

January 2000



M O N T H L Y • L A B O R

REVIEW

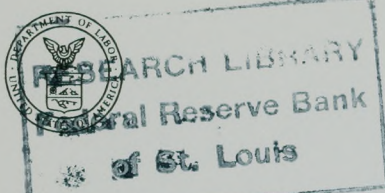
U.S. Department of Labor

Bureau of Labor Statistics

In this issue:

Changes in State laws

- Labor
- Workers' compensation
- Unemployment



U.S. Department of Labor
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MONTHLY LABOR REVIEW

Volume 123, Number 1
January 2000

Changes in State laws during 1999

Labor

3

Work and family issues, restrictions on youth peddling,
and leave for crime victims were among the enacted legislation

Richard R. Nelson

Workers' compensation

20

Enactments varied widely, ranging from defining coverage
for 'volunteer workers' to increasing burial allowances

Glenn Whittington

Unemployment insurance

27

Activity was light, addressing issues such as conditions
under which wage information could be released to a third party

Robert Kenyon, Jr.

Departments

Labor month in review

2

Program report—Workforce Information System

36

The law at work

38

Précis

41

Book reviews

42

Current labor statistics

45

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The January Review

We begin the new decade—the “oughts” or the “ohs” or whatever—with a certain continuity. The annual summaries of legislative changes in the legal framework of the world of work are an established feature of this *Review*. As might be apt, however, at this inflection point in the calendar, there are new names on some of the by-lines and a report on a new structure and plan for the Federal-State cooperative labor market information system.

Richard R. Nelson is our most veteran contributor to the January issue. His summary of this year’s changes features a wide variety of changes across the States. The most common legislative topics were on wage issues. Nearly half of the States had bills introduced to raise minimum wages and minimum wages increased in nine States. Other topics that are emerging in the legislatures include family leave, child labor, employment discrimination, drug and alcohol testing, privacy, and regulating employment agencies and employee leasing companies.

Glenn Whittington returns for another go at summarizing changes in workers’ compensation legislation. One of the salient issues in workers’ compensation law in this year’s sessions was the definition and coverage allowed to “volunteer” workers including certain disaster relief workers, volunteer firefighters, and volunteers assisting law enforcement agencies.

Robert Kenyon, Jr., makes his debut summarizing developments in unemployment insurance legislation. He reports that activity in this area was fairly light last year, addressing technical and administrative concerns such as privacy and conditions under which wage data can be released to third parties.

A new department, Program Reports, has been added as an occasional feature. In this issue, we chronicle the inception of a new oversight structure for the la-

bor market information system and its goals for improvement. In another transition, “The Law at Work” column will be the last by Charles Muhl. Mr. Muhl is moving to Chicago to pursue his career at law.

Contingent workers

In February of this year, 53 percent of workers holding contingent jobs would have preferred to have permanent jobs. However, a significant minority of contingent workers did prefer temporary work. Thirty-nine percent preferred to have a contingent arrangement, up slightly from 36 percent in the previous survey of contingent workers in February 1997.

Contingent workers are defined as those who do not have an explicit or implicit contract for long-term employment. The key factor used to determine if a worker’s job is contingent is whether the job is temporary or not expected to continue. Persons who do not expect to continue in their jobs for personal reasons such as retirement or returning to school are *not* considered contingent workers (provided that they would otherwise have the option of continuing in the job). Find out more in news release USDL 99-362, “Contingent and Alternative Employment Arrangements, February 1999.”

Injuries and illnesses decline

In 1998, the incidence rate for injuries and illnesses in private industry workplaces was 6.7 cases per 100 full-time workers, down from 7.1 in 1997. The decline marked the sixth year in a row that the incidence rate fell. In 1998, the incidence rate for cases of on-the-job injuries and illnesses involving days away from work was 2.0 cases per 100 full-time workers, down slightly from 2.1 in 1997. The drop marked the eighth year in a row that this rate fell. Most cases of

occupational injuries and illnesses in 1998 did not involve days away from work. Of the 5.9 million workplace injuries and illnesses last year, 1.7 million involved one or more days away from work. Find more information in news release USDL 99-358 “Workplace Injuries and Illnesses in 1998.”

Dental care benefits

In 1997, about 59 percent of all full-time employees in medium and large private establishments were offered some type of dental care benefit from their employers. The percentage of full-time employees offered dental care benefits was higher for professional, technical, and related employees (64 percent) than it was for either clerical and sales employees (59 percent) or blue-collar and service employees (56 percent).

Among those with dental care benefits, 81 percent received care from traditional fee for service plans, 11 percent from preferred provider organizations, and 8 percent from health maintenance organizations. Irrespective of the type of plan under which employees receive dental care, the following procedures are covered in 98 percent or more of plans: exams, x-rays, surgery, fillings, periodontal care, endodontics, crowns, and prosthetics. For each of those procedures, more than three-quarters of those covered received a percentage of the usual, customary, and reasonable charge for the procedure as the benefit. Find out more in Bulletin 2517, *Employee Benefits in Medium and Large Private Establishments, 1997*. □

Communications regarding the *Monthly Labor Review* may be sent to the Editor-in-Chief at the addresses on the inside front cover, or faxed to (202) 691-5899. News releases discussed in this issue are available at

<http://stats.bls.gov/newsrels.htm>

State labor legislation enacted in 1999

Increases in minimum wage rates, work and family issues, garment industry regulation, restrictions on youth peddling, and leave for crime victims were among major subjects of State labor legislation

Richard R. Nelson

State labor legislation enacted in 1999 covered a wide variety of employment standards and included several significant laws.¹ Minimum wage rates were increased in a number of States, major revisions were made to prevailing wage laws, garment industry regulation laws were strengthened, and additional States restricted door-to-door sales by children. Trends continued with laws adopted banning employment discrimination on the basis of genetic testing and sexual orientation and laws providing immunity from liability for providing information regarding a person's job performance. Laws also were enacted in the emerging areas of regulating electronic surveillance in the workplace, providing leave to employees for participating in school-related activities, and permitting time off for victims of crime.

This article summarizes significant labor legislation passed in 1999. It does not, however, cover legislation on occupational safety and health, employment and training, labor relations, employee background clearance, and economic development. Articles on unemployment insurance and workers' compensation appear elsewhere in this issue.

Wages. The minimum wage was again a major subject of legislative interest and activity, with bills to increase basic minimum wage rates introduced in nearly one-half of the States and at the Federal level.

New laws increased minimum wage rates in Delaware, Massachusetts, New Jersey, Rhode Island, and Vermont. Rates also increased in Connecticut and Indiana as the result of previous laws and in Oregon and Washington as the result of ear-

lier ballot measures approved by the voters. A New York increase will take effect March 31, 2000. Laws proposing increases in the minimum wage were vetoed in Maine and New Mexico.

As of January 1, 2000, minimum wage rates higher than the Federal standard were in effect in Alaska, California, Connecticut, Delaware, the District of Columbia, Hawaii, Massachusetts, Oregon, Rhode Island, Vermont, and Washington.

Provisions that allow employers to use tips received by employees to meet a portion of the minimum wage were revised in Massachusetts and Pennsylvania.

Coverage of the South Dakota minimum wage law was expanded to apply to all employees, rather than being limited to those aged 18 and older. Among several changes in California, overtime pay after 8 hours of work a day was reinstated.

New exemptions from both minimum wage and overtime requirements were added in Alaska, Arkansas, and Montana. New exemptions from overtime pay requirements were adopted in Indiana and New Mexico. The overtime provisions of the Alaska minimum wage law were amended to specify that airline industry employers are not required to pay overtime to employees who voluntarily trade shifts.

Thirty-one States and the Federal Government have prevailing wage laws pertaining to public works projects. The several measures adopted this year were a mix of laws, with some expanding coverage or otherwise strengthening existing legislation and others reducing coverage.

The prevailing wage law in Connecticut was amended to expand coverage to include employees who provide food, building, property, or equipment services to the State under a State contract or agreement. Prevailing wage law coverage also was expanded to certain occupations in California, Montana, and Rhode Island.

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New Jersey will now require the registration of public works contractors.

The Oregon prevailing wage law was amended to expand the commissioner's right of action on a contractor's bond wherein workers have not been paid in full at the prevailing rate. In Illinois, approved training and apprenticeship programs were added to those fringe benefits used in determining prevailing wage rates. Hawaii revised its penalty provisions, and, in a first-of-its-kind measure, Maine authorized a fine against any person who fails to provide information in a wage survey.

Reductions in coverage were adopted for specified contracts in Montana and Oregon. Coverage was reduced in Ohio and Wisconsin by increases in the dollar threshold amount.

Several changes were made in the California prevailing wage law, including codifying the rate determination methodology. The Wyoming law was amended to add a separate definition of *locality* for public heavy and highway construction projects.

Other significant wage legislation included a major rewrite of the Idaho Wage Claim Law granting the department of labor authority to enforce the law. In addition, employees of the Nebraska State government will now be covered under that State's Wage Payment and Collection Act, labor departments in Arkansas and Hawaii were exempted from payment of certain court costs, and the Maine Bureau of Labor Standards was authorized to seek a lien for unpaid wages or severance pay.

The California labor commissioner was authorized to accept assignments of wage claims due to an employer's adverse actions taken toward an employee when such actions result from lawful conduct occurring during nonworking hours away from the employer's premises.

Laws amending time or method-of-payment requirements were enacted in Arizona, Maine, and Tennessee. Tennessee also provided that final wages due an employee who quits or is discharged are to include any vacation pay or other compensatory time that is owed.

Coverage under New Hampshire laws governing conditions of employment, the minimum wage, payment of wages, and protection for whistleblowers was revised to exclude independent contractors.

Family issues. Laws passed in 1999 addressed a variety of issues relating to work and the family. Rhode Island continued a recent trend by adopting legislation permitting eligible employees to take up to 10 hours of leave a year to attend school conferences or other school-related activities. California employers who provide employees with sick leave are now to allow them to use that leave to attend to an illness of a child, parent, or spouse. Oregon prohibited adverse actions against an employee because of required attendance at a juvenile court hearing involving his or her child. Employers in Maryland and Nebraska who provide leave to employees upon the birth of a child are to offer the same leave to adoptive parents. Tennessee became the second State to pass a law re-

quiring employers to accommodate nursing mothers.

Child labor. The pattern of recent years wherein legislation has been enacted both to strengthen and to relax child labor regulation continued in 1999. Revisions to the Indiana child labor law included provisions of both types, with some reducing the number of weekly hours that 16- and 17-year-olds may work without parental permission, others increasing the number of hours that may be worked with parental approval, and still others increasing the fines for violations of the law.

Among laws strengthening regulation, in a major development, both Tennessee and Texas passed legislation regulating the employment of children in door-to-door sales. While some States already regulate such activity, there had been little legislation in this regard in the past few years.

The Louisiana law was amended to mirror changes in Federal law prohibiting minors who are 16 or younger from driving on public roads as part of their employment and restricting such employment for 17-year-olds. Also, persons under age 18 in Louisiana are prohibited from working in various gambling activities, licensees of establishments serving alcoholic beverages in Texas may neither require nor permit a minor under age 18 to dance with another person, and Maine will prohibit the employment of minors in places having nude entertainment.

The North Dakota law was amended to clarify the fact that 14- and 15-year-old private and parochial school students are subject to the law's maximum-hours-of-work restrictions and employment certificate requirements.

Restrictions on work by minors around alcoholic beverages were eased in Arkansas, Delaware, and New Mexico. Other laws easing restrictions include a measure in Missouri expanding the authority to waive maximum-hours restrictions for children under age 16. This law also was amended to exempt children 12 years of age or older who participate in a youth sporting event as a player, referee, coach, or other necessary position. In New Jersey, the child labor law was amended to allow 14- and 15-year-olds to work as Little League umpires later in the evening.

With approval, 16- and 17-year-olds in Ohio will no longer be required to provide an age and schooling certificate to be employed at a seasonal amusement or recreational establishment. And a study is to be done in Arkansas of the impact of employment on school performance.

Garment industry. Several major changes were made in the law regulating the garment industry in California. Among the changes were provisions (1) increasing manufacturers' registration and renewal fees, (2) providing that, for the payment of wages, contractors will be jointly liable with those with whom they contract, (3) holding successor employers liable for wages due, and (4) establishing a procedure to enforce a claim for unpaid wages. Provision also was made for the State labor commissioner to revoke registrations and to confiscate the means of production

from certain unregistered garment manufacturers.

The New Jersey garment industry regulatory law was amended to significantly increase penalties for violations.

Equal employment opportunity. As in past years, various forms of employment discrimination were the subject of legislation in several States. In the more significant of these provisions, Kansas and Nevada continued a recent trend by passing laws banning employment discrimination based on the results of genetic testing. Another trend continued with Nevada banning employment discrimination because of sexual orientation. Provisions prohibiting discrimination on the basis of religion, age, and disability were added to a list of previously prohibited forms of discrimination in Vermont. California addressed age discrimination in which salary is used as a basis for terminating employees. Harassment of an employee during the course of employment was made an unfair employment practice in Colorado, and in North Carolina it was made unlawful to discipline an employee of a local board of education because he or she has filed a written sexual harassment complaint. A revised Executive order on sexual harassment was issued in Illinois.

Civil action for damages was authorized in Oregon in the event of employment discrimination based on disability and in Louisiana for violations involving employment discrimination based on pregnancy, childbirth, or a related medical condition.

An Executive order was issued in Ohio setting forth a policy against discrimination in State employment.

Drug and alcohol testing. A comprehensive drug-free-workplace law was enacted for employees in Arkansas, and an Executive order was issued by the Governor of South Dakota declaring that any location where work is to be performed by an employee of the State is to be a drug-free workplace.

Drug testing will be required of Department of Corrections job applicants in Arizona and West Virginia and of motor carrier employees and workers on public improvement contracts in Oregon.

In North Dakota, the law mandating employers to pay for medical examinations that they require as a condition of employment was amended to specify that a medical examination includes any test for the presence of drugs or alcohol.

Worker privacy. A trend continued with Arkansas, Colorado, and Texas adopting laws of general application providing immunity from civil liability to employers who furnish information about a current or former employee's job performance to a prospective employer. Legislation of this kind also was enacted in Montana, applicable to nonpublic employers, in Arkansas and Nevada, applicable to law enforcement employment, and in Minnesota, applicable to fire protection service positions.

Several States enacted measures relating to the disclosure

of personal information about employees under public records laws. Among these measures are laws in Oregon and Tennessee that prohibit the release of information on employees performing undercover investigative duties. A few States adopted laws relating to employee access to their own personnel files or regulating the disclosure of information in the file.

In response to an emerging issue, West Virginia made it unlawful for an employer to operate electronic surveillance devices or systems in certain areas, including employee rest rooms, locker rooms, and lounges.

A California bill vetoed by the Governor would have made it unlawful for an employer to secretly monitor the electronic mail or other personal computer records of an employee.

Employee leasing. Regulation of employee leasing companies (firms that lease persons to client companies and assume personnel, payroll, and other functions) continues to be an issue in the States. A new law was enacted in Georgia defining the relationship between leasing companies and their coemployers and employees and specifying the rights, powers, and responsibilities of these organizations. Several amendments were made to the Texas law, including expanding its coverage, changing the process for denying an application for a license, and establishing procedures to be used in assessing an administrative penalty. The Nebraska law also was amended.

Private employment agencies. The responsibility for regulating and administering private employment agencies was transferred to the labor departments in Rhode Island and Utah.

Leave for crime victims. In an emerging area of the law, California, Connecticut, and Maryland made it unlawful to retaliate against victims of crime or domestic violence for taking time off from work to appear in court. In Maine, victims of violent crimes are to be given time off to attend court, receive medical treatment, or obtain services necessary to remedy a crisis caused by domestic violence, sexual assault, or stalking.

State labor departments. Several measures affecting State labor departments were enacted. In North Dakota the Department of Labor is to administer and enforce a new discriminatory housing practice law, and in Connecticut and Montana existing functions were transferred from other agencies to the labor departments. On the other hand, the labor department in Washington will no longer be responsible for safety inspections in coal mines.

The Director of the Maine Bureau of Labor Standards may now assess administrative civil money penalties for labor law violations.

Other laws. Selective service registration will be required as a condition of public sector employment in Idaho and Virginia. The California and Rhode Island whistleblower protection laws were amended to add new protections. An Executive

order was issued stating that it is the policy of the State of Indiana to have zero tolerance for domestic violence in the workplace. And a comprehensive Day Labor Services Act was enacted in Illinois.

The following is a summary, by jurisdiction, of labor legislation enacted in 1999.

Alabama

Worker privacy. Agencies that employ State employees must inform an employee in writing of any potentially detrimental information placed in his or her personnel file. A copy of the information is to be given to the employee no later than 10 days after it is placed in the file. If the 10-day requirement is not met, the reprimands or notes will be removed from the employee's file and may not be used against the employee in any future proceeding or disciplinary action.

Alaska

Wages. The overtime payment section of the State minimum wage law was amended to clarify when overtime pay is required and to overturn a court decision concerning the calculation of overtime wages. Employees in Alaska are entitled to overtime compensation for hours worked in excess of 8 a day and 40 a week. The amended law specifies that, in determining whether an employee has worked more than 40 hours a week, the number of hours worked will be calculated without including those hours worked in excess of 8 a day, because the employee has been or will be paid overtime compensation separately, based on those hours.

The overtime provisions of the minimum wage law were amended to specify that airline industry employers are not required to pay overtime to employees when the overtime hours result from a voluntary written agreement between employees to exchange work time or days off.

Persons who provide ski patrol services on a voluntary basis were added to the list of those individuals exempt from minimum wage and overtime payment requirements.

Arizona

Wages. Employers will now be responsible for paying overtime or exception wages no later than 16 days after the end of the most recent pay period. Previously, payment was to be made no later than 15 days after the wages were earned. In addition, the law was amended to authorize personally delivering the wages to the employee no later than 10

days after the end of the most recent pay period for an employer whose payroll system is centralized outside of the State.

Drug and alcohol testing. Department of Corrections employees and job applicants will now be subject to drug testing.

Arkansas

Wages. Minimum wage and overtime pay requirements will no longer apply to employees of seasonal nonprofit recreational or educational camps.

The State minimum wage law was amended to exempt the director of the Department of Labor from having the department pay court costs in actions brought to enforce the law.

Child labor. Persons 18 years of age or older may now sell or otherwise handle beer and cooking wines at any retail grocery establishment. Previously, the exemption from the age-21 requirement applied only to employment in those grocery establishments which, during the preceding calendar year, had gross sales of \$2 million or more.

A resolution was adopted requesting the Senate and House Interim Committees on Education to conduct a study on the impact of after-school employment on the academic performance of high school students in the State and to make recommendations for changes in the law prior to the start of the next regular session of the General Assembly.

Employee testing. Provisions were made to create drug-free workplace programs for employees in the State. These programs are to include a written policy statement, given to employees and applicants, informing them of the employer's policy on substance abuse and notifying them that it is a condition of employment for an employee to refrain from reporting to work or working after using drugs or alcohol. Employers also are to (1) inform employees as to how they can obtain treatment, (2) provide a general statement concerning confidentiality, (3) identify the types of testing that may be required and who may be tested, and (4) state the consequences of refusing to submit to a drug or alcohol test. Employers

with acceptable drug-free workplace programs may qualify for a 5-percent discount on worker's compensation premiums.

Worker privacy. An employer that provides information about a current or former employee's job history to a prospective employer, at the written request of the current or former employee, is presumed to be acting in good faith and is immune from civil liability for disclosing the information and for the consequences of the disclosure, unless the employer knowingly has provided false information. The information that is furnished may include a description of the job and its duties, as well as information about the employee's attendance on the job, the results of drug or alcohol tests, and any threats of violence, harassing acts, or threatening behavior related to the workplace or directed at another employee. The immunity provided by the law will not apply when an employer or prospective employer discriminates or retaliates against an employee or prospective employee because he or she has exercised any Federal or State statutory right or undertaken any action encouraged by the public policy of the State.

The Commission on Law Enforcement Standards and Training, its members, and its employees were given immunity from civil liability for the disclosure of information to a prospective employer regarding the reasons a law enforcement officer separated from previous employment.

California

Wages. A measure was enacted establishing a statutory framework for daily overtime compensation. The law requires the payment of daily overtime at a rate of 1½ times the regular rate of pay after 8 hours a day and 40 hours a week and at a rate of twice the regular rate of pay after 12 hours a day and after 8 hours on the seventh day of any workweek. A procedure was established for an employer to propose an alternative workweek schedule, which may be approved by a two-thirds vote of affected employees. The law nullifies State Industrial Welfare Commission regulatory changes that became effective on January 1, 1998, and that elimi-

nated overtime pay after 8 hours a day for workers under wage and hour orders applicable to the manufacturing industry; professional, technical, clerical, mechanical, and similar occupations; the public housekeeping industry; the mercantile industry; and the transportation industry. An employee voluntarily working an alternative workweek schedule of not more than 10 hours of work in a workday, that became effective prior to July 1, 1999, may continue to work the alternative schedule without daily overtime pay if the employer approves a written request from the employee to work that schedule. Also, within a workweek, an employee may, on the basis of a specific written request and with the consent of the employer, take time off for a personal obligation and then make up the lost time on other days within the same workweek without the payment of daily overtime for the extra hours worked on the makeup days. The Industrial Welfare Commission was authorized to exempt administrative, executive, and professional employees from overtime pay requirements if those employees meet specified wage and duty requirements. The law exempts employees covered by a collective bargaining agreement from overtime pay requirements.

Existing wage orders of the Industrial Welfare Commission exempt persons employed in an administrative, executive, or professional capacity from, among other things, the requirement for overtime compensation for work in excess of 8 hours per day. A new provision was enacted specifying that a person employed in the practice of pharmacy is not exempt from coverage under any provision of the orders of the Industrial Welfare Commission, unless he or she individually meets the criteria established for exemption as an executive or administrative employee. No person employed in the practice of pharmacy may be subject to any exemption from coverage established for professional employees.

Several changes were made in the prevailing wage law. In one of these, the rate determination methodology was codified. The prevailing rate used is to be the rate paid to a majority of workers. If the latter rate does not exist, then the single rate paid to the greatest number of workers prevails. If *this* modal rate cannot be determined, an alternative rate will be established by considering appropriate collective bargaining agreements, Federal rates, rates in the near-

est labor market area, or wage survey or other data. If the director of industrial relations determines that the prevailing rate is the rate established by a collective bargaining agreement, any specified future rate increases during the contract's term are to be incorporated into the determination. Holidays upon which the prevailing rate is to be paid are to be all holidays recognized by the applicable collective bargaining agreement or, if there is no such agreement, the holidays as otherwise provided by law. Other provisions repeal the requirement for the inclusion of travel and subsistence payments in contract specifications; require workers' representatives to file, with the Department of Industrial Relations, executed statements of the collectively bargained wage rates for the crafts, classifications, or types of work involved; and specify that employer payments for per diem wages are deemed to include apprenticeship or other training programs if the cost of training is reasonably related to the amount of the contributions.

The section of the prevailing wage law specifying that the law covers the hauling of refuse from a public works site to an outside disposal location with respect to contracts involving any State agency was amended to now also apply to contracts involving any political subdivision of the State.

During any investigation into the prevailing wage law, the Division of Labor Standards Enforcement is to keep confidential the name of any employee who reports a violation and any other information that may identify the employee.

The labor commissioner was authorized to take assignments of claims for loss of wages due to an employee's demotion, suspension, or discharge resulting from the employee's engaging in lawful conduct (for example, participating in legal union activity) during nonworking hours away from the employer's premises.

The portion of the Code of Civil Procedure establishing the priority of claims for wages, salaries, or commissions in proceedings involving insolvency or receivership was amended to limit these claims to specific ones and to increase the limit for each individual to \$4,300 from \$2,000.

Family issues. Any public sector employer who provides sick leave for employees is now to permit the employees to use the leave to attend to an illness of their child, parent, or spouse. In any calendar year, an employee

may use his or her accrued or otherwise available sick leave up to the amount that would be earned in 6 months of employment at the current rate of entitlement. An employer may neither deny an employee the right to use sick leave nor discharge, threaten to discharge, demote, suspend, or in any manner discriminate against an employee for exercising or attempting to exercise this right. The provision does not extend the maximum period of leave to which an employee is entitled under State or Federal family and medical leave laws.

Child labor. The Division of Labor Standards Enforcement of the Department of Industrial Relations is to review existing restrictions under Federal and State law related to the participation of minors between 16 and 18 years of age and minors under age 16 in construction projects. The goal of the review is to determine whether certain types of construction work could be performed by minors volunteering for nonprofit religious, civic, or youth organizations and under what conditions, if any, that work could be performed without jeopardizing the safety of those minors. The division is to report its findings to the legislature by April 1, 2000.

Agriculture. The labor commissioner is now required to provide the California Highway Patrol with a list of all registered farm labor vehicles on a quarterly basis. In addition, vehicle owners and farm labor contractors will now be liable for ensuring that vehicles are inspected. The fine for willful violations was increased to \$1,000 for each violation, and if passengers are in the vehicle at the time of the violation, the person will, in addition, be fined \$500 for each passenger, not to exceed a total of \$5,000 for each violation. The California Highway Patrol, in cooperation with local farm bureaus, is to educate farmers and farm labor contractors regarding certification requirements.

Garment industry. Extensive changes were made in the laws regulating garment manufacturing. Now all manufacturers will be jointly liable for the guaranteed wages of the entity with whom they have contracted to make garments. Also, the law establishes due-process procedures for filing wage and overtime claims, appeal actions, and enforcement of the laws in court. Employees will have a private right of action to recover wages

and overtime payments due from a manufacturer who has contracted with an unregistered manufacturer. Initial registration fees were increased from \$150 to \$250, and the labor commissioner was authorized to increase future fees, including renewal fees, based on the manufacturer's annual volume, but not to exceed \$1,000 for contractors and \$2,500 for all other applicants. The authority of the labor commissioner to confiscate the means of production, including equipment and property, from unregistered manufacturers that were subject to a prior confiscation within the previous 5 years was expanded. In another provision, an employee will have a lien on the assets of his or her employer for amounts due, and the lien will have priority over most other claims. A successor employer engaged in the business of garment manufacturing will be liable for the unpaid wages of the previous employer if certain specified criteria are met.

Equal employment opportunity. In *Marks v. Loral Corp.*, a 1997 appeals court decision held that existing State law permitted an employer to choose employees with lower salaries, even though that might result in choosing younger employees. In response to this decision, the State legislature enacted legislation that rejected the court opinion. The new law specifies that the opinion does not affect existing law in any way, including, but not limited to, the law pertaining to disparate treatment. The new legislation also declares that it is the intent of the legislature that, among other things, the use of salary as the basis for differentiating between employees during termination procedures may be found to constitute age discrimination if the criterion disproportionately affects older workers as a group.

The law requiring a cause of action in the event of sexual harassment (involving sexual advances, sexual requests, or demands for sexual compliance) in the workplace was revised by extending the cause of action to include instances of verbal, visual, or physical conduct of a sexual nature or hostile nature based on gender. Other changes require that the conduct be pervasive rather than persistent, delete the requirement that the conduct continue after a request by the plaintiff to stop, and specify that the cause of action must apply to an injury involving emotional distress or a violation of a statutory or constitutional right.

The prohibition against employment discrimination on the basis of sexual orienta-

tion was removed from the Labor Code and added to the Fair Employment and Housing Act. The latter was amended to add definitions of "religious corporation" and "religious duties" and to expressly provide that the Act does not prevent religious corporations from restricting eligibility for positions involving religious duties to adherents of the religion in question. The exemption for nonprofit religious associations or corporations will *not* apply to persons employed by such organizations to perform nonreligious duties at health care facilities operated by those organizations where the health care that is provided is not limited to adherents of the religion that formed the association or corporation.

The period within which a complaint may be filed with the Division of Labor Standards Enforcement by a person who believes that he or she has been discharged or otherwise discriminated against in violation of the labor code was extended from 30 days to 6 months after the occurrence of the violation.

Whistleblowers. The Reporting of Improper Governmental Activities Act was renamed the California Whistleblower Protection Act. The protection afforded to persons who make a disclosure was amended to include persons who make a protected disclosure or who refuse to obey an unlawful order. A protected disclosure includes the disclosure, to anyone, of information that may show evidence of an improper governmental activity or any condition that may significantly threaten the health or safety of employees or the public, provided that the disclosure was made for the purpose of remedying the condition.

Other laws. It was made unlawful to discharge, retaliate against, or otherwise discriminate against an employee, including, but not limited to, an employee who is a crime victim, for taking time off from work to appear in court to comply with a subpoena or other court order as a witness in any judicial proceeding. It is also now unlawful to discharge, retaliate against, or otherwise discriminate against an employee who is a victim of domestic violence for taking time off from work to seek relief, including a restraining order or other injunctive relief, to help ensure the health, safety, or welfare of the victim or his or her child. Employees are to provide reasonable notice, if possible, of any required court appearance.

Colorado

Wages. A resolution was adopted designating April 8, 1999, as National Equal Pay Day. April 8 is the day on which American women's wages for 1999, when added to their 1998 earnings, will equal what American men earned in 1998. This calculation is based on the fact that the annual compensation for women in the United States equals only 74 percent of the wages paid to their male counterparts.

Equal employment opportunity. Harassment of an employee during the course of employment was made an unfair employment practice. Harassment was defined as creating a hostile work environment based upon an individual's race, national origin, sex, disability, age, or religion. Harassment will not be an illegal act unless a complaint is filed with the appropriate authority at the complainant's workplace and the authority fails to make a reasonable investigation of the complaint and take prompt remedial action if appropriate.

In addition to using competitive examinations to determine appointments and promotions to State personnel system positions, a new measure authorizes the use of other objective measures of competence in making such a determination. Besides specifying that examinations may not inquire into, or be influenced by, the political or religious affiliation or race of the applicant, examinations now may not inquire into, or be influenced by, national origin, ancestry, age, sex, or disability.

Worker privacy. An employer that provides information about a current or former employee's job performance to a prospective employer, at the request of the prospective employer or the current or former employee, is presumed to be acting in good faith and is immune from civil liability for disclosing the information and for the consequences of the disclosure unless the employer knowingly has provided false information.

Connecticut

Wages. As the result of previous legislation, the State minimum wage rate rose from \$5.18 per hour to \$5.65 on January 1, 1999, and to \$6.15 per hour on January 1, 2000.

By October 1, 2000, the labor commissioner is to adopt new regulations specifying that executive, administrative, and professional employees are to be compensated on a

salary basis at a rate determined by the commissioner. These regulations are to be updated every 4 years thereafter.

Beginning July 1, 2000, the hourly wages paid to any employee of an employer who provides food, building, property, or equipment services to the State under a State contract or agreement must be at a rate not less than the standard rate determined by the labor commissioner. The standard rate of wages determined for each classification will be equivalent to the minimum hourly wages set forth in the *Federal Register of Wage Determinations under the Service Contract Act*, plus a 30-percent surcharge to cover the cost of any health, welfare, and retirement plans, or if no such plan is in effect, an amount equal to 30 percent of the hourly wage, which will be paid directly to the employees. This requirement applies to contracts of \$50,000 or more, except that the dollar amount will not apply to companies paying the State a franchise fee to provide food services. Civil penalties from \$2,500 to \$5,000 for each offense are authorized for wage violations.

Worker privacy. Members or employees of the Board of Parole were added to the list of those individuals whose residential addresses are not to be disclosed by any State department or agency.

Other laws. Responsibility for the earned income credit program was transferred from the Department of Social Services to the Labor Department.

It was made unlawful for an employer to discharge an employee or to threaten or otherwise coerce the employee with respect to his or her employment because the employee, as a parent, spouse, child, or sibling of a homicide victim, attends court proceedings relating to the criminal case of the person or persons charged with committing the murder.

The law requiring employers to grant a leave of absence to employees who are required to attend military reserve or National Guard meetings or drills during regular working hours was amended to provide that no such employee is to be required to use vacation or holiday time for the time off or be discharged or denied a promotion because of the leave of absence.

Delaware

Wages. New legislation increased the State minimum wage rate from \$5.15 to \$5.65 per

hour on May 1, 1999, with a further increase to \$6.15 per hour scheduled for October 1, 2000.

Employers may not deduct any jury duty allowance received by an employee from that employee's pay.

A Prevailing Wage Advisory Council was established to assist the Department of Labor in carrying out its duties under the prevailing wage law. The advisory council will be appointed by the secretary of labor and will consist of 10 representatives from construction industry organizations and associations.

Child labor. The law relating to authorized employees in retail liquor establishments was amended to allow liquor retailers to hire individuals between the ages of 18 and 20 to work in those establishments to do stockroom, shelving, or inventory work, except at the point of sale.

Other laws. A House Resolution was adopted recognizing April 28, 1999, as Workers' Memorial Day to remember those workers who have been injured or who have died on the job and to promote efforts to protect workers from workplace injuries such as back injury and repetitive strain injury.

Florida

Worker privacy. Personal information about employees of hospitals and ambulatory surgical centers is to be confidential and exempt from State laws regarding public records.

Georgia

Employee leasing. Provisions were adopted relating to professional employer organizations (employee leasing companies) and their relationships with coemployers and employees. Under these provisions, the rights, powers, and responsibilities of such organizations are delineated. A professional employer organization is defined as an employee leasing company that has established a coemployment relationship with another employer, pays the wages of the employees of the coemployer, reserves a right of direction and control over the employees of the coemployer, and assumes responsibility for the withholding and payroll taxes of the coemployer. Professional employer organizations are to be considered employers and are subject to workers' compensation requirements.

Hawaii

Wages. A new provision specifies that attorney's fees and other costs of the opposing party are not to be assessed against the director of labor and industrial relations in cases involving the enforcement of unpaid wages. In addition, the law regulating wages and hours of employees on public works projects was amended to revise the penalty provisions. The penalty for a first violation was changed from a fine of up to \$1,000 for each offense to an amount equal to 10 percent of the amount of back wages found due or \$25 per offense, whichever is greater, as well as suspension from performing any work until all wages and penalties are paid. The penalty for a second violation within 2 years of the first will be the greater of an amount equal to the amount of back wages found due or \$100 for each offense, along with suspension from performing further work until payments are made. A third violation, within 2 years of the second, may result in a penalty equal to twice the amount of back wages found due or \$200 for each offense, whichever is greater, and suspension from doing any new public work for a governmental contracting agency for 3 years.

The penalty for an employer's failure to pay wages due will now be a sum equal to the amount of unpaid wages and interest at a rate of 6 percent per year from the date the wages were due. Previously, the penalty specified was for an amount *up to* that amount.

The University of Hawaii Center for Labor Education and Research is to conduct a comprehensive study of the impact of raising the State minimum wage rate, including the impact of raising the minimum wage on wage earners and employers.

A resolution was adopted requesting the Department of Labor and Industrial Relations to conduct a study of discrimination based on sex, race, and national origin with regard to wages and other terms and conditions of employment. The department is to submit a report to the legislature on its findings and recommendations, including proposed legislation if necessary, prior to the start of the next legislative session.

Child labor. A resolution was adopted urging the President and the U.S. Congress to pass laws prohibiting American companies from manufacturing goods using child labor or from purchasing goods from foreign manu-

facturers that exploit child labor.

Equal employment opportunity. Resolutions were adopted urging the U.S. Senate to ratify the convention on the elimination of all forms of discrimination against women that was adopted by the U.N. General Assembly on December 18, 1979.

Idaho

Wages. In a major rewrite of the State's Wage Claim Law, the Department of Labor now has the authority to enforce its wage claim decisions. Previously, relitigation was required in district court to get an enforceable decision. Other changes allow the department's Appeals Bureau to provide an independent review of wage claim decisions; permit the claimant to choose between filing with the department or with the court, but not both; set the department's jurisdiction over wage claims to the same dollar amount that limits claims in small claims court (currently \$3,000); amend the requirements regarding payment to a separated worker to cover employees that are paid on a piece rate or commission basis; reduce the penalties for failure to pay wages (the maximum penalty is limited to \$750); amend the wage payment provisions to allow for the direct deposit of wages in out-of-State financial institutions; permit a 15-day period between the end of the pay period and the regular payday; and allow the department to collect wage claims by filing a State lien.

Other laws. Any male 18 years or older who has failed to register for the Selective Service may not be employed by the State of Idaho or any political subdivision of the State, including all boards, commissions, departments, agencies, and institutions.

Illinois

Wages. The State prevailing wage law was amended to add training and apprenticeship programs approved by the Bureau of Apprenticeship and Training of the U.S. Department of Labor to those fringe benefits used in determining the prevailing rate of wages.

A housing authority in a municipality with a population of 500,000 or more was added to the list of those entities authorized to withhold the wages of employees. The withholding is permitted to pay a debt owed by the employee to the housing authority, but only after the employee has been afforded an op-

portunity for a hearing to dispute the debt.

Equal employment opportunity. The affirmative action section of the Human Rights Act was amended by adding a section requiring every State executive department and State agency, board, commission, and instrumentality to notify the Department of Human Rights 30 days before effecting any layoff. Notice also must be given to each employee targeted for layoff, to the employee's union representative (if applicable), and to the State Dislocated Worker Unit at the Department of Commerce and Community Affairs. Targeted workers are to be notified that transitional assistance may be available under the Economic Dislocation and Worker Adjustment Act. A layoff may not take effect earlier than 10 working days after notice to the department, unless the layoff is of an emergency nature, and in any case, it must conform to applicable collective bargaining agreements.

An Executive order on sexual harassment in State agencies was issued, replacing an earlier order issued in 1992. The updated version requires the head of each department, agency, board, or commission under the jurisdiction of the Governor to adopt and implement a Model Policy on Sexual Harassment. Among other provisions, the policy (1) describes the State and Federal laws that make sexual harassment illegal and the consequences of violating those laws, (2) defines sexual harassment, (3) sets forth options available to an employee for bringing a complaint within the agency and with outside agencies, and (4) specifies certain measures to prevent retaliation against an employee for making a complaint.

Other laws. A comprehensive Day Labor Services Act was enacted requiring the registration, with the Department of Labor, of day labor service agencies that furnish temporary employees for short-time assignments of casual, unskilled labor. The department is to adopt both rules for hearings on violations and penalties for violations, including revocation or suspension of the agency's registration. Among the law's requirements is the stipulation that, upon request, a day laborer is to be provided with a statement containing the name, nature, and location of the work to be performed, the wages offered, the terms of transportation, whether a meal and equipment are provided, and the cost, if any, of the meal and equipment. Also, a day

laborer is not to be sent to any place where a strike, lockout, or other labor action exists without advance notice of the situation. At the time of payment, each day laborer is to be provided with an itemized statement showing each deduction from wages. An annual earnings summary is to be provided as well, and day laborers are not to be charged for cashing checks. Finally, a day labor service agency may not restrict the right of a day laborer to accept a permanent position with a third-party employer to whom he or she has been referred for work.

Indiana

Wages. As the result of previous legislation, the State minimum wage rate rose from \$4.25 per hour to \$5.15 on March 1.

Employees of a seasonal amusement or recreational establishment, an organized camp, or a religious or nonprofit educational conference center that is exempt under the Federal Fair Labor Standards Act were added to the list of those employees who are exempt from the overtime payment requirements of the State minimum wage law.

The Department of Workforce Development was authorized to contract with a private entity to provide secure electronic access to information regarding employees' employment and wages. A creditor wishing to obtain such information from the private entity must receive written consent from the employee about whom information is sought.

Child labor. Numerous changes were made to the child labor law. Accredited private schools, as well as public schools, are now required to issue work permits. The number of hours that 16- and 17-year-olds may work without parental permission was reduced from 40 to 30 per week. However, these minors may still work up to 40 hours a week during a school week and up to 48 hours a week during nonschool weeks with parental permission. Also with parental permission, on file at the place of employment, a 17-year-old may now work until 1 A.M. on two non-consecutive school nights per week. With parental permission, they may work up to 11:30 P.M. on the other school nights. (The time limit without parental permission is 10 P.M.) Fines for certain offenses, such as posting violations (failing to display required posters), not having employment certificates

on file, and hours violations of not more than 30 minutes, were increased from \$25 to \$50 for a second offense. Fines for other violations, such as employing a minor during school hours, age violations, or hazardous occupation violations, were increased from \$100 to \$400 on the fourth violation.

Equal employment opportunity. The legislative council was asked to establish an interim study committee to investigate all aspects of wage and employment in the State, including the status of women in the workplace, the status of minorities in the workplace, geographic disparities, a comparison with surrounding States, how wage and employment discrimination affects mental and physical health, and related matters.

Other laws. An Executive order was issued stating that it is the policy of the State of Indiana to have zero tolerance for domestic violence in the workplace. State agencies are to establish such policies, which are to include a definition, description, and examples of domestic violence; a statement that any use of work time or workplace facilities to commit or threaten to commit acts of domestic violence is cause for discipline up to and including dismissal; and information indicating where victims and abusers can go for help. An employee who so chooses may notify his or her employer of the existence of a protective order protecting the employee. Upon receipt of such notice, the employer shall make efforts to monitor and enforce the protective order in the workplace.

Iowa

Employee testing. The law governing drug and alcohol testing of private sector employees and job applicants was amended to specify that alcohol testing, including initial and confirmatory testing, may be conducted pursuant to requirements established by an employer's written policy. The policy is to include requirements governing evidential breath-testing devices, alcohol-screening devices, and the qualifications for personnel administering initial and confirmatory testing. These qualifications are to be consistent with regulations adopted by the U.S. Department of Transportation governing alcohol testing required to be conducted pursuant to the Federal Omnibus Transportation Employee Testing Act of 1991.

Kansas

Wages. Among amendments to the wage payment law, a provision allowing employers to make payments by bank deposits to employee's accounts was replaced with a provision that allows payments to be made by electronic deposit to an employee's account with the written consent of the employee.

Equal employment opportunity. It is now an unlawful employment practice for an employer to subject any employee or job applicant to genetic screening or testing or to seek to obtain, to actually obtain, or to use genetic screening or testing information about an employee or applicant to discriminate in providing benefits otherwise due or available to the employee.

Louisiana

Child labor. Mirroring changes in the Federal law, the State child labor law was amended to prohibit minors who are 16 years of age or younger from driving on public roads as part of their employment. Minors 17 years of age or older may be employed as drivers of motor vehicles if the driving constitutes no more than one-third of the minor's work time in any workday and no more than 20 percent of the minor's work time in any workweek. The employment is also subject to any further restrictions imposed by Federal law on the driving of minors during employment.

Among several revisions in the charitable gaming control law is the stipulation that persons under age 18 are prohibited from working in various gambling activities, including assisting in electronic or video bingo.

The requirement that minor employees who work for any 5-hour period must receive an interval of at least 30 minutes within the period for a meal break was amended to allow a variance of up to 15 minutes.

Equal employment opportunity. Civil suits were authorized against employers, employment agencies, and labor organizations for violations involving employment discrimination. A civil suit may be filed in district court seeking compensatory damages, backpay, benefits, reinstatement, or, if appropriate, front pay (restitution granted to make the complainant "whole"), reasonable attorney's fees, and court costs. An individual who believes that he or she has been discriminated against and who intends to pursue court ac-

tion is to give the person who is accused of the discrimination written notice of that fact at least 30 days before initiating court action detailing the alleged discrimination. Both parties are to make a good-faith effort to resolve the dispute prior to initiating court action. A plaintiff found by the court to have brought a frivolous claim will be held liable to the defendant for reasonable damages incurred as a result of the claim, reasonable attorney fees, and court costs.

A plaintiff who has a cause of action against an employer for a violation involving employment discrimination based on pregnancy, childbirth, or a related medical condition may bring a civil suit in the district court for the parish in which the alleged violation occurred seeking compensatory damages, backpay, benefits, reinstatement, reasonable attorney's fees, and court costs.

Whistleblowers. Coverage of the law protecting employees of the State government from reprisals for reporting improper acts or violations of the law to proper authorities was expanded to also cover employees of any political subdivision of the State.

The law protecting employees from retaliation for reporting an employer activity, policy, or practice that the employee believes is in violation of an environmental law, rule, or regulation was amended with respect to damages awarded in the event of such a violation. The triple damages provided for the period of the damage will now be limited to 3 years, with actual damages awarded for any period of the damages that exceeds 3 years.

Other laws. Any person who is called to serve in a central jury pool is to be granted a leave of absence by his or her employer of up to 1 day for the jury duty. The leave of absence is to be granted without loss of wages, of sick, emergency, or personal leave, or of any other benefit. Such leave of absence was previously authorized for employees called to serve on a State petit or grand jury.

Maine

Wages. The wage payment law was amended to prohibit the negotiation of severance pay lower than the State minimum.

Another amendment to the wage payment law repealed the weekly pay requirement that had applied to certain industries and substituted a general rule requiring that all non-salaried employees be paid at least semi-

monthly. Wages must be paid at regular intervals made known to the employee. A payment interval that is shorter than the maximum allowed may not be lengthened without 30 days' advance notice in writing to the employee. Family members and salaried employees are now exempted from coverage, and the definition of a salaried employee was changed by raising the threshold rate of pay from \$175 per week to an annualized rate of 3,000 times the State minimum hourly wage. Salaried employees are only those who work in a bona fide executive, administrative, or professional capacity.

The director of the Bureau of Labor Standards was authorized to seek a lien for unpaid wages or severance pay upon the failure of an employer to pay an amount assessed. The lien may be enforced against any real or personal property by a civil action in the name of the director. The director will discharge any such lien upon receiving, from any employer against whose property a lien certificate has been filed, a good and sufficient bond with sureties conditioned upon the payment of the amount of unpaid wages or severance pay as finally determined, together with any additional amount that may have become due and court costs. This remedy is in addition to all other remedies available.

The director of the Bureau of Labor Standards was authorized to require any person to provide information on the wages and benefits afforded his or her employees, as well as other information as needed to determine the prevailing wage and benefits. The director may assess a fine of up to \$50 against any person who fails to provide the information requested.

Child labor. A 1998 amendment to the child labor law requires the director of the Bureau of Labor Standards to establish, by administrative rule, a list of hazardous occupations for minors under age 18. This provision was amended to require that the rules adopted contain a provision prohibiting the employment of minors in places having nude entertainment.

It was made unlawful for minors to possess equipment specifically constructed, manufactured, or marketed for the purpose of brewing malt liquor or fermenting or making wine, except where possessing such equipment falls within the scope of their employment.

Drug and alcohol testing. Maine law was

brought into conformance with other State and Federal Government cutoff levels for screening and confirmation tests for marijuana use in employee substance abuse testing programs.

Worker privacy. Provisions governing employees' rights to review their personnel files were amended to allow personnel records to be maintained in any form, including paper, microfiche, or electronic form. Employers must take adequate steps to ensure the integrity and confidentiality of these records. An employer maintaining records in a form other than paper is to make available to the employee, former employee, or his or her authorized representative the equipment necessary to review and copy the personnel file. Court action to recover civil penalties for failure to make personnel files available may now be brought by the Department of Labor or, as before, by the employee or former employee.

Plant closings. In response to the closing and scaling back of paper production facilities in the State, the ability of the Finance Authority of Maine to support employee purchases of paper industry assets was expanded by adopting a number of measures, including adding any paper industry job retention project to the list of eligible projects.

A Peer Support Program for Displaced Workers is to be established within the Department of Labor to provide advocacy and information to employees displaced by significant layoffs. When 100 or more employees of a single employer are laid off, the department is to initiate a peer support project to assist the affected employees. The department also may initiate a project when 50 or more employees are laid off if it is determined that a project is warranted after considering the particular needs of the affected workforce and the affected communities.

Other laws. The director of the Bureau of Labor Standards may now assess administrative civil money penalties for labor law violations, in addition to any other penalties provided by law. The penalty that is assessed may be up to \$1,000 or the amount provided in law or rule as a penalty for the specific violation, whichever is less. The director is to adopt rules to govern the administration of the civil money forfeiture provisions. The rules are to include a right of appeal by the employer and a range of monetary assessments, with consideration

given to the size of the employer's business, the good faith of the employer, the gravity of the violation, and the employer's history of previous violations.

An employee who is a victim of violent crime or abuse must be granted reasonable and necessary leave from work, with or without pay, to prepare for and attend court proceedings, receive medical treatment, or obtain necessary services to remedy a crisis caused by domestic violence, sexual assault, or stalking. Leave will not be required if it would cause the employer undue hardship, if the request for leave is not made within a reasonable time, or if the requested leave is impractical, unreasonable, or unnecessary, based on the facts made known to the employer. The Department of Labor may assess civil penalties of up to \$200 for each violation.

Maryland

Family issues. An employer who provides leave with pay to an employee following the birth of the employee's child is to provide the same leave with pay to an employee when a child is placed with him or her for adoption.

Other laws. A crime victim or the victim's representative may not be fired by an employer because of work time lost as the result of the employee's attending certain criminal or juvenile proceedings that he or she has a right to attend.

Massachusetts

Wages. New legislation increased the State minimum wage rate from \$5.25 to \$6.00 per hour on January 1, 2000, with a further increase to \$6.75 scheduled for January 1, 2001. The law also provides that the State rate will always be at least 10 cents per hour higher than the effective Federal minimum wage rate. The \$2.63-per-hour cash wage that was required to be paid to employees who receive part of their compensation from tips was frozen at that level, replacing a provision that had set the tip credit at 50 percent of the basic minimum wage rate. The joint committee on commerce and labor was to conduct a study of establishing a minimum wage rate for entry-level workers under age 19 and was to report to the legislature by December 15, 1999.

Michigan

Plant closing. In response to an announcement by the Kellogg Company that it is considering closing a major portion of its cereal production facility in Battle Creek, a resolution was adopted urging the company to consider every option and resource available to maintain or enhance its manufacturing presence in Michigan.

Minnesota

Worker privacy. Upon the request of a fire chief or an administrative head, an employer is to provide employment information concerning an employee or former employee who is an applicant for a fire protection service position. The request for disclosure of employment information must be in writing, must be signed by the fire chief or administrative head, and must be accompanied by a release signed by the employee or former employee. In the absence of fraud or malice, the employer is immune from civil liability for any such information released to a fire department.

Missouri

Child labor. The authority of the director of the Division of Labor Standards to waive restrictions on maximum hours of employment for children under age 16 was expanded. The child labor law also was amended to exempt children 12 years of age or older participating in a youth sporting event as a player, referee, coach, or other position necessary to the sporting event. The exemption, however, does not extend to a worker at a concession stand. A youth sporting event is defined as an event in which all players are under the age of 18 and that is sponsored and supervised by a public body or nonprofit organization.

Other laws. A Department of Labor and Industrial Relations Administrative Fund was created. The fund will be administered by the director of the department and will be used to support labor and industrial relations laws within the department's jurisdiction and to provide goods and services that relate to the administration of those laws. The fund will consist of revenues from contracts, goods, or services provided by the department to any governmental entity or other public or private entities; from moneys received as gifts, grants, bequests, or contributions from pri-

vate, Federal, county, or municipal entities; and from other moneys that are transferred or paid to the department.

Montana

Wages. Individuals employed in domestic service to provide live-in home companionship services for individuals who, because of age or infirmity, are unable to care for themselves were exempted from the State minimum wage and overtime requirements.

The prevailing wage law was amended to exclude from coverage those contracts entered into by the Department of Public Health and Human Services for the provision of human services. Among other changes in coverage was the provision that heavy and highway construction wage rates will apply to staging yards located on or off the right-of-way and to new or reopened pits that produce aggregate, asphalt, concrete, or backfill when the pit does not normally sell to the general public. In addition, provisions requiring the payment of prevailing wages, benefits, and travel allowances were amended to differentiate between contracts for construction services and those for nonconstruction services.

The State prevailing wage law, applicable to public works contracts let for construction services or for nonconstruction services, was amended to exempt school districts from the nonconstruction services classification, provided that the district had previously contracted for specific nonconstruction services.

The section of the wage payment and collection law pertaining to the recovery of wages owed and penalties due was revised. Employees are now to file a complaint within 180 days of default or delay in the payment of wages. An employee may recover wages and penalties for a period of 2 years prior to filing the claim if he or she is still employed by the employer, or for a period of 2 years prior to the date of the employee's last date of employment. Where an employer has engaged in repeated violations, the period for recovery is extended to 3 years from the date on which a claim is filed for employees and from a former employee's last day of employment. Previously, the period for recovery was 18 months. As part of the wage claim process, the parties are now required to go through mediation prior to an administrative hearing. As part of the mediation process, the mediator is charged with attempting to resolve all employment-related matters between the parties, in-

cluding issues such as wrongful discharge, human rights issues, and issues relating to an employee's independent contractor status.

Worker privacy. A nonpublic employer who discloses information about a former or current employee's employment-related performance to a prospective employer of the employee upon request of the prospective employer or the former or current employee will not be liable for civil damages for the disclosure or any consequences related thereto, unless the employer knowingly, purposely, or negligently discloses information that is false. Also, an employer's answer to a request from a discharged employee for the reasons for his or her discharge may not limit the employer's right to present a full defense in any wrongful-discharge action.

Other laws. Responsibilities under the State Occupational Health Act were transferred from the Department of Environmental Quality to the Department of Labor and Industry.

Nebraska

Wages. Employees of the State government will now be covered under the Nebraska Wage Payment and Collection Act.

Family issues. Employers who permit an employee to take a leave of absence upon the birth of the employee's child must now provide the same leave to adoptive parents upon placement of a child with them. This provision does not apply to a child over 8 years of age, a child over age 18 with special needs, a stepchild adopted by a stepparent, or a foster child adopted by a foster parent.

Worker privacy. Job application materials submitted by unsuccessful applicants for employment by any public body were added to the list of those items exempt from disclosure requirements under the public records law.

Employee leasing. An employee of a qualified employee leasing company is to be considered an employee of the client-lessee for purposes of tax credits provided under the Employment Expansion and Investment Incentive Act and the Employment and Investment Growth Act if the employee performs services for the client-lessee. A qualified em-

employee leasing company is defined as a company that places all employees of a client-lessee on its payroll, leases those employees to the client-lessee on an ongoing basis for a fee, and, by written agreement between the employee leasing company and the client-lessee, grants to the client-lessee input into the hiring and firing of the employees leased to the client-lessee.

Nevada

Wages. Wages or compensation paid to an employee whose duties include the manufacture of an explosive or the use, processing, handling, onsite movement, or storage of an explosive that is related to its manufacture must be based solely on the number of hours the employee works.

Equal employment opportunity. It was made an unlawful employment practice for an employer to refuse to hire, to discharge, or to otherwise discriminate against an individual in compensation or in terms, conditions, or privileges of employment because of that person's sexual orientation. In the same vein, labor organizations may not exclude individuals from full membership rights, expel members, refuse to refer members for employment, or otherwise discriminate because of sexual orientation, and employment agencies may not fail or refuse to refer an individual for employment or otherwise discriminate on the basis of sexual orientation. Also, it will be an unlawful employment practice for an employer, labor organization, or joint labor-management committee controlling apprenticeship or other training or retraining to refuse to admit someone to, or employ someone in, any such program on the basis of his or her sexual orientation.

It was made an unlawful employment practice for an employer of 15 or more employees, a labor organization, or an employment agency to discharge or otherwise discriminate against a person based on information derived from genetic testing. Current or prospective employees and current or prospective members of labor organizations are not to be asked or encouraged to submit to a genetic test, nor are they to be required to submit to a genetic test as a condition of employment or labor organization membership.

Worker privacy. Upon the request of a law enforcement agency, an employer must provide the agency information, if available, re-

garding a current or former employee who is an applicant for the position of peace officer with the agency. Information to be provided includes that relating to compensation, job performance, attendance, and whether the employee was the subject of any disciplinary action. Also, if applicable, a record setting forth the reason that the employment of the applicant was terminated and whether the termination was voluntary or involuntary must be provided. An employer who discloses information to a law enforcement agency, as required, is immune from civil liability for the disclosure and its consequences, unless the employer acted with malice or ill will or knowingly disclosed false or misleading information.

New Hampshire

Wages. Coverage under laws having to do with the conditions of employment, the minimum wage, payment of wages, and protection for whistleblowers was revised by amending the definition of employee to exclude persons who (1) possess or have applied for a Federal employer identification number or social security number, (2) have agreed in writing to carry out the responsibilities imposed on employers, (3) have control and discretion over the means and manner of performance of the work in achieving the result of the work, (4) have control over the time when the work is performed (that is, the time is not dictated by the employer), (5) hold themselves out to be in business for themselves, and (6) are not required to work exclusively for the employer.

New Jersey

Wages. The State minimum wage law was amended to adopt the Federal minimum wage rate by reference. Therefore, the State rate rose from \$5.05 per hour to \$5.15, effective January 21, 1999.

A Public Works Contractor Registration Act was enacted. Under this law, a public works contractor must be registered with the Department of Labor as a condition of bidding on or engaging in any contract for public works construction, reconstruction, demolition, alteration, or maintenance. The registration form is to contain information that includes the name, principal business address, and telephone number of the contractor; evidence that the contractor is a cor-

poration, partnership, sole proprietorship, or other form of business entity; the name and address of each person with a financial interest in the contractor and the percentage of interest therein; and the contractor's tax identification number and unemployment insurance registration number. Annual registration fees collected are to be applied toward the enforcement and administration costs of the public contracts and registration sections of the Office of Wage and Hour Compliance. A registration may be suspended or revoked in the event of a violation of the prevailing wage act.

Child labor. The child labor law was amended to allow 14- and 15-year-olds to work as umpires for leagues chartered by Little League Baseball, Incorporated, until 9 P.M. of any day with written permission from a parent or legal guardian. Otherwise, work beyond 7 P.M. is prohibited, except during summer vacation.

Garment industry. The law regulating workplace standards in the apparel industry was amended to increase penalties for violations. For manufacturers or contractors who fail to comply with the law's registration requirements, civil penalties were increased, from up to \$1,000 for a first violation and up to \$2,000 for a subsequent violation to a range from \$1,000 to \$2,000 for a first violation and from \$2,000 to \$4,000 for a subsequent violation. In these cases, and where the apparel manufacturer or contractor violates other State labor laws, including laws concerning wages, overtime compensation, unemployment and temporary disability insurance, workers' compensation, child labor, and industrial homework, administrative penalties were increased from up to \$250 for a first violation and up to \$500 for a subsequent violation to a range from \$250 to \$500 for a first violation and from \$500 to \$1,000 for a subsequent violation.

Equal employment opportunity. A permanent Council on Gender Parity in Labor and Education was established within the State Employment and Training Commission to oversee the State's efforts to provide gender equity in labor, education, and training.

New Mexico

Wages. The State's minimum wage law was amended to exempt employers of agricultural

workers from its overtime payment requirements. The law also was amended to allow the wage rate of an employee who is paid a fixed salary for fluctuating hours and who works for an employer whose business in New Mexico consists primarily of providing investigative services to the Federal government to be determined in accordance with the provisions of the Federal Fair Labor Standards Act. The rate may not be less than the Federal minimum wage.

Child labor. The law prohibiting the employment of minors in the sale or service of alcoholic beverages was amended to allow minors 19 years of age or older to sell or serve alcoholic beverages in restaurants and clubs whose primary source of revenue is food sales and in which the sale or consumption of alcoholic beverages is not the primary activity. A person under age 21 may not be employed as a bartender.

Equal employment opportunity. A resolution was adopted requesting the United States Senate to ratify the convention on the elimination of all forms of discrimination against women that was adopted by the U.N. General Assembly on December 18, 1979.

New York

Wages. New legislation provides for an increase in the State minimum wage rate from \$4.25 to \$5.15 per hour on March 31, 2000. The new rate will be effective for both agricultural and noagricultural workers. The law also allows for the adoption of any higher Federal rate that may be established.

The fiscal officer of a public works contract or a building service work contract was authorized to issue, in his or her own name, an order of compliance with the prevailing wages, hours, and supplements for such contracts.

The section of the prevailing wage law requiring that a statement be posted, at the site where work is performed, of all wage rates and supplements required to be paid for the various classes of mechanics, workers, and laborers employed on the work was amended to require that such signs be written in plain English and titled with the phrase "Prevailing Rate of Wages" in type of at least 2 inches by 2 inches. The posted statement is to be constructed of materials capable of withstanding adverse weather conditions.

When permits are issued to utility companies or their contractors to perform street

excavation in New York City, the city comptroller is responsible for ensuring that prevailing wages are paid.

North Carolina

Equal employment opportunity. An employee of a local board of education may not be disciplined in any way solely because he or she has filed a written complaint alleging sexual harassment by students, other local board employees, or school board members, unless the employee reporting the harassment knows or has reason to believe that the report is false.

North Dakota

Child labor. The child labor law was amended to specify that 14- and 15-year-old private and parochial school students are subject to the law's maximum-hours-of-work restrictions and employment certificate requirements.

Employee testing. The law requiring employers to pay for medical examinations that they require as a condition of employment was amended to specify that a medical examination includes any test for the presence of drugs or alcohol.

Whistleblowers. The act protecting employees from retaliation for having reported a violation of a law, for participating in an investigation, hearing, or inquiry, or for refusing to perform an action that the employee believes violates a State or Federal law, rule, or regulation was amended. A person charging an employer with a violation must now file a complaint with the department of labor within 300 days after the alleged act of wrongdoing.

Other laws. The Department of Labor is to receive and investigate complaints and otherwise administer and enforce a new law dealing with discriminatory housing practices. The department may adopt rules necessary to implement the law, provided that the rules impose the same obligations, rights, and remedies as are provided in Federal fair housing regulations. The department is to emphasize conciliation to resolve complaints.

Ohio

Wages. By law, threshold amounts for contract coverage under the State prevailing

wage law are adjusted every 2 years according to the change in the Bureau of the Census Implicit Price Deflator for Construction, provided that no increase or decrease exceeds 6 percent for the 2-year period. As a result, effective January 1, 2000, the threshold amount for new construction rose from \$55,574 to \$58,058, and the threshold amount for reconstruction, remodeling, or renovation increased from \$16,672 to \$17,687.

Child labor. With the approval of the superintendent of schools of the school district in which they live, 16- and 17-year-old minors will no longer be required to provide an age and schooling certificate to be employed at a seasonal amusement or recreational establishment. This exemption will apply not more than 2 months before the last day of the school term in the spring and not more than 2 months after the first day of the school term in the fall. While school is in session, these minors may be employed only on weekends during the time from the end of the schoolday on Friday to 11 P.M. on Sunday. To be considered a seasonal amusement or recreational establishment, a business may not operate for more than 7 months in any calendar year.

Equal employment opportunity. An Executive order was issued setting forth a policy against discrimination in State employment and declaring that nondiscrimination and equal employment opportunity are the policy of the State in its decisions, programs, and activities. To implement this policy, all State departments, agencies, commissions, and employees are to take action to ensure nondiscrimination and equality of opportunity for employment and advancement in State government, including, but not limited to, the areas of hiring, promotion, demotion or transfer, recruitment, layoff or termination, rate of compensation, and in-service training programs. Action plans are to be initiated by all State departments, agencies, commissions, and authorities, subject to review by the State equal employment opportunity coordinator, who also may investigate complaints regarding alleged discrimination.

Oregon

Wages. The State minimum wage rate rose from \$6.00 per hour to \$6.50 on January 1, 1999, as the result of the passage of Ballot Measure 36 in the November 1996 general election.

Provisions relating to claims against a public works contractor's bonds were amended to provide that when the commissioner of the Bureau of Labor and Industries has learned that one or more workers providing labor on a public work have not been paid in full at the prevailing rate of wage or overtime wages, the commissioner has a right of action on the contractor's bond, cashier's check, or certified check. The commissioner's right of action exists without the necessity of an assignment and extends to workers on the project who are not identified when the written notice of claim is given, but for whom the commissioner has received information that they have provided labor on the public work and have not been paid in full. The commissioner is to give written notice of the claim to the contractor and the State agency if the contract is with a State agency, or to the clerk or auditor of the public body that let the contract if the public body is not a State agency.

Projects that are completed under agreements between a school district and a community foundation or nonprofit corporation wherein the ownership of the facility is transferred from the school district for the purpose of completion of the project will be exempt from certain public contracting requirements, including the prevailing wage law.

The law providing for the Prevailing Wage Education and Enforcement Account was amended to specify that the funds in this account may be used to finance educational programs on public contracting and purchasing law.

The amount of money that the commissioner of the Bureau of Labor and Industries is authorized to pay a wage claimant from the Wage Security Fund was increased from \$2,000 to \$4,000. This fund is used to pay unpaid wages when the employer against whom a valid claim was filed has ceased doing business and is without sufficient assets to pay the claim.

Sections of the wage collection law were repealed that had required producer-promoters intending to do business in Oregon to first obtain a permit from the commissioner of the Bureau of Labor and Industries and to provide a bond or letter of credit guaranteeing payment of the musicians and supporting technical personnel to be employed in the production.

Family issues. An employer may not discharge, threaten to discharge, intimidate, or coerce any employee by reason of the employee's required attendance at a juvenile

court hearing involving his or her child. It is not required that this time off be paid.

Agriculture. License and endorsement fee limits for farm labor contractors were increased. Fees of up to \$100 may be required for a farm labor contractor license, with or without employee endorsement. Fees of up to \$250 may be required for a farm labor contractor license with forestation or reforestation endorsement, with or without employee endorsement. An additional fee of up to \$50 may be required for a farmworker camp endorsement. Fees collected are to be used by the Bureau of Labor and Industries for the administration of farm labor contractor licensing and farmworker camp endorsement programs.

The farm labor contractor licensing law was amended to authorize the commissioner of the Bureau of Labor and Industries to license limited-liability companies, nonprofit corporations, and agricultural associations.

Equal employment opportunity. Civil action was authorized in the event of employment discrimination based on disability. A civil action may be filed in circuit court to recover compensatory damages or \$200, whichever is greater, and punitive damages. In addition, the court may award relief that includes, but is not limited to, reinstatement or the hiring of employees. The prevailing party in such a suit may be awarded costs and reasonable attorney's fees.

Drug and alcohol testing. Every public improvement contract let by the State or a political subdivision thereof is now to include a condition that the contractor must demonstrate that an employee drug-testing program is in place.

Every motor carrier in the State either must have an in-house drug-and-alcohol-testing program that meets Federal requirements or must be a member of a consortium which provides testing that meets the Federal requirements. A civil penalty of up to \$1,000 may be imposed for failure to establish or participate in a required drug-and-alcohol-testing program. Following a hearing (if one is requested), a driver with a positive test result will have the result entered into his or her employment driving record.

Worker privacy. The law relating to public records was amended to provide that, with certain limited exceptions, a law enforcement agency may not disclose information about an

employee of the agency while he or she is performing undercover investigative duties and for a period of 6 months after the conclusion of those duties. In addition, public bodies are prohibited from releasing photographs of public safety employees without their written consent and from disclosing information about a personnel investigation of a public safety employee of the public body if the investigation does not result in discipline of the employee.

The provision exempting the addresses and telephone numbers contained in public employee personnel records from disclosure under the public records law was amended to allow the disclosure of this information on substitute teachers when it is requested by a professional education association of which the teacher may be a member.

Inmate labor. As part of a constitutional amendment approved by the State's voters on November 2, sections pertaining to work by prison inmates now specify that, to the extent possible, the corrections director is to avoid establishing or expanding for-profit prison work programs that produce goods or services offered for sale in the private sector if the establishment or expansion thereof would displace or significantly reduce pre-existing private enterprises or would displace or significantly reduce government or nonprofit programs that employ persons with developmental disabilities.

Other laws. A Hearing Officer Panel was established within the Employment Department. Hearing officers assigned from the panel may conduct contested case proceedings on behalf of State agencies and perform other services, as requested by an agency, that are appropriate for the resolution of disputes arising out of the conduct of agency business. The Bureau of Labor and Industries is among those agencies that need not use hearing officers assigned from the panel.

The law limiting outside employment by members of the Employment Relations Board was amended to allow them (1) to serve as an arbitrator, a fact finder, or a mediator for parties located outside of the State, (2) to teach academic or professional classes for entities that are not subject to the board's jurisdiction, (3) to have a financial interest, but an inactive role, in a business unrelated to the duties of the board, and (4) to publish, and receive compensation or royalties for, books or other publications that are unrelated to the members' duties. A board

member must be on leave or act outside of normal work hours when pursuing any of these activities.

Pennsylvania

Wages. The State minimum wage law was amended by a measure adopted in late 1998. The earlier law provided a maximum tip credit of 45 percent against the State hourly minimum wage. (With the \$5.15 State basic hourly minimum wage requirement in effect, employers were required to pay a minimum cash wage of \$2.83 per hour to employees earning at least a portion of their income from tips.) The new amendment eliminates the 45-percent tip credit provision and stipulates that the \$2.83-per-hour minimum cash wage will remain in effect if there are any future increases in the State basic hourly minimum wage rate. In addition, an incentive program was established that permits employers in the food service industry to pay employees a training wage less than the minimum wage for training periods of from 2 to 12 weeks, depending on the job title. The difference between the training wage and the minimum wage is to be paid to the employee upon successful completion of the training period.

Rhode Island

Wages. As the result of new legislation, the State minimum wage rate was increased from \$5.15 to \$5.65 per hour on July 1, 1999. The section of the law providing a credit against the minimum wage for employees receiving gratuities will now also apply to those employees, such as busers, who receive gratuities indirectly.

Employees involved in the removal of ready-mix concrete, sand, bituminous stone, or asphalt flowable fill from the site of public works were added to those workers covered by the State public works prevailing wage law.

Resolutions were adopted proclaiming April 8, 1999, as Rhode Island Pay Equity Day in recognition of the wage gap between men and women.

Family issues. An amendment to the State Parental and Family Medical Leave Act stipulates that an employee who has been employed by the same employer for 12 consecutive months will be entitled to 10 hours of leave a year to attend school conferences or other

school-related activities for a child of whom the employee is the parent, foster parent, or guardian. The employee is to provide reasonable prior notice of the leave and make a reasonable effort to schedule the leave so as not to unduly disrupt the operations of the employer. The leave need not be paid, except that an employee may substitute any accrued paid vacation leave or other appropriate paid leave for the school involvement leave.

Private employment agencies. Responsibility for collecting a bond required to be paid by employment agencies was transferred from the Board of Police Commissioners or other issuing agency to the Department of Labor and Training. The amount of the bond was increased from \$10,000 to \$50,000.

Whistleblowers. The Whistleblowers' Protection Act was amended to prohibit an employer from discharging, threatening, or otherwise discriminating against an employee who refuses to violate or to assist in violating any Federal, State, or local law, rule, or regulation.

South Carolina

Inmate labor. Changes were made relating to the disposition of wages of a prisoner who is allowed to work for pay. The law now specifies that 20 percent of the prisoner's gross wages will be deducted for restitution to the victim of the crime perpetrated by the prisoner, 35 percent to pay the prisoner's child support obligations or, if there are no such obligations, to defray the cost of the prisoner's room and board, 10 percent for the inmate's purchase of incidentals, and 10 percent to be put into an interest-bearing escrow account for the benefit of the prisoner. The balance must be used to pay Federal and State taxes required by law. Any monies not used to pay taxes are to be made available to the inmate for the purchase of incidentals.

South Dakota

Wages. Coverage of the minimum wage law was expanded to apply to all employees, rather than being limited to those aged 18 and older. The provision for payment of a subminimum "opportunity wage" was amended to apply to any employee under 20 years of age rather than just to 18- or 19-year-olds.

Equal employment opportunity. An Execu-

tive order directed that a Governor's Wage Study Task Force be created to research wage rates, income, and disposable income benefits in comparable employment positions as those economic factors relate to community sizes, types of businesses, neighboring States, and the U.S. averages. The task force was to report its findings to the Governor by November 1, 1999.

Drug and alcohol testing. An Executive order was issued declaring that any location at which work is to be performed by an employee of the State is to be a drug-free workplace and, further, that all employees of the State are prohibited from unlawfully manufacturing, distributing, dispensing, processing, or using any controlled substance in the workplace.

Tennessee

Wages. The Wage Regulations Act was amended to specify that the final wages due an employee who quits or is discharged are to include any vacation pay or other compensatory time that is owed to the employee as the result of company policy or a labor agreement. Employers are not required to provide vacations, either paid or unpaid, or to establish written vacation pay policies.

The wage payment law was amended to provide that any employee who leaves or is discharged from employment is to be paid in full all wages or salary earned no later than the next regular payday following the date of dismissal or voluntary leaving, or 21 days following the date of discharge or voluntary leaving, whichever occurs last.

Family issues. Employers are to provide reasonable unpaid break time each day to employees who need to express breast milk for their infant. If possible, this break time is to run concurrently with any break time already provided to the employee. Reasonable efforts are to be made to provide a room or some other location in close proximity to the work area, other than a toilet stall, where the employee can express her breast milk in privacy. An employer will not be required to provide the break time if doing so would unduly disrupt his or her operations.

Child labor. It was made unlawful to employ a minor under age 16 to sell goods or services to customers at their residences, at

places of business, or in public places such as street corners or public transportation stations, unless certain conditions are met. Any person who engages a minor under age 16 in peddling and who transports the minor more than 5 miles from his or her residence must ensure that the minor does not work more than 3 hours a day on schooldays, more than 18 hours a week during a school week, more than 8 hours a day on nonschooldays, more than 40 hours a week during nonschool weeks, and not after 7 P.M. if the next day is a schoolday. The employer must also comply with the record-keeping requirements of the child labor law. An employer in violation of two or more of these requirements will be subject to a fine of from \$1,000 to \$10,000 for each violation, with each instance of a minor working in violation considered a separate violation. The law does not apply to individuals who are self-employed or who volunteer to sell goods or services on behalf of nonprofit organizations or governmental entities or for school functions.

Worker privacy. The law governing the release of public records was amended to provide that certain personnel records of undercover law enforcement officers remain confidential. This information includes the address and home telephone number of the officer, as well as the addresses and home telephone numbers of the members of the officer's household or immediate family. Information in a personnel file that has the potential, if released, to threaten the safety of the officer or the officer's immediate family or household members may be edited if the chief law enforcement officer determines that its release poses such a risk.

The law relating to public records was amended to make confidential certain records of any State, county, municipal, or other public employee that are in the possession of a governmental entity in its capacity as an employer. These records are unpublished telephone numbers, information on bank accounts, the employee's social security number, information on the employee's driver's license, except where driving or operating a vehicle is part of the employee's job description or job duties, and the same information about immediate family members or household members.

Other laws. A resolution was adopted recognizing April 28, 1999, as Workers Memorial

Day in commemoration of workers killed, injured, or disabled on the job.

Texas

Child labor. The employment of a child under age 18 to sell goods or services in a setting other than a retail establishment, to request donations, or to distribute items, information, or advertising was made a hazardous occupation for purposes of the child labor law. A person may not employ a child in these activities unless the person obtains the signed consent of the child's parent or guardian at least 7 days before the date the child begins employment. The signed consent is to be on a form approved by the Texas Employment Commission. The individual who consents to the employment is to be provided with a map of the route the child will follow during each solicitation trip and the name of each individual who will be supervising the trip. The employer is to provide at least one adult supervisor for every three children working, and each trip is to be limited to no later than 7 P.M. on a schoolday and to the hours between 10 A.M. and 7 P.M. on all other days. Violations will be a Class A misdemeanor. The law is not applicable to charitable organizations or to fundraising for school-sponsored clubs, organizations, or activities.

The Alcoholic Beverage Code was amended to make it unlawful for a permittee or licensee to employ, authorize, permit, or induce a minor under age 18 to dance with another person in exchange for a benefit.

Worker privacy. An employer who discloses information about a current or former employee's job performance to a prospective employer of the current or former employee on the request of the prospective employer or the employee will be immune from civil liability for the disclosure or for any damages caused by the disclosure, unless the information disclosed was knowingly false or was disclosed with malice. An employer may not disclose information about a nurse that relates to conduct that is protected under the law providing protection for a person's refusal to engage in certain conduct relating to patient care.

Employee leasing. Several changes were made

in the law regulating employee leasing companies, including the addition of a statement that professional employer organizations are covered by the law. Other provisions specify that entering into a contract with an employee leasing firm will not affect a client company's status or certification as a small, minority-owned, disadvantaged, or woman-owned business enterprise or as a historically underutilized business with respect to State contracts, and that client companies will still be subject to labor law requirements. The law also stipulates that the client company retains responsibility for (1) the direction and control of assigned employees as necessary to conduct the client company's business or comply with legal requirements, (2) goods and services produced, and (3) the acts, errors, and omissions of assigned employees committed within the scope of the client company's business. In assessing administrative penalties, the labor department is to consider the severity of the violation, whether the violation was willful or intentional, whether the license holder acted in good faith to avoid or mitigate the violation, the license holder's past history of violations, and the penalties previously assessed against other license holders.

Other laws. The law protecting employees who are called to jury duty from termination or from an act by the employer to improperly influence the employee was amended. The civil penalty for violation was increased from an amount of up to 6 months' compensation to an amount of not less than 1 year's compensation and not more than 5 years' compensation. In addition, a criminal penalty for violating the law was established.

The law prohibiting the termination of a permanent employee who is a member of the State military forces because he or she is ordered to active duty was amended to also apply to an employee being called to authorized training. The employee may not be subjected to loss of time, a downgrading of his or her efficiency rating, loss of vacation time, or the forfeiture of any benefit of employment during or because of the absence.

Utah

Wages. The section of the wage payment law prohibiting retaliation against an employee for filing a wage claim or for testify-

ing in an enforcement action was amended. The Division of Antidiscrimination and Labor was given authority to enforce this section; previously, an administrative law judge in the Division of Adjudication had such authority. Also, an employee claiming a violation of this law may now file a request for agency action with the division. On receipt of such a request, the division is to conduct an adjudicative proceeding and may attempt to reach a settlement between the parties through a conference.

Private employment agencies. The regulation of private employment agencies was transferred to the Labor Commission from the Department of Workforce Services.

Vermont

Wages. Legislation was enacted raising the State minimum wage rate from \$5.25 per hour to \$5.75 on October 1, 1999. In addition, a livable wage rate study committee was created to study issues related to the minimum wage and issues related to providing livable compensation to Vermont wage earners. The committee is to determine the amount of a minimum livable wage rate and offer its recommendations for achieving that rate in a reasonable amount of time. The committee also is to recommend a system for maintaining a livable minimum wage in light of inflation and any other economic factors that may affect an individual's buying power. Finally, the committee is to consider how wage increases may affect the economy and is to propose innovative methods to assure the economic viability of businesses if the minimum wage is increased.

A resolution was adopted designating April 8, 1999, as Equal Pay Day in Vermont. April 8 is the day on which American women's wages for 1999, when added to their 1998 earnings, will equal what American men earned in 1998.

Equal employment opportunity. It will now be an unfair labor practice under the State Employees Labor Relations Act for an employer or employee organization to discriminate against an employee or member on the basis of religion, age, or disability. Other

forms of discrimination already are prohibited under the act.

Virginia

Other laws. A person who has failed to meet the Federal requirement to register for the Selective Service may not be employed by the Commonwealth of Virginia or any political subdivision of the Commonwealth, including all boards, commissions, departments, agencies, and institutions thereof.

Washington

Wages. As the result of Initiative 688, approved by voters in the November 1998 general election, the State minimum wage rate for employees over age 18 increased from \$4.90 per hour to \$5.70 on January 1, 1999, and to \$6.50 per hour on January 1, 2000. Beginning January 1, 2001, and annually thereafter, the rate will be adjusted for inflation by a calculation using the Consumer Price Index for Urban Wage Earners and Clerical Workers, or a successor index, for the previous year.

Agriculture. The Department of Labor and Industries and the Department of Health are to adopt joint rules for the licensing, operation, and inspection of temporary worker housing and the enforcement thereof. These rules are to establish agricultural worker protection standards that are at least as effective as those developed under the Washington Industrial Safety and Health Act.

Other laws. The Department of Labor and Industries will no longer be responsible for coal mine safety inspections.

A resolution was adopted asking the Governor to proclaim April 28 as Workers' Memorial Day to honor those who have lost their lives on the job and those who have suffered work-related injuries and illnesses.

West Virginia

Worker privacy. It was made unlawful for any private or public sector employer to operate any electronic surveillance device or system, including a closed-circuit television sys-

tem, a video-recording device, or any combination of those or other electronic devices, for the purpose of recording or monitoring the activities of employees in areas designed for the health or personal comfort of the employees or for the safeguarding of their possessions, such as rest rooms, shower rooms, locker rooms, dressing rooms, and employee lounges. An employer in violation of this law is guilty of a misdemeanor and, if convicted, is subject to a \$500 fine for a first offense, a \$1,000 fine for a second conviction, and a \$2,000 fine for third and subsequent offenses.

Drug and alcohol testing. Applicants for employment with the Department of Corrections must now pass a preemployment drug-screening test prior to being hired.

Wisconsin

Wages. The threshold amount for coverage under the State prevailing wage laws for State and municipal contracts was changed administratively from \$160,000 to \$164,000 for contracts in which more than one trade is involved and from \$32,000 to \$33,000 for contracts in which a single trade is involved.

Wyoming

Wages. The prevailing wage law was amended to add a separate definition of "locality" for public heavy and highway construction projects. The State will now be separated into three districts for the purpose of determining prevailing wage rates: Laramie County, Natrona County, and the rest of the State. The definition of "locality" according to which the State is divided into four groups of districts will continue to apply to public building projects. □

Notes

¹ The Kentucky legislature did not meet in 1999. The District of Columbia, Mississippi, Oklahoma, and Puerto Rico did not enact significant legislation in the fields covered by this article. Information about Guam and the Virgin Islands was not received in time to be included in the article, which is based on information received by November 10, 1999.

Changes in workers' compensation during 1999

State enactments of workers' compensation laws varied widely, ranging from defining coverage for "volunteer workers" to increasing burial allowances

Glenn Whittington

During 1999, several States focused on providing workers' compensation coverage to "volunteer" workers, while others addressed the issue of a claim being filed by an employee whose use of illegal drugs or alcohol contributed to his or her injury. Seven States also increased their maximum allowances for burial payments.

In Arizona, the rate of compensation for the surviving spouse was increased from 35 percent to 66-2/3 percent of the monthly wage of the deceased spouse in the case of a death claim in which there are no dependent children. In Colorado, permanent partial disability benefits were increased from \$150 per week to \$176 per week. In Georgia, the maximum weekly benefit for temporary total disability was increased from \$325 to \$350 and the minimum, from \$32.50 to \$35. The maximum weekly benefit for temporary partial disability was also increased from \$216.67 to \$233.33.

The maximum compensation in New Mexico was increased from 85 percent to 100 percent of the State's average weekly wage and in North Dakota, the maximum for temporary total and permanent total benefits was increased from 100 percent to 110 percent of the State's average weekly wage.

Maximum burial allowances were increased to \$5,000 in Arizona, to \$7,500 in Georgia, to \$4,000 in Montana, to \$7,500 in New Mexico, to \$6,500 in North Dakota, to \$7,500 in Tennessee, and to \$6,000 in Texas.

In Oregon, as part of a collective bargaining agreement, an employer or groups of employers in the construction industry and a union (as the certified exclusive bargaining representative) may now establish an alternative dispute resolution system. This system may govern disputes in the areas of employer liability,

compensation, and use of medical service providers.

In Arizona, if an employer has established and maintains a policy of drug testing or alcohol impairment testing, an employee's injury or death shall not be considered a personal injury arising out of and in the course of employment if the employee fails to pass or refuses to take a drug test or alcohol impairment test. In Colorado, an injured employee's nonmedical benefits shall be reduced by 50 percent if there is evidence that the employee was intoxicated or had nonmedically prescribed controlled substances in his or her system during working hours. In Utah, a rebuttable presumption was created. It states that the major contributing cause of an employee's injury is intoxication if a chemical test shows that any amount of an illegal substance or drugs in excess of the prescribed therapeutic amounts or a blood or breath alcohol concentration of .08 grams or greater are in the employee's system.

In Delaware, State employees who are injured as a result of their official duties, even if off-duty and off the worksite, are now covered. In North Carolina, the term "employee" now includes members of the National Guard and State Guard while on State active duty under orders of the Governor. In Indiana, a school-to-work student is entitled to medical benefits and permanent partial impairment compensation if injured on the job and in Maryland, a volunteer police officer in Frederick County is a covered employee and is eligible for medical benefits under the Workers' Compensation Act. In Texas, a person who performs volunteer services for the State in a disaster or attends scheduled emergency response training under the direction of an officer or employee of the State is entitled to medical benefits for an injury sustained in the course of providing those services. In Virginia, the definition of "employee" now includes volunteer firefighters when engaged in firefighting activities under the supervision and control of

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the Department of Forestry. In Wyoming, workers' compensation coverage is now provided to volunteers assisting law

enforcement agencies in conducting patrols, reporting suspicious activities, or controlling traffic and crowds.

Arizona

Maximum burial expenses were increased from \$3,000 to \$5,000.

In death claim cases in which there are no dependent children, the rate of compensation for the surviving spouse was increased from 35 percent to 66-2/3 percent of the average monthly wage of the deceased. If there are surviving children, the surviving spouse will receive 35 percent of the average monthly wage of the deceased, and the surviving children, an additional 31 percent, to be divided equally among them.

A claim shall not be reopened because of increased subjective pain if the pain is not accompanied by a change in objective physical findings nor shall a claim be reopened solely for additional diagnostic or investigative medical tests. But, the employer or the employer's insurance carrier shall pay expenses for any reasonable and necessary diagnostic or investigative tests that are causally related to the injury.

When a notice is issued by an insurance carrier or a self-insured employer of an award for permanent compensation benefits, these benefits shall be paid according to the notice of award and shall not be interrupted if there is a petition for a hearing or an appeal to a higher court. Any resulting overpayment of the benefits shall be credited against any future liability for compensation benefits that may arise out of the same claim.

If an employer has established and maintains a policy of drug testing or alcohol impairment testing, an employee's injury or death shall not be considered a personal injury arising out of, and in the course of employment if the employee fails to pass or refuses to take a drug test or alcohol impairment test.

Requirements for filing a claim for a condition, infection, disease, or disability involving or related to hepatitis C were established.

Arkansas

A claimant shall be allowed to change physicians under an employer-contracted man-

aged care program by petitioning the Workers' Compensation Commission, one time only, for a change of physician. The alternate physician must either be associated with the managed care entity or be the regular treating physician of the employee. If there is no managed care program, a claimant shall be allowed to change physicians by petitioning the commission, one time only, for a physician associated with a managed care entity, or for the physician who regularly treats the employee.

California

If a medical bill or a portion of the bill, is contested, denied, or considered incomplete, the physician shall be notified, in writing, that the billing is contested, denied, or considered incomplete, within 30 working days after receipt of the bill by the employer. A notice that a billing is incomplete shall state all additional information required to make a decision.

Colorado

If a temporarily disabled employee is found responsible for termination of employment, the resulting wage loss shall not be attributable to the on-the-job injury. When benefits are awarded for permanent partial disability, the award of benefits shall exclude any previous impairment to the same body part.

Permanent partial disability benefits were increased from \$150 per week to \$176 per week. On July 1, 2000, and each succeeding July 1 thereafter, the compensation rate for permanent partial disability shall be modified for claims arising on that date and after that date by the same percentage increase or decrease as the State average weekly wage. Injuries that are listed on a schedule of injuries shall be compensated according to the schedule and "nonscheduled injuries" shall be compensated as medical impairment benefits. When an injured worker sustains both, the losses shall be compensated accordingly—not combined. Benefits for mental or emotional stress shall not be coupled with those for scheduled or nonscheduled injuries. The mental impairment that is the basis of a claim shall have arisen primarily from

the claimant's then occupation and place of employment in order to be compensable. Mental impairment includes a disability arising from an accidental physical injury that leads to a recognized permanent psychological disability. The 12-week limit on mental impairment shall not apply to the victim of a physical injury or occupational disease that causes neurological brain damage.

Compensation benefits shall be reduced by 50 percent when an employee willfully misleads an employer concerning his or her physical ability to perform a job, and the employee is subsequently injured as a result of the physical ability about which the employee willfully misled the employer. An injured employee's nonmedical benefits shall be reduced by 50 percent when there is evidence that the employee was intoxicated or had nonmedically prescribed controlled substances in his or her system during working hours.

Delaware

State employees who are injured as a result of their official duties, even if the employees are off-duty and off the worksite, are now covered. The Workers' Compensation Fund is recognized now as a party before the Workers' Compensation Board, and as a party, it may appeal to the Superior Court for decisions granting reimbursement. Carriers must pay mileage reimbursement to injured workers who need to travel for doctor's appointments or health care supplies.

HAZMAT team members are now covered under workers' compensation. The number of employees, who are both an officer and stockholder of a corporation, and who may elect to be exempted from workers' compensation coverage was increased from 4 to 8.

A medical examination required by an employer or insurance carrier shall no longer be referred to as an "Independent Medical Examination" or "IME."

Georgia

The maximum weekly benefit for temporary total disability was increased from \$325 to \$350 and the minimum, from \$32.50 to \$35.

The maximum weekly benefit for temporary partial disability was increased from \$216.67 to \$233.33.

Burial expenses were increased from \$5,000 to \$7,500.

The Board of Workers' Compensation shall have the authority to review the self-insured status of an employer after a merger or acquisition involving an employer.

Procedures were established for appointing a temporary guardian for a minor or legally incompetent person.

Idaho

An insurer issuing a workers' compensation insurance contract may include, as part of the contract, an option allowing a policyholder to reimburse the insurer for compensation in amounts not to exceed \$1,000 per claim.

Workers' compensation coverage excludes a member of an employer's family, including a grandchild or the spouse of a grandchild.

For each workers' compensation policy issued or renewed on or after July 1, 1999, a reduction in the premium may be granted if the insurer determines that the insured has established and maintains an alcohol and drug-free workplace program.

Indiana

A school-to-work student is entitled to medical benefits and permanent partial impairment compensation if injured on the job. In case the student dies from the injury, death benefits in a lump-sum amount of \$175,000 are payable to any dependents of the student. If the student has no dependents, the student's parents will receive the death benefit, plus burial compensation.

Louisiana

The provision terminating temporary total disability benefits after 6 months, unless an extension was filed, was repealed.

Upon extinguishment of the full faith and credit guarantee of the State, the Louisiana Workers' Compensation Corporation shall comply with reserve requirements for a domestic mutual insurer. The Corporation shall seek the approval of the United States De-

partment of Labor by obtaining a rating of "A," or better from A.M. Best, so that it can provide coverage under the United States Longshore and Harbor Workers Compensation Act.

Administrators of the workers' compensation system will provide reasonable access to medical information for all parties in order to coordinate and manage the care for the injured worker and to facilitate his or her return to work. Administrators shall provide a list of individuals who shall receive the injured workers' medical information from the health care provider.

In the determination of "wages" and the average weekly wage at the time of the accident, no amount shall be included for any benefit or form of compensation which is not taxable to an employee for Federal income tax purposes. However, any amount withheld by the employer to fund any nontaxable or tax deferred benefit provided by the employer shall be included in the calculation of the employee's wage and average weekly wage.

A premium audit must be conducted within 4 months after an employer terminates participation in a group self-insurance fund.

Workers' compensation is the exclusive remedy when an employee of the State or a political subdivision incurs a compensable claim on the premises of another political subdivision that is required by law or cooperative endeavor agreement to provide the employer with the premises or amenities of the workplace.

The requirements and eligibility for an ad hoc officer to preside over a workers' compensation adjudicatory hearing shall be the same as that for a workers' compensation judge.

An employee who is incarcerated, but is later found to be not guilty of felony criminal charges or against whom all felony charges have been dismissed by the prosecutor shall have the prescriptive period for filing a claim, extended by the number of days he or she was incarcerated.

When a political subdivision elects to provide workers' compensation for its officials, workers' compensation becomes the exclusive remedy for any injury, illness, or disease incurred.

Maine

The Workers' Compensation Board is to provide an interpreter for any employee

whose native language is not English, during all workers' compensation proceedings before the board or a hearing officer. The provision was repealed that permitted compensation in a death claim to be reduced by one-half if the dependent is an alien residing outside the United States.

Persons engaged in harvesting forest products are required to secure workers' compensation coverage, unless employed by a private employer. An employee includes any person engaged in harvesting forest products, unless they meet the criteria for obtaining a certificate of independent status or a pretermination of independent contractor status.

The duration of benefits for partial disability was extended from 260 weeks to 312 weeks. A licensed chiropractor may provide a second opinion when the initial opinion was given by a chiropractor. Physicians, surgeons, and chiropractors conducting second-opinion examinations must have an active practice or have discontinued an active practice not more than 2 years before the date of the examination.

An employer is required to report the average weekly wages of an employee within 30 days after the employer receives notice or has knowledge of a claim for compensation. An employer is liable to pay a civil penalty of up to \$10,000 or an amount equal to 108 percent of the premium that should have been paid during the period the employer failed to secure coverage, whichever is larger.

Maryland

A paid law enforcement employee of the Department of Natural Resources is presumed to have a compensable occupational disease, suffered in the line of duty, if the employee is suffering from lyme disease and was not suffering from the disease before the assignment to an outdoor wooded environment.

For an employee with permanent partial disability, arising from an event occurring on or after January 1, 2000, and lasting for less than 75 weeks, the compensation shall be paid by the employee's employer or its insurer, equal to one-third of the average weekly wage of the employee, but not exceeding \$114 per week.

A volunteer police officer in Frederick County is considered a covered employee and eligible for medical benefits under the Workers' Compensation Act.

Montana

The posting of managed care or preferred provider requirements in the workplace on bulletin boards, in personnel policies, in company manuals, or by other general or broadcast means does not constitute individual written notice. To constitute individual written notice, such information must be provided to the worker in written form by mail or in person. The notice must advise the worker of his or her right to choose the initial treating physician.

Exclusive jurisdiction over compensation and benefit issues was transferred from the Department of Labor and Industry to the Workers' Compensation Court. The Department of Public Health and Human Services shall provide workers' compensation coverage for participants in the Families Achieving Independence in Montana project who are placed at public or private worksites. Premiums and benefits must be based upon the wage that a probationary employee is paid for work of a similar nature at the assigned worksite.

Beginning July 1, 2000, an insurer or a third-party administrator who submitted 50 or more "first reports of injury" to the Department of Labor and Industry in the preceding calendar year shall submit the reports, and any other reports related to the reported claims, electronically in a nationally recognized format.

The Uninsured Employers' Fund now pays the costs of investigating and prosecuting workers' compensation fraud and the expenses incurred by the department in administering the fund.

Burial expenses were increased from \$1,400 to \$4,000.

Nebraska

The waiting period has changed from the "first seven calendar days after disability begins" to the "first seven calendar days of disability."

If an employer fails to secure the required payment of workers' compensation, the Workers' Compensation Court may order such employer to pay a penalty of not more than \$1,000 for each violation. Each day of noncompliance con-

stitutes a separate violation.

Nevada

An insurance company now may provide industrial insurance, as a part of a homeowner's policy of insurance, to a person who employs a domestic worker for the term of that worker's employment. A "domestic worker" is a person who is engaged exclusively in household or domestic service, performed inside or outside of a person's residence. The term includes a cook, housekeeper, maid, companion, babysitter, chauffeur, or gardener.

If the injured employee is not satisfied with the first physician or chiropractor he or she chooses in a managed care facility, he or she may make an alternative choice of physician or chiropractor if the choice is made within 90 days of the injury. To determine the necessity of treatment, for which authorization for payment has been denied, a hearing officer may refer the employee to a physician or chiropractor who has demonstrated special competence to treat the particular medical condition of the employee.

If a physician or chiropractor, selected to make a second determination, finds a higher percentage of disability than the first physician or chiropractor, the injured employee may request a hearing officer or appeals officer to order the insurer to reimburse the employee for the second examination. The length of time that an employee may receive vocational rehabilitation assistance, in certain circumstances, was expanded from 90 days to 6 months from the date the employee was notified that he or she was eligible for job placement assistance. Vocational rehabilitation services may be offered out of State to an injured employee who lives within 50 miles from any border of this State, or who was temporarily employed in this State. If the administrator determines that an insurer, organization for managed care, health care provider, third-party administrator, or employer has, through fraud, coercion, duress, or undue influence, committed certain violations against a claimant, the administrator shall order the party to pay a benefit penalty that is not less than \$5,000 and not greater than \$25,000. Formerly, such penalty was

an amount equal to 50 percent of the compensation due or \$10,000, whichever was less.

New Mexico

Effective January 1, 2000, an injured worker shall receive 66-2/3 percent of his or her average weekly wage, not to exceed a maximum compensation of 100 percent of the State's average weekly wage.

The funeral allowance was increased from \$3,000 to \$7,500.

New Hampshire

The Commissioner of Labor shall review a managed care program at least once every 5 years, following initial review, to ensure that the program continues to comply with required standards. If the commissioner determines that a managed care program failed to comply with required standards, the commissioner may assess a penalty of not more than \$100 for each violation.

New York

The New York Black Car Operators' Injury Compensation Fund was established to provide benefits to black car operators.

North Carolina

The definition of "managed care organization" was extended to mean a preferred provider benefit plan of an insurance company, hospital, or medical service corporation in which utilization review or quality management programs are used to manage the provision of health care services and benefits.

The term "employee" includes members of the National Guard and State Guard while they are on State active duty under orders of the Governor.

The provision requiring the Industrial Commission to adopt rules governing methods of communication between an employer and medical care providers was repealed.

North Dakota

Maximum burial expenses were increased from \$5,000 to \$6,500. The lump-sum payment to the decedent's spouse or the guard-

ian of the children of the decedent was increased from \$600 to \$1,200, and the lump-sum payment to each dependent child was increased from \$200 to \$400. The Workers' Compensation Bureau may now grant scholarships to injured workers when determined to be beneficial and appropriate due to exceptional circumstances.

The bureau shall create and operate work safety and loss prevention programs to protect the health of covered employees and the financial integrity of the fund, including programs promoting safety practices by employers and employees through education, training consultations, grants, or incentives.

The office of independent review replaces the workers' adviser program in assisting injured workers who have been aggrieved by a decision on their claim made by the bureau.

The sole exception to an employer's immunity from civil liability is an action for an injury to an employee caused by an employer's intentional act, done with the conscious purpose of inflicting the injury. If the premium due exceeds \$500, the penalty for willful failure to secure coverage is a class C felony. Money in the workers' compensation fund is appropriated on a continuing basis for payment of costs associated with identifying, preventing, and investigating employer or provider fraud.

The method for calculating the average weekly wage for seasonal employment during the first 28 days of disability was revised. The term "employee" means a person who performs hazardous employment for another in exchange for remuneration. This does not apply if the person is working as an independent contractor.

The term "child" means any legitimate child, stepchild, adopted child, foster child, or acknowledged illegitimate child.

Before the effective date of any adoption of, or change to a fee schedule, the bureau shall hold a public hearing. A managed care program shall now include utilization review and bill review.

An injured employee is eligible for an evaluation of permanent impairment only when all conditions caused by the compensable injury have reached maximum medical improvement. The permanent impairment rating schedule was revised. The decision of an independent doctor or doctors chosen to rate the degree of permanent impairment is presumptive evidence, which can only be rebutted by clear and convincing evidence.

The maximum for temporary total and permanent total disability benefits was increased from 100 percent to 110 percent of the State average weekly wage. The length of time a claimant must receive permanent total disability benefits or death benefits before being eligible for supplementary benefits was decreased from 10 years to 7 years.

Ohio

Information contained in a vendor's application (for certification in the health partnership program) and other information furnished to the bureau by a vendor (to obtain certification or to comply with performance and financial auditing requirements established by the administrator) is for the bureau's use exclusively; not open to the public.

Oklahoma

A State entity is not required to obtain workers' compensation insurance coverage from the State Insurance Fund if the entity can obtain coverage at the same cost or at a lower cost from another insurance carrier licensed in the State.

The Special Indemnity Fund was renamed the Multiple Injury Trust Fund.

Oregon

When the medically stationary date in a disabling claim is established by the insurer or self-insured employer and is not based on the findings of the attending physician, the insurer or self-insured employer is responsible for reimbursement to affected medical service providers for otherwise compensable services rendered until the insurer or self-insured employer provides the attending physician with a written notice explaining the worker's medically stationary status.

The lump-sum final payment that a surviving spouse receives, upon remarriage, was increased to 36 times (previously 24 times) the monthly benefit. If a deceased worker is survived by a spouse, monthly benefits also shall be paid in an amount equal to 4.35 times 25 percent of the average weekly wage for each child of the deceased who is not substantially dependent on the spouse for support, until the child becomes 18 years of age.

As part of a collective bargaining agree-

ment, an employer or groups of employers in the construction industry and a union (as the certified exclusive bargaining representative), may establish an alternative dispute resolution system. Such a system can govern disputes in the areas of employer liability, compensation, and use of medical service providers. To qualify for the system, the employer or groups of employers must meet certain fiscal requirements.

The insurer or self-insured employer shall close the worker's claim and determine the extent of the worker's permanent disability when the worker has become medically stationary and there is sufficient information to determine permanent impairment. The claim cannot be closed however, if the worker is enrolled and actively engaged in training.

The provision requiring the director to establish utilization and treatment standards for all medical services was repealed. A new funding and disbursement method was established to reimburse not-for-profit rehabilitation facilities.

In calculating permanent partial disability benefits, for injuries occurring between January 1, 2000 and December 31, 2004, the worker shall receive \$511.29 for each degree of disability. A worker may continue to receive treatment from the attending physician under an expired or terminated managed care organization contract if the physician agrees to comply with the rules, terms, and conditions regarding services performed under any subsequent managed care organization contract to which the worker is subject.

Rhode Island

Any person who, on or after January 1, 1999, is an employee and becomes a corporate officer shall remain an employee, and is covered by workers' compensation, unless and until coverage is waived.

South Dakota

An employer is civilly liable for wrongfully discharging an employee if the employer terminates an employee in retaliation for filing a lawful workers' compensation claim. The burden of proof is on the employee to prove the dismissal was in retaliation for filing a workers' compensation claim. If an employee who has previously sustained an injury, or suffers from a preexisting condition, receives

a subsequent compensable injury, the current employer shall pay all medical and hospital expenses and compensation.

For an injury to be compensable, the employment or employment related activities must have been a major contributing cause of the disabling condition. The term "injury" does not include a mental injury arising from emotional, mental, or nonphysical stress or stimuli. A written report of injury must now be filed with the Department of Labor within 7 days instead of the previous 10-day limit. For cases in which benefits have been paid, any claim for additional compensation must be filed within 3 years from the date of the last payment of benefits. The right to compensation is forever barred if no medical treatment has been obtained within 7 years after the employee files the first injury report.

Tennessee

Psychological treatment is now allowed as part of medical care if rendered by a psychologist and upon referral by a physician.

The Department of Labor is now required to produce, no later than December 31, of each year, a report listing the names of each covered employer that failed to provide workers' compensation coverage or those who qualify as a self-insured employer during the State's preceding fiscal year. The procedures for pursuing an appeal, in case of a dispute over or failure to agree upon compensation, were significantly revised.

In addition to ordering the payment of benefits, a workers' compensation specialist also may order the retroactive payment of benefits if appropriate.

Maximum burial expenses were increased from \$4,500 to \$7,500. The lump-sum amount paid to the estate of an employee who leaves no dependents, was increased from \$10,000 to \$20,000.

Texas

Maximum burial expenses were increased from \$2,500 to \$6,000.

An insurance company shall offer employees, entitled to the payment of benefits for a period of sufficient duration, the option of receiving the payments by electronic funds transfer.

On or after the second anniversary of the date the Workers' Compensation Commis-

sion makes the initial award of supplemental income benefits, an insurance carrier may not require an employee, who is receiving supplemental income benefits, to submit to a medical examination more than annually if, in the preceding year, the employee's medical condition resulting from the compensable injury has not improved sufficiently to allow the employee to return to work.

An employee may elect to use all or any number of weeks of accrued annual leave after his or her accrued sick leave is exhausted. If an employee elects to use annual leave, the employee is not entitled to income benefits under this chapter until the elected number of weeks of leave have been exhausted.

An employee is not entitled to temporary income benefits, and an insurance carrier may suspend the payment of such benefits, during and for a period in which the employee fails to submit to an examination. If the report of a doctor, selected by an insurance carrier, indicates that an employee can return to work immediately or has reached maximum medical improvement, the insurance carrier may suspend or reduce the payment of temporary income benefits on the 14th day after the date on which the insurance carrier files a notice of suspension with the commission. The commission will then hold an expedited benefit review conference.

The commission shall establish requirements for agreements under which income benefits, including death benefits, may be paid monthly.

The commission shall implement a program to encourage employers and doctors to discuss the availability of modified duty to encourage the safe and more timely return to work of injured employees.

A person who performs volunteer services for the State in a disaster or in scheduled emergency response training under the direction of an officer or employee of the State is entitled to medical benefits for an injury sustained in the course of providing those services.

Utah

A rebuttable presumption was created which pertains to intoxication and workplace injury. The major contributing cause of an employee's injury is intoxication if it is shown, by a chemical test, that the employee has, in his or her system, any amount of an

illegal substance or drugs in excess of the prescribed therapeutic amounts, or has a blood or breath alcohol concentration of .08 grams or greater.

The Olympic Volunteer Workers' Compensation Act was enacted to provide coverage for volunteers who work for the organizing committee, or who prepare, host, or operate the Olympic Winter Games of 2002 and Paralympic Winter Games of 2002.

Vermont

An employer shall establish direct billing and payment procedures and develop notification procedures as necessary to cover medically necessary prescription medications for chronically injured employees. The definition of injury was expanded to include occupational diseases. An individual who performs services as a real estate broker or real estate salesperson is not considered an "employee."

In the case of occupational disease, if the date of injurious exposure occurs after the employee has ceased all employment, the employee shall be entitled to reasonable and necessary medical treatment necessitated by the injury. The employee also shall be entitled to permanent partial or permanent total disability compensation based on his or her average weekly wage at the time of the last work-related exposure. A claim for occupational disease shall be made within 2 years of the date the occupational disease is reasonably discoverable and apparent.

Virginia

The Virginia Workers' Compensation Commission is authorized to hear and pass upon all claims filed pursuant to the Virginia Birth-Related Neurological Injury Compensation Act. The presumption as to death or disability from respiratory disease, hypertension, or heart disease was extended to Virginia Marine Patrol officers, Capitol Police officers, and game wardens who are full-time sworn members of the enforcement division of the Department of Game and Inland Fisheries.

If an employee has an injury which may be treated within the scope of practice for a chiropractor, then the employer or insurer may include chiropractors on the panel of physicians available to treat the injured worker.

The penalty for late payment can be waived if the Workers' Compensation Commission finds that any required payment has been made as promptly as practicable and there is good cause outside the control of the employer for the delay. In the case of a self-insured employer, a late payment can be waived if the employer has issued the required payment to the employee as a part of the next regular payroll after the payment becomes due.

The definition of "employee" now includes volunteer firefighters when engaged in firefighting activities under the supervision and control of the Department of Forestry.

Liability for compensation may not be imposed against any person who was engaged in the property management business on behalf of the owners of such property.

Washington

Vocational rehabilitation may now include the cost of books, tuition, fees, supplies, equipment, child or dependent care, and other necessary expenses, not to exceed

\$4,000 in any 52-week period.

Whenever the Department of Labor and Industries or self-insurer fails to pay benefits because of clerical error, mistaken identity, or innocent misrepresentation, the recipient may request an adjustment of benefits within 1 year from the date of the incorrect payment.

The time limit for demanding or ordering the repayment or recoupment of benefits was extended from 1 year to 3 years of the discovery of the fraud.

If an injured employee dies before receiving any compensation due, and leaves no surviving spouse or children, the award or amount of the monthly payment shall be paid by the department or self-insurer and distributed consistent with the terms of the decedent's will. If the decedent dies intestate, the funds shall be dispersed consistent with the legal requirements for distribution of real and personal estate. If death results from the injury or occupational disease and the deceased leaves no beneficiaries, a self-insurer shall pay into the supplemental pension fund the sum of \$10,000, less any amount that the self-insurer paid

as payment due for the period of time before the worker's death.

West Virginia

A claimant must be suffering from 40 percent of his or her body's medical impairment in order to be entitled to a rebuttable presumption of permanent total disability. The previous degree of medical impairment was 50 percent.

Wyoming

Firefighters are covered while fighting fires, performing rescue work, participating in a hazardous material response, or responding to any other situation in which the health and safety of the public is at risk.

An advanced practitioner of nursing now is included in the definition of "health care provider."

Workers' compensation coverage now is provided to volunteers assisting law enforcement agencies in conducting patrols, reporting suspicious activities, or controlling traffic and crowds. □

Changes in unemployment insurance legislation in 1999

At the Federal level, enactments dealt with trade adjustment assistance and with the tax treatment of employer-provided educational assistance; some States addressed issues such as job loss associated with avoiding domestic abuse and the conditions under which wage information gathered for the program could be released to third parties

Robert Kenyon, Jr.

Several Federal enactments during 1999 affected the Federal-State unemployment compensation program. Public Law 106-113, Consolidated Appropriations Act, 2000, reauthorizes programs under the Trade Adjustment Assistance Act and the North American Transitional Assistance Act through September 30, 2001. In order to receive allowances under these Acts, individuals must have been entitled to unemployment compensation during a specified period and must have exhausted all rights to such benefits, along with other conditions. The Ticket to Work and Work Incentives Improvement Act of 1999 (P.L. 106-170) extends the exclusion from the definition of wages for Federal unemployment tax purposes of employer-provided educational assistance for undergraduates. The provision is effective with respect to courses beginning after May 31, 2000, and before January 1, 2002. This Act also allows States the option of permitting domestic service employers to file annual, rather than quarterly, wage reports required under section 1137 of the Social Security Act, thereby

aligning the reporting of wages with the payment of income taxes for certain employers. Section 1137 provides for an income and eligibility verification system for certain federally funded public benefits. The provision is effective upon enactment.

The States made few significant changes to their unemployment insurance laws during 1999. Three States—Delaware, Georgia, and Florida—increased their maximum weekly benefit amounts through 1999 legislation; in some other States, the weekly benefit amounts increase automatically. Maine will increase its taxable wage base on January 1, 2000. Three States—New York, Colorado, and Wyoming—have made an exception to the voluntary quit provision for a separation from work caused by domestic abuse. Several States enacted provisions addressing Reed Act distributions for fiscal years 1999, 2000, and 2001.¹ Four States—Illinois, Indiana, Oregon, and Florida—now allow administrators of the unemployment insurance program to disclose an individual's wage information to his or her creditors, upon the individual's written consent.

Following is a summary of some significant changes in State unemployment insurance laws during 1999.

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Arizona

Benefits. The definition of "unemployed" is changed to require that the reason for less than full-time work be without fault of the individual.

Arkansas

Administration. Reed Act funds credited with respect to Federal fiscal year 1999 may be used for the purpose of construction and improvement of buildings, rent or lease costs, acquisition of land, or for the payment of salaries and related benefits of local office staff. Monies credited with respect to Federal fiscal years 2000 and 2001 shall be used solely for administration of the unemployment compensation program, or as otherwise prescribed in the Social Security Act, as amended. The amount that a counsel or agent can charge or receive for services rendered at an administrative appeal was raised from \$250 to \$500. The Director of Employment Security is now required to establish safeguards protecting confidential information that is disclosed for purposes appropriate to the Department of Employment Security's operation.

Benefits. An in-person hearing must be granted, upon the request of an interested party, in an intrastate claim for which the Board of Review directs that additional evidence be taken. Individuals owing overpayment of benefits are made subject to intercept of State income tax refunds. The 50-percent restriction on the amount of benefits that may be used to repay overpayments is eliminated, effective July 1, 1999. Unemployment benefits are now subject to Internal Revenue Service (IRS) tax levies, so long as the State has an agreement with the IRS that provides for the payment of all administrative costs associated with processing the levies. The provision that excluded services performed for a community program licensed by the Division of Developmental Disabilities from the between terms denial was repealed. The length of time that an individual on layoff is exempt from registering for work is increased from 8 weeks to 10 weeks. The standard for misconduct is amended so that willful violation of employer safety rules or customs must be a violation of "bona fide" rules or customs in

order for it to disqualify an individual from receiving benefits. "Persons" is added to the list of individuals that may be affected by the behavior in order for it to be disqualifying.

Coverage. Excluded from the definition of employment are: services performed in the employ of a governmental entity as an election official or election worker, if the amount of remuneration received during the calendar year is less than \$1,000 (beginning January 1, 1999); and services performed by a person committed to a penal institution (beginning July 1, 1999).

Financing. An additional 2-percent contribution assessment is assigned to employers with a 6-percent contribution rate for the 2 preceding calendar years and a negative balance in both of 2 preceding computation years. The assessment is increased from 2 percent to 4 percent for employers that have been assigned the additional contribution assessment for 2 consecutive years if they have a negative balance in 2 or more of the 3 preceding computation periods.

California

Benefits. The period during which individuals out of work due to freezing conditions in December 1998 can file claims for benefits is extended from August 8, 1999, to July 31, 2000. An individual shall receive weekly benefits under the special programs equal to the weekly benefit amount less the amount of wages in excess of \$200, after serving a 1-week waiting period. The weekly benefit amount shall be rounded up to the next dollar amount.

Colorado

Benefits. An individual may now be required to provide a written medical statement, issued by a licensed physician, addressing his or her health matters if the individual left employment for health reasons. An eligibility condition is added that provides that an individual is eligible to receive benefits if he or she is not absent from work due to an authorized and approved voluntary leave of absence. Provided certain conditions are met, an individual may be awarded benefits if he or she left employment because of domestic abuse. The strike

provisions are modified to provide that individuals unemployed due to an offensive lockout are eligible for benefits and that individuals unemployed due to a defensive lockout are ineligible for benefits. "Offensive lockout" is now defined as any lockout other than a defensive lockout. Definitions also are implemented for "coordinated bargaining," "lockout," "multi employer bargaining unit," and "strike or labor dispute." The qualifying requirement for benefits is changed from earnings equal to 40 times the weekly benefit amount to earnings of \$2,500 or 40 times the weekly benefit amount, whichever is greater.

Financing. The employer is now not charged for benefits paid to the claimant if the claimant's separation is due to domestic abuse. The distribution of the surcharge tax is changed from 80 percent to the unemployment compensation fund and 20 percent to the unemployment support fund to 50 percent to each fund. Beginning in calendar year 2000, determination of the surcharge tax changes from a computation based on benefits ineffectively charged to a fixed rate of 0.22 percent; the distribution remains 50 percent to each fund. The law now makes clear that monies collected through the surcharge tax allocated to the employment support fund will be used to offset funding deficits for program administration, including information technology initiatives. The provision that reduced funds available to the employment support fund if Reed Act monies are appropriated is deleted.

Connecticut

Benefits. The per-week dependency allowance per dependent is increased from \$10 to \$15. The dependency allowance cap is increased from 50 percent to 100 percent of the claimant's weekly benefit rate, but the provision retains the five-dependent limit. Individuals who leave work in order to protect themselves, or children residing with them, from domestic violence, and who have made a reasonable effort to keep their employment, will be eligible to receive unemployment insurance benefits. No charge shall apply to the employer's account for benefits paid to an employee who quit to escape domestic violence.

Delaware

Benefits. The order in which payments on account are applied to a fraud overpayment debt is changed; payments will be applied first to principal, then to accrued interest. If the balance in the trust fund account is greater than or equal to \$250 million, the maximum weekly benefit amount increases from \$300 to \$315 for all new claimants establishing a benefit year on or after July 1, 1999.

Financing. Established is a new supplemental assistance rate table that provides for a rate of 0.3 percent when the State's trust fund account balance is equal to or greater than \$250 million. Previously, the minimum supplemental assistance rate was 0.5 percent when the balance was equal to or greater than \$215 million.

Florida

Administration. The State is now required to provide creditors secured electronic access to employer-provided information relating to quarterly wage reports. Creditors and consumer reporting agencies must safeguard the confidentiality of the information, and may only use it to support a single consumer transaction. If the confidentiality agreement between the consumer reporting agencies and creditors and the Department of Labor and Employment Security is violated, the contract will be terminated. Any revenues generated by such a contract will be used to fund the entire cost of providing access to the information. All start-up and development costs will be paid to the department before any such wage and employment history information is released.

Benefits. The termination date for the Florida Training Investment Program is extended through June 30, 2002. Under this program, dislocated workers will no longer receive benefits after that date. The "voluntary quit without good cause" provision is amended to clarify that work means full-time, part-time, or temporary work.

The weekly benefit amount increases from \$250 to \$275. For the period January 1, 2000, through December 31, 2000, the additional 5 percent of the weekly benefit amount that is added for the first 8 weeks

increases the weekly benefit amount from \$262 to \$288. The maximum benefit entitlement rises from \$6,550 to \$7,150. Beginning January 1, 2000, through December 31, 2000, the additional 5 percent added to the weekly benefit amount for the first 8 payable weeks increases the maximum benefit entitlement from \$6,596 to \$7,254.

Financing. The 0.5-percent rate reduction applicable to certain employers' assigned tax rates is extended through calendar year 2000.

Georgia

Benefits. The maximum weekly benefit amount increases from \$244 to \$264, effective July 1, 1999; to \$274, effective July 1, 2000; and to \$284, effective on and after July 1, 2001. On or after January 1, 2000, weekly benefit amount increases shall not be in effect when the statewide reserve ratio is 1.25 percent or less.

Financing. The reduced contribution rate for employers implementing a drug-free workplace is eliminated, thereby resolving a conformity issue. The effective dates of new employer contribution rates are changed, and a new rate (2.62 percent) is established. Rates are as follows: a 2.64-percent rate in effect from April 1, 1987, to December 31, 1999 (instead of until June 30, 2001); a 2.62-percent rate (new rate) in effect from January 1, 2000, to December 31, 2005; and a 2.7-percent rate after December 31, 2005 (instead of after June 30, 2001). Effective dates on existing rate tables are changed as follows: April 1, 1987, to December 31, 1999, instead of until June 30, 2001; and after December 31, 2005, instead of after June 30, 2001. A new rate table is established for the period January 1, 2000, to December 31, 2005, effectively reducing rates: those for positive-balance employers now range from 0.025 percent to 2.110 percent (was 0.04 percent to 2.125 percent); those for negative-balance employers now range from 2.15 percent to 5.4 percent (was 2.16 percent to 5.4 percent).

Contribution rates for experience-rated employers are now limited to 1.0 percent of statutory contribution rates for January 1, 2000, to December 31, 2004. However, if the statewide reserve ratio reaches 1.25 or less for the period, that limitation shall become null and void and the rate table become effective.

The Governor is authorized to suspend any portion of this rate reduction if "in the best interests of the State of Georgia." When, for the period on or after January 1, 2000, the statewide reserve ratio is 2.4 percent or more for any calendar year, contribution rates shall be reduced by 25 or 50 percent; when the reserve ratio is less than 1.7 percent, contribution rates shall increase by 25, 50, 75, or 100 percent, depending on the actual reserve ratio.

The rate of administrative assessment is increased from 0.06 percent to 0.08 percent, effective January 1, 2000, through December 31, 2005. The expiration date of the administrative assessment is extended from June 30, 2001, to December 31, 2005. Nonprofit and governmental entities and those assigned the minimum positive reserve rate or the maximum deficit reserve rate are exempted from the administrative assessment.

Idaho

Administration. Reed Act distributions with respect to excesses in Federal fiscal years 1999, 2000, and 2001 shall be used only for purposes of unemployment compensation administration, and are not subject to appropriation by the legislature.

Benefits. The law now specifies the eligibility conditions for an individual who works for a staffing service and who has signed a written statement concerning the notification requirements following completion or termination of an assignment. "Staffing services" are defined as any person who assigns individuals to work for its customers and includes, but is not limited to, professional employers and the employers of temporary employees.

Illinois

Administration. Effective January 1, 2000, the law permits the disclosure of information to an individual or an agent of the individual showing the amount of benefits the individual received during the 18 months prior to the date of request. Reed Act provisions are amended to conform with Federal Law in terms of State requisition and expenditure.

Benefits. Consistent with the changes in the taxable wage base, the standard average

weekly wage (used for determining the weekly benefit amount) is set at \$600 for benefit year 2004 (was previously \$524 for 2000). Effective January 1, 2000, an individual may not be denied benefits for giving false statements or for failure to disclose information if the previous benefits are being recouped or recovered.

Financing. The current taxable wage base of \$9,000 is extended through calendar year 2003 (was previously 1999). In the year 2004 (previously 2000 only), the wage base is \$10,000 and returns to \$9,000 in 2005 and thereafter.

Indiana

Administration. The law now permits the disclosure of employee wage record information to creditors on the basis of written informed consent of the individual to which the information pertains. The creditor must retain the consent for at least 3 years or, if less, for the length of the loan. The period that reimbursing employers have to pay monthly bills is reduced by 1 day.

The commissioner of the unemployment insurance program may now release information obtained from any person in the administration of the Indiana Employment and Training Services Act, and the records of the department relating to the unemployment tax or the payment of benefits, to the department of State revenue or to State or local law enforcement agencies only if there is an agreement that the information will be kept confidential and used for legitimate governmental purposes. Employees of the aforementioned agencies who recklessly violate the provision are subject to criminal penalties.

Iowa

Administration. The number of days during which a successor employer may make an application of approval with the department in regards to the partial transfer of a business with respect to the predecessor's payrolls, contributions, accounts, and contribution rates is changed from 60 to 90 days. Reed Act distributions with respect to excesses in Federal fiscal years 1999, 2000, and 2001 shall be used only for purposes of unemployment compensation administration.

Louisiana

Administration. Reed Act distributions with respect to excesses in Federal fiscal years 1999, 2000, and 2001 shall be used only for purposes of unemployment compensation administration, and are not subject to appropriation by the legislature.

The type of property that a notice of assessment covers is changed from real or personal to movable or immovable. A notice of assessment will not affect liens, privileges, chattel mortgages, and security interests under the Louisiana Commercial Laws. The filing of an assessment notice, however, must be sufficient to cover all unpaid contributions, interest, and penalties that may accrue after the filing. The employer's property will be subject to seizure and sale for payment of such contributions, interest, and penalties according to the rank of the lien, privilege, security interest, and mortgage.

Maine

Administration. The process for claims filing is amended to require an employer to issue, with a few exceptions, a completed partial unemployment claim form to each of its employees (those who are customarily employed full-time) whose hours have been reduced below full-time hours during a week due to lack of work, or who are given no work for a week due to a lack of work, and who are still employed with the employer. The partial unemployment claim forms for a week must be provided no later than the day on which the payroll is available to employees. An employer that fails to provide forms to its employees shall be fined \$25 per day per form for each day the form is late. If no work is given to employees for 2 or more consecutive weeks, the Director of Unemployment Compensation may authorize the use of the partial unemployment claim form.

Coverage. The definition of employment now excludes services performed as an author of a publisher under certain circumstances and if the employment is not subject to the Federal Unemployment Tax Act.

Financing. Any business that is purchased free and clear of liens through bankruptcy will be assigned the State average contribution rate, if the contribution rate for the

predecessor business is greater than the State average contribution rate. Otherwise, the successor business assumes the predecessor's experience rating.

The taxable wage base rises from \$7,000 to \$12,000, effective January 1, 2000. Also effective on that date, the definition of "reserve multiple" is changed from the current fund reserve ratio as a multiple of the composite cost rate to the current fund reserve ratio as a multiple of the average benefit cost rate. An array system is established for determining tax rates, based on employers' reserve ratios and taxable payrolls, with a phasing in of experience factors. The State commissioner of the unemployment insurance program will now determine the contribution rates effective for a rate year by multiplying the predetermined yield (the ratio of total wages to taxable wages for the preceding calendar year, multiplied by the planned yield) by the experience factors for each employer contribution category. The new-employer rate is changed from the average contribution rate to 1 percent or a predetermined yield, whichever is greater.

Maryland

Administration. The Self Employment Assistance (SEA) program is extended through June 1, 2000.

Massachusetts

Administration. Reed Act distributions with respect to Federal fiscal years 1999, 2000, and 2001 shall be used only for purposes of unemployment compensation administration.

Mississippi

Benefits. A waiver for the 1-week waiting period is provided in the event that the President of the United States declares a major disaster. The benefits paid for the waiver of the 1-week waiting period are nonchargeable to the employer.

Montana

Administration. The Internal Revenue Service is permitted to tax unemployment benefits under certain conditions. The offset

provision is amended to permit 100-percent (rather than only 50-percent) offset of the weekly benefit amount in cases of theft or fraud.

Financing. The administrative assessment for experience-rated employers is increased from 0.1 percent to 0.13 percent. The unemployment insurance tax rate on taxable wages for experience-rated employers is increased by 0.03 percent in all schedules. The rounding calculation of the tax rate for an employer who has failed to file payroll reports is changed from the nearest one-tenth of 1 percent to the nearest one-hundredth of 1 percent.

Nebraska

Administration. Lien filing procedures are revised to provide that liens be filed in accordance with the Uniform State Tax Lien Registration and Enforcement Act. The lien must set forth the amount of combined tax and interest in default and be continued and enforced as provided in that Act. This provision applies to nonprofit employers that elect to make payments in lieu of contributions, as well as to for-profit employers. The new procedures are effective for defaults on or after May 1, 1999. Liens filed prior to May 1, 1999, are governed by prior procedures. The State Commissioner of Labor is now allowed to levy upon, seize, and sell real and personal property belonging to the taxpayer if the taxpayer fails to pay taxes or deficiencies.

Reed Act distributions with respect to excesses in Federal fiscal years 1999, 2000, and 2001 shall be used only for purposes of unemployment compensation administration, and are not subject to appropriation by the legislature.

Benefits. A definition of paid vacation leave is added to the law, to mean a period, while employed or following separation from employment, during which an individual renders no services to the employer but is entitled to receive vacation pay equal to or exceeding his or her base weekly wage. An individual is now to be considered employed when wages are received for a specified time during which the vacation is actually taken within a period of temporary layoff or plant shutdown. Vacation pay will be

prorated in an amount reasonably attributable to each week claimed, and will be considered payable with respect to that week.

Coverage. Wages for employment are redefined to include payment for personal services paid under a contract of hire. The exclusion from employment with respect to the sale, delivery, and distribution of newspapers or magazines is modified to require a written contract which specifies that the services and the individual performing the services are not covered.

Nevada

Financing. Effective July 1, 2000, a check that is offered on or before the due date for payment of contributions, but is later refused by the financial institution on which it is drawn, does not constitute timely payment unless it is determined that the refusal occurred due to an error by the financial institution. An additional fee of not more than \$25 for handling may be charged to a person who presents a check that is not valid. Effective May 29, 1999, a debtor of an employing unit who is notified of nonpayment of a debt when due may not transfer, pay over, or make any other disposition of money or property belonging to the delinquent employing unit until the Administrator agrees in writing or until 30 days have elapsed after the receipt of the notice. Effective July 1, 2000, the rate of interest payable on overdue unemployment insurance contributions changes from 0.5 percent to 1.0 percent per month.

New Hampshire

Administration. The fact-finding approach for an employer is changed to provide that notice of claim filing be sent to the last employing unit or to any employer who may be charged with benefits in cases for which the claimant's reason for leaving their employ was material to the claim. The notice will no longer require the employer to show up in person at a specific date and time to present information, but rather provides that the employer only contact the department to provide the material information.

Benefits. The definition of most recent employer is amended to include an alterna-

tive of employment in excess of 9 weeks immediately preceding 13 weeks of receiving no benefits. A definition of a "high unemployment period" was added, to mean an extended benefit period during which the insured unemployment rate is 8 percent or greater. The law now provides that 20 weeks of extended benefits will be payable during a high unemployment period, up to a maximum 46 weeks of total benefits.

New Mexico

Benefits. A temporary services employer is now required to provide the employee with a written notice that the employee must notify the temporary service upon the completion of an assignment and that failure to do so may result in benefit denial. If the employee receives the notice and fails to be available for future assignments with the employer upon the completion of an assignment, it shall be deemed that the employee voluntarily left employment without good cause connected with the work.

New York

Benefits. An individual who leaves his or her last job due to domestic violence may now be deemed to have voluntarily quit for good cause.

North Carolina

Benefits. Benefits may not be denied to an individual based on separation from work or refusal of a job resulting from undue family hardship. A case of undue family hardship is defined as being unable to accept a particular job because the individual is unable to obtain adequate child care or elder care. Benefits paid in such cases are not charged to employer accounts.

North Dakota

Administration. Reed Act distributions with respect to excesses in Federal fiscal years 1999, 2000, and 2001 shall be used only for purposes of unemployment compensation administration, and are not subject to appropriation by the legislature.

Benefits. The provisions governing the termination of the State maximum weekly

benefit amount have been changed to: provide that the maximum weekly benefit is 62 percent (formerly 60 percent) of the State average weekly wage; delete the provision raising the maximum weekly benefit if the trust fund account is greater than or equal to a specified amount; and retain the provision raising the maximum weekly benefit to 65 percent if the State's average contribution rate is below the U.S. average for the previous year.

A temporary services employer is now to provide the employee with notice that he or she must notify the temporary service upon the completion of an assignment, and that failure to do so may result in benefit denial. If the employee receives the notice and fails to be available for future assignments with the employer upon the completion of an assignment, it shall be deemed that the employee voluntarily left employment without good cause connected with the work.

Coverage. Excluded from the definition of employment are services performed by election officials or workers if the remuneration for such services is less than \$1,000 in a calendar year.

Oklahoma

Financing. The period during which there is a 50-percent contribution rate reduction is extended until December 31, 2001 (formerly December 31, 1999). The provision preventing the rate reduction from going into effect if any conditional factor exists in any calendar year is deleted.

Oregon

Administration. An individual's employer is now given 30 days following issuance of the initial determination notice to affected parties to notify the Director of the unemployment insurance program of a discharge for misconduct due to the individual's commission of a felony or theft in connection with the individual's work in order for all benefit rights based on wages earned prior to the date of the discharge to be canceled. Employing units are required to annually (rather than quarterly) file the report of taxes due exclusively for domestic service in a private home, local college club, or local chapter of a college

fraternity or sorority if cash remuneration for total domestic service is \$1,000 or more in any calendar quarter. This requirement is operative only if the Social Security Act is amended to allow annual filing of wage record reports.

For the period January 1, 2000, through December 31, 2003, a pilot project is established to provide for a Hearing Officer Panel within the Employment Department that will assign hearing officers to conduct unemployment insurance hearings and hearings for certain other State agencies. The hearing officers are allowed to address issues raised by evidence in the record, including but not limited to the nature of the separation, notwithstanding the scope of the issues raised by the parties or the arguments in a party's request for hearing. The Employment Appeals Board is not required to use hearing officers from the panel. For the hearing officer panel, the Employment Department's chief administrative officer or board of the agencies are required to transfer to the chief hearing officer the permanent employees in the regular service of the agency whose job duties relate to providing administrative services required for the conduct of contested case proceedings. Hearing officers will be assigned, as requested by agencies, to continue the conduct of, and to conclude, proceedings pending. The Chief Hearing Officer is allowed to contract for the services of persons to act as hearing officers. However, no agency is required to use a hearing officer assigned from the panel if Federal law requires that a different hearing officer be used, or if use of a hearing officer from the panel could result in a loss of Federal funds. Immediately before the January 1, 2004, repeal of the pilot project, the chief hearing officer for the Hearing Officer Panel is required to return all records or personnel still employed by the panel to the chief administrative officer or board of each agency that was required to transfer records or personnel to the panel. The chief administrative officer or board shall take possession of the records and personnel and employ them in the conduct of contested case proceedings on behalf of the agency.

In accordance with the pilot project, the following measures become effective January 1, 2000, and are to be rescinded as of January 1, 2004:

- A hearing officer from the hearing officer panel will be assigned to conduct the

hearing when a request for hearing upon a claim has been filed. (The requirement that the Employment Director designate a referee to conduct the hearing is eliminated);

- The provision requiring that the conduct of hearings be in accordance with the regulations prescribed by the Employment Department Director is eliminated;
- A provision is deleted that required the regulations prescribed by the Employment Department Director to be used for determining the rights of the parties, whether or not such regulations conformed to common law or statutory rules of evidence and other technical rules of procedure;
- When a hearing request is filed in a timely manner by an employer after notification of tax rates, a new provision requires that a hearing be conducted by a hearing officer assigned from the Hearing Officer Panel, and deletes the requirement that a referee designated by the Employment Department Director grant a hearing;
- The requirement that hearings be conducted in accordance with the rules of the Employment Department Director is deleted;
- The provision that the Director of the Employment Department may adopt rules to govern proceedings and hearings before referees appointed by the Director is deleted;
- The provision is deleted that permitted the Director of the Employment Department or the authorized agent of the Director to issue subpoenas to any party upon request, upon a showing of general relevance, reasonable scope of the evidence sought, and determination that the testimony would not be unduly repetitious. (No showing of general relevance or reasonable scope of the evidence sought shall be required upon the request for a subpoena of a claimant's personnel records either during or after the pilot project);
- The provision is deleted that required hearings to be conducted in accordance with the rules adopted by the Director when employers request hearings from decisions assessing a penalty because good cause was not shown for failure to

file quarterly reports on employees' wages and hours of work on time;

- If a valid application for hearing on whether an employing unit is an employer or for determining contributions and interest is filed within the required time, a hearing officer (instead of a referee designated by the director) will review the determination or assessment and grant a hearing and give notice of time and place of hearing to the director and employing unit;
- The provision that hearings will be conducted in accordance with the rules and regulations of the Director is deleted.

In enactments unrelated to the pilot project, the law now provides additional conditions under which base-period employers may request relief of charges for benefits when a notification for an initial valid determination of a claim has been received, and extends the request period from 10 to 30 days. Requirements are established for the Director in handling such requests. The provision that required the Director to relieve an employer's account of benefits if the benefits claimant was not employed by the employer prior to claiming a week of benefits during the benefit year is eliminated. The Employment Department is permitted to accept the State's Reed Act funds to pay for unemployment insurance administrative expenses. The confidentiality provision is amended to provide that wage information shall be released and employer information may be released to consumer reporting agencies for verification of information connected with a credit transaction if the individual to whom the information pertains provides written consent. The consumer reporting agency must pay all fees related to the release.

Benefits. The maximum number of weeks during which an individual may attend an apprenticeship program and still be eligible to receive unemployment insurance benefits is changed from 3 to 5.

An authorized representative making a disqualification determination on a claim is now permitted to address separation and other issues raised by information before the representative, notwithstanding the way the parties characterize those issues.

An individual may not be disqualified from receiving benefits for voluntarily leav-

ing working without good cause, and shall be deemed laid off, if he or she works under a collective bargaining agreement; elects to be laid off when the employer has decided to lay off employees; and is placed on the referral list under the collective bargaining agreement.

Coverage. The definition of employee now excludes an individual who volunteers or donates his or her services (to a religious or charitable institution, or to a governmental entity) without receiving remuneration or without expectation or contemplation of remuneration. Excluded from the definition of employment are services performed by an individual on a fishing boat other than his or her own when the owner of that boat has an arrangement in which he or she does not pay the individual remuneration unless it is from the proceeds of the catch from the boat, the remuneration is less than or equal to \$100, and the boat is made up of a crew of less than 10.

Financing. The employer will now be noncharged for benefits paid to an individual without any disqualification with respect to a discharge for being unable to satisfy a job prerequisite required by law or administrative rule.

The law now requires the Director of the Employment Department to adopt rules for partial transfer of experience and payroll when an employer has transferred an identifiable and segregable portion of an employing unit to a successor employing unit, and specifies the conditions of the partial transfer of experience and payroll. The law also denies the application for partial transfer of experience and payroll if the transfer is made solely to qualify for a reduced tax rate or if contributions or tax reports are delinquent, and provides that a hearing may be requested if an application is denied. The new regulations are effective for tax years beginning after December 31, 1997, and apply only to transfers that occur on or after January 1, 1998. Application for partial transfer of experience and payroll commences on or after July 1, 2000. With respect to any such transfer, refunds are not permitted on monies paid into the Unemployment Compensation Trust fund for wages paid between January 1, 1998, and July 7, 1999; however, employing units may apply for, and the Director may allow,

an equal amount of credit against future contributions.

Reed Act funds provided under the Social Security Act, as amended, are available for administrative expenses relating to the computation of unemployment insurance tax rates until July 1, 2001.

Rhode Island

Administration. The State is now allowed to use Unemployment Insurance wage record data to measure progress in meeting performance measures developed for the Workforce Investment Act of 1998. The State may share this information with agencies of other States (with reimbursement for the costs incurred) in the performance of their public duties if such sharing is required by the U.S. Secretary of Labor.

The offset of lottery winnings and personal income taxes for benefit overpayments and interest is now required: the Department of Labor and Training must periodically furnish the lottery director with the names of individuals who owe \$500 or more for benefit overpayments and interest. An individual who has a benefit overpayment and interest in the amount of \$500 or more shall have that deficit offset by any payment of lottery monies in which the individual has won more than \$600.

If a claim is filed for both child support payments and benefit overpayments and interest, the first priority goes to the Department of Human Services for repayment of child support.

Benefits. Individuals who leave work without good cause connected with the work will be ineligible for benefits for the week in which the quit occurred. Those who are discharged for misconduct connected with the work will be ineligible for the waiting period credit. The practice of making lag-day payments at the beginning of an individual's claim is eliminated. The waiting period provisions are amended to provide that the period begin on Sunday of the week in which the claimant files a claim for benefits.

Coverage. The definition of wages now excludes any amount paid by the employee or employer under a benefit plan organized under a cafeteria plan.

Tennessee

Administration. The Department of Employment Security (the Unemployment Compensation agency), which formerly was an independent agency, is now a division within the newly created Department of Labor and Workforce Development.

The collections provision is changed to provide that recording of notice of a lien shall constitute notice of both original and subsequent liabilities of a delinquent employer. Any lien created against an employer for unpaid unemployment taxes shall now have the same priority, in relation to other liens and security interests created under Tennessee law, as any other lien for taxes or fees administered by the commissioner of revenue.

Effective for reports due for the quarter beginning July 1, 2000, the penalty for employers that are required to report on magnetic media, but that fail to do so, increases from a range of \$10 to \$50 per month to \$50 per month, but the total penalty for each report shall not exceed \$500.

Benefits. The law now provides additional causes under which an individual may be discharged for misconduct connected with the work, and disqualified from benefits: failing a drug test in which the test was administered properly according to Tennessee law; failing an alcohol test (being administered properly according to Tennessee law) when the blood alcohol concentration level is 0.10 percent by weight for nonsafety-sensitive positions, and 0.04 percent for safety-sensitive positions; and refusing to submit to a drug or alcohol test that is authorized under Tennessee law, when the discharge is based on substantial and material evidence of the refusal.

Coverage. Exempted from the definition of employment are services performed as an election official or election worker, if the amount of remuneration received during the calendar year is less than \$1,000. Also exempt are services performed by a person committed to a custodial or penal institution.

Texas

Administration. The time during which an employer may protest a potential chargeback is changed from 14 days to 30 days after the

notice was mailed or right to protest is waived.

Benefits. The law now makes clear that individuals who, during any benefit period, are working their customary full-time hours, regardless of their earnings for that benefit period, are ineligible to receive unemployment compensation.

Coverage. The definition of employment is amended to exclude services performed by an inmate for all entities, rather than just for those owned and operated by the State or a political subdivision of the State.

Utah

Administration. Reed Act funds must now be allocated to the Public Employment Service System and be obligated within a 2-year period from the date of appropriation by the legislature.

Benefits. An individual is exempted from the 1-week waiting period when he or she is in approved mandatory apprenticeship-related training.

Financing. Benefits payable to an individual for the first week of mandatory apprenticeship training are noncharged to the employer.

Virginia

Administration. The length of time that an employer has to respond to a tax assessment or determination notice is increased from 20 to 30 days. The length of time that an individual has to file a request for review is increased from 10 to 30 days from the date of mailing of the decision. The length of time that an individual has to file an appeal after delivery of notice of determination or decision; mailing of notice of determination or decision to last known address; or mailing of notice of determination or decision to last known address of an interstate claimant is increased from 21 to 30 calendar days. The appeal extension period for determinations and decisions increases from 21 to 30 days if good cause is shown. The length of time that an individual has to file an appeal after the date of notification or mailing of a tribunal decision is increased from 21 to 30 days.

The appeal extension period for tribunal decisions increases from 21 to 30 days if good cause is shown.

Washington

Administration. Reed Act distributions with respect to excesses in Federal fiscal years 1999, 2000, and 2001 shall be used only for unemployment compensation administration.

Wyoming

Administration. The department of employment is now permitted to maintain any or all of its records on a computer imaging system. The law provides for the admissibility of documents generated by such a system in court or in administrative hearings under the same conditions that the original would be admissible.

An individual who knowingly and with intent to defraud allows or authorizes another person to sign his or her name or to use his or her personal identification number to make or file a claim for benefits on the individual's behalf is subject to the penalties for fraud or making a false statement or misrepresentation of material fact.

A new enactment makes it clear that monetary determinations may be reconsidered if a deputy finds an error in computation or identity, or discovers wages of the claimant relevant to but not considered in the determination. Nonmonetary or chargeability determinations may be reconsidered if the department or a party entitled to notice files a protest in writing within 15 days of the date on which the determination was mailed (except in the case of determinations relating to certain statutory denials and disqualifications for misconduct or voluntary quits). Certain other procedures governing notices and determinations also are revised. The statute of limitations on proceedings for foreclosure on employer property due to nonpayment of contributions or interest is increased from 5 to 10 years.

Benefits. An exception is added to the requirements of registering for and actively seeking work for individuals who are recalled to full-time work by an employer who paid 50 percent or more of the individual's base-period wages or who are recalled within 12

weeks by an employer. The law now provides that training no longer needs to be in a program consisting of a maximum of 24 consecutive months, and that training can be either accredited or licensed (formerly only licensed) by the appropriate agency in order to be approved. The number of weeks within which an individual who is a member of a labor organization must apply for or accept suitable nonunion work in his or her customary occupation in order to remain eligible for benefits is changed from 4 to 12. An exception is added to the disqualification for voluntarily quitting without good cause for individuals forced to leave their most recent work as a result of being victims of documented domestic abuse.

Financing. With respect to a voluntary quit without good cause or a discharge for misconduct, the law now provides that chargeability of an employer's account be based solely on the last separation that occurred before the filing of the claim (for which the claimant is monetarily eligible), rather than on a separation that occurs after the filing of the initial claim and during the benefit year. An employer acquiring another employer's business may be given a delinquency rate only on a delinquency on its own account or when the acquiring employer is owned or operated, in whole or in part, by any person or entity who owns an interest in the selling employer or by a member of the immedi-

ate family of the selling employer. □

Notes

¹ The Employment Security Administrative Funding Act of 1954 (also known as the Reed Act) provided that the annual excess, if any, of Federal Unemployment Tax Act revenues over Federal and State administrative expenses and Federal Extended Benefits and loan fund requirement be allocated to States in proportion to covered payrolls. Reed Act monies represent a flexible funding source that States can use for a variety of special outlays. A State can use Reed Act funds: (1) to pay compensation (§903(c)(1), Social Security Act) or, (2) subject to State legislative appropriation, for administrative expenses (§903(c)(2), Social Security Act).

The new Federal-State workforce information system

The Workforce Investment Act of 1998 (WIA) was signed into law August 7, 1998, capping a 7-year effort to consolidate and streamline the Nation's employment and training programs. Virtually every strategy mandated by WIA—from the development of annual strategic plans by local Workforce Investment Boards to the empowerment of system customers in making career development choices—will require high-quality labor market information. To that end, section 309 of the Act calls for the development, maintenance, and continuous improvement of a nationwide system of employment statistics. The Secretary of Labor will oversee the new system, managing it cooperatively with the States through the joint development of an annual plan to improve system performance in meeting customer needs, with particular attention to needs for State and local data.

Implementation of section 309 of the WIA began with the official designation by State Governors of their "employment statistics directors," followed in January 1999 by the election of 10 such officials to represent the States in cooperative management activities for the employment statistics system. These elected State representatives were joined by senior officials of the Bureau of Labor Statistics and the Employment and Training Administration. The joint body held its first meeting in February 1999 and adopted the name "Workforce Information Council." The Council presented its first annual workforce information system plan to Secretary of Labor Alexis M. Herman the following October. This report is largely excerpted from *New Directions for the Workforce Information System*, a summary of the Council's first annual plan.¹

In a message introducing the approved plan, Secretary Herman wrote, "Section 309 of the WIA establishes a national employment statistics system. In length, this section is a tiny portion of the WIA. But its importance cannot be overstated. Achieving the goals of the Workforce Investment System requires timely and accurate information about the world of work. The businesses, planners, jobseekers, and others whom we serve need to know, for example, the occupations and industries that are expanding and declining, the earnings and benefits associated with different types of work, the locales where workers are available, and where the jobs are. They should be able to compare the employment, earnings, and unemployment experience in States, cities, and towns across the Nation. And this information should be easily accessible to them."

The vision and goals adopted by the Workforce Information Council in its first annual plan are summarized below. The annual plan will be the Council's mechanism for achieving cooperative management of the nationwide workforce information system and the State systems it comprises.

Vision

In constructing their vision, the Workforce Information Council carefully considered the customers of the workforce information system, the status of the system today, and the environment in which the system functions. In the end, the Council adopted a three-point vision statement:

- The workforce information system will provide quality information that its customers can easily access and use to make informed choices.
- The nationwide system will provide comparable data for all States and be responsive to customer needs for local, State, and national information.

- The system will anticipate and meet the changing needs of customers, support analysis and research, and use customer feedback for continuous improvement.

Goal orientation

Bringing such a vision into clear sight will be an imposing challenge. The Workforce Information Council has established seven broad goals that will be instrumental in meeting that challenge. To ensure meaningful, attainable progress, the Council also has identified for each goal specific objectives and timelines for fiscal year 2000 to fiscal year 2004.² The seven goals are defined below.

Goal 1: Develop a comprehensive set of accurate and timely data to support workforce investment customers at local, State, and national levels.

The workforce information system must have at its core high-quality data at the local, State, and national levels. "High quality" means that the data must meet statistical standards; they must also be timely, comparable across States and areas, and relevant to customer needs. Finally, the data must be organized in standard database formats to facilitate analysis and dissemination. Achieving this goal requires building on the current BLS Federal-State cooperative statistical programs and the ETA-funded products and systems, as well as establishing new programs for data collection in key areas.

Goal 2: Improve analysis to transform data into useful workforce information.

Analysis adds meaning and contexts to the data in the workforce information system, maximizing its usefulness to jobseekers, students, planners, employers, and other users. Achieving this goal requires improving staff analysis skills, providing analysis tools and methods, and carrying out analysis of key topics,

Workforce Information customers

- Employers making decisions about recruitment, compensation, and training
- People making choices about careers, education, and job search
- Public officials making laws, policies, budgets, and regulations
- Planners refining workforce and business development programs
- Educators developing academic curricula and occupational training programs
- Parents, counselors, mentors, and others helping individuals choose career opportunities
- Researchers studying the workings of the labor market and the nuances of policy

resulting in products that are meaningful and provide added value to customers.

Goal 3: Deliver useful information on a timely basis.

The success of the "One-Stop" system mandated by WIA, as well as other workforce development services, rests on the timely delivery of information about the labor market, using media and formats that are accessible to customers who have varying levels of expertise and access to technology. These customers must also have access to technical assistance in using workforce information. Achieving this goal requires providing tools to simplify and speed up data delivery, developing customer-focused delivery systems using the Internet and other emerging technologies, and providing a variety of innovative approaches for universal access to workforce information.

Goal 4: Use local, State, and national customer feedback to continuously improve and enhance the system.

Continuous improvement of the workforce information system depends on input from its customers through a comprehensive customer satisfaction and outreach program. Achieving this goal

requires building on the experience of individual agencies and States in gathering customer satisfaction information and using other customer feedback strategies; it also requires incorporating customer feedback in planning, budgeting, and implementing system improvements.

Goal 5: Conduct research and development activities that continuously improve and create workforce information.

Research and development is needed to improve the quality of workforce information and to add critical new information sources. Research should focus on data collection methods, statistical procedures, and application of technology to reduce cost, increase timeliness, and improve quality. In addition, investments are needed in tools to increase the speed and efficiency and reduce the cost of labor market transactions. Achieving this goal requires setting priorities and creating and implementing a research and development plan.

Goal 6: Continuously invest in training, technical support, and capacity building.

The skills of the staff who develop, analyze, and deliver workforce informa-

tion must be maintained and improved through training in data collection methods, analysis, use of technology, and customer support. Training and assistance must be provided to customers in the uses and limitations of workforce information. Achieving this goal requires expanding the system's capacity and better coordinating existing resources.

Goal 7: Jointly guide and manage the nationwide workforce information system through a Federal-State partnership.

The Workforce Information Council will oversee the system through the continued full partnership of State and Federal representatives and expand the partnership to incorporate the views of many Federal, State, and local entities with strong interests in, and needs for, information on labor markets. The annual plan will be the mechanism for describing the cooperative management of the nationwide workforce information system and the State systems that it comprises.

AS SECRETARY HERMAN OBSERVES, "This is the first annual plan required under section 309 of the WIA. It is the product of the Workforce Information Council, made up of ten State employment statistics agency representatives elected by their peers, and representatives of the Department's Bureau of Labor Statistics and Employment and Training Administration. I applaud them for embracing the spirit of Federal-State partnership described in the WIA. I believe that this inaugural plan puts us on a course toward an efficient and effective Workforce Information System." □

Footnotes

¹ To obtain a copy of *New Directions for the Workforce Information System*, contact John M. Galvin, Associate Commissioner, U.S. Bureau of Labor Statistics, 2 Massachusetts Avenue, NE, Suite 4945, Washington, DC 20212.

² For a complete listing of these objectives and timelines, see *New Directions for the Workforce Information System*.

Title VII decisions

Title VII of the Civil Rights Act of 1964 makes it unlawful for an employer to fail to hire, refuse to hire, or discharge any individual, or otherwise to discriminate against any individual, with respect to compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin. A number of lawsuits brought by employees under Title VII were recently ruled on by different U.S. circuit courts of appeals and district courts.

In *Schurr v. Resorts International Hotel, Inc.*,¹ the U.S. Court of Appeals for the Third Circuit ruled that a hotel-casino in Atlantic City engaged in a discriminatory hiring practice when it hired an equally qualified black man over a white applicant because the hotel had not yet attained its goal for minority employment. The court found that the affirmative action plan relied upon for the hiring decision was not created to rectify past or present discrimination by the hotel, as required under current Supreme Court doctrine.

The plaintiff, Karl Schurr, applied for a job as a light and sound technician at Resorts in July 1994. The director of show operations at the hotel narrowed the field of candidates down to Schurr, who is white, and Ronald Boykin, who is black. The director found the two applicants to be equally qualified and hired Boykin because the hotel had not yet reached 25-percent minority employment in all technical jobs, as is encouraged by the New Jersey Casino Control Act. When Boykin was hired, minority technical employees constituted 22.25 percent of Resorts' technical workers.

The circuit court found that Resorts refused to hire Schurr on the basis of his race

and that the decision violated Title VII because the affirmative action plan was not created as a result of any manifest imbalance or in response to a finding that any relevant job category was ever, or had been, affected by segregation.

In *Olsen v. Marriott International, Inc.*,² the U.S. District Court for the District of Arizona held Marriott liable for sex discrimination in violation of Title VII after the company's Camelback Inn Spa in Scottsdale refused to hire a massage therapist because he was male.

The court ruled that Marriott did not prove that being female was a bona fide occupational qualification for a certain percentage of massage therapist jobs, finding instead that the nonhiring of male massage therapists was based on customer preference. Such a qualification is permissible in situations where a customer's or client's bodily privacy interests might otherwise be compromised. The analysis in privacy-based cases has to do with whether the performance of tasks central to the employer's mission intrudes upon the privacy rights of third parties, such as patients or clients, of the opposite sex. However, a bona fide occupational classification is not permissible on the basis of customer preferences alone. The court also stated that Marriott failed to show that there are no reasonable alternatives to a sex-based hiring practice. The court noted that, because clients are permitted to choose the sex of the massage therapist who works with them, privacy concerns are not present.

In *Bollard v. California Province of the Society of Jesus*,³ the U.S. Court of Appeals for the Ninth Circuit ruled that a religious order can be sued under Title VII by a former seminarian who claimed that he was sexually harassed by his supervisors for years. Although, under Title VII, churches are immune from having to justify employment decisions regarding ministerial employees, they cannot assert this immunity in the context of a sexual harassment suit, because such al-

leged behavior is unrelated to the method of choosing their clergy, the court noted.

John Bollard was a novice at St. Ignatius College Preparatory School in San Francisco and the Jesuit School of Theology in Berkeley from 1990 to 1996. He claimed that his superiors gave him pornographic material, subjected him to sexual advances, and engaged him in sexual discussions. Although he complained about the conduct, he received no response and alleged that the harassment was so severe that he was forced to leave the order in December 1996 before taking his vows.

The ministerial exception under Title VII was included in the Act in order to permit churches to choose their religious representatives free of government intrusion. The court indicated that the exception is limited to that which is necessary to comply with the first amendment's free-exercise-of-speech clause. In weighing the government's interest in protecting employees against sexual harassment against the danger that permitting sexual harassment claims to go forward might interfere with the exercise of religious beliefs, the court found that the government interest was superior. Because the church expressly disapproves of sexual harassment, its position does not conflict with permitting ministers to be liable for sexual harassment.

In *Simpson v. Borg-Warner Automotive, Inc.*,⁴ the U.S. Court of Appeals for the Seventh Circuit held that a company committed no violation of Title VII in the case of a supervisor who had asked to return to a production-line position to escape allegedly hostile working conditions. The court found that the plaintiff failed to meet the burden of showing an intolerable work environment based on the alleged hostile working conditions. Thus, the plaintiff did not establish that she was discriminated against because of her sex.

Working as a production facilitator, Virginia Simpson supervised the after-

¹"The Law at Work" is prepared by Charles J. Muhl of the Office of Publications, Bureau of Labor Statistics, and is largely based on information from secondary sources.

noon shift at Borg-Warner Automotive Transmission System Corporation's plant in Bellwood, Illinois. In 1995, she requested and was eventually granted a return to a production-line position. She alleged that her request constituted a constructive demotion, because it was made in response to several hostile working conditions, including the company's delay in discharging an employee who had threatened Simpson, the company's mandate that Simpson retake a basic skills test, and other problems.

The court found that Simpson failed to show that she suffered adverse employment action sufficient to sustain a Title VII claim. Analyzing the constructive-demotion concept in the same fashion as a constructive discharge, the court noted that a plaintiff must show that his or her working conditions were so intolerable that a reasonable person would have been compelled to resign and that discrimination was the motive behind the intolerable environment. The court found that Simpson's complaints were comparatively minor, or simply unpleasant and embarrassing employer actions. Such conduct is not sufficient to establish intolerable working conditions, according to the court.

OSHA interpretations

The Occupational Safety and Health Administration (OSHA), an Agency under the U.S. Department of Labor, was created by Congress in 1970 to address concerns over workplace safety and health.⁵ The mission of the Agency is to "save lives, prevent injuries, and protect the health of America's workers."⁶ OSHA has approximately 2,100 inspectors, plus complaint discrimination investigators, engineers, physicians, educators, standards writers, and other technical and support personnel, spread over more than 200 offices throughout the country.⁷ This staff establishes protective standards, enforces those standards, and maintains contact with employers and employees through technical assistance and consultation programs.⁸

In recent months, OSHA addressed two "hot-button" topics that have arisen as a result of changes in the modern workplace and its environment. OSHA proposed a new ergonomics standard in November 1999 and subsequently issued an advisory regarding coverage of telecommuters under the safety and health protections of the Act.

The proposed ergonomics standard is designed to address concerns about an increase in repetitive stress injuries, such as carpal tunnel syndrome, suffered by employees. The standard would require employers in manual handling and manufacturing operations to implement ergonomics programs at their places of business. As long as one musculoskeletal disorder was reported by an employee at a workplace, the standard would be triggered. Employers in agriculture, construction, and maritime operations are excluded under the proposed standard. OSHA argues that employer compliance with the standard will prevent approximately 300,000 injuries per year. The cost of compliance to employers will be about \$4.2 billion annually, but employers will save an estimated \$9.1 billion annually by eliminating absences, treatment, and other costs associated with repetitive stress injuries.

Under the proposed rule, OSHA would require employers to establish an ergonomics program with the following features: job hazard analysis and control; training of employees, supervisors, and staff on jobs with covered musculoskeletal disorder hazards; musculoskeletal disorder management for workers in covered jobs; program evaluations; and recordkeeping.

The standard includes a "quick-fix" program that would allow employers to avoid the full implementation of an ergonomics program if they care for an injured employee promptly, work with employees to eliminate musculoskeletal disorder hazards within 90 days, verify that the procedures used to correct the hazards worked within another 30 days, and keep a record of the hazard controls.

The proposed rule also includes a

grandfather clause that permits companies with existing ergonomics programs to keep those programs, as long as (1) the employers meet the basic obligations and recordkeeping requirements of the proposed standard, (2) the programs were implemented and evaluated prior to the time the standard becomes effective, and (3) the grandfathered programs are in fact eliminating or materially reducing musculoskeletal disorder hazards.

In addition to the "quick-fix" program and grandfather clause, limited recordkeeping and extended compliance dates are designed to provide employers with flexibility to meet the standard. OSHA stated that the rule is the most flexible standard it has ever proposed.

Health care "employees"

The National Labor Relations Board (NLRB) recently held that "house staff" in private hospitals—interns, residents, and fellows—are employees entitled to protection under the National Labor Relations Act (NLRA), overturning a precedent that stood for more than 20 years. In *Boston Medical Center Corp. and House Officers' Association/Committee Of Interns and Residents*,⁹ the Board ordered an election among all physicians, including interns, residents, and fellows, at Boston Medical Center to determine whether the employees will be represented by the House Officers Association.

The decision that interns and residents meet the NLRA statutory definition of employee means that more than 90,000 persons in such positions nationwide now will be protected by the Act. The NLRB ruled that the interns and residents work for an employer within the meaning of the term under the NLRA, and they are compensated for their services. They receive fringe benefits, paid vacations and sick leave, and health, dental, and life insurance. They also are eligible for workers' compensation if injured on the job and are provided with malpractice insurance. Thus, the essential elements of the relationship between the hospital and its interns indicate that the

relationship is that of employer and employee. The NLRB analogized the interns and residents of those hospitals to apprentices in other industries who have traditionally been treated as employees under the NLRA.

The Board's decision overturned two holdings from the 1970s: in *Cedars Sinai Medical Center*¹⁰ and *St. Clare's Hospital*,¹¹ the NLRB had ruled that "house staff" of hospitals were primarily students and were not covered as employees under the NLRA.

Firing the coach

A former assistant football coach at the University of Southwestern Louisiana who was fired because his son chose to play football at a rival Louisiana school recently had his lawsuit against the university for wrongful termination thrown out of court. In *Kipps v. Caillier*,¹² the U.S. Court of Appeals for the Fifth Circuit ruled that the university had an objectively reasonable justification for firing the coach, thus immunizing the school from civil liability. In his suit, Rexford Kipps had claimed that his constitutional right to "familial association" had been violated.

Kipps worked for 11 years at the University of Southwestern Louisiana (subsequently renamed the University of Louisiana at Lafayette). His son Kyle was an outstanding football player in high

school during 1996-97 and was actively recruited by many schools in the State. Nelson Stokley, the head football coach at Louisiana-Lafayette, told Kipps that his son should attend the university, but Kyle instead gave an oral commitment to attend Louisiana State University in February 1997 on a football scholarship. When Stokley told Kipps to prevent his son from entering a written agreement to attend Louisiana State, he refused and was subsequently fired. The termination was approved by Louisiana-Lafayette's athletic director and university president, as well as by the president of the Board of Trustees for Louisiana State Colleges and Universities. All of these parties and the head coach were named as defendants in the lawsuit.

In holding for the defendants, the circuit court indicated that public officials cannot be held liable in civil court for acting within their official capacities, unless the conduct clearly violates an established statutory or constitutional right. And even then, if the conduct by the public official is unconstitutional, it still does not create liability if it is "objectively reasonable." Not only did the court not hold that a clearly established constitutional right to familial association existed in this case, but it found that, even assuming that such a right was established, the defendants' firing of Kipps was objectively reasonable. The defend-

ants argued, and the court agreed, that Kipps was fired in order to mitigate the damage on alumni relations and recruiting efforts inflicted by his son's attendance at a rival Louisiana state school.

Notes

¹ U.S. Court of Appeals, Third Circuit, Case No. 98-5356.

² U.S. District Court for the District of Arizona, Case No. CIV 97-1506-PHX-ROS.

³ U.S. Court of Appeals, Ninth Circuit, Case No. 98-16194.

⁴ U.S. Court of Appeals, Seventh Circuit, Case No. 99-1048.

⁵ The agency was established under the Occupational Safety and Health Act of 1970. (Ed. note: The Bureau of Labor Statistics, which publishes the *Monthly Labor Review*, also is an agency under the U.S. Department of Labor.)

⁶ From OSHA Internet site at <http://www.osha.gov/oshinfo/mission.html>, visited Jan. 7, 2000.

⁷ *Id.*

⁸ *Id.*

⁹ 330 NLRB No. 30.

¹⁰ 223 NLRB 251 (1976).

¹¹ 229 NLRB 1000 (1977).

¹² U.S. Court of Appeals, Fifth Circuit, Case No. 98-30978.

Productivity boom?

In the "golden age of productivity"—between 1948 and 1973—labor productivity in the U.S. nonfarm business sector grew by nearly 3 percent per year. In the following two decades, labor productivity growth plodded along at an average annual rate of about 1 percent.

However, there were signs of improvement in the 1990s; labor productivity—measured by output per hour—rose by 2.5 percent in 1996 and 2.3 percent in 1998. In a recent issue of *Economic Commentary* from the Federal Reserve Bank of Cleveland, Paul W. Bauer, an economic advisor at the bank, wonders if a boom in productivity is occurring.

In "Are We in a Productivity Boom? Evidence from Multifactor Productivity Growth," Bauer looks at two types of productivity measures published by BLS: labor productivity, a well-known measure, and multifactor productivity (MFP), which is less widely known. One reason that MFP is not better known is that MFP series are only available annually, unlike the labor productivity measures, which come out quarterly. Another reason is that MFP is a more complex concept than labor productivity—whereas labor productivity relates output to just one input, labor, MFP relates output to combined inputs, such as capital and labor. MFP is considered to be a better measure of technical change than labor productivity, because it takes more inputs into account.

Using BLS productivity series, Bauer notes that while both labor and multifactor productivity growth in nonfarm business rebounded in recent years, the growth rates were still below those of the golden age. Manufacturing, on the other hand, attained rates of labor and multifactor productivity growth in the 1990s that *exceeded* their golden-age counterparts.

Young workers and unemployment rates

What happens to a labor market when the proportion of young workers in the

market rises? Considering that the entrance of baby-boomers into labor markets in the 1970s coincided with higher unemployment rates, it might seem that an influx of young workers drives up unemployment. But a time series analysis of this type can be problematic, in part because simultaneous macroeconomic fluctuations can affect unemployment rates.

To get around such problems, Robert Shimer of Princeton University turned to State data. In "The Impact of Young Workers on the Aggregate Labor Market" (NBER Working Paper 7306), he analyzed data on unemployment rates and the age structure of the workforce for all 50 States and the District of Columbia, from 1978 to 1996. For the study, young workers were defined as those who were 16 to 24 years old.

Perhaps surprisingly, Shimer found that a 1-percent increase in the youth share of the labor market in a State *reduced* the unemployment rate of young workers by more than 1 percent (holding constant conditions in other States). In addition, a 1-percent rise in the youth share led to a reduction in the unemployment rate of *older* workers of more than 2 percent.

Shimer attributed these results to increasing returns to scale in the labor market. This could occur because young workers often are mismatched in their employment and firms may create jobs in order to take advantage of this, which could lower the unemployment rate.

Inequality

The past few months yielded a bumper crop of research on inequality. In the December 1999 *American Economic Review*, Daron Acemoglu in "Changes in Unemployment and Wage Inequality: An Alternative Theory and Some Evidence," proposes a supply-driven theoretical approach to understanding inequality. In his model, when there are relatively few skilled workers available and the difference in productivity be-

tween skilled and unskilled labor is relatively low, firms will create one kind of "middling" job and staff it with either kind of worker.

If, however the supply of skilled labor increases or the productivity gap widens, there can be a qualitative change in the composition of jobs. Specifically, the nature of the equilibrium changes from the "pooling" solution to an equilibrium in which employers separate their jobs into higher and lower quality positions. This qualitative shift theoretically reduces the unskilled wages, increases the earnings of the skilled, and increases unemployment rates for both.

In a December 1999 *Journal of Economic Literature* survey article, "Inequality and Economic Growth: The Perspective of the New Growth Theories," Philippe Aghion, Eve Caroli, and Cecilia Garcia-Penalosa use a variant of this position. They write, "Once skill-biased technical change is taken into account, ex-post inequality may actually be increased by rising educational levels. In the case of disembodied technical change, education does narrow the differential between skilled and unskilled workers and has therefore the direct effect of reducing wage inequality. However, increasing the supply of skills has a counteracting impact on wage inequality because it is itself a cause of skill-biased technical change."

A third contribution was a conference on "The Macrodynamics of Inequality in the Industrialized and Developing Countries" sponsored by the Jerome Levy Economics Institute. In the keynote address, as summarized in The Levy Institute's *Report* for November 1999, James K. Galbraith observed that because most economists look at distribution as a microeconomic question, it is especially important to broaden the approach to include important macroeconomic questions as well. The conference sessions attempt, as does the survey by Aghion, Caroli, and Garcia-Penalosa, to examine the macroeconomic implications of inequality and vice versa. □

World employment situation

World Employment Report, 1998-99: Employability in the Global Economy: How Training Matters. Washington, International Labor Office, 258 pp. Available from ILO Publications Center, Waldorf, MD. \$34.95.

In its most recent World Employment Report, ILO focuses on the growing disparity between the rising labor market demand for skilled workers and the declining demand for what it terms "unskilled" workers. Be it noted at the outset that the report defines "skill" as a hierarchy of knowledge intensity and educational attainment, basing itself upon the International Standard Classification of Occupations of the ILO; but that "unskilled" remains undefined, and is evidently used interchangeably with "low-skilled." Be it also noted that the Bureau of Labor Statistics implicitly defines skill in terms of the knowledge level inherent in given occupations, and does not recognize the term "unskilled."

The report attributes the disparity that lies at the core of its concerns to the swiftness of globalization, technological developments, and changes in work organization. The three variables are closely interlinked, and exert competitive pressures upon business, pressures which are necessarily transmitted to its workforce, requiring it to adapt, chiefly, so the report's argument runs, by way of better training and education, and greater skill. Such adaptation in fact appears to be the desideratum of employability today.

Globalization, one of the variables just mentioned, is most strikingly evidenced by the continued increase in world trade (its average annual rate of growth was 4.4 percent in 1980-89; 5.7 percent in 1990-94; and 6.4 percent in 1998); and in continued large net private direct investment in developing countries (\$120 billion in 1997). Moreover, the share of "technologically ad-

vanced goods in manufacturing exports" from some developing countries rose substantially over the 1970-95 period—for example, for South Korea from 9 percent to 43 percent, for Brazil from 4 percent to 13 percent, and for Mexico from 15 percent to 42 percent. Technological changes, while prominent in information and communications, have been key elements in globalization, in turn compelling the updating of productive service equipment domestically, thus giving rise to new skill and training requirements. The spread of high-performance work practices has likewise tested worker adaptability. These practices have been diffusing rapidly in the United States, such that by 1997, job rotation, for example (which requires multi-skilling), has involved well over one-half of all establishments surveyed, with more than 70 percent of their employees participating. Diffusion has been similar for such work practices as total quality management and quality circles, all demanding "moderate-to-high" skills.

These developments, the report argues, have raised the demand for professionals and skilled workers while in effect displacing large numbers of the low-skilled. Such displacement, judging by the data the report presents, appears to have been most pronounced in manufacturing. In the member countries of the Organization for Economic Co-operation and Development (OECD), manufacturing employment as a whole has shrunk, but all of the decline has centered on low-skilled workers; skilled worker jobs have remained constant, the changing occupational profile of the workforce being transformed toward upskilling. White-collar jobs, too, have been displaced, being substituted where feasible by computers. Administrative support work in the insurance industry, for example, has plummeted by as much as 40 percent.

The drop in the demand for low-skilled workers has been associated with a significant widening of wage differ-

entials, particularly in the United States, Canada, and the United Kingdom—but in the transitional economies and some developing countries as well. In the United States, the differential between the 9th decile and the 5th rose by 15 percent between 1980 and 1995; that between the 5th and the 1st by the same percentage. Of all the leading OECD countries, only Germany did not show an increase in wage inequality. Some of the increased dispersion in wages has been attributed to the trend toward decentralized wage bargaining, a trend perhaps less pronounced in Germany than elsewhere. In France, too, wage dispersion changes have been slight, owing in part to a decline in the educational premium.

Even as the report argues the urgency of adapting training systems to the drastically changing occupational and skill environment, and the need for these systems to become more inclusive to women, ethnic minorities, unemployed youth and persons with disabilities, it observes a deepening paradox: the very global and technological forces which necessitate upskilled and continual training create the conditions for increased labor market segmentation and exclusion. Among factors that aggravate that paradox are pressures for greater labor market flexibility, nonstandard forms of employment, and casualization of work, all of which "erode the share of workers receiving training in work." Furthermore, the relatively high cost of in-house training spurs subcontracting, thus devolving progressively smaller parts of a given value-added upon small firms, operating with "traditional" skills and often under poor working conditions. Additionally, changes in work organization have entailed a split between "a secure core of valued employees and a more casualized periphery of workers" without job security or seniority rights.

Like earlier ILO publications, the report urges that the "high road" of labor productivity and of raising incomes be chosen over the "low road" of competing through low wages and benefits.

That is the report's basic rationale for improving human capital by widening access to education and training so as to raise technical and social and intellectual abilities. The obstacles to raising the "high road," however, remain formidable. They are in part institutional in nature, consisting in the dubious capabilities of existing training and education systems. Yet, the larger impediment to the "high road" seems to be the availability of a vast "reserve army" of unemployed and underemployed men and women who have no choice but to take low-paid jobs, if offered, in low-productivity work environments.

The report's discussion of training modes and systems is premised on the assumption of a solid educational base, for example, the acquisition of "foundational" skills, such as literacy and numeracy—skills which should be "accessible and mandatory" for all, and should be regarded as social rights. But accessibility itself is a problem, especially in developing countries where poorer households cannot afford the costs of even primary schooling, and where children must frequently contribute to the household's livelihood by working for pay or just for food and shelter. This rather widespread situation vitiates much of the report's premise.

A major concern of the report is the experience of some leading countries with the transition of youth from school to work, the role of apprenticeship in this transition, and the success in gaining permanent employment. Many countries have adopted a mix of school-based learning and vocational and/or workplace training. This has been much less the case in the United States where vocational training is usually offered after high school has been absolved; and has been located in such institutions as community colleges. However, the "vocationalization" of secondary education remains controversial, largely because the alleviation of youth unemployment remains so difficult. Moreover, the cost of vocationalization is substantial,

and considerably exceeds the cost of academic secondary education. The report repeatedly insists on the need for government financing of post-school training, programmed in combination with employer (or employer networks) requirements, since employers cannot be sure that their outlays for training will be recompensed by the trained worker's tenure. The report warns that unless the inability of the "market" to sustain a sound training system is corrected by government, a low-skill system of productivity might be perpetuated. There is evidence, however, that enterprise-provided training substantially raises skills, productivity, and earnings.

The report provides a quite interesting sketch of the training systems of some leading countries. All of these systems are experiencing stress from globalizing technological change and investment strategies.

Germany's apprenticeship system embraces one-half of the relevant age group, which receives training at both the workplace and in vocational schools. It is employer-led, in cooperation with trade unions, works councils, state agencies, and employer organizations, and covers all sectors of the economy. It is considered highly successful, and frequently leads to permanent jobs. The decisions of what to train for and what to teach, however, are made by a slow, cumbersome bureaucratic process, rendering responses to global change slow and inadequate.

The Japanese training system is entirely enterprise-based, with technical skills taught on the job. High schools concentrate on teaching mathematics, science, and "citizen skills" designed to facilitate teamwork on the job. The system produces a highly skilled workforce, "very adaptable to change," and aims at low labor turnover and permanence of tenure. The system is now challenged, however, by the apparent need for greater labor mobility, financial stringencies, and the dictates of shorter-term investment strategies.

In the United States, the training system (if indeed one may speak of a coherent set of the pertinent institutions) is highly decentralized, and based to a large extent on individuals' incentives to train or attend trade school. A national strategy for training in skills and coordinate individual training investment is lacking; and the United States employs a far higher proportion of workers at "minimal ability levels" than other advanced countries. There may be some degree of adjustment by employers to lower skill levels, the skill needs of the economy not being adequately met. The report points out, however, that the United States enjoys a strong comparative advantage "in developing an elite of ... highly educated labor attuned to investing in their own skill and training." Nevertheless, the "polarization of the country's skill base" is likely to persist.

The obstacle greater than training system inadequacies to the vaunted "high road" of greater productivity and incomes is the existence of large worldwide pools of unemployed and underemployed persons. The ILO estimates worldwide unemployment at 150 million men and women as of the end of 1998, of whom 60 million are youths 15–24 years old, 11 million of whom live in OECD countries. In addition, an estimated 25–30 percent of the world's 3-billion strong labor force is "underemployed."

Underemployment manifests itself most strikingly in the size and growth of the "informal economy" prevalent in developing countries. Workers in the informal economy usually cannot find jobs in, or have been displaced from, the "formal" economy. Here, capital intensity is relatively high, as are wages and productivity. Public employment has shrunk, in part owing to privatization or to fiscal stringencies. The informal economy generally consists of employment in very small enterprises (with 15 or fewer employees, where, according to ILO studies, pay runs to one-half of pay in the formal economy and there is

no social security coverage). Domestic service and self-employment are also part of the informal economy, as measured by income.

Employment in the informal economy rose in all Latin American countries between 1990 and 1996, according to the report. For example, it increased from 47.5 percent to 53.6 percent in Argentina; from 52.0 percent to 59.3 percent in Brazil; and from 55.5 percent to 60.2 percent in Mexico. Employment in the formal economy declined correspondingly.

The report discusses the training and business needs of the informal economy exhaustively, as it does those of "vulnerable workers." There are, to be sure, some encouraging developments, such

as the mastery of the manufacture of surgical instruments by networks of small firms in Pakistan; or of leather goods in Brazil. But low productivity constrains income. Apprenticeship is the preferred (if traditional) training system. Credit is sparse at best. Technological advance is not always beneficial; "existing low-skill jobs may be threatened" by it. Basic education, the premise of a sound training system, is not as widely available as needed. Training systems themselves are often inadequately targeted on employer needs, and may be financially starved. Most important, to make such systems viable, economic growth must be spurred so as to reduce unemployment.

It remains open, then, whether the paradox of rising skill and continual training needs demanded by the forces of globalization and advancing technologies, and the increasing labor market segmentation and exclusion these forces likewise engender, will not persist. The choice between the "high road" of productivity and rising income, and the "low road" of low-skill work and low-wage competition, postulated by ILO, remains far from clear cut.

—Horst Brand

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of Labor Statistics

Notes on labor statistics 46

Comparative indicators

1. Labor market indicators 56
2. Annual and quarterly percent changes in compensation, prices, and productivity 57
3. Alternative measures of wages and compensation changes 57

Labor force data

4. Employment status of the population, seasonally adjusted 58
5. Selected employment indicators, seasonally adjusted 59
6. Selected unemployment indicators, seasonally adjusted 60
7. Duration of unemployment, seasonally adjusted 60
8. Unemployed persons by reason for unemployment, seasonally adjusted 61
9. Unemployment rates by sex and age, seasonally adjusted 61
10. Unemployment rates by States, seasonally adjusted 62
11. Employment of workers by States, seasonally adjusted 62
12. Employment of workers by industry, seasonally adjusted 63
13. Average weekly hours by industry, seasonally adjusted 65
14. Average hourly earnings by industry, seasonally adjusted 65
15. Average hourly earnings by industry 66
16. Average weekly earnings by industry 67
17. Diffusion indexes of employment change, seasonally adjusted 68
18. Annual data: Employment status of the population 68
19. Annual data: Employment levels by industry 69
20. Annual data: Average hours and earnings levels by industry 69

Labor compensation and collective bargaining data

21. Employment Cost Index, compensation, by occupation and industry group 70
22. Employment Cost Index, wages and salaries, by occupation and industry group 72
23. Employment Cost Index, benefits, private industry workers, by occupation and industry group 73
24. Employment Cost Index, private nonfarm workers, by bargaining status, region, and area size 74
25. Participants in benefit plans, medium and large firms 75

Labor compensation and collective bargaining data—continued

26. Participants in benefits plans, small firms and government 76
27. Work stoppages involving 1,000 workers or more 77

Price data

28. Consumer Price Index: U.S. city average, by expenditure category and commodity and service groups 78
29. Consumer Price Index: U.S. city average and local data, all items 81
30. Annual data: Consumer Price Index, all items and major groups 82
31. Producer Price Indexes by stage of processing 83
32. Producer Price Indexes for the net output of major industry groups 84
33. Annual data: Producer Price Indexes by stage of processing 84
34. U.S. export price indexes by Standard International Trade Classification 85
35. U.S. import price indexes by Standard International Trade Classification 86
36. U.S. export price indexes by end-use category 87
37. U.S. import price indexes by end-use category 88
38. U.S. international price indexes for selected categories of services 88

Productivity data

39. Indexes of productivity, hourly compensation, and unit costs, data seasonally adjusted 89
40. Annual indexes of multifactor productivity 90
41. Annual indexes of productivity, hourly compensation, unit costs, and prices 91
42. Annual indexes of output per hour for selected industries 92

International comparisons data

43. Unemployment rates in nine countries, data seasonally adjusted 94
44. Annual data: Employment status of the civilian working-age population, 10 countries 95
45. Annual indexes of productivity and related measures, 12 countries 96

Injury and illness data

46. Annual data: Occupational injury and illness incidence rates 97
47. Fatal occupational injuries by event or exposure 99

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; labor compensation; 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 1-14, 16-17, 39, and 43. Seasonally adjusted labor force data in tables 1 and 4-9 were revised in the February 1999 issue of the *Review*. Seasonally adjusted establishment survey data shown in tables 1, 12-14 and 16-17 were revised in the July 1998 *Review* and reflect the experience through March 1998. A brief explanation of the seasonal adjustment methodology appears in "Notes on the data."

Revisions in the productivity data in table 45 are usually introduced in the September issue. Seasonally adjusted indexes and percent changes from month-to-month and 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 "real" earnings shown in table 14—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 1982 = 100, the hourly rate expressed in 1982 dollars is \$2 ($\$3/150 \times 100 = \2). The \$2 (or any other resulting values) are described as "real," "constant," or "1982" dollars.

Sources of information

Data that supplement the tables in this section are published by the Bureau in a variety of sources. 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*, Bulletin 2490. Users also may wish to consult *Major Programs of the Bureau of Labor Statistics*, Report 919. News releases provide the latest statistical information published by the Bureau; the major recurring releases are published according to the schedule appearing on the back cover of this issue.

More information about labor force, employment, and unemployment data and the household and establishment surveys underlying the data are available in the Bureau's monthly publication, *Employment and Earnings*. Historical unadjusted and seasonally adjusted data from the household survey are available on the Internet:

<http://stats.bls.gov/cpshome.htm>

Historically comparable unadjusted and seasonally adjusted data from the establishment survey also are available on the Internet:

<http://stats.bls.gov/ceshome.htm>

Additional information on labor force data for areas below the national level are provided in the BLS annual report, *Geographic Profile of Employment and Unemployment*.

For a comprehensive discussion of the Employment Cost Index, see *Employment Cost Indexes and Levels, 1975-95*, BLS Bulletin 2466. The most recent data from the Employee Benefits Survey appear in the following Bureau of Labor Statistics bulletins: *Employee Benefits in Medium and Large Firms*; *Employee Benefits in Small Private Establishments*; and *Employee Benefits in State and Local Governments*.

More detailed data on consumer and producer prices are published in the monthly periodicals, *The CPI Detailed Report* and *Producer Price Indexes*. For an overview of the 1998 revision of the CPI, see the December 1996 issue of the *Monthly Labor Review*. Additional data on international prices appear in monthly news releases.

Listings of industries for which productivity indexes are available may be found on the Internet:

<http://stats.bls.gov/iprhome.htm>

For additional information on interna-

tional comparisons data, see *International Comparisons of Unemployment*, BLS Bulletin 1979.

Detailed data on the occupational injury and illness series are published in *Occupational Injuries and Illnesses in the United States, by Industry*, a BLS annual bulletin.

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

n.e.c. = not elsewhere classified.

n.e.s. = not elsewhere specified.

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 also may reflect other adjustments.

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 nonfarm 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; overall prices by stage of processing; and 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.

Employment and Unemployment Data

(Tables 1; 4-20)

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 50,000 households selected to represent the U.S. population 16 years of age and older. Households are interviewed on a rotating basis, so that three-fourths of the sample is the same for any 2 consecutive months.

Definitions

Employed persons include (1) all those who worked for pay any time during the week which includes the 12th day of the month or who worked unpaid for 15 hours or more in a family-operated enterprise and (2) those who were temporarily absent from their regular jobs because of illness, vacation, industrial dispute, or similar reasons. A person working at more than one job is counted only in the job at which he or she worked the greatest number of hours.

Unemployed persons are those who did not work during the survey week, but were available for work except for temporary illness and had looked for jobs within the pre-

ceding 4 weeks. Persons who did not look for work because they were on layoff are also counted among the unemployed. The **unemployment rate** represents the number unemployed as a percent of the civilian labor force.

The **civilian labor force** consists of all employed or unemployed persons in the civilian noninstitutional population. Persons **not in the labor force** are those not classified as employed or unemployed. This group includes discouraged workers, defined as persons who want and are available for a job and who have looked for work sometime in the past 12 months (or since the end of their last job if they held one within the past 12 months), but are not currently looking, because they believe there are no jobs available or there are none for which they would qualify. The **civilian 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. The **civilian labor force participation rate** is the proportion of the civilian noninstitutional population that is in the labor force. The **employment-population ratio** is employment as a percent of the civilian 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 intercensal years. These adjustments affect the comparability of historical data. A description of these adjustments and their effect on the various data series appears in the Explanatory Notes of *Employment and Earnings*.

Labor force data in tables 1 and 4-9 are seasonally adjusted. Since January 1980, national labor force data have been 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, January 1983).

At the beginning of each calendar year, historical seasonally adjusted data usually are revised, and projected seasonal adjustment factors are calculated for use during the January-June period. The historical seasonally adjusted data usually are revised for only the most recent 5 years. In July, new seasonal adjustment factors, which incorporate the experience through June, are produced for the July-December period, but no revisions are made in the historical data.

Revisions in the household survey

Data beginning in 1999 are not strictly comparable with data for 1998 and earlier years because of the introduction of revised population controls. Additional information appears in the February 1999 issue of *Employment and Earnings*.

FOR ADDITIONAL INFORMATION on national household survey data, contact the Division of Labor Force Statistics: (202) 691-6378.

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 about 390,000 establishments representing all industries except agriculture. Industries are classified in accordance with the 1987 *Standard Industrial Classification (SIC) Manual*. 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 day 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 nonsupervisory workers closely associated with production operations. Those workers mentioned in tables 11-16 include production workers in manufacturing and mining;

construction workers in construction; and nonsupervisory workers in the following industries: transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services. These groups account for about four-fifths of the total employment on private nonagricultural payrolls.

Earnings are the payments production or nonsupervisory workers receive during the survey period, including premium pay for overtime or late-shift work but excluding irregular bonuses and other special payments. **Real earnings** are earnings adjusted to reflect the effects of changes in consumer prices. The deflator for this series is derived from the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W).

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** represents the percent of industries in which employment was rising over the indicated period, plus one-half of the industries with unchanged employment; 50 percent indicates an equal balance between industries with increasing and decreasing employment. 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. Data are centered within the span. Table 17 provides an index on private nonfarm employment based on 356 industries, and a manufacturing index based on 139 industries. These indexes are useful for measuring the dispersion of economic gains or losses and are also economic indicators.

Notes on the data

Establishment survey data are annually adjusted to comprehensive counts of employment (called "benchmarks"). The latest adjustment, which incorporated March 1997 benchmarks, was made with the release of May 1998 data, published in the July 1998 issue of the *Review*. Coincident with the benchmark adjustment, historical seasonally adjusted data were revised to reflect updated seasonal factors and refinement in the seasonal adjustment procedures. Unadjusted data from April 1997 forward and seasonally adjusted data from January 1994 forward are subject to revision in future benchmarks.

Revisions in State data (table 11) occurred with the publication of January 1999 data.

Beginning in June 1996, the BLS uses the X-12 ARIMA methodology to seasonally adjust establishment survey data. This procedure, developed by the Bureau of the Census, controls for the effect of varying survey

intervals (also known as the 4- versus 5-week effect), thereby providing improved measurement of over-the-month changes and underlying economic trends. Revisions of data, usually for the most recent 5-year period, are made once a year coincident with the benchmark revisions.

In the establishment survey, estimates for the most recent 2 months are based on incomplete returns and are published as preliminary in the tables (12-17 in the *Review*). When all returns have been received, the estimates are revised and published as "final" (prior to any benchmark revisions) in the third month of their appearance. Thus, December data are published as preliminary in January and February and as final in March. For the same reasons, quarterly establishment data (table 1) are preliminary for the first 2 months of publication and final in the third month. Thus, fourth-quarter data are published as preliminary in January and February and as final in March.

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.

FOR ADDITIONAL INFORMATION on establishment survey data, contact the Division of Monthly Industry Employment Statistics: (202) 691-6555.

Unemployment data by State

Description of the series

Data presented in this section are obtained from 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. Seasonally adjusted unemployment rates are presented in table 10. 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 all States and the District of Columbia are derived using standardized procedures established by BLS. Once a year, estimates are revised to new population controls, usually with publication of January estimates, and benchmarked to annual average CPS levels.

FOR ADDITIONAL INFORMATION on data in this series, call (202) 691-6392 (table 10) or (202) 691-6559 (table 11).

Compensation and Wage Data

(Tables 1-3; 21-27)

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 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.

Statistical series on total compensation costs, on wages and salaries, and on benefit costs are available for private nonfarm workers excluding proprietors, the self-employed, and household workers. The total compensation costs and wages and salaries 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 4,400 private nonfarm establishments providing about 23,000 occupational observations and 1,000 State and local government establishments providing 6,000 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 civilian and private indexes and the index for 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 compensa-

tion, not employment shifts among industries or occupations with different levels of wages and compensation. For the bargaining status, region, and metropolitan/non-metropolitan 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 for changes in wages and salaries in the private nonfarm economy was published beginning in 1975. Changes in total compensation cost—wages and salaries and benefits combined—were published beginning in 1980. The series of changes in wages and salaries and for total compensation in the State and local government sector and in the civilian nonfarm economy (excluding Federal employees) were published beginning in 1981. Historical indexes (June 1981=100) are available on the Internet:

<http://stats.bls.gov/ecthome.htm>

FOR ADDITIONAL INFORMATION on the Employment Cost Index, contact the Office of Compensation Levels and Trends: (202) 691-6199.

Employee Benefits Survey

Description of the series

Employee benefits data are obtained from the Employee Benefits Survey, an annual survey of the incidence and provisions of selected benefits provided by employers. The survey collects data from a sample of approximately 9,000 private sector and State and local government establishments. The

data are presented as a percentage of employees who participate in a certain benefit, or as an average benefit provision (for example, the average number of paid holidays provided to employees per year). Selected data from the survey are presented in table 25 for medium and large private establishments and in table 26 for small private establishments and State and local government.

The survey covers paid leave benefits such as holidays and vacations, and personal, funeral, jury duty, military, family, and sick leave; short-term disability, long-term disability, and life insurance; medical, dental, and vision care plans; defined benefit and defined contribution plans; flexible benefits plans; reimbursement accounts; and unpaid family leave.

Also, data are tabulated on the incidence of several other benefits, such as severance pay, child-care assistance, wellness programs, and employee assistance programs.

Definitions

Employer-provided benefits are benefits that are financed either wholly or partly by the employer. They may be sponsored by a union or other third party, as long as there is some employer financing. However, some benefits that are fully paid for by the employee also are included. For example, long-term care insurance and postretirement life insurance paid entirely by the employee are included because the guarantee of insurability and availability at group premium rates are considered a benefit.

Participants are workers who are covered by a benefit, whether or not they use that benefit. If the benefit plan is financed wholly by employers and requires employees to complete a minimum length of service for eligibility, the workers are considered participants whether or not they have met the requirement. If workers are required to contribute towards the cost of a plan, they are considered participants only if they elect the plan and agree to make the required contributions.

Defined benefit pension plans use predetermined formulas to calculate a retirement benefit (if any), and obligate the employer to provide those benefits. Benefits are generally based on salary, years of service, or both.

Defined contribution plans generally specify the level of employer and employee contributions to a plan, but not the formula for determining eventual benefits. Instead, individual accounts are set up for participants, and benefits are based on amounts credited to these accounts.

Tax-deferred savings plans are a type of defined contribution plan that allow participants to contribute a portion of their salary to an employer-sponsored plan and defer in-

come taxes until withdrawal.

Flexible benefit plans allow employees to choose among several benefits, such as life insurance, medical care, and vacation days, and among several levels of coverage within a given benefit.

Notes on the data

Surveys of employees in medium and large establishments conducted over the 1979-86 period included establishments that employed at least 50, 100, or 250 workers, depending on the industry (most service industries were excluded). The survey conducted in 1987 covered only State and local governments with 50 or more employees. The surveys conducted in 1988 and 1989 included medium and large establishments with 100 workers or more in private industries. All surveys conducted over the 1979-89 period excluded establishments in Alaska and Hawaii, as well as part-time employees.

Beginning in 1990, surveys of State and local governments and small private establishments were conducted in even-numbered years, and surveys of medium and large establishments were conducted in odd-numbered years. The small establishment survey includes all private nonfarm establishments with fewer than 100 workers, while the State and local government survey includes all governments, regardless of the number of workers. All three surveys include full- and part-time workers, and workers in all 50 States and the District of Columbia.

FOR ADDITIONAL INFORMATION on the Employee Benefits Survey, contact the Office of Compensation Levels and Trends on the Internet:

<http://stats.bls.gov/ebshome.htm>

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 work time lost because of stoppage. These data are presented in table 27.

Data are largely from a variety of published sources 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 work-

ers 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.

FOR ADDITIONAL INFORMATION on work stoppages data, contact the Office of Compensation and Working Conditions: (202) 691-6282, or the Internet:

<http://stats.bls.gov/cbahome.htm>

Price Data

(Tables 2; 28-38)

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—1982 = 100 for many Producer Price Indexes, 1982-84 = 100 for many Consumer Price Indexes (unless otherwise noted), and 1990 = 100 for International Price Indexes.

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 1993-95 buying habits of about 87 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 unem-

ployed, 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 23,000 retail establishments and 5,800 housing units in 87 urban areas across the country are used to develop the "U.S. city average." Separate estimates for 14 major urban centers are presented in table 29. 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 home-ownership 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 and January 1998 data.

FOR ADDITIONAL INFORMATION on consumer prices, contact the Division of Consumer Prices and Price Indexes: (202) 691-7000.

Producer Price Indexes

Description of the series

Producer Price Indexes (PPI) measure average changes in prices received by domestic producers of commodities in all stages of processing. The sample used for calculating these indexes currently contains about 3,200 commodities and about 80,000 quotations per month, selected to represent the movement of prices of all commodities produced in the manufacturing; agriculture, forestry, and fishing; mining; and gas and electricity and public utilities sectors. The stage-of-processing structure of PPI 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. The industry and product structure of PPI organizes data in accordance with the Standard Industrial Classification (SIC) and the product code extension of the SIC developed by the U.S. Bureau of the Census.

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 1992, 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 1987. 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.

FOR ADDITIONAL INFORMATION on producer prices, contact the Division of Industrial Prices and Price Indexes: (202) 691-7705.

International Price Indexes

Description of the series

The **International Price Program** produces monthly and 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.

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 primarily 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 week of the month. 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 according to the five-digit level of detail for the Bureau of Economic Analysis End-use Classification (SITC), and the four-digit level of detail for the Harmonized System. Aggregate import indexes by country or region of origin are also available.

BLS publishes indexes for selected categories of internationally traded services, calculated on an international basis and on a balance-of-payments basis.

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 harmonized group and are then aggregated to the higher 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 1990.

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 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 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. (costs, insur-

ance, 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. For a given product, only one price basis series is used in the construction of an index.

FOR ADDITIONAL INFORMATION on international prices, contact the Division of International Prices: (202) 691-7155.

Productivity Data

(Tables 2; 39-42)

Business sector and major sectors

Description of the series

The productivity measures relate real output to real input. As such, they encompass a family of measures which include single-factor input measures, such as output per hour, output per unit of labor input, or output per unit of capital input, as well as measures of multifactor productivity (output per unit of combined labor and capital inputs). 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 quantity of goods and services produced per hour of labor input. **Output per unit of capital services** (capital productivity) is the quantity of goods and services produced per unit of capital services input. **Multifactor productivity** is the quantity of goods and services produced per combined inputs. For private business and private nonfarm business, inputs include labor and capital units. For manufacturing, inputs include labor, capital, energy, non-energy materials, and purchased business services.

Compensation per hour is total compensation divided by hours at work. Total compensation equals the wages and salaries of employees plus employers' contributions for social insurance and private benefit plans, plus an estimate of these payments for the self-employed (except for nonfinancial corporations in which there are no self-employed). **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 with inventory valuation and capital consumption adjustments per unit of output.

Hours of all persons are the total hours at work of payroll workers, self-employed persons, and unpaid family workers.

Labor inputs are hours of all persons adjusted for the effects of changes in the education and experience of the labor force.

Capital services are 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.

Combined units of labor and capital inputs are derived by combining changes in labor and capital input with weights which represent each component's share of total cost. Combined units of labor, capital, energy, materials, and purchased business services are similarly derived by combining changes in each input with weights that represent each input's share of total costs. The indexes for each input and for combined units 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

Business sector output is an annually-weighted index constructed by excluding from real gross domestic product (GDP) the following outputs: general government, nonprofit institutions, paid employees of private households, and the rental value of owner-occupied dwellings. Nonfarm business also excludes farming. Private business and private nonfarm business further exclude government enterprises. The measures are supplied by the U.S. Department of Commerce's Bureau of Economic Analysis. Annual estimates of manufacturing sectoral output are produced by the Bureau of Labor Statistics. Quarterly manufacturing output indexes from the Federal Reserve Board are adjusted to these annual output measures by the BLS. Compensation data are developed from data of the Bureau of Economic Analysis and the Bureau of Labor Statistics. Hours data are developed from data of the Bureau of Labor Statistics.

The productivity and associated cost mea-

asures in tables 39–42 describe the relationship between output in real terms and the labor and capital inputs 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; shifts in the composition of the labor force; capital investment; level of output; changes in the utilization of capacity, energy, material, and research and development; the organization of production; managerial skill; and characteristics and efforts of the work force.

FOR ADDITIONAL INFORMATION on this productivity series, contact the Division of Productivity Research: (202) 691–5606.

Industry productivity measures

Description of the series

The BLS industry productivity data supplement the measures for the business economy and major sectors with annual measures of labor productivity for selected industries at the three- and four-digit levels of the Standard Industrial Classification system. The industry measures differ in methodology and data sources from the productivity measures for the major sectors because the industry measures are developed independently of the National Income and Product Accounts framework used for the major sector measures.

Definitions

Output per hour is derived by dividing an index of industry output by an index of labor input. For most industries, **output** indexes are derived from data on the value of industry output adjusted for price change. For the remaining industries, output indexes are derived from data on the physical quantity of production.

The **labor input** series consist of the hours of all employees (production and nonproduction workers), the hours of all persons (paid employees, partners, proprietors, and unpaid family workers), or the number of employees, depending upon the industry.

Notes on the data

The industry measures are compiled from data produced by the Bureau of Labor Statistics, the Departments of Commerce, Interior, and Agriculture, the Federal Reserve Board, regulatory agencies, trade associations, and other sources.

For most industries, the productivity

indexes refer to the output per hour of all employees. For some transportation industries, only indexes of output per employee are prepared. For some trade and service industries, indexes of output per hour of all persons (including self-employed) are constructed.

FOR ADDITIONAL INFORMATION on this series, contact the Division of Industry Productivity Studies: (202) 691–5618.

International Comparisons

(Tables 43–45)

Labor force and unemployment

Description of the series

Tables 43 and 44 present comparative measures of the labor force, employment, and unemployment—approximating U.S. concepts—for the United States, Canada, Australia, Japan, and several 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 and Unemployment 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 older. Therefore, the adjusted statistics relate to the population aged 16 and older in France, Sweden, and the United Kingdom; 15 and older in Canada, Australia, Japan, Germany, Italy from 1993 onward, and the Netherlands; and 14 and older in Italy prior to 1993. 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 jobs 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, therefore, are subject to revision whenever data from more current labor force surveys become available.

There are breaks in the data series for the United States (1990, 1994, 1997, 1998), France (1992), Italy (1991, 1993), the Netherlands (1988), and Sweden (1987).

For the United States, the break in series reflects a major redesign of the labor force survey questionnaire and collection methodology introduced in January 1994. Revised population estimates based on the 1990 census, adjusted for the estimated undercount, also were incorporated. In 1996, previously published data for the 1990–93 period were revised to reflect the 1990 census-based population controls, adjusted for the undercount. In 1997, revised population controls were introduced into the household survey. Therefore, the data are not strictly comparable with prior years. In 1998, new composite estimation procedures and minor revisions in population controls were introduced into the household survey. Therefore, the data are not strictly comparable with data for 1997 and earlier years. See the Notes section on Employment and Unemployment Data of this *Review*.

For France, the 1992 break reflects the substitution of standardized European Union Statistical Office (EUROSTAT) unemployment statistics for the unemployment data estimated according to the International Labor Office (ILO) definition and published in the Organization for Economic Cooperation and Development (OECD) annual yearbook and quarterly update. This change was made because the EUROSTAT data are more up-to-date than the OECD figures. Also, since 1992, the EUROSTAT definitions are closer to the U.S. definitions than they were in prior years. The impact of this revision was to lower the unemployment rate by 0.1 percentage point in 1992 and 1993, by 0.4 percentage point in 1994, and 0.5 percentage point in 1995.

For Italy, the 1991 break reflects a revision in the method of weighting sample data. The impact was to increase the unemployment rate by approximately 0.3 percentage point, from 6.6 to 6.9 percent in 1991.

In October 1992, the survey methodology was revised and the definition of unemployment was changed to include only those who were actively looking for a job within the 30 days preceding the survey and who were available for work. In addition, the lower age limit for the labor force was raised from 14 to 15 years. (Prior to these changes, BLS adjusted Italy's published unemployment rate downward by excluding from the unemployed those persons who had not actively sought work in the past 30 days.) The break in the series also reflects the incorporation of the 1991 population census results. The impact of these changes was to raise Italy's adjusted unemployment rate by approximately 1.2 percentage points, from 8.3 to 9.5 percent in fourth-quarter 1992. These changes did not affect employment significantly, except in 1993. Estimates by the Italian Statistical Office indicate that employment declined by about 3 percent in 1993, rather than the nearly 4 percent indicated by the data shown in table 44. This difference is attributable mainly to the incorporation of the 1991 population benchmarks in the 1993 data. Data for earlier years have not been adjusted to incorporate the 1991 census results.

For the Netherlands, a new survey questionnaire was introduced in 1992 that allowed for a closer application of ILO guidelines. EUROSTAT has revised the Dutch series back to 1988 based on the 1992 changes. The 1988 revised unemployment rate is 7.6 percent; the previous estimate for the same year was 9.3 percent.

There have been two breaks in series in the Swedish labor force survey, in 1987 and 1993. Adjustments have been made for the 1993 break back to 1987. In 1987, a new questionnaire was introduced. Questions regarding current availability were added and the period of active workseeking was reduced from 60 days to 4 weeks. These changes lowered Sweden's 1987 unemployment rate by 0.4 percentage point, from 2.3 to 1.9 percent. In 1993, the measurement period for the labor force survey was changed to represent all 52 weeks of the year rather than one week each month and a new adjustment for population totals was introduced. The impact was to raise the unemployment rate by approximately 0.5 percentage point, from 7.6 to 8.1 percent. Statistics Sweden revised its labor force survey data for 1987-92 to take into account the break in 1993. The adjustment raised the Swedish unemployment rate by 0.2 percentage point in 1987 and gradually rose to 0.5 percentage point in 1992.

Beginning with 1987, BLS has adjusted the Swedish data to classify students who also sought work as unemployed. The impact of this change was to increase the adjusted unemployment rate by 0.1 percentage point

in 1987 and by 1.8 percentage points in 1994, when unemployment was higher. In 1998, the adjusted unemployment rate had risen from 6.5 to 8.4 percent due to the adjustment to include students.

The net effect of the 1987 and 1993 changes and the BLS adjustment for students seeking work lowered Sweden's 1987 unemployment rate from 2.3 to 2.2 percent.

FOR ADDITIONAL INFORMATION on this series, contact the Division of Foreign Labor Statistics: (202) 691-5654.

Manufacturing productivity and labor costs

Description of the series

Table 45 presents comparative indexes of manufacturing labor productivity (output per hour), output, total hours, compensation per hour, and unit labor costs for the United States, Canada, Japan, and nine European countries. These measures are trend comparisons—that is, series that measure changes over time—rather than level comparisons. There are greater technical problems in comparing the levels of manufacturing output among countries.

BLS constructs the comparative indexes from three basic aggregate measures—output, total labor hours, and total compensation. The hours and compensation measures refer to all employed persons (wage and salary earners plus self-employed persons and unpaid family workers) in the United States, Canada, Japan, France, Germany, Norway, and Sweden, and to all employees (wage and salary earners) in the other countries.

Definitions

Output, in general, refers to value added in manufacturing from the national accounts of each country. However, the output series for Japan prior to 1970 is an index of industrial production, and the national accounts measures for the United Kingdom are essentially identical to their indexes of industrial production.

The 1977-97 output data for the United States are the gross product originating (value added) measures prepared by the Bureau of Economic Analysis of the U.S. Department of Commerce. Comparable manufacturing output data currently are not available prior to 1977.

U.S. gross product originating is a chain-type annual-weighted series. (For more information on the U.S. measure, see Robert E. Yuskavage, "Improved Estimates of Gross Product by Industry, 1959-94," *Survey of Current Business*, August 1996, pp. 133-55.) The Japanese value added series is based upon one set of fixed price weights for the

years 1970 through 1997. Output series for the other foreign economies also employ fixed price weights, but the weights are updated periodically (for example, every 5 or 10 years).

To preserve the comparability of the U.S. measures with those for other economies, BLS uses gross product originating in manufacturing for the United States for these comparative measures. The gross product originating series differs from the manufacturing output series that BLS publishes in its news releases on quarterly measures of U.S. productivity and costs (and that underlies the measures that appear in tables 39 and 41 in this section). The quarterly measures are on a "sectoral output" basis, rather than a value-added basis. Sectoral output is gross output less intrasector transactions.

Total labor hours refers to hours worked in all countries. The measures are developed from statistics of manufacturing employment and average hours. The series used for France (from 1970 forward), Norway, and Sweden are official series published with the national accounts. Where official total hours series are not available, the measures are developed by BLS using employment figures published with the national accounts, or other comprehensive employment series, and estimates of annual hours worked. For Germany, BLS uses estimates of average hours worked developed by a research institute connected to the Ministry of Labor for use with the national accounts employment figures. For the other countries, BLS constructs its own estimates of average hours.

Denmark has not published estimates of average hours for 1994-97; therefore, the BLS measure of labor input for Denmark ends in 1993.

Total compensation (labor cost) includes all payments in cash or in-kind made directly to employees plus employer expenditures for legally required insurance programs and contractual and private benefit plans. The measures are from the national accounts of each country, except those for Belgium, which are developed by BLS using statistics on employment, average hours, and hourly compensation. For Canada, France, and Sweden, compensation is increased to account for other significant taxes on payroll or employment. For the United Kingdom, compensation is reduced between 1967 and 1991 to account for employment-related subsidies. Self-employed workers are included in the all-employed-persons measures by assuming that their hourly compensation is equal to the average for wage and salary employees.

Notes on the data

In general, the measures relate to total manufacturing as defined by the International Stan-

dard Industrial Classification. However, the measures for France (for all years) and Italy (beginning 1970) refer to mining and manufacturing less energy-related products, and the measures for Denmark include mining and exclude manufacturing handicrafts from 1960 to 1966.

The measures for recent years may be based on current indicators of manufacturing output (such as industrial production indexes), employment, average hours, and hourly compensation until national accounts and other statistics used for the long-term measures become available.

FOR ADDITIONAL INFORMATION on this series, contact the Division of Foreign Labor Statistics.

Occupational Injury and Illness Data

(Tables 46–47)

Survey of Occupational Injuries and Illnesses

Description of the series

The Survey of Occupational Injuries and Illnesses collects data from employers about their workers' job-related nonfatal injuries and illnesses. The information that employers provide is based on records that they maintain under the Occupational Safety and Health Act of 1970. Self-employed individuals, farms with fewer than 11 employees, employers regulated by other Federal safety and health laws, and Federal, State, and local government agencies are excluded from the survey.

The survey is a Federal-State cooperative program with an independent sample selected for each participating State. A stratified random sample with a Neyman allocation is selected to represent all private industries in the State. The survey is stratified by Standard Industrial Classification and size of employment.

Definitions

Under the Occupational Safety and Health Act, employers maintain records of nonfatal work-related injuries and illnesses that 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, or amputation that results from a work-related event or a single, instantaneous exposure in the work environment.

Occupational illness is an abnormal condition or disorder, other than one resulting from an occupational injury, caused by exposure to 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 injuries and illnesses are cases that involve days away from work, or days of restricted work activity, or both.

Lost workdays include the number of workdays (consecutive or not) on which the employee was either away from work or at work in some restricted capacity, or both, because of an occupational injury or illness. BLS measures of the number and incidence rate of lost workdays were discontinued beginning with the 1993 survey. 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, such as a Federal holiday, even though able to work.

Incidence rates are computed as the number of injuries and/or illnesses or lost work days per 100 full-time workers.

Notes on the data

The definitions of occupational injuries and illnesses are from *Recordkeeping Guidelines for Occupational Injuries and Illnesses* (U.S. Department of Labor, Bureau of Labor Statistics, September 1986).

Estimates are made for industries and employment size classes for total recordable cases, lost workday cases, days away from work cases, and nonfatal cases without lost workdays. These data also are shown separately for injuries. Illness data are available for seven categories: occupational skin diseases or disorders, dust diseases of the lungs, respiratory conditions due to toxic agents, poisoning (systemic effects of toxic agents), disorders due to physical agents (other than toxic materials), disorders associated with repeated trauma, and all other occupational illnesses.

The survey continues to measure the number of new work-related illness cases which are recognized, diagnosed, and reported during the year. Some conditions, for example, long-term latent illnesses caused by exposure to carcinogens, often are difficult to relate to the workplace and are not adequately recognized and reported. These long-term latent illnesses are believed to be understated in the survey's illness measure. In contrast, the overwhelming majority of the reported new illnesses are those which are easier to directly relate to workplace activity (for example, contact dermatitis and carpal tunnel syndrome).

Most of the estimates are in the form of incidence rates, defined as the number of injuries and illnesses per 100 equivalent full-time workers. For this purpose, 200,000 em-

ployee hours represent 100 employee years (2,000 hours per employee). Full detail on the available measures is presented in the annual bulletin, *Occupational Injuries and Illnesses: Counts, Rates, and Characteristics*.

Comparable data for more than 40 States and territories are available from the BLS Office of Safety, Health and Working Conditions. Many of these States publish data on State and local government employees in addition to private industry data.

Mining and railroad data are furnished to BLS by the Mine Safety and Health Administration and the Federal Railroad Administration. Data from these organizations are included in both the national and State data published annually.

With the 1992 survey, BLS began publishing details on serious, nonfatal incidents resulting in days away from work. Included are some major characteristics of the injured and ill workers, such as occupation, age, gender, race, and length of service, as well as the circumstances of their injuries and illnesses (nature of the disabling condition, part of body affected, event and exposure, and the source directly producing the condition). In general, these data are available nationwide for detailed industries and for individual States at more aggregated industry levels.

FOR ADDITIONAL INFORMATION on occupational injuries and illnesses, contact the Office of Occupational Safety, Health and Working Conditions at (202) 691-6180, or access the Internet at:

<http://www.bls.gov/oshhome.htm>

Census of Fatal Occupational Injuries

The Census of Fatal Occupational Injuries compiles a complete roster of fatal job-related injuries, including detailed data about the fatally injured workers and the fatal events. The program collects and cross checks fatality information from multiple sources, including death certificates, State and Federal workers' compensation reports, Occupational Safety and Health Administration and Mine Safety and Health Administration records, medical examiner and autopsy reports, media accounts, State motor vehicle fatality records, and follow-up questionnaires to employers.

In addition to private wage and salary workers, the self-employed, family members, and Federal, State, and local government workers are covered by the program. To be included in the fatality census, the decedent must have been employed (that is working for pay, compensation, or profit) at the time of the event, engaged in a legal work activity, or present at the site of the incident as a requirement of his or her job.

Definition

A **fatal work injury** is any intentional or unintentional wound or damage to the body resulting in death from acute exposure to energy, such as heat or electricity, or kinetic energy from a crash, or from the absence of such essentials as heat or oxygen caused by a specific event or incident or series of events within a single workday or shift. Fatalities that occur during a person's commute to or from work are excluded from the census, as well as work-

related illnesses, which can be difficult to identify due to long latency periods.

Notes on the data

Twenty-eight data elements are collected, coded, and tabulated in the fatality program, including information about the fatally injured worker, the fatal incident, and the machinery or equipment involved. Summary worker demographic data and event characteristics are included in a national news re-

lease that is available about 8 months after the end of the reference year. The Census of Fatal Occupational Injuries was initiated in 1992 as a joint Federal-State effort. Most States issue summary information at the time of the national news release.

FOR ADDITIONAL INFORMATION on the Census of Fatal Occupational Injuries contact the BLS Office of Safety, Health, and Working Conditions at (202) 691-6175, or the Internet at:

<http://www.bls.gov/oshhome.htm>

Bureau of Labor Statistics Internet

The Bureau of Labor Statistics World Wide Web site on the Internet contains a range of data on consumer and producer prices, employment and unemployment, occupational compensation, employee benefits, workplace injuries and illnesses, and productivity. The homepage can be accessed using any Web browser:

<http://stats.bls.gov>.

Also, some data can be accessed through anonymous FTP or Gopher at
stats.bls.gov

1. Labor market indicators

Selected indicators	1997	1998	1997		1998				1999		
			III	IV	I	II	III	IV	I	II	III
Employment data											
Employment status of the civilian noninstitutionalized population (household survey): ¹											
Labor force participation rate.....	67.1	67.1	67.1	67.1	67.2	67.0	67.0	67.1	67.3	67.1	67.0
Employment-population ratio.....	63.8	64.1	63.9	63.9	64.1	64.1	64.0	64.1	64.4	64.2	64.1
Unemployment rate.....	4.9	4.5	4.9	4.7	4.6	4.4	4.5	4.4	4.3	4.3	4.2
Men.....	4.9	4.4	4.8	4.7	4.5	4.3	4.5	4.3	4.1	4.1	4.1
16 to 24 years.....	11.8	11.1	11.7	11.5	11.3	10.7	11.5	10.7	10.3	10.5	10.0
25 years and over.....	3.6	3.2	3.5	3.4	3.3	3.1	3.2	3.2	3.0	3.0	3.0
Women.....	5.0	4.6	5.0	4.7	4.8	4.6	4.6	4.5	4.4	4.4	4.4
16 to 24 years.....	10.7	9.8	10.4	10.1	10.1	9.6	9.9	9.4	9.9	9.0	9.5
25 years and over.....	3.9	3.6	4.0	3.6	3.8	3.6	3.5	3.6	3.4	3.5	3.4
Employment, nonfarm (payroll data), in thousands: ¹											
Total.....	122,690	125,826	123,006	123,946	124,771	125,462	126,113	126,865	127,640	128,246	128,936
Private sector.....	103,133	106,007	103,422	104,311	105,094	105,707	106,260	106,920	107,596	108,153	108,743
Goods-producing.....	24,962	25,347	25,008	25,181	25,363	25,393	25,306	25,319	25,310	25,222	25,194
Manufacturing.....	18,675	18,772	18,698	18,805	18,876	18,851	18,719	18,645	18,542	18,433	18,398
Service-producing.....	97,727	100,480	97,998	98,765	99,409	100,070	100,807	101,545	102,331	103,024	103,743
Average hours:											
Private sector.....	34.6	34.6	34.6	34.6	34.7	34.6	34.6	34.6	34.6	34.4	34.5
Manufacturing.....	42.0	41.7	42.0	42.1	42.0	41.7	41.7	41.7	41.6	41.7	41.8
Overtime.....	4.8	4.6	4.8	4.9	4.8	4.6	4.5	4.5	4.5	4.5	4.7
Employment Cost Index ²											
Percent change in the ECI, compensation:											
All workers (excluding farm, household and Federal workers).....	3.3	3.4	1.0	.8	.8	.8	1.2	.6	.4	1.0	1.1
Private industry workers.....	3.4	3.5	.8	.9	.9	.9	1.1	.6	.4	1.1	.9
Goods-producing ³	2.4	2.8	.7	.4	.7	.8	.7	.5	.8	.7	.9
Service-producing ³	3.9	3.8	1.0	1.1	1.0	.8	1.3	.6	.3	1.3	.9
State and local government workers.....	2.3	3.0	1.3	.5	.6	.3	1.5	.6	.5	.4	1.5
Workers by bargaining status (private industry):											
Union.....	2.1	3.0	1.1	.2	.4	1.0	1.1	.5	.4	.7	.9
Nonunion.....	3.8	3.5	.8	1.0	1.0	.8	1.1	.6	.5	1.2	.9

¹ Quarterly data seasonally adjusted.² Annual changes are December-to-December changes. Quarterly changes are calculated using the last month of each quarter.³ Goods-producing industries include mining, construction, and manufacturing. Service-producing industries include all other private sector industries.

2. Annual and quarterly percent changes in compensation, prices, and productivity

Selected measures	1997	1998	1997		1998				1999		
			III	IV	I	II	III	IV	I	II	III
Compensation data ^{1,2}											
Employment Cost Index—compensation (wages, salaries, benefits):											
Civilian nonfarm.....	3.3	3.4	1.0	0.8	0.8	0.8	1.2	0.6	0.4	1.0	1.1
Private nonfarm.....	3.4	3.5	.8	.9	.9	.9	1.1	.6	.4	1.1	.9
Employment Cost Index—wages and salaries:											
Civilian nonfarm.....	3.8	3.7	1.2	.9	.9	.7	1.3	.7	.5	1.0	1.1
Private nonfarm.....	3.9	3.9	1.0	1.0	1.1	.9	1.3	.6	.5	1.2	.9
Price data ¹											
Consumer Price Index (All Urban Consumers): All Items.....	1.7	1.6	.6	.1	.6	.5	.4	.2	.7	.7	1.0
Producer Price Index:											
Finished goods.....	-1.2	.0	.2	-.5	-.8	.5	-.1	.4	.0	1.2	1.6
Finished consumer goods.....	-1.4	.0	.4	-.8	-1.0	.8	.0	.2	.0	1.8	2.2
Capital equipment.....	-.6	.0	-.7	.5	.0	-.5	-.4	.9	-.1	-.4	-.4
Intermediate materials, supplies, and components.....	-.8	-3.3	.2	-.8	-1.4	.2	-.5	-1.6	-.2	1.9	1.8
Crude materials.....	-11.3	-16.7	1.3	-.6	-8.8	-1.8	-5.6	-2.5	-.1	1.9	9.8
Productivity data ³											
Output per hour of all persons:											
Business sector.....	2.2	2.8	3.6	1.2	4.6	.6	3.4	4.3	3.0	.8	4.7
Nonfarm business sector.....	2.0	2.8	3.3	1.2	4.4	.9	3.1	4.1	2.7	.6	4.9
Nonfinancial corporations ⁴	3.0	4.0	6.3	2.8	3.7	3.9	5.9	3.2	4.1	3.2	4.7

¹ Annual changes are December-to-December changes. 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 per-

cent changes reflect annual rates of change in quarterly indexes. The data are seasonally adjusted.

⁴ Output per hour of all employees.

NOTE: Dash indicates data not available.

3. Alternative measures of wage and compensation changes

Components	Quarterly average						Four quarters ending—					
	1998			1999			1998			1999		
	II	III	IV	I	II	III	II	III	IV	I	II	III
Average hourly compensation: ¹												
All persons, business sector.....	5.5	6.1	4.9	4.9	5.1	4.6	5.5	5.8	5.4	5.4	5.3	4.9
All persons, nonfarm business sector.....	5.6	6.2	4.6	4.2	4.8	4.7	5.3	5.7	5.3	5.1	4.9	4.6
Employment Cost Index—compensation:												
Civilian nonfarm ².....	.8	1.2	.6	.4	1.0	1.1	3.5	3.7	3.4	3.0	3.2	3.1
Private nonfarm.....	.9	1.1	.6	.4	1.1	.9	3.5	3.8	3.5	3.0	3.3	3.1
Union.....	1.0	1.1	.5	.4	.7	.9	2.7	2.7	3.0	3.0	2.7	2.5
Nonunion.....	.8	1.1	.6	.5	1.2	.9	3.8	4.0	3.5	3.0	3.4	3.2
State and local governments.....	.3	1.5	.6	.5	.4	1.5	2.7	3.0	3.0	2.9	3.0	2.9
Employment Cost Index—wages and salaries:												
Civilian nonfarm ².....	.7	1.3	.7	.5	1.0	1.1	3.8	4.0	3.7	3.3	3.6	3.3
Private nonfarm.....	.9	1.3	.6	.5	1.2	.9	4.0	4.3	3.9	3.3	3.6	3.2
Union.....	.8	1.3	.5	.4	.8	.7	3.0	3.2	3.3	3.1	3.1	2.5
Nonunion.....	.9	1.3	.7	.5	1.2	.9	4.1	4.4	4.0	3.3	3.7	3.3
State and local governments.....	.2	1.6	.7	.4	.4	1.9	3.0	3.0	3.1	2.9	3.1	3.3

¹ Seasonally adjusted. "Quarterly average" is percent change from a quarter ago, at an annual rate.

² Excludes Federal and household workers.

4. Employment status of the population, by sex, age, race, and Hispanic origin, monthly data seasonally adjusted

[Numbers in thousands]

Employment status	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
TOTAL															
Civilian noninstitutional															
population ¹	203,133	205,220	206,104	206,270	206,719	206,873	207,036	207,236	207,427	207,632	207,828	208,038	208,265	208,483	208,666
Civilian labor force.....	136,297	137,673	138,193	138,547	139,347	139,271	138,816	139,091	139,019	139,408	139,254	139,264	139,386	139,662	139,827
Participation rate.....	67.1	67.1	67.1	67.2	67.4	67.3	67.0	67.1	67.0	67.1	67.0	66.9	66.9	67.0	67.0
Employed.....	129,558	131,463	132,113	132,526	133,396	133,144	133,033	133,069	133,224	133,432	133,307	133,411	133,550	133,896	134,085
Employment-pop- ulation ratio ²	63.8	64.1	64.1	64.2	64.5	64.4	64.3	64.2	64.2	64.3	64.1	64.1	64.1	64.2	64.3
Unemployed.....	6,739	6,210	6,080	6,021	5,950	6,127	5,783	6,022	5,795	5,975	5,947	5,853	5,836	5,766	5,743
Unemployment rate.....	4.9	4.5	4.4	4.3	4.3	4.4	4.2	4.3	4.2	4.3	4.3	4.2	4.2	4.1	4.1
Not in the labor force.....	66,837	67,547	67,911	67,723	67,372	67,602	68,220	68,145	68,408	68,225	68,574	68,774	68,879	68,821	68,839
Men, 20 years and over															
Civilian noninstitutional															
population ¹	89,879	90,790	91,192	91,220	91,124	91,189	91,215	91,302	91,368	91,487	91,561	91,692	91,793	91,896	91,986
Civilian labor force.....	69,166	69,715	70,023	70,069	70,295	70,174	69,951	69,991	69,932	70,127	70,164	70,179	70,326	70,291	70,398
Participation rate.....	77.0	76.8	76.8	76.8	77.1	77.0	76.7	76.7	76.5	76.7	76.6	76.5	76.6	76.5	76.5
Employed.....	66,284	67,135	67,573	67,553	67,884	67,577	67,713	67,608	67,399	67,633	67,687	67,682	67,950	67,815	68,055
Employment-pop- ulation ratio ²	73.7	73.9	74.1	74.1	74.5	74.1	74.2	74.0	73.8	73.9	73.9	73.8	74.0	73.8	74.0
Agriculture.....	2,356	2,350	2,374	2,237	2,312	2,212	2,222	2,353	2,212	2,248	2,271	2,242	2,168	2,171	2,268
Nonagricultural industries.....	63,927	64,785	65,199	65,316	65,572	65,365	65,492	65,255	65,186	65,385	65,416	65,440	65,782	65,644	65,787
Unemployed.....	2,882	2,580	2,450	2,516	2,411	2,598	2,238	2,383	2,534	2,494	2,477	2,496	2,376	2,477	2,335
Unemployment rate.....	4.2	3.7	3.5	3.6	3.4	3.7	3.2	3.4	3.6	3.6	3.5	3.6	3.4	3.5	3.3
Women, 20 years and over															
Civilian noninstitutional															
population ¹	97,889	98,786	99,135	99,181	99,686	99,746	99,833	99,923	100,008	100,131	100,203	100,285	100,385	100,458	100,573
Civilian labor force.....	59,198	59,198	59,896	60,078	60,718	60,622	60,533	60,788	60,729	61,092	60,791	60,908	60,793	60,920	61,037
Participation rate.....	60.5	60.4	60.4	60.6	60.9	60.8	60.6	60.8	60.7	61.0	60.7	60.7	60.6	60.6	60.7
Employed.....	56,613	57,278	57,503	57,745	58,466	58,291	58,183	58,320	58,520	58,719	58,373	58,654	58,572	58,806	58,815
Employment-pop- ulation ratio ²	57.8	58.0	58.0	58.2	58.7	58.4	58.3	58.4	58.5	58.6	58.3	58.5	58.3	58.5	58.5
Agriculture.....	798	768	734	753	808	839	834	801	831	869	797	764	767	803	752
Nonagricultural industries.....	55,815	56,510	56,769	56,992	57,659	57,452	57,349	57,519	57,689	57,849	57,576	57,890	57,804	58,003	58,063
Unemployed.....	2,585	2,424	2,393	2,333	2,251	2,330	2,350	2,468	2,209	2,373	2,418	2,254	2,222	2,113	2,222
Unemployment rate.....	4.4	4.1	4.0	3.9	3.7	3.8	3.9	4.1	3.6	3.9	4.0	3.7	3.7	3.5	3.6
Both sexes, 16 to 19 years															
Civilian noninstitutional															
population ¹	15,365	15,644	15,777	15,777	15,909	15,939	15,988	16,011	16,051	16,014	16,065	16,061	16,086	16,129	16,017
Civilian labor force.....	7,932	8,256	8,274	8,400	8,334	8,475	8,331	8,312	8,358	8,189	8,300	8,177	8,267	8,451	8,401
Participation rate.....	51.6	52.8	52.4	52.9	52.4	53.2	52.1	51.9	52.1	51.1	51.7	50.9	51.4	52.4	52.2
Employed.....	6,661	7,051	7,037	7,228	7,046	7,276	7,136	7,141	7,306	7,081	7,247	7,075	7,028	7,275	7,215
Employment-pop- ulation ratio ²	43.4	45.1	44.6	45.5	44.3	45.7	44.6	44.6	45.5	44.2	45.1	44.0	43.7	45.1	44.8
Agriculture.....	244	261	240	232	179	277	224	230	252	237	225	212	201	229	284
Nonagricultural industries.....	6,417	6,790	6,797	6,996	6,867	6,999	6,912	6,911	7,054	6,843	7,023	6,862	6,827	7,046	6,931
Unemployed.....	1,271	1,205	1,237	1,172	1,288	1,199	1,195	1,171	1,052	1,108	1,053	1,102	1,238	1,176	1,186
Unemployment rate.....	16.0	14.6	15.0	14.0	15.5	14.1	14.3	14.1	12.6	13.5	12.7	13.5	15.0	13.9	14.1
White															
Civilian noninstitutional															
population ¹	169,993	171,478	172,084	172,197	172,394	172,491	172,597	172,730	172,859	172,999	173,133	173,275	173,432	173,585	173,709
Civilian labor force.....	114,693	115,415	115,687	115,996	116,529	116,610	116,284	116,370	116,254	116,578	116,393	116,602	116,409	116,577	116,622
Participation rate.....	67.5	67.3	67.2	67.4	67.6	67.6	67.4	67.4	67.3	67.4	67.2	67.3	67.1	67.2	67.1
Employed.....	109,856	110,931	111,304	111,560	112,135	112,189	112,144	111,917	111,985	112,092	112,117	112,277	112,210	112,483	112,550
Employment-pop- ulation ratio ²	64.6	64.7	64.7	64.8	65.0	65.0	65.0	64.8	64.8	64.8	64.8	64.8	64.7	64.8	64.8
Unemployed.....	4,836	4,484	4,383	4,436	4,394	4,420	4,140	4,454	4,269	4,486	4,276	4,325	4,198	4,093	4,072
Unemployment rate.....	4.2	3.9	3.8	3.8	3.8	3.8	3.6	3.8	3.7	3.8	3.7	3.7	3.6	3.5	3.5
Black															
Civilian noninstitutional															
population ¹	24,003	24,373	24,529	24,529	24,665	24,697	24,729	24,765	24,798	24,833	24,867	24,904	24,946	24,985	25,019
Civilian labor force.....	15,529	15,982	16,201	16,157	16,356	16,242	16,212	16,286	16,303	16,300	16,384	16,279	16,534	16,478	16,533
Participation rate.....	64.7	65.6	66.0	65.8	66.3	65.8	65.6	65.8	65.7	65.6	65.9	65.4	66.3	66.0	66.1
Employed.....	13,969	14,556	14,804	14,884	15,085	14,900	14,904	15,029	15,079	15,103	14,949	15,005	15,154	15,104	15,200
Employment-pop- ulation ratio ²	58.2	59.7	60.4	60.6	61.2	60.3	60.3	60.7	60.8	60.8	60.1	60.3	60.7	60.5	60.8
Unemployed.....	1,560	1,426	1,397	1,273	1,271	1,342	1,308	1,257	1,224	1,197	1,434	1,274	1,380	1,374	1,333
Unemployment rate.....	10.0	8.9	8.6	7.9	7.8	8.3	8.1	7.7	7.5	7.3	8.8	7.8	8.3	8.3	8.1

See footnotes at end of table.

4. Continued—Employment status of the population, by sex, age, race, and Hispanic origin, monthly data seasonally adjusted

[Numbers in thousands]

Employment status	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Hispanic origin															
Civilian noninstitutional population ¹	20,321	21,070	21,349	21,405	21,296	21,355	21,414	21,483	21,548	21,618	21,684	21,752	21,820	21,881	21,947
Civilian labor force.....	13,796	14,317	14,389	14,488	14,511	14,591	14,570	14,543	14,535	14,643	14,592	14,734	14,756	14,797	14,873
Participation rate.....	67.9	67.9	67.4	67.7	68.1	68.3	68.0	67.7	67.5	67.7	67.3	67.7	67.6	67.6	67.8
Employed.....	12,726	13,291	13,345	13,383	13,550	13,610	13,732	13,541	13,558	13,654	13,685	13,776	13,763	13,853	13,973
Employment-population ratio ²	62.6	63.1	62.5	62.5	63.6	63.7	64.1	63.0	62.9	63.2	63.1	63.3	63.1	63.3	63.7
Unemployed.....	1,069	1,026	1,044	1,105	960	980	838	1,002	977	989	907	959	993	944	900
Unemployment rate.....	7.7	7.2	7.3	7.6	6.6	6.7	5.8	6.9	6.7	6.8	6.2	6.5	6.7	6.4	6.0

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.

5. Selected employment indicators, monthly data seasonally adjusted

[In thousands]

Selected categories	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Characteristic															
Employed, 16 years and over.....	129,558	131,463	132,113	132,526	133,396	133,144	133,033	133,069	133,224	133,432	133,307	133,411	133,550	133,896	134,085
Men.....	69,685	70,693	71,182	71,204	71,459	71,276	71,352	71,225	71,198	71,321	71,444	71,332	71,615	71,569	71,719
Women.....	59,873	60,771	60,931	61,322	61,937	61,869	61,680	61,845	62,026	62,112	61,863	62,079	61,935	62,327	62,366
Married men, spouse present.....	42,642	42,923	43,209	43,227	43,542	43,016	43,114	43,190	42,882	43,291	43,353	43,398	43,446	43,158	43,253
Married women, spouse present.....	32,755	32,872	32,953	33,093	33,652	33,092	33,134	33,285	33,487	33,802	33,302	33,458	33,204	33,525	33,617
Women who maintain families.....	7,775	7,904	7,969	8,087	8,076	8,113	8,148	8,050	8,039	7,991	8,289	8,357	8,313	8,424	8,579
Class of worker															
Agriculture:															
Wage and salary workers.....	1,890	2,000	2,005	1,912	1,987	1,895	1,893	1,908	1,919	1,911	1,938	1,900	1,929	1,915	2,068
Self-employed workers.....	1,457	1,341	1,304	1,304	1,298	1,381	1,376	1,439	1,348	1,369	1,300	1,262	1,176	1,273	1,201
Unpaid family workers.....	51	38	40	34	30	44	39	31	33	37	47	48	41	43	43
Nonagricultural industries:															
Wage and salary workers.....	116,983	119,019	119,718	120,380	121,115	121,066	121,005	120,785	121,168	121,005	121,157	121,163	121,498	121,600	121,954
Government.....	18,131	18,383	18,607	18,686	18,913	18,782	18,699	18,709	18,672	19,110	19,068	19,243	19,131	18,759	18,834
Private industries.....	98,852	100,637	101,111	101,694	102,202	102,283	102,306	102,076	102,496	101,895	102,089	101,920	102,367	102,841	103,120
Private households.....	915	962	969	943	881	849	917	941	910	1,001	943	871	1,039	931	941
Other.....	97,937	99,674	100,142	100,751	101,321	101,434	101,389	101,135	101,586	100,894	101,146	101,049	101,328	101,910	102,179
Self-employed workers.....	9,056	8,962	8,929	8,814	8,830	8,658	8,650	8,813	8,687	8,857	8,837	9,066	8,820	8,879	8,672
Unpaid family workers.....	120	103	112	122	121	114	125	63	60	87	74	91	98	100	112
Persons at work part time¹															
All industries:															
Part time for economic reasons.....	4,068	3,665	3,340	3,417	3,562	3,426	3,564	3,408	3,422	3,418	3,299	3,248	3,269	3,151	3,249
Slack work or business conditions.....	2,286	2,095	1,910	1,927	2,093	1,984	2,045	1,920	1,946	2,092	1,983	1,871	1,895	1,926	1,922
Could only find part-time work.....	1,468	1,258	1,157	1,148	1,115	1,141	1,208	1,124	1,137	1,014	1,044	1,057	1,087	975	1,034
Part time for noneconomic reasons.....	18,149	18,530	18,634	18,674	18,485	18,642	18,545	18,882	18,632	18,666	19,122	19,359	18,787	18,816	18,573
Nonagricultural industries:															
Part time for economic reasons.....	3,879	3,501	3,191	3,257	3,413	3,298	3,374	3,224	3,247	3,232	3,130	3,105	3,096	2,958	3,083
Slack work or business conditions.....	2,167	1,997	1,824	1,841	1,989	1,906	1,955	1,831	1,838	1,944	1,846	1,791	1,789	1,800	1,804
Could only find part-time work.....	1,433	1,228	1,130	1,116	1,094	1,108	1,159	1,092	1,111	1,010	1,028	1,041	1,080	950	1,013
Part time for noneconomic reasons.....	17,564	17,954	18,110	18,155	17,921	18,061	17,944	18,320	18,098	18,016	18,618	18,781	18,288	18,277	18,005

¹ Excludes persons "with a job but not at work" during the survey period for such reasons as vacation, illness, or industrial disputes.

6. Selected unemployment indicators, monthly data seasonally adjusted

[Unemployment rates]

Selected categories	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Characteristic															
Total, all workers.....	4.9	4.5	4.4	4.3	4.3	4.4	4.2	4.3	4.2	4.3	4.3	4.2	4.2	4.1	4.1
Both sexes, 16 to 19 years.....	16.0	14.6	15.0	14.0	15.5	14.1	14.3	14.1	12.6	13.5	12.7	13.5	15.0	13.9	14.1
Men, 20 years and over.....	4.2	3.7	3.5	3.6	3.4	3.7	3.2	3.4	3.6	3.6	3.5	3.6	3.4	3.5	3.3
Women, 20 years and over.....	4.4	4.1	4.0	3.9	3.7	3.8	3.9	4.1	3.6	3.9	4.0	3.7	3.7	3.5	3.6
White, total.....	4.2	3.9	3.8	3.8	3.8	3.8	3.6	3.8	3.7	3.8	3.7	3.7	3.6	3.5	3.5
Both sexes, 16 to 19 years.....	13.6	12.6	13.0	12.6	13.0	11.8	11.9	12.1	11.0	12.1	10.7	11.6	12.7	11.8	12.1
Men, 16 to 19 years.....	14.3	14.1	14.1	14.5	14.1	12.2	12.7	12.6	11.9	11.8	10.9	12.2	13.0	11.6	13.0
Women, 16 to 19 years.....	12.8	10.9	11.6	10.6	11.9	11.4	11.1	11.6	10.1	12.5	10.6	10.9	12.4	12.0	11.1
Men, 20 years and over.....	3.6	3.2	3.1	3.2	3.1	3.3	2.8	3.0	3.2	3.2	3.1	3.3	2.9	2.9	2.8
Women, 20 years and over.....	3.7	3.4	3.4	3.3	3.3	3.2	3.3	3.6	3.2	3.4	3.4	3.2	3.2	3.0	3.1
Black, total.....	10.0	8.9	8.6	7.9	7.8	8.3	8.1	7.7	7.5	7.3	8.8	7.8	8.3	8.3	8.1
Both sexes, 16 to 19 years.....	32.4	27.6	27.5	22.4	29.8	29.2	31.0	28.1	24.1	22.9	26.7	28.6	31.7	31.5	28.9
Men, 16 to 19 years.....	36.5	30.1	33.0	27.3	34.2	31.6	32.9	33.0	26.2	26.7	30.8	29.4	30.6	36.4	31.8
Women, 16 to 19 years.....	28.7	25.3	22.1	17.6	25.0	27.0	29.1	23.5	22.0	19.6	22.9	27.9	32.9	26.5	26.3
Men, 20 years and over.....	8.5	7.4	7.0	6.7	5.9	6.7	5.8	6.1	6.6	6.1	7.4	6.2	7.2	7.9	7.1
Women, 20 years and over.....	8.8	7.9	7.6	7.0	6.6	7.1	7.2	6.8	6.4	6.6	7.9	6.9	6.7	6.1	6.6
Hispanic origin, total.....	7.7	7.2	7.3	7.6	6.6	6.7	5.8	6.9	6.7	6.8	6.2	6.5	6.7	6.4	6.0
Married men, spouse present.....	2.7	2.4	2.2	2.3	2.3	2.4	2.1	2.3	2.4	2.2	2.3	2.3	2.1	2.3	2.1
Married women, spouse present.....	3.1	2.9	2.9	2.8	2.8	2.8	2.7	2.9	2.5	2.7	2.9	2.7	2.6	2.4	2.6
Women who maintain families.....	8.1	7.2	6.9	6.3	6.1	6.5	6.7	7.2	6.0	6.6	6.4	6.4	6.5	6.0	6.0
Full-time workers.....	4.8	4.3	4.2	4.2	4.1	4.3	4.0	4.2	4.0	4.0	4.1	4.1	4.0	4.0	3.9
Part-time workers.....	5.5	5.3	5.4	5.2	5.2	4.9	4.9	4.9	5.1	5.4	4.9	4.5	5.1	4.6	5.0
Industry															
Nonagricultural wage and salary workers.....	5.0	4.6	4.5	4.4	4.3	4.3	4.2	4.4	4.2	4.4	4.4	4.3	4.4	4.2	4.1
Mining.....	3.8	3.2	2.2	4.3	7.4	7.7	5.3	9.3	5.9	4.7	6.4	4.0	7.1	4.3	4.0
Construction.....	9.0	7.5	7.0	6.4	7.3	7.5	6.7	7.4	7.2	7.5	6.7	7.9	6.8	6.7	5.4
Manufacturing.....	4.2	3.9	3.8	4.0	3.5	3.7	3.4	3.3	3.4	3.8	3.5	3.9	4.1	3.7	3.6
Durable goods.....	3.5	3.4	3.2	3.4	3.4	3.3	2.9	3.1	3.3	3.6	3.8	3.7	4.1	3.4	3.6
Nondurable goods.....	5.1	4.7	4.8	4.9	3.8	4.3	4.1	3.7	3.6	4.0	3.0	4.2	3.9	4.2	3.6
Transportation and public utilities.....	3.5	3.4	3.2	3.2	2.5	3.2	2.9	2.8	3.3	2.8	3.6	3.1	2.7	3.2	3.5
Wholesale and retail trade.....	6.2	5.5	5.2	5.5	5.2	5.2	5.4	5.4	5.3	5.4	5.2	4.8	5.2	4.8	5.3
Finance, insurance, and real estate.....	3.0	2.5	2.8	2.8	2.4	2.4	1.9	3.2	2.1	2.3	2.3	2.4	2.2	2.3	2.4
Services.....	4.6	4.5	4.6	4.1	4.1	4.0	4.2	4.1	3.9	4.2	4.5	4.0	4.1	4.0	3.8
Government workers.....	2.6	2.3	2.1	2.0	2.2	2.3	2.1	2.5	2.6	2.4	2.3	2.1	2.0	2.0	2.0
Agricultural wage and salary workers.....	9.1	8.3	7.6	8.3	9.6	11.3	9.5	9.7	10.7	9.6	8.9	9.8	5.3	7.2	8.4
Educational attainment¹															
Less than a high school diploma.....	8.1	7.1	7.1	7.0	7.4	7.5	6.1	6.6	6.7	6.7	6.8	7.1	6.9	6.6	6.5
High school graduates, no college.....	4.3	4.0	3.9	3.8	3.5	3.4	3.4	3.5	3.6	3.9	3.6	3.5	3.6	3.2	3.2
Some college, less than a bachelor's degree.....	3.3	3.0	2.8	2.8	2.9	3.1	2.8	3.0	2.8	2.5	3.1	3.2	2.7	2.7	2.7
College graduates.....	2.0	1.8	1.8	1.8	1.8	1.9	1.9	2.1	1.9	2.0	1.8	1.6	1.6	1.7	1.7

¹ Data refer to persons 25 years and over.

7. Duration of unemployment, monthly data seasonally adjusted

[Numbers in thousands]

Weeks of unemployment	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Less than 5 weeks.....	2,538	2,622	2,546	2,614	2,353	2,601	2,478	2,788	2,467	2,529	2,680	2,621	2,589	2,471	2,599
5 to 14 weeks.....	2,138	1,950	1,983	1,839	2,071	1,944	1,891	1,867	1,816	1,736	1,766	1,810	1,831	1,853	1,780
15 weeks and over.....	2,062	1,637	1,611	1,578	1,469	1,550	1,434	1,446	1,523	1,668	1,505	1,449	1,392	1,427	1,386
15 to 26 weeks.....	995	763	752	754	753	766	736	773	794	824	787	745	698	711	722
27 weeks and over.....	1,067	875	859	824	716	784	697	673	729	844	718	704	694	716	664
Mean duration, in weeks.....	15.8	14.5	14.4	14.1	13.4	13.8	13.5	13.1	13.4	14.5	13.6	13.2	12.8	13.2	12.9
Median duration, in weeks.....	8.0	6.7	6.7	6.7	6.9	7.0	6.9	6.1	6.7	6.2	5.7	6.5	5.8	6.4	6.3

8. Unemployed persons by reason for unemployment, monthly data seasonally adjusted

[Numbers in thousands]

Reason for unemployment	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Job losers ¹	3,037	2,822	2,758	2,754	2,696	2,738	2,563	2,700	2,663	2,683	2,740	2,662	2,586	2,490	2,497
On temporary layoff.....	931	866	850	841	864	849	812	838	821	892	850	929	890	781	872
Not on temporary layoff.....	2,106	1,957	1,908	1,913	1,832	1,889	1,751	1,862	1,842	1,791	1,890	1,734	1,696	1,710	1,625
Job leavers.....	795	734	677	709	699	751	780	841	789	864	755	797	737	766	836
Reentrants.....	2,338	2,132	2,130	2,031	1,993	2,110	1,988	2,044	2,040	2,057	2,011	1,896	1,965	1,952	1,918
New entrants.....	569	520	534	504	537	509	431	469	415	349	402	483	537	527	492
Percent of unemployed															
Job losers ¹	45.1	45.5	45.2	45.9	45.5	44.8	44.5	44.6	45.1	45.1	46.4	45.6	44.4	43.4	43.5
On temporary layoff.....	13.8	13.9	13.9	14.0	14.6	13.9	14.1	13.9	13.9	15.0	14.4	15.9	15.3	13.6	15.2
Not on temporary layoff.....	31.3	31.5	31.3	31.9	30.9	30.9	30.4	30.8	31.2	30.1	32.0	29.7	29.1	29.8	28.3
Job leavers.....	11.8	11.8	11.1	11.8	11.8	12.3	13.5	13.9	13.4	14.5	12.8	13.6	12.7	13.4	14.6
Reentrants.....	34.7	34.3	34.9	33.9	33.6	34.5	34.5	33.8	34.5	34.6	34.0	32.5	33.7	34.0	33.4
New entrants.....	8.4	8.4	8.8	8.4	9.1	8.3	7.5	7.7	7.0	5.9	6.8	8.3	9.2	9.2	8.6
Percent of civilian labor force															
Job losers ¹	2.2	2.1	2.0	2.0	1.9	2.0	1.8	1.9	1.9	1.9	2.0	1.9	1.9	1.8	1.8
Job leavers.....	.6	.5	.5	.5	.5	.5	.6	.6	.6	.6	.5	.6	.5	.5	.6
Reentrants.....	1.7	1.5	1.5	1.5	1.4	1.5	1.4	1.5	1.5	1.5	1.4	1.4	1.4	1.4	1.4
New entrants.....	.4	.4	.4	.4	.4	.4	.3	.3	.3	.3	.3	.3	.4	.4	.4

¹ Includes persons who completed temporary jobs.

9. Unemployment rates by sex and age, monthly data seasonally adjusted

[Civilian workers]

Sex and age	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Total, 16 years and over.....	4.9	4.5	4.4	4.3	4.3	4.4	4.2	4.3	4.2	4.3	4.3	4.2	4.2	4.1	4.1
16 to 24 years.....	11.3	10.4	9.9	9.8	10.1	10.2	10.0	10.0	9.4	9.9	9.6	9.6	10.1	10.1	10.1
16 to 19 years.....	16.0	14.6	15.0	14.0	15.5	14.1	14.3	14.1	12.6	13.5	12.7	13.5	15.0	13.9	14.1
16 to 17 years.....	18.2	17.2	18.0	16.9	18.4	15.5	16.6	16.9	15.9	16.1	14.6	15.8	16.3	15.9	16.8
18 to 19 years.....	14.5	12.8	13.0	12.1	13.1	13.1	12.8	12.3	10.6	11.8	11.4	12.1	14.1	12.5	12.4
20 to 24 years.....	8.5	7.9	6.9	7.2	6.9	7.7	7.4	7.6	7.5	7.7	7.7	7.3	7.2	7.8	7.6
25 years and over.....	3.8	3.4	3.3	3.3	3.2	3.3	3.1	3.2	3.2	3.2	3.2	3.2	3.1	3.0	3.0
25 to 54 years.....	3.9	3.5	3.4	3.4	3.3	3.4	3.1	3.3	3.2	3.3	3.3	3.3	3.2	3.1	3.0
55 years and over.....	3.0	2.7	3.0	3.0	2.9	2.9	2.9	2.9	2.6	3.0	3.0	2.6	2.6	2.7	2.5
Men, 16 years and over.....	4.9	4.4	4.3	4.3	4.2	4.3	3.9	4.1	4.2	4.2	4.1	4.1	4.0	4.1	4.0
16 to 24 years.....	11.8	11.1	10.3	10.8	10.7	10.1	9.9	10.5	10.2	10.7	10.2	9.8	9.9	10.4	10.2
16 to 19 years.....	16.9	16.2	16.5	16.4	16.9	14.6	15.0	14.8	13.3	14.1	13.4	13.5	14.9	14.0	15.1
16 to 17 years.....	19.1	19.1	20.0	19.9	19.7	15.3	16.9	19.2	17.7	16.5	15.4	15.8	16.6	14.9	17.2
18 to 19 years.....	15.4	14.1	14.4	14.0	14.7	14.1	13.6	12.2	10.6	12.8	11.8	12.3	13.4	13.2	14.0
20 to 24 years.....	8.9	8.1	6.6	7.3	7.1	7.5	7.0	8.0	8.3	8.7	8.3	7.6	7.0	8.3	7.3
25 years and over.....	3.6	3.2	3.1	3.2	3.0	3.2	2.7	2.9	3.1	3.0	3.0	3.1	3.0	3.0	2.8
25 to 54 years.....	3.7	3.3	3.1	3.2	3.1	3.3	2.8	2.9	3.1	3.0	2.9	3.2	3.0	3.0	2.9
55 years and over.....	3.1	2.8	3.1	3.1	2.8	3.0	2.6	2.6	2.7	2.6	3.2	2.9	3.0	2.9	2.6
Women, 16 years and over.....	5.0	4.6	4.6	4.3	4.3	4.5	4.5	4.6	4.1	4.4	4.5	4.3	4.4	4.1	4.2
16 to 24 years.....	10.7	9.8	9.5	8.7	9.5	10.2	10.0	9.5	8.6	9.0	8.9	9.4	10.2	9.7	9.9
16 to 19 years.....	15.0	12.9	13.3	11.3	13.9	13.7	13.6	13.4	11.8	12.9	11.9	13.4	15.0	13.8	13.0
16 to 17 years.....	17.2	15.1	15.9	13.8	16.9	15.7	16.2	14.5	13.8	15.7	13.8	15.8	15.9	16.8	16.4
18 to 19 years.....	13.6	11.5	11.4	10.2	11.5	12.1	11.9	12.5	10.6	10.7	11.0	11.9	15.0	11.7	10.7
20 to 24 years.....	8.1	7.8	7.1	7.1	6.7	8.0	7.8	7.1	6.7	6.7	7.1	7.0	7.3	7.2	8.1
25 years and over.....	3.9	3.6	3.6	3.5	3.4	3.3	3.4	3.6	3.2	3.5	3.6	3.3	3.2	3.0	3.1
25 to 54 years.....	4.1	3.8	3.8	3.6	3.5	3.5	3.5	3.7	3.4	3.5	3.7	3.4	3.4	3.1	3.2
55 years and over.....	2.9	2.6	2.9	2.8	3.1	2.7	3.2	3.3	2.6	3.5	2.9	2.3	2.0	2.4	2.5

10. Unemployment rates by State, seasonally adjusted

State	Oct. 1998	Sept. 1999	Oct. 1999 ^P	State	Oct. 1998	Sept. 1999	Oct. 1999 ^P
Alabama.....	4.1	4.7	4.4	Missouri.....	3.7	3.4	2.7
Alaska.....	5.6	5.6	5.7	Montana.....	5.6	5.2	4.9
Arizona.....	4.0	4.0	4.0	Nebraska.....	2.7	2.5	2.5
Arkansas.....	5.6	4.3	4.2	Nevada.....	3.7	4.2	4.4
California.....	5.9	4.9	4.8	New Hampshire.....	2.9	2.1	2.5
Colorado.....	3.8	2.8	3.0	New Jersey.....	4.5	4.6	4.5
Connecticut.....	3.2	2.7	3.0	New Mexico.....	6.4	6.1	6.0
Delaware.....	3.5	2.8	3.2	New York.....	5.4	5.3	5.2
District of Columbia.....	8.5	6.4	5.9	North Carolina.....	3.4	3.1	3.2
Florida.....	4.2	3.9	3.9	North Dakota.....	3.0	2.8	2.8
Georgia.....	4.0	4.0	3.6	Ohio.....	4.2	4.4	4.2
Hawaii.....	6.2	5.4	5.3	Oklahoma.....	4.6	3.2	3.1
Idaho.....	5.0	4.9	5.1	Oregon.....	5.7	5.8	5.5
Illinois.....	4.5	4.4	4.3	Pennsylvania.....	4.5	4.5	4.2
Indiana.....	3.0	2.9	2.7	Rhode Island.....	4.8	3.9	3.7
Iowa.....	2.7	2.4	2.2	South Carolina.....	3.9	4.2	4.4
Kansas.....	3.8	3.4	3.2	South Dakota.....	2.7	2.6	2.7
Kentucky.....	4.4	4.3	4.1	Tennessee.....	4.1	3.5	3.6
Louisiana.....	5.3	5.2	5.5	Texas.....	4.8	4.5	4.6
Maine.....	4.3	3.9	3.9	Utah.....	3.6	3.5	3.4
Maryland.....	4.2	3.3	3.4	Vermont.....	3.3	3.0	2.9
Massachusetts.....	3.2	2.9	3.2	Virginia.....	2.9	2.9	2.8
Michigan.....	3.8	3.4	3.7	Washington.....	4.9	5.0	4.8
Minnesota.....	2.5	2.5	2.2	West Virginia.....	6.4	6.7	6.7
Mississippi.....	5.2	4.8	5.2	Wisconsin.....	3.6	2.6	2.8
				Wyoming.....	4.8	4.6	4.6

^P = preliminary**11. Employment of workers on nonfarm payrolls by State, seasonally adjusted**

[In thousands]

State	Oct. 1998	Sept. 1999	Oct. 1999 ^P	State	Oct. 1998	Sept. 1999	Oct. 1999 ^P
Alabama.....	1,916.4	1,936.0	1,930.1	Missouri.....	2,702.8	2,693.1	2,709.2
Alaska.....	276.8	277.5	278.3	Montana.....	375.3	381.3	382.9
Arizona.....	2,101.3	2,165.5	2,178.2	Nebraska.....	882.7	881.6	879.8
Arkansas.....	1,129.8	1,141.3	1,143.4	Nevada.....	943.3	982.5	989.8
California.....	13,717.2	14,039.6	14,065.6	New Hampshire.....	590.7	600.4	595.3
Colorado.....	2,073.7	2,106.9	2,114.3	New Jersey.....	3,817.3	3,877.2	3,880.4
Connecticut.....	1,651.4	1,674.3	1,673.8	New Mexico.....	723.9	731.8	732.4
Delaware.....	401.8	412.5	415.3	New York.....	8,280.9	8,420.3	8,443.5
District of Columbia.....	615.3	621.6	620.5	North Carolina.....	3,811.0	3,846.8	3,847.6
Florida.....	6,757.8	6,996.9	7,008.5	North Dakota.....	317.1	316.6	316.6
Georgia.....	3,772.9	3,896.7	3,905.4	Ohio.....	5,497.2	5,521.6	5,526.2
Hawaii.....	530.7	537.3	531.5	Oklahoma.....	1,449.7	1,482.4	1,487.3
Idaho.....	525.9	529.2	532.0	Oregon.....	1,565.7	1,581.2	1,593.1
Illinois.....	5,929.0	5,968.4	5,972.0	Pennsylvania.....	5,508.7	5,543.2	5,546.0
Indiana.....	2,933.8	2,952.0	2,958.8	Rhode Island.....	461.5	467.8	469.2
Iowa.....	1,460.1	1,491.4	1,493.0	South Carolina.....	1,803.2	1,840.5	1,842.0
Kansas.....	1,322.4	1,340.9	1,347.4	South Dakota.....	363.6	364.3	364.4
Kentucky.....	1,763.7	1,793.6	1,798.3	Tennessee.....	2,650.5	2,673.1	2,675.7
Louisiana.....	1,908.2	1,921.3	1,920.8	Texas.....	9,026.8	9,235.4	9,263.1
Maine.....	574.7	586.0	587.8	Utah.....	1,030.6	1,057.4	1,061.0
Maryland.....	2,342.5	2,372.9	2,383.3	Vermont.....	286.1	290.5	292.0
Massachusetts.....	3,189.9	3,232.8	3,233.5	Virginia.....	3,337.8	3,405.7	3,407.0
Michigan.....	4,540.1	4,577.4	4,565.4	Washington.....	2,613.7	2,652.2	2,661.5
Minnesota.....	2,578.4	2,618.2	2,623.3	West Virginia.....	722.6	725.7	724.3
Mississippi.....	1,134.5	1,133.6	1,131.5	Wisconsin.....	2,720.0	2,743.6	2,747.8
				Wyoming.....	227.3	229.5	231.0

^P = preliminary

NOTE: Some data in this table may differ from data published elsewhere because of the continual updating of the data base.

12. Employment of workers on nonfarm payrolls by industry, monthly data seasonally adjusted

[In thousands]

Industry	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL.....	122,690	125,826	126,841	127,186	127,378	127,730	127,813	128,134	128,162	128,443	128,816	128,945	129,048	129,311	129,545
PRIVATE SECTOR.....	103,133	106,007	106,893	107,213	107,386	107,676	107,726	108,035	108,085	108,338	108,663	108,735	108,830	109,069	109,272
GOODS-PRODUCING.....	24,962	25,347	25,298	25,354	25,315	25,329	25,285	25,288	25,199	25,180	25,247	25,148	25,186	25,193	25,246
Mining.....	596	590	574	570	560	553	550	538	531	526	528	524	527	528	528
Metal mining.....	54	50	50	50	50	50	50	49	49	48	48	47	48	48	49
Oil and gas extraction.....	339	339	325	320	312	306	305	294	287	285	285	285	287	289	288
Nonmetallic minerals, except fuels.....	108	109	109	110	109	109	108	109	109	109	110	109	109	109	109
Construction.....	5,691	5,985	6,085	6,173	6,170	6,238	6,232	6,277	6,239	6,258	6,270	6,246	6,293	6,313	6,368
General building contractors.....	1,310	1,372	1,394	1,404	1,410	1,426	1,429	1,428	1,427	1,430	1,432	1,426	1,440	1,446	1,452
Heavy construction, except building.....	799	838	850	876	871	869	864	874	854	857	857	852	857	860	868
Special trades contractors.....	3,582	3,744	3,841	3,893	3,889	3,943	3,939	3,975	3,958	3,971	3,981	3,968	3,996	4,007	4,048
Manufacturing.....	18,675	18,772	18,639	18,611	18,585	18,538	18,503	18,473	18,429	18,396	18,449	18,378	18,366	18,352	18,350
Production workers.....	12,907	12,930	12,808	12,795	12,773	12,730	12,714	12,696	12,662	12,623	12,691	12,622	12,617	12,612	12,613
Durable goods.....	11,010	11,170	11,092	11,074	11,050	11,027	11,014	10,993	10,971	10,960	11,015	10,975	10,959	10,951	10,945
Production workers.....	7,553	7,643	7,577	7,568	7,548	7,529	7,527	7,519	7,504	7,487	7,549	7,513	7,496	7,493	7,487
Lumber and wood products.....	796	813	820	823	826	827	827	824	824	824	826	826	827	828	830
Furniture and fixtures.....	512	530	532	534	534	535	535	536	537	538	546	543	544	546	543
Stone, clay, and glass products.....	552	563	568	570	569	571	569	570	569	568	571	568	569	567	571
Primary metal industries.....	711	712	700	699	696	695	693	691	689	687	692	688	685	685	687
Fabricated metal products.....	1,479	1,501	1,494	1,493	1,495	1,491	1,490	1,489	1,487	1,485	1,493	1,484	1,486	1,486	1,486
Industrial machinery and equipment.....	2,168	2,203	2,177	2,167	2,148	2,146	2,139	2,132	2,129	2,128	2,131	2,122	2,117	2,116	2,114
Computer and office equipment.....	376	379	373	370	362	362	360	361	362	364	360	359	358	357	354
Electronic and other electrical equipment.....	1,689	1,704	1,673	1,669	1,663	1,659	1,659	1,658	1,658	1,657	1,667	1,662	1,662	1,665	1,663
Electronic components and accessories.....	650	660	643	640	637	636	636	635	635	637	639	641	640	642	641
Transportation equipment.....	1,845	1,884	1,887	1,882	1,884	1,871	1,873	1,864	1,853	1,849	1,863	1,859	1,848	1,840	1,831
Motor vehicles and equipment.....	986	990	996	994	996	989	992	996	996	998	1,014	1,012	1,006	1,002	997
Aircraft and parts.....	501	524	520	518	517	510	511	503	498	491	488	483	476	471	467
Instruments and related products.....	866	868	855	851	849	847	844	842	839	837	840	836	833	830	832
Miscellaneous manufacturing industries.....	392	393	386	386	386	385	385	387	386	387	386	387	388	388	388
Nondurable goods.....	7,665	7,602	7,547	7,537	7,535	7,511	7,489	7,480	7,458	7,436	7,434	7,403	7,407	7,401	7,405
Production workers.....	5,354	5,287	5,231	5,227	5,225	5,201	5,187	5,177	5,158	5,136	5,142	5,109	5,121	5,119	5,126
Food and kindred products.....	1,685	1,686	1,690	1,693	1,699	1,695	1,693	1,689	1,688	1,680	1,681	1,666	1,679	1,679	1,687
Tobacco products.....	41	41	40	40	40	40	39	38	38	39	39	36	38	39	38
Textile mill products.....	616	598	586	582	579	575	571	567	563	560	559	557	553	550	551
Apparel and other textile products.....	824	763	729	724	718	707	702	698	691	686	679	672	669	665	661
Paper and allied products.....	683	675	666	666	664	664	662	662	661	659	659	658	657	655	656
Printing and publishing.....	1,552	1,565	1,564	1,560	1,561	1,559	1,557	1,555	1,551	1,552	1,554	1,553	1,552	1,552	1,550
Chemicals and allied products.....	1,036	1,043	1,043	1,042	1,041	1,041	1,037	1,038	1,036	1,033	1,032	1,030	1,033	1,032	1,033
Petroleum and coal products.....	141	140	140	140	139	139	139	139	138	137	138	136	137	136	135
Rubber and miscellaneous plastics products.....	996	1,009	1,010	1,012	1,016	1,015	1,014	1,019	1,018	1,016	1,021	1,022	1,017	1,021	1,023
Leather and leather products.....	91	83	79	78	78	76	75	75	74	74	72	73	72	72	71
SERVICE-PRODUCING.....	97,727	100,480	101,543	101,832	102,063	102,401	102,528	102,846	102,963	103,263	103,569	103,797	103,862	104,118	104,299
Transportation and public utilities.....	6,408	6,600	6,671	6,684	6,708	6,723	6,732	6,750	6,758	6,781	6,799	6,813	6,831	6,840	6,855
Transportation.....	4,123	4,276	4,335	4,340	4,356	4,367	4,378	4,397	4,402	4,423	4,438	4,445	4,455	4,457	4,472
Railroad transportation.....	227	231	230	231	233	233	235	234	233	233	230	226	227	227	227
Local and interurban passenger transit.....	452	468	474	474	474	475	476	483	480	483	483	488	486	485	485
Trucking and warehousing.....	1,677	1,745	1,770	1,769	1,786	1,789	1,796	1,800	1,802	1,810	1,817	1,817	1,825	1,828	1,838
Water transportation.....	179	180	184	183	182	181	177	180	180	181	182	182	182	182	180
Transportation by air.....	1,134	1,183	1,201	1,205	1,204	1,213	1,218	1,220	1,226	1,234	1,240	1,246	1,250	1,251	1,255
Pipelines, except natural gas.....	14	14	14	14	14	14	14	14	13	13	13	13	13	13	13
Transportation services.....	441	455	462	464	463	462	462	466	468	469	473	473	472	471	474
Communications and public utilities.....	2,285	2,324	2,336	2,344	2,352	2,356	2,354	2,353	2,356	2,358	2,361	2,368	2,376	2,383	2,383
Communications.....	1,419	1,469	1,484	1,492	1,502	1,507	1,506	1,508	1,513	1,513	1,519	1,525	1,533	1,541	1,541
Electric, gas, and sanitary services.....	866	855	852	852	850	849	848	845	843	845	842	843	843	842	842
Wholesale trade.....	6,648	6,831	6,891	6,901	6,924	6,937	6,947	6,965	6,977	6,993	7,012	7,031	7,041	7,066	7,072
Retail trade.....	21,966	22,296	22,443	22,525	22,556	22,648	22,611	22,724	22,748	22,796	22,903	22,888	22,862	22,874	22,875
Building materials and garden supplies.....	929	948	961	967	972	979	982	982	979	982	986	988	992	1,002	1,000
General merchandise stores.....	2,701	2,730	2,750	2,758	2,773	2,781	2,794	2,799	2,784	2,782	2,778	2,774	2,762	2,751	2,757
Department stores.....	2,380	2,426	2,447	2,456	2,470	2,475	2,489	2,499	2,486	2,482	2,476	2,468	2,460	2,449	2,451

See footnotes at end of table.

12. Continued—Employment of workers on nonfarm payrolls by industry, monthly data seasonally adjusted

[In thousands]

Industry	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
Food stores.....	3,478	3,482	3,488	3,487	3,481	3,492	3,490	3,492	3,487	3,479	3,478	3,484	3,478	3,475	3,476
Automotive dealers and service stations.....	2,311	2,341	2,361	2,370	2,377	2,390	2,392	2,399	2,400	2,403	2,407	2,409	2,415	2,419	2,422
New and used car dealers.....	1,046	1,048	1,055	1,059	1,061	1,065	1,069	1,074	1,077	1,080	1,085	1,089	1,091	1,092	1,097
Apparel and accessory stores.....	1,109	1,143	1,148	1,147	1,152	1,167	1,167	1,163	1,172	1,178	1,192	1,191	1,189	1,199	1,190
Furniture and home furnishings stores.....	999	1,026	1,042	1,048	1,055	1,064	1,070	1,081	1,084	1,091	1,090	1,094	1,097	1,099	1,093
Eating and drinking places.....	7,646	7,760	7,808	7,857	7,843	7,855	7,785	7,863	7,880	7,911	7,989	7,960	7,932	7,922	7,945
Miscellaneous retail establishments.....	2,794	2,867	2,885	2,891	2,903	2,920	2,931	2,945	2,962	2,970	2,983	2,988	2,997	3,007	2,992
Finance, insurance, and real estate.....	7,109	7,407	7,520	7,542	7,570	7,581	7,595	7,611	7,621	7,636	7,647	7,650	7,653	7,667	7,675
Finance.....	3,424	3,593	3,651	3,663	3,675	3,681	3,690	3,697	3,706	3,709	3,715	3,716	3,715	3,718	3,723
Depository institutions.....	2,027	2,042	2,044	2,047	2,049	2,051	2,051	2,050	2,047	2,045	2,044	2,046	2,047	2,046	2,044
Commercial banks.....	1,463	1,468	1,466	1,467	1,469	1,470	1,469	1,467	1,465	1,463	1,462	1,464	1,466	1,463	1,461
Savings institutions.....	260	258	258	257	258	258	258	257	256	256	256	255	255	254	254
Nondepository institutions.....	577	658	693	698	705	708	712	716	720	721	721	719	713	710	709
Security and commodity brokers.....	596	645	658	661	663	661	664	668	672	676	682	685	686	691	696
Holding and other investment offices.....	223	248	256	257	258	261	263	263	267	267	268	266	269	271	274
Insurance.....	2,264	2,344	2,375	2,379	2,383	2,386	2,392	2,395	2,399	2,402	2,404	2,407	2,410	2,415	2,413
Insurance carriers.....	1,539	1,598	1,619	1,624	1,627	1,628	1,632	1,631	1,635	1,638	1,635	1,636	1,637	1,641	1,638
Insurance agents, brokers, and service.....	725	746	756	755	756	758	760	764	764	764	769	771	773	774	775
Real estate.....	1,421	1,471	1,494	1,500	1,512	1,514	1,513	1,519	1,516	1,525	1,528	1,527	1,528	1,534	1,539
Services¹.....	36,040	37,526	38,070	38,207	38,313	38,458	38,556	38,697	38,782	38,952	39,055	39,205	39,257	39,429	39,549
Agricultural services.....	678	706	726	739	747	751	747	755	751	757	760	757	763	766	776
Hotels and other lodging places.....	1,746	1,776	1,782	1,783	1,785	1,786	1,789	1,791	1,786	1,797	1,807	1,813	1,811	1,807	1,806
Personal services.....	1,186	1,195	1,198	1,202	1,205	1,201	1,200	1,204	1,189	1,200	1,207	1,207	1,210	1,212	1,215
Business services.....	7,988	8,584	8,779	8,829	8,869	8,922	8,963	9,010	9,047	9,088	9,148	9,186	9,204	9,293	9,338
Services to buildings.....	930	950	962	964	971	971	973	978	979	984	992	998	1,000	1,002	1,006
Personnel supply services.....	2,985	3,230	3,267	3,292	3,308	3,331	3,343	3,350	3,366	3,387	3,422	3,418	3,440	3,484	3,494
Help supply services.....	2,656	2,872	2,903	2,922	2,933	2,954	2,967	2,975	2,986	3,000	3,025	3,024	3,032	3,093	3,094
Computer and data processing services.....	1,409	1,599	1,675	1,691	1,708	1,724	1,734	1,749	1,765	1,781	1,794	1,806	1,814	1,821	1,824
Auto repair services and parking.....	1,120	1,144	1,160	1,163	1,168	1,175	1,176	1,178	1,182	1,184	1,185	1,185	1,190	1,197	1,197
Miscellaneous repair services.....	374	382	388	390	392	392	393	396	398	395	395	396	398	400	403
Motion pictures.....	550	573	575	577	573	582	580	587	604	611	609	608	608	611	608
Amusement and recreation services.....	1,552	1,601	1,641	1,647	1,653	1,656	1,660	1,668	1,675	1,695	1,694	1,712	1,713	1,730	1,727
Health services.....	9,703	9,846	9,892	9,899	9,905	9,919	9,932	9,951	9,954	9,964	9,975	9,993	9,999	10,009	10,023
Offices and clinics of medical doctors.....	1,739	1,803	1,831	1,833	1,840	1,844	1,850	1,856	1,860	1,864	1,868	1,874	1,876	1,879	1,880
Nursing and personal care facilities.....	1,756	1,762	1,757	1,756	1,756	1,755	1,754	1,753	1,755	1,755	1,754	1,755	1,756	1,756	1,757
Hospitals.....	3,860	3,926	3,950	3,952	3,954	3,959	3,963	3,966	3,966	3,969	3,968	3,973	3,977	3,979	3,982
Home health care services.....	710	672	651	651	645	651	653	656	653	653	655	658	657	658	659
Legal services.....	944	973	986	988	989	992	995	998	999	1,002	1,000	1,004	1,007	1,009	1,014
Educational services.....	2,104	2,177	2,214	2,223	2,218	2,237	2,243	2,254	2,265	2,272	2,278	2,288	2,289	2,286	2,296
Social services.....	2,518	2,644	2,695	2,708	2,721	2,734	2,744	2,755	2,760	2,778	2,763	2,799	2,803	2,818	2,843
Child day care services.....	576	605	615	618	621	625	627	628	629	633	632	631	631	633	644
Residential care.....	716	747	760	762	765	768	769	772	775	777	781	785	788	793	797
Museums and botanical and zoological gardens.....	90	93	94	94	94	94	95	94	93	94	94	95	94	95	96
Membership organizations.....	2,277	2,361	2,375	2,380	2,385	2,389	2,392	2,392	2,394	2,409	2,403	2,409	2,408	2,409	2,411
Engineering and management services.....	2,988	3,185	3,273	3,292	3,316	3,335	3,354	3,370	3,391	3,411	3,441	3,458	3,464	3,491	3,500
Engineering and architectural services.....	865	905	919	922	926	930	933	939	940	942	948	948	948	955	961
Management and public relations.....	939	1,034	1,081	1,090	1,103	1,111	1,123	1,133	1,143	1,153	1,165	1,178	1,180	1,194	1,196
Government.....	19,557	19,819	19,948	19,973	19,992	20,054	20,087	20,099	20,077	20,105	20,153	20,210	20,218	20,242	20,273
Federal.....	2,699	2,686	2,723	2,701	2,702	2,713	2,710	2,688	2,666	2,664	2,656	2,651	2,654	2,643	2,648
Federal, except Postal Service.....	1,842	1,819	1,843	1,819	1,822	1,834	1,831	1,809	1,788	1,789	1,779	1,779	1,785	1,780	1,777
State.....	4,582	4,612	4,637	4,652	4,644	4,670	4,680	4,688	4,677	4,675	4,682	4,706	4,717	4,726	4,736
Education.....	1,904	1,916	1,923	1,932	1,920	1,941	1,948	1,955	1,941	1,934	1,947	1,965	1,965	1,963	1,972
Other State government.....	2,678	2,695	2,714	2,720	2,724	2,729	2,732	2,733	2,736	2,741	2,735	2,741	2,752	2,763	2,764
Local.....	12,276	12,521	12,588	12,620	12,646	12,671	12,697	12,723	12,734	12,766	12,815	12,853	12,847	12,873	12,889
Education.....	6,918	7,082	7,132	7,148	7,165	7,181	7,200	7,206	7,225	7,239	7,268	7,308	7,295	7,306	7,314
Other local government.....	5,357	5,440	5,456	5,472	5,481	5,490	5,497	5,517	5,509	5,527	5,547	5,545	5,552	5,567	5,575

¹ Includes other industries not shown separately.^P = preliminary.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

13. Average weekly hours of production or nonsupervisory workers on private nonfarm payrolls, by industry, monthly data seasonally adjusted

Industry	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
PRIVATE SECTOR.....	34.6	34.6	34.6	34.6	34.6	34.6	34.5	34.4	34.4	34.5	34.5	34.5	34.4	34.5	34.6
GOODS-PRODUCING.....	41.3	41.0	41.0	41.1	41.1	41.0	40.8	40.9	41.0	41.2	41.2	41.1	41.1	41.1	41.3
MINING.....	45.4	43.9	43.3	43.3	42.9	43.0	42.9	43.8	44.1	44.0	45.1	44.2	44.3	44.1	44.0
MANUFACTURING.....	42.0	41.7	41.7	41.7	41.6	41.6	41.5	41.6	41.7	41.7	41.9	41.8	41.8	41.8	41.7
Overtime hours.....	4.8	4.6	4.5	4.5	4.5	4.5	4.5	4.3	4.6	4.7	4.7	4.7	4.7	4.7	4.7
Durable goods.....	42.8	42.3	42.3	42.2	42.2	42.2	42.0	42.1	42.2	42.3	42.5	42.4	42.4	42.3	42.1
Overtime hours.....	5.1	4.8	4.6	4.6	4.6	4.6	4.6	4.3	4.7	4.8	4.9	4.9	4.9	4.8	4.7
Lumber and wood products.....	41.0	41.1	41.2	41.5	41.7	41.1	41.2	41.2	41.2	41.1	41.1	41.3	41.1	41.0	41.0
Furniture and fixtures.....	40.2	40.6	40.3	40.2	40.4	40.3	40.3	40.4	40.4	40.4	40.6	40.3	40.4	40.1	39.9
Stone, clay, and glass products.....	43.2	43.5	43.6	43.8	43.8	43.4	42.9	43.1	43.4	43.4	43.6	43.6	43.6	43.4	44.0
Primary metal industries.....	44.9	44.2	43.8	43.7	43.7	43.8	43.9	44.0	44.3	44.3	44.5	44.4	44.4	44.4	44.4
Blast furnaces and basic steel products.....	44.9	44.6	43.7	43.3	43.8	43.8	43.9	44.5	44.8	45.2	45.2	45.1	45.0	45.1	45.3
Fabricated metal products.....	42.6	42.3	42.2	42.2	42.1	42.1	42.1	41.8	42.1	42.1	42.3	42.4	42.3	42.2	42.1
Industrial machinery and equipment.....	43.6	42.8	42.4	42.1	42.1	42.1	41.9	41.9	42.1	42.0	42.4	42.4	42.4	42.4	42.1
Electronic and other electrical equipment.....	42.0	41.4	41.4	41.1	41.2	41.2	41.0	41.1	41.5	41.5	41.7	41.7	41.6	41.5	41.5
Transportation equipment.....	44.5	43.4	44.1	44.1	43.5	44.0	43.7	44.0	43.5	44.2	44.4	44.0	44.0	43.7	43.0
Motor vehicles and equipment.....	45.0	43.5	44.6	44.9	44.3	45.0	44.7	45.1	44.4	45.4	46.0	45.2	45.2	45.0	43.8
Instruments and related products.....	42.0	41.3	41.1	41.1	41.2	41.3	41.2	41.6	41.6	41.5	41.7	41.6	41.6	41.5	41.5
Miscellaneous manufacturing.....	40.4	39.9	39.4	39.6	39.6	39.7	39.8	39.6	40.2	40.0	40.1	40.1	40.0	39.8	39.5
Nondurable goods.....	40.9	40.9	40.8	40.9	40.8	40.8	40.8	40.9	41.0	41.0	41.1	40.9	40.9	41.0	41.0
Overtime hours.....	4.4	4.3	4.3	4.3	4.4	4.3	4.4	4.2	4.4	4.5	4.5	4.4	4.4	4.5	4.5
Food and kindred products.....	41.3	41.7	41.7	42.0	41.8	41.7	41.7	41.9	41.8	41.8	42.0	41.6	41.7	42.0	41.9
Textile mill products.....	41.4	41.0	40.8	40.8	40.8	40.6	40.4	41.0	41.0	40.6	41.3	40.9	40.8	41.2	41.2
Apparel and other textile products.....	37.3	37.3	37.3	37.3	37.0	37.5	37.4	37.5	37.8	37.7	37.5	37.3	37.5	37.4	37.3
Paper and allied products.....	43.7	43.4	43.5	43.4	43.5	43.5	43.7	43.6	43.5	43.5	43.5	43.7	43.5	43.6	43.6
Printing and publishing.....	38.5	38.3	38.1	38.1	38.2	38.1	37.9	38.1	38.3	38.3	38.4	38.3	38.3	38.4	38.3
Chemicals and allied products.....	43.2	43.2	42.9	42.7	42.9	42.8	42.8	43.0	43.0	43.0	43.1	43.3	43.2	43.0	43.1
Rubber and miscellaneous plastics products.....	41.8	41.7	41.6	41.7	41.4	41.7	41.8	41.5	41.9	41.8	41.7	41.6	41.7	41.5	41.6
Leather and leather products.....	38.4	37.6	37.4	37.5	37.3	37.7	37.7	38.1	38.4	37.9	37.9	38.2	37.2	37.6	38.1
SERVICE-PRODUCING.....	32.9	32.9	32.9	32.9	32.9	33.0	32.8	32.8	32.8	32.8	32.9	32.9	32.8	32.9	32.9
TRANSPORTATION AND PUBLIC UTILITIES.....	39.7	39.5	39.2	39.1	39.3	39.2	39.1	39.0	38.8	38.9	38.7	38.9	38.6	38.5	38.4
WHOLESALE TRADE.....	38.4	38.4	38.4	38.4	38.4	38.5	38.4	38.4	38.3	38.4	38.4	38.4	38.5	38.6	38.5
RETAIL TRADE.....	28.9	29.0	29.0	29.0	29.0	29.2	29.0	29.0	29.1	29.1	29.1	29.0	28.8	29.0	29.0

^P = preliminary.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

14. Average hourly earnings of production or nonsupervisory workers on private nonfarm payrolls, by industry, seasonally adjusted

Industry	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
PRIVATE SECTOR (in current dollars)...	\$ 12.28	\$ 12.78	\$12.94	\$12.98	\$13.04	\$13.06	\$13.11	\$13.14	\$13.18	\$13.24	\$13.28	\$13.29	\$13.35	\$13.39	\$13.41
Goods-producing.....	13.92	14.34	14.47	14.51	14.53	14.56	14.61	14.67	14.75	14.85	14.90	14.90	14.93	14.97	14.98
Mining.....	16.15	16.90	17.27	17.18	17.07	16.97	17.00	16.87	17.05	16.96	17.23	17.12	17.09	17.11	16.97
Construction.....	16.04	16.59	16.76	16.80	16.80	16.83	16.92	16.97	17.08	17.16	17.18	17.15	17.21	17.27	17.30
Manufacturing.....	13.17	13.49	13.58	13.60	13.64	13.67	13.71	13.79	13.85	13.95	14.02	14.03	14.04	14.06	14.04
Excluding overtime.....	12.45	12.79	12.88	12.90	12.93	12.97	13.00	13.09	13.13	13.20	13.26	13.28	13.29	13.32	13.30
Service-producing.....	11.73	12.27	12.45	12.49	12.56	12.58	12.63	12.65	12.68	12.73	12.77	12.79	12.85	12.89	12.91
Transportation and public utilities.....	14.92	15.31	15.41	15.47	15.49	15.51	15.53	15.60	15.65	15.65	15.70	15.70	15.76	15.75	15.75
Wholesale trade.....	13.45	14.06	14.27	14.30	14.36	14.36	14.42	14.44	14.48	14.56	14.61	14.63	14.74	14.80	14.83
Retail trade.....	8.33	8.73	8.85	8.89	8.93	8.95	8.98	9.03	9.04	9.06	9.10	9.13	9.15	9.19	9.21
Finance, insurance, and real estate.....	13.34	14.06	14.32	14.40	14.46	14.49	14.51	14.58	14.60	14.62	14.68	14.63	14.70	14.72	14.76
Services.....	12.28	12.85	13.05	13.08	13.17	13.22	13.27	13.28	13.33	13.38	13.42	13.44	13.49	13.55	13.57
PRIVATE SECTOR (in constant (1982) dollars).....	7.55	7.75	7.80	7.81	7.83	7.84	7.86	7.83	7.85	7.89	7.88	7.87	7.86	7.87	7.87

— Data not available.

^P = preliminary.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

15. Average hourly earnings of production or nonsupervisory workers on private nonfarm payrolls, by industry

Industry	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
PRIVATE SECTOR	\$12.28	\$12.78	\$13.00	\$13.00	\$13.11	\$13.10	\$13.12	\$13.16	\$13.19	\$13.14	\$13.15	\$13.20	\$13.38	\$13.41	\$13.44
MINING	16.15	16.90	17.29	17.29	17.23	17.08	17.01	16.93	17.00	16.93	17.12	17.01	17.10	17.02	16.99
CONSTRUCTION	16.04	16.59	16.82	16.87	16.74	16.66	16.79	16.85	17.02	17.08	17.22	17.26	17.41	17.49	17.36
MANUFACTURING	13.17	13.49	13.60	13.69	13.66	13.66	13.73	13.80	13.85	13.91	13.92	13.95	14.11	14.03	14.06
Durable goods.....	13.73	13.98	14.07	14.16	14.11	14.12	14.20	14.27	14.34	14.40	14.38	14.47	14.63	14.54	14.54
Lumber and wood products.....	10.76	11.10	11.24	11.33	11.28	11.26	11.31	11.37	11.42	11.45	11.52	11.53	11.55	11.57	11.59
Furniture and fixtures.....	10.55	10.90	10.99	11.10	11.10	11.06	11.10	11.14	11.14	11.16	11.24	11.28	11.33	11.33	11.34
Stone, clay, and glass products.....	13.18	13.60	13.65	13.70	13.66	13.64	13.70	13.75	13.87	13.94	14.00	13.97	14.12	14.01	14.03
Primary metal industries.....	15.22	15.49	15.35	15.36	15.39	15.41	15.53	15.62	15.75	15.91	16.03	15.99	16.20	16.02	16.13
Blast furnaces and basic steel products.....	18.03	18.43	18.32	18.18	18.41	18.50	18.56	18.59	18.79	19.05	19.12	18.99	19.05	18.96	19.22
Fabricated metal products.....	12.78	13.06	13.21	13.34	13.29	13.29	13.33	13.36	13.45	13.46	13.45	13.50	13.61	13.50	13.53
Industrial machinery and equipment.....	14.07	14.47	14.64	14.73	14.69	14.72	14.81	14.85	14.95	14.99	15.07	15.13	15.23	15.18	15.26
Electronic and other electrical equipment.....	12.70	13.09	13.17	13.26	13.26	13.25	13.27	13.31	13.38	13.40	13.49	13.51	13.62	13.56	13.59
Transportation equipment.....	17.55	17.53	17.52	17.56	17.47	17.50	17.66	17.88	17.98	18.20	17.94	18.23	18.56	18.40	18.26
Motor vehicles and equipment.....	18.04	17.86	17.68	17.73	17.65	17.71	17.98	18.31	18.40	18.68	18.23	18.61	19.04	18.82	18.61
Instruments and related products.....	13.52	13.81	13.91	14.00	13.91	13.94	13.97	14.07	14.10	14.13	14.25	14.28	14.30	14.39	14.36
Miscellaneous manufacturing.....	10.60	10.89	11.03	11.12	11.16	11.17	11.19	11.25	11.25	11.30	11.32	11.34	11.46	11.47	11.49
Nondurable goods.....	12.34	12.76	12.90	12.99	12.99	12.97	13.03	13.09	13.11	13.15	13.22	13.18	13.35	13.26	13.34
Food and kindred products.....	11.48	11.80	11.95	12.02	11.94	11.91	11.93	12.07	12.11	12.16	12.15	12.08	12.19	12.10	12.22
Tobacco products.....	19.24	18.55	17.31	17.05	17.14	17.80	19.33	19.99	20.63	20.79	21.15	20.99	18.88	18.00	18.09
Textile mill products.....	10.03	10.39	10.51	10.56	10.63	10.60	10.62	10.68	10.69	10.76	10.71	10.72	10.78	10.71	10.80
Apparel and other textile products.....	8.25	8.52	8.64	8.71	8.68	8.65	8.78	8.83	8.81	8.89	8.83	8.88	9.01	8.98	8.97
Paper and allied products.....	15.05	15.51	15.64	15.78	15.73	15.70	15.78	15.83	15.91	15.98	16.05	15.98	16.27	16.12	16.17
Printing and publishing.....	13.06	13.45	13.57	13.68	13.66	13.67	13.73	13.73	13.74	13.73	13.80	13.82	13.97	13.95	14.01
Chemicals and allied products.....	16.57	17.12	17.27	17.31	17.24	17.20	17.18	17.27	17.39	17.35	17.49	17.51	17.78	17.71	17.72
Petroleum and coal products.....	20.20	20.92	20.96	21.22	21.22	21.43	21.59	21.49	21.05	21.14	21.35	21.29	21.62	21.62	21.70
Rubber and miscellaneous plastics products.....	11.57	11.87	11.97	12.08	12.19	12.16	12.20	12.23	12.21	12.25	12.35	12.32	12.46	12.37	12.42
Leather and leather products.....	8.97	9.32	9.44	9.43	9.64	9.56	9.55	9.59	9.59	9.57	9.61	9.77	9.86	9.85	9.79
TRANSPORTATION AND PUBLIC UTILITIES	14.92	15.31	15.48	15.50	15.57	15.56	15.51	15.57	15.55	15.56	15.66	15.67	15.78	15.75	15.81
WHOLESALE TRADE	13.45	14.06	14.34	14.32	14.42	14.38	14.34	14.48	14.53	14.44	14.55	14.65	14.73	14.78	14.84
RETAIL TRADE	8.33	8.73	8.86	8.88	9.00	8.98	9.00	9.03	9.03	9.02	9.02	9.04	9.18	9.21	9.22
FINANCE, INSURANCE, AND REAL ESTATE	13.34	14.06	14.43	14.40	14.48	14.55	14.53	14.61	14.72	14.50	14.53	14.61	14.63	14.68	14.76
SERVICES	12.28	12.85	13.15	13.18	13.30	13.32	13.33	13.32	13.34	13.23	13.20	13.25	13.48	13.54	13.62

^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 nonfarm payrolls, by industry

Industry	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
PRIVATE SECTOR															
Current dollars.....	\$424.89	\$442.19	\$451.10	\$451.10	\$445.74	\$449.33	\$448.70	\$451.39	\$456.37	\$454.64	\$456.31	\$463.32	\$458.93	\$463.99	\$463.68
Seasonally adjusted.....	—	—	447.72	449.11	451.18	451.88	452.30	452.02	453.39	456.78	458.16	458.51	459.24	461.96	462.30
Constant (1982) dollars.....	261.31	268.32	272.07	272.07	268.19	270.19	269.33	268.84	271.65	270.62	270.81	274.15	269.96	272.45	271.79
MINING.....	733.21	741.91	757.30	755.57	728.83	729.32	717.82	733.07	751.40	748.31	765.26	756.95	759.24	759.09	756.06
CONSTRUCTION.....	625.56	643.69	649.25	659.62	634.45	633.08	632.98	650.41	668.89	679.78	687.08	690.40	672.03	699.60	687.46
MANUFACTURING															
Current dollars.....	553.14	562.53	573.92	583.19	564.16	564.16	568.42	574.08	577.55	581.44	573.50	583.11	588.39	589.26	591.93
Constant (1982) dollars.....	340.18	341.34	346.15	351.74	339.45	339.24	341.19	341.92	343.78	346.10	340.36	345.04	346.11	346.26	348.53
Durable goods.....	587.64	591.35	602.20	613.13	591.21	591.63	596.40	602.19	606.58	610.56	598.21	612.08	615.92	616.50	619.40
Lumber and wood products.....	441.16	456.21	466.46	472.46	459.10	453.78	461.45	468.44	472.79	476.32	473.47	480.80	472.40	477.84	478.67
Furniture and fixtures.....	424.11	442.54	449.49	460.65	445.11	440.19	444.00	447.83	443.37	449.75	451.85	459.10	457.73	457.73	458.14
Stone, clay, and glass products.....	569.38	591.60	597.87	600.06	580.55	576.97	578.14	594.00	607.51	611.97	613.20	616.08	621.28	616.44	620.13
Primary metal industries.....	683.38	684.66	678.47	685.06	674.08	673.42	681.77	688.84	699.30	706.40	698.91	705.16	717.66	711.29	722.62
Blast furnaces and basic steel products.....	809.55	821.98	800.58	794.47	810.04	808.45	814.78	829.11	843.67	861.06	854.66	852.65	855.35	853.20	870.67
Fabricated metal products.....	544.43	552.44	565.39	578.96	555.52	555.52	557.19	562.46	566.25	569.36	558.18	571.05	568.90	573.75	577.73
Industrial machinery and equipment.....	613.45	619.32	625.13	636.34	619.92	619.71	623.50	626.67	630.89	631.08	628.42	635.46	635.09	642.11	647.02
Electronic and other electrical equipment.....	533.40	541.93	554.46	560.90	543.66	544.58	541.42	547.04	551.26	556.10	551.74	562.02	562.51	565.45	573.50
Transportation equipment.....	780.98	760.80	781.39	802.49	756.45	768.25	775.27	790.30	789.32	802.62	757.07	796.65	816.64	807.76	796.14
Motor vehicles and equipment.....	811.80	776.91	799.14	829.76	776.60	796.95	810.90	834.94	831.68	848.07	780.24	831.87	866.32	846.90	824.42
Instruments and related products.....	567.84	570.35	577.27	588.00	573.09	578.51	578.36	583.91	583.74	586.40	584.25	591.19	587.73	595.75	601.68
Miscellaneous manufacturing.....	428.24	434.51	441.20	447.02	435.24	442.33	447.60	448.88	451.13	450.87	444.88	453.60	454.96	461.09	460.75
Nondurable goods.....	504.71	521.88	532.77	540.38	527.39	525.29	529.02	532.76	536.20	539.15	538.05	540.38	547.35	547.64	552.28
Food and kindred products.....	474.12	492.06	506.68	514.46	495.51	489.50	490.32	497.28	503.78	505.86	507.87	506.15	513.20	513.04	519.35
Tobacco products.....	748.44	710.47	673.36	639.38	639.32	662.16	736.47	767.62	821.07	833.68	854.46	841.70	753.31	772.20	785.11
Textile mill products.....	415.24	425.99	431.96	437.18	432.64	426.12	427.99	436.81	437.22	441.16	434.83	440.59	438.75	443.39	449.28
Apparel and other textile products.....	307.73	317.80	325.73	330.11	318.56	322.65	328.37	332.01	333.02	338.71	326.71	333.00	331.57	337.65	337.27
Paper and allied products.....	657.69	673.13	686.60	699.05	684.26	675.10	684.85	690.19	688.90	695.13	690.15	693.53	712.63	707.67	711.48
Printing and publishing.....	502.81	515.14	525.16	530.78	514.98	515.36	520.37	523.11	522.12	520.37	525.78	530.69	539.24	538.47	543.59
Chemicals and allied products.....	715.58	739.58	746.06	752.99	737.87	734.44	735.30	737.43	744.29	746.05	746.82	754.68	769.87	761.53	769.05
Petroleum and coal products.....	870.62	912.11	920.14	948.53	931.56	927.92	943.48	917.62	896.73	909.02	924.46	906.95	931.82	933.98	935.27
Rubber and miscellaneous plastics products.....	483.63	494.98	503.94	515.82	503.45	503.42	509.96	511.21	511.60	513.28	506.35	510.05	517.09	514.59	521.64
Leather and leather products....	344.45	350.43	358.72	359.28	353.79	355.63	359.08	363.46	367.30	367.49	359.41	377.12	367.78	372.33	376.92
TRANSPORTATION AND PUBLIC UTILITIES.....	592.32	604.75	614.56	606.05	602.56	606.84	601.79	601.00	603.34	606.84	609.17	617.40	607.53	604.80	608.69
WHOLESALE TRADE.....	516.48	539.90	554.96	549.89	547.96	550.75	547.79	554.58	560.86	554.50	558.72	566.96	564.16	570.51	571.34
RETAIL TRADE.....	240.74	253.17	256.05	259.30	252.90	256.83	257.40	259.16	262.77	265.19	268.80	270.30	264.38	266.17	265.54
FINANCE, INSURANCE, AND REAL ESTATE.....	481.57	511.78	532.47	521.28	521.28	528.17	523.08	524.50	535.81	520.55	525.99	539.11	526.68	529.95	532.84
SERVICES.....	400.33	418.91	431.32	429.67	429.59	432.90	431.89	431.57	436.22	431.30	432.96	439.90	435.40	442.76	445.37

^P = preliminary.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision. Dash indicates data not available.

17. Diffusion indexes of employment change, seasonally adjusted

[In percent]

Timespan and year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Private nonfarm payrolls, 356 industries												
Over 1-month span:												
1997.....	56.2	61.0	61.9	62.8	58.8	56.3	60.7	61.0	59.4	65.4	63.6	62.1
1998.....	63.8	57.9	58.8	60.5	55.9	57.9	58.0	55.8	54.6	52.9	59.1	58.6
1999.....	54.4	58.3	52.1	58.8	51.5	57.0	57.6	50.0	55.1	56.7	58.0	-
Over 3-month span:												
1997.....	63.8	63.6	67.7	67.3	62.6	61.7	61.4	66.2	67.3	69.9	70.8	71.2
1998.....	66.7	66.2	64.5	63.9	61.4	58.7	60.0	58.4	57.6	57.6	59.0	60.4
1999.....	60.7	55.9	59.6	54.6	56.3	56.2	56.2	59.0	56.5	58.6	-	-
Over 6-month span:												
1997.....	67.4	68.3	65.6	67.0	65.6	64.9	66.3	68.4	69.7	71.3	71.3	71.9
1998.....	70.6	66.9	65.9	62.4	62.6	61.1	58.0	59.8	60.0	60.8	60.8	58.0
1999.....	61.1	58.8	57.3	59.0	55.2	57.4	57.6	61.8	-	-	-	-
Over 12-month span:												
1997.....	69.0	67.3	68.3	69.7	69.5	70.1	70.1	70.4	70.5	69.7	69.8	71.3
1998.....	70.4	68.3	67.1	64.0	62.1	61.7	61.8	63.8	59.8	59.0	59.3	58.6
1999.....	60.1	57.3	57.0	57.2	58.0	-	-	-	-	-	-	-
Manufacturing payrolls, 139 industries												
Over 1-month span:												
1997.....	50.0	52.9	53.6	56.1	52.2	53.2	51.1	55.4	53.6	62.2	61.2	55.4
1998.....	58.6	51.8	50.4	50.4	40.6	46.8	40.3	45.3	42.1	36.3	39.9	45.0
1999.....	40.3	42.4	39.6	44.6	36.3	45.3	57.2	38.5	42.8	48.6	51.4	-
Over 3-month span:												
1997.....	51.8	51.4	57.6	56.8	54.3	51.8	53.6	55.4	59.7	68.3	65.8	64.4
1998.....	59.4	57.9	51.8	44.2	41.7	34.9	37.4	37.1	38.1	34.2	35.6	35.3
1999.....	37.4	31.7	37.1	30.2	33.8	43.9	43.2	44.6	37.8	47.1	-	-
Over 6-month span:												
1997.....	54.7	54.0	51.4	54.3	52.5	52.2	55.4	61.2	61.5	64.7	66.2	65.1
1998.....	59.7	49.3	48.2	36.7	36.7	28.4	31.3	33.5	35.3	32.7	28.1	-
1999.....	33.1	29.1	28.1	36.0	30.9	34.5	37.1	46.4	-	-	-	-
Over 12-month span:												
1997.....	54.7	52.5	54.0	54.0	55.4	56.8	57.2	57.9	58.3	56.5	55.4	57.2
1998.....	54.0	49.3	46.0	40.6	35.6	33.8	30.9	32.0	26.6	26.6	25.5	26.3
1999.....	32.7	25.9	28.4	28.8	28.8	-	-	-	-	-	-	-

- Data not available.

NOTE: Figures are the percent of industries with employment increasing plus one-half of the industries with unchanged employment, where 50 percent indicates an equal balance between industries with increasing and

decreasing employment. 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.

18. Annual data: Employment status of the population

[Numbers in thousands]

Employment status	1990	1991	1992	1993	1994	1995	1996	1997	1998
Civilian noninstitutional population.....	189,164	190,925	192,805	194,838	196,814	198,584	200,591	203,133	205,220
Civilian labor force.....	125,840	126,346	128,105	129,200	131,056	132,304	133,943	136,297	137,673
Labor force participation rate.....	66.5	66.2	66.4	66.3	66.6	66.6	66.8	67.1	67.1
Employed.....	118,793	117,718	118,492	120,259	123,060	124,900	126,708	129,558	131,463
Employment-population ratio.....	62.8	61.7	61.5	61.7	62.5	62.9	63.2	63.8	64.1
Agriculture.....	3,223	3,269	3,247	3,115	3,409	3,440	3,443	3,399	3,378
Nonagricultural industries.....	115,570	114,499	115,245	117,144	119,651	121,460	123,264	126,159	128,085
Unemployed.....	7,047	8,628	9,613	8,940	7,996	7,404	7,236	6,739	6,210
Unemployment rate.....	5.6	6.8	7.5	6.9	6.1	5.6	5.4	4.9	4.5
Not in the labor force.....	63,324	64,578	64,700	65,638	65,758	66,280	66,647	66,837	67,547

19. Annual data: Employment levels by industry

[In thousands]

Industry	1990	1991	1992	1993	1994	1995	1996	1997	1998
Total employment.....	109,403	108,249	108,601	110,713	114,163	117,191	119,608	122,690	125,826
Private sector.....	91,098	89,847	89,956	91,872	95,036	97,885	100,189	103,133	106,007
Goods-producing.....	24,905	23,745	23,231	23,352	23,908	24,265	24,493	24,962	25,347
Mining.....	709	689	635	610	601	581	580	596	590
Construction.....	5,120	4,650	4,492	4,668	4,986	5,160	5,418	5,691	5,985
Manufacturing.....	19,076	18,406	18,104	18,075	18,321	18,524	18,495	18,675	18,772
Service-producing.....	84,497	84,504	85,370	87,361	90,256	92,925	95,115	97,727	100,480
Transportation and public utilities.....	5,777	5,755	5,718	5,811	5,984	6,132	6,253	6,408	6,600
Wholesale trade.....	6,173	6,081	5,997	5,981	6,162	6,378	6,482	6,648	6,831
Retail trade.....	19,601	19,284	19,356	19,773	20,507	21,187	21,597	21,966	22,296
Finance, insurance, and real estate....	6,709	6,646	6,602	6,757	6,896	6,806	6,911	7,109	7,407
Services.....	27,934	28,336	29,052	30,197	31,579	33,117	34,454	36,040	37,526
Government.....	18,304	18,402	18,645	18,841	19,128	19,305	19,419	19,557	19,819
Federal.....	3,085	2,966	2,969	2,915	2,870	2,822	2,757	2,699	2,686
State.....	4,305	4,355	4,408	4,488	4,576	4,635	4,606	4,582	4,612
Local.....	10,914	11,081	11,267	11,438	11,682	11,849	12,056	12,276	12,521

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

20. Annual data: Average hours and earnings of production or nonsupervisory workers on nonfarm payrolls, by industry

Industry	1990	1991	1992	1993	1994	1995	1996	1997	1998
Private sector:									
Average weekly hours.....	34.5	34.3	34.4	34.5	34.7	34.5	34.4	34.6	34.6
Average hourly earnings (in dollars).....	10.01	10.32	10.57	10.83	11.12	11.43	11.82	12.28	12.78
Average weekly earnings (in dollars).....	345.35	353.98	363.61	373.64	385.86	394.34	406.61	424.89	442.19
Mining:									
Average weekly hours.....	44.1	44.4	43.9	44.3	44.8	44.7	45.3	45.4	43.9
Average hourly earnings (in dollars).....	13.68	14.19	14.54	14.60	14.88	15.30	15.62	16.15	16.90
Average weekly earnings (in dollars).....	603.29	630.04	638.31	646.78	666.62	683.91	707.59	733.21	741.91
Construction:									
Average weekly hours.....	38.2	38.1	38.0	38.5	38.9	38.9	39.0	39.0	38.8
Average hourly earnings (in dollars).....	13.77	14.00	14.15	14.38	14.73	15.09	15.47	16.04	16.59
Average weekly earnings (in dollars).....	526.01	533.40	537.70	553.63	573.00	587.00	603.33	625.56	643.69
Manufacturing:									
Average weekly hours.....	40.8	40.7	41.0	41.4	42.0	41.6	41.6	42.0	41.7
Average hourly earnings (in dollars).....	10.83	11.18	11.46	11.74	12.07	12.37	12.77	13.17	13.49
Average weekly earnings (in dollars).....	441.86	455.03	469.86	486.04	506.94	514.59	531.23	553.14	562.53
Transportation and public utilities:									
Average weekly hours.....	38.4	38.1	38.3	39.3	39.7	39.4	39.6	39.7	39.5
Average hourly earnings (in dollars).....	12.92	13.20	13.43	13.55	13.78	14.13	14.45	14.92	15.31
Average weekly earnings (in dollars).....	496.13	502.92	514.37	532.52	547.07	556.72	572.22	592.32	604.75
Wholesale trade:									
Average weekly hours.....	38.1	38.1	38.2	38.2	38.4	38.3	38.3	38.4	38.4
Average hourly earnings (in dollars).....	10.79	11.15	11.39	11.74	12.06	12.43	12.87	13.45	14.06
Average weekly earnings (in dollars).....	411.10	424.82	435.10	448.47	463.10	476.07	492.92	516.48	539.90
Retail trade:									
Average weekly hours.....	28.8	28.6	28.8	28.8	28.9	28.8	28.8	28.9	29.0
Average hourly earnings (in dollars).....	6.75	6.94	7.12	7.29	7.49	7.69	7.99	8.33	8.73
Average weekly earnings (in dollars).....	194.40	198.48	205.06	209.95	216.46	221.47	230.11	240.74	253.17
Finance, insurance, and real estate:									
Average weekly hours.....	35.8	35.7	35.8	35.8	35.8	35.9	35.9	36.1	36.4
Average hourly earnings (in dollars).....	9.97	10.39	10.82	11.35	11.83	12.32	12.80	13.34	14.06
Average weekly earnings (in dollars).....	356.93	370.92	387.36	406.33	423.51	442.29	459.52	481.57	511.78
Services:									
Average weekly hours.....	32.5	32.4	32.5	32.5	32.5	32.4	32.4	32.6	32.6
Average hourly earnings (in dollars).....	9.83	10.23	10.54	10.78	11.04	11.39	11.79	12.28	12.85
Average weekly earnings (in dollars).....	319.48	331.45	342.55	350.35	358.80	369.04	382.00	400.33	418.91

21. Employment Cost Index, compensation,¹ by occupation and industry group

[June 1989 = 100]

Series	1997		1998				1999			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3	12
										months	months
										ended	ended
Sept. 1999											
Civilian workers ²	134.1	135.2	136.3	137.4	139.0	139.8	140.4	141.8	143.3	1.1	3.1
Workers, by occupational group:											
White-collar workers	135.2	136.5	137.7	138.7	140.6	141.4	141.9	143.3	145.0	1.2	3.1
Professional specialty and technical	135.8	136.7	137.5	138.3	140.0	141.0	141.3	142.2	143.9	1.2	2.8
Executive, administrative, and managerial	135.3	137.3	139.1	139.7	141.7	141.8	143.5	145.4	147.3	1.3	4.0
Administrative support, including clerical	135.8	136.9	138.0	139.3	140.4	141.3	142.5	143.4	144.7	.9	3.1
Blue-collar workers	131.8	132.4	133.2	134.3	135.3	136.1	137.1	138.3	139.5	.9	3.1
Service occupations	134.6	135.6	136.9	137.9	139.4	140.0	141.3	142.4	143.1	.5	2.7
Workers, by industry division:											
Goods-producing	133.6	134.1	135.1	136.3	137.2	137.9	139.0	140.0	141.2	.9	2.9
Manufacturing	134.6	135.3	136.4	137.2	138.2	138.9	139.9	140.9	142.1	.9	2.8
Service-producing	134.2	135.5	136.8	137.7	139.6	140.4	140.9	142.4	144.0	1.1	3.2
Services	136.5	137.6	138.3	139.0	140.8	141.7	142.3	143.2	145.1	1.3	3.1
Health services	136.7	137.9	138.0	138.5	139.1	139.1	140.5	141.4	142.7	.9	2.6
Hospitals	135.6	136.7	137.1	138.2	139.4	140.2	141.3	142.2	143.4	.8	2.9
Educational services	136.5	137.0	137.5	137.7	140.2	141.0	141.3	141.7	144.6	2.0	3.1
Public administration ³	134.1	135.1	136.4	137.4	138.9	139.9	140.8	141.5	142.4	.6	2.5
Nonmanufacturing	133.8	135.1	136.2	137.3	139.0	139.9	140.5	141.9	143.4	1.1	3.2
Private industry workers	133.9	135.1	136.3	137.5	139.0	139.8	140.4	142.0	143.3	.9	3.1
Excluding sales occupations	134.1	135.2	136.4	137.5	138.8	139.4	140.5	141.9	143.2	.9	3.2
Workers, by occupational group:											
White-collar workers	135.2	136.7	138.1	139.4	141.1	142.0	142.4	144.1	145.6	1.0	3.2
Excluding sales occupations	135.9	137.4	138.8	139.9	141.3	141.9	143.0	144.5	146.0	1.0	3.3
Professional specialty and technical occupations	136.7	137.8	138.8	140.1	141.6	142.6	142.9	144.1	145.2	.8	2.5
Executive, administrative, and managerial occupations	135.2	137.4	139.4	140.0	141.9	141.8	143.7	145.8	147.7	1.3	4.1
Sales occupations	132.2	133.5	135.3	137.3	140.4	142.6	139.6	142.6	144.1	1.1	2.6
Administrative support occupations, including clerical	135.9	137.0	138.2	139.6	140.6	141.4	142.6	143.7	145.0	.9	3.1
Blue-collar workers	131.7	132.3	133.1	134.3	135.2	135.9	136.9	138.2	139.4	.9	3.1
Precision production, craft, and repair occupations	131.7	131.9	132.9	134.4	135.4	136.1	137.2	138.4	139.6	.9	3.1
Machine operators, assemblers, and inspectors	132.2	133.0	133.6	134.7	135.7	136.8	137.3	138.4	139.9	1.1	3.1
Transportation and material moving occupations	128.0	128.9	129.3	129.9	130.7	130.7	131.6	133.6	134.4	.6	2.8
Handlers, equipment cleaners, helpers, and laborers	134.2	135.8	137.0	137.6	138.5	139.2	141.0	142.3	143.2	.6	3.4
Service occupations	133.1	134.1	135.3	136.0	137.3	138.0	139.5	140.6	141.0	.3	2.7
Production and nonsupervisory occupations ⁴	133.2	134.2	135.3	136.6	138.0	139.0	139.3	140.8	141.9	.8	2.8
Workers, by industry division:											
Goods-producing	133.6	134.1	135.1	136.2	137.1	137.8	138.9	139.9	141.1	.9	2.9
Excluding sales occupations	133.1	133.6	134.5	135.6	136.5	137.2	138.3	139.3	140.5	.9	2.9
White-collar occupations	135.6	136.2	137.7	138.8	139.7	140.2	141.7	142.7	143.9	.8	3.0
Excluding sales occupations	134.5	135.0	136.3	137.4	138.3	138.8	140.4	141.3	142.5	.8	3.0
Blue-collar occupations	132.4	132.8	133.5	134.6	135.5	136.3	137.1	138.3	139.4	.8	2.9
Construction	129.7	129.7	130.6	132.7	133.4	134.3	135.6	136.9	137.9	.7	3.4
Manufacturing	134.6	135.3	136.4	137.2	138.2	138.9	139.9	140.9	142.1	.9	2.8
White-collar occupations	135.8	136.7	138.2	139.1	140.1	140.5	141.8	143.0	144.3	.9	3.0
Excluding sales occupations	134.5	135.3	136.5	137.3	138.3	138.7	140.1	141.3	142.5	.8	3.0
Blue-collar occupations	133.7	134.3	135.0	135.9	136.8	137.7	138.5	139.4	140.5	.8	2.7
Durables	135.0	135.7	136.5	137.4	138.5	139.2	139.9	141.0	142.3	.9	2.7
Nondurables	133.7	134.5	135.9	136.7	137.6	138.2	139.6	140.4	141.5	.8	2.8
Service-producing	133.8	135.3	136.7	137.8	139.6	140.5	140.9	142.8	144.1	.9	3.2
Excluding sales occupations	134.5	136.1	137.4	138.5	140.0	140.6	141.7	143.3	144.6	.9	3.3
White-collar occupations	134.9	136.6	138.0	139.3	141.2	142.2	142.3	144.3	145.8	1.0	3.3
Excluding sales occupations	136.3	138.1	139.5	140.6	142.2	142.8	143.8	145.5	147.0	1.0	3.4
Blue-collar occupations	130.0	130.9	132.1	133.2	134.3	134.8	136.2	137.8	139.1	.9	3.6
Service occupations	132.7	133.9	135.0	135.8	137.0	137.8	139.3	140.5	140.8	.2	2.8
Transportation and public utilities	132.9	134.2	135.8	137.1	138.5	139.3	139.7	140.9	141.8	.6	2.4
Transportation	132.1	133.4	134.0	134.9	136.7	137.3	136.8	138.1	138.7	.4	1.5
Public utilities	133.7	135.1	137.9	139.7	140.7	141.9	143.4	144.6	145.7	.8	3.6
Communications	131.8	134.0	136.6	139.2	140.5	141.7	143.3	144.9	146.1	.8	4.0
Electric, gas, and sanitary services	136.0	136.4	139.6	140.3	141.0	142.1	143.4	144.2	145.1	.6	2.9
Wholesale and retail trade	132.4	132.9	134.7	135.8	137.6	138.2	138.9	141.1	142.2	.8	3.3
Excluding sales occupations	133.0	134.0	135.5	136.3	138.1	138.8	139.9	141.9	142.8	.6	3.4
Wholesale trade	134.6	135.1	137.7	138.6	140.8	142.8	142.7	144.6	146.3	1.2	3.9
Excluding sales occupations	134.5	135.4	137.0	138.2	140.0	141.2	142.4	144.0	145.8	1.3	4.1
Retail trade	131.1	131.7	133.1	134.4	135.9	135.6	136.8	139.1	140.0	.6	3.0
General merchandise stores	128.6	130.0	131.2	133.0	133.2	134.0	135.0	135.6	137.2	1.2	3.0
Food stores	129.8	129.4	131.3	132.9	133.7	132.7	134.3	135.7	137.0	1.0	2.5

See footnotes at end of table.

21. Continued—Employment Cost Index, compensation,¹ by occupation and industry group

[June 1989 = 100]

Series	1997		1998				1999			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3	12
										months ended	months ended
										Sept. 1999	
Finance, insurance, and real estate.....	130.5	134.5	136.7	138.4	141.0	142.5	141.5	145.8	147.6	1.2	4.7
Excluding sales occupations.....	133.5	137.6	140.2	141.3	143.2	143.3	145.6	148.8	151.0	1.5	5.4
Banking, savings and loan, and other credit agencies.....	133.1	140.6	143.3	145.3	148.4	146.7	148.8	155.4	159.3	2.5	7.3
Insurance.....	133.1	134.8	137.4	138.9	141.9	141.7	141.7	144.0	144.5	.3	1.8
Services.....	137.0	138.5	139.3	140.3	141.8	142.7	143.5	144.6	146.1	1.0	3.0
Business services.....	136.3	138.6	139.5	140.7	143.5	145.9	147.5	148.7	150.7	1.3	5.0
Health services.....	137.0	138.1	138.2	138.7	139.0	139.0	140.5	141.4	142.6	.8	2.6
Hospitals.....	135.4	136.5	136.7	138.2	139.1	139.9	141.2	142.1	143.0	.6	2.8
Educational services.....	141.6	142.6	143.4	143.9	147.0	147.7	148.3	148.7	152.2	2.4	3.5
Colleges and universities.....	142.5	143.7	144.3	144.8	147.8	148.5	149.2	149.6	152.6	2.0	3.2
Nonmanufacturing.....	133.3	134.7	136.0	137.2	138.9	139.7	140.3	142.0	143.4	1.0	3.2
White-collar workers.....	134.9	136.5	137.9	139.2	141.1	142.0	142.3	144.1	145.6	1.0	3.2
Excluding sales occupations.....	136.2	137.9	139.3	140.5	142.0	142.7	143.7	145.3	146.8	1.0	3.4
Blue-collar occupations.....	129.4	130.1	131.0	132.4	133.4	134.0	135.2	136.8	138.0	.9	3.4
Service occupations.....	132.7	133.8	134.9	135.7	136.9	137.7	139.2	140.4	140.7	.2	2.8
State and local government workers.....	135.0	135.7	136.5	136.9	139.0	139.8	140.5	141.0	143.1	1.5	2.9
Workers, by occupational group:											
White-collar workers.....	134.8	135.5	136.1	136.2	138.4	139.3	139.8	140.2	142.6	1.7	3.0
Professional specialty and technical.....	134.6	135.1	135.6	135.6	137.7	138.5	138.8	139.3	142.0	1.9	3.1
Executive, administrative, and managerial.....	135.6	136.4	137.5	137.9	140.4	141.6	142.6	142.8	144.5	1.2	2.9
Administrative support, including clerical.....	135.3	136.1	136.9	137.2	139.5	140.3	141.4	141.3	143.0	1.2	2.5
Blue-collar workers.....	133.3	134.2	135.0	135.2	136.8	137.8	138.8	139.5	140.9	1.0	3.0
Workers, by industry division:											
Services.....	135.4	136.0	136.5	136.6	139.0	139.7	140.0	140.5	143.2	1.9	3.0
Services excluding schools ⁵	134.4	135.3	136.1	136.2	138.7	138.8	139.6	140.3	142.6	1.6	2.8
Health services.....	136.0	137.2	137.9	138.0	140.3	140.7	141.2	142.0	144.2	1.5	2.8
Hospitals.....	136.3	137.6	138.4	138.4	140.7	141.2	141.7	142.7	144.8	1.5	2.9
Educational services.....	135.4	135.9	136.3	136.5	138.8	139.6	139.9	140.3	143.1	2.0	3.1
Schools.....	135.7	136.2	136.6	136.7	139.1	139.9	140.2	140.6	143.5	2.1	3.2
Elementary and secondary.....	135.5	135.8	136.1	136.2	138.8	139.3	139.6	140.0	142.9	2.1	3.0
Colleges and universities.....	136.3	137.2	137.9	138.1	140.4	141.5	141.7	142.1	144.8	1.9	3.4
Public administration ³	134.1	135.1	136.4	137.4	138.9	139.9	140.8	141.5	142.4	.6	2.5

¹ Cost (cents per hour worked) measured in the Employment Cost Index consists of wages, salaries, and employer cost of employee benefits.

² Consists of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.

³ Consists of legislative, judicial, administrative, and regulatory activities.

⁴ This series has the same industry and occupational coverage as the Hourly Earnings index, which was discontinued in January 1989.

⁵ Includes, for example, library, social, and health services.

22. Employment Cost Index, wages and salaries, by occupation and industry group

[June 1989 = 100]

Series	1997		1998				1999				Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.		3	12
											months ended	months ended
											Sept. 1999	
Civilian workers¹	131.6	132.8	134.0	135.0	136.8	137.7	138.4	139.8	141.3		1.1	3.3
Workers, by occupational group:												
White-collar workers.....	133.0	134.3	135.6	136.7	138.8	139.7	140.1	141.6	143.3		1.2	3.2
Professional specialty and technical.....	134.0	135.0	135.8	136.6	138.5	139.4	140.1	141.0	142.6		1.1	3.0
Executive, administrative, and managerial.....	133.5	135.6	137.4	138.3	140.5	140.3	141.6	143.8	145.9		1.5	3.8
Administrative support, including clerical.....	132.7	133.7	135.0	136.2	137.5	138.6	140.0	140.9	142.3		1.0	3.5
Blue-collar workers.....	128.4	129.3	130.4	131.4	132.6	133.3	134.5	135.8	137.0		.9	3.3
Service occupations.....	131.5	132.6	133.7	134.5	136.1	137.0	138.3	139.4	140.1		.5	2.9
Workers, by industry division:												
Goods-producing.....	129.9	130.6	132.0	133.3	134.4	135.2	136.3	137.4	138.6		.9	3.1
Manufacturing.....	131.3	132.2	133.7	134.6	136.0	136.8	137.9	139.0	140.2		.9	3.1
Service-producing.....	132.2	133.6	134.8	135.7	137.8	138.7	139.2	140.7	142.3		1.1	3.3
Services.....	134.8	136.0	136.9	137.6	139.6	140.5	141.5	142.3	144.1		1.3	3.2
Health services.....	134.3	135.4	136.2	136.5	137.6	137.6	138.8	139.7	140.9		.9	2.4
Hospitals.....	132.5	133.6	134.2	135.1	136.4	137.1	138.1	138.8	140.1		.9	2.7
Educational services.....	135.3	135.9	136.3	136.5	139.1	140.0	140.2	140.6	143.7		2.2	3.3
Public administration ²	130.3	131.4	132.7	133.2	134.8	135.9	136.9	137.8	139.5		1.2	3.5
Nonmanufacturing.....	131.5	132.8	134.0	135.1	137.0	137.8	138.4	139.9	141.5		1.1	3.3
Private industry workers	131.0	132.3	133.7	134.9	136.6	137.4	138.1	139.7	141.0		.9	3.2
Excluding sales occupations.....	131.2	132.4	133.7	134.8	136.3	136.9	138.2	139.6	140.8		.9	3.3
Workers, by occupational group:												
White-collar workers.....	132.7	134.2	135.7	137.0	139.0	139.9	140.3	142.1	143.5		1.0	3.2
Excluding sales occupations.....	133.4	134.8	136.3	137.5	139.1	139.7	141.0	142.5	143.9		1.0	3.5
Professional specialty and technical occupations.....	133.7	134.8	135.9	137.1	138.7	139.7	140.7	141.8	142.6		.6	2.8
Executive, administrative, and managerial occupations..	133.6	135.8	137.8	138.7	140.9	140.5	141.9	144.3	146.4		1.5	3.9
Sales occupations.....	129.8	131.4	133.1	135.2	138.8	141.3	137.3	140.5	142.1		1.1	2.4
Administrative support occupations, including clerical...	132.9	133.9	135.3	136.7	137.9	138.9	140.4	141.4	142.7		.9	3.5
Blue-collar workers.....	128.3	129.1	130.2	131.3	132.4	133.2	134.3	135.6	136.8		.9	3.3
Precision production, craft, and repair occupations.....	128.2	128.7	129.8	131.2	132.3	133.0	134.3	135.6	136.7		.8	3.3
Machine operators, assemblers, and inspectors.....	129.5	130.6	131.6	132.7	133.8	134.9	135.7	136.7	138.3		1.2	3.4
Transportation and material moving occupations.....	124.1	125.1	125.9	126.4	127.6	127.8	129.1	131.0	131.9		.7	3.4
Handlers, equipment cleaners, helpers, and laborers....	130.2	131.8	133.2	133.7	135.1	135.8	137.3	138.3	139.4		.8	3.2
Service occupations.....	129.9	131.1	132.1	133.0	134.4	135.3	136.7	137.8	138.0		.1	2.7
Production and nonsupervisory occupations ³	130.1	131.2	132.3	133.6	135.2	136.4	136.8	138.2	139.3		.8	3.0
Workers, by industry division:												
Goods-producing.....	129.9	130.6	132.0	133.2	134.3	135.2	136.3	137.3	138.5		.9	3.1
Excluding sales occupations.....	129.3	130.0	131.3	132.5	133.6	134.4	135.5	136.6	137.8		.9	3.1
White-collar occupations.....	132.3	132.9	135.0	136.3	137.4	138.2	139.4	140.5	141.7		.9	3.1
Excluding sales occupations.....	130.9	131.6	133.3	134.6	135.7	136.4	137.8	138.8	140.1		.9	3.2
Blue-collar occupations.....	128.4	129.2	130.1	131.3	132.3	133.3	134.3	135.4	136.6		.9	3.3
Construction.....	124.7	124.9	126.0	128.1	128.5	129.3	130.7	131.9	133.0		.8	3.5
Manufacturing.....	131.3	132.2	133.7	134.6	136.0	136.8	137.9	139.0	140.2		.9	3.1
White-collar occupations.....	132.8	133.6	135.6	136.8	138.3	139.0	140.1	141.4	142.7		.9	3.2
Excluding sales occupations.....	131.3	132.2	133.8	135.0	136.3	137.1	138.3	139.6	140.8		.9	3.3
Blue-collar occupations.....	130.2	131.2	132.3	133.1	134.3	135.3	136.3	137.2	138.4		.9	3.1
Durables.....	131.2	131.9	133.4	134.5	135.9	136.9	137.9	139.1	140.4		.9	3.3
Nondurables.....	131.4	132.6	134.2	134.9	136.0	136.8	138.0	138.7	139.7		.7	2.7
Service-producing.....	131.5	133.1	134.4	135.6	137.6	138.4	138.9	140.8	142.1		.9	3.3
Excluding sales occupations.....	132.3	133.9	135.2	136.2	137.9	138.5	139.8	141.4	142.6		.8	3.4
White-collar occupations.....	132.6	134.3	135.7	137.0	139.2	140.1	140.3	142.3	143.8		1.1	3.3
Excluding sales occupations.....	134.2	135.9	137.3	138.4	140.2	140.7	142.0	143.7	145.1		1.0	3.5
Blue-collar occupations.....	127.9	128.9	130.2	131.1	132.4	132.9	134.4	135.9	137.0		.8	3.5
Service occupations.....	129.8	131.0	132.1	133.0	134.2	135.2	136.7	137.8	138.0		.1	2.8
Transportation and public utilities.....	130.1	131.3	132.1	132.8	134.3	135.1	135.4	136.8	137.5		.5	2.4
Transportation.....	128.5	129.5	130.1	130.4	132.4	132.9	132.3	133.7	134.4		.5	1.5
Public utilities.....	132.0	133.5	134.5	135.7	136.5	137.8	139.2	140.6	141.5		.6	3.7
Communications.....	131.8	134.0	134.4	135.8	136.7	138.0	139.4	141.1	141.9		.6	3.8
Electric, gas, and sanitary services.....	132.2	132.9	134.7	135.6	136.3	137.4	138.9	140.0	140.9		.6	3.4
Wholesale and retail trade.....	130.9	131.6	133.3	134.6	136.6	137.0	137.7	139.6	140.7		.8	3.0
Excluding sales occupations.....	132.2	133.2	134.7	135.6	137.6	138.2	139.5	141.1	141.8		.5	3.1
Wholesale trade.....	133.0	133.6	136.2	137.1	139.3	141.3	140.7	142.3	144.3		1.4	3.6
Excluding sales occupations.....	133.9	135.0	136.5	137.8	139.6	140.8	141.9	143.0	144.8		1.3	3.7
Retail trade.....	129.9	130.6	131.9	133.3	135.2	134.8	136.2	138.3	138.9		.4	2.7
General merchandise stores.....	126.7	128.4	129.4	131.5	132.2	133.0	133.7	134.3	135.6		1.0	2.6
Food stores.....	126.7	127.0	129.0	130.5	131.7	130.5	131.8	132.8	133.9		.8	1.7

See footnotes at end of table.

22. Continued—Employment Cost Index, wages and salaries, by occupation and industry group

[June 1989 = 100]

Series	1997		1998				1999			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 1999	
Finance, insurance, and real estate.....	126.4	130.6	132.6	134.8	138.1	139.8	137.2	142.4	144.5	1.5	4.6
Excluding sales occupations.....	129.3	133.6	135.9	137.5	139.7	139.6	141.0	144.8	147.5	1.9	5.6
Banking, savings and loan, and other credit agencies.....	128.9	138.3	140.9	143.2	147.0	144.4	146.1	154.5	159.2	3.0	8.3
Insurance.....	128.7	130.2	133.1	134.8	138.7	138.5	137.4	139.8	140.2	.3	1.1
Services.....	134.7	136.2	137.2	138.3	140.0	140.8	142.2	143.2	144.5	.9	3.2
Business services.....	134.9	137.3	137.6	139.2	141.8	144.1	145.4	146.3	148.5	1.5	4.7
Health services.....	134.3	135.4	136.2	136.5	137.5	137.4	138.7	139.6	140.6	.7	2.3
Hospitals.....	132.2	133.2	133.6	134.7	135.8	136.5	137.6	138.3	139.3	.7	2.6
Educational services.....	137.8	138.4	139.1	139.6	142.8	143.5	143.9	144.2	147.5	2.3	3.3
Colleges and universities.....	137.8	138.7	139.1	139.7	142.8	143.6	144.1	144.4	147.2	1.9	3.1
Nonmanufacturing.....	130.7	132.1	133.4	134.7	136.5	137.4	137.9	139.7	141.0	.9	3.3
White-collar workers.....	132.4	134.1	135.5	136.8	138.9	139.8	140.1	142.0	143.5	1.1	3.3
Excluding sales occupations.....	133.8	135.5	136.9	138.1	139.8	140.3	141.6	143.2	144.6	1.0	3.4
Blue-collar occupations.....	126.4	127.1	128.2	129.5	130.5	131.1	132.4	134.0	135.1	.8	3.5
Service occupations.....	129.7	130.9	132.0	132.9	134.1	135.1	136.5	137.7	137.9	.1	2.8
State and local government workers.....	133.6	134.4	135.1	135.4	137.6	138.5	139.0	139.6	142.2	1.9	3.3
Workers, by occupational group:											
White-collar workers.....	133.7	134.5	135.0	135.2	137.6	138.5	138.9	139.3	142.1	2.0	3.3
Professional specialty and technical.....	134.4	135.1	135.5	135.6	137.9	138.7	138.9	139.4	142.5	2.2	3.3
Executive, administrative, and managerial.....	133.1	134.1	135.1	135.6	138.0	139.3	140.1	140.5	142.7	1.6	3.4
Administrative support, including clerical.....	131.4	132.3	133.0	133.3	135.4	136.5	137.4	137.5	139.6	1.5	3.1
Blue-collar workers.....	131.2	132.3	133.1	133.5	135.1	136.0	136.9	137.6	139.4	1.3	3.2
Workers, by industry division:											
Services.....	134.7	135.3	135.7	135.9	138.4	139.2	139.5	139.9	142.9	2.1	3.3
Services excluding schools.....	133.3	134.4	135.4	135.5	137.8	138.2	139.0	139.6	142.1	1.8	3.1
Health services.....	133.9	135.3	136.3	136.5	138.7	139.2	139.7	140.4	142.8	1.7	3.0
Hospitals.....	133.7	135.2	136.3	136.5	138.6	139.1	139.7	140.6	142.8	1.6	3.0
Educational services.....	134.8	135.3	135.7	135.8	138.4	139.3	139.5	139.8	142.9	2.2	3.3
Schools.....	134.9	135.5	135.8	136.0	138.5	139.5	139.6	140.0	143.1	2.2	3.3
Elementary and secondary.....	135.3	135.7	136.0	136.1	138.7	139.3	139.5	139.9	143.1	2.3	3.2
Colleges and universities.....	133.6	134.6	135.2	135.5	137.7	139.6	139.6	139.8	142.6	2.0	3.6
Public administration ²	130.3	131.4	132.7	133.2	134.8	135.9	136.9	137.8	139.5	1.2	3.5

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 This series has the same industry and occupational coverage as the Hourly Earnings index, which was discontinued in January 1989.

⁴ Includes, for example, library, social, and health services.

23. Employment Cost Index, benefits, private industry workers by occupation and industry group

[June 1989 = 100]

Series	1997		1998				1999			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 1999	
Private industry workers.....	140.8	141.8	142.6	143.7	144.5	145.2	145.8	147.3	148.6	0.9	2.8
Workers, by occupational group:											
White-collar workers.....	142.0	143.4	144.7	145.6	146.6	147.4	147.9	149.4	151.0	1.1	3.0
Blue-collar workers.....	138.8	139.0	139.1	140.4	141.0	141.6	142.2	143.6	144.8	.8	2.7
Workers, by industry division:											
Goods-producing.....	141.5	141.5	141.5	142.5	143.0	143.2	144.3	145.2	146.3	.8	2.3
Service-producing.....	139.8	141.4	142.7	143.8	144.9	145.7	146.1	147.9	149.4	1.0	3.1
Manufacturing.....	141.4	141.7	141.7	142.4	142.6	142.7	143.6	144.5	145.7	.8	2.2
Nonmanufacturing.....	140.2	141.5	142.7	143.9	145.0	145.8	146.3	148.0	149.4	.9	3.0

24. Employment Cost Index, private nonfarm workers by bargaining status, region, and area size

[June 1989 = 100]

Series	1997		1998				1999			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3	12
										months	months
										ended	ended
Sept. 1999											
COMPENSATION											
Workers, by bargaining status ¹											
Union.....	133.2	133.5	134.0	135.3	136.8	137.5	138.0	139.0	140.2	0.9	2.5
Goods-producing.....	132.3	132.5	132.7	134.3	135.6	136.5	136.8	138.2	139.2	.7	2.7
Service-producing.....	134.0	134.5	135.3	136.2	138.0	138.5	139.2	139.7	141.0	.9	2.2
Manufacturing.....	133.0	133.3	133.6	134.6	136.0	136.9	137.0	138.1	139.1	.7	2.2
Nonmanufacturing.....	132.9	133.2	133.9	135.3	136.9	137.4	138.1	139.2	140.3	.8	2.5
Nonunion.....	133.9	135.3	136.7	137.8	139.3	140.1	140.8	142.5	143.8	.9	3.2
Goods-producing.....	134.0	134.7	135.9	136.9	137.7	138.3	139.7	140.5	141.8	.9	3.0
Service-producing.....	133.7	135.3	136.7	138.0	139.7	140.6	141.1	143.0	144.4	1.0	3.4
Manufacturing.....	135.1	135.9	137.2	138.0	138.9	139.4	140.7	141.7	143.0	.9	3.0
Nonmanufacturing.....	133.4	134.9	136.3	137.5	139.1	140.0	140.6	142.4	143.8	1.0	3.4
Workers, by region ¹											
Northeast.....	134.0	135.0	136.0	137.0	138.7	139.5	140.5	141.5	143.2	1.2	3.2
South.....	132.5	134.6	135.5	136.4	137.6	138.1	139.1	140.7	141.8	.8	3.1
Midwest (formerly North Central).....	136.2	136.9	138.3	139.6	140.9	141.4	141.7	143.6	145.0	1.0	2.9
West.....	132.5	133.4	135.2	136.6	138.5	140.0	140.3	142.1	143.3	.8	3.5
Workers, by area size ¹											
Metropolitan areas.....	133.9	135.1	136.4	137.5	139.1	139.8	140.4	142.0	143.3	.9	3.0
Other areas.....	133.8	135.3	135.9	137.1	138.2	139.4	140.5	141.8	143.1	.9	3.5
WAGES AND SALARIES											
Workers, by bargaining status ¹											
Union.....	128.3	128.9	129.6	130.7	132.4	133.1	133.6	134.7	135.7	.7	2.5
Goods-producing.....	126.6	127.1	127.9	129.4	131.0	131.7	132.3	133.8	134.9	.8	3.0
Service-producing.....	130.4	131.2	131.8	132.2	134.1	134.8	135.4	135.8	136.8	.7	2.0
Manufacturing.....	127.8	128.6	129.6	130.4	132.2	133.0	133.6	134.7	135.8	.8	2.7
Nonmanufacturing.....	128.6	129.1	129.6	130.8	132.4	133.1	133.7	134.6	135.6	.7	2.4
Nonunion.....	131.6	133.0	134.5	135.7	137.4	138.3	139.0	140.7	142.0	.9	3.3
Goods-producing.....	131.2	132.0	133.6	134.7	135.7	136.5	137.8	138.8	140.0	.9	3.2
Service-producing.....	131.6	133.2	134.6	135.9	137.9	138.8	139.3	141.3	142.6	.9	3.4
Manufacturing.....	132.6	133.5	135.1	136.2	137.3	138.2	139.4	140.5	141.7	.9	3.2
Nonmanufacturing.....	131.1	132.6	134.0	135.3	137.1	138.0	138.6	140.5	141.8	.9	3.4
Workers, by region ¹											
Northeast.....	130.7	131.6	132.6	133.8	135.4	136.4	137.1	138.2	139.9	1.2	3.3
South.....	130.6	133.0	134.0	134.9	136.5	136.7	137.9	139.4	140.2	.6	2.7
Midwest (formerly North Central).....	132.2	133.0	134.7	136.0	137.5	138.0	138.9	141.0	142.4	1.0	3.6
West.....	130.2	131.2	132.9	134.5	136.7	138.4	138.2	140.2	141.3	.8	3.4
Workers, by area size ¹											
Metropolitan areas.....	131.1	132.3	133.8	135.1	136.9	137.7	138.3	139.9	141.2	.9	3.1
Other areas.....	130.4	132.0	132.5	133.4	134.7	136.0	137.1	138.4	139.8	1.0	3.8

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. Percent of full-time employees participating in employer-provided benefit plans, and in selected features within plans, medium and large private establishments, selected years, 1980-97

Item	1980	1982	1984	1986	1988	1989	1991	1993	1995	1997
Scope of survey (in 000's).....	21,352	21,043	21,013	21,303	31,059	32,428	31,163	28,728	33,374	38,409
Number of employees (in 000's):										
With medical care.....	20,711	20,412	20,383	20,238	27,953	29,834	25,865	23,519	25,546	29,340
With life insurance.....	20,498	20,201	20,172	20,451	28,574	30,482	29,293	26,175	29,078	33,495
With defined benefit plan.....	17,936	17,676	17,231	16,190	19,567	20,430	18,386	16,015	17,417	19,202
Time-off plans										
Participants with:										
Paid lunch time.....	10	9	9	10	11	10	8	9	-	-
Average minutes per day.....	-	25	26	27	29	26	30	29	-	-
Paid rest time.....	75	76	73	72	72	71	67	68	-	-
Average minutes per day.....	-	25	26	26	26	26	28	26	-	-
Paid funeral leave.....	-	-	-	88	85	84	80	83	80	81
Average days per occurrence.....	-	-	-	3.2	3.2	3.3	3.3	3.0	3.3	3.7
Paid holidays.....	99	99	99	99	96	97	92	91	89	89
Average days per year.....	10.1	10.0	9.8	10.0	9.4	9.2	10.2	9.4	9.1	9.3
Paid personal leave.....	20	24	23	25	24	22	21	21	22	20
Average days per year.....	-	3.8	3.6	3.7	3.3	3.1	3.3	3.1	3.3	3.5
Paid vacations.....	100	99	99	100	98	97	96	97	96	95
Paid sick leave ¹	62	67	67	70	69	68	67	65	58	56
Unpaid maternity leave.....	-	-	-	-	33	37	37	60	-	-
Unpaid paternity leave.....	-	-	-	-	16	18	26	53	-	-
Unpaid family leave.....	-	-	-	-	-	-	-	-	84	93
Insurance plans										
Participants in medical care plans.....	97	97	97	95	90	92	83	82	77	76
Percent of participants with coverage for:										
Home health care.....	-	-	46	66	76	75	81	86	78	85
Extended care facilities.....	58	62	62	70	79	80	80	82	73	78
Physical exam.....	-	-	8	18	28	28	30	42	56	63
Percent of participants with employee contribution required for:										
Self coverage.....	26	27	36	43	44	47	51	61	67	69
Average monthly contribution.....	-	-	\$11.93	\$12.80	\$19.29	\$25.31	\$26.60	\$31.55	\$33.92	\$39.14
Family coverage.....	46	51	58	63	64	66	69	76	78	80
Average monthly contribution.....	-	-	\$35.93	\$41.40	\$60.07	\$72.10	\$96.97	\$107.42	\$118.33	\$130.07
Participants in life insurance plans.....	96	96	96	96	92	94	94	91	87	87
Percent of participants with:										
Accidental death and dismemberment insurance.....	69	72	74	72	78	71	71	76	77	74
Survivor income benefits.....	-	-	-	10	8	7	6	5	7	6
Retiree protection available.....	-	64	64	59	49	42	44	41	37	33
Participants in long-term disability insurance plans.....	40	43	47	48	42	45	40	41	42	43
Participants in sickness and accident insurance plans.....	54	51	51	49	46	43	45	44	-	-
Participants in short-term disability plans ¹	-	-	-	-	-	-	-	-	53	55
Retirement plans										
Participants in defined benefit pension plans.....	84	84	82	76	63	63	59	56	52	50
Percent of participants with:										
Normal retirement prior to age 65.....	55	58	63	64	59	62	55	52	52	52
Early retirement available.....	98	97	97	98	98	97	98	95	96	95
Ad hoc pension increase in last 5 years.....	-	-	47	35	26	22	7	6	4	10
Terminal earnings formula.....	53	52	54	57	55	64	56	61	58	56
Benefit coordinated with Social Security.....	45	45	56	62	62	63	54	48	51	49
Participants in defined contribution plans.....	-	-	-	60	45	48	48	49	55	57
Participants in plans with tax-deferred savings arrangements.....	-	-	-	33	36	41	44	43	54	55
Other benefits										
Employees eligible for:										
Flexible benefits plans.....	-	-	-	2	5	9	10	12	12	13
Reimbursement accounts ²	-	-	-	5	12	23	36	52	38	32
Premium conversion plans.....	-	-	-	-	-	-	-	-	5	7

¹ The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1995 survey. Paid sick leave now includes only plans that specify either a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and State-mandated plans available on a per-disability basis, as well as the unfunded per-disability plans previously reported as sick leave. Sickness and accident insurance, reported in years prior to this survey, included only insured, self-insured, and State-mandated plans providing per-disability bene-

fits at less than full pay.

² Prior to 1995, reimbursement accounts included premium conversion plans, which specifically allow medical plan participants to pay required plan premiums with pretax dollars. Also, reimbursement accounts that were part of flexible benefit plans were tabulated separately.

NOTE: Dash indicates data not available.

26. Percent of full-time employees participating in employer-provided benefit plans, and in selected features within plans, small private establishments and State and local governments, 1987, 1990, 1992, 1994, and 1996

Item	Small private establishments				State and local governments			
	1990	1992	1994	1996	1987	1990	1992	1994
Scope of survey (in 000's).....	32,466	34,360	35,910	39,816	10,321	12,972	12,466	12,907
Number of employees (in 000's):								
With medical care.....	22,402	24,396	23,536	25,599	9,599	12,064	11,219	11,192
With life insurance.....	20,778	21,990	21,955	24,635	8,773	11,415	11,095	11,194
With defined benefit plan.....	6,493	7,559	5,480	5,883	9,599	11,675	10,845	11,708
Time-off plans								
Participants with:								
Paid lunch time.....	8	9	—	—	17	11	10	—
Average minutes per day.....	37	37	—	—	34	36	34	—
Paid rest time.....	48	49	—	—	58	56	53	—
Average minutes per day.....	27	26	—	—	29	29	29	—
Paid funeral leave.....	47	50	50	51	56	63	65	62
Average days per occurrence.....	2.9	3.0	3.1	3.0	3.7	3.7	3.7	3.7
Paid holidays.....	84	82	82	80	81	74	75	73
Average days per year ¹	9.5	9.2	7.5	7.6	10.9	13.6	14.2	11.5
Paid personal leave.....	11	12	13	14	38	39	38	38
Average days per year.....	2.8	2.6	2.6	3.0	2.7	2.9	2.9	3.0
Paid vacations.....	88	88	88	86	72	67	67	66
Paid sick leave ²	47	53	50	50	97	95	95	94
Unpaid leave.....	17	18	—	—	57	51	59	—
Unpaid paternity leave.....	8	7	—	—	30	33	44	—
Unpaid family leave.....	—	—	47	48	—	—	—	93
Insurance plans								
Participants in medical care plans.....	69	71	66	64	93	93	90	87
Percent of participants with coverage for:								
Home health care.....	79	80	—	—	76	82	87	84
Extended care facilities.....	83	84	—	—	78	79	84	81
Physical exam.....	26	28	—	—	36	36	47	55
Percent of participants with employee contribution required for:								
Self coverage.....	42	47	52	52	35	38	43	47
Average monthly contribution.....	\$25.13	\$36.51	\$40.97	\$42.63	\$15.74	\$25.53	\$28.97	\$30.20
Family coverage.....	67	73	76	75	71	65	72	71
Average monthly contribution.....	\$109.34	\$150.54	\$159.63	\$181.53	\$71.89	\$117.59	\$139.23	\$149.70
Participants in life insurance plans.....	64	64	61	62	85	88	89	87
Percent of participants with:								
Accidental death and dismemberment insurance.....	78	76	79	77	67	67	74	64
Survivor income benefits.....	1	1	2	1	1	1	1	2
Retiree protection available.....	19	25	20	13	55	45	46	46
Participants in long-term disability insurance plans.....	19	23	20	22	31	27	28	30
Participants in sickness and accident insurance plans.....	6	26	26	—	14	21	22	21
Participants in short-term disability plans ²	—	—	—	29	—	—	—	—
Retirement plans								
Participants in defined benefit pension plans.....	20	22	15	15	93	90	87	91
Percent of participants with:								
Normal retirement prior to age 65.....	54	50	—	47	92	89	92	92
Early retirement available.....	95	95	—	92	90	88	89	87
Ad hoc pension increase in last 5 years.....	7	4	—	—	33	16	10	13
Terminal earnings formula.....	58	54	—	53	100	100	100	99
Benefit coordinated with Social Security.....	49	46	—	44	18	8	10	49
Participants in defined contribution plans.....	31	33	34	38	9	9	9	9
Participants in plans with tax-deferred savings arrangements.....	17	24	23	28	28	45	45	24
Other benefits								
Employees eligible for:								
Flexible benefits plans.....	1	2	3	4	5	5	5	5
Reimbursement accounts ³	8	14	19	12	5	31	50	64
Premium conversion plans.....	—	—	—	7	—	—	—	—

¹ Methods used to calculate the average number of paid holidays were revised in 1994 to count partial days more precisely. Average holidays for 1994 are not comparable with those reported in 1990 and 1992.

² The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1996 survey. Paid sick leave now includes only plans that specify either a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and State-mandated plans available on a per-disability basis, as well as the unfunded per-disability plans previously reported as sick leave.

Sickness and accident insurance, reported in years prior to this survey, included only insured, self-insured, and State-mandated plans providing per-disability benefits at less than full pay.

³ Prior to 1996, reimbursement accounts included premium conversion plans, which specifically allow medical plan participants to pay required plan premiums with pretax dollars. Also, reimbursement accounts that were part of flexible benefit plans were tabulated separately.

NOTE: Dash indicates data not available.

27. Work stoppages involving 1,000 workers or more

27. Work stoppages involving 1,000 workers or more																
Measure	Annual totals		1998							1999						
	1997	1998	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan. ^P	Feb. ^P	Mar. ^P	Apr. ^P	May ^P	June ^P	July ^P	
Number of stoppages:																
Beginning in period.....	29	34	3	6	1	5	3	3	1	2	0	1	3	2	1	
In effect during period.....	34	34	6	7	4	7	7	6	5	5	2	3	6	6	6	
Workers involved:																
Beginning in period (in thousands).....	339	387	5.5	144.7	28.9	8.0	7.1	3.8	1.4	4.1	.0	8.0	9.6	2.2	1.7	
In effect during period (in thousands).....	351	387	163.1	145.9	42.6	10.6	13.7	10.4	9.2	10.3	4.4	12.4	22.0	21.6	16.3	
Days idle:																
Number (in thousands).....	4,497	5,116	2,043.2	580.4	320.4	148.7	160.3	171.0	129.0	104.1	101.2	256.8	314.8	309.4	266.4	
Percent of estimated working time ¹.....	.01	.02	.07	.02	.01	.01	.01	.01	.01	.00	.00	.01	.01	.01	.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 measures of strike idleness," *Monthly Labor Review*, October 1968, pp. 54-56.

^P = preliminary.

28. Consumer Price Indexes for All Urban Consumers and for Urban Wage Earners and Clerical Workers: U.S. city average, by expenditure category and commodity or service group

[1982-84 = 100, unless otherwise indicated]

Series	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS															
All items.....	160.5	163.0	164.0	163.9	164.3	164.5	165.0	166.2	166.2	166.2	166.7	167.1	167.9	168.2	168.3
All items (1967 = 100).....	480.8	488.3	491.3	491.0	492.3	492.9	494.4	497.8	497.7	497.9	499.2	500.7	502.9	503.9	504.1
Food and beverages.....	157.7	161.1	162.5	162.7	163.9	163.8	163.7	163.9	164.2	164.1	164.2	164.7	165.1	165.5	165.7
Food.....	157.3	160.7	162.1	162.3	163.6	163.3	163.3	163.4	163.7	163.6	163.8	164.2	164.6	165.1	165.2
Food at home.....	158.1	161.1	162.5	162.6	164.3	163.8	163.4	163.5	163.9	163.7	163.7	164.1	164.5	165.1	165.1
Cereals and bakery products.....	177.6	181.1	182.1	182.3	184.2	183.8	183.5	184.8	185.1	185.7	186.3	184.9	185.2	185.2	184.8
Meats, poultry, fish, and eggs.....	148.5	147.3	147.9	147.3	146.4	147.0	146.8	146.7	146.7	147.2	147.3	148.5	149.2	149.2	150.5
Dairy and related products ¹	145.5	150.8	155.9	157.6	161.2	162.3	161.5	156.1	156.2	156.1	155.7	156.5	158.7	164.1	164.6
Fruits and vegetables.....	187.5	198.2	198.8	200.7	208.6	200.3	199.9	203.3	207.2	203.2	202.0	202.1	202.6	202.2	201.2
Nonalcoholic beverages and beverage materials.....	133.4	133.0	132.7	131.7	133.5	134.5	134.5	134.3	134.2	134.3	134.3	134.5	134.2	134.6	133.9
Other foods at home.....	147.3	150.8	152.7	152.4	153.0	153.3	152.9	153.6	153.4	153.6	153.7	154.2	153.9	153.7	153.0
Sugar and sweets.....	147.8	150.2	149.6	150.1	151.7	151.3	151.0	151.7	153.0	152.4	152.4	152.7	153.5	153.3	152.1
Fats and oils.....	141.7	146.9	155.1	151.9	150.5	150.9	149.4	149.0	147.2	147.5	148.1	148.6	148.5	149.0	145.3
Other foods.....	161.2	165.5	166.7	166.9	167.7	168.2	168.1	169.2	168.7	169.2	169.3	169.9	169.2	168.7	169.0
Other miscellaneous foods ^{1,2}	-	102.6	104.8	104.9	104.1	105.9	104.9	105.6	105.0	104.9	104.2	104.8	105.3	104.3	103.9
Food away from home.....	157.0	161.1	162.6	163.0	163.5	163.8	164.2	164.5	164.6	164.6	165.1	165.6	165.8	166.2	166.5
Other food away from home ^{1,2}	-	101.6	103.3	103.3	103.5	103.7	103.7	104.0	104.3	104.4	105.5	105.8	106.4	106.8	106.9
Alcoholic beverages.....	162.8	165.7	166.8	167.2	167.6	168.6	168.4	168.8	169.3	169.5	169.9	170.2	170.7	170.5	171.2
Housing.....	156.8	160.4	161.3	161.8	161.8	162.3	162.8	163.0	163.0	164.1	164.7	165.0	165.2	165.0	164.9
Shelter.....	176.3	182.1	184.0	184.0	184.7	185.5	186.3	186.6	186.5	187.2	188.0	188.3	188.3	188.5	188.6
Rent of primary residence.....	166.7	172.1	174.5	174.9	175.3	175.6	176.0	176.4	176.7	177.1	177.5	177.9	178.4	178.8	179.8
Lodging away from home ²	-	109.0	106.3	103.8	107.1	110.5	114.5	114.6	111.8	113.8	117.1	117.1	113.8	113.1	108.5
Owners' equivalent rent of primary residence ³	181.9	187.8	190.3	190.7	191.0	191.3	191.5	191.9	192.2	192.6	193.0	193.4	193.9	194.2	194.9
Tenants' and household insurance ^{1,2}	-	99.8	99.9	99.9	99.7	100.1	100.2	100.3	100.5	102.2	102.1	102.2	102.3	102.2	102.1
Fuels and utilities.....	130.8	128.5	126.5	126.6	126.2	126.0	125.9	125.7	126.5	130.2	131.1	131.4	132.7	130.3	130.0
Fuels.....	117.9	113.7	111.4	111.4	110.9	110.6	110.5	110.2	111.0	115.1	116.0	116.2	117.6	115.0	114.6
Fuel oil and other fuels.....	99.8	90.0	86.8	86.1	86.6	86.2	86.2	87.7	87.7	87.3	87.5	89.2	93.9	97.6	100.7
Gas (piped) and electricity.....	125.1	121.2	118.9	118.9	118.3	118.0	117.9	117.5	118.4	123.0	124.0	124.1	125.3	122.0	121.4
Household furnishings and operations.....	125.4	126.6	126.6	126.6	126.8	126.7	126.7	127.2	126.7	126.8	126.8	126.8	127.0	126.6	126.4
Apparel.....	132.9	133.0	135.0	130.7	127.9	129.7	132.7	135.2	134.2	130.9	127.3	127.5	131.8	134.6	133.6
Men's and boys' apparel.....	130.1	131.8	134.1	130.3	128.1	129.9	131.4	133.5	133.8	131.4	128.3	127.1	130.5	134.0	133.2
Women's and girls' apparel.....	126.1	126.0	127.5	122.4	117.7	120.6	126.3	128.7	127.3	122.6	116.1	117.9	125.4	128.4	126.6
Infants' and toddlers' apparel ¹	129.0	126.1	131.3	129.6	130.0	126.4	125.6	128.2	127.6	126.8	127.4	128.3	129.9	132.4	132.6
Footwear.....	127.6	128.0	130.4	127.5	125.6	124.8	126.4	129.2	127.4	125.4	125.2	123.8	124.7	126.1	126.4
Transportation.....	144.3	141.6	141.5	140.7	140.4	139.8	140.6	144.3	144.2	143.4	144.7	145.7	146.5	147.3	147.6
Private transportation.....	141.0	137.9	138.0	137.2	136.7	135.9	136.4	140.1	140.2	139.7	140.6	141.9	142.9	143.3	143.6
New and used motor vehicles ²	100.5	100.1	100.7	100.9	100.6	99.9	99.6	99.7	99.7	99.7	99.8	99.7	100.1	100.5	100.9
New vehicles.....	144.3	143.4	143.5	144.1	144.4	143.8	143.4	143.3	142.9	142.5	142.0	141.4	141.6	142.3	143.1
Used cars and trucks ¹	151.1	150.6	154.0	153.1	150.6	148.3	147.4	148.3	149.6	150.9	152.3	153.8	155.7	156.4	156.1
Motor fuel.....	106.2	92.2	89.7	86.2	85.0	83.6	83.3	100.9	101.4	99.2	102.5	107.8	110.3	110.0	109.3
Gasoline (all types).....	105.8	91.6	89.2	85.7	84.5	83.1	85.8	100.4	100.8	98.6	101.9	107.2	109.7	109.4	108.7
Motor vehicle parts and equipment.....	101.9	101.1	101.4	101.2	101.2	100.9	100.1	100.3	100.2	100.1	100.0	100.1	100.6	100.5	101.2
Motor vehicle maintenance and repair.....	162.7	167.1	169.5	169.6	169.8	170.4	170.6	170.9	171.3	171.7	172.1	172.1	172.8	173.2	173.6
Public transportation.....	186.7	190.3	187.4	188.4	190.4	193.1	198.8	201.4	198.4	192.6	200.8	197.1	194.7	201.5	202.2
Medical care.....	234.6	242.1	244.7	245.2	246.6	247.7	248.3	249.1	249.5	250.2	251.1	251.9	252.3	252.8	253.3
Medical care commodities.....	215.3	221.8	224.5	225.6	225.9	226.8	227.7	229.3	229.4	230.5	231.7	232.5	233.1	233.2	233.7
Medical care services.....	239.1	246.8	249.3	249.6	251.3	252.6	253.1	253.5	254.0	254.6	255.5	256.2	256.6	257.1	257.7
Professional services.....	215.4	222.2	224.4	224.6	225.8	226.8	227.4	228.2	228.6	229.3	229.8	230.1	230.4	230.9	231.4
Hospital and related services.....	278.4	287.5	290.8	291.4	294.4	296.2	296.6	296.3	297.0	297.6	299.3	301.3	302.1	302.9	303.9
Recreation ²	99.6	101.1	101.3	101.2	101.7	101.8	101.8	102.0	102.2	102.2	102.2	102.2	101.7	101.8	101.9
Video and audio ^{1,2}	99.4	101.1	100.8	100.7	101.4	101.6	101.2	101.0	100.9	100.7	100.6	100.9	100.1	100.1	100.1
Education and communication ²	98.4	100.3	101.0	100.7	100.9	100.9	100.8	100.7	100.4	100.3	100.4	101.2	101.9	102.1	102.2
Education ²	97.3	102.1	104.6	104.7	105.0	105.3	105.4	105.5	105.6	105.7	106.0	107.5	109.4	109.6	109.3
Educational books and supplies.....	238.4	250.8	257.1	257.3	258.4	261.3	261.4	261.2	261.6	262.1	262.3	264.5	267.0	269.0	255.7
Tuition, other school fees, and child care.....	280.4	294.2	301.4	301.7	302.4	303.3	303.5	303.8	304.1	304.4	305.4	309.9	315.3	315.9	316.3
Communication ^{1,2}	100.3	98.7	97.8	97.1	97.3	96.9	96.6	96.3	95.7	95.5	95.5	95.6	95.3	95.3	95.9
Information and information processing ^{1,2}	100.4	98.5	97.6	96.9	96.9	96.5	96.1	95.8	95.2	94.9	94.9	95.0	94.7	94.7	95.3
Telephone services ^{1,2}	-	100.7	101.1	100.3	100.7	100.4	100.2	100.0	99.6	99.7	99.5	99.8	99.6	99.8	100.6
Information and information processing other than telephone services ^{1,4}	50.1	39.9	35.3	34.8	33.8	33.3	32.4	32.1	30.9	29.8	30.0	29.8	29.3	28.7	28.2
Personal computers and peripheral equipment ^{1,2}	-	78.2	65.6	64.2	61.4	59.7	57.6	56.8	55.7	54.5	52.9	50.9	49.7	48.2	47.0
Other goods and services.....	224.8	237.7	240.5	250.3	255.4	255.0	253.3	256.1	255.8	255.9	258.3	257.6	262.6	263.2	263.0
Tobacco and smoking products.....	243.7	274.8	281.3	331.2	354.2	348.7	335.9	349.9	345.5	343.2	356.0	350.1	373.8	373.3	369.8
Personal care ¹	152.7	156.7	158.0	158.3	158.9	159.4	160.0	160.2	160.7	161.1	161.1	161.4	161.8	162.4	162.8
Personal care products ¹	144.2	148.3	148.8	148.7	149.9	149.8	150.8	150.9	150.9	152.6	152.0	152.3	153.0	153.4	153.3
Personal care services ¹	162.4	166.0	167.6	168.3	168.8	169.3	169.9	170.3	171.0	170.9	171.4	171.9	172.1	172.9	173.9

28. Continued—Consumer Price Indexes for All Urban Consumers and for Urban Wage Earners and Clerical Workers: U.S. city average, by expenditure category and commodity or service group

[1982-84 = 100, unless otherwise indicated]

Series	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Miscellaneous personal services.....	226.1	234.7	237.2	237.8	238.9	240.6	241.1	241.4	242.1	242.4	242.9	243.9	244.6	245.6	246.0
Commodity and service group:															
Commodities.....	141.8	141.9	142.5	142.2	142.5	142.2	142.6	144.6	144.5	143.9	143.9	144.5	145.8	146.4	146.2
Food and beverages.....	157.7	161.1	162.5	162.7	163.9	163.8	163.7	163.9	164.2	164.1	164.2	164.7	165.1	165.5	165.7
Commodities less food and beverages.....	132.2	130.5	130.6	130.2	129.9	129.6	130.2	133.2	132.8	131.9	131.9	132.5	134.3	134.9	134.6
Nondurables less food and beverages.....	134.6	132.6	132.9	132.1	131.8	131.9	133.2	138.6	138.2	136.6	136.7	138.0	141.0	141.9	141.3
Apparel.....	132.9	133.0	135.0	130.7	127.9	129.7	132.7	135.2	134.2	130.9	127.3	127.5	131.8	134.6	133.6
Nondurables less food, beverages, and apparel.....	140.6	137.4	136.8	137.8	138.8	138.0	138.5	145.7	145.6	144.8	146.8	148.8	151.2	151.2	150.7
Durables.....	128.7	127.6	127.4	127.4	127.1	126.4	126.0	126.1	125.8	125.7	125.6	125.4	125.7	125.9	126.0
Services.....	179.4	184.2	185.6	185.7	186.3	186.9	187.6	187.8	187.9	188.6	189.5	189.9	190.1	190.2	190.5
Rent of shelter ³	183.4	189.6	191.5	191.5	192.3	193.1	193.9	194.3	194.2	194.9	195.7	196.1	196.1	196.3	196.3
Transportation services.....	185.0	187.9	188.3	188.4	188.8	189.3	190.7	191.0	190.4	189.3	191.0	190.2	189.9	191.9	192.7
Other services.....	209.6	216.9	219.5	219.5	220.5	221.1	221.3	221.7	221.9	222.2	222.6	223.9	224.5	225.1	226.0
Special indexes:															
All items less food.....	161.1	163.4	164.3	164.2	164.5	164.7	165.3	166.7	166.6	166.7	167.2	167.7	168.5	168.8	168.8
All items less shelter.....	155.9	157.2	157.9	157.8	158.1	158.1	158.5	159.9	159.9	159.7	160.1	160.6	161.6	162.0	162.1
All items less medical care.....	156.3	158.6	159.5	159.4	159.8	160.0	160.5	161.6	161.6	161.6	162.0	162.5	163.2	163.6	163.6
Commodities less food.....	133.4	132.0	132.1	131.7	131.4	131.1	131.7	134.6	134.3	133.4	133.4	134.0	135.8	136.3	136.1
Nondurables less food.....	136.3	134.6	135.0	134.2	133.9	134.0	135.3	140.4	140.1	138.6	138.7	139.9	142.8	143.7	143.1
Nondurables less food and apparel.....	141.8	139.2	138.8	139.7	140.7	140.0	140.5	147.0	147.0	146.3	148.2	150.0	152.3	152.3	151.9
Nondurables.....	146.4	146.9	147.8	147.5	147.9	147.9	148.5	151.4	151.4	150.5	150.6	151.5	153.2	154.0	153.7
Services less rent of shelter ³	188.1	191.8	192.7	192.8	193.3	193.8	194.2	194.5	194.7	195.6	196.5	196.9	197.3	197.4	197.9
Services less medical care services.....	173.9	178.4	179.7	179.8	180.3	180.9	181.5	181.8	181.8	182.6	183.4	183.8	183.9	184.1	184.3
Energy.....	111.5	102.9	100.5	98.9	98.1	97.3	98.4	105.0	105.6	106.8	108.7	111.3	113.2	111.6	111.2
All items less energy.....	167.1	170.9	172.3	172.3	172.9	173.2	173.7	174.2	174.1	174.0	174.3	174.5	175.1	175.7	175.8
All items less food and energy.....	169.5	173.4	174.8	174.8	175.3	175.7	176.2	176.8	176.6	176.6	176.9	177.1	177.7	178.3	178.4
Commodities less food and energy.....	142.3	143.2	143.8	143.9	143.7	143.7	143.9	144.9	144.5	143.7	143.2	143.0	144.6	145.3	145.0
Energy commodities.....	105.7	92.1	89.6	86.3	85.2	83.9	86.4	99.9	100.3	98.3	101.3	106.3	109.1	109.1	108.7
Services less energy.....	185.0	190.6	192.4	192.5	193.2	194.0	194.7	195.0	195.0	195.3	196.1	196.5	196.6	197.2	197.5
CONSUMER PRICE INDEX FOR URBAN WAGE EARNERS AND CLERICAL WORKERS															
All items.....	157.6	159.7	160.7	160.7	161.0	161.1	161.4	162.7	162.8	162.8	163.3	163.8	164.7	165.0	165.1
All items (1967 = 100).....	469.3	475.6	478.6	478.6	479.7	479.8	480.9	484.7	484.9	485.0	486.3	487.8	490.5	491.5	491.7
Food and beverages.....	157.2	160.4	161.7	161.9	163.1	163.0	162.9	163.0	163.3	163.3	163.4	163.9	164.3	164.7	164.9
Food.....	156.8	160.0	161.4	161.5	162.8	162.6	162.6	162.6	162.9	162.8	163.0	163.5	163.9	164.4	164.5
Food at home.....	157.2	160.0	161.3	161.3	163.1	162.6	162.3	162.2	162.6	162.5	162.5	162.9	163.5	164.0	164.0
Cereals and bakery products.....	177.3	180.9	181.9	182.0	184.0	183.5	183.2	184.5	184.8	185.5	186.1	184.8	185.0	185.0	184.5
Meats, poultry, fish, and eggs.....	148.2	147.0	147.6	146.9	146.0	146.7	146.4	146.3	146.1	146.9	146.8	148.2	148.9	148.8	150.1
Dairy and related products ¹	145.2	150.4	155.5	157.4	161.1	162.2	161.5	155.7	155.8	155.7	155.3	156.0	158.4	164.0	164.6
Fruits and vegetables.....	186.6	197.0	197.6	199.0	207.3	199.3	198.7	201.7	205.3	201.9	201.0	201.2	201.6	201.0	199.8
Nonalcoholic beverages and beverage materials.....	132.3	131.8	131.4	130.4	132.5	133.4	133.6	133.2	133.1	133.2	133.1	133.2	133.0	133.4	132.7
Other foods at home.....	146.8	150.2	152.0	151.7	152.4	152.6	152.3	153.0	152.6	152.8	153.0	153.5	153.3	152.9	152.3
Sugar and sweets.....	147.7	150.1	149.5	150.0	151.8	151.3	151.1	151.7	152.8	152.0	152.0	152.6	153.3	153.2	152.0
Fats and oils.....	141.4	146.5	154.4	151.2	150.1	150.6	148.9	148.6	147.0	147.2	147.8	148.3	148.1	148.6	144.9
Other foods.....	161.1	165.4	166.6	166.7	167.7	168.1	168.0	169.0	168.5	169.0	169.2	169.7	169.2	168.5	168.8
Other miscellaneous foods ^{1,2}	-	102.6	104.9	104.9	104.2	105.9	105.0	105.2	104.7	104.4	103.9	104.4	105.1	103.8	103.4
Food away from home ¹	157.0	161.1	162.6	163.0	163.5	163.8	164.1	164.4	164.5	164.4	164.9	165.5	165.8	166.1	166.5
Other food away from home ^{1,2}	-	101.6	103.4	103.4	103.6	103.7	103.8	104.1	104.2	104.5	105.3	105.8	106.2	106.6	106.8
Alcoholic beverages.....	162.1	164.6	165.7	166.2	166.5	167.6	167.3	167.8	168.5	168.7	169.1	169.2	169.8	169.5	170.4
Housing.....	153.4	156.7	157.7	157.8	158.1	158.4	158.8	159.1	159.2	160.2	160.7	161.0	161.3	161.0	161.1
Shelter.....	171.2	176.6	178.6	178.8	179.3	179.9	180.5	180.8	180.9	181.5	182.0	182.4	182.6	182.8	183.1
Rent of primary residence.....	166.3	171.7	174.1	174.6	174.9	175.3	175.6	176.0	176.4	176.8	177.1	177.5	178.0	178.4	179.3
Lodging away from home ²	-	109.0	106.6	104.0	107.1	110.3	114.2	114.5	112.0	113.8	116.7	116.8	113.8	113.1	108.4
Owners' equivalent rent of primary residence ³	165.8	171.1	173.4	173.7	173.9	174.2	174.5	174.8	175.1	175.4	175.7	176.1	176.5	176.8	177.4
Tenants' and household insurance ^{1,2}	-	100.0	100.3	100.3	100.1	100.4	100.6	100.6	100.9	102.3	102.2	102.3	102.5	102.4	102.3
Fuels and utilities.....	130.5	128.4	126.4	126.4	126.0	125.8	125.8	125.5	126.3	130.2	131.1	131.4	132.6	130.1	129.8
Fuels.....	117.3	113.3	110.9	110.9	110.4	110.2	110.0	109.7	110.6	114.7	115.7	115.9	117.2	114.4	114.0
Fuel oil and other fuels.....	99.6	90.3	87.4	86.6	87.1	86.8	85.8	88.1	88.0	87.8	87.6	89.3	93.9	97.7	100.7
Gas (piped) and electricity.....	124.6	120.8	118.3	118.4	117.7	117.5	117.3	116.9	117.9	122.6	123.6	123.7	124.9	121.5	120.9
Household furnishings and operations.....	123.9	125.0	124.8	124.8	125.0	124.8	124.9	125.2	124.8	124.8	124.9	124.7	124.8	124.5	124.2
Apparel.....	132.1	131.6	134.0	129.8	127.1	128.5	131.1	133.7	133.0	129.6	126.4	126.4	130.5	133.1	132.3
Men's and boys' apparel.....	129.9	131.4	134.0	130.2	128.1	129.9	131.6	133.6	134.0	131.6	128.6	127.2	130.3	134.0	133.3
Women's and girls' apparel.....	124.9	123.9	125.9	121.0	116.4	118.8	123.9	126.5	125.5	120.6	114.4	116.0	123.3	126.0	124.4
Infants' and toddlers' apparel ¹	130.1	126.7	132.7	130.9	130.8	127.2	126.5	129.3	128.9	128.0	128.4	129.6	131.4	134.1	134.3
Footwear.....	128.5	128.7	130.9	128.2	126.1	125.4	126.8	129.5	127.9	125.8	125.8	124.4	125.1	126.6	126.9
Transportation.....	143.6	140.5	140.6	139.6	139.1	138.3	139.1	142.9	143.1	142.4	143.7	145.0	146.0	146.6	146.9
Private transportation.....	141.3	138.0	138.2	137.1	136.5	135.6	136.2	140.1	140.3	139.9	140.9	142.4	143.6	143.9	144.2
New and used motor vehicles ²	100.7	100.3	101.1	101.1	100.6	99.9	99.5	99.7	99.8	100.0	100.1	100.2	100.7	101.2	101.5

28. Continued—Consumer Price Indexes for All Urban Consumers and for Urban Wage Earners and Clerical Workers: U.S. city average, by expenditure category and commodity or service group

[1982-84 = 100, unless otherwise indicated]

Series	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
New vehicles.....	145.5	144.6	144.7	145.3	145.5	145.0	144.5	144.5	144.0	143.6	143.2	142.6	142.8	143.5	144.3
Used cars and trucks ¹	152.6	152.0	155.2	154.3	151.8	149.6	148.7	149.6	150.9	152.2	153.7	155.2	157.0	157.7	157.3
Motor fuel.....	106.2	92.2	89.7	86.0	85.0	83.5	86.4	100.8	101.3	99.2	102.6	107.8	110.6	110.0	109.5
Gasoline (all types).....	105.8	91.7	89.2	85.5	84.5	83.0	85.9	100.3	100.8	98.7	102.1	107.3	110.0	109.4	108.9
Motor vehicle parts and equipment.....	101.0	100.5	100.7	100.5	100.6	100.5	99.8	99.6	99.6	99.6	99.5	99.6	99.9	99.8	100.6
Motor vehicle maintenance and repair.....	163.7	168.2	170.8	170.9	171.2	171.8	172.0	172.3	172.7	173.1	173.5	173.5	174.3	174.7	175.1
Public transportation.....	184.2	187.1	184.2	185.1	186.8	189.1	194.1	196.4	193.9	189.0	195.7	192.5	190.7	196.3	197.0
Medical care.....	234.0	241.4	244.0	244.4	245.8	246.9	247.5	248.2	248.7	249.4	250.3	251.0	251.4	251.9	252.5
Medical care commodities.....	212.6	218.6	221.1	222.1	222.4	223.2	223.9	225.7	225.7	226.6	227.8	228.4	229.0	229.1	229.5
Medical care services.....	238.8	246.6	249.1	249.4	251.0	252.3	252.8	253.3	253.8	254.5	255.3	256.0	256.4	257.0	257.6
Professional services.....	216.7	223.7	225.9	226.2	227.3	228.3	228.9	229.7	230.2	231.0	231.4	231.7	232.0	232.5	233.1
Hospital and related services.....	274.7	283.6	286.9	287.4	290.4	292.4	292.8	292.3	293.0	293.6	295.3	297.3	298.2	298.9	299.8
Recreation ²	—	100.9	100.8	100.8	101.2	101.3	101.3	101.4	101.5	101.6	101.6	101.5	101.0	101.1	101.0
Video and audio ^{1,2}	—	101.1	100.8	100.7	101.3	101.4	101.0	100.8	100.6	100.5	100.4	100.7	99.8	99.9	99.9
Education and communication ²	—	100.4	101.2	100.9	101.2	101.2	101.0	100.9	100.7	100.7	100.8	101.5	102.1	102.3	102.5
Education ²	—	102.1	104.6	104.7	105.1	105.5	105.6	105.7	105.9	106.0	106.3	107.7	109.5	109.7	109.4
Educational books and supplies.....	240.4	253.1	259.5	259.7	260.8	263.9	264.0	263.9	264.3	264.8	265.0	267.2	269.9	271.8	256.5
Tuition, other school fees, and child care.....	274.6	288.5	295.4	295.8	296.6	297.8	298.0	298.3	298.7	299.2	300.2	304.1	309.5	310.0	310.4
Communication ^{1,2}	—	99.1	98.5	97.8	98.1	97.7	97.4	97.0	96.5	96.4	96.3	96.5	96.2	96.3	96.9
Information and information processing ^{1,2}	—	99.0	98.4	97.7	97.8	97.4	97.1	96.7	96.2	96.0	96.0	96.1	95.8	95.9	96.6
Telephone services ^{1,2}	—	100.7	101.2	100.4	100.8	100.5	100.4	100.0	99.8	99.9	99.7	99.9	99.7	100.0	100.8
Information and information processing other than telephone services ^{1,4}	51.1	41.2	36.6	36.0	35.0	34.4	33.5	33.0	31.8	30.8	31.1	30.8	30.3	29.9	29.3
Personal computers and peripheral equipment ^{1,2}	—	77.9	65.3	64.0	61.1	59.3	56.9	55.9	55.1	54.0	52.5	50.6	49.4	48.1	46.9
Other goods and services.....	221.6	236.1	239.2	252.6	259.2	258.3	255.6	259.5	258.8	258.7	262.0	260.7	267.3	267.9	267.4
Tobacco and smoking products.....	243.3	274.8	281.4	332.0	354.5	348.9	336.0	350.5	345.9	343.5	356.6	350.6	374.4	374.0	370.4
Personal care ¹	152.6	156.8	158.1	158.3	159.1	159.6	160.3	160.4	160.8	161.3	161.3	161.6	161.9	162.6	163.0
Personal care products ¹	145.1	149.3	149.8	149.6	150.7	150.8	151.6	151.7	151.6	153.3	152.7	153.1	153.7	154.1	154.0
Personal care services ¹	162.5	166.3	168.0	168.6	169.1	169.6	170.2	170.6	171.4	171.2	171.8	172.2	172.4	173.2	174.4
Miscellaneous personal services.....	225.2	234.0	236.9	237.4	239.1	240.8	241.4	241.7	242.3	242.6	243.2	243.8	244.5	245.5	245.9
Commodity and service group:															
Commodities.....	141.8	141.8	142.4	142.3	142.5	142.2	142.5	144.7	144.6	144.0	144.2	144.8	146.3	146.8	146.6
Food and beverages.....	157.2	160.4	161.7	161.9	163.1	163.0	162.9	163.0	163.3	163.3	163.4	163.9	164.3	164.7	164.9
Commodities less food and beverages.....	132.4	130.6	130.9	130.6	130.4	129.9	130.3	133.6	133.4	132.5	132.7	133.4	135.4	165.9	135.6
Nondurables less food and beverages.....	134.5	132.1	132.5	132.1	132.0	131.8	133.1	139.1	138.8	137.0	137.5	138.8	142.1	142.9	142.2
Apparel.....	132.1	131.6	134.0	129.8	127.1	128.5	131.1	133.7	133.0	129.6	126.4	126.4	130.5	133.1	132.3
Nondurables less food, beverages, and apparel.....	140.4	137.0	136.3	137.9	139.2	138.2	138.7	146.7	146.6	145.7	148.1	150.2	153.2	153.1	152.5
Durables.....	128.4	127.3	127.4	127.4	126.9	126.1	125.7	125.8	125.6	125.6	125.7	125.7	126.1	126.3	126.4
Services.....	176.5	181.0	182.4	182.5	183.0	183.5	184.0	184.2	184.4	185.2	185.9	186.3	186.6	186.7	187.1
Rent of shelter ³	164.7	170.1	172.0	172.2	172.7	173.2	173.8	174.1	174.2	174.7	175.3	175.6	175.8	176.1	176.3
Transportation services.....	182.6	185.4	186.1	186.1	186.4	186.8	187.8	187.9	187.5	186.7	188.0	187.4	187.3	189.0	189.8
Other services.....	206.4	213.7	216.2	216.1	217.1	217.7	217.8	218.1	218.4	218.8	219.2	220.3	220.9	221.6	222.3
Special indexes:															
All items less food.....	157.6	159.5	160.4	160.4	160.5	160.6	161.1	162.6	162.6	162.7	163.2	163.7	164.7	165.0	165.1
All items less shelter.....	154.0	155.0	155.7	155.6	155.9	155.8	156.1	157.7	157.7	157.6	158.0	158.6	159.7	160.1	160.1
All items less medical care.....	154.0	155.8	156.8	156.8	157.1	157.1	157.5	158.8	158.8	159.2	159.7	160.7	160.7	161.0	161.1
Commodities less food.....	133.6	132.0	132.2	132.0	131.8	131.3	131.8	135.0	134.8	133.9	134.2	134.8	136.7	137.2	137.0
Nondurables less food.....	136.2	134.1	134.5	134.1	134.1	134.0	135.1	140.8	140.6	138.9	139.4	140.7	143.8	144.6	144.0
Nondurables less food and apparel.....	141.6	138.7	138.2	139.7	140.9	140.0	140.5	147.9	147.9	147.0	149.3	151.2	154.0	153.8	153.4
Nondurables.....	146.2	146.5	147.4	147.3	147.8	147.7	148.3	151.4	151.4	150.5	150.8	151.7	153.6	154.3	154.0
Services less rent of shelter ³	167.6	170.7	171.4	171.5	171.9	172.3	172.6	172.7	173.0	174.0	174.7	175.0	175.5	175.4	175.8
Services less medical care services.....	171.2	175.4	176.8	176.9	177.3	177.8	178.2	178.4	178.6	179.4	180.1	180.4	180.7	180.8	181.1
Energy.....	111.1	102.1	99.6	97.8	97.0	96.1	97.5	104.5	105.2	106.2	108.4	111.1	113.1	111.4	111.0
All items less energy.....	164.1	167.6	169.1	169.3	169.8	170.0	170.2	170.7	170.7	170.6	170.9	171.1	171.8	172.4	172.6
All items less food and energy.....	166.0	169.6	171.1	171.3	171.6	171.9	172.2	172.9	172.8	172.7	172.9	173.1	173.9	174.5	174.7
Commodities less food and energy.....	141.9	142.7	143.6	144.1	144.0	143.7	143.7	144.8	144.5	143.8	143.5	143.3	145.0	145.7	145.4
Energy commodities.....	105.9	92.3	89.7	86.2	85.2	83.8	86.6	100.2	100.6	98.6	101.8	106.8	109.7	109.4	109.1
Services less energy.....	182.2	187.7	189.6	189.7	190.3	190.9	191.5	191.8	191.9	192.2	192.8	193.2	193.4	194.0	194.4

¹ Not seasonally adjusted.

² Indexes on a December 1997 = 100 base.

³ Indexes on a December 1982 = 100 base.

⁴ Indexes on a December 1988 = 100 base.

— Data not available.

NOTE: Index applies to a month as a whole, not to any specific date.

29. Consumer Price Index: U.S. city average and available local area data: all items

[1982-84 = 100, unless otherwise indicated]

1982-84 = 100, unless otherwise indicated]

Area	Pricing sched- ule ¹	All Urban Consumers							Urban Wage Earners						
		1998		1999				1998		1999					
		Oct.	Nov.	July	Aug.	Sept.	Oct.	Nov.	Oct.	Nov.	July	Aug.	Sept.	Oct.	Nov.
U.S. city average.....	M	164.0	164.0	166.7	167.1	167.9	168.2	168.3	160.6	160.7	163.3	163.8	164.7	165.0	165.1
Region and area size ²															
Northeast urban.....	M	171.3	171.2	173.4	174.1	174.8	175.5	175.5	168.1	168.2	170.2	170.9	171.9	172.5	172.6
Size A—More than 1,500,000.....	M	172.3	172.2	174.5	175.1	175.7	176.4	176.5	168.1	168.2	170.3	171.0	171.8	172.5	172.7
Size B/C—50,000 to 1,500,000 ³	M	102.6	102.6	103.9	104.3	105.1	105.3	105.1	102.2	102.2	103.4	103.8	104.7	105.0	105.0
Midwest urban ⁴	M	160.1	160.1	162.9	163.2	164.3	164.3	164.6	156.2	156.2	159.1	159.4	160.6	160.6	160.9
Size A—More than 1,500,000.....	M	161.4	161.3	164.6	164.8	165.7	165.7	165.6	156.7	156.7	159.9	160.2	161.1	161.1	161.0
Size B/C—50,000 to 1,500,000 ³	M	102.4	102.4	103.9	104.2	105.1	105.0	105.6	102.1	102.1	103.8	104.0	105.1	105.0	105.5
Size D—Nonmetropolitan (less than 50,000).....	M	154.3	154.7	157.2	157.7	158.6	158.7	159.3	152.4	152.9	155.4	156.1	157.1	157.2	157.6
South urban.....	M	159.8	159.6	162.2	162.6	163.2	163.6	163.5	157.8	157.7	160.1	160.6	161.5	161.9	161.8
Size A—More than 1,500,000.....	M	159.0	158.6	161.4	161.9	162.7	163.2	162.9	156.6	156.2	158.9	159.5	160.4	160.9	160.6
Size B/C—50,000 to 1,500,000 ³	M	102.8	102.8	104.3	104.4	104.8	105.1	105.1	102.4	102.4	103.9	104.0	104.6	104.9	104.9
Size D—Nonmetropolitan (less than 50,000).....	M	159.8	160.0	162.6	163.7	164.1	164.1	160.4	160.6	163.0	164.1	164.8	164.8	165.0	165.0
West urban.....	M	165.5	165.8	168.9	169.5	170.0	170.4	170.4	161.5	161.8	164.7	165.3	165.8	166.2	166.2
Size A—More than 1,500,000.....	M	166.3	166.5	169.9	170.5	171.2	171.6	171.6	160.5	160.7	164.0	164.7	165.3	165.6	165.7
Size B/C—50,000 to 1,500,000 ³	M	103.0	103.5	104.9	105.2	105.2	105.5	105.5	102.8	103.3	104.7	105.1	105.1	105.4	105.3
Size classes:															
A ⁵	M	148.5	148.5	151.1	151.6	152.2	152.6	152.5	147.0	147.0	149.6	150.1	150.8	151.2	151.2
B/C ⁶	M	102.7	102.8	104.2	104.5	105.0	105.2	105.3	102.4	102.4	103.9	104.1	104.8	105.0	105.0
D.....	M	159.7	159.9	162.4	163.1	163.7	163.8	164.2	158.9	159.1	161.3	162.1	163.0	163.1	163.5
Selected local areas ⁶															
Chicago—Gary—Kenosha, IL—IN—WI.....	M	165.7	165.4	169.4	169.3	169.7	169.7	169.3	160.0	159.9	163.4	163.5	164.1	164.0	163.7
Los Angeles—Riverside—Orange County, CA.....	M	163.2	163.4	165.8	166.3	167.2	167.2	167.1	156.8	157.0	159.2	159.8	160.7	160.7	160.6
New York, NY—Northern NJ—Long Island, NY—NJ—CT—PA.....	M	174.8	174.7	177.2	177.6	178.2	178.9	178.8	170.5	170.5	172.5	173.2	173.9	174.5	174.6
Boston—Brockton—Nashua, MA—NH—ME—CT.....	1	—	172.1	175.3	—	176.8	—	179.2	—	171.5	173.3	—	175.2	—	177.8
Cleveland—Akron, OH.....	1	—	161.5	162.8	—	164.2	—	163.8	—	152.8	154.9	—	156.4	—	156.1
Dallas—Ft. Worth, TX.....	1	—	154.5	158.3	—	159.8	—	160.1	—	153.8	158.0	—	159.6	—	159.8
Washington—Baltimore, DC—MD—VA—WV ⁷	1	—	102.9	104.6	—	105.4	—	105.0	—	102.2	104.3	—	105.3	—	104.9
Atlanta, GA.....	2	162.0	—	—	165.9	—	166.5	—	159.2	—	—	163.2	—	164.0	—
Detroit—Ann Arbor—Flint, MI.....	2	161.0	—	—	164.2	—	165.9	—	155.7	—	—	158.7	—	160.4	—
Houston—Galveston—Brazoria, TX.....	2	148.5	—	—	148.9	—	151.2	—	146.9	—	—	147.9	—	149.9	—
Miami—Ft. Lauderdale, FL.....	2	161.1	—	—	162.3	—	164.1	—	158.6	—	—	160.0	—	161.9	—
Philadelphia—Wilmington—Atlantic City, PA—NJ—DE—MD.....	2	170.3	—	—	173.1	—	174.4	—	169.3	—	—	172.6	—	174.3	—
San Francisco—Oakland—San Jose, CA.....	2	167.2	—	—	173.5	—	175.2	—	163.4	—	—	170.0	—	171.2	—
Seattle—Tacoma—Bremerton, WA.....	2	169.3	—	—	173.4	—	174.7	—	164.9	—	—	168.8	—	170.2	—

¹ 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.

² Regions defined as the four Census regions.

³ Indexes on a December 1996 = 100 base.

⁴ The "North Central" region has been renamed the "Midwest" region by the Census Bureau. It is composed of the same geographic entities.

⁵ Indexes on a December 1986 = 100 base.

⁶ In addition, the following metropolitan areas are published semiannually and appear in tables 34 and 39 of the January and July issues of the *CPI Detailed Report*: Anchorage, AK; Cincinnati—Hamilton, OH—KY—IN; Denver—Boulder—Greeley, CO; Honolulu, HI; Kansas City,

MO—KS; Milwaukee—Racine, WI; Minneapolis—St. Paul, MN—WI; Pittsburgh, PA; Portland—Salem, OR—WA; St. Louis, MO—IL; San Diego, CA; Tampa—St. Petersburg—Clearwater, FL.

⁷ Indexes on a November 1996 = 100 base.

— Data not available.

NOTE: Local area CPI indexes are byproducts of the national CPI program. Each local index has a smaller sample size and is, therefore, subject to substantially more sampling and other measurement error. As a result, local area indexes show greater volatility than the national index, although their long-term trends are similar. Therefore, the Bureau of Labor Statistics strongly urges users to consider adopting the national average CPI for use in their escalator clauses. Index applies to a month as a whole, not to any specific date.

30. Annual data: Consumer Price Index, U.S. city average, all items and major groups

[1982-84 = 100]

Series	1990	1991	1992	1993	1994	1995	1996	1997	1998
Consumer Price Index for All Urban Consumers:									
All items:									
Index.....	130.7	136.2	140.3	144.5	148.2	152.4	156.9	160.5	163.0
Percent change.....	5.4	4.2	3.0	3.0	2.6	2.8	3.0	2.3	1.6
Food and beverages:									
Index.....	132.1	136.8	138.7	141.6	144.9	148.9	153.7	157.7	161.1
Percent change.....	5.8	3.6	1.4	2.1	2.3	2.8	3.2	2.6	2.2
Housing:									
Index.....	128.5	133.6	137.5	141.2	144.8	148.5	152.8	156.8	160.4
Percent change.....	4.5	4.0	2.9	2.7	2.5	2.6	2.9	2.6	2.3
Apparel:									
Index.....	124.1	128.7	131.9	133.7	133.4	132.0	131.7	132.9	133.0
Percent change.....	4.6	3.7	2.5	1.4	-2	-1.0	-0.2	.9	.1
Transportation:									
Index.....	120.5	123.8	126.5	130.4	134.3	139.1	143.0	144.3	141.6
Percent change.....	5.6	2.7	2.2	3.1	3.0	3.6	2.8	0.9	-1.9
Medical care:									
Index.....	162.8	177.0	190.1	201.4	211.0	220.5	228.2	234.6	242.1
Percent change.....	9.0	8.7	7.4	5.9	4.8	4.5	3.5	2.8	3.2
Other goods and services:									
Index.....	159.0	171.6	183.3	192.9	198.5	206.9	215.4	224.8	237.7
Percent change.....	7.7	7.9	6.8	5.2	2.9	4.2	4.1	4.4	5.7
Consumer Price Index for Urban Wage Earners and Clerical Workers:									
All items:									
Index.....	129.0	134.3	138.2	142.1	145.6	149.8	154.1	157.6	159.7
Percent change.....	5.2	4.1	2.9	2.8	2.5	2.9	2.9	2.3	1.3

31. Producer Price Indexes, by stage of processing

[1982 = 100]

Grouping	Annual average		1998		1999										
	1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Finished goods.....	131.8	130.7	130.9	131.1	131.4	130.8	131.1	131.9	132.4	132.7	132.9	133.7	134.8	135.0	135.0
Finished consumer goods.....	130.2	128.9	129.0	129.4	129.7	129.0	129.4	130.4	131.2	131.7	132.1	133.1	134.6	134.4	134.5
Finished consumer goods.....	134.5	134.3	134.9	134.5	135.6	134.1	134.7	133.4	134.5	135.1	134.6	135.7	137.0	135.6	135.4
Finished consumer goods excluding foods.....	128.2	126.4	126.4	127.1	127.1	126.6	127.0	129.0	129.6	130.0	130.8	131.8	133.4	133.7	133.9
Nondurable goods less food.....	124.3	122.2	121.4	122.7	122.9	122.2	122.9	125.7	126.6	127.5	128.9	130.3	132.8	131.6	132.0
Durable goods.....	133.7	132.9	134.4	133.8	133.3	133.5	133.1	133.1	132.8	132.3	131.7	131.5	131.1	134.8	134.6
Capital equipment.....	138.2	137.6	138.2	137.9	137.8	138.0	137.7	137.8	137.6	137.2	137.0	136.9	136.7	138.5	138.3
Intermediate materials, supplies, and components.....	125.6	123.0	121.8	120.9	120.9	120.4	120.7	121.6	122.2	123.0	123.9	124.7	125.2	125.2	125.4
Materials and components for manufacturing.....	128.3	126.1	124.6	124.1	123.9	123.5	123.4	123.2	123.8	124.1	124.6	124.9	125.1	125.9	126.0
Materials for food manufacturing.....	123.2	123.2	125.5	124.0	124.3	122.2	121.4	118.1	119.6	120.0	119.0	121.1	122.5	122.4	121.4
Materials for nondurable manufacturing.....	129.6	126.7	123.9	123.3	123.0	122.5	122.6	122.7	123.3	123.8	124.8	125.3	125.8	127.3	127.8
Materials for durable manufacturing.....	132.8	128.0	125.1	124.2	123.5	123.2	123.2	123.2	124.3	124.8	126.1	126.2	125.8	126.5	126.8
Components for manufacturing.....	126.4	125.9	125.8	125.8	125.8	125.7	125.7	125.7	125.6	125.7	125.6	125.6	125.6	125.9	125.7
Materials and components for construction.....	146.5	146.8	146.6	146.6	146.9	147.3	147.8	148.0	148.5	149.5	150.5	150.4	149.7	149.2	149.3
Processed fuels and lubricants.....	89.3	81.1	79.0	75.8	76.1	74.9	76.2	80.6	82.5	84.9	87.6	90.1	92.5	90.3	91.2
Containers.....	136.0	140.8	139.4	138.7	138.3	138.0	138.5	140.4	141.6	142.2	142.1	144.5	146.3	146.6	146.5
Supplies.....	135.9	134.8	134.3	134.3	134.1	133.8	133.7	133.8	133.7	133.9	133.9	134.4	134.4	134.9	135.1
Crude materials for further processing.....	111.1	96.8	93.6	89.8	90.1	88.2	89.0	91.1	97.4	97.4	97.9	102.1	106.9	104.9	108.6
Foodstuffs and feedstuffs.....	112.2	103.9	102.4	97.0	101.2	98.2	98.8	95.4	99.6	99.5	96.2	100.1	100.5	99.6	99.5
Crude nonfood materials.....	106.4	88.4	84.1	81.6	79.2	78.1	79.1	84.8	92.3	92.5	95.5	99.9	107.4	104.7	110.9
Special groupings:															
Finished goods, excluding foods.....	130.9	129.5	129.6	130.0	130.0	129.7	129.9	131.3	131.6	131.8	132.3	133.0	134.0	134.7	134.8
Finished energy goods.....	83.4	75.1	72.8	70.8	71.3	70.1	71.2	75.9	77.5	78.6	80.7	83.6	85.9	83.6	84.0
Finished goods less energy.....	140.2	141.1	142.1	142.9	143.0	142.7	142.7	142.3	142.5	142.6	142.3	142.5	143.2	144.2	144.0
Finished consumer goods less energy.....	141.0	142.5	143.6	144.9	145.1	144.6	144.7	144.2	144.6	144.8	144.5	144.7	145.9	146.5	146.4
Finished goods less food and energy.....	142.4	143.7	144.8	146.1	145.9	146.0	145.8	145.8	145.6	145.5	145.3	145.1	145.6	147.5	147.4
Finished consumer goods less food and energy.....	145.1	147.7	149.1	151.6	151.2	151.3	151.2	151.2	151.0	151.0	150.9	150.5	151.6	153.5	153.5
Consumer nondurable goods less food and energy.....	153.4	159.1	160.3	165.4	165.2	165.2	165.3	165.2	165.2	165.7	165.9	165.5	167.7	168.0	168.3
Intermediate materials less foods and feeds.....	125.7	123.4	122.2	121.3	121.2	120.9	121.2	122.3	122.9	123.7	124.7	125.4	125.9	125.9	126.2
Intermediate foods and feeds.....	125.4	116.2	115.5	114.5	114.6	112.6	111.0	109.0	109.8	110.2	109.1	110.9	112.1	112.5	112.0
Intermediate energy goods.....	89.0	80.8	78.8	75.5	75.9	74.7	76.0	80.3	82.2	84.6	87.2	89.8	92.1	90.0	90.9
Intermediate goods less energy.....	133.7	132.4	131.4	131.1	130.9	130.6	130.6	130.7	131.1	131.5	131.9	132.3	132.4	132.9	133.0
Intermediate materials less foods and energy.....	134.2	133.5	132.4	132.1	131.9	131.8	131.9	132.1	132.5	132.9	133.4	133.7	133.7	134.2	134.4
Crude energy materials.....	87.3	68.6	66.9	64.2	61.0	58.8	60.5	68.1	77.1	77.1	80.4	85.2	94.1	89.6	97.5
Crude materials less energy.....	123.5	113.6	109.3	104.9	108.1	106.4	106.6	103.9	107.6	107.7	105.8	109.4	110.4	110.6	110.6
Crude nonfood materials less energy.....	156.5	142.1	130.2	128.1	128.8	130.9	129.9	129.1	131.4	132.2	134.2	136.8	139.6	142.5	142.8

32. Producer Price Indexes for the net output of major industry groups

[December 1984 = 100, unless otherwise indicated]

SIC	Industry	Annual average		1998		1999										
		1997	1998	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
-	Total mining industries.....	86.1	70.8	68.9	66.8	64.1	62.5	63.4	68.9	76.5	76.3	78.7	83.3	90.9	88.4	93.9
10	Metal mining.....	85.8	73.2	71.0	69.5	68.2	69.3	68.3	69.8	69.7	67.3	68.8	69.5	71.0	77.8	73.5
12	Coal mining (12/85 = 100).....	92.2	89.5	89.6	91.4	85.5	89.2	89.3	89.9	87.8	88.2	86.9	86.1	84.0	86.9	86.5
13	Oil and gas extraction (12/85 = 100).....	87.5	68.3	65.9	62.9	60.3	57.3	58.6	65.7	76.3	76.2	79.6	85.9	96.4	91.9	99.8
14	Mining and quarrying of nonmetallic minerals, except fuels.....	128.8	132.2	132.8	132.7	133.0	133.5	133.6	133.8	133.8	134.2	134.2	134.4	133.8	134.0	134.2
-	Total manufacturing industries.....	127.5	126.2	126.2	125.9	126.2	125.9	126.3	127.4	127.7	127.8	128.3	129.0	129.7	130.1	130.3
20	Food and kindred products.....	127.9	126.3	126.6	126.1	126.6	125.8	125.6	124.3	125.3	126.0	125.9	126.7	127.6	127.4	127.2
21	Tobacco manufactures.....	210.8	243.1	248.4	316.0	316.5	316.3	315.8	316.0	316.1	316.2	316.1	316.4	344.4	344.4	344.6
22	Textile mill products.....	118.8	118.6	117.8	117.6	117.1	116.6	117.0	116.4	116.4	116.3	115.9	115.7	115.9	116.1	116.0
23	Apparel and other finished products made from fabrics and similar materials.....	123.4	124.8	125.0	124.9	125.0	125.1	125.2	125.3	125.3	125.1	125.1	124.9	124.9	125.5	125.6
24	Lumber and wood products, except furniture.....	158.9	157.0	155.2	155.7	156.7	158.3	160.1	160.2	161.9	165.2	168.5	166.6	162.9	159.9	160.0
25	Furniture and fixtures.....	138.2	139.7	140.0	140.2	140.5	140.5	140.6	140.7	140.9	141.1	141.3	141.4	141.5	141.8	141.8
26	Paper and allied products.....	133.5	136.2	134.0	133.5	133.0	132.6	133.3	134.2	134.8	135.8	136.3	137.8	138.8	139.8	140.2
27	Printing, publishing, and allied industries.....	169.1	174.0	175.2	175.2	176.4	176.5	177.0	177.1	177.2	177.2	177.4	177.7	177.7	178.3	178.8
28	Chemicals and allied products.....	147.1	148.7	148.1	147.9	147.5	147.3	147.5	147.7	148.2	149.0	149.9	149.8	150.3	151.9	152.2
29	Petroleum refining and related products.....	85.6	66.3	63.3	56.3	58.6	56.2	59.9	73.7	75.4	74.2	79.6	85.8	89.9	86.8	89.6
30	Rubber and miscellaneous plastics products.....	122.8	122.1	121.7	121.8	121.5	121.4	121.3	121.7	121.6	121.9	122.1	122.6	122.7	122.8	123.2
31	Leather and leather products.....	137.1	137.1	136.5	136.7	135.8	136.1	136.1	136.1	136.0	136.5	136.7	136.1	137.0	137.1	137.2
32	Stone, clay, glass, and concrete products.....	127.4	129.3	130.3	130.2	130.7	131.5	131.7	132.1	132.5	132.7	132.7	133.1	133.3	133.5	133.7
33	Primary metal industries.....	124.7	120.9	118.0	116.9	115.9	115.1	114.8	114.7	114.9	115.0	115.4	116.1	115.8	117.0	116.9
34	Fabricated metal products, except machinery and transportation equipment.....	127.6	128.7	128.8	128.7	128.8	128.8	128.7	128.9	128.9	129.1	129.1	129.1	129.2	129.4	129.4
35	Machinery, except electrical.....	118.5	117.7	117.4	117.3	117.4	117.4	117.4	117.5	117.5	117.5	117.3	117.2	117.1	117.2	117.2
36	Electrical and electronic machinery, equipment, and supplies.....	111.6	110.4	110.1	110.0	110.0	109.9	109.8	109.7	109.7	109.5	109.5	109.5	109.6	109.2	109.4
37	Transportation.....	134.1	133.6	135.4	134.9	134.5	134.8	134.4	134.5	134.1	133.6	133.0	132.8	132.4	136.5	136.1
38	Measuring and controlling instruments; photographic, medical, and optical goods; watches and clocks.....	125.6	126.0	126.1	125.9	126.6	126.6	126.4	126.4	125.9	125.3	125.1	125.5	125.4	125.6	125.3
39	Miscellaneous manufacturing industries (12/85 = 100).....	129.0	129.7	129.7	129.8	130.2	130.3	130.4	130.4	130.5	130.5	130.5	130.2	130.1	130.4	130.2
	Service industries:															
42	Motor freight transportation and warehousing (06/93 = 100).....	108.9	111.6	112.5	112.7	113.6	113.9	114.1	114.2	114.3	114.6	114.8	115.4	115.7	115.4	115.3
43	U.S. Postal Service (06/89 = 100).....	132.3	132.3	132.3	132.3	135.4	135.4	135.4	135.4	135.4	135.2	135.2	135.2	135.2	135.2	135.2
44	Water transportation (12/92 = 100).....	104.2	105.6	107.3	105.7	106.0	106.0	105.8	106.0	114.4	116.8	117.4	116.3	118.4	117.5	116.3
45	Transportation by air (12/92 = 100).....	125.3	124.5	126.1	126.5	126.6	128.4	128.9	129.6	130.0	130.9	131.4	131.5	132.2	132.4	133.0
46	Pipelines, except natural gas (12/92 = 100).....	98.8	99.2	99.2	99.2	98.4	98.2	98.2	98.4	98.5	98.6	98.2	98.7	98.6	98.5	98.4

33. Annual data: Producer Price Indexes, by stage of processing

[1982 = 100]

Index	1990	1991	1992	1993	1994	1995	1996	1997	1998
Finished goods									
Total.....	119.2	121.7	123.2	124.7	125.5	127.9	131.3	131.8	130.7
Foods.....	124.4	124.1	123.3	125.7	126.8	129.0	133.6	134.5	134.3
Energy.....	75.0	78.1	77.8	78.0	77.0	78.1	83.2	83.4	75.1
Other.....	126.6	131.1	134.2	135.8	137.1	140.0	142.0	142.4	143.7
Intermediate materials, supplies, and components									
Total.....	114.5	114.4	114.7	116.2	118.5	124.9	125.7	125.6	123.0
Foods.....	117.9	115.3	113.9	115.6	118.5	119.5	125.3	123.2	123.2
Energy.....	85.5	85.1	84.3	84.6	83.0	84.1	89.8	89.0	80.8
Other.....	120.9	121.4	122.0	123.8	127.1	135.2	134.0	134.2	133.5
Crude materials for further processing									
Total.....	108.9	101.2	100.4	102.4	101.8	102.7	113.8	111.1	96.8
Foods.....	113.1	105.5	105.1	108.4	106.5	105.8	121.5	112.2	103.9
Energy.....	85.9	80.4	78.8	76.7	72.1	69.4	85.0	87.3	68.6
Other.....	107.3	97.5	94.2	94.1	97.0	105.8	105.7	103.5	84.5

34. U.S. export price indexes by Standard International Trade Classification

[1995 = 100, unless otherwise indicated]

SITC Rev. 3	Industry	1998		1999										
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
0	Food and live animals.....	89.1	89.5	90.4	89.2	87.8	88.2	89.2	89.2	87.4	87.6	86.6	86.4	86.5
01	Meat and meat preparations.....	90.7	89.9	90.2	93.3	90.0	88.9	89.9	91.5	94.2	97.3	97.5	97.4	97.7
04	Cereals and cereal preparations.....	78.2	78.9	79.3	77.8	75.8	76.7	76.2	75.9	70.9	73.3	72.7	69.5	70.2
05	Vegetables, fruit, and nuts, prepared fresh or dry.....	99.3	99.7	103.2	97.9	94.9	94.8	97.6	98.5	99.8	97.8	94.3	96.6	94.3
2	Crude materials, inedible, except fuels.....	75.7	76.3	75.6	75.0	74.0	74.1	74.6	74.9	74.7	76.5	77.7	78.0	77.9
21	Hides, skins, and furskins, raw.....	80.1	85.7	82.7	81.4	81.5	78.9	79.0	79.0	80.3	83.4	86.5	88.6	88.0
22	Oilseeds and oleaginous fruits.....	93.3	95.6	91.4	84.9	78.3	80.4	79.5	79.2	72.8	80.1	85.0	82.3	78.2
24	Cork and wood.....	81.5	81.4	81.4	81.5	81.5	81.8	81.7	82.0	82.9	83.0	82.8	83.5	83.7
25	Pulp and waste paper.....	57.6	57.7	59.7	61.3	62.0	61.9	62.9	66.0	71.5	73.5	75.2	77.1	78.6
26	Textile fibers and their waste.....	71.4	70.6	70.4	70.8	69.7	69.8	70.1	68.6	65.2	65.1	64.4	64.5	63.6
27	Crude fertilizers and crude minerals.....	95.1	95.1	93.4	93.4	93.6	93.5	93.5	93.5	93.6	93.0	93.3	93.1	93.8
28	Metalliferous ores and metal scrap.....	67.8	67.9	67.7	68.8	69.8	68.6	70.6	70.7	72.3	73.0	73.5	75.1	76.8
3	Mineral fuels, lubricants, and related products.....	94.5	93.7	93.3	93.4	93.1	99.6	100.7	102.0	109.0	113.8	115.0	116.7	119.3
32	Coal, coke, and briquettes.....	99.4	99.4	99.3	99.3	99.3	98.3	98.4	98.3	98.2	98.3	97.6	97.6	97.6
33	Petroleum, petroleum products, and related materials.....	93.9	92.2	91.4	91.4	90.9	103.3	105.3	107.6	119.8	126.4	128.6	131.3	133.5
4	Animal and vegetable oils, fats, and waxes.....	102.9	99.7	98.0	90.6	82.6	82.8	81.9	76.6	76.8	77.1	78.8	81.8	79.0
5	Chemicals and related products, n.e.s.	91.2	91.0	90.6	90.6	90.5	90.4	90.7	91.2	91.6	91.8	92.3	93.2	93.3
54	Medicinal and pharmaceutical products.....	101.0	100.6	100.1	100.2	100.4	100.6	100.6	100.6	100.3	99.9	99.8	99.8	99.8
55	Essential oils; polishing and cleaning preparations.....	101.7	101.6	101.3	101.4	101.5	101.4	101.8	101.9	101.9	101.8	102.1	102.3	103.7
57	Plastics in primary forms (12/92 = 100).....	85.9	85.6	84.6	84.4	84.4	85.5	86.6	88.4	89.7	90.6	92.1	94.8	95.5
58	Plastics in nonprimary forms (12/92 = 100).....	95.9	95.4	95.9	95.4	96.4	96.1	96.3	97.2	97.4	97.4	97.6	97.9	97.8
59	Chemical materials and products, n.e.s.	101.1	101.2	100.4	100.8	100.4	99.9	99.5	99.6	99.4	99.3	99.2	98.9	98.8
6	Manufactured goods classified chiefly by materials.....	96.7	96.4	96.7	96.8	96.4	96.5	96.6	96.8	97.1	97.3	97.5	97.8	97.9
62	Rubber manufactures, n.e.s.	106.1	106.0	106.5	107.6	106.8	105.9	105.9	105.5	105.6	105.8	106.9	108.2	107.3
64	Paper, paperboard, and articles of paper, pulp, and paperboard.....	81.9	81.3	80.3	80.8	80.9	81.9	82.9	83.4	84.4	85.4	86.3	87.2	87.7
66	Nonmetallic mineral manufactures, n.e.s.	107.2	107.3	106.9	106.9	106.5	106.6	106.3	106.3	106.3	106.3	106.1	106.0	106.0
68	Nonferrous metals.....	85.4	83.9	84.5	85.4	84.0	84.3	84.7	85.0	85.3	87.0	88.0	90.2	90.9
7	Machinery and transport equipment.....	98.2	98.2	98.1	98.1	97.9	98.0	97.8	97.6	97.3	97.3	97.2	97.3	97.4
71	Power generating machinery and equipment.....	108.0	108.5	109.1	109.3	109.4	109.6	109.5	109.6	110.1	110.1	110.1	110.2	111.2
72	Machinery specialized for particular industries.....	105.5	105.2	105.7	105.6	105.7	105.9	105.9	106.1	105.8	105.8	105.9	105.9	106.1
74	General industrial machines and parts, n.e.s., and machine parts.....	106.5	106.5	107.0	107.4	107.2	107.3	107.2	107.3	107.5	107.5	107.6	107.7	107.7
75	Computer equipment and office machines.....	74.5	74.4	73.6	73.3	73.0	72.7	72.2	71.6	71.0	71.0	70.2	70.5	70.4
76	Telecommunications and sound recording and reproducing apparatus and equipment.....	97.5	97.6	97.6	97.4	97.5	97.3	97.1	96.9	97.0	96.9	96.9	96.6	96.6
77	Electrical machinery and equipment.....	90.8	90.6	89.9	89.9	89.3	89.6	89.0	88.6	87.7	87.5	87.5	87.2	87.2
78	Road vehicles.....	102.2	102.1	102.1	102.3	102.2	102.2	102.3	102.5	102.4	102.3	102.4	103.1	103.1
87	Professional, scientific, and controlling instruments and apparatus.....	104.0	104.1	104.8	104.8	105.0	105.2	105.4	105.2	105.4	105.4	105.4	105.5	105.6

35. U.S. import price indexes by Standard International Trade Classification

[1995 = 100, unless otherwise indicated]

SITC Rev. 3	Industry	1998		1999										
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
0	Food and live animals.....	95.8	95.2	96.3	93.2	93.2	94.5	94.9	93.3	92.6	92.0	91.5	90.6	92.3
01	Meat and meat preparations.....	94.8	91.8	91.9	92.2	94.0	94.5	93.7	94.5	94.3	96.7	99.4	98.4	97.7
03	Fish and crustaceans, mollusks, and other aquatic invertebrates.....	102.3	100.1	100.9	102.7	103.3	106.0	106.0	104.3	104.2	103.8	103.1	103.7	106.3
05	Vegetables, fruit, and nuts, prepared fresh or dry.....	109.6	110.6	112.8	102.1	101.7	104.9	108.1	103.2	103.5	102.6	101.6	96.4	96.9
07	Coffee, tea, cocoa, spices, and manufactures thereof.....	74.6	75.0	76.2	72.3	71.0	69.5	68.4	69.4	64.3	63.2	61.4	61.8	66.7
1	Beverages and tobacco.....	109.7	109.9	110.4	110.0	110.4	110.6	110.4	110.4	110.6	111.2	112.2	111.5	111.5
11	Beverages.....	106.4	106.6	106.7	106.7	106.9	107.2	107.2	107.2	107.6	107.7	109.1	108.5	108.5
2	Crude materials, inedible, except fuels.....	83.1	84.1	84.3	87.4	86.3	86.1	88.5	90.3	93.1	92.7	91.7	91.3	90.8
23	Crude rubber (including synthetic and reclaimed).....	54.6	51.0	-	-	-	-	-	-	-	-	-	-	-
24	Cork and wood.....	102.8	106.9	108.6	113.7	113.2	113.6	118.3	122.3	131.9	128.9	121.7	116.7	115.5
25	Pulp and waste paper.....	58.0	57.8	57.2	57.9	57.6	57.3	58.1	60.6	61.4	61.1	66.0	66.6	69.4
28	Metalliferous ores and metal scrap.....	92.8	92.8	90.9	90.4	89.9	89.5	90.9	91.9	91.9	93.8	94.3	98.4	97.7
29	Crude animal and vegetable materials, n.e.s.	96.9	99.4	103.4	120.7	109.4	108.6	107.8	101.7	102.8	105.0	111.1	112.1	106.5
3	Mineral fuels, lubricants, and related products.....	72.7	64.6	67.5	66.6	73.2	86.3	93.1	92.7	105.3	117.1	128.0	131.7	134.7
33	Petroleum, petroleum products, and related materials....	68.1	58.7	61.7	61.3	70.2	84.9	91.1	91.3	103.8	115.9	127.4	131.6	134.1
34	Gas, natural and manufactured.....	110.0	110.7	113.5	107.3	97.4	99.3	112.1	106.5	123.1	134.1	141.8	141.8	148.8
5	Chemicals and related products, n.e.s.	92.3	91.1	91.4	91.1	90.8	90.6	90.6	90.6	90.6	90.4	91.4	91.8	92.1
52	Inorganic chemicals.....	94.9	90.9	90.1	88.7	88.6	86.9	86.8	86.7	86.4	86.2	86.6	87.2	87.9
53	Dyeing, tanning, and coloring materials.....	97.3	96.5	94.7	94.0	94.3	92.6	91.7	91.9	90.6	90.5	90.2	90.6	91.4
54	Medicinal and pharmaceutical products.....	95.9	95.7	97.0	97.4	96.7	96.1	95.6	96.2	96.2	96.3	97.0	97.6	97.8
55	Essential oils; polishing and cleaning preparations.....	95.3	95.2	94.6	94.3	93.5	93.1	92.7	92.4	91.7	91.8	92.3	91.8	92.3
57	Plastics in primary forms (12/92 = 100).....	91.5	91.3	91.8	92.2	92.0	92.5	93.4	93.6	93.7	93.1	93.9	93.9	94.0
58	Plastics in nonprimary forms (12/92 = 100).....	74.1	73.7	73.5	73.0	73.1	73.5	74.0	75.6	75.8	76.1	78.2	78.4	78.7
59	Chemical materials and products, n.e.s.	99.2	99.4	98.8	98.1	97.9	98.5	98.0	97.4	98.0	98.1	98.1	98.5	98.4
6	Manufactured goods classified chiefly by materials.....	92.5	91.7	91.6	91.8	91.8	91.7	91.8	92.0	91.9	92.4	92.6	93.3	94.0
62	Rubber manufactures, n.e.s.	94.7	94.4	94.6	94.7	94.5	94.2	94.7	94.3	94.4	94.5	95.0	94.9	94.4
64	Paper, paperboard, and articles of paper, pulp, and paperboard.....	87.5	86.1	85.6	85.7	85.8	85.1	85.2	83.7	83.6	83.5	83.7	84.4	88.0
66	Nonmetallic mineral manufactures, n.e.s.	100.7	100.6	100.7	100.9	101.3	100.9	100.8	100.9	100.8	100.9	101.1	101.3	101.7
68	Nonferrous metals.....	83.8	83.0	82.9	84.4	85.9	85.7	85.8	87.7	87.6	89.9	91.1	94.8	95.5
69	Manufactures of metals, n.e.s.	97.3	96.6	97.1	96.8	95.9	95.9	96.4	96.1	95.8	95.6	95.8	95.7	96.0
7	Machinery and transport equipment.....	91.2	91.2	91.2	91.3	90.9	90.6	90.6	90.3	89.9	89.9	89.9	90.0	90.0
72	Machinery specialized for particular industries.....	98.7	98.4	98.5	98.8	98.3	98.1	97.8	97.6	97.3	97.2	97.6	97.8	98.2
74	General industrial machines and parts, n.e.s., and machine parts.....	98.7	98.4	98.6	99.1	98.4	97.9	97.7	97.6	97.3	97.3	97.4	97.0	97.1
75	Computer equipment and office machines.....	66.6	66.7	66.6	65.9	64.4	63.7	63.6	63.1	62.0	61.8	61.6	61.6	61.7
76	Telecommunications and sound recording and reproducing apparatus and equipment.....	88.5	88.3	88.3	88.5	88.4	87.9	87.8	87.6	87.3	87.0	87.1	86.7	86.6
77	Electrical machinery and equipment.....	84.0	84.1	83.7	84.1	83.8	83.5	83.3	82.7	81.9	82.1	82.6	82.6	82.2
78	Road vehicles.....	101.4	101.5	101.9	102.0	101.9	102.0	102.3	102.3	102.4	102.4	102.2	102.4	102.4
85	Footwear.....	101.1	100.9	101.3	101.4	101.1	101.2	100.5	100.7	100.7	100.6	100.8	100.8	100.8
88	Photographic apparatus, equipment, and supplies, and optical goods, n.e.s.	91.3	91.1	91.9	92.1	91.8	91.4	91.4	91.3	91.2	91.1	91.4	92.1	92.4

- Data not available.

36. U.S. export price indexes by end-use category

[1995 = 100]

Category	1998		1999										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
ALL COMMODITIES.....	94.9	94.8	94.8	94.6	94.2	94.4	94.5	94.5	94.4	94.7	94.7	95.0	95.2
Foods, feeds, and beverages.....	90.6	91.2	91.5	89.4	87.3	88.2	89.0	88.9	86.7	87.9	87.6	87.4	86.8
Agricultural foods, feeds, and beverages.....	90.3	91.0	91.1	88.7	85.9	86.4	86.8	86.8	85.0	86.9	86.7	86.4	85.7
Nonagricultural (fish, beverages) food products.....	95.8	94.9	97.5	98.7	103.5	108.5	114.2	113.1	106.8	99.5	98.2	99.6	100.4
Industrial supplies and materials.....	87.4	87.1	86.8	86.8	86.5	86.8	87.2	87.5	88.3	89.0	89.5	90.3	91.1
Agricultural industrial supplies and materials.....	82.9	82.7	82.4	81.9	79.9	79.6	79.5	78.4	76.2	76.3	76.6	77.5	76.7
Fuels and lubricants.....	93.9	92.8	92.8	92.7	92.4	97.8	98.4	99.8	106.1	110.5	111.7	113.3	115.0
Nonagricultural supplies and materials, excluding fuel and building materials.....	86.2	86.0	85.7	85.7	85.5	85.3	85.7	86.0	86.6	87.0	87.5	88.3	89.1
Selected building materials.....	86.5	86.1	86.3	86.8	87.3	87.5	87.5	87.8	88.0	88.4	87.4	87.8	87.6
Capital goods.....	97.0	97.1	97.1	97.1	96.9	97.0	96.7	96.5	96.2	96.2	96.1	96.1	96.3
Electric and electrical generating equipment.....	99.7	99.5	99.1	99.1	99.1	99.1	98.9	99.0	98.2	98.0	98.3	98.3	98.3
Nonelectrical machinery.....	93.7	93.7	93.6	93.6	93.4	93.5	93.2	92.9	92.6	92.6	92.4	92.4	92.4
Automotive vehicles, parts, and engines.....	102.9	102.8	102.9	103.1	103.0	102.9	103.0	103.2	103.2	103.2	103.3	104.0	104.0
Consumer goods, excluding automotive.....	102.1	101.8	101.9	101.9	101.8	101.8	101.8	102.0	101.9	102.0	101.9	102.2	102.3
Nondurables, manufactured.....	102.2	101.8	102.1	102.3	102.1	102.0	102.0	102.1	102.0	102.0	102.1	102.4	102.6
Durables, manufactured.....	100.8	100.7	100.6	100.3	100.3	100.4	100.3	100.5	100.6	100.8	100.7	100.8	100.9
Agricultural commodities.....	88.6	89.2	89.2	87.1	84.5	84.9	85.2	85.0	83.1	84.7	84.6	84.5	83.8
Nonagricultural commodities.....	95.6	95.4	95.4	95.5	95.3	95.5	95.5	95.6	95.7	95.8	95.9	96.2	96.6

37. U.S. import price indexes by end-use category

[1995 = 100]

Category	1998		1999										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
ALL COMMODITIES.....	91.3	90.4	90.8	90.7	90.9	91.9	92.5	92.4	93.3	94.3	95.3	95.8	96.3
Foods, feeds, and beverages.....	95.1	95.1	95.9	93.3	93.0	94.0	94.8	93.7	92.8	92.5	92.3	91.3	92.8
Agricultural foods, feeds, and beverages.....	91.8	92.3	93.3	89.2	88.7	89.1	90.3	89.3	88.0	87.7	87.6	86.0	87.3
Nonagricultural (fish, beverages) food products.....	103.8	102.1	102.6	103.8	104.4	106.5	106.5	105.2	105.4	105.0	104.9	105.2	107.2
Industrial supplies and materials.....	84.9	81.8	82.6	82.5	84.8	89.0	91.5	91.8	96.1	99.9	103.6	105.6	107.2
Fuels and lubricants.....	73.5	65.5	68.1	67.2	73.9	86.7	93.4	93.2	105.4	116.7	127.5	131.8	134.7
Petroleum and petroleum products.....	68.6	59.5	62.0	61.7	70.3	84.6	90.8	91.2	103.5	115.6	126.9	131.4	133.9
Paper and paper base stocks.....	80.0	78.8	78.3	78.6	78.4	77.5	77.7	77.0	77.0	76.9	78.4	79.1	83.1
Materials associated with nondurable supplies and materials.....	89.1	87.9	87.5	87.3	87.5	87.4	87.3	87.4	87.0	86.9	87.7	88.2	88.9
Selected building materials.....	101.6	102.8	104.2	107.6	107.9	108.3	110.5	114.2	120.6	118.9	113.4	110.1	108.7
Unfinished metals associated with durable goods..	87.4	86.8	86.6	86.6	86.9	86.7	87.3	88.3	87.7	89.0	89.7	93.0	94.4
Nonmetals associated with durable goods.....	88.6	88.5	88.8	88.6	88.2	87.3	87.3	87.0	86.7	86.7	87.3	87.6	87.6
Capital goods.....	84.5	84.5	84.5	84.5	83.7	83.3	83.0	82.6	81.9	81.9	82.0	82.0	82.0
Electric and electrical generating equipment.....	93.5	93.7	93.5	93.6	92.8	92.5	92.3	91.5	91.1	91.2	91.7	91.8	91.9
Nonelectrical machinery.....	81.5	81.5	81.5	81.5	80.7	80.2	79.9	79.5	78.7	78.7	78.8	78.8	78.7
Automotive vehicles, parts, and engines.....	101.2	101.3	101.4	101.5	101.4	101.5	101.8	101.7	101.8	101.9	101.9	102.0	102.0
Consumer goods, excluding automotive.....	98.3	97.9	98.1	98.4	98.0	97.7	97.6	97.5	97.4	97.4	97.7	97.5	97.5
Nondurables, manufactured.....	101.2	100.8	101.0	101.1	101.0	100.8	100.5	100.4	100.2	100.3	100.8	100.5	100.5
Durables, manufactured.....	95.3	95.0	95.2	95.2	94.8	94.4	94.5	94.4	94.3	94.1	94.2	94.0	94.2
Nonmanufactured consumer goods.....	96.7	97.1	97.7	100.9	99.0	98.9	98.8	98.0	98.3	99.1	99.9	100.0	98.8

38. U.S. international price indexes for selected categories of services

[1990 = 100, unless otherwise indicated]

Category	1997	1998				1999		
	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
Air freight (inbound) (9/90 = 100).....	86.5	82.9	83.4	81.8	87.4	88.0	86.2	87.9
Air freight (outbound) (9/92 = 100).....	97.7	97.2	96.0	95.8	95.2	92.7	92.8	92.7
Air passenger fares (U.S. carriers).....	99.5	99.3	107.8	107.3	103.1	104.5	112.3	113.9
Air passenger fares (foreign carriers).....	99.7	97.6	102.4	104.0	101.1	98.9	106.3	108.6
Ocean liner freight (inbound).....	92.9	93.0	103.2	105.0	104.2	102.6	133.7	146.9

39. Indexes of productivity, hourly compensation, and unit costs, quarterly data seasonally adjusted

[1992 = 100]

1992 = 100

Item	Quarterly indexes												
	1996		1997				1998				1999		
	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
Business													
Output per hour of all persons.....	105.4	105.9	106.3	107.1	108.1	108.4	109.7	109.8	110.7	111.9	112.7	113.0	114.3
Compensation per hour.....	110.7	111.6	112.5	113.2	114.6	116.4	117.8	119.4	121.2	122.7	124.2	125.7	127.1
Real compensation per hour.....	99.8	99.8	100.1	100.4	101.2	102.4	103.4	104.4	105.6	106.5	107.4	107.8	108.3
Unit labor costs.....	105.0	105.3	105.9	105.7	106.0	107.4	107.5	108.8	109.5	109.6	110.2	111.3	111.3
Unit nonlabor payments.....	113.5	113.9	114.5	115.9	116.0	114.1	114.2	112.6	112.1	112.1	112.1	110.9	111.5
Implicit price deflator.....	108.2	108.5	109.1	109.5	109.7	109.9	110.0	110.2	110.4	110.5	110.9	111.2	111.4
Nonfarm business													
Output per hour of all persons.....	105.3	105.8	106.1	106.9	107.8	108.1	109.3	109.5	110.4	111.5	112.2	112.4	113.8
Compensation per hour.....	110.3	111.2	112.2	112.9	114.1	115.9	117.2	118.8	120.6	122.0	123.3	124.7	126.2
Real compensation per hour.....	99.4	99.5	99.8	100.1	100.8	101.9	102.9	103.9	105.1	105.9	106.6	106.9	107.5
Unit labor costs.....	104.7	105.0	105.7	105.6	105.8	107.2	107.3	108.5	109.3	109.4	109.8	111.0	110.9
Unit nonlabor payments.....	113.6	114.4	115.0	116.6	117.0	115.3	115.8	114.1	113.1	112.7	113.1	112.2	112.8
Implicit price deflator.....	107.9	108.4	109.1	109.6	109.9	110.1	110.4	110.5	110.7	110.6	111.0	111.4	111.6
Nonfinancial corporations													
Output per hour of all employees.....	108.6	109.6	110.1	110.7	112.4	113.2	114.2	115.3	117.0	117.9	119.1	120.0	121.4
Compensation per hour.....	109.5	110.3	111.2	112.0	113.3	115.1	116.4	118.0	119.8	121.3	122.7	124.2	125.6
Real compensation per hour.....	98.7	98.7	98.9	99.3	100.0	101.2	102.2	103.2	104.4	105.3	106.1	106.5	107.0
Total unit costs.....	100.6	100.4	100.7	100.8	100.3	100.8	100.8	101.2	101.2	101.8	101.7	102.1	102.3
Unit labor costs.....	100.8	100.6	101.0	101.1	100.7	101.6	101.9	102.3	102.4	102.9	103.0	103.4	103.4
Unit nonlabor costs.....	99.9	99.9	99.8	99.9	99.2	98.6	98.0	98.2	98.0	99.2	98.4	98.8	99.5
Unit profits.....	151.4	153.9	155.6	156.2	161.1	155.3	153.7	150.1	152.6	145.3	149.5	148.5	145.4
Unit nonlabor payments.....	112.4	113.0	113.4	113.6	114.3	112.4	111.5	110.8	111.3	110.4	110.8	110.9	110.7
Implicit price deflator.....	104.8	104.8	105.3	105.4	105.4	105.3	105.2	105.2	105.5	105.5	105.7	106.0	105.9
Manufacturing													
Output per hour of all persons.....	114.7	115.7	116.9	118.4	120.9	122.0	122.7	123.9	126.3	128.2	130.4	132.2	133.5
Compensation per hour.....	109.6	110.3	111.8	112.6	113.6	115.5	117.0	118.6	120.6	121.4	122.8	124.5	126.4
Real compensation per hour.....	98.8	98.7	99.5	99.9	100.3	101.5	102.7	103.7	105.1	105.4	106.2	106.8	107.7
Unit labor costs.....	95.6	95.4	95.7	95.1	94.0	94.6	95.3	95.7	95.5	94.7	94.1	94.2	94.7

— Data not available.

40. Annual indexes of multifactor productivity and related measures, selected years

[1992 = 100]

Item	1960	1970	1980	1989	1990	1991	1993	1994	1995	1996	1997
Private business											
Productivity:											
Output per hour of all persons.....	50.8	70.1	83.8	95.5	96.1	96.7	100.1	100.6	101.0	103.7	105.2
Output per unit of capital services.....	117.3	117.1	107.3	103.8	102.1	98.6	100.7	102.3	101.9	102.3	102.6
Multifactor productivity.....	70.7	86.5	95.3	100.0	99.6	98.1	100.1	100.6	100.7	102.4	103.1
Output.....	34.0	51.6	72.6	97.8	98.6	96.9	102.7	107.0	110.0	114.7	120.1
Inputs:											
Labor input.....	60.6	68.3	80.5	99.6	100.2	99.0	102.9	107.1	109.8	112.0	116.2
Capital services.....	29.0	44.1	67.7	94.2	96.5	98.3	102.0	104.6	108.0	112.2	117.1
Combined units of labor and capital input.....	48.1	59.7	76.2	97.8	99.0	98.7	102.6	106.3	109.3	112.1	116.5
Capital per hour of all persons.....	43.3	59.9	78.1	92.0	94.1	98.1	99.4	98.3	99.2	101.4	102.6
Private nonfarm business											
Productivity:											
Output per hour of all persons.....	54.3	72.2	85.6	95.9	96.3	96.9	100.1	100.6	101.2	103.7	104.9
Output per unit of capital services.....	126.1	124.1	111.4	104.6	102.6	98.8	100.8	102.1	101.8	102.1	102.1
Multifactor productivity.....	74.9	89.4	97.6	100.5	99.8	98.4	100.1	100.5	100.8	102.3	102.7
Output.....	33.7	51.8	73.1	98.1	98.8	97.0	103.0	107.1	110.4	115.0	120.2
Inputs:											
Labor input.....	56.4	66.6	79.3	99.5	100.2	98.8	103.1	107.2	109.9	112.3	116.6
Capital services.....	26.7	41.8	65.6	93.9	96.3	98.2	102.2	104.8	108.4	112.6	117.7
Combined units of labor and capital input.....	45.0	58.0	74.9	97.7	99.0	98.6	102.9	106.5	109.5	112.4	117.0
Capital per hour of all persons.....	43.0	58.2	76.8	91.7	93.8	98.1	99.3	98.5	99.4	101.6	102.8
Manufacturing											
Productivity:											
Output per hour of all persons.....	42.1	54.5	70.4	90.7	93.0	95.1	102.2	105.3	109.4	113.8	—
Output per unit of capital services.....	125.6	116.3	101.5	103.5	101.3	97.3	101.8	105.2	106.8	107.0	—
Multifactor productivity.....	72.9	84.2	87.3	100.4	99.8	98.6	101.2	104.4	108.4	110.7	—
Output.....	38.7	56.8	75.7	97.1	97.5	95.5	103.6	109.1	113.8	118.0	—
Inputs:											
Hours of all persons.....	92.0	104.2	107.5	107.1	104.8	100.4	101.4	103.6	104.0	103.7	—
Capital services.....	30.9	48.8	74.6	93.8	96.3	98.2	101.7	103.6	106.6	110.3	—
Energy.....	51.5	85.4	92.5	96.8	99.9	100.1	103.7	107.3	109.5	107.0	—
Nonenergy materials.....	39.1	46.0	74.5	88.3	91.3	93.1	103.0	104.4	101.4	105.4	—
Purchased business services.....	27.3	47.4	71.9	88.9	91.8	91.9	104.3	107.8	111.0	111.6	—
Combined units of all factor inputs.....	53.1	67.4	86.7	96.7	97.7	96.9	102.3	104.5	105.0	106.6	—

— Data not available.

41. Annual indexes of productivity, hourly compensation, unit costs, and prices, selected years

[1992 = 100]

Item	1960	1970	1980	1988	1989	1990	1991	1993	1994	1995	1996	1997	1998
Business													
Output per hour of all persons.....	48.0	66.2	79.8	92.4	93.3	94.5	95.9	100.1	101.4	102.2	105.2	107.5	110.5
Compensation per hour.....	13.6	23.5	54.3	83.4	85.7	90.6	94.9	102.4	104.5	106.7	110.1	114.2	120.3
Real compensation per hour.....	59.9	79.0	89.7	97.3	95.8	96.4	97.4	99.9	99.7	99.1	99.6	101.1	105.1
Unit labor costs.....	28.4	35.6	68.1	90.3	91.9	95.9	99.0	102.3	103.0	104.4	104.7	106.2	108.8
Unit nonlabor payments.....	25.5	32.0	62.1	86.2	92.5	94.6	97.4	102.9	106.9	109.8	113.5	115.1	112.7
Implicit price deflator.....	27.3	34.3	65.9	88.8	92.1	95.4	98.4	102.5	104.4	106.4	107.9	109.5	110.3
Nonfarm business													
Output per hour of all persons.....	51.2	68.0	81.3	92.9	93.5	94.6	96.1	100.1	101.4	102.4	105.2	107.2	110.2
Compensation per hour.....	14.3	23.7	54.7	83.6	85.8	90.5	94.9	102.1	104.3	106.5	109.8	113.8	119.7
Real compensation per hour.....	62.8	79.7	90.3	97.4	95.8	96.3	97.4	99.6	99.5	98.9	99.3	100.7	104.5
Unit labor costs.....	27.9	34.9	67.2	89.9	91.7	95.7	98.8	102.1	102.9	104.0	104.4	106.1	108.6
Unit nonlabor payments.....	24.9	31.7	61.1	85.9	91.9	94.2	97.5	103.4	107.4	110.8	113.8	115.9	113.9
Implicit price deflator.....	26.8	33.7	65.0	88.5	91.8	95.1	98.3	102.6	104.5	106.5	107.8	109.7	110.5
Nonfinancial corporations													
Output per hour of all employees.....	52.6	66.3	76.9	94.7	93.8	94.9	96.9	101.5	104.3	105.6	108.4	111.7	116.2
Compensation per hour.....	15.6	25.3	56.6	84.8	87.0	91.4	95.5	102.1	104.3	106.2	109.0	113.0	119.0
Real compensation per hour.....	68.6	85.1	93.6	98.9	97.2	97.2	98.0	99.5	99.5	98.6	98.6	100.0	103.9
Total unit costs.....	28.9	37.4	72.5	89.5	93.6	97.1	99.8	100.3	100.0	100.6	100.4	100.6	101.3
Unit labor costs.....	29.7	38.2	73.7	89.6	92.7	96.4	98.6	100.6	100.0	100.5	100.5	101.1	102.4
Unit nonlabor costs.....	26.8	35.4	69.4	89.1	95.9	99.0	102.9	99.6	100.2	100.9	100.1	99.4	98.4
Unit profits.....	53.2	47.1	72.6	110.3	99.0	95.5	94.0	112.5	130.5	137.5	151.5	157.1	150.4
Unit nonlabor payments.....	33.2	38.3	70.2	94.2	96.6	98.1	100.7	102.7	107.6	109.8	112.6	113.4	111.0
Implicit price deflator.....	30.9	38.2	72.5	91.2	94.1	97.0	99.3	101.3	102.6	103.7	104.7	105.3	105.3
Manufacturing													
Output per hour of all persons.....	42.1	54.4	70.4	90.5	90.7	93.0	95.1	102.2	105.3	109.4	113.8	119.6	125.3
Compensation per hour.....	14.9	23.7	55.6	84.0	86.6	90.8	95.6	102.7	105.6	107.9	109.3	113.4	119.4
Real compensation per hour.....	65.4	79.7	91.8	97.9	96.8	96.6	98.0	100.2	100.8	100.2	98.9	100.4	104.3
Unit labor costs.....	35.3	43.6	78.9	92.8	95.5	97.6	100.4	100.5	100.3	98.6	96.0	94.8	95.3
Unit nonlabor payments.....	26.7	29.4	79.9	90.4	95.2	99.6	98.9	101.1	102.9	107.2	110.2	—	—
Implicit price deflator.....	30.1	34.9	79.5	91.4	95.3	98.8	99.5	100.9	101.9	103.9	104.7	—	—

— Data not available.

42. Annual indexes of output per hour for selected 3-digit SIC industries

[1987 = 100]

Industry	SIC	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
Mining											
Copper ores.....	102	109.2	106.6	102.7	100.5	115.2	118.1	126.0	117.2	116.5	118.9
Gold and silver ores.....	104	101.5	113.3	122.3	127.4	141.6	159.8	160.8	144.2	138.3	158.0
Bituminous coal and lignite mining.....	122	111.7	117.3	118.7	122.4	133.0	141.2	148.1	155.9	168.0	176.8
Crude petroleum and natural gas.....	131	101.0	98.0	97.0	97.9	102.1	105.9	112.4	119.4	123.7	126.1
Crushed and broken stone.....	142	101.3	98.7	102.2	99.8	105.0	103.6	108.7	105.4	107.2	114.8
Manufacturing											
Meat products.....	201	100.1	99.3	97.1	99.7	104.6	104.3	101.2	102.4	97.7	-
Dairy products.....	202	108.4	107.8	107.3	108.4	111.5	109.7	111.9	116.6	115.9	-
Preserved fruits and vegetables.....	203	97.0	97.8	95.6	99.2	100.6	106.8	107.6	109.1	109.4	-
Grain mill products.....	204	101.3	107.6	105.3	104.9	107.7	109.1	108.4	115.3	107.7	-
Bakery products.....	205	96.8	96.1	92.7	90.6	93.8	94.4	96.4	97.3	95.4	-
Sugar and confectionery products.....	206	99.4	101.5	102.8	101.3	99.1	103.9	105.4	107.5	112.7	-
Fats and oils.....	207	108.9	116.4	118.1	120.1	114.1	112.6	111.8	120.3	111.1	-
Beverages.....	208	106.0	112.7	117.7	120.5	127.6	127.0	130.9	134.3	135.7	-
Miscellaneous food and kindred products.....	209	107.0	99.3	99.3	101.6	101.6	105.3	101.0	103.1	107.6	-
Cigarettes.....	211	101.2	109.0	113.2	107.6	111.6	106.5	126.6	142.9	147.7	-
Broadwoven fabric mills, cotton.....	221	99.6	99.8	103.1	111.2	110.3	117.8	122.1	134.0	137.8	-
Broadwoven fabric mills, manmade.....	222	99.2	106.3	111.3	116.2	126.2	131.7	142.5	145.2	151.1	-
Narrow fabric mills.....	224	108.4	92.7	96.5	99.6	112.9	111.4	120.1	118.9	127.5	-
Knitting mills.....	225	96.3	108.0	107.5	114.1	119.5	128.1	134.3	138.6	150.8	-
Textile finishing, except wool.....	226	90.3	88.7	83.4	79.9	78.6	79.3	81.2	78.5	79.8	-
Carpets and rugs.....	227	98.6	97.8	93.2	89.2	96.1	97.1	93.3	95.8	101.2	-
Yarn and thread mills.....	228	102.1	104.2	110.2	111.4	119.6	126.6	130.7	137.4	146.6	-
Miscellaneous textile goods.....	229	101.6	109.1	109.2	104.6	106.5	110.4	118.5	123.7	125.4	-
Men's and boys' suits and coats.....	231	105.1	97.7	93.9	90.2	89.0	97.4	97.7	92.5	96.5	-
Men's and boys' furnishings.....	232	100.1	100.1	102.1	108.4	109.1	108.4	111.7	123.4	134.0	-
Women's and misses' outerwear.....	233	101.4	96.8	104.1	104.3	109.4	121.8	127.4	135.5	144.2	-
Women's and children's undergarments.....	234	105.4	94.6	102.1	113.6	117.4	124.5	138.0	161.3	171.6	-
Hats, caps, and millinery.....	235	99.0	96.4	89.2	91.1	93.6	87.2	77.7	84.3	80.9	-
Miscellaneous apparel and accessories.....	238	101.3	88.4	90.6	91.8	91.3	94.0	105.5	116.8	121.3	-
Miscellaneous fabricated textile products.....	239	96.6	95.7	99.9	100.7	107.5	108.5	107.8	109.2	106.3	-
Logging.....	241	93.7	89.4	86.3	86.0	96.2	88.6	87.8	86.0	86.0	-
Sawmills and planing mills.....	242	100.7	99.6	99.8	102.6	108.1	101.9	103.3	110.2	114.9	-
Millwork, plywood, and structural members.....	243	98.9	97.1	98.0	98.0	99.9	97.0	94.5	92.7	92.2	-
Wood containers.....	244	103.1	108.8	111.2	113.1	109.4	100.1	100.9	106.1	106.5	-
Wood buildings and mobile homes.....	245	97.8	98.8	103.1	103.0	103.1	103.8	98.3	97.0	97.0	-
Miscellaneous wood products.....	249	95.9	102.4	107.7	110.5	114.2	115.3	111.8	115.4	114.2	-
Household furniture.....	251	99.4	102.0	104.5	107.1	110.5	110.6	112.5	116.9	122.2	-
Office furniture.....	252	94.3	97.5	95.0	94.1	102.5	103.2	100.5	101.1	106.8	-
Public building and related furniture.....	253	109.6	113.7	119.8	120.2	140.6	161.0	157.4	173.3	179.9	-
Partitions and fixtures.....	254	95.7	92.4	95.6	93.0	102.7	107.4	98.9	101.2	97.3	-
Miscellaneous furniture and fixtures.....	259	103.6	101.9	103.5	102.1	99.5	103.6	104.7	110.0	113.6	-
Pulp mills.....	261	99.6	107.4	116.7	128.3	137.3	122.5	128.9	131.9	132.7	-
Paper mills.....	262	103.9	103.6	102.3	99.2	103.3	102.4	110.2	119.0	111.9	-
Paperboard mills.....	263	105.5	101.9	100.6	101.4	104.4	108.4	114.9	119.5	118.7	-
Paperboard containers and boxes.....	265	99.7	101.5	101.3	103.4	105.2	107.9	108.4	105.1	106.5	-
Miscellaneous converted paper products.....	267	101.1	101.6	101.4	105.4	105.5	108.0	110.8	113.4	114.6	-
Newspapers.....	271	96.9	95.2	90.6	85.8	81.5	79.4	79.9	79.0	77.1	-
Periodicals.....	272	97.9	98.3	93.9	89.5	92.9	89.6	82.4	88.5	90.9	-
Books.....	273	99.1	94.1	96.6	100.8	97.7	103.5	103.0	101.5	100.5	-
Miscellaneous publishing.....	274	96.7	89.0	92.2	95.9	105.8	104.5	97.5	94.8	93.4	-
Commercial printing.....	275	100.0	101.1	102.5	102.0	108.0	106.9	106.5	107.2	108.7	-
Manifold business forms.....	276	98.7	89.7	93.0	89.1	94.5	91.1	82.0	76.9	74.5	-
Greeting cards.....	277	100.1	109.1	100.6	92.7	96.7	91.4	89.0	92.5	91.8	-
Blankbooks and bookbinding.....	278	95.6	94.2	99.4	96.1	103.6	98.7	105.4	108.7	115.0	-
Printing trade services.....	279	99.9	94.3	99.3	100.6	112.0	115.3	111.0	116.7	126.7	-
Industrial inorganic chemicals.....	281	105.7	104.2	106.7	109.6	109.6	105.4	102.0	109.2	110.4	-
Plastics materials and synthetics.....	282	98.8	99.7	100.9	100.0	107.5	111.9	125.0	128.7	125.1	-
Drugs.....	283	101.1	102.9	103.9	104.7	99.6	100.0	105.5	108.9	112.9	-
Soaps, cleaners, and toilet goods.....	284	102.0	100.7	103.8	105.3	104.4	108.7	111.2	118.6	121.4	-
Paints and allied products.....	285	101.4	103.3	106.3	104.3	102.9	108.8	116.7	118.0	124.2	-
Industrial organic chemicals.....	286	109.8	110.3	101.4	95.8	94.5	92.2	100.0	98.8	98.4	-
Agricultural chemicals.....	287	103.8	104.5	105.0	99.9	99.9	104.3	105.7	109.0	111.4	-
Miscellaneous chemical products.....	289	95.4	95.2	97.3	96.1	101.8	107.1	105.7	107.8	110.2	-
Petroleum refining.....	291	105.3	109.6	109.2	106.6	111.3	120.1	123.8	132.3	142.0	-
Asphalt paving and roofing materials.....	295	98.3	95.3	98.0	94.1	100.4	108.0	104.9	111.2	114.4	-
Miscellaneous petroleum and coal products.....	299	98.4	101.9	94.8	90.6	101.5	104.2	96.3	87.4	86.4	-

See footnotes at end of table.

42. Continued—Annual indexes of output per hour for selected 3-digit SIC industries

[1987 = 100]

Industry	SIC	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
Tires and inner tubes.....	301	102.9	103.8	103.0	102.4	107.8	116.5	124.1	131.1	138.8	—
Hose and belting and gaskets and packing.....	305	103.7	96.3	96.1	92.4	97.8	99.7	102.7	104.6	107.2	—
Fabricated rubber products, n.e.c.....	306	104.3	105.5	109.2	110.1	115.3	123.2	119.2	121.6	120.3	—
Miscellaneous plastics products, n.e.c.....	308	100.5	101.7	105.6	108.1	114.1	116.4	120.4	120.7	124.9	—
Footwear, except rubber.....	314	101.3	101.1	101.1	94.4	104.2	105.2	113.0	117.1	125.8	—
Luggage.....	316	93.7	104.8	106.2	100.3	90.7	89.5	92.3	90.5	108.5	—
Handbags and personal leather goods.....	317	98.5	93.1	96.5	98.7	111.2	97.8	86.8	81.8	83.9	—
Flat glass.....	321	91.9	90.7	84.5	83.6	92.7	97.7	97.6	99.6	104.2	—
Glass and glassware, pressed or blown.....	322	100.6	100.2	104.8	102.3	108.9	108.7	112.9	115.7	121.9	—
Products of purchased glass.....	323	95.9	90.1	92.6	97.7	101.5	106.2	105.9	106.1	124.5	—
Cement, hydraulic.....	324	103.2	110.2	112.4	108.3	115.1	119.9	125.6	124.3	127.9	—
Structural clay products.....	325	98.8	103.1	109.6	109.8	111.5	105.8	113.0	111.6	119.5	—
Pottery and related products.....	326	99.6	97.1	98.6	95.8	99.5	100.3	108.4	109.3	119.4	—
Concrete, gypsum, and plaster products.....	327	100.8	102.4	102.3	101.2	102.5	104.6	101.5	104.5	107.5	—
Miscellaneous nonmetallic mineral products.....	329	103.0	95.5	95.4	94.0	104.3	104.5	106.3	107.8	111.3	—
Blast furnace and basic steel products.....	331	112.6	108.0	109.6	107.8	117.1	133.5	142.4	142.7	153.6	—
Iron and steel foundries.....	332	104.0	105.4	106.1	104.5	107.2	112.1	113.0	112.7	115.7	—
Primary nonferrous metals.....	333	107.8	106.1	102.3	110.9	102.0	108.0	105.4	111.1	111.0	—
Nonferrous rolling and drawing.....	335	95.5	93.6	92.7	90.9	95.8	98.2	101.1	99.1	103.9	—
Nonferrous foundries (castings).....	336	102.6	105.1	104.0	103.6	103.6	108.5	112.1	117.8	122.6	—
Miscellaneous primary metal products.....	339	106.6	105.0	113.7	109.1	114.5	111.3	134.5	152.2	149.6	—
Metal cans and shipping containers.....	341	106.5	108.5	117.6	122.9	127.8	132.3	140.9	144.2	155.2	—
Cutlery, handtools, and hardware.....	342	97.8	101.7	97.3	96.8	100.1	104.0	109.2	111.3	117.9	—
Plumbing and heating, except electric.....	343	103.7	101.5	102.6	102.0	98.4	102.0	109.1	109.2	118.6	—
Fabricated structural metal products.....	344	100.4	96.9	98.8	100.0	103.9	104.8	107.7	105.8	106.7	—
Screw machine products, bolts, etc.....	345	98.5	96.1	96.1	97.9	102.3	104.4	107.2	109.7	110.4	—
Metal forgings and stampings.....	346	101.5	99.8	95.6	92.9	103.7	108.7	108.5	109.3	113.7	—
Metal services, n.e.c.....	347	108.3	102.4	104.7	99.4	111.6	120.6	123.0	127.7	127.5	—
Ordnance and accessories, n.e.c.....	348	97.7	89.8	82.1	81.5	88.6	84.6	83.6	87.6	87.4	—
Miscellaneous fabricated metal products.....	349	101.4	95.9	97.5	97.3	100.9	101.8	103.0	106.4	108.6	—
Engines and turbines.....	351	106.8	110.7	106.5	105.8	103.3	109.2	122.3	122.7	136.9	—
Farm and garden machinery.....	352	106.3	110.7	116.5	112.9	113.9	118.6	125.0	134.7	136.6	—
Construction and related machinery.....	353	106.5	108.3	107.0	99.1	102.0	108.2	117.7	122.1	123.8	—
Metalworking machinery.....	354	101.0	103.5	101.1	96.4	104.3	107.4	109.9	114.8	114.7	—
Special industry machinery.....	355	104.6	108.3	107.5	108.3	106.0	113.6	121.2	132.3	134.7	—
General industrial machinery.....	356	106.0	101.6	101.5	101.6	101.6	104.8	106.7	109.0	110.0	—
Refrigeration and service machinery.....	358	102.1	106.0	103.6	100.7	104.9	108.6	110.7	112.7	114.4	—
Industrial machinery, n.e.c.....	359	106.5	107.1	107.3	109.0	116.9	118.4	127.3	138.8	142.1	—
Electric distribution equipment.....	361	105.4	105.0	106.3	106.5	119.6	122.2	131.8	143.0	145.1	—
Electrical industrial apparatus.....	362	104.5	107.3	107.5	106.8	116.8	132.5	134.5	150.4	154.1	—
Household appliances.....	363	103.0	104.7	105.8	106.5	115.0	123.4	131.4	127.3	126.7	—
Electric lighting and wiring equipment.....	364	101.9	100.2	99.9	97.5	105.7	107.8	113.4	113.7	117.4	—
Communications equipment.....	366	110.4	107.0	120.9	123.8	145.4	149.0	164.8	169.6	189.6	—
Miscellaneous electrical equipment & supplies.....	369	102.8	99.6	90.6	98.6	101.3	108.2	110.5	114.1	123.0	—
Motor vehicles and equipment.....	371	103.2	103.3	102.4	96.6	104.2	105.3	107.1	104.1	104.1	—
Aircraft and parts.....	372	100.5	98.2	98.8	108.1	112.2	115.1	109.5	107.8	112.6	—
Ship and boat building and repairing.....	373	99.4	97.6	103.7	96.3	102.7	106.2	103.8	97.9	100.5	—
Railroad equipment.....	374	113.5	135.3	141.1	146.9	147.9	151.0	152.5	150.0	146.3	—
Motorcycles, bicycles, and parts.....	375	92.6	94.6	93.8	99.8	108.4	130.9	125.1	120.3	123.3	—
Guided missiles, space vehicles, parts.....	376	104.8	110.5	115.7	109.8	109.3	120.9	117.5	118.7	127.3	—
Search and navigation equipment.....	381	104.8	105.8	112.7	118.9	122.1	129.1	132.1	149.5	141.8	—
Measuring and controlling devices.....	382	103.1	101.3	106.1	112.9	119.9	124.0	133.8	146.4	150.4	—
Medical instruments and supplies.....	384	104.4	107.2	116.3	118.4	123.3	126.9	126.1	130.9	140.4	—
Ophthalmic goods.....	385	112.6	123.3	121.2	125.1	144.5	157.8	160.6	167.2	188.9	—
Photographic equipment & supplies.....	386	105.6	113.0	107.8	110.2	116.4	126.9	132.7	129.5	129.0	—
Jewelry, silverware, and plated ware.....	391	100.1	102.9	99.3	95.8	96.7	96.7	99.5	100.2	103.2	—
Musical instruments.....	393	101.8	96.1	97.1	96.9	96.0	95.6	88.7	86.9	78.9	—
Toys and sporting goods.....	394	104.8	106.0	108.1	109.7	104.9	114.2	109.7	113.6	120.0	—
Pens, pencils, office, and art supplies.....	395	108.6	113.3	118.7	117.3	111.7	112.0	130.2	135.4	144.4	—
Costume jewelry and notions.....	396	102.0	93.8	105.3	106.7	110.8	115.8	129.0	143.7	142.3	—
Miscellaneous manufactures.....	399	104.5	102.8	107.9	109.9	109.6	107.8	106.2	108.2	113.5	—
Transportation											
U.S. postal service ¹	431	99.9	99.7	104.0	103.7	104.5	107.1	106.6	106.5	104.7	108.3
Air transportation ²	4512, 13, 22 (pts.)	99.5	95.8	92.9	92.5	96.9	100.2	105.7	108.6	111.1	112.1
Communications and utilities											
Telephone communications.....	481	106.2	111.6	113.3	119.8	127.7	135.5	142.2	148.1	159.4	160.2
Radio and television broadcasting.....	483	103.1	106.2	104.9	106.1	108.3	106.7	110.1	109.6	105.9	101.3
Cable and other pay TV services.....	484	102.0	99.7	92.5	87.5	88.3	85.1	83.3	84.3	81.6	84.1
Electric utilities.....	491, 3 (pt.)	104.9	107.7	110.1	113.4	115.2	120.6	126.8	135.0	146.5	150.5
Gas utilities.....	492, 3 (pt.)	105.5	103.5	94.8	94.0	95.3	107.0	102.2	107.5	116.0	119.9

See footnotes at end of table.

42. Continued—Annual indexes of output per hour for selected 3-digit SIC industries

[1987 = 100]

Industry	SIC	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
Wholesale and retail trade											
Lumber and other building materials dealers.....	521	101.0	99.1	103.6	101.3	105.4	110.3	117.9	117.0	121.5	124.0
Paint, glass, and wallpaper stores.....	523	102.8	101.7	106.0	99.4	106.5	112.1	124.6	126.8	132.1	132.3
Hardware stores.....	525	108.6	115.2	110.5	102.5	107.2	106.5	114.2	110.7	115.2	115.8
Retail nurseries, lawn and garden supply stores....	526	106.7	103.4	83.9	88.5	100.4	106.6	116.6	117.1	136.6	119.3
Department stores.....	531	99.2	97.0	94.2	98.2	100.9	108.1	111.2	113.4	121.0	125.7
Variety stores.....	533	101.9	124.4	151.2	154.2	167.7	185.5	191.8	205.8	232.6	246.1
Miscellaneous general merchandise stores.....	539	100.8	109.8	116.4	121.8	136.1	159.7	160.9	164.0	165.1	165.7
Grocery stores.....	541	98.9	95.4	94.6	93.7	93.3	93.0	92.9	91.9	90.2	89.1
Meat and fish (seafood) markets.....	542	99.0	97.6	96.8	88.4	95.8	95.8	95.3	95.5	88.8	90.8
Retail bakeries.....	546	89.8	83.3	89.7	94.7	94.0	88.0	90.1	91.2	87.3	97.6
New and used car dealers.....	551	103.4	102.5	106.1	104.1	106.5	107.6	108.7	107.1	108.2	107.3
Auto and home supply stores.....	553	103.2	101.6	102.7	99.0	100.0	100.9	107.0	112.6	113.9	109.7
Gasoline service stations.....	554	103.0	105.2	102.6	104.3	109.7	113.3	116.5	120.4	117.2	116.5
Men's and boys' wear stores.....	561	106.0	109.6	113.7	119.2	118.2	115.6	118.1	117.9	126.3	139.1
Women's clothing stores.....	562	97.8	99.5	101.5	103.0	112.2	116.8	115.8	122.8	133.6	134.1
Family clothing stores.....	565	102.0	104.9	104.5	106.4	111.7	114.9	121.2	135.2	140.5	143.2
Shoe stores.....	566	102.7	107.2	106.1	105.1	111.5	112.4	124.4	131.5	142.6	143.5
Miscellaneous apparel and accessory stores.....	569	96.3	95.2	88.6	78.8	89.1	95.2	105.4	131.2	139.9	128.0
Furniture and home furnishings stores.....	571	98.6	100.9	101.8	101.5	108.4	108.5	110.5	114.7	122.5	125.7
Household appliance stores.....	572	98.5	103.5	102.8	105.2	113.9	115.0	116.8	131.6	132.0	149.4
Radio, television, computer, and music stores.....	573	118.6	114.6	119.6	128.3	137.8	153.4	178.8	200.0	209.3	220.4
Eating and drinking places.....	581	102.8	102.2	104.0	103.1	102.5	101.7	98.9	97.6	95.2	93.7
Drug and proprietary stores.....	591	101.9	102.5	103.6	104.7	103.6	104.8	104.5	105.2	107.5	113.8
Liquor stores.....	592	98.2	101.1	105.2	105.9	108.4	100.1	98.1	102.0	110.3	107.8
Used merchandise stores.....	593	105.3	104.9	100.3	98.6	110.4	110.4	111.6	111.6	121.6	122.1
Miscellaneous shopping goods stores.....	594	100.7	104.2	104.2	105.0	102.7	106.2	111.5	117.2	119.5	124.5
Nonstore retailers.....	596	105.6	110.8	108.8	109.3	122.1	121.8	130.6	125.7	138.3	148.0
Fuel dealers.....	598	95.6	92.0	84.4	85.3	84.4	92.2	99.7	112.3	113.3	106.5
Retail stores, n.e.c.....	599	105.9	103.1	113.7	103.2	111.6	115.5	121.3	120.5	130.6	137.8
Finance and services											
Commercial banks.....	602	102.8	104.8	107.7	110.1	111.0	118.9	122.3	127.6	130.9	134.1
Hotels and motels.....	701	97.6	95.0	96.1	99.1	107.8	106.2	109.6	110.1	109.7	107.9
Laundry, cleaning, and garment services.....	721	97.2	99.7	101.8	99.2	98.3	98.9	104.0	105.5	108.7	108.1
Photographic studios, portrait.....	722	100.1	94.9	96.6	92.8	97.7	105.9	117.4	129.3	126.4	135.4
Beauty shops.....	723	95.1	99.6	96.8	94.8	99.6	95.7	99.8	103.5	106.3	108.9
Barber shops.....	724	108.8	111.6	100.2	94.1	112.1	120.8	117.7	114.6	127.6	153.4
Funeral services and crematories.....	726	102.5	97.9	90.9	89.5	103.2	98.2	103.8	99.7	97.1	101.3
Automotive repair shops.....	753	105.7	108.1	106.9	98.7	103.3	104.0	112.3	119.5	114.1	115.8
Motion picture theaters.....	783	107.1	114.3	115.8	116.0	110.8	109.8	106.5	101.4	100.4	100.8

¹ Refers to output per full-time equivalent employee year on fiscal basis.

n.e.c. = not elsewhere classified.

² Refers to output per employee.

NOTE: Dash indicates data not available.

43. Unemployment rates, approximating U.S. concepts, in nine countries, quarterly data seasonally adjusted

Country	Annual average		1997	1998				1999		
	1997	1998		I	II	III	IV	I	II	III
United States.....	4.9	4.5	4.7	4.7	4.4	4.5	4.4	4.3	4.3	4.2
Canada.....	9.2	8.3	8.9	8.6	8.4	8.3	8.0	7.8	8.0	7.6
Australia.....	8.6	8.0	8.3	8.1	8.0	8.1	7.7	7.4	7.4	7.2
Japan.....	3.4	4.1	3.5	3.7	4.2	4.3	4.4	4.7	4.8	4.8
France.....	12.4	11.7	12.3	12.0	11.7	11.7	11.5	11.3	11.2	11.1
Germany.....	9.9	9.4	10.0	9.9	9.5	9.1	9.1	9.0	9.0	9.1
Italy ¹	12.3	12.3	12.3	12.2	12.3	12.4	12.4	12.3	12.1	—
Sweden.....	10.1	8.4	9.1	8.8	8.6	8.5	7.7	7.4	7.0	7.1
United Kingdom.....	7.0	6.3	6.6	6.4	6.3	6.3	6.3	6.3	6.1	—

¹ Quarterly rates are for the first month of the quarter.

— Data not available.

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. See "Notes on the data" for information on breaks in series. For further qualifications and historical data, see *Comparative Civilian Labor Force Statistics, Ten Countries, 1959-1998* (Bureau of Labor Statistics, Oct. 22, 1999).

44. Annual data: Employment status of the working-age population, approximating U.S. concepts, 10 countries

[Numbers in thousands]

Employment status and country	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
Civilian labor force										
United States ¹	123,869	125,840	126,346	128,105	129,200	131,056	132,304	133,943	136,297	137,673
Canada	14,151	14,329	14,408	14,482	14,663	14,832	14,928	15,145	15,354	15,632
Australia	8,228	8,444	8,490	8,562	8,619	8,776	9,001	9,127	9,221	9,347
Japan	61,920	63,050	64,280	65,040	65,470	65,780	65,990	66,450	67,200	67,240
France	24,170	24,300	24,490	24,550	24,650	24,760	24,820	25,080	25,140	25,390
Germany ^c	28,840	29,410	39,120	39,040	39,130	39,210	39,050	39,180	39,450	39,430
Italy	22,530	22,670	22,940	22,910	22,760	22,640	22,700	22,820	22,850	23,000
Netherlands	6,430	6,640	6,750	6,950	7,090	7,190	7,270	7,370	7,530	7,720
Sweden	4,552	4,597	4,591	4,520	4,443	4,418	4,460	4,459	4,418	4,402
United Kingdom	28,580	28,730	28,610	28,410	28,310	28,280	28,480	28,620	28,760	28,870
Participation rate³										
United States ¹	66.5	66.5	66.2	66.4	66.3	66.6	66.6	66.8	67.1	67.1
Canada	67.5	67.3	66.7	65.9	65.5	65.3	64.8	64.9	64.8	65.1
Australia	64.0	64.6	64.1	63.9	63.6	63.9	64.6	64.6	64.3	64.4
Japan	62.2	62.6	63.2	63.4	63.3	63.1	62.9	63.0	63.2	62.8
France	56.1	56.0	56.0	55.8	55.6	55.5	55.2	55.4	55.2	55.6
Germany ^c	55.2	55.3	58.9	58.3	58.0	57.6	57.2	57.4	57.6	57.6
Italy	47.3	47.2	47.7	47.5	48.1	47.5	47.5	47.7	47.7	47.8
Netherlands	54.7	56.1	56.5	57.8	58.5	59.0	59.3	59.8	60.7	62.0
Sweden	67.3	67.4	67.0	65.7	64.5	63.7	64.1	64.0	63.4	63.1
United Kingdom	64.0	64.1	63.7	63.1	62.8	62.5	62.7	62.7	62.8	62.7
Employed										
United States ¹	117,342	118,793	117,718	118,492	120,259	123,060	124,900	126,708	129,558	131,463
Canada	13,086	13,165	12,916	12,842	13,015	13,292	13,506	13,676	13,941	14,326
Australia	7,720	7,859	7,676	7,637	7,680	7,921	8,235	8,344	8,429	8,597
Japan	60,500	61,710	62,920	63,620	63,810	63,860	63,890	64,200	64,900	64,450
France	21,850	22,100	22,140	21,990	21,740	21,710	21,890	21,950	22,010	22,410
Germany ^c	27,200	27,950	36,910	36,420	36,020	35,900	35,850	35,680	35,540	35,720
Italy	20,770	21,080	21,360	21,230	20,430	20,080	19,980	20,060	20,050	20,170
Netherlands	5,980	6,230	6,350	6,560	6,620	6,670	6,760	6,900	7,130	7,410
Sweden	4,480	4,513	4,447	4,265	4,028	3,992	4,056	4,019	3,973	4,034
United Kingdom	26,510	26,740	26,090	25,530	25,340	25,550	26,000	26,280	26,740	27,050
Employment-population ratio⁴										
United States ¹	63.0	62.8	61.7	61.5	61.7	62.5	62.9	63.2	63.8	64.1
Canada	62.4	61.9	59.8	58.4	58.2	58.5	58.6	58.6	58.9	59.7
Australia	60.1	60.1	57.9	57.0	56.6	57.7	59.1	59.1	58.8	59.2
Japan	60.8	61.3	61.8	62.0	61.7	61.3	60.9	60.9	61.0	60.2
France	50.7	50.9	50.6	49.9	49.0	48.7	48.7	48.5	48.3	49.1
Germany ^c	52.0	52.6	55.5	54.4	53.4	52.8	52.5	52.2	51.9	52.2
Italy	43.6	43.9	44.5	44.0	43.1	42.1	41.8	41.9	41.8	41.9
Netherlands	50.9	52.6	53.2	54.5	54.7	54.7	55.1	55.9	57.5	59.5
Sweden	66.2	66.1	64.9	62.0	58.5	57.6	58.3	57.6	57.0	57.8
United Kingdom	59.3	59.6	58.0	56.7	56.2	56.5	57.2	57.6	58.3	58.8
Unemployed										
United States ¹	6,528	7,047	8,628	9,613	8,940	7,996	7,404	7,236	6,739	6,210
Canada	1,065	1,164	1,492	1,640	1,649	1,541	1,422	1,469	1,414	1,305
Australia	508	585	814	925	939	856	766	783	791	750
Japan	1,420	1,340	1,360	1,420	1,660	1,920	2,100	2,250	2,300	2,790
France	2,320	2,210	2,350	2,560	2,910	3,050	2,920	3,130	3,120	2,980
Germany ^c	1,640	1,460	2,210	2,620	3,110	3,320	3,200	3,500	3,910	3,710
Italy	1,760	1,590	1,580	1,680	2,330	2,560	2,720	2,760	2,800	2,840
Netherlands	450	410	400	390	470	520	510	470	400	310
Sweden	72	84	144	255	415	426	404	440	445	368
United Kingdom	2,070	1,990	2,520	2,880	2,970	2,730	2,480	2,340	2,020	1,820
Unemployment rate										
United States ¹	5.3	5.6	6.8	7.5	6.9	6.1	5.6	5.4	4.9	4.5
Canada	7.5	8.1	10.4	11.3	11.2	10.4	9.5	9.7	9.2	8.3
Australia	6.2	6.9	9.6	10.8	10.9	9.7	8.5	8.6	8.6	8.0
Japan	2.3	2.1	2.1	2.2	2.5	2.9	3.2	3.4	3.4	4.1
France	9.6	9.1	9.6	10.4	11.8	12.3	11.8	12.5	12.4	11.7
Germany ^c	5.7	5.0	5.6	6.7	7.9	8.5	8.2	8.9	9.9	9.4
Italy	7.8	7.0	6.9	7.3	10.2	11.3	12.0	12.1	12.3	12.3
Netherlands	7.0	6.2	5.9	5.6	6.6	7.2	7.0	6.4	5.3	4.0
Sweden	1.6	1.8	3.1	5.6	9.3	9.6	9.1	9.9	10.1	8.4
United Kingdom	7.2	6.9	8.8	10.1	10.5	9.7	8.7	8.2	7.0	6.3

¹ Data for 1994 are not directly comparable with data for 1993 and earlier years. For additional information, see the box note under "Employment and Unemployment Data" in the notes to this section.

² Data from 1991 onward refer to unified Germany. See *Comparative Civilian Labor Force Statistics, Ten Countries, 1959-1998*, October 22, 1999, on the Internet at <http://stats.bls.gov/flsdata.htm>.

³ Labor force as a percent of the working-age population.

⁴ Employment as a percent of the working-age population.

NOTE: See "Notes on the data" for information on breaks in series for the United States, France, Germany, Italy, the Netherlands, and Sweden. Dash indicates data not available.

45. Annual indexes of manufacturing productivity and related measures, 12 countries

[1992 = 100]

Item and country	1960	1970	1980	1987	1988	1989	1990	1991	1993	1994	1995	1996	1997	1998
Output per hour														
United States.....	—	—	71.9	94.4	98.0	97.1	97.8	98.3	102.1	108.3	114.9	117.3	122.1	127.0
Canada.....	40.7	59.2	75.3	91.3	91.1	92.4	95.3	95.1	102.5	106.2	108.9	107.3	110.0	111.7
Japan.....	14.0	38.0	63.9	81.2	84.8	89.5	95.4	99.4	100.5	101.8	109.3	115.8	120.2	120.5
Belgium.....	18.0	32.9	65.4	88.9	92.0	96.9	96.8	99.1	102.5	108.4	113.2	114.7	121.7	122.4
Denmark.....	29.9	52.7	90.3	90.6	94.1	99.6	99.1	99.6	104.5	—	—	—	—	—
France.....	21.8	43.1	66.7	81.8	87.4	91.9	93.5	96.9	100.6	108.5	114.5	115.0	123.3	127.5
Germany.....	29.2	52.0	77.2	88.1	91.5	94.6	99.0	101.9	100.6	107.9	111.2	115.1	121.8	127.1
Italy.....	19.6	36.8	64.1	85.1	86.7	89.4	92.5	95.2	102.9	105.6	109.3	110.3	113.4	113.6
Netherlands.....	19.3	38.1	69.2	91.7	93.8	97.1	98.6	99.6	101.9	114.2	119.9	124.4	130.7	132.8
Norway.....	36.7	57.8	76.7	93.3	92.1	94.6	96.6	97.5	100.6	101.4	102.0	102.0	101.9	104.1
Sweden.....	27.6	52.8	74.0	90.1	90.8	93.8	95.0	95.0	106.7	116.1	122.4	125.4	133.6	136.5
United Kingdom.....	31.2	44.7	56.2	79.5	82.4	86.2	88.4	92.2	104.1	106.8	104.7	103.3	103.8	104.8
Output														
United States.....	—	—	77.3	97.9	104.5	104.0	102.5	98.7	103.5	112.2	119.6	121.6	128.8	134.2
Canada.....	34.2	60.5	85.4	103.2	109.3	110.8	106.6	98.8	105.1	113.2	118.8	120.2	128.0	133.0
Japan.....	10.7	38.8	59.9	78.4	84.6	90.2	96.3	101.4	96.0	95.4	100.6	106.7	110.0	103.9
Belgium.....	30.7	57.6	78.2	88.8	93.3	99.1	101.0	100.7	97.0	101.4	104.2	104.2	109.0	111.8
Denmark.....	40.8	68.0	91.3	99.3	100.8	104.3	102.7	101.7	99.0	109.3	115.1	119.0	121.7	127.3
France.....	31.0	64.1	88.7	87.2	92.2	97.2	99.1	99.8	95.7	100.3	104.9	104.6	110.3	114.6
Germany.....	41.5	70.9	85.3	88.0	90.9	94.0	99.1	102.8	91.8	93.5	93.7	92.5	95.8	100.7
Italy.....	21.4	44.7	78.4	88.2	94.5	98.1	99.6	99.2	96.4	102.2	107.2	106.7	110.4	112.5
Netherlands.....	31.7	59.5	77.4	89.5	92.8	96.9	100.1	100.6	98.2	104.2	107.8	110.6	116.1	118.8
Norway.....	56.5	89.1	103.6	110.7	105.3	101.3	100.2	98.3	102.7	106.3	109.0	110.1	113.3	116.4
Sweden.....	46.5	81.7	91.8	107.7	110.2	111.6	110.6	103.6	101.3	115.7	130.1	132.9	140.3	146.4
United Kingdom.....	67.8	90.4	87.2	94.5	101.5	105.5	105.4	100.1	101.5	106.2	107.8	108.3	109.3	109.7
Total hours														
United States.....	92.1	104.4	107.5	103.8	106.6	107.1	104.8	100.4	101.4	103.6	104.0	103.7	105.5	105.6
Canada.....	84.1	102.1	113.5	113.0	120.0	119.9	111.9	103.8	102.6	106.6	109.1	112.0	115.4	119.0
Japan.....	76.3	102.3	93.8	96.6	99.8	100.8	100.9	102.0	95.6	93.7	92.0	92.2	91.5	86.2
Belgium.....	170.7	174.7	119.7	100.0	101.5	102.3	104.3	101.5	94.7	93.6	92.0	90.8	89.5	91.3
Denmark.....	136.5	129.0	101.1	109.6	107.2	104.7	103.7	102.1	94.8	—	—	—	—	—
France.....	142.1	148.7	133.1	106.6	105.5	105.8	105.9	103.0	95.1	92.4	91.6	91.0	89.5	89.9
Germany.....	142.3	136.3	110.5	99.9	99.3	99.3	100.1	100.9	91.3	86.7	84.3	80.4	78.6	79.3
Italy.....	109.0	121.2	122.4	103.6	108.9	109.7	107.7	104.2	93.6	96.7	98.0	96.7	97.4	99.0
Netherlands.....	164.7	156.4	111.9	97.6	98.9	99.7	101.6	101.0	96.4	91.3	90.0	88.9	88.8	89.5
Norway.....	154.0	154.3	135.0	118.6	114.3	107.1	103.7	100.8	102.1	105.2	106.9	107.9	111.1	111.9
Sweden.....	168.3	154.7	124.0	119.5	121.4	119.0	116.4	109.0	94.9	99.6	106.3	106.0	105.0	107.3
United Kingdom.....	217.4	202.1	155.3	118.9	123.2	122.3	119.2	108.5	97.5	99.4	103.0	104.8	105.4	104.7
Compensation per hour														
United States.....	14.9	23.8	55.8	80.9	84.2	86.9	91.0	95.8	102.9	105.8	108.3	110.7	115.1	120.0
Canada.....	10.4	17.8	47.7	75.3	77.8	82.5	89.5	94.7	99.6	100.4	103.6	102.8	106.7	110.8
Japan.....	4.3	16.5	58.6	77.9	79.2	84.2	90.7	95.9	104.6	106.7	109.5	110.9	114.1	115.0
Belgium.....	5.4	13.7	52.5	79.7	81.1	85.9	90.1	97.3	104.8	106.1	109.2	112.0	115.1	115.9
Denmark.....	4.6	13.3	49.6	80.1	82.9	87.7	92.7	95.9	104.6	—	—	—	—	—
France.....	4.3	10.3	40.8	78.6	81.6	86.0	90.6	96.2	102.8	105.0	107.7	109.4	112.4	114.0
Germany.....	8.1	20.7	53.6	76.0	79.1	83.2	89.4	95.1	105.9	111.7	117.7	123.7	126.6	127.6
Italy.....	1.6	4.7	28.2	66.7	69.3	75.9	84.4	96.3	107.5	107.8	112.8	120.9	125.9	124.8
Netherlands.....	6.4	20.2	64.4	87.8	87.7	88.5	90.8	95.2	103.7	108.2	110.6	113.9	117.5	117.8
Norway.....	4.7	11.8	39.0	78.5	83.3	87.2	92.3	97.5	101.5	104.4	109.2	113.6	119.1	126.4
Sweden.....	4.1	10.8	37.4	67.3	71.7	79.4	87.6	95.4	98.0	101.1	106.2	113.4	118.3	121.5
United Kingdom.....	3.1	6.3	33.2	64.8	67.7	72.9	80.9	90.5	104.3	106.5	107.4	108.2	112.8	119.2
Unit labor costs: National currency basis														
United States.....	—	—	77.6	85.7	85.9	89.5	93.1	97.5	100.8	97.7	94.3	94.3	94.3	94.5
Canada.....	25.5	30.0	63.3	82.5	85.5	89.2	93.9	99.6	97.2	94.5	95.2	95.8	96.2	99.2
Japan.....	30.9	43.3	91.7	96.0	93.4	94.0	95.0	96.5	104.1	104.9	100.1	95.8	95.0	95.4
Belgium.....	30.1	41.7	80.3	89.7	88.1	88.7	93.0	98.1	102.3	97.9	96.4	97.6	94.6	94.7
Denmark.....	15.4	25.2	55.0	88.4	88.2	88.1	93.6	96.3	100.1	93.0	93.4	92.3	95.3	94.9
France.....	19.5	24.0	61.2	96.2	93.4	93.6	96.8	99.3	102.2	96.8	94.0	95.1	91.1	89.4
Germany.....	27.8	39.8	69.4	86.3	86.5	87.9	90.3	93.3	103.6	105.9	107.5	103.9	100.4	100.4
Italy.....	8.0	12.7	44.0	78.3	79.9	84.9	91.3	98.4	104.4	102.1	103.2	109.6	111.1	109.8
Netherlands.....	33.2	53.0	93.1	95.8	93.5	91.1	92.1	95.6	101.8	94.8	92.3	91.5	89.9	88.7
Norway.....	12.9	20.4	50.8	84.1	90.4	92.2	95.6	100.0	100.9	102.9	107.1	111.4	116.9	121.4
Sweden.....	14.9	20.5	50.6	74.7	79.0	84.7	92.3	100.4	91.8	87.0	86.8	90.4	88.5	89.0
United Kingdom.....	10.5	14.1	59.1	81.5	82.2	84.6	91.6	98.1	100.2	99.7	102.5	104.7	108.7	113.8
Unit labor costs: U.S. dollar basis														
United States.....	—	—	77.6	85.7	85.9	89.5	93.1	97.5	100.8	97.7	94.3	94.3	94.3	94.5
Canada.....	31.9	34.7	65.4	75.2	83.9	91.0	97.2	105.0	91.1	83.6	83.8	84.9	83.9	80.8
Japan.....	10.9	15.3	51.3	84.2	84.2	86.3	83.1	90.9	118.8	130.1	135.1	111.7	99.5	92.3
Belgium.....	19.4	27.0	88.3	77.2	77.0	72.3	89.5	92.3	95.1	94.2	105.2	101.4	84.9	83.8
Denmark.....	13.5	20.3	58.9	77.9	79.0	72.6	91.3	90.8	93.2	88.3	100.7	96.1	87.0	85.5
France.....	21.1	23.0	76.7	84.7	82.9	77.7	94.1	93.1	95.5	92.4	99.8	98.4	82.6	80.2
Germany.....	10.4	17.1	59.6	74.9	76.9	73.0	87.3	87.8	99.4	99.8	115.5	111.6	93.5	89.1
Italy.....	16.0	24.9	63.3	74.4	75.6	76.2	93.8	97.6	81.8	78.1	78.0	87.5	80.3	77.9
Netherlands.....	15.5	25.8	82.4	83.1	83.1	75.5	88.9	89.8	96.3	91.6	101.2	95.4	81.0	78.6
Norway.....	11.3	17.8	63.9	77.5	86.1	82.9	95.0	95.7	88.3	90.7	105.0	107.1	102.5	99.9
Sweden.....	16.8	23.0	69.6	68.5	75.0	76.4	90.8	96.6	68.6	65.7	70.8	78.5	67.5	65.2
United Kingdom.....	15.6	19.2	77.8	75.7	82.9	78.5	92.5	98.2	85.2	86.4	91.6	92.5	100.8	106.8

— Data not available.

46. Occupational injury and illness rates by industry,¹ United States

Industry and type of case ²	Incidence rates per 100 full-time workers ³											
	1986	1987	1988	1989 ¹	1990	1991	1992	1993 ⁴	1994 ⁴	1995 ⁴	1996 ⁴	1997 ⁴
PRIVATE SECTOR⁵												
Total cases	7.9	8.3	8.6	8.6	8.8	8.4	8.9	8.5	8.4	8.1	7.4	7.1
Lost workday cases.....	3.6	3.8	4.0	4.0	4.1	3.9	3.9	3.8	3.8	3.6	3.4	3.3
Lost workdays.....	65.8	69.9	76.1	78.7	84.0	86.5	93.8	-	-	-	-	-
Agriculture, forestry, and fishing⁵												
Total cases	11.2	11.2	10.9	10.9	11.6	10.8	11.6	11.2	10.0	9.7	8.7	8.4
Lost workday cases.....	5.6	5.7	5.6	5.7	5.9	5.4	5.4	5.0	4.7	4.3	3.9	4.1
Lost workdays.....	93.6	94.1	101.8	100.9	112.2	108.3	126.9	-	-	-	-	-
Mining												
Total cases	7.4	8.5	8.8	8.5	8.3	7.4	7.3	6.8	6.3	6.2	5.4	5.9
Lost workday cases.....	4.1	4.9	5.1	4.8	5.0	4.5	4.1	3.9	3.9	3.9	3.2	3.7
Lost workdays.....	125.9	144.0	152.1	137.2	119.5	129.6	204.7	-	-	-	-	-
Construction												
Total cases	15.2	14.7	14.6	14.3	14.2	13.0	13.1	12.2	11.8	10.6	9.9	9.5
Lost workday cases.....	6.9	6.8	6.8	6.8	6.7	6.1	5.8	5.5	5.5	4.9	4.5	4.4
Lost workdays.....	134.5	135.8	142.2	143.3	147.9	148.1	161.9	-	-	-	-	-
General building contractors:												
Total cases	14.9	14.2	14.0	13.9	13.4	12.0	12.2	11.5	10.9	9.8	9.0	8.5
Lost workday cases.....	6.6	6.5	6.4	6.5	6.4	5.5	5.4	5.1	5.1	4.4	4.0	3.7
Lost workdays.....	122.7	134.0	132.2	137.3	137.6	132.0	142.7	-	-	-	-	-
Heavy construction, except building:												
Total cases	14.7	14.5	15.1	13.8	13.8	12.8	12.1	11.1	10.2	9.9	9.0	8.7
Lost workday cases.....	6.3	6.4	7.0	6.5	6.3	6.0	5.4	5.1	5.0	4.8	4.3	4.3
Lost workdays.....	132.9	139.1	162.3	147.1	144.6	160.1	165.8	-	-	-	-	-
Special trades contractors:												
Total cases	15.6	15.0	14.7	14.6	14.7	13.5	13.8	12.8	12.5	11.1	10.4	10.0
Lost workday cases.....	7.2	7.1	7.0	6.9	6.9	6.3	6.1	5.8	5.8	5.0	4.8	4.7
Lost workdays.....	140.4	135.7	141.1	144.9	153.1	151.3	168.3	-	-	-	-	-
Manufacturing												
Total cases	10.6	11.9	13.1	13.1	13.2	12.7	12.5	12.1	12.2	11.6	10.6	10.3
Lost workday cases.....	4.7	5.3	5.7	5.8	5.8	5.6	5.4	5.3	5.5	5.3	4.9	4.8
Lost workdays.....	85.2	95.5	107.4	113.0	120.7	121.5	124.6	-	-	-	-	-
Durable goods:												
Total cases	11.0	12.5	14.2	14.1	14.2	13.6	13.4	13.1	13.5	12.8	11.6	11.3
Lost workday cases.....	4.8	5.4	5.9	6.0	6.0	5.7	5.5	5.4	5.7	5.6	5.1	5.1
Lost workdays.....	87.1	96.8	111.1	116.5	123.3	122.9	126.7	-	-	-	-	-
Lumber and wood products:												
Total cases	18.9	18.9	19.5	18.4	18.1	16.8	16.3	15.9	15.7	14.9	14.2	13.5
Lost workday cases.....	9.7	9.6	10.0	9.4	8.8	8.3	7.6	7.6	7.7	7.0	6.8	6.5
Lost workdays.....	177.2	176.5	189.1	177.5	172.5	172.0	165.8	-	-	-	-	-
Furniture and fixtures:												
Total cases	15.2	15.4	16.6	16.1	16.9	15.9	14.8	14.6	15.0	13.9	12.2	12.0
Lost workday cases.....	6.3	6.7	7.3	7.2	7.8	7.2	6.6	6.5	7.0	6.4	5.4	5.8
Lost workdays.....	103.0	103.6	115.7	-	-	-	128.4	-	-	-	-	-
Stone, clay, and glass products:												
Total cases	13.6	14.9	16.0	15.5	15.4	14.8	13.6	13.8	13.2	12.3	12.4	11.8
Lost workday cases.....	6.5	7.1	7.5	7.4	7.3	6.8	6.1	6.3	6.5	5.7	6.0	5.7
Lost workdays.....	126.0	135.8	141.0	149.8	160.5	156.0	152.2	-	-	-	-	-
Primary metal industries:												
Total cases	13.6	17.0	19.4	18.7	19.0	17.7	17.5	17.0	16.8	16.5	15.0	15.0
Lost workday cases.....	6.1	7.4	8.2	8.1	8.1	7.4	7.1	7.3	7.2	7.2	6.8	7.2
Lost workdays.....	125.5	145.8	161.3	168.3	180.2	169.1	175.5	-	-	-	-	-
Fabricated metal products:												
Total cases	16.0	17.0	18.8	18.5	18.7	17.4	16.8	16.2	16.4	15.8	14.4	14.2
Lost workday cases.....	6.8	7.2	8.0	7.9	7.9	7.1	6.6	6.7	6.7	6.9	6.2	6.4
Lost workdays.....	115.5	121.9	138.8	147.6	155.7	146.6	144.0	-	-	-	-	-
Industrial machinery and equipment:												
Total cases	10.7	11.3	12.1	12.1	12.0	11.2	11.1	11.1	11.6	11.2	9.9	10.0
Lost workday cases.....	4.2	4.4	4.7	4.8	4.7	4.4	4.2	4.2	4.4	4.4	4.0	4.1
Lost workdays.....	72.0	72.7	82.8	86.8	88.9	86.6	87.7	-	-	-	-	-
Electronic and other electrical equipment:												
Total cases	6.4	7.2	8.0	9.1	9.1	8.6	8.4	8.3	8.3	7.6	6.8	6.6
Lost workday cases.....	2.7	3.1	3.3	3.9	3.8	3.7	3.6	3.5	3.6	3.3	3.1	3.1
Lost workdays.....	49.8	55.9	64.6	77.5	79.4	83.0	81.2	-	-	-	-	-
Transportation equipment:												
Total cases	9.6	13.5	17.7	17.7	17.8	18.3	18.7	18.5	19.6	18.6	16.3	15.4
Lost workday cases.....	4.1	5.7	6.6	6.8	6.9	7.0	7.1	7.1	7.8	7.9	7.0	6.6
Lost workdays.....	79.1	105.7	134.2	138.6	153.7	166.1	186.6	-	-	-	-	-
Instruments and related products:												
Total cases	5.3	5.8	6.1	5.6	5.9	6.0	5.9	5.6	5.9	5.3	5.1	4.8
Lost workday cases.....	2.3	2.4	2.6	2.5	2.7	2.7	2.7	2.5	2.7	2.4	2.3	2.3
Lost workdays.....	42.2	43.9	51.5	55.4	57.8	64.4	65.3	-	-	-	-	-
Miscellaneous manufacturing industries:												
Total cases	10.2	10.7	11.3	11.1	11.3	11.3	10.7	10.0	9.9	9.1	9.5	8.9
Lost workday cases.....	4.3	4.6	5.1	5.1	5.1	5.1	5.0	4.6	4.5	4.3	4.4	4.2
Lost workdays.....	70.9	81.5	91.0	97.6	113.1	104.0	108.2	-	-	-	-	-

See footnotes at end of table.

46. Continued—Occupational injury and illness rates by industry,¹ United States

Industry and type of case ²	Incidence rates per 100 full-time workers ³											
	1986	1987	1988	1989 ¹	1990	1991	1992	1993 ⁴	1994 ⁴	1995 ⁴	1996 ⁴	1997 ⁴
Nondurable goods:												
Total cases	10.0	11.1	11.4	11.6	11.7	11.5	11.3	10.7	10.5	9.9	9.2	8.8
Lost workday cases.....	4.6	5.1	5.4	5.5	5.6	5.5	5.3	5.0	5.1	4.9	4.6	4.4
Lost workdays.....	82.3	93.5	101.7	107.8	116.9	119.7	121.8	—	—	—	—	—
Food and kindred products:												
Total cases	16.5	17.7	18.5	18.5	20.0	19.5	18.8	17.6	17.1	16.3	15.0	14.5
Lost workday cases.....	8.0	8.6	9.2	9.3	9.9	9.9	9.5	8.9	9.2	8.7	8.0	8.0
Lost workdays.....	137.8	153.7	169.7	174.7	202.6	207.2	211.9	—	—	—	—	—
Tobacco products:												
Total cases	6.7	8.6	9.3	8.7	7.7	6.4	6.0	5.8	5.3	5.6	6.7	5.9
Lost workday cases.....	2.5	2.5	2.9	3.4	3.2	2.8	2.4	2.3	2.4	2.6	2.8	2.7
Lost workdays.....	45.6	46.4	53.0	64.2	62.3	52.0	42.9	—	—	—	—	—
Textile mill products:												
Total cases	7.8	9.0	9.6	10.3	9.6	10.1	9.9	9.7	8.7	8.2	7.8	6.7
Lost workday cases.....	3.1	3.6	4.0	4.2	4.0	4.4	4.2	4.1	4.0	4.1	3.6	3.1
Lost workdays.....	59.3	65.9	78.8	81.4	85.1	88.3	87.1	—	—	—	—	—
Apparel and other textile products:												
Total cases	6.7	7.4	8.1	8.6	8.8	9.2	9.5	9.0	8.9	8.2	7.4	7.0
Lost workday cases.....	2.7	3.1	3.5	3.8	3.9	4.2	4.0	3.8	3.9	3.6	3.3	3.1
Lost workdays.....	49.4	59.5	68.2	80.5	92.1	99.9	104.6	—	—	—	—	—
Paper and allied products:												
Total cases	10.5	12.8	13.1	12.7	12.1	11.2	11.0	9.9	9.6	8.5	7.9	7.3
Lost workday cases.....	4.7	5.8	5.9	5.8	5.5	5.0	5.0	4.6	4.5	4.2	3.8	3.7
Lost workdays.....	99.5	122.3	124.3	132.9	124.8	122.7	125.9	—	—	—	—	—
Printing and publishing:												
Total cases	6.5	6.7	6.6	6.9	6.9	6.7	7.3	6.9	6.7	6.4	6.0	5.7
Lost workday cases.....	2.9	3.1	3.2	3.3	3.3	3.2	3.2	3.1	3.0	3.0	2.8	2.7
Lost workdays.....	50.8	55.1	59.8	63.8	69.8	74.5	74.8	—	—	—	—	—
Chemicals and allied products:												
Total cases	6.3	7.0	7.0	7.0	6.5	6.4	6.0	5.9	5.7	5.5	4.8	4.8
Lost workday cases.....	2.7	3.1	3.3	3.2	3.1	3.1	2.8	2.7	2.8	2.7	2.4	2.3
Lost workdays.....	49.4	58.8	59.0	63.4	61.6	62.4	64.2	—	—	—	—	—
Petroleum and coal products:												
Total cases	7.1	7.3	7.0	6.6	6.6	6.2	5.9	5.2	4.7	4.8	4.6	4.3
Lost workday cases.....	3.2	3.1	3.2	3.3	3.1	2.9	2.8	2.5	2.3	2.4	2.5	2.2
Lost workdays.....	67.5	65.9	68.4	68.1	77.3	68.2	71.2	—	—	—	—	—
Rubber and miscellaneous plastics products:												
Total cases	14.0	15.9	16.3	16.2	16.2	15.1	14.5	13.9	14.0	12.9	12.3	11.9
Lost workday cases.....	6.6	7.6	8.1	8.0	7.8	7.2	6.8	6.5	6.7	6.5	6.3	5.8
Lost workdays.....	118.2	130.8	142.9	147.2	151.3	150.9	153.3	—	—	—	—	—
Leather and leather products:												
Total cases	10.5	12.4	11.4	13.6	12.1	12.5	12.1	12.1	12.0	11.4	10.7	10.6
Lost workday cases.....	4.8	5.8	5.6	6.5	5.9	5.9	5.4	5.5	5.3	4.8	4.5	4.3
Lost workdays.....	83.4	114.5	128.2	130.4	152.3	140.8	128.5	—	—	—	—	—
Transportation and public utilities												
Total cases	8.2	8.4	8.9	9.2	9.6	9.3	9.1	9.5	9.3	9.1	8.7	8.2
Lost workday cases.....	4.8	4.9	5.1	5.3	5.5	5.4	5.1	5.4	5.5	5.2	5.1	4.8
Lost workdays.....	102.1	108.1	118.6	121.5	134.1	140.0	144.0	—	—	—	—	—
Wholesale and retail trade												
Total cases	7.7	7.7	7.8	8.0	7.9	7.6	8.4	8.1	7.9	7.5	6.8	6.7
Lost workday cases.....	3.3	3.4	3.5	3.6	3.5	3.4	3.5	3.4	3.4	3.2	2.9	3.0
Lost workdays.....	54.0	56.1	60.9	63.5	65.6	72.0	80.1	—	—	—	—	—
Wholesale trade:												
Total cases	7.2	7.4	7.6	7.7	7.4	7.2	7.6	7.8	7.7	7.5	6.6	6.5
Lost workday cases.....	3.6	3.7	3.8	4.0	3.7	3.7	3.6	3.7	3.8	3.6	3.4	3.2
Lost workdays.....	62.5	64.0	69.2	71.9	71.5	79.2	82.4	—	—	—	—	—
Retail trade:												
Total cases	7.8	7.8	7.9	8.1	8.1	7.7	8.7	8.2	7.9	7.5	6.9	6.8
Lost workday cases.....	3.2	3.3	3.4	3.4	3.4	3.3	3.4	3.3	3.3	3.0	2.8	2.9
Lost workdays.....	50.5	52.9	57.6	60.0	63.2	69.1	79.2	—	—	—	—	—
Finance, insurance, and real estate												
Total cases	2.0	2.0	2.0	2.0	2.4	2.4	2.9	2.9	2.7	2.6	2.4	2.2
Lost workday cases.....	.9	.9	.9	.9	1.1	1.1	1.2	1.2	1.1	1.0	.9	0.9
Lost workdays.....	17.1	14.3	17.2	17.6	27.3	24.1	32.9	—	—	—	—	—
Services												
Total cases	5.3	5.5	5.4	5.5	6.0	6.2	7.1	6.7	6.5	6.4	6.0	5.6
Lost workday cases.....	2.5	2.7	2.6	2.7	2.8	2.8	3.0	2.8	2.8	2.8	2.6	2.5
Lost workdays.....	43.0	45.8	47.7	51.2	56.4	60.0	68.6	—	—	—	—	—

¹ Data for 1989 and subsequent years are based on the *Standard Industrial Classification Manual*, 1987 Edition. For this reason, they are not strictly comparable with data for the years 1985-88, which were based on the *Standard Industrial Classification Manual*, 1972 Edition, 1977 Supplement.

² Beginning with the 1992 survey, the annual survey measures only nonfatal injuries and illnesses, while past surveys covered both fatal and nonfatal incidents. To better address fatalities, a basic element of workplace safety, BLS implemented the Census of Fatal Occupational Injuries.

³ The incidence rates represent the number of injuries and illnesses or lost workdays per 100 full-time workers and were calculated as (NEH) X 200,000, where:

N = number of injuries and illnesses or lost workdays;

EH = total hours worked by all employees during the calendar year; and
200,000 = base for 100 full-time equivalent workers (working 40 hours per week, 50 weeks per year).

⁴ Beginning with the 1993 survey, lost workday estimates will not be generated. As of 1992, BLS began generating percent distributions and the median number of days away from work by industry and for groups of workers sustaining similar work disabilities.

⁵ Excludes farms with fewer than 11 employees since 1976.

— Data not available.

47. Fatal occupational injuries by event or exposure, 1993-98

Event or exposure ¹	Fatalities			
	1993-97	1997 ²	1998	
	Average	Number	Number	Percent
Total.....	6,335	6,238	6,026	100
Transportation incidents.....	2,611	2,605	2,630	44
Highway incident.....	1,334	1,393	1,431	24
Collision between vehicles, mobile equipment.....	652	640	701	12
Moving in same direction.....	109	103	118	2
Moving in opposite directions, oncoming.....	234	230	271	4
Moving in intersection.....	132	142	142	2
Vehicle struck stationary object or equipment.....	249	282	306	5
Noncollision incident.....	360	387	373	6
Jackknifed or overturned—no collision.....	267	298	300	5
Nonhighway (farm, industrial premises) incident.....	388	377	384	6
Overturned.....	214	216	216	4
Aircraft.....	315	261	223	4
Worker struck by a vehicle.....	373	367	413	7
Water vehicle incident.....	106	109	112	2
Railway.....	83	93	60	1
Assaults and violent acts.....	1,241	1,111	960	16
Homicides.....	995	860	709	12
Shooting.....	810	708	569	9
Stabbing.....	75	73	61	1
Other, including bombing.....	110	79	79	1
Self-inflicted injuries.....	215	216	223	4
Contact with objects and equipment.....	1,005	1,035	941	16
Struck by object.....	573	579	517	9
Struck by falling object.....	369	384	317	5
Struck by flying object.....	65	54	58	1
Caught in or compressed by equipment or objects.....	290	320	266	4
Caught in running equipment or machinery.....	153	189	129	2
Caught in or crushed in collapsing materials.....	124	118	140	2
Falls.....	668	716	702	12
Fall to lower level.....	591	653	623	10
Fall from ladder.....	94	116	111	2
Fall from roof.....	139	154	156	3
Fall from scaffold, staging.....	83	87	97	2
Fall on same level.....	52	44	51	1
Exposure to harmful substances or environments.....	586	554	572	9
Contact with electric current.....	320	298	334	6
Contact with overhead power lines.....	128	138	153	3
Contact with temperature extremes.....	43	40	46	1
Exposure to caustic, noxious, or allergenic substances.....	120	123	104	2
Inhalation of substances.....	70	59	48	1
Oxygen deficiency.....	101	90	87	1
Drowning, submersion.....	80	72	75	1
Fires and explosions.....	199	196	205	3
Other events or exposures ³	26	21	16	-

¹ Based on the 1992 BLS Occupational Injury and Illness Classification Structures.

² The BLS news release issued August 12, 1998, reported a total of 6,218 fatal work injuries for calendar year 1997. Since then, an additional 20 job-related fatalities were identified, bringing the total job-related fatality count for 1997 to 6,238.

³ Includes the category "Bodily reaction and exertion."

NOTE: Totals for major categories may include subcategories not shown separately. Percentages may not add to totals because of rounding. Dash indicates less than 0.5 percent.



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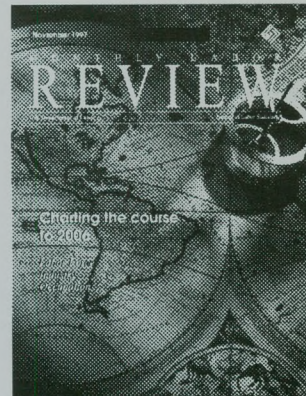
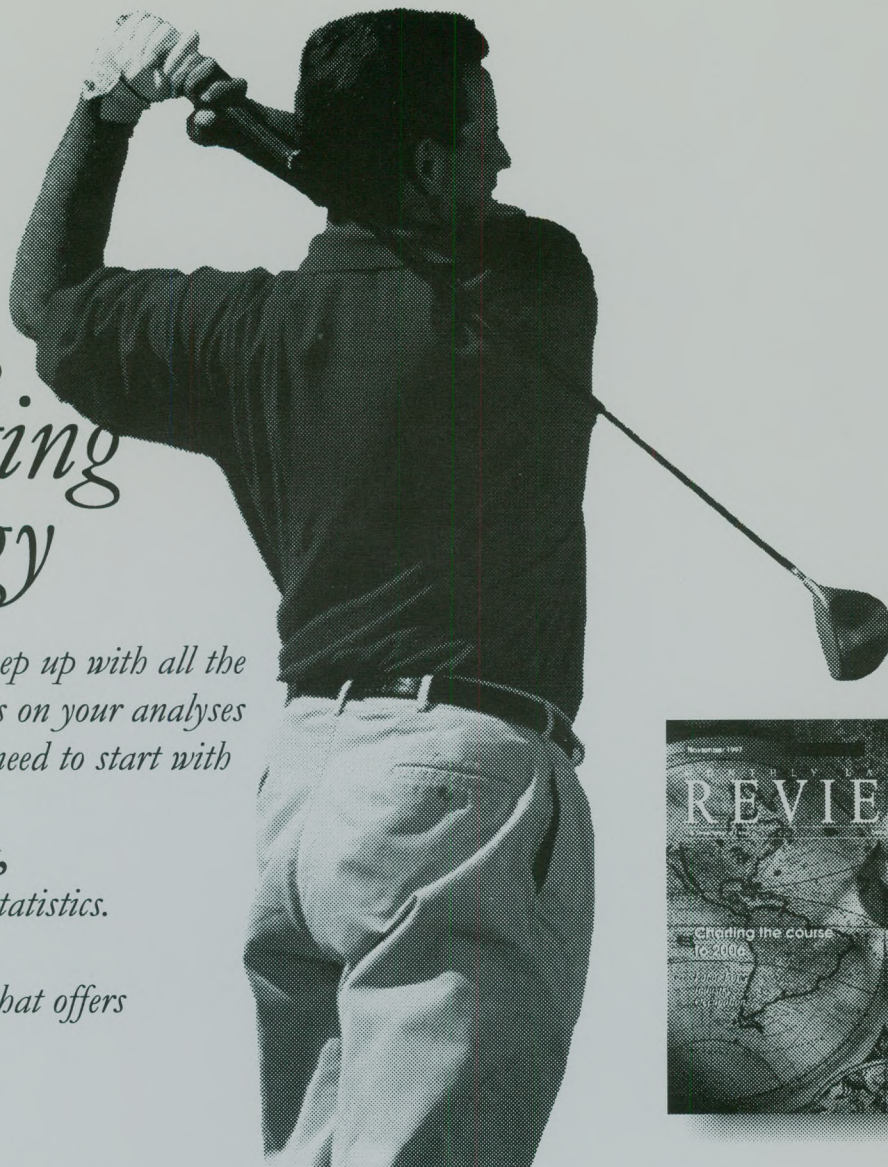
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Employment situation	January 7	December	February 4	January	March 3	February	1; 4-20
Productivity and costs			February 8	4th quarter	March 7	4th quarter	2; 39-42
U.S. Import and Export Price Indexes	January 12	December	February 16	January	March 15	February	34-38
Producer Price Indexes	January 13	December	February 17	January	March 16	February	2; 31-33
Consumer Price indexes	January 14	December	February 18	January	March 17	February	2; 28-30
Real earnings	January 14	December	February 18	January	March 17	February	14, 16
Employment Cost Indexes	January 27	4th quarter					1-3; 21-24