| | | Number | Workers covered | Percent of workers covered by lump-sum provisions | Number | Workers covered | | | Number | Workers covered | Percent of workers covered by lump-sum provisions | Number | Workers covered |
| | Total | 1,964 | 8,697 | 31 | 351 | 2,659 | 35 | Industrial machinery and equipment | 30 | 95 | 29 | 7 | 28 |
| | Private nonagricultural industries | 1,326 | 6,327 | 40 | 312 | 2,531 | 36 | Electronic and other electric equipment . . | 49 | 264 | 71 | 25 | 186 |
| 10 | Metal mining | 3 | 7 | 16 | 1 | 1 | 37 | Transportation equipment | 74 | 825 | 92 | 52 | 757 |
| 12 | Coal mining | 2 | 106 | 0 | — | — | 38 | Instruments and related products | 4 | 14 | 69 | 2 | 10 |
| 15 | General building contractors | 126 | 439 | 0 | — | — | 39 | Miscellaneous manufacturing industries | 5 | 7 | 0 | — | — |
| 16 | Heavy construction . . | 94 | 280 | 0 | — | — | 40 | Railroad transportation | 26 | 346 | 92 | 21 | 317 |
| 17 | Special trade construction | 144 | 312 | 0 | — | — | 41 | Local and interurban passenger transit . . | 6 | 21 | 0 | — | — |
| 20 | Food and kindred products | 57 | 138 | 22 | 16 | 30 | 42 | Trucking and warehousing | 14 | 313 | 37 | 2 | 115 |
| 21 | Tobacco products . . . | 3 | 16 | 71 | 1 | 11 | 44 | Water transportation . . | 15 | 62 | 0 | — | — |
| 22 | Textile mill products . . | 7 | 25 | 0 | — | — | 45 | Transportation by air . . | 36 | 169 | 19 | 6 | 31 |
| 23 | Apparel and other textile products | 32 | 290 | 37 | 3 | 106 | 48 | Communications | 40 | 569 | 49 | 21 | 278 |
| 24 | Lumber and wood products, except furniture | 11 | 58 | 0 | — | — | 49 | Electric, gas, and sanitary services | 74 | 243 | 12 | 9 | 30 |
| 25 | Furniture and fixtures . . | 5 | 9 | 16 | 1 | 1 | 50 | Wholesale trade—durable goods | 3 | 6 | 0 | — | — |
| 26 | Paper and allied products | 38 | 52 | 64 | 24 | 33 | 51 | Wholesale trade—nondurable goods . . | 6 | 31 | 90 | 3 | 28 |
| 27 | Printing and publishing | 18 | 29 | 0 | — | — | 53 | General merchandise stores | 14 | 53 | 37 | 3 | 20 |
| 28 | Chemicals and allied products | 29 | 54 | 29 | 7 | 16 | 54 | Food stores | 96 | 473 | 60 | 50 | 285 |
| 29 | Petroleum and coal products | 12 | 36 | 90 | 10 | 33 | 55 | Automotive dealers and service stations | 5 | 9 | 0 | — | — |
| 30 | Rubber and miscellaneous plastics products | 15 | 58 | 9 | 2 | 5 | 56 | Apparel and accessory stores | 2 | 5 | 0 | — | — |
| 31 | Leather and leather products | 4 | 16 | 0 | — | — | 58 | Eating and drinking places | 14 | 42 | 0 | — | — |
| 32 | Stone, clay, and glass products | 20 | 50 | 20 | 5 | 10 | 59 | Miscellaneous retail . . | 5 | 13 | 38 | 2 | 5 |
| 33 | Primary metal industries | 45 | 204 | 23 | 8 | 47 | 60-65 | Finance, insurance, and real estate | 23 | 127 | 17 | 3 | 22 |
| 34 | Fabricated metal products | 24 | 49 | 57 | 10 | 28 | 70-89 | Services | 96 | 412 | 24 | 18 | 97 |
| | | | | | | | | State and local government . . . | 638 | 2,370 | 5 | 39 | 128 |

¹ There are no major collective bargaining agreements in sic 13, 14, 46, 47, 52, 57, or 67.

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

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

purchase of Gulf Oil Corp. by Chevron in 1984, contracts reached between Gulf and the Oil, Chemical, and Atomic Workers typically set the industry pattern.

In 1986, the agreement reached by the Oil, Chemical, and Atomic Workers and Standard Oil of Indiana (AMOCO) established the industry pattern. The accord, covering 4,000 employees, provided for an immediate \$1,000 lump-sum payment and a 2-percent wage increase in January 1987, and increased health insurance financing. The terms of the AMOCO-Oil, Chemical, and Atomic Workers agreement, generally adopted by the other companies, included dropping of a two-tier wage provision that had been introduced in 1984. Texaco, Sun Co., and Unocal, however, maintained the two-tier wage arrangements for new employees.

Even though employee wages and benefits are a relatively small part of refining costs, the refining companies have more control over them than over their other expenses, such as the cost of crude oil. In an effort to control labor costs,

management is expected to propose lump-sum payments in lieu of general wage increases; the maintenance of two-tier wage structures where they exist; and avoiding additional employer payments for health insurance.

The union's 1988 contract demands, established at a bargaining conference in late September 1987 and ratified by participating locals during the fall, include:

- Increased wages rather than lump-sum payments;
- Elimination of the remaining two-tier wage agreements;
- Increased benefits covered by the health plans;
- Job security guarantees for regular employees currently on the payroll;
- Adding Martin Luther King's birthday as a holiday.

The Oil, Chemical, and Atomic Workers' ability to exert economic pressure through a strike is moderated by the high degree of automation in the industry which permits management to maintain many operations in the face of a walkout.

Because agreements in petroleum refining and coal mining are expiring at the same time in 1988 and because many petroleum refinery companies, such as Chevron and Shell, own substantial coal reserves, Oil, Chemical, and Atomic Workers and the United Mine Workers of America (Ind.) have signed an information-sharing pact to try to strengthen their bargaining positions.

Coal mining. The contract between the United Mine Workers and the Bituminous Coal Operators Association expires on January 31, 1988, but negotiations for a new contract began last November. The Bituminous Coal Operators Association–United Mine Workers agreements have historically set the pattern for the agreement between the Mine Workers and the Association of Bituminous Contractors, covering workers who do construction associated with mining operations. That agreement expires on February 9, 1988.

At one time, virtually all soft coal mining was conducted east of the Mississippi by members of the Mine Workers, but western coal and non-Mine Workers eastern coal has captured a large segment of the coal market. Most western coal mines, which tend to be smaller than eastern ones, are not unionized. The Mine Workers, the International Union of Operating Engineers, and the International Brotherhood of Electrical Workers are the major unions at those western surface strip mines that are unionized.

In 1986, Mine Workers members mined 53 percent of the coal extracted in the east, down from 68 percent in 1975. The rest was mined either by nonunion workers or to a lesser extent by members of other unions employed in mining operations that are adjuncts to power plants. The amount of coal mined by companies which are part of the Bituminous Coal Operators Association declined after the last agreement

was concluded in 1984 from 244 million short tons to 160 million in 1987.

The major users of bituminous coal are electric utility power plants (which account for 84 percent of total consumption in the United States), steel mills which use coal to produce coke, and cement manufacturers. Because power plants can substitute oil for coal in producing electricity, the two commodities compete on the basis of availability and price. The decrease in Mine Workers coal output is attributed to the decline in domestic steel output, shrinking export markets, and the relatively high price of Mine Workers mined coal. Nevertheless, although fluctuating, overall coal production increased to 888.2 million short tons in 1986 from 829.7 million in 1980.

Employment in bituminous coal mining has been declining because of the drop in demand, but also because of improved extraction methods. Surface mining, prominent in the west, is capital intensive, while the long wall mining technique used in the east is improving productivity in underground mines. In September 1987, the industry employed 161,700 workers, down from 198,400 when the expiring contract was reached in September 1984.

Although the industry has a history of long, bitter strikes, the 1984 contract was negotiated without a work stoppage. This agreement provided wage increases totaling \$1.40 an hour during its 40-month term.

In recent developments, the Mine Workers has reached separate agreements with several coal mining companies, in which the companies agreed to accept whatever the Bituminous Coal Operators Association negotiates in exchange for a “no strike” pledge. The Bituminous Coal Operators Association is attempting to discourage separate bargaining by its members and is challenging any such agreements in the courts. Preparing for the possibility of walkouts at selected operations, members

Table 6. Scheduled deferred wage changes under major collective bargaining agreements in 1988, by industry

| Selected industry | Number of agreements | Number of workers (thousands) | Mean change ¹ | | | | | | Median change | | Mean increase | |
|--|----------------------|-------------------------------|--------------------------|---------|-----------|---------|--------------|---------|---------------|---------|---------------|---------|
| | | | Total | | With COLA | | Without COLA | | Cents | Percent | Cents | Percent |
| | | | Cents | Percent | Cents | Percent | Cents | Percent | | | | |
| Total ² | 753 | 3,330 | 50.0 | 3.5 | 30.9 | 2.4 | 56.3 | 3.9 | 36.0 | 3.0 | 50.8 | 3.5 |
| All private nonagricultural industries | 529 | 2,486 | 42.9 | 3.0 | 30.6 | 2.3 | 48.7 | 3.3 | 34.5 | 2.9 | 43.9 | 3.0 |
| Manufacturing ³ | 141 | 381 | 31.1 | 2.9 | 26.5 | 2.2 | 34.0 | 3.3 | 30.0 | 3.0 | 31.1 | 2.9 |
| Food and kindred products | 29 | 55 | 27.7 | 2.6 | 26.9 | 2.2 | 27.8 | 2.7 | 30.0 | 2.6 | 27.7 | 2.6 |
| Apparel and other textile products | 5 | 53 | 29.3 | 4.3 | — | — | 29.3 | 4.3 | 30.0 | 4.3 | 29.3 | 4.3 |
| Rubber and miscellaneous plastics products | 3 | 4 | 25.4 | 2.4 | 28.2 | 3.2 | 24.0 | 2.0 | 28.2 | 3.2 | 25.4 | 2.4 |
| Metalworking | 54 | 156 | 29.6 | 2.5 | 21.5 | 1.8 | 38.1 | 3.3 | 27.0 | 2.3 | 29.6 | 2.5 |
| Nonmanufacturing ⁴ | 388 | 2,105 | 45.1 | 3.0 | 31.6 | 2.3 | 51.0 | 3.3 | 36.0 | 2.8 | 46.2 | 3.1 |
| Construction | 189 | 546 | 76.0 | 3.9 | 83.1 | 3.7 | 75.6 | 4.0 | 68.0 | 3.6 | 76.0 | 3.9 |
| Transportation and public utilities | 86 | 952 | 35.8 | 2.4 | 26.1 | 2.0 | 48.9 | 3.0 | 31.0 | 2.4 | 35.8 | 2.4 |
| Wholesale and retail trade | 56 | 216 | 28.1 | 3.2 | 35.0 | 4.0 | 28.0 | 3.2 | 27.6 | 3.3 | 31.7 | 3.6 |
| Finance, insurance, and real estate | 10 | 70 | 24.2 | 2.5 | 52.5 | 4.9 | — | .3 | 32.6 | 4.1 | 44.3 | 4.2 |
| Services | 44 | 214 | 51.0 | 4.3 | 52.6 | 4.8 | 50.7 | 4.2 | 44.7 | 4.6 | 51.0 | 4.3 |
| State and local government | 224 | 844 | 70.9 | 5.0 | 37.9 | 3.2 | 72.3 | 5.1 | 51.6 | 5.0 | 70.9 | 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: Tobacco (13,100); lumber (6,500); furniture (1,200); paper (25,500); printing (15,200); chemicals (11,400); leather (7,000); stone, clay, and glass (30,400); instruments (1,000); and miscellaneous manufacturing (1,600).

⁴ Includes 107,000 workers in the mining industry for which data are not shown separately to ensure confidentiality.

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

of the Bituminous Coal Operators Association established a strike fund through a mutual aid pact signed in July 1987.

Construction. About 434,000 construction workers are covered by 141 contracts which will be expiring or reopening in 1988, primarily in the spring and early summer. These workers account for 42 percent of all workers under major agreements in the industry.

Construction is a diverse, highly localized industry. Workers are typically organized along craft lines—carpenters, operating engineers, electricians, pipefitters, ironworkers, and so forth. Unionized employers are generally members of local or regional branches of national employer associations which represent them in bargaining. Local economic conditions generally play a pivotal role in negotiations in the industry.

Measures of the economic health of the industry are mixed. In nonresidential construction, where most union construction workers are employed, the value of construction put in place declined slightly from \$95 billion in 1985 to \$91 billion in 1986 and stood at \$65 billion for the first 9 months of 1987. Meanwhile, the seasonally adjusted unemployment rate in the construction industry was 12.1 percent in September 1987, down from 12.9 percent a year earlier. There were significant geographic differences in employment trends, however, with strong gains in California, Michigan, Indiana, New York, and Pennsylvania, and losses in Arizona, Colorado, Louisiana, Texas, and Utah.

These employment patterns were reflected in the size of wage adjustments negotiated during the first 10 months of 1987. As shown in the following tabulation, average annual wage adjustments over the life of the contract ranged from -2.2 percent in the South Central region to 5.5 percent in the New England region.

| | <i>Average annual wage adjustments provided by settlements reached in the first 10 months of 1987 (in percent)</i> |
|--------------------------|--|
| All agreements | 3.4 |
| Northeast | 5.4 |
| New England | 5.5 |
| Mid Atlantic | 5.4 |
| Midwest | 2.5 |
| East North Central | 2.7 |
| West North Central | 1.5 |
| South | 0.5 |
| South Atlantic | 2.9 |
| South Central | -2.2 |
| West | 1.1 |
| Mountain | 0.7 |
| Pacific | 1.5 |
| Interregional | 0.2 |

Overall, settlements covering 362,000 construction workers reached during the first 10 months of last year provided average annual wage adjustments of 3.4 percent over the contract term, compared with 2.6-percent adjustments under the contracts they replaced (which were generally negotiated 1 or 2 years earlier).

Settlements also varied by the type of construction. Annual wage adjustments over the life of the contract averaged 3.7 percent in general building construction, 3.6 percent in special trades, and 2.3 percent in general construction (other than building).

When negotiators prepare for the 1988 bargaining sessions, they will be interested in both the terms of recent settlements and the wage and benefit yields of their expiring contracts. On average, construction contracts expiring or reopening in 1988 provided average wage adjustments of 2.5 percent a year. As with settlements in the first 10 months of 1987, adjustments under these expiring contracts varied considerably by region, ranging from -3.3 percent in the South Central States to 4.3 percent in the Mid Atlantic States:

| | <i>Average annual wage adjustments under contracts expiring in 1988 (in percent)</i> |
|--------------------------|--|
| All agreements | 2.5 |
| Northeast | 3.9 |
| New England | 2.6 |
| Mid Atlantic | 4.3 |
| Midwest | 3.5 |
| East North Central | 3.6 |
| West North Central | 2.5 |
| South | -1.1 |
| South Atlantic | 1.1 |
| South Central | -3.3 |
| West | 2.5 |
| Mountain | 1.6 |
| Pacific | 2.7 |
| Interregional | 1.2 |

In addition to coping with economic conditions in the industry, unionized construction employers and their unions have been trying to combat the loss of jobs to nonunion firms. They have adopted various measures to reduce labor costs and be more competitive. For example, new "helpers" classifications have been developed which provide lower wage rates for workers who do not perform all the duties of the union's craft. Other approaches include setting lower wage rates on new projects than on those already underway and modifying overtime rates.

Rubber. Approximately 35,000 members of the United Rubber, Cork, Linoleum and Plastic Workers of America

(Rubber Workers) are covered by contracts expiring on April 20, 1988, with three major tiremakers—Goodyear Tire and Rubber Co., Firestone Tire and Rubber Co., and Uniroyal-Goodrich Tire Co. The Rubber Workers typically have bargained separately with each company, selecting a “target” from among the largest for full-scale bargaining. Once an accord was reached, it was used as a pattern for subsequent settlements in the industry.

During the 1985 contract talks, the Rubber Workers initially concentrated on reaching an agreement with Goodyear, but subsequently shifted their focus to B.F. Goodrich. The contracts for the four major rubber companies (Uniroyal and B.F. Goodrich have since merged to form the Uniroyal-Goodrich Tire Co.) were essentially identical to the Goodrich pattern setter. They raised wages 43 cents an hour over 3 years, maintained the quarterly cost-of-living clause, and improved pension benefits.

During the past 3 years, there have been layoffs throughout the industry and plant closings at Goodrich and Firestone, resulting in a large reduction in capacity and higher plant utilization rates. Employment in the industry has been dropping steadily from about 90,000 in 1979 to a record low of about 60,000 in 1987. Ironically, growth in the industry has been in the production of longer-lasting radial and performance tires, resulting in a declining demand for replacement tires. At the same time, the market for “original” tires, closely linked to domestic automobile production, has been shrinking. The overall drop in demand for domestic tires will almost certainly contribute to the bargainers’ concern for job security.

Electronic and electrical equipment. Contracts covering 155,000 workers in the electronic and electrical equipment industry are scheduled to expire in 1988. These include contracts expiring in June, covering 70,000 General Electric (GE) Co. employees, and agreements expiring in August for 25,000 Westinghouse Electric Corp. workers. Other companies slated for 1988 negotiations include Hughes Aircraft Co., Thompson Electric Co., and GTE Sylvania.

It is expected that 1988 contract talks will start at GE, which has generally been the leader in industry negotiations. Negotiations with GE and with Westinghouse are expected to again be conducted by the Coordinated Bargaining Committee of General Electric and Westinghouse unions, which consists of the International Brotherhood of Electrical Workers (AFL-CIO), the United Electrical, Radio and Machine Workers of America (Ind.), the International Union of Electrical, Radio and Machine Workers (AFL-CIO), and 10 other unions.³ Each of the 13 unions belonging to the Coordinated Bargaining Committee negotiates its own contracts. However, the committee serves as a vehicle for exchanging information and proposals.

Although GE has maintained its position as the industry leader, it has significantly restructured its product line. A year before the negotiation of the current agreement in 1985,

GE sold most of its small appliance operations to Black and Decker, Inc. In 1986, GE acquired RCA Corp. but subsequently sold part of RCA’s former operations, including audio and video plants, to Thompson Electric Co. As a result, the current GE product line is very diverse, including major home appliances, electric bulbs and lamps, medical equipment, and defense-related products. Workers affected by these acquisitions and sales continue to work under the terms of their existing agreements. Thus, for example, workers at Thompson Electric are covered by the agreement originally signed by RCA until it expires in December 1988.

The June 30, 1985, accords reached with GE provided for immediate lump-sum payments equal to 3 percent of base wages times 2,080 hours; wage increases of 3 percent effective in June 1986 and June 1987; and an improved jobs and income security program. The terms of the settlement at Westinghouse in late July 1985 were essentially identical to those at GE.

The union bargaining committee does not expect to establish final 1988 bargaining demands until the spring. However, it will probably seek limits on contracting out of work and use of subcontractors within the plant; protections against plant closings; a more favorable cost-of-living adjustment formula; and protection against loss of income due to shorter workweeks and to layoffs.

Trade. About 192,000 workers are covered by 46 agreements in wholesale and retail trade slated for negotiation in 1988. Two-thirds of these workers are in food stores. The remainder are in wholesale trade, department stores, cloth-

Table 7. Deferred wage increases¹ scheduled in 1988 in major collective bargaining agreements, by month
[Workers in thousands]

| Effective month | Workers covered ² | Principal industries |
|----------------------------|------------------------------|--|
| January-December | 33,300 | — |
| January | 548 | Railroads, bituminous coal, State and local government |
| February | 112 | State and local government |
| March | 99 | Construction |
| April | 226 | Food stores, construction, State and local government |
| May | 202 | Construction |
| June | 497 | Construction, communications |
| July | 635 | State and local government, construction |
| August | 545 | Communications, parcel delivery |
| September | 247 | State and local government |
| October | 264 | State and local government |
| November | 43 | (4) |
| December | 58 | State and local government |

¹ Excludes decreases to be received by 29,700 workers in the following months: January (4,400), May (3,300), June (2,500), July (4,500), September (15,000), November (3,300), and December (2,500). Two units, covering 5,800 workers, have two decreases scheduled during the year.

² Includes 844,000 workers under State and local government agreements.

³ This total is smaller than the sum of individual items because 178,100 workers are scheduled to receive more than one increase. It is based on data available as of November 1, 1987, and thus may understate the number of workers scheduled to receive deferred increases for the entire year.

⁴ No single industry accounts for a substantial proportion of workers.

ing stores, eating and drinking establishments, and drug stores.

Three-fifths of the workers under agreements in trade expiring in 1988 are represented by the United Food and Commercial Workers. The remainder are represented by the International Brotherhood of Teamsters (Ind.); the Service Employees International Union; the Hotel Employees and Restaurant Employees; the Retail, Wholesale and Department Store Workers; and the International Ladies' Garment Workers.

Bargaining in food stores will dominate negotiations in trade. Average annual wage adjustments yielded by expiring contracts in food stores were 2.2 percent annually over their term, but varied substantially, ranging from cuts of -3.9 percent to increases of 9.0 percent. Contracts for 44 percent of the workers provided lump-sum payments and yielded annual wage adjustments (including COLA's) averaging 0.3 percent, compared with 3.7 percent in those without lump sums.

Bargainers will note the results of recent negotiations in the industry. Settlements providing lump-sum payments covered two-thirds of the food store workers for whom new contracts were negotiated during the first 10 months of 1987. The wage adjustments they called for averaged 0.7 percent over the term, compared with 2.8 percent in settlements providing no lump-sum payment. Overall, adjustments in food stores averaged 1.4 percent.

Many expiring agreements in trade contain provisions for two-tier wage or benefit systems, in which employees hired after a specified date receive lower wages or benefits, or are under less favorable work rules, than employees hired earlier. Some employers have noted that such systems, initially attractive as a means of keeping down labor costs, may be causing morale and high turnover problems among employees on the lower tier. Unions have generally agreed to two-tiered systems only as a last resort short of job losses. Furthermore, as time passes, lower tier employees become more numerous and can exert increasing pressure on both union leaders and employers for elimination of such systems. Consequently, elimination or modification of two-tier systems will be an issue for some negotiators. However, some employers may wish to establish a two-tier system.

Apparel. Approximately 230,000 workers in the apparel industry are covered by contracts that expire in 1988. These include 124,000 workers in the women's apparel industry whose agreements expire in the spring, and for 101,000 workers in the men's apparel industry whose agreements expire in August. These contracts account for four-fifths of all workers under major apparel agreements.

The negotiators will represent different unions and employer groups, but will face similar economic conditions. The International Ladies' Garment Workers Union will bargain with several associations of women's apparel manufacturers, including The New York Coat and Suit Association,

United Better Dress Association, Atlantic Apparel Contractors, and the Greater Blouse, Skirt and Undergarment Association. The Amalgamated Clothing and Textile Workers Union will negotiate a contract known as the Cotton Garment Agreement with a group of men's apparel manufacturers.

Employment in the apparel industry has been steadily declining, from a peak of 1.4 million workers in 1973 to 1.1 million workers in 1987. Average annual unemployment peaked at 15.4 percent in 1982 and has been around 11 percent since 1984. Seasonally adjusted unemployment rates in 1987 have ranged from 11.6 percent in January to 7.8 percent in September. Over the last several years, the apparel industry has faced stiff foreign competition. The Department of Commerce estimates that imports, measured in square yard equivalents,⁴ have increased 17 percent a year since 1981.

The problems of declining employment and increasing competition from imports existed during the last round of contract talks in 1985. The women's apparel agreements, negotiated in the summer of 1985, froze wages in the first year, but provided increases of 6 percent in the second year and 5 percent in the third. The COLA clause was maintained, although the preceding two contracts provided no COLA payments because the CPI had not increased sufficiently to generate one. Similarly, no COLA payments have been made under the terms of the contract expiring this year.

The Cotton Garment Agreement provided for lump-sum payments of \$500 in the first year and 6½ percent of the previous year's earnings in the second. The contract suspended the COLA clause, which had not yielded a wage change in the 1982-85 contract because CPI increases were insufficient to generate one.

Labor and management's continuing efforts to address problems of cutbacks in production and declines in employment will provide the backdrop for negotiations in both segments of the industry. Specific contract demands, however, are not expected to be formulated until the beginning of the year.

Trucking. The National Master Freight Agreement, negotiated by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Teamsters) expires March 31, 1988. Trucking Management, Inc. is the bargaining arm for the major national freight carriers, and the Motor Carrier Labor Advisory Council (Council) represents regional, short haul, and specialized carriers. The 1985 National Master Freight Agreement between the Teamsters and the two associations, in conjunction with about 35 supplemental agreements, sets the compensation and working conditions of most unionized drivers in the industry. The National Agreement specifies wage changes, employer contributions to benefit plans, and most other economic benefits. The supplemental agreements cover actual wage rates, most work rules, and allocations of funds to health and welfare plans. Local excep-

tions to economic terms and work rules are provided in various addenda.

This year, negotiators will be facing economic conditions similar to those which existed during the last round of bargaining. Deregulation of the industry under the Motor Carrier Act of 1980 changed its composition both in the number and size of freight carriers. The Act relaxed or eliminated entry and rate regulations, making it easier to be certified as a carrier, allowing owner-operators to haul certain freight that was previously denied to them, and decreasing collective rate making. This spawned a rash of new motor carrier companies. The number of for-hire carriers rose from 72,000 in 1980 to 85,000 in 1986. The increased number of carriers, intensified competition, and rate discounting have resulted in a drastic rise in motor carrier failure rates, from 52.9 per 10,000 companies in 1980 to 185.5 per 10,000 companies in 1986.⁵

This year's concerns about increasing competition from small nonunion firms and declining job opportunities for union members were pervasive during the last round of talks in 1985. To improve job security, employers under the 1985 contract agreed that they would not "subcontract or divert the work presently performed by, or hereafter assigned to, its employees to other business entities owned and/or controlled by the signatory employer or its parent, subsidiaries, or affiliates." In addition, the 1985 contract provided that representatives of the Teamsters, Trucking Management Inc., and the Council would meet in an effort "to identify problems causing loss of business and jobs; and to direct communication so as to educate employees relative to long-term job security..."⁶

The 1985 accord also provided for wage increases for local drivers totaling \$1.50 an hour. This included 93 cents an hour that was specified as a "cost-of-living adjustment" although payment was not contingent on the movement of the CPI. Over-the-road drivers received total increases of 3.75 cents per mile, including a 2.325-cent guaranteed "COLA." Workers hired on or after April 1, 1985, are initially paid 70 percent of the top pay rate for their job category, 80 percent after 1 year, 90 percent after 2 years, and the top rate after 3 years. The contract provided for 10-cent hourly increases in benefit contributions each year to be allocated between the health and welfare and pension funds.

Although the parties have not indicated their proposals for 1988 contract negotiations, the issues most likely to be addressed are job security, pay increases, cost-of-living adjustments, and pension and health and welfare provisions. It is unlikely that the Teamsters recent reaffiliation with the AFL-CIO will have any impact at the bargaining table.

Railroads. Contracts covering 317,000 railroad workers expire June 30, 1988. Negotiations will involve three classes of line-haul railroads—Class I carriers (those with annual gross operating revenues of more than \$88 million); Class II carriers (with revenues between \$17 and 88 mil-

lion); and Class III carriers (with revenues less than \$17 million)—and terminal and switching companies, which are only in Class III operations. Class I carriers account for nearly nine-tenths of the industry's workers.

Twelve unions represent railroad workers, but three of the unions represent a majority—the Transportation Communications International Union,⁷ the United Transportation Union,⁸ and the Brotherhood of Maintenance of Way Employees.⁹

Since its formation in 1963, the National Railway Labor Conference has coordinated the bargaining efforts and served as the bargaining arm of the major rail carriers. Conrail, the publicly owned freight carrier, established in 1976, and AMTRAK, the passenger carrier that began operation in May 1971, have generally negotiated independently. However, they did join with the Conference in negotiating replacements for some contracts that expired in June 1984.

National negotiations generally cover wage changes, cost-of-living adjustments, benefits, and job security. Issues of specific interest to individual unions and carriers have been considered in separate negotiations that produce supplemental agreements.

Bargaining in the industry is conducted under the framework established by the Railway Labor Act of 1926. The act established a variety of procedures, including arbitration, to resolve disputes. Historically, negotiations in the industry are protracted, extending months and sometimes years beyond the expiration date of the existing agreements. Typically, when an agreement is reached by the parties or a determination is issued by an arbitrator, it is made retroactive to the previous contract's expiration date.

In the last round of talks, conducted to replace agreements that expired on June 30, 1984, the first National Railway Labor Conference settlement was not concluded until October 1985,¹⁰ and covered 81,600 members of the United Transportation Union. The settlement, which set the framework for the economic terms of the contracts in the industry, provided for an immediate \$565 lump-sum payment in lieu of making the initial wage increase retroactive to July 1, 1984 (when the previous contract expired); wage increases totaling about 10.5 percent over the term of the agreements; continuation of the cost-of-living adjustment clause; COLA payments to be made only to the extent that they exceeded the wage increases; an 8-percent increase in the distance that crew members must travel during a work shift to qualify for a basic unit of pay; a 5-year (was 1-year) pay progression schedule for new employees; the elimination of cabooses on certain types of freight trains; and the phasing out of firemen and hostlers (railyard train operators) through attrition, following a recommendation of an emergency board appointed by President Reagan.

At the end of 1985, most railroad workers were still working under the terms of contracts that had expired in June 1984. Settlements were concluded for 216,000 workers in 1986, and for 11,000 during the first 10 months of

1987. Contracts for 25,000 workers were still not resolved as of November 1, 1987. If past practices continue, it is unlikely that the terms and conditions of employment for railroad workers covered under expiring agreements will change this year.

Transportation equipment. Approximately 160,000 workers are covered by 26 contracts in the transportation equipment manufacturing industry scheduled to expire or reopen in 1988. The contract between Chrysler Corp. and the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) that expires September 14, 1988, accounts for 44 percent (70,000) of these workers. Because Chrysler acquired American Motor Corp. (AMC) in August 1987, there are 7,000 employees of former AMC under a contract expiring in September 1988 who may be covered by the next master Chrysler settlement. Other contracts slated for 1988 negotiations include: Budd Co. with the UAW, and General Dynamics with the UAW and the Metal Trades Council.¹¹

Although their contract was not due to expire until January 1988, the 5,700 workers at the Jeep Division of Chrysler (formerly part of AMC) negotiated a 5-year agreement in November 1987. It maintained the 3-percent performance bonus payable in January 1988 that was provided under the terms of the previous contract, and calls for a 2.25-percent wage increase on February 1, 1988. In addition, any wage increases or bonus payments provided in the next or following Chrysler agreement will be passed on to Jeep workers 5 months after they are implemented for the other Chrysler employees. The Jeep accord also provides that any job security improvements negotiated in future Chrysler agreements will apply to the Jeep division.

The 1985 contract negotiated by Chrysler workers reflected their desire to restore wage and benefit parity with workers at General Motors Corp. and Ford Motor Co. From the mid-1950's until 1979, the Chrysler contracts with the UAW had the same wage and benefit provisions as the contracts of the two other large auto manufacturers. When Chrysler verged on bankruptcy, however, its employees accepted a series of wage and benefit cuts in agreements reached in 1979, 1980 and 1981, that resulted in disparities between wages and benefits at Chrysler and those at GM and Ford. Differences were reduced by the 1982 agreement, reached when Chrysler began to show a profit. In 1985, a 35-month accord restored compensation parity, but allowed for possible future differences to develop as a result of the GM and Ford agreements scheduled for negotiation in 1987.

Preceded by a 12-day strike, the previous Chrysler agreement was ratified October 27, 1985. It provided for an

immediate wage increase of 2.25 percent; an October 1986 lump-sum payment equal to 2.25 percent of each employee's earnings during the preceding 12 months; and a 3-percent pay increase on September 14, 1987. The COLA clause was revised to match that at GM and Ford, which provides 1-cent-an-hour wage change for each 0.26-point movement in the BLS CPI-W (1967 = 100), subject to a 1- or 2-cent diversion from each adjustment to help cover benefit cost increases.

To offset earlier compensation cuts, the contract also provided immediate lump-sum payments of \$2,120 to current employees, \$1,000 to retirees, and \$600 to surviving spouses. The return to benefits parity with Ford and GM resulted in a 10-percent increase in pension benefits. It was also agreed that any pension plan improvements scheduled for the first year of the 1987 Ford and GM contract would be matched by Chrysler.

The 1987 talks between the UAW and Ford and GM centered on job security concerns and the resulting agreements established enhanced job security provisions at both companies.¹² They also provided 3-percent wage increases in the first contract year followed by lump-sum payments of 3 percent of previous year's earnings in the second and third years, maintained the existing cost-of-living provision (with no diversion), and enhanced pension levels.

During the upcoming 1988 negotiations with Chrysler, the UAW will probably seek to restore wage and benefit parity with the other major automobile manufacturers, and have the contract expire at the same time as the ones at GM and Ford. Chrysler's financial position will undoubtedly be in the picture. The company's domestic sales for a model year were the third highest in its history in 1986, but fell 23 percent in 1987. Earnings also declined 21 percent in the first 9 months of 1987, compared to the same period a year earlier. In November 1987, Chrysler had 3,800 workers on indefinite layoff and, citing soft sales, announced plans to lay off additional workers.

Although Chrysler's economic situation has improved since the beginning of the decade, the company shares the same competitive problems facing other domestic auto manufacturers. Therefore, as with the 1987 bargaining at GM and Ford, job security is likely to be the paramount issue. □

IN SUMMARY, economic conditions in the private sector of the economy differ by industry, company, and even plant; in government they differ by jurisdiction. These differences will influence how bargainers approach the complex issue of providing the best economic package for workers while keeping labor costs down and retaining jobs. □

— FOOTNOTES —

¹ The Bureau is reviewing concepts used in its various measures of compensation and wages. One of the issues being addressed is the treatment of lump-sum payments in the collective bargaining settlements series.

² The major oil companies include: Atlantic Richfield, Chevron, Exxon, Mobil, Phillips, Shell, Standard Oil of Indiana (AMOCO), Standard Oil of Ohio, Sun Co., Tenneco, and Unocal.

³ The committee is composed of 12 AFL-CIO affiliated unions and one independent union. The AFL-CIO affiliated unions are: International Union of Allied Industrial Workers of America; United Brotherhood of Carpenters and Joiners of America; International Union of Electronic, Electrical, Technical, Salaried and Machine Workers; International Brotherhood of Electrical Workers; International Brotherhood of Firemen and Oilers; American Flint Glass Workers Union of North America; International Association of Machinists and Aerospace Workers; United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada; Sheet Metal Workers International Association; International Union of Automobile, Aerospace and Agricultural Implement Workers of America; United Steelworkers of America; and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. The independent union is the United Electrical Radio and Machine Workers of America.

⁴ The Department of Commerce, Office of Textiles and Apparel, compiles the square yard equivalent measure by applying a conversion factor to each incoming garment to measure changes in apparel and textile imports between periods.

⁵ Data were supplied by the American Trucking Association, Inc.

⁶ See *The International Teamster*, October 1987, pp. 12-13.

⁷ On August 1, 1986, the Brotherhood of Railway Carmen of the United States and Canada merged into the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (BRAC). On September 1, 1987, BRAC changed its name to the Transporta-

tion Communications Union.

⁸ The Railroad Yardmasters of America merged into and adopted the name of the United Transportation Union, effective October 1, 1985.

⁹ The other major unions participating in negotiations are the Brotherhood of Locomotive Engineers (Ind.); International Association of Machinists and Aerospace Workers; International Brotherhood of Electrical Workers; Brotherhood of Railroad Signalmen; Sheet Metal Workers International Association; International Brotherhood of Firemen and Oilers; International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers; Transport Workers Union of America; and American Train Dispatchers Association.

¹⁰ In July 1985, Conrail and the United Transportation Union reached an agreement, retroactive to July 1984 that provided terms similar to the National Railway Labor Conference-United Transportation Union agreement.

¹¹ The Metal Trades Council consists of: International Brotherhood of Boilermakers; International Brotherhood of Painters and Allied Trades of United States and Canada; International Association of Machinists and Aerospace Workers; Office and Professional Employees International Union; United Brotherhood of Carpenters and Joiners of America; International Brotherhood of Electrical Workers; Laborers' International Union of North America; International Molders' and Allied Workers' Union; and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada.

¹² See George Ruben, "Labor and management in 1987: finding solutions to mutual problems," pp. 24-37.

A key issue

Technological change, and the transfer and diffusion of knowledge about technology between countries, will have profound implications in the decade to come for the pattern of economic growth and employment, the organization of enterprises and economic sectors, systems of industrial relations, and working conditions. Significant new technologies of the past decade include microelectronic devices of various kinds including industrial robots, new materials, new technologies for computer-based telecommunications, as well as modern biotechnology and genetic engineering, just to mention a few examples. But in developing countries the innovations of recent years are less important than the whole question of the transfer of the technological innovations of the developed countries in the past half-century.

—*The Changing World of Work: Major Issues Ahead*
(Report of the Director-General (Part I),
International Labour Conference, 72d sess.
(Washington, International Labour Organization,
1986), p. 12.

A review of collective bargaining in 1987

Finding solutions to mutual problems continued to challenge employers and unions, as they sought to restrain labor costs, improve productivity, increase product quality, and save jobs

GEORGE RUBEN

During 1987, American management and labor continued their efforts to adapt to international and domestic conditions which have been affecting labor-management relations since the beginning of the decade. On the international front, foreign manufacturers are producing quality products, often at lower prices than U.S. manufacturers, buttressing their already strong sales here and abroad. Domestic conditions include continued competition in the deregulated transportation industries, shifts in customer preferences, and changes in production and distribution methods. A major result of these conditions that bodes well for the future is an improvement in labor-management cooperation, as the parties recognize that mutual problems require mutual solutions. The solutions emanating from cooperative efforts center on ways to restrain labor costs, improve product quality, increase productivity, and preserve jobs.

Efforts to restrain labor costs are reflected in the size of settlements in private industry. During the first 10 months of 1987, for example, settlements involving 1,000 workers or more provided wage adjustments averaging 2.1 percent annually over their life, continuing the relatively low adjustments that have been characteristic since 1982.

Efforts to increase productivity and improve product quality are diverse. They include programs linking employee compensation to corporate output or financial results; revising work schedules to increase plant utilization; and new approaches to work, such as team assembly of products

and "pay-for-knowledge" plans for encouraging employees to learn new skills.

Certainly, job preservation is the paramount issue to employees in many industries, and unions have won a number of protections, including plans limiting layoffs or terminations during sales slowdowns, and, in a few instances, outright bans on plant closings, restrictions on subcontracting, and limitations on overtime work.

Another indication of the state of labor-management relations is the decline in major work stoppages (strikes and lockouts involving 1,000 workers or more) during the 1980's. Only 46 stoppages began during the first 11 months of 1987. If that rate continues, the total for the year would be the lowest in the history of the statistical series for major units, which goes back to 1947. The current record, 54 stoppages, occurred in 1985. The reduced reliance on stoppages as a bargaining tool is illustrated by the fact there were an average of 99 stoppages a year during the 1980-86 period, compared with 200 to 300 in almost every year between 1947 and 1979.

Autos

Many observers looked to the September 1987 negotiations between the United Automobile Workers (UAW) and the Nation's two largest automobile companies—Ford Motor Co. and General Motors Corp. (GM)—to establish a prototype for collective bargaining for the next few years. The UAW's primary goal was to improve job security beyond that provided by programs established in 1984. The companies' general goals were to improve their competitive

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position against foreign producers by holding labor costs down through "moderate" gains in wages and benefits and by cost-reducing changes in work rules and job assignments. They also wanted to increase employee involvement in improving product quality.

Negotiations at GM were further complicated by a cost disparity with Ford which resulted from the fact that GM was more "vertically integrated," manufacturing 70 percent of the automotive parts it used, compared with 50 percent at Ford. GM claimed this gave Ford an advantage because parts purchased from outside suppliers are less expensive than those manufactured internally. Part of the problem at GM was that the company had not increased its purchases from outside suppliers as fast as Ford had in the years preceding 1984, when both companies agreed to limit the practice.

Following its usual tactic, the UAW bargained simultaneously with both companies, then shifted the focus to one—Ford, this time, possibly because Ford was currently more profitable and thus perhaps more amenable to labor cost increases.

The Ford negotiations continued beyond the expiration date of the 1984 agreement, but there was no threat of a work stoppage because the parties had already agreed on the outline of a new job security plan. A settlement was reached on September 17; then the union resumed bargaining with GM and the parties settled on terms similar to those at Ford.

The new job security plans are called Guaranteed Employment Numbers at Ford and Secure Employment Levels at GM. According to the union, the new plans move "well beyond" the programs adopted in 1984, and will "maintain current job levels at all units in all locations and will prevent layoffs for virtually any reason except carefully defined volume reductions linked to market conditions." The companies are also permitted to lay off workers because of acts of God and other conditions beyond their control; the sale of operations as an ongoing business; and in cases where employees have been assigned or recalled to temporary jobs.

In brief, the programs provide that:

- All current employees with at least 1 year of service will be protected. Coverage will be expanded when other current employees attain 1 year of seniority; when employees hired or rehired later attain 2 years of seniority; and when employees recalled from layoff receive pay for 26 weeks in any 52 consecutive weeks.
- Protection will normally be reduced by one employee for every two who retire, quit, or die. For employees leaving because of retirement inducements or plant closings, the reduction will be on a one-for-one basis.
- At each facility, employees who would be laid off if they were not protected by the plans will be placed in a "pool." These employees will continue to receive pay and benefits and be available for training, assuming the duties of another employee in training, or accepting "nontraditional" assignments inside or outside the bargaining unit.

- Workers who decline placement in a pool or decline an assignment while in the pool will be replaced in the pool by a new hire or a recalled worker, will be subject to layoff based on seniority, and will have recall rights only to a nonpool job.
- Senior pool members will have first rights to an available job within their geographic zone. If they turn down the job, it will be offered successively to pool members until it is filled. Those who decline the offer will be laid off. If no pool member within the zone accepts the job, it can be offered to out-of-zone employees, who will not be penalized if they decline.
- In each transfer case, one protected position will be shifted from the releasing location to the receiving location.

The new programs will be implemented by January 1, 1988. They are backed by a \$500 million commitment by Ford and a \$1.3 billion commitment by GM, which has more employees than Ford.

In another approach to job security, GM agreed to a ban on plant closings, except for those announced prior to the start of negotiations. Ford agreed to continue the ban on closings it had accepted in 1984.

There also were improvements in existing plans to aid laid-off employees. The companies' financing of regular Supplemental Unemployment Benefits was increased to 24 to 34 cents per straight-time hour worked, from 21 to 33 cents (varying by fund level), and their contingent liability to the Advance Credit Account was raised by \$75 million at Ford and \$250 million at GM. This account generally provides weekly benefits to laid-off employees who have exhausted their State unemployment benefits.

In another issue crucial to job security, the contracts provided for a broader definition of "outsourcing"—the purchase of parts from outside suppliers. In addition, the parties agreed to joint local committees to address outsourcing issues, with unresolvable issues subject to appeal to a national committee; and the companies agreed to give the union 90 days' notice of outsourcing decisions affecting one job or more, instead of the previous 60 days' notice of decisions affecting 25 jobs or more.

From the companies' view, the heart of the settlements was the establishment of new national and local committees to improve product quality, operating efficiency, and job security. The committees, which could aid GM in reducing costs in its parts plants, have great latitude in their operations. Initiatives could be in such areas as identifying needed plant investments, testing of work-group concepts for production workers, and revising job classifications to closely match plant needs.

Other provisions of the 3-year contracts included:

- An immediate 3-percent specified wage increase ranging from about 33 to 55 cents an hour, compared with the 9 to 50 cents immediate increase under the 1984 agreements.

- October 1988 and 1989 lump-sum payments equal to 3 percent of employee earnings during the preceding 12 months. Under the 1984 agreements, the October 1985 and 1986 payments were based on 2.25 percent calculation rates.
- Continuation of quarterly cost-of-living adjustments (COLA) calculated at 1 cent an hour for each 0.26-point movement in the Bureau of Labor Statistics CPI-W (1967 = 100). Unlike the 1984 clause, the 1987 clause does not call for 1 or 2 cents to be deducted from each quarterly adjustment.
- Improvements in the GM profit-sharing plan to make it match the improved plan at Ford. The 1984–86 distributions per worker totaled \$5,300 at Ford and \$900 at GM, because of the differences in the formulas and in profits.
- An increase in the overtime penalty rate—to \$1.25 (formerly 50 cents) for each hour of overtime work in excess of 5 percent of all straight-time hours—to discourage excessive overtime and open new jobs. The penalty money is used to finance training programs.

The settlements involved 335,000 workers at GM and 104,000 at Ford. Chrysler's contract, negotiated in 1985, expires in September 1988.

Air transportation

The National Mediation Board acted to reduce some of the labor disputes in the airlines industry resulting from continuing mergers, acquisitions, and consolidations. Under the new rules issued in August, carriers must alert the Board to possible employee representation disputes before they merge. Previously, some airlines waited until after the merger. When the Board determines that certification of a union as bargaining agent for employees of an acquired airline should be terminated, unions can now file for a new election for the combined unit of employees within 60 days after the Board's decision, if they can obtain show-of-interest cards from 35 percent of the employees.

There were collective bargaining settlements in the airline industry in 1987 accompanied by other events that added up to another tumultuous year.

Eastern Air Lines labor contracts were not subject to modifications in 1987, but the carrier and its three unions continued their recent history of dispute. During the year, Eastern called for cuts in employee compensation to improve its financial condition. The unions maintained that cuts were not warranted because its members had made such sacrifices in the past. The unions—the Air Line Pilots, the Machinists, and the Transport Workers—were also concerned about the plans of Frank Lorenzo, the chairman of Texas Air Corp., which purchased Eastern in December 1986 after Eastern's board of directors rejected a purchase offer from the unions.

Some of the 1987 developments, in chronological order, were:

- A January call by Texas Air, Eastern's parent, for cuts in Eastern's labor costs averaging 29 percent. This drew strong criticism from union leaders, who were concerned that Texas Air might attempt to force immediate bargaining by laying off employees or shifting some operations or aircraft to its nonunion airlines.
- In March, Texas Air transferred six jumbo jet aircraft from Eastern to Continental Airlines, a Texas Air subsidiary. Union leaders met briefly with Eastern executives, but were adamant that they would not reopen their contracts.
- In April, members of the Air Line Pilots picketed Eastern, charging that the company had adopted new restrictions on absenteeism that forced them to fly when they were ill.
- In June, Eastern established a new ground service subsidiary and the Machinists filed court charges that the intent was to strip employees of "hard-won rights and benefits."
- In August, trustees for the union sought a court ruling on whether their fiduciary role required them to sell Eastern stock shares in response to an offer from Texas Air. The unions had received the shares in prior years in exchange for cuts in compensation.
- In September, the Air Line Pilots won an initial court ruling that a "pay parity" contract clause automatically triggered a pay raise for the union's members after Eastern granted raises to supervisors of mechanics. Also, the Air Line Pilots accelerated efforts to organize Continental pilots. The union had been voted out after an unsuccessful 1983 work stoppage which occurred when Texas Air purchased Continental, formed a new corporate entity, and hired nonunion employees at 50 percent lower pay rates.
- In October, Eastern reported a \$67.4 million loss in the third quarter, and formal contract negotiations began with the Machinists.
- In November, Eastern laid off 3,500 employees, or about 9 percent of its work force. The reduction, which primarily affected employees in the Machinists' unit, also included nonunion employees.
- In December, the pilots were continuing to literally interpret Federal Aviation Administration aircraft maintenance requirements. The concerted action—described as a work slowdown by Eastern—followed the Federal Aviation Administration's finding that Eastern had postponed required maintenance procedures and pressured employees not to report equipment malfunctions.

United Airlines, the Nation's largest air carrier, received a purchase proposal in April from its 7,000 pilots that was maintained in varying forms for the rest of the year. In the offer letter, the union said United had engaged in "excessive diversification" and that an "employee-owned airline would result in improved service, safety, and profitability." In addition, the pilots were apparently concerned that United might be the target of a takeover by another company.

The pilots offered to let other unions participate in the purchase, but the 20,000 member Machinists unit said that it had "philosophical" objections to using cuts in employee compensation to partly finance the purchase of a healthy company. (Under the 7-year plan, financing of the purchase was to include a 25-percent cut in employee pay, contributions from union pension plans, and a 10-percent increase in productivity.) The Machinists also warned that it would bargain vigorously on compensation and working conditions, regardless of who owned the airline.

In the following months, the Air Lines Pilots Association continued to make purchase proposals, which were rejected by United.

In November, the Machinists negotiated a 3-year contract that called for wage increases totaling 11 percent and pension increases totaling 12 percent. It also gave the union the right to match or exceed any outside offer to purchase United. If anyone—including the Air Line Pilots—acquires control of 50 percent of United's stock, the Machinists may reopen contract negotiations or opt to extend the new agreement for 3 years, during which the employees would receive further 11-percent increases in wages and 12-percent increases in pensions.

Another United settlement, with the Association of Flight Attendants, provided for an immediate lump-sum payment, two 2-percent wage increases, and improvements in benefits. The accord for the 13,000 employees also reduced holiday and vacation time and extended to 7 years the period during which new employees remain in a lower pay tier.

American Airlines ended 12 months of negotiations in March, when 5,000 members of the Allied Pilots Association ratified a 3-year contract that reduced a pay gap between senior and new employees resulting from a two-tier system negotiated in 1983. The reduction—which followed some narrowing under a 1985 settlement—was accomplished by giving employees hired after November 1983 an immediate increase of 11 to 28 percent (varying by seniority, type of aircraft flown, and job classification), followed by 2-percent increases in the second and third contract years. Senior employees received only 2-percent increases in each of the 3 years.

Bargaining did not proceed as smoothly for the 10,000 workers represented by the Association of Professional Flight Attendants, who also were seeking a narrowing of a two-tier pay differential. Early in the year, the union began a corporate campaign to persuade American's financial backers to pressure the company to settle. American countered by distributing booklets to its passengers explaining its position.

After the attendants rejected American's "final offer," the company, on June 1, imposed the terms, as permitted under the Railway Labor Act. In December, union members authorized a strike, but the parties tentatively settled just before the work stoppage was scheduled to begin.

Trans World Airlines was in the Federal courts, as members of the Independent Federation of Flight Attendants sought to regain jobs lost as a result of a work stoppage. During the stoppage, which began on March 7, 1986, Trans World hired 1,270 permanent replacements, and 1,280 Independent Flight Attendants members continued working. The union ended the stoppage on May 17, 1986, without gaining a new contract, but the company refused to rehire the attendants, leading the union to file the court case.

In its ruling, the U.S. Court of Appeals in St. Louis held that union members who participated in the stoppage must be allowed to replace union members with less seniority who continued working, because the seniority system was not a bargaining issue and, therefore, remained in effect. The court further ruled that 463 trainees who were shifted into full-employment status immediately after the termination of the stoppage must be replaced by union members who participated in the stoppage, and that permanent replacements hired during the stoppage should retain their jobs.

Delta Air Lines completed the acquisition of Western Air Lines in April, after Supreme Court Justice Sandra Day O'Connor vacated the Ninth U.S. Circuit Court of Appeals' order that the companies had to submit to arbitration a dispute with the Air Transport Employees union. The union initiated the court case because it opposed the merger and wanted to force Delta to honor contracts the union had negotiated with Western. The order would have delayed the merger until Delta agreed in advance to be bound by the arbitration decision or until the decision was announced. In her ruling, Justice O'Connor said that it was necessary to complete the merger because the preparations had been too extensive to reverse.

Immediately after Justice O'Connor's decision, Delta announced that the 6,000 Western employees represented by the Air Transport Employees would become nonunion because they were outnumbered by the nonunion Delta employees in the same job categories. Delta said that Federal labor law mandated a similar conversion to nonunion status for 2,000 employees represented by the Teamsters. Western pilots would continue to be represented by the Air Line Pilots Association because the union already represented Delta's pilots.

USAir Group Inc. moved to strengthen its competitive position—and to thwart a proposed takeover by Trans World Airlines—by acquiring other carriers. In April, the last major obstacle to USAir's planned purchase of Pacific Southwest Airlines was removed when the Teamsters and Pacific Southwest agreed to drop several provisions from their contract, including one requiring any new owner to recognize the union as bargaining agent for some 3,200 of Pacific Southwest's 5,000 employees. In return, Pacific Southwest agreed to establish a \$3.2 million fund to make

severance payments to employee choosing not to move to USAir.

In May, 2,600 USAir employees were covered by a 2-year contract negotiated by the Association of Flight Attendants. The agreement, retroactive to September 1986 and running to August 31, 1988, provides for reopening negotiations upon completion of the acquisition of Pacific Southwest Airlines and of Piedmont Aviation Inc. that also was under way.

In August, the Association of Flight Attendants won the right to represent the 940 flight attendants at Pacific Southwest after the Teamsters, which had represented the employees, withdrew from the National Mediation Board election. The withdrawal came after the Teamsters failed to convince the Board that the vote should be postponed until the Pacific Southwest-USAir merger was actually completed.

In October, the U.S. Department of Transportation approved the USAir purchase of Piedmont, opening the door to bargaining with several unions over unifying the two seniority and compensation systems. The carriers employ 38,000 people, including those not represented by the unions.

Shortly before the merger announcement, Piedmont and the Association of Flight Attendants had negotiated a 33-month contract protecting the seniority rights of the 3,000 employees when the merger occurred. The contract also provided for two wage increases totaling 75 cents an hour, and added a requirement that the attendants fly at least 60 hours a month.

Republic Airlines' stock ownership plan, in March, distributed \$33 million to 2,500 members of the Machinists union. The money was in exchange for stock the union members had received in the early 1980's in return for cuts in wages and benefits and agreeing to productivity improvements to aid the carrier in avoiding bankruptcy. Overall, a total of \$150 million was distributed to 15,000 former Republic employees in 1987. NWA, Inc., the parent of Northwest Airlines, purchased Republic in August 1986 for \$884 million, or \$17 a share, compared with a low of about \$3.50 when the shares were issued to the employees.

In August 1987, Northwest resumed negotiations with the Teamsters on a contract for a new combined unit of flight attendants resulting from the merger. The Teamsters, which had represented Northwest attendants prior to the merger, had gained the right to represent the 6,500 employees in the new unit by defeating the Association of Flight Attendants (which had represented attendants at Republic) in a 1986 representation election.

After mid-1987 elections in which the Machinists gained the right to represent a total of 20,000 employees in four units, the union began pressing Northwest to raise the compensation of the 14,000 workers who were formerly employed by Republic to the levels prevailing for the 6,000

other employees. Northwest refused to bargain for three of the units because their agreements were not yet subject to amendment under provisions of the Railway Labor Act. Bargaining was conducted for the unit of mechanics and related employees, but the carrier, in November, declared an impasse and instituted pay increases averaging 10.3 percent for 2,900 workers in the union who had been Republic employees. (A few days later, the union obtained a court order terminating the company action, and the parties were still contesting the issue at yearend.) Northwest said the action was necessary to bring "peace and efficiency" to its operations, while the union described it as a move to "divide and conquer" employees. The union also claimed that the "equalization" move resulted in benefit cuts for the former Republic workers.

Steel

The 1986 round of bargaining between the major steel producers and the United Steelworkers essentially concluded late in January 1987, when employees of USX Corp. ratified a 4-year contract, ending the longest major work stoppage in the history of the industry. The round of bargaining was of particular interest because it was the first since the companies disbanded their bargaining association, the Coordinating Committee Steel Companies, and shifted to individual company bargaining. This occurred because the companies believed their individual cost and production problems varied too much to be addressed in a uniform settlement with the union.

Although there was a 6-month work stoppage at USX, settlements at the other companies were usually peaceful. In general, the settlements, which led off with April 1986 accords at LTV Steel Corp. and National Steel Corp., provided for:

- Cuts in employee compensation that could be partly or completely offset by payouts under new profit-sharing and stock-ownership plans.
- Adoption of gain-sharing programs permitting local unions and management to develop plans for distributing cash to employees based on improvements in output, efficiency, quality, and nonlabor costs attributable to employee efforts or initiative.
- Suspension of provisions for automatic quarterly cost-of-living pay adjustments.
- Adoption of restrictions on overtime work, plant closings, and layoffs.

Specific provisions of the USX contract included a cut in employee compensation of about \$2 an hour; suspension of COLA's; reduction of the Sunday work premium to time and one-fourth, from time and one-half; and elimination of 3 of 10 paid holidays. There also were temporary 1 or 2 year cuts in paid holidays, vacations, and in shift premiums.

Other permanent provisions included a new profit-sharing plan; additional limits on contracting out; a company commitment to modernize two plants; and elimination of some jobs.

Elsewhere in the steel industry, the Steelworkers and some companies asked the Government to set up a special fund to help defray the cost of closing outmoded facilities, primarily by assuming the cost of pension and health insurance benefits for the employees losing jobs. This did not occur, partly because industry profits improved. However, the Government did act in another area, as President Reagan extended import restrictions on specialty-steel products to September 30, 1989. In the interim, the quotas will be increased and duties will be decreased, in stages.

An issue that drew attention and promised to continue into 1988 was the continuing controversy over LTV Corp's pension plans. The controversy began in January 1987, when the Pension Benefit Guarantee Corp. (Pension Corp.) terminated three underfunded LTV pension plans and assumed the obligation of making monthly payments to eligible retirees. The Pension Corp. said the action was in accord with its obligation to protect LTV retirees from loss of benefits resulting from bankruptcy proceedings the company had earlier entered. In assuming the benefit payment obligation, the Pension Corp. decided that its obligation was limited to continuing "basic" pension benefits, which excluded a \$400 a month supplemental benefit some early retirees had received until age 62.

The cutoff of the supplemental benefit, along with the general condition of the company, prompted the Steelworkers and the company to renegotiate the 1986 contract. Under the new contract, ratified in August, LTV agreed to pay 92.25 percent of the \$400 a month supplemental benefit to 8,000 eligible current retirees, retroactive to February 1, 1987. In return, the union agreed to a new "defined contribution" pension plan for current employees, which would not be insured by the Pension Corp. The union conceded that the new plan was not as good as the previous plan. The contract also called for employees to begin contributing \$26.82 a month toward insurance premiums; and for elimination of 500 jobs through attrition or voluntarily departures, with those who voluntarily depart receiving lump-sum payments of \$1,000 per year of service, up to \$25,000. The agreement was scheduled to run until LTV's reorganization was approved by the bankruptcy court, or until February 15, 1990, when either side could reopen negotiations on economic matters.

After failing to block the new pension plan and the supplemental benefits in a July hearing in bankruptcy court, the Pension Corp. in September took the unprecedented action of restoring the three pension plans it had terminated in January, making LTV fully responsible for funding and administering the plans. Kathleen P. Utgoff, executive director of the Pension Corp., said the provisions of the LTV-Steelworkers 1987 agreement amounted to an illegal

subsidy of LTV pensions, with the agency financing basic benefits and the company financing only the supplemental benefits. This, she claimed, was a de facto continuation of the old pension plan—a violation of the Employee Retirement Income Security Act of 1974, the law that established the Pension Corp. to protect retirement benefits. Utgoff also noted that circumstances had changed, with LTV earning \$271.7 million before taxes in the first half of 1987, compared with a year-earlier loss of \$576.2 million.

In the wake of the restoration, LTV began making benefit payments, but the Pension Corp. said that early retirees were not receiving the full amount and started court action in October to force a change. LTV's position was that restrictions under its bankruptcy proceedings prevented full pension payments.

Meatpacking

Bargaining in the meatpacking industry was conducted under the same economic condition that has prevailed in recent years: declining demand, leading employers to cut production costs to stay in business. Cost cuts were achieved by shutting down less efficient plants; revamping production and distribution methods; attempting to shift work to nonunion plants; and persuading unionized employees that cuts in compensation were needed to protect their jobs.

In 1984, the United Food and Commercial Workers—the dominant union in the industry—adopted a policy of vigorously resisting the cuts that began in 1982, concluding that they only postpone plant closings. The union also pressed for restoration of past cuts.

Not surprisingly, the divergent goals of labor and management have resulted in clashes out of proportion to the size of the industry. According to the union, its members participated in 158 work stoppages in the industry from 1983 to 1986. About 40,000 workers were involved.

One of the major work stoppages in 1987 occurred in Dakota City, NE, where 2,800 employees of IBP (Iowa Beef Processors), Inc. were off the job for about 7 months before a settlement was reached. The stoppage was not unique in the bargaining relationship: each settlement since 1969 has been preceded by a work stoppage.

From the beginning of the negotiations, IBP had called for reductions in employee compensation, while the union had just as adamantly called for increases, particularly because IBP—the Nation's largest beef processor—"sets the wage pattern" for the industry, according to the union. The union said it was vital for it to "maintain a presence" at the plant because it is the only IBP plant where the union represents employees.

As the stoppage progressed, IBP began hiring replacement workers while the union pressed a publicity campaign in which it accused the company of substantially underreporting job-related accidents and illnesses to the Department of Labor's Occupational Safety and Health Administration (OSHA).

In July, OSHA completed an investigation initiated in response to a complaint filed by plant employees, and proposed a record \$2.59 million fine against IBP. The company disputed the finding and indicated it would appeal the proposed penalty.

Within a week after the OSHA announcement, IBP and the UFCW agreed on a 4-year contract under which workers hired prior to December 14, 1986, remain at their prestoppage wage rate until the 33rd month of the agreement, when they will receive a 15-cent-an-hour increase, to \$8.35 in slaughtering, and to \$8.05 in processing. Workers hired later, start at \$6 an hour and receive a 15-cent progression increase every 3 months until they reach \$7.60 for slaughtering and \$7.45 for processing. This two-tier pay system drew criticism from United Food and Commercial Workers leaders at other companies, who said it sets an unwelcome precedent for the industry. However, the local union responded that the equivalent of a two-tier system had actually been in effect under the prior agreement because high turnover resulted in about 20 percent of the work force always being at the starting rates of \$6.20 for slaughtering and \$5.90 for processing, which applied during the first 2 years of employment. According to a union official, the 1987 agreement provides for raising the \$7.60 and \$7.45 rates if necessary to maintain parity with averages in the industry.

Other terms included:

- Changes in safety provisions, such as increased employee participation in plant inspections, the hiring (by IBP) of a consultant to study operations and recommend changes, and giving employees full access to their medical records.
- Establishment of a pension plan under which 5-year employees become eligible for benefits at the beginning of the fourth contract year. Benefit levels will be set by a joint committee and financed by annual company payments equal to 4 percent of profits.
- An increase in major medical insurance coverage, to \$150,000, from \$30,000.
- Adoption of insurance coverage for dental care, prescription drugs, and alcohol and drug abuse treatment.
- A provision for extending the agreement (with additional wage increases) for an additional 4 years, if both parties agree.

As part of the settlement, IBP also agreed to rehire all the workers involved in the work stoppage, giving them precedence over 2,200 replacement workers, who also were assured jobs.

John Morrell & Co. was involved in a work stoppage at its Sioux City, IA, plant that began on March 10, after the company and Food and Commercial Workers Local 1142 were unable to agree on a new contract for about 750 employees. At that time, Morrell wanted a \$1.25 an hour cut

in the \$9 base rate, while the union was seeking an 80-cent increase.

The dispute escalated in May, when 2,500 employees at the company's Sioux Falls, SD, plant joined the stoppage in sympathy with the Sioux City employees. The action by Food and Commercial Workers Local 304A in Sioux Falls followed a Supreme Court decision not to hear an appeal by Morrell that union power to engage in sympathy strikes be curbed. The case began when Local 304A engaged in two brief stoppages in sympathy with Food and Commercial Workers members involved in a stoppage at Morrell's Arkansas City, KS, plant. The Arkansas City stoppage ended when the parties agreed on a new contract.

As the 1987 stoppages at Sioux City and Sioux Falls continued, Morrell hired an increasing number of replacement workers. The next major development came early in November, when the Sioux Falls employees reported for work but were turned away, which, the union claimed, changed the stoppage into a lockout, making the strikers eligible for State unemployment benefits.

In Cudahy, WI, uncertainty about the future of the Patrick Cudahy, Inc. plant increased as a work stoppage that began on January 3 continued with no end in sight. Smithfield Foods Co., which purchased the plant in 1984, reported in September 1987 that it had lost \$5 million as a result of the stoppage, although it was continuing to operate the plant, using replacement workers. The stoppage centered on management's call for cuts in employee compensation it contended were necessary to compete in pork processing, countered by Food and Commercial Workers demands for restoration of wage rate cuts the workers had accepted in 1982 and 1984. In December, Cudahy filed for protection under Chapter 11 of the Federal bankruptcy code and laid off 700 employees, most of whom had been hired to replace participants in the work stoppage.

Elsewhere, a nearly 4-year dispute between ConAgra Inc. and the Food and Commercial Workers ended when the company agreed to pay a total of \$6.6 million in back pay and medical expense reimbursements to employees who lost their jobs when the company purchased Armour & Co. in 1983. The settlement, negotiated by ConAgra, the Food and Commercial Workers, and the National Labor Relations Board, also provided for the rehiring of up to about 525 employees, with retroactive seniority.

The 1983 purchase involved 39 plants, but the 1987 consent agreement only applied to 13 plants covered by a master labor contract between the Food and Commercial Workers and Armour & Co. In the complaint the union filed with the National Labor Relations Board in February 1984, the union charged that ConAgra had discriminated against the former Armour & Co. employees when it purchased the plants from Greyhound Corp., dismissed the entire work force, reopened the plants under the name ConAgra/Armour, and hired new employees. Reportedly, wage rates for the new nonunion workers ranged from \$5.50 to \$6.50 an hour,

compared with the \$10.69 standard rate then prevailing in Food and Commercial Workers contracts with major meat processors.

Although the 13 plants remain nonunion, the Food and Commercial Workers did win a 1987 representation election at one of the other former Armour plants, located in Mason City, IA. About 300 employees are in the new bargaining unit. The only other organized plant in the chain is in Louisville, KY.

The unsettled condition of the industry also was illustrated by developments in Ottumwa, IA, where Geo. A. Hormel & Co. announced in February that it would close its local plant in August because of excess capacity in the industry and because the \$10.70 an hour base wage rate of its employees was not competitive with rates at other companies, such as the \$5.80 at nonunion IBP plants.

The final closing was preceded by a shutdown of animal slaughtering at the plant in March 1986 after employees refused to cross picket lines set up by employees involved in work stoppages at other Hormel plants. After the August 1987 final closing, Excel Corp. entered into a lease-purchase agreement, reopened the plant, and began hiring a new work force expected to eventually total 800 people. This threw Local 431's representation rights into doubt because its members hired by Excel might not constitute a majority of the new work force. Accordingly, Local 431 began an organizing drive among the new employees.

Excel's move into pork processing at Ottumwa also signaled the start of a major competitive challenge to Occidental Petroleum Corp.'s IBP Inc. unit, the industry leader in both beef and pork processing, and a generally acknowledged leader in process innovations and resistance to union contract demands. Excel is a unit of Cargil Inc.

There was a bright spot at Wilson Foods Corp., which was moving toward profitability after emerging from Chapter 11 bankruptcy proceedings in 1985. The turnaround was attributed to a cut in hog slaughtering and a major shift into production and distribution of processed foods. Despite the improved financial results, Wilson officials cautioned that the company was "still strapped for funds." They also said that the company is handicapped because some of its plants are older and its wage rates are higher than those of its competitors.

Aerospace

The round of bargaining in the aerospace industry, which led off with an October 1986 settlement between the Boeing Co. and the Machinists, was almost closed in August 1987, when the union settled with General Dynamics Corp.'s Convair Division. Still outstanding was a contract at McDonnell Douglas Corp.'s Long Beach, CA, plant, where members of United Auto Workers (UAW) Local 148 had earlier engaged in a "work to the rules" or "build it by the book" job action that slowed production of the company's commercial aircraft. Members of Machinists locals at nearby plants had supported the job action until July, when they accepted

terms similar to those McDonnell Douglas had unilaterally put into effect for the UAW-represented workers earlier in the year, following a bargaining impasse that was partly attributable to leadership clashes within the local union.

During the round of bargaining with the Machinists and the UAW, the various aerospace companies had pressed for moderate settlements to help them compete more effectively with foreign aircraft manufacturers, which have recently won an increasing share of world markets. The companies also cited cuts in purchases of military aircraft. The unions' bargaining objectives included specified wage increases in each contract year, replacing the annual lump-sum payments adopted in the previous bargaining round. The union also sought to end provisions, adopted in the 1983-84 settlements, that excluded lower paid employees from receiving COLA's to relieve a compression of the percentage differential between these employees and higher paid employees that had resulted from all workers receiving uniform cents per hour COLA's.

In St. Louis, the settlement between McDonnell Douglas Corp. and the Machinists provided for an immediate 3-percent wage increase and a lump-sum payment equal to 3 percent of earnings during the preceding 12 months. This is to be followed by a 2-percent lump-sum in the second year and a 4-percent lump-sum in the final year. The COLA clause was revised to cover all employees, as the union had sought.

Another settlement, between Rockwell International Corp.'s Aerospace Group and the UAW for operations in California, Ohio, and Oklahoma, provided for an immediate wage increase of 3 percent plus a 15-cent immediate COLA adjustment (which did not apply to employees in some progression steps of lower grades). The lump-sum payments were 2 percent of 12-month earnings in December 1987, 6 percent in August 1988, and 5 percent in August 1989.

A 3-year settlement between United Technologies Corp.'s Sikorsky Aircraft Division in Connecticut and the Teamsters provided for wage increases of 2.5, 2, and 1.5 percent in the respective years and lump-sum payments in each year equal to 2.5 percent of previous year's earnings. The agreement did not contain a COLA clause.

Longshore and offshore maritime

On the West Coast, the Pacific Maritime Association and the International Longshoremen's and Warehousemen's union settled on contracts for 9,000 workers. There was no wage change in the first contract year, but the ship loaders and unloaders benefited from a new method of calculating pay for work in excess of the normal 8 hours per day. Wage increases of 40 cents an hour were scheduled for the second and third years and employees with at least 5 years of service were assured 38 hours of work per week, a 2-hour increase. Shorter service employees continued to be guaranteed 28 hours of work.

Employees rejected the tentative July settlement in the first balloting, reflecting their concern over some of the

contract changes intended to aid management in controlling labor costs, but narrowly approved it on the second, conducted in September. The changes included greater flexibility in work scheduling and shift lengths; a wage progression plan under which new hires and casual employees will move to the top rate (\$19.43 in the first contract year, \$19.83 in the second year, and \$20.23 in the third year) after 5,000 hours of experience; and elimination of "penalty overtime pay" of 1.5 times their normal overtime rate for marine clerks working during meal periods or for hours in excess of 10 per day.

On the East and Gulf coasts, the International Longshoremen's Association and the various shippers associations presumably expected 1987 to provide respite from the complex and fragmented contract bargaining of 1986. However, a crisis, requiring further bargaining, arose in August, when the Federal Maritime Commission declared that the bargaining parties' "50 mile rule" on handling container cargo discriminated against some shippers and ordered it removed from all tariffs within 90 days. Under the rule, adopted in 1959 and the target of several court actions since then, packing and unpacking of containers within 50 miles of a port had to be performed by International Longshoremen's Association members. The carriers had agreed to the rule in return for the right to freely automate operations. In 1985, the Supreme Court had found that the rule addressed a valid work preservation objective under the Labor-Management Relations Act of 1946. In supporting its decision, the Maritime Commission conceded that it had no jurisdiction over International Longshoremen's Association contract provisions, but asserted that it did have the right, under three laws, to control shippers tariffs.

After the ruling, the International Longshoremen's Association and management reopened negotiations on the issue that were expected to continue into 1988.

Elsewhere in the maritime industry, a total of 11,000 workers aboard deep sea vessels were covered by two settlements. One, between the Seafarers and the American Maritime Association, comprising seven shipping lines, provided for a 2-percent wage increase in each of the 3 contract years, and for additional increases if the BLS CPI-W rises more than 10 percent.

The other settlement, between the National Maritime Union and the Maritime Service/Tanker Service Committee for 6,000 sailors aboard 120 vessels, also called for a 2-percent increase in each of the 3 years, but the initial increase was diverted to bolster the union's welfare plan. Both settlements also improved some benefits.

Shipyards

The Nation's private shipyards continued to experience financial difficulties in 1987 that resulted in shutdowns, bankruptcies, and some cuts in employee compensation. Management officials attributed the industry's problems to increased pressure from the government to reduce their bids on Navy ships, to a Navy move to perform more repair work

in its own shipyards, and to a lack of orders from commercial shipping companies.

The first 1987 settlement in the industry occurred in January, when a Metal Trades Council negotiated a 3-year contract with the Ingalls Shipbuilding Division of Litton Systems Inc. The agreement, which covered 6,000 employees in Pascagoula, MS, froze the base wage rate at \$11.28 an hour, but the workers received an immediate \$1,000 lump-sum "productivity incentive payment," to be followed by \$250 to \$500 payments, varying by hours worked, in the second and third years.

Fully experienced new employees will start at \$8.28 an hour and move to the \$11.28 top rate over a lengthened progression schedule of 6,000 hours worked. Inexperienced new employees will progress from \$8.28 to a maximum of \$10.53 over the same period.

Todd Shipyards Corp. and the Seattle (WA) Metal Trades Council agreed on a 34½-month contract replacing the "final offer" terms Todd had imposed on December 1, 1986, after the employees had rejected the offer. Contract provisions included a \$1.50-an-hour reduction in the \$13.50 base rate under the prior agreement; lump-sum payments calculated at 50 cents for each hour worked from July 1, 1986, to November 30, 1986, and 25 cents for each hour worked from December 1, 1986, to March 31, 1990; possible annual profit sharing; continuation of COLA; and a stretch-out of pay progression for new employees.

Later in the year, Todd filed for protection from creditors under Chapter 11 of the U.S. Bankruptcy Code. The filing covered shipyards in Los Angeles, CA, and Galveston, TX, as well as in Seattle.

On the East Coast, Newport News Shipbuilding and Dry Dock Co. and the United Steelworkers negotiated a 46-month contract that provided for an immediate \$1,000 lump-sum payment, an \$800 payment in December 1988, and a 3-percent wage increase in February 1990. Under the prior 43-month agreement, the employees had received three wage increases totaling nearly 25 percent.

The settlement, which covered 16,600 employees, also established a health care cost containment program and raised the pension rate for each year of credited service to \$18 a month, from \$15.

Apparel

Bargaining was light in the apparel industry, involving 45,000 employees, but two of the year's settlements were notable for establishing parental leave. Such leave has become increasingly important with the growth of two wage-earner families and the resulting difficulties in caring for children.

The new provision in the July agreement between the Ladies Garment Workers and associations of ladies undergarment manufacturers provided for up to 6 months of unpaid job-protected leave for either parent and applied to births and adoptions. Union President Jay Mazur said that

parental leave will be a goal in all future negotiations because "the American family is changing and it is vital that society respond to those changes by guaranteeing parents the right to care for their newborn infants."

The other settlement establishing parental leave was in men's and boys' apparel manufacturing, involving the Clothing and Textile Workers and the Clothing Manufacturers Association. The new provision permits a parent to take up to 6 weeks of unpaid leave every 2 years for the birth or serious illness of a child. The employee will continue to be covered by health insurance during the period and will be assured of a job when the period ends.

The 3-year accord, which covered more than 40,000 workers, also improved wages and benefits, and continued to bar covered employers from moving work to nonunion companies and purchasing garments abroad. The Clothing Manufacturers Association, which had wanted to eliminate this provision, said that the longer duration of the new agreement—3 years, compared with 2 years for the preceding one—would at least give it more time for developing counters to increasing competition from foreign producers.

Pulp and paper

Bargaining shifted to a company-by-company basis on the West Coast, as the Association of Western Pulp and Paper Workers settled with Weyerhaeuser Co. and Boise Cascade Corp. Previously, these companies and others had bargained as a unit.

The leadoff 1987 settlement at Weyerhaeuser did not increase wages, but did call for an immediate \$650 lump-sum payment and for annual incentive payments in each of the 3 contract years ranging up to 4 percent of the individual's earnings during the preceding 12 months. The payments were to be based on product quality, output, costs, and safety.

Wage rates were also not increased in the Boise Cascade agreement, but the employees received an immediate \$1,100 lump-sum payment, to be followed by second and third year lump-sums equal to 2 percent of employee earnings during the preceding 12 months. The company benefited from a reduction in the number of circumstances in which employees received \$6.75 meal tickets for working overtime. Eligibility for call-in and call-back pay also was restricted.

Meanwhile, a bargaining impasse continued between International Paper Co. and the United Paperworkers at mills in Mobile, AL, Jay, ME, DePere, WI, and Lock Haven, PA. The stalemate, which threatened to spread to other company mills as additional contracts expired, resulted in a work stoppage that began on various dates at the four mills.

Previously, the union negotiated separately with each of the mills. However, a company demand for labor-cost cuts to enable it to compete more effectively led to a shift in union tactics. Under the new approach, union President Wayne E. Glenn supervised bargaining on four issues:

premium pay for overtime work, subcontracting, contract duration, and return-to-work rights for participants in the work stoppage, which was to continue until a combined tally of workers at the mills showed a majority in favor of a settlement.

Other industries in brief

Railroads. The round of railroad bargaining that began in 1984 continued into 1987, as four unions settled during the first 10 months of the year for 11,000 employees of the Class I carriers and Amtrak. The settlements were similar to the earlier ones, calling for wage increases totaling about 10.5 percent plus lump-sum payments, or about 6.5 percent plus larger lump-sum payments, and continuation of COLA payments. At yearend, bargaining was continuing for 25,000 workers.

Elsewhere in the industry, the Federal Government concluded its sale of Conrail by distributing 10.3 million shares of its stock to 92,000 active and retired rail workers. The number of shares distributed ranged from 10 to 270 and averaged 220, worth \$8,415, according to Conrail. Conrail was created in 1976 to continue the freight operations of bankrupt Northeastern and Midwestern rail lines. The trade-off leading to the distribution occurred in 1979, when the employees agreed to compensation cuts in exchange for the Conrail shares.

Rubber. National contracts between the major rubber companies and the United Rubber Workers were not scheduled to expire until 1988, but there were local settlements in 1987 that reduced employee compensation at two plants that were threatened with closing.

Developments at Firestone Tire & Rubber Co. began in October 1986 when the company gave the Rubber Workers the required 6 months contractual notice that it planned to close tire plants in Oklahoma City, OK, Des Moines, IA, and Bloomington, IL. Resulting negotiations at the Oklahoma City plant led to a March 1987 settlement that cut wages by a reported \$3.66 an hour and assured continued operation of the plant, which makes tires for passenger cars and light trucks.

Late in 1987, the Edwards Warren Tire Co. purchased the Bloomington plant and began negotiating with Rubber Workers Local 787.

Continued operation of the Des Moines plant also was assured, at least for the foreseeable future, when employees agreed to a cut in compensation of more than \$3.50 an hour, in addition to a similar cut in 1986. Firestone officials declined to forecast how long the plant would remain open explaining, "we're in an exceptionally dynamic business," precluding long-range planning.

After the Firestone accord, Rubber Workers members at the Armstrong Tire Co. plant in Des Moines also moved to avert a planned shutdown by agreeing to a compensation cut "in the \$5.40 an hour range," according to an official of

Local 164. Armstrong had informed the union that a cut was necessary for the plant to remain competitive with the Firestone plant. Both plants make farm tires, among other types. At year end, employees at all Armstrong plants were revoting on the terms, following a rejection on the first vote.

Construction. The AFL-CIO's Building and Construction Trades Department and the National Constructors Association developed model language to be voluntarily incorporated into labor contracts between the Association's 20 member companies and individual unions. The uniform language is designed to counter the increasing competition from nonunion companies by improving work efficiency and quality.

The approach, which does not deal directly with wage rates, calls for provisions such as flexible daily and weekly work hours; seven standard unpaid holidays; elimination of premium pay for night and weekend work; prohibition of work stoppages for the duration of the contract in exchange for expedited grievance procedures; and increased use of trainees and preapprentices instead of fully qualified workers.

Elsewhere in the industry, the International Brotherhood of Electrical Workers and the National Electrical Contractors Association negotiated a national agreement intended to help recapture work from nonunion companies. The new agreement, available to contractors on a project-by-project basis, covers electrical transmission and related substation work. It gives employers increased flexibility in assigning employees, scheduling work, and staffing; provides for expedited resolution of grievances without work stoppages; and contains a number of provisions beneficial to employees on subcontracting and preservation of work.

Farming. In August, the Farm Labor Organizing Committee negotiated an initial contract with 20 Ohio cucumber growers. Campbell Soup Co. also was a party to the agreement because its Vlastic Foods unit buys the growers' output.

The agreement provides for an incentive plan under which the 650 migrant workers could earn \$70 to \$100 more per week based on the value of the crop picked and the percentage of usable cucumbers. Previously, pickers received half the value of the crop picked, or about \$250 to \$300 a week for the 5-week harvest.

The accord, which was subsequently accepted by other growers in Ohio and Michigan, was the fourth the union negotiated with cucumber and tomato growers, bringing a reported total of 2,700 workers out of the 50,000 migrant workers in the region under contracts.

The union's president, Baldemar Valasquez, said the union had held some merger discussions with the older and larger United Farm Workers union in California to enhance efforts to organize farmworkers, particularly those in five Middle Western States and in Florida and Texas.

Migrant and permanent farmworkers throughout the Nation benefitted from a new field sanitation standard issued by the Department of Labor's Occupational Safety and Health Administration. Under the standard, farmers with more than 10 employees are required to provide them with potable water, toilets, and handwashing facilities.

Brewing. The AFL-CIO's boycott of the Adolph Coors Co. ended in August, when company president Peter Coors and Federation president Lane Kirkland announced an agreement permitting Coors employees to "freely choose union representation or refrain from doing so." This meant that if enough employees show interest, a representation election could be held at the company's brewery in Golden, CO, and at its new plant in Elkton, VA, when completed. The accord also specified that the Virginia project, and future projects, will "be undertaken either by union signatory contractors or by a negotiated project labor agreement."

When the dispute began in 1976, employees were represented by an AFL-CIO affiliate. The union charged that Coors started the dispute by using polygraph tests and other means to delve into employees' personal affairs. According to the company, the dispute was over seniority and work assignments. As the stoppage moved into 1977, the work force, consisting of replacement workers and some returning union members, participated in a representation election in which the union was ousted. In April 1977, the AFL-CIO initiated the boycott, which Coors conceded has hurt sales, particularly as the company moved into the eastern market in recent years.

After the 1987 procedural agreement, the Federation used its Organizing Responsibilities Procedure to select the Machinists as the most appropriate union to undertake the campaign at Golden. Competing with the Machinists was the Teamsters union, which had announced plans to organize the employees prior to reaffiliating with the AFL-CIO.

Electrical appliances. In Cleveland, TN, a 4-year work stoppage against Magic Chef, Inc.'s kitchen range plant ended when the AFL-CIO's Industrial Union Department persuaded the Maytag Co. to negotiate with the Molders and Allied Workers union. Maytag had purchased the plant in 1986.

The new contract gave the 600 original participants in the stoppage three options: return to work and receive two payments totaling \$8,500; retire immediately, with a \$500 a month supplement to their basic pension until they attain age 62, if their age plus years of service totaled 70 or more; or not to return to work or draw a pension in exchange for an \$11,000 buyout payment.

Printing. The longest dispute settled in 1987 was at Arcata Graphics, in Kingsport, TN, where the Aluminum, Brick and Glass Workers won the right to represent 2,000 employees. The company was known as the Kingsport Press

in 1963 when members of five printing unions became involved in a work stoppage they blamed on unfair bargaining tactics used by the company. As time passed, the AFL-CIO initiated a national boycott campaign, Kingsport continued to hire replacement workers, and the unions were ousted in a 1967 election.

The Aluminum, Brick and Glass Workers attributed its representation success to increased employee concern over job security after Arcata Graphics terminated some workers and replaced them with lower paid temporary workers.

Cement. The Boilermaker union's Cement Division credited a new international organization of unions with initiating a corporate campaign that led to settlement of contract disputes that ran 3 years with two domestic companies. The new organization, the Cement World Congress, was formed by the AFL-CIO's Industrial Union Department and the International Chemical, Energy, and General Workers Federation to counter the growth of transnational companies in the industry.

The two firms, General Portland Cement Co., a unit of a French company, and Missouri Portland Cement Co., a unit of a Swiss company, in 1984 contended that cuts in labor costs were necessary because of economic problems in the industry.

The 1987 settlement with General Portland included two 2-percent wage increases over the 2-year term, and guaranteed Supplemental Unemployment Benefits for layoffs resulting from subcontracting. The 3-year Missouri Portland contract provided for a \$500 lump-sum payment, two wage increases totaling 40 cents an hour, and adoption of severance pay.

Textiles. Although only about 650 workers were involved, the Amalgamated Clothing and Textile Workers saw great significance in its victories in representation elections at J. P. Stevens & Co.'s plants in Port Huron, MI, and Drakes Branch, VA. It was the union's first victory at the company since the end, in 1980, of a 17-year dispute over the union's right to represent Stevens employees in several southern plants.

Retail Food

Labor-management relations in the retail food industry continued to be dominated by factors that often led to conflicts. Management, citing the need to compete with lower cost store chains, pressed the United Food and Commercial Workers, the dominant union in the industry, for cuts in compensation, changes in work rules, and increases in the number of lower paid part-time employees. Union members accused some companies of setting up low cost chains to compete against their own stores, forcing employees to accept cuts in labor costs or lose their jobs. During the year, settlements commonly included cost-reducing provisions, but store closings also were common.

One move to aid terminated employees was a national severance pay plan established by Safeway Stores Inc. and the Food and Commercial Workers. The adoption of the plan was triggered by the closing of Safeway's Dallas (TX) Division to help reduce a debt the company incurred in 1986 while warding off a takeover attempt. The new plan only applies when Safeway sells a complete division and the new owner does not retain the workers and negotiate a contract with the Food and Commercial Workers. Coverage is limited to full-time employees with at least 1 year of service. Provisions include up to 8 weeks' severance pay, varying by length of service; the right to transfer to other divisions, with preferential hiring rights over job applicants who have never worked for Safeway; continued company payments into the pension funds of closed divisions for employees within 1 year of retirement; and joint union-management efforts to obtain government retraining funds.

Federal pay

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 in 1986 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 annual National Survey of Professional, Administrative, Technical and Clerical Pay conducted by the Bureau of Labor Statistics. Under the Act, an increase would normally have been 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 received 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 percentage amount as for white-collar workers.

Later in 1987, the Pay Agent presented to the President its finding on a salary increase that would normally be effective in October 1987. The increase, based on the Bureau's 1987 survey, was 23.74 percent. However, President Reagan again used his authority under the Pay Comparability Act to propose an alternate increase of 2 percent, effective in January 1988.

In a legal decision regarding the pay-setting procedure, the Supreme Court let stand a U.S. Court of Appeals denial

of a challenge to the President's power to propose alternatives to the findings of the Pay Agent. The challenge was initiated by the American Federation of Government Employees.

The law had authorized either House of the Congress to vote the President's decision, which presumably would have required the President to implement the Pay Agent's annual finding. However, in 1983, the Supreme Court ruled that vetoes by a single House were unconstitutional.

Postal workers who have the right to bargain collectively—but not to engage in work stoppages—fared better than Federal Government workers in 1987, as 650,000 of them settled with the U.S. Postal Service, a quasi-government agency. The unions involved were the American Postal Workers (350,000 employees), the Letter Carriers (235,000), and the Mail Handlers unit of the Laborers union (50,000). The current contract for the fourth major union, the Rural Letter Carriers (75,000 employees), was not scheduled to expire until January 1988.

The chief issues on the bargaining table were union demands for "substantial" wage increases and liberalization of the COLA formula and the Postal Service's demand for increased use of casual labor to reduce operating costs. In the end, the unions agreed to continuation of the existing COLA formula and smaller wage increases than they had been seeking. In return, the Postal Service agreed not to expand the use of casual employees.

The bargaining led off with a settlement by the Mail Handlers. The other unions, bargaining jointly, denounced it as inadequate and reached an accord which provided for larger wage increases. In the end, all of the employees were covered by the same terms because the Mail Handler's contract included a "me too" provision assuring that the workers would receive any further improvements in wages and benefits negotiated by the Letter Carriers and American Postal Workers.

Specified increases in annual pay ranged from \$1,700 to \$1,866, or about 7 percent over the 40-month term, plus semiannual COLA's that the unions estimated will total 11 to 12 percent, based on their projection of the future movement of the BLS CPI-W.

Under the prior 3-year contracts, which were set through arbitration because the parties did not settle before the deadline stipulated by the Postal Reorganization Act of 1970, specified wage increases and COLA's raised annual pay for incumbent employees by a total of nearly \$3,200. New hires received a smaller increase.

Teamsters return to AFL-CIO

The 12.6 million member AFL-CIO, which has been attempting to counter declining union membership in recent years, gained about 1.7 million members, increased organizing ability, and increased political strength when it agreed to the Teamsters' request to reaffiliate with the Federation. In the 30 years since the Teamsters had been ousted

from the Federation for refusing to sign a code of ethics, Teamsters' officers had repeatedly been charged with corruption, and four of the last five presidents had been convicted of crimes.

At the time of the November 1 reaffiliation, the Federal Government was seeking to place the Teamsters in trusteeship for alleged law violations. In addition, Teamsters' President Jackie Presser was awaiting trial on charges of paying \$700,000 to "ghost employees."

Despite these problems, AFL-CIO President Lane Kirkland welcomed the Teamsters back into the fold. He noted that Presser was the only member of the union's general executive board under indictment and that, while charged, he had not been convicted. Kirkland said that if convicted, Presser would immediately be removed from his position as a member of the Federation's Executive Council, which was expanded to 36 members to accommodate him.

There was the possibility of further strengthening of the Federation, as Kirkland announced that he had talked with United Mine Workers President Richard Trumka about affiliation. Another reported possibility for affiliation was the National Education Association.

In the area of organizing, one of the major developments was the resurgence of unionism in the Nation's air traffic control system. In June balloting by 10,800 flight controllers, nearly 70 percent favored representation by the National Air Traffic Controllers Association, a new organization affiliated with the Marine Engineers.

Although the victory was important in terms of the number of new union members, it was more important to organized labor as a symbol in its efforts to regain strength in its relationship with management. In the years after President Reagan fired more than 11,000 controllers for participating in an illegal 1981 work stoppage, labor leaders have frequently contended that the action contributed to the stronger stance taken by management in dealing with unions.

National Air Traffic Controllers Association officials attributed the favorable vote to the same problems that triggered the 1981 stoppage: complaints of overwork at some of the Federal Aviation Administration facilities, inadequate staffing, forced overtime, and insensitive management. Officials of the new union conceded that the 1981 stoppage was a mistake and noted that the organization's constitution prohibits work stoppages.

There also were other developments concerning unions and their leaders:

- Thomas W. Gleason, age 86, retired as president of the International Longshoremen's Association and was succeeded by John M. Bowers. Gleason was the oldest labor union president in the Nation.
- Murray H. Finley retired as president of the Amalgamated Clothing and Textile Workers and was succeeded by Jack Sheinkman, who had been secretary-treasurer and co-chief executive since the Amalgamated Clothing Workers

of America and the Textile Workers Union of America merged to form the union in 1976.

- The Furniture Workers merged into the Electronic Workers, which changed its name to International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers.
- The Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees changed its name to the Transportation-Communications Union.
- The Seafarers chartered the Travel Employees Union to organize travel agents. Mona Molles, president of the new union, said travel agents would be particularly interested in getting pension and insurance benefits. Reportedly, there are 200,000 travel agents in the United States.

Legal rulings

During the year, the Supreme Court issued a number of decisions bearing on labor-management relations, collective bargaining, and employment. In these decisions the Court held that—

- States can require employers to pay severance benefits.
- States can require employers to provide pregnancy leave.
- States are permitted to deny unemployment benefits to women who leave their jobs because of pregnancy and are unable to return because the job has been filled.
- Judges can order strict promotion quotas to end “long-term, open, and pervasive discrimination.”
- Government units can voluntarily adopt plans for correcting gender-based imbalances in their hiring and promotion of employees.

- Workers with contagious diseases are covered by the Rehabilitation Act of 1973.
- Suits over retirement and disability benefits must be tried under the Federal Employee Retirement Security Act of 1974, rather than under State law.
- Public employers may search their employees’ offices if they have “reasonable suspicion” of work-related wrongdoing.
- Companies must bargain with the existing union when they acquire another company and there is “substantial continuity” in operations.
- Employers must make a “reasonable” effort to accommodate a worker’s religion in regard to holidays and other matters but need not accept the worker’s suggestion on how to do so.

Elsewhere in the legal system, the National Labor Relations Board reversed its 1971 decision and ruled that construction firms can not repudiate prehire agreements, which require employers to hire only union members for a project. Repudiations are permitted at termination of a collective bargaining agreement or when employees covered by a contract vote to oust the union representing them.

Within the Federal Government, the Department of Justice ruled that contractors performing construction work on projects financed by the Department of Housing and Urban Development (HUD) are required to pay the prevailing wage under the Davis-Bacon Act only if the financing is used for actual construction, rather than site acquisition or the purchase of services, material, and equipment. HUD had requested the Justice Department to review a 1985 Department of Labor decision that the prevailing wage rule applied if HUD financing was used for any aspect of a project.

State labor laws: changes during 1987

Major laws were enacted on a variety of subjects, including minimum wage, employment discrimination, parental leave, drug testing, and wrongful discharge

RICHARD R. NELSON

A greater volume of State labor legislation was enacted in 1987 than in any of the past several years.¹ Laws of major significance were enacted in several employment standards subject areas, including the traditional fields of minimum wage protection and bans on employment discrimination, as well as in newer emerging areas of parental leave, employee drug testing, asbestos abatement, plant closings, and restrictions on workplace smoking. First time legislation was also enacted prohibiting the wrongful discharge of employees.

There was considerable minimum wage activity in 1987 with hourly minimum wage rates increased through new legislation or administrative action for all employers in nine States (Arkansas, Connecticut, Delaware, Hawaii, Minnesota, Nebraska, Nevada, Texas, and Wisconsin) and for certain occupations in the District of Columbia and Puerto Rico. Also, rates rose in Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont as the result of increases provided by previous enactments. In addition, a proposal to increase the California rate is under consideration.

In Hawaii and Minnesota, the 1987 legislation increased the rates above the \$3.35 per hour Federal standard (in effect since 1981). The Federal rate is now exceeded in 10 jurisdictions (Alaska, Connecticut, the District of Columbia, Hawaii, Maine, Massachusetts, Minnesota, New Hampshire, Rhode Island, and Vermont). Bills to further increase

the rate in Maine and to raise the Wisconsin rate above the Federal level passed the legislatures but were vetoed. North Carolina provided for matching increases up to \$4 an hour in the State minimum if the Federal rate is increased before June 1, 1989. As of January 1, 1988, 24 jurisdictions had minimum wage rates at or near \$3.35 per hour for some or all occupations. Rates are significantly lower than \$3.35 in 11 States, and nine States do not have minimum wage laws.

Among other minimum wage and overtime actions, new exemptions from one or both of these provisions were enacted in Delaware, Illinois, and Montana. Montana also made the existing prohibition against tip credits specific within the minimum wage law and extended coverage to employees covered by the Federal Fair Labor Standards Act if the State minimum wage is higher. Amendments in the District of Columbia and Minnesota dealt with the recognition of subminimum wage rates for handicapped workers under certificates issued by the U.S. Department of Labor. Wyoming will require overtime pay on public works projects for hours worked in excess of 10 a day or 40 a week instead of after 8 hours a day, as was previously required.

Civil penalties for certain violations of the New York minimum wage and wage payment acts were extended to include violations concerning minimum wage standards for farmwork and to be authorized for nonmonetary violations, including those involving recordkeeping, posting, and wage statements. In other legislation involving the collection of wages due, the ceiling was removed on acceptance of wage claims by the Utah Industrial Commission, and the Commission was authorized to enter into reciprocal agreements

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with other States for the collection of wage claims; the Director of Labor and Industries in Washington may now bring legal action to collect unpaid minimum wages and prevailing wages for all underpaid employees, and was authorized to conduct investigations to ensure employer compliance with the prevailing wage, minimum wage and wage payment—wage collection acts where a violation is suspected; and Rhode Island specified that vacation pay accrued by workers separated after 1 year's service, will become wages due. New Jersey enacted a Construction Workers' Fringe Benefit Security Act to ensure payments to fringe benefit funds and New Hampshire amended reporting requirements under a similar law.

The issue of equal pay for jobs of comparable value in State government was addressed by a few States in 1987. In Oregon, each branch of the State government is to adopt a method of determining the comparability of the value of work and report to the legislature on proposals to upgrade undervalued classifications, and a Pay Equity Adjustment Fund was created to pay for needed adjustments. The Connecticut law designed to eliminate sex-based inequities in the State service was amended to include coverage of unclassified positions held by employees in collective bargaining units, and North Dakota directed that a study be made of the feasibility and desirability of such legislation. Money for implementation was appropriated in some other States which enacted pay equity legislation in prior years.

While there was not as much State prevailing wage legislation in 1987 as in some recent years, there were some significant developments. The Kansas prevailing wage and public work 8-hour-day law was repealed, while repeal attempts failed in nine other States. Among amendments to the Montana law, rates will now be determined for each of 10 districts rather than the county or locality in which the work is performed, the prevailing rate was defined to be a weighted average based on hours worked by craft or classification in the district including both private and public projects, and a \$25,000 threshold amount was established for coverage. Changes were made in rate-setting procedures in Massachusetts, in bid advertisement requirements in Oregon, and in the definition of locality in Wyoming. Washington extended coverage to new facilities built by private parties for lease to State agencies. Rhode Island now requires contractors and subcontractors who perform work on public works projects to furnish the Director of Labor with certified copies of their payroll records weekly rather than upon demand following a complaint as before.

Parental leave for the birth, adoption, or serious illness of a child was a subject of active interest in 1987. About half the legislatures had bills before them to require employers to grant unpaid leave of varying durations, and to guarantee returning employees reinstatement to the same job or a similar one. Laws applicable to both private and public sector employers were enacted in Minnesota (up to 6 weeks leave), Oregon (12 weeks), Rhode Island (13 weeks), and Tennessee

(4 months for female employees only). A new law in Connecticut provides for up to 24 weeks leave for State employees and a task force is to study various aspects of parental leave in private sector employment. Also, the North Carolina Legislative Research Commission was authorized to study all aspects of granting such leave. Private and public sector employees in New York and public employees in Missouri who adopt children are to be given the same opportunities for leave as granted to biological parents. A leave of absence because of disability on account of pregnancy or a related medical condition was authorized for up to 8 weeks in Iowa and for up to 4 months in Louisiana.

New or amending legislation regulating the employment of children was enacted in 18 States in 1987. Among these were new provisions enacted in Arkansas and Vermont establishing conditions for the employment of children as actors. In other actions, the age at which children may sell or deliver newspapers was lowered from 12 to 9 in Massachusetts, and the minimum age for employment was lowered in Connecticut for work in mercantile establishments under certain conditions, and in Michigan for certain farming operations. In Alabama, the child labor law was amended to conform the nightwork, daily, and weekly hours restrictions of minors under age 16 to Federal law and to add restrictions on permissible nightwork hours of 16- and 17-year-olds. Nightwork hours restrictions were eased for minors under age 16 in Delaware and Rhode Island. Minors under age 18 in North Carolina, meeting certain requirements, will now be permitted to drive a truck or automobile as part of their employment, while restrictions were placed on the operation of commercial motor vehicles by minors of this age in Florida.

Compulsory school attendance laws were amended in Louisiana to require attendance until age 17, rather than 16, and in Mississippi, to require attendance to age 17 by the 1989-90 school year.

Federal Age Discrimination in Employment Act amendments, effective January 1, 1987, included removal of the age-70 upper limit on coverage. This law applies to private and public sector employment with the exception of Federal employees. Mandatory retirement provisions for public sector employees in Ohio were specifically conformed to those prescribed by the Federal law. The age-70 upper limit from age discrimination or mandatory retirement provisions was removed for various public sector employees by amendments to laws in Louisiana, Minnesota, Nebraska, South Dakota, Vermont, and Virginia and for both public and private sector employees by amendments in Illinois, Nevada, Oregon, and Utah. In West Virginia, an age-65 upper limit was removed from the law prohibiting age discrimination in public and private employment. The Illinois Human Rights Act was also amended to prohibit age discrimination between 18 and 40 in apprenticeship or training programs.

Other forms of employment discrimination, primarily on the basis of sex or handicap, were the subject of legislation

in 21 jurisdictions. A Virginia Human Rights Act was enacted making it unlawful to discriminate on the basis of race, color, religion, national origin, sex, age, marital status, or disability. In Massachusetts, sexual harassment of employees was specified as a form of sex discrimination and prohibited. In Iowa, criminal penalties were added for sex discrimination violations. The prohibition against discrimination in public employment on the basis of handicap was extended to include private employers in Tennessee, and in Alaska, mental disability was added to physical disability as a prohibited form of discrimination. The Illinois Human Rights Commission and Department of Human Rights were authorized to receive and collect information on employment discrimination regarding persons affected by the Federal Immigration Reform and Control Act of 1986.

Substance abuse testing of job applicants or employees was the subject of proposed legislation in more than half of the legislatures. These bills included measures to prohibit, to limit, or to specifically permit testing. Laws were enacted in eight States—Connecticut, Iowa, Louisiana, Minnesota, Montana, Rhode Island, Utah, and Vermont. Differing approaches to the issue varied between those permitting testing provided certain conditions are met and those prohibiting testing except for probable cause or other specified reasons. Utah, for example, permits the testing of employees and applicants within the terms of a written policy provided certain safeguards are met with respect to sample collection and testing procedures, and permits test results to be used as the basis for adverse personnel actions. Rhode Island, on the other hand, prohibits drug testing of employees except if the employer has reasonable grounds to believe that an employee's use is impairing job performance and the testing is done in conjunction with a rehabilitation program. Job applicants and current employees are covered by the laws in Connecticut, Iowa, Minnesota, Montana, Utah, and Vermont. The laws of Louisiana and Rhode Island cover only employees. Most laws provide the right to retest in the event of a positive test finding, provide the right to explain a positive test result, and specifically protect the confidentiality of results. In Iowa, Minnesota, Rhode Island, and Vermont, employees may not be discharged for a first time positive drug test and must be given the opportunity to participate in counseling or rehabilitation.

Michigan requires all applicants for employment by the State police to submit to a controlled substance test. A study commission in North Carolina is to examine drug testing of job applicants and to recommend procedures or regulations for the administration of tests.

First of their kind wrongful discharge laws were enacted in Montana and the Virgin Islands under which the discharge of an employee for reasons other than those specifically enumerated is considered to be wrongful and remedies are provided for. Under the Montana law, which establishes an exclusive remedy for redress, employees who are wrongfully discharged may file an action for recovery of lost

wages and interest, and where employer fraud or malice is found, may recover punitive damages. The Virgin Islands law provides for reinstatement and back pay upon order of the Commissioner of Labor and permits employees to bring court action for compensatory and punitive damages.

One or more laws dealing with various aspects of worker safety and health were enacted in 33 jurisdictions. Most involved laws regulating asbestos abatement work, restricting smoking in the workplace, and giving workers the right to be informed of and given training on workplace chemical hazards. Asbestos abatement laws regulate various aspects of this work, including the regulation or licensing of contractors, safety training of workers, and advance notification of any asbestos work to be performed. A few of these laws were enacted in prior years, but this became a major area of legislative activity in 1987 with new legislation adopted in 15 States and amendments made to the laws of two others.² Some of this activity may have been in response to the Federal Asbestos Hazard Emergency Response Act of 1986, administered by the Environmental Protection Agency, which requires, among other things, State certification of contractors performing asbestos abatement work in schools, and Federal Occupational Safety and Health Administration (OSHA) asbestos standards effective January 17, 1987, that require training of all persons doing asbestos work in the private sector. The OSHA standards do not require licensing or certification. New laws regulating smoking in the workplace were enacted in Arkansas, Hawaii, Indiana, Maine, Oklahoma, and Vermont, and amendments were made to the laws of Arizona and Connecticut. These laws usually require employers to implement policies prohibiting or restricting smoking in the workplace. If reasonable accommodation between smokers and nonsmokers cannot be achieved, preference is generally given to nonsmokers. Of the 12 hazardous chemical right-to-know laws, 8 were amendments to existing legislation. Workers in New Mexico will now be given hazardous substance information, and laws were enacted in Kansas and Utah to provide for carrying out the requirements of the Federal Emergency Planning and Community Right-to-Know Act of 1986.

Other safety enactments include a new comprehensive Occupational Safety and Health Act in West Virginia applicable to State employees with provision for optional coverage by political subdivisions of the State, a new Boiler Safety Act in Florida, and a new Amusement Ride Act in Nebraska. Public agencies in Texas may now consider the safety record of bidders in the award of public works construction contracts.

Interest continued in efforts to aid workers and communities facing mass layoffs or plant closings. New laws were enacted in Hawaii and the Virgin Islands. The Hawaii law requires that employees and the Director of Labor and Industrial Relations receive advance notice of a closing or out-of-State relocation and that employees receive a dislocated worker allowance to supplement unemployment com-

pensation benefits for 4 weeks. The Virgin Islands law requires that advance notice of a closing or major reduction in the work force be given to the employees, their union, and the Commissioner of Labor. Affected employees are to receive severance pay, continuation of disability insurance, a preference in hiring at other employer facilities, and have the opportunity to purchase a facility being closed. Employer sanctions are to be developed in Massachusetts for failure to notify laid-off workers of their right to extended health insurance. Connecticut extended the time for continuation of employee health benefit coverage, and New York established a temporary program to assist dislocated workers with the payment of health insurance premiums. Also, in New York, the governor and business and labor leaders signed an agreement to improve labor-management cooperation in the private sector and to deal with the problems of plant closings and layoffs. In related legislation, an Employee Ownership Opportunity Act was passed in Oregon to encourage the formation of employee-owned enterprises, and Washington enacted a law authorizing and regulating employee cooperative corporations.

Alabama

Child labor. Child labor law restrictions on permissible hours of work for minors under age 16 were amended to permit employment until 9 p.m. during the summer school vacation and to reduce from 8 p.m. to 7 p.m. the latest permissible hour at other times. In addition, a new provision states that no child under age 18 who is enrolled in school is to work between 10 p.m. and 5 a.m. on any night preceding a schoolday, except that those enrolled in specified training programs may work past 10 p.m. The hours of 16- and 17-year-olds were not previously restricted. School superintendents were given authority to grant exemptions to the 10 p.m. provision in individual cases. Work for those under age 16 will not be permitted for more than 3 hours in any schoolday, rather than 4 hours as before, and is limited to 18 hours in any school week, instead of the previous 28 hours.

Private employment agencies. Agents for athletes must now be registered with the newly created Athlete Agent Regulatory Commission, and post a \$50,000 surety bond conditioned on the agent's compliance with the law and ensuring payment of all sums due any athlete represented. Agent's fees are limited to 10 percent of the athlete's total annual compensation under any professional sports service contract negotiated, and certain undesirable practices are prohibited.

Other laws. The Polygraph Examiners Board, scheduled to terminate on October

1, 1987, under sunset legislation, was continued for 4 years.

Alaska

Equal employment opportunity. The prohibition against discrimination in employment was extended to include mental disability in addition to physical disability as before.

Occupational safety and health. The law requiring the Department of Labor to publish annually a list of toxic and hazardous substances, to assist employers, upon request, to develop employee safety education programs and to identify and obtain information on toxic and hazardous substances, and to require the posting of notices in the workplace will now also apply to hazardous physical agents.

Preference. A joint resolution encourages the Federal Government to hire as many State residents as possible for Federal positions located in the State, including temporary and seasonal positions, and also seeks the passage of Federal legislation giving an employment preference to unemployed qualified State residents on all construction projects in the State wholly or partially financed with Federal funds.

Arizona

Child labor. Civil penalties of not more than \$1,000 will now be included in any cease-and-desist order issued for a violation of the child labor law. Previously, a civil penalty of this amount could be im-

posed only after a cease-and-desist order became final.

Other enactments included several laws requiring background clearance checks of prospective employees in occupations involving supervision of children; a new Farm Labor Contractors Registration Act and a new comprehensive State Employees Collective Bargaining Act in Nebraska; changes in public sector collective bargaining coverage in Washington; a law repealing the Texas Labor Agency Law; a measure transferring administration of the Montana employment agency regulatory law from the Department of Labor and Industry to the Department of Commerce; several measures enacting or amending contractor or resident preferences in the awarding of public contracts; and a law in New Mexico creating a new single, consolidated cabinet-level Labor Development. Nine States enacted, expanded coverage of, or modified "whistleblower" laws designed to protect employees from employer retaliation for reporting violations to a public body, or for participating in an investigation, hearing, or court action.

The following is a summary, by jurisdiction, of labor legislation enacted during 1987.

Background clearance. An addition to the criminal code made it unlawful for a person convicted of certain crimes against children, including murder, kidnapping, and sexual offenses, to fail to report this information when applying for employment or volunteering for service with any business or organization which sponsors any activity in which adults supervise children, including schools, preschools, child care providers, and youth organizations.

Occupational safety and health. The Director of the Occupational Safety and Health Division within the Industrial Commission is to prepare an educational pamphlet relating to asbestos to help contractors identify asbestos in the workplace and to inform them of State and Federal asbestos rules and of the health hazards associated with asbestos contact. Also, the Division is to implement procedures to make asbestosis and mesothelioma diseases reportable to the Commission.

The law restricting smoking in State buildings was amended to extend the deadline for the establishment of smoking rules to November 1, 1987. Other changes prohibit termination or disciplinary action against an employee who makes a formal complaint regarding the rules on smoking and nonsmoking, and provide that if an accommodation cannot be reached which is satisfactory to smoking and nonsmoking employees in a given work area, smoking in that area will be banned.

Other laws. The Department of Administration was directed to develop and submit to the Governor and the legislature a plan to establish an employee assistance program to aid with alcohol and drug abuse and related issues affecting State employees. In developing the plan, consideration is to be given to the need for training, diagnostic, treatment, and referral services for State employees, and to confidentiality for participants.

A former employer may lawfully provide to a requesting employer information concerning a former employee's education, training, experience, qualifications, and job performance to be used for the purpose of evaluating the person for employment provided that a copy of any written communication is sent to the employee. A person providing such information will be immune from civil liability unless the information is knowingly false and defamatory and is acted on to the harm of the employee or prospective employee. Also, information concerning current or prospective employees provided to a government body or agency, as required by law, rules, or policies, are privileged and the person providing the information may not be held civilly liable. A person who knowingly exchanges, solicits, or gives out any labor blacklist will be guilty of a misdemeanor.

The previous protection against loss of job seniority afforded to employees serving as grand jury members was extended to trial jurors.

Arkansas

Wages. The State minimum wage rate was increased from \$3.15 per hour to \$3.25 on January 1, 1988, with a further increase to \$3.30 scheduled for January 1, 1989.

Child labor. A new law was enacted establishing conditions for the employment of children under age 16 as actors in the entertainment industry. Requirements include a permit issued by the Director of the Department of Labor, written parental consent, and provision for the parent or guardian to be present and within sight and sound during worktime. Employers are not to employ children in a role or in an environment that is hazardous or detrimental to their health, morals, education, or welfare and are to furnish suitable dressing rooms and rest or play areas. These children are exempted from the child labor law.

The ban on the employment of persons under age 21 in the sale, transporting, or handling of alcoholic beverages was amended to permit, with written parental consent, persons age 18 and older to be employed by licensed liquor and beer wholesalers and by licensed native wineries

to handle alcoholic beverages at the place of business.

Worker privacy. The Freedom of Information Act was amended to add personnel records, to the extent that disclosure would constitute a clearly unwarranted invasion of personal privacy, to the list of items protected from disclosure.

Occupational safety and health. Each State agency was required to adopt and implement a smoking policy for its general office space by September 1, 1987. The policy is to consider the rights of both non-smokers and smokers.

The law requiring licensing of contractors engaged in the removal of friable asbestos materials was amended to also apply to contractors engaged in the encapsulation and enclosure of these materials.

Preference. To be eligible to receive a resident preference over out-of-State contractors on public works projects, contractors must now maintain a staffed office in the State, in addition to the previous requirements of having satisfactorily performed prior contracts and having paid State taxes for at least 2 years prior to submitting a bid.

Other laws. A Governmental Waste Elimination Program in State government was established, providing for monetary awards for savings resulting from complaints or suggestions received, and prohibiting the firing or disciplining of a State employee for filing a complaint of governmental waste.

The Vocational and Technical Division of the State Department of Education is to develop and monitor apprenticeship programs for all State agencies that have employees working in apprenticeable trades which are, or may be, recognized by the U.S. Department of Labor, Bureau of Apprenticeship and Training. An advisory board for the apprenticeship program was established consisting of two State employees to represent labor, a private citizen, and designees of specified State agencies, including the Director of the Department of Labor.

California

Wages. The Industrial Welfare Commission, which establishes minimum wage standards by wage order action, issued proposals on September 11, 1987, to increase the basic minimum rate from \$3.35 an hour to \$4, to permit a 15-percent tip credit (now prohibited), and to permit a rate for full-time students under age 21 at 85 percent of

the basic rate (student rates are not currently permitted). Final action on the proposals was planned for December 18.

The Governor vetoed a bill that would have increased the minimum wage by legislative action to \$4.25 an hour. The Governor's veto message explained that this bill would have circumvented the Industrial Welfare Commission process.

Child labor. The fine for the misdemeanor penalty applicable to the illegal employment of minors was increased from a range of \$100 to \$500 to a range of \$500 to \$1,000.

Undocumented workers. Employers who provide a wage statement to any present or former undocumented worker requesting one in order to document eligibility for legalization under the Federal Immigration Reform and Control Act of 1986, are not subject to criminal or civil penalties based upon information disclosed in the wage statement relevant to the Revenue and Taxation and Unemployment Insurance Codes.

A joint legislative committee on Refugee Resettlement, International Migration, and Cooperative Development was created to, among other things, develop recommendations addressing specific concerns relating to international migration and the implementation of the Federal Immigration Reform and Control Act.

Background clearance. Among changes to the laws regulating the licensing of various care facilities by the Department of Social Services, applicants for licenses to operate family day care homes for children, and all other persons residing in the home are subject to a criminal record clearance check.

In order to allow time for appeal, the Department of Justice is to notify a prospective professional child care provider, in writing, that substantiated child abuse information has been found before notifying a parent who requested such information. The Department is also to adopt regulations to determine whether a person applying for a day care license may be granted an exemption to work in a day care facility despite a determination of substantiated child abuse.

Private employment agencies. Job listing firms that do not provide, offer, or imply the offer of services related to employment, do not sell lists of employers or job openings on an inperson basis, and meet certain other tests are now exempt from licensing, posting surety bonds, and certain other requirements of the employment agency law.

Occupational safety and health. The Governor used his line-item veto authority to delete funds from the budget for the State Occupational Safety and Health program, which operated under a State plan in accordance with Federal law. An override attempt by the State Senate was unsuccessful. In view of the situation, the Federal Occupational Safety and Health Administration reinstated concurrent Federal enforcement. Subsequent judicial challenges make the final outcome uncertain.

Other laws. The law prohibiting discharge or other retaliation against employees of licensees of the Department of Social Services for making a complaint of violations of a law to the Department, participating in a proceeding against the employer relating to a violation, or refusing to perform work in violation of a licensing law or regulation was amended to require written notification to employees of their rights under the law at the time of hiring.

Private employers of 25 or more must make a reasonable accommodation to any employee who wishes to voluntarily enter and participate in a drug rehabilitation program. Employees may use such leave to which they are entitled for such a program. Previously, these provisions applied only to alcoholic rehabilitation programs.

Public or private employees who are members of the State Military Reserve are now entitled to an unpaid temporary leave of absence of up to 15 calendar days a year for inactive duty training.

Colorado

Hours. Persons working in open cut or open pit workings, reduction works, stamp or concentrating mills, chlorination or cyanide processes, and coke ovens will no longer be limited to working no more than 8 hours within any 24-hour period, except in certain emergencies. This limit remains in effect for those working in underground mines, underground workings, and smelters.

Occupational safety and health. Comprehensive new provisions were enacted concerning asbestos abatement practices. Among these, any person wishing to perform asbestos abatement work must first obtain a certificate from the Division of Administration in the Department of Health by submitting an application describing the applicant's employee training program for asbestos abatement and identifying those employees certified as trained supervisors following the completion of an approved training course and passing an examination. An applicant or at least one of his or her employees must be a trained supervisor

in order to be certified to perform asbestos abatement work.

Employment and training. The State Apprenticeship Council within the Department of Labor and Employment was abolished. The apprenticeship program is now being administered by the Federal Bureau of Apprenticeship and Training.

Preference. Resident bidders on contracts for State commodities and services are to be given a preference over nonresident bidders, until July 1, 1989, equal to the preference given or required by the State in which the nonresident bidder is a resident unless this would cause denial of Federal funds or would otherwise be inconsistent with Federal law.

Equal employment opportunity. The Governor issued a new Executive Order on equal employment opportunity in State service, directing each department to eliminate discrimination in employment practices including, but not limited to selection, promotion, training, and appraisal and to take necessary action to recruit and hire members of protected groups. In addition, the State Personnel Board adopted new affirmative action measures including rules on recruitment, minimum qualifications, examinations, and establishment of trainee and intern classifications for jobs in which underutilization is identified. These actions were in response to the repeal of the State's former affirmative action program.

Connecticut

Wages. The minimum wage rate was increased from \$3.37 to \$3.75 an hour on October 1, 1987, with a further increase to \$4.25 scheduled for October 1, 1988. Also, the wage payment-wage collection law was amended to specifically cover public employers.

The Commissioner of Administrative Services is to adopt and implement a system for a full classification and job evaluation study of all unclassified positions in State service held or to be held by employees in collective bargaining units. Workers in this category were previously exempted from legislation designed to eliminate sex-based inequities in the State service. Money was appropriated for salary adjustments resulting from the job evaluation process.

Hours. Permanent State employees are now entitled to a family leave of absence without pay for up to 24 weeks within any 2-year period upon the birth or adoption of a child or the serious illness of a child,

spouse, or parent. Employees are also entitled to unpaid medical leave of up to 24 weeks if they become seriously ill. Employees taking either type of leave are entitled to reinstatement in their original job or an equivalent position without loss of accumulated benefits.

A task force was established to study the prevalence of paid and unpaid parental and medical leaves of absence in private sector employment and ways to promote the availability of such leave, and to study basic family needs and develop methods by which public and private sector employees could meet those needs and still satisfy their workplace requirements. A report on recommendations and findings is to be made to the legislature by July 1, 1988.

Child labor. The prohibition on work by minors under age 16 in mercantile establishments was amended until September 30, 1992, to permit minors at age 15, with certificates, to work outside regular school hours as baggers, cashiers, or stock clerks. Such employment is limited to 8 hours a day, 40 hours a week when school is not in session, 3 hours a day and 18 hours a week when school is in session and on not more than 2 consecutive schooldays without a day off. Work for these minors will be limited to the hours between 7 a.m. and 7 p.m. except that they may work until 9 p.m. from July 1 to the first Monday in September.

Employee testing. Private sector employers may not require employees to submit to a urinalysis drug test unless there is reasonable suspicion that the employee is under the influence of drugs or alcohol, the test is required by Federal law, the employee serves in a high-risk or safety-sensitive position, or as part of a voluntary employee assistance program. Job applicants may be tested if informed in writing when applying that a test will be given and if given a copy of any positive test results. All testing must provide for confirmation of positive results through the use of two additional tests using reliable methodology. Test results are to remain confidential.

Labor relations. Local and regional boards of education and teachers' representatives now have the duty to negotiate with respect to hours in addition to salaries and other conditions of employment as before. For this purpose, hours negotiations will be limited to the length and the scheduling of teacher lunch and preparations periods.

The cost of employees hired by hospitals and other health care facilities to persuade other employees to support or oppose unionization may not be considered in com-

puting State aid for such hospitals or facilities.

In the event of a strike, work stoppage, or lockout involving employees of a licensed health care institution, the Commissioner of Labor shall, upon the request of either party to the dispute, appoint an impartial factfinder if the dispute is endangering or could endanger the health, welfare, and safety of the patients of the institution or the general community. The factfinder shall investigate the dispute and issue a report of his or her findings to the commissioner of labor and the parties, including nonbinding recommendations for settlement of the dispute.

Municipal employers and municipal employee organizations were prohibited from submitting, for binding arbitration, any issue or proposal which was not presented during the negotiating process unless the submission is agreed to by the parties.

Occupational safety and health. Any person wishing to work as an asbestos contractor or asbestos consultant in the State will be required to be licensed by the Department of Health Services effective 1 year following adoption of regulations under this act. To qualify for a license, a contractor must, among other requirements, demonstrate that all employees have passed a Department approved training course. An asbestos consultant must also complete an approved training course, pass an examination, and hold a bachelor degree in engineering, architecture, industrial hygiene, or a closely related environmental science field to qualify.

The requirement that employers establish written rules governing smoking in the workplace, which may include designated smoking and nonsmoking areas, was modified to specifically require employers to establish nonsmoking work areas for employees who request it, and to permit them to designate an entire business facility as a nonsmoking area. The Commissioner of Labor may exempt employers from the requirements if a good faith effort to comply is made, and if any further attempts would constitute an unreasonable financial burden. The Commissioner is to adopt regulations by April 1, 1988, for the granting of exemptions.

Plant closings. The law requiring employers closing or relocating an establishment to pay for continued employee health benefit coverage for up to 120 days was amended to entitle employees to continue coverage at their own expense for an additional 78 weeks instead of 39 weeks. The surviving or former spouse and dependents covered by the group plan, upon the death

of the individual or dissolution of marriage, may continue the coverage for up to 156 weeks.

Other laws. The law protecting employees who disclose illegal activities by employers was amended to specify that municipal employees may not be discharged, disciplined, or penalized for reporting to a public body unethical practices, mismanagement, or abuse of authority by the municipal employer.

The prohibition against requiring employees or applicants to execute an employment promissory note for a payment to the employer if he or she leaves the job before a stated period of time, was clarified. Specifically permitted are agreements requiring repayment of advances, payment for property sold or leased to the employee, requiring educational personnel to comply with terms or conditions of sabbatical leaves, or those entered into through collective bargaining.

Delaware

Wages. The minimum wage law was amended to increase the wage rate from \$3 an hour to \$3.35 effective May 20, 1987.

Persons under age 18 employed by nonprofit organizations as junior counselors or counselors-in-training in summer camp programs were exempted from coverage under the minimum wage law.

Child labor. Child labor law restrictions on permissible hours of work for 14- and 15-year-olds were amended to permit employment until 10 p.m. on days preceding nonschool days. These children may not work later than 7 p.m. at other times.

Fines for violation of the child labor law were increased significantly for first and second offenses, with the fine for a willful violation being set at \$2,000. Fines collected will now go to the State Treasury rather than to the county where the proceedings are brought.

Worker privacy. A law enforcement agency is exempt from the ban on use of polygraph tests as a condition of employment. This exemption was clarified to exempt also the use of such tests in background investigations of police officer applicants.

Occupational safety and health. Under a new asbestos abatement law, any contractor or worker wishing to perform asbestos abatement work in the State must first apply to the Department of Administrative Services for certification. Certification criteria for contractors includes previous experience or training in this work and

with the type and size of equipment utilized, and demonstrated ability to perform the work. Asbestos workers must prove physical ability to perform the work safely, absence of any respiratory and/or health disorders that would prevent the wearing of protective respiratory equipment, and completion of an approved training program. Workers certified by other States may request certification by reciprocity.

Other laws. A new chapter governing jury selection and service was adopted replacing repealed sections. Among the new provisions is a prohibition on employers discharging, threatening, or otherwise coercing employees because they receive or respond to a summons, or serve as jurors or prospective jurors. Employers in violation may be subject to both criminal and civil action.

District of Columbia

Wages. Under a revised wage order applicable to occupations not covered by other industry wage orders, the basic minimum wage was increased from \$3.90 per hour to \$4.85 on December 18, 1987. This order includes construction, finance, insurance, real estate, business and personal services, health and legal services, automotive repair, and other types of businesses. The minimum wage for day laborers, ticket takers, and ushers was set at \$4.65 per hour. Parking lot and garage attendants may be paid \$4.20 if they receive at least 50 cents an hour in tips, and car wash attendants \$4.35 if they receive at least 15 cents an hour in tips. Newly hired employees may be paid \$4.25 per hour for the first 30 calendar days.

Employment of handicapped workers at less than the minimum wage is no longer permissible except for those employed under certificates issued by the U.S. Department of Labor pursuant to the Fair Labor Standards Act.

Florida

Hours. Persons who operate commercial motor vehicles solely within the State must receive 8 hours rest between specified on-duty hours.

Child labor. Minors under age 18 are not to operate commercial motor vehicles except for those with a gross vehicle weight of 26,000 pounds or less used in transporting agricultural products, including horticultural or forestry products, from farm or harvest place to storage or market.

Equal employment opportunity. Persons serving in the Armed Forces Reserves may not be discriminated against in employment

because of their reserve military obligations.

Occupational safety and health. An asbestos management program for public buildings was established within the Department of Labor and Employment Security. The program provides for each State agency to survey the public buildings for which it is responsible for the presence of asbestos and to initiate procedures to clean up previously released fibers and to prevent future release of fibers. All consultants and contractors performing such work must be licensed by the Department of Professional Regulation. Onsite contractor supervisors and abatement workers must complete asbestos related training.

A Boiler Safety Act was enacted under which the Department of Insurance is to be responsible for the safe construction, installation, inspection, maintenance, and repair of boilers in the State.

Employers who only store toxic substances in the workplace are not required to maintain safety data sheets on the premises but must have them available for employees within 10 working days, and, if their employees are not normally exposed to those substances, are only required to provide training concerning procedures for dealing with toxic substances under foreseeable emergency situations. Toxic substances stored in sealed containers and sold as consumer products in retail establishments are now exempt from a number of provisions including posting, recordkeeping, and public safety notification requirements. Changes were also made in the administration and penalties of the public safety agency notification requirements.

Georgia

Child labor. A House resolution was adopted calling for the creation of a Study Committee on School Completion to examine possible factors contributing to the State's high student dropout rate, including the system of work permits for youths and the child labor laws.

Equal employment opportunity. A resolution was adopted urging the Governor to establish a task force to develop a formal State policy to promote the employment of qualified severely disabled persons and that any such policy also be incorporated into the employment procedures of the State Merit System.

Occupational safety and health. The Asbestos Safety Act was amended to exempt licensed electrical contractors, plumbers, conditioned air contractors, and low-voltage contractors when performing lim-

ited asbestos removal or installation which is incidental to performance of their regular business or profession.

The law providing for inspection and safety for elevators, escalators, and other similar devices was amended to require the reporting by telephone within 24 hours (and by writing within 7 days) of all accidents involving personal injury or death, and the removal from service, until inspected, of all such equipment involved in personal injury, death, or structural damage to the equipment. Previously, reports of personal injury were to be made to the enforcement agency within 7 days.

Employment and training. A Georgia Youth Conservation Corps was created within the Department of Natural Resources to develop the State's youth resources through meaningful work experiences and training on labor intensive conservation, public improvement, or community service projects. Corps members are to be unemployed State residents age 14 to 25 with a preference for those residing in areas of high unemployment.

Other laws. An employer may not threaten, discharge, discipline, or otherwise penalize an employee because he or she has been absent from work for the purpose of attending a judicial proceeding in response to a subpoena, summons for jury duty, or other court order or process requiring attendance except where the employee is charged with a crime. Employers may require employees to give them reasonable notice of the expected absence or delay in reporting to work.

The State Personnel Board was authorized to establish an employee assistance program to help State employees in coping with and overcoming persistent problems that jeopardize their effective job performance. Program related records which might disclose the identity of the employee or the nature of the services provided are to be kept confidential.

Guam

Equal employment opportunity. Each board or commission appointed by the Governor is to include at least two members of each sex.

Worker privacy. A freedom of information act was adopted, making public most government records, including information on employee salaries, names, ages, and mail addresses. The personnel file of any government employee may not be inspected without his or her consent, except in certain specified situations.

Hawaii

Wages. The State minimum wage rate was increased from \$3.35 to \$3.85 an hour effective January 1, 1988.

Background clearance. Employers of private detectives and guards were authorized, with written employee permission, to conduct a criminal history records check of all new workers.

Occupational safety and health. Contractors engaged in the application, removal, enclosure, encapsulation, renovation or other activities involving friable asbestos must be licensed by the Contractors License Board. In cooperation with various agencies, including the Department of Labor and Industrial Relations, the Board is to develop rules for the registration and training of employees, protective equipment standards, health examinations, continuing education, and other matters. Inspections of job sites may be conducted by the Board, and by the departments of Commerce and Consumer Affairs, Labor and Industrial Relations, and Health.

State and county agencies must adopt, implement, and maintain a written smoking policy which provides at the minimum, that if any nonsmoking employee objects to the employer about smoke in the workplace, an attempt must be made to reach a reasonable accommodation between smokers and nonsmokers. If an accommodation cannot be reached, a vote of the employees in each affected area shall prevail. If the decision is unsatisfactory to nonsmokers, an appeal can be made to the Director of Health.

The House of Representatives, by resolution, requested the State Department of Health to coordinate the implementation of the Federal Emergency Planning and Community Right-to-Know Act of 1986.

Plant closings. Employers of 50 or more must provide employees and the Director of Labor and Industrial Relations at least 45 days advance notice of a full or partial permanent closing or out-of-State relocation of an establishment and must pay each affected employee, for 4 weeks, a dislocated worker allowance of the difference between unemployment compensation benefits received and the employee's average weekly wages. All wages, benefits, and other compensation due to employees are to be paid on the effective date of the closing or relocation, and employers failing to conform are liable for such compensation for the 3 preceding months. The Director of Labor and Industrial Relations was given rulemaking authority for administration of the law.

Employment and training. A New Industry Training Program was established to be administered by the Department of Labor and Industrial Relations. The Program is designed to promote economic expansion in the State by providing preemployment or employment training or on-the-job training for local residents hired by businesses relocating to Hawaii or expanding their local operations.

A community-based employment program for the chronically mentally ill was established within the Mental Health Division of the Department of Health. The program is to create business enterprises for employment of the chronically mentally ill, to teach skills and attitudes to enable them to become employed, and to provide support services so they can secure and maintain employment and live within the community.

Public contract performance and payment bond requirements were waived for nonprofit qualified rehabilitation facilities with respect to contracts which provide job training and employment for handicapped persons.

Other laws. A new Whistleblower's Protection Act prohibits public and private sector employers from discharging, threatening, or otherwise discriminating against an employee because the employee reports or is about to report to a public body, a violation of law or rules or because he or she is requested to participate in an investigation, hearing, inquiry, or court action. Enforcement is through civil action, and courts may order reinstatement, back wages, restoration of benefits and rights, and actual damages in addition to costs of litigation.

Employers, other than commercial employment agencies, are prohibited from requiring an employee or prospective employee to pay a fee for processing a job application. Violators will be subject to a fine of from \$100 to \$1,000.

Idaho

Background clearance. The Department of Health and Welfare is to obtain a criminal history check on the owners, operators, employees, and volunteers of day care centers, who have direct contact with children and who have lived in the county in which the day care center is located for less than 3 years.

Preference. For purposes of the law granting a preference to State resident bidders on public contracts, bidders domiciled outside Idaho may be considered as resident bidders if they have had a significant economic presence in the State for 1 year

preceding the date of the bid. This presence is evidenced by maintaining an office, sales outlet, manufacturing facility, or warehouse in Idaho and being registered and licensed to do business in the State.

Other laws. Employees who are discharged in violation of the law prohibiting such discharge for jury service may now bring civil action for recovery of triple the amount of lost wages instead of only the actual wages lost, and the 6-week limit on recovery of lost wages was deleted. Employers are no longer subject to imprisonment for violations.

Illinois

Wages. In conjunction with a new Aquaculture Development Act designed to help expand the aquaculture industry and administered by the Department of Agriculture, the minimum wage law was amended to add an exemption for aquaculture if the employer did not use more than 500 mandays of labor during any calendar quarter in the preceding year, similar to the existing exemption for agriculture.

Camp counselors employed at day camps of organized nonprofit corporations are not subject to the adult minimum wage if they are paid a stipend on a onetime or periodic basis and, if they are minors, have written parental approval of the terms of payment before employment begins.

Child labor. The section of the child labor law exempting 14- and 15-year-olds from employment certificate requirements if working in summer programs funded under the Federal Job Training Partnership Act will now be applicable May 1 through September 30, rather than June 1 through September 15.

Equal employment opportunity. The Human Rights Act was amended to remove the age 70 upper limit for coverage of the prohibition against age discrimination in employment, and the exceptions from the ban on mandatory retirement for persons including those in executive and high policymaking positions were conformed to those of the Federal Age Discrimination in Employment Act.

Another amendment to the Human Rights Act makes it a violation for any employer, employment agency, or labor organization to discriminate on the basis of age against a person age 18 to 40 in the selection, referral for or conduct of apprenticeship or training programs.

The Human Rights Commission and the Department of Human Rights were authorized to receive and collect information concerning employment discrimination in re-

lation to persons affected by the Federal Immigration Reform and Control Act of 1986. The information may be furnished to the U.S. General Accounting Office for the preparation of the report on discrimination and the implementation of employer sanctions under the act.

Labor relations. Where a collective bargaining agreement between an employer and a labor organization contains a successor clause, the clause will be binding upon and enforceable against any successor employer taking over the contracting employer's business until the expiration date of the agreement, provided that this period of time does not exceed 3 years.

Occupational safety and health. An Asbestos Abatement Authority was created to develop and implement a program for the identification and abatement of asbestos in all State governmental buildings and to adopt rules and regulations consistent with this purpose.

The Chemical Safety Act was amended to authorize the Emergency Services and Disaster Agency to exempt from the requirement to have chemical safety contingency plans, those businesses or facilities that use, store, or manufacture any chemical substance in an innocuous amount that is not likely to result in a release which threatens the environment or the public health.

The Safety Inspection and Education Advisory Committee and the Occupational Safety and Health Advisory Committee were abolished.

A Senate resolution requested the Illinois Chamber of Commerce and specified trade associations to study and monitor the development, progress, implementation, and results achieved through the program of voluntary compliance with a private support program of policies and guidelines with respect to smoking in the workplace and elsewhere. A report of findings and evaluations is to be submitted by May 1, 1988.

Employment and training. The Farmer in Transition Program created to help those being forced out of farming because of adverse economic conditions was renamed the Rural Transition Program and expanded to provide this help to other rural residents and small rural businesses. Career counseling, financial management training, and job search skill training were added to the various employment and educational programs provided.

Other laws. Protection against the disclosure of an employee's name or the taking of any disciplinary action for disclosing

information relative to violations of laws or regulations or mismanagement, gross waste of funds, abuse of authority, or specific danger to the public, was extended to employees of Constitutional Officers of the State. Such officers include the governor, lieutenant governor, attorney general, secretary of state, comptroller, and treasurer. Previously, employees subject to the State personnel code were protected.

Indiana

Occupational safety and health. Amendments to the law establishing safety standards for underground coal mines included changes with respect to use and storage of explosives, roof supports, ventilation, and the use of methane detectors and shot-firing devices approved by the Federal Mine Safety and Health Administration.

As part of a new Clean Indoor Air Law, the State Board of Health was authorized to adopt rules to restrict or prohibit smoking in public buildings where the close proximity of workers causes smoking to affect the health and comfort of nonsmoking employees.

Other laws. Beginning July 1, 1988, employees of State universities and colleges, of public contractors, and of political subdivisions are protected against reprisals for reporting violations of Federal, State or local law, rules or regulations, or the misuse of public resources. Previously, only State employees not employed by institutions of higher education had such protection.

The requirement for execution of a payment bond by a public works contractor will now apply only to those projects costing more than \$75,000.

Iowa

Hours. Employers, under any health or temporary disability insurance or sick leave plan in connection with employment, must treat disabilities resulting from pregnancy, miscarriage, legal abortion, and childbirth in the same manner as any other temporary disability for all job-related purposes, including payment, seniority accrual, and reinstatement among other matters. Termination of an employee because of pregnancy disability is banned, and exclusion from employment of employees or job applicants because of pregnancy is unlawful. If leave is not available or is insufficient under a plan, the employer must grant up to 8 weeks leave of absence for a pregnancy-related disability. Employees are to provide timely notice of the period of leave requested.

Equal employment opportunity. The law

that makes it a misdemeanor for an employer or labor union to discriminate on the basis of race, religion, color, national origin, or ancestry was amended to also prohibit sex discrimination. Violations are prosecuted by county attorneys. The Iowa Civil Rights Act, administered by the State Civil Rights Commission already prohibits sex-based job discrimination, and provides administrative and civil relief, but not criminal penalties.

Employee testing. A new law regulates the circumstances and procedures for drug testing of employees or job applicants. Employees may be tested with probable cause and if impairment presents a safety hazard or when impairment due to the effects of a controlled substance is a violation of a known employer rule. Drug tests may also be conducted as part of a regularly scheduled physical exam if at least 30 days advance notice is given. Preemployment drug tests are permitted if applicants are notified in job advertisements or applications and in person. Specific procedures must be followed in all testing, employees are to be given an opportunity to rebut or explain the results of a drug test, and employers are to provide treatment if recommended.

Background clearance. The Department of Public Health may now receive criminal history data from the Department of Public Safety for the purpose of screening employees and applicants for employment in licensed substance abuse treatment programs which admit juveniles and may release this information to the administrators of such programs.

Kansas

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

Equal employment opportunity. The Senate adopted a resolution deploring employment discrimination against military veterans and stating that such discrimination must not be tolerated.

Worker privacy. As part of a new polygraph operators' licensing law, limitations were placed on the asking of questions concerning union affiliation or activities, sexual behavior, or political or religious beliefs during any polygraph examination. Subjects of an examination are to be made aware that taking the examination is voluntary.

Occupational safety and health. An Emergency Planning and Community Right-to-Know Act was approved, creating the State Emergency Response Commis-

sion for the purpose of carrying out all of the State's requirements under the Federal Emergency Planning and Community Right-to-Know Act of 1986. Federal requirements such as the providing of information and giving of notifications were adopted by reference, and penalties for violation were established.

Kentucky

Other laws. The Department of Workers' Claims and the responsibility for workers' compensation were removed from the direction and control of the Labor Cabinet, with administration now vested in a Workers' Compensation Board appointed by the governor.

Louisiana

Hours. The State Sunday closing laws were repealed and replaced in 1986 with a provision authorizing parishes and municipalities to adopt ordinances regulating or prohibiting Sunday opening or sales if approved in an election.

Child labor. The Alcoholic Beverage Control Law was amended to permit minors under age 18 to be employed by a covered establishment whose main business is not the sale of alcoholic beverages as long as these persons are not directly involved in selling beverages to be consumed on the premises, and to permit employees under age 18 to participate in the sale or bagging of packaged alcoholic beverages, under supervision, where such beverages are not consumed on the premises.

School attendance. Under the compulsory school attendance law, children must now remain in school until they are 17 years of age, rather than 16 as before, unless they graduate from high school prior to that age. Sixteen-year-olds may withdraw from school prior to graduation with parental approval.

Equal employment opportunity. The provision requiring the mandatory retirement of public employees at age 70 was repealed and compulsory retirement at any age is now prohibited. Mandatory retirement of law enforcement personnel and firefighters continues to be required at age 65.

Employers of 25 or more may not discriminate against a female employee because of pregnancy, childbirth, or related medical condition. Female employees are entitled to take a leave of up to 4 months due to disability on account of these conditions. Employers may require employees to give reasonable advance notice of the date such leave is to commence and the estimated duration. Employers are also to

transfer pregnant employees to less strenuous work, if available, upon request.

For purposes of an employer sponsored or initiated affirmative action program, designed to cure or eradicate the effects of employment discrimination, the term minority was defined to mean persons who are black, Hispanic, Asian American, American Indian, or Alaskan Native.

Members of the reserve component of the Armed Forces of the United States and the Louisiana National Guard are not to be denied employment, retention in employment, or any promotion or other advantage of employment because of any obligation resulting from such membership.

Employee testing. Employees discharged from employment for the use of illegal drugs are ineligible for unemployment compensation benefits. Employee testing is permitted pursuant to a written employer policy to investigate possible individual employee impairment, to investigate workplace accidents or theft, to maintain safety, security, productivity, or quality of products or services. Sample collection and testing for drugs must follow specific procedures including verification or confirmation of positive test results using reliable analytical methods. Employees are to be allowed to provide information relevant to the test, including identification of any currently or recently used prescription or nonprescription drugs, or other relevant medical information.

Private employment agencies. Under a new law, athlete agents must register with the Secretary of State, file a schedule of fees charged and any agent contract used. A number of specific activities were prohibited including misrepresentation, dividing fees with or receiving compensation from a professional league or team, and entering into agreements with or giving anything of value to athletes with remaining intercollegiate eligibility.

Occupational safety and health. Among changes to the law providing for the collection and dissemination of information regarding the presence and location of hazardous materials, the Hazardous Material Information Development, Preparedness, and Response Advisory Board was abolished and replaced by the Emergency Response Commission. The Commission's duties include the coordination of State and Federal activities concerning community "Right-to-Know" legislation with regard to hazardous substances. Additions were made in the types of material that need not be reported as hazardous materials, and in the types of establishments that qualify for alternate reporting procedures.

Employment and training. Among new provisions for establishing and operating apprenticeship programs, the apprenticeship council was given responsibility for establishing standards and procedures for approval of apprenticeship agreements and for registration and deregistration of apprenticeship programs, in conformity with established programs approved by the Bureau of Apprenticeship Training in the U.S. Department of Labor. The council is to make an annual report on its activities to the legislature and the public. Provisions creating State and local apprenticeship committees were repealed.

Other laws. A resolution was adopted urging all public and private employers to grant their employees additional time off to allow parents to attend school with their children.

Maine

Wages. By prior law, the minimum wage rate increased from \$3.55 an hour to \$3.65, effective January 1, 1987. A bill which would have increased the minimum rate from \$3.65 to \$3.95 an hour over a 3-year period was vetoed by the Governor.

Child labor. The section of the child labor law prohibiting work by minors under age 16 in manufacturing or mechanical establishments was amended to exempt those who are employed on the grounds of such an establishment, but who are assigned nonhazardous work performed outside of any building in which manufacturing or mechanical operations are undertaken.

Equal employment opportunity. In order for a maximum age limitation in an apprenticeship agreement to be lawful, prior approval from the Human Rights Commission is now required. Approval is contingent on the existence of a reasonable relationship between the maximum age limitation and a legitimate expectation of the employer in receiving a reasonable return on the investment in an apprenticeship program.

Occupational safety and health. Contractors engaged in the removal, repair, encapsulation, or other activities involving friable asbestos must first obtain a license from the Commissioner of Environmental Protection. Certification by the Commissioner is required for asbestos abatement design consultants, evaluation specialists, project supervisors, and workers. Specific training is required for all applicants for licenses or certificates. Reciprocity agreements may be developed with other States having licensing and certification require-

ments as stringent as those provided in this law.

A section of the new law prohibiting smoking in public areas of publicly owned buildings provides that if public employees' rights provided in collective bargaining agreements are affected by the ban, they will have the right to reopen negotiations to bargain for smoking areas in non-public areas of these buildings.

Economic development. A Department of Economic and Community Development was established to encourage economic growth and development policies of the State and to coordinate the policies and programs as part of an overall economic development strategy. The Department is directed to encourage the creation and retention of quality jobs through increased private sector investment.

Employment and training. The State Job Training Coordinating Council was replaced by the Human Resource Development Council with similar duties and responsibilities for State employment and training programs. The Commissioner of Labor is to be one of the 30 members of the Council.

The State's job training partnership program was amended to provide for specific program activities to be operated by private industry councils, including retraining of displaced workers, training of workers ineligible for other programs because of household income, and general job creation programs. Individuals eligible for the program include unemployed workers, low-income persons, the working poor, displaced workers, persons having difficulty finding and keeping work, and individuals with traditional barriers to employment, including the handicapped, women, youth, and older workers.

The Commissioner of Agriculture is to establish an agricultural internship and training program to provide opportunities for on-farm and off-farm training for persons desiring to enter farming or associated employment.

Other laws. Under sunset legislation, the legislature must review the evaluations and analyses of justification reports for the programs of the Department of Labor by June 30, 1989. The Maine Labor Relations Board is scheduled for termination June 30, 1989.

Maryland

Occupational safety and health. The Commissioner of Labor and Industry is to inspect for excessive safety violations the work sites and practices of each industry

and employer which has been identified by the Workmen's Compensation Commission as having an excessive number or high rate of injuries.

Employment and training. The Departments of Economic and Employment Development and Housing and Community Development were created replacing the abolished Departments of Economic and Community Development and Employment and Training. Included in the new Department of Economic and Employment Development is the Division of Employment and Training which is responsible for administering the State's job training, placement, and service programs, the Job Training Partnership Act, and the unemployment insurance program.

The Apprenticeship Training Council may not deny any otherwise qualified applicant for an apprenticeship program where apprentices constitute a number equal to or less than 25 percent of the total number of apprentices and journeymen employed, except that for the purpose of equal employment opportunity it will be a number equal to or less than 50 percent of the total number employed.

Other laws. Local governments are required to provide a legal defense for employees in any action that alleges damages resulting from acts or omissions committed within the scope of employment. Employees are not personally liable for damages unless they acted with malice.

Massachusetts

Wages. By prior legislation, the minimum wage rate was increased from \$3.55 an hour to \$3.65, effective July 1, 1987. A further increase to \$3.75 is scheduled for July 1, 1988.

Rate-setting procedures under the prevailing wage law which provided that wage rates established are to be no less than the rates set in collective bargaining agreements were amended to limit this requirement to those agreements in the private construction industry.

Child labor. The age at which children may be employed in the sale or delivery of newspapers was lowered from 12 to 9. Parental permission is now required and publishers or distributors were given new responsibilities for training, orientation, and furnishing in advance written policies regarding sales or delivery. Fines were established for employer violation.

Equal employment opportunity. In a late 1986 enactment, sexual harassment of employees by employers or their agents was

specified as a form of sex discrimination and prohibited.

Occupational safety and health. The Department of Labor and Industries is to monitor, inspect, and investigate all work including construction, demolition, alteration, or repair which involves the use or handling of asbestos or material containing asbestos. The Commissioner will issue licenses for engaging in this type of work and will establish rules and regulations for the protection of the occupational health and safety of asbestos workers. The regulations will require that workers employed in such work be trained in health risks, precautionary measures, protective equipment, and other safeguards.

The Commissioner of Labor and Industries may now seek a cease-and-desist order upon finding any improperly heated workroom.

Plant closings. The division of employment security, in consultation with the division of insurance, was directed to develop recommendations on sanctions under the mature industries law to be imposed on employers who fail to either notify laid-off workers that they are eligible for extended health insurance under their existing employer-sponsored plan or fail to make health insurance premium payments on behalf of workers who have elected to continue participation. The division was to report to the legislature by September 1, 1987.

Michigan

Child labor. The provision of the child labor law establishing 14 as the minimum age for employment of minors was amended to allow children age 13 or older to be employed in farming operations involving detasseling, roguing, hoeing, or any similar act involved in the production of seed. Also, work permit requirements will not apply to minors age 13 or older employed in these farming operations during school vacation periods or when a minor is not regularly enrolled in school. An employer is to keep on file at the place of employment evidence of the age of any minor employed under this work permit exception.

Agriculture. The Department of Public Health is to report to the Department of Management and Budget and the legislature on the funded program to upgrade migratory labor housing. The Department is also to report to the legislature on the number of housing units licensed and the number of units not meeting State migrant housing license standards. Operators of

labor camps upgraded with grant funding may not convert housing units to other uses or charge rent to occupants within 3 years after receipt of the grant.

Equal employment opportunity. The Department of Public Health must report to the legislature and the Department of Management and Budget by March 1, 1988, on its affirmative action program including recruitment, training and career ladder development.

Employee testing. All applicants for employment by the State police must now submit to a controlled substance test, and the law enforcement officers and fire fighters training councils are to develop and evaluate plans for requiring controlled substance testing for applicants for basic training programs.

Minnesota

Wages. The minimum wage rate was increased for employers covered by the Federal Fair Labor Standards Act (FLSA) from \$3.35 and \$3.55 an hour on January 1, 1988, with further increases to \$3.85 to \$3.95 scheduled for January 1, 1989, and January 1, 1990. The rate for those employers not covered by the FLSA increased to \$3.50 on January 1, 1988, with further increases to \$3.65 and \$3.80 scheduled for January 1 of 2 succeeding years. Minors under age 18 are to receive rates that are 90 percent of the adult rates. Employees receiving \$35 or more in gratuities per month are to be paid \$3.35 an hour (\$3.02 for those under 18) until January 1, 1989, thereafter, the same rate as for nontipped employees.

The law regulating work activity centers for severely handicapped workers was amended to make it clear that subminimum wage rates authorized under certificates issued by the U.S. Department of Labor will be accepted under the State minimum wage law.

Hours. Public and private sector employers of more than 20 at one site must grant an unpaid leave of absence of up to 6 weeks to an employee in conjunction with the birth or adoption of a child. Employers may not retaliate against an employee for requesting or taking such leave, and employees are entitled to reinstatement in the same job or in a position of comparable duties, number of hours, and pay.

Equal employment opportunity. Mandatory retirement at age 70 was eliminated for State employees in the executive branch under the State retirement system or the teachers' retirement system, except for

those serving as faculty members or administrators with unlimited tenure at an institution of higher education. Specific mandatory retirement provisions remain in effect for correctional and law enforcement personnel. Also, more stringent requirements for compliance with affirmative action hiring goals were established for State agencies.

Accommodations for disabled job applicants which cost in excess of \$50 are no longer considered an undue hardship on the prospective employer, under the Human Rights Act which requires employers of 50 or more to make reasonable accommodations. Local human rights commissions must now advise complainants of their option to file charges under the State law if the local ordinance provides for lesser protections and remedies.

The Commissioner of Human Services is to ensure a comprehensive mental health service system, including a community support services program for the development of employability and supportive work opportunities for persons with serious and persistent mental illness.

Employee testing. Under a comprehensive new law, an employer's authority to require drug and alcohol testing of employees was limited. Job applicants may be tested only after a job offer has been made and if the same test is requested or required of all applicants conditionally offered employment for that position. Employees may be tested as part of a routine physical exam no more than once annually and with at least 2 weeks advance written notice. Employees may also be tested if there is a reasonable suspicion of drug or alcohol usage, violation of work rules relating to alcohol or drugs, or in relation to personal injuries or work-related accidents. Random testing may be required for employees in safety-sensitive positions or for employees referred for chemical dependency treatment or evaluation. Employers must adopt a written testing policy, follow specified procedures, use only licensed testing laboratories and provide for retesting if test results are positive. Employees testing positive for the first time must be given the opportunity to participate in counseling or rehabilitation, before any adverse action may be taken against them.

Labor relations. The authority to appoint special mediators, factfinding commissions, labor referees, and arbitrators under the State Labor Relations Act was transferred from the governor to the Director of Mediation Services. Provision was made for hearings before labor referees for violations of the Labor Union Democracy Act and for labor organization suspension by the director for noncompliance.

Occupational safety and health. An asbestos abatement act was adopted directing the Commissioner of Health to regulate and license persons or entities engaged in enclosing, removing, or encapsulating asbestos. Before an employee may perform asbestos-related work, a certificate must be obtained from the commissioner certifying that the employee has passed a course of training in asbestos control and removal and has demonstrated ability to perform the work safely. Employers must give at least 5 calendar days notice to the Commissioner before engaging in asbestos-related work. Discrimination against an employee who complains to or cooperates with the Commissioner in administering the act is prohibited.

Employment and training. The law regulating the operation of sheltered workshops was amended to provide for long-term employment programs on the premises of workshops, and training services on or off the premises. Provision was also made for community-based employment programs and work component programs which provide work activities on a limited scale.

Other laws. Employers are prohibited from discharging, disciplining, threatening, or otherwise discriminating against an employee who in good faith reports a violation or suspected violation of State or Federal law, who refuses to participate in any activity that the employee believes to be a violation of law, or who is requested by a public body or office to participate in an investigation, hearing, or inquiry. Employees must be provided, upon request, with the reason for an involuntary termination of employment. Employees may bring civil action to recover damages resulting from an employer violation, and may be awarded injunctive and other equitable relief.

An employer must provide immediate written notification to all employees and persons offered jobs that it has filed a petition for bankruptcy or has had an involuntary bankruptcy petition filed against it.

Leave of absence requirements for State employees elected to State or Federal public office were amended to provide that these employees may not be required to take a leave of absence upon becoming a candidate for any elected public office. Also, the requirement that employees take leave if elected to the State legislature will now be limited to times during which the legislature is in session.

Mississippi

School attendance. The Compulsory School Attendance Law which previously

provided for mandatory attendance to age 14 by the 1989-90 school year was amended to require attendance to age 17 by that date.

Background clearance. A Sex Offense Criminal Record Information Act was enacted authorizing employers to obtain sex offense criminal records on present or prospective employees or volunteers in positions having supervisory or disciplinary control over children. Employers may use this information in deciding to hire, retain, suspend, or discharge an employee or applicant. The act includes provisions limiting and restricting the release of these records and establishes penalties for violation.

Missouri

Hours. Employees of the State or political subdivisions are authorized to use sick or annual leave, or the same leave without pay granted to biological parents to take time off to arrange for the adoption of a child or to care for the child after adoption.

Occupational safety and health. The law requiring employers to provide information on toxic substances used or produced in the workplace to local fire protection services and the Department of Health was amended to extend coverage to such substances stored by the employer, and to include certain pesticides and other hazardous substances as defined in Federal Emergency Planning and Community Right-To-Know requirements. The Director of the Department of Health was authorized to add or delete substances from the list of toxic substances, after holding public hearings.

Other laws. A new law protects from employer retaliation any State employee who discloses any alleged prohibited activity under investigation or related activity or who reports a violation of law, waste of funds, mismanagement, or a specific danger to public health or safety. Protection does not apply to the knowing disclosure of false information.

Montana

Wages. The existing prohibition against tip credits was made specific within the minimum wage law, and minimum wage coverage was extended to employees covered by the Federal Fair Labor Standards Act if the State minimum wage is higher than the Federal. FLSA-covered employees remain exempt from the State overtime pay provision.

Resident managers employed in lodging establishments or personal care facilities are now specifically exempt from mini-

minimum wage and overtime requirements. Also, employees paid on a commission or contract basis primarily engaged in selling advertising for a newspaper or radio or television employer are now exempt from overtime pay requirements.

The prevailing wage law was amended to require the labor commissioner to divide the State into at least 10 districts and to determine the prevailing rate of wages to be paid on public works construction projects in each district, except that heavy highway construction wage rates will be established Statewide and not taken into consideration in determining the district rates. Previously, rates were determined for the country or locality in which the work was to be performed. Standard prevailing rate of wages was defined as a weighted average wage rate based on all of the hours worked, by craft, classification or type of worker needed, on jobs of a similar character performed in the district including private or commercial projects as well as work on public projects. A \$25,000 threshold amount was established for coverage of the law.

Employee testing. Employers are prohibited from requiring job applicants to submit to a blood or urine test except for employment in hazardous work environments or in jobs in which the primary responsibility is security, public safety, or fiduciary responsibility. Blood or urine testing as a condition for continued employment is prohibited unless the employer has reason to believe that the employee's faculties are impaired on the job as a result of alcohol or illegal drug use. Prior to administering drug or alcohol tests, employers must adopt a written testing procedure containing specified safeguards.

Labor relations. Employees of local public agencies designated as head start agencies, as provided under Federal law, will now be covered by the law granting collective bargaining rights to public employees.

Private employment agencies. Administration of the employment agency regulatory law was transferred from the Department of Labor and Industry to the Department of Commerce, and authority of the administrator to investigate complaints was repealed. All complaints against employment agencies will now be forwarded to the county attorney having jurisdiction.

Occupational safety and health. Provisions, exempting from State workplace hazardous chemical lists and material safety data sheets requirements, those manufacturers and distributors regulated by and

complying with provisions of the Federal Occupational Safety and Health Administration (OSHA) standard, and those nonmanufacturing employers that adopt and comply with the OSHA standard, were repealed and replaced with a provision exempting any employer complying with the OSHA standard, whether or not regulated by it. In addition, an exemption for sealed containers of hazardous chemicals at distributor facilities was added to the existing exemption for these chemicals during transportation or while in storage at transportation terminals. Employer requirements for emergency and community information were deleted, with employers now being required to comply with the Federal Emergency Planning and Community Right-To-Know Act of 1986.

Preference. The definition of State resident for purposes of granting a preference in the award of public contracts was amended to apply to the resident bidder preference in awards or contracts let by the Department of Administration.

In addition to other provisions granting preferences for resident bidders, public contracts for the purchases of goods will be awarded to State resident bidders if the goods are manufactured in the State and the bids are not more than 5 percent higher than those of the lowest responsible nonresident bidders.

Other laws. A Wrongful Discharge from Employment Act was adopted providing an exclusive remedy. An employee who is wrongfully discharged may file an action for recovery of lost wages and fringe benefits for up to 4 years from date of discharge, plus interest. A discharge, including constructive discharge, is wrongful if it was in retaliation for the employee's refusal to violate public policy or for reporting a violation of public policy; the discharge was not for "good cause", as defined, and the employee had completed the employer's probationary period; or the employer violated the express terms of its own written personnel policy. A claim may not be filed based upon tort or express or implied contract. There is no right to damages for the employee's emotional distress, but punitive damages may be recovered if the employer engaged in actual fraud or malice. Alternative resolution of disputes by arbitration is authorized upon written agreement of the parties. The law does not apply to an employee covered by a written collective bargaining agreement or a written contract of employment for a specified term, or to a discharge covered by remedies under other specific statutes such as a nondiscrimination law.

Nebraska

Wages. The minimum wage law was amended to increase the minimum hourly rate from \$1.60 to \$3.35 effective August 29, 1987. The minimum cash wage for persons compensated primarily by way of gratuities was increased from 90 cents per hour to \$2.01, and persons employed as student learners in vocational training programs are to be paid at least 75 percent of the applicable minimum wage.

Agriculture. The Farm Labor Contractors Act was enacted under which such contractors must obtain a license from the Department of Labor and post a surety bond of at least \$5,000 to ensure the prompt payment of employees' wages and other obligations. Contractors must furnish workers written information on wages, housing, terms and conditions of employment, and workers' rights and remedies. An annual license fee of \$750 was established, with all fees to be used for the enforcement of the act.

Equal employment opportunity. Mandatory retirement may no longer be required under the retirement systems for State, county, or school employees or for judges. With the exception of tenured faculty members or law enforcement personnel, employees of public institutions of higher education are no longer required to retire at age 70.

Labor relations. A comprehensive new State Employees Collective Bargaining Act grants collective bargaining rights to non-supervisory employees of State agencies and meet-and-confer rights to supervisory employees. The law includes procedures for contract impasse resolution including factfinding, mediation, and final and binding arbitration with possible appeals to the Commission of Industrial Relations or the State Supreme Court, as well as requirements for certification, unit determination, and permissible subjects of bargaining. Unfair labor practices for both employers and employee organizations were established. A Division of Employee Relations was created within the Department of Personnel to administer the law.

The Nebraska Teachers' Professional Negotiations Act was repealed, with the Commission of Industrial Relations assuming jurisdiction over collective bargaining between and disputes involving teachers and their employers.

A new Uniform Arbitration Act was adopted establishing procedures for the enforcement of written agreements to arbitrate disputes, including those between employers and employees or between their

respective representatives. Prior provisions dealing with arbitration were repealed.

Occupational safety and health. The Nebraska Amusement Ride Act was adopted under which owners of amusement rides must obtain a permit to operate from the Commissioner of Labor. Rides must be inspected at least annually, and are subject to inspection by the Commissioner without notice at any time they are operating. A minimum age of 16 was established for amusement ride operators, and operators are required to be in attendance at all times a ride is in operation.

Nevada

Wages. The labor commissioner was authorized to revise the minimum wage rate by regulation from \$2.75 and hour up to \$3.35. Following a hearing procedure, a \$3.35 rate became effective on September 10, 1987. For minors under age 18, the rate became \$2.85. In addition, severely handicapped persons with certificates issued by the Rehabilitation Division of the Department of Human Resources were exempted from minimum wage coverage.

Equal employment opportunity. The prohibition against employment discrimination based on age 40 to 70 was amended to remove the upper age limit.

Employers who grant leave, with or without pay, or leave without loss of seniority to employees for sickness or disability because of a medical condition, must now extend the same benefits to pregnant employees.

Cities and counties were encouraged and authorized to make temporary limited appointments to positions of employment of qualified handicapped persons certified by the Rehabilitation Division of the Department of Human Resources.

Background clearance. Employers were authorized to request notice of information relating to sexual offenses against children, by an employee or prospective employee, from the central repository for records of criminal justice and may consider such information when making a decision to hire, retain, suspend, or discharge the employee. Employees must provide a signed consent to the search, be informed of the types of information being sought, and of the employer's right to seek the information as a condition of employment, and have the right to challenge the accuracy or sufficiency of any information furnished. Employers, other than voluntary organizations, will be liable to children they serve for damages suffered as a result of a sexual offense committed against them by an em-

ployee hired on or after January 1, 1988, if, at the time of hire, the employee was the subject of information relating to sexual offenses for which notice was available for dissemination and the employer failed to request notice.

Foster home operators, prospective employees, applicants for a license to operate a foster home, or residents of a foster home age 18 or older must submit to the Welfare Division of the Department of Human Resources a complete set of fingerprints and written permission to conduct a background and personal history check to determine if they have been arrested for or convicted of any crime.

Labor relations. The Local Government Employee-Management Relations Act requires binding arbitration for firefighter and police officer disputes. A provision of the act which would have eliminated this requirement for police officers on July 1, 1987, was repealed.

Materials and supplies for classrooms and the policies for the transfer and reassignment of teachers were added to the list of subjects within the scope of mandatory bargaining for local government employees.

Employment and training. To be eligible for registration and approval by the State Apprenticeship Council, proposed apprenticeship programs must conform with Federal equal employment opportunity and affirmative action requirements. In addition, the programs must contain several specific provisions including a schedule of wages, ratio of apprentices to journeymen, reasonable probationary period, a starting age of not less than 16 years, periodic review and evaluation of the apprentice's progress, and adequate and safe equipment and facilities for training. Discrimination based on religion was added to the forms of discrimination prohibited in apprenticeship agreements.

Preference. For purposes of the provision granting a preference to domestic contractors on public works contracts, domestic contractor was defined as being one who has been doing business in the State continuously for at least 3 years.

Other laws. Any employee who has been threatened with termination or terminated from a job because he or she was a juror or was summoned to serve as a juror or prospective juror may now be awarded punitive or exemplary damages up to \$50,000, and any person advising or attempting to advise another person not to appear for or serve on jury duty is guilty of a misdemeanor.

If an employer of fewer than 20 workers provides group health insurance coverage, the policy must include a provision permitting employees to continue coverage at their own expense should their employment be terminated for any reason other than gross misconduct, or if their working hours are reduced so as to make them ineligible for coverage. The right to continue coverage is to be accorded to the spouse or dependent child of employees in these situations as well as in other instances, including divorce or the employee's death. The period of continued coverage shall not exceed 18 months for an employee and 36 months for the spouse or dependent child. Premiums are not to exceed 125 percent of that charged to the employer.

New Hampshire

Wages. By prior law, the minimum hourly wage rate was increased from \$3.45 to \$3.55, effective January 1, 1988, with a further increase to \$3.65 scheduled on January 1, 1989.

The law requiring payment of health and welfare fund or pension fund contributions within 30 days of demand now requires that the labor commissioner be notified of subcontractors who fail to make payments on time, and that the commissioner, in turn, notify the prime or general contractor that such contributions are overdue. Prime or general contractors may be pursued for these contributions only after all reasonable efforts have been made to obtain them from the subcontractor.

Labor relations. The Public Employee Labor Relations Board, scheduled to be abolished by sunset legislation in July 1987, was extended to July 1, 1993.

Occupational safety and health. The July 1, 1987, expiration date for rulemaking authority granted to the labor commissioner, under the Administrative Procedure Act, over sanitation facilities and workplace safety for employees was eliminated.

Other laws. A Whistleblowers' Protection Act was adopted prohibiting both public and private sector employers from discharging, threatening, or otherwise discriminating or retaliating against employees for reporting, in good faith, violations of law or rules after first notifying their supervisor of the violation, or for participating in an investigation, hearing, or court action. Employees are also protected if they refuse to take part in an illegal activity. The labor department will enforce the act.

A 1986 health insurance law, effective January 1, 1987, forbids insurers, medical

or health service corporations, and health maintenance organizations from excluding part-time employees who work at least 15 hours a week. Such insurers must offer the same group benefits as are offered to the corresponding groups of full-time employees.

New Jersey

Wages. A new Construction Workers' Fringe Benefit Security Act provides that if a contractor or subcontractor is at least 4 weeks delinquent in payments to a fringe benefit fund and proper notice is given to the prime contractor and public or private project owner or subcontractor, as provided, the project owner is to withhold the amount claimed by the fund from the sums otherwise due the prime contractor. Procedures were prescribed for payment to the fund claiming the delinquency.

Child labor. The provision of the child labor law making vacation certificates unnecessary during the first 14 days for minors age 16 or over employed in food service, restaurants or retail occupations when schools are not in session, was amended to reduce the age to 15 or over, to extend the provision to employment in seasonal amusement establishments, and to specify that minors under age 16 are not to operate or work in or around power-driven machinery.

Minors age 12 through 17 will be permitted to work as volunteers at noncommercial recycling centers operated by municipalities or community service organizations if under adult supervision and the work is not in connection with any power driven machinery or hazardous waste products or other hazardous substances.

Equal employment opportunity. The Director of the Division on Aging in the Department of Community Affairs is to establish a Retiree Retraining and Employment Demonstration Program to develop approaches to the effective employment of retirees.

Background clearance. A Board of Education may now employ a person for up to 6 months pending completion of a criminal history records check as required by law provided the person submit a sworn statement attesting that he or she has not been convicted of any crime against children or disorderly persons offense. Persons rehired annually in substitute positions will only be required to undergo a criminal history record check upon initial employment.

Employment and training. Among changes in provisions related to job train-

ing, the criteria used in funded job training programs now specify that currently employed workers may not be displaced by a program enrollee by any means, that program enrollees may not be placed in jobs previously held by a regular worker who was terminated by the employer with the intention of hiring a worker whose wages would be subsidized, and that no funded job training program may impair existing contracts for services or collective bargaining agreements without the written concurrence of the labor organization and employer.

New Mexico

Equal employment opportunity. The Human Rights Commission, scheduled to terminate on July 1, 1987, under sunset legislation, was extended until July 1, 1993.

A Senate Memorial was adopted requesting the Human Services Department to conduct an indepth study of work incentive programs designed to promote the employment of the handicapped including job training and placement programs, possibilities of offering tax incentives to employers hiring the handicapped, and recommendations for legislative consideration in making long term improvements in various laws.

Background clearance. Financial institutions may provide written employment references with respect to illegal financial activities upon the request of another financial institution if a copy of the reference is mailed to the applicant for employment. A financial institution will not be liable in a civil action for providing an employment reference under this act unless it knowingly provides false information.

Occupational safety and health. Amendments to the Occupational Health and Safety Act were adopted to ensure that employees be given information on hazardous substances in their places of employment. Employers are to obtain, maintain, and make available during each work shift, material safety data sheets for all hazardous chemicals used in the workplace, and must provide workers with information and training on such materials.

Employment and training. A House Memorial was adopted directing the Legislative Council to have the appropriate interim committee, in conjunction with the Governor and the State's Job Training Council, coordinate and implement the Job Training and Partnership Act job training programs and other programs that have a direct bearing on employment, training, and human resources within the State.

Other laws. The Labor Department Act was enacted creating a new single, consolidated cabinet-level Labor Department, headed by a Secretary, which will consist of employment security, workmen's compensation, labor and industrial, human rights, job training, and administrative services divisions. The unified department will administer all laws and exercise all functions formerly performed by the Employment Security Department, the Office of Human Rights Commission, the Labor Commissioner, and the Workmen's Compensation Administration which were all abolished. The duties of the former Labor Commissioner will be performed by the Department's Labor and Industrial Division.

Public works construction bond requirements were repealed and replaced with new provisions including a requirement that for all contracts in excess of \$25,000 a payment bond be executed in an amount equal to 100 percent of the contract price, for the protection of all persons supplying labor and material to the contractor or subcontractors. State agencies or local public bodies awarding the contract may impose this requirement at their discretion for those contracts under \$25,000.

New York

Wages. The law providing for civil penalties for certain violations of the wage payment and minimum wage acts was extended to include violations concerning minimum wage standards for farmwork, the migrant registration law, and farm labor camp commissaries, and to permit civil penalties of up to \$2,000 for violations for reasons other than an employer's failure to pay wages, benefits, or wage supplements found to be due including recordkeeping, posting, wage statement, and other non-monetary violations.

Hours. Private or public sector employees who adopt a child are entitled to take the same leave of absence on the same terms as permitted by the employer upon the birth of an employee's child. Entitlement ceases when the adopted child reaches 5 years of age.

Equal employment opportunity. The State Civil Service Commission was authorized to classify up to 300 positions as noncompetitive and to be filled only by qualified physically or mentally handicapped armed forces veterans who served during time of war.

Labor relations. The provision for resolution of disputes in the course of collective negotiations, through mediation and bind-

ing arbitration, under the Public Employees' Fair Employment Law due to expire on July 1, 1987, was extended for 2 years.

Plant closings. A temporary program to assist dislocated workers with the payment of health insurance premiums was established in the State Insurance Fund for workers terminated from employment solely as a result of a lay-off involving 50 workers or more and who meet other eligibility criteria. By October 31, 1987, the Governor was to submit to the legislature a plan for the administration and financing of a permanent program to assist such workers with the payment of health insurance premiums.

On December 10, 1986, the Governor and business and labor leaders signed a compact to improve labor-management cooperation in the private sector and to deal with the problems of plant closings and layoffs. Under the compact, the State will use economic development funds to help laid off workers find employment, to help troubled businesses, and to provide maximum assistance to communities involved in shutdowns or major layoffs. Labor agreed to use strikes as a last resort after considering mediation, binding arbitration, and other impasse resolution mechanisms. Employers will strive to avoid layoffs using means including creation of shared work programs, uniform reductions in hours for both labor and management, furlough programs, and early retirement incentives. Employers also agree to voluntarily give advance notice of plant closings and layoffs.

North Carolina

Wages. The minimum wage law was amended to require matching increases up to \$4 an hour in the State minimum if the Federal minimum of \$3.35 is increased before June 1, 1989. Prior law provided for rate matching up to \$3.60 an hour if the Federal rate was increased before July 1, 1987.

Hours. The Legislative Research Commission was authorized to study all aspects of granting parental leave in employment.

Child labor. Any youth under age 18 having a State driver's license, valid for the type of driving involved, and who has completed an approved driver-education course may drive, as part of his or her employment, a truck weighing up to 6,000 pounds or an automobile within a 25-mile radius of the principal place of employment. Towing of vehicles is not permitted.

Employee testing. A Study Commission on the Uniform Regulation of Sub-

stance Abuse Testing was created to examine existing drug testing of job applicants and employees, to recommend procedures or regulation for the administration of tests by employers that protect both employers and employees, and to recommend legislation addressing the problems associated with establishing these standards.

Other laws. Employers are now prohibited from discharging or demoting any employees because they are called for jury duty or serve as jurors.

North Dakota

Wages. The Legislative Council was directed to study comparable worth to determine the feasibility and desirability of legislation requiring governmental entities to pay their employees based upon work of equal value.

Hours. A concurrent resolution was adopted directing the Legislative Council to study and report on the differences in employee benefits between part-time and full-time employment in the private sector and the extent to which employers may be hiring part-time workers to avoid paying economic benefits such as health and accident insurance, sick leave, vacation pay, and holiday pay.

Equal employment opportunity. A State agency may not discriminate against an employee or job applicant with respect to working conditions, workplace assignment or other privileges of employment because his or her spouse is also an employee of that agency. This will not apply where the spouse has the power to hire or fire or make performance evaluations with respect to the position involved.

Employers who hire developmentally disabled or chronically mentally ill workers may claim an income tax credit for a portion of the wages paid those individuals.

Background clearance. The Bureau of Criminal Investigation and other criminal justice agencies are to disclose and exchange criminal history record information for use in decisions to hire or retain employees.

Labor relations. Labor unions or organizations may now collect actual representation expenses from nonunion employees who specifically request in writing to use representation by the union or organization in processing grievances. Such an assessment will not be considered an abridgment of any rights guaranteed under the State right-to-work law.

A new Uniform Arbitration Act was adopted establishing procedures for the enforcement of voluntary written agreements to arbitrate disputes, including those between employers and employees or between their respective representatives. Prior provisions dealing with arbitration were repealed.

Occupational safety and health. The Employee Information Program on Hazardous Substances will no longer apply to any employer regulated under any Federal law that requires such programs, and the section authorizing the Workmen's Compensation Bureau to grant variances from the law for employers who demonstrate regulation under Federal or other State laws having such programs was repealed. The Bureau may still conduct normal safety inspections as otherwise provided by law.

Contractors and their workers engaged in asbestos abatement must be certified by the Department of Health. The Department is authorized to establish performance standards for abatement and to require training and examination of contractors and workers on safe practices.

Other laws. The law protecting employees summoned for jury duty from discharge or other adverse action was amended to also cover those subpoenaed to serve as witnesses.

Ohio

Wages. Overtime pay, compensatory time off, and exemptions from overtime provisions applicable to employees paid wholly or partially by the State or by a State-supported college or university were conformed to comparable public-sector provisions in the Federal Fair Labor Standards Act.

Public employees may now, upon written authorization, have deductions made from their wages for payment to their exclusive representative.

Equal employment opportunity. Mandatory retirement provisions for public sector employees were conformed to those prescribed by the Federal Age Discrimination in Employment Act which prohibits mandatory retirement with certain limited exceptions.

Occupational safety and health. Employers engaged in asbestos hazard abatement activities must obtain a license from the Department of Health. Employees performing this work must complete an approved course including training on such topics as health hazards, worker protection, work practices, and use and care of respira-

tors, and must obtain a certification of completion. The Public Health Council is to adopt rules including employee training standards, work practices that reduce the risk of contamination, worker protection equipment and practices and other health and safety standards for employees.

Other laws. A concurrent resolution was adopted urging the U.S. Congress to take the necessary action to ensure that corporations that go bankrupt are still responsible for meeting pension and insurance obligations of current and retired employees.

Oklahoma

Equal employment opportunity. State residents who are certified as "special handicapped persons" are exempt from entrance examinations and other specified hiring procedures required for State employment.

Occupational safety and health. State and local government agencies are to designate smoking and nonsmoking areas in all buildings owned or operated by them and used by the general public or serving as workplaces for public employees.

Oregon

Wages. Among amendments to the Wage Security Fund, established in 1985 to pay valid wage claims of employees whose employers have ceased doing business and do not have sufficient assets to pay the claims, the amount appropriated continuously from the Fund to the Commissioner of the Bureau of Labor and Industries to administer the act was increased from \$200,000 to \$700,000, and it was clarified that money recovered by the Commissioner under the act is to be returned to the Fund.

Advertisements for bids for public contracts, previously required to specify that bids received contain a statement by the bidder that State prevailing wage rate requirements are to be complied with, are now to specify also that Federal Davis-Bacon Act requirements are to be complied with for projects subject to that law.

In order to achieve the State's policy of pay equity for work of comparable value in State employment, each of the branches of State government is to adopt a neutral and objective method of determining the comparability of the value of work. Each branch is to submit a biennial report to the legislature containing proposals to upgrade undervalued classifications. A Pay Equity Adjustment Fund was created, with any appropriations to be applied as a first priority to pay adjustments for the most undervalued jobs in the lowest salary ranges. No employee is to have his or her wages re-

duced as a result of these adjustments.

Hours. Employers of 25 employees or more are now required to grant up to 12 weeks unpaid parental leave for the birth of a child or adoption of a child under 6 years of age. Employers may require employees to give at least 30 days advance notice except for unanticipated circumstances. Employees are entitled to reinstatement in the same or equivalent job, without loss of benefits, at the conclusion of the leave of absence. Administration of the law is vested in the Bureau of Labor and Industries.

Agriculture. Beginning no later than March 1, 1988, agricultural employers are required to provide adequate information to all employees about hazardous chemicals used and to which they may be exposed, to furnish protective safety equipment, and give training for employees handling hazardous chemicals. The Accident Prevention Division of the Workers' Compensation Department is to adopt rules to implement these requirements and to develop and make available basic information for employer use in informing and training employees.

Equal employment opportunity. The prohibition against employment discrimination based on age was extended to include those persons 70 and older.

The Director of Affirmative Action is to set affirmative action goals for employment of the handicapped in each division of State service.

Labor relations. Mass transit districts are now considered public employers for purposes of the law regulating public employee collective bargaining.

No State agency may require as a condition of eligibility to receive benefits or services provided by that agency that a person apply for or accept employment at any workplace where there is a dispute in progress. Also, the probation or parole status of individuals may not be revoked because the probationer or parolee fails to apply for or accept employment where a labor dispute exists.

The Department of Human Resources may not send any person on a job referral which would aid in the filling of a job opening which exists because of a labor dispute.

Private employment agencies. The employment agency regulatory law, scheduled for repeal on June 30, 1988 under sunset legislation, was continued. Also, coverage of the law was extended to executive recruitment firms, and employment counseling firms were exempted.

Occupational safety and health. The Environmental Quality Commission was directed to establish an asbestos abatement program to assure the proper and safe abatement of asbestos hazards. The program is to include criteria for contractor licensing and training and worker certification and training, standardized training courses, and procedures for inspecting asbestos abatement projects. Training courses must include material on personal and public health protection, safe techniques, and other safety and health matters. Only licensed contractors and employees with certificates are to work on asbestos abatement projects.

Employment and training. An Employment and Training Policy Board was created to oversee and facilitate the coordination of the State's employment and training programs, and the Job Training Coordinating Council was established to assist in implementing and overseeing job training programs pursuant to the Federal Job Training Partnership Act.

Preference. The law governing public contracts and purchasing was amended to provide that, in determining the lowest responsible bidder, public contracting agencies are to add a percent increase on the bid of a nonresident bidder equal to the percent, if any, of the preference given to that bidder in the State in which the bidder resides. Each bid is to contain a statement as to whether the bidder is an Oregon resident.

Other laws. An Employee Ownership Opportunity Act was passed to encourage the formation of employee-owned enterprises and to specifically include such businesses within the scope of any business assistance program operated by the State or political subdivisions. The Economic Development Department is to provide technical assistance on the establishment and successful management of these enterprises.

The Department of Commerce was abolished and its duties and functions transferred to other agencies. Enforcement of laws regulating service of consumer electronic entertainment equipment was transferred to the Bureau of Labor and Industries.

Pennsylvania

Equal employment opportunity. Among amendments adopted in late 1986 to the Human Relations Act, the State and local Human Relations Commissions must now notify each other of complaints each re-

ceives within their jurisdiction; the State Human Relations Commission is specifically prohibited from authorizing imposition of remedial quotas in cases involving hiring or promoting of public sector employees; and voluntary adoption of affirmative action plans is permitted. The State Commission, scheduled for termination under sunset legislation, was continued until December 31, 1991.

Employment and training. A new Dislocated Worker Training Assistance Act provides for payments to dislocated workers for support services necessary for them to enroll in and remain in job training programs funded under the Federal Job Training Partnership Act.

Preference. A new law was adopted in late 1986 requiring on public contracts exceeding \$1,500 that resident bidders be granted preference over nonresident bidders from any State that gives or requires a preference to bidders from that State in an amount equal to the amount of the preference applied by the State of the nonresident bidder. Also, purchases are not to be made of products from any State which prohibits the purchase of out-of-State products. These provisions will not be applicable when their use could jeopardize the receipt of Federal funds.

Other laws. A Whistleblower Law was enacted in December 1986, prohibiting public employers from discharging, threatening, discriminating, or retaliating against a public employee who makes a good faith report, or is about to report wrongdoing or waste, or who is requested to participate in an investigation, hearing or inquiry held by an appropriate authority or in a court action.

The Department of Public Welfare was authorized to establish a program of grants to various organizations for the implementation of projects to provide employment opportunities for transitionally needy welfare recipients and chronically needy recipients who are participating in drug or alcohol treatment programs and who have barriers to employment or special needs. The programs are to include work experience projects, integrated training projects, on-the-job training, and supported work.

In a separate late 1986 enactment, employers were prohibited from discharging, penalizing, or threatening an employee who attends court by reason of being a victim of, or a witness to, a crime. Employers need not compensate employees for employment time lost because of such court attendance.

Puerto Rico

Wages. Mandatory decree revisions, is-

sued by the Commonwealth Minimum Wage Board, increased minimum rates in the paper, paper products, printing, and publishing industry from \$2.20 to \$3.35 an hour effective May 16, 1987; in the alcoholic beverage and industrial alcohol industry from \$2.30 to \$3.35 an hour effective March 21, 1987; and in the food and related products industry from a range of a \$1.60 to \$2.50 per hour to a range of \$2.60 to \$3.35 effective January 5, 1987. The minimum number of hours that must be worked in a month to be eligible for accrual of vacation time and sick leave was reduced in each of these industries, and the rates of accrual of vacation time and sick leave were increased for certain employees in the paper industry. An addition to each of these mandatory decree revisions as well as one for the theaters and movie houses industry provided that in the event an employee ceases work the employer is to pay for any vacation time accumulated.

Rhode Island

Wages. By prior law, the basic minimum hourly wage rate was increased from \$3.55 per hour to \$3.65 on July 1, 1987.

The minimum wage law was amended to provide that in any workweek in which an employee of a retail establishment is employed on a Sunday and/or holiday at a rate of time and one-half his or her regular rate (as required by another law), such hours are to be excluded when calculating premium overtime pay entitlement under the minimum wage law.

Employers who separate employees from the payroll may now pay them their unpaid wages or compensation on the next regular payday rather than within 24 hours of separation as before. For those workers separated after completing at least 1 year of service, any vacation pay accrued will become wages due. The requirement that employees separated because of a business closure, merger, or move receive pay for holiday and vacation pay and insurance benefits due them was amended to now apply only to those with 1 year or more of service.

Contractors and subcontractors who perform work on public works projects are now required to furnish the Director of Labor with a certified copy of their payroll records weekly. Previously, such records were available to the Director only upon demand following a written complaint that the required prevailing wage rates were not being paid. The Director of Labor was given authority to adopt reasonable rules and regulations to enforce this provision.

Hours. Private sector employers of 50 or more, any political subdivision of the State

that employs 30 or more, and any State agency that employs any employees must grant up to 13 consecutive weeks unpaid parental leave in any 2-year period to employees who provide at least 30-days notice. Parental leave is to be granted for the birth or adoption of a child or due to the serious illness of a child. Employees exercising their rights to parental leave are entitled to reinstatement in the same or equivalent position and employers must maintain any existing health benefits for the duration of the employee's leave. Employers are prohibited from retaliating against any employee for exercising any right under the law or for opposing any unlawful practices.

Child labor. Fourteen and 15-year-old children, who could previously be employed only between the hours of 6 a.m. and 7 p.m., will now be permitted to work until 9 p.m. during school vacations.

Equal employment opportunity. Where necessary to comply with Federally mandated affirmative action programs, employers, employment agencies, unions, and others may now elicit information and maintain records on information relating to the race, color, religion, sex, handicap, age, or country of ancestral origin of an applicant for a job or membership.

The special legislative commission to study the Rhode Island Affirmative Action Program was reinstated and authorized to continue its study and to make a report to the legislature by February 24, 1988.

Employee testing. Drug testing of employees as a condition of continued employment is now prohibited, except if the employer has reasonable grounds to believe that the employee's use of controlled substances is impairing the ability to perform the job, and the testing is conducted in conjunction with a bona fide rehabilitation program. Samples must be taken in privacy, positive test results confirmed by scientifically accurate means, and employees must be provided the opportunity to have samples independently tested or evaluated and a reasonable opportunity to rebut or explain the results. In civil action, violations may result in the granting of actual and punitive damages, attorneys' fees and costs, and injunctive relief. Violations also constitute a misdemeanor.

Worker privacy. The law banning the use of lie detector tests as a condition of employment or continued employment was amended to define the term lie detector test to include tests utilizing polygraph or similar devices and written exams. Written examinations may be used as long as the

results are not used to form the primary basis for an employment decision.

Occupational safety and health. The Hazardous Substances Right-to-Know Act was amended to require that, in addition to maintaining a list of hazardous substances to which employees may be exposed in the workplace, a poster be displayed at conspicuous locations listing the rights of employees under the Act and a statement that the Department of Labor may be contacted for further information.

Employers must have available for the department of labor, employees, employee organizations, treating physicians, and local fire departments a written outline of their Right-to-Know training program including how workers will be informed of chemical hazards, nature of protective measures adopted for workers' protection, nature of the State law, and how labeling, lists, and the material safety data sheet program works.

Plant closings. A resolution was adopted extending the life of the special legislative commission created by the General Assembly in 1986 to study the feasibility of employee ownership of businesses including those that would otherwise close. The commission will now make a report to the General Assembly by February 2, 1988.

Other laws. A Senate resolution was adopted requesting the State Department of Labor to investigate the labor laws to determine how they pertain to the practice of laying off employees just prior to being vested.

South Carolina

Wages. State employees and retirees may, upon request, have deductions taken from their wages or retirement benefits for the payment of membership dues to the South Carolina State Employees' Association. No deduction is permitted if the association at any time engages in collective bargaining or encourages its members to strike.

South Dakota

Equal employment opportunity. Career State employees and teachers, except for tenured employees at State colleges, are no longer required to retire at age 70. The prohibition against age discrimination of State executive branch and law enforcement personnel was amended to cover all those age 40 and over instead of those between 18 and 70.

Labor relations. The law requiring meetings of public agencies to be open was

amended to now allow executive or closed meetings to prepare for contract negotiations or negotiating with employees or employee representatives.

Preference. It will now be mandatory rather than optional for resident bidders to receive a preference on public contracts against bidders from any other State which enforces or has a preference for resident bidders. The amount of the preference given is to be equal to the preference in the other States.

Tennessee

Hours. Full-time female employees employed for at least 12 months by employers of 100 or more are entitled to receive up to 4 months maternity leave for the birth or adoption of a child. The leave may be with or without pay at the employer's discretion. With certain exceptions, employees are entitled to reinstatement in the same or similar job without loss of accumulated benefits. Enforcement of the act is through the courts.

Equal employment opportunity. The prohibition against discrimination in public employment on the basis of handicap was extended to include private employers, and infectious, contagious, or transmittable diseases or conditions were specifically excluded from the definition of handicap.

Plant closings. A joint resolution was adopted requesting that a special legislative committee be appointed to conduct a comprehensive study of the impact major permanent job cutbacks and plant closings have on the economy of the State and to make recommendations to the General Assembly by April 30, 1988.

Other laws. The Institute for Labor Studies, created within the Department of Labor to develop an association between labor and higher education for the development and delivery of educational services to workers, scheduled to be abolished by sunset legislation, was extended to June 30, 1994. In addition, the Institute was authorized to charge reasonable fees for its educational programs. If sufficient revenue is collected from these fees, then the Institute's programs are to include the training of labor and management in communication skills and conflict resolution.

Texas

Wages. The minimum wage rate was increased from \$1.40 to \$3.35 an hour, effective September 1, 1987, for farm and nonfarm employment. The law continues to exempt employment covered by the Fed-

eral Fair Labor Standards Act, but other coverage provisions were changed. For example, agricultural employers who use less than 300 man-days of labor in any calendar quarter of the preceding year are no longer exempt. Also eliminated was the former lower weekly rate for an employee living on the premises in employer-furnished quarters and the noncoverage of such an employee's family. As before, the Commissioner of Agriculture is responsible for establishing agricultural piece rates and the Department of Labor and Standards for the dissemination of information.

Hours of work and overtime provisions for fire department personnel providing fire fighting and emergency medical services in cities of more than 10,000 population, were conformed to the provisions of the Federal Fair Labor Standards Act. Such personnel in cities of more than 1.5 million population may not work more than an average of 46.7 hours per week, and must be paid time and one-half after 48 hours per week. In all cities of over 10,000 population, the hours of fire department personnel not performing emergency services, and police officers are limited to the weekly hours of nonpublic safety city workers.

Child labor. The penal code was amended to create the offense of employment harmful to minors younger than age 17. It will be a Class A misdemeanor for any person to employ, authorize, or induce a child to work in a sexually oriented commercial activity or in any place of business permitting, requesting, or requiring a child to work nude or topless.

Agriculture. A new law was adopted to ensure that agricultural workers employed by covered employers have access to information concerning hazardous chemicals to which they may be exposed. Employers are to compile and maintain workplace chemical lists containing specified information by crop for each chemical. Employers are also to maintain and make available to employees current material safety data sheets for each chemical purchased. The Department of Agriculture is to develop and provide ongoing training programs for agricultural laborers including information on proper storage and handling of chemicals, protective clothing, first aid treatment, general safety, and the acute and chronic effects of chemicals, and employers are to provide any special protective clothing or devices recommended. Employers are prohibited from retaliating against a worker who files a complaint, assists in an inspection or participates in a hearing under the act.

Background clearance. The Texas School for the Blind was authorized to ob-

tain criminal information records from the Department of Public Safety, the Federal Bureau of Investigation and other law enforcement agencies to investigate persons applying for or employed in positions involving the direct delivery of care to children. A person may be denied employment or discharged if a complete set of fingerprints is not submitted upon request.

Provision was also made for criminal conviction checks of prospective employees of nursing or custodial care homes by the Department of Public Safety. Applicants must be informed of the requirement to conduct a criminal investigation check but may be hired temporarily pending the results.

The authority of the Department of Mental Health and Mental Retardation and community centers to obtain criminal conviction data on applicants for employment will now also apply to employees of a person who contracts with the department or a center to provide residential services to mentally ill patients or mentally retarded clients, if the employee's work involves direct patient or client contact.

Worker privacy. Officers commissioned by the Department of Public Safety may not be suspended, terminated, or subjected to any other form of discrimination because of their refusal to take a polygraph examination.

Permanent personnel files are to be maintained on each firefighter and police officer in cities of 1,500,000 population or more. The files are to contain any letter, memorandum, or document relating to such actions as commendations, honors, misconduct, disciplinary measures, or periodic evaluations. Employees are entitled to receive upon request a copy of any such item placed in the file, and to make a written response to any entry. Information is not to be released without the employees' permission unless required by law.

Private employment agencies. The Labor Agency Law regulating persons procuring employment for unskilled laborers and agricultural workers was repealed.

The employment agency licensing law was amended to prohibit personnel services from imposing any fees on applicants until employment has been accepted, and the Commissioner of the Department of Labor and Standards was specifically authorized to enforce the prohibition. The law now specifically covers executive search or consulting services, overseas placement services, job listing firms, and resume services that provide job market investigation, research, or evaluation.

A new law was adopted regulating the activities of career counseling services. A certificate of authority must be obtained

from the Commissioner of Labor and Standards, and a \$10,000 bond filed by the service. Such firms may not offer or imply any guarantee that a job will be obtained for a client, and also must adopt a program for consumer complaint resolution. No contract may be signed until the service has held at least two interviews with the prospective client and clients may cancel any contract within 3 days of signing.

Another new law requires athlete agents to register with the Secretary of State. Any agents entering into financial services contracts with athletes must also post a \$100,000 surety bond. Specific contract, advertising and recordkeeping requirements were established and certain undesirable practices were prohibited.

School districts are no longer prohibited from listing job opportunities with private employment agencies, from paying agency fees, or from employing any applicant referred by an agency, but may not contract to use an agency as a sole method of employment procurement.

Occupational safety and health. In determining who is a responsible bidder on public works construction contracts, public agencies may now take into account the safety record of bidders.

A person may not engage in the business of removing asbestos from or encapsulating asbestos in a public building unless licensed by the Department of Health. Qualifications of licensure include ensuring that employees are familiar with Federal standards for such work and have completed a course of instruction approved by the U.S. Environmental Protection Agency, proving capability of performing the work, and having access to at least one appropriate disposal site. Employees of the licensed contractor must register with the Department. Notice in writing is to be given to the Department at least 10 days prior to beginning a removal or encapsulation project.

All public construction projects requiring trench excavations exceeding a depth of 5 feet must provide for adequate safety systems meeting Occupational Safety and Health Administration standards.

Employment and training. Among the functions of the newly created Department of Commerce is primary responsibility for attracting and locating new businesses in the State and for implementing and managing the job-training program and other duties previously performed by the Department of Community Affairs in administering the State Job-Training Partnership Act. Administration of the Texas Enterprise Zone Act was also transferred to the new Department from the Economic Development Commission and the Enterprise Zone

Board. The Department will be governed by a six-member Board appointed by the governor and is to employ an executive director.

Preference. When two identical bids or more are submitted for a city or district contract, the bid of a resident bidder will be selected over that of a nonresident.

Other laws. A Child Day Care Advisory Committee was created to advise the Texas Employment Commission on day care initiatives for public and private employers and employees, on options for including day care as a State employee benefit, and on other employment-related day care issues. The Commission was authorized to provide technical assistance to State agencies and to public and private employers regarding offering child day care as an employee benefit.

A concurrent resolution was adopted asking that a special committee be established to study the organization and structure of the State agencies in the executive branch and to recommend policies, procedures, and related areas of management improvement. Among its considerations, the committee is to consider the feasibility of combining the Texas Employment Commission, the Committee on Human Rights, the Industrial Accident Board, and the Department of Labor and Standards to create a new Department of Labor. A written report including its findings, recommendations, and drafts of any proposed legislation necessary to implement its recommendations is to be submitted to the legislature.

Utah

Wages. The \$1,000 ceiling was removed on acceptance of wage claims by the Industrial Commission and on the preferred status of individual wage claims in cases of court seizure of assets or bankruptcy. The lowest wage claim that the Commission may accept was set at \$50. The Commission was authorized to enter into reciprocal agreements with agencies in other States for the collection of wage claims.

Requirements for the posting of security to guarantee the payment of wages for mining employees were repealed.

Equal employment opportunity. The Antidiscrimination Act was amended to extend coverage of the age discrimination prohibition to those age 70 and over instead of only those between 40 and 70. Mandatory retirement is no longer permitted, except that certain executives and high policymaking employees may be required to retire at age 65.

Employee testing. Private sector employers, public utilities, and transit districts may require testing of employees and prospective employees for the presence of drugs or alcohol within the terms of a written policy distributed to employees and available to job applicants. Samples may be collected and tested to investigate possible individual employee impairment, workplace accidents, or theft, for the maintenance of employee or public safety, productivity, quality of products or services, or security of property or information. Specific testing procedures must be followed, and employers and management in general must submit to testing themselves on a periodic basis. Test results may be used as the basis for adverse personnel actions.

Occupational safety and health. The Executive Directors of the Departments of Public Safety and Health were designated as the Hazardous Chemical Emergency Response Commission to carry out the requirements of the Federal Emergency Planning and Community Right-to-Know Act of 1986. The Department of Public Safety was assigned planning responsibilities and the Department of Health is to receive, process, and manage hazardous chemical information and notifications.

Various statutory mine safety provisions were repealed, and the Industrial Commission was directed to adopt rules that substantially incorporate Federal coal mine safety and health standards, including those promulgated under the Federal Mine Safety and Health Act of 1977. Coal mine operators must submit to the Industrial Commission an annual report, including a written emergency preparedness plan.

Other laws. A resolution directed the Legislative Management Committee to assign appropriate interim committees to study, and make recommendations for legislative action, several labor and other subjects including whether the State Industrial Commission should be replaced by a division and division director; ways to strengthen the collaboration between local Chambers of Commerce, local government, business and industry, and educational institutions to enhance the State's economic climate; ways to encourage the growth of high technology industry; to receive and evaluate a report from the Board of Vocational Education on the Displaced Homemaker Program; and to study preferences for State employers on public contracts.

Vermont

Wages. By prior law, the minimum hourly wage rate was increased from \$3.45

to \$3.55, effective July 1, 1987, with a further increase to \$3.65 scheduled on July 1, 1988.

Child labor. Various amendments were made to the child labor law with respect to employment of children as actors or performers in motion pictures, theatrical productions, radio or television. The ban on employment under age 14 will not apply to these children, those under age 16 may be employed until midnight instead of 7 p.m. as otherwise provided, and the medical certificate requirement for obtaining an employment certificate may be waived by the Commissioner of Labor. The Commissioner of Education must approve the educational program being provided to any such child and employment of this kind may not exceed 90 days during the school year.

Equal employment opportunity. Among other changes to the municipal employees retirement system, retirement at age 70 is no longer mandatory.

Employee testing. Private and public employers and employment agencies are prohibited from requesting or requiring job applicants to submit to a drug test except that employers may require a test only after a conditional offer of employment is made, advance notice is given, and the testing is done in conjunction with a comprehensive physical exam. Employees may not be tested except for probable cause and only if an employee assistance program for alcohol or drug abuse is available. Employees whose test results are positive may not be terminated if they agree to participate and successfully complete the employee assistance program. A subsequent positive test may result in dismissal. All permitted tests must follow specified procedures, and employees or applicants must have the opportunity for retesting if the original test is positive.

Occupational safety and health. All employers are to establish or negotiate a smoking policy which prohibits smoking throughout the workplace or restricts smoking to designated enclosed areas. Smoking may be permitted in designated unenclosed areas if it will not be a physical irritation to any nonsmoking employee and three-fourths of the employees agree. Employers are prohibited from discharging or disciplining an employee because the employee assists in the supervision or enforcement of the law.

Other laws. A 1986 law provided that any employee whose group hospital and

medical insurance would end because of the termination of employment, for reasons other than misconduct, is to be entitled to continue this coverage for up to 6 months by paying the group rate premiums. These employees also have the option of having a converted policy issued to them by the group policy insurer.

The Architectural Barrier Compliance Board was reorganized with the Commissioner of Labor and Industry becoming chairperson in place of the State Buildings Commissioner. A representative of the labor department previously served on the Board.

Virgin Islands

Plant closings. Employers of at least 10 employees or more closing a plant or reducing employment by at least 50 percent must give at least 90 days advance notice to the employees, their union, and the Commissioner of Labor. Affected employees are entitled to a severance payment of 1 week's pay for every year of service with the employer, and must be given permanent preference in hiring at other workplaces of the employer. Employees affected by a plant closing have the right of first refusal to purchase the facility within 90 days of the employer's notice. Group disability insurance policies must provide that in the event of a plant closing, insurance will continue for 90 days, with premiums paid in the same manner as before the closing.

Preference. The law requiring hiring preference for local residents on public works projects was amended to require that all job vacancies be listed with the Virgin Islands Employment Service.

Other laws. A wrongful discharge law was enacted under which the discharge of an employee for reasons other than those specifically enumerated is considered to be wrongful. The exceptions include dismissal for negligent work, continuous absences, incompetence or inefficiency, use of intoxicants or controlled substances which interfere with work performance, insubordination, and dishonesty. Employees discharged for other reasons may file a complaint with the Commissioner of Labor who may hold a hearing and order reinstatement and backpay if warranted. Employees may also bring court action for compensatory and punitive damages. The law does not apply to dismissals caused by business closings or general cutbacks in the work force because of economic hardship.

Virginia

Agriculture. The State Department of Labor and Industry rather than the Virginia

Employment Board is now to provide staff support to the Migrant and Seasonal Farmworkers Board and serve as fiscal agent for any funds received.

Equal employment opportunity. The Virginia Human Rights Act was enacted under which conduct violating State law governing discrimination or Title VII of the Federal Civil Rights Act of 1964 or the Federal Fair Labor Standards Act on the basis of race, color, religion, national origin, sex, age, marital status, or disability is considered unlawful. A Council on Human Rights was created, with a Human Rights Director, all appointed by the Governor. Within Council guidelines, the Director is authorized to accept, investigate, and conciliate complaints, and the Council is empowered to receive, investigate, seek to conciliate, refer to another agency, hold hearings, and make findings and recommendations upon complaints. With the approval of the Attorney General, the Council may seek, through appropriate enforcement authorities, prevention of or relief from alleged unlawful discriminatory practices.

Local governments were authorized to enact municipal or county human rights ordinances which are not inconsistent with nor more stringent than State law.

State employees and professional or clerical employees of county, city, or other local public school boards are no longer required to retire at age 70.

The legislature adopted a resolution asking that a joint subcommittee be established to evaluate the supported employment program currently serving the mentally disabled, and to determine the feasibility of including the physically disabled in the program. A report of the subcommittee's recommendations is to be made to the 1988 General Assembly.

Labor relations. Employees of the Metropolitan Washington Airports Authority may not participate in any strike or assert any right to strike against the Authority.

Background clearance. Applicants for a license to operate a child-care facility are to provide the Commissioner of Public Welfare with a sworn statement on any past convictions or pending charges for offenses involving criminal sexual assault or taking indecent liberties with children. Any person wishing to work at such a licensed facility is to provide it and the Commissioner with a similar sworn statement. A statement by prospective employees may also be required by unlicensed facilities.

Occupational safety and health. Admin-

istrative search warrants for inspections of workplaces under occupational safety and health laws may be issued by the courts based upon a petition demonstrating probable cause.

Cases for civil penalties of up to \$10,000 per violation arising under the State occupational safety and health laws or standards may be tried and decided by the general district court.

After July 1, 1988, contractors engaged in removing or encapsulating asbestos must obtain a license from the Department of Commerce, and all employees coming into contact with asbestos must obtain an asbestos worker's license. The Department of Commerce is authorized to approve training courses for license applicants and to develop an examination for testing them. Contractors must notify the Department of Labor and Industry prior to undertaking each asbestos project, and the Department is to conduct at least one onsite inspection of each licensed contractor's procedures. Employers are prohibited from discriminating against or otherwise penalizing any employee who complains to or cooperates with the Department of Commerce or any other governmental agency in conjunction with this act.

Surface mining operations will now be inspected at least every 180 days rather than at least every 90 days as before. Inspections at least every 90 days are still required of underground mine operations except that those meeting specified safety and other qualifications will automatically be considered for a reduced number of inspections each year up to 50 percent of the normal inspections. A provision for reduced inspections of certain other mining operations was repealed.

In addition to other powers and duties, the Commissioner of Labor and Industry will now serve as executive officer of the Virginia Safety and Health Codes Board and of the Apprenticeship Council, with responsibility to ensure that the regulations are carried out. The Commissioner of the Employment Commission was added to the ex officio membership of the Apprenticeship Council.

Employment and training. Separate resolutions urged the Governor's Council on Employment and Training to assume leadership in requesting business and industry to extend employment and training incentives and opportunities to teenage parents and other at-risk youth, and requested the State Department of Education to explore and utilize its cooperative linkages with business and industry to provide work-study and training opportunities for these individuals.

Washington

Wages. The labor commissioner may now bring legal action to collect unpaid minimum wages and prevailing wages for all underpaid employees (instead of only for those who have filed wage claims and who are financially unable to employ counsel), and was authorized to conduct investigations to ensure employer compliance with the prevailing wage, minimum wage, and wage payment/wage collection acts where a violation is suspected.

Private parties who build new facilities for State agencies, which contract to rent, lease, or purchase at least 80 percent of the facility to the agency, must comply with the State law requiring the payment of prevailing wages on public works.

Agriculture. Persons bringing suit against the surety bonds or deposits filed by farm labor contractors are no longer required to first obtain a judgment against the contractor prior to filing suit. Wage claims, including employee benefits, are specifically the first priority claim if total claims exceed the amount of the bond.

Equal employment opportunity. A disability accommodation revolving fund was established for the use of State agencies in accommodating the unanticipated jobsite or equipment needs of disabled State employees.

The Employment Security Department was directed to establish an information clearinghouse for use by disabled persons and private and public sector employees. Information is to be provided and published on services available to assist disabled persons in their training and employment needs, and incentive programs and services available to employers of disabled workers. An interagency task force was created to develop and implement recommendations to promote greater use of disabled workers in the work force, greater interagency program coordination, and improved services to the disabled and prospective and current employers.

A resolution was adopted directing the Governor's Committee on Disability Issues and Employment and the Developmental Disabilities Planning Council to report to the governor and the legislature, by January 1, 1988, on the progress made in implementing the Committee's recommendations directed toward the achievement of employment, independence, and economic well-being by citizens of disability.

Background clearance. The State Patrol Criminal Identification System was authorized to disclose a prospective employee's record for convictions of offenses

against persons, adjudications of child abuse in a civil action, and disciplinary board final decisions to the State Board of Education, law enforcement agencies, the Department of Social and Health Services, and to any business or organization that educates, trains, treats, supervises, or provides recreation to developmentally disabled persons or children under age 16. Applicants may be employed on a conditional basis pending completion of such a background investigation.

Labor relations. Academic employees of community colleges now have collective bargaining rather than meet and confer rights. Other major changes in the law regulating community college negotiations include establishing employer and employee organization unfair labor practices, and permitting the negotiation of union security provisions other than the closed shop. Strikes are prohibited.

The Public Employees' Collective Bargaining Act was amended to cover University of Washington printing craft employees in the Department of Printing.

Members of the State patrol are now covered by the State Public Employees' Collective Bargaining Act; unlike other covered employees, they may not bargain over wages and wage-related matters. Fact-finding and mediation are provided for in the event of negotiation impasse and strikes are prohibited.

Employment and training. The State Youth Employment Exchange created within the employment security department to help unemployed young adults obtain available job opportunities in both public and private agencies was renamed the Washington Service Corps. Programs of educational assistance were added to existing job training and placement programs and a program emphasis in distressed areas of high unemployment and low family income was mandated.

Other laws. A new law was enacted authorizing and regulating employee cooperative corporations. The Department of Community Development is to include an employee ownership program within its existing technical assistance programs. This program is to provide technical assistance and conduct educational programs on employee ownership and self-management.

Employers are required to arrange em-

ployees' worktime to allow each employee up to 2 hours for voting on primary or election days during the time the polls are open. If the employee's work schedule does not allow 2 free hours, an employer is required to grant up to 2 hours with pay during the employee's work schedule for voting purposes. These provisions will not apply if there is sufficient time for employees to submit absentee ballots following the scheduling of work hours.

West Virginia

Equal employment opportunity. The prohibition against age discrimination in public and private employment now applies to all persons over age 40 instead of those between age 40 and 65. The time limit for filing complaints of discrimination with the Human Rights Commission was extended from 90 to 180 days after the alleged act of discrimination.

Occupational safety and health. A comprehensive Occupational Safety and Health Act was enacted for public State employment administered by a new Division of Occupational Safety and Health within the Department of Labor. The Commissioner of Labor is to provide for the adoption of all standards of the Federal Occupational Safety and Health Act of 1970, and of additional or more stringent standards as deemed advisable. Among other provisions, the Commissioner is authorized to make inspections and to issue citations, variances and other determinations, subject to appeal to a governor-appointed Review Commission, and subsequent judicial review. The Labor Commissioner is to provide for coordination with the workers' compensation commissioner. The law does not apply to the Department of Corrections, the Department of Health, and the Legislature. Political subdivisions have the option to elect coverage.

Coal miners have the right to refuse to work in an area or under conditions which they believe to be unsafe. Changes were made in the requirements or procedures for testing for gases, haulage equipment, protective equipment, and fire protection. Mine operators must now provide a copy of the proposed annual ventilation plan to the miners' representative at least 10 days before it is submitted.

Other laws. The Department of Labor, scheduled to terminate on July 1, 1987

under sunset legislation, was extended to July 1, 1988.

Employers are prohibited from discharging an employee who loses time from work as a result of emergency duty as a volunteer firefighter.

Wisconsin

Wages. The State basic minimum wage rate was increased administratively from \$3.25 to \$3.35 per hour effective September 1, 1987. The rate for minors under age 18 was increased from \$2.90 to \$3, the rate for tipped employees rose from \$1.95 to \$2.01 (from \$1.65 to \$1.71 for minors), and the hourly rate for agricultural workers was increased from \$3.05 to \$3.15 (from \$2.70 to \$2.80 for minors).

Separate legislative attempts to increase the basic minimum wage rate in two steps to \$3.85 per hour by January 1989 passed the legislature but were vetoed by the Governor.

Wyoming

Wages. Overtime pay of time and one-half the regular hourly rate for laborers, mechanics, or workmen working on public works projects, previously required for all work over 8 hours a day, will now be required instead for hours worked in excess of 10 a day or 40 a week.

Under the State prevailing wage law, the definition of locality for purposes of establishing prevailing wage rates on public construction was changed from nine judicial districts to four geographic districts.

Courts issuing a money judgment against an individual may now order a continuing wage garnishment for payment. The maximum portion of disposable income subject to continuing garnishment is the same as under the Federal wage garnishment law, and employers are prohibited from discharging an employee because a creditor has subjected or attempted to subject an employee's earnings to a continuing garnishment.

Preference. The law granting resident contractors preference in the awarding of public contracts was amended to clarify the definition of resident and to require the labor commissioner to certify residency and enforce the law and authorize the commissioner to issue certain regulations. The labor commissioner was also directed to enforce the law providing a preference for State laborers.

FOOTNOTES

¹Unemployment insurance and workers' compensation are not within the scope of this article, which is based on information received by November 5, 1987. Separate articles on each of these subjects are also published in the *Monthly Labor Review*.

²New asbestos abatement laws were enacted in Arizona, Colorado, Connecticut, Delaware, Florida, Hawaii, Illinois, Maine, Massachusetts, Minnesota, North Dakota, Ohio, Oregon, Texas, and Virginia. Amendments were made to prior laws in Arkansas and Georgia.

State workers' compensation: legislation enacted in 1987

Of 38 States passing legislation last year, one-third took action to improve medical care and rehabilitation services; several States now allow garnishment for the support of dependent children

LAVERNE C. TINSLEY

As of October 1, 1987, 232 amendments affecting State workers' compensation programs had been enacted by 38 States. Significant changes were made in workers' compensation statutes covering medical care and vocational rehabilitation in 18 States. Seven States revised occupational disease statutes; in Oregon, the statute of limitations for filing claims was reduced from 5 years to 1 year. Other laws were amended covering insurance, attorney fees, and penalties, and fines were established to cover violations.

Connecticut increased the percentage of the State average weekly wage upon which benefits are based for disability and death to 150 percent, formerly 100 percent. But New Mexico reduced the percentage of the State average weekly

wage used in determining compensation for total disability from 100 percent to 85 percent. The freeze on benefits for disability and death was extended for an additional month in Maine. A new freeze was placed on 1987 compensation rates in Montana.

Several States now allow garnishment of compensation benefits for the support of dependent children of workers' compensation recipients.

Many study committees and commissions were continued, and new ones established to review and recommend possible changes that would improve the overall compensation system.

The 1987 legislative changes by State follow.

Alabama

Two self-insured employer groups or more may now pool their liabilities for obtaining excess or reinsurance coverage above the retention levels maintained by individual employer groups.

Arizona

Handicapped clients enrolled in vocational training programs offered by nonprofit organizations may now be covered for work-

ers' compensation at the option of the organization.

Lump-sum compensation payments for certain cases of disability, or for death, may be received up to a maximum of \$50,000 after June 30, 1987.

The Director of the Industrial Commission is required to employ an ombudsman to provide assistance to workers' compensation recipients concerning the State's workers' compensation program and the rules governing claims proceedings and methods used in determining benefits.

A definition for "loss of use" was added to the law for purposes of compensating partial disabilities.

Another new provision provides for a penalty of 25 percent based on any previously awarded benefits for charges of un-

fair claims processing or bad faith practices by an employer, insurer, or others who handle claims, and is in addition to any compensation awarded. Payments made by the State Compensation Fund will be reimbursed by the State Compensation Fund.

Arkansas

Coverage is broadened to include certain volunteer public safety workers. Group self-insurance programs which give credits against renewal premiums based on annual loss experience have been opened to local governments. The filing requirements for obtaining self-insurance or group self-insurance status (includes posting a surety bond, posting securities, or obtaining excess insurance) are no longer applicable.

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Colorado

The maximum weekly benefit level for a "schedule" injury was increased from \$84 to \$150; and for a nonschedule injury from \$84 to \$120. Total maximum compensation payable is \$37,560, previously \$26,292. Indemnity payments for total disability and temporary partial disability will cease when the employee reaches maximum medical improvement, returns to work, or is capable of returning to work, refuses an offer of rehabilitation, or when payments are discontinued at the discretion of the Director of the Division of Labor.

Injured employees are newly entitled to receive unlimited vocational rehabilitation benefits from the Major Medical Insurance Fund. The time limit (52 weeks) on receipt of vocational rehabilitation benefits from the Fund has been eliminated. The provision of furnishing rehabilitation benefits is no longer an obligation of the employer.

A surcharge will be assessed against all workers' compensation insurance premiums to cover employers against claims for personal injuries to their employees.

Two employers or more in the same or similar type of business, or who are members of the same bona fide trade or professional association are permitted to form self-insurance pools for workers' compensation purposes.

The title, "hearing officers," has been changed to "administrative law judges."

An independent study of the State's present workers' compensation system may now be authorized by the Director of the Division of Labor to determine the system's effectiveness.

Connecticut

The State average weekly wage, upon which benefits are based for disability and death, was raised from 100 to 150 percent.

Doctors must now furnish a medical report to the employer, employee, or the employee's attorney within 30 days after completing an examination of the employee.

A task force was formed to study the State's liability as an employer under the workers' compensation act, including the State's management structure, budgeting procedures, and funding methods used to regulate such liability. Methods must also be explored for reducing the human and financial costs of such liability.

Delaware

Employees of volunteer ambulance companies and employees of the University of Delaware's Emergency Care Unit have been given coverage for workers' compensation.

Florida

The maximum compensation payable to dependents of nonresident aliens in cases of death was increased from \$1,000 to \$50,000. Injured employees are eligible to receive lump-sum compensation payments 3 months (formerly 6 months) after reaching maximum medical improvement.

Authority was given to the Division of Workers' Compensation to assess a civil penalty against any carrier who deauthorizes a health care provider approved by an employer. A 1-year study of deauthorization complaints by the Division of Workers' Compensation and the Department of Labor and Employment Security was approved to determine whether current law is adequate for protecting the interests of injured employees.

Georgia

Coverage was broadened to include publicly employed medical technicians permanently disabled or killed while performing during an emergency occurring after July 1, 1977. Elected officials of a county-governing authority are now also covered.

Compensation for death benefits based on partial dependency will be terminated at age 65, or after payment of 400 weeks of benefits, whichever is greater.

The terms "occupational disease" and "disablement" have been modified. The schedule of compensable occupational diseases and the statute of limitations provisions for occupational disease were deleted from the law. Further, coverage was dropped for some cases of psychiatric and psychological problems and heart and vascular diseases. All disability claims for occupational disease must be filed prior to 7 years after last injurious exposure to the hazard of a disease in the workplace; and death claims must be filed within 1 year after death if the cause of action was not barred during the employee's life.

A Senate workers' compensation study committee was created to study the conditions, needs, issues and problems associated with providing rehabilitative services to injured employees. Recommendations for legislation must be made on or before December 15, 1988.

Hawaii

Coverage was extended to volunteer boating enforcement officers and to psychologists under the definition of "physician." Reference to "volunteer deputy fish and game warden" has been changed to "volunteer conservation and resources enforcement officer."

An amendment provided for a \$150,000 appropriation for the organization and

sponsorship of a conference on the State Fund which will give business, labor, carriers, government officials, and others an opportunity to discuss the most effective ways of implementing the objectives of the Fund.

Idaho

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

Iowa

Medical care personnel who provide emergency services are newly covered for workers' compensation.

Kansas

Total maximum compensation was increased to \$125,000, formerly \$100,000, for permanent total disability and to \$200,000, from \$100,000, for the death of a worker. In cases of temporary total and permanent partial disability, the total maximum compensation that may be received is \$100,000, formerly \$75,000.

The coverage of wholly dependent children was extended to include any child who is less than 23 years of age and who is not physically or mentally capable of earning wages in any type of substantial or gainful employment, or any child who is a full-time student.

Employees are allowed to select a physician of their own choosing without prior approval of the Director of Workers' Compensation (Director); however, liability of the employer is limited to costs of up to \$350. All preventive medical care and treatment for exposure to hepatitis on the job is the responsibility of employers.

The Director of Workers' Compensation is no longer required to use information based upon medical evidence in determining the percentage of an employee's disability and the proportion of an award attributable to a preexisting physical or mental impairment.

Attorney fees for an initial workers' compensation claim are limited to a reasonable amount determined by the director, or 25 percent of any compensation recovered and paid, whichever is less.

References to "Workmen's Compensation Act" and "workmen's compensation" were changed to "Workers' Compensation Act" and "workers' compensation" throughout the statute.

Injured employees are now entitled to vocational rehabilitation if the compensable injury or disease prohibits the employee from working for the same employer with or without accommodation.

The director is authorized to refer an injured worker to an agency for rehabilitation if the worker is off the job for 90 days, or

if the director determines that rehabilitation services are needed, in cases in which rehabilitation has not been offered voluntarily.

Costs for vocational rehabilitation, reeducation, or training away from the employee's customary place of residence, have been increased to a maximum of \$3,500, from \$2,000. An additional \$2,000, formerly \$1,000, may be paid in unusual cases at the discretion of the director.

The period allowed for vocational rehabilitation was extended to 36 weeks, previously 26 weeks; and in extremely unusual cases, the period may be extended an additional 36 weeks.

Employers are relieved from liability for subsequent injury to a handicapped worker if the employer files a written notice of his or her knowledge of an employee's preexisting impairment.

Kentucky

In a special session, workers' compensation legislation was enacted raising premium assessments on employers 23.3 percent, up from .75 percent. The increase is anticipated to reduce the Kentucky Special Fund's unfunded liability estimated at \$1.7 billion.

Louisiana

The method used for determining the employee's average weekly wage when the employee is paid on a monthly basis was changed. Monthly wages are now multiplied by 12 and divided by 52; formerly monthly wages were divided by 4.

Fees for nonemergency medical care are limited to \$1,000, without the mutual consent of the employee, the employer, or the employer's insurer. After the initial selection of a physician by the employee in any field or specialty, approval must be obtained from the employer or carrier for changing the treating physician. A privately owned vehicle may be used by an employee for transportation to receive medical benefits. Employees who use their own vehicles are entitled to reimbursement at the same rate per mile as established for reimbursement of State employees who use their personal vehicles while doing business for the State.

The Director of the Office of Risk Management of the Division of Administration is required to establish and promulgate a medical fee schedule for State self-insured workers' compensation cases.

Health care providers who treat workers' compensation claimants must release medical records upon request by the employer, carrier, or employee.

The assessment for immovable property

that a foreign corporation must own in Louisiana as security for workers' compensation benefit payments was raised from \$25,000 to \$100,000.

A Special Commission on Workers' Compensation and Safety was created to study the feasibility of developing plans and procedures for establishing the Louisiana Workers' Compensation Insurance Fund, and for developing safety programs for all public and private sector employees. A report on the work of the Commission is scheduled for preparation no later than March 30, 1988.

Maine

All prisoners are excluded from coverage, except those who are serving the final 72 hours or less of a sentence, those assigned to work outside of the prison facility, and those who are employed under a work release program.

New coverage was enacted for work-related stress considered extraordinary and unusual in comparison to pressure and tensions experienced by the average employee; and the work-related stress is the predominant cause of the mental injury.

A person who employs an independent contractor is not liable for workers' compensation protection for the employees of the independent contractor.

The freeze in effect until July 1, 1988, on maximum weekly benefits for disability and death occurring on or after June 30, 1985, was extended an additional month, to August 1, 1988.

The Superintendent of Insurance is authorized to assign certain cases to insurers who participate in the accident prevention account and in the safety pool.

Employers who fail to secure their liabilities for funding the Second Injury Fund will now be fined up to a maximum of \$10,000.

A Joint Select Committee was formed to study the costs of providing benefits under the Workers' Compensation Act.

Maryland

Legislation provides for an annual cost-of-living adjustment for recipients of permanent total disability benefits based on increases in the Consumer Price Index; however, the annual rate of change applied as an adjustment may not exceed 5 percent.

The Workmen's Compensation Commission is required, at least once every 2 years, to review the fees and charges established for medical care and make appropriate revisions as necessary. Providers of vocational rehabilitation services must now be registered with the Commission or be subject to penalty.

Group self-insurance pools may be es-

tablished by a county board of education, a community college, a regional community college, and now by employers in order to meet their obligations for workers' compensation.

Funding for the Subsequent Injury Fund is provided through assessments against employers or insurers that equal 6½ percent of all awards and settlement agreements approved on or after July 1, 1987.

The Workers' Compensation Commission is now authorized to request a review by the Occupational Safety and Health Administration of work sites and practices of each industry and employer it has identified for evidence of excessive safety violations.

The Workers' Compensation Benefit and Insurance Oversight Committee was set up to examine and evaluate the condition of the State's workers' compensation benefit and insurance structure.

Michigan

Suits for damages against an employer are permitted by employees in cases in which injury or occupational disease is the result of an act of intentional tort as determined by the court.

Minnesota

Elective coverage is extended to sole proprietors, to certain family members of the sole proprietors, and to an executive officer of a closely held corporation having less than 22,880 hours of payroll during the preceding calendar year, if the officer owns at least 25 percent of the corporate stock. Coverage may also be elected for an independent contractor.

For injuries resulting from total loss of taste or smell occurring between December 31, 1983, and November 12, 1985, the disability rating used for determining benefits is set at 3 percent.

Expenses for travel, lodging, and meals of employees have been made the responsibility of the employer under medical care. Monitored medical care and surgical treatment must be reported to the Medical Service Review Board. Testimony of a health care provider is allowed only in cases of occupational disease, cardio-pulmonary injuries or diseases, injuries from cumulative trauma, issues of apportionment of liability, and mental disorders, or upon a compensation judge's order.

The Commissioner of Labor and Industry is responsible for preparation of recommendations to reduce workers' compensation insurance premiums to be submitted to the legislature before January 1, 1988. The proposals should consider benefit levels for wage replacement and should be designed to reduce the high rate of litigation and increase the equity of the system.

Other revisions in the law include grounds and procedures for discontinuing payment of benefits, settlement of disputes, expedition of hearings in cases involving financial hardship, and a general administrative reform.

Mississippi

The Commission is empowered to impose sanctions against parties who make frivolous claims.

Assessments maintained by the Second Injury Fund from death cases may not exceed \$350,000, previously \$250,000.

The Workers' Compensation Commission is authorized to appoint a medical advisory board for advisory purposes and for studying the possibility of the Commission's use of a medical fee schedule.

An advisory council was established for purposes of informing and advising the Commission on all matters related to the administration of the act.

Montana

Numerous revisions were made in the workers' compensation statutes. For instance, the law now specifies which employments are required to come within the act, which may elect coverage, and which employments are excluded.

Cost-of-living allowances will now be paid for cases of permanent total disability. The compensation rates effective in 1987 are frozen for 2 years. The waiting period for payment of compensation for temporary total disability is 7 days if the injured employee has not returned to work after 5 days; previously it was the day after injury.

A limited dollar amount will be used in determining a lump-sum compensation payment. Death benefits for a spouse may be received up to 10 years. Previously, payments for death were for life. Compensation for incarcerated felons is no longer permitted and only one compensation award is permitted for impairment of the same body part.

Payment of claimant attorney fees and costs are allowed in cases where an insurer has been unreasonable or where a claimant has been successful.

In cases involving third-party settlements, the insurer is entitled to subrogation rights. Also, a provision was enacted which prohibits the firing of an employee solely because the employee filed a claim for compensation.

An insurer's liability for payment of benefits to a certified vocationally handicapped person is limited to 104 weeks of compensation.

Garnishment or attachment may be placed against workers' compensation ben-

efit payments for child support in certain cases.

The amount of bond required for guarantee of benefit payments now begins at a minimum of \$25,000 and extends to a maximum of \$200,000; formerly the amounts were \$5,000 and \$100,000, respectively.

Injured workers are newly entitled to 2 years of preferential hiring with the same employer. Criminal penalties will go into effect against persons who file fraudulent claims or obtain benefits by wrongful means.

The period within which occurrence of an injury must be reported to the employer or insurer was reduced to 30 days from 60 days.

Compensation benefit payments to a certified vocationally handicapped person may not exceed 104 weeks.

Insurers have authority to give immediate financial incentives to employers who institute approved safety programs.

Additional staff may be employed by the Division of Workers' Compensation as needed to ensure the timely processing of claims.

Nebraska

Coverage was broadened to include prison inmates while they are working for the Department of Correctional Services under certain circumstances.

Maximum weekly benefits for disability and death were raised to \$235, formerly \$225. On July 1, 1988, benefits will increase to \$245. The minimum benefit level remains at \$49.

The Workers' Compensation Court is now authorized to establish and publish schedules of maximum fees for medical, surgical, and hospital services.

Nevada

Sole proprietors and certain corporate officers are now permitted to be covered for workers' compensation.

Injuries occurring to employees on or after July 1, 1987, that result in a disability rating for permanent partial disability exceeding 25 percent may be compensated in a lump sum.

The waiting period for temporary total disability compensation is a minimum of 5 consecutive days, or 5 cumulative days, within a 20-day period.

The terms "medical benefits" and "rehabilitative services" have been added to the definitions of "accident benefits" and "compensation," respectively.

An insurer who pays compensation for subsequent injury is entitled to reimbursement from the Subsequent Injury Fund if the employee has misrepresented his or her original claim for injury.

The Subsequent Injury Fund is solely responsible for compensating cases of permanent physical impairment resulting in death or greater disability by the combined effects of a preexisting impairment and a subsequent injury.

Cancer caused by exposure to a known carcinogen which is reasonably associated with cancer is covered as an occupational disease of any person employed as a firefighter for at least 5 years. Also, police officers and firefighters are relieved of the burden of proving their heart disease is from exposure to noxious gases, fumes or smoke, overexertion, stress, and danger, unless these employees suffered from such an ailment during a 5-year period preceding employment.

X-ray examinations required to detect lung diseases of police officers and firefighters will now be scheduled more frequently; however, complete lung tests of volunteer firefighters are not mandatory.

Compensation is now allowed for exposure to asbestos resulting in permanent total disability or death.

Employers have the option to provide occupational disease coverage to employees who were previously excluded.

New Hampshire

Workers' compensation awards may now be garnished for child support obligations.

Benefits for rehabilitation must be provided within 5 workdays after the labor commissioner has rendered a decision in any case.

A *prima facie* presumption was added to the law stating that a disease in a firefighter is occupationally related, provided that there is no record of reasonable medical evidence that the employee was free of the disease at the beginning of employment.

New Jersey

Individuals working as public employees under general supervision of the Palisades Interstate Park Commission of New Jersey are covered for workers' compensation. New coverage is provided for certain claimants whose insurance carriers have become insolvent. They are now covered under the Federal Longshore and Harbor Workers' Compensation Act.

New Mexico

A new Labor Department has been created and the Workers' Compensation Division established within the Department to administer the workers' compensation law. The new Division has all the authority and duties for administration that were previously assigned to the Workers' Compensation Administration agency.

Legislation was enacted reducing maximum weekly benefits for total disability

from 100 percent to 85 percent of the State average weekly wage. The weekly compensation period for total disability was raised to a maximum of 700 weeks, formerly 600 weeks; except for cases of total disability from primary and secondary mental impairment (100 weeks). For unscheduled permanent partial disability, the maximum payment period was increased to 600 weeks from 500 weeks, except for permanent partial disability resulting from primary and secondary mental impairment (100 weeks).

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

Employers are required to furnish psychiatric and psychological services to injured employees when necessary. And for occupational diseases, they are responsible for furnishing physical therapy and dental and optometric services. A \$2,500 limit has been established for vocational evaluation and counseling services. The additional \$3,000 allowable as maintenance for living expenses, tuition, and travel during rehabilitation training has been eliminated. Training must now be completed within 2 years from the date the vocational rehabilitation training is determined as necessary. Other new and detailed procedures have been established concerning vocational rehabilitation services.

Attorney fees are payable up to a maximum of \$12,500 and additional fees may be authorized if the employer has acted in bad faith.

An offset of unemployment compensation benefits against total disability benefits was added to the law.

A Joint Interim Legislative "Workers' Compensation Committee" was set up to study the State's workers' compensation program. The committee is required to submit a report and any recommendations for legislation to the Legislature on or before December 15, 1987.

New York

Under certain circumstances, benefits pursuant to the Longshore and Harbor Workers' Compensation Act are now payable with respect to coverage of employees located or resident only in the State of New York.

A 2-year statute of limitations is established for filing discrimination complaints against an employer, after the employer's commission of a discriminatory practice.

North Carolina

Compulsory coverage under the law is now required of employers with three regular employees or more; however, the exceptions established pertaining to agriculture, domestic services, and sawmill and logging

operations are still applicable. The requirement that hernia injury be accompanied by pain was eliminated. Compensation for hernia is permitted if the condition arises out of and in the course of employment and is the direct result of a specific traumatic incident of the assigned work.

Maximum weekly benefits will be computed by multiplying the State average weekly wage by 1.10 and by rounding the figure to its nearest multiple of \$2.

Benefits for serious facial or head disfigurement and for body organ damage were raised to \$20,000, from \$10,000. Additionally, maximum benefits for burial are \$2,000, formerly \$1,000.

Revisions made in the occupational disease statutes which affect compensation for hearing loss, change the statute of limitations for claims in which payments have been discontinued and additional compensation is claimed, by requiring that such claims be made within 2 years after the last payment date, formerly 1 year after last payment.

The fines for noncompliance with insurance requirements are increased to \$1 per employee, formerly 10 cents, but not less than \$50, formerly \$1, nor more than \$100, formerly \$50, for each day of non-compliance.

North Dakota

Coverage was broadened to include full-time firefighters and emergency medical technicians who contract infectious diseases in the line of duty.

In death cases, the total maximum amount of compensation allowable is \$197,000, formerly \$175,000. Supplementary compensation payments for total disability have been raised from a minimum of \$143 to \$150.

Garnishment of benefits for any child support obligation may be ordered by the court.

Vocational rehabilitation benefits are limited to 2 years, except in cases of catastrophic injury in which a worker is permanently and totally disabled and needs rehabilitation to return to gainful employment. Fees to cover expenses for relocation and/or remodeling of living and business facilities are payable up to an amount not exceeding \$10,000; previously, the maximum allowable was \$5,000.

The name of the "Workmen's Compensation Bureau" has been changed to "Workers' Compensation Bureau" (Bureau). The Legislative Council is directed to study the functions and duties of the Bureau, in particular, to decide whether certain functions of the agency should be performed by a single agency.

Oklahoma

By enactment, an examining physician is required to evaluate deafness or hearing impairment according to the latest "Guides to the Evaluation of Permanent Impairment" adopted and published by the American Medical Association. These guides are the exclusive basis for testimony and conclusions concerning cases of hearing impairment.

Oregon

The Department of Insurance and Finance is newly created and the Workers' Compensation Department abolished. All statutory duties, functions, and authority of the Workers' Compensation Department have been transferred to the Department of Insurance and Finance.

Newspaper delivery persons who are 19 years of age or older are exempted from coverage; and amateur sports officials are no longer required to carry health insurance.

Injured workers who are required to leave work for a period of 4 hours or more to receive medical consultation, examination, or treatment with regard to a compensable injury, are entitled to receive temporary disability benefits for the period during which the worker is absent and until the worker is determined to be medically stationary. Injuries occurring solely as a result of any personal recreational or social activities for the employee's personal pleasure are not covered as a compensable injury. The definition of occupational disease has been generally revised.

Approval for formation of self-insured employer groups is granted to certain cities, counties, special districts, intergovernmental agencies, general school districts, and regional council of governments.

Provisions concerning death benefits to dependent children and other surviving dependents of a deceased employee were amended.

The statute of limitations for filing occupational disease claims was reduced to 1 year, formerly 5 years.

Employees actively engaged in rehabilitation training are entitled to receive temporary disability benefits for a period of 16 months; however, an extension may be authorized by the Director of the Workers' Compensation Department when good cause is shown.

Reports of vocational rehabilitation agencies or counselors and all medical reports must be made available to the worker or employer upon request. Other provisions of the law pertaining to vocational rehabilitation hearings, and selection of a vocational rehabilitation provider, medical

services, claims, and workers' compensation ratings and penalties have all been revised.

The Director of Workers' Compensation is authorized to recover fees incurred from noncomplying employers when the Director has prevailed in a suit brought against such employer for noncompliance with the law.

Rhode Island

Dependency benefits for a child over the age of 18 years will now continue to be paid if the person is satisfactorily enrolled as a full-time student in an accredited educational institution or facility; however, such payments will be terminated at age 23 years.

An employer is required to continue payment of health insurance benefits for 2 years, formerly 1 year, after an employee receives weekly compensation benefits pursuant to a preliminary determination by the Department of Workers' Compensation or a decision of the Workers' Compensation Commission; if the employer files a memorandum of agreement or notice of direct payment with the Department for injuries occurring on or before February 28, 1986.

The terms "widow" and "widower" have been changed to "sur-viving spouse."

A Special Legislative Commission is created to review rehabilitation under the workers' compensation act and make recommendations for retraining and/or education of the disabled worker. The Special Legislative Commission established to study the feasibility of creating a State-controlled workers' compensation program has been reinstated with the same members and is scheduled to expire on July 3, 1988.

South Carolina

The South Carolina Industrial Commission has been renamed the South Carolina Workers' Compensation Commission.

Texas

Although mandatory coverage of family members is no longer applicable under the employer's workers' compensation insurance policy, elective coverage is available by law. It has been determined that a farm or ranch worker who performs work, or who provides a service for the benefit of the farm or ranch covered by law, is an employee of that employer unless the worker is hired to perform work or provide

a service as an employee of a person acting as an independent contractor. Peace officers are covered as State employees while making warrantless arrests outside of their jurisdictions.

The Industrial Accident Board is required to establish and maintain guidelines for medical fees and charges, necessary treatment, and an internal program of systematic monitoring of charges to ensure that the guidelines are not exceeded. An annual report must be submitted to the legislature indicating the degree to which the fees paid comply with the guidelines.

In any lifetime benefit case, under certain conditions in which a dispute arises over medical benefits, the Industrial Accident Board may make an award that shall be appealable in accordance with other appeals, but only to the extent of the medical benefits in question. Guidelines for charges and utilization of medical services must also be developed by the Board.

Persons guilty of unethical or fraudulent conduct during a hearing before the Industrial Accident Board may be barred from practicing before the Board.

In compensable cases where disputes exist between two or more employers as to the liability for benefits, each employer will be

Table 1. Jurisdictions which increased maximum weekly temporary total disability benefits during 1987

| Jurisdiction | Former maximum | New maximum | Jurisdiction | Former maximum | New maximum |
|-------------------------|--|--|----------------------|---|---|
| Alabama | \$319.00 | \$331.00 | New Hampshire | \$492.00 | \$525.00 |
| Alaska | \$1,114.00 | \$1,108.00 | New Jersey | \$284.00 | \$302.00 |
| Arkansas | \$175.00 | \$189.00 | New Mexico | \$298.63 | \$270.97 |
| Colorado | \$351.68 | \$357.63 | North Carolina | \$294.00 | \$308.00 |
| Connecticut | \$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 | \$643.00, 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 | North Dakota | \$296.00, plus \$5 for each dependent; aggregate not to exceed worker's net wages | \$299.00 plus \$5 for each dependent; aggregate not to exceed worker's net wages |
| Delaware | \$244.22 | \$250.53 | Ohio | \$365.00 | \$376.00 |
| District of Columbia .. | \$431.70 | \$453.94 | Oklahoma | \$217.00 | \$231.00 |
| Florida | \$315.00 | \$330.00 | Oregon | \$344.77 | \$355.04 |
| Hawaii | \$299.00 | \$318.00 | Pennsylvania | \$347.00 | \$361.00 |
| Idaho | \$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 | \$278.10 to \$386.25, according to number of dependents, plus 7 percent of State's average weekly wage for each child up to 5 children | Rhode Island | \$320.00, plus \$9 for each dependent; aggregate not to exceed 80 percent of worker's average weekly wage | \$337.00, plus \$9 for each dependent; aggregate not to exceed 80 percent of worker's average weekly wage |
| Illinois | \$544.00 | \$548.56 | South Carolina | \$294.95 | \$308.24 |
| Iowa | \$613.00 | \$632.00 | South Dakota | \$262.00 | \$272.00 |
| Kansas | \$247.00 | \$256.00 | Tennessee | \$189.00 | \$210.00 |
| Kentucky | \$316.54 | \$322.19 | Texas | \$224.00 | \$231.00 |
| Louisiana | \$261.00 | \$262.00 | Utah | \$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 | \$335.00, 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 | \$261.00 | \$262.00 | Vermont | \$465.00, plus \$10 for each dependent under age 21 | \$486.00, plus \$10 for each dependent under age 21 |
| Maryland | \$344.00 | \$365.00 | Virgin Islands | \$187.00 | \$185.00 |
| Massachusetts | \$383.57, plus \$6 for each dependent, if weekly benefits are below \$150 | \$411.00, plus \$6 for each dependent, if weekly benefits are below \$150 | Virginia | \$326.00 | \$344.00 |
| Michigan | \$375.00 | \$391.00 | Washington | \$272.72 | \$288.70 |
| Minnesota | \$360.00 | \$376.00 | West Virginia | \$343.06 | \$350.83 |
| Missouri | \$261.19 | \$269.81 | Wisconsin | \$329.00 | \$338.00 |
| Nebraska | \$225.00 | \$235.00 | Wyoming | \$348.01 | \$362.37 |
| Nevada | \$341.95 | \$353.01 | | | |

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. Six

of the nine States (Arizona, California, Georgia, Indiana, Mississippi, and New York) and Puerto Rico made no changes in the benefit amounts. Benefits were frozen in Maine for a period of 3 years and in Montana for 2 years.

required to pay a proportionate share of the benefits.

The Joint Select Committee on Workers' Compensation Insurance was created to conduct a detailed study of the workers' compensation system in Texas, the effect of the system on employees and employers, and how other States have addressed problems that Texas now faces. A complete report, including findings, recommendations, and drafts of any legislation deemed necessary, must be prepared for the 71st Legislature to consider when it convenes in January 1989.

New criteria are now in effect concerning time requirements for nonrenewal of a subscriber's workers' compensation insurance policy.

Also, criteria for use in scheduling locations for workers' compensation hearings are now available that apply to claimants and to the Texas Employers' Insurance Association.

Utah

The "State Insurance Fund" will now be known as the "Workers' Compensation Fund of Utah;" and responsibility for determining and setting premium rates has been

transferred from the Industrial Commission to the Division of Finance.

Legislation was enacted which requires insurance carriers and employers to pay \$30,000 into the Uninsured Employers' Fund, or the Second Injury Fund, in no dependency death cases to maintain the solvency of the funds.

Vermont

Workers who recover from work-related injuries within a 2-year period are entitled to be reinstated with seniority to the first available and suitable positions considering the jobs held by the workers at the time of injury.

Virginia

Members of the State National Guard and auxiliary and reserve deputy sheriffs while on duty are volunteer employees and are now covered for workers' compensation.

Schedule injury awards for incurable imbecility or insanity, except those resulting in total paralysis, may not extend beyond the 500-week limit for total and partial incapacity. Compensation for schedule injury will be paid for a specified period in addi-

tion to all other compensation benefits. Formerly, such compensation was in lieu of all other compensation.

The maximum amount payable for rehabilitative appliances for an injured employee was increased to \$20,000, from \$10,000. The Industrial Commission will order payment of attorney fees, costs and charges of physicians and hospitals by an employer, employee or insurance carrier in contested claims cases determined to be compensable.

Self-insurance certification may be revoked within 30 days, previously 60 days, from notification date to hearing date.

Washington

All agricultural workers now come within coverage; previously workers who earned less than \$150 in a calendar year had no coverage. Automatic coverage of certain corporate officers was removed from the law.

Wyoming

Elective coverage is authorized for employees and occupations not designated as extra hazardous.

Major Agreements Expiring Next Month

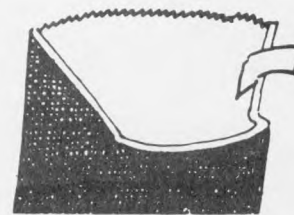


This list of selected collective bargaining agreements expiring in February is based on information collected by the Bureau's Office of Wages and Industrial Relations. The list includes agreements covering 1,000 workers or more. Private industry is arranged in order of Standard Industrial Classification.

| Industry or activity | Employer and location | Labor organization ¹ | Number of workers |
|----------------------|---|--|-------------------|
| Private | | | |
| Construction | Association of Bituminous Contractors, Inc. (Interstate) | Mine Workers (Ind.) | 3,500 |
| | Plumbing and Air Conditioning Contractors of Arizona (Phoenix, AZ) | Plumbers | 1,800 |
| Food products | Campbell Soup Co. (Camden, NJ) | Food and Commercial Workers | 1,400 |
| | Anheuser-Busch, Inc. (Interstate) | Teamsters | 9,000 |
| Instruments | Honeywell Inc. (Minneapolis, MN) | Teamsters | 6,350 |
| Water transportation | Marine Towing and Transportation Employers' Association (New York, NY) | Longshoremen's Association | 3,000 |
| Communication | Central Telephone Co. of Florida (Florida) | Electrical Workers (IBEW) | 1,000 |
| Retail trade | Kroger Food Stores (Columbus, OH) | Food and Commercial Workers | 4,000 |
| | Stop and Shop Stores (Massachusetts and Rhode Island) | Food and Commercial Workers | 7,200 |
| | Stop and Shop Stores, grocery departments (Connecticut) | Food and Commercial Workers | 5,200 |
| | Stop and Shop Stores, meat departments (Connecticut) | Food and Commercial Workers | 1,450 |
| | Stop and Shop Stores (Massachusetts) | Food and Commercial Workers | 1,250 |
| Restaurants | Restaurant League of New York, Inc. (New York) | Hotel Employees and Restaurant Employees | 4,000 |
| Services | San Francisco Maintenance Contractors Association (California) | Service Employees | 2,700 |
| Hospitals | Health Employers Inc., service and maintenance employees (Minneapolis-St. Paul, MN) | Service Employees | 3,800 |
| | Stanford University Medical Center (Palo Alto, CA) | Nurses Association (Ind.) | 1,250 |
| Public | | | |
| Transit | Colorado: Denver Transit Authority | Transit Union | 1,500 |
| Education | Ohio: Toledo Board of Education, classified employees | State, County and Municipal Employees | 1,400 |

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

Book Reviews



A provocative contribution

The International Monetary System: Essays in World Economics. By Richard N. Cooper. Cambridge, MA, The MIT Press, 1987. 284 pp. \$27.50, cloth; \$9.95, paper.

This volume consists of a collection of 13 essays written by Richard N. Cooper between 1969 and 1984. The essays are arranged topically and touch on many of the major issues in international economics and provide insights into the evolution of the international monetary system.

The introduction provides brief summaries of the essays and background on the historical context in which the essays were written. Cooper's role as an adviser to policymakers is also mentioned.

The first essay, published in 1975, outlines the characteristics of alternative international monetary regimes and discusses some of the factors that lead countries to prefer one regime over another. He notes that preferences arise from differences in national objectives and in technical considerations related to the best way to achieve those objectives (for example, the willingness to allow the market to determine exchange rates). Cooper suggests several ways for improving the international monetary system. One is to modify the structure of the International Monetary Fund (IMF) to oversee managed floating exchange rates and to serve as a central bank to central banks. He develops this theme more completely in a later essay.

The next three essays discuss aspects of alternative international monetary systems: the gold standard, ways to add more flexibility to a system of fixed exchange rates, and experience under floating exchange rates. The essay on the gold standard, written in 1981, presents a persuasive case that the gold standard did not produce price stability when it was in effect and would not if adopted again. The essay on adding more flexibility to a system of fixed exchange rates, written in 1969, advocates methods to introduce more flexibility into exchange rates, while retaining some of the advantages of fixed exchange rates. Cooper discusses a system of gliding parities with weekly changes of a fixed amount triggered by changes in a country's international reserve position. The essay on experience under floating exchange rates, written in 1980, discusses exchange rate movements during 1973–80 and concludes that floating exchange rates contributed significantly to world economic performance given the severe economic shocks of the period. In a later essay, Cooper amends this conclusion.

The essay on the balance-of-payments process before generalized floating exchange rates, written in 1972, points out that adjustment can occur through changes in aggregate demand, controls on international transactions, or changes in exchange rates. Cooper suggests that changes in exchange rates are the most desirable of these alternatives and that greater flexibility in exchange rates should be emphasized. Of course, generalized floating exchange rates went into effect the following year. The essay on the balance-of-payments adjustment process after floating exchange rates, written in 1976, discusses the surveillance role the International Monetary Fund should play in monitoring exchange rate changes.

The next four essays concern the role of key currencies or principal reserve assets in the international monetary system: two essays on the dollar, one on a common European currency, and one on special drawing rights. The essays on the dollar, written in the early 1970's, point out why the international monetary system is not completely symmetrical with respect to all currencies and why the dollar is likely to remain the key international currency for many years to come. The reason rests on the relative importance of the United States as a trading nation. The 1971 essay discusses the creation of a common currency in the context of monetary cooperation within the European Community. Implications for the international monetary system are discussed. One implication was that greater monetary autonomy from the United States would be possible. The 1983 essay discusses a paper by Peter Kenan that advocates a more important role for special drawing rights. Cooper agrees and suggests that it would be in the Nation's interest to encourage such a role for special drawing rights in order to lessen the burden on the dollar. Cooper argues that domestic policy options in the United States would be expanded if the dollar did not play such a large role in the future.

The final three essays review the international monetary system in the 1980's, suggest an expanded role for the International Monetary Fund, and outline an international monetary system for the future. The essay on the international monetary system in the 1980's, written in 1982, attempts to provide an overview of all aspects of the international monetary system for nonspecialists. The essay emphasizes the role of the international monetary system in balance-of-payments adjustment and in providing international liquidity. The essay on the expanded role for the International Monetary Fund, written in 1983, points out

that national central banks evolved into their current roles and that the IMF has also been evolving during the past 40 years. Cooper draws parallels between the evolution of national central banks and the evolution of the International Monetary Fund as a full-fledged central bank for the world. He suggests some of the ways the International Monetary Fund might need to evolve further, including an extended role for special drawing rights and the ability of the Fund to create them. He also suggests an expanded role for the International Monetary Fund in countercyclical world economic stabilization. The essay on an international monetary system for the future is the most recent essay in the volume and is perhaps the most thought provoking. Cooper argues that present international monetary arrangements are not sustainable because movements in real exchange rates are too large and unpredictable under floating rates given relatively free trade and capital movements. This viewpoint differs from the author's earlier view of performance under floating exchange rates. To overcome the difficulties of the present system, Cooper advocates the adoption of a single international currency with a single monetary authority directing monetary policy. Such a system would obviously eliminate exchange rate uncertainty. Cooper recognizes that his proposal is not politically feasible at the present time, but believes that steps in that direction would be highly desirable. The proposal is suggested as a broad initiative; consequently, many of the details of how it would work are omitted.

This collection is quite timely given the growing concern over the international monetary system, in general, and changes in the exchange value of the dollar in particular. Cooper's essays are clearly written and concise. His willingness to alter his viewpoint in the face of changing economic conditions—exemplified by his views on floating exchange rates—reflects the admirable intellectual flexibility of one of the world's leading authorities on international monetary affairs. In short, this collection is a valuable consolidation of information on the international monetary system and its evolution over the past 40 years.

—THOMAS M. HOLLOWAY
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U.S. Department of Commerce

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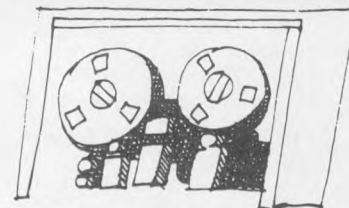
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| Productivity and costs: Nonfarm business and manufacturing | | | February 4 | 4th quarter | | | 2; 42-44 |
| Nonfinancial corporations | | | | | March 3 | 4th quarter | 2; 42-44 |
| Employment situation | January 8 | December | February 5 | January | March 4 | February | 1; 4-21 |
| Producer Price Index | January 15 | December | February 12 | January | March 11 | February | 2; 33-35 |
| Consumer Price Index | January 20 | December | February 26 | January | March 23 | February | 2; 30-32 |
| Real earnings | January 20 | December | February 26 | January | March 23 | February | 14-17 |
| Major collective bargaining settlements | January 26 | 1987 | | | | | 3; 25-28 |
| Employment Cost Index | January 26 | 4th quarter | | | | | 1-3; 22-24 |
| U.S. Import and Export Price Indexes | January 28 | 4th quarter | | | | | 36-41 |

NOTES ON CURRENT LABOR STATISTICS

This section of the *Review* presents the principal statistical series collected and calculated by the Bureau of Labor Statistics: series on labor force, employment, unemployment, collective bargaining settlements, consumer, producer, and international prices, productivity, international comparisons, and injury and illness statistics. In the notes that follow, the data in each group of tables 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 1987 issue of the *Review*, to reflect experience through 1986.

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 1977 = 100, the hourly rate expressed in 1977 dollars is \$2 ($\$3/150 \times 100 = \2). The \$2 (or any other resulting values) are described as "real," "constant," or "1977" 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 AND UNEMPLOYMENT DATA

(Tables 1; 4-21)

Household survey data

Description of the series

EMPLOYMENT DATA in this section are obtained from the Current Population Survey, a program of personal interviews conducted monthly by the Bureau of the Census for the Bureau of Labor Statistics. The sample consists of about 59,500 households selected to represent the U.S. population 16 years of age and older. Households are interviewed on a rotating basis, so that three-fourths of the sample is the same for any 2 consecutive months.

Definitions

Employed persons include (1) all civilians who worked for pay any time during the week which includes the 12th day of the month or who worked unpaid for 15 hours or more in a family-operated enterprise and (2) those who were temporarily absent from their regular jobs because of illness, vacation, industrial dispute, or similar reasons. Members of the Armed Forces stationed in the United States are also included in the employed total. A person working at more than one job is counted only in the job at which he or she worked the greatest number of hours.

Unemployed persons are those who did not work during the survey week, but were available for work except for temporary illness and had looked for jobs within the preceding 4 weeks. Persons who did not look for work because they were on layoff or waiting to start new jobs within the next 30 days are also counted among the unemployed. The **overall unemployment rate** represents the number unemployed as a percent of the labor force, including the resident Armed Forces. The **civilian unemployment rate** represents the number unemployed as a percent of the civilian labor force.

The **labor force** consists of all employed or unemployed civilians plus members of the Armed Forces stationed in the United States. Persons **not in the labor force** are those not classified as employed or unemployed; this group includes persons who are retired, those engaged in their own household work, 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 1986.

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 290,000 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 average weekly hours which was 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 1987 data, published in the July 1987 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 1985; seasonally adjusted data have been revised back to January 1982. These revisions were published in the *Supplement to Employment and Earnings* (Bureau of Labor Statistics, 1987). Unadjusted data from April 1986 forward, and seasonally adjusted data from January 1983 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 18 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 national 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 1982-84 buying habits of about 80 percent of the noninstitutional population of the United States at that time, compared with 32 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 21,000 retail establishments and 60,000 housing units in 91 urban areas across the country are used to develop the "U.S. city average." Separate estimates for 27 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. An updated CPI-U and CPI-W were introduced with release of the January 1987 data.

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*, July 1982, pp. 9-14. An overview of the recently introduced revised CPI, reflecting 1982-84 expenditure patterns, is contained in *The Consumer Price Index: 1987 Revision*, Report 736 (Bureau of Labor Statistics, 1987).

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 1987, 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 1982. 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.

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).

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.

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, the United Kingdom; 16 and over in Canada, Australia, Japan, Germany, the Netherlands, and prior to 1973, the United Kingdom; 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, Italy, the Netherlands, and the United Kingdom 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 1971), 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 | 1985 | 1986 | 1985 | 1986 | | | | 1987 | | |
|---|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|
| | | | IV | I | II | III | IV | I | II | III |
| Employment data | | | | | | | | | | |
| Employment status of the civilian noninstitutionalized population (household survey) ¹ | | | | | | | | | | |
| Labor force participation rate | 64.8 | 65.3 | 64.9 | 65.1 | 65.2 | 65.3 | 65.4 | 65.5 | 65.5 | 65.6 |
| Employment-population ratio | 60.1 | 60.7 | 60.3 | 60.5 | 60.6 | 60.8 | 60.9 | 61.1 | 61.5 | 61.7 |
| Unemployment rate | 7.2 | 7.0 | 7.1 | 7.1 | 7.1 | 6.9 | 6.9 | 6.7 | 6.2 | 6.0 |
| Men | 7.0 | 6.9 | 6.9 | 6.9 | 7.0 | 6.9 | 6.9 | 6.7 | 6.3 | 5.9 |
| 16 to 24 years | 14.1 | 13.7 | 14.2 | 13.5 | 14.2 | 13.7 | 13.4 | 13.4 | 13.1 | 12.0 |
| 25 years and over | 5.3 | 5.4 | 5.2 | 5.3 | 5.3 | 5.4 | 5.4 | 5.2 | 4.8 | 4.6 |
| Women | 7.4 | 7.1 | 7.3 | 7.3 | 7.2 | 6.9 | 6.8 | 6.6 | 6.1 | 6.1 |
| 16 to 24 years | 13.0 | 12.8 | 13.1 | 13.1 | 13.1 | 12.6 | 12.5 | 12.6 | 11.8 | 11.3 |
| 25 years and over | 5.9 | 5.5 | 5.6 | 5.7 | 5.7 | 5.4 | 5.3 | 5.1 | 4.6 | 4.7 |
| Unemployment rate, 15 weeks and over | 2.0 | 1.9 | 1.9 | 1.9 | 1.9 | 1.9 | 1.8 | 1.8 | 1.7 | 1.6 |
| Employment, nonagricultural (payroll data), in thousands: ¹ | | | | | | | | | | |
| Total | 97,519 | 99,610 | 98,444 | 98,901 | 99,321 | 99,804 | 100,397 | 101,133 | 101,708 | 102,278 |
| Private sector | 81,125 | 82,900 | 81,905 | 82,299 | 82,670 | 83,119 | 83,498 | 84,183 | 84,675 | 85,240 |
| Goods-producing | 24,859 | 24,681 | 24,788 | 24,767 | 24,702 | 24,629 | 24,624 | 24,733 | 24,757 | 24,884 |
| Manufacturing | 19,260 | 18,994 | 19,133 | 19,086 | 19,003 | 18,939 | 18,953 | 18,979 | 19,015 | 19,134 |
| Service-producing | 72,660 | 74,930 | 73,656 | 74,134 | 74,619 | 75,175 | 75,773 | 76,399 | 76,951 | 77,394 |
| Average hours: | | | | | | | | | | |
| Private sector | 34.9 | 34.8 | 34.9 | 34.9 | 34.8 | 34.7 | 34.7 | 34.8 | 34.8 | 34.8 |
| Manufacturing | 40.5 | 40.7 | 40.8 | 40.7 | 40.7 | 40.7 | 40.8 | 41.0 | 40.9 | 40.9 |
| Overtime | 3.3 | 3.4 | 3.4 | 3.4 | 3.4 | 3.5 | 3.5 | 3.6 | 3.7 | 3.7 |
| Employment Cost Index | | | | | | | | | | |
| Percent change in the ECI, compensation: | | | | | | | | | | |
| All workers (excluding farm, household, and Federal workers) | 4.3 | 3.6 | .6 | 1.1 | .7 | 1.1 | .6 | .9 | .7 | 1.2 |
| Private industry workers | 3.9 | 3.2 | .6 | 1.1 | .8 | .7 | .6 | 1.0 | .7 | 1.0 |
| Goods-producing ² | 3.4 | 3.1 | .6 | 1.1 | .9 | .6 | .5 | .5 | .7 | .8 |
| Service-producing ² | 4.4 | 3.2 | .5 | 1.1 | .6 | .8 | .6 | 1.3 | .7 | 1.0 |
| State and local government workers | 5.7 | 5.2 | .7 | 1.0 | .6 | 2.8 | .8 | .8 | .3 | 2.3 |
| Workers by bargaining status (private industry): | | | | | | | | | | |
| Union | 2.6 | 2.1 | .5 | 1.0 | .2 | .5 | .3 | .5 | .5 | .6 |
| Nonunion | 4.6 | 3.6 | .6 | 1.2 | .9 | .8 | .7 | 1.1 | .7 | 1.1 |

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 | 1985 | 1986 | 1985 | | | | | 1986 | | | | | 1987 | | | | |
|--|------|------|------|------|------|-----|-----|------|-----|-----|---|----|------|--|--|--|--|
| | | | IV | I | II | III | IV | I | II | III | I | II | III | | | | |
| Compensation data^{1, 2} | | | | | | | | | | | | | | | | | |
| Employment Cost Index--compensation (wages, salaries, benefits): | | | | | | | | | | | | | | | | | |
| Civilian nonfarm | 4.3 | 3.6 | 0.6 | 1.1 | 0.7 | 1.1 | 0.6 | 0.9 | 0.7 | 1.2 | | | | | | | |
| Private nonfarm | 3.9 | 3.2 | .6 | 1.1 | .8 | .7 | .6 | 1.0 | .7 | 1.0 | | | | | | | |
| Employment Cost Index--wages and salaries | | | | | | | | | | | | | | | | | |
| Civilian nonfarm | 4.4 | 3.5 | .6 | 1.0 | .8 | 1.1 | .6 | 1.0 | .5 | 1.3 | | | | | | | |
| Private nonfarm | 4.1 | 3.1 | .6 | 1.0 | .9 | .7 | .5 | 1.0 | .7 | 1.0 | | | | | | | |
| Price data¹ | | | | | | | | | | | | | | | | | |
| Consumer Price Index (All urban consumers): All items | 3.8 | 1.1 | .9 | -4 | .6 | .7 | .3 | 1.4 | 1.3 | 1.3 | | | | | | | |
| Producer Price Index: | | | | | | | | | | | | | | | | | |
| Finished goods | 1.8 | -2.3 | 2.5 | -3.1 | .5 | -7 | 1.1 | .8 | 1.2 | .2 | | | | | | | |
| Finished consumer goods | 1.5 | -3.6 | 2.5 | -4.1 | .4 | -7 | .8 | .9 | 1.5 | .3 | | | | | | | |
| Capital equipment | 2.7 | 2.1 | 2.5 | .2 | .6 | -7 | 2.0 | .1 | .3 | -1 | | | | | | | |
| Intermediate materials, supplies, components | -3 | -4.4 | .4 | -2.9 | -9 | -2 | -4 | 1.4 | 1.9 | 1.2 | | | | | | | |
| Crude materials | -5.6 | -9.0 | 4.3 | -7.6 | -1.5 | -5 | .6 | 4.2 | 5.2 | .6 | | | | | | | |
| Productivity data³ | | | | | | | | | | | | | | | | | |
| Output per hour of all persons: | | | | | | | | | | | | | | | | | |
| Business sector | 1.8 | 1.9 | 1.9 | 2.8 | 2.3 | 1.3 | 1.5 | .2 | .4 | 1.4 | | | | | | | |
| Nonfarm business sector | 1.2 | 1.6 | 1.0 | 2.3 | 1.9 | 1.1 | 1.5 | -1 | .3 | 1.3 | | | | | | | |
| Nonfinancial corporations ⁴ | 2.1 | 1.6 | 2.3 | 2.6 | 1.8 | .7 | 1.5 | .0 | .2 | .6 | | | | | | | |

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-- | | | | | |
|--|-------------------|-----|-----|------|-----|-----|-----------------------|-----|-----|------|-----|-----|
| | 1986 | | | 1987 | | | 1986 | | | 1987 | | |
| | II | III | IV | I | II | III | II | III | IV | I | II | III |
| Average hourly compensation:¹ | | | | | | | | | | | | |
| All persons, business sector | 4.4 | 3.7 | 3.3 | 2.8 | 2.8 | 3.1 | 3.5 | 3.0 | 3.6 | 1.4 | 3.3 | 4.0 |
| All employees, nonfarm business sector | 4.1 | 3.6 | 3.4 | 2.7 | 2.7 | 3.0 | 2.9 | 2.8 | 4.0 | 1.1 | 3.0 | 3.8 |
| Employment Cost Index--compensation: | | | | | | | | | | | | |
| Civilian nonfarm ² | .7 | 1.1 | .6 | .9 | .7 | 1.2 | 4.0 | 3.6 | 3.6 | 3.4 | 3.3 | 3.4 |
| Private nonfarm | .8 | .7 | .6 | 1.0 | .7 | 1.0 | 3.8 | 3.2 | 3.2 | 3.1 | 3.0 | 3.3 |
| Union | .2 | .5 | .3 | .5 | .5 | .6 | 2.5 | 2.3 | 2.1 | 1.6 | 1.9 | 2.0 |
| Nonunion | .9 | .8 | .7 | 1.1 | .7 | 1.1 | 4.2 | 3.5 | 3.6 | 3.6 | 3.4 | 3.7 |
| State and local governments | .6 | 2.8 | .8 | .8 | .3 | 2.3 | 5.8 | 5.2 | 5.2 | 5.0 | 4.7 | 4.2 |
| Employment Cost Index--wages and salaries: | | | | | | | | | | | | |
| Civilian nonfarm ² | .8 | 1.1 | .6 | 1.0 | .5 | 1.3 | 4.1 | 3.5 | 3.5 | 3.5 | 3.2 | 3.4 |
| Private nonfarm | .9 | .7 | .5 | 1.0 | .7 | 1.0 | 3.7 | 3.1 | 3.1 | 3.2 | 3.0 | 3.3 |
| Union | .4 | .6 | .2 | .4 | .5 | .6 | 2.5 | 2.3 | 2.0 | 1.7 | 1.7 | 1.7 |
| Nonunion | .9 | .7 | .7 | 1.2 | .8 | 1.1 | 4.1 | 3.4 | 3.5 | 3.5 | 3.3 | 3.8 |
| State and local governments | .4 | 3.2 | .7 | .8 | .2 | 2.3 | 5.7 | 5.4 | 5.4 | 5.2 | 5.0 | 4.1 |
| Total effective wage adjustments³ | | | | | | | | | | | | |
| From current settlements | .7 | .5 | .5 | .4 | 1.0 | .9 | 2.9 | 2.3 | 2.3 | 2.0 | 2.2 | 2.6 |
| From prior settlements | .2 | .1 | .2 | (*) | .1 | .2 | .5 | .5 | .5 | .4 | .3 | .5 |
| From cost-of-living provision | .6 | .5 | .2 | .3 | .7 | .6 | 1.8 | 1.6 | 1.7 | 1.5 | 1.6 | 1.7 |
| Negotiated wage adjustments from settlements: ³ | (*) | (*) | .1 | .1 | .2 | .1 | .7 | .2 | .2 | .1 | .3 | .4 |
| First-year adjustments | 1.3 | .8 | 2.0 | 1.2 | 2.6 | 2.1 | 1.6 | 1.2 | 1.2 | 1.2 | 1.5 | 2.1 |
| Annual rate over life of contract | 2.0 | 1.5 | 2.1 | 1.8 | 2.9 | 2.0 | 2.2 | 1.7 | 1.8 | 1.8 | 2.0 | 2.2 |
| Negotiated wage and benefit adjustments from settlements:⁵ | | | | | | | | | | | | |
| First-year adjustment | .7 | .7 | 2.7 | 1.7 | 4.1 | 2.5 | 1.4 | .9 | 1.1 | 1.2 | 1.9 | 2.8 |
| Annual rate over life of contract | 1.6 | 1.2 | 2.4 | 2.4 | 3.9 | 2.1 | 2.0 | 1.4 | 1.6 | 1.7 | 2.1 | 2.6 |

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 | | 1986 | | 1987 | | | | | | | | | | |
|---|----------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| TOTAL | | | | | | | | | | | | | | | |
| Noninstitutional population ^{1, 2} | 179,912 | 182,293 | 183,114 | 183,297 | 183,575 | 183,738 | 183,915 | 184,079 | 184,259 | 184,421 | 184,605 | 184,738 | 184,904 | 185,052 | 185,225 |
| Labor force ² | 117,167 | 119,540 | 120,426 | 120,336 | 120,782 | 121,089 | 120,958 | 121,070 | 121,719 | 121,235 | 121,672 | 122,038 | 121,604 | 122,102 | 122,371 |
| Participation rate ³ | 65.1 | 65.6 | 65.8 | 65.7 | 65.8 | 65.9 | 65.8 | 65.8 | 66.1 | 65.7 | 65.9 | 66.1 | 65.8 | 66.0 | 66.1 |
| Total employed ² | 108,856 | 111,303 | 112,183 | 112,387 | 112,759 | 113,122 | 113,104 | 113,570 | 114,173 | 113,975 | 114,447 | 114,817 | 114,515 | 114,928 | 115,255 |
| Employment-population ratio ⁴ | 60.5 | 61.1 | 61.3 | 61.3 | 61.4 | 61.6 | 61.5 | 61.7 | 62.0 | 61.8 | 62.0 | 62.2 | 61.9 | 62.1 | 62.2 |
| Resident Armed Forces ¹ | 1,706 | 1,706 | 1,751 | 1,750 | 1,748 | 1,740 | 1,736 | 1,735 | 1,726 | 1,718 | 1,720 | 1,736 | 1,743 | 1,741 | 1,755 |
| Civilian employed | 107,150 | 109,597 | 110,432 | 110,637 | 111,011 | 111,382 | 111,368 | 111,835 | 112,447 | 112,257 | 112,727 | 113,081 | 112,772 | 113,187 | 113,500 |
| Agriculture | 3,179 | 3,163 | 3,215 | 3,161 | 3,145 | 3,236 | 3,284 | 3,290 | 3,335 | 3,178 | 3,219 | 3,092 | 3,170 | 3,283 | 3,167 |
| Nonagricultural industries | 103,971 | 106,434 | 107,217 | 107,476 | 107,866 | 108,146 | 108,084 | 108,545 | 109,112 | 109,079 | 109,508 | 109,989 | 109,602 | 109,903 | 110,333 |
| Unemployed | 8,312 | 8,237 | 8,243 | 7,949 | 8,023 | 7,967 | 7,854 | 7,500 | 7,546 | 7,260 | 7,224 | 7,221 | 7,089 | 7,174 | 7,116 |
| Unemployment rate ⁵ | 7.1 | 6.9 | 6.8 | 6.6 | 6.6 | 6.6 | 6.5 | 6.2 | 6.2 | 6.0 | 5.9 | 5.9 | 5.8 | 5.9 | 5.8 |
| Not in labor force | 62,744 | 62,752 | 62,688 | 62,961 | 62,793 | 62,649 | 62,957 | 63,009 | 62,540 | 63,187 | 62,933 | 62,700 | 63,300 | 62,950 | 62,854 |
| Men, 16 years and over | | | | | | | | | | | | | | | |
| Noninstitutional population ^{1, 2} | 86,025 | 87,349 | 87,773 | 87,868 | 88,020 | 88,099 | 88,186 | 88,271 | 88,361 | 88,442 | 88,534 | 88,598 | 88,683 | 88,756 | 88,849 |
| Labor force ² | 65,967 | 66,973 | 67,407 | 67,425 | 67,672 | 67,764 | 67,644 | 67,603 | 67,816 | 67,556 | 67,656 | 67,925 | 67,736 | 67,916 | 68,025 |
| Participation rate ³ | 76.7 | 76.7 | 76.8 | 76.7 | 76.9 | 76.9 | 76.7 | 76.6 | 76.7 | 76.4 | 76.4 | 76.7 | 76.4 | 76.5 | 76.6 |
| Total employed ² | 61,447 | 62,443 | 62,833 | 62,986 | 63,187 | 63,335 | 63,282 | 63,417 | 63,562 | 63,471 | 63,715 | 63,918 | 63,939 | 64,024 | 64,179 |
| Employment-population ratio ⁴ | 71.4 | 71.5 | 71.6 | 71.7 | 71.8 | 71.9 | 71.8 | 71.8 | 71.9 | 71.8 | 72.0 | 72.1 | 72.1 | 72.1 | 72.2 |
| Resident Armed Forces ¹ | 1,556 | 1,551 | 1,592 | 1,593 | 1,591 | 1,584 | 1,575 | 1,575 | 1,566 | 1,559 | 1,561 | 1,575 | 1,581 | 1,580 | 1,593 |
| Civilian employed | 59,891 | 60,892 | 61,241 | 61,393 | 61,596 | 61,751 | 61,707 | 61,842 | 61,996 | 61,912 | 62,154 | 62,343 | 62,358 | 62,444 | 62,586 |
| Unemployed | 4,521 | 4,530 | 4,574 | 4,439 | 4,484 | 4,429 | 4,362 | 4,186 | 4,254 | 4,085 | 3,941 | 4,007 | 3,798 | 3,893 | 3,846 |
| Unemployment rate ⁵ | 6.9 | 6.8 | 6.8 | 6.6 | 6.6 | 6.5 | 6.4 | 6.2 | 6.3 | 6.0 | 5.8 | 5.9 | 5.6 | 5.7 | 5.7 |
| Women, 16 years and over | | | | | | | | | | | | | | | |
| Noninstitutional population ^{1, 2} | 93,886 | 94,944 | 95,341 | 95,429 | 95,556 | 95,639 | 95,729 | 95,808 | 95,898 | 95,979 | 96,071 | 96,140 | 96,221 | 96,295 | 96,376 |
| Labor force ² | 51,200 | 52,568 | 53,019 | 52,911 | 53,110 | 53,325 | 53,314 | 53,467 | 53,903 | 53,679 | 54,016 | 54,113 | 53,868 | 54,185 | 54,346 |
| Participation rate ³ | 54.5 | 55.4 | 55.6 | 55.4 | 55.6 | 55.8 | 55.7 | 55.8 | 56.2 | 55.9 | 56.2 | 56.3 | 56.0 | 56.3 | 56.4 |
| Total employed ² | 47,409 | 48,861 | 49,350 | 49,401 | 49,572 | 49,787 | 49,822 | 50,153 | 50,611 | 50,504 | 50,733 | 50,899 | 50,576 | 50,904 | 51,076 |
| Employment-population ratio ⁴ | 50.5 | 51.5 | 51.8 | 51.8 | 51.9 | 52.1 | 52.0 | 52.3 | 52.8 | 52.6 | 52.8 | 52.9 | 52.6 | 52.9 | 53.0 |
| Resident Armed Forces ¹ | 150 | 155 | 159 | 157 | 157 | 156 | 161 | 160 | 160 | 159 | 159 | 161 | 162 | 161 | 162 |
| Civilian employed | 47,259 | 48,706 | 49,191 | 49,244 | 49,415 | 49,631 | 49,661 | 49,993 | 50,451 | 50,345 | 50,574 | 50,738 | 50,414 | 50,743 | 50,914 |
| Unemployed | 3,791 | 3,707 | 3,669 | 3,510 | 3,538 | 3,538 | 3,492 | 3,314 | 3,292 | 3,175 | 3,283 | 3,213 | 3,291 | 3,281 | 3,270 |
| Unemployment rate ⁵ | 7.4 | 7.1 | 6.9 | 6.6 | 6.7 | 6.6 | 6.6 | 6.2 | 6.1 | 5.9 | 6.1 | 5.9 | 6.1 | 6.1 | 6.0 |

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 | | 1986 | | 1987 | | | | | | | | | | |
|---|----------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| TOTAL | | | | | | | | | | | | | | | |
| Civilian noninstitutional population ¹ | 178,206 | 180,587 | 181,363 | 181,547 | 181,827 | 181,998 | 182,179 | 182,344 | 182,533 | 182,703 | 182,885 | 183,002 | 183,161 | 183,311 | 183,470 |
| Civilian labor force | 115,461 | 117,834 | 118,675 | 118,586 | 119,034 | 119,349 | 119,222 | 119,335 | 119,993 | 119,517 | 119,952 | 120,302 | 119,861 | 120,361 | 120,616 |
| Participation rate | 64.8 | 65.3 | 65.4 | 65.3 | 65.5 | 65.6 | 65.4 | 65.4 | 65.7 | 65.4 | 65.6 | 65.7 | 65.4 | 65.7 | 65.7 |
| Employed | 107,150 | 109,597 | 110,432 | 110,637 | 111,011 | 111,382 | 111,368 | 111,835 | 112,447 | 112,257 | 112,727 | 113,081 | 112,772 | 113,187 | 113,500 |
| Employment-population ratio ² | 60.1 | 60.7 | 60.9 | 60.9 | 61.1 | 61.2 | 61.1 | 61.3 | 61.6 | 61.4 | 61.6 | 61.8 | 61.6 | 61.7 | 61.9 |
| Unemployed | 8,312 | 8,237 | 8,243 | 7,949 | 8,023 | 7,967 | 7,854 | 7,500 | 7,546 | 7,260 | 7,224 | 7,221 | 7,089 | 7,174 | 7,116 |
| Unemployment rate | 7.2 | 7.0 | 6.9 | 6.7 | 6.7 | 6.7 | 6.6 | 6.3 | 6.3 | 6.1 | 6.0 | 6.0 | 5.9 | 6.0 | 5.9 |
| Not in labor force | 62,744 | 62,752 | 62,688 | 62,961 | 62,793 | 62,649 | 62,957 | 63,009 | 62,540 | 63,187 | 62,933 | 62,700 | 63,300 | 62,950 | 62,854 |
| Men, 20 years and over | | | | | | | | | | | | | | | |
| Civilian noninstitutional population ¹ | 77,195 | 78,523 | 78,874 | 78,973 | 79,132 | 79,216 | 79,303 | 79,387 | 79,474 | 79,536 | 79,625 | 79,668 | 79,740 | 79,807 | 79,885 |
| Civilian labor force | 60,277 | 61,320 | 61,703 | 61,826 | 61,948 | 61,973 | 61,983 | 61,976 | 62,156 | 62,057 | 62,116 | 62,053 | 62,045 | 62,160 | 62,304 |
| Participation rate | 78.1 | 78.1 | 78.2 | 78.3 | 78.3 | 78.2 | 78.1 | 78.2 | 78.0 | 78.0 | 77.9 | 77.8 | 77.8 | 77.9 | 78.0 |
| Employed | 56,562 | 57,569 | 57,883 | 58,101 | 58,227 | 58,325 | 58,410 | 58,567 | 58,721 | 58,620 | 58,793 | 58,818 | 58,957 | 58,997 | 59,167 |
| Employment-population ratio ² | 73.3 | 73.3 | 73.4 | 73.6 | 73.6 | 73.6 | 73.7 | 73.8 | 73.9 | 73.7 | 73.8 | 73.8 | 73.9 | 73.9 | 74.1 |
| Agriculture | 2,278 | 2,292 | 2,303 | 2,289 | 2,254 | 2,300 | 2,411 | 2,411 | 2,441 | 2,307 | 2,343 | 2,254 | 2,355 | 2,354 | 2,282 |
| Nonagricultural industries | 54,284 | 55,277 | 55,580 | 55,812 | 55,974 | 56,024 | 55,999 | 56,155 | 56,280 | 56,313 | 56,450 | 56,564 | 56,601 | 56,643 | 56,885 |
| Unemployed | 3,715 | 3,751 | 3,820 | 3,725 | 3,720 | 3,648 | 3,573 | 3,409 | 3,436 | 3,437 | 3,323 | 3,235 | 3,089 | 3,163 | 3,137 |
| Unemployment rate | 6.2 | 6.1 | 6.2 | 6.0 | 6.0 | 5.9 | 5.8 | 5.5 | 5.5 | 5.5 | 5.4 | 5.2 | 5.0 | 5.1 | 5.0 |
| Women, 20 years and over | | | | | | | | | | | | | | | |
| Civilian noninstitutional population ¹ | 86,506 | 87,567 | 87,933 | 88,016 | 88,150 | 88,237 | 88,321 | 88,395 | 88,464 | 88,546 | 88,632 | 88,685 | 88,785 | 88,843 | 88,923 |
| Civilian labor force | 47,283 | 48,589 | 49,043 | 49,823 | 49,161 | 49,348 | 49,355 | 49,466 | 49,774 | 49,714 | 49,971 | 49,989 | 49,882 | 50,098 | 50,256 |
| Participation rate | 54.7 | 55.5 | 55.8 | 55.6 | 55.8 | 55.9 | 55.9 | 56.0 | 56.3 | 56.1 | 56.4 | 56.4 | 56.2 | 56.4 | 56.5 |
| Employed | 44,154 | 45,556 | 46,067 | 46,058 | 46,261 | 46,475 | 46,498 | 46,751 | 47,094 | 47,126 | 47,288 | 47,324 | 47,179 | 47,493 | 47,634 |
| Employment-population ratio ² | 51.0 | 52.0 | 52.4 | 52.3 | 52.5 | 52.7 | 52.6 | 52.9 | 53.2 | 53.2 | 53.4 | 53.4 | 53.1 | 53.5 | 53.6 |
| Agriculture | 596 | 614 | 675 | 621 | 628 | 641 | 589 | 587 | 634 | 615 | 619 | 603 | 585 | 648 | 655 |
| Nonagricultural industries | 43,558 | 44,943 | 45,392 | 45,437 | 45,633 | 45,835 | 45,909 | 46,164 | 46,460 | 46,512 | 46,669 | 46,722 | 46,594 | 46,845 | 46,978 |
| Unemployed | 3,129 | 3,032 | 2,976 | 2,865 | 2,900 | 2,873 | 2,857 | 2,715 | 2,680 | 2,588 | 2,683 | 2,664 | 2,703 | 2,605 | 2,622 |
| Unemployment rate | 6.6 | 6.2 | 6.1 | 5.9 | 5.9 | 5.8 | 5.8 | 5.5 | 5.4 | 5.2 | 5.4 | 5.3 | 5.4 | 5.2 | 5.2 |
| Both sexes, 16 to 19 years | | | | | | | | | | | | | | | |
| Civilian noninstitutional population ¹ | 14,506 | 14,496 | 14,557 | 14,558 | 14,545 | 14,546 | 14,555 | 14,562 | 14,595 | 14,621 | 14,628 | 14,649 | 14,637 | 14,661 | 14,663 |
| Civilian labor force | 7,901 | 7,926 | 7,929 | 7,837 | 7,926 | 8,028 | 7,884 | 7,894 | 8,063 | 7,746 | 7,865 | 8,260 | 7,933 | 8,103 | 8,056 |
| Participation rate | 54.5 | 54.7 | 54.5 | 53.8 | 54.5 | 55.2 | 54.2 | 54.2 | 55.2 | 53.0 | 53.8 | 56.4 | 54.2 | 55.3 | 54.9 |
| Employed | 6,434 | 6,472 | 6,482 | 6,478 | 6,524 | 6,582 | 6,460 | 6,518 | 6,633 | 6,511 | 6,647 | 6,939 | 6,636 | 6,697 | 6,699 |
| Employment-population ratio ² | 44.4 | 44.6 | 44.5 | 44.5 | 44.9 | 45.2 | 44.4 | 44.8 | 45.4 | 44.5 | 45.4 | 47.4 | 45.3 | 45.7 | 45.7 |
| Agriculture | 305 | 258 | 237 | 251 | 264 | 295 | 284 | 292 | 261 | 257 | 258 | 236 | 230 | 282 | 230 |
| Nonagricultural industries | 6,129 | 6,215 | 6,245 | 6,227 | 6,260 | 6,287 | 6,176 | 6,226 | 6,372 | 6,254 | 6,389 | 6,703 | 6,406 | 6,415 | 6,469 |
| Unemployed | 1,468 | 1,454 | 1,447 | 1,359 | 1,402 | 1,446 | 1,424 | 1,376 | 1,430 | 1,235 | 1,218 | 1,321 | 1,297 | 1,406 | 1,357 |
| Unemployment rate | 18.6 | 18.3 | 18.2 | 17.3 | 17.7 | 18.0 | 18.1 | 17.4 | 17.7 | 15.9 | 15.5 | 16.0 | 16.3 | 17.4 | 16.8 |
| White | | | | | | | | | | | | | | | |
| Civilian noninstitutional population ¹ | 153,679 | 155,432 | 155,979 | 156,111 | 156,313 | 156,431 | 156,561 | 156,676 | 156,811 | 156,930 | 157,058 | 157,134 | 157,242 | 157,342 | 157,449 |
| Civilian labor force | 99,926 | 101,801 | 102,455 | 102,503 | 102,746 | 102,893 | 102,797 | 102,894 | 103,573 | 103,106 | 103,272 | 103,614 | 103,278 | 103,640 | 103,717 |
| Participation rate | 65.0 | 65.5 | 65.7 | 65.7 | 65.7 | 65.8 | 65.7 | 65.7 | 66.1 | 65.7 | 65.8 | 65.9 | 65.7 | 65.9 | 65.9 |
| Employed | 93,736 | 95,660 | 96,281 | 96,533 | 96,717 | 96,995 | 96,998 | 97,340 | 98,050 | 97,716 | 97,958 | 98,299 | 97,995 | 98,284 | 98,457 |
| Employment-population ratio ² | 61.0 | 61.5 | 61.7 | 61.8 | 61.9 | 62.0 | 62.0 | 62.1 | 62.5 | 62.3 | 62.4 | 62.6 | 62.3 | 62.5 | 62.5 |
| Unemployed | 6,191 | 6,140 | 6,174 | 5,970 | 6,029 | 5,898 | 5,799 | 5,554 | 5,524 | 5,390 | 5,314 | 5,315 | 5,283 | 5,357 | 5,260 |
| Unemployment rate | 6.2 | 6.0 | 6.0 | 5.8 | 5.9 | 5.7 | 5.6 | 5.4 | 5.3 | 5.2 | 5.1 | 5.1 | 5.1 | 5.2 | 5.1 |
| Black | | | | | | | | | | | | | | | |
| Civilian noninstitutional population ¹ | 19,664 | 19,989 | 20,120 | 20,152 | 20,187 | 20,218 | 20,249 | 20,279 | 20,312 | 20,341 | 20,373 | 20,396 | 20,426 | 20,453 | 20,482 |
| Civilian labor force | 12,364 | 12,654 | 12,719 | 12,707 | 12,831 | 12,957 | 12,844 | 12,743 | 12,860 | 12,863 | 13,047 | 13,194 | 13,027 | 13,167 | 13,211 |
| Participation rate | 62.9 | 63.3 | 63.2 | 63.1 | 63.6 | 64.1 | 63.4 | 62.8 | 63.3 | 63.2 | 64.0 | 64.7 | 63.8 | 64.4 | 64.5 |
| Employed | 10,501 | 10,814 | 10,910 | 10,968 | 10,997 | 11,101 | 11,053 | 11,090 | 11,080 | 11,223 | 11,401 | 11,563 | 11,427 | 11,582 | 11,607 |
| Employment-population ratio ² | 53.4 | 54.1 | 54.2 | 54.4 | 54.5 | 54.9 | 54.6 | 54.7 | 54.6 | 55.2 | 56.0 | 56.7 | 55.9 | 56.6 | 56.7 |
| Unemployed | 1,864 | 1,840 | 1,809 | 1,739 | 1,833 | 1,855 | 1,791 | 1,653 | 1,779 | 1,640 | 1,647 | 1,630 | 1,599 | 1,586 | 1,604 |
| Unemployment rate | 15.1 | 14.5 | 14.2 | 13.7 | 14.3 | 14.3 | 13.9 | 13.0 | 13.8 | 12.7 | 12.6 | 12.4 | 12.3 | 12.0 | 12.1 |

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 | | 1986 | | 1987 | | | | | | | | | | |
|---|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| Hispanic origin | | | | | | | | | | | | | | | |
| Civilian noninstitutional population ¹ | 11,915 | 12,344 | 12,505 | 12,540 | 12,653 | 12,692 | 12,732 | 12,770 | 12,809 | 12,848 | 12,887 | 12,925 | 12,965 | 13,003 | 13,043 |
| Civilian labor force | 7,698 | 8,076 | 8,226 | 8,320 | 8,431 | 8,457 | 8,392 | 8,484 | 8,586 | 8,452 | 8,411 | 8,544 | 8,568 | 8,653 | 8,774 |
| Participation rate | 64.6 | 65.4 | 65.8 | 66.3 | 66.6 | 66.6 | 65.9 | 66.4 | 67.0 | 65.8 | 65.3 | 66.1 | 66.1 | 66.5 | 67.3 |
| Employed | 6,888 | 7,219 | 7,437 | 7,446 | 7,538 | 7,644 | 7,639 | 7,701 | 7,838 | 7,730 | 7,744 | 7,864 | 7,869 | 7,935 | 7,978 |
| Employment-population ratio ² | 57.8 | 58.5 | 59.5 | 59.4 | 59.6 | 60.2 | 60.0 | 60.3 | 61.2 | 60.2 | 60.1 | 60.8 | 60.7 | 61.0 | 61.2 |
| Unemployed | 811 | 857 | 789 | 874 | 893 | 813 | 753 | 783 | 748 | 722 | 667 | 680 | 699 | 718 | 796 |
| Unemployment rate | 10.5 | 10.6 | 9.6 | 10.5 | 10.6 | 9.6 | 9.0 | 9.2 | 8.7 | 8.5 | 7.9 | 8.0 | 8.2 | 8.3 | 9.1 |

¹ The population figures are not seasonally adjusted.

² Civilian employment as a percent of the civilian noninstitutional population.

NOTE: Detail for the above race and Hispanic-origin groups will not sum to totals

because data for the "other races" groups are not presented and Hispanics are included in both the white and black population groups.

6. Selected employment indicators, monthly data seasonally adjusted

(In thousands)

| Selected categories | Annual average | | 1986 | | 1987 | | | | | | | | | | |
|--|----------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| CHARACTERISTIC | | | | | | | | | | | | | | | |
| Civilian employed, 16 years and over | 107,150 | 109,597 | 110,432 | 110,637 | 111,011 | 111,382 | 111,368 | 111,835 | 112,447 | 112,257 | 112,727 | 113,081 | 112,772 | 113,187 | 113,500 |
| Men | 59,891 | 60,892 | 61,241 | 61,393 | 61,596 | 61,751 | 61,707 | 61,842 | 61,996 | 61,912 | 62,154 | 62,343 | 62,358 | 62,444 | 62,586 |
| Women | 47,259 | 48,706 | 49,191 | 49,244 | 49,415 | 49,631 | 49,661 | 49,993 | 50,451 | 50,345 | 50,574 | 50,738 | 50,414 | 50,743 | 50,914 |
| Married men, spouse present .. | 39,248 | 39,658 | 39,952 | 40,093 | 40,102 | 39,913 | 40,100 | 39,967 | 40,029 | 40,057 | 40,241 | 40,260 | 40,370 | 40,580 | 40,716 |
| Married women, spouse present | 26,336 | 27,144 | 27,333 | 27,400 | 27,525 | 27,817 | 27,965 | 28,213 | 28,495 | 28,458 | 28,426 | 28,196 | 27,988 | 28,013 | 28,098 |
| Women who maintain families .. | 5,597 | 5,837 | 6,041 | 6,005 | 5,985 | 5,906 | 5,933 | 5,972 | 5,921 | 5,939 | 6,013 | 6,108 | 6,164 | 6,205 | 6,281 |
| MAJOR INDUSTRY AND CLASS OF WORKER | | | | | | | | | | | | | | | |
| Agriculture: | | | | | | | | | | | | | | | |
| Wage and salary workers | 1,535 | 1,547 | 1,582 | 1,621 | 1,650 | 1,647 | 1,739 | 1,589 | 1,695 | 1,614 | 1,619 | 1,566 | 1,615 | 1,716 | 1,589 |
| Self-employed workers | 1,458 | 1,447 | 1,425 | 1,400 | 1,370 | 1,454 | 1,418 | 1,505 | 1,442 | 1,386 | 1,429 | 1,363 | 1,417 | 1,399 | |
| Unpaid family workers | 185 | 189 | 198 | 152 | 136 | 126 | 150 | 175 | 170 | 165 | 154 | 159 | 134 | 136 | 159 |
| Nonagricultural industries: | | | | | | | | | | | | | | | |
| Wage and salary workers | 95,871 | 98,299 | 98,869 | 99,164 | 99,550 | 99,748 | 99,834 | 100,112 | 100,834 | 100,420 | 100,838 | 101,334 | 101,221 | 101,503 | 102,056 |
| Government | 16,031 | 16,342 | 16,457 | 16,443 | 16,412 | 16,532 | 16,568 | 16,484 | 16,710 | 16,956 | 16,931 | 16,760 | 16,915 | 17,083 | 17,170 |
| Private industries | 79,841 | 81,957 | 82,412 | 82,721 | 83,138 | 83,216 | 83,265 | 83,628 | 84,124 | 83,464 | 83,907 | 84,574 | 84,306 | 84,427 | 84,886 |
| Private households | 1,249 | 1,235 | 1,183 | 1,189 | 1,269 | 1,204 | 1,227 | 1,266 | 1,146 | 1,224 | 1,172 | 1,088 | 1,235 | 1,297 | |
| Other | 78,592 | 80,722 | 81,229 | 81,532 | 81,869 | 82,012 | 82,038 | 82,362 | 82,858 | 82,318 | 82,683 | 83,402 | 83,218 | 83,185 | 83,589 |
| Self-employed workers | 7,811 | 7,881 | 8,179 | 8,056 | 8,192 | 8,187 | 8,050 | 8,117 | 8,142 | 8,328 | 8,205 | 8,216 | 8,184 | 8,320 | 8,097 |
| Unpaid family workers | 289 | 255 | 252 | 239 | 246 | 255 | 273 | 268 | 275 | 274 | 268 | 250 | 300 | 238 | 226 |
| PERSONS AT WORK PART TIME¹ | | | | | | | | | | | | | | | |
| All industries: | | | | | | | | | | | | | | | |
| Part time for economic reasons .. | 5,590 | 5,588 | 5,563 | 5,596 | 5,505 | 5,780 | 5,456 | 5,391 | 5,282 | 5,184 | 5,508 | 5,262 | 5,241 | 5,416 | 5,575 |
| Slack work | 2,430 | 2,456 | 2,510 | 2,444 | 2,473 | 2,535 | 2,440 | 2,322 | 2,223 | 2,317 | 2,456 | 2,515 | 2,212 | 2,389 | 2,455 |
| Could only find part-time work .. | 2,819 | 2,800 | 2,714 | 2,867 | 2,695 | 2,828 | 2,698 | 2,746 | 2,665 | 2,579 | 2,722 | 2,494 | 2,702 | 2,664 | 2,739 |
| Voluntary part time | 13,489 | 13,935 | 14,021 | 13,877 | 14,170 | 14,061 | 14,167 | 13,862 | 14,573 | 15,054 | 14,422 | 14,634 | 14,313 | 14,459 | 14,494 |
| Nonagricultural industries: | | | | | | | | | | | | | | | |
| Part time for economic reasons .. | 5,334 | 5,345 | 5,319 | 5,342 | 5,201 | 5,459 | 5,164 | 5,110 | 5,029 | 4,918 | 5,235 | 4,998 | 4,968 | 5,101 | 5,290 |
| Slack work | 2,273 | 2,305 | 2,366 | 2,286 | 2,281 | 2,340 | 2,218 | 2,137 | 2,071 | 2,155 | 2,295 | 2,306 | 2,038 | 2,211 | 2,250 |
| Could only find part-time work .. | 2,730 | 2,719 | 2,626 | 2,765 | 2,599 | 2,742 | 2,595 | 2,662 | 2,594 | 2,477 | 2,634 | 2,433 | 2,628 | 2,555 | 2,659 |
| Voluntary part-time | 13,038 | 13,502 | 13,567 | 13,455 | 13,750 | 13,597 | 13,682 | 13,399 | 14,069 | 14,485 | 13,946 | 14,168 | 13,930 | 14,007 | 14,039 |

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 | | 1986 | | 1987 | | | | | | | | | | |
|---|----------------|------|------|------|------|------|------|------|------|------|------|------|-------|------|------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| CHARACTERISTIC | | | | | | | | | | | | | | | |
| Total, all civilian workers | 7.2 | 7.0 | 6.9 | 6.7 | 6.7 | 6.7 | 6.6 | 6.3 | 6.3 | 6.1 | 6.0 | 6.0 | 5.9 | 6.0 | 5.9 |
| Both sexes, 16 to 19 years | 18.6 | 18.3 | 18.2 | 17.3 | 17.7 | 18.0 | 18.1 | 17.4 | 17.7 | 15.9 | 15.5 | 16.0 | 16.3 | 17.4 | 16.8 |
| Men, 20 years and over | 6.2 | 6.1 | 6.2 | 6.0 | 6.0 | 5.9 | 5.8 | 5.5 | 5.5 | 5.5 | 5.4 | 5.2 | 5.0 | 5.1 | 5.0 |
| Women, 20 years and over | 6.6 | 6.2 | 6.1 | 5.9 | 5.9 | 5.8 | 5.8 | 5.5 | 5.4 | 5.2 | 5.4 | 5.3 | 5.4 | 5.2 | 5.2 |
| White, total | 6.2 | 6.0 | 6.0 | 5.8 | 5.9 | 5.7 | 5.6 | 5.4 | 5.3 | 5.2 | 5.1 | 5.1 | 5.1 | 5.2 | 5.1 |
| Both sexes, 16 to 19 years | 15.7 | 15.6 | 16.0 | 15.1 | 15.0 | 15.2 | 15.5 | 14.9 | 15.2 | 13.6 | 13.0 | 14.0 | 14.5 | 14.7 | 14.3 |
| Men, 16 to 19 years | 16.5 | 16.3 | 16.3 | 15.5 | 16.1 | 16.0 | 17.1 | 16.7 | 17.3 | 14.5 | 13.0 | 15.4 | 15.3 | 15.0 | 14.8 |
| Women, 16 to 19 years | 14.8 | 14.9 | 15.7 | 14.6 | 13.8 | 14.3 | 13.9 | 13.1 | 13.1 | 12.7 | 13.0 | 12.5 | 13.6 | 14.3 | 13.7 |
| Men, 20 years and over | 5.4 | 5.3 | 5.4 | 5.3 | 5.3 | 5.2 | 5.1 | 4.8 | 4.7 | 4.9 | 4.7 | 4.5 | 4.4 | 4.6 | 4.4 |
| Women, 20 years and over | 5.7 | 5.4 | 5.2 | 5.0 | 5.1 | 4.9 | 4.8 | 4.6 | 4.5 | 4.4 | 4.5 | 4.4 | 4.5 | 4.3 | 4.4 |
| Black, total | 15.1 | 14.5 | 14.2 | 13.7 | 14.3 | 14.3 | 13.9 | 13.0 | 13.8 | 12.7 | 12.6 | 12.4 | 12.3 | 12.0 | 12.1 |
| Both sexes, 16 to 19 years | 40.2 | 39.3 | 36.0 | 36.5 | 39.5 | 38.9 | 37.6 | 38.0 | 39.0 | 33.3 | 31.5 | 29.2 | 29.7 | 34.0 | 34.3 |
| Men, 16 to 19 years | 41.0 | 39.3 | 35.0 | 36.1 | 36.5 | 38.3 | 36.5 | 39.3 | 40.3 | 31.5 | 31.5 | 32.6 | 30.9 | 32.2 | 32.1 |
| Women, 16 to 19 years | 39.2 | 39.2 | 37.0 | 36.9 | 43.2 | 39.5 | 38.8 | 36.5 | 37.6 | 35.1 | 31.4 | 25.3 | 28.7 | 35.8 | 36.7 |
| Men, 20 years and over | 13.2 | 12.9 | 12.9 | 11.8 | 12.2 | 12.0 | 11.5 | 10.9 | 12.5 | 11.5 | 11.3 | 10.7 | 10.0 | 9.6 | 10.2 |
| Women, 20 years and over | 13.1 | 12.4 | 12.5 | 12.3 | 12.8 | 12.9 | 13.0 | 11.5 | 11.6 | 11.1 | 11.4 | 11.3 | 11.9 | 11.0 | 10.7 |
| Hispanic origin, total | 10.5 | 10.6 | 9.6 | 10.5 | 10.6 | 9.6 | 9.0 | 9.2 | 8.7 | 8.5 | 7.9 | 8.0 | 8.2 | 8.3 | 9.1 |
| Married men, spouse present | 4.3 | 4.4 | 4.5 | 4.3 | 4.2 | 4.2 | 4.1 | 4.1 | 3.9 | 4.0 | 3.8 | 3.7 | 3.6 | 3.7 | 3.5 |
| Married women, spouse present | 5.6 | 5.2 | 5.0 | 4.8 | 4.8 | 4.8 | 4.5 | 4.4 | 4.1 | 4.0 | 4.2 | 4.3 | 4.2 | 4.1 | 4.3 |
| Women who maintain families | 10.4 | 9.8 | 9.7 | 9.8 | 9.8 | 9.5 | 9.7 | 9.3 | 9.6 | 9.7 | 9.4 | 9.0 | 8.8 | 9.0 | 8.4 |
| Full-time workers | 6.8 | 6.6 | 6.6 | 6.3 | 6.4 | 6.3 | 6.2 | 5.9 | 5.9 | 5.9 | 5.7 | 5.6 | 5.4 | 5.5 | 5.5 |
| Part-time workers | 9.3 | 9.1 | 9.1 | 8.8 | 9.0 | 8.7 | 9.2 | 8.6 | 8.7 | 6.9 | 7.9 | 8.2 | 8.5 | 8.5 | 8.1 |
| Unemployed 15 weeks and over | 2.0 | 1.9 | 1.9 | 1.8 | 1.8 | 1.8 | 1.7 | 1.7 | 1.8 | 1.7 | 1.6 | 1.6 | 1.6 | 1.5 | 1.5 |
| Labor force time lost ¹ | 8.1 | 7.9 | 7.7 | 7.6 | 7.6 | 7.6 | 7.4 | 7.3 | 7.2 | 7.1 | 6.9 | 6.8 | 6.7 | 6.8 | 6.9 |
| INDUSTRY | | | | | | | | | | | | | | | |
| Nonagricultural private wage and salary workers | 7.2 | 7.0 | 7.0 | 6.8 | 6.7 | 6.6 | 6.5 | 6.2 | 6.3 | 6.2 | 6.1 | 5.9 | 5.9 | 5.9 | 5.8 |
| Mining | 9.5 | 13.5 | 14.5 | 14.1 | 14.0 | 12.4 | 9.3 | 11.1 | 12.9 | 10.8 | 7.8 | 8.9 | 7.0 | 8.5 | 6.3 |
| Construction | 13.1 | 13.1 | 15.1 | 13.7 | 12.2 | 11.6 | 12.5 | 11.9 | 12.1 | 11.6 | 10.7 | 11.2 | 12.1 | 11.4 | 10.5 |
| Manufacturing | 7.7 | 7.1 | 7.1 | 6.9 | 6.8 | 6.8 | 6.9 | 6.2 | 6.4 | 5.6 | 6.0 | 5.5 | 5.7 | 5.7 | 5.3 |
| Durable goods | 7.6 | 6.9 | 6.6 | 6.4 | 6.8 | 6.8 | 6.7 | 6.2 | 6.3 | 5.3 | 6.1 | 5.5 | 5.6 | 5.2 | 4.8 |
| Nondurable goods | 7.8 | 7.4 | 7.9 | 7.7 | 6.8 | 6.9 | 7.3 | 6.2 | 6.6 | 6.0 | 5.9 | 5.5 | 5.9 | 6.5 | 6.1 |
| Transportation and public utilities | 5.1 | 5.1 | 4.4 | 4.6 | 4.8 | 4.0 | 4.6 | 4.8 | 4.4 | 5.0 | 4.4 | 4.3 | 4.0 | 4.4 | 4.4 |
| Wholesale and retail trade | 7.6 | 7.6 | 7.2 | 7.2 | 7.5 | 7.2 | 7.3 | 7.0 | 6.9 | 7.2 | 6.8 | 7.0 | 6.4 | 6.4 | 6.9 |
| Finance and service industries | 5.6 | 5.5 | 5.4 | 5.1 | 5.2 | 5.4 | 4.9 | 4.7 | 4.8 | 4.8 | 5.1 | 4.6 | 4.9 | 4.7 | 4.8 |
| Government workers | 3.9 | 3.6 | 3.6 | 3.3 | 3.6 | 3.7 | 3.4 | 3.6 | 3.3 | 3.4 | 3.4 | 3.9 | 3.4 | 3.3 | 3.5 |
| Agricultural wage and salary workers | 13.2 | 12.5 | 10.1 | 11.5 | 11.6 | 11.2 | 10.7 | 9.0 | 8.7 | 8.8 | 11.3 | 10.8 | 8.3 | 10.9 | 11.5 |

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 | | 1986 | | 1987 | | | | | | | | | | |
|--------------------------------|----------------|------|------|------|------|------|------|------|------|------|------|------|-------|------|------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| Total, 16 years and over | 7.2 | 7.0 | 6.9 | 6.7 | 6.7 | 6.7 | 6.6 | 6.3 | 6.3 | 6.1 | 6.0 | 6.0 | 5.9 | 6.0 | 5.9 |
| 16 to 24 years | 13.6 | 13.3 | 12.9 | 12.9 | 13.1 | 13.1 | 12.9 | 12.6 | 12.6 | 12.2 | 11.7 | 11.6 | 11.7 | 11.8 | 11.7 |
| 16 to 19 years | 18.6 | 18.3 | 18.2 | 17.3 | 17.7 | 18.0 | 18.1 | 17.4 | 17.7 | 15.9 | 15.5 | 16.0 | 16.3 | 17.4 | 16.8 |
| 16 to 17 years | 21.0 | 20.2 | 20.6 | 18.8 | 20.1 | 20.3 | 20.0 | 19.2 | 21.4 | 18.8 | 17.1 | 18.0 | 17.4 | 20.9 | 19.7 |
| 18 to 19 years | 17.0 | 17.0 | 16.7 | 16.3 | 16.2 | 16.6 | 16.5 | 16.3 | 15.0 | 13.7 | 13.9 | 14.7 | 15.4 | 14.6 | 14.9 |
| 20 to 24 years | 11.1 | 10.7 | 10.2 | 10.7 | 10.7 | 10.5 | 10.2 | 10.1 | 9.8 | 10.2 | 9.8 | 9.1 | 9.3 | 8.7 | 8.9 |
| 25 years and over | 5.6 | 5.4 | 5.5 | 5.2 | 5.2 | 5.1 | 5.1 | 4.8 | 4.8 | 4.6 | 4.7 | 4.7 | 4.6 | 4.6 | 4.5 |
| 25 to 54 years | 5.8 | 5.7 | 5.8 | 5.5 | 5.6 | 5.5 | 5.4 | 5.0 | 5.0 | 4.9 | 5.0 | 5.0 | 4.7 | 4.9 | 4.7 |
| 55 years and over | 4.1 | 3.9 | 3.8 | 3.5 | 3.2 | 3.0 | 3.4 | 3.4 | 3.7 | 3.2 | 3.1 | 3.2 | 3.4 | 3.2 | 3.3 |
| Men, 16 years and over | 7.0 | 6.9 | 6.9 | 6.7 | 6.8 | 6.7 | 6.6 | 6.3 | 6.4 | 6.2 | 6.0 | 6.0 | 5.7 | 5.9 | 5.8 |
| 16 to 24 years | 14.1 | 13.7 | 13.4 | 13.4 | 13.4 | 13.6 | 13.2 | 13.2 | 13.4 | 12.6 | 11.9 | 12.4 | 11.9 | 12.0 | 12.0 |
| 16 to 19 years | 19.5 | 19.0 | 18.3 | 17.8 | 18.5 | 18.6 | 19.3 | 19.2 | 20.0 | 16.4 | 15.5 | 18.0 | 17.3 | 17.5 | 17.2 |
| 16 to 17 years | 21.9 | 20.8 | 21.3 | 19.1 | 21.4 | 21.2 | 20.2 | 21.5 | 23.2 | 18.7 | 16.6 | 20.6 | 18.3 | 21.5 | 21.0 |
| 18 to 19 years | 17.9 | 17.7 | 16.2 | 17.0 | 16.9 | 17.0 | 18.6 | 17.5 | 17.7 | 14.4 | 13.8 | 16.3 | 16.0 | 14.4 | 14.4 |
| 20 to 24 years | 11.4 | 11.0 | 10.9 | 11.3 | 10.7 | 11.1 | 10.1 | 10.1 | 10.0 | 10.7 | 10.0 | 9.3 | 9.1 | 9.1 | 9.3 |
| 25 years and over | 5.3 | 5.4 | 5.5 | 5.2 | 5.4 | 5.1 | 5.1 | 4.8 | 4.9 | 4.7 | 4.7 | 4.7 | 4.4 | 4.5 | 4.4 |
| 25 to 54 years | 5.6 | 5.6 | 5.7 | 5.5 | 5.7 | 5.4 | 5.4 | 5.0 | 5.1 | 5.0 | 4.9 | 4.9 | 4.6 | 4.8 | 4.6 |
| 55 years and over | 4.1 | 4.1 | 4.1 | 4.0 | 3.5 | 3.3 | 3.6 | 3.7 | 4.1 | 3.4 | 3.4 | 3.4 | 3.2 | 3.1 | 3.6 |
| Women, 16 years and over | 7.4 | 7.1 | 6.9 | 6.7 | 6.7 | 6.7 | 6.6 | 6.2 | 6.1 | 5.9 | 6.1 | 6.0 | 6.1 | 6.1 | 6.0 |
| 16 to 24 years | 13.0 | 12.8 | 12.4 | 12.4 | 12.7 | 12.4 | 12.5 | 12.0 | 11.7 | 11.6 | 10.7 | 11.6 | 11.6 | 11.5 | 11.4 |
| 16 to 19 years | 17.6 | 17.6 | 18.2 | 16.8 | 16.8 | 17.4 | 16.7 | 15.6 | 15.4 | 15.4 | 13.9 | 15.4 | 17.2 | 16.5 | 16.5 |
| 16 to 17 years | 20.0 | 19.6 | 19.8 | 18.4 | 18.7 | 19.2 | 19.7 | 16.7 | 19.6 | 18.9 | 17.7 | 15.3 | 16.5 | 20.3 | 18.3 |
| 18 to 19 years | 16.0 | 16.3 | 17.2 | 15.7 | 15.3 | 16.1 | 14.2 | 15.1 | 12.4 | 13.0 | 14.0 | 12.9 | 14.6 | 14.8 | 15.4 |
| 20 to 24 years | 10.7 | 10.3 | 9.4 | 10.0 | 10.6 | 9.8 | 10.3 | 10.1 | 9.7 | 9.7 | 9.5 | 8.9 | 9.5 | 8.3 | 8.5 |
| 25 years and over | 5.9 | 5.5 | 5.5 | 5.2 | 5.1 | 5.1 | 5.0 | 4.7 | 4.7 | 4.4 | 4.7 | 4.7 | 4.7 | 4.7 | 4.7 |
| 25 to 54 years | 6.2 | 5.9 | 5.8 | 5.5 | 5.5 | 5.6 | 5.4 | 5.0 | 4.9 | 4.7 | 5.0 | 5.0 | 4.9 | 5.0 | 4.9 |
| 55 years and over | 4.1 | 3.6 | 3.4 | 2.9 | 2.7 | 2.6 | 3.2 | 3.0 | 3.0 | 2.8 | 2.6 | 2.9 | 3.7 | 3.2 | 3.0 |

9. Unemployed persons by reason for unemployment, monthly data seasonally adjusted

(Numbers in thousands)

| Reason for unemployment | Annual average | | 1986 | | 1987 | | | | | | | | | | |
|--|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| Job losers | 4,139 | 4,033 | 3,947 | 3,890 | 3,971 | 3,839 | 3,822 | 3,732 | 3,611 | 3,565 | 3,522 | 3,339 | 3,321 | 3,447 | 3,334 |
| On layoff | 1,157 | 1,090 | 1,073 | 1,078 | 1,118 | 998 | 1,011 | 958 | 906 | 901 | 918 | 850 | 810 | 956 | 893 |
| Other job losers | 2,982 | 2,943 | 2,874 | 2,812 | 2,854 | 2,842 | 2,811 | 2,774 | 2,705 | 2,664 | 2,604 | 2,489 | 2,511 | 2,491 | 2,442 |
| Job leavers | 877 | 1,015 | 1,056 | 1,036 | 891 | 1,046 | 1,000 | 923 | 906 | 949 | 1,007 | 1,006 | 995 | 956 | 910 |
| Reentrants | 2,256 | 2,160 | 2,119 | 2,019 | 2,054 | 2,042 | 2,111 | 1,940 | 2,018 | 1,969 | 1,913 | 1,997 | 1,885 | 1,794 | 2,005 |
| New entrants | 1,039 | 1,029 | 1,076 | 1,015 | 1,084 | 1,040 | 956 | 911 | 1,018 | 798 | 801 | 829 | 883 | 961 | 851 |
| PERCENT OF UNEMPLOYED | | | | | | | | | | | | | | | |
| Job losers | 49.8 | 48.9 | 48.1 | 48.9 | 49.6 | 48.2 | 48.4 | 49.7 | 47.8 | 49.0 | 48.6 | 46.6 | 46.9 | 48.2 | 47.0 |
| On layoff | 13.9 | 13.2 | 13.1 | 13.5 | 14.0 | 12.5 | 12.8 | 12.8 | 12.0 | 12.4 | 12.7 | 11.9 | 11.4 | 13.4 | 12.6 |
| Other job losers | 35.9 | 35.7 | 35.1 | 35.3 | 35.7 | 35.7 | 35.6 | 37.0 | 35.8 | 36.6 | 36.0 | 34.7 | 35.4 | 34.8 | 34.4 |
| Job leavers | 10.6 | 12.3 | 12.9 | 13.0 | 11.1 | 13.1 | 12.7 | 12.3 | 12.0 | 13.0 | 13.9 | 14.0 | 14.0 | 13.4 | 12.8 |
| Reentrants | 27.1 | 26.2 | 25.8 | 25.4 | 25.7 | 25.6 | 26.8 | 25.8 | 26.7 | 27.0 | 26.4 | 27.9 | 26.6 | 25.1 | 28.2 |
| New entrants | 12.5 | 12.5 | 13.1 | 12.8 | 13.6 | 13.1 | 12.1 | 12.1 | 13.5 | 11.0 | 11.1 | 11.6 | 12.5 | 13.4 | 12.0 |
| PERCENT OF CIVILIAN LABOR FORCE | | | | | | | | | | | | | | | |
| Job losers | 3.6 | 3.4 | 3.3 | 3.3 | 3.3 | 3.2 | 3.2 | 3.1 | 3.0 | 3.0 | 2.9 | 2.8 | 2.8 | 2.9 | 2.8 |
| Job leavers | .8 | .9 | .9 | .9 | .7 | .9 | .8 | .8 | .8 | .8 | .8 | .8 | .8 | .8 | .8 |
| Reentrants | 2.0 | 1.8 | 1.8 | 1.7 | 1.7 | 1.7 | 1.8 | 1.6 | 1.7 | 1.6 | 1.6 | 1.7 | 1.6 | 1.5 | 1.7 |
| New entrants | .9 | .9 | .9 | .9 | .9 | .9 | .8 | .8 | .8 | .7 | .7 | .7 | .7 | .8 | .7 |

10. Duration of unemployment, monthly data seasonally adjusted

(Numbers in thousands)

| Weeks of unemployment | Annual average | | 1986 | | 1987 | | | | | | | | | | |
|--------------------------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| Less than 5 weeks | 3,498 | 3,448 | 3,382 | 3,355 | 3,416 | 3,361 | 3,383 | 3,143 | 3,349 | 3,085 | 3,168 | 3,197 | 3,230 | 3,227 | 3,225 |
| 5 to 14 weeks | 2,509 | 2,557 | 2,613 | 2,389 | 2,530 | 2,477 | 2,447 | 2,232 | 2,118 | 2,114 | 2,141 | 2,170 | 1,932 | 2,121 | 2,043 |
| 15 weeks and over | 2,305 | 2,232 | 2,217 | 2,171 | 2,200 | 2,131 | 2,050 | 2,075 | 2,101 | 2,055 | 1,907 | 1,884 | 1,920 | 1,759 | 1,810 |
| 15 to 26 weeks | 1,025 | 1,045 | 1,045 | 1,023 | 1,022 | 1,008 | 945 | 1,025 | 1,003 | 998 | 945 | 814 | 909 | 799 | 874 |
| 27 weeks and over | 1,280 | 1,187 | 1,172 | 1,148 | 1,178 | 1,123 | 1,105 | 1,049 | 1,098 | 1,057 | 962 | 1,070 | 1,011 | 959 | 936 |
| Mean duration in weeks | 15.6 | 15.0 | 14.8 | 15.0 | 15.0 | 14.6 | 14.9 | 14.9 | 14.9 | 14.8 | 14.0 | 14.3 | 14.2 | 14.0 | 13.8 |
| Median duration in weeks | 6.8 | 6.9 | 7.0 | 7.1 | 7.0 | 6.6 | 6.6 | 7.0 | 6.5 | 6.7 | 6.7 | 6.4 | 5.7 | 6.2 | 6.1 |

11. Unemployment rates of civilian workers by State, data not seasonally adjusted

| State | Oct. 1986 | Oct. 1987 | State | Oct. 1986 | Oct. 1987 |
|----------------------|-----------|-----------|----------------|-----------|-----------|
| Alabama | 9.4 | 6.9 | Montana | 6.4 | 6.2 |
| Alaska | 10.0 | 9.1 | Nebraska | 4.1 | 3.9 |
| Arizona | 6.8 | 5.5 | Nevada | 5.2 | 5.8 |
| Arkansas | 8.1 | 7.2 | New Hampshire | 2.3 | 2.1 |
| California | 6.2 | 5.6 | New Jersey | 4.8 | 3.6 |
| Colorado | 7.3 | 6.0 | New Mexico | 9.1 | 8.2 |
| Connecticut | 3.2 | 2.9 | New York | 5.5 | 4.9 |
| Delaware | 3.3 | 2.8 | North Carolina | 5.1 | 3.9 |
| District of Columbia | 7.4 | 6.4 | North Dakota | 4.5 | 3.7 |
| Florida | 5.8 | 5.0 | Ohio | 7.8 | 5.8 |
| Georgia | 5.5 | 5.1 | Oklahoma | 8.2 | 6.0 |
| Hawaii | 4.5 | 3.8 | Oregon | 7.2 | 5.6 |
| Idaho | 7.0 | 5.3 | Pennsylvania | 5.7 | 5.3 |
| Illinois | 7.3 | 6.3 | Rhode Island | 3.2 | 2.9 |
| Indiana | 6.0 | 5.7 | South Carolina | 5.7 | 4.3 |
| Iowa | 5.3 | 4.8 | South Dakota | 3.8 | 3.9 |
| Kansas | 5.0 | 4.3 | Tennessee | 7.0 | 5.8 |
| Kentucky | 7.7 | 7.1 | Texas | 8.9 | 7.4 |
| Louisiana | 13.3 | 10.1 | Utah | 5.4 | 5.2 |
| Maine | 3.9 | 2.9 | Vermont | 4.1 | 3.5 |
| Maryland | 4.0 | 4.0 | Virginia | 4.6 | 3.9 |
| Massachusetts | 3.4 | 2.7 | Washington | 7.5 | 6.5 |
| Michigan | 8.1 | 6.9 | West Virginia | 10.3 | 9.4 |
| Minnesota | 4.1 | 4.9 | Wisconsin | 6.0 | 5.0 |
| Mississippi | 10.8 | 9.2 | Wyoming | 8.4 | 6.5 |
| Missouri | 5.8 | 5.5 | | | |

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. 1986 | Sept. 1987 | Oct. 1987 ^P | State | Oct. 1986 | Sept. 1987 | Oct. 1987 ^P |
|----------------------|-----------|------------|------------------------|----------------|-----------|------------|------------------------|
| Alabama | 1,472.0 | 1,494.7 | 1,501.5 | Nebraska | 664.7 | 673.7 | 676.0 |
| Alaska | 220.5 | 220.0 | 212.0 | Nevada | 480.5 | 511.3 | 508.9 |
| Arizona | 1,364.3 | 1,370.5 | 1,384.7 | New Hampshire | 497.7 | 518.5 | 517.4 |
| Arkansas | 829.3 | 853.5 | 856.2 | New Jersey | 3,538.7 | 3,587.1 | 3,616.6 |
| California | 11,442.0 | 11,765.8 | 11,824.7 | New Mexico | 531.8 | 539.3 | 540.9 |
| Colorado | 1,401.8 | 1,393.8 | 1,399.8 | New York | 8,010.4 | 8,148.8 | 8,216.0 |
| Connecticut | 1,616.7 | 1,655.4 | 1,664.2 | North Carolina | 2,782.3 | 2,858.3 | 2,878.6 |
| Delaware | 309.0 | 317.1 | 319.9 | North Dakota | 252.5 | 256.4 | 257.8 |
| District of Columbia | 641.1 | 648.0 | 647.9 | Ohio | 4,546.2 | 4,644.3 | 4,658.7 |
| Florida | 4,634.9 | 4,799.7 | 4,838.9 | Oklahoma | 1,139.3 | 1,130.3 | 1,135.2 |
| Georgia | 2,727.9 | 2,762.0 | 2,774.5 | Oregon | 1,082.4 | 1,115.1 | 1,120.4 |
| Hawaii | 438.3 | 446.6 | 454.8 | Pennsylvania | 4,863.0 | 4,968.2 | 5,013.8 |
| Idaho | 343.4 | 347.0 | 349.4 | Rhode Island | 451.9 | 452.1 | 455.4 |
| Illinois | 4,837.9 | 4,868.2 | 4,927.2 | South Carolina | 1,354.5 | 1,401.7 | 1,406.0 |
| Indiana | 2,274.9 | 2,348.0 | 2,358.5 | South Dakota | 256.8 | 257.0 | 259.1 |
| Iowa | 1,097.8 | 1,116.4 | 1,128.6 | Tennessee | 1,969.7 | 2,035.1 | 2,048.7 |
| Kansas | 992.9 | 1,007.7 | 1,012.3 | Texas | 6,533.7 | 6,524.7 | 6,565.8 |
| Kentucky | 1,299.8 | 1,316.4 | 1,323.3 | Utah | 642.5 | 650.0 | 648.5 |
| Louisiana | 1,514.9 | 1,498.8 | 1,508.0 | Vermont | 239.1 | 240.7 | 242.1 |
| Maine | 490.5 | 509.9 | 509.0 | Virginia | 2,607.5 | 2,652.8 | 2,669.1 |
| Maryland | 1,985.2 | 1,993.1 | 1,997.8 | Washington | 1,803.5 | 1,870.0 | 1,877.5 |
| Massachusetts | 3,015.2 | 3,055.5 | 3,078.2 | West Virginia | 600.1 | 603.6 | 609.2 |
| Michigan | 3,697.2 | 3,708.1 | 3,743.7 | Wisconsin | 2,047.1 | 2,095.0 | 2,095.4 |
| Minnesota | 1,930.7 | 1,982.1 | 1,996.6 | Wyoming | 197.6 | 196.4 | 194.7 |
| Mississippi | 860.2 | 874.5 | 877.8 | Puerto Rico | 717.4 | 738.8 | 744.4 |
| Missouri | 2,160.3 | 2,185.6 | 2,188.9 | Virgin Islands | 36.5 | 37.4 | 37.9 |
| Montana | 281.0 | 276.6 | 279.4 | | | | |

^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 | | 1986 | | 1987 | | | | | | | | | | |
|--|----------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------------------|-------------------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. ^P | Nov. ^P |
| TOTAL | 97,519 | 99,610 | 100,415 | 100,567 | 100,919 | 101,150 | 101,329 | 101,598 | 101,708 | 101,818 | 102,126 | 102,275 | 102,434 | 102,970 | 103,244 |
| PRIVATE SECTOR | 81,125 | 82,900 | 83,515 | 83,643 | 83,983 | 84,215 | 84,352 | 84,560 | 84,677 | 84,787 | 85,106 | 85,229 | 85,386 | 85,766 | 85,998 |
| GOODS-PRODUCING | 24,859 | 24,681 | 24,630 | 24,630 | 24,708 | 24,743 | 24,749 | 24,759 | 24,752 | 24,761 | 24,850 | 24,886 | 24,917 | 25,053 | 25,152 |
| Mining | 927 | 783 | 730 | 724 | 718 | 719 | 722 | 729 | 735 | 738 | 744 | 751 | 759 | 764 | 760 |
| Oil and gas extraction | 583 | 457 | 412 | 406 | 405 | 406 | 408 | 416 | 420 | 425 | 430 | 434 | 439 | 443 | 440 |
| Construction | 4,673 | 4,904 | 4,946 | 4,936 | 5,034 | 5,038 | 5,032 | 5,019 | 4,999 | 5,008 | 5,002 | 5,006 | 4,989 | 5,044 | 5,078 |
| General building contractors | 1,253 | 1,293 | 1,289 | 1,277 | 1,311 | 1,309 | 1,291 | 1,272 | 1,267 | 1,266 | 1,261 | 1,262 | 1,260 | 1,273 | 1,283 |
| Manufacturing | 19,260 | 18,994 | 18,954 | 18,970 | 18,956 | 18,986 | 18,995 | 19,011 | 19,018 | 19,015 | 19,104 | 19,129 | 19,169 | 19,245 | 19,314 |
| Production workers | 13,092 | 12,895 | 12,879 | 12,906 | 12,884 | 12,916 | 12,925 | 12,939 | 12,946 | 12,958 | 13,020 | 13,038 | 13,072 | 13,129 | 13,193 |
| Durable goods | 11,490 | 11,244 | 11,174 | 11,175 | 11,157 | 11,179 | 11,176 | 11,175 | 11,175 | 11,176 | 11,195 | 11,248 | 11,268 | 11,320 | 11,356 |
| Production workers | 7,644 | 7,432 | 7,385 | 7,393 | 7,370 | 7,398 | 7,399 | 7,406 | 7,409 | 7,421 | 7,425 | 7,475 | 7,494 | 7,530 | 7,568 |
| Lumber and wood products | 697 | 711 | 723 | 728 | 731 | 733 | 734 | 736 | 738 | 735 | 740 | 736 | 740 | 741 | 744 |
| Furniture and fixtures | 494 | 497 | 499 | 499 | 500 | 501 | 502 | 504 | 509 | 510 | 518 | 518 | 520 | 524 | 526 |
| Stone, clay, and glass products | 588 | 586 | 582 | 584 | 586 | 588 | 586 | 584 | 582 | 582 | 582 | 582 | 581 | 583 | 586 |
| Primary metal industries | 808 | 753 | 733 | 733 | 726 | 733 | 739 | 743 | 742 | 746 | 750 | 754 | 764 | 769 | 773 |
| Blast furnaces and basic steel products | 303 | 275 | 260 | 259 | 254 | 261 | 266 | 272 | 272 | 275 | 277 | 278 | 283 | 286 | 288 |
| Fabricated metal products | 1,465 | 1,431 | 1,419 | 1,422 | 1,422 | 1,419 | 1,419 | 1,423 | 1,420 | 1,424 | 1,424 | 1,425 | 1,429 | 1,439 | 1,447 |
| Machinery, except electrical | 2,174 | 2,060 | 2,015 | 2,011 | 2,007 | 2,018 | 2,015 | 2,022 | 2,025 | 2,028 | 2,033 | 2,044 | 2,053 | 2,062 | 2,070 |
| Electrical and electronic equipment | 2,197 | 2,123 | 2,119 | 2,118 | 2,111 | 2,106 | 2,099 | 2,092 | 2,087 | 2,080 | 2,088 | 2,095 | 2,096 | 2,110 | 2,115 |
| Transportation equipment | 1,980 | 2,015 | 2,023 | 2,018 | 2,014 | 2,022 | 2,022 | 2,011 | 2,011 | 2,010 | 1,995 | 2,028 | 2,018 | 2,021 | 2,020 |
| Motor vehicles and equipment | 884 | 865 | 858 | 853 | 851 | 859 | 854 | 847 | 843 | 842 | 814 | 848 | 837 | 839 | 839 |
| Instruments and related products | 720 | 707 | 700 | 698 | 697 | 695 | 694 | 694 | 693 | 693 | 695 | 695 | 695 | 697 | 700 |
| Miscellaneous manufacturing industries | 367 | 362 | 361 | 364 | 363 | 364 | 366 | 364 | 366 | 368 | 370 | 371 | 372 | 374 | 375 |
| Nondurable goods | 7,770 | 7,750 | 7,780 | 7,795 | 7,799 | 7,807 | 7,819 | 7,836 | 7,843 | 7,839 | 7,909 | 7,881 | 7,901 | 7,925 | 7,958 |
| Production workers | 5,449 | 5,463 | 5,494 | 5,513 | 5,514 | 5,518 | 5,526 | 5,533 | 5,537 | 5,537 | 5,595 | 5,563 | 5,578 | 5,599 | 5,625 |
| Food and kindred products | 1,603 | 1,617 | 1,627 | 1,631 | 1,628 | 1,630 | 1,635 | 1,642 | 1,633 | 1,634 | 1,644 | 1,632 | 1,631 | 1,634 | 1,638 |
| Tobacco manufactures | 64 | 59 | 59 | 58 | 58 | 58 | 57 | 56 | 57 | 57 | 57 | 56 | 55 | 55 | 57 |
| Textile mill products | 702 | 705 | 714 | 715 | 718 | 722 | 725 | 724 | 727 | 729 | 736 | 732 | 735 | 736 | 740 |
| Apparel and other textile products | 1,121 | 1,106 | 1,101 | 1,110 | 1,106 | 1,101 | 1,103 | 1,104 | 1,107 | 1,108 | 1,130 | 1,110 | 1,117 | 1,122 | 1,127 |
| Paper and allied products | 678 | 674 | 678 | 679 | 678 | 679 | 678 | 677 | 677 | 676 | 678 | 677 | 681 | 679 | 681 |
| Printing and publishing | 1,428 | 1,457 | 1,472 | 1,474 | 1,479 | 1,483 | 1,485 | 1,493 | 1,497 | 1,498 | 1,504 | 1,508 | 1,509 | 1,513 | 1,522 |
| Chemicals and allied products | 1,044 | 1,023 | 1,020 | 1,017 | 1,018 | 1,018 | 1,017 | 1,018 | 1,022 | 1,014 | 1,026 | 1,031 | 1,031 | 1,033 | 1,036 |
| Petroleum and coal products | 179 | 169 | 165 | 163 | 164 | 164 | 164 | 164 | 164 | 164 | 164 | 164 | 166 | 167 | 166 |
| Rubber and misc. plastics products | 786 | 790 | 797 | 800 | 803 | 805 | 807 | 809 | 809 | 810 | 815 | 819 | 824 | 833 | 839 |
| Leather and leather products | 165 | 151 | 147 | 148 | 147 | 147 | 148 | 149 | 150 | 149 | 155 | 152 | 152 | 153 | 152 |
| SERVICE-PRODUCING | 72,660 | 74,930 | 75,785 | 75,937 | 76,211 | 76,407 | 76,580 | 76,839 | 76,956 | 77,057 | 77,276 | 77,389 | 77,517 | 77,917 | 78,092 |
| Transportation and public utilities | 5,238 | 5,244 | 5,278 | 5,286 | 5,304 | 5,315 | 5,333 | 5,348 | 5,344 | 5,350 | 5,363 | 5,377 | 5,416 | 5,428 | 5,455 |
| Transportation | 3,003 | 3,041 | 3,071 | 3,078 | 3,089 | 3,097 | 3,112 | 3,124 | 3,120 | 3,128 | 3,133 | 3,147 | 3,183 | 3,194 | 3,216 |
| Communication and public utilities | 2,235 | 2,203 | 2,207 | 2,208 | 2,215 | 2,218 | 2,221 | 2,224 | 2,224 | 2,222 | 2,230 | 2,230 | 2,233 | 2,234 | 2,239 |
| Wholesale trade | 5,717 | 5,735 | 5,728 | 5,725 | 5,741 | 5,757 | 5,766 | 5,772 | 5,775 | 5,781 | 5,797 | 5,807 | 5,815 | 5,834 | 5,857 |
| Durable goods | 3,388 | 3,383 | 3,380 | 3,383 | 3,386 | 3,391 | 3,397 | 3,397 | 3,401 | 3,405 | 3,418 | 3,422 | 3,431 | 3,446 | 3,461 |
| Nondurable goods | 2,329 | 2,351 | 2,348 | 2,342 | 2,355 | 2,366 | 2,369 | 2,375 | 2,374 | 2,376 | 2,379 | 2,385 | 2,384 | 2,388 | 2,396 |
| Retail trade | 17,356 | 17,845 | 18,009 | 18,007 | 18,080 | 18,140 | 18,136 | 18,197 | 18,205 | 18,226 | 18,274 | 18,256 | 18,314 | 18,396 | 18,376 |
| General merchandise stores | 2,324 | 2,363 | 2,379 | 2,363 | 2,358 | 2,373 | 2,380 | 2,385 | 2,390 | 2,387 | 2,407 | 2,411 | 2,415 | 2,452 | 2,417 |
| Food stores | 2,775 | 2,873 | 2,906 | 2,916 | 2,929 | 2,940 | 2,944 | 2,953 | 2,956 | 2,960 | 2,959 | 2,962 | 2,958 | 2,969 | 2,972 |
| Automotive dealers and service stations | 1,890 | 1,943 | 1,963 | 1,970 | 1,978 | 1,979 | 1,979 | 1,978 | 1,978 | 1,983 | 1,985 | 1,985 | 1,988 | 1,999 | 2,004 |
| Eating and drinking places | 5,709 | 5,879 | 5,927 | 5,938 | 5,946 | 5,956 | 5,964 | 5,962 | 5,976 | 5,982 | 5,985 | 5,992 | 6,018 | 6,032 | 6,044 |
| Finance, insurance, and real estate | 5,955 | 6,297 | 6,418 | 6,451 | 6,480 | 6,501 | 6,526 | 6,558 | 6,576 | 6,586 | 6,608 | 6,624 | 6,629 | 6,644 | 6,659 |
| Finance | 2,977 | 3,152 | 3,212 | 3,227 | 3,235 | 3,243 | 3,256 | 3,272 | 3,276 | 3,280 | 3,291 | 3,293 | 3,292 | 3,296 | 3,302 |
| Insurance | 1,833 | 1,945 | 1,990 | 1,999 | 2,012 | 2,016 | 2,022 | 2,032 | 2,037 | 2,043 | 2,043 | 2,050 | 2,054 | 2,063 | 2,064 |
| Real estate | 1,146 | 1,200 | 1,216 | 1,225 | 1,233 | 1,242 | 1,248 | 1,254 | 1,263 | 1,269 | 1,274 | 1,281 | 1,283 | 1,285 | 1,293 |
| Services | 22,000 | 23,099 | 23,452 | 23,544 | 23,670 | 23,759 | 23,842 | 23,926 | 24,025 | 24,083 | 24,214 | 24,279 | 24,295 | 24,411 | 24,499 |
| Business services | 4,457 | 4,781 | 4,877 | 4,912 | 4,950 | 4,984 | 5,020 | 5,044 | 5,083 | 5,086 | 5,105 | 5,133 | 5,152 | 5,195 | 5,211 |
| Health services | 6,299 | 6,551 | 6,661 | 6,691 | 6,721 | 6,748 | 6,773 | 6,800 | 6,822 | 6,853 | 6,887 | 6,923 | 6,967 | 7,034 | |
| Government | 16,394 | 16,711 | 16,900 | 16,924 | 16,936 | 16,935 | 16,977 | 17,038 | 17,031 | 17,031 | 17,020 | 17,046 | 17,048 | 17,204 | 17,246 |
| Federal | 2,875 | 2,899 | 2,900 | 2,904 | 2,912 | 2,916 | 2,922 | 2,933 | 2,935 | 2,935 | 2,936 | 2,940 | 2,962 | 2,961 | 2,966 |
| State | 3,832 | 3,888 | 3,915 | 3,927 | 3,929 | 3,927 | 3,930 | 3,943 | 3,947 | 3,932 | 3,952 | 3,964 | 3,957 | 3,969 | 3,988 |
| Local | 9,687 | 9,923 | 10,085 | 10,093 | 10,095 | 10,092 | 10,125 | 10,162 | 10,149 | 10,164 | 10,132 | 10,142 | 10,129 | 10,274 | 10,292 |

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 | | 1986 | | 1987 | | | | | | | | | | |
|--|----------------|------|------|------|------|------|------|------|------|------|------|------|-------|-------------------|-------------------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. ^P | Nov. ^P |
| PRIVATE SECTOR | 34.9 | 34.8 | 34.8 | 34.6 | 34.7 | 34.9 | 34.8 | 34.7 | 34.9 | 34.8 | 34.8 | 34.9 | 34.6 | 34.9 | 34.9 |
| MANUFACTURING | 40.5 | 40.7 | 40.8 | 40.8 | 40.9 | 41.1 | 40.9 | 40.6 | 41.0 | 41.0 | 41.0 | 41.0 | 40.6 | 41.3 | 41.2 |
| Overtime hours | 3.3 | 3.4 | 3.5 | 3.6 | 3.6 | 3.6 | 3.6 | 3.5 | 3.8 | 3.7 | 3.8 | 3.8 | 3.6 | 4.0 | 3.9 |
| Durable goods | 41.2 | 41.3 | 41.4 | 41.4 | 41.6 | 41.7 | 41.5 | 41.2 | 41.6 | 41.5 | 41.6 | 41.6 | 41.0 | 41.9 | 41.8 |
| Overtime hours | 3.5 | 3.5 | 3.5 | 3.6 | 3.7 | 3.7 | 3.7 | 3.6 | 3.9 | 3.8 | 3.8 | 4.0 | 3.7 | 4.1 | 4.0 |
| Lumber and wood products | 39.9 | 40.3 | 40.8 | 40.6 | 40.8 | 41.3 | 40.9 | 40.6 | 41.0 | 40.6 | 40.6 | 40.4 | 39.4 | 40.4 | 40.5 |
| Furniture and fixtures | 39.4 | 39.8 | 39.8 | 39.9 | 40.2 | 40.2 | 40.0 | 39.1 | 39.9 | 40.0 | 40.0 | 40.1 | 39.3 | 40.1 | 39.8 |
| Stone, clay, and glass products | 41.9 | 42.2 | 41.9 | 42.2 | 42.5 | 42.8 | 42.5 | 41.9 | 42.3 | 42.0 | 42.2 | 42.1 | 41.9 | 42.5 | 42.4 |
| Primary metal industries | 41.5 | 41.9 | 42.4 | 42.5 | 42.6 | 42.6 | 42.6 | 42.3 | 43.1 | 43.1 | 43.4 | 43.5 | 43.4 | 43.8 | 43.8 |
| Blast furnaces and basic steel products | 41.1 | 41.7 | 42.5 | 42.6 | 42.7 | 42.3 | 42.3 | 42.4 | 43.3 | 43.5 | 44.1 | 44.0 | 45.2 | 44.3 | 44.1 |
| Fabricated metal products | 41.3 | 41.3 | 41.4 | 41.2 | 41.6 | 41.6 | 41.5 | 41.2 | 41.6 | 41.5 | 41.4 | 41.5 | 40.8 | 42.0 | 42.0 |
| Machinery except electrical | 41.5 | 41.6 | 41.7 | 41.7 | 42.0 | 42.2 | 42.0 | 41.8 | 42.2 | 42.2 | 42.4 | 42.2 | 41.6 | 42.6 | 42.7 |
| Electrical and electronic equipment | 40.6 | 41.0 | 41.0 | 41.0 | 41.0 | 41.1 | 40.9 | 40.6 | 40.8 | 41.1 | 41.1 | 41.0 | 40.4 | 41.0 | 41.0 |
| Transportation equipment | 42.6 | 42.3 | 42.2 | 42.1 | 42.3 | 42.5 | 42.3 | 41.9 | 42.2 | 41.9 | 41.7 | 41.9 | 41.3 | 42.5 | 42.3 |
| Motor vehicles and equipment | 43.5 | 42.6 | 42.4 | 42.4 | 42.9 | 43.0 | 42.9 | 42.1 | 42.5 | 42.0 | 41.9 | 41.9 | 41.3 | 42.9 | 43.1 |
| Instruments and related products | 41.0 | 41.0 | 41.1 | 41.1 | 41.2 | 41.3 | 41.3 | 41.0 | 41.5 | 41.5 | 41.6 | 41.7 | 41.1 | 41.9 | 41.5 |
| Nondurable goods | 39.6 | 39.9 | 40.0 | 40.0 | 40.1 | 40.3 | 40.1 | 39.7 | 40.2 | 40.2 | 40.3 | 40.3 | 40.1 | 40.5 | 40.4 |
| Overtime hours | 3.1 | 3.3 | 3.5 | 3.5 | 3.5 | 3.5 | 3.5 | 3.3 | 3.7 | 3.6 | 3.7 | 3.7 | 3.6 | 3.8 | 3.8 |
| Food and kindred products | 40.0 | 40.0 | 40.0 | 39.8 | 40.0 | 40.1 | 40.0 | 39.8 | 40.1 | 40.1 | 39.9 | 40.3 | 40.2 | 40.5 | 40.3 |
| Textile mill products | 39.7 | 41.1 | 41.4 | 41.6 | 41.6 | 42.0 | 42.1 | 41.4 | 42.0 | 42.1 | 42.4 | 42.1 | 41.3 | 41.9 | 41.9 |
| Apparel and other textile products | 36.4 | 36.7 | 36.9 | 37.0 | 37.0 | 37.4 | 37.0 | 36.1 | 37.2 | 37.1 | 37.3 | 37.4 | 36.3 | 37.5 | 37.2 |
| Paper and allied products | 43.1 | 43.2 | 43.2 | 43.2 | 43.4 | 43.3 | 43.0 | 43.0 | 43.5 | 43.3 | 43.5 | 43.4 | 43.8 | 43.6 | 43.6 |
| Printing and publishing | 37.8 | 38.0 | 38.0 | 38.0 | 37.9 | 38.1 | 37.9 | 37.7 | 37.9 | 38.1 | 38.1 | 37.9 | 38.2 | 38.1 | 38.0 |
| Chemicals and allied products | 41.9 | 41.9 | 42.3 | 42.1 | 42.2 | 42.2 | 42.0 | 42.2 | 42.1 | 42.0 | 42.2 | 42.4 | 42.8 | 42.7 | 42.7 |
| Petroleum and coal products | 43.0 | 43.8 | 43.8 | 43.6 | 44.6 | 44.0 | 44.1 | 43.9 | 44.3 | 43.3 | 44.4 | 43.3 | 43.2 | 43.4 | 42.8 |
| TRANSPORTATION AND PUBLIC UTILITIES | 39.5 | 39.2 | 39.2 | 38.9 | 39.0 | 39.2 | 39.0 | 39.0 | 39.2 | 38.8 | 39.2 | 39.3 | 39.1 | 39.3 | 39.2 |
| WHOLESALE TRADE | 37.8 | 37.7 | 38.3 | 38.2 | 38.3 | 38.3 | 38.1 | 38.2 | 38.3 | 38.2 | 38.1 | 38.3 | 38.0 | 38.4 | 38.3 |
| RETAIL TRADE | 29.4 | 29.2 | 29.2 | 28.9 | 29.0 | 29.3 | 29.3 | 29.5 | 29.4 | 29.2 | 29.3 | 29.6 | 29.6 | 29.3 | 29.3 |
| SERVICES | 32.5 | 32.5 | 32.5 | 32.4 | 32.4 | 32.6 | 32.5 | 32.4 | 32.5 | 32.5 | 32.5 | 32.5 | 32.5 | 32.5 | 32.7 |

^P = preliminary

benchmark adjustment.

NOTE: See "Notes on the data" for a description of the most recent

15. Average hourly earnings of production or nonsupervisory workers on private nonagricultural payrolls by industry

| Industry | Annual average | | 1986 | | 1987 | | | | | | | | | | |
|--|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------------------|-------------------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. ^P | Nov. ^P |
| PRIVATE SECTOR | \$8.57 | \$8.76 | \$8.88 | \$8.86 | \$8.90 | \$8.92 | \$8.92 | \$8.91 | \$8.93 | \$8.92 | \$8.91 | \$8.94 | \$9.06 | \$9.09 | \$9.14 |
| Seasonally adjusted | - | - | 8.86 | 8.84 | 8.86 | 8.88 | 8.91 | 8.91 | 8.95 | 8.94 | 8.96 | 9.02 | 9.02 | 9.07 | 9.12 |
| MINING | 11.98 | 12.44 | 12.57 | 12.63 | 12.66 | 12.56 | 12.51 | 12.43 | 12.42 | 12.44 | 12.31 | 12.32 | 12.43 | 12.36 | 12.48 |
| CONSTRUCTION | 12.32 | 12.47 | 12.66 | 12.77 | 12.58 | 12.51 | 12.59 | 12.55 | 12.60 | 12.61 | 12.57 | 12.67 | 12.77 | 12.79 | 12.79 |
| MANUFACTURING | 9.54 | 9.73 | 9.78 | 9.85 | 9.84 | 9.84 | 9.85 | 9.87 | 9.87 | 9.87 | 9.87 | 9.86 | 10.00 | 9.95 | 10.01 |
| Durable goods | 10.10 | 10.29 | 10.33 | 10.40 | 10.38 | 10.39 | 10.39 | 10.39 | 10.40 | 10.42 | 10.40 | 10.42 | 10.53 | 10.51 | 10.57 |
| Lumber and wood products | 8.22 | 8.33 | 8.35 | 8.32 | 8.27 | 8.31 | 8.28 | 8.34 | 8.37 | 8.44 | 8.46 | 8.49 | 8.48 | 8.42 | 8.42 |
| Furniture and fixtures | 7.17 | 7.46 | 7.55 | 7.65 | 7.61 | 7.58 | 7.58 | 7.58 | 7.64 | 7.66 | 7.67 | 7.74 | 7.75 | 7.72 | 7.74 |
| Stone, clay, and glass products | 9.84 | 10.05 | 10.14 | 10.17 | 10.17 | 10.15 | 10.13 | 10.23 | 10.26 | 10.29 | 10.33 | 10.31 | 10.40 | 10.33 | 10.35 |
| Primary metal industries | 11.67 | 11.86 | 11.80 | 11.82 | 11.76 | 11.78 | 11.82 | 11.96 | 11.96 | 11.97 | 11.97 | 11.98 | 12.24 | 12.05 | 12.08 |
| Blast furnaces and basic steel products | 13.33 | 13.73 | 13.68 | 13.74 | 13.55 | 13.59 | 13.66 | 13.84 | 13.80 | 13.83 | 13.70 | 13.81 | 14.17 | 13.97 | 13.95 |
| Fabricated metal products | 9.70 | 9.89 | 9.94 | 10.02 | 9.98 | 9.99 | 9.99 | 9.98 | 9.97 | 10.00 | 9.95 | 9.97 | 10.04 | 10.10 | 10.16 |
| Machinery, except electrical | 10.29 | 10.59 | 10.62 | 10.67 | 10.64 | 10.68 | 10.72 | 10.70 | 10.70 | 10.76 | 10.74 | 10.76 | 10.81 | 10.85 | 10.91 |
| Electrical and electronic equipment | 9.46 | 9.65 | 9.73 | 9.82 | 9.84 | 9.84 | 9.84 | 9.82 | 9.83 | 9.84 | 9.89 | 9.90 | 9.98 | 9.94 | 9.98 |
| Transportation equipment | 12.71 | 12.81 | 12.88 | 12.96 | 12.93 | 12.88 | 12.86 | 12.80 | 12.85 | 12.88 | 12.83 | 12.90 | 13.07 | 13.10 | 13.18 |
| Motor vehicles and equipment | 13.39 | 13.45 | 13.44 | 13.56 | 13.58 | 13.49 | 13.49 | 13.40 | 13.42 | 13.47 | 13.36 | 13.43 | 13.69 | 13.75 | 13.83 |
| Instruments and related products | 9.17 | 9.47 | 9.63 | 9.65 | 9.64 | 9.67 | 9.67 | 9.67 | 9.69 | 9.70 | 9.74 | 9.78 | 9.80 | 9.81 | 9.88 |
| Miscellaneous manufacturing | 7.30 | 7.54 | 7.62 | 7.69 | 7.69 | 7.68 | 7.66 | 7.67 | 7.72 | 7.74 | 7.72 | 7.70 | 7.76 | 7.75 | 7.76 |
| Nondurable goods | 8.71 | 8.94 | 9.02 | 9.07 | 9.09 | 9.08 | 9.09 | 9.14 | 9.13 | 9.11 | 9.16 | 9.12 | 9.28 | 9.18 | 9.24 |
| Food and kindred products | 8.57 | 8.74 | 8.79 | 8.88 | 8.90 | 8.91 | 8.93 | 8.95 | 8.96 | 8.91 | 8.88 | 8.80 | 8.92 | 8.86 | 8.94 |
| Tobacco manufactures | 11.96 | 12.85 | 12.67 | 12.93 | 12.97 | 13.44 | 13.80 | 14.28 | 14.53 | 15.57 | 14.85 | 14.20 | 12.89 | 12.75 | 13.54 |
| Textile mill products | 6.70 | 6.93 | 7.05 | 7.10 | 7.10 | 7.11 | 7.12 | 7.12 | 7.13 | 7.15 | 7.14 | 7.16 | 7.23 | 7.24 | 7.32 |
| Apparel and other textile products | 5.73 | 5.84 | 5.87 | 5.90 | 5.94 | 5.93 | 5.93 | 5.94 | 5.89 | 5.91 | 5.89 | 5.90 | 6.01 | 5.98 | 6.00 |
| Paper and allied products | 10.83 | 11.18 | 11.27 | 11.34 | 11.26 | 11.26 | 11.27 | 11.37 | 11.40 | 11.41 | 11.48 | 11.41 | 11.67 | 11.45 | 11.44 |
| Printing and publishing | 9.71 | 9.99 | 10.11 | 10.15 | 10.14 | 10.16 | 10.17 | 10.14 | 10.19 | 10.19 | 10.25 | 10.31 | 10.48 | 10.43 | 10.44 |
| Chemicals and allied products | 11.56 | 11.98 | 12.17 | 12.20 | 12.18 | 12.21 | 12.24 | 12.30 | 12.31 | 12.27 | 12.37 | 12.34 | 12.56 | 12.53 | 12.58 |
| Petroleum and coal products | 14.06 | 14.18 | 14.32 | 14.41 | 14.57 | 14.51 | 14.50 | 14.50 | 14.52 | 14.43 | 14.48 | 14.52 | 14.71 | 14.64 | 14.75 |
| Rubber and miscellaneous plastics products | 8.54 | 8.73 | 8.77 | 8.82 | 8.83 | 8.79 | 8.80 | 8.82 | 8.84 | 8.87 | 8.93 | 8.90 | 8.98 | 8.91 | 8.99 |
| Leather and leather products | 5.83 | 5.92 | 5.98 | 5.98 | 6.04 | 6.01 | 6.06 | 6.12 | 6.05 | 6.04 | 5.98 | 6.01 | 6.09 | 6.08 | 6.11 |
| TRANSPORTATION AND PUBLIC UTILITIES | 11.40 | 11.70 | 11.90 | 11.90 | 11.89 | 11.93 | 11.90 | 11.94 | 11.95 | 11.91 | 12.00 | 11.97 | 12.03 | 12.01 | 12.12 |
| WHOLESALE TRADE | 9.16 | 9.35 | 9.47 | 9.47 | 9.49 | 9.55 | 9.53 | 9.53 | 9.57 | 9.57 | 9.57 | 9.62 | 9.67 | 9.67 | 9.75 |
| RETAIL TRADE | 5.94 | 6.03 | 6.08 | 6.07 | 6.09 | 6.09 | 6.08 | 6.09 | 6.09 | 6.08 | 6.07 | 6.06 | 6.20 | 6.15 | 6.18 |
| FINANCE, INSURANCE, AND REAL ESTATE | 7.94 | 8.35 | 8.57 | 8.48 | 8.60 | 8.75 | 8.72 | 8.71 | 8.72 | 8.68 | 8.69 | 8.81 | 8.79 | 8.80 | 8.94 |
| SERVICES | 7.90 | 8.16 | 8.33 | 8.32 | 8.37 | 8.43 | 8.41 | 8.40 | 8.38 | 8.35 | 8.33 | 8.40 | 8.55 | 8.61 | 8.71 |

- Data not available.
^P = preliminary

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 | | 1986 | | 1987 | | | | | | | | | | |
|--|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-------------------|-------------------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. ^P | Nov. ^P |
| PRIVATE SECTOR | \$299.09 | \$304.85 | \$308.14 | \$308.33 | \$306.16 | \$307.74 | \$308.63 | \$308.29 | \$310.76 | \$312.20 | \$312.74 | \$315.58 | \$314.38 | \$317.24 | \$318.07 |
| Current dollars | | | | | | | | | | | | | | | |
| Seasonally adjusted | - | - | 308.33 | 305.86 | 307.44 | 309.91 | 310.07 | 309.18 | 312.36 | 311.11 | 311.81 | 314.80 | 312.09 | 316.54 | 318.29 |
| Constant (1977) dollars | 170.42 | 171.07 | 171.86 | 171.87 | 169.52 | 169.74 | 169.48 | 168.28 | 169.17 | 169.21 | 169.14 | 169.76 | 168.30 | 169.38 | - |
| MINING | 519.93 | 524.97 | 520.40 | 535.51 | 538.05 | 527.52 | 522.92 | 519.57 | 526.61 | 527.46 | 518.25 | 522.37 | 523.30 | 527.77 | 527.90 |
| CONSTRUCTION | 464.46 | 466.38 | 462.09 | 469.94 | 467.98 | 460.37 | 470.87 | 469.37 | 485.10 | 480.44 | 485.20 | 489.06 | 464.83 | 496.25 | 473.23 |
| MANUFACTURING | 386.37 | 396.01 | 400.98 | 408.78 | 401.47 | 401.47 | 402.87 | 398.75 | 403.68 | 405.66 | 400.72 | 403.27 | 408.00 | 410.94 | 414.41 |
| Current dollars | | | | | | | | | | | | | | | |
| Constant (1977) dollars | 220.15 | 222.23 | 223.64 | 227.86 | 222.30 | 221.44 | 221.24 | 217.78 | 219.75 | 219.87 | 216.72 | 216.93 | 218.42 | 219.40 | - |
| Durable goods | 416.12 | 424.98 | 429.73 | 439.92 | 430.77 | 431.19 | 432.22 | 427.03 | 431.60 | 434.51 | 426.40 | 430.35 | 432.78 | 439.32 | 442.88 |
| Lumber and wood products | 327.98 | 335.70 | 337.34 | 337.79 | 331.63 | 337.39 | 337.00 | 338.60 | 345.68 | 348.57 | 341.78 | 345.54 | 338.35 | 341.85 | 337.64 |
| Furniture and fixtures | 282.50 | 296.91 | 303.51 | 314.42 | 302.88 | 299.41 | 301.68 | 294.10 | 301.78 | 306.40 | 300.66 | 311.92 | 308.45 | 314.20 | 311.15 |
| Stone, clay, and glass products | 412.30 | 424.11 | 423.85 | 427.14 | 421.04 | 423.26 | 425.46 | 430.68 | 439.13 | 437.33 | 439.03 | 439.21 | 442.00 | 443.16 | 437.81 |
| Primary metal industries | 484.31 | 496.93 | 500.32 | 508.26 | 500.98 | 503.01 | 505.90 | 508.30 | 514.28 | 517.10 | 514.71 | 515.14 | 531.22 | 524.18 | 530.31 |
| Blast furnaces and basic steel products | 547.86 | 572.54 | 580.03 | 589.45 | 575.88 | 577.58 | 581.92 | 593.74 | 598.92 | 605.75 | 602.80 | 600.74 | 639.07 | 610.49 | 613.80 |
| Fabricated metal products | 400.61 | 408.46 | 413.50 | 422.84 | 414.17 | 413.59 | 414.59 | 408.18 | 412.76 | 417.00 | 405.96 | 411.76 | 410.64 | 424.20 | 428.75 |
| Machinery, except electrical | 427.04 | 440.54 | 444.98 | 456.68 | 446.88 | 449.63 | 452.38 | 445.12 | 449.40 | 455.15 | 447.86 | 449.77 | 449.70 | 460.04 | 468.04 |
| Electrical and electronic equipment | 384.08 | 395.65 | 402.82 | 413.42 | 404.42 | 402.46 | 402.46 | 395.75 | 399.10 | 404.42 | 399.56 | 403.92 | 404.19 | 407.54 | 413.17 |
| Transportation equipment | 541.45 | 541.86 | 546.11 | 562.46 | 549.53 | 546.11 | 547.84 | 536.32 | 542.27 | 539.67 | 526.03 | 530.19 | 538.48 | 554.13 | 560.15 |
| Motor vehicles and equipment | 582.47 | 572.97 | 568.51 | 595.28 | 585.30 | 577.37 | 582.77 | 566.82 | 571.69 | 567.09 | 549.10 | 547.94 | 562.66 | 585.75 | 594.69 |
| Instruments and related products | 375.97 | 388.27 | 398.68 | 407.23 | 397.17 | 399.37 | 401.31 | 394.54 | 399.23 | 402.55 | 398.37 | 403.91 | 402.78 | 408.10 | 412.98 |
| Miscellaneous manufacturing | 287.62 | 298.58 | 305.56 | 309.14 | 303.76 | 301.06 | 301.04 | 297.60 | 302.62 | 304.18 | 299.54 | 303.38 | 302.64 | 310.00 | 304.97 |
| Nondurable goods | 344.92 | 356.71 | 363.51 | 368.24 | 362.69 | 362.29 | 363.60 | 361.03 | 366.11 | 367.13 | 366.40 | 368.45 | 374.91 | 372.71 | 375.14 |
| Food and kindred products | 342.80 | 349.60 | 353.36 | 357.86 | 354.22 | 351.05 | 352.74 | 351.74 | 359.30 | 357.29 | 354.31 | 358.16 | 363.94 | 360.60 | 362.07 |
| Tobacco manufactures | 444.91 | 480.59 | 481.46 | 483.58 | 481.19 | 486.53 | 525.78 | 536.93 | 571.03 | 624.36 | 527.18 | 512.62 | 501.42 | 520.20 | 556.49 |
| Textile mill products | 265.99 | 284.82 | 294.69 | 299.62 | 293.94 | 295.78 | 299.04 | 291.21 | 298.75 | 303.16 | 297.02 | 302.87 | 301.49 | 305.53 | 309.64 |
| Apparel and other textile products | 208.57 | 214.33 | 218.36 | 220.66 | 218.59 | 220.00 | 219.41 | 212.65 | 219.11 | 221.03 | 217.93 | 220.66 | 218.16 | 224.85 | 225.00 |
| Paper and allied products | 466.77 | 482.98 | 489.12 | 500.09 | 488.68 | 484.18 | 483.48 | 486.64 | 493.62 | 494.05 | 495.94 | 492.91 | 514.65 | 499.22 | 501.07 |
| Printing and publishing | 367.04 | 379.62 | 387.21 | 392.81 | 381.26 | 384.05 | 386.46 | 381.26 | 384.16 | 384.16 | 387.45 | 392.81 | 403.48 | 398.43 | 399.85 |
| Chemicals and allied products | 484.36 | 501.96 | 516.01 | 519.72 | 514.00 | 514.04 | 515.30 | 519.06 | 518.25 | 516.57 | 518.30 | 519.51 | 537.57 | 531.27 | 538.42 |
| Petroleum and coal products | 604.58 | 621.08 | 630.08 | 628.28 | 645.45 | 629.73 | 636.55 | 635.10 | 637.43 | 624.82 | 645.81 | 631.62 | 644.30 | 639.77 | 634.25 |
| Rubber and miscellaneous plastics products | 350.99 | 360.55 | 365.71 | 373.09 | 367.33 | 364.79 | 365.20 | 360.74 | 366.86 | 370.77 | 366.13 | 368.46 | 371.77 | 374.22 | 379.38 |
| Leather and leather products | 216.88 | 218.45 | 221.86 | 227.84 | 225.29 | 223.57 | 227.25 | 224.60 | 233.53 | 237.37 | 230.83 | 233.79 | 229.59 | 235.30 | 236.46 |
| TRANSPORTATION AND PUBLIC UTILITIES | 450.30 | 458.64 | 467.67 | 465.29 | 457.77 | 465.27 | 462.91 | 463.27 | 466.05 | 465.68 | 472.80 | 474.01 | 471.58 | 471.99 | 476.32 |
| WHOLESALE TRADE | 351.74 | 359.04 | 363.65 | 363.65 | 361.57 | 361.95 | 361.19 | 363.09 | 366.53 | 367.49 | 366.53 | 369.41 | 368.43 | 371.33 | 373.43 |
| RETAIL TRADE | 174.64 | 176.08 | 176.32 | 178.46 | 172.35 | 174.78 | 175.71 | 177.83 | 178.44 | 179.97 | 182.10 | 183.62 | 183.52 | 179.58 | 179.84 |
| FINANCE, INSURANCE, AND REAL ESTATE | 289.02 | 303.94 | 312.81 | 309.52 | 312.18 | 318.50 | 316.54 | 316.17 | 316.54 | 315.95 | 314.58 | 320.68 | 316.44 | 318.56 | 324.52 |
| SERVICES | 256.75 | 265.20 | 269.89 | 269.57 | 269.51 | 273.13 | 272.48 | 271.32 | 271.51 | 272.21 | 273.22 | 276.36 | 277.02 | 279.83 | 283.95 |

- Data not available.
P = preliminary

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. 1986 | Sept. 1987 | Oct. 1987 ^P | Nov. 1987 ^P | Nov. 1986 | July 1987 | Aug. 1987 | Sept. 1987 | Oct. 1987 ^P | Nov. 1987 ^P |
| PRIVATE SECTOR (In current dollars) | 171.3 | 175.0 | 174.8 | 175.9 | 171.2 | 173.2 | 174.1 | 174.6 | 174.8 | 175.7 |
| Mining ¹ | 182.6 | 183.0 | 182.5 | 184.1 | - | - | - | - | - | - |
| Construction | 154.2 | 155.9 | 156.2 | 156.0 | 154.7 | 154.3 | 154.7 | 154.0 | 154.7 | 156.4 |
| Manufacturing | 173.0 | 176.3 | 175.7 | 176.5 | 173.2 | 174.7 | 175.5 | 176.7 | 176.3 | 176.6 |
| Transportation and public utilities | 174.1 | 176.4 | 176.3 | 177.7 | 172.9 | 176.4 | 176.0 | 175.7 | 175.9 | 176.5 |
| Wholesale trade ¹ | 174.8 | 178.5 | 178.5 | 179.8 | - | - | - | - | - | - |
| Retail trade | 159.3 | 163.2 | 161.7 | 162.2 | 159.3 | 160.9 | 161.5 | 162.7 | 162.0 | 162.2 |
| Finance, insurance, and real estate ¹ | 184.0 | 188.9 | 189.3 | 192.0 | - | - | - | - | - | - |
| Services | 177.6 | 183.0 | 183.8 | 185.8 | 177.1 | 180.5 | 182.4 | 182.3 | 183.8 | 185.2 |
| PRIVATE SECTOR [In constant (1977) dollars] | 95.6 | 93.7 | 93.3 | - | 95.5 | 93.7 | 93.7 | 93.8 | 93.6 | - |

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: | | | | | | | | | | | | |
| 1985 | 55.9 | 47.0 | 52.4 | 47.3 | 53.2 | 46.8 | 53.8 | 53.8 | 47.8 | 53.2 | 54.3 | 57.3 |
| 1986 | 53.2 | 48.1 | 48.1 | 53.5 | 52.4 | 46.8 | 52.4 | 56.2 | 55.1 | 53.2 | 59.7 | 59.7 |
| 1987 | 53.5 | 56.8 | 58.6 | 58.4 | 58.6 | 55.7 | 68.6 | 54.6 | 65.4 | 66.8 | 69.2 | - |
| Over 3-month span: | | | | | | | | | | | | |
| 1985 | 51.1 | 48.4 | 42.4 | 46.5 | 44.3 | 49.7 | 47.0 | 48.6 | 45.9 | 47.6 | 55.1 | 56.5 |
| 1986 | 49.7 | 44.9 | 45.7 | 48.4 | 47.6 | 45.4 | 48.4 | 55.1 | 55.9 | 58.1 | 58.6 | 60.3 |
| 1987 | 58.6 | 59.5 | 61.1 | 61.6 | 61.4 | 67.3 | 66.2 | 75.1 | 69.5 | 76.5 | - | - |
| Over 6-month span: | | | | | | | | | | | | |
| 1985 | 46.5 | 46.5 | 43.2 | 44.3 | 44.3 | 45.1 | 43.0 | 44.3 | 49.2 | 49.2 | 47.3 | 45.9 |
| 1986 | 47.6 | 47.6 | 43.0 | 43.2 | 45.4 | 48.4 | 47.3 | 53.0 | 59.2 | 58.9 | 57.8 | 58.9 |
| 1987 | 61.9 | 62.7 | 58.9 | 67.3 | 67.6 | 71.1 | 75.1 | 78.9 | - | - | - | - |
| Over 12-month span: | | | | | | | | | | | | |
| 1985 | 44.6 | 44.1 | 43.8 | 40.8 | 41.6 | 41.6 | 42.2 | 42.4 | 43.8 | 44.3 | 44.1 | 42.4 |
| 1986 | 43.2 | 44.1 | 46.2 | 45.7 | 47.8 | 49.5 | 49.5 | 51.6 | 54.9 | 52.2 | 55.1 | 56.5 |
| 1987 | 62.2 | 63.5 | 67.3 | 69.2 | 71.9 | - | - | - | - | - | - | - |

- 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 | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 |
|-----------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Noninstitutional population | 163,541 | 166,460 | 169,349 | 171,775 | 173,939 | 175,891 | 178,080 | 179,912 | 182,293 |
| Labor force: | | | | | | | | | |
| Total (number) | 103,882 | 106,559 | 108,544 | 110,315 | 111,872 | 113,226 | 115,241 | 117,167 | 119,540 |
| Percent of population | 63.5 | 64.0 | 64.1 | 64.2 | 64.3 | 64.4 | 64.7 | 65.1 | 65.6 |
| Employed: | | | | | | | | | |
| Total (number) | 97,679 | 100,421 | 100,907 | 102,042 | 101,194 | 102,510 | 106,702 | 108,856 | 111,303 |
| Percent of population | 59.7 | 60.3 | 59.6 | 59.4 | 58.2 | 58.3 | 59.9 | 60.5 | 61.1 |
| Resident Armed Forces | 1,631 | 1,597 | 1,604 | 1,645 | 1,668 | 1,676 | 1,697 | 1,706 | 1,706 |
| Civilian | | | | | | | | | |
| Total | 96,048 | 98,824 | 99,303 | 100,397 | 99,526 | 100,834 | 105,005 | 107,150 | 109,597 |
| Agriculture | 3,387 | 3,347 | 3,364 | 3,368 | 3,401 | 3,383 | 3,321 | 3,179 | 3,163 |
| Nonagricultural industries | 92,661 | 95,477 | 95,938 | 97,030 | 96,125 | 97,450 | 101,685 | 103,971 | 106,434 |
| Unemployed: | | | | | | | | | |
| Total (number) | 6,202 | 6,137 | 7,637 | 8,273 | 10,678 | 10,717 | 8,539 | 8,312 | 8,237 |
| Percent of labor force | 6.0 | 5.8 | 7.0 | 7.5 | 9.5 | 9.5 | 7.4 | 7.1 | 6.9 |
| Not in labor force (number) | 59,659 | 59,900 | 60,806 | 61,460 | 62,067 | 62,665 | 62,839 | 62,744 | 62,752 |

20. Annual data: Employment levels by industry

(Numbers in thousands)

| Industry | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Total employment | 86,697 | 89,823 | 90,406 | 91,156 | 89,566 | 90,200 | 94,496 | 97,519 | 99,610 |
| Private sector | 71,026 | 73,876 | 74,166 | 75,126 | 73,729 | 74,330 | 78,472 | 81,125 | 82,900 |
| Goods-producing | 25,585 | 26,461 | 25,658 | 25,497 | 23,813 | 23,334 | 24,727 | 24,859 | 24,681 |
| Mining | 851 | 958 | 1,027 | 1,139 | 1,128 | 952 | 966 | 927 | 783 |
| Construction | 4,229 | 4,463 | 4,346 | 4,188 | 3,905 | 3,948 | 4,383 | 4,673 | 4,904 |
| Manufacturing | 20,505 | 21,040 | 20,285 | 20,170 | 18,781 | 18,434 | 19,378 | 19,260 | 18,994 |
| Service-producing | 61,113 | 63,363 | 64,748 | 65,659 | 65,753 | 66,866 | 69,769 | 72,660 | 74,930 |
| Transportation and public utilities | 4,923 | 5,136 | 5,146 | 5,165 | 5,082 | 4,954 | 5,159 | 5,238 | 5,244 |
| Wholesale trade | 4,969 | 5,204 | 5,275 | 5,358 | 5,278 | 5,268 | 5,555 | 5,717 | 5,735 |
| Retail trade | 14,573 | 14,989 | 15,035 | 15,189 | 15,179 | 15,613 | 16,545 | 17,356 | 17,845 |
| Finance, insurance, and real estate | 4,724 | 4,975 | 5,160 | 5,298 | 5,341 | 5,468 | 5,689 | 5,955 | 6,297 |
| Services | 16,252 | 17,112 | 17,890 | 18,619 | 19,036 | 19,694 | 20,797 | 22,000 | 23,099 |
| Government | 15,672 | 15,947 | 16,241 | 16,031 | 15,837 | 15,869 | 16,024 | 16,394 | 16,711 |
| Federal | 2,753 | 2,773 | 2,866 | 2,772 | 2,739 | 2,774 | 2,807 | 2,875 | 2,899 |
| State | 3,474 | 3,541 | 3,610 | 3,640 | 3,640 | 3,662 | 3,734 | 3,832 | 3,888 |
| Local | 9,446 | 9,633 | 9,765 | 9,619 | 9,458 | 9,434 | 9,482 | 9,687 | 9,923 |

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 | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Private sector | | | | | | | | | |
| Average weekly hours | 35.8 | 35.7 | 35.3 | 35.2 | 34.8 | 35.0 | 35.2 | 34.9 | 34.8 |
| Average hourly earnings (in dollars) | 5.69 | 6.16 | 6.66 | 7.25 | 7.68 | 8.02 | 8.32 | 8.57 | 8.76 |
| Average weekly earnings (in dollars) | 203.70 | 219.91 | 235.10 | 255.20 | 267.26 | 280.70 | 292.86 | 299.09 | 304.85 |
| Mining | | | | | | | | | |
| Average weekly hours | 43.4 | 43.0 | 43.3 | 43.7 | 42.7 | 42.5 | 43.3 | 43.4 | 42.2 |
| Average hourly earnings (in dollars) | 7.67 | 8.49 | 9.17 | 10.04 | 10.77 | 11.28 | 11.63 | 11.98 | 12.44 |
| Average weekly earnings (in dollars) | 332.88 | 365.07 | 397.06 | 438.75 | 459.88 | 479.40 | 503.58 | 519.93 | 524.97 |
| Construction | | | | | | | | | |
| Average weekly hours | 36.8 | 37.0 | 37.0 | 36.9 | 36.7 | 37.1 | 37.8 | 37.7 | 37.4 |
| Average hourly earnings (in dollars) | 8.66 | 9.27 | 9.94 | 10.82 | 11.63 | 11.94 | 12.13 | 12.32 | 12.47 |
| Average weekly earnings (in dollars) | 318.69 | 342.99 | 367.78 | 399.26 | 426.82 | 442.97 | 458.51 | 464.46 | 466.38 |
| Manufacturing | | | | | | | | | |
| Average weekly hours | 40.4 | 40.2 | 39.7 | 39.8 | 38.9 | 40.1 | 40.7 | 40.5 | 40.7 |
| Average hourly earnings (in dollars) | 6.17 | 6.70 | 7.27 | 7.99 | 8.49 | 8.83 | 9.19 | 9.54 | 9.73 |
| Average weekly earnings (in dollars) | 249.27 | 269.34 | 288.62 | 318.00 | 330.26 | 354.08 | 374.03 | 386.37 | 396.01 |
| Transportation and public utilities | | | | | | | | | |
| Average weekly hours | 40.0 | 39.9 | 39.6 | 39.4 | 39.0 | 39.0 | 39.4 | 39.5 | 39.2 |
| Average hourly earnings (in dollars) | 7.57 | 8.16 | 8.87 | 9.70 | 10.32 | 10.79 | 11.12 | 11.40 | 11.70 |
| Average weekly earnings (in dollars) | 302.80 | 325.58 | 351.25 | 382.18 | 402.48 | 420.81 | 438.13 | 450.30 | 458.64 |
| Wholesale trade | | | | | | | | | |
| Average weekly hours | 38.8 | 38.8 | 38.5 | 38.5 | 38.3 | 38.5 | 38.5 | 38.4 | 38.4 |
| Average hourly earnings (in dollars) | 5.88 | 6.39 | 6.96 | 7.56 | 8.09 | 8.55 | 8.89 | 9.16 | 9.35 |
| Average weekly earnings (in dollars) | 228.14 | 247.93 | 267.96 | 291.06 | 309.85 | 329.18 | 342.27 | 351.74 | 359.04 |
| Retail trade | | | | | | | | | |
| Average weekly hours | 31.0 | 30.6 | 30.2 | 30.1 | 29.9 | 29.8 | 29.8 | 29.4 | 29.2 |
| Average hourly earnings (in dollars) | 4.20 | 4.53 | 4.88 | 5.25 | 5.48 | 5.74 | 5.85 | 5.94 | 6.03 |
| Average weekly earnings (in dollars) | 130.20 | 138.62 | 147.38 | 158.03 | 163.85 | 171.05 | 174.33 | 174.64 | 176.08 |
| Finance, insurance, and real estate | | | | | | | | | |
| Average weekly hours | 36.4 | 36.2 | 36.2 | 36.3 | 36.2 | 36.2 | 36.5 | 36.4 | 36.4 |
| Average hourly earnings (in dollars) | 4.89 | 5.27 | 5.79 | 6.31 | 6.78 | 7.29 | 7.63 | 7.94 | 8.35 |
| Average weekly earnings (in dollars) | 178.00 | 190.77 | 209.60 | 229.05 | 245.44 | 263.90 | 278.50 | 289.02 | 303.94 |
| Services | | | | | | | | | |
| Average weekly hours | 32.8 | 32.7 | 32.6 | 32.6 | 32.6 | 32.7 | 32.6 | 32.5 | 32.5 |
| Average hourly earnings (in dollars) | 4.99 | 5.36 | 5.85 | 6.41 | 6.92 | 7.31 | 7.59 | 7.90 | 8.16 |
| Average weekly earnings (in dollars) | 163.67 | 175.27 | 190.71 | 208.97 | 225.59 | 239.04 | 247.43 | 256.75 | 265.20 |

22. Employment Cost Index, compensation,¹ by occupation and industry group

(June 1981=100)

| Series | 1985 | | 1986 | | | | 1987 | | | Percent change | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|-----------------|
| | Sept. | Dec. | Mar. | June | Sept. | Dec. | Mar. | June | Sept. | 3 months ended | 12 months ended |
| | | | | | | | | | | Sept. 1987 | |
| Civilian workers ² | 128.4 | 129.2 | 130.6 | 131.5 | 133.0 | 133.8 | 135.0 | 135.9 | 137.5 | 1.2 | 3.4 |
| Workers, by occupational group: | | | | | | | | | | | |
| White-collar workers | 130.7 | 131.6 | 133.1 | 134.2 | 136.0 | 136.9 | 138.5 | 139.3 | 141.2 | 1.4 | 3.8 |
| Blue-collar workers | 124.4 | 124.9 | 126.2 | 126.8 | 127.8 | 128.4 | 129.1 | 130.1 | 131.3 | .9 | 2.7 |
| Service occupations | 130.9 | 131.8 | 133.1 | 133.7 | 135.4 | 136.6 | 138.0 | 138.5 | 139.9 | 1.0 | 3.3 |
| Workers, by industry division: | | | | | | | | | | | |
| Goods-producing | 124.9 | 125.5 | 126.9 | 128.1 | 128.8 | 129.5 | 130.2 | 131.1 | 132.2 | .8 | 2.6 |
| Manufacturing | 125.5 | 126.0 | 127.7 | 128.7 | 129.3 | 130.1 | 130.7 | 131.5 | 132.7 | .9 | 2.6 |
| Service-producing | 130.7 | 131.5 | 132.9 | 133.7 | 135.6 | 136.5 | 138.1 | 138.9 | 140.8 | 1.4 | 3.8 |
| Services | 136.4 | 137.1 | 138.8 | 139.4 | 142.4 | 143.6 | 145.2 | 145.8 | 149.2 | 2.3 | 4.8 |
| Health services | - | - | - | - | - | - | - | - | - | 1.3 | 4.3 |
| Hospitals | - | - | - | - | - | - | - | - | - | 1.7 | 4.6 |
| Public administration ³ | 134.2 | 134.8 | 136.8 | 138.0 | 140.6 | 141.6 | 144.1 | 144.7 | 146.4 | 1.2 | 4.1 |
| Nonmanufacturing | 129.7 | 130.6 | 131.9 | 132.8 | 134.6 | 135.4 | 136.9 | 137.8 | 139.6 | 1.3 | 3.7 |
| Private industry workers | 126.8 | 127.5 | 128.9 | 129.9 | 130.8 | 131.6 | 132.9 | 133.8 | 135.1 | 1.0 | 3.3 |
| Workers, by occupational group: | | | | | | | | | | | |
| White-collar workers | 128.8 | 129.8 | 131.3 | 132.5 | 133.5 | 134.3 | 136.1 | 137.0 | 138.5 | 1.1 | 3.7 |
| Professional specialty and technical occupations | - | - | - | - | - | - | - | - | - | 1.4 | 3.9 |
| Executive, administrative, and managerial occupations | - | - | - | - | - | - | - | - | - | 1.4 | 4.8 |
| Sales occupations | - | - | - | - | - | - | - | - | - | .0 | 1.5 |
| Administrative support occupations, including clerical | - | - | - | - | - | - | - | - | - | 1.1 | 3.9 |
| Blue-collar workers | 124.0 | 124.4 | 125.7 | 126.3 | 127.2 | 127.8 | 128.4 | 129.5 | 130.6 | .8 | 2.7 |
| Precision production, craft, and repair occupation | - | - | - | - | - | - | - | - | - | 1.1 | 2.8 |
| Machine operators, assemblers, and inspectors | - | - | - | - | - | - | - | - | - | .5 | 2.7 |
| Transportation and material moving occupations | - | - | - | - | - | - | - | - | - | .7 | 2.6 |
| Handlers, equipment cleaners, helpers, and laborers | - | - | - | - | - | - | - | - | - | .9 | 2.2 |
| Service occupations | 128.8 | 129.5 | 130.9 | 131.1 | 132.3 | 133.5 | 134.7 | 135.2 | 135.9 | .5 | 2.7 |
| Workers, by industry division: | | | | | | | | | | | |
| Goods-producing | 124.6 | 125.3 | 126.7 | 127.8 | 128.6 | 129.2 | 129.9 | 130.8 | 131.9 | .8 | 2.6 |
| Construction | - | - | - | - | - | - | - | - | - | .8 | 3.1 |
| Manufacturing | 125.5 | 126.0 | 127.7 | 128.7 | 129.3 | 130.1 | 130.7 | 131.5 | 132.7 | .9 | 2.6 |
| Durables | - | - | - | - | - | - | - | - | - | .7 | 2.3 |
| Nondurables | - | - | - | - | - | - | - | - | - | 1.3 | 3.3 |
| Service-producing | 128.7 | 129.4 | 130.8 | 131.6 | 132.7 | 133.5 | 135.3 | 136.3 | 137.7 | 1.0 | 3.8 |
| Transportation and public utilities | - | - | - | - | - | - | - | - | - | .5 | 2.7 |
| Transportation | - | - | - | - | - | - | - | - | - | .2 | 2.2 |
| Public utilities | - | - | - | - | - | - | - | - | - | 1.0 | 3.4 |
| Wholesale and retail trade | - | - | - | - | - | - | - | - | - | .5 | 3.3 |
| Wholesale trade | - | - | - | - | - | - | - | - | - | .6 | 4.3 |
| Retail trade | - | - | - | - | - | - | - | - | - | .5 | 2.8 |
| Finance, insurance, and real estate | - | - | - | - | - | - | - | - | - | .3 | 2.7 |
| Service | - | - | - | - | - | - | - | - | - | 2.0 | 5.2 |
| Health services | - | - | - | - | - | - | - | - | - | 1.1 | 4.3 |
| Hospitals | - | - | - | - | - | - | - | - | - | 1.7 | 4.7 |
| Nonmanufacturing | 127.6 | 128.4 | 129.7 | 130.6 | 131.7 | 132.4 | 134.1 | 135.1 | 136.4 | 1.0 | 3.6 |
| State and local government workers | 136.5 | 137.5 | 138.9 | 139.7 | 143.6 | 144.7 | 145.9 | 146.3 | 149.7 | 2.3 | 4.2 |
| Workers, by occupational group: | | | | | | | | | | | |
| White-collar workers | 137.6 | 138.6 | 140.0 | 140.5 | 145.0 | 146.0 | 147.2 | 147.5 | 151.2 | 2.5 | 4.3 |
| Blue-collar workers | 131.9 | 132.7 | 134.7 | 136.3 | 138.5 | 139.5 | 140.8 | 141.3 | 143.3 | 1.4 | 3.5 |
| Workers, by industry division: | | | | | | | | | | | |
| Services | 137.9 | 139.1 | 140.4 | 140.8 | 145.5 | 146.6 | 147.3 | 147.6 | 151.8 | 2.8 | 4.3 |
| Hospitals and other services ⁴ | 134.1 | 135.2 | 136.8 | 137.9 | 139.4 | 141.1 | 142.5 | 143.3 | 145.1 | 1.3 | 4.1 |
| Health services | - | - | - | - | - | - | - | - | - | 2.1 | 4.4 |
| Schools | 139.1 | 140.3 | 141.5 | 141.7 | 147.6 | 148.4 | 148.9 | 149.1 | 154.1 | 3.4 | 4.4 |
| Elementary and secondary | 140.9 | 142.0 | 143.0 | 143.2 | 149.4 | 150.3 | 150.5 | 150.7 | 156.5 | 3.8 | 4.8 |
| Public administration ³ | 134.2 | 134.8 | 136.8 | 138.0 | 140.6 | 141.6 | 144.1 | 144.7 | 146.4 | 1.2 | 4.1 |

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 Consist of legislative, judicial, administrative, and regulatory activities.

⁴ Includes, for example, library, social, and health services.

- Data not available.

23. Employment Cost Index, wages and salaries, by occupation and industry group

(June 1981 = 100)

| Series | 1985 | | 1986 | | | | 1987 | | | Percent change | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|-----------------|
| | Sept. | Dec. | Mar. | June | Sept. | Dec. | Mar. | June | Sept. | 3 months ended | 12 months ended |
| | | | | | | | | | | Sept. 1987 | |
| Civilian workers ¹ | 126.3 | 127.0 | 128.3 | 129.3 | 130.7 | 131.5 | 132.8 | 133.5 | 135.2 | 1.3 | 3.4 |
| Workers, by occupational group: | | | | | | | | | | | |
| White-collar workers | 128.8 | 129.8 | 131.2 | 132.4 | 134.1 | 135.0 | 136.6 | 137.3 | 139.4 | 1.5 | 4.0 |
| Blue-collar workers | 122.0 | 122.3 | 123.4 | 124.1 | 125.0 | 125.6 | 126.2 | 127.1 | 128.3 | .9 | 2.6 |
| Service occupations | 128.0 | 128.6 | 129.8 | 130.0 | 131.7 | 132.8 | 134.2 | 134.7 | 136.0 | 1.0 | 3.3 |
| Workers, by industry division | | | | | | | | | | | |
| Goods-producing | 122.5 | 123.1 | 124.4 | 125.6 | 126.3 | 127.0 | 127.8 | 128.5 | 129.8 | 1.0 | 2.8 |
| Manufacturing | 123.2 | 123.8 | 125.3 | 126.5 | 127.2 | 127.9 | 128.7 | 129.5 | 130.8 | 1.0 | 2.8 |
| Service-producing | 128.6 | 129.4 | 130.7 | 131.5 | 133.4 | 134.2 | 135.8 | 136.5 | 138.5 | 1.5 | 3.8 |
| Services | 134.2 | 134.8 | 136.4 | 137.0 | 139.9 | 141.1 | 142.7 | 143.4 | 146.8 | 2.4 | 4.9 |
| Health services | - | - | - | - | - | - | - | - | - | 1.5 | 4.7 |
| Hospitals | - | - | - | - | - | - | - | - | - | 1.8 | 4.9 |
| Public administration ² | 131.4 | 132.0 | 133.8 | 134.6 | 137.5 | 138.1 | 140.5 | 141.0 | 142.6 | 1.1 | 3.7 |
| Nonmanufacturing | 127.6 | 128.4 | 129.6 | 130.4 | 132.2 | 133.0 | 134.5 | 135.2 | 137.1 | 1.4 | 3.7 |
| Private industry workers | 124.9 | 125.6 | 126.8 | 127.9 | 128.8 | 129.5 | 130.8 | 131.7 | 133.0 | 1.0 | 3.3 |
| Workers, by occupational group: | | | | | | | | | | | |
| White-collar workers | 127.3 | 128.3 | 129.6 | 131.1 | 132.0 | 132.7 | 134.6 | 135.4 | 137.0 | 1.2 | 3.8 |
| Professional, specialty and technical occupations | 131.2 | 131.5 | 132.7 | 134.0 | 135.4 | 136.4 | 138.4 | 139.1 | 141.2 | 1.5 | 4.3 |
| Executive, administrative, and managerial occupations | 127.7 | 128.4 | 130.5 | 132.1 | 132.4 | 133.5 | 135.6 | 136.4 | 138.6 | 1.6 | 4.7 |
| Sales occupations | 119.3 | 122.5 | 122.4 | 124.3 | 125.2 | 124.9 | 126.7 | 127.1 | 127.0 | -1 | 1.4 |
| Administrative support occupations, including clerical | 127.1 | 127.9 | 129.6 | 130.8 | 131.7 | 132.7 | 134.3 | 135.5 | 137.1 | 1.2 | 4.1 |
| Blue-collar workers | 121.7 | 122.0 | 123.1 | 123.7 | 124.5 | 125.1 | 125.6 | 126.6 | 127.7 | .9 | 2.6 |
| Precision production, craft, and repair occupations | 123.7 | 123.8 | 125.3 | 125.7 | 126.7 | 127.4 | 127.9 | 128.8 | 130.2 | 1.1 | 2.8 |
| Machine operators, assemblers, and inspectors | 121.1 | 121.6 | 122.6 | 123.6 | 124.1 | 124.9 | 125.5 | 126.7 | 127.5 | .6 | 2.7 |
| Transportation and material moving occupations | 117.7 | 117.8 | 118.0 | 118.9 | 119.8 | 120.1 | 120.5 | 121.5 | 122.3 | .7 | 2.1 |
| Handlers, equipment cleaners, helpers, and laborers | 118.6 | 119.8 | 120.0 | 120.3 | 120.9 | 121.4 | 121.9 | 122.6 | 123.7 | .9 | 2.3 |
| Service occupations | 126.3 | 126.6 | 128.0 | 128.0 | 128.9 | 130.1 | 131.4 | 131.9 | 132.6 | .5 | 2.9 |
| Workers, by industry division: | | | | | | | | | | | |
| Goods-producing | 122.3 | 122.9 | 124.2 | 125.4 | 126.1 | 126.8 | 127.5 | 128.3 | 129.6 | 1.0 | 2.8 |
| Construction | 117.3 | 117.9 | 118.3 | 119.8 | 120.5 | 120.8 | 121.7 | 122.7 | 123.8 | .9 | 2.7 |
| Manufacturing | 123.2 | 123.8 | 125.3 | 126.5 | 127.2 | 127.9 | 128.7 | 129.5 | 130.8 | 1.0 | 2.8 |
| Durables | 122.7 | 123.4 | 124.8 | 125.8 | 126.4 | 127.2 | 127.7 | 128.7 | 129.7 | .8 | 2.6 |
| Nondurables | 124.0 | 124.6 | 126.1 | 127.9 | 128.5 | 129.3 | 130.5 | 131.0 | 132.8 | 1.4 | 3.3 |
| Service-producing | 127.0 | 127.8 | 129.0 | 129.9 | 130.9 | 131.6 | 133.4 | 134.3 | 135.7 | 1.0 | 3.7 |
| Transportation and public utilities | 124.8 | 125.2 | 126.3 | 126.6 | 127.3 | 127.5 | 128.1 | 129.3 | 130.0 | .5 | 2.1 |
| Transportation | - | - | - | - | - | - | - | - | - | .4 | 1.6 |
| Public utilities | - | - | - | - | - | - | - | - | - | .6 | 2.8 |
| Wholesale and retail trade | 122.7 | 123.7 | 124.5 | 125.8 | 126.5 | 126.9 | 127.9 | 129.9 | 130.6 | .5 | 3.2 |
| Wholesale trade | 127.7 | 128.3 | 129.7 | 131.2 | 131.8 | 133.1 | 134.8 | 137.2 | 137.8 | .4 | 4.6 |
| Retail trade | 120.8 | 121.9 | 122.5 | 123.7 | 124.4 | 124.5 | 125.2 | 127.1 | 127.8 | .6 | 2.7 |
| Finance, insurance, and real estate | 124.1 | 126.5 | 126.6 | 128.0 | 129.0 | 130.0 | 133.5 | 131.5 | 131.8 | .2 | 2.2 |
| Services | 133.9 | 134.1 | 136.2 | 136.9 | 138.2 | 139.5 | 141.8 | 142.8 | 145.9 | 2.2 | 5.6 |
| Health services | - | - | - | - | - | - | - | - | - | 1.4 | 5.0 |
| Hospitals | - | - | - | - | - | - | - | - | - | 1.8 | 5.3 |
| Nonmanufacturing | 125.9 | 126.6 | 127.7 | 128.7 | 129.7 | 130.4 | 131.9 | 132.8 | 134.2 | 1.1 | 3.5 |
| State and local government workers | 133.2 | 134.2 | 135.5 | 136.0 | 140.4 | 141.4 | 142.5 | 142.8 | 146.1 | 2.3 | 4.1 |
| Workers, by occupational group | | | | | | | | | | | |
| White-collar workers | 134.3 | 135.3 | 136.6 | 137.0 | 141.8 | 142.8 | 143.9 | 144.1 | 147.7 | 2.5 | 4.2 |
| Blue-collar workers | 127.9 | 128.4 | 130.4 | 131.9 | 134.5 | 135.1 | 136.3 | 136.9 | 139.0 | 1.5 | 3.3 |
| Workers, by industry division | | | | | | | | | | | |
| Services | 134.5 | 135.6 | 136.8 | 137.1 | 142.1 | 143.3 | 143.9 | 144.2 | 148.2 | 2.8 | 4.3 |
| Hospitals and other services ³ | 130.2 | 130.9 | 132.4 | 133.3 | 135.8 | 137.3 | 138.6 | 139.4 | 141.2 | 1.3 | 4.0 |
| Health services | - | - | - | - | - | - | - | - | - | 1.9 | 3.8 |
| Schools | 135.8 | 137.0 | 138.0 | 138.2 | 144.1 | 145.1 | 145.5 | 145.6 | 150.3 | 3.2 | 4.3 |
| Elementary and secondary | 137.5 | 138.5 | 139.4 | 139.4 | 145.7 | 146.4 | 146.5 | 146.6 | 152.0 | 3.7 | 4.3 |
| Public administration ² | 131.4 | 132.0 | 133.8 | 134.6 | 137.5 | 138.1 | 140.5 | 141.0 | 142.6 | 1.1 | 3.7 |

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.

- Data not available.

24. Employment Cost Index, private nonfarm workers, by bargaining status, region, and area size

(June 1981 = 100)

| Series | 1985 | | 1986 | | | | 1987 | | | Percent change | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|-----------------|
| | Sept. | Dec. | Mar. | June | Sept. | Dec. | Mar. | June | Sept. | 3 months ended | 12 months ended |
| | | | | | | | | | | Sept. 1987 | |
| COMPENSATION | | | | | | | | | | | |
| Workers, by bargaining status¹ | | | | | | | | | | | |
| Union | 126.5 | 127.1 | 128.4 | 128.7 | 129.4 | 129.8 | 130.5 | 131.2 | 132.0 | 0.6 | 2.0 |
| Goods-producing | 124.6 | 125.2 | 126.4 | 126.7 | 127.3 | 127.5 | 128.0 | 128.7 | 129.5 | .6 | 1.7 |
| Service-producing | 129.5 | 130.2 | 131.6 | 131.9 | 132.8 | 133.4 | 134.4 | 135.2 | 135.9 | .5 | 2.3 |
| Manufacturing | 125.0 | 125.5 | 127.0 | 126.9 | 127.5 | 127.9 | 128.0 | 128.7 | 129.5 | .6 | 1.6 |
| Nonmanufacturing | 127.8 | 128.6 | 129.7 | 130.4 | 131.2 | 131.5 | 132.6 | 133.5 | 134.3 | .6 | 2.4 |
| Nonunion | 126.8 | 127.5 | 129.0 | 130.2 | 131.2 | 132.1 | 133.6 | 134.6 | 136.1 | 1.1 | 3.7 |
| Goods-producing | 124.4 | 125.1 | 126.7 | 128.2 | 129.1 | 130.0 | 130.8 | 131.8 | 133.1 | 1.0 | 3.1 |
| Service-producing | 128.3 | 129.0 | 130.4 | 131.4 | 132.5 | 133.4 | 135.3 | 136.4 | 137.9 | 1.1 | 4.1 |
| Manufacturing | 125.7 | 126.3 | 128.1 | 129.7 | 130.4 | 131.4 | 132.2 | 133.2 | 134.6 | 1.1 | 3.2 |
| Nonmanufacturing | 127.3 | 128.1 | 129.5 | 130.4 | 131.6 | 132.5 | 134.3 | 135.3 | 136.8 | 1.1 | 4.0 |
| Workers, by region¹ | | | | | | | | | | | |
| Northeast | 128.8 | 129.9 | 131.6 | 133.3 | 134.2 | 135.2 | 137.4 | 138.6 | 140.3 | 1.2 | 4.5 |
| South | 126.5 | 127.2 | 128.7 | 129.6 | 130.7 | 131.4 | 132.1 | 133.2 | 134.2 | .8 | 2.7 |
| Midwest (formerly North Central) | 124.2 | 124.6 | 125.9 | 126.2 | 127.3 | 128.1 | 129.1 | 130.2 | 131.2 | .8 | 3.1 |
| West | 129.1 | 129.8 | 130.6 | 131.6 | 132.1 | 132.8 | 134.1 | 134.2 | 135.8 | 1.2 | 2.8 |
| Workers, by area size¹ | | | | | | | | | | | |
| Metropolitan areas | 127.3 | 128.1 | 129.5 | 130.5 | 131.4 | 132.2 | 133.5 | 134.4 | 135.8 | 1.0 | 3.3 |
| Other areas | 123.9 | 123.9 | 125.5 | 126.4 | 127.2 | 127.9 | 129.0 | 130.2 | 131.3 | .8 | 3.2 |
| WAGES AND SALARIES | | | | | | | | | | | |
| Workers, by bargaining status¹ | | | | | | | | | | | |
| Union | 124.1 | 124.7 | 125.6 | 126.1 | 126.9 | 127.2 | 127.7 | 128.3 | 129.1 | .6 | 1.7 |
| Goods-producing | 122.2 | 122.7 | 123.4 | 124.1 | 124.5 | 124.8 | 125.0 | 125.8 | 126.5 | .6 | 1.6 |
| Service-producing | 127.1 | 127.8 | 129.0 | 129.3 | 130.5 | 130.9 | 131.7 | 132.2 | 132.9 | .5 | 1.8 |
| Manufacturing | 122.8 | 123.3 | 124.2 | 124.6 | 125.0 | 125.5 | 125.6 | 126.2 | 127.0 | .6 | 1.6 |
| Nonmanufacturing | 125.3 | 125.9 | 126.9 | 127.4 | 128.5 | 128.7 | 129.5 | 130.1 | 130.8 | .5 | 1.8 |
| Nonunion | 125.2 | 125.9 | 127.3 | 128.5 | 129.4 | 130.3 | 131.8 | 132.8 | 134.3 | 1.1 | 3.8 |
| Goods-producing | 122.3 | 123.0 | 124.5 | 126.1 | 127.0 | 127.8 | 128.8 | 129.6 | 131.1 | 1.2 | 3.2 |
| Service-producing | 126.9 | 127.7 | 128.9 | 129.9 | 130.8 | 131.7 | 133.6 | 134.6 | 136.2 | 1.2 | 4.1 |
| Manufacturing | 123.7 | 124.4 | 126.1 | 127.7 | 128.5 | 129.5 | 130.6 | 131.5 | 133.0 | 1.1 | 3.5 |
| Nonmanufacturing | 125.9 | 126.6 | 127.8 | 128.9 | 129.8 | 130.6 | 132.4 | 133.4 | 134.9 | 1.1 | 3.9 |
| Workers, by region¹ | | | | | | | | | | | |
| Northeast | 126.8 | 128.1 | 129.2 | 131.3 | 132.3 | 133.1 | 135.4 | 136.6 | 138.3 | 1.2 | 4.5 |
| South | 124.8 | 125.4 | 126.8 | 127.8 | 128.8 | 129.4 | 130.1 | 131.1 | 132.1 | .8 | 2.6 |
| Midwest (formerly North Central) | 122.5 | 122.9 | 124.2 | 124.4 | 125.3 | 126.2 | 127.4 | 128.5 | 129.6 | .9 | 3.4 |
| West | 126.6 | 127.1 | 128.1 | 128.9 | 129.3 | 130.1 | 131.2 | 131.1 | 133.1 | 1.5 | 2.9 |
| Workers, by area size¹ | | | | | | | | | | | |
| Metropolitan areas | 125.5 | 126.3 | 127.4 | 128.5 | 129.4 | 130.2 | 131.6 | 132.4 | 133.7 | 1.0 | 3.3 |
| Other areas | 121.9 | 122.0 | 123.6 | 124.5 | 125.0 | 125.6 | 126.6 | 127.8 | 129.1 | 1.0 | 3.3 |

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 | | | | | | | |
|---|----------------|------|-------------------|------------------|------------------|------------------|-----|------------------|-----|------|
| | 1985 | 1986 | 1985 | 1986 | | | | 1987 | | |
| | | | 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 | 2.6 | 1.1 | 2.0 | 0.6 | 0.7 | 0.7 | 2.7 | 1.7 | 4.1 | 2.5 |
| Annual rate over life of contract | 2.7 | 1.6 | 1.4 | 1.2 | 1.6 | 1.2 | 2.4 | 2.4 | 3.9 | 2.1 |
| Wage adjustments, settlements covering 1,000 workers or more: | | | | | | | | | | |
| First year of contract | 2.3 | 1.2 | 2.1 | .8 | 1.3 | .8 | 2.0 | 1.2 | 2.6 | 2.1 |
| Annual rate over life of contract | 2.7 | 1.8 | 1.9 | 1.5 | 2.0 | 1.5 | 2.1 | 1.8 | 2.9 | 2.0 |
| Effective adjustments: | | | | | | | | | | |
| Total effective wage adjustment ³ | 3.3 | 2.3 | .5 | .6 | .7 | .5 | .5 | .4 | 1.0 | .9 |
| From settlements reached in period | .7 | .5 | .1 | (⁴) | .2 | .1 | .2 | (⁴) | .1 | .2 |
| Deferred from settlements reached in earlier periods | 1.8 | 1.7 | .2 | .4 | .6 | .5 | .2 | .3 | .7 | .6 |
| From cost-of-living-adjustments clauses | .7 | .2 | .1 | .2 | (⁴) | (⁴) | .1 | .1 | .2 | .1 |

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 Between -0.05 and 0.05 percent.

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-- | | | | | | | |
|--|------------------------------------|------------------|-----|------|------|------------------|------|------------------|
| | 1985 | 1986 | | | | 1987 | | |
| | 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 | 2.6 | 2.3 | 1.4 | 0.9 | 1.1 | 1.2 | 1.9 | 2.8 |
| Annual rate over life of contract | 2.7 | 2.5 | 2.0 | 1.4 | 1.6 | 1.7 | 2.1 | 2.6 |
| Specified wage adjustments, settlements covering 1,000 workers or more: | | | | | | | | |
| All industries | | | | | | | | |
| First year of contract | 2.3 | 2.0 | 1.6 | 1.2 | 1.2 | 1.2 | 1.5 | 2.1 |
| Contracts with COLA clauses | 1.6 | 1.6 | 1.8 | 2.2 | 1.9 | 2.0 | 1.8 | 2.1 |
| Contracts without COLA clauses | 2.7 | 2.2 | 1.5 | .8 | .9 | .9 | 1.4 | 2.0 |
| Annual rate over life of contract | 2.7 | 2.5 | 2.2 | 1.7 | 1.8 | 1.8 | 2.0 | 2.2 |
| Contracts with COLA clauses | 2.5 | 2.5 | 2.5 | 2.0 | 1.7 | 1.8 | 1.7 | 1.7 |
| Contracts without COLA clauses | 2.8 | 2.5 | 2.1 | 1.6 | 1.8 | 1.8 | 2.2 | 2.6 |
| Manufacturing | | | | | | | | |
| First year of contract | .8 | .8 | .1 | -1.0 | -1.2 | -1.6 | -.9 | 1.1 |
| Contracts with COLA clauses | .8 | .8 | .7 | 1.1 | 1.3 | 1.3 | 1.3 | 2.2 |
| Contracts without COLA clauses | .9 | .9 | -.4 | -2.0 | -2.8 | -3.5 | -2.9 | -.2 |
| Annual rate over life of contract | 1.8 | 1.8 | 1.4 | .3 | .2 | (²) | .2 | 1.0 |
| Contracts with COLA clauses | 2.1 | 2.1 | 2.0 | 1.1 | .9 | .8 | .8 | 1.0 |
| Contracts without COLA clauses | 1.6 | 1.5 | .9 | -.1 | -.2 | -.6 | -.3 | 1.1 |
| Nonmanufacturing | | | | | | | | |
| First year of contract | 3.3 | 2.8 | 2.6 | 2.1 | 2.0 | 2.2 | 2.3 | 2.5 |
| Contracts with COLA clauses | 3.6 | 3.5 | 3.4 | 2.7 | 2.1 | 2.2 | 2.1 | 2.1 |
| Contracts without COLA clauses | 3.3 | 2.7 | 2.4 | 1.9 | 2.0 | 2.2 | 2.4 | 2.6 |
| Annual rate over life of contract | 3.3 | 3.0 | 2.8 | 2.3 | 2.3 | 2.4 | 2.6 | 2.8 |
| Contracts with COLA clauses | 3.6 | 3.6 | 3.3 | 2.5 | 2.1 | 2.2 | 2.2 | 2.4 |
| Contracts without COLA clauses | 3.3 | 2.8 | 2.6 | 2.2 | 2.4 | 2.6 | 2.8 | 2.9 |
| Construction | | | | | | | | |
| First year of contract | 1.5 | 1.6 | 2.3 | 2.3 | 2.2 | 2.4 | 2.7 | 3.0 |
| Contracts with COLA clauses | (¹) | (¹) | 1.1 | 1.4 | 1.4 | 1.6 | 3.7 | (¹) |
| Contracts without COLA clauses | (¹) | (¹) | 2.4 | 2.4 | 2.3 | 2.4 | 2.7 | (¹) |
| Annual rate over life of contract | 2.1 | 2.2 | 2.5 | 2.6 | 2.5 | 2.5 | 2.9 | 3.2 |
| Contracts with COLA clauses | (¹) | (¹) | 1.2 | 1.6 | 1.6 | 1.4 | 3.8 | (¹) |
| Contracts without COLA clauses | (¹) | (¹) | 2.6 | 2.6 | 2.5 | 2.6 | 2.9 | (¹) |

¹ Data do not meet publication standards.
² Between -0.05 and 0.05 percent.

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-- | | | | | | | |
|---|------------------------------------|-----|-----|-----|------|-----|------|--|
| | 1986 | | | | 1987 | | | |
| | I | II | III | IV | IP | IIP | IIIP | |
| For all workers:¹ | | | | | | | | |
| Total | 3.1 | 2.9 | 2.3 | 2.3 | 2.0 | 2.2 | 2.6 | |
| From settlements reached in period | .6 | .5 | .5 | .5 | .4 | .3 | .5 | |
| Deferred from settlements reached in earlier period | 1.7 | 1.8 | 1.6 | 1.7 | 1.5 | 1.6 | 1.7 | |
| From cost-of-living-adjustments clauses | .8 | .7 | .2 | .2 | .1 | .3 | .4 | |
| For workers receiving changes: | | | | | | | | |
| Total | 4.0 | 3.8 | 3.1 | 2.8 | 2.5 | 2.8 | 3.2 | |
| From settlements reached in period | 2.9 | 2.5 | 1.7 | 1.6 | 1.2 | 1.0 | 1.9 | |
| Deferred from settlements reached in earlier period | 3.5 | 3.4 | 3.8 | 3.9 | 3.7 | 3.5 | 3.3 | |
| From cost-of-living-adjustments clauses | 2.5 | 2.0 | 1.0 | 1.0 | .6 | 1.8 | 2.3 | |

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 1987 |
|---|------------------|------------------|---------------------|
| | 1985 | 1986 | |
| Specified adjustments: | | | |
| Total compensation ¹ adjustments, ² settlements covering 5,000 workers or more: | | | |
| First year of contract | 4.2 | 6.2 | 5.7 |
| Annual rate over life of contract | 5.1 | 6.0 | 4.9 |
| Wage adjustments, settlements covering 1,000 workers or more: | | | |
| First year of contract | 4.6 | 5.7 | 5.2 |
| Annual rate over life of contract | 5.4 | 5.7 | 5.4 |
| Effective adjustments: | | | |
| Total effective wage adjustment ³ | 5.7 | 5.5 | 1.6 |
| From settlements reached in period | 4.1 | 2.4 | .4 |
| Deferred from settlements reached in earlier periods | 1.6 | 3.0 | 1.2 |
| From cost-of-living-adjustment clauses | (⁴) | (⁴) | (⁴) |

¹ Compensation includes wages, salaries, and employers' cost of employee benefits when contract is negotiated.

² Adjustments are the net result of increases, decreases, and no changes in compensation or wages.

³ Because of rounding, total may not equal sum of parts.

⁴ Less than 0.05 percent.

29. Work stoppages involving 1,000 workers or more

| Measure | Annual totals | | 1986 | | 1987 ^P | | | | | | | | | | |
|--|---------------|----------|-------|-------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| Number of stoppages: | | | | | | | | | | | | | | | |
| Beginning in period | 54 | 69 | 2 | 1 | 2 | 5 | 3 | 2 | 3 | 8 | 5 | 2 | 5 | 1 | 6 |
| In effect during period | 61 | 72 | 9 | 6 | 7 | 7 | 5 | 5 | 7 | 12 | 13 | 11 | 13 | 12 | 11 |
| Workers involved: | | | | | | | | | | | | | | | |
| Beginning in period (in thousands) | 323.9 | 533.1 | 8.7 | 3.0 | 7.3 | 37.6 | 12.2 | 2.7 | 7.8 | 16.1 | 8.4 | 17.4 | 42.9 | 1.3 | 11.8 |
| In effect during period (in thousands) | 584.1 | 899.5 | 67.8 | 49.4 | 47.6 | 41.6 | 16.2 | 8.9 | 14.7 | 26.6 | 26.2 | 38.0 | 69.7 | 54.5 | 23.0 |
| Days idle: | | | | | | | | | | | | | | | |
| Number (in thousands) | 7,079.0 | 11,861.0 | 940.4 | 933.2 | 828.6 | 194.1 | 104.4 | 151.3 | 223.7 | 295.7 | 483.0 | 403.2 | 1,115.0 | 370.1 | 238.9 |
| Percent of estimated working time ¹ | .03 | .05 | .05 | .04 | .04 | .01 | .01 | .01 | .01 | .01 | .01 | .02 | .02 | .05 | .01 |

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 | | 1986 | | | | 1987 | | | | | | | | |
|--|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| | | | | | | | | | | | | | | | |
| CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS: | | | | | | | | | | | | | | | |
| All items | 322.2 | 328.4 | 330.8 | 331.1 | 333.1 | 334.4 | 335.9 | 337.7 | 338.7 | 340.1 | 340.8 | 342.7 | 344.4 | 345.3 | 345.8 |
| All items (1957-59=100) | 374.7 | 381.9 | 384.7 | 385.1 | 387.4 | 388.9 | 390.7 | 392.7 | 393.9 | 395.6 | 396.3 | 398.5 | 400.5 | 401.6 | 402.2 |
| Food and beverages | 302.0 | 311.8 | 316.4 | 317.0 | 320.5 | 321.6 | 321.6 | 322.5 | 324.0 | 325.4 | 325.1 | 325.4 | 326.4 | 326.9 | 326.7 |
| Food | 309.8 | 319.7 | 324.6 | 325.2 | 328.9 | 330.1 | 330.0 | 331.0 | 332.5 | 334.1 | 333.6 | 333.8 | 334.9 | 335.3 | 335.1 |
| Food at home | 296.8 | 305.3 | 309.9 | 310.2 | 315.2 | 316.6 | 315.8 | 316.9 | 318.8 | 320.4 | 319.1 | 319.0 | 319.8 | 319.9 | 319.0 |
| Cereals and bakery products | 317.0 | 325.8 | 328.5 | 329.5 | 331.5 | 332.7 | 333.2 | 335.6 | 336.5 | 337.0 | 338.4 | 338.8 | 338.9 | 339.5 | 341.2 |
| Meats, poultry, fish, and eggs | 263.4 | 275.1 | 286.3 | 287.3 | 289.2 | 286.4 | 286.5 | 285.9 | 288.5 | 290.7 | 293.1 | 294.6 | 296.6 | 294.7 | 292.8 |
| Dairy products | 258.0 | 258.4 | 261.2 | 262.2 | 263.3 | 264.7 | 263.7 | 263.2 | 264.3 | 263.7 | 263.2 | 264.2 | 266.0 | 267.2 | 267.2 |
| Fruits and vegetables | 325.7 | 328.7 | 327.8 | 328.5 | 344.3 | 355.2 | 352.5 | 360.6 | 365.7 | 372.8 | 359.3 | 352.5 | 352.5 | 353.8 | 352.6 |
| Other foods at home | 361.1 | 373.6 | 373.9 | 372.2 | 378.7 | 380.0 | 378.6 | 377.6 | 377.5 | 376.4 | 375.9 | 377.0 | 376.6 | 377.7 | 376.3 |
| Sugar and sweets | 398.8 | 411.1 | 412.4 | 411.8 | 415.8 | 415.8 | 417.2 | 417.4 | 417.7 | 419.3 | 418.8 | 419.6 | 420.6 | 420.9 | 419.9 |
| Fats and oils | 294.4 | 287.8 | 285.4 | 286.0 | 293.2 | 290.3 | 294.6 | 291.8 | 293.3 | 291.4 | 292.9 | 292.6 | 291.2 | 291.2 | 291.8 |
| Nonalcoholic beverages | 451.7 | 478.2 | 476.9 | 470.2 | 482.6 | 481.9 | 475.4 | 469.8 | 467.9 | 462.6 | 458.5 | 458.8 | 458.4 | 462.3 | 455.0 |
| Other prepared foods | 294.2 | 301.9 | 303.9 | 305.2 | 308.4 | 312.1 | 311.3 | 313.2 | 313.5 | 314.5 | 315.4 | 317.5 | 316.9 | 317.2 | 318.2 |
| Food away from home | 346.6 | 360.1 | 365.8 | 367.1 | 368.6 | 369.6 | 370.9 | 371.5 | 372.3 | 373.8 | 374.9 | 375.9 | 377.4 | 378.4 | 379.6 |
| Alcoholic beverages | 229.5 | 239.7 | 240.5 | 240.8 | 242.5 | 243.2 | 243.6 | 244.3 | 245.0 | 245.9 | 246.7 | 247.3 | 247.8 | 248.4 | 248.9 |
| Housing | 349.9 | 360.2 | 361.7 | 362.1 | 363.9 | 365.1 | 366.4 | 367.7 | 368.9 | 371.3 | 372.5 | 374.9 | 375.4 | 375.2 | 374.9 |
| Shelter | 382.0 | 402.9 | 410.2 | 410.4 | 412.3 | 414.0 | 415.9 | 418.0 | 419.2 | 420.2 | 422.1 | 425.1 | 426.2 | 428.6 | 429.2 |
| Renters' costs (12/82=100) | 115.4 | 121.9 | 124.3 | 124.2 | 125.3 | 125.8 | 126.4 | 127.1 | 127.3 | 127.9 | 129.3 | 130.1 | 129.8 | 129.4 | 129.2 |
| Rent, residential | 264.6 | 280.0 | 285.6 | 286.0 | 287.1 | 288.0 | 288.3 | 288.8 | 289.4 | 289.6 | 291.2 | 293.1 | 294.5 | 295.4 | 295.5 |
| Other renters' costs | 398.4 | 416.2 | 425.5 | 418.2 | 428.3 | 430.8 | 438.7 | 446.1 | 446.1 | 453.1 | 465.9 | 467.7 | 458.0 | 448.0 | 444.6 |
| Homeowners' costs (12/82=100) | 113.1 | 119.4 | 121.5 | 121.6 | 122.0 | 122.5 | 123.0 | 123.6 | 124.0 | 124.2 | 124.4 | 125.4 | 126.0 | 127.1 | 127.5 |
| Owners' equivalent rent (12/82=100) | 113.2 | 119.4 | 121.5 | 121.6 | 122.0 | 122.5 | 123.0 | 123.6 | 124.1 | 124.2 | 124.4 | 125.4 | 126.0 | 127.2 | 127.5 |
| Household insurance (12/82=100) | 112.4 | 119.2 | 121.1 | 121.6 | 121.8 | 122.0 | 122.2 | 122.4 | 123.0 | 123.6 | 124.5 | 125.1 | 125.5 | 125.8 | 125.9 |
| Maintenance and repairs | 368.9 | 373.8 | 377.1 | 380.0 | 382.1 | 381.9 | 383.4 | 382.4 | 381.9 | 385.0 | 392.4 | 391.3 | 390.5 | 390.9 | 393.2 |
| Maintenance and repair services | 421.1 | 430.9 | 433.7 | 433.1 | 437.7 | 436.1 | 439.4 | 437.1 | 435.3 | 440.5 | 452.8 | 451.5 | 450.8 | 451.0 | 453.1 |
| Maintenance and repair commodities | 269.6 | 269.7 | 272.9 | 278.3 | 277.7 | 278.8 | 278.5 | 278.7 | 279.6 | 280.2 | 281.9 | 281.3 | 280.4 | 281.0 | 283.1 |
| Fuel and other utilities | 393.6 | 384.7 | 371.1 | 371.0 | 373.7 | 374.8 | 374.9 | 374.2 | 377.5 | 387.6 | 388.1 | 391.1 | 389.8 | 381.3 | 378.2 |
| Fuels | 488.1 | 463.1 | 437.8 | 438.1 | 443.7 | 445.1 | 444.6 | 442.0 | 448.7 | 470.8 | 468.9 | 473.6 | 471.6 | 452.6 | 445.9 |
| Fuel oil, coal, and bottled gas | 619.5 | 501.5 | 452.0 | 460.6 | 487.9 | 503.2 | 500.6 | 500.5 | 497.7 | 498.6 | 497.9 | 502.3 | 501.0 | 507.0 | 518.8 |
| Gas (piped) and electricity | 452.7 | 446.7 | 426.7 | 425.3 | 428.8 | 428.9 | 428.7 | 425.9 | 433.3 | 456.8 | 454.8 | 459.4 | 457.4 | 436.6 | 428.4 |
| Other utilities and public services | 240.7 | 253.1 | 255.4 | 254.9 | 254.9 | 255.6 | 256.2 | 257.0 | 257.2 | 256.4 | 258.6 | 259.9 | 259.3 | 260.2 | 260.3 |
| Household furnishings and operations | 247.2 | 250.4 | 251.2 | 252.4 | 253.1 | 253.5 | 254.3 | 255.2 | 254.9 | 254.9 | 255.1 | 255.4 | 255.8 | 255.6 | 255.6 |
| Housefurnishings | 200.1 | 201.1 | 201.4 | 202.5 | 203.0 | 203.2 | 203.8 | 204.7 | 203.7 | 203.6 | 203.9 | 204.2 | 204.6 | 203.9 | 203.9 |
| Housekeeping supplies | 313.6 | 319.5 | 320.4 | 322.9 | 324.6 | 325.3 | 327.7 | 328.2 | 330.1 | 330.5 | 330.1 | 329.5 | 330.4 | 331.7 | 332.0 |
| Housekeeping services | 338.9 | 346.6 | 348.5 | 349.3 | 349.8 | 350.6 | 351.0 | 352.2 | 353.1 | 353.0 | 353.8 | 354.3 | 354.6 | 355.3 | 355.1 |
| Apparel and upkeep | 206.0 | 207.8 | 213.1 | 210.9 | 207.1 | 208.4 | 215.2 | 218.7 | 218.0 | 214.5 | 210.5 | 214.7 | 222.2 | 226.3 | 226.4 |
| Apparel commodities | 191.6 | 192.0 | 197.4 | 194.9 | 190.9 | 192.1 | 199.1 | 202.6 | 201.8 | 198.1 | 194.0 | 198.3 | 206.0 | 209.9 | 209.9 |
| Men's and boys' apparel | 197.9 | 200.0 | 205.3 | 202.3 | 199.2 | 199.9 | 203.5 | 205.6 | 207.1 | 205.3 | 203.0 | 204.1 | 208.4 | 211.0 | 211.9 |
| Women's and girls' apparel | 169.5 | 168.0 | 175.0 | 171.7 | 166.6 | 167.8 | 177.0 | 182.2 | 179.6 | 173.7 | 170.6 | 175.0 | 186.2 | 191.0 | 190.1 |
| Infants' and toddlers' apparel | 299.7 | 312.7 | 307.0 | 312.7 | 301.8 | 304.5 | 319.6 | 319.1 | 316.4 | 308.0 | 301.2 | 304.8 | 313.6 | 324.9 | 326.3 |
| Footwear | 212.1 | 211.2 | 215.1 | 214.0 | 209.9 | 211.0 | 216.5 | 219.2 | 220.8 | 218.8 | 214.3 | 215.9 | 219.1 | 222.4 | 223.9 |
| Other apparel commodities | 215.5 | 217.9 | 221.1 | 220.0 | 223.2 | 226.0 | 227.4 | 227.0 | 226.7 | 230.6 | 231.9 | 234.2 | 236.4 | 237.3 | 237.2 |
| Apparel services | 320.9 | 334.6 | 339.0 | 339.5 | 342.5 | 343.2 | 344.7 | 344.7 | 346.8 | 347.4 | 348.7 | 348.2 | 348.4 | 351.0 | 352.0 |
| Transportation | 319.9 | 307.5 | 304.3 | 304.8 | 308.5 | 310.0 | 310.6 | 313.3 | 314.6 | 316.7 | 318.5 | 320.2 | 320.4 | 321.9 | 324.1 |
| Private transportation | 314.2 | 299.5 | 295.8 | 295.9 | 299.8 | 301.3 | 301.9 | 304.8 | 306.3 | 306.6 | 310.5 | 312.0 | 312.1 | 313.8 | 316.0 |
| New vehicles | 214.9 | 224.1 | 230.2 | 231.7 | 232.3 | 229.9 | 229.2 | 229.9 | 230.6 | 231.2 | 231.8 | 231.0 | 230.6 | 233.0 | 235.7 |
| New cars | 215.2 | 224.4 | 230.7 | 232.2 | 233.0 | 230.2 | 229.4 | 230.4 | 231.3 | 232.0 | 232.7 | 232.1 | 231.6 | 233.8 | 236.6 |
| Used cars | 379.7 | 363.2 | 361.0 | 356.6 | 354.6 | 356.9 | 363.0 | 371.6 | 378.6 | 383.0 | 385.5 | 385.7 | 387.3 | 388.0 | 389.0 |
| Motor fuel | 373.8 | 292.1 | 260.9 | 261.9 | 275.8 | 288.1 | 290.0 | 297.2 | 299.7 | 306.0 | 311.2 | 319.5 | 318.4 | 315.2 | 315.2 |
| Gasoline | 373.3 | 291.4 | 260.2 | 261.2 | 275.1 | 287.5 | 289.4 | 296.7 | 299.3 | 305.5 | 310.8 | 319.1 | 317.9 | 314.6 | 314.5 |
| Maintenance and repair | 351.4 | 363.1 | 368.4 | 370.7 | 371.3 | 373.0 | 373.0 | 376.1 | 376.1 | 376.3 | 376.8 | 378.6 | 380.7 | 382.0 | 383.5 |
| Other private transportation | 287.6 | 303.9 | 311.6 | 312.0 | 314.9 | 314.0 | 314.4 | 315.1 | 315.9 | 317.6 | 318.8 | 318.6 | 319.7 | 324.1 | 326.9 |
| Other private transportation commodities | 202.6 | 201.6 | 200.0 | 200.4 | 202.2 | 201.8 | 202.3 | 200.8 | 202.3 | 202.3 | 201.6 | 202.6 | 204.2 | 205.0 | 204.2 |
| Other private transportation services | 312.8 | 333.9 | 344.1 | 344.5 | 347.7 | 346.7 | 347.0 | 348.6 | 349.1 | 351.3 | 353.2 | 352.6 | 353.5 | 359.1 | 363.1 |
| Public transportation | 402.8 | 426.4 | 431.7 | 437.5 | 438.9 | 439.8 | 441.4 | 440.8 | 439.6 | 438.1 | 438.3 | 442.8 | 445.1 | 442.0 | 444.8 |
| Medical care | 403.1 | 433.5 | 444.6 | 446.8 | 449.6 | 452.4 | 455.0 | 457.3 | 458.9 | 461.3 | 464.1 | 466.1 | 467.8 | 469.8 | 471.7 |
| Medical care commodities | 256.7 | 273.6 | 278.2 | 280.8 | 282.4 | 283.9 | 286.3 | 287.5 | 289.6 | 291.5 | 293.4 | 294.6 | 295.8 | 297.4 | 299.1 |
| Medical care services | 435.1 | 468.6 | 481.5 | 483.4 | 486.5 | 489.6 | 492.1 | 494.7 | 496.0 | 498.4 | 501.5 | 503.6 | 505.4 | 507.4 | 509.3 |
| Professional services | 367.3 | 390.9 | 399.8 | 401.0 | 403.7 | 406.8 | 409.6 | 412.5 | 413.9 | 416.7 | 418.9 | 420.6 | 422.8 | 424.4 | 425.6 |
| Hospital and related services | 224.0 | 237.4 | 243.8 | 245.0 | 246.7 | 248.1 | 249.0 | 250.1 | 251.0 | 251.8 | 254.6 | 256.4 | 257.1 | 258.8 | 261.1 |
| Entertainment | 265.0 | 274.1 | 277.4 | 277.4 | 278.3 | 278.7 | 279.8 | 281.3 | 282.0 | 282.3 | 283.5 | 283.9 | 285.2 | 287.1 | 288.1 |
| Entertainment commodities | 260.6 | 265.9 | 267.6 | 267.4 | 268.1 | 268.1 | 269.9 | 270.8 | 271.7 | 271.8 | 272.8 | 272.5 | 272.6 | 274.0 | 276.5 |
| Entertainment services | 271.8 | 286.3 | 291.8 | 292.2 | 293.3 | 294.1 | 294.5 | 296.6 | 297.2 | 297.6 | 299.1 | 300.1 | 302.6 | 305.2 | 304.7 |
| Other goods and services | 326.6 | 346.4 | 354.9 | 355.2 | 358.1 | 359.7 | 360.3 | 361.1 | 362.0 | | | | | | |

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 | | 1986 | | 1987 | | | | | | | | | | |
|--|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| All items | 322.2 | 328.4 | 330.8 | 331.1 | 333.1 | 334.4 | 335.9 | 337.7 | 338.7 | 340.1 | 340.8 | 342.7 | 344.4 | 345.3 | 345.8 |
| Commodities | 286.7 | 283.9 | 284.0 | 284.2 | 286.3 | 287.7 | 289.5 | 291.4 | 292.3 | 292.8 | 292.8 | 294.2 | 296.1 | 297.3 | 297.9 |
| Food and beverages | 302.0 | 311.8 | 316.4 | 317.0 | 320.5 | 321.6 | 321.6 | 322.5 | 324.0 | 325.4 | 325.1 | 325.4 | 326.4 | 326.9 | 326.7 |
| Commodities less food and beverages | 274.6 | 264.7 | 262.4 | 262.4 | 263.7 | 265.2 | 267.9 | 270.4 | 270.9 | 270.9 | 271.0 | 273.0 | 275.4 | 276.9 | 278.0 |
| Nondurables less food and beverages | 282.1 | 265.2 | 260.0 | 260.0 | 261.8 | 265.4 | 269.7 | 273.2 | 273.5 | 273.2 | 272.8 | 276.6 | 280.7 | 282.5 | 283.0 |
| Apparel commodities | 191.6 | 192.0 | 197.4 | 194.9 | 190.9 | 192.1 | 199.1 | 202.6 | 201.8 | 198.1 | 194.0 | 198.3 | 206.0 | 209.9 | 209.9 |
| Nondurables less food, beverages, and apparel | 333.3 | 307.3 | 296.7 | 298.0 | 304.8 | 310.3 | 311.9 | 315.0 | 316.4 | 319.1 | 322.0 | 325.2 | 325.7 | 325.4 | 326.2 |
| Durables | 270.7 | 270.2 | 271.8 | 271.7 | 272.4 | 271.2 | 271.7 | 273.0 | 273.6 | 274.2 | 274.9 | 274.6 | 274.6 | 276.0 | 277.8 |
| Services | 381.5 | 400.5 | 406.1 | 406.6 | 408.6 | 409.9 | 411.2 | 412.8 | 414.2 | 416.7 | 418.3 | 420.7 | 422.4 | 423.1 | 423.4 |
| Rent of shelter (12/82=100) | 113.9 | 120.2 | 122.4 | 122.5 | 123.1 | 123.6 | 124.1 | 124.8 | 125.1 | 125.4 | 126.0 | 126.9 | 127.2 | 128.0 | 128.1 |
| Household services less rent of shelter (12/82=100) | 111.2 | 112.8 | 111.0 | 110.8 | 111.3 | 111.5 | 111.4 | 111.4 | 112.3 | 114.8 | 115.1 | 115.8 | 115.5 | 113.5 | 112.6 |
| Transportation services | 337.0 | 356.3 | 364.4 | 366.2 | 368.5 | 368.5 | 369.0 | 370.5 | 370.5 | 371.6 | 372.9 | 373.8 | 375.2 | 378.1 | 381.3 |
| Medical care services | 435.1 | 468.6 | 481.5 | 483.4 | 486.5 | 489.6 | 492.1 | 494.7 | 496.0 | 498.4 | 501.5 | 503.6 | 505.4 | 507.4 | 509.3 |
| Other services | 314.1 | 331.8 | 340.3 | 340.8 | 342.2 | 343.1 | 343.7 | 345.0 | 345.9 | 346.6 | 347.7 | 349.2 | 355.6 | 357.9 | 358.1 |
| Special indexes: | | | | | | | | | | | | | | | |
| All items less food | 323.3 | 328.6 | 330.4 | 330.6 | 332.2 | 333.6 | 335.4 | 337.3 | 338.3 | 339.6 | 340.5 | 342.7 | 344.6 | 345.6 | 346.2 |
| All items less shelter | 303.9 | 306.7 | 308.0 | 308.3 | 310.3 | 311.5 | 312.9 | 314.6 | 315.6 | 317.1 | 317.4 | 319.0 | 320.9 | 321.4 | 321.9 |
| All items less homeowners' costs (12/82=100) | 109.7 | 111.2 | 111.8 | 111.9 | 112.7 | 113.1 | 113.6 | 114.2 | 114.6 | 115.1 | 115.3 | 115.9 | 116.5 | 116.6 | 116.8 |
| All items less medical care | 317.7 | 322.6 | 324.5 | 324.8 | 326.7 | 328.0 | 329.4 | 331.1 | 332.2 | 333.5 | 334.1 | 336.0 | 337.7 | 338.6 | 339.0 |
| Commodities less food | 272.5 | 263.4 | 261.2 | 261.2 | 262.5 | 264.0 | 266.5 | 268.9 | 269.4 | 269.5 | 269.6 | 271.1 | 273.8 | 275.4 | 276.3 |
| Nondurables less food | 277.2 | 262.2 | 257.4 | 257.5 | 259.2 | 262.6 | 266.4 | 269.6 | 270.0 | 269.8 | 269.5 | 273.1 | 276.8 | 278.4 | 278.9 |
| Nondurables less food and apparel | 319.2 | 297.1 | 287.7 | 288.9 | 294.9 | 299.6 | 301.0 | 303.7 | 305.0 | 307.4 | 309.9 | 312.7 | 313.2 | 313.1 | 313.9 |
| Nondurables | 293.2 | 289.6 | 289.2 | 289.5 | 292.1 | 294.6 | 296.8 | 299.1 | 300.0 | 300.5 | 300.1 | 302.3 | 304.9 | 306.0 | 306.2 |
| Services less rent of shelter (12/82=100) | 113.5 | 118.7 | 120.0 | 120.2 | 120.8 | 121.1 | 121.3 | 121.6 | 122.1 | 123.2 | 123.7 | 124.2 | 124.9 | 124.6 | 124.6 |
| Services less medical care | 373.3 | 390.6 | 395.4 | 395.8 | 397.6 | 398.8 | 400.0 | 401.5 | 402.9 | 405.4 | 406.8 | 409.3 | 410.9 | 411.5 | 411.7 |
| Energy | 426.5 | 370.3 | 341.7 | 342.4 | 352.2 | 359.2 | 360.0 | 362.4 | 366.9 | 380.6 | 382.4 | 388.9 | 387.4 | 376.7 | 373.5 |
| All items less energy | 314.8 | 327.0 | 332.3 | 332.6 | 334.0 | 334.9 | 336.5 | 338.2 | 339.0 | 339.5 | 340.1 | 341.6 | 343.6 | 345.4 | 346.2 |
| All items less food and energy | 314.4 | 327.1 | 332.5 | 332.8 | 333.6 | 334.5 | 336.4 | 338.3 | 338.9 | 339.1 | 339.9 | 341.7 | 343.9 | 346.1 | 347.0 |
| Commodities less food and energy | 259.7 | 263.2 | 266.1 | 265.8 | 265.5 | 265.7 | 268.4 | 270.3 | 270.7 | 270.1 | 269.6 | 270.9 | 273.6 | 275.6 | 276.6 |
| Energy commodities | 409.9 | 322.4 | 288.5 | 290.5 | 306.1 | 319.2 | 320.9 | 328.0 | 330.2 | 336.4 | 341.4 | 349.9 | 348.7 | 346.0 | 346.9 |
| Services less energy | 375.9 | 397.1 | 405.0 | 405.7 | 407.5 | 408.9 | 410.4 | 412.3 | 413.2 | 414.1 | 416.0 | 418.3 | 420.2 | 422.6 | 423.5 |
| Purchasing power of the consumer dollar: | | | | | | | | | | | | | | | |
| 1967=\$1.00 | 31.0 | 30.5 | 30.2 | 30.2 | 30.0 | 29.9 | 29.8 | 29.6 | 29.5 | 29.4 | 29.3 | 29.2 | 29.0 | 29.0 | 28.9 |
| 1957-59=\$1.00 | 26.7 | 26.2 | 26.0 | 26.0 | 25.8 | 25.7 | 25.6 | 25.5 | 25.4 | 25.3 | 25.2 | 25.1 | 25.0 | 24.9 | 24.9 |
| CONSUMER PRICE INDEX FOR URBAN WAGE EARNERS AND CLERICAL WORKERS: | | | | | | | | | | | | | | | |
| All items | 318.5 | 323.4 | 325.4 | 325.7 | 327.7 | 329.0 | 330.5 | 332.3 | 333.4 | 334.9 | 335.6 | 337.4 | 339.1 | 340.0 | 340.4 |
| All items (1957-59=100) | 370.4 | 376.1 | 378.4 | 378.8 | 381.1 | 382.6 | 384.4 | 386.5 | 387.8 | 389.5 | 390.3 | 392.4 | 394.3 | 395.4 | 395.9 |
| Food and beverages | 301.8 | 311.6 | 316.2 | 316.8 | 320.3 | 321.3 | 321.2 | 322.1 | 323.5 | 325.0 | 324.8 | 325.1 | 326.2 | 326.6 | 326.5 |
| Food | 309.3 | 319.2 | 324.2 | 324.8 | 328.4 | 329.5 | 329.4 | 330.2 | 331.8 | 333.4 | 333.1 | 333.4 | 334.5 | 334.8 | 334.6 |
| Food at home | 295.3 | 303.7 | 308.4 | 308.7 | 313.4 | 314.6 | 313.8 | 314.9 | 316.8 | 318.5 | 317.5 | 317.4 | 318.3 | 318.3 | 317.5 |
| Cereals and bakery products | 315.4 | 324.2 | 327.0 | 328.0 | 330.0 | 331.2 | 331.6 | 334.1 | 334.8 | 335.4 | 336.8 | 337.1 | 337.4 | 338.1 | 339.6 |
| Meats, poultry, fish, and eggs | 262.7 | 274.4 | 285.8 | 286.6 | 288.5 | 285.8 | 285.6 | 285.2 | 287.9 | 290.0 | 292.5 | 293.9 | 296.1 | 294.3 | 292.2 |
| Dairy products | 256.9 | 257.1 | 259.9 | 260.9 | 262.0 | 263.6 | 262.4 | 262.0 | 263.1 | 262.5 | 261.9 | 262.9 | 264.7 | 266.0 | 265.9 |
| Fruits and vegetables | 320.3 | 323.8 | 322.2 | 323.4 | 338.2 | 348.2 | 346.0 | 353.6 | 358.5 | 366.7 | 354.1 | 347.1 | 346.7 | 347.6 | 347.4 |
| Other foods at home | 361.5 | 373.5 | 373.9 | 372.2 | 378.9 | 380.0 | 378.8 | 377.8 | 377.9 | 376.8 | 376.3 | 377.5 | 377.1 | 378.1 | 376.8 |
| Sugar and sweets | 398.3 | 410.5 | 411.9 | 411.2 | 414.9 | 414.8 | 416.5 | 416.5 | 417.1 | 418.7 | 418.3 | 419.3 | 420.1 | 420.4 | 419.1 |
| Fats and oils | 293.9 | 287.2 | 284.5 | 285.5 | 292.6 | 289.9 | 293.9 | 291.3 | 292.6 | 290.7 | 292.2 | 291.9 | 290.6 | 289.7 | 291.3 |
| Nonalcoholic beverages | 452.2 | 478.1 | 477.1 | 470.3 | 483.7 | 482.5 | 476.9 | 471.3 | 470.0 | 464.5 | 460.5 | 461.0 | 460.9 | 464.6 | 457.5 |
| Other prepared foods | 295.7 | 303.2 | 305.3 | 306.6 | 309.7 | 313.3 | 312.6 | 314.5 | 314.9 | 315.8 | 316.7 | 318.7 | 318.1 | 318.3 | 319.4 |
| Food away from home | 349.7 | 363.4 | 369.2 | 370.5 | 372.2 | 373.2 | 374.3 | 374.8 | 375.6 | 377.1 | 378.2 | 379.2 | 380.9 | 381.9 | 383.0 |
| Alcoholic beverages | 232.6 | 242.5 | 243.4 | 243.9 | 245.4 | 246.2 | 246.5 | 247.2 | 247.8 | 248.6 | 249.2 | 249.8 | 250.2 | 250.9 | 251.5 |
| Housing | 343.3 | 353.2 | 354.3 | 354.8 | 356.3 | 357.5 | 358.8 | 360.0 | 361.1 | 363.5 | 364.6 | 367.0 | 367.5 | 367.1 | 366.9 |
| Shelter | 370.4 | 390.7 | 397.8 | 398.1 | 399.6 | 401.2 | 403.2 | 405.1 | 406.3 | 406.9 | 408.7 | 411.7 | 413.0 | 415.4 | 416.0 |
| Renters' costs (12/84=100) | 103.6 | 109.5 | 111.7 | 111.6 | 112.3 | 112.7 | 113.3 | 113.8 | 114.0 | 114.2 | 115.3 | 116.0 | 116.2 | 116.0 | 115.9 |
| Rent, residential | 263.7 | 279.1 | 284.6 | 285.1 | 286.1 | 287.0 | 287.3 | 287.8 | 288.3 | 288.5 | 290.0 | 291.9 | 293.2 | 294.0 | 294.1 |
| Other renters' costs | 397.9 | 416.0 | 424.8 | 417.3 | 424.9 | 427.6 | 430.0 | 448.1 | 449.2 | 453.1 | 467.0 | 468.8 | 462.0 | 451.7 | 447.7 |
| Homeowners' costs (12/84=100) | 103.1 | 108.8 | 110.7 | 110.8 | 111.1 | 111.6 | 112.1 | 112.7 | 113.1 | 113.2 | 113.4 | 114.3 | 114.8 | 115.9 | 116.2 |
| Owners' equivalent rent (12/84=100) | 103.0 | 108.8 | 110.7 | 110.8 | 111.1 | 111.5 | 112.1 | 112.7 | 113.1 | 113.2 | 113.4 | 114.3 | 114.8 | 115.9 | 116.2 |
| Household insurance (12/84=100) | 103.2 | 109.4 | 111.3 | 111.7 | 111.9 | 112.1 | 112.4 | 112.5 | 113.1 | 113.8 | 114.6 | 114.1 | 115.5 | 115.8 | 115.9 |
| Maintenance and repairs | 364.1 | 369.4 | 372.4 | 374.6 | 377.3 | 376.9 | 378.5 | 378.0 | 378.0 | 380.9 | 386.4 | 385.7 | 384.6 | 384.8 | 386.6 |
| Maintenance and repair services | 415.0 | 425.3 | 428.2 | 428.1 | 434.5 | 432.5 | 436.8 | 435.7 | 433.2 | 438.3 | 449.8 | 448.7 | 447.9 | 448.5 | 448.2 |
| Maintenance and repair commodities | 261.1 | 262.5 | 265.0 | 268.0 | 267.6 | 268.4 | 267.9 | 267.9 | 269.7 | 270.5 | 270.7 | 270.4 | 269.4 | 270.6 | 272.1 |
| Fuel and other utilities | 394.7 | 385.4 | 371.3 | 371.1 | 373.9 | 374.9 | 375.1 | 374.3 | 377.5 | 388.0 | 388.3 | 391.5 | 390.0 | 381.1 | 378.1 |
| Fuels | 487.5 | 462.7 | 437.1 | 437.3 | 442.7 | 443.7 | 443.2 | 440.7 | 446.9 | 470.0 | 467.6 | 472.6 | 470.5 | 450.5 | 444.0 |
| Fuel oil, coal, and bottled gas | 622.0 | 504.5 | 455.0 | 463.5 | 489.3 | 503.9 | 501.4 | 501.1 | 498.2 | 499.4 | 498.4 | 502.7 | 501.5 | 507.2 | 519.1 |
| Gas (piped) and electricity | 451.6 | 445.6 | 425.3 | 423.8 | 427.4 | 427.3 | 427.0 | 424.4 | 431.2 | 455.4 | 453.0 | | | | |

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 | | 1986 | | 1987 | | | | | | | | | | |
|---|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1985 | 1986 | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| | | | | | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| Apparel commodities | 191.3 | 191.5 | 196.6 | 194.5 | 190.5 | 191.5 | 198.3 | 202.1 | 201.2 | 197.5 | 193.6 | 197.4 | 205.0 | 209.3 | 209.3 |
| Men's and boys' apparel | 198.2 | 199.7 | 204.6 | 202.1 | 198.6 | 198.9 | 201.9 | 204.3 | 205.7 | 204.0 | 201.7 | 203.1 | 207.2 | 210.4 | 211.2 |
| Women's and girls' apparel | 171.3 | 169.4 | 176.2 | 173.1 | 168.2 | 169.2 | 178.6 | 184.4 | 181.8 | 175.8 | 170.4 | 176.6 | 188.0 | 192.9 | 192.0 |
| Infants' and toddlers' apparel | 311.7 | 329.4 | 323.8 | 329.3 | 319.1 | 322.2 | 337.3 | 336.3 | 334.7 | 324.2 | 318.3 | 320.9 | 330.5 | 344.1 | 344.3 |
| Footwear | 212.5 | 211.8 | 215.6 | 214.9 | 211.1 | 212.4 | 217.7 | 220.0 | 221.3 | 219.4 | 215.5 | 217.2 | 219.9 | 223.7 | 225.1 |
| Other apparel commodities | 203.1 | 206.1 | 208.9 | 207.8 | 210.1 | 212.1 | 214.1 | 213.9 | 213.1 | 217.0 | 217.6 | 219.4 | 222.6 | 223.9 | 224.0 |
| Apparel services | 318.5 | 332.0 | 336.2 | 336.6 | 339.7 | 340.5 | 341.8 | 341.6 | 343.3 | 343.8 | 344.8 | 344.2 | 344.6 | 347.2 | 348.3 |
| Transportation | 321.6 | 307.6 | 304.0 | 304.2 | 308.2 | 309.9 | 310.8 | 313.9 | 315.5 | 317.9 | 319.7 | 321.4 | 321.7 | 323.2 | 325.2 |
| Private transportation | 317.4 | 301.5 | 297.5 | 297.5 | 301.6 | 303.4 | 304.2 | 307.4 | 309.1 | 311.7 | 313.6 | 315.2 | 315.4 | 317.1 | 319.1 |
| New vehicles | 214.2 | 223.3 | 229.4 | 230.7 | 231.2 | 228.9 | 228.2 | 229.0 | 229.5 | 229.9 | 230.3 | 229.5 | 229.2 | 231.6 | 234.4 |
| New cars | 214.5 | 223.6 | 230.0 | 231.4 | 232.0 | 229.3 | 228.5 | 229.5 | 230.3 | 230.9 | 231.6 | 230.9 | 230.4 | 232.7 | 235.4 |
| Used cars | 379.7 | 363.2 | 361.0 | 356.6 | 354.7 | 357.0 | 363.1 | 371.7 | 378.7 | 383.0 | 385.4 | 385.6 | 387.1 | 387.7 | 388.7 |
| Motor fuel | 375.4 | 293.1 | 262.0 | 263.2 | 277.7 | 289.5 | 291.3 | 298.7 | 301.2 | 307.6 | 313.0 | 321.4 | 320.0 | 316.7 | 316.8 |
| Gasoline | 375.0 | 292.5 | 261.3 | 262.5 | 277.1 | 288.9 | 290.7 | 298.3 | 300.7 | 307.2 | 312.6 | 321.0 | 319.6 | 316.1 | 316.1 |
| Maintenance and repair | 352.6 | 364.7 | 369.7 | 372.3 | 373.4 | 375.1 | 374.9 | 377.9 | 378.1 | 378.3 | 378.8 | 380.6 | 382.6 | 383.7 | 384.8 |
| Other private transportation | 287.7 | 302.2 | 309.5 | 309.9 | 312.6 | 311.5 | 311.7 | 312.1 | 312.9 | 314.7 | 315.8 | 315.4 | 316.4 | 321.5 | 324.0 |
| Other private transportation commodities | 204.7 | 203.9 | 202.3 | 202.8 | 204.3 | 204.0 | 204.3 | 202.6 | 204.0 | 204.4 | 203.8 | 204.7 | 206.0 | 206.8 | 205.8 |
| Other private transportation services | 312.3 | 330.9 | 340.7 | 341.0 | 344.0 | 342.6 | 342.9 | 344.1 | 344.6 | 346.9 | 348.7 | 347.7 | 348.5 | 355.2 | 359.1 |
| Public transportation | 391.7 | 416.3 | 421.1 | 425.8 | 426.7 | 427.2 | 428.7 | 428.9 | 428.9 | 426.9 | 426.9 | 430.7 | 433.0 | 430.4 | 432.3 |
| Medical care | 401.2 | 431.0 | 441.7 | 443.9 | 446.7 | 449.7 | 452.3 | 454.9 | 456.6 | 459.3 | 462.1 | 464.2 | 466.2 | 468.4 | 470.0 |
| Medical care commodities | 256.3 | 272.8 | 277.0 | 279.8 | 281.4 | 282.9 | 285.1 | 286.2 | 288.2 | 290.5 | 292.1 | 293.2 | 294.4 | 296.1 | 297.7 |
| Medical care services | 432.7 | 465.7 | 478.2 | 480.1 | 483.2 | 486.5 | 489.2 | 492.1 | 493.6 | 496.2 | 499.4 | 501.7 | 503.9 | 506.1 | 507.7 |
| Professional services | 367.7 | 391.4 | 400.2 | 401.5 | 404.2 | 407.4 | 410.2 | 413.3 | 414.7 | 417.5 | 419.7 | 421.5 | 424.0 | 425.6 | 426.5 |
| Hospital and related services | 221.2 | 234.2 | 240.4 | 241.6 | 243.2 | 244.6 | 245.4 | 246.5 | 247.4 | 248.2 | 250.9 | 252.8 | 255.5 | 257.4 | 258.6 |
| Entertainment | 260.1 | 268.7 | 272.1 | 272.3 | 272.9 | 273.4 | 274.4 | 276.0 | 276.9 | 277.0 | 278.2 | 278.5 | 279.7 | 281.4 | 282.3 |
| Entertainment commodities | 254.2 | 259.5 | 261.7 | 261.7 | 262.2 | 262.3 | 263.7 | 264.7 | 265.9 | 265.9 | 266.8 | 266.8 | 266.9 | 267.9 | 269.9 |
| Entertainment services | 271.6 | 286.0 | 291.6 | 292.0 | 292.7 | 293.9 | 294.2 | 296.6 | 297.2 | 297.4 | 299.0 | 299.9 | 302.4 | 305.1 | 304.6 |
| Other goods and services | 322.7 | 341.7 | 349.2 | 349.5 | 352.8 | 354.6 | 355.1 | 356.0 | 356.9 | 357.8 | 360.5 | 361.9 | 368.3 | 369.8 | 370.5 |
| Tobacco products | 328.1 | 350.7 | 356.9 | 357.2 | 364.7 | 368.0 | 369.2 | 370.0 | 370.5 | 372.3 | 379.7 | 380.5 | 382.1 | 383.4 | 384.1 |
| Personal care | 279.6 | 289.0 | 291.2 | 291.3 | 293.2 | 294.1 | 293.9 | 294.7 | 296.4 | 296.4 | 297.3 | 298.2 | 299.1 | 299.9 | 300.1 |
| Toilet goods and personal care appliances | 279.0 | 288.6 | 290.5 | 290.3 | 292.0 | 293.2 | 292.7 | 293.6 | 294.9 | 294.8 | 296.1 | 296.6 | 297.4 | 298.4 | 298.6 |
| Personal care services | 280.5 | 289.8 | 292.4 | 292.7 | 294.9 | 295.4 | 295.5 | 296.2 | 298.4 | 298.8 | 299.1 | 300.4 | 301.5 | 302.0 | 302.3 |
| Personal and educational expenses | 399.3 | 430.7 | 449.4 | 450.0 | 452.0 | 453.7 | 454.3 | 455.5 | 456.1 | 457.3 | 458.4 | 460.6 | 475.3 | 477.5 | 478.6 |
| School books and supplies | 355.7 | 384.8 | 396.9 | 397.1 | 406.5 | 409.3 | 409.6 | 410.1 | 410.5 | 410.6 | 410.7 | 411.4 | 423.7 | 427.0 | 427.0 |
| Personal and educational services | 410.1 | 442.0 | 462.1 | 462.8 | 464.3 | 465.9 | 466.6 | 467.8 | 468.5 | 469.8 | 471.0 | 473.4 | 488.5 | 490.6 | 491.8 |
| All items | 318.5 | 323.4 | 325.4 | 325.7 | 327.7 | 329.0 | 330.5 | 332.3 | 333.4 | 334.9 | 335.6 | 337.4 | 339.1 | 340.0 | 340.4 |
| Commodities | 286.5 | 283.1 | 283.1 | 283.3 | 285.5 | 287.0 | 288.6 | 290.7 | 291.6 | 292.4 | 292.5 | 293.9 | 295.7 | 296.8 | 297.4 |
| Food and beverages | 301.8 | 311.6 | 316.2 | 316.8 | 320.3 | 321.3 | 321.2 | 322.1 | 323.5 | 325.0 | 324.8 | 325.1 | 326.2 | 326.6 | 326.5 |
| Commodities less food and beverages | 274.9 | 264.2 | 261.5 | 261.5 | 262.9 | 264.6 | 262.9 | 262.9 | 270.6 | 270.9 | 271.2 | 273.3 | 275.4 | 276.9 | 277.8 |
| Nondurables less food and beverages | 283.8 | 265.6 | 259.7 | 259.9 | 262.3 | 266.0 | 270.0 | 273.7 | 274.2 | 274.1 | 274.1 | 277.9 | 281.7 | 283.4 | 283.9 |
| Apparel commodities | 191.3 | 191.5 | 196.6 | 194.5 | 190.5 | 191.5 | 198.3 | 202.1 | 201.2 | 197.5 | 193.6 | 197.4 | 205.0 | 209.3 | 209.3 |
| Nondurables less food, beverages, and apparel | 334.2 | 306.7 | 295.6 | 296.9 | 304.4 | 310.2 | 311.5 | 315.0 | 316.5 | 319.5 | 322.8 | 326.2 | 326.5 | 326.0 | 326.8 |
| Durables | 265.2 | 264.0 | 265.3 | 265.0 | 265.4 | 264.5 | 265.3 | 266.8 | 267.8 | 268.5 | 269.1 | 269.0 | 270.2 | 271.8 | 271.8 |
| Services | 377.3 | 395.7 | 401.0 | 401.5 | 403.3 | 404.5 | 405.9 | 407.3 | 408.8 | 411.4 | 412.8 | 415.3 | 416.9 | 417.9 | 417.9 |
| Rent of shelter (12/84=100) | 103.2 | 109.0 | 111.0 | 111.1 | 111.5 | 111.9 | 112.5 | 113.0 | 113.4 | 113.5 | 114.0 | 114.9 | 115.2 | 115.6 | 116.1 |
| Household services less rent of shelter (12/84=100) | 102.6 | 103.9 | 102.0 | 101.8 | 102.3 | 102.5 | 102.5 | 102.4 | 103.2 | 105.7 | 105.9 | 106.6 | 106.3 | 104.2 | 103.4 |
| Transportation services | 332.2 | 350.1 | 357.9 | 359.5 | 361.7 | 361.3 | 361.6 | 363.2 | 363.5 | 364.7 | 365.9 | 366.3 | 367.6 | 371.6 | 374.6 |
| Medical care services | 432.7 | 465.7 | 478.2 | 480.1 | 483.2 | 486.5 | 489.2 | 492.1 | 493.6 | 496.2 | 499.4 | 501.7 | 503.9 | 506.1 | 507.7 |
| Other services | 310.1 | 326.9 | 334.7 | 335.1 | 336.4 | 337.5 | 338.0 | 339.4 | 340.3 | 340.9 | 342.0 | 343.3 | 349.7 | 351.8 | 352.2 |
| Special indexes: | | | | | | | | | | | | | | | |
| All items less food | 319.4 | 323.0 | 324.2 | 324.4 | 326.0 | 327.4 | 329.3 | 331.3 | 332.3 | 333.7 | 334.6 | 336.8 | 338.5 | 339.6 | 340.2 |
| All items less shelter | 303.4 | 305.1 | 305.9 | 306.3 | 308.4 | 309.6 | 311.0 | 312.8 | 313.9 | 315.6 | 315.9 | 317.4 | 319.2 | 319.7 | 320.1 |
| All items less homeowners' costs (12/84=100) | 101.8 | 102.8 | 103.2 | 103.4 | 104.0 | 104.5 | 104.9 | 105.5 | 105.9 | 106.4 | 106.6 | 107.1 | 107.7 | 107.8 | 108.0 |
| All items less medical care | 314.3 | 318.0 | 319.6 | 319.8 | 321.8 | 323.0 | 324.5 | 326.2 | 327.3 | 328.8 | 329.3 | 331.1 | 332.8 | 333.7 | 334.1 |
| Commodities less food | 272.8 | 262.9 | 260.3 | 260.4 | 261.8 | 263.5 | 265.9 | 268.5 | 269.2 | 269.5 | 269.8 | 271.4 | 273.8 | 275.3 | 276.2 |
| Nondurables less food | 279.0 | 262.7 | 257.4 | 257.6 | 259.9 | 263.3 | 266.9 | 270.4 | 270.8 | 270.9 | 270.9 | 274.4 | 277.8 | 279.4 | 279.9 |
| Nondurables less food and apparel | 320.3 | 296.9 | 287.0 | 288.2 | 294.8 | 299.7 | 300.9 | 303.9 | 305.3 | 307.9 | 310.8 | 313.8 | 314.1 | 313.8 | 314.6 |
| Nondurables | 293.9 | 289.8 | 289.2 | 289.6 | 292.5 | 294.9 | 296.9 | 299.2 | 300.1 | 300.9 | 300.8 | 302.9 | 305.3 | 306.4 | 306.6 |
| Services less rent of shelter (12/84=100) | 102.6 | 107.1 | 108.1 | 108.3 | 108.8 | 109.0 | 109.2 | 109.5 | 109.9 | 111.1 | 111.5 | 112.0 | 112.5 | 112.2 | 112.2 |
| Services less medical care | 369.0 | 385.9 | 390.4 | 390.7 | 392.5 | 393.5 | 394.7 | 396.1 | 397.5 | 400.1 | 401.4 | 403.8 | 405.4 | 405.9 | 406.2 |
| Energy | 426.3 | 367.5 | 338.5 | 339.2 | 349.8 | 356.9 | 357.7 | 360.8 | 364.9 | 378.6 | 380.6 | 387.5 | 385.8 | 375.2 | 372.4 |
| All items less energy | 309.9 | 321.2 | 326.3 | 326.5 | 327.8 | 328.7 | 330.2 | 331.9 | 332.8 | 333.2 | 333.8 | 335.2 | 337.2 | 339.1 | 339.8 |
| All items less food and energy | 308.7 | 320.3 | 325.4 | 325.6 | 326.3 | 327.1 | 329.0 | 330.9 | 331.6 | 331.8 | 332.6 | 334.2 | 336.4 | 338.6 | 339.6 |
| Commodities less food and energy | 256.8 | 259.8 | 262.4 | 262.1 | 261.7 | 262.0 | 264.6 | 266.6 | 267.1 | 266.7 | 266.3 | 267.5 | 270.0 | 272.0 | 273.0 |
| Energy commodities | 410.9 | 322.9 | 289.1 | 291.1 | 307.2 | 319.9 | 321.5 | 328.9 | 331.2 | 337.7 | 343.1 | 351.8 | 350.4 | 347.3 | 348.1 |
| Services less energy | 371.1 | 391.9 | 399.6 | 400.2 | 401.9 | 403.2 | 404.7 | 406.5 | 407.5 | 408.2 | 410.1 | 412.3 | 414.2 | 416.8 | 417.8 |
| 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 | | | | | |
|---|-------------------------------|------------------|---------------------|-------|-------|-------|-------|-------|-------|-------|--------------------|-------|-------|-------|-------|-------|
| | | | 1986 | | 1987 | | | | 1986 | | 1987 | | | | | |
| | | | Nov. | Dec. | July | Aug. | Sept. | Oct. | Nov. | Dec. | July | Aug. | Sept. | Oct. | Nov. | |
| U.S. city average | M | - | 330.8 | 331.1 | 340.8 | 342.7 | 344.4 | 345.3 | 345.8 | 325.4 | 325.7 | 335.6 | 337.4 | 339.1 | 340.0 | 340.4 |
| Region and area size³ | | | | | | | | | | | | | | | | |
| Northeast urban | M | 12/77 | - | 177.2 | 182.7 | 184.1 | 185.1 | 185.9 | 186.2 | - | 174.3 | 179.9 | 181.2 | 182.1 | 183.0 | 183.3 |
| Size A - More than 1,200,000 | M | 12/77 | - | 174.7 | 180.7 | 182.1 | 183.5 | 184.1 | 184.3 | - | 170.3 | 176.3 | 177.7 | 179.0 | 179.7 | 179.8 |
| Size B - 500,000 to 1,200,000 | M | 12/77 | - | 178.3 | 182.5 | 183.3 | 183.2 | 185.7 | 186.7 | - | 175.1 | 179.5 | 180.3 | 180.2 | 182.4 | 183.5 |
| Size C - 50,000 to 500,000 | M | 12/77 | - | 186.3 | 190.9 | 192.5 | 192.2 | 192.3 | 192.6 | - | 190.5 | 195.1 | 196.6 | 197.0 | 197.2 | 197.3 |
| North Central urban | M | 12/77 | - | 177.1 | 182.6 | 184.0 | 184.8 | 184.6 | 184.7 | - | 173.0 | 178.6 | 179.8 | 180.6 | 180.5 | 180.6 |
| Size A - More than 1,200,000 | M | 12/77 | - | 181.0 | 186.9 | 188.2 | 189.2 | 188.5 | 188.8 | - | 175.3 | 181.0 | 182.3 | 183.3 | 182.6 | 182.8 |
| Size B - 360,000 to 1,200,000 | M | 12/77 | - | 176.1 | 180.2 | 182.0 | 182.4 | 182.7 | 182.6 | - | 171.5 | 175.6 | 177.4 | 177.8 | 178.3 | 178.3 |
| Size C - 50,000 to 360,000 | M | 12/77 | - | 171.9 | 178.2 | 179.6 | 180.8 | 181.4 | 181.3 | - | 168.4 | 174.3 | 175.5 | 176.6 | 177.3 | 177.3 |
| Size D - Nonmetropolitan (less than 50,000) | M | 12/77 | - | 171.6 | 176.7 | 177.1 | 176.7 | 177.1 | 177.2 | - | 172.7 | 178.2 | 178.5 | 178.3 | 178.8 | 179.0 |
| South urban | M | 12/77 | - | 177.9 | 182.6 | 183.2 | 184.0 | 184.7 | 185.1 | - | 176.5 | 181.6 | 182.1 | 183.0 | 183.6 | 184.0 |
| Size A - More than 1,200,000 | M | 12/77 | - | 177.9 | 183.3 | 184.0 | 184.7 | 185.4 | 186.0 | - | 177.0 | 182.7 | 183.3 | 184.2 | 184.8 | 185.4 |
| Size B - 450,000 to 1,200,000 | M | 12/77 | - | 179.9 | 184.1 | 184.8 | 186.3 | 186.7 | 187.0 | - | 175.6 | 180.0 | 180.6 | 182.1 | 182.5 | 182.7 |
| Size C - 50,000 to 450,000 | M | 12/77 | - | 176.4 | 181.4 | 181.7 | 182.0 | 182.6 | 183.0 | - | 176.7 | 182.2 | 182.5 | 182.9 | 183.3 | 183.8 |
| Size D - Nonmetropolitan (less than 50,000) | M | 12/77 | - | 176.6 | 179.9 | 180.0 | 181.1 | 182.1 | 182.9 | - | 177.0 | 180.6 | 180.9 | 181.9 | 182.8 | 183.5 |
| West urban | M | 12/77 | - | 179.6 | 184.7 | 185.6 | 186.7 | 187.4 | 187.4 | - | 177.0 | 182.1 | 183.0 | 183.9 | 184.6 | 184.7 |
| Size A - More than 1,250,000 | M | 12/77 | - | 182.6 | 188.1 | 189.2 | 190.3 | 191.0 | 190.8 | - | 177.5 | 182.9 | 183.9 | 184.9 | 185.6 | 185.4 |
| Size B - 330,000 to 1,250,000 | M | 12/77 | - | 178.9 | 184.0 | 184.3 | 185.8 | 187.0 | 186.7 | - | 179.0 | 184.2 | 184.6 | 185.9 | 187.1 | 186.9 |
| Size C - 50,000 to 330,000 | M | 12/77 | - | 172.9 | 176.6 | 177.1 | 177.9 | 178.5 | 179.7 | - | 171.1 | 174.6 | 175.2 | 175.9 | 176.5 | 177.7 |
| Size classes: | | | | | | | | | | | | | | | | |
| A | M | 12/86 | - | 100.0 | 103.2 | 103.8 | 104.4 | 104.6 | 104.8 | - | - | 103.3 | 103.9 | 104.5 | 104.7 | 104.8 |
| B | M | 12/77 | - | 178.7 | 183.0 | 183.9 | 184.8 | 185.8 | 186.0 | - | 175.5 | 179.9 | 180.8 | 181.7 | 182.6 | 182.9 |
| C | M | 12/77 | - | 176.5 | 181.5 | 182.4 | 182.9 | 183.4 | 183.8 | - | 176.2 | 181.4 | 182.2 | 182.9 | 183.4 | 183.7 |
| D | M | 12/77 | - | 175.4 | 179.5 | 179.7 | 180.3 | 181.0 | 181.6 | - | 175.9 | 180.3 | 180.7 | 181.3 | 182.1 | 182.6 |
| Selected local areas | | | | | | | | | | | | | | | | |
| Chicago, IL- Northwestern IN | M | - | 331.3 | 331.0 | 346.1 | 348.8 | 349.9 | 343.9 | 345.7 | 316.1 | 315.8 | 330.0 | 332.5 | 333.5 | 328.2 | 329.4 |
| Los Angeles-Long Beach, Anaheim, CA | M | - | 333.8 | 332.9 | 344.1 | 346.7 | 348.6 | 350.4 | 349.3 | 326.3 | 325.3 | 336.2 | 338.8 | 340.4 | 342.1 | 341.1 |
| New York, NY- Northeastern NJ | M | - | 327.5 | 329.1 | 340.7 | 343.7 | 346.4 | 347.4 | 348.2 | 318.6 | 320.1 | 331.6 | 334.4 | 337.4 | 338.3 | 339.1 |
| Philadelphia, PA-NJ | M | - | 324.1 | 325.2 | 339.1 | 342.2 | 342.8 | 344.1 | 342.6 | 325.4 | 326.6 | 340.7 | 343.9 | 344.2 | 345.8 | 344.6 |
| San Francisco- Oakland, CA | M | - | - | 343.6 | 356.0 | 356.9 | 358.5 | 359.9 | 360.5 | - | 337.0 | 349.3 | 349.9 | 351.4 | 353.2 | 353.9 |
| Baltimore, MD | 1 | - | 333.4 | - | 343.8 | - | 346.0 | - | 346.2 | 330.4 | - | 341.9 | - | 344.3 | - | 343.6 |
| Boston, MA | 1 | - | 329.3 | - | 338.0 | - | 347.2 | - | 348.5 | 325.9 | - | 336.3 | - | 345.5 | - | 346.7 |
| Cleveland, OH | 1 | - | 352.7 | 351.8 | 361.4 | - | 367.5 | - | 366.9 | 329.6 | 328.9 | 337.9 | - | 343.4 | - | 343.5 |
| Miami, FL | 1 | 11/77 | 175.8 | - | 180.5 | - | 181.3 | - | 183.4 | 176.1 | - | 180.9 | - | 181.6 | - | 183.7 |
| St. Louis, MO-IL | 1 | - | 323.8 | - | 334.7 | - | 339.5 | - | 336.0 | 319.0 | - | 331.0 | - | 335.7 | - | 331.7 |
| Washington, DC-MD-VA | 1 | - | 334.0 | - | 343.1 | - | 347.8 | - | 349.7 | 335.9 | - | 345.4 | - | 350.8 | - | 353.1 |
| Dallas-Ft. Worth, TX | 2 | - | - | 342.8 | - | 356.0 | - | 360.5 | - | - | 335.0 | - | 349.5 | - | 353.8 | - |
| Detroit, MI | 2 | - | 325.3 | - | 324.7 | - | 333.5 | - | 339.3 | - | 314.7 | 314.0 | - | 322.7 | - | 327.8 |
| Houston, TX | 2 | - | - | 331.0 | - | 344.0 | - | 346.5 | - | - | 328.5 | - | 341.7 | - | 345.1 | - |
| Pittsburgh, PA | 2 | - | - | 333.0 | - | 341.7 | - | 344.1 | - | - | 311.8 | - | 320.3 | - | 322.2 | - |

¹ Area is the Consolidated Metropolitan Statistical Area (CMSA), exclusive of farms and military. Area definitions are those established by the Office of Management and Budget in 1983, except for Boston-Lawrence-Salem, MA-NH Area (excludes Monroe County); and Milwaukee, WI Area (includes only the Milwaukee MSA). Definitions do not include revisions made since 1983.

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.

- 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 | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Consumer Price Index for All Urban Consumers: | | | | | | | | | |
| All items: | | | | | | | | | |
| Index | 195.4 | 217.4 | 246.8 | 272.4 | 289.1 | 298.4 | 311.1 | 322.2 | 328.4 |
| Percent change | 7.7 | 11.3 | 13.5 | 10.4 | 6.1 | 3.2 | 4.3 | 3.6 | 1.9 |
| Food and beverages: | | | | | | | | | |
| Index | 206.3 | 228.5 | 248.0 | 267.3 | 278.2 | 284.4 | 295.1 | 302.0 | 311.8 |
| Percent change | 9.7 | 10.8 | 8.5 | 7.8 | 4.1 | 2.2 | 3.8 | 2.3 | 3.2 |
| Housing: | | | | | | | | | |
| Index | 202.8 | 227.6 | 263.3 | 293.5 | 314.7 | 323.1 | 336.5 | 349.9 | 360.2 |
| Percent change | 8.7 | 12.2 | 15.7 | 11.5 | 7.2 | 2.7 | 4.1 | 4.0 | 2.9 |
| Apparel and upkeep: | | | | | | | | | |
| Index | 159.6 | 166.6 | 178.4 | 186.9 | 191.8 | 196.5 | 200.2 | 206.0 | 207.8 |
| Percent change | 3.5 | 4.4 | 7.1 | 4.8 | 2.6 | 2.5 | 1.9 | 2.9 | .9 |
| Transportation: | | | | | | | | | |
| Index | 185.5 | 212.0 | 249.7 | 280.0 | 291.5 | 298.4 | 311.7 | 319.9 | 307.5 |
| Percent change | 4.7 | 14.3 | 17.8 | 12.1 | 4.1 | 2.4 | 4.5 | 2.6 | -3.9 |
| Medical care: | | | | | | | | | |
| Index | 219.4 | 239.7 | 265.9 | 294.5 | 328.7 | 357.3 | 379.5 | 403.1 | 433.5 |
| Percent change | 8.4 | 9.3 | 10.9 | 10.8 | 11.6 | 8.7 | 6.2 | 6.2 | 7.5 |
| Entertainment: | | | | | | | | | |
| Index | 176.6 | 188.5 | 205.3 | 221.4 | 235.8 | 246.0 | 255.1 | 265.0 | 274.1 |
| Percent change | 5.3 | 6.7 | 8.9 | 7.8 | 6.5 | 4.3 | 3.7 | 3.9 | 3.4 |
| Other goods and services: | | | | | | | | | |
| Index | 183.3 | 196.7 | 214.5 | 235.7 | 259.9 | 288.3 | 307.7 | 326.6 | 346.4 |
| Percent change | 6.4 | 7.3 | 9.0 | 9.9 | 10.3 | 10.9 | 6.7 | 6.1 | 6.1 |
| Consumer Price Index for Urban Wage Earners and Clerical Workers: | | | | | | | | | |
| All items: | | | | | | | | | |
| Index | 195.3 | 217.7 | 247.0 | 272.3 | 288.6 | 297.4 | 307.6 | 318.5 | 323.4 |
| Percent change | 7.6 | 11.5 | 13.5 | 10.2 | 6.0 | 3.0 | 3.4 | 3.5 | 1.5 |

33. Producer Price Indexes, by stage of processing

(1967 = 100)

| Grouping | Annual average | | 1986 | 1987 | | | | | | | | | | |
|---|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1985 | 1986 | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| Finished goods | 293.7 | 289.7 | 290.4 | 291.8 | 292.3 | 292.6 | 294.9 | 295.8 | 296.2 | 297.4 | 297.2 | 296.7 | 298.2 | 298.1 |
| Finished consumer goods | 291.8 | 284.9 | 284.8 | 286.2 | 287.1 | 287.5 | 290.1 | 291.3 | 291.9 | 293.4 | 293.0 | 292.7 | 293.5 | 293.6 |
| Finished consumer goods | 271.2 | 278.1 | 282.9 | 280.1 | 280.8 | 280.3 | 283.2 | 286.6 | 286.7 | 287.5 | 283.6 | 286.0 | 284.1 | 284.9 |
| Finished consumer goods excluding foods | 297.3 | 283.5 | 280.8 | 284.4 | 285.3 | 286.3 | 288.6 | 288.6 | 289.5 | 291.4 | 292.9 | 291.1 | 293.5 | 293.0 |
| Nondurable goods less food | 339.3 | 311.2 | 302.1 | 307.7 | 310.5 | 312.2 | 314.7 | 314.9 | 316.3 | 319.3 | 322.2 | 320.5 | 319.4 | 319.7 |
| Durable goods | 241.5 | 246.8 | 252.8 | 253.2 | 250.7 | 250.6 | 252.5 | 252.1 | 252.1 | 252.3 | 251.3 | 249.4 | 257.6 | 256.0 |
| Capital equipment | 300.5 | 306.4 | 310.1 | 311.2 | 310.7 | 310.5 | 311.8 | 311.8 | 311.4 | 311.7 | 312.1 | 311.0 | 314.7 | 314.3 |
| Intermediate materials, supplies, and components | 318.7 | 307.6 | 305.0 | 307.0 | 308.9 | 309.3 | 311.0 | 313.1 | 315.2 | 316.9 | 318.2 | 318.9 | 320.0 | 321.3 |
| Materials and components for manufacturing | 299.5 | 296.1 | 296.4 | 297.8 | 298.7 | 299.5 | 301.4 | 303.2 | 304.5 | 305.8 | 306.6 | 308.0 | 310.7 | 311.8 |
| Materials for food manufacturing | 258.8 | 251.0 | 253.2 | 251.1 | 251.6 | 250.4 | 255.3 | 261.9 | 260.8 | 262.0 | 258.5 | 261.9 | 259.4 | 255.9 |
| Materials for nondurable manufacturing | 285.9 | 279.1 | 278.3 | 281.3 | 283.1 | 283.9 | 286.9 | 288.1 | 291.5 | 291.9 | 292.3 | 294.0 | 297.8 | 299.2 |
| Materials for durable manufacturing | 320.2 | 313.8 | 313.9 | 315.8 | 316.2 | 317.8 | 320.3 | 324.0 | 325.2 | 329.2 | 332.5 | 334.9 | 341.2 | 343.8 |
| Components for manufacturing | 291.5 | 294.4 | 295.2 | 295.8 | 296.1 | 297.0 | 297.0 | 297.1 | 297.2 | 297.8 | 298.3 | 298.5 | 299.4 | 300.2 |
| Materials and components for construction | 315.2 | 317.4 | 316.9 | 317.1 | 317.9 | 318.7 | 319.3 | 319.9 | 320.9 | 322.4 | 323.8 | 325.4 | 326.8 | 328.2 |
| Processed fuels and lubricants | 548.9 | 430.2 | 395.5 | 406.7 | 418.5 | 416.0 | 421.3 | 429.3 | 440.8 | 450.0 | 457.4 | 450.1 | 442.0 | 443.0 |
| Containers | 311.2 | 314.9 | 319.2 | 320.7 | 323.6 | 324.9 | 325.4 | 325.5 | 326.2 | 326.0 | 326.8 | 329.6 | 331.0 | 332.2 |
| Supplies | 284.2 | 287.3 | 288.2 | 289.0 | 289.5 | 289.6 | 290.5 | 292.0 | 292.8 | 293.2 | 293.3 | 294.5 | 295.9 | 297.7 |
| Crude materials for further processing | 306.1 | 280.3 | 277.0 | 284.2 | 287.2 | 288.6 | 295.3 | 302.9 | 303.7 | 306.8 | 307.7 | 305.4 | 304.3 | 302.2 |
| Foodstuffs and feedstuffs | 235.0 | 231.0 | 233.5 | 227.6 | 229.9 | 229.6 | 240.1 | 251.7 | 247.0 | 243.8 | 240.1 | 238.8 | 237.7 | 235.8 |
| Crude nonfood materials | 459.2 | 386.8 | 370.6 | 394.2 | 398.5 | 402.0 | 405.3 | 409.4 | 416.8 | 427.7 | 434.1 | 430.3 | 428.9 | 426.3 |
| Special groupings | | | | | | | | | | | | | | |
| Finished goods, excluding foods | 299.0 | 291.1 | 290.4 | 293.2 | 293.6 | 294.3 | 296.3 | 296.3 | 296.7 | 298.1 | 299.3 | 297.7 | 300.5 | 300.1 |
| Finished energy goods | 720.9 | 518.5 | 454.6 | 477.4 | 489.6 | 495.5 | 507.4 | 506.9 | 514.3 | 522.0 | 534.0 | 521.8 | 514.5 | 513.5 |
| Finished goods less energy | 269.2 | 275.6 | 279.6 | 279.7 | 279.5 | 279.5 | 281.2 | 282.2 | 283.0 | 282.0 | 282.0 | 282.3 | 284.3 | 284.3 |
| Finished consumer goods less energy | 261.3 | 267.9 | 272.0 | 271.8 | 271.7 | 271.8 | 273.6 | 274.9 | 275.0 | 276.0 | 274.6 | 275.3 | 276.8 | 276.8 |
| Finished goods less food and energy | 268.7 | 274.9 | 278.7 | 279.8 | 279.3 | 279.5 | 280.7 | 280.7 | 280.7 | 281.5 | 281.8 | 281.1 | 284.7 | 284.4 |
| Finished consumer goods less food and energy | 252.1 | 258.4 | 262.2 | 263.4 | 262.9 | 263.3 | 264.4 | 264.5 | 264.6 | 265.8 | 265.9 | 265.5 | 269.1 | 268.7 |
| Consumer nondurable goods less food and energy | 246.2 | 253.0 | 254.7 | 256.4 | 257.2 | 257.9 | 258.4 | 258.8 | 258.9 | 260.7 | 261.6 | 262.3 | 262.5 | 263.0 |
| Intermediate materials less foods and feeds | 325.0 | 313.3 | 310.5 | 312.8 | 314.7 | 315.3 | 316.9 | 318.5 | 320.7 | 322.6 | 324.2 | 324.6 | 325.9 | 327.2 |
| Intermediate foods and feeds | 232.8 | 230.3 | 231.5 | 229.5 | 230.0 | 227.6 | 231.9 | 240.4 | 241.1 | 241.2 | 237.7 | 241.4 | 240.5 | 242.0 |
| Intermediate energy goods | 528.3 | 414.4 | 380.7 | 391.3 | 402.6 | 400.3 | 405.3 | 412.2 | 423.2 | 432.1 | 439.3 | 432.5 | 424.8 | 425.6 |
| Intermediate goods less energy | 304.0 | 303.5 | 304.1 | 305.2 | 306.1 | 306.8 | 308.2 | 309.8 | 310.9 | 312.0 | 312.6 | 314.1 | 316.3 | 317.7 |
| Intermediate materials less foods and energy | 305.2 | 304.4 | 304.8 | 306.2 | 307.2 | 308.1 | 309.3 | 310.5 | 311.7 | 312.9 | 314.0 | 315.3 | 317.8 | 319.3 |
| Crude energy materials | 748.1 | 575.8 | 533.2 | 578.0 | 584.4 | 590.1 | 594.1 | 597.4 | 606.3 | 623.8 | 632.6 | 615.4 | 604.9 | 598.3 |
| Crude materials less energy | 233.2 | 229.2 | 231.5 | 228.1 | 230.4 | 230.6 | 238.9 | 248.7 | 247.2 | 246.2 | 244.8 | 246.8 | 248.4 | 247.5 |
| Crude nonfood materials less energy | 249.7 | 245.6 | 247.1 | 250.3 | 252.8 | 254.4 | 257.4 | 263.2 | 270.2 | 275.5 | 280.0 | 291.2 | 300.1 | 301.8 |

34. Producer Price Indexes, by durability of product

(1967=100)

| Grouping | Annual average | | 1986 | 1987 | | | | | | | | | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 1985 | 1986 | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
| Total durable goods | 297.3 | 300.0 | 302.1 | 302.9 | 302.8 | 303.4 | 304.3 | 304.7 | 305.0 | 306.1 | 306.9 | 307.4 | 310.9 | 311.5 |
| Total nondurable goods | 317.2 | 298.8 | 294.7 | 298.2 | 300.7 | 301.1 | 304.4 | 307.7 | 309.5 | 311.5 | 312.0 | 311.5 | 310.7 | 311.0 |
| Total manufactures | 304.3 | 297.6 | 297.2 | 299.5 | 300.7 | 300.8 | 303.0 | 304.4 | 305.3 | 306.6 | 307.5 | 307.5 | 309.6 | 310.2 |
| Durable | 298.1 | 300.8 | 302.9 | 303.7 | 303.5 | 304.1 | 305.0 | 305.3 | 305.4 | 306.2 | 306.9 | 307.1 | 310.3 | 310.9 |
| Nondurable | 310.5 | 294.0 | 291.0 | 294.7 | 297.4 | 297.0 | 300.5 | 303.0 | 304.8 | 306.6 | 307.7 | 307.5 | 308.4 | 309.0 |
| Total raw or slightly processed goods | 327.9 | 305.6 | 298.6 | 301.6 | 303.6 | 305.9 | 308.4 | 313.9 | 315.9 | 318.8 | 318.3 | 317.8 | 314.0 | 313.7 |
| Durable | 252.2 | 252.0 | 255.4 | 258.8 | 260.9 | 261.1 | 262.1 | 267.8 | 277.2 | 284.8 | 292.5 | 302.8 | 318.7 | 322.0 |
| Nondurable | 332.4 | 308.6 | 300.9 | 303.9 | 305.8 | 308.3 | 310.9 | 316.4 | 317.9 | 320.4 | 319.5 | 318.3 | 313.2 | 312.6 |

35. Annual data: Producer Price Indexes, by stage of processing

(1967=100)

| Index | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Finished goods: | | | | | | | | | |
| Total | 195.9 | 217.7 | 247.0 | 269.8 | 280.7 | 285.2 | 291.1 | 293.7 | 289.7 |
| Consumer goods | 194.9 | 217.9 | 248.9 | 271.3 | 281.0 | 284.6 | 290.3 | 291.8 | 284.9 |
| Capital equipment | 199.2 | 216.5 | 239.8 | 264.3 | 279.4 | 287.2 | 294.0 | 300.5 | 306.4 |
| Intermediate materials, supplies, and components: | | | | | | | | | |
| Total | 215.6 | 243.2 | 280.3 | 306.0 | 310.4 | 312.3 | 320.0 | 318.7 | 307.6 |
| Materials and components for manufacturing | 208.7 | 234.4 | 265.7 | 286.1 | 289.8 | 293.4 | 301.8 | 299.5 | 296.1 |
| Materials and components for construction | 224.7 | 247.4 | 268.3 | 287.6 | 293.7 | 301.8 | 310.3 | 315.2 | 317.4 |
| Processed fuels and lubricants | 295.3 | 364.8 | 503.0 | 595.4 | 591.7 | 564.8 | 566.2 | 548.9 | 430.2 |
| Containers | 202.8 | 226.8 | 254.5 | 276.1 | 285.6 | 286.6 | 302.3 | 311.2 | 314.9 |
| Supplies | 198.5 | 218.2 | 244.5 | 263.8 | 272.1 | 277.1 | 283.4 | 284.2 | 287.3 |
| Crude materials for further processing: | | | | | | | | | |
| Total | 234.4 | 274.3 | 304.6 | 329.0 | 319.5 | 323.6 | 330.8 | 306.1 | 280.3 |
| Foodstuffs and feedstuffs | 216.2 | 247.9 | 259.2 | 257.4 | 247.8 | 252.2 | 259.5 | 235.0 | 231.0 |
| Nonfood materials except fuel | 272.3 | 330.0 | 401.0 | 482.3 | 473.9 | 477.4 | 484.5 | 459.2 | 386.8 |
| Fuel | 426.8 | 507.6 | 615.0 | 751.2 | 886.1 | 931.5 | 931.3 | 909.6 | 817.2 |

36. U.S. export price indexes by Standard International Trade Classification

(June 1977=100, unless otherwise indicated)

| Category | 1974 SITC | 1985 | | | | 1986 | | | | 1987 | | |
|--|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | Mar. | June | Sept. | Dec. | Mar. | June | Sept. | Dec. | Mar. | June | Sept. |
| ALL COMMODITIES (9/83=100) | | 97.5 | 97.5 | 96.5 | 96.7 | 97.0 | 96.7 | 95.1 | 96.2 | 97.2 | 99.9 | 100.2 |
| Food (3/83=100) | 0 | 95.8 | 94.0 | 90.2 | 93.6 | 90.5 | 89.5 | 77.2 | 81.2 | 79.8 | 83.4 | 79.5 |
| Meat (3/83=100) | 01 | 103.9 | 104.7 | 106.1 | 112.2 | 111.5 | 114.7 | 122.0 | 122.6 | 123.4 | 129.0 | 127.9 |
| Fish (3/83=100) | 03 | 101.0 | 103.6 | 102.6 | 101.8 | 102.2 | 106.2 | 111.2 | 116.9 | 118.5 | 122.9 | 126.3 |
| Grain and grain preparations (3/80=100) | 04 | 92.4 | 90.3 | 82.6 | 87.1 | 82.1 | 79.1 | 59.0 | 64.8 | 62.9 | 66.5 | 62.1 |
| Vegetables and fruit (3/83=100) | 05 | 119.5 | 120.2 | 126.9 | 118.9 | 115.3 | 125.8 | 131.4 | 131.9 | 130.8 | 130.8 | 123.1 |
| Feedstuffs for animals (3/83=100) | 08 | 72.8 | 68.6 | 75.7 | 83.4 | 88.5 | 85.5 | 90.2 | 87.4 | 85.7 | 93.7 | 92.4 |
| Misc. food products (3/83=100) | 09 | 110.6 | 109.2 | 108.1 | 107.7 | 106.0 | 104.7 | 106.6 | 108.2 | 108.6 | 110.0 | 109.4 |
| Beverages and tobacco (6/83=100) | 1 | 99.9 | 100.1 | 99.7 | 98.6 | 95.6 | 96.3 | 96.3 | 101.6 | 101.7 | 104.0 | 104.4 |
| Beverages (9/83=100) | 11 | 104.0 | 105.3 | 101.8 | 100.9 | 101.9 | 103.0 | 102.2 | 102.9 | 104.7 | 104.8 | 104.4 |
| Tobacco and tobacco products (6/83=100) | 12 | 99.5 | 99.6 | 99.5 | 98.4 | 95.1 | 95.9 | 95.8 | 101.4 | 101.4 | 104.0 | 104.5 |
| Crude materials (6/83=100) | 2 | 97.5 | 96.8 | 93.3 | 92.5 | 95.8 | 95.6 | 92.3 | 94.8 | 97.1 | 106.3 | 109.1 |
| Raw hides and skins (6/80=100) | 21 | 121.0 | 126.2 | 129.0 | 139.9 | 138.9 | 148.9 | 138.0 | 148.3 | 168.8 | 191.2 | 189.1 |
| Oilseeds and oleaginous fruit (9/77=100) | 22 | 71.0 | 71.2 | 64.2 | 63.9 | 66.9 | 65.8 | 64.5 | 62.9 | 60.4 | 68.6 | 64.3 |
| Crude rubber (including synthetic and reclaimed) (9/83=100) | 23 | 106.4 | 106.3 | 107.1 | 106.0 | 106.0 | 106.1 | 105.3 | 104.4 | 106.2 | 107.5 | 109.0 |
| Wood | 24 | 128.7 | 125.7 | 124.5 | 128.1 | 128.7 | 128.7 | 129.7 | 135.5 | 139.0 | 146.2 | 174.0 |
| Pulp and waste paper (6/83=100) | 25 | 100.5 | 96.1 | 93.8 | 92.7 | 98.8 | 109.7 | 119.8 | 121.2 | 133.0 | 138.7 | 142.6 |
| Textile fibers | 26 | 102.4 | 105.8 | 103.6 | 97.7 | 101.6 | 98.6 | 74.7 | 92.2 | 99.7 | 115.0 | 119.2 |
| Crude fertilizers and minerals | 27 | 165.6 | 167.9 | 169.4 | 165.5 | 168.0 | 166.1 | 164.3 | 162.8 | 155.6 | 155.1 | 149.8 |
| Metalliferous ores and metal scrap | 28 | 89.2 | 82.0 | 80.1 | 78.7 | 83.4 | 80.5 | 84.6 | 80.7 | 82.2 | 90.7 | 99.7 |
| Mineral fuels | 3 | 100.1 | 99.2 | 97.6 | 96.6 | 91.9 | 86.7 | 85.7 | 84.7 | 85.6 | 84.4 | 85.6 |
| Animal and vegetable oils, fats, and waxes | 4 | 142.0 | 144.5 | 114.5 | 101.4 | 90.8 | 84.4 | 76.5 | 86.8 | 88.9 | 94.5 | 94.1 |
| Fixed vegetable oils and fats (6/83=100) | 42 | 152.9 | 164.8 | 128.8 | 108.7 | 95.4 | 95.3 | 80.8 | 87.0 | 89.1 | 94.7 | 94.3 |
| Chemicals (3/83=100) | 5 | 97.0 | 96.8 | 97.1 | 96.6 | 96.5 | 95.4 | 93.1 | 92.2 | 96.6 | 103.1 | 104.1 |
| Organic chemicals (12/83=100) | 51 | 93.8 | 96.5 | 97.1 | 95.4 | 93.5 | 89.3 | 88.0 | 89.4 | 99.5 | 114.3 | 111.1 |
| Fertilizers, manufactured (3/83=100) | 56 | 92.5 | 87.9 | 89.8 | 90.0 | 88.6 | 84.0 | 77.4 | 68.7 | 75.4 | 80.4 | 88.0 |
| Intermediate manufactured products (9/81=100) | 6 | 99.4 | 99.2 | 99.2 | 99.1 | 100.3 | 101.2 | 102.2 | 102.7 | 104.4 | 106.8 | 108.5 |
| Leather and furskins (9/79=100) | 61 | 82.5 | 79.2 | 75.9 | 78.5 | 77.8 | 82.5 | 84.2 | 88.0 | 96.3 | 101.1 | 99.7 |
| Rubber manufactures | 62 | 150.2 | 149.0 | 148.3 | 148.7 | 151.0 | 150.0 | 150.4 | 151.3 | 152.1 | 153.9 | 155.2 |
| Paper and paperboard products (6/78=100) | 64 | 155.0 | 151.6 | 149.6 | 148.2 | 152.2 | 158.7 | 165.3 | 167.9 | 174.4 | 177.7 | 182.5 |
| Iron and steel (3/82=100) | 67 | 95.5 | 95.3 | 95.9 | 98.2 | 98.4 | 99.4 | 100.2 | 100.1 | 101.5 | 101.5 | 102.4 |
| Nonferrous metals (9/81=100) | 68 | 79.7 | 79.6 | 79.8 | 78.2 | 80.2 | 79.1 | 79.4 | 78.8 | 80.3 | 90.1 | 94.6 |
| Metal manufactures, n.e.s. (3/82=100) | 69 | 105.4 | 105.2 | 105.4 | 104.4 | 105.3 | 105.5 | 105.6 | 105.7 | 105.7 | 105.6 | 106.2 |
| Machinery and transport equipment, excluding military and commercial aircraft (12/78=100) | 7 | 142.3 | 142.9 | 143.1 | 143.3 | 144.0 | 144.2 | 144.6 | 145.5 | 146.2 | 146.7 | 147.1 |
| Power generating machinery and equipment (12/78=100) | 71 | 165.3 | 167.4 | 167.1 | 167.5 | 169.1 | 169.2 | 169.5 | 171.4 | 173.0 | 171.7 | 173.4 |
| Machinery specialized for particular industries (9/78=100) | 72 | 155.0 | 155.7 | 156.0 | 156.2 | 155.5 | 154.7 | 155.0 | 155.7 | 154.7 | 155.9 | 156.5 |
| Metalworking machinery (6/78=100) | 73 | 153.4 | 155.1 | 156.3 | 158.4 | 159.0 | 158.9 | 160.4 | 161.8 | 165.0 | 165.8 | 167.8 |
| General industrial machines and parts n.e.s. 9/78=100) | 74 | 152.4 | 152.0 | 152.4 | 152.2 | 152.3 | 153.3 | 154.4 | 155.3 | 157.7 | 157.8 | 157.9 |
| Office machines and automatic data processing equipment | 75 | 100.9 | 100.0 | 99.9 | 99.4 | 99.9 | 99.2 | 98.9 | 98.1 | 96.1 | 96.0 | 95.5 |
| Telecommunications, sound recording and reproducing equipment | 76 | 133.3 | 133.3 | 134.1 | 134.5 | 136.5 | 137.0 | 137.8 | 139.7 | 141.3 | 140.8 | 141.2 |
| Electrical machinery and equipment | 77 | 114.9 | 116.1 | 115.3 | 113.8 | 115.1 | 114.2 | 114.4 | 114.9 | 117.0 | 117.4 | 117.6 |
| Road vehicles and parts (3/80=100) | 78 | 133.1 | 133.9 | 133.8 | 135.0 | 135.5 | 136.4 | 136.5 | 137.9 | 138.0 | 138.5 | 138.9 |
| Other transport equipment, excl. military and commercial aviation | 79 | 195.5 | 196.6 | 199.3 | 200.7 | 203.3 | 206.8 | 207.4 | 209.7 | 211.4 | 214.7 | 215.7 |
| Other manufactured articles | 8 | 99.5 | 100.4 | 100.3 | 100.3 | 102.6 | 103.4 | 104.1 | 104.3 | 105.3 | 107.3 | 107.7 |
| Apparel (9/83=100) | 84 | 104.7 | 104.7 | 105.0 | 105.3 | - | - | - | 110.0 | - | - | - |
| Professional, scientific, and controlling instruments and apparatus | 87 | 175.5 | 178.3 | 178.7 | 178.8 | 182.1 | 183.8 | 183.8 | 184.8 | 186.4 | 188.5 | 190.2 |
| Photographic apparatus and supplies, optical goods, watches and clocks (12/77=100) | 88 | 128.0 | 129.1 | 127.5 | 128.5 | 131.6 | 132.9 | 132.7 | 132.0 | 133.4 | 133.1 | 129.5 |
| Miscellaneous manufactured articles, n.e.s. | 89 | 92.4 | 93.1 | 93.1 | 92.4 | 95.6 | 95.6 | 97.6 | 97.7 | 98.1 | 102.1 | 103.0 |
| Gold, non-monetary (6/83=100) | 971 | 69.1 | 75.4 | 77.4 | 77.5 | 81.8 | 82.2 | 97.5 | 94.5 | 98.2 | 108.4 | 110.0 |

- Data not available.

37. U.S. import price indexes by Standard International Trade Classification

(June 1977 = 100, unless otherwise indicated)

| Category | 1974 SITC | 1985 | | 1986 | | | | 1987 | | |
|---|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | Sept. | Dec. | Mar. | June | Sept. | Dec. | Mar. | June | Sept. |
| ALL COMMODITIES (9/82=100) | | 92.9 | 94.2 | 88.5 | 83.2 | 83.9 | 86.0 | 91.6 | 95.3 | 96.9 |
| Food (9/77=100) | 0 | 94.9 | 102.8 | 113.4 | 104.7 | 109.1 | 105.3 | 100.2 | 102.0 | 102.8 |
| Meat | 01 | 120.6 | 131.2 | 122.7 | 118.5 | 126.9 | 134.4 | 132.1 | 135.9 | 142.9 |
| Dairy products and eggs (6/81=100) | 02 | 99.1 | 100.5 | 106.7 | 107.1 | 109.4 | 111.5 | 116.8 | 119.6 | 118.9 |
| Fish | 03 | 129.7 | 132.7 | 139.3 | 144.8 | 149.6 | 157.1 | 161.6 | 167.4 | 174.4 |
| Bakery goods, pasta products, grain and grain preparations (9/77=100) | 04 | 136.3 | 141.9 | 146.9 | 149.2 | 154.0 | 155.3 | 161.0 | 165.2 | 161.2 |
| Fruits and vegetables | 05 | 120.2 | 131.3 | 119.4 | 119.4 | 127.1 | 125.5 | 120.5 | 125.4 | 124.5 |
| Sugar, sugar preparations, and honey (3/82=100) | 06 | 123.1 | 111.9 | 124.6 | 121.6 | 123.9 | 124.3 | 126.0 | 128.6 | 128.0 |
| Coffee, tea, cocoa | 07 | 54.4 | 64.6 | 85.9 | 69.2 | 71.8 | 61.0 | 50.9 | 49.3 | 48.3 |
| Beverages and tobacco | 1 | 158.0 | 162.1 | 163.2 | 165.5 | 165.8 | 168.0 | 170.8 | 174.1 | 174.4 |
| Beverages | 11 | 156.0 | 159.1 | 161.8 | 163.9 | 165.5 | 168.2 | 171.5 | 174.6 | 175.6 |
| Crude materials | 2 | 91.5 | 91.2 | 94.2 | 95.3 | 98.1 | 98.5 | 103.1 | 105.6 | 108.6 |
| Crude rubber (inc. synthetic & reclaimed) (3/84=100) | 23 | 68.9 | 73.2 | 78.8 | 75.5 | 76.9 | 78.5 | 79.1 | 84.5 | 89.4 |
| Wood (9/81=100) | 24 | 101.6 | 99.4 | 104.3 | 106.3 | 109.4 | 107.2 | 115.0 | 112.0 | 119.2 |
| Pulp and waste paper (12/81=100) | 25 | 76.8 | 75.8 | 74.9 | 79.9 | 86.0 | 92.8 | 100.5 | 104.6 | 105.6 |
| Crude fertilizers and crude minerals (12/83=100) | 27 | 102.7 | 102.1 | 101.5 | 100.0 | 100.4 | 100.2 | 99.5 | 98.5 | 97.3 |
| Metalliferous ores and metal scrap (3/84=100) | 28 | 89.5 | 90.1 | 94.5 | 95.6 | 98.2 | 95.4 | 98.0 | 100.0 | 102.9 |
| Crude vegetable and animal materials, n.e.s. | 29 | 102.5 | 102.5 | 103.6 | 104.4 | 104.8 | 104.7 | 113.4 | 120.3 | 113.6 |
| Fuels and related products (6/82=100) | 3 | 79.8 | 79.1 | 55.3 | 37.5 | 33.6 | 38.4 | 49.7 | 54.8 | 56.4 |
| Petroleum and petroleum products (6/82=100) | 33 | 80.3 | 80.1 | 54.7 | 36.1 | 32.1 | 37.9 | 49.9 | 55.2 | 57.3 |
| Fats and oils (9/83=100) | 4 | 57.6 | 50.6 | 41.4 | 39.3 | 35.5 | 51.6 | 50.8 | 54.5 | 61.3 |
| Vegetable oils (9/83=100) | 42 | 56.2 | 48.9 | 39.3 | 37.4 | 33.5 | 50.0 | 49.2 | 52.6 | 59.4 |
| Chemicals (9/82=100) | 5 | 94.5 | 94.2 | 94.6 | 93.3 | 93.4 | 93.2 | 95.9 | 98.7 | 99.5 |
| Medicinal and pharmaceutical products (3/84=100) | 54 | 95.3 | 96.7 | 102.9 | 104.9 | 110.0 | 110.1 | 116.2 | 120.3 | 118.8 |
| Manufactured fertilizers (3/84=100) | 56 | 80.8 | 78.5 | 79.2 | 79.7 | 77.4 | 79.7 | 81.8 | 83.6 | 98.8 |
| Chemical materials and products, n.e.s. (9/84=100) | 59 | 96.9 | 97.8 | 99.9 | 100.3 | 101.0 | 102.8 | 104.3 | 105.0 | 108.2 |
| Intermediate manufactured products (12/77=100) | 6 | 133.6 | 133.4 | 134.0 | 135.6 | 138.8 | 139.4 | 142.2 | 147.4 | 152.9 |
| Leather and furskins | 61 | 137.0 | 141.3 | 141.6 | 143.0 | 147.4 | 143.3 | 149.5 | 156.6 | 159.6 |
| Rubber manufactures, n.e.s. | 62 | 137.3 | 138.1 | 136.5 | 137.7 | 138.1 | 138.1 | 140.8 | 140.5 | 138.4 |
| Cork and wood manufactures | 63 | 123.4 | 124.0 | 130.8 | 134.3 | 137.4 | 142.7 | 144.3 | 151.6 | 157.5 |
| Paper and paperboard products | 64 | 157.8 | 156.5 | 157.1 | 157.1 | 157.5 | 164.8 | 165.2 | 165.0 | 175.0 |
| Textiles | 65 | 126.5 | 128.1 | 131.2 | 132.9 | 135.1 | 135.3 | 138.8 | 140.4 | 142.8 |
| Nonmetallic mineral manufactures, n.e.s. | 66 | 157.6 | 162.2 | 164.2 | 169.6 | 178.2 | 180.2 | 183.1 | 190.3 | 195.1 |
| Iron and steel (9/78=100) | 67 | 119.1 | 118.3 | 117.3 | 118.1 | 119.0 | 118.5 | 122.3 | 127.1 | 132.1 |
| Nonferrous metals (12/81=100) | 68 | 83.7 | 80.4 | 79.4 | 78.9 | 83.5 | 81.6 | 82.4 | 90.9 | 97.5 |
| Metal manufactures, n.e.s. | 69 | 119.5 | 121.6 | 124.4 | 127.8 | 129.1 | 129.1 | 133.4 | 134.5 | 136.0 |
| Machinery and transport equipment (6/81=100) | 7 | 103.5 | 107.2 | 111.5 | 115.3 | 118.1 | 120.2 | 123.9 | 126.1 | 126.4 |
| Machinery specialized for particular industries (9/78=100) | 72 | 101.4 | 104.9 | 112.1 | 115.4 | 120.1 | 121.0 | 127.5 | 130.0 | 130.0 |
| Metalworking machinery (3/80=100) | 73 | 94.2 | 98.1 | 105.0 | 107.7 | 110.7 | 115.7 | 122.4 | 126.1 | 129.6 |
| General industrial machinery and parts, n.e.s. (6/81=100) | 74 | 94.3 | 98.0 | 103.8 | 109.0 | 112.8 | 113.9 | 120.5 | 123.0 | 122.2 |
| Office machines and automatic data processing equipment (3/80=100) | 75 | 90.3 | 93.7 | 96.9 | 101.3 | 102.5 | 102.4 | 103.2 | 106.4 | 106.8 |
| Telecommunications, sound recording and reproducing apparatus (3/80=100) | 76 | 88.3 | 88.6 | 89.4 | 91.6 | 93.7 | 93.9 | 94.6 | 95.5 | 95.8 |
| Electrical machinery and equipment (12/81=100) | 77 | 81.4 | 83.1 | 84.5 | 87.5 | 89.5 | 91.7 | 93.6 | 94.8 | 94.2 |
| Road vehicles and parts (6/81=100) | 78 | 112.7 | 117.8 | 123.4 | 127.1 | 129.8 | 133.2 | 137.0 | 139.2 | 139.6 |
| Misc. manufactured articles (3/80=100) | 8 | 99.6 | 100.8 | 103.3 | 104.8 | 109.5 | 109.6 | 114.3 | 118.1 | 119.8 |
| Plumbing, heating, and lighting fixtures (6/80=100) | 81 | 117.8 | 115.0 | 120.1 | 123.5 | 125.5 | 125.5 | 125.5 | 130.6 | 131.1 |
| Furniture and parts (6/80=100) | 82 | 142.1 | 142.7 | 147.0 | 142.2 | 145.8 | 146.9 | 148.9 | 153.3 | 156.1 |
| Clothing (9/77=100) | 84 | 134.5 | 134.5 | 133.4 | 135.3 | 137.8 | 139.1 | 145.5 | 150.9 | 154.0 |
| Footwear | 85 | 142.1 | 142.7 | 147.0 | 142.2 | 145.8 | 146.9 | 148.9 | 153.3 | 156.1 |
| Professional, scientific, and controlling instruments and apparatus (12/79=100) | 87 | 98.8 | 102.4 | 106.4 | 112.5 | 118.3 | 118.0 | 125.6 | 129.5 | 127.0 |
| Photographic apparatus and supplies, optical goods, watches, and clocks (3/80=100) | 88 | 91.1 | 94.5 | 99.3 | 103.2 | 106.9 | 107.6 | 111.8 | 114.4 | 113.2 |
| Misc. manufactured articles, n.e.s. (6/82=100) | 89 | 96.4 | 97.9 | 102.1 | 103.4 | 112.3 | 111.0 | 116.9 | 121.8 | 124.6 |
| Gold, non-monetary (6/82=100) | 971 | 101.1 | 101.0 | 106.7 | 107.3 | 126.9 | 123.3 | 128.0 | 141.5 | 143.5 |

38. U.S. export price indexes by end-use category

(September 1983 = 100 unless otherwise indicated)

| Category | Per-centage of 1980 trade value | 1985 | | 1986 | | | | 1987 | | |
|--|---------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | Sept. | Dec. | Mar. | June | Sept. | Dec. | Mar. | June | Sept. |
| Foods, feeds, and beverages | 16.294 | 76.2 | 77.5 | 75.5 | 74.7 | 66.0 | 68.4 | 67.1 | 71.3 | 67.9 |
| Raw materials | 30.696 | 96.5 | 95.9 | 96.0 | 94.9 | 93.3 | 94.8 | 98.2 | 103.1 | 105.9 |
| Raw materials, nondurable | 21.327 | 98.7 | 97.9 | 97.5 | 96.1 | 93.7 | 95.4 | 99.4 | 104.7 | 106.1 |
| Raw materials, durable | 9.368 | 91.1 | 91.0 | 92.5 | 91.9 | 92.5 | 93.2 | 95.1 | 99.2 | 105.3 |
| Capital goods (12/82=100) | 30.186 | 106.6 | 106.6 | 107.4 | 107.5 | 107.7 | 108.3 | 108.9 | 109.4 | 109.8 |
| Automotive vehicles, parts and engines (12/82=100) | 7.483 | 108.1 | 109.2 | 109.5 | 110.4 | 110.8 | 111.8 | 111.9 | 112.1 | 112.5 |
| Consumer goods | 7.467 | 101.9 | 101.4 | 103.7 | 104.5 | 104.5 | 105.7 | 106.9 | 107.1 | 107.5 |
| Durables | 3.965 | 100.4 | 99.5 | 101.8 | 101.8 | 102.1 | 102.7 | 103.9 | 103.6 | 104.3 |
| Nondurables | 3.501 | 103.3 | 103.3 | 105.5 | 107.2 | 106.9 | 108.5 | 109.8 | 110.5 | 110.5 |

39. U.S. import price indexes by end-use category

(December 1982 = 100)

| Category | Per-centage of 1980 trade value | 1985 | | 1986 | | | | 1987 | | |
|---|---------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | Sept. | Dec. | Mar. | June | Sept. | Dec. | Mar. | June | Sept. |
| Foods, feeds, and beverages | 7.477 | 99.0 | 106.0 | 115.8 | 108.2 | 112.3 | 109.2 | 104.7 | 106.6 | 107.5 |
| Petroleum and petroleum products, excl. natural gas | 31.108 | 80.9 | 80.5 | 55.4 | 36.8 | 32.6 | 38.3 | 50.5 | 55.8 | 57.9 |
| Raw materials, excluding petroleum | 19.205 | 95.4 | 93.9 | 94.5 | 94.0 | 95.3 | 94.9 | 96.9 | 100.5 | 103.5 |
| Raw materials, nondurable | 9.391 | 93.5 | 91.8 | 91.1 | 89.7 | 89.5 | 89.7 | 91.8 | 94.5 | 95.5 |
| Raw materials, durable | 9.814 | 97.4 | 96.2 | 98.1 | 98.7 | 101.4 | 100.3 | 102.3 | 106.8 | 112.1 |
| Capital goods | 13.164 | 97.6 | 100.0 | 102.8 | 106.7 | 109.4 | 110.7 | 115.3 | 117.8 | 118.2 |
| Automotive vehicles, parts and engines | 11.750 | 106.4 | 111.4 | 115.6 | 119.0 | 121.0 | 123.9 | 126.2 | 128.0 | 127.9 |
| Consumer goods | 14.250 | 101.0 | 102.4 | 104.5 | 106.5 | 110.1 | 110.6 | 114.3 | 117.5 | 119.2 |
| Durable | 5.507 | 98.9 | 100.7 | 103.4 | 106.5 | 111.2 | 111.6 | 114.8 | 117.5 | 119.0 |
| Nondurable | 8.743 | 103.9 | 104.7 | 106.0 | 106.6 | 108.6 | 109.2 | 113.7 | 117.6 | 119.4 |

40. U.S. export price indexes by Standard Industrial Classification ¹

| Industry group | 1985 | | 1986 | | | | 1987 | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | Sept. | Dec. | Mar. | June | Sept. | Dec. | Mar. | June | Sept. |
| Manufacturing: | | | | | | | | | |
| Food and kindred products (6/83=100) | 96.7 | 98.1 | 97.0 | 95.0 | 95.2 | 97.6 | 99.0 | 104.1 | 103.6 |
| Lumber and wood products, except furniture (6/83=100) | 98.3 | 101.2 | 101.5 | 101.2 | 102.1 | 105.7 | 109.8 | 113.0 | 133.1 |
| Furniture and fixtures (9/83=100) | 107.1 | 108.4 | 109.2 | 109.7 | 110.1 | 110.4 | 113.4 | 114.0 | 114.1 |
| Paper and allied products (3/81=100) | 93.2 | 92.1 | 95.7 | 101.5 | 106.1 | 108.7 | 113.7 | 116.7 | 120.3 |
| Chemicals and allied products (12/84=100) | 99.7 | 99.2 | 98.9 | 98.3 | 96.2 | 95.9 | 100.1 | 106.3 | 107.6 |
| Petroleum and coal products (12/83=100) | 102.0 | 99.1 | 93.5 | 83.1 | 83.1 | 82.2 | 83.5 | 86.8 | 87.1 |
| Primary metal products (3/82=100) | 88.1 | 87.9 | 89.8 | 89.8 | 90.7 | 89.9 | 91.7 | 97.4 | 100.1 |
| Machinery, except electrical (9/78=100) | 140.6 | 140.5 | 140.6 | 140.3 | 140.5 | 140.7 | 141.0 | 141.2 | 141.3 |
| Electrical machinery (12/80=100) | 111.9 | 111.2 | 112.6 | 112.3 | 112.6 | 113.6 | 115.2 | 115.3 | 115.8 |
| Transportation equipment (12/78=100) | 162.6 | 164.1 | 165.1 | 167.1 | 167.4 | 169.4 | 170.0 | 171.2 | 172.3 |
| Scientific instruments; optical goods; clocks (6/77=100) | 156.2 | 156.7 | 159.7 | 161.2 | 161.5 | 162.3 | 163.3 | 164.6 | 164.7 |

¹ SIC - based classification.

41. U.S. Import price indexes by Standard Industrial Classification ¹

| Industry group | 1985 | | 1986 | | | | 1987 | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | Sept. | Dec. | Mar. | June | Sept. | Dec. | Mar. | June | Sept. |
| Manufacturing: | | | | | | | | | |
| Food and kindred products (6/77=100) | 114.2 | 115.1 | 117.7 | 115.6 | 118.0 | 122.4 | 122.7 | 125.9 | 128.5 |
| Textile mill products (9/82=100) | 100.4 | 101.8 | 104.7 | 106.4 | 107.1 | 108.0 | 111.7 | 113.6 | 116.2 |
| Apparel and related products (6/77=100) | 133.9 | 134.4 | 133.4 | 135.1 | 137.8 | 139.3 | 146.0 | 150.9 | 154.1 |
| Lumber and wood products, except furniture (6/77=100) | 117.5 | 115.8 | 122.1 | 124.8 | 127.9 | 127.9 | 134.5 | 135.0 | 141.7 |
| Furniture and fixtures (6/80=100) | 97.7 | 98.2 | 101.2 | 103.5 | 105.4 | 105.6 | 109.6 | 110.2 | 111.5 |
| Paper and allied products (6/77=100) | 138.7 | 137.4 | 137.6 | 139.4 | 142.2 | 150.3 | 154.0 | 155.7 | 163.1 |
| Chemicals and allied products (9/82=100) | 93.3 | 95.8 | 98.6 | 102.1 | 103.8 | 102.4 | 104.7 | 105.7 | 106.1 |
| Rubber and miscellaneous plastic products (12/80=100) | 96.6 | 97.5 | 100.9 | 100.6 | 101.9 | 102.1 | 104.4 | 105.8 | 105.0 |
| Leather and leather products | 142.3 | 144.0 | 145.8 | 144.6 | 147.7 | 148.7 | 151.8 | 156.2 | 159.8 |
| Primary metal products (6/81=100) | 84.3 | 82.6 | 82.0 | 82.4 | 84.9 | 84.0 | 85.4 | 91.3 | 96.0 |
| Fabricated metal products (12/84=100) | 101.0 | 102.6 | 104.9 | 108.5 | 110.3 | 111.1 | 115.5 | 116.2 | 118.1 |
| Machinery, except electrical (3/80=100) | 96.6 | 100.0 | 105.5 | 109.0 | 112.5 | 114.2 | 119.1 | 122.1 | 122.5 |
| Electrical machinery (9/84=100) | 94.5 | 95.8 | 97.0 | 100.2 | 102.6 | 104.0 | 105.7 | 106.9 | 106.5 |
| Transportation equipment (6/81=100) | 114.8 | 119.6 | 123.9 | 128.0 | 130.4 | 133.2 | 136.5 | 138.4 | 138.8 |
| Scientific instruments; optical goods; clocks (12/79=100) | 94.6 | 98.8 | 103.9 | 109.1 | 113.7 | 113.7 | 119.1 | 122.1 | 120.4 |
| Miscellaneous manufactured commodities (9/82=100) | 96.6 | 98.7 | 99.9 | 101.7 | 106.9 | 108.1 | 110.3 | 113.8 | 116.4 |

¹ SIC - based classification.

42. Indexes of productivity, hourly compensation, and unit costs, quarterly data seasonally adjusted

(1977=100)

| Item | Quarterly Indexes | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
| | 1985 | | | | 1986 | | | | 1987 | | | |
| | I | II | III | IV | I | II | III | IV | I | II | III | |
| Business: | | | | | | | | | | | | |
| Output per hour of all persons | 106.5 | 107.2 | 108.2 | 107.9 | 109.5 | 109.7 | 109.6 | 109.6 | 109.7 | 110.1 | 111.1 | |
| Compensation per hour | 172.4 | 174.6 | 177.0 | 179.3 | 180.7 | 182.2 | 183.6 | 185.2 | 185.8 | 187.3 | 189.2 | |
| Real compensation per hour | 98.5 | 98.6 | 99.4 | 99.7 | 100.1 | 101.3 | 101.4 | 101.6 | 100.7 | 100.3 | 100.3 | |
| Unit labor costs | 161.9 | 162.8 | 163.6 | 166.1 | 165.0 | 166.2 | 167.5 | 169.0 | 169.4 | 170.2 | 170.2 | |
| Unit nonlabor payments | 158.7 | 160.4 | 161.8 | 160.2 | 163.1 | 163.9 | 165.7 | 162.4 | 166.0 | 168.6 | 171.3 | |
| Implicit price deflator | 160.8 | 162.0 | 163.0 | 164.0 | 164.3 | 165.4 | 166.9 | 166.7 | 168.2 | 169.6 | 170.6 | |
| Nonfarm business: | | | | | | | | | | | | |
| Output per hour of all persons | 105.2 | 105.7 | 106.4 | 105.9 | 107.7 | 107.7 | 107.5 | 107.5 | 107.6 | 108.0 | 108.9 | |
| Compensation per hour | 172.2 | 174.1 | 176.2 | 178.3 | 180.0 | 181.3 | 182.6 | 184.4 | 184.9 | 186.3 | 188.0 | |
| Real compensation per hour | 98.4 | 98.3 | 98.9 | 99.2 | 99.7 | 100.8 | 100.9 | 101.2 | 100.2 | 99.7 | 99.7 | |
| Unit labor costs | 163.6 | 164.7 | 165.7 | 168.3 | 167.2 | 168.4 | 169.8 | 171.5 | 171.8 | 172.5 | 172.6 | |
| Unit nonlabor payments | 159.5 | 161.5 | 163.4 | 160.8 | 164.7 | 165.2 | 167.0 | 163.9 | 167.4 | 169.2 | 172.2 | |
| Implicit price deflator | 162.2 | 163.6 | 164.9 | 165.7 | 166.4 | 167.3 | 168.8 | 168.8 | 170.3 | 171.4 | 172.5 | |
| Nonfinancial corporations: | | | | | | | | | | | | |
| Output per hour of all employees | 107.0 | 107.7 | 109.2 | 108.9 | 109.8 | 109.7 | 109.9 | 110.5 | 109.7 | 109.9 | 110.6 | |
| Compensation per hour | 169.9 | 171.8 | 173.8 | 175.7 | 177.2 | 178.4 | 179.5 | 181.0 | 180.8 | 182.0 | 183.4 | |
| Real compensation per hour | 97.0 | 97.0 | 97.6 | 97.7 | 98.2 | 99.1 | 99.2 | 99.3 | 98.0 | 97.4 | 97.2 | |
| Total unit costs | 163.6 | 164.3 | 163.7 | 166.0 | 166.3 | 167.2 | 168.5 | 168.7 | 169.7 | 170.9 | 171.2 | |
| Unit labor costs | 158.9 | 159.5 | 159.1 | 161.4 | 161.5 | 162.6 | 163.2 | 163.8 | 164.8 | 165.6 | 165.8 | |
| Unit nonlabor costs | 177.5 | 178.7 | 177.5 | 179.4 | 180.7 | 180.6 | 184.2 | 183.2 | 184.1 | 186.6 | 187.2 | |
| Unit profits | 132.0 | 132.2 | 142.5 | 128.7 | 129.7 | 129.5 | 130.6 | 127.7 | 132.2 | 132.9 | 140.5 | |
| Unit nonlabor payments | 161.6 | 162.5 | 165.2 | 161.6 | 162.8 | 162.7 | 165.4 | 163.7 | 165.9 | 167.8 | 170.8 | |
| Implicit price deflator | 159.8 | 160.5 | 161.2 | 161.5 | 161.9 | 162.7 | 164.0 | 163.8 | 165.2 | 166.3 | 167.5 | |
| Manufacturing: | | | | | | | | | | | | |
| Output per hour of all persons | 121.3 | 124.1 | 125.3 | 126.1 | 127.6 | 128.4 | 129.3 | 129.8 | 130.8 | 132.9 | 134.1 | |
| Compensation per hour | 173.3 | 176.1 | 178.0 | 180.2 | 181.0 | 182.1 | 183.1 | 184.3 | 183.9 | 184.8 | 185.4 | |
| Real compensation per hour | 99.0 | 99.5 | 99.9 | 100.2 | 100.3 | 101.2 | 101.2 | 101.2 | 99.6 | 98.9 | 98.3 | |
| Unit labor costs | 142.9 | 142.0 | 142.1 | 142.9 | 141.9 | 141.8 | 141.7 | 142.0 | 140.5 | 139.0 | 138.2 | |

43. Annual indexes of multifactor productivity and related measures, selected years

(1977=100)

| Item | 1960 | 1970 | 1973 | 1976 | 1978 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Private business | | | | | | | | | | | | |
| Productivity: | | | | | | | | | | | | |
| Output per hour of all persons | 67.3 | 88.4 | 95.9 | 98.4 | 100.8 | 99.2 | 100.6 | 100.3 | 103.1 | 105.7 | 107.6 | 109.7 |
| Output per unit of capital services | 102.1 | 101.9 | 105.3 | 97.2 | 102.0 | 94.2 | 92.4 | 86.7 | 88.4 | 92.8 | 92.8 | 92.8 |
| Multifactor productivity | 78.1 | 92.9 | 99.1 | 98.0 | 101.2 | 97.4 | 97.7 | 95.3 | 97.7 | 101.0 | 102.2 | 103.4 |
| Output | 55.3 | 80.2 | 93.0 | 94.5 | 105.8 | 106.6 | 108.9 | 105.4 | 109.9 | 119.2 | 124.0 | 128.1 |
| Inputs: | | | | | | | | | | | | |
| Hours of all persons | 82.2 | 90.8 | 96.9 | 96.1 | 105.0 | 107.5 | 108.2 | 105.2 | 106.7 | 112.8 | 115.2 | 116.8 |
| Capital services | 54.2 | 78.7 | 88.3 | 97.2 | 103.8 | 113.1 | 117.8 | 121.7 | 124.4 | 128.5 | 133.6 | 138.0 |
| Combined units of labor and capital input | 70.8 | 86.3 | 93.8 | 96.5 | 104.5 | 109.4 | 111.5 | 110.7 | 112.6 | 118.1 | 121.3 | 123.8 |
| Capital per hour of all persons | 65.9 | 86.7 | 91.1 | 101.2 | 98.8 | 105.3 | 108.8 | 115.7 | 116.6 | 113.9 | 116.0 | 118.2 |
| Private nonfarm business | | | | | | | | | | | | |
| Productivity: | | | | | | | | | | | | |
| Output per hour of all persons | 70.7 | 89.2 | 96.4 | 98.5 | 100.8 | 98.7 | 99.6 | 99.1 | 102.5 | 104.7 | 105.9 | 107.6 |
| Output per unit of capital services | 103.6 | 102.8 | 106.0 | 97.3 | 101.9 | 93.4 | 91.1 | 85.1 | 87.3 | 91.3 | 90.8 | 90.5 |
| Multifactor productivity | 80.9 | 93.7 | 99.6 | 98.1 | 101.2 | 96.9 | 96.7 | 94.1 | 97.0 | 99.9 | 100.5 | 101.4 |
| Output | 54.4 | 79.9 | 92.9 | 94.4 | 106.0 | 106.6 | 108.4 | 104.8 | 110.1 | 119.3 | 123.7 | 127.6 |
| Inputs: | | | | | | | | | | | | |
| Hours of all persons | 77.0 | 89.6 | 96.3 | 95.8 | 105.1 | 108.0 | 108.8 | 105.7 | 107.4 | 114.0 | 116.8 | 118.5 |
| Capital services | 52.5 | 77.8 | 87.6 | 97.0 | 104.0 | 114.1 | 119.0 | 123.2 | 126.1 | 130.6 | 136.3 | 141.0 |
| Combined units of labor and capital input | 67.3 | 85.3 | 93.3 | 96.2 | 104.7 | 110.0 | 112.2 | 111.4 | 113.5 | 119.4 | 123.1 | 125.8 |
| Capital per hour of all persons | 68.2 | 86.8 | 91.0 | 101.3 | 98.9 | 105.6 | 109.4 | 116.5 | 117.4 | 114.6 | 116.7 | 119.0 |
| Manufacturing | | | | | | | | | | | | |
| Productivity: | | | | | | | | | | | | |
| Output per hour of all persons | 62.2 | 80.8 | 93.4 | 97.1 | 101.5 | 101.4 | 103.6 | 105.9 | 112.0 | 118.1 | 124.2 | 128.8 |
| Output per unit of capital services | 102.5 | 98.6 | 111.4 | 96.2 | 102.1 | 91.2 | 89.2 | 81.8 | 86.9 | 95.7 | 97.8 | 99.3 |
| Multifactor productivity | 71.9 | 85.2 | 97.9 | 96.8 | 101.7 | 98.7 | 99.8 | 99.2 | 105.1 | 112.2 | 117.0 | 120.6 |
| Output | 52.5 | 78.6 | 96.3 | 93.1 | 106.0 | 103.2 | 104.8 | 98.4 | 104.7 | 117.5 | 122.5 | 125.9 |
| Inputs: | | | | | | | | | | | | |
| Hours of all persons | 84.4 | 97.3 | 103.1 | 95.9 | 104.4 | 101.7 | 101.1 | 92.9 | 93.5 | 99.5 | 98.7 | 97.8 |
| Capital services | 51.2 | 79.7 | 86.4 | 96.7 | 103.7 | 113.1 | 117.5 | 120.3 | 120.6 | 122.8 | 125.3 | 126.8 |
| Combined units of labor and capital inputs | 73.0 | 92.2 | 98.4 | 96.1 | 104.2 | 104.5 | 105.0 | 99.2 | 99.7 | 104.7 | 104.8 | 104.4 |
| Capital per hour of all persons | 60.7 | 82.0 | 83.8 | 100.9 | 99.4 | 111.2 | 116.2 | 129.4 | 129.0 | 123.5 | 127.0 | 129.7 |

44. Annual indexes of productivity, hourly compensation, unit costs, and prices, selected years

(1977=100)

| Item | 1960 | 1970 | 1973 | 1975 | 1977 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 |
|--|------|------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Business: | | | | | | | | | | | | | |
| Output per hour of all persons | 67.6 | 88.4 | 95.9 | 95.7 | 100.0 | 99.6 | 99.3 | 100.7 | 100.3 | 103.0 | 105.6 | 107.5 | 109.5 |
| Compensation per hour | 33.6 | 57.8 | 70.9 | 85.2 | 100.0 | 119.1 | 131.5 | 143.7 | 154.9 | 161.5 | 168.0 | 175.9 | 182.8 |
| Real compensation per hour | 68.9 | 90.2 | 96.7 | 95.9 | 100.0 | 99.4 | 96.7 | 95.7 | 97.3 | 98.2 | 98.0 | 99.1 | 101.0 |
| Unit labor costs | 49.7 | 65.4 | 73.9 | 89.0 | 100.0 | 119.5 | 132.5 | 142.7 | 154.5 | 156.7 | 159.1 | 163.6 | 166.9 |
| Unit nonlabor payments | 46.4 | 59.4 | 72.5 | 88.2 | 100.0 | 112.5 | 118.7 | 134.6 | 136.6 | 146.4 | 156.5 | 160.3 | 163.8 |
| Implicit price deflator | 48.5 | 63.2 | 73.4 | 88.7 | 100.0 | 117.0 | 127.6 | 139.8 | 148.1 | 153.0 | 158.2 | 162.4 | 165.8 |
| Nonfarm business: | | | | | | | | | | | | | |
| Output per hour of all persons | 71.0 | 89.3 | 96.4 | 96.0 | 100.0 | 99.3 | 98.8 | 99.8 | 99.2 | 102.5 | 104.6 | 105.8 | 107.5 |
| Compensation per hour | 35.3 | 58.2 | 71.2 | 85.6 | 100.0 | 118.9 | 131.3 | 143.6 | 154.8 | 161.5 | 167.8 | 175.2 | 182.0 |
| Real compensation per hour | 72.3 | 90.8 | 97.1 | 96.4 | 100.0 | 99.2 | 96.6 | 95.7 | 97.2 | 98.2 | 97.9 | 98.7 | 100.6 |
| Unit labor costs | 49.7 | 65.2 | 73.9 | 89.2 | 100.0 | 119.7 | 132.9 | 144.0 | 156.0 | 157.6 | 160.4 | 165.6 | 169.3 |
| Unit nonlabor payments | 46.3 | 60.0 | 69.3 | 86.7 | 100.0 | 110.5 | 118.5 | 133.5 | 136.5 | 148.3 | 156.4 | 161.3 | 165.2 |
| Implicit price deflator | 48.5 | 63.4 | 72.3 | 88.3 | 100.0 | 116.5 | 127.8 | 140.3 | 149.2 | 154.3 | 159.0 | 164.1 | 167.8 |
| Nonfinancial corporations: | | | | | | | | | | | | | |
| Output per hour of all employees | 73.4 | 91.1 | 97.5 | 96.7 | 100.0 | 99.8 | 99.1 | 99.6 | 100.4 | 103.5 | 106.0 | 108.2 | 109.9 |
| Compensation per hour | 36.9 | 59.2 | 71.6 | 85.9 | 100.0 | 118.7 | 131.1 | 143.3 | 154.3 | 159.9 | 165.8 | 172.8 | 178.9 |
| Real compensation per hour | 75.5 | 92.4 | 97.6 | 96.7 | 100.0 | 99.1 | 96.4 | 95.5 | 96.9 | 97.3 | 96.7 | 97.4 | 98.9 |
| Total unit costs | 49.4 | 64.8 | 72.7 | 90.3 | 100.0 | 118.2 | 133.4 | 147.7 | 159.5 | 159.5 | 160.8 | 164.4 | 167.7 |
| Unit labor costs | 50.2 | 65.0 | 73.4 | 88.8 | 100.0 | 119.0 | 132.3 | 143.8 | 153.8 | 154.5 | 156.5 | 159.7 | 162.8 |
| Unit nonlabor costs | 47.0 | 64.2 | 70.7 | 94.9 | 100.0 | 115.8 | 136.7 | 159.1 | 176.4 | 174.3 | 173.6 | 178.3 | 182.2 |
| Unit profits | 59.8 | 52.3 | 65.6 | 77.0 | 100.0 | 94.5 | 85.2 | 98.1 | 78.5 | 110.9 | 136.5 | 133.9 | 129.3 |
| Unit nonlabor payments | 51.5 | 60.1 | 68.9 | 88.6 | 100.0 | 108.4 | 118.6 | 137.8 | 142.1 | 152.1 | 160.6 | 162.7 | 163.7 |
| Implicit price deflator | 50.7 | 63.3 | 71.9 | 88.7 | 100.0 | 115.4 | 127.6 | 141.7 | 149.8 | 153.7 | 157.9 | 160.7 | 163.1 |
| Manufacturing: | | | | | | | | | | | | | |
| Output per hour of all persons | 62.2 | 80.8 | 93.4 | 92.9 | 100.0 | 101.4 | 101.4 | 103.6 | 105.9 | 112.0 | 118.1 | 124.2 | 128.8 |
| Compensation per hour | 36.5 | 57.4 | 68.8 | 85.1 | 100.0 | 118.6 | 132.4 | 145.2 | 157.5 | 162.4 | 168.0 | 176.9 | 182.7 |
| Real compensation per hour | 74.8 | 89.5 | 93.8 | 95.9 | 100.0 | 99.1 | 97.4 | 96.7 | 98.9 | 98.8 | 98.0 | 99.6 | 100.9 |
| Unit labor costs | 58.7 | 71.0 | 73.7 | 91.7 | 100.0 | 117.0 | 130.6 | 140.1 | 148.7 | 145.0 | 142.2 | 142.4 | 141.8 |
| Unit nonlabor payments | 60.0 | 64.1 | 70.7 | 87.5 | 100.0 | 98.9 | 97.8 | 111.8 | 114.0 | 128.5 | 138.6 | 134.7 | 137.9 |
| Implicit price deflator | 59.1 | 69.0 | 72.8 | 90.5 | 100.0 | 111.7 | 121.0 | 131.8 | 138.6 | 140.2 | 141.2 | 140.2 | 140.7 |

45. Unemployment rates, approximating U.S. concepts, in nine countries, quarterly data seasonally adjusted

| Country | Annual average | | 1986 | | | | 1987 | | |
|-----------------------------------|----------------|------|------|------|------|------|------|------|------|
| | 1985 | 1986 | I | II | III | IV | I | II | III |
| Total labor force basis | | | | | | | | | |
| United States | 7.1 | 6.9 | 7.0 | 7.0 | 6.8 | 6.8 | 6.6 | 6.1 | 5.9 |
| Canada | 10.4 | 9.5 | 9.7 | 9.5 | 9.6 | 9.4 | 9.6 | 9.0 | 8.8 |
| Australia | 8.2 | 8.0 | 7.9 | 7.7 | 8.2 | 8.3 | 8.3 | 8.1 | 8.0 |
| Japan | 2.6 | 2.8 | 2.7 | 2.8 | 2.9 | 2.9 | 3.0 | 3.1 | 2.8 |
| France | 10.2 | 10.4 | 10.2 | 10.4 | 10.6 | 10.6 | 11.0 | 11.0 | 10.9 |
| Germany | 7.4 | 7.1 | 7.3 | 7.2 | 7.0 | 6.9 | 7.0 | 7.1 | 7.1 |
| Italy ^{1, 2} | 5.9 | 6.2 | 6.1 | 6.2 | 5.9 | 6.5 | 6.6 | 6.6 | 6.6 |
| Sweden | 2.8 | 2.6 | 2.7 | 2.6 | 2.6 | 2.6 | 2.0 | 1.9 | 1.8 |
| United Kingdom | 11.2 | 11.1 | 11.1 | 11.2 | 11.1 | 10.9 | 10.6 | 10.2 | 9.7 |
| Civilian labor force basis | | | | | | | | | |
| United States | 7.2 | 7.0 | 7.1 | 7.1 | 6.9 | 6.9 | 6.7 | 6.2 | 6.0 |
| Canada | 10.5 | 9.6 | 9.7 | 9.6 | 9.7 | 9.4 | 9.6 | 9.1 | 8.8 |
| Australia | 8.3 | 8.1 | 8.0 | 7.8 | 8.3 | 8.4 | 8.3 | 8.2 | 8.0 |
| Japan | 2.6 | 2.8 | 2.7 | 2.8 | 2.9 | 2.9 | 3.0 | 3.1 | 2.8 |
| France | 10.4 | 10.7 | 10.5 | 10.7 | 10.8 | 10.8 | 11.2 | 11.3 | 11.2 |
| Germany | 7.5 | 7.2 | 7.4 | 7.3 | 7.2 | 7.0 | 7.1 | 7.2 | 7.3 |
| Italy ^{1, 2} | 6.0 | 6.3 | 6.2 | 6.3 | 6.0 | 6.6 | 6.7 | 6.7 | 6.8 |
| Sweden | 2.8 | 2.7 | 2.8 | 2.6 | 2.6 | 2.6 | 2.0 | 1.9 | 1.9 |
| United Kingdom | 11.2 | 11.1 | 11.2 | 11.2 | 11.2 | 10.9 | 10.7 | 10.3 | 9.8 |

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 about

double the Italian unemployment rate shown.

NOTE: Quarterly figures for France, Germany, and the United Kingdom 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, approximating U.S. concepts, 10 countries

(Numbers in thousands)

| Employment status and country | 1977 | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 |
|--|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Labor force | | | | | | | | | | |
| United States | 99,009 | 102,251 | 104,962 | 106,940 | 108,670 | 110,204 | 111,550 | 113,544 | 115,461 | 117,834 |
| Canada | 10,500 | 10,895 | 11,231 | 11,573 | 11,904 | 11,958 | 12,183 | 12,399 | 12,639 | 12,870 |
| Australia | 6,358 | 6,443 | 6,519 | 6,693 | 6,810 | 6,910 | 6,997 | 7,133 | 7,272 | 7,562 |
| Japan | 53,820 | 54,610 | 55,210 | 55,740 | 56,320 | 56,980 | 58,110 | 58,480 | 58,820 | 59,410 |
| France | 22,300 | 22,460 | 22,670 | 22,800 | 22,930 | 23,160 | 23,130 | 23,290 | 23,340 | 23,480 |
| Germany | 25,870 | 26,000 | 26,250 | 26,520 | 26,650 | 26,700 | 26,650 | 26,760 | 26,980 | 27,180 |
| Italy | 20,510 | 20,570 | 20,850 | 21,120 | 21,320 | 21,410 | 21,590 | 21,670 | 21,800 | 21,990 |
| Netherlands | 4,950 | 5,010 | 5,100 | 5,310 | 5,520 | 5,570 | 5,600 | 5,620 | 5,710 | - |
| Sweden | 4,168 | 4,203 | 4,262 | 4,312 | 4,327 | 4,350 | 4,369 | 4,385 | 4,418 | 4,437 |
| United Kingdom | 26,050 | 26,260 | 26,350 | 26,520 | 26,590 | 26,740 | 26,790 | 27,180 | 27,370 | 27,460 |
| Participation rate¹ | | | | | | | | | | |
| United States | 62.3 | 63.2 | 63.7 | 63.8 | 63.9 | 64.0 | 64.0 | 64.4 | 64.8 | 65.3 |
| Canada | 61.6 | 62.7 | 63.4 | 64.1 | 64.8 | 64.1 | 64.4 | 64.8 | 65.2 | 65.7 |
| Australia | 62.7 | 61.9 | 61.6 | 62.1 | 61.9 | 61.7 | 61.4 | 61.5 | 61.8 | 63.0 |
| Japan | 62.5 | 62.8 | 62.7 | 62.6 | 62.6 | 62.7 | 63.1 | 62.7 | 62.3 | 62.1 |
| France | 57.6 | 57.5 | 57.5 | 57.2 | 57.1 | 57.1 | 56.6 | 56.6 | 56.2 | 56.2 |
| Germany | 53.4 | 53.3 | 53.3 | 53.2 | 52.9 | 52.6 | 52.3 | 52.4 | 52.6 | 53.0 |
| Italy | 48.2 | 47.8 | 48.0 | 48.2 | 48.3 | 47.7 | 47.5 | 47.3 | 47.2 | 47.5 |
| Netherlands | 49.0 | 48.8 | 49.0 | 50.2 | 51.4 | 51.2 | 50.9 | 50.5 | 50.7 | - |
| Sweden | 65.9 | 66.1 | 66.6 | 66.9 | 66.8 | 66.8 | 66.7 | 66.6 | 66.9 | 67.2 |
| United Kingdom | 62.7 | 62.8 | 62.6 | 62.5 | 62.2 | 62.3 | 62.1 | 62.6 | 62.7 | 62.5 |
| Employed | | | | | | | | | | |
| United States | 92,017 | 96,048 | 98,824 | 99,303 | 100,397 | 99,526 | 100,834 | 105,005 | 107,150 | 109,597 |
| Canada | 9,651 | 9,987 | 10,395 | 10,708 | 11,006 | 10,644 | 10,734 | 11,000 | 11,311 | 11,634 |
| Australia | 6,000 | 6,038 | 6,111 | 6,284 | 6,416 | 6,415 | 6,300 | 6,490 | 6,670 | 6,952 |
| Japan | 52,720 | 53,370 | 54,040 | 54,600 | 55,060 | 55,620 | 56,550 | 56,870 | 57,280 | 57,740 |
| France | 21,180 | 21,250 | 21,300 | 21,330 | 21,200 | 21,240 | 21,170 | 20,980 | 20,900 | 20,970 |
| Germany | 24,970 | 25,130 | 25,470 | 25,750 | 25,560 | 25,140 | 24,750 | 24,790 | 24,950 | 25,210 |
| Italy | 19,670 | 19,720 | 19,930 | 20,200 | 20,280 | 20,250 | 20,320 | 20,390 | 20,490 | 20,610 |
| Netherlands | 4,700 | 4,750 | 4,830 | 4,980 | 5,010 | 4,980 | 4,890 | 4,930 | 5,110 | - |
| Sweden | 4,093 | 4,109 | 4,174 | 4,226 | 4,219 | 4,213 | 4,218 | 4,249 | 4,293 | 4,319 |
| United Kingdom | 24,400 | 24,610 | 24,940 | 24,670 | 23,800 | 23,710 | 23,600 | 24,000 | 24,300 | 24,400 |
| Employment-population ratio² | | | | | | | | | | |
| United States | 57.9 | 59.3 | 59.9 | 59.2 | 59.0 | 57.8 | 57.9 | 59.5 | 60.1 | 60.7 |
| Canada | 56.6 | 57.5 | 58.7 | 59.3 | 59.9 | 57.0 | 56.7 | 57.4 | 58.4 | 59.4 |
| Australia | 59.2 | 58.0 | 57.8 | 58.3 | 58.4 | 57.3 | 55.3 | 56.0 | 56.6 | 57.9 |
| Japan | 61.2 | 61.3 | 61.4 | 61.3 | 61.2 | 61.2 | 61.4 | 61.0 | 60.6 | 60.4 |
| France | 54.7 | 54.4 | 54.0 | 53.5 | 52.8 | 52.3 | 51.8 | 51.0 | 50.4 | 50.2 |
| Germany | 51.6 | 51.5 | 51.7 | 51.7 | 50.8 | 49.6 | 48.6 | 48.5 | 48.7 | 49.1 |
| Italy | 46.3 | 45.9 | 45.9 | 46.1 | 45.9 | 45.2 | 44.7 | 44.5 | 44.4 | 44.6 |
| Netherlands | 46.5 | 46.3 | 46.4 | 47.0 | 46.6 | 45.8 | 44.5 | 44.3 | 45.4 | - |
| Sweden | 64.8 | 64.6 | 65.3 | 65.6 | 65.1 | 64.7 | 64.4 | 64.5 | 65.0 | 65.4 |
| United Kingdom | 58.7 | 58.8 | 59.2 | 58.1 | 55.7 | 55.3 | 54.7 | 55.3 | 55.7 | 55.6 |
| Unemployed | | | | | | | | | | |
| United States | 6,991 | 6,202 | 6,137 | 7,637 | 8,273 | 10,678 | 10,717 | 8,539 | 8,312 | 8,237 |
| Canada | 849 | 908 | 836 | 865 | 898 | 1,314 | 1,448 | 1,399 | 1,328 | 1,236 |
| Australia | 358 | 405 | 408 | 409 | 394 | 495 | 697 | 642 | 602 | 610 |
| Japan | 1,100 | 1,240 | 1,170 | 1,140 | 1,260 | 1,360 | 1,560 | 1,610 | 1,560 | 1,670 |
| France | 1,120 | 1,210 | 1,370 | 1,470 | 1,730 | 1,920 | 1,960 | 2,310 | 2,440 | 2,510 |
| Germany | 900 | 870 | 780 | 770 | 1,090 | 1,560 | 1,900 | 1,970 | 2,030 | 1,970 |
| Italy | 840 | 850 | 920 | 920 | 1,040 | 1,160 | 1,270 | 1,280 | 1,310 | 1,380 |
| Netherlands | 250 | 260 | 270 | 330 | 510 | 590 | 710 | 690 | 600 | - |
| Sweden | 75 | 94 | 88 | 86 | 108 | 137 | 151 | 136 | 125 | 118 |
| United Kingdom | 1,660 | 1,650 | 1,420 | 1,850 | 2,790 | 3,030 | 3,190 | 3,180 | 3,070 | 3,060 |
| Unemployment rate | | | | | | | | | | |
| United States | 7.1 | 6.1 | 5.8 | 7.1 | 7.6 | 9.7 | 9.6 | 7.5 | 7.2 | 7.0 |
| Canada | 8.1 | 8.3 | 7.4 | 7.5 | 7.5 | 11.0 | 11.9 | 11.3 | 10.5 | 9.6 |
| Australia | 5.6 | 6.3 | 6.3 | 6.1 | 5.8 | 7.2 | 10.0 | 9.0 | 8.3 | 8.1 |
| Japan | 2.0 | 2.3 | 2.1 | 2.0 | 2.2 | 2.4 | 2.7 | 2.8 | 2.6 | 2.8 |
| France | 5.0 | 5.4 | 6.0 | 6.4 | 7.5 | 8.3 | 8.5 | 9.9 | 10.4 | 10.7 |
| Germany | 3.5 | 3.3 | 3.0 | 2.9 | 4.1 | 5.8 | 7.1 | 7.4 | 7.5 | 7.2 |
| Italy | 4.1 | 4.1 | 4.4 | 4.4 | 4.9 | 5.4 | 5.9 | 5.9 | 6.0 | 6.3 |
| Netherlands | 5.1 | 5.2 | 5.3 | 6.2 | 9.2 | 10.6 | 12.7 | 12.3 | 10.5 | - |
| Sweden | 1.8 | 2.2 | 2.1 | 2.0 | 2.5 | 3.1 | 3.5 | 3.1 | 2.8 | 2.7 |
| United Kingdom | 6.4 | 6.3 | 5.4 | 7.0 | 10.5 | 11.3 | 11.9 | 11.7 | 11.2 | 11.1 |

¹ Labor force as a percent of the civilian working-age population.

- Data not available.

² Employment as a percent of the civilian working-age population.

47. Annual indexes of manufacturing productivity and related measures, 12 countries

(1977 = 100)

| Item and country | 1960 | 1970 | 1973 | 1974 | 1975 | 1976 | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Output per hour | | | | | | | | | | | | | | | |
| United States | 62.2 | 80.8 | 93.4 | 90.6 | 92.9 | 97.1 | 101.5 | 101.4 | 101.4 | 103.6 | 105.9 | 112.0 | 116.6 | 121.7 | 126.0 |
| Canada | 50.7 | 75.6 | 90.3 | 91.7 | 88.6 | 94.8 | 101.1 | 102.0 | 98.2 | 102.9 | 100.4 | 106.9 | 110.2 | 112.7 | 112.1 |
| Japan | 23.2 | 64.8 | 83.1 | 86.5 | 87.7 | 94.3 | 108.0 | 114.8 | 122.7 | 127.2 | 135.0 | 142.3 | 152.5 | 163.7 | 168.2 |
| Belgium | 32.8 | 59.9 | 78.2 | 82.6 | 85.9 | 95.1 | 106.3 | 112.3 | 119.7 | 128.1 | 135.7 | 144.7 | 149.8 | 153.3 | - |
| Denmark | 37.2 | 65.5 | 83.2 | 86.0 | 94.6 | 98.2 | 101.5 | 106.5 | 112.3 | 114.2 | 114.6 | 120.2 | 118.9 | 117.2 | 116.6 |
| France | 36.4 | 69.6 | 82.2 | 85.2 | 88.5 | 95.0 | 105.7 | 110.3 | 112.0 | 116.4 | 123.5 | 128.8 | 133.8 | 138.3 | 140.9 |
| Germany | 40.3 | 71.2 | 84.0 | 87.4 | 90.1 | 96.5 | 103.1 | 108.2 | 108.6 | 111.0 | 112.6 | 119.1 | 123.5 | 128.9 | 131.4 |
| Italy | 36.5 | 72.7 | 90.9 | 95.3 | 91.1 | 98.9 | 103.0 | 110.5 | 116.9 | 121.0 | 123.4 | 126.6 | 134.7 | 136.8 | 136.4 |
| Netherlands | 32.4 | 64.3 | 81.5 | 88.1 | 86.2 | 95.8 | 106.4 | 112.3 | 113.9 | 116.9 | 119.4 | 127.5 | 141.2 | 145.6 | - |
| Norway | 54.6 | 81.7 | 94.6 | 97.7 | 96.8 | 99.7 | 101.8 | 107.1 | 106.7 | 107.0 | 109.8 | 117.2 | 123.9 | 125.2 | 122.1 |
| Sweden | 42.3 | 80.7 | 94.8 | 98.8 | 100.2 | 101.7 | 102.8 | 110.9 | 112.7 | 113.2 | 116.5 | 125.5 | 131.0 | 134.5 | 136.4 |
| United Kingdom | 55.5 | 79.7 | 95.6 | 97.4 | 95.2 | 99.5 | 101.5 | 102.4 | 101.7 | 107.0 | 113.6 | 123.0 | 129.5 | 134.2 | 138.2 |
| Output | | | | | | | | | | | | | | | |
| United States | 52.5 | 78.6 | 96.3 | 91.7 | 84.9 | 93.1 | 106.0 | 108.1 | 103.2 | 104.8 | 98.4 | 104.7 | 116.0 | 120.4 | 124.4 |
| Canada | 41.3 | 73.5 | 93.5 | 96.3 | 89.9 | 96.5 | 104.6 | 108.5 | 103.6 | 107.4 | 95.6 | 101.0 | 108.4 | 113.6 | 115.4 |
| Japan | 19.2 | 69.9 | 91.9 | 91.7 | 86.2 | 94.8 | 106.7 | 113.9 | 124.1 | 129.8 | 137.3 | 148.2 | 165.4 | 179.3 | 182.1 |
| Belgium | 41.6 | 78.0 | 95.7 | 99.5 | 92.0 | 99.4 | 101.6 | 104.4 | 107.3 | 106.0 | 110.5 | 112.1 | 114.1 | 115.1 | - |
| Denmark | 49.2 | 82.0 | 95.9 | 97.4 | 95.0 | 99.6 | 99.7 | 105.4 | 110.1 | 106.6 | 108.3 | 115.6 | 120.0 | 123.6 | 127.0 |
| France | 35.4 | 73.3 | 88.6 | 91.8 | 90.0 | 96.1 | 103.4 | 106.1 | 106.6 | 105.9 | 106.0 | 107.4 | 108.4 | 108.6 | 108.1 |
| Germany | 50.0 | 86.6 | 96.1 | 95.4 | 91.0 | 98.0 | 101.8 | 106.6 | 106.6 | 104.9 | 102.4 | 103.6 | 106.4 | 111.7 | 114.5 |
| Italy | 37.4 | 78.0 | 90.5 | 96.3 | 86.9 | 97.9 | 101.8 | 108.6 | 115.4 | 114.3 | 111.6 | 109.2 | 113.7 | 115.5 | 119.3 |
| Netherlands | 44.8 | 84.4 | 95.8 | 100.0 | 92.7 | 99.0 | 102.8 | 106.1 | 106.6 | 106.7 | 105.0 | 107.0 | 112.9 | 115.3 | - |
| Norway | 55.1 | 86.9 | 99.5 | 104.0 | 101.0 | 101.4 | 98.2 | 100.3 | 98.8 | 97.7 | 97.4 | 97.2 | 102.6 | 105.2 | 107.0 |
| Sweden | 52.6 | 92.5 | 100.3 | 105.7 | 106.1 | 106.1 | 97.3 | 103.6 | 104.0 | 100.6 | 100.1 | 105.2 | 111.5 | 113.8 | 114.4 |
| United Kingdom | 71.2 | 95.0 | 104.8 | 103.5 | 96.3 | 98.2 | 100.6 | 100.5 | 91.7 | 86.2 | 86.4 | 88.9 | 92.4 | 95.2 | 96.0 |
| Total hours | | | | | | | | | | | | | | | |
| United States | 84.4 | 97.3 | 103.1 | 101.2 | 91.4 | 95.9 | 104.4 | 106.5 | 101.7 | 101.1 | 92.9 | 93.5 | 99.5 | 98.9 | 98.7 |
| Canada | 81.4 | 97.2 | 103.6 | 105.0 | 101.5 | 101.8 | 103.4 | 106.3 | 105.5 | 104.3 | 95.1 | 94.5 | 98.3 | 100.8 | 103.0 |
| Japan | 82.7 | 107.9 | 110.7 | 106.1 | 98.2 | 100.6 | 98.8 | 99.3 | 101.2 | 102.0 | 101.7 | 104.2 | 108.5 | 109.6 | 108.3 |
| Belgium | 127.1 | 130.2 | 122.3 | 120.4 | 107.1 | 104.6 | 95.5 | 93.0 | 89.6 | 82.8 | 81.4 | 77.5 | 78.2 | 75.1 | - |
| Denmark | 132.4 | 125.1 | 115.2 | 113.2 | 100.4 | 101.4 | 98.3 | 99.0 | 98.1 | 93.4 | 94.5 | 96.2 | 101.0 | 105.5 | 108.9 |
| France | 97.2 | 105.3 | 107.8 | 107.8 | 101.7 | 101.2 | 97.8 | 96.2 | 95.2 | 91.0 | 85.8 | 83.4 | 81.0 | 78.5 | 76.7 |
| Germany | 123.8 | 121.7 | 114.4 | 109.2 | 101.0 | 101.6 | 98.7 | 98.5 | 98.1 | 94.6 | 91.0 | 87.0 | 86.2 | 86.7 | 87.2 |
| Italy | 102.3 | 107.4 | 99.6 | 101.0 | 95.4 | 99.0 | 98.8 | 98.2 | 98.7 | 94.5 | 90.4 | 86.2 | 84.4 | 84.4 | 86.2 |
| Netherlands | 138.4 | 131.2 | 117.6 | 113.5 | 107.6 | 103.3 | 96.6 | 94.4 | 93.6 | 91.2 | 88.0 | 83.9 | 79.9 | 79.2 | - |
| Norway | 101.0 | 106.4 | 105.1 | 106.5 | 104.3 | 101.7 | 96.5 | 93.6 | 92.6 | 91.3 | 88.6 | 82.9 | 82.8 | 84.0 | 87.6 |
| Sweden | 124.4 | 114.6 | 105.7 | 107.0 | 105.9 | 104.3 | 94.6 | 93.4 | 92.3 | 88.9 | 85.9 | 83.9 | 85.1 | 84.6 | 83.9 |
| United Kingdom | 128.3 | 119.1 | 109.5 | 106.3 | 101.2 | 98.7 | 99.1 | 98.1 | 90.2 | 80.6 | 76.1 | 72.3 | 71.3 | 71.0 | 69.5 |
| Compensation per hour | | | | | | | | | | | | | | | |
| United States | 36.5 | 57.4 | 68.8 | 76.2 | 85.1 | 92.1 | 108.2 | 118.6 | 132.4 | 145.2 | 157.5 | 162.4 | 168.2 | 176.7 | 181.9 |
| Canada | 27.5 | 47.9 | 60.3 | 69.1 | 78.9 | 90.3 | 107.6 | 118.6 | 131.3 | 151.1 | 167.3 | 177.4 | 188.0 | 195.9 | 202.2 |
| Japan | 8.9 | 33.9 | 55.1 | 72.3 | 84.2 | 90.7 | 106.6 | 113.4 | 120.7 | 129.8 | 136.6 | 140.7 | 144.9 | 152.0 | 157.3 |
| Belgium | 13.8 | 34.9 | 53.5 | 65.2 | 79.0 | 89.5 | 107.8 | 117.5 | 130.4 | 144.5 | 150.7 | 159.8 | 173.1 | 183.7 | - |
| Denmark | 12.6 | 36.3 | 56.1 | 67.9 | 81.0 | 90.4 | 110.2 | 123.1 | 135.9 | 149.6 | 162.9 | 174.2 | 184.3 | 194.4 | 202.6 |
| France | 15.1 | 36.6 | 52.3 | 62.0 | 76.7 | 88.9 | 113.5 | 129.3 | 148.2 | 171.5 | 202.3 | 227.0 | 246.9 | 262.5 | 274.0 |
| Germany | 18.8 | 48.0 | 67.5 | 76.9 | 84.5 | 91.3 | 107.8 | 116.1 | 125.6 | 134.5 | 141.0 | 148.4 | 155.5 | 162.8 | 171.0 |
| Italy | 8.3 | 26.1 | 43.7 | 54.5 | 70.2 | 84.2 | 114.5 | 134.7 | 160.2 | 197.1 | 237.3 | 276.4 | 307.4 | 339.5 | 353.9 |
| Netherlands | 12.5 | 39.0 | 60.5 | 71.9 | 82.2 | 91.9 | 108.4 | 117.0 | 123.6 | 129.1 | 137.5 | 144.0 | 151.0 | 159.0 | - |
| Norway | 15.8 | 37.9 | 54.5 | 63.6 | 77.2 | 88.8 | 110.0 | 116.0 | 128.0 | 142.8 | 156.0 | 173.5 | 188.3 | 204.8 | 220.5 |
| Sweden | 14.7 | 38.5 | 54.2 | 63.8 | 77.3 | 91.5 | 111.4 | 120.1 | 133.6 | 148.1 | 158.9 | 173.3 | 189.7 | 208.9 | 223.1 |
| United Kingdom | 15.2 | 31.5 | 48.3 | 57.7 | 77.3 | 89.3 | 116.4 | 138.8 | 168.3 | 192.5 | 212.3 | 227.7 | 243.9 | 261.3 | 282.4 |
| Unit labor costs: National currency basis | | | | | | | | | | | | | | | |
| United States | 58.7 | 71.0 | 73.7 | 84.1 | 91.7 | 94.9 | 106.6 | 117.0 | 130.6 | 140.1 | 148.7 | 145.0 | 144.2 | 145.1 | 144.3 |
| Canada | 54.2 | 63.4 | 66.8 | 75.3 | 89.1 | 95.3 | 106.5 | 116.2 | 133.7 | 146.7 | 166.5 | 166.0 | 170.6 | 173.8 | 180.4 |
| Japan | 38.4 | 52.3 | 66.4 | 83.6 | 96.0 | 96.2 | 98.7 | 98.8 | 98.4 | 102.0 | 101.2 | 98.9 | 95.0 | 92.9 | 93.5 |
| Belgium | 42.0 | 58.2 | 68.4 | 78.9 | 91.9 | 94.2 | 101.4 | 104.7 | 109.0 | 112.8 | 111.1 | 110.5 | 115.6 | 119.8 | - |
| Denmark | 33.8 | 55.4 | 67.4 | 79.0 | 85.6 | 92.1 | 108.6 | 115.7 | 121.0 | 131.1 | 142.2 | 144.9 | 155.1 | 166.0 | 173.8 |
| France | 41.6 | 52.6 | 63.6 | 72.8 | 86.7 | 93.6 | 107.4 | 117.3 | 132.3 | 147.4 | 163.8 | 176.2 | 184.5 | 189.8 | 194.4 |
| Germany | 46.6 | 67.4 | 80.3 | 88.0 | 93.8 | 94.6 | 104.5 | 107.3 | 115.7 | 121.2 | 125.2 | 124.6 | 125.9 | 126.3 | 130.2 |
| Italy | 22.8 | 36.0 | 48.1 | 57.2 | 77.1 | 85.1 | 111.2 | 121.9 | 137.0 | 162.9 | 192.4 | 218.3 | 228.2 | 248.2 | 255.7 |
| Netherlands | 38.5 | 60.7 | 74.3 | 81.6 | 95.4 | 96.0 | 101.8 | 104.1 | 108.5 | 110.4 | 115.2 | 113.0 | 106.9 | 109.2 | - |
| Norway | 29.0 | 46.4 | 57.6 | 65.2 | 79.7 | 89.1 | 108.1 | 108.2 | 120.0 | 133.4 | 142.1 | 148.0 | 152.0 | 163.5 | 180.5 |
| Sweden | 34.8 | 47.7 | 57.2 | 64.6 | 77.1 | 90.0 | 108.4 | 108.3 | 118.6 | 130.9 | 136.3 | 138.1 | 144.8 | 155.3 | 163.6 |
| United Kingdom | 27.4 | 39.5 | 50.5 | 59.3 | 81.2 | 89.8 | 114.7 | 135.5 | 165.4 | 179.9 | 186.9 | 185.1 | 188.4 | 194.7 | 204.4 |
| Unit labor costs: U.S. dollar basis | | | | | | | | | | | | | | | |
| United States | 58.7 | 71.0 | 73.7 | 84.1 | 91.7 | 94.9 | 106.6 | 117.0 | 130.6 | 140.1 | 148.7 | 145.0 | 144.2 | 145.1 | 144.3 |
| Canada | 59.4 | 64.5 | 71.0 | 81.8 | 93.1 | 102.7 | 99.3 | 105.4 | 121.5 | 130.0 | 143.4 | 143.1 | 139.9 | 135.2 | 137.9 |
| Japan | 28.5 | 39.1 | 65.6 | 76.8 | 86.7 | 86.9 | 126.8 | 121.3 | 116.8 | 123.8 | 108.8 | 111.5 | 107.2 | 104.3 | 148.7 |
| Belgium | 30.2 | 42.0 | 63.1 | 72.7 | 89.7 | 87.5 | 115.6 | 127.9 | 133.7 | 109.2 | 86.9 | 77.4 | 71.7 | 72.3 | - |
| Denmark | 29.5 | 44.4 | 67.2 | 77.9 | 89.6 | 91.5 | 118.4 | 132.0 | 129.0 | 110.3 | 102.3 | 95.1 | 89.9 | 94.0 | 128.9 |
| France | 41.7 | 46.8 | 70.4 | 74.5 | 99.5 | 96.3 | 117.3 | 135.5 | 154.1 | 133.2 | 122.4 | 113.7 | 103.8 | 103.9 | 138.0 |
| Germany | 25.9 | 42.9 | 70.4 | 79.1 | 88.7 | 87.3 | 121.0 | 135.9 | 147.9 | 124.9 | 119.7 | 113.3 | 102.7 | 99.6 | 139.2 |
| Italy | 32.5 | 50.6 | 73.1 | 77.6 | 104.3 | 90.5 | 115.6 | 129.5 | 141.4 | 126.3 | 125.4 | 126.8 | 114.7 | 114.8 | 151.4 |
| Netherlands | 25.1 | 41.2 | 65.6 | 74.6 | 92.8 | 89.1 | 115.7 | 127.4 | 134.2 | 108.9 | 105.8 | 97.1 | 81.8 | 80.7 | - |
| | | | | | | | | | | | | | | | |

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 | | | | | | | | |
|---|--|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 |
| PRIVATE SECTOR³ | | | | | | | | | |
| Total cases | 9.4 | 9.5 | 8.7 | 8.3 | 7.7 | 7.6 | 8.0 | 7.9 | 7.9 |
| Lost workday cases | 4.1 | 4.3 | 4.0 | 3.8 | 3.5 | 3.4 | 3.7 | 3.6 | 3.6 |
| Lost workdays | 63.5 | 67.7 | 65.2 | 61.7 | 58.7 | 58.5 | 63.4 | 64.9 | 65.8 |
| Agriculture, forestry, and fishing³ | | | | | | | | | |
| Total cases | 11.6 | 11.7 | 11.9 | 12.3 | 11.8 | 11.9 | 12.0 | 11.4 | 11.2 |
| Lost workday cases | 5.4 | 5.7 | 5.8 | 5.9 | 5.9 | 6.1 | 6.1 | 5.7 | 5.6 |
| Lost workdays | 80.7 | 83.7 | 82.7 | 82.8 | 86.0 | 90.8 | 90.7 | 91.3 | 93.6 |
| Mining | | | | | | | | | |
| Total cases | 11.5 | 11.4 | 11.2 | 11.6 | 10.5 | 8.4 | 9.7 | 8.4 | 7.4 |
| Lost workday cases | 6.4 | 6.8 | 6.5 | 6.2 | 5.4 | 4.5 | 5.3 | 4.8 | 4.1 |
| Lost workdays | 143.2 | 150.5 | 163.6 | 146.4 | 137.3 | 125.1 | 160.2 | 145.3 | 125.9 |
| Construction | | | | | | | | | |
| Total cases | 16.0 | 16.2 | 15.7 | 15.1 | 14.6 | 14.8 | 15.5 | 15.2 | 15.2 |
| Lost workday cases | 6.4 | 6.8 | 6.5 | 6.3 | 6.0 | 6.3 | 6.9 | 6.8 | 6.9 |
| Lost workdays | 109.4 | 120.4 | 117.0 | 113.1 | 115.7 | 118.2 | 128.1 | 128.9 | 134.5 |
| General building contractors: | | | | | | | | | |
| Total cases | 15.9 | 16.3 | 15.5 | 15.1 | 14.1 | 14.4 | 15.4 | 15.2 | 14.9 |
| Lost workday cases | 6.3 | 6.8 | 6.5 | 6.1 | 5.9 | 6.2 | 6.9 | 6.8 | 6.6 |
| Lost workdays | 105.3 | 111.2 | 113.0 | 107.1 | 112.0 | 113.0 | 121.3 | 120.4 | 122.7 |
| Heavy construction contractors: | | | | | | | | | |
| Total cases | 16.6 | 16.6 | 16.3 | 14.9 | 15.1 | 15.4 | 14.9 | 14.5 | 14.7 |
| Lost workday cases | 6.2 | 6.7 | 6.3 | 6.0 | 5.8 | 6.2 | 6.4 | 6.3 | 6.3 |
| Lost workdays | 110.9 | 123.1 | 117.6 | 106.0 | 113.1 | 122.4 | 131.7 | 127.3 | 132.9 |
| Special trade contractors: | | | | | | | | | |
| Total cases | 15.8 | 16.0 | 15.5 | 15.2 | 14.7 | 14.8 | 15.8 | 15.4 | 15.6 |
| Lost workday cases | 6.6 | 6.9 | 6.7 | 6.6 | 6.2 | 6.4 | 7.1 | 7.0 | 7.2 |
| Lost workdays | 111.0 | 124.3 | 118.9 | 119.3 | 118.6 | 119.0 | 130.1 | 133.3 | 140.4 |
| Manufacturing | | | | | | | | | |
| Total cases | 13.2 | 13.3 | 12.2 | 11.5 | 10.2 | 10.0 | 10.6 | 10.4 | 10.6 |
| Lost workday cases | 5.6 | 5.9 | 5.4 | 5.1 | 4.4 | 4.3 | 4.7 | 4.6 | 4.7 |
| Lost workdays | 84.9 | 90.2 | 86.7 | 82.0 | 75.0 | 73.5 | 77.9 | 80.2 | 85.2 |
| Durable goods | | | | | | | | | |
| Lumber and wood products: | | | | | | | | | |
| Total cases | 22.6 | 20.7 | 18.6 | 17.6 | 16.9 | 18.3 | 19.6 | 18.5 | 18.9 |
| Lost workday cases | 11.1 | 10.8 | 9.5 | 9.0 | 8.3 | 9.2 | 9.9 | 9.3 | 9.7 |
| Lost workdays | 178.8 | 175.9 | 171.8 | 158.4 | 153.3 | 163.5 | 172.0 | 171.4 | 177.2 |
| Furniture and fixtures: | | | | | | | | | |
| Total cases | 17.5 | 17.6 | 16.0 | 15.1 | 13.9 | 14.1 | 15.3 | 15.0 | 15.2 |
| Lost workday cases | 6.9 | 7.1 | 6.6 | 6.2 | 5.5 | 5.7 | 6.4 | 6.3 | 6.3 |
| Lost workdays | 95.9 | 99.6 | 97.6 | 91.9 | 85.6 | 83.0 | 101.5 | 100.4 | 103.0 |
| Stone, clay, and glass products: | | | | | | | | | |
| Total cases | 16.8 | 16.8 | 15.0 | 14.1 | 13.0 | 13.1 | 13.6 | 13.9 | 13.6 |
| Lost workday cases | 7.8 | 8.0 | 7.1 | 6.9 | 6.1 | 6.0 | 6.6 | 6.7 | 6.5 |
| Lost workdays | 126.3 | 133.7 | 128.1 | 122.2 | 112.2 | 112.0 | 120.8 | 127.8 | 126.0 |
| Primary metal industries: | | | | | | | | | |
| Total cases | 17.0 | 17.3 | 15.2 | 14.4 | 12.4 | 12.4 | 13.3 | 12.6 | 13.6 |
| Lost workday cases | 7.5 | 8.1 | 7.1 | 6.7 | 5.4 | 5.4 | 6.1 | 5.7 | 6.1 |
| Lost workdays | 123.6 | 134.7 | 128.3 | 121.3 | 101.6 | 103.4 | 115.3 | 113.8 | 125.5 |
| Fabricated metal products: | | | | | | | | | |
| Total cases | 19.3 | 19.9 | 18.5 | 17.5 | 15.3 | 15.1 | 16.1 | 16.3 | 16.0 |
| Lost workday cases | 8.0 | 8.7 | 8.0 | 7.5 | 6.4 | 6.1 | 6.7 | 6.9 | 6.8 |
| Lost workdays | 112.4 | 124.2 | 118.4 | 109.9 | 102.5 | 96.5 | 104.9 | 110.1 | 115.5 |
| Machinery, except electrical: | | | | | | | | | |
| Total cases | 14.4 | 14.7 | 13.7 | 12.9 | 10.7 | 9.8 | 10.7 | 10.8 | 10.7 |
| Lost workday cases | 5.4 | 5.9 | 5.5 | 5.1 | 4.2 | 3.6 | 4.1 | 4.2 | 4.2 |
| Lost workdays | 75.1 | 83.6 | 81.3 | 74.9 | 66.0 | 58.1 | 65.8 | 69.3 | 72.0 |
| Electric and electronic equipment: | | | | | | | | | |
| Total cases | 8.7 | 8.6 | 8.0 | 7.4 | 6.5 | 6.3 | 6.8 | 6.4 | 6.4 |
| Lost workday cases | 3.3 | 3.4 | 3.3 | 3.1 | 2.7 | 2.6 | 2.8 | 2.7 | 2.7 |
| Lost workdays | 50.3 | 51.9 | 51.8 | 48.4 | 42.2 | 41.4 | 45.0 | 45.7 | 49.8 |
| Transportation equipment: | | | | | | | | | |
| Total cases | 11.5 | 11.6 | 10.6 | 9.8 | 9.2 | 8.4 | 9.3 | 9.0 | 9.6 |
| Lost workday cases | 5.1 | 5.5 | 4.9 | 4.6 | 4.0 | 3.6 | 4.2 | 3.9 | 4.1 |
| Lost workdays | 78.0 | 85.9 | 82.4 | 78.1 | 72.2 | 64.5 | 68.8 | 71.6 | 79.1 |
| Instruments and related products: | | | | | | | | | |
| Total cases | 6.9 | 7.2 | 6.8 | 6.5 | 5.6 | 5.2 | 5.4 | 5.2 | 5.3 |
| Lost workday cases | 2.6 | 2.8 | 2.7 | 2.7 | 2.3 | 2.1 | 2.2 | 2.2 | 2.3 |
| Lost workdays | 37.0 | 40.0 | 41.8 | 39.2 | 37.0 | 35.6 | 37.5 | 37.9 | 42.2 |
| Miscellaneous manufacturing industries: | | | | | | | | | |
| Total cases | 11.8 | 11.7 | 10.9 | 10.7 | 9.9 | 9.9 | 10.5 | 9.7 | 10.2 |
| Lost workday cases | 4.5 | 4.7 | 4.4 | 4.4 | 4.1 | 4.0 | 4.3 | 4.2 | 4.3 |
| Lost workdays | 66.4 | 67.7 | 67.9 | 68.3 | 69.9 | 66.3 | 70.2 | 73.2 | 70.9 |

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 | | | | | | | | |
|--|--|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 |
| Nondurable goods | | | | | | | | | |
| Food and kindred products: | | | | | | | | | |
| Total cases | 19.4 | 19.9 | 18.7 | 17.8 | 16.7 | 16.5 | 16.7 | 16.7 | 16.5 |
| Lost workday cases | 8.9 | 9.5 | 9.0 | 8.6 | 8.0 | 7.9 | 8.1 | 8.1 | 8.0 |
| Lost workdays | 132.2 | 141.8 | 136.8 | 130.7 | 129.3 | 131.2 | 131.6 | 138.0 | 137.8 |
| Tobacco manufacturing: | | | | | | | | | |
| Total cases | 8.7 | 9.3 | 8.1 | 8.2 | 7.2 | 6.5 | 7.7 | 7.3 | 6.7 |
| Lost workday cases | 4.0 | 4.2 | 3.8 | 3.9 | 3.2 | 3.0 | 3.2 | 3.0 | 2.5 |
| Lost workdays | 58.6 | 64.8 | 45.8 | 56.8 | 44.6 | 42.8 | 51.7 | 51.7 | 45.6 |
| Textile mill products: | | | | | | | | | |
| Total cases | 10.2 | 9.7 | 9.1 | 8.8 | 7.6 | 7.4 | 8.0 | 7.5 | 7.8 |
| Lost workday cases | 3.4 | 3.4 | 3.3 | 3.2 | 2.8 | 2.8 | 3.0 | 3.0 | 3.1 |
| Lost workdays | 61.5 | 61.3 | 62.8 | 59.2 | 53.8 | 51.4 | 54.0 | 57.4 | 59.3 |
| Apparel and other textile products: | | | | | | | | | |
| Total cases | 6.5 | 6.5 | 6.4 | 6.3 | 6.0 | 6.4 | 6.7 | 6.7 | 6.7 |
| Lost workday cases | 2.2 | 2.2 | 2.2 | 2.2 | 2.1 | 2.4 | 2.5 | 2.6 | 2.7 |
| Lost workdays | 32.4 | 34.1 | 34.9 | 35.0 | 36.4 | 40.6 | 40.9 | 44.1 | 49.4 |
| Paper and allied products: | | | | | | | | | |
| Total cases | 13.5 | 13.5 | 12.7 | 11.6 | 10.6 | 10.0 | 10.4 | 10.2 | 10.5 |
| Lost workday cases | 5.7 | 6.0 | 5.8 | 5.4 | 4.9 | 4.5 | 4.7 | 4.7 | 4.7 |
| Lost workdays | 103.3 | 108.4 | 112.3 | 103.6 | 99.1 | 90.3 | 93.8 | 94.6 | 99.5 |
| Printing and publishing: | | | | | | | | | |
| Total cases | 7.0 | 7.1 | 6.9 | 6.7 | 6.6 | 6.6 | 6.5 | 6.3 | 6.5 |
| Lost workday cases | 2.9 | 3.1 | 3.1 | 3.0 | 2.8 | 2.9 | 2.9 | 2.9 | 2.9 |
| Lost workdays | 43.8 | 45.1 | 46.5 | 47.4 | 45.7 | 44.6 | 46.0 | 49.2 | 50.8 |
| Chemicals and allied products: | | | | | | | | | |
| Total cases | 7.8 | 7.7 | 6.8 | 6.6 | 5.7 | 5.5 | 5.3 | 5.1 | 6.3 |
| Lost workday cases | 3.3 | 3.5 | 3.1 | 3.0 | 2.5 | 2.5 | 2.4 | 2.3 | 2.7 |
| Lost workdays | 50.9 | 54.9 | 50.3 | 48.1 | 39.4 | 42.3 | 40.8 | 38.8 | 49.4 |
| Petroleum and coal products: | | | | | | | | | |
| Total cases | 7.9 | 7.7 | 7.2 | 6.7 | 5.3 | 5.5 | 5.1 | 5.1 | 7.1 |
| Lost workday cases | 3.4 | 3.6 | 3.5 | 2.9 | 2.5 | 2.4 | 2.4 | 2.4 | 3.2 |
| Lost workdays | 58.3 | 62.0 | 59.1 | 51.2 | 46.4 | 46.8 | 53.5 | 49.9 | 67.5 |
| Rubber and miscellaneous plastics products: | | | | | | | | | |
| Total cases | 17.1 | 17.1 | 15.5 | 14.6 | 12.7 | 13.0 | 13.6 | 13.4 | 14.0 |
| Lost workday cases | 8.1 | 8.2 | 7.4 | 7.2 | 6.0 | 6.2 | 6.4 | 6.3 | 6.6 |
| Lost workdays | 125.5 | 127.1 | 118.6 | 117.4 | 100.9 | 101.4 | 104.3 | 107.4 | 118.2 |
| Leather and leather products: | | | | | | | | | |
| Total cases | 11.7 | 11.5 | 11.7 | 11.5 | 9.9 | 10.0 | 10.5 | 10.3 | 10.5 |
| Lost workday cases | 4.7 | 4.9 | 5.0 | 5.1 | 4.5 | 4.4 | 4.7 | 4.6 | 4.8 |
| Lost workdays | 72.5 | 76.2 | 82.7 | 82.6 | 86.5 | 87.3 | 94.4 | 88.3 | 83.4 |
| Transportation and public utilities | | | | | | | | | |
| Total cases | 10.1 | 10.0 | 9.4 | 9.0 | 8.5 | 8.2 | 8.8 | 8.6 | 8.2 |
| Lost workday cases | 5.7 | 5.9 | 5.5 | 5.3 | 4.9 | 4.7 | 5.2 | 5.0 | 4.8 |
| Lost workdays | 102.3 | 107.0 | 104.5 | 100.6 | 96.7 | 94.9 | 105.1 | 107.1 | 102.1 |
| Wholesale and retail trade | | | | | | | | | |
| Total cases | 7.9 | 8.0 | 7.4 | 7.3 | 7.2 | 7.2 | 7.4 | 7.4 | 7.7 |
| Lost workday cases | 3.2 | 3.4 | 3.2 | 3.1 | 3.1 | 3.1 | 3.3 | 3.2 | 3.3 |
| Lost workdays | 44.9 | 49.0 | 48.7 | 45.3 | 45.5 | 47.8 | 50.5 | 50.7 | 54.0 |
| Wholesale trade: | | | | | | | | | |
| Total cases | 8.9 | 8.8 | 8.2 | 7.7 | 7.1 | 7.0 | 7.2 | 7.2 | 7.2 |
| Lost workday cases | 3.9 | 4.1 | 3.9 | 3.6 | 3.4 | 3.2 | 3.5 | 3.5 | 3.6 |
| Lost workdays | 57.5 | 59.1 | 58.2 | 54.7 | 52.1 | 50.6 | 55.5 | 59.8 | 62.5 |
| Retail trade: | | | | | | | | | |
| Total cases | 7.5 | 7.7 | 7.1 | 7.1 | 7.2 | 7.3 | 7.5 | 7.5 | 7.8 |
| Lost workday cases | 2.8 | 3.1 | 2.9 | 2.9 | 2.9 | 3.0 | 3.2 | 3.1 | 3.2 |
| Lost workdays | 39.7 | 44.7 | 44.5 | 41.1 | 42.6 | 46.7 | 48.4 | 47.0 | 50.5 |
| Finance, insurance, and real estate | | | | | | | | | |
| Total cases | 2.1 | 2.1 | 2.0 | 1.9 | 2.0 | 2.0 | 1.9 | 2.0 | 2.0 |
| Lost workday cases | .8 | .9 | .8 | .8 | .9 | .9 | .9 | .9 | .9 |
| Lost workdays | 12.5 | 13.3 | 12.2 | 11.6 | 13.2 | 12.8 | 13.6 | 15.4 | 17.1 |
| Services | | | | | | | | | |
| Total cases | 5.5 | 5.5 | 5.2 | 5.0 | 4.9 | 5.1 | 5.2 | 5.4 | 5.3 |
| Lost workday cases | 2.4 | 2.5 | 2.3 | 2.3 | 2.3 | 2.4 | 2.5 | 2.6 | 2.5 |
| Lost workdays | 36.2 | 38.1 | 35.8 | 35.9 | 35.8 | 37.0 | 41.1 | 45.4 | 43.0 |

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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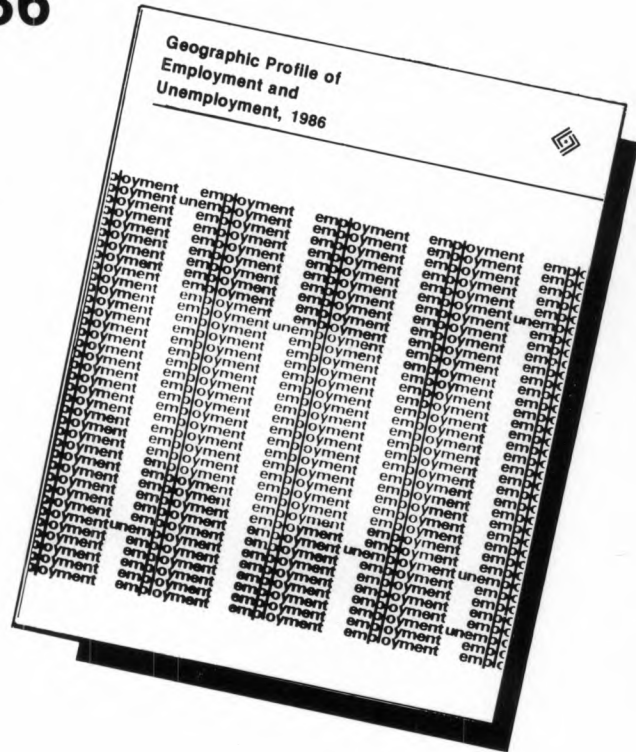
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