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**REVIEW**

U.S. Department of Labor

Bureau of Labor Statistics

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# Changes in State Laws:

**Labor**

**Workers' compensation**

**Unemployment insurance**

**also:**

**What is an employee?**







U.S. Department of Labor  
Elaine L. Chao, Secretary

Bureau of Labor Statistics  
Lois L. Orr, Acting Commissioner

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# MONTHLY LABOR REVIEW

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January 2002

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### The January Review

Once again, our January issue marks an excursion out of labor economics and labor statistics and into labor law. Charles J. Muhl investigates the legal definition of an employee. Although this might seem to be an obvious question, it is actually quite a vexing issue in the law. Defining the concept of employee is likely to become an increasingly important question in a labor market in which about a tenth of workers are already in an alternative work arrangement and technological trends may make such arrangements even more attractive in the future. It is instructive to see that one of Muhl's "independent contractor" cases involved not software engineers or technical wizards, but workers who were assigned the information drudge work of looking up telephone numbers.

Richard R. Nelson has contributed his annual summary of developments in general labor law in the States. As usual, the issues range widely from the broad application of State minimum wage laws to exceptions to certain child labor restrictions for soccer referees.

Glenn Whittington updates developments in workers' compensation law. Much of the focus over the past year was on coverage issues, especially the coverage of law enforcement and other public safety workers. In one special case, both the paid officers and law enforcement and public safety volunteers working at the Winter Games in Utah will be covered under workers' compensation.

Loryn Lancaster and Anne Vogel report on legislation affecting unemployment insurance programs. The Federal enactment of the Economic Growth and Tax Relief Reconciliation Act of 2001 changes the voluntary Federal tax withholding rate as it applies to unemployment insurance benefits and the treatment of training reimbursements in the calculation of wages. At the State level, most States increased their maximum weekly benefits, either through legisla-

tion or an automatic adjustment mechanism.

### Working youths

More than four-fifths of 17-year-olds work in some capacity. Most of these jobs are employee jobs in which there is a formal relationship with a particular employer such as a restaurant or supermarket. About 65 percent of 17-year-olds have an employee job only. Another 12 percent have both an employee job and a "freelance" job. Those with freelance jobs perform tasks such as babysitting or yard work, but have no formal job arrangement. Only 5 percent had a freelance job only. For more information, see news release USDL 01-479, "Employment Experience Of Youths: Results From The First Three Years Of A Longitudinal Survey."

### Injury rate fell in 2000

The incidence rate for on-the-job injuries and illnesses declined to 6.1 cases per 100 equivalent full-time workers in 2000, from 6.3 cases in 1999. In the 5 years between 1995 and 2000, the incidence rate dropped from 8.1 cases per 100 equivalent full-time workers to 6.1 cases, a 25-percent decline.

There was a total of 5.7 million injuries and illnesses reported in private industry workplaces during 2000. Employers reported about the same number of cases in 1999. An increase in hours worked yielded the lower incidence rate. See news release USDL 01-472, "Workplace Injuries and Illnesses in 2000," for more information.

### Consumer spending patterns varied in 2000

The changes in expenditures from 1999 to 2000 varied among the major components of spending. Expenditures on housing and

food went up less than the overall change of 2.8 percent in 2000, rising by 2.2 percent and 2.5 percent, respectively. Within the food category, spending on food at home rose 3.6 percent, while spending at restaurants, carryouts, vending machines, and other sources of food away from home rose 1.0 percent.

Spending on apparel and services, transportation, and health care rose by 5.5 to 6.5 percent in 2000. In contrast, entertainment and personal insurance and pensions expenditures decreased by 1.5 percent and 2.1 percent, respectively. Consumer Expenditure Survey data also include the expenditures and income of consumers, as well as their demographic characteristics. For more information, see news release USDL 01-480, "Consumer Expenditures in 2000."

### New data tables

This issue of *Monthly Labor Review* contains four new tables in the Current Labor Statistics section. The tables are from the Bureau of Labor Statistics Covered Employment Statistics program and pertain to workers and establishments covered by State or Federal unemployment statistics programs. The ES-202 program serves as a near census of establishments, employment, and wage payments by four-digit industry at the national, State, and county levels. The four tables we have selected provide these elements for the most recent 10-year period available and for the 50 States, District of Columbia, Puerto Rico and the Virgin Islands, employment by establishment size, and employment and wages for the 316 largest counties. □

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## What is an employee? The answer depends on the Federal law

*In a legal context, the classification of a worker as either an employee or an independent contractor can have significant consequences*

Charles J. Muhl

In the American workplace today, a full-time, 40-hour-a-week employee who stays with the same employer performing the same job over the course of an entire worklife would be viewed as a rarity, or at least as a person found in lesser proportion in the U.S. workforce than in decades past. Today's workplace includes a variety of workers in contingent arrangements—independent contractors, leased employees, temporary employees, on-call workers, and more—perceived to be a result of employers' desire to reduce labor costs and employees' desire to increase their flexibility, among other things. The Bureau of Labor Statistics recently reported that in February 2001 the contingent workforce, or those workers who do not have an implicit or explicit contract for ongoing employment and who do not expect their current job to last, totaled 5.4 million people, roughly 4 percent of the U.S. workforce.<sup>1</sup> According to the BLS survey, millions more were employed in alternative work arrangements:<sup>2</sup> 8.6 million independent contractors (representing 6.4 percent of total employment), 2.1 million on-call workers, 1.2 million temporary help agency workers, and 633,000 contract company workers. The Bureau treats these contingent workers and workers in alternative work arrangements as part of total U.S. employment, and although they are in a typical employment situation, most of the general public would probably consider them employees.

But how does Federal law treat workers in contingent and alternative work arrangements? That is, are such workers viewed as employees who are entitled to legal protections under Federal legislation? As is frequently the case with legal ques-

tions, the answer depends—in this case, on the Federal law at issue. In general, though, courts evaluate the totality of the circumstances surrounding a worker's employment, with a focus on who has the right—the employer or the employee—to control the work process.

The question "Is a worker an employee?" may seem like a simple one to answer on its surface. The dictionary definition of "employee" says succinctly that an employee is "a person who works for another in return for financial or other compensation."<sup>3</sup> Under that definition, independent contractors would appear to be employees. However, the legal definition of "employee" is concerned with more than the pay received by a worker for services provided. *Black's Law Dictionary* defines "employee" as "a person in the service of another under any contract of hire, express or implied, oral or written, where the employer has the power or right to control and direct the employee in the material details of how the work is to be performed."<sup>4</sup> In contrast, an "independent contractor" is one who, "in the exercise of an independent employment, contracts to do a piece of work according to his own methods and is subject to his employer's control only as to the end product or final result of his work."<sup>5</sup> This legal distinction as to how a worker must be classified has broad implications—and potentially negative consequences for mischaracterization—for both employers and workers alike.

This article examines how the legal determination is made that a worker is either an employee or an independent contractor, beginning with a discussion of why the determination is important and then discussing the tests used by courts to

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make the determination and the laws pursuant to which each test applies.

## Employee or independent contractor?

Employers have used independent contractors and other contingent workers more frequently in recent times for a variety of reasons, including reducing the costs associated with salaries, benefits, and employment taxes and increasing the flexibility of the workforce.<sup>6</sup> Under U.S. law, employers are required to pay the employer's share, and withhold the worker's share, of employment taxes for employees, but not for independent contractors. Employment taxes include those collected pursuant to the Federal Insurance Contributions Act (FICA)<sup>7</sup> for the U.S. Social Security system; those collected pursuant to the Federal Unemployment Tax Act (FUTA),<sup>8</sup> which pays unemployment benefits to displaced workers; and income tax withholding.<sup>9</sup>

U.S. law imposes other obligations on employers with respect to employees that are not imposed on independent contractors.<sup>10</sup> The Fair Labor Standards Act (FLSA)<sup>11</sup> requires employers to meet minimum-wage and overtime obligations toward their employees. Title VII of the Civil Rights Act of 1964<sup>12</sup> prohibits employers from discriminating against their employees on the basis of race, color, religion, sex, or national origin, while the Age Discrimination in Employment Act (ADEA)<sup>13</sup> prohibits employers from discriminating against employees on the basis of their age. The Employment Retirement Security Act (ERISA)<sup>14</sup> sets the parameters of qualified employee benefit plans, including the level of benefits and amount of service required for vesting of those benefits, typically in the context of retirement. The Americans with Disabilities Act (ADA)<sup>15</sup> prohibits employers from discriminating against qualified individuals who have disabilities. The Family and Medical Leave Act (FMLA)<sup>16</sup> requires employers to provide eligible employees with up to 12 weeks of unpaid leave per year when those employees are faced with certain critical life situations. The National Labor Relations Act (NLRA)<sup>17</sup> grants employees the right to organize and governs labor-management relations.

Clearly, then, some incentive exists for employers to classify their workers as independent contractors rather than employees, in order to reduce costs and various legal obligations. However, the failure of an employer to make the proper determination as to whether workers are employees or independent contractors can have dire consequences. Employers who are careless in their labeling of workers as independent contractors risk exposure to substantial liability in the future under Federal law if the workers are mischaracterized. The U.S. Government—in particular, the Internal Revenue Service (IRS)—can seek to recover back taxes and other contributions that should have been paid by the employer on the employee's

behalf,<sup>18</sup> and the workers themselves can seek compensation for job benefits that the employer denied them on the basis of their supposed status as independent contractors.

One of the most striking examples of the danger of mischaracterizing workers as independent contractors rather than employees occurred in *Vizcaino v. Microsoft*,<sup>19</sup> a case in which the U.S. Court of Appeals for the Ninth Circuit held that a class of workers for the leading U.S. computer software company were employees who were entitled to participate in Microsoft's various pension and welfare plans, despite the fact that the workers had signed an agreement that labeled them as independent contractors.

Prior to 1990, Microsoft hired "freelancers" to perform various services for the company over a continuous period, in some cases extending in excess of 2 years. Upon joining Microsoft, the former freelancers executed agreements which specifically stated that they were independent contractors and not employees and that nothing contained in the agreement would be construed to create an employer-employee relationship. Despite the agreements, the workers were fully integrated into Microsoft's workforce, working under nearly identical circumstances as Microsoft's regular employees. The erstwhile freelancers worked the same core hours at the same location and shared the same supervisors as regular employees. The only distinction between the freelancers and regular employees was that the freelancers were hired for specific projects. Microsoft neither paid the employer's share, nor withheld the worker's share, of FICA taxes and did not allow the workers to participate in the company's pension plans, on the basis of the agreements the workers had signed stating that they were independent contractors.

The IRS investigated Microsoft and determined that the workers were employees, not independent contractors, and that Microsoft should have been withholding taxes for them.<sup>20</sup> Accepting the IRS' determination, Microsoft conferred employee status on certain of the workers, but dismissed others from employment. Those who were dismissed then filed a class-action suit seeking to have the court declare that they were eligible to participate in Microsoft's pension plans. The district court determined that the workers were employees, not independent contractors.<sup>21</sup> On appeal, Microsoft conceded that the workers were employees, but argued (1) that they had waived their right to participate in the company's pension plans by executing the agreements which specifically stated that they were independent contractors and not employees and (2) that nothing contained in the agreement could be construed to create an employer-employee relationship. The court of appeals rejected Microsoft's argument, finding that the company's pension plan administrator had acted arbitrarily and capriciously in denying the workers' claim that they were entitled to participate in the pension plans. The court found that the administrator should have focused on



the actual circumstances surrounding the freelancers' employment and not the labeling of the workers by the agreements. In December 2000, Microsoft settled the case for \$97 million.

There are circumstances in which the classification of a worker as an independent contractor is detrimental to employers and beneficial to workers. When the services being performed result in a copyrightable work, employers may wish to establish that a worker is an employee in order to obtain authorship of the copyright. The U.S. Supreme Court, in *Community for Creative Non-Violence, et al. v. Reid*,<sup>22</sup> held that an employer is the owner of a copyright if the employer had contracted for a creative "work for hire"—that is, if work prepared by an employee is within the scope of employment. If the worker is an independent contractor, the worker, and not the employer, is the owner of the copyright for the work performed. Thus, in the context of intellectual property rights, employers are protected by establishing an employer-employee relationship with a worker.

### Determining a worker's status

The potential benefits to both employers and workers of the proper characterization of the working relationship raises the question, How is the legal determination made as to whether a worker is an employee or an independent contractor? Generally, the totality of the circumstances—that is, all the conditions under which a person is working—governs the characterization of that person as an employee or an independent contractor; the label a company places on the worker has no bearing on the matter. Again generally, a person is an employee if the employer has the right to control the person's work process, whereas a worker is classified as an independent contractor if the employer does not control the process, but dictates only the end result or product of the work. Note that the employer does not actually have to control the work process: the mere *ability* of the employer to take control is sufficient to create an employer-employee relationship.

The courts have developed three tests to be used in determining a worker's status: the common-law test, the economic realities test, and a hybrid test that incorporates various elements of both of those tests. Because the tests have been applied to different Federal statutes, the characterization of a worker as an employee or an independent contractor can vary, depending on which statute is being applied. As a result, the same person can be classified as an employee under one test and the relevant Federal laws to which that test is applied, but as an independent contractor under another test and its relevant Federal laws. Furthermore, different tests are applied to the same Federal law, depending on which jurisdiction a case is heard in. However, because each of the tests evaluates the totality of the circumstances behind the employment relationship, the overlap in the tests is substantial. Exhibit 1 offers a

brief summary of the three tests.

**Common-law test.** The common-law test was developed on the basis of the traditional legal concept of agency, which, in an employment context, consists of a relationship wherein one person (the employee) acts for or represents another (the employer) by the employer's authority.<sup>23</sup> The common-law test involves the evaluation of 10 factors to determine whether a worker is an employee, with no one factor dispositive, but with the determination centering on who has the right to control the work process. Exhibit 2 shows the 10 factors used in the common-law test.

The IRS uses a derivation of the common-law test in assessing whether a worker is an employee, taking into account some of the common-law test's factors as part of the IRS's own 20-factor test.<sup>24</sup> In addition to evaluating employment tax obligations under the Federal income tax law, FICA, and FUTA, the common-law/IRS test has been applied to the National Labor Relations Act, which governs labor-management relations and collective bargaining for unionized employers, and to the Immigration Reform and Control Act. Furthermore, in *Nationwide Mutual Insurance Co. v. Darden*,<sup>25</sup> the U.S. Supreme Court ruled that, for Federal laws that do not contain a clear definition of "employee," the relationship between employer and worker should be evaluated on the basis of the common-law test, focusing on who had the right to control the worker.

In a vast number of cases throughout the U.S. Federal court system, some going back several decades, the common-law test has been applied to determine whether workers are employees or contractors. For example, in *Walker v. Altmeyer*,<sup>26</sup> decided in 1943, the U.S. Court of Appeals for the Second Circuit found that an attorney who was given office space at \$100 per month in return for services performed was an employee pursuant to the Social Security Act, because his landlord, another attorney, had the right to control what the worker did and to supervise the method used to complete the work. John E. Walker rented office space from another attorney, Pliny Williamson, beginning in 1927 and was also hired by Williamson to perform legal services for a fixed monthly salary. In April 1938, the two attorneys established a new compensation arrangement under which Walker would pay his rent by providing legal services and would receive additional compensation when his services were valued at more than \$100 per month. Upon reaching the age of 65 in 1938, Walker applied for Social Security benefits, including monthly insurance benefits, under the Social Security Act. Although the Social Security Administration initially paid Walker the insurance benefits on the basis of his representation that he was not an employee making more than \$15 per month, the Agency subsequently ceased payments upon learning of Walker's arrangement with Williamson. The court found Walker to be an employee because, despite the change in the manner of



**Exhibit 1. Tests for determining whether a worker is an employee**

Test	Description	Laws under which test has been applied by courts
Common-law test (used by Internal Revenue Service (IRS))	Employment relationship exists if employer has right to control work process, as determined by evaluating totality of the circumstances and specific factors	Federal Insurance Contributions Act Federal Unemployment Tax Act Income tax withholding Employment Retirement and Income Security Act National Labor Relations Act Immigration Reform and Control Act (IRS test)
Economic realities test	Employment relationship exists if individual is economically dependent on a business for continued employment	Fair Labor Standards Act Title VII Age Discrimination in Employment Act Americans with Disabilities Act Family and Medical Leave Act (likely to apply)
Hybrid test	Employment relationship is evaluated under both common-law and economic reality test factors, with a focus on who has the right to control the means and manner of a worker's performance	Title VII Age Discrimination in Employment Act Americans with Disabilities Act

compensation beginning in 1938, the kind of work that Walker did for Williamson did not change at all. Walker still performed work as an attorney at the direction of Williamson. That right to control was dispositive for the court.

Similarly, in *United States v. Polk*,<sup>27</sup> the U.S. Court of Appeals for the Ninth Circuit found that an employer could be convicted of a criminal offense for failure to pay FICA employment taxes, despite the employer's declaration that its workers were all subcontractors. Polk was notified by an IRS agent that he was required to establish a separate bank account to be used to deposit employees' tax withholdings. Prior to receiving this notice, Polk paid his workers on an hourly or weekly basis, had them work fixed hours, supervised the workers, and supplied them with the tools and materials necessary to perform their work. Furthermore, with the exception of one individual, all of the workers worked exclusively for Polk. These conditions did not change after the IRS served Polk with notice that his workers were employees, but thereafter, Polk represented to the IRS that he no longer had employees and employed only subcontractors. Polk was convicted of a criminal offense for failure to withhold wages to pay FICA

taxes. The appeals court sustained Polk's conviction, finding that the jury had properly considered, under the common-law test, the totality of the circumstances of the working relationship between Polk and his workers and also had properly focused on Polk's right to control the workers, both with respect to the product of the work and the means by which the product was produced.

To summarize, then, under the common-law test, an employee is a worker whose work process and work product are controlled by the employer. In determining who has the right to control in a particular case, courts look to such factors as supervision, skill level, method of payment, whether the relationship is ongoing, who supplies the tools and materials for the work, whether the relationship between the worker and the employer is exclusive, and the parties' intent, as well as other, related factors.

*Economic realities test.* The economic realities test, which is most significantly applied in the context of the Fair Labor Standards Act<sup>28</sup> governing minimum-wage and overtime obligations, focuses on the economic relationship between the



worker and the employer. A worker is an employee under the test if the worker is economically dependent upon the employer for continued employment. The test examines the nature of the relationship in light of the fact that independent contractors would typically not rely on a sole employer for continued employment at any one time, but would work for, and be compensated by, many different employers, whereas most employees hold a single job and rely on that one employer for continued employment and for their primary source of income. The economic reality test is generally applied to laws whose purpose is to protect or benefit a worker, because courts view the protection of a worker who is financially dependent on a particular employer as important.<sup>29</sup> Because of its broader scope, the economic reality test has a greater likelihood of finding workers to be employees than does the common-law test. Accordingly, a worker could be classified as an employee for the purposes of dealing with one Federal law, such as the Fair Labor Standards Act, but as an independent contractor under another, like FICA. In evaluating whether a worker is an employee under the economic realities test, courts look to the factors listed in exhibit 3, some of which are similar to those considered under the common-law test.

In *Donovan v. DialAmerica Marketing, Inc.*,<sup>30</sup> the Third

Circuit Court of Appeals demonstrated the precise application of the economic realities test, as well as the different results that can be reached regarding workers of the same corporation, even when just one legal test is applied. DialAmerica's principal business was the sale of magazine renewal subscriptions by telephone to persons whose subscriptions had expired or were nearing expiration. In pursuit of renewing subscriptions, the company hired workers to locate subscribers' phone numbers by looking names up in telephone books and calling directory assistance operators. In certain years, DialAmerica operated a program in which these workers were permitted to work from their homes. When they were hired, DialAmerica made the workers, called "home researchers," sign an "independent contractor's agreement" that supposedly established their status as independent contractors. A worker would be given a box of 500 cards with names to be researched, and the company expected the cards to be returned within 1 week. The home researchers were free to choose the weeks and hours they worked; DialAmerica had little supervision over the workers, but placed certain conditions on how the work process was to be conducted, including stipulating the method for reporting back the results on each card and the ink to be used when doing so.

## **Exhibit 2. Factors used to determine a worker's status under the common-law test**

<b>Factor</b>	<b>Worker is an employee if—</b>	<b>Worker is an independent contractor if—</b>
Right to control	Employer controls details of the work	Worker controls details of the work
Type of business	Worker is not engaged in business or occupation distinct from employer's	Worker operates in business that is distinct from employer's business
Supervision	Employer supervises worker	Work is done without supervision
Skill level	Skill level need not be high or unique	Skill level is specialized, is unique, or requires substantial training
Tools and materials	Employer provides instrumentalities, tools, and location of workplace	Worker provides instrumentalities and tools of workplace and works at a site other than the employer's
Continuing relationship	Worker is employed for extended, continuous period	Worker is employed for specific project or for limited time
Method of payment	Worker is paid by the hour, or other computation based on time worked is used to determine pay	Worker is paid by the project
Integration	Work is part of employer's regular business	Work is not part of employer's regular business
Intent	Employer and worker intend to create an employer-employee relationship	Employer and worker do not intend to create an employer-employee relationship
Employment by more than one firm	Worker provides services only to one employer	Worker provides services to more than one business



**Exhibit 3. Factors used to determine a worker's status under the economic realities test**

Factor	Worker is an employee if—	Worker is an independent contractor if—
Integration	Worker provides services that are a part of the employer's regular business	Worker provides services outside the regular business of the employer
Investment in facilities	Worker has no investment in the work facilities and equipment	Worker has a substantial investment in the work facilities and equipment
Right to control	Management retains a certain type and degree of control over the work	Management has no right to control the work process of the worker
Risk	Worker does not have the opportunity to make a profit or incur a loss	Worker has the opportunity to make a profit or incur a loss from the job
Skill	Work does not require any special or unique skills or judgment	Work requires a special skill, judgment, or initiative
Continuing relationship	Worker has a permanent or extended relationship with the business	Work relationship is for one project or a limited duration

DialAmerica also employed workers as “distributors,” persons who gave the cards with names to the home researchers. The Department of Labor sued DialAmerica for paying the home researchers and distributors less than the minimum wage for the work they did, arguing that they were employees under the Fair Labor Standards Act.

The court of appeals ruled that, under the economic realities test, the home researchers were employees. First, the court found that the workers did not make a great investment in their work, they had little opportunity for profit or loss, and the work required little skill. Second, the court ruled that DialAmerica's lack of control over the manner in which the home researchers did their work did not support a finding that they were independent contractors, because the very nature of home work dictated that the times worked would be determined by the workers and they would be subjected to very little supervision when working. The fact that a person works from home does not, on its own, determine whether the person is an employee under the Fair Labor Standards Act, the court said. Third, the court found that the home researchers had a continuous working relationship with DialAmerica under which they did not work for other employers. Finally, the court held that the home researchers were an integral part of DialAmerica's business because they did the very work—locating phone numbers—that was essential to DialAmerica's ability to renew subscriptions, despite the fact that they located only approximately 4 percent to 5 percent of the number of phone numbers the company sought to be retrieved. After analyzing these factors, the court ruled that the home researchers were economically dependent on DialAmerica for continued employment

and, therefore, were employees under the economic realities test.

In contrast, the appellate court held that the distributors of the research work were independent contractors under the Fair Labor Standards Act. The court found that DialAmerica exhibited minimal control over the distributors' work providing cards to the home researchers, because the distributors maintained records of the work and were permitted to recruit home researchers. The court also noted that the distributors risked financial loss if they did not manage the distribution network properly, because their transportation expenses could exceed their revenue. The transportation expenses also required the distributors to make an investment in the business, the court found. Finally, the distributors required somewhat specialized managerial skills in operating the distribution network, according to the court. Although the distributors were typically employed for a long period, the Court found that factor insufficient to overcome the weight of the remaining circumstances indicating that the distributors were independent contractors.

In *Brock v. Superior Care, Inc.*,<sup>31</sup> the U.S. Court of Appeals for the Second Circuit found that an employer had violated the Fair Labor Standard Act's overtime-pay protections by not paying overtime to nurses who were employees under the Act. Superior Care referred nurses for temporary assignments to hospitals, nursing homes, and individual patients. The company would assign nurses as work opportunities became available, and the nurses were free to refuse an assignment for any reason. If a nurse accepted an assignment, the nurse reported directly to the patient, and Superior Care provided minimal supervision through visits to job sites ap-



proximately once or twice a month. Patients contracted directly with Superior Care, which paid them an hourly wage. The nurses could hold other jobs, including jobs with other health care providers.

The court found that the nurses were employees under the economic realities test. As a preliminary matter, the court rejected the company's contention that the trial court had used evidence outside of the six factors that make up the test. Superior Care had two sets of payrolls, one for taxed employees and one for nontaxed employees, despite the fact that the nurses on both payrolls did exactly the same work. The workers on the nontaxed payroll did not receive overtime pay for their work. The trial court relied in part on that evidence in finding that those workers were not independent contractors. The appeals court noted that the factors of the economic reality test are not exclusive and that *any* relevant evidence can be considered as part of the totality of the circumstances surrounding the employment relationship. The court also stated that an employer's "self-serving" labeling of workers as independent contractors is not controlling. Turning to the application of the economic reality factors, the court found that (1) the nurses had no opportunity for profit or loss, because Superior Care set their wages and prohibited them from entering into privately paying contracts with patients, (2) the nursing services that were provided were the most integral part of Superior Care's business of providing health care personnel on request, and (3) despite a quantitatively calculated lack of visits by Superior Care supervisors, the company retained the right to supervise the nurses and exerted control over them in that regard. Although the nurses obviously were skilled workers and also had the opportunity to work for other health care employers besides Superior Care, the court found those factors nondispositive. According to the court, the weight of the evidence indicated that when all the circumstances of the employment relationship were considered, the nurses were employees and not independent contractors.

In *Brock v. Mr. W Fireworks, Inc.*,<sup>32</sup> the Court of Appeals for the Fifth Circuit found that operators of fireworks stands in south Texas were employees under the economic realities test, subject to the protections of the Fair Labor Standards Act, because (1) Mr. W controlled the method of selling fireworks and made a substantial investment in the business operations, (2) the operators lacked skill and independent initiative, and (3) the duration of the employment relationship was lengthy. According to the parties' testimony, Mr. W acquired land for fireworks stands, procured materials to build the stands, hired workers to construct the stands at its warehouse, recruited operators to run the stands during the two short periods in each year that Texas permits the sale of fireworks, employed workers to supply the stands with fireworks, and advertised the sale of fireworks through the stands. Mr. W paid the operators of the stands on a commission basis.

The appeals court rejected the trial court's finding that the operators were independent contractors, ruling that Mr. W exerted control over the operators by determining the location and size of the stands, by suggesting the retail price of the fireworks and preprinting price tags, by requiring operators to attend to the stands for 24 hours a day to avoid the loss of inventory, by providing display instructions that were almost uniformly followed by the operators, by supplying a substantial portion of advertising, and by determining how the operators would be paid. The court also found that the operators had little opportunity to determine their own profit or loss, because the commission for the sale of the fireworks was set by Mr. W; that the operators made little or no investment in the operation of the stands, whose construction was always financed by Mr. W; and that the operators, while good salespersons, did not exhibit a degree of independent skill or initiative sufficient to conclude that they were independent contractors. Finally, the fact that the fireworks stands were seasonal was simply an operational characteristic unique to the particular business, and the permanency of an employment relationship could accordingly be determined by whether the operators worked for the entire operative period of a particular season. Because the operators were economically dependent on Mr. W for their continued employment as sellers of fireworks, the operators were deemed employees under the economic realities test, entitled to the protections of the Fair Labor Standards Act.

In conclusion, the economic realities test, while similar to the common-law test, focuses on the ultimate concern of whether the economic reality, as illuminated by several factors, is that a worker depends on someone else's business for his or her continued employment, in which case the worker is an employee. If a worker operates an independent business, the worker is classified as an independent contractor under the economic realities test.

*Hybrid test.* The hybrid test combines elements of the common-law test and the economic realities test, in keeping with the accepted view of all courts that the totality of the circumstances surrounding the relationship between worker and employer should be examined to determine whether the worker is an employee or an independent contractor. In practice, the hybrid test considers the economic realities of the work relationship as a critical factor in the determination, but focuses on the employer's right to control the work process as a determinative factor.

The hybrid test is applied frequently in cases brought under Title VII of the Civil Rights Act of 1964, which prohibits employers from discriminating against employees on the basis of race, color, religion, sex, or national origin. For example, in *Diggs v. Harris Hospital—Methodist, Inc.*,<sup>33</sup> the U.S. Court of Appeals for the Fifth Circuit held that Jacquelyn Diggs, a black female physician, could not sustain a claim under Title VII for discrimination on the basis of race or sex or in retalia-



tion for a prior charge of discrimination against the hospital. The court found that, although she was appointed to the hospital's provisional medical staff and enjoyed the privileges associated with that appointment, including the ability to treat patients through hospital facilities, Diggs was an independent contractor, not an employee, of the hospital under the hybrid test.

Noting first that the hybrid test takes into account both the economic realities of the working relationship and the extent to which the employer is able to control the details and means of the work being done, the court then specified additional factors to be considered under the test. Certain of those factors, including supervision, skill level, method of payment, who supplies the tools and materials, the duration of the employment relationship, the extent to which the work is integrated into the employer's business, and the intention of the parties, are considered under both the common-law test and the economic realities test. Beyond these factors, the court also considered the manner in which the work relationship was terminated (that is, by one or both parties and with or without notice or explanation), whether annual leave was provided to the workers, whether retirement benefits were provided to them, and whether the employer paid Social Security taxes for the workers.

In concluding that Diggs was not an employee, the court found that physicians' privileges at Harris Hospital were not necessary to Diggs' practice; that is, if Diggs were denied those privileges, her ability to obtain them at other area hospitals would not have been restricted. Focusing on the control factor, the court also found that, although the hospital both

supplied the tools and materials to make it possible for Diggs to provide medical care and imposed standards of care upon those with privileges, the hospital did not, in fact, direct the manner or means by which medical care was to be provided by the physician. Diggs treated patients without direct supervision and merely required the presence of a sponsor during surgical procedures to attest to the physician's qualifications. Furthermore, the hospital did not pay a salary to Diggs, nor did it pay her licensing fees, professional dues, insurance premiums, taxes, or retirement benefits. These considerations cemented the court's conclusion that Diggs was an independent contractor who was not protected by Title VII.

The hybrid test seeks to combine the general and specific factors of both the common-law test and the economic realities test, recognizing that, in each legal determination of whether a worker is an employee or an independent contractor, a court may consider each and every circumstance of the employment relationship.

THE PROPER CLASSIFICATION OF A WORKER as an employee or independent contractor at the beginning of an employment relationship is important to both employers and workers with respect to their obligations and protections under Federal law. Although the classification does depend on the Federal law being applied, the overriding factor is who has the "right to control" the work process, and the relationship is based upon all of its characteristics, regardless of what label the employer applies to the worker.<sup>34</sup> □

## Notes

<sup>1</sup> The figures reported are for the broadest of the Bureau's three measurements of the contingent workforce. For additional information, see the BLS news release, "Contingent and Alternative Work Arrangements," February 2001.

<sup>2</sup> By the criteria of the survey, a worker may be in both a contingent and an alternative work arrangement, but is not automatically so, because contingent work is defined separately from alternative work arrangements.

<sup>3</sup> *American Heritage Dictionary of the English Language*, 1978.

<sup>4</sup> Henry Campbell Black, *Black's Law Dictionary* (St. Paul, MN, West Publishing Co, 1991), p. 363.

<sup>5</sup> *Ibid.*, p. 530.

<sup>6</sup> See, for example, Mark Diana and Robin H. Rome, "Beyond Traditional Employment: The Contingent Workforce," 196 APR N.J. Law 8, \*9 (April 1999).

<sup>7</sup> 26 U.S.C. 3101 *et seq.*

<sup>8</sup> 26 U.S.C. 3301 *et seq.*

<sup>9</sup> 26 U.S.C. 3401 *et seq.*

<sup>10</sup> In many cases, an independent contractor's true employer is the contracting agency, which would be subject to these Federal laws. In addition to the Federal laws that protect employees, additional State laws, including those which provide workers' compensation benefits, typically protect employees, but not independent contractors.

<sup>11</sup> 29 U.S.C. 201 *et seq.*

<sup>12</sup> 42 U.S.C. 2000(e) *et seq.*

<sup>13</sup> 29 U.S.C. 621 *et seq.*

<sup>14</sup> 29 U.S.C. 1001 *et seq.*

<sup>15</sup> 42 U.S.C. 12101 *et seq.*

<sup>16</sup> 29 U.S.C. 2601 *et seq.*

<sup>17</sup> 29 U.S.C. 151 *et seq.*

<sup>18</sup> Federal law provides employers with a safe-harbor provision to avoid a retroactive IRS reclassification of workers as employees where an employer had a "reasonable basis" for treating a worker as an independent contractor. An employer's good faith in making the determination is required for the safe harbor to apply.

<sup>19</sup> The case has an extensive procedural history throughout the 1990s. For the opinion of the Ninth Circuit Court of Appeals regarding the status of the Microsoft workers focused on in this article, see 120 F.3d 1006.

<sup>20</sup> The IRS used its "20-factor test" in making its determination regarding the employees' status. (For details of the test, see next section in the text.)

<sup>21</sup> The District Court used the "common-law test" in making its determination regarding the employees' status. (For details of the test, see next section in the text.)

<sup>22</sup> 490 U.S. 730 (1989).



<sup>23</sup> *Black's Law Dictionary*, p. 62.

<sup>24</sup> See IRS Revenue Ruling 87-41; see also "Summary of IRS 20-Factor Test," from HRnext.com, on the Internet at [http://www.hrnext.com/tools/view.cfm?articles\\_id=1470&tools\\_id=2](http://www.hrnext.com/tools/view.cfm?articles_id=1470&tools_id=2).

<sup>25</sup> 112 S.Ct. 1344, 1348-49 (1992).

<sup>26</sup> 137 F.2d 531 (2nd Circuit 1943).

<sup>27</sup> 550 F.2d 566 (9th Cir. 1977).

<sup>28</sup> The Fair Labor Standards Act uses the following uninformative definition of "employee" in the statutory language: "any individual employed by an employer." However, Congress and the courts have recognized that, because of its primary focus on protecting workers, the definition of "employee" under the Act is the broadest one used pursuant to the economic realities test.

<sup>29</sup> See Myra H. Barron, "Who's an Independent Contractor? Who's an Employee?" 14 Lab. Law 457, 460 (winter/spring 1999).

<sup>30</sup> 757 F.2d 1376 (3rd Cir. 1985).

<sup>31</sup> 840 F.2d 1054 (2nd Cir. 1988).

<sup>32</sup> 814 F.2d 1042 (5th Cir. 1987).

<sup>33</sup> 847 F.2d 270 (9th Cir. 1988).

<sup>34</sup> For additional discussions of the classification of workers as employees or independent contractors and the ramifications for employers, see John C. Fox, *Is That Worker an Independent Contractor or Your Employee?* (Palo Alto, CA, Fenwick and West, March 1997); Barron, "Who's an Independent Contractor?" Diana and Rome, *Beyond Traditional Employment*; and William D. Frumkin and Elliot D. Bernak, "Cost Savings from Hiring Contingent Workers May Be Lost if Their Status Is Challenged," *New York State Bar Journal*, special edition on labor and employment law, New York State Bar Association, September-October 1999.



## State labor legislation enacted in 2001

*Increases in minimum wage rates, restrictions on youth peddling, bans on discrimination because of genetic information, and protection from workplace harassment and violence were among major subjects of State labor legislation*

Richard R. Nelson

State labor legislation enacted in 2001 covered a wide variety of employment standards and included several significant developments.<sup>1</sup> Minimum wage rates were increased in a number of States, child labor measures were enacted, governing employment in the entertainment industry and placing limits on children selling products door-to-door, and employment discrimination on the basis of genetic information or other reasons was banned in several States. Laws also were enacted in the emerging areas of regulating employee monitoring in the workplace, allowing breaks for nursing mothers, providing benefits for domestic partners, and addressing workplace harassment and violence.

This article summarizes significant State labor legislation enacted in 2001. It does not, however, cover legislation on occupational safety and health, employment and training, labor relations, employee background clearance, economic development, and local living wage ordinances. Changes in unemployment insurance and workers' compensation laws appear elsewhere in this issue.

**Wages.** Legislation to increase minimum wage rates was introduced in more than one-half of the States and at the Federal level. New legislation increased minimum wage rates in Georgia, Hawaii, Maine, Texas, and Wyoming; rates also increased in California, Connecticut, Massachusetts, Vermont, and Washington as the result of previous laws. A bill proposing an increase in the minimum wage was vetoed in New Mexico. A bill to increase the

Federal minimum wage was pending at press time. If enacted, this will affect 25 jurisdictions where rates are linked to the Federal rate.<sup>2</sup>

As of January 1, 2002, minimum wage rates were higher than the Federal standard in Alaska, California, Connecticut, Delaware, the District of Columbia, Hawaii, Maine, Massachusetts, Oregon, Rhode Island, Vermont, and Washington. Of the 43 States with minimum wage laws, only 3 have rates lower than the Federal rate of \$5.15 per hour.

Utah passed a measure prohibiting cities, towns, and counties from establishing minimum rates that exceed the Federal rate, and Oregon passed a law barring local governments from establishing minimum wage requirements for private sector employers in their jurisdictions.

Provisions that allow employers to use employee tips to meet a portion of the minimum wage were revised in Connecticut, Hawaii, Texas, Vermont, and Wyoming.

Other significant minimum wage legislation was enacted in Arkansas where civil penalties replaced criminal penalties for violation, in the District of Columbia where civil penalties were authorized for minimum wage and wage payment violations, and in Oregon where civil penalties were authorized for willful minimum wage law violations. Idaho brought agricultural employment under coverage, Nevada eliminated a sub-minimum wage rate for minors, Vermont abolished its wage board, and Wyoming eliminated exemptions for minors under age 18 and part-time workers. Wyoming will allow a sub-minimum wage rate for employees under age 20 during the first 90 days of employment.

Laws were enacted in Maine and Oregon placing limits on mandatory overtime for nurses.

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Prevailing wage laws pertaining to public works projects currently exist in 31 States and the Federal Government. In 2001, as usual, there was a mix of reform legislation enacted. Laws enacted in California, Illinois and Rhode Island expanded coverage to include additional authorities or agencies, while the Oregon law was amended to provide a new exemption. The dollar threshold amount for coverage was increased administratively in Ohio and Wisconsin and by legislation for certain projects in West Virginia.

Rate determination methodology was changed in Montana and Wyoming. Wyoming also revised its hearing procedures. Nevada changed penalty provisions, Oregon made changes in requirements for the submission of certified payroll records, and in California, "public works" will now include installation work.

Other significant wage legislation granted the Nevada labor commissioner rule-making authority, authorized the labor commissioner in Oregon to assess civil penalties for final pay and seasonal farmworker payment violations, increased penalties for pay day violations in Wyoming, and permitted payment by direct deposit in South Dakota.

A Utah Voluntary Contributions Act requires that labor organizations may only make expenditures for political activities if they establish separate segregated funds for this purpose and requires that employee contributions to the fund be voluntary.

Coverage of the Michigan reciprocal agreement law was expanded to include Canada.

*Family issues.* Again this year, several States tried, but were unsuccessful in passing legislation that provides unemployment benefits for individuals on family and medical leave. A task force was created in Oregon to study the issue of paid family leave and funding mechanisms including the use of unemployment insurance.

While no traditional leave provisions were enacted, California, Illinois, and Washington passed measures pertaining to break time for nursing mothers.

Domestic partners were given rights to benefits in California and Maine.

*Child labor.* At the beginning of 2001, a tight labor market drew considerable attention to child labor issues. A large number of bills were introduced and a variety of laws were enacted.

Vermont granted the labor department rulemaking authority, conformed State hours and hazardous occupations restrictions to Federal law, and increased penalties for law violations. Tennessee also increased penalties for violations. Maine adopted new rules governing prohibited hazardous occupations, including adding restrictions on selling door-to-door, operating amusement rides, working alone in cash-based businesses, and working in places having nude entertainment (all

occupations). Nevada superseded administrative actions taken last year prohibiting youth under age 16 from peddling, by limiting applicability to counties of 100,000 or more population. Minnesota and Tennessee revised requirements for acceptable proof of age.

Indiana will now require rest breaks for minors under age 18, and Nebraska will more closely regulate detasseling work.

Also, Maine will ease a prohibition on work in theaters to allow specified work, Michigan will permit longer and later hours of employment for minors aged 16 or older, and Oregon will exempt soccer referees from coverage.

In the entertainment industry, Nevada employers who employ minors for more than 91 school days are to provide tutoring or equivalent educational services. A new Texas law limits contract duration for minors and provides that a court may require that a portion of earnings be set aside in a trust for those employees.

*Equal employment opportunity.* The trend to enact legislation banning employment discrimination against individuals based on genetic characteristics, genetic information, or test results accelerated this year, with new laws passed in Arkansas, Louisiana, Maryland, Minnesota, Nebraska, and South Dakota, and with a revision to the Texas law. More than half of the States now have laws of this kind.

Among other measures that were enacted, banning various forms of employment discrimination, Maryland made it an unlawful employment practice to discriminate on the basis of sexual orientation, and Rhode Island enacted a related measure banning employment discrimination on the basis of gender identity or expression. Connecticut added mental disability and marital status to lists of prohibited forms of discrimination for purposes of hiring and other personnel decisions involving State employees. Montana amended its ban on marital status discrimination to allow an employer to employ a person for a position and to also employ the person's spouse. North Carolina passed a law to protect board of education employees from sexual harassment.

*Drug and alcohol testing.* Tennessee will now require covered employers to notify the parents or guardians of a minor of the results of any drug or alcohol-testing program conducted pursuant to the drug-free workplace act. Other laws require the testing of nuclear storage facility employees in Utah, and revise the drug testing policy requirements for nursing homes in Texas.

*Worker privacy.* The recent trend continued among States adopting legislation providing immunity from civil liability to employers who furnish information about a current or former



employee's job performance to a prospective or current employer. Such measures were adopted in Florida for law enforcement officers and in Arizona for mortgage bankers and brokers. Other significant measures include a Delaware law requiring employers who monitor employee telephone calls, electronic mail, or Internet access to give prior written notice to the employees, a new Minnesota requirement that employee-assistance records be maintained separate from personnel records and not included in an employee's personnel file, and a Vermont amendment adding the Department of Motor Vehicles to the list of employers permitted to require polygraph examinations for certain applicants as a condition of employment.

**Private employment agencies.** The Minnesota Department of Labor and Industry will cease regulating search firms beginning July 1, 2003. Employment agencies will continue to be regulated. New legislation was enacted in Arizona regulating the activities of day labor service agencies. Other laws limit the payroll deduction of applicant fees in Louisiana, and change coverage of the Texas law regulating talent agencies. California will require the annual licensure of private duty nursing agencies.

**Workplace violence.** In an emerging area addressing the issue of workplace violence, legislation was adopted in a few States. The Rhode Island Workplace Violence Protection Act of 2001 was enacted, permitting employers to seek a temporary restraining order and an injunction prohibiting further unlawful acts by an individual at the work site. Nevada also passed legislation allowing employers to seek court orders to prevent harassment in the workplace. California extended the time given to investigate hate crime law violations.

**Agriculture.** California made several changes concerning farm labor contractor regulation, including increasing civil penalties

for violation and establishing a system for the verification of licenses. Other California laws address use of surety bonds to pay awards and the authority to collect monetary relief.

**Discharge.** The Montana law placing limits on an employer's right to discharge employees was amended to clarify rights during a probationary period. Changes were also made in the Minnesota law concerning the right to be informed of the reason for termination. Protection from discharge or discrimination was afforded to volunteer fire fighters in Washington and to emergency medical service attendants in West Virginia.

**Other laws.** Among other laws of interest, a no-sweatshop act was passed in New York permitting local school boards to consider labor standards and working conditions, including the use of child labor, in purchasing apparel. Connecticut enacted a law prohibiting employment exploitation of immigrant labor, and California made it an unlawful employment practice for an employer to have a policy that prohibits the use of any language in the workplace unless the policy is justified by business necessity. West Virginia added knowingly employing a person not having a legal right to be employed in the United States to the list of causes for disciplinary action under the State Contractor Licensing Act.

Time off from work was authorized for State employee veteran funeral details in Delaware, for members of the State legislature in Nevada, for Native American employees to vote in New Mexico, for precinct officials in North Carolina, for Virginia State employees to donate bone marrow or organs, and in New York for American Red Cross disaster volunteers.

Oregon employers are to provide workplaces free of tobacco smoke.

Oklahoma became a "right-to-work" State as the result of a measure placed on the ballot by the legislature and approved by the voters.

## Arizona

**Child labor.** The Department of Health Services may not adopt any rule that prohibits an administrator of a nursing care institution from employing a person age 16 or older, who provides direct care to residents and who meets certification and qualification requirements.

**Worker privacy.** The law was amended that, permits banks, savings and loan associations, credit unions, and escrow agents to provide written employment references to similar businesses, upon request, which advise of the applicants' involvement in any theft, embezzlement, misappropriation, or other misuse of funds (which has been re-

ported to Federal or State authorities). It now also applies to commercial mortgage bankers, mortgage bankers, and mortgage brokers. The protection from civil liability for providing an employment reference will extend to these businesses as well, unless false information is provided with knowledge and malice.

**Private employment agencies.** New legislation was enacted regulating the activities of day-labor service agencies (defined as entities that provide day laborers to third-party employers and charge those employers for this service). Service agencies are to pay day laborers for work performed in negotiable instruments that are redeemable in cash at a financial institution, and, at the time of pay-

ment, are to provide each day laborer with an itemized statement showing in detail all deductions from wages. Deductions, other than those required by Federal or State law, are not to bring wages below the Federal minimum wage for hours worked. Agencies are not to 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 to for work. The law does not apply to farm labor contractors, labor union hiring halls, temporary help services engaged in supplying white-collar employees, secretarial employees, clerical employees, or skilled laborers, or to labor bureau or employment offices operated by a business that employs individuals for its own use.



## Arkansas

**Wages.** Among amendments to the minimum wage act, the Labor Board was eliminated and its powers and duties transferred to the Director of the Department of Labor who now has the authority to make and revise regulations under the law. Criminal penalties for violation were eliminated and replaced with civil penalties of not less than \$50 and not more than \$1,000 for each violation. The exemption from the law for employers of fewer than four employees was amended to specify that this exemption applies to employment of fewer than four employees in any workweek. In addition, the general exemption for employers covered by the Federal Fair Labor Standards Act was amended to limit the exemption to employers who are subject to the minimum wage and overtime provisions of the Federal Act.

The law setting maximum salary limits for officers, agents, or employees of hospital and medical corporations was repealed.

**Genetic testing.** A new Genetic Information in the Workplace Act makes it unlawful for an employer to require a genetic test, or to seek to obtain, or to use a genetic test or genetic information from an employee or job applicant for the purposes of distinguishing between individuals or discriminating against or restricting any right or benefit otherwise due to an employee or applicant. An employer in violation will be guilty of a misdemeanor and may be subject to a fine of up to \$25,000, imprisonment for up to 1 year, or both a fine and imprisonment.

## California

**Wages.** As the result of previous action by the State Industrial Welfare Commission, the State minimum wage rate increased from \$5.75 per hour to \$6.25 per hour on January 1, 2001, and to \$6.75 per hour on January 1, 2002.

The Labor Code was amended to codify minimum wage, hours, and working conditions for sheepherders adopted by the State Industrial Welfare Commission (Order Number 14-2001, effective July 1, 2001). Effective July 1, the minimum wage for all sheepherders was set at \$1,050 per month, with an increase to \$1,200 per month scheduled for July 1, 2002. After July 1, 2002, the amount of the monthly minimum wage required will be increased each time that the State hourly minimum wage is increased by the same percentage as the hourly minimum wage increase. Wages paid to sheepherders may not be offset by meals or lodging provided by the employer. Other provisions specify that sheep-

herders are to receive a 30-minute meal period for a work period of more than 5 hours except when such a break cannot reasonably be provided because the sheepherder is working alone, are to receive 10 minutes of rest period per 4 hours of work, and are to be provided with the tools or equipment necessary for the performance of the job unless the sheepherder earns more than two times the required minimum wage. Civil penalties were specified for law violations.

An employee who is a licensed physician or surgeon, earning more than \$55 per hour, who is primarily engaged in performing duties for which licensure is required, will be exempt from overtime payment requirements. The hourly rate will be adjusted annually, effective on January 1, based on changes in the California Consumer Price Index for Urban Wage Earners and Clerical Workers. The exemption will not apply to employees employed in medical internship or resident programs or to physician employees covered by valid collective bargaining agreements.

Public works projects financed through Industrial Development Bonds issued by the California Infrastructure and Economic Development Bank will be subject to the State prevailing wage law. The definition of "public works" for purposes of law coverage was amended to add installation work to construction, alteration, demolition and repair work. The definition of "paid for in whole or in part out of public funds" was amended to specify that this includes payments, transfers of assets for less than fair market price, credits, reductions, waivers, and performances of work.

Joint labor-management committees, established pursuant to the Federal Labor Management Cooperation Act of 1978, were authorized to bring civil court action against any employer who fails to pay prevailing wages as required by law. Courts may award restitution to employees and attorney's fees to the committee.

The Commission on the Status of Women is to conduct a study on gender based compensation and classification inequities in the State civil service and in certain specified higher educational institutions. A report on findings is due to the legislature by January 1, 2003.

**Family issues.** A comprehensive domestic partners law was enacted. Among several employment-related provisions, a registered domestic partner may use sick leave to care for a partner or a partner's child and discrimination against an individual who uses sick leave for those purposes is prohibited. It also entitles a domestic partner to receive unemploy-

ment benefits for job loss if his or her partner is transferred to a remote location and commuting to work is impractical and a transfer of employment is not available. A domestic partner, and his or her child, will be eligible for continued health coverage upon the death of the employee or annuitant if the domestic partner is receiving a beneficiary allowance. A domestic partner also may file a claim for disability benefits on behalf of a partner.

Every employer, including the State and any political subdivision, is to provide a reasonable amount of break time to an employee who desires to express breast milk for her infant child. If possible, the break time is to run concurrently with any break time already provided to the employee. Break time that does not run concurrently with authorized leave will be unpaid. Reasonable efforts are to be made to provide a room or other location, near the work area, other than a toilet stall, where the employee can express her milk in privacy. The break time need not be given if to do so would seriously disrupt the employer's operations. An employer in violation will be subject to a civil penalty of \$100 for each violation.

**Agriculture.** Several changes were made concerning farm labor contractor regulation including establishment of a three-tier escalating penalty system for those contractors who knowingly fail to pay wages or who continue to operate after their licenses are revoked or suspended. Penalties for a first offense after January 1, 2003, will range from \$1,000 to \$5,000, a minimum of \$10,000 for a second offense within 3 years, and a minimum \$25,000 fine for a third offense committed within 5 years of the second violation. In addition, license revocation is required upon conviction of an offense for 1 year in the case of a first offense, 2 years in the case of a second offense, and permanently in the case of a third offense. A system was also established for the verification of farm labor contractor licenses including creation of a Farm Labor Contractor License Verification Unit at the Department of Industrial Relations to certify the status of licenses. A grower has an affirmative obligation to inspect the license of any person contracted as a farm labor contractor and to verify that the license is valid. A copy of the license is to be retained for 3 years following termination of the contract or agreement.

Farm labor contractor surety bonds and funds held for farm workers may be used to pay awards of monetary relief due to an agricultural worker because of a violation of labor laws or regulations. Payments will also be allowed for penalties on nonpayment or



late payment of wages to employees who are discharged or quit.

It was clarified that the Agricultural Labor Relations Board has authority to collect monetary relief it orders paid by employers who violate labor laws and to transfer the money to employees on whose behalf it was collected. If, after 2 years, the board cannot locate employees who are owed money, the money collected will be placed in an Agricultural Employees Relief Fund to pay other workers who are owed monetary relief and for whom the board was otherwise unable to collect from an agricultural employer.

**Equal employment opportunity.** The provision for the filing of complaints by persons who believe they have been discharged or otherwise discriminated against in violation of labor code provisions under the jurisdiction of the Labor Commissioner was expanded to cover any law under the jurisdiction of the Labor Commissioner. Another change provides that when the Labor Commissioner has decided to dismiss a complaint and the complainant has then brought court action and filed a complaint against the State program with the U.S. Department of Labor, the filing of a timely complaint will stay the dismissal until the U.S. Secretary of Labor makes a determination regarding the alleged violation. Within 15 days of receipt of that determination, the Labor Commissioner is required to notify the parties as to whether he or she will reopen the complaint or reaffirm the dismissal.

Protections against discrimination, for filing wage claims or instituting other actions, which had previously applied only to employees, were extended to job applicants. An unsuccessful job applicant or a person not selected for a job-training program may now file a complaint against an employer for refusal to hire based on lawful off-duty conduct including political activities. The law will not invalidate any requirement restricting the use of tobacco products by firefighters. Claims of alleged discrimination will be filed with the State labor commissioner. The law excludes law enforcement agencies and nonprofit religious organizations.

The Fair Employment and Housing Act was amended to provide that a nonprofit public benefit corporation formed by, or affiliated with a particular religion, that operates an educational institution as its sole or primary activity, may restrict employment, including promotion, in any or all categories of employment, to individuals of the particular religion. In all other respects, these religious affiliated educational institutions

will remain subject to the State's prohibitions against employment discrimination.

The California Fair Employment and Housing Act was amended to make existing provisions prohibiting workplace harassment applicable to nonprofit hospitals and health care facilities affiliated with or owned by religious institutions for persons employed to perform other than religious duties. These hospitals and health care facilities have been subject to the other unlawful employment practice provisions of the law.

It was made an unlawful employment practice for an employer to adopt or enforce a policy that limits or prohibits the use of any language in the workplace, unless the language restriction is justified by a business necessity and the employer has notified employees of the circumstances and the time when the restriction is required to be observed and of the consequences for violations.

**Private employment agencies.** A law was enacted requiring the annual licensure of private duty nursing agencies that provide or arrange for the provision of private duty nursing services, and making it a crime to violate the licensure provisions. Each private duty nursing agency is to provide a plan of treatment for patients receiving private duty nursing services, maintain clinical records on all patients, maintain policies regarding the delivery and supervision of patient care that are subject to annual professional review, and meet all applicable Federal, State, and local requirements.

Employment agencies that procure temporary employment for long-term health care employers may not refer certified nurse assistants or licensed nursing staff for any employment without first conducting a personal interview, and verifying the individual's experience, training, and references.

**Whistleblowers.** Provisions of the Reporting by Community College Employees of Improper Governmental Activities Act were expanded to authorize community college employees to file retaliation complaints with the State Personnel Board. This will be in addition to the prior protection from retaliation for disclosing improper activities to a community college administrator, member of the governing board of a community college district, or the Chancellor of the California Community Colleges.

**Workplace violence.** The time given to the Department of Fair Employment and Housing to investigate civil violations of the State's hate crimes law (concerning the right to be

free of violence or intimidation) was extended from 1 to 2 years.

**Other laws.** A Displaced Janitor Opportunity Act was enacted requiring contractors and subcontractors who are awarded new contracts or subcontracts to provide janitorial or building maintenance services at a particular job site or sites, and who employ 25 or more janitors to retain the janitors employed by the former contractor or subcontractor for at least 60 days. At the end of the 60-day transition period, the employees who are retained are to be offered continued employment if their performance during the 60-day period was satisfactory. The written offer of employment is to be made in the employee's primary language or another language in which the employee is literate.

Pursuant to regulations adopted by the Department of Personnel Administration, and subject to the collective bargaining agreement between the State and the employee's exclusive representative, with supervisory approval, a State employee may receive full pay from the State while taking time off from work to serve as a member of a precinct board on election day.

## Colorado

**Private employment agencies.** Obsolete provisions related to the U.S. Department of Labor review of Colorado law regarding work refusal by temporary employees and notification to the General Assembly of any conflicts were repealed.

**Other laws.** A resolution was adopted recognizing April 28, 2001 as Workers' Memorial Day in the State in remembrance of those who were killed, disabled, or injured on the job.

March 31<sup>st</sup> of each year will be recognized as "Cesar Chavez Day", and appropriate observances may be held by the public and by public schools in the State in tribute to his commitment to the principles of social justice and respect for human dignity. Employees of State agencies may take the day off from work as a paid holiday in lieu of any other paid legal holiday to which they would otherwise be entitled.

## Connecticut

**Wages.** As the result of prior legislation, the State minimum wage rate rose to \$6.40 from \$6.15 per hour on January 1, 2001, and to \$6.70 on January 1, 2002.

The requirement that the labor department,



by regulation, freeze until January 1, 2003, the minimum hourly wage for tipped hotel and restaurant industry employees, other than bartenders, at \$4.74 and for bartenders at \$6.15 was eliminated. A new provision increased the tip credit and raised the minimum wage for bartenders and waitpersons. It creates a tip credit for hotel and restaurant industry employees of 26 percent during 2001 and 29.3 percent during 2002, except for bartenders who customarily and regularly receive tips. For these bartenders, the credit is 3.9 percent during 2001 and 8.2 percent during 2002.

Regulations exempting bona fide executive, administrative, and professional employees from overtime payment requirements were revised administratively. The minimum weekly salary required to qualify for the exemption was increased to \$400 (\$475 for high-salaried employees).

**Equal employment opportunity.** The Human Rights Law was amended to add marital status and mental disability to the lists of factors that are to be disregarded by State officials and supervisory personnel when making hiring and other personnel decisions involving State employees, and by State agencies in administering apprenticeship and on-the-job training programs. In addition, marital status, mental disability, and learning disability are not to be considered in granting, denying, or revoking licenses or charters. State agencies that provide employment referrals or placement services are now not to accept job orders that indicate an intention to exclude workers based upon marital status or mental disability in addition to previously banned forms of discrimination. "Mental disability" refers to an individual who has a record of, or who is regarded as having one or more mental disorders. The ban on discriminatory practices by employers, government agencies, or labor organizations was enacted to replace the term "mental disorder" with "mental disability."

**Worker privacy.** Medical records, if kept by an employer, are now to be retained for at least 3 years following termination of an employee. Previously, these records were required to be kept for at least 1 year after termination.

**Other laws.** As part of a measure to prohibit employment exploitation of immigrant labor, the labor commissioner is to prevent illegal advantage being taken of such laborers because of their lack of information about their rights, credulity or lack of proficiency in the English language. Material describing the rights of these laborers under the State contracts, wage payment, minimum wage,

and unemployment compensation laws is to be printed in Spanish, French, and those languages determined to be spoken by the primary groups of immigrant laborers in the State. The commissioner was also authorized to request the Attorney General to bring court action for injunctive relief requiring compliance with any award, decision or judgment issued by the commissioner under the statute barring retaliation against employees who file claims or testify in proceedings. The act also makes anyone who violates any of the employment regulation laws on hours and employee protection liable to the labor department for a \$300 civil penalty for each violation.

## Delaware

**Wages.** The penalty section of the prevailing wage law was amended to provide that a worker who is paid less than the prevailing wage rate has a right of action against the employer in court to recover treble the difference between the amount paid and the prevailing wage rate. Previously, the right of action was for an amount of up to treble the difference.

**Hours.** The Director of the State Emergency Management Agency was authorized to grant exemptions from the Federal Rules governing the number of hours a motor carrier may be on duty during any consecutive 7 or 8 day period, for a period not exceeding 3 consecutive days, based upon criteria established by the Department of Administrative Services.

**Equal employment opportunity.** The Governor issued an executive order affirming the State's commitment to equal employment opportunity. It directs each entity within the Executive Branch to pursue the recruitment and promotion of qualified women and minorities and to comply with the laws prohibiting discrimination in employment. Each Executive Branch Agency is to maintain an affirmative action plan, which is to be filed annually. The Governor's council on Equal Employment Opportunity is continued and will assist in the monitoring and evaluation of executive branch agencies' implementation and compliance with the executive order. The council will provide written reports on the State's progress in improving work force diversity and recommend any additional actions that it believes should be undertaken. The executive order is not intended to create an individual right or legal cause of action not already existing under State or Federal law. A previous executive order issued in 1995 was repealed.

**Worker privacy.** Any employer who monitors any telephone calls, electronic mail, or Internet access of or by employees must give prior written notice of such monitoring activities to the employees. Violators will be subject to a civil penalty of \$100 for each violation. This requirement will not apply to processes designed to manage the type or volume of incoming or outgoing electronic mail, telephone voice mail, or Internet usage, that are not targeted to monitor usage of a particular individual, and that are performed solely for the purpose of computer system maintenance or protection, or both.

**Other laws.** Any State employee who is a veteran or a member of the National Guard Reserve may serve on one veteran funeral detail per calendar year without loss of pay, vacation, sick leave, or personal leave credit.

## District of Columbia

**Wages.** The minimum wage and wage payment laws were amended to provide for the assessment and collection of civil administrative penalties for violations in addition to the previously authorized criminal penalties. The Mayor is authorized to assess civil penalties of up to \$300 for first violations, and up to \$500 for each subsequent violation. The history of previous violations by the employer, the administrative costs of the proceedings to collect, and the size of the employer's business are to be considered in determining the amount of the penalty. More than one administrative penalty may be assessed against an employer for the same adversely affected employee if the employer has violated more than one provision of the law. Employers may request an informal hearing if a penalty is assessed.

**Preference.** The Chief Procurement Officer and each District of Columbia Contracting Officer are to include in each government-assisted project, totaling \$100,000 or more, a provision that 51 percent of the new employees hired for the project will be District residents. Nonprofit organizations are exempt from this requirement. It also may be waived in certain circumstances including where it can be shown that there was a good faith effort to comply. Violation may result in penalties, including monetary fines of 5 percent of the total amount of the direct and indirect labor costs of the contract.

## Florida

**Worker privacy.** Procedures were established relating to the release of the prior employment records of applicants for employ-



ment or appointment as law enforcement officers, correctional officers, or probation officers. The applicant's current or former employer is to provide employment information upon being presented with proper credentials and an authorization form that, among other items, contains the applicant's approval for the information release. Injunctive relief is provided in the event of an employer's failure to disclose the information. Employers who disclose the required information are immune from civil liability for the disclosure or its consequences.

The law exempting personal identifying information of various categories of employees from public records disclosure requirements was amended. With respect to county and municipal code inspectors, the Social Security numbers, photographs, and information on spouses and children of these individuals were added to the previous exemptions of home addresses and telephone numbers. The law was also amended to add local government or water management district human resource, labor relations, or employee relations directors, assistant directors, managers and assistant managers to those eligible for these disclosure exemptions.

## Georgia

**Wages.** Legislation was adopted raising the State minimum wage rate to \$5.15 from \$3.25 per hour on July 1, 2001. Certain individuals, employed by non-profit child-caring institutions or long-term care facilities serving children or mentally disabled adults, were added to the list of those exempt from the law. The exemption for employers subject to the Federal minimum wage was amended to now apply only when the Federal minimum wage rate is greater than the State rate.

**Drug and alcohol testing.** The State statute regarding testing related to drug-free workplace programs was amended. The statute now stipulates that testing at the employer worksite, with on-site testing kits that satisfy testing criteria, shall be deemed suitable and acceptable post-offer testing as long as the employers use chain of custody procedures to ensure proper recordkeeping, handling, labeling, and identification of all specimens to be tested. Positive test results must be confirmed by a confirmation test conducted in a laboratory in accordance with specific requirements that govern laboratory approval, written procedures that establish a chain of custody, and proper quality control procedures are followed.

**Worker privacy.** The law, relating to public disclosure of records was amended to add to

the list of those records in which public disclosure is not required those records that reveal the home address and phone number, Social Security number, or insurance or medical information about teachers and employees of a public school.

## Hawaii

**Wages.** New legislation increased the State minimum wage rate from \$5.25 to \$5.75 per hour on January 1, 2002, with a further increase to \$6.25 per hour scheduled for January 1, 2003. A tip credit against the minimum wage is permitted if the tipped employee is paid not less than 25 cents below the basic minimum wage (a change from 20 cents), and the combined amount that the employee receives from his or her employer and receives in tips is at least 50 cents more than the minimum wage.

**Plant closing.** The dislocated worker law was amended to increase to 60 days from 45 days the advance written notice that an employer in a covered establishment is to give to each employee and the director of labor and industrial relations prior to a closing, partial closing, or relocation of the business.

## Idaho

**Wages.** The State minimum wage law now applies to agricultural labor except for family members of the employer; seasonal harvest workers who spend less than 13 weeks in the fields, live locally, and are paid on a piece-rate basis; children 16 years of age or younger who work with their parents as harvest laborers and are paid at the same piece-rate as employees older than age 16; and employees principally engaged in the range production of livestock.

## Illinois

**Wages.** The section of the minimum wage law authorizing the Director of the Department of Labor to bring any legal action necessary to recover unpaid minimum wages, unpaid overtime compensation, punitive damages, and court costs, was amended to specify that the action is to be brought within 5 years from the date of the failure to pay the wages or compensation.

A new Illinois Sports Facilities Authority Act provides that all public works projects, financed in whole or part with bonds issued under the act, are to be subject to the State prevailing wage law.

**Hours.** The State vehicle code was amended

to add a requirement that contract carriers limit the hours of service of drivers transporting employees, in the course of their employment, on State roads or highways, in vehicles designed to carry 15 or fewer passengers, to 12 hours of vehicle operation per day, 15 hours of on-duty service per day, and 70 hours of on-duty service in 7 consecutive days. A driver who has 12 hours of vehicle operation per day or 15 hours of on-duty service per day is to have at least 8 consecutive hours off duty before operating a vehicle again. Other provisions require registration and safety testing of these vehicles designed to carry 15 or fewer passengers, and proof of the financial responsibility of the contract carrier.

**Family issues.** A Nursing Mothers in the Workplace Act was enacted. It requires employers of more than 5 employees, who are not the employer's family members, to provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. Reasonable efforts are to be made to provide a room or other location, near the work area, other than a toilet stall, where the employee can express her milk in privacy. If possible, the break time is to run concurrently with any break time already provided to the employee. The break time need not be given if to do so would unduly disrupt the employer's operations.

**Other laws.** A Broadcast Industry Free Market Act was adopted providing that broadcasting industry employers may not require, in an employment contract, that an employee or job applicant refrain obtaining employment in a specific geographic area for a specified period of time after termination of employment. The law does not prevent the enforcement of a covenant not to compete during the term of an employment contract or against an employee who breaches an employment contract.

## Indiana

**Child labor.** The child labor law was amended to exempt from coverage those parents or guardians employing their own children. These individuals must still comply with those provisions concerning minimum ages for employment, employment during school hours, and prohibitions on work in hazardous occupations. However, they will no longer be required to comply with other sections of the law, including the need to obtain an employment certificate. Another amendment requires most employers to provide a 30-minute continuous rest break, between their third and fifth hours of work, to



minors under 18 years of age who are scheduled to work 6 or more hours. Minors employed as farm laborers, domestic service workers, golf caddies, and newspaper carriers are exempt from the break requirement as are those minors employed by a non-profit camp or other facility that provides health, recreational, educational, or sectarian-related activities. Also exempt are those minors who have completed an approved vocational or special educational program, and those who are not enrolled in a regular school term. Initial violations of the break requirement will result in a warning letter. Civil money penalties of \$100 per instance will be assessed for second violations, \$200 per instance for third violations, and \$400 per instance for fourth or subsequent violations in which the violations occurred not more than 2 years after a prior violation.

## Iowa

**Equal employment opportunity.** The governor issued an executive order rescinding an earlier executive order that had been voided by court order. The new executive order reaffirms the State policy of providing equal opportunity in State employment to all persons. The State Department of Personnel is to create and administer a workforce diversity program that will create an inclusive work environment, which values the contributions of each employee, and promotes awareness of and respect for employee differences. Additionally, a Task Force for Equal Opportunity in Employment was created to advise the Department of Personnel of potential problems that could impede the State's progress toward full utilization of the State's residents and diversification of the State's workforce, monitor the State's progress in meeting affirmative action goals, and submit recommendations to the Governor on how to meet its goals.

## Kentucky

**Labor department.** The legislature confirmed an Executive Order, issued in 2000, creating an Office of Information Technology within the Labor Cabinet headed by an Executive Director.

## Louisiana

**Wages.** The time period within which a discharged employee must be paid was changed from not later than 3 days following the date of discharge to the earlier of the employee's next regular payday or 15 days following the date of discharge.

The law making it unlawful for employ-

ers to assess employees fines or to deduct fines from their wages was amended to permit such deductions in cases in which the employee is convicted of or has plead guilty to the theft of employer funds.

**Child labor.** A resolution was adopted urging the United States Congress and the President to institute and enforce legislation and diplomatic action toward the eradication of child slavery internationally.

**Equal employment opportunity.** A resolution was adopted asking the governor to issue a proclamation directing all State agencies to fully implement and enforce State and Federal law prohibiting employment discrimination based on disability.

**Genetic testing.** A new law was enacted providing that no otherwise qualified person is to be subjected to employment discrimination on the basis of protected genetic information. Specifically, employers, labor organizations, employment agencies, and training programs may not discharge, refuse to hire, exclude or expel from membership, segregate, classify, or otherwise discriminate against any employee with respect to the compensation, terms, conditions, or privileges of employment because of that individual's genetic information. It was also made unlawful to require, collect, or purchase protected genetic information, or to disclose genetic information except to the employee, upon request, to an occupational or other health researcher, if required by Federal or State law, or as part of an investigation into compliance with the act.

**Drug and alcohol testing.** The law regulating drug testing was amended to specify that it will not be applicable to employers who use on-site screening tests to test employees or job applicants when there are no consequences provided for in the law. An "on-site screening test" is defined as a test that is easily portable and can be administered in a location outside a laboratory such as a work site or elsewhere. The test must be certified by the United States Food and Drug Administration for commercial distribution and it must meet generally accepted cutoff levels, such as those in the mandatory guidelines for Federal workplace drug-testing programs.

A resolution was adopted urging the governing authority for each public elementary and secondary school to develop, adopt, and implement a policy providing for pre-employment drug screening and in-service testing of any school employee who might be placed in a position of supervisory or disciplinary authority over students. The in-ser-

vice testing for illegal substances should be limited to those instances which result in a reasonable suspicion that drugs are being used, or as part of a monitoring program established by the employer to assure compliance with the terms of an employee's rehabilitation program.

**Private employment agencies.** A private employment agency may not enter into a written contract with an applicant that provides for the direct payroll deduction of any applicant fee through a payment schedule which exceeds 20 percent of an applicant's gross wages per pay period.

**Other laws.** The law protecting certified volunteer firefighters, who are employed by the State, from discharge or denial of leave was amended to specify that the protection applies to absences from work for the purpose of emergency response rather than for any other official duties.

Two resolutions were adopted in the wake of the terrorist attacks of September 11 and the subsequent activation of military reservists and National Guard members. One requests all employers who have employees who are members of the National Guard or reserves, and who are called to active duty, to continue to pay those employees, either their entire salary or an amount equal to the difference between their civilian and military pay. The other urges all employers in the State to ensure continued compensation and benefits for military personnel called to active duty if funds are available. It also requests post-secondary education institutions to ensure minimal academic impact on students called to active duty.

## Maine

**Wages.** New legislation increased the State minimum wage rate from \$5.15 to \$5.75 per hour on January 1, 2002, with a further increase to \$6.25 per hour scheduled for January 1, 2003. In addition, the provision that provides for matching any Federal minimum wage increases above the State rate was amended to limit any such increase to no more than \$1.00 per hour above the current legislated State rate.

The exemption from the State overtime pay requirement for automobile mechanics, automobile parts clerks, and automobile salespersons was amended to specify that the interpretation of these terms is to be consistent with the interpretation of the same terms under Federal overtime law.

The law placing limits on mandatory overtime was amended to provide that a nurse may not be disciplined for refusing to



work more than 12 consecutive hours except in the event of an unforeseen emergent circumstance when overtime is required as a last resort to ensure patient safety. Any nurse who is required to work more than 12 consecutive hours must be allowed at least 10 consecutive hours of off-duty time immediately following the worked overtime. This provision will not apply to overtime worked in response to an emergency declared by the governor or to work that is necessary to protect the public health or safety, when the excess overtime is required outside the normal course of business.

The governor is to annually issue a proclamation designating the first Tuesday in April as Equal Pay Day. Also, annually, on this date, the Department of Labor is to report to the legislature on progress made in Maine to comply with the State's equal pay law.

A resolution was adopted asking that the President and the U.S. Congress strengthen efforts to ensure that women are paid fairly for their work.

**Child labor.** New rules were adopted effective May 14, 2001, governing prohibited hazardous occupations for minors. Among these, minors under age 16 are prohibited from selling products door-to-door (except when the minor is selling candy or merchandise as a fund-raiser for school or for an organization to which the minor belongs, such as the Girl Scouts of America). They are also prohibited from working in a traveling crew, and operating amusement rides (all occupations relating to amusement rides, including ticket collection or sales). For minors under age 18, the hazardous occupations rule prohibits minors from working alone in a cash-based business and from all occupations in places having nude entertainment.

The work permit section of the law providing that permits are issued by the Director of the Bureau of Labor Standards rather than the Superintendent of Schools was clarified. The work permit is issued upon verification of the proper approval by the superintendent and verification that the employment conforms with the provisions of the child labor law. The work permit is only valid for the employer and the positions listed on the permit as issued by the bureau. The superintendent's office will distribute the work permit to the minor.

The current policy regarding cases that are actually prosecuted was codified by amending the child labor law to provide that, absent a pattern of knowing and intentional conduct, the Bureau of Labor Standards may disregard certain *de minimis* hours of employment violations for minors under age 16 and under age 18. Violations of the restrictions on the starting and ending times, and daily hours

that may be worked by both categories of minors may be disregarded if they do not exceed 10 minutes per day. Additionally, it will be considered a *de minimis* violation of the number of hours worked in a week as long as the violation is not greater than 50 minutes in a week.

The section of the child labor law prohibiting the employment of minors, who are under 16 years of age, in theaters was amended to permit these minors to perform work for a nonprofit organization that preserves film and other moving images and that provides education and research opportunities for the public or for a theater that is operated by such an organization as an integral part of its mission.

**Equal employment opportunity.** Legislation was enacted mandating the offer of domestic partner insurance benefits in individual or group contracts issued by any nonprofit or medical service organization, in individual, group or blanket health insurance policies or contracts issued by any private insurer, and in individual or group policies or contracts issued by any health maintenance organization. Domestic partner is defined as the partner of a subscriber or member who 1) is a mentally competent adult as is the subscriber or member; 2) has been legally domiciled with the subscriber or member for at least 12 months; 3) is not legally married to or legally separated from another individual; 4) is the sole partner of the subscriber or member and expects to remain so; and 5) is jointly responsible with the subscriber or member for each other's common welfare as evidenced by joint living arrangements, joint financial arrangements or joint ownership of real or personal property.

**Other laws.** A resolution was adopted proclaiming April 28, 2001 as Workers Memorial Day in the State and encouraging residents to remember those workers killed or injured on the job.

## Maryland

**Wages.** Employers were authorized to deduct voluntary contributions to political action committees from employee wages.

**Equal employment opportunity.** It was made an unlawful employment practice for an employer to refuse to hire, discharge, or otherwise discriminate against an individual in compensation or in terms or conditions of employment because of that person's sexual orientation. It is also now an unlawful employment practice for an employment agency, labor organization, or employee-

training program to discriminate because of the sexual orientation of an individual. Exemptions were adopted for religious organizations and for the Boy Scouts of America and the Girl Scouts of America. Employers are not to be required to offer health insurance benefits to unmarried domestic partners. In addition, employers will be immune from liability arising out of reasonable acts to verify the sexual orientation of an employee or applicant taken in response to a charge filed against the employer on the basis of sexual orientation.

The Washington Suburban Sanitary Commission is prohibited from discriminating against a person on the basis of sex, race, creed, color, age, mental or physical handicap, sexual orientation, or national origin. This prohibition also applies to the commission's contractors and subcontractors when they are engaged on design/build contracts and construction contracts.

**Genetic testing.** It was made an unlawful employment practice for an employer to refuse to hire, discharge, or otherwise discriminate against an individual because of the individual's genetic information, or because of the individual's refusal to submit to a genetic test or to reveal the results of a genetic test.

**Drug and alcohol testing.** Employers who require job applicants to be tested for the use of controlled substances were authorized to designate a medical laboratory to perform preliminary screening of the applicants, provided that approved procedures to collect, handle, store, ship test specimens, and maintain records are followed. The employer must have procedures in place relating to voluntary disclosure and documentation by job applicants taking legally prescribed medication. A medical review officer must review positive tests after laboratory confirmation. This law does not apply to employers who are parties to collective bargaining agreements that prohibit such preliminary screening.

**Inmate labor.** An Advisory Council on Offender Employment Coordination was established in the Department of Public Safety and Correctional Services. The council is to be composed of members from the legislature, State government including State courts, Baltimore City, the business community, faith-based or nonprofit communities, and the labor trades. The council is to provide guidance on ways to expand employment opportunities for offenders both in institutional and community settings; provide more extensive employment counseling; increase job placement and job reten-



tion rates; improve the overall coordination of employment services; and develop and implement a business mentoring program. A report on activities and recommendations is to be made annually to the governor and legislature.

**Other laws.** Members of the Department of labor, Licensing, and Regulation police force were added to the definition of 'police officer' under the law relating to arrests made without warrants. The law details when such arrests may be made with probable cause and defines probable cause.

## Massachusetts

**Wages.** As the result of prior legislation, the State minimum wage rate increased to \$6.75 from \$6.00 per hour on January 1, 2001. 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.

**Child labor.** Sections of the child labor law, regulating hours of work by children under age 16, work permit requirements, work in public exhibitions, and license requirements for theatrical exhibitions or shows, were suspended, thereby allowing the theatrical group Cirque du Soleil to employ children under 16 years of age, including employment as acrobats, contortionists, or in any feat of gymnastics, provided each child performs in no more than 10 shows per week and no more than 2 shows per day.

## Michigan

**Wages.** The law authorizing reciprocal agreements with other States for the collection of claims for wages, fringe benefits, and penalties was amended to expand coverage to include Canada, and Canadian provinces and territories.

**Child labor.** The child labor law was amended to now permit minors (who are 16-years of age or older, and who are enrolled in school) to work until 11:30 p.m. on Friday and Saturday nights in addition to during school vacation periods and other periods when the minor is not regularly enrolled in school, as was previously authorized. In addition, the section of the law permitting longer work hours for minors age 16 and older in agricultural processing was amended to also apply to these minors who are employed in farming operations involved in the production of seed. Two changes were made in the provision permitting these minors to be employed up to 62 hours a week when school is

not in session. The first of these eliminated a 4-week limit on the number of 62-hour weeks that could be worked, and the second provides that the minor must agree to work more than 48 hours during any week.

**Other laws.** A resolution was adopted commemorating April 28, 2001, as Workers' Memorial Day in the State in remembrance of those who lost their lives while working or as a result of work-related conditions.

## Minnesota

**Wages.** A section of the law dealing with unlawful acts relating to the payment of wages was amended to prohibit an employer or a person, firm, corporation or association from altering the method of, or timing of payment, or procedures for payment of commissions earned through the last day of employment, after the employee has resigned or been terminated, if the result is to delay or reduce the amount of payment. Civil action was authorized in the event of violation.

**Child labor.** A United States Department of Justice Immigration and Naturalization Service Employment Eligibility Verification Form I-9 was added to the list of those documents that an employer may accept as the proof of the age of any minor employee or job applicant.

**Equal employment opportunity.** A current, former, or prospective employee of the State who is aggrieved by the State's violation of the Federal Age Discrimination in Employment Act, the Federal Family and Medical Leave Act, or the Federal Americans with Disabilities Act, may now bring a civil action against the State. In addition, a current State employee who is aggrieved by the State's violation of the Federal Fair Labor Standards Act also may bring a civil action against the State.

Among amendments to the Human Rights law, it is no longer required for sexual harassment in employment that the employer knows or should have known of the existence of harassment and fails to take timely and appropriate action. Additionally, national origin was added to the prohibited forms of business discrimination on which basis it is an unfair discriminatory practice to intentionally refuse to do business with, to refuse to contract with, or to discriminate in the basic terms, conditions, or performance of the contract. If the commissioner determines that there is no probable cause to pursue an allegation upon appeal, the options of vacating or remanding for further consideration were added to those of reaf-

firming or reversing a decision.

**Genetic testing.** It was made unlawful for an employer or employment agency to either administer a genetic test or to request, require, or collect protected genetic information regarding a person as a condition of employment, or to affect the terms or conditions of employment or terminate the employment of any person based on protected genetic information. Civil action may be brought in the event of a violation with the court authorized to award up to three times actual damages, punitive damages, costs and attorney fees, and injunctive or other equitable relief.

**Worker privacy.** The law relating to public information was amended to specify that State employee identification numbers are considered to be public data. These identification numbers must not be the employees' Social Security numbers.

Employee-assistance records are to be maintained separate from personnel records and must not become part of an employee's personnel file. These records, or participation in employee-assistance services may not be disclosed to a third person, including the employer, without the prior written authorization of the person receiving services, except pursuant to State or Federal law or judicial order, as required in the normal course of providing the requested services, or if necessary to prevent physical harm or the commission of a crime. Employee-assistance services are services paid for or provided by an employer and offered to employees or their family members on a voluntary basis to help resolve personal issues, such as emotional concerns, alcohol or drug use, family, relationship or financial issues, that may affect job performance.

**Private employment agencies.** The Department of Labor and Industry will cease regulating job search firms beginning July 1, 2003. Employment agencies will continue to be regulated.

**Plant closing.** Legislation increased to 2 years from 1 year the period of time that the owner or operator of an iron mine or related facility must maintain the mine or facility in salable operating condition, after discontinuing operation, to allow the State and other interested public and private bodies to seek new ownership.

**Discharge.** An employee who has been involuntarily terminated will now have 15 rather than 5 working days following termination to make a written request to the em-



ployer to be informed of the reason for termination. The employer will now have 10 rather than 5 working days following receipt of the request to provide a written response specifying the reason for termination.

**Other laws.** Public sector employers of 20 or more employees must grant paid leaves of absence to an employee who seeks to donate an organ or partial organ to another person. The combined length of the leave periods will be determined by the employee, but may not exceed 40 work hours for each donation, unless agreed to by the employer. The employer may require verification by a physician of the purpose and length of each leave period requested. An employer may not retaliate against an employee for requesting or obtaining leave.

## Montana

**Wages.** The State minimum wage and overtime law was amended to specify that the overtime payment requirement for the employment of firefighters and law enforcement officers by the State must be consistent with the Federal Fair Labor Standards Act (FLSA) and its regulations. Additionally, an exemption from the overtime pay requirement of the State or its political subdivisions was added for an employee who is employed, at his or her option, on an occasional or sporadic basis in a capacity other than the employee's regular occupation. In these instances, only the hours that the employee was employed, in a capacity other than his or her regular occupation, may be excluded from the calculation of hours to determine overtime compensation. Finally, in those instances in which the State or political subdivision employer, or a private sector employer subject to the FLSA fails to pay the correct minimum wage and overtime rates, liquidated damages as determined under the FLSA do apply. However, the penalty provisions for the assessment of 110 percent of the wages due and unpaid under State law do not apply. In all other claims not involving the Federal minimum wage or overtime, the 110 percent penalty of Montana law is to be applied.

In response to the *Alden v. Maine* court decision, an amendment was enacted allowing public employees to use the cumulative remedies in Montana law to sue for overtime compensation if it was not paid by their public sector employer.

Provisions in the State minimum wage and overtime law excluding various outside salespersons from coverage were repealed and replaced with a provision adopting the exclusion for outside salespersons provided for under the FLSA.

A resolution was adopted urging the Department of Labor and Industry to review State laws and administrative rules to simplify and clarify laws related to the compensability of employee travel time and to meet with representatives of the U.S. Department of Labor and other interested employer and employee representatives in order to discuss streamlining and reducing the complexity of Federal and State laws governing this subject. Following the meetings, a report is to be sent to the Montana congressional delegation and to the U.S. Secretary of Labor.

The use of a weighted average to establish wage rates under the prevailing wage law was modified. Rates will now be computed by the Department of Labor and Industry based on work performed by registered State contractors and reported in an annual survey. The survey must include information pertaining to the number of skilled craftspersons employed in the employer's peak month of employment and the wages and benefits paid for each craft. In setting prevailing wage rates, the weighted average for each craft will be used, except where the survey shows that 50 percent of the craftspersons are receiving the same wage. When 50 percent are receiving the same wage, that wage is the prevailing wage for that craft. Other changes in the prevailing wage law require contractors and employers to maintain payroll records for 3 years after completion of work on a project, and require that fringe benefits be posted in addition to the wage scale as previously required.

**Equal employment opportunity.** The law barring discrimination in employment was amended to provide that it will not be a violation of the prohibition against marital status discrimination for an employer to employ or offer to employ a person who is qualified for a position and to also employ or offer to employ the person's spouse.

**Discharge.** The law establishing rights and remedies with respect to wrongful discharge was amended to clarify that during a probationary period, employment may be terminated by either the employer or the employee on notice to the other for any reason or for no reason. If an employer fails to establish a specific probationary period or provide that there is no probationary period prior to or at the time of hire, there will be a presumptive probationary period of 6 months from the date of hire.

## Nebraska

**Child labor.** Detasseling work, for someone other than a parent, will now be more

closely regulated under the child labor law. Employment under age 12 will not be allowed. Work from ages 12 to 15 will be permitted if it is outside of school hours during June, July or August; the employer obtains written parental permission; the child lives within 75 miles of the work site; and the child does not work more than 48 hours a week, more than 9 hours a day, or before 6 a.m. Minors under age 14 may not work after 8 p.m. and those between the ages of 14 and 16 may not work after 10 p.m. Transportation time will not count as time worked nor will work breaks. Employment certificate and hours requirements for other work by children under age 16 will not apply to detasseling. At least two supervisors age 18 or older must be at each location where detasseling is being performed by children under age 16, and parents are to be given information sheets specifying the terms of employment. Other child labor law changes authorize the Department of Labor to approve employment certificates for children from adjoining States who seek to work in Nebraska, and change law violations from class 5 to class 2 misdemeanors.

**Genetic testing.** It was made unlawful for an employer to require an employee or applicant for employment to submit to a genetic test or provide genetic information as a condition of employment or promotion. In addition, employers may not fail or refuse to hire, recruit or promote an employee or applicant because of genetic information that is unrelated to the ability to perform job duties; may not discharge or otherwise discriminate with respect to compensation, or the terms, conditions, or privileges of employment; and may not limit, segregate, or classify an employee or applicant in a way which deprives the individual of employment opportunities or otherwise adversely affects the status of an employee because of genetic information unrelated to the ability to perform job duties. This law does not apply to the employment of an individual by his or her parent, spouse, or child, nor does it apply to any individual employed in the domestic service of any person.

**Other laws.** A resolution was adopted designating April 28, 2001 as Workers Memorial Day to honor and mourn for those workers who sacrificed their lives for the safety of all workers.

## Nevada

**Wages.** The minimum wage law was amended to eliminate a sub-minimum wage rate for minors (85 percent) and to specify

that the labor commissioner is, in accordance with Federal law, to establish the minimum wage by regulation.

The authority of the labor commissioner was expanded by providing authorization to adopt regulations to enforce all State labor laws, the enforcement of which is not vested elsewhere. The authority to take wage assignments has been deleted, but in addition to prosecuting wage claims as before, the commissioner may now commence any other action to collect wages. Additionally, the commissioner has been provided with subpoena power in wage claim cases. Upon complaint of the labor commissioner, the attorney general rather than the district attorneys of the several counties will prosecute all criminal violations of law.

Among several changes in the State prevailing wage law, the labor commissioner may now establish a sliding scale based on the severity of the violation and may assess a fine not to exceed \$5,000 for each violation. The Attorney General rather than the District Attorney of the county where the violations occurred is now responsible for the prosecution of violators. Recordkeeping violations were added to the definition of "offense" for penalty purposes. It was specified that public bodies are to investigate possible law violations and inform the labor commissioner of any violations found. The time that violators will be debarred from public works was increased from 2 to 3 years for a first offense, and from 3 to 5 years for a second or subsequent offense. A contractor engaged on public works who violates the law shall be fined not less than \$20, nor more than \$50 for each calendar day each workman was engaged on the project. This is an increase from the previous range of \$15 to \$25. Payroll records will no longer be sent to the labor commissioner; they must now be kept by the public body for 2 years rather than 1 year.

The law authorizing the Director of Juvenile Services to create and administer a fund to finance a program of restitution through court-ordered work, for minors 14 years of age or older, was amended to specify that the director may not require that more than 50 percent of the wages of a child be deducted to pay restitution.

A resolution was adopted declaring April 3, 2001, as Equal Pay Day in the State. State and local governments, along with private employers were urged to compensate all employees in a fair manner based upon objective evaluations of their jobs, considering factors such as skill, effort, responsibility, and working conditions. Additionally, it was resolved to recognize those firms that promote and support policies to ensure fairness and equity for their employees.

**Child labor.** In 2000, the labor commissioner issued a rule declaring youth peddling to be a hazardous occupation and banning it for children under age 16. New legislation was enacted superseding this rule. The new law directs the labor commissioner to adopt regulations prohibiting the employment of children under age 16 in connection with the solicitation for sale or selling of any product, good, or service at any time or place or in any manner the commissioner determines to be dangerous to the health or welfare of children. The law will not apply to the sale of any product, good or service in a county of less than 100,000 population, or to the retail sale of any agricultural product at a fixed location directly to consumers. Any person employing or permitting a child to work in violation of this law will be liable for a civil penalty of up to \$2,500 for each violation in addition to any other penalty provided by law.

Entities, including motion picture companies or production companies hired by a casino or resort hotel, that employ children to work in the entertainment industry, pursuant written contract for a period of more than 91 school days, must, upon the request of the child's parent or legal guardian, pay the costs for the child to receive at least 3 hours of tutoring per day for at least 5 days per week or other equivalent educational or instructional services. The child must be exempt from compulsory school attendance requirements because he or she is either 1) receiving equivalent, approved instruction, 2) is 14 years of age or older and must support himself or herself or a parent, or 3) is between 14 and 17 years of age, has completed the 8<sup>th</sup> grade, and has a written permit for employment or apprenticeship.

It was made unlawful for a business, including a gaming establishment, a saloon, a resort, or a restaurant to employ, allow, or use a person younger than age 18 to distribute promotional materials that include an offer for alcoholic beverages.

**Equal employment opportunity.** An employer who reasonably believes that harassment in the workplace has occurred may file a verified application for a temporary court order for protection against the person who allegedly committed the harassment, and for an extended order prohibiting further harassment. Workplace harassment occurs when a person knowingly threatens to cause or commits an act that causes bodily injury to the person or another person, damage to the property of another person, or substantial harm to someone's physical or mental health or safety; the threat is made or the act is committed against an employer, an employee on the job, or a person present at the

employer's workplace; and the threat would cause a reasonable person to fear that the threat is viable. An employer is immune from civil liability, both for seeking a temporary or extended order for protection, if acting in good faith, or for failing to seek a temporary or extended order for protection against harassment in the workplace. The law will not be construed as prohibiting a person from engaging in any activity that is part of a labor dispute.

**Worker privacy.** The law regarding consequences of a peace officer's refusal to submit to polygraphic examinations was amended to provide that it will now be voluntary rather than mandatory, for an officer, against whom an allegation of misconduct is made, to submit to a polygraphic examination concerning such activities. No disciplinary action may be taken if the officer refuses the examination and no record is to be made of the refusal.

**Other laws.** Private sector employers of 50 or more employees and public sector employers who employ members of the State legislature are to grant them either paid or unpaid leave so that they may attend certain specified committee meetings held during the legislative interim. In addition, the protection from loss of seniority provided for State legislators who miss work while attending regular or special sessions of the legislature was extended to apply to attendance at these interim committee meetings.

## New Hampshire

**Equal employment opportunity.** A committee was established to study various topics involving the Department of Corrections, including an investigation of allegations of sexual harassment, sexual assault, or other allegations of sexual misconduct perpetrated by department personnel on other department personnel, or inmates. A report on findings and any recommendations for proposed legislation is to be made to the legislature by November 1, 2002.

## New Jersey

Penalties for violation of the State's Law Against Discrimination were increased from up to \$2,000 for a first violation and up to \$5,000 for a second or any subsequent violation. The maximum fines are now \$10,000 if the violator has not committed any prior violation within the 5-year period preceding the filing of the discrimination charge; \$25,000 for violators who have committed one other



violation within the previous 5 years; and \$50,000 for violators who have committed two or more violations within the previous 7 years. The law bars discrimination in employment, housing and public accommodation on the basis of race, creed, color, national origin, nationality, ancestry, age sex, marital status, sexual orientation, atypical hereditary cellular blood trait, genetic information, liability for military service, or mental or physical disability.

## New Mexico

*Other laws.* An employee who is enrolled as a member of an Indian nation, tribe, or pueblo and who is qualified to vote in a tribal or pueblo election is to be given 2 hours off from work without penalty for voting purposes. Employers may specify the hours in which the voters may be absent, and the time-off requirement will not apply to an employee whose workday begins more than 2 hours after the polls open, or ends more than 3 hours before the polls close. An employer in violation will be guilty of a misdemeanor and may be fined from \$50 to \$100.

## New York

*Wages.* The prevailing wage law was amended by adding a provision requiring the industrial commissioner to ensure that all retirement, insurance, vacation and other supplements due under the law be paid to or on behalf of an employee. The commissioner is to require proof that the pension plan for which any supplement has been paid is qualified as a bona fide plan by the United States Internal Revenue Service.

*Garment industry.* Local school boards may now consider labor standards and working conditions, including the use of child labor, in purchasing apparel. School boards may determine that apparel companies are not responsible bidders if they either fail to meet certain labor standards including employee compensation, working conditions, employee rights to form unions, and the use of child labor, or if they fail to provide the boards of education with sufficient labor standards compliance information.

## North Carolina

*Equal employment opportunity.* Local boards of education were authorized to adopt policies addressing the sexual harassment of board employees by students, other local board employees, or school board members. At a minimum, these policies may set out the consequences of harassing school

employees and establish a procedure for reporting such incidents. The ban on disciplining an employee of the school board because he or she files a sexual harassment complaint was amended to specify that prohibited discipline means to discharge, threaten, or otherwise retaliate against an employee regarding his or her compensation, terms, conditions, location or privileges of employment.

*Other laws.* It was made unlawful for an employer to discharge or to demote any employee because he or she has been appointed as a precinct official and takes leave to serve in that capacity on election day or canvass day, provided the employee has given the employer at least 30 days written notice of the intention to take the leave.

## North Dakota

*Wages.* Sections of the State law providing for the payment of wages were amended to provide that the wages of an employee who is terminated, who quits voluntarily, or whose employment is suspended because of an industrial dispute, are due and payable on the regularly scheduled payday established in advance by the employer for the periods worked by the employee. This change makes the handling of the final paychecks for all employees consistent regardless of the reason for separation.

The running of the 2-year statute of limitations for the processing of claims for unpaid wages will now stop at the time a claim is filed with the Labor Department. In cases in which the department dismisses the claim or refers the claim back to the claimant, the statute of limitations will resume running.

*Hours.* The State law relating to exemptions from Federal hours of service provisions for intrastate drivers was amended by deleting the provision that following 24 consecutive hours off, an intrastate driver would begin a new 7 consecutive day period and on-duty time was reset to zero.

As the result of extreme weather conditions, short supplies of propane and diesel products, and high customer demand, the governor issued an Executive Order on January 24, 2001. This order declared a state of emergency and therefore permitted him to exempt drivers of commercial motor vehicles from hours limits, established under Federal Motor Carrier Safety Regulations, while transporting heating and motor fuels to customers. The order, which expired on February 22, 2001, did not relieve carriers from those regulations pertaining to driver qualifications or the safe operation of vehicles, or

require or allow fatigued drivers to work.

*Agriculture.* A resolution was adopted directing the Legislative Council to study the benefits and risks associated with the use of contracts in agricultural production, including labor arrangements, growing and sales provisions, chemical usage, and provisions necessitated by emerging technologies. Findings, recommendations, and any legislative proposals are to be reported to the next Legislative Assembly.

*Equal employment opportunity.* Legislation was enacted which expanded the authority of the Human Rights Division of the Department of Labor beyond responsibility for enforcing employment and housing discrimination protections to include responsibility for discrimination protection provisions for public accommodations, public services, and nonhousing related lending. Additionally, the legislation provided that the Department hold administrative hearings on cases in which there is reasonable cause to believe that a discriminatory practice has occurred and provided that the department report on the progress of its human rights programs at the beginning of the 2003 legislative session.

The human rights act was amended to clarify that filing a minimally sufficient complaint with the State Department of Labor constitutes the filing of an employment discrimination complaint for purposes of establishing the timeframe for remedy for back pay. In addition, the Department of Labor was authorized to provide necessary case file documents to the U.S. Equal Employment Opportunity Commission for purposes of processing and closure.

*Other laws.* A telecommuting incentive program was adopted for employees of the State. Under the program, a State agency head may submit a proposal, to the suggestion incentive committee, to locate a State employee away from a central office setting of the agency. The proposal must include a comparison of the estimated annual costs of locating the employee away from the central office to the costs of the employee remaining. A State agency head who submits a proposal that is approved and implemented is entitled to receive 10 percent of any savings resulting from implementing the telecommuting program for the first 12-months up to a maximum payment of \$2,000. The employee who participates in the program is entitled to receive 20 percent of any savings identified, up to a maximum payment of \$2,000. The State agency head may also use 20 percent of any savings for one-time technology, equipment, or capital

improvement costs.

## 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 Census Bureau's 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, 2002, the threshold amount for new construction rose from \$58,958 to \$62,549, and the threshold amount for reconstruction, remodeling, or renovation increased from \$17,687 to \$18,764.

## Oklahoma

**Other laws.** A right-to-work Constitutional Amendment was approved by the voters in a September 25, 2001 election. The amendment bans any new employment contract that requires employees to resign from or belong to a labor organization, pay union dues, or make other payments to a union. Payroll deductions to labor organizations may only be made with employee authorization. Contributions to charity or any other third party required in lieu of payment to a labor organization are prohibited. The measure was placed on the ballot as the result of the passage of a joint resolution by the legislature.

## Oregon

**Wages.** Legislation was enacted barring local governments from establishing minimum wage requirements for private sector employers in their jurisdictions. Local governments are allowed to set minimum wage rates for their own employees, for employees of firms that perform contract work for the local government, and as a condition of providing direct tax abatements or subsidies for private employers with 10 or more employees.

A restriction on the number of mandatory overtime hours that can be required is among provisions of a law relating to hospitals and staffing plans for registered nurses. Hospitals are to develop staffing plans that include a list of qualified on-call nurses who can serve as replacement workers on a regular basis. Registered nurses cannot be required to work more than 2 hours of mandatory overtime beyond a regularly scheduled shift and may not work more than 16 hours in any 24-hour period. These restrictions will not apply during a national or State emergency, in emergency circumstances identified by the Health Division, or when the hospital has made reasonable efforts to provide replacement staff and has been un-

able to do so in a timely manner. Provisions were enacted prohibiting retaliation and providing a civil cause of action in the event of violation. Hospitals were authorized to require registered nurses to provide notice of any outside employment that may interfere with job requirements.

The State's prevailing wage law was amended to exempt from coverage those projects for which no funds of a public agency are directly or indirectly used. It was specified that funds of a public agency do not include funds provided in the form of a government grant to a nonprofit organization, unless the grant is issued for construction purposes.

The notification to the Commissioner of the Bureau of Labor and Industries that is required of public contracting agencies, whenever a contract subject to the prevailing wage law has been awarded, is now to include a copy of the contractor's disclosure of first-tier subcontractors.

Changes were made regarding the submission of certified payrolls on public works projects. Contractors and subcontractors are to prepare weekly certified payroll statements and submit them monthly by the fifth business day of the following month.

The Commissioner of the Bureau of Labor and Industries was authorized to assess civil penalties of up to \$1,000 for willful minimum wage law violations and for final pay and seasonal farm worker payment violations. In addition, the remedy for failure to pay final wages was amended to provide that penalty wages may not exceed 100 percent of unpaid wages unless the employer fails to pay the full amount of unpaid wages within 12 days of written notice or unless the employer has willfully violated final pay provisions one or more times within a year of the employee's termination.

The section of the wage payment law barring special contracts or other arrangements exempting employers from liability or penalties for failure to pay wages, unless approved by the Commissioner of the Bureau of Labor and Industries, was amended. It now provides that a settlement reached between an employee and employer of a claim, which has arisen under any statute relating to the payment of wages, does not require the commissioner's approval, if the settlement does not provide for the employee to relinquish a claim for additional or future violations.

The section of law relating to attorney fees in actions for the collection of wages, in which wages are not paid within 48 hours after they become due and payable, was amended to provide that a sum for attorney fees will not be awarded if the court finds that the plaintiff's attorney unreasonably failed to give written notice of the wage claim to the employer before filing the action.

**Hours.** Nurses who provide acute care in hospital settings are now exempt from meal and rest period rules, issued by the Commissioner of the Bureau of Labor and Industries, if they are covered by a collective bargaining agreement that prescribes rules concerning meal and rest periods.

**Family issues.** A Task Force on Paid Family Leave and Unemployment Insurance was created. The task force is to study the feasibility of providing paid family leave to allow parents to take paid leave after the birth or adoption of a child, and investigate mechanisms for funding the leave through unemployment insurance and other potential funds. A report on findings is to be made to the legislature by September 1, 2002.

**Child labor.** The child labor law was amended to exempt from coverage soccer referees and assistant referees under age 18 when refereeing youth or adult recreational soccer matches. A separate provision, of general application, classifies referees and assistant referees of these matches as independent contractors.

**Agriculture.** The Housing and Community Services Department is to disburse the funds credited to the newly created Farmworker Housing Development Account to expand Oregon's supply of housing for low and very low income farmworkers. Monies to be credited to the account include civil penalties assessed for workplace safety and health violations in farmworker camps, and civil penalties assessed for violations of the farm labor contractor registration law.

The law permitting private nonprofit corporations, whose primary purpose is to provide education or training, to obtain farm labor contractor licenses was expanded. The law now also applies to those private nonprofit corporations designated as exempt under Section 501(c)(3) of the Internal Revenue Code who have been authorized to do business in Oregon for at least 5 years and who are primarily engaged in recruiting, soliciting, supplying, or employing workers. These corporations must post a corporate surety bond approved by and payable to the Commissioner of the Bureau of Labor and Industries in the amount of \$30,000 when submitting the application for the farm labor contractor license.

**Equal employment opportunity.** The State's civil rights statutes were reorganized. Additionally, it was made an unlawful employment practice to discriminate against an applicant or employee for holding a degree with a title in theology or religious occupations.



An advisory Task force on Promotional and Career Opportunities for Women in Oregon was established. It is to issue a report that documents the manner in which laws related to pay equity are enforced in the State; the earnings of Oregon women by income levels, occupation, education, length of employment, age, race and ethnicity and number of persons in a household in comparison to equivalent categories for Oregon men. The report is to document the number and type of businesses owned by women in Oregon and business resources available to women; the amount and type of public education conducted concerning issues about pay for women in the workforce; the impact of domestic violence on women in the workforce; and the availability of workplace child care options and resources. The task force is to make recommendations to the legislature for any necessary corrective action by March 1, 2003.

**Other laws.** Employers are to provide a place of employment that is free of tobacco smoke for all employees. Exceptions include retail businesses primarily engaged in the sale of tobacco products, bowling centers, and certain restaurants, bars or taverns. Violations will be punishable by fines of not more than \$50 per day, not to exceed \$1,000 in any 30-day period.

## Pennsylvania

**Equal employment opportunity.** A resolution was adopted declaring the week of April 29 through May 5, 2001, as "Persons with Disabilities Employment Week" in recognition of the policy of the Commonwealth to encourage and assist individuals with disabilities to achieve maximum independence through productive and gainful employment.

## Rhode Island

**Wages.** Coverage under the State prevailing wage law was expanded to include public works contracts let by public agencies and quasi-public agencies in addition to the previously covered contracts let by the State and its political subdivisions.

A resolution was adopted declaring April 3, 2001 to be "Rhode Island Pay Equity Day" and asking all Rhode Islanders to join in urging all other States to establish equitable compensation that eliminates sex and race based wage discrimination.

**Child labor.** The ban on the employment of persons under age 18 to manufacture, transport, carry, or sell a controlled substance was amended to exempt individuals

enrolled in an approved pharmacy training program.

**Equal employment opportunity.** It was made an unlawful employment practice for an employer, employment agency or labor organization to refuse to hire, discharge, improperly classify, deny membership rights, or otherwise discriminate against an individual on the basis of gender identity or expression. "Gender identity or expression" is defined as a person's actual or perceived gender, as well as a person's gender identity, gender-related self-image, gender-related appearance, or gender-related expression; whether or not that gender identity, gender-related self image, gender-related appearance, or gender-related expression is different from that traditionally associated with the person's sex at birth.

The law requiring employers to adopt a written policy against sexual harassment in the workplace was amended to specify that a copy of the policy is to be kept at the business premises, and is to be made available to any State or Federal employment discrimination enforcement agency upon request.

**Workplace violence.** The Rhode Island Workplace Violence Protection Act of 2001 was enacted. It provides that if an employer or an employee has suffered unlawful violence, received a credible threat of violence, or been stalked or harassed at the worksite, the employer may (in addition to, or instead of, filing criminal charges against the individual) seek a temporary restraining order and an injunction prohibiting further unlawful acts by that individual at the worksite. An employer who takes action as provided in this law will be presumed to be acting in good faith and, unless lack of good faith is shown, will be immune from civil liability for actions taken. An employer who does not take action as provided in this law will not be liable for negligence.

## South Carolina

**Wages.** A resolution was adopted declaring April 3, 2001, to be "Equal Pay Day" and urging the citizens of the State to recognize the full value of women's skills and significant contributions to the labor force. April 3, symbolizes the day on which the wages paid to American women so far in 2001, when added to women's earnings for all of 2000, equal the 2000 earnings of American men.

## South Dakota

**Wages.** Employers are now authorized to pay employee wages by direct deposit to

the employee's bank account as an alternative to payment by cash or check.

**Genetic testing.** It was made an unlawful employment practice for an employer to discriminate against employees or job applicants on the basis of genetic information or to restrict any right or benefit otherwise due or available to them. Genetic information may be obtained or used if the employer is a law enforcement agency conducting a criminal investigation. Such information may also be used if the employer relies on the test results from genetic information obtained by law enforcement through a criminal investigation, legally acquires the test results, keeps the test results confidential except as otherwise required by law, and uses the test results for the limited purpose of taking disciplinary action against the employee based only on the alleged misconduct. Any employee or applicant claiming to be aggrieved by a violation may bring a civil suit for damages in circuit court.

## Tennessee

**Child labor.** The State child labor law was amended. Among the amendments, violation of the ban on employing minors under age 14, who are not exempt from coverage of the law, was made a Class D felony. An employer who employs a child under age 14 will now also, at the discretion of the labor commissioner, be subject to a civil penalty of from \$1,000 to \$10,000 for each violation. Other changes specify that each instance of a person's violation of the law constitutes a separate violation for purposes of civil penalties, and provide that violation of the youth peddling provisions is a Class D felony. Baptismal certificates will no longer be accepted as proof of age, but driver's licenses and State issued identification were added to birth certificates and passports as valid documentation of proof of age for employment purposes.

**Drug and alcohol testing.** An addition to the policy statement section of the drug-free workplace programs law requires a covered employer to notify the parents or guardians of a minor of the results of any drug or alcohol-testing program conducted pursuant to the law. The confidentiality of the records section also was amended to specify that any notice required by the law will inform minors who are tested that their parents or guardians will be notified of the test results. An employer who discloses test results will not be liable for the disclosure.

## Texas

**Wages.** The State minimum wage law was amended to adopt the Federal minimum wage rate by reference. Therefore, the State rate rose from \$3.35 per hour to \$5.15, effective September 1, 2001. The tip credit provision was also changed to adopt the Federal rate by reference (currently a \$2.13 per hour cash wage). The State law previously permitted a 50-percent credit towards the minimum wage.

The section of the payment of wages law relating to the enforcement of a lien, by the Workforce Commission, against an employer's property for unpaid wages or penalties was amended by adding a provision that a lien established under this law is superior to any other lien on the same property, with the exception of a lien for ad valorem taxes.

**Child labor.** The child labor law was amended to limit contracts binding minors in the arts, sports, and entertainment field to not longer than 7 years. Upon the petition of the minor's guardian, the courts may approve the contract only after the guardian has provided to the other party notice of the petition and the opportunity to request a hearing. The court may require, in an order approving a contract, that a reasonable portion of the net earnings of the minor under contract be set aside and preserved for the minor in a trust.

**Agriculture.** The Health and Human Services Commission is to study the feasibility of contracting with existing networks of health care providers to establish a migrant care network to provide health care services to children of those migrant or seasonal agricultural workers who are State residents, who intend to return to Texas at the end of temporary or seasonal employment in another State, and who are enrolled in certain specified medical assistance programs. The commission is to consider work patterns to determine in which States the network is most needed; examine the necessity and fiscal effect of entering into interstate agreements to establish the migrant care network; and determine if ensuring the provision of health care services for children of migrant or seasonal agricultural workers while a child is out of the State is necessary to maintain continuity of care. If establishment of a migrant care network is deemed feasible, a pilot program is to be developed. Findings and recommendations are to be reported to the governor and legislature.

**Genetic testing.** The State revised the stat-

ute banning employment discrimination on the basis of genetic information by expanding the definition of "genetic information" to include information obtained from or based on a scientific or medical determination of the presence or absence in an individual of a genetic characteristic or a family history obtained from an individual. The definition of "genetic test" was expanded to include a presymptomatic laboratory test of an individual's genes or gene products to identify the individual's genetic variations or compositions associated with an increased health risk. Employers are prohibited from discriminating on the basis of certain genetic information or genetic tests, or on the basis of family health information, which may contain details that could be used to determine an individual's genetic predisposition to certain diseases.

**Drug and alcohol testing.** The law concerning employment drug and alcohol testing policies for nursing homes and related institutions was amended. These institutions may establish their own drug testing policy, use a policy from another entity, or use the model drug testing policy adopted by the Texas Board of Human Services. The board is to adopt a model for use by institutions that is designed to ensure the safety of residents and to protect the rights of the employees. The model policy must include at least one scheduled drug test each year for each employee who has direct contact with residents, and also authorize random, unannounced drug testing for these employees.

**Private employment agencies.** The law regulating talent agencies will now apply only to the employment of actors or models. Coverage of musicians, writers, cinematographers, composers, lyricists, arrangers of musical compositions, and other individuals who perform analogous professional services in motion pictures, theatrical, radio, television, or other entertainment productions was eliminated.

## Utah

**Wages.** The State minimum wage law was amended to prohibit cities, towns, and counties from establishing a minimum wage rate that exceeds the Federal minimum wage rate. These jurisdictions also may not require that a person who contracts with the city, town, or county pay that person's employees a wage in excess of the Federal rate. These restrictions do not apply when Federal law requires the payment of a prevailing or minimum wage to persons working on projects funded in whole or in part by Federal funds.

A Voluntary Contributions Act was enacted. This law requires that covered labor organizations may only make expenditures

for political activities if they establish separate segregated funds for this purpose. The funds are to be registered as political action committees. In soliciting contributions for a fund, the labor organization is to clearly disclose that the fund is a political fund and will be expended for political activities; that union dues are not to be used for political activities, transferred to the fund, or intermingled in any way with fund monies; that the cost of administering the fund is paid from fund contributions and not from union dues; and that each contribution is voluntary. Employees are also to be informed, in writing, of their right to refuse to contribute without fear of reprisal or loss of membership in the labor organization. Public employees are prohibited from authorizing deductions from their paychecks for fund contributions. Violation of the law is a class A misdemeanor. Organizations governed by the National Labor Relations Act and the Railroad Labor Act are excluded from coverage.

**Hours.** For workers, in underground mines, smelters, and other institutions that reduce or refine ores or metals, the law, which had limited their work period to no more than eight hours a day was repealed.

**Drug and alcohol testing.** Several changes were made in provisions related to the regulation of high-level nuclear waste. Among these, any organization that operates a storage facility or transfer facility that is engaged in the transportation of high-level nuclear waste within the State is to establish a mandatory drug and alcohol testing program for job applicants and employees as a condition of hiring or of continued employment for any employee. Testing standards are to be established by the Department of Environmental Quality, in consultation with the Labor Commission, and are to address the protection of the safety, health, and welfare of the public.

**Worker privacy.** Provisions regarding access and management of State government records were amended to allow current or former employees of a government entity to provide written notice of the employee's status, as a government employee, to each agency of a government entity holding records that would disclose the employee's home address, phone number, Social Security number, insurance coverage, marital status, or payroll deductions in order that the employee may have the information classified as private. Neither the government entity or political subdivision, or employees of those entities, will be liable for damages arising from the negligent disclosure of private



records, unless the disclosure was of employment records maintained by the government entity or the disclosure was of non-employment records and the current or former employee had filed the required notice.

## Vermont

**Wages.** As the result of prior legislation, the state minimum wage rate rose from \$5.75 per hour to \$6.25 per hour on January 1, 2001. The minimum cash wage for tipped employees is \$3.44 per hour, with a maximum tip credit allowance of \$2.81.

The State minimum wage law was amended, eliminating the wage board and transferring its duties and responsibilities to the Commissioner of Labor and Industry. Additionally, employers covered by a wage order must now comply within 10 days of receiving notification of a violation, or the commissioner may take court action to enforce the order. Finally, any employee paid less than the applicable wage rate shall recover, in a civil action, twice the amount of the minimum wage, less any amount actually paid together with costs and reasonable attorney fees.

Resolutions were adopted recognizing the continuing problems that women encounter in their efforts to achieve equal pay for equal work and urging that Equal Pay Day, April 3, 2001, serve as a reminder to all Vermonters that this fundamental economic goal has yet to be achieved.

**Child labor.** Several significant changes were made in the child labor law. Among these, the Commissioner of Labor and Industries is to adopt rules to carry out the purpose and intent of the law, provided the rules are consistent with Federal child labor laws and rules. Among changes conforming to the Federal law for children under age 16, the earliest starting time was changed from 6 a.m. to 7 a.m., work was limited to 40 hours a week when school is not in session, and employment was restricted to no more than 3 hours on schooldays and to no more than 18 hours on school weeks. These children will now be permitted to work until 9 p.m. from June 1 through Labor Day. The ban on employment by children under age 14 was amended to add the Federal exemptions for newspaper carriers and for employment by a parent. The list of occupations considered to be hazardous and prohibited for minors under age 16 was repealed and replaced by adopting, by reference, the Federal prohibited hazardous occupations for minors under age 18. Other changes eliminated hours restrictions in manufacturing and mechanical establishments for minors age 16 to 18, and

made major increases in penalties for violation of the law and for the sale of goods made in violation of the law.

**Worker privacy.** The Department of Motor Vehicles was added to the list of employers permitted to require polygraph examinations for job applicants as a condition of employment. For the Department of Motor Vehicles, this authority is limited to applicants for law enforcement positions.

**Other laws.** The governor, by executive order, transferred the Division of Occupational Health from the Department of Health to the Department of Labor and Industry.

## Virginia

**Equal employment opportunity.** The section of the Fair Employment Contracting Act prohibiting discrimination in the awarding of contracts was amended to adopt the definition of unlawful discriminatory practice used in the State Human Rights Act. This change adds discrimination on the basis of pregnancy, childbirth or related medical conditions, age, marital status, or disability to the previously prohibited discrimination because of race, religion, color, sex, or national origin.

**Whistleblower.** The time period was increased, from 30 to 60 days after a violation occurs, for an employee to file a complaint with the Commissioner of Labor and Industry, alleging that discharge or discrimination occurred as the result of filing a safety or health complaint, testifying, or otherwise acting to exercise his or her rights under the safety and health provisions of the State Labor and Employment laws.

**Other laws.** Full-time employees of the Commonwealth of Virginia will be allowed up to 30 days of paid leave a year to serve as bone marrow or organ donors.

## Washington

**Wages.** The State minimum wage rate is adjusted for inflation annually in September by a calculation using the Consumer Price Index for Urban Wage Earners and Clerical Workers for the previous year. As a result, the rate for employees over age 18 increased from \$6.50 per hour to \$6.72 per hour on January 1, 2001, and to \$6.90 on January 1, 2002. Sixteen- and 17-year-olds also receive these rates as the result of an administrative rule requiring that they earn the same minimum wage as adults.

The prevailing wage law was amended to

provide that civil penalties collected for violations of the act are to be deposited in the public works administration account.

**Family issues.** An employer may use the designation "infant-friendly" on its promotional materials if the employer has a workplace breastfeeding policy, approved by the Department of Health, that addresses issues including flexible work scheduling; providing breaks for breastfeeding or the expression of breast milk; providing a facility allowing privacy for breastfeeding or expressing milk; and providing clean-up and storage facilities.

**Worker privacy.** Financial and proprietary information collected from any person and provided to the Department of Community, Trade, and Economic Development, as part of the department's research and survey efforts, was made exempt from public disclosure requirements.

**Other laws.** An employer, of 20 or more full-time employees, may not discharge or otherwise discipline an unpaid volunteer firefighter because of leave taken while responding to a fire alarm or an emergency call. The protection from discharge or discipline applies in cases in which the volunteer is not already at his or her place of employment when called to serve (unless agreed to by the employer) and in which the volunteer has been ordered to remain at his or her position by the commanding authority at the scene.

The statute dealing with the employment and re-employment rights of veterans was amended to ensure employment rights protections for State-activated members of reserve and National Guard units similar to those provided by Federal law for Federal-activated personnel. Employers are prohibited from denying initial employment, employment retention, promotion, or employment benefit on the basis of membership, application for membership, performance of service, application for service, or service obligation to or in any of the military services. Proof of service or required future service must be provided to the employer within specified time frames. Provision is made for the continuation of health insurance and pension benefits during the period of active service.

## West Virginia

**Wages.** The section of the prevailing wage law relating to the attachment of wage rates to construction contracts was amended to permit the schedule of wages to be pub-

lished in an electronic or other medium and incorporated into the contract by reference.

The threshold amount for the prevailing wage payment requirement for projects of the West Virginia Infrastructure and Jobs Development Council was raised to \$50,000 from \$25,000 for work that is performed on construction or repair projects by regular full-time employees of the State or its subdivisions. To be exempt, no more than \$50,000 may be expended on an individual project in a single location in a 12-month period.

**Other laws.** Knowingly employing a person or persons who do not have the legal right to be employed in the United States was added to the list of causes for disciplinary action under the State Contractor Licensing Act.

The law prohibiting employers from discharging employees for time lost from work as members of volunteer fire departments while their squad responds to emergencies was amended. It now also provides protection from other forms of disciplinary action and expands the scope of the protection to include emergency medical service attendants. Motor vehicle accidents were added to the definition of "emergency," and the restoration of an employee's lost seniority was added to the remedies provided in the event of violation by an employer.

## Wisconsin

**Wages.** Effective July 1, 2001, the threshold amount for coverage under the State prevailing wage laws for State and municipal contracts was changed administratively from \$168,000 to \$172,000 for contracts in which more than one trade is involved and from \$34,000 to \$35,000 for contracts in which a single trade is involved. On January 1, 2002, these amounts were changed administratively to \$175,000 for contracts in which more than one trade is involved, and \$36,000 for contracts in which a single trade is involved.

**Equal Employment Opportunity.** Employers must allow all employees, with certain exceptions, to return to employment after service in the National Guard or State de-

fense force without loss of rights or benefits including seniority. Employees who are denied re-employment, or are about to be denied, may file a complaint with the Equal Rights Division of the Department of Workforce Development, either directly or through the adjutant general.

## Wyoming

**Wages.** Legislation was adopted raising the state minimum wage rate from \$1.60 per hour to \$5.15 per hour on April 1, 2001. A minimum cash wage of \$2.13 per hour must be paid to employees receiving tips and who regularly receive more than \$30.00 a month in tips. Additionally, employers must make up the difference between this wage and the applicable minimum wage if the employee's tips received during a given pay period added to the \$2.13 per hour fail to equal the minimum wage. The law was amended to remove exemptions for all minors under age 18, part-time workers (defined as persons working 20 hours or less a week), and individuals who are enrolled and participating in any educational training or apprenticeship program approved by the Commissioner of Labor and Statistics. In lieu of the \$5.15 per hour minimum wage, employers may pay any employee under age 20 a wage that is not less than \$4.25 per hour during the first 90 consecutive days after the employee is initially employed by the employer. Employers may not take action to displace employees for purposes of hiring employees at this sub-minimum wage.

Among several changes in the State prevailing law, references to the commissioner of labor and statistics were replaced by references to the director of the Department of Employment (doe). The definition of "locality" is now the same for public building projects as it has been for heavy and highway projects. The doe, rather than the public bodies awarding contracts, will now determine prevailing wage rates. The prevailing rates within the State shall be determined on an annual basis for all occupations, crafts, or types of workers expected to be required for public works in the State. The most current hourly wage survey is to be considered in setting rates. Periods for various actions

were extended:1) written objections may now be filed within 15 days of publication and notification,2) within 10 days of receipt of an objection, the director shall set a hearing date that must be held within 30 days of receipt of the objection,3) objectors must receive written notice, of the hearing time and place, 5 days prior to the hearing, and 4) the director must rule within 10 days of the conclusion of the hearing.

As a result of reorganization, references to the "commissioner of labor" have been replaced with the "department of employment" which has the same duties and responsibilities. Penalties for violation of semimonthly payment requirements were increased from a fine of from \$25 to \$100 and/or up to 90 days imprisonment to a fine of up to \$750 and imprisonment for up to 6 months. A ban on paying female workers less than is paid to male employees by the same employer for the same work was eliminated. It was replaced with a provision that employers may not discriminate in paying wages on the basis of gender for equal work on jobs for which the performance requires equal skill, effort, and responsibility under the same working conditions. There are exceptions if the pay is based upon seniority, the merit system, production quality or quantity, or a differential based on any factor other than gender. When the department collects back wages for employees it must attempt to make payments of the collected wages to the persons entitled to the back wages for a period of not less than 4 months (previously 2 years), whereupon the wages now will become unclaimed property. These funds previously reverted to the general fund of the State.

**Other laws.** A Department of Workforce Services is to be created as part of a reorganization of the State government by July 1, 2002 following approval of a reorganization plan by the legislature. The reorganization plan is to consider transferring several functions or programs to the new department including displaced worker education and training, public employment offices, veterans' employment services, the school-to-careers program, and the unemployment insurance program. □

## Notes

<sup>1</sup> All of the State legislatures met in regular session in 2001. Alabama, Alaska, Kansas, Mississippi, and Missouri did not enact significant legislation in the fields covered by this article. Information about Guam, Puerto Rico, and the

Virgin Islands was not received in time to be included in the article, which is based on information received by November 9, 2001.

<sup>2</sup> Laws in 25 jurisdictions link changes in the

State rate to changes in the minimum wage rate under the Federal Fair Labor Standards Act (FLSA). Linkage provisions are of several types:

a) Laws in 14 jurisdictions do not contain



current dollar minimums. Instead, these 14 statutes adopt the FLSA rate by reference, or mandate or authorize matching the FLSA rate by administrative action, thereby conforming to Federal changes on a continuing basis. These 14 jurisdictions are Guam, Illinois, Kentucky, Maryland, Missouri, Montana (mandates administrative action), Nevada (mandates administrative action), New Jersey, North Carolina, Oklahoma, Pennsylvania, Texas, Utah (authorizes, but does not mandate, administrative action) and Virginia.

b) Laws in Delaware, Iowa, Maine, New Hampshire, New York and Vermont have

their own rates, but replace the State rate with the FLSA minimum if it is higher than the State minimum.

c) In Alaska, Connecticut, the District of Columbia and Massachusetts, the rates rise above the Federal rate by a fixed differential on a continuing basis. In Alaska, the rate is automatically set at 50 cents above the FLSA rate. In Connecticut, the State rate automatically increases to 0.5 percent above the FLSA rate if the Federal minimum equals or becomes higher than the State minimum. In the District of Columbia, the rate is set at \$1.00 above the FLSA rate. In Massachusetts, the

State rate automatically increases to 10 cents above the FLSA rate if the Federal minimum equals or becomes higher than the State minimum.

d) Another type of linkage is in California. The California rate matches any higher Federal rate on a continuing basis. In California, the Industrial Welfare Commission sets rates administratively by issuance of industry wage orders. If the Federal rate is scheduled to exceed the State rate, the Commission is directed to adopt, in a public meeting, an order matching the higher rate, without the necessity of convening a wage board.

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## Changes in workers' compensation laws during 2001

*Workers' compensation coverage was extended to certain law enforcement and public safety officers, but excluded from some sports officials, inmates, musicians, and horse trainers*

Glenn Whittington

**T**he issue of coverage under workers' compensation laws received a great deal of attention in 2001. For example, extending presumptions of coverage for certain diseases suffered by law enforcement officers or firefighters, or both, occurred in Arizona, California, Florida, Maryland, and Virginia. On the other hand, sports officials, State prisoners and county inmates in Florida, musicians in Louisiana, horse trainers in Montana, and soccer referees in Oregon were excluded from coverage.

In gearing up for the Winter Olympic games, Utah is providing workers' compensation coverage for law enforcement/public safety volunteers and paid officers who provide public safety services.

In Idaho, infectious hepatitis and tuberculosis are now considered "occupational diseases" in any occupation involving exposure to human blood or body fluids.

In Nevada, if a person contracts a contagious disease during the course and scope of his employment that results in a

temporary or permanent disability or death, the disease is deemed to be an occupational disease and compensable if certain conditions are met.

In Georgia, the weekly maximum benefit for temporary total disability increased to \$400 and the minimum to \$40 (up from \$375 and \$37.50, respectively). Also in Georgia, the weekly maximum for temporary partial disability was increased to \$268 from \$250. In Louisiana, the amount of benefits paid to each surviving parent in a no-dependency death claim was increased to \$75,000 from \$20,000. In Wyoming, the amount of permanent total disability and death benefits awarded to dependent children was increased to \$150 from \$100 per month. Future payments are to be adjusted annually for inflation.

Maximum burial allowances increased to \$3,500 in North Carolina.

The following is a State-by-State summary of significant changes to workers' compensation laws.

### Arizona

Any party to a claim for partial disability and permanent total disability now has 90 days (previously 60 days) from the time the Commission mails a copy of its determination to all parties to request a hearing.

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Any disease, infirmity, or impairment of a firefighter's health that is caused by brain, bladder, rectal or colon cancer, lymphoma, leukemia, or aden carcinoma or mesothelioma of the respiratory tract that results in disability or death is presumed to be an occupational disease and is deemed to arise out of the employment if certain requirements are met. Among them are that the firefighter must have passed a physical examination before employment and that the examination did not indicate evidence of cancer; the firefighter was as-

signed to hazardous duty for at least 5 years; and that the firefighter was exposed to a known carcinogen as defined by the International Agency for Research on Cancer, informed the department of this exposure, and the carcinogen is reasonably related to the cancer.

### Arkansas

Personnel assigned to the Workers' Compensation Fraud Investigation Unit, upon meeting the qualifications established by



the Arkansas Commission on Law Enforcement Standards and Training, shall have the powers of specialized law enforcement officers of the State for the purpose of conducting investigations.

The burden of proof connecting employment with an occupational disease is now established by a "preponderance" of evidence rather than "clear and convincing" evidence.

A hospital, physician, or healthcare provider is prohibited from billing or attempting to collect any fee for services rendered to an employee due to a workers' compensation injury when a claim has been filed and notification of filed claim has been provided. Such provider is also prohibited from reporting to any credit reporting agency the employee's failure to make the payment. When an injury has been found to be non-compensable, any unpaid portion of a bill may then be pursued.

The schedule for attorneys' fees was changed from the sliding scale, based on the amount of compensation awarded, to a set 25 percent of compensation for indemnity benefits payable to the injured employee or dependents of a deceased employee.

## California

The presumption that a hernia, heart trouble, or pneumonia arose out of and in the course of employment was extended to members of the California Highway Patrol. For law enforcement officers and fire department employees, the definition of "injury" was extended to include a blood-borne infectious disease.

For active lifeguards employed for more than 3 consecutive months in a calendar year by certain local agencies and the Department of Parks and Recreation, the term "injury" now includes skin cancer that develops or manifests itself during the period of the lifeguard's employment.

A healthcare provider or licensed healthcare facility can now contract with a contracting agent, employer, or insurance carrier for reimbursement rates that are different from the official medical fee schedule.

Whenever an employer or insurer employs an individual or contracts with an entity to conduct a review of a billing submit-

ted by a physician or medical provider, the employer or insurer must make available to that individual or entity all documentation submitted together with that billing by the physician or medical provider.

Medical treatment for a work-related injury may be provided by a State-licensed physician assistant or nurse practitioner. This includes the authority to authorize the patient to receive time off from work for a period not to exceed 3 calendar days if that authority is included in a standardized procedure or protocol approved by the supervising physician.

## Connecticut

The mileage reimbursement rate for the use of a privately owned vehicle necessary for an employee to receive medical attention will now be at the rate equal to the Federal mileage reimbursement rate.

The State's Attorney General is now authorized to bring action in Superior Court against any employer, carrier, or risk management agency that fails to comply with the Second Injury Fund reporting requirements.

An employer- or insurer-sponsored medical plan must contain a list of all pharmacies that will provide services under the plan.

The time limit for appealing a commissioner's decision was extended to 20 days, up from 10.

## Delaware

The time for either party to appeal a notice of award was increased to 30 days from 20.

The "cap" on attorneys' fees that can be awarded by the Industrial Accident Board was changed from \$2,250 to a sliding scale based upon the average weekly wage as announced annually by the State's Secretary of Labor. This presently places the "cap" at \$6,744.

An employer or its carrier is to notify the Department and claimant, in writing, of its acceptance or denial of an employee's claim within 15 days from the date of its receipt of knowledge that the employee sustained a work-related injury. Also, all medical expenses are to be paid by the employer or carrier within 30 days of receipt unless notification is provided that the expenses are being contested or further verification is required.

## Florida

The definition of "employee" excludes a person who performs services as a sports official for interscholastic sports events, or amateur sports events sponsored by nonprofit organizations. The term "employment" excludes services performed by state prisoners or county inmates, except those performing services for private employers.

For a public employer to be eligible for special premium rates, they must have a workplace safety program. If authorized by the employee, compensation payments may be deposited directly into the employee's account at a financial institution. Upon written request, the employee is entitled to one change of physician during the course of treatment for any one accident.

If lost wages from concurrent employment are used in calculating the average weekly wage, the employee is responsible for providing information concerning the loss of earnings from the concurrent employment.

A claimant, represented by counsel, may waive all rights to benefits by entering into a settlement agreement releasing the employer and carrier from liability in exchange for a lump-sum payment to the claimant. In such settlements, only the attorney's fee is subject to approval by the judge of compensation claims. The exemption of workers' compensation claims from creditors does not extend to claims based on an award of child support or alimony.

An injury to a law enforcement officer while on duty or while going to or coming from work in an official law enforcement vehicle shall be presumed to be an injury arising out of and in the course of employment unless the injury occurred during a distinct deviation for a non-essential personal errand.

## Georgia

The weekly maximum for temporary total disability benefits increased to \$400 from \$375, and the minimum to \$40 from \$37.50. The weekly maximum for temporary partial disability was increased to \$268 from \$250.

Upon determining that proceedings were brought, prosecuted, or defended without reasonable grounds, the administrative law judge or the board may, in addition to reasonable attorney's fees, award to the adverse party reasonable litigation expenses against the offending party.

The list of physicians the employer must maintain who are reasonably accessible to employees increased to 6 from 4. All reasonable charges for medical, surgical, hospital, and pharmacy goods and services are payable by the employer or its workers' compensation insurer within 30 days from the date the employer or insurer receives the charges and reports.

## **Idaho**

Infectious hepatitis and tuberculosis are now considered "occupational diseases" in any occupation involving exposure to human blood or body fluids.

## **Iowa**

A limited liability partner may elect to be covered by the workers' compensation law.

## **Kansas**

"Usual charge" means the amount most commonly charged by healthcare providers for the same or similar services while "customary charge" means the usual rates or range of fees charged by healthcare providers in a given locale or area.

The average gross weekly wage of a person serving on a volunteer basis as a duly authorized law enforcement officer, ambulance attendant and driver, or firefighter, who receives no wages for such services, or who receives wages that are substantially less than the usual wages paid for such services, is now computed on the basis of the dollar amount closest to but not exceeding 112.5 percent of the State average weekly wage. The average weekly wage of any other volunteer who receives no wages for such services, or who receives wages that are substantially less than the usual wages paid for such services by comparable employers to employees who are not volunteers, are to be computed on the basis of the usual wages paid by the employer for such services to employees who are not volunteers.

## **Louisiana**

The amount of benefits to be paid to each surviving parent in a no-dependency

death claim was increased to \$75,000 from \$20,000.

If upon release by a physician to return to work, the employee fails a drug test, benefits, with the exception of reasonable and necessary medical treatment, may be terminated subject to the terms and conditions established in the employer's promulgated drug testing policy and program.

In calculating an employee's wage, any amount withheld by the employer to fund any health insurance benefit provided by the employer, and which was elected by the employee in lieu of taxable earnings, is to be included.

Constitutional challenges to the Workers' Compensation Act are now recognized if they meet established filing procedures. An award of temporary total disability benefits may be modified by the filing of a motion for modification with the same court that awarded the benefits and under the same caption and docket number without the necessity of filing a new dispute and appearing at a mediation conference.

The time limit for filing a claim for disability arising from an occupational disease was increased to 1 year from 6 months.

Musicians and performers who are rendering services pursuant to a performance contract are exempt from workers' compensation coverage.

For purposes of determining an employee's average weekly wage in an occupational disease claim, the date of the "accident" shall be the date of the employee's last employment with the employer from whom benefits are being claimed or the date of last injurious exposure to employment conditions, whichever date occurs later.

## **Maine**

The amount of medical insurance coverage required for an agricultural employer to be exempt from workers' compensation coverage was increased to \$5,000 from \$1,000.

The Supplemental Benefits Fund was created to provide reimbursement for the payment of workers' compensation benefits in excess of 260 weeks. Previously,

these reimbursements were made from the Employment Rehabilitation Fund.

## **Maryland**

A decision rendered by the Workers' Compensation Commission is to be sent to each party's attorney of record or, if the party is unrepresented, to the party.

For purposes of workers' compensation coverage, the definition of "public safety employee" was expanded to include a Prince George's County deputy sheriff.

If an award of permanent partial disability compensation is reversed or modified by a court of appeal, the payment of any new compensation awarded shall be subject to a credit for compensation previously awarded and paid.

Each employer that self-insures must establish a toll-free telephone number through which an employee or claimant, or a representative of an employee or claimant, may make direct telephone inquiries during regular business hours.

## **Michigan**

In response to a request that pertains to a specific employer and includes the employer's address and the date of injury of the claim for which information is requested, the bureau may disclose the name and address of the insurer that, according to the records of the bureau, provided coverage on the date of injury, but shall not disclose the effective date or expiration date of the policy.

## **Montana**

The Workers' Compensation Act does not apply to employment of a trainer, assistant trainer, exercise person, or pony person who is performing services under a license issued by the board of horseracing while on the grounds of a licensed race meet.

The waiting period for receiving temporary total disability benefits was reduced from 6 to 5 days, and for shift work from 48 to 40 hours.

A worker requalifies for temporary total disability benefits if a modified or alternative position is no longer available to the



worker for any reason, except for the worker's incarceration, resignation, or termination for disciplinary reasons caused by a violation of the employer's policies that provide for termination of employment.

If an employee is intentionally injured by an intentional and deliberate act of the employee's employer or by the intentional and deliberate act of a fellow employee while performing the duties of employment, the employee or, in case of death, the employee's heirs have a cause of action for damages against the person whose intentional and deliberate act caused the intentional injury.

## Nevada

An officer or manager of a quasi-public or private corporation, or a limited liability company who owns the entity, operates it exclusively from his primary residence, and receives pay for services performed, may elect to reject coverage for himself by filing written notice with the insurer.

If a person employed in the State contracts a contagious disease during the course and scope of his employment that results in a temporary or permanent disability or death, the disease is deemed to be an occupational disease and compensable if certain conditions are met. "Contagious disease" means hepatitis A, B, and C, tuberculosis, the human immunodeficiency virus or acquired immune deficiency syndrome.

If a treating physician or chiropractor refers an injured employee to a specialist for treatment, the treating physician or chiropractor must provide to the injured employee a list that includes the name of each physician or chiropractor with that specialization who is available pursuant to the terms of the contract with the organization for managed care or with providers of healthcare services. The injured employee may select someone from that list.

## New Hampshire

Scheduled permanent impairment awards can now be given for an injury to the brain or from scarring, disfigurement, or other skin impairment resulting from a burn or burns.

A mental injury is not compensable under the Workers' Compensation Act if such mental injury results from any disciplinary

action, work evaluation, job transfer, lay-off, demotion, termination or similar action, taken in good faith by the employer.

Any State employee injured in the line of duty by a hostile or overt act that causes hospitalization or renders the employee temporarily unable to perform the duties of his or her position shall remain on active payroll and not be charged annual or sick leave for the time lost due to the injury.

When an insurance carrier, self-insurer, or payor, acting on behalf of such carrier or self-insurer, disputes the causal relationship of a medical bill to the claimant's injury, and denies payment of such bill, and is after a hearing ordered to pay or reimburse the bill by the Commissioner, the employee shall be entitled to reimbursement of reasonable counsel fees and costs as approved by the Commissioner.

## North Carolina

Burial expenses were increased to \$3,500 from \$2,000.

An insurer that covers an employee under a health benefit plan, a disability income plan, or any other health insurance plan is not a real party in interest and shall not participate in any proceeding or settlement agreement to determine compensability of a claim. The insurer that covers an employee under a health benefit plan or any other health insurance plan may seek reimbursement from the employee, employer, or carrier that is liable or responsible for the specific medical charge according to a final adjudication of the claim or an order of the Commission approving a settlement.

## North Dakota

The bureau may now pay for preventative treatment for significant exposures documented by emergency medical service providers or employees of licensed facilities, and for exposure to rabies occurring in the course of employment.

An employer may not require an employee to use sick or annual leave, or other employer-paid time off work, before applying for or receiving workers' compensation benefits. However, an employer may allow an employee to use sick or annual leave to make up the difference

between the employee's wage-loss benefits and the employee's regular pay.

For purposes of workers' compensation, a "preferred worker" means a worker who has incurred a compensable injury that resulted in a disability that poses a substantial obstacle to employment. The bureau may provide assistance as deemed appropriate to employers who employ a preferred worker, and employers who apply for and are approved as a preferred worker employer may not be assessed premiums on a preferred worker's salary for 3 years from the date of hiring. Also, the bureau may not charge claims costs incurred as a result of an injury sustained by a preferred worker against the account of the preferred worker's employer during the first 3 years after the worker is hired.

The award for the amputation of more than one finger on one hand may not exceed an award for the amputation of a hand. The award for the amputation of more than one toe of one foot may not exceed an award for the amputation of a foot.

An employer may not employ any person, or receive the fruits of the labor of any person, in a hazardous employment, without first applying for workers' compensation insurance coverage by notifying the bureau of the intended employment, the nature of the intended employment, and the estimated payroll expenditure for the coming 12-month period. An employer who willfully misrepresents the amount of payroll upon which a premium is based, or who willfully fails to secure coverage for employees, is liable to the State in the amount of \$2,000 plus three times the difference between the premium paid and the amount of premium the employer should have paid.

## Oklahoma

The name of State Insurance Fund was changed to "CompSource Oklahoma."

## Oregon

A person serving as a referee or assistant referee in a youth or adult recreational soccer match whose services are retained on a match-by-match basis is exempt from workers' compensation coverage. Firefighters and police employees of any city having a popu-

lation of more than 200,000 that provides a disability and retirement system by law are also exempt from coverage.

"Preexisting condition" means, for all occupational disease claims, any injury, disease, congenital abnormality, personality disorder or similar condition that contributes to disability or need for treatment and that precedes the onset of the claimed occupational disease.

For purposes of determining entitlement to temporary disability or permanent total disability benefits, "worker" does not include a person who has withdrawn from the workforce during the period for which such benefits are sought.

The maximum for temporary total disability was increased to 133 percent of the State's average weekly wage, up from 100 percent. For workers employed in more than one job at the time of injury, all the worker's earnings will be considered in determining the temporary total disability compensation rate. For the permanent loss of use or function of an injured member of the body, benefits for each degree of disability was increased to \$511.29 from \$454. Beginning January 1, 2002, through December 31, 2004, the worker will receive \$559 for each degree of disability.

An offer of modified employment may be refused by a worker, without the termination of temporary total benefits, if the offer does not meet an established set of requirements.

An injured worker may pursue a civil negligence action for a work-related injury that has been determined to be not compensable because the worker has failed to establish that a work-related incident was the major contributing cause of the worker's injury—only after an order determining that the claim is not compensable has become final. Such action must occur within the later of (1) 2 years from the date of injury or (2) 180 days from the date the order affirming that the claim is not compensable on such grounds becomes final.

### Rhode Island

Any person who is appointed a corporate officer between January 1, 1999 and December 31, 2001, and was not previ-

ously an employee of the corporation, will not be considered an employee unless a notice is filed to elect coverage by the workers' compensation provisions.

The penalty for an employer failing to post a summary of the workers' compensation act provisions was increased to \$250 from \$100. The payment of medical services required by the employer shall not include hearing aids or other amplification devices.

An injured employee who accepts suitable alternative employment will receive a weekly compensation equal to 66 2/3 percent of the difference between the employee's average weekly wage, earnings or salary before the injury and his/her weekly wages, earnings, or salary from the suitable alternative employment.

For total occupational deafness in one ear, 75 weeks of compensation will be paid; for total occupational deafness of both ears, 244 weeks of compensation will be paid (previously 17 and 100 weeks, respectively).

### South Dakota

No local prisoner, State inmate, or Federal inmate providing services to the State or any of its political subdivisions may be considered a volunteer worker for workers' compensation purposes.

### Tennessee

In cases where an injury occurs as the result of gradual or cumulative events or trauma, the injured employee, or representative, needs to provide notice to the employer of the injury within 30 days after the employee knows or reasonably should know that he/she has suffered a work-related injury resulting in permanent physical impairment, or is rendered unable to continue to perform his/her normal work activities as the result of the work-related injury, and the employee knows or reasonably should know that the injury was caused by work-related activities.

Before any proposed settlement is considered final in cases involving benefits from the second injury fund, it must have the written approval of the Commissioner of Labor and Workforce Development.

If an injury or illness requires the treatment of a physician or surgeon who practices orthopedic or neuroscience medicine, the employer may appoint a panel of physicians or surgeons practicing orthopedic or neuroscience medicine for the employee to choose. The injured employee is entitled to have a second opinion on the issue of surgery, impairment, and a diagnosis from that same panel of physicians.

The representative of the employee, employer, or employer's insurer attending a benefit review conference must have authority to settle any disputes. Failure to provide such a person at the conference, without good cause, by the employer or insurer, shall subject them to a penalty of not less than \$50 nor more than \$5,000.

### Texas

The requirements for being on the Commission's approved list of doctors licensed in the State who are approved to provide healthcare services were significantly revised. Regional Health Care Delivery Networks may now be established by the Commission, as fee-for-service networks designed to improve the quality and reduce the cost of healthcare. An insurance carrier or a self-insurer, certified to provide workers' compensation coverage in the State, may elect to participate or not participate, by contract, in a regional network. A public employer, with certain exceptions, are required to participate in a regional network.

An employer shall notify an employee, treating doctor, and insurance carrier of the existence or absence of opportunities for modified duty or a modified duty return-to-work program available through the employer. An insurance carrier shall, with the agreement of a participating employer, provide the employer with return-to-work coordination services as necessary to facilitate an employee's return to employment.

The Texas Workers' Compensation Insurance Fund was changed to a domestic mutual insurance company and now operates as the Texas Mutual Insurance Company.



### Utah

Law enforcement and public safety volunteers and paid officers who provide public safety services during the Olympic Winter Games of 2002 and the Paralympic Winter Games of 2002 are covered under workers' compensation. For purposes of computing compensation, the average weekly wage rate of a public safety volunteer is considered to be \$400.

### Virginia

The presumption as to disability or death from respiratory disease, hypertension or heart disease was extended to special agents of the Department of Alcoholic Beverage Control.

Premium discounts insurers provide to employers for drug-free workplace programs are no longer limited to 4 years.

### Wyoming

For purposes of workers' compensation coverage, the definition of "State employee" was clarified.

The amount of permanent total disability and death benefits awarded to dependent children was increased to \$150 per month, up from \$100, for payments made after July 1, 2001. In the future such payments are to be adjusted annually for inflation. ☐

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### Fax-on-demand

Users of data from the Bureau of Labor Statistics can request a fax of news releases, historical data, and technical information 24 hours a day, 7 days a week, from the Bureau's fax-on-demand system.

Users can receive news releases of major economic indicators (see schedule on back cover) at 8:45 a.m. on the morning the data are released. The number to obtain data from the national office is:

**(202) 691-6325**

Use a touch-tone telephone and follow the voice instructions for entering document codes and your fax telephone number. The fax-on-demand catalog, containing a list of available documents and codes, can be obtained by entering code 1000. You may request up to four documents with each call. Faxes are sent immediately following the request. If your fax line is busy, the system attempts to send the requested material four times before disconnecting.

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## Changes in unemployment insurance legislation in 2001

*At the State level, enactments included increases of maximum weekly benefit amounts, modifications to voluntary quit provisions, and extensions of coverage to Indian tribes; one Federal bill enacted will affect the Federal-State unemployment insurance program*

Loryn Lancaster  
and Anne Vogel

During 2001, one Federal enactment affected the Federal-State unemployment insurance program. The “Economic Growth and Tax Relief Reconciliation Act of 2001” (P.L. 107–16) will affect the unemployment insurance program in two ways. First, the voluntary withholding rate of Federal income taxes on unemployment insurance benefits has been reduced from 15 percent to 10 percent. The amendment applies to amounts paid after the 60th day after enactment, which pertains to payment made on and after August 7, 2001. Those States that contain generic language in their unemployment insurance State laws, as regards the withholding requirement, can implement the new percentage without a law change. However, the five States that have provisions that include the 15-percent rate language will need to amend their State unemployment insurance laws before the withholding rate can change. Second, the exclusion of employer-provided educational assistance from the Federal Unemployment Tax Act definition of wages has been extended to graduate education and the exclusion is permanent for both undergraduate and graduate education courses. This amendment is effective with respect to courses that students began

after December 31, 2001. The States have the option of amending their unemployment insurance State laws to include this provision.

The “Consolidated Appropriations Act, 2001,” requires those States that have federally recognized Indian tribes within their borders amend their laws to treat Indian tribes similarly to State and local governments. Of the 34 States under mandate to amend their laws, 22 had done so by December 18, 2001. Although not required, Arkansas enacted legislation about Indian tribes. In addition, one State is operating under an Executive Order and another under a savings clause.

As was noted in last year’s article, 15 State legislatures introduced bills generally following the guidelines set forth in the “Birth and Adoption-Unemployment Compensation” final rule, effective August 14, 2000; none of the bills were enacted. Eighteen State Legislatures followed suit in 2001, with the same result of zero enactments.

Enactments of State unemployment insurance laws include the majority of States (approximately 43) increasing their maximum weekly benefit amounts either through legislation or automatic provisions; some other States modifying the voluntary quit provision for circumstances related to domestic violence, and many States expanding coverage to service performed for an Indian tribe.

Following is a summary of some significant changes in State unemployment insurance laws during 2001.

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## Arizona

**Coverage.** An Indian tribe includes a tribal unit, a subdivision or subsidiary of an Indian tribe, and a business wholly owned by an Indian tribe. The definition of "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services and to exclude coverage of certain services. An Indian tribe may either pay contributions or elect to make reimbursements. Under certain circumstances, the reimbursement election will be terminated when a tribe fails to make the required payments; provides for reinstatement when the failure is corrected. Extended benefits not reimbursed by the Federal Government must be financed 100 percent by the Indian tribe.

**Financing.** Reimbursable employers are exempt from the Job Training Tax. The Job Training Tax is imposed under certain conditions.

## Arkansas

**Administration.** The disclosure of wage and unemployment insurance information to the U.S. Department of Housing and Urban Development (HUD) and to representatives of public housing agencies concerning applicants for or participants in housing assistance programs administered by HUD will be allowed. The disclosure of employee unemployment insurance information to the State of Arkansas Disability Determination for Social Security Administration and, pursuant to a subpoena, the Arkansas Insurance Department Workers' Compensation Fraud Investigation Unit will be allowed. Beginning July 1, 2001, applications for review and redeterminations must be made the first time charges appear on an employer's account; subsequent charges for the same claimant in the same benefit year may not be challenged. The director will be required to report to the Employment Security Department Advisory Council on a quarterly basis as to any uses of stabilization tax proceeds deposited into the Employment Security Special Fund. Changes reference from appeal referee to appeal hearing officer. The term of office for members of the Board of Review has been changed from 2 to 4 years, and 4-year terms are to run concurrently with

the term of the Office of the Governor. The Chairman of the Board of Review will be required to have a 4-year term beginning with the 2003 appointment.

**Benefits.** Testing positive for illegal drugs under a Department of Transportation qualified drug screening program, in accordance with the employer's bona fide written drug policy will be considered misconduct that can lead to a disqualification for benefits. Work offered to an individual by a base-period or last employer at earnings equal to or greater than the individual earned from the base-period or last employer will be deemed suitable work, unless certain factors are applicable (such as, failure to meet prevailing conditions, risk to health, safety, morals, and so forth) and it would be contrary to good conscience to deem such work suitable. A "seasonal industry" is defined as an industry in which, among other things, it is customary to lay off 40 percent or more of the average monthly number of workers for at least 4 consecutive months during a regularly recurring period of each year. Vacation payments received due to a permanent separation from employment may not be disqualifying nor deductible from unemployment insurance. The application period of a disqualification for willful false statement changes from 2 to 5 years. Beginning, July 1, 2001, overpayments can be collected only by deduction from future benefits after 10 years; interest will be imposed on overpayments due to fraud; and a 10-percent penalty will be assessed on fraud overpayments not repaid within 1 year.

**Coverage.** The definition of "employer" and "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements. Under certain conditions, the reimbursement election and coverage will be terminated when a tribe fails to make the required payments; provides for reinstatement when the failure is corrected. Extended benefits not reimbursed by the Federal Government must be financed by the Indian tribe.

**Financing.** An employer doing business out-of-State may elect a 2.9-percent new employer rate or an in-State experience rate

based on its experience in the other State(s), provided the employer: has at least 3 years of experience in the other State(s); provides an authenticated account history from the other State(s); and conducts business in Arkansas of the same nature as in the other State(s), as defined by the North American Industry Classification System. The provision requiring deposit of stabilization tax proceeds equal to 0.05 percent of taxable wages, collected from January 1, 2001 to December 31, 2002, into the Employment Security Special Fund has been renewed.

## California

**Benefits.** The provision regarding eligibility of student with part-time availability has been repealed. An unemployed worker will not be disqualified for eligibility for unemployment compensation benefits solely on the basis that he or she is only available for part-time work. Specifies that if an individual restricts his or her availability to part-time work, such individual may be considered able to work and available for work if it is determined that all of the following conditions exist: a) the claim is based on the part-time employment; b) the claimant is actively seeking and is willing to accept work under essentially the same conditions as existed while the wage credits were accrued; and c) the claimant imposes no other restrictions and is in a labor market in which a reasonable demand exists for the part-time services he or she offers. Payments received from an employer who has failed to provide the advance notice of facility closure required by the Federal Worker Adjustment Renotification and Training Act will not be construed to be wages or compensation for personal services for eligibility determination purposes. Benefits payable will not be denied or reduced because of the receipt of payments related in any way to an employer's violation of the Federal law. The base period determination changes as follows: benefit year beginning: January, February, or March—4 quarters ending the previous September; April, May, or June—4 quarters ending the previous December; July, August, or September—4 quarters ending the previous March; October, November, or December—4 quarters ending the previous June. New maximum benefit

amount (MBA) tables have been established for claims filed with an effective date beginning: on or after January 1, 2002 and prior to January 1, 2003 with a specified MBA of \$330; and on or after January 1, 2003 and before January 1, 2004 with a specified MBA of \$370; on or after January 1, 2004 and before January 1, 2005 with a specified MBA of \$410; on or after January 1, 2005 with a specified MBA of \$450. The Department is required to study the most effective and efficient means of capturing recent employee wages for the purposes of establishing eligibility for unemployment insurance benefits including implementing an alternative base period. Requires the study to also identify Federal and State resources that may be used to administer the unemployment insurance program. The study is required to be completed and submitted to the Legislature by December 31, 2002.

**Coverage.** An "American employer" includes any Indian tribe. The definition of "employment" and "employing unit" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements. An Indian tribe that elects to make reimbursements will be required to file a surety bond. Under certain circumstances, the reimbursement election will be terminated and coverage may be terminated when a tribe fails to make the required payments; provides for reinstatement when failure is corrected. Any Indian tribe may elect unemployment compensation disability coverage for certain employees, provided the election is the result of a negotiated agreement between specific parties. Extended benefits not reimbursed by the Federal Government must be financed by the Indian tribe.

## Colorado

**Administration.** References concerning assignment of tax rates for new employers in the construction industry will be shifted from the Standard Industrial Classification codes to the North American Industry Classification System codes.

**Coverage.** The definition of "employer"

and "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe may either pay contributions or elect to make reimbursements. An Indian tribe that elects to make reimbursements may be required to execute and file a surety bond or deposit money or securities. Under certain circumstances, the reimbursement election and coverage will be terminated when a tribe fails to make the required payments; provides for reinstatement when the failure is corrected.

**Financing.** On and after July 1, 2001, monies from the statewide indirect cost allocation agreement with the Federal Government must be used to supplement monies in the employment support fund. The deduction requirement from an employer's refund of excess unemployment insurance taxes, an amount equal to the benefits the Division has paid to employees upon whose wages the taxes were based, is eliminated. An employer is relieved of obligation to pay unemployment insurance taxes in a calendar quarter if the amount due is less than \$5.

## Connecticut

**Benefits.** "Willful misconduct," in the case of absence from work, is clarified to mean an employee must be absent without either good cause for the absence or notice to the employer which the employee could reasonably have provided under the circumstances for 3 separate instances within an 18-month period. The definition of "just cause" is eliminated.

**Coverage.** The definition of "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements. An Indian tribe that elects to make reimbursements may be required to execute and file a surety bond or deposit money or securities. Under certain conditions, the reimbursement election will be terminated and coverage may be terminated when a tribe fails to make the required payments; provides for reinstatement when the failure is corrected.

## Delaware

**Benefits.** The maximum weekly benefit amount increased from \$315 to \$330 for all new claims effective January 1, 2002, and thereafter, as long as the balance in the unemployment insurance Trust Fund is equal to or greater than \$275 million.

**Financing.** The supplemental assessment was reduced from 0.3 percent to 0.2 percent effective January 1, 2002, and thereafter, whenever the unemployment insurance Trust Fund balance is equal to or greater than \$300 million.

## Hawaii

**Administration.** The law now makes clear that Reed Act monies may be requisitioned and used for the payment of benefits and for the payment of expenses incurred for the administration of Hawaii's unemployment compensation law and public employment offices pursuant to a specific appropriation of the legislature. Monies credited to the account in Federal fiscal years ending in 2000, 2001, and 2002 must be used solely for the administration of the unemployment compensation program and the monies are not subject to specific appropriation requirements. (This will be retroactive for fiscal years 2000 and 2001.) The appropriation, obligation, and expenditure or other disposition of Reed Act money must be accounted for in accordance with standards established by the U.S. Secretary of Labor.

## Idaho

**Administration.** The penalty that employers lose their appeal rights if they fail to provide separation information without good cause within 10 days of a request from the Department was repealed.

**Financing.** The State interest payment provisions on Federal loans were modified to change from a requirement to an option: for the director to pay interest charges due and payable from the Federal advance interest repayment fund; to levy on experience-rated employers a Federal advance interest repayment tax; and at the director's sole discretion, to assess a Federal advance interest repayment on each covered employer



if the estimated interest payable is more than zero.

## Illinois

**Administration.** Determinations related to back pay awards and wrongfully withheld wages may be reconsidered. The time period for reconsidering determinations has been changed from 2 to 3 years.

**Coverage.** If certain conditions are met, service performed by a full-time student in the employment of an organized camp will be excluded from employment. Service will be excluded from employment if performed on or after January 1, 2002, in the employ of a governmental entity as an election official or election worker and the amount of remuneration received for such service during the calendar year is less than \$1,000.

## Indiana

**Benefits.** Waiver of liability for repayment of benefits upon the request of the individual will be allowed if the benefits were received without fault of the individual's, the benefits were the result of payment made during the pendency of an appeal under which the individual is determined to be ineligible, and repayment would cause economic hardship. The provisions reducing the maximum benefit amount for a separation under disqualifying conditions and for failure to apply for or accept suitable work are modified by providing that the maximum benefit amount may not be reduced by more than 25 percent during any benefit or extended benefit periods. The pension deduction provisions do not preclude an individual from delaying a claim to pension, retirement, or annuity payments until the individual has received the benefits otherwise eligible. Weekly benefits received before the elected retirement date will not be reduced by any pension, retirement, or annuity payment received on or after the elected retirement date. A 20-day time period has been established for an employing unit, including an employer, to notify the department of any facts which may affect an individual's eligibility or right to waiting period credits or benefits.

**Financing.** The commissioner of workforce

development may adjust the employer's estimated contribution rate, after the period for the employer to provide a timely payroll report, if the employer or other interested party: shows reasonable cause for failure to file the payroll report on time, and submits accurate and reliable payroll reports. The amount of contributions estimated by the commissioner when an employer fails to file a report or files an incorrect report will be considered prima facie correct. Adjustment of such estimated amount of contribution on the basis of information ascertained after the expiration of the notice period will be allowed if the employer or other interested party shows reasonable cause for untimely failure to file any payroll report and submits accurate and reliable reports. A skills training program from January 1, 2002 to December 31, 2004 has been established. A 0.09 percent skills training assessment upon a contributing employer's previous year's taxable wages was established; the assessment will not be credited to the employer's experience account, and will not affect the contribution rate computation. The skills training assessment will be deposited in the skills training fund that has been established. If the unemployment fund ratio is less than a specified amount, the funds assessed for or deposited in the skills 2016 training fund must be directed or transferred to the unemployment insurance benefit fund. Unemployment benefits will not be charged to the experience account of a base period employer when unemployment is a direct result of the condemnation of property by a municipal corporation, the State, or the Federal Government, a fire, flood, act of nature, when at least 50 percent of employees, including the claimant, became unemployed as a result. This exception will not apply when the unemployment was an intentional result of the employer or a person acting on behalf of the employer. A new tax rate table for 2002 through 2004 with rates ranging from 0.15 percent to 5.4 percent under the most favorable schedule and from 1.1 percent to 5.6 percent under the least favorable schedule was established.

## Iowa

**Benefits.** Federal Social Security pensions to which an individual has made contributions will not be deducted from unemploy-

ment benefits.

**Coverage.** The definition of "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements. Under certain conditions, the reimbursement election will be terminated and coverage may be terminated when a tribe fails to make the required payments; provides for reinstatement when the failure is corrected.

**Financing.** Employers' accounts will not be charged for unemployment benefits directly caused by a major natural disaster declared by the President.

## Kansas

**Coverage.** The definition of "employer" and "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements for the full amount of regular benefits and extended benefits. Under certain conditions, the reimbursement election and coverage will be terminated when a tribe fails to make the required payments; provides for reinstatement when failure is corrected. An Indian tribe that elects to make reimbursements may be required to file a surety bond or in lieu of a surety bond, to deposit money or securities, or to purchase and deliver a certificate of deposit to guarantee payment.

## Louisiana

**Administration.** The appeal "tribunal" is changed to "referee" and the option that the tribunal consist of a body of three members, is eliminated. The authority to appoint referees and their alternates is changed from the board of review to the Secretary of the State Department of Labor.

**Benefits.** The amount an individual may elect to deduct and withhold from benefits for Federal income tax is changed from 15 percent to an amount equal to the amount allowable under Federal law.

**Coverage.** The definition of "employer"

and "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements. Under certain conditions, the reimbursement election and coverage will be terminated when a tribe fails to make the required payments.

*Financing.* Reference from the Standard Industrial Classification system is changed to the North American Industrial Classification System with respect to variation from standard rates.

## Maine

*Coverage.* Services provided by an owner-operator of a truck or truck tractor while leased to a motor carrier, as long as that employment is not subject to Federal unemployment taxes, will be excluded from employment. The definition of "employing unit" and "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements. An Indian tribe that elects to make reimbursements may be required to execute and file a surety bond or deposit money or securities. Under certain circumstances, the reimbursement election and coverage will be terminated when a tribe fails to make the required payments; provides for reinstatement when the failure is corrected.

## Maryland

*Coverage.* A municipal police officer appointed by the Carroll County sheriff as a special deputy sheriff for the county remains an employee of the municipal corporation for unemployment insurance purposes.

## Massachusetts

*Benefits.* The definition of domestic violence and what abuse includes is added to the law. A nondisqualification for discharge is imposed provided the individual establishes that the reason for the discharge was due to circumstances resulting from domestic violence. A nondisqualification for voluntary leaving work is imposed provided

the individual establishes that the voluntary leaving was due to domestic violence.

*Financing.* Benefits paid to an individual who voluntarily quits due to domestic violence are charged to the solvency account.

## Minnesota

*Benefits.* An individual on a voluntary leave of absence will not be eligible for benefits for the duration of the leave of absence. An individual who quits because of domestic abuse will not be disqualified from benefits under certain conditions. An individual who, without good cause, fails to affirmatively request an additional job assignment after completion of a temporary job assignment from a staffing service employer will be considered to have quit employment under certain conditions.

*Coverage.* Services performed for an Indian tribe are considered to be in employment, resulting in unemployment insurance coverage of such services—effective retroactive to December 31, 2000. An Indian tribe can either pay contributions or elect to make reimbursements. Under certain circumstances, the reimbursement election will be terminated when the tribe fails to make the required payments. An Indian tribe whose election has been terminated becomes a tax-paying employer and will be assigned the new employer tax rate until qualified for a rate based on experience.

## Mississippi

*Benefits.* Social Security payments to which an employee has made contributions shall not be deducted from unemployment compensation; such payments were previously deductible. Maximum weekly benefit amount increases from \$190 to \$200, effective July 1, 2001, and from \$200 to \$210, effective July 1, 2002.

*Financing.* Employer contributions are due and payable on a calendar quarterly basis, at the end of the month succeeding each quarter.

## Montana

*Administration.* The Department of Labor and Industry must report to the legislature

on the unemployment benefits applied for and granted under the domestic violence provision. The report must include information on applicant demographics and benefit costs.

*Benefits.* The maximum weekly benefit amount increases from 60 percent to 63 percent of the State average weekly wage for claims filed on or after July 1, 2001. An individual who is otherwise eligible for benefits may not be denied benefits because the individual left work or was discharged because of circumstances resulting from the individual or a child of the individual being a victim of domestic violence, or due to an individual's attempt to protect himself or herself or child from domestic abuse. The conditions under which an individual must be treated as a victim of domestic violence have been specified. The duration of these benefits is limited to 10 weeks within a 12-month period. This provision terminates July 1, 2003.

*Coverage.* Services performed by election judges who receive less than \$1,000 in remuneration in a calendar year are exempt from employment. The definition of "employing unit" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements. Under certain conditions, the reimbursement election and coverage are terminated when a tribe fails to make the required payments. The exclusion from employment for real estate agents has been narrowed down to "qualified" agents as defined in 26 U.S.C. 3508, meaning those whose entire remuneration is substantially directly related to sales or other output and who, by written contract, are not employees. The former exclusion applied to all agents licensed under State law. An exclusion from employment has been added for insurance salespeople who are paid solely on a commission basis and who work without a guarantee of minimum earnings.

*Financing.* Employers will not be charged for the payment of unemployment benefits to an individual who left work due to circumstances stemming from domestic violence.



## Nebraska

**Administration.** Language authorizing the Department of Labor to utilize a three-member tribunal to hear unemployment insurance appeals was eliminated. The unemployment insurance appeal tribunal will in each case consist of an administrative law judge. The law now reflects the independence of appeal tribunals from the State Department of Labor in making decisions about a claimant's eligibility for unemployment insurance. An employer appeal concerning the rate of combined unemployment tax or amount due will be directed to an unemployment insurance appeal tribunal, rather than to the Commissioner of Labor. The Commissioner of Labor will be permitted to appeal the appeal tribunal's decision regarding an employer's rate. Fraud prosecutions involving receipt of unemployment insurance benefits may be brought in any county where any part of the crime was committed, including the county in which the person received the benefits.

**Benefits.** The law has been clarified to make sure that employer-provided supplemental unemployment insurance benefits are not wages for unemployment benefit or tax purposes and are not deductible from State-provided unemployment insurance. This ensures that employees will not be disqualified from receiving State-provided unemployment insurance and will not have State-provided unemployment insurance reduced while receiving supplemental unemployment insurance.

**Coverage.** The definition of "employer" and "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements. An Indian tribe that elects to make reimbursements will be required to file a surety bond or deposit money or securities on the same basis as other employers with the same election option. Under certain conditions, the reimbursement election and coverage will be terminated when a tribe fails to make the required payments.

## Nevada

**Coverage.** The definition of "employer"

and "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements for regular benefits and all of extended benefits. Under certain conditions, the reimbursement election will be suspended when the tribe fails to make the required payments; provides for reinstatement when the failure is corrected.

## New Jersey

**Administration.** An employee leasing firm (or professional employer organization) and a client company are both responsible for meeting the requirements of the State unemployment insurance law.

**Benefits.** The 12 times statewide average weekly wage option for purposes of determining eligibility for benefits for other than agricultural workers was eliminated. The 1,000 times the minimum wage replaced the 12 times statewide average weekly option for agricultural workers. The 20 percent times statewide average weekly wage option was eliminated from the definition of base week for unemployment benefits. The 20 times the minimum wage replaced the 20 times statewide average weekly wage in the definition of base week for temporary disability benefits. The 1,000 times the minimum wage replaced the 12 times statewide average weekly wage option in determining entitlement to temporary disability benefits.

## New Mexico

**Coverage.** The definition of "employer" and "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements. Under certain conditions, the reimbursement election and coverage will be terminated when a tribe fails to make the required payments and reinstated when the failure is corrected.

## North Carolina

**Administration.** Language that would allow

certain but not all employers of specific domestic service employees to file reports annually was eliminated.

**Benefits.** Effective September 1, 2001, the age limit for a minor child under the undue family hardship provision is eliminated. Undue family hardship arises when an individual is unable to accept a particular shift because the individual is unable to obtain care for any disabled member of that individual's immediate family. "Immediate family" is defined as an individual's wife, husband, mother, father, brother, sister, son, daughter, grandmother, grandfather, grandson, granddaughter, whether the relationship is a biological, step-, half-, or in-law relationship.

**Coverage.** The definition of "employer" and "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements. Under certain conditions, the reimbursement election and coverage will be terminated when a tribe fails to make the required payments and reinstated when the failure is corrected. Extended benefits not reimbursed by the Federal Government must be financed by the Indian tribe.

**Financing.** An employer's account will not be charged if the discharge of the claimant was solely for a bona fide inability to do the work for which he was hired but only where the claimant's period of employment was 100 days or less. The noncharging provisions related to hiring pursuant to a job order placed with a local office of the Commission and the Work First Program was eliminated.

## North Dakota

**Benefits.** An individual is not considered to have left employment voluntarily without good cause if the individual leaves his/her most recent employment to accept a bona fide job offer with a base period employer who laid off the individual and with whom the individual has a demonstrated job attachment.

**Coverage.** The definition of "employer" and

"employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe will be allowed either to pay contributions or elect to make reimbursements. An Indian tribe that elects to make reimbursements will be required to file a surety bond. An Indian tribe that fails to make required payments within 90 days will result in loss of option to make reimbursements and that further failure of the tribe to make payments will cause loss of coverage of services performed for the Indian tribe. A manager of a limited liability company is included within the definition of "employee" only if the company is treated as a corporation for purposes of Federal income taxation. Service performed by an owner of a general partnership, limited partnership, limited liability partnership, limited liability limited partnership, or a limited liability company, is included within the definition of "employment" only if the organization will be treated as a corporation for purposes of Federal income taxation. The optional exclusion from "employment" for managers with one-fourth or greater ownership interest in a limited liability company will not apply to limited liability companies wholly owned by or operating as an Indian tribe, State or local government, or nonprofit organization for which services performed are required by Federal law to be covered by the State's unemployment insurance law.

**Financing.** During the building of the trust fund reserve for calendar years 2000, 2001, and 2002, a negative employer that was a negative employer the previous year may not make excess contributions to become a positive employer. Limitations imposed during the building of the trust fund reserve for calendar years 2000, 2001, and 2002 that the rate assigned to an employer may not exceed 130 percent of the previous year's rate for that employer and that an employer may not receive more than a 10-percent decrease in rate from the previous year's rate, on the following employers were removed: an experience-rated employer that was a new employer the previous year; a negative employer that was a positive employer the previous year; a positive employer that was a negative employer the previous year; an employer that has failed to file a report; a new employer; and an employer that chose

to make payments in lieu of contributions. The requirement for a hearing when a predecessor files a timely written protest of a transfer of experience was eliminated and no such transfer will occur if the predecessor files a timely written protest. An employing unit's experience record is prohibited from being transferred in an amount that results in the successor and predecessor portions totaling more than 100 percent of the predecessor's history. The prohibiting of a negative employer, who was a negative employer the previous year, from making excess contributions to the State's unemployment fund to become a positive employer was eliminated. The procedures for posting a bond or irrevocable letter of credit on construction projects were changed to ensure the payment of all benefits claimed by employees working on the project. The threshold for estimated cost of a construction project that requires posting a bond or letter of credit was raised from \$25 million to \$50 million. In determining new employer rates, employer industrial classification codes were changed from the 2-digit major group in the Standard Industrial Classification (SIC) system to the 3-digit major group code in the North American Industrial Classification System (NAICS). Employers who are liable for coverage before August 1, 2002, however, will remain under the SIC unless they are classified (according to the SIC) within the construction industry.

## Oregon

**Benefits.** An individual may not be disqualified from unemployment benefits if the individual is a victim of domestic violence and certain conditions are met. The Employment Department will be required to provide unemployment insurance applicants with a JOBS PLUS Program brochure at the time of application. The Employment Department will be required to refer unemployment insurance recipients to available unsubsidized and subsidized jobs within a certain time period if certain conditions are met; and to the JOBS PLUS Program if appropriate and reassess the recipient's reemployability under certain conditions. The time period limitations for a recipient's participation in the JOBS PLUS Program has been established. As reimbursement to employers participating in the JOBS PLUS Program, subsidized employ-

ment will be provided. The director may refer claimants to JOBS PLUS Program jobs for which the claimant does not have adequate skills or experience when such job is likely to result in an upgrade in the claimant's skills and experience. The Employment Department is assigned, as appropriate, certain responsibilities in connection with the JOBS PLUS Program. The Adult and Family Services Division was removed from being connected with the JOBS PLUS Program.

**Coverage.** The definition of "employer," "employment," and "employing unit" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements for regular benefits and all extended benefits. Under certain conditions, the reimbursement election and coverage will be terminated when a tribe fails to make the required payments; provides for reinstatement when the failure is corrected.

**Financing.** A business entity that has a single owner and is disregarded as an entity separate from its owner for Federal tax purposes will be deemed to be the same employing unit as its owner for unemployment compensation tax purposes. Applies to tax years beginning on or after January 1, 2002.

## Rhode Island

**Coverage.** The definition of "employer" and "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements. Under certain conditions, the reimbursement election and coverage will be terminated when a tribe fails to make the required payments; provides for reinstatement when the failure is corrected. An Indian tribe that elects to make reimbursements may be required to execute and file a surety bond or deposit money or securities. Extended benefits not reimbursed by the Federal Government will be financed in their entirety by the Indian tribe.

## South Dakota

**Administration.** The employer rate assign-



ment provision is changed to reflect the shift from the Standard Industrial Classification system to the North American Industry Classification System.

## Tennessee

**Benefits.** The maximum weekly benefit amount increased from \$255 to \$275 on or after August 5, 2001. The provision concerning the treatment of back pay awards was amended to provide that for unemployment insurance benefit purposes, the amount of back pay constitutes wages paid in the period for which it was awarded. Employers who are a party to a back pay award settlement must report whether such settlement was arrived at by subtracting the amount of unemployment benefits received. The requirements have been established for payments to the unemployment fund by such employers in the event the settlement was or was not reduced by the amount of unemployment benefits received.

**Financing.** The total number of premium rate tables decreased from 10 to 6. Variations from the standard rate of premiums for certain employers must be determined, beginning July 1, 2001 by the reserve ratio of each employer in accordance with the premium rate tables 1–6, depending on the balance in the unemployment compensation trust fund. Under the most favorable table, rates range from 0 percent to 10 percent. Under the least favorable table, rates range from 0.5 percent to 10 percent.

## Texas

**Administration.** Garnishment for the purposes of spousal maintenance will not apply to unemployment insurance benefit payments. The Government Code Chapter will be applicable unless and to the extent: another State law specifically states that this chapter does not apply; or a Federal law or regulation imposes an unconditional requirement that irreconcilably conflicts with the code; or imposes a condition on the State's eligibility to receive money from the Federal Government that irreconcilably conflicts with the code.

**Benefits.** The computation of the maximum weekly benefit amount changed from a com-

putation based on the change in the 1976 average weekly wage to 47.6 percent of the preceding year's annual average weekly wage. The computation of the minimum weekly benefit amount changed from a computation based on the change in the 1976 average weekly wage to 7.6 percent of the preceding year's annual average weekly wage. A benefit amount that is not a multiple of \$1 must be increased to the next multiple of \$1.

**Coverage.** Services will be excluded from employment if performed by an individual who is blind while the individual is in training at a sheltered workshop operated by a charitable organization under a rehabilitation program that includes: an individual plan for employment; a timeline for completion of the training; and a planned employment outcome. Service will be included as employment if performed by an individual who is blind and who, after training, is working for a sheltered workshop operated by a charitable organization: temporarily while awaiting placement in a position of employment in the competitive labor market; or permanently because the individual is unable to compete in the competitive labor market. An Indian tribe includes a tribal unit, a subdivision or subsidiary of an Indian tribe, and a business wholly owned by an Indian tribe. The definition of employment includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services and to exclude coverage of certain services. An Indian tribe may either pay contributions or elect to make reimbursements. Under certain circumstances, the reimbursement election will be terminated and coverage may be terminated when a tribe fails to make the required payments; provides for reinstatement when the failure is corrected. Extended benefits not reimbursed by the Federal Government must be financed 100 percent by the Indian tribe.

**Financing.** Certain employers of domestic workers will be permitted to annually report quarterly wages and pay contributions. Such employers must make the reporting and paying election not later than December 31 of the year before the first calendar year reported; an election by such employer is not revocable by the employer before the second anniversary of the date of the elec-

tion. Contributions must be reported and paid by January 31 with respect to wages for employment paid in the preceding calendar year. Requires the commission to estimate the rate taking effect during the preceding calendar year subject to correction when a final computation is made. On the request of the commission, those electing employers must file reports at other times as necessary to adjudicate a claim or to establish wage credits. Any penalty or interest imposed on the elected employer must be computed in the same manner as for other types of employment. In computing the benefit ratio for employers of domestic workers only and who have elected to file reports annually, only taxable wages for which contributions have been paid to the commission on or before January 31 may be used. An employer who reports annually has the same computation date as other employers, but the final computation of a rate for the employer may not occur before February 1 of the year following the computation date. A special unemployment compensation tax rate for employers engaged in agriculture classified as crop preparation services for market was provided. Such employers must pay a contribution at the lowest of the following rates: 5.4 percent; the general tax rate applicable to that employer, with the deficit tax rate and replenishment tax rate; or any other tax rate applicable to that employer. The requirement to notify the Commission of an election will be required. The definition of manual changes from the Standard Industrial Classification Manual to the North American Industrial Classification System Manual.

## Utah

**Administration.** The Division of Workforce Information and Payment Services prescribes rules providing standards for determining which contribution reports must be filed on magnetic media or in other machine-readable form. The rules may not require any employer to file contribution reports on magnetic media unless the employer is required to file wage data on at least 250 employees during any calendar year. Developing the rules requires the Division to take into account the ability of the employer to comply at reasonable cost. The Division may require employers to post a bond for failure

to comply with the rules. For the purpose of accessing records, disclosure of personally-identifiable information about an individual can be or may be granted to: an employee of the Department of Workforce Services (Department) administering programs other than the unemployment insurance program; a government employee or workers' compensation insurer to the extent the information will aid in the detection or avoidance of duplicate, inconsistent, or fraudulent claims against a workers' compensation program or the recovery of overpayments of workers' compensation funds; an employee or contractor of the Department or an educational institution or other governmental entity engaged in workforce investment and development activities pursuant to the Workforce Investment Act of 1998 for the purpose of coordinating services with the Department, evaluating the effectiveness of those activities, and measuring performance; the public for any purpose following a written waiver by all interested parties of their rights to non-disclosure; and an individual whose wage data has been submitted to the Department by an employer, so long as no information other than the individual's wage data and the identity of the party who submitted the information is provided to the individual.

**Coverage.** Unemployment insurance coverage extends to services performed in the employ of an Indian tribe or tribal unit. Indian tribes and tribal units may either pay contributions or make reimbursements. Failure of any Indian tribe or tribal unit to make required payments within 90 days of receipt of a billing will cause the Indian tribe to lose the reimbursement option. Reimbursing Indian tribes or tribal units may establish group accounts.

## Vermont

**Administration.** Effective with the calendar quarter ending March 31, 2001, the requirement for employers to report worker's average weekly hours worked during the quarter was eliminated. An individual is not deemed to be "partially unemployed" if the individual performed less than full-time work only because there was a holiday in that week for which the individual was entitled to holiday pay.

## Virginia

**Administration.** A fee may not be deducted from unemployment insurance that is subject to child support withholding.

**Financing.** Employers are not charged benefits paid to an inmate participating in a work-release program when the inmate's separation from work arose from conditions of release or parole from such program.

## Washington

**Benefits.** Individuals who serve in a principal administrative, research, or instructional capacity in a community or technical college, but who are between terms, do not have "reasonable assurance" of continued employment when an offer is conditioned upon enrollment, funding, or program changes. Benefits based on any and all service in an instructional, research, or principal administrative capacity for any and all educational institutions will not be paid to an individual for any week of unemployment which commences during the period between two successive academic years or terms if the individual has reasonable assurance of continued employment.

**Coverage.** The definition of "employment" and "employing unit" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements. Under certain conditions, the reimbursement election and coverage will be terminated when a tribe fails to make the required payments; provides for reinstatement when the failure is corrected. May require an Indian tribe that elects to make reimbursement to execute and file a surety bond or deposit money or securities. Extended benefits not reimbursed by the Federal Government will be financed in their entirety by the Indian tribe.

## Wisconsin

**Coverage.** The definition of "employer" and "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursement financing.

An Indian tribe that elects to make reimbursement financing must file assurance of reimbursement for the election to be valid; failure to file such assurance terminates pending election. An Indian tribe may terminate the election and pay a contribution rate of 2.7 percent for 3 years; under certain conditions, may reelect reimbursement financing. Under certain conditions, the reimbursement financing and the assurance will be terminated when the tribe fails to make the required payments and any pending election that fails to meet the requirements to file an assurance of reimbursement will be terminated; under certain conditions, reimbursement financing may be reelected. The Department may consider the Indian tribe not to be an employer and may consider services performed for the tribe not to be employment for failure to make required payments.

## Wyoming

**Administration.** A Department of Workforce Services was created and the new director of that Department has been instructed to prepare a plan for reorganizing various agencies and functions, including the possible transfer of unemployment insurance and other functions to the Department of Workforce Services. The plan was to have been submitted to and approved by the Governor and submitted to the joint labor, health and social services interim committee of the legislature no later than October 15, 2001.

**Coverage.** The definition of "employer" and "employment" includes service performed for an Indian tribe, resulting in unemployment insurance coverage of such services. An Indian tribe can either pay contributions or elect to make reimbursements. An Indian tribe that elects to make reimbursements may be required to file a surety bond. Under certain circumstances, the reimbursement election will be terminated and coverage may be terminated when a tribe fails to make the required payments; provides for reinstatement when the failure is corrected.

**Financing.** For calendar year 2002, contribution rates were lowered by 30 percent for experience-rated employers and employers at the base rate of 8.5 percent. □



## Why be flexible?

About one in every ten or eleven workers reports participating in an alternative-to-regular-employee work arrangements and almost one in five works part time. While the concept of "regular employee" may be hard to define, as Charles Muhl points out in this issue, and alternative arrangements and part-time work are intertwined in complex ways, as pointed out by Marisa DiNatale last March, more flexible approaches to organizing work seem to be increasingly important.

Susan Houseman's article, "Why Employers Use Flexible Staffing Arrangements: Evidence From an Establishment Survey," in the October 2001 *Industrial and Labor Relations Review* brings us new, survey-based evidence on the demand for flexible workers. Houseman found that seven out of ten employers reported using part-time workers and almost four out of five used at least one form of flexible arrangement other than part time.

The most common reasons employers gave for using alternative arrangements pertained to specific staffing needs such as unexpected fluctuations in workload, seasonal demands, or the need to cover for vacations or other absences of regular employees. Among those using part-time workers, the most common reasons reported were to cover either peak-load hours or to extend the establishment's hours beyond those covered by full-time shifts.

On the contentious issue of cost savings, Houseman noted that, "Although few employers said they used workers in flexible staffing arrangements in order to save on wage and benefit costs, employers typically do save, primarily on benefit costs, by using these arrangements."

## Forecasting worker quality

Improvements in the quality of the workforce have been among the forces

boosting labor productivity in the past couple of decades. In fact, BLS figures show that in the first half of the 1990s, about one-fourth of labor productivity growth in private nonfarm business was due to increases in labor quality, where quality is measured using education and work experience. This dropped by half between 1995 and 1999, to about one-eighth of labor productivity growth. (See "Multifactor productivity trends, 1999," USDL news release 01-125 at <http://www.bls.gov/news.release/prod3.nr0.htm> for further details.)

Among the causes of gains in labor quality are rising levels of educational attainment among workers and increases in work experience that are associated with higher productivity. The movement of baby-boomers towards their peak earnings years has been a factor in increasing experience levels and increasing labor quality in recent years.

What can we project the contribution of worker quality to productivity growth (and hence output growth) to be in the coming years? Daniel Aaronson and Daniel Sullivan of the Federal Reserve Bank of Chicago tackle this question and others in "Growth in Worker Quality," *Economic Perspectives* (fourth quarter 2001). Among their data sources is the March Current Population Survey (CPS), from which they analyze data on earnings, weeks worked, and usual hours worked per week.

Other researchers who have studied U.S. labor quality have also used the CPS as a data source—among them are Mun Ho and Dale Jorgenson and the BLS Office of Productivity and Technology. The methodology used by Aaronson and Sullivan resembles those of these other researchers in some ways, with certain differences.

Aaronson and Sullivan report that their findings about past labor quality growth are "broadly similar" to those of Ho and Jorgenson and those of BLS. Like BLS findings, Aaronson and

Sullivan's results show a decline in the contribution of labor quality to productivity growth in the 1990s.

Turning to the future, Aaronson and Sullivan forecast a continued decline in the contribution of labor quality to productivity and output growth as we move towards 2010. According to their forecast, improvements in worker skills will account for only about 0.05 percentage point of labor productivity growth and output growth in 2010, down from their estimated contribution in the late 1980s and early 1990s of about 0.40 percentage point.

## New economy, new workforce

"A century ago, the overwhelming majority of people in developed countries worked with their hands," wrote Peter Drucker in a recent *Economist* magazine survey. Today, in contrast, the fast-growing group is the "knowledge workers" in jobs that require formal, advanced schooling. His analysis of these trends closely parallels that of BLS projections we have published in the *Review*.

Drucker further divides knowledge workers into the traditional professions and a new class of "knowledge technologists" such as computer programmers, manufacturing technicians, medical technologists, and paralegals. What makes these jobs different is that despite time often spent on routine duties, what identifies the work is the part that applies formal learning to the work situation.

These workers, according to Drucker, will need both the formal education that starts their careers in knowledge-based work and continuing education as "knowledge" becomes obsolete more quickly than "skill." Drucker believes that a larger measure of potential upward mobility marks the knowledge workforce. He also warns, however, that that mobility comes at a high price in terms of competitive pressure. □



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# Notes on Current Labor Statistics

This section of the *Review* presents the principal statistical series collected and calculated by the Bureau of Labor Statistics: 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 2001 issue of the *Review*. Seasonally adjusted establishment survey data shown in tables 1, 12–14 and 16–17 were revised in the July 2001 *Review* and reflect the experience through March 2001. A brief explanation of the seasonal adjustment methodology appears in "Notes on the data."

Revisions in the productivity data in table 49 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://www.bls.gov/cps/>

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

<http://www.bls.gov/ces/>

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://www.bls.gov/lpc/>

For additional information on international 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 compensa-

tion 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; 4-24)

### 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 60,000 households selected to represent the U.S. population 16 years of age and older. Households are interviewed on a rotating basis, so that three-fourths of the sample is the same for any 2 consecutive months.

#### Definitions

**Employed persons** include (1) all 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 preceding 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.

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 300,000 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 exclud-



ing 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 2000 benchmarks, was made with the release of May 2001 data, published in the July 2001 issue of the *Review*. Coincident with the benchmark adjustment, historical seasonally adjusted data were revised to reflect updated seasonal factors. Unadjusted data from April 2000 forward and seasonally adjusted data from January 1997 forward are subject to revision in future benchmarks.

In addition to the routine benchmark revisions and updated seasonal factors introduced with the release of the May 2000 data, all estimates for the wholesale trade division from April 1998 forward were revised to incorporate a new sample design. This represented the first major industry division to convert to a probability-based sample under a 4-year phase-in plan for the establishment survey sample redesign project. For additional information, see the June 2000 issue of *Employment and Earnings*.

Revisions in State data (table 11) occurred with the publication of January 2000 data.

Beginning in June 1996, the BLS uses the X-12 ARIMA methodology to seasonally adjust establishment survey data. This proce-

dures, 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.

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).

## Covered employment and wage data (ES-202)

### Description of the series

EMPLOYMENT, WAGE, AND ESTABLISHMENT DATA in this section are derived from the quarterly tax reports submitted to State employment security agencies by private and State and local government employers subject to State unemployment insurance (UI) laws and from Federal, agencies subject to the Unemployment Compensation for Federal Employees (UCFE) program. Each quarter, State agencies edit and process the data and send the information to the Bureau of Labor Statistics.

The Covered Employment and Wages data, also referred to as ES-202 data, are the most complete enumeration of employment and wage information by industry at the national, State, metropolitan area, and county levels. They have broad economic significance in evaluating labor market trends and major industry developments.

### Definitions

In general, ES-202 monthly employment data represent the number of **covered workers** who worked during, or received pay for, the pay period that included the 12th day of the month. **Covered private industry employment** includes most corporate officials, executives, supervisory personnel, professionals, clerical workers, wage earners, piece workers, and part-time workers. It excludes proprietors, the unincorporated self-employed, unpaid family members, and certain farm and domestic workers. Certain types of nonprofit employers, such as religious organizations, are given a choice of coverage or exclusion in a number of States. Workers in these organizations are, therefore, reported to a limited degree.

Persons on paid sick leave, paid holiday, paid vacation, and the like, are included. Persons on the payroll of more than one firm during the period are counted by each UI-subject employer if they meet the employment definition noted earlier. The employment count excludes workers who earned no wages during the entire applicable pay period because of work stoppages, temporary layoffs, illness, or unpaid vacations.

**Federal employment data** are based on reports of monthly employment and quarterly wages submitted each quarter to State agencies for all Federal installa-

tions with employees covered by the Unemployment Compensation for Federal Employees (UCFE) program, except for certain national security agencies, which are omitted for security reasons. Employment for all Federal agencies for any given month is based on the number of persons who worked during or received pay for the pay period that included the 12th of the month.

An **establishment** is an economic unit, such as a farm, mine, factory, or store, that produces goods or provides services. It is typically at a single physical location and engaged in one, or predominantly one, type of economic activity for which a single industrial classification may be applied. Occasionally, a single physical location encompasses two or more distinct and significant activities. Each activity should be reported as a separate establishment if separate records are kept and the various activities are classified under different four-digit sic codes.

Most employers have only one establishment; thus, the establishment is the predominant reporting unit or statistical entity for reporting employment and wages data. Most employers, including State and local governments who operate more than one establishment in a State, file a Multiple Worksite Report each quarter, in addition to their quarterly UI report. The Multiple Worksite Report is used to collect separate employment and wage data for each of the employer's establishments, which are not detailed on the UI report. Some very small multi-establishment employers do not file a Multiple Worksite Report. When the total employment in an employer's secondary establishments (all establishments other than the largest) is 10 or fewer, the employer generally will file a consolidated report for all establishments. Also, some employers either cannot or will not report at the establishment level and thus aggregate establishments into one consolidated unit, or possibly several units, though not at the establishment level.

For the Federal Government, the reporting unit is the **installation**: a single location at which a department, agency, or other government body has civilian employees. Federal agencies follow slightly different criteria than do private employers when breaking down their reports by installation. They are permitted to combine as a single statewide unit: 1) all installations with 10 or fewer workers, and 2) all installations that have a combined total in the State of fewer than 50 workers. Also, when there are fewer than 25 workers in all secondary installations in a State, the secondary installations may be combined and reported with the major installation. Last, if a Federal agency has fewer than

five employees in a State, the agency headquarters office (regional office, district office) serving each State may consolidate the employment and wages data for that State with the data reported to the State in which the headquarters is located. As a result of these reporting rules, the number of reporting units is always larger than the number of employers (or government agencies) but smaller than the number of actual establishments (or installations).

Data reported for the first quarter are tabulated into **size** categories ranging from worksites of very small size to those with 1,000 employees or more. The size category is determined by the establishment's March employment level. It is important to note that each establishment of a multi-establishment firm is tabulated separately into the appropriate size category. The total employment level of the reporting multi-establishment firm is not used in the size tabulation.

Covered employers in most States report total **wages** paid during the calendar quarter, regardless of when the services were performed. A few State laws, however, specify that wages be reported for, or based on the period during which services are performed rather than the period during which compensation is paid. Under most State laws or regulations, wages include bonuses, stock options, the cash value of meals and lodging, tips and other gratuities, and, in some States, employer contributions to certain deferred compensation plans such as 401(k) plans.

Covered employer contributions for old-age, survivors, and disability insurance (OASDI), health insurance, unemployment insurance, workers' compensation, and private pension and welfare funds are not reported as wages. Employee contributions for the same purposes, however, as well as money withheld for income taxes, union dues, and so forth, are reported even though they are deducted from the worker's gross pay.

**Wages of covered Federal workers** represent the gross amount of all payrolls for all pay periods ending within the quarter. This includes cash allowances, the cash equivalent of any type of remuneration, severance pay, withholding taxes, and retirement deductions. Federal employee remuneration generally covers the same types of services as for workers in private industry.

**Average annual wages** per employee for any given industry are computed by dividing total annual wages by annual average employment. A further division by 52 yields average weekly wages per employee. Annual pay data only approximate annual earnings because an individual may not be employed by the same employer all year or may work

for more than one employer at a time.

**Average weekly or annual pay** is affected by the ratio of full-time to part-time workers as well as the number of individuals in high-paying and low-paying occupations. When average pay levels between States and industries are compared, these factors should be taken into consideration. For example, industries characterized by high proportions of part-time workers will show average wage levels appreciably less than the weekly pay levels of regular full-time employees in these industries. The opposite effect characterizes industries with low proportions of part-time workers, or industries that typically schedule heavy weekend and overtime work. Average wage data also may be influenced by work stoppages, labor turnover rates, retroactive payments, seasonal factors, bonus payments, and so on.

## Notes on the data

To insure the highest possible quality of data, State employment security agencies verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter. For these reasons, some data, especially at more detailed geographic levels, may not be strictly comparable with earlier years.

The 1999 county data used to calculate the 1999–2000 changes were adjusted for changes in industry and county classification to make them comparable to data for 2000. As a result, the adjusted 1999 data differ to some extent from the data available on the Internet at:

<http://www.bls.gov/cew/home.htm>.

County definitions are assigned according to Federal Information Processing Standards Publications as issued by the National Institute of Standards and Technology. Areas shown as counties include those designated as independent cities in some jurisdictions and, in Alaska, those areas designated by the Census Bureau where counties have not been created. County data also are presented for the New England States for comparative purposes, even though townships are the more common designation used in New England (and New Jersey).

For additional information on the covered employment and wage data, contact the Division of Administrative Statistics and Labor Turnover at (202) 691-6567.



## Compensation and Wage Data

(Tables 1-3; 25-31)

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 compensation, 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://www.bls.gov/ect/>

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 income 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://www.bls.gov/ebs/>

## 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 workers or more and lasting a full shift or longer.

**Workers involved:** The number of workers directly involved in the stoppage.

**Number of days idle:** The aggregate number of workdays lost by workers involved in the stoppages.

**Days of idleness as a percent of estimated working time:** Aggregate workdays lost as a percent of the aggregate number of standard workdays in the period multiplied by total employment in the period.

## Notes on the data

This series is not comparable with the one terminated in 1981 that covered strikes involving six workers or more.

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

<http://www.bls.gov/cba/>

## Price Data

(Tables 2; 32–42)

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 unemployed, retirees, and others not in the labor force.

The CPI is based on prices of food, clothing, shelter, fuel, drugs, transportation fares, doctors' and dentists' fees, and other goods and services that people buy for day-to-day living. The quantity and quality of these items are kept essentially unchanged between major revisions so that only price changes will be measured. All taxes directly associated with the purchase and use of items are included in the index.

Data collected from more than 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 33. 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 1995.

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, insurance, and freight) at the U.S. port of importation, which also includes the other costs associated with bringing the product to the U.S. border. It does not, however, include duty charges. 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; 43-46)

### 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. **Out-**

**put 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 measures in tables 43–46 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. In addition to labor productivity, the industry data also include annual

measures of compensation and unit labor costs for three-digit industries and measures of multifactor productivity for three-digit manufacturing industries and railroad transportation. 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 workers and non-production workers), the hours of all persons (paid employees, partners, proprietors, and unpaid family workers), or the number of employees, depending upon the industry.

**Unit labor costs** represent the labor compensation costs per unit of output produced, and are derived by dividing an index of labor compensation by an index of output. **Labor compensation** includes payroll as well as supplemental payments, including both legally required expenditures and payments for voluntary programs.

**Multifactor productivity** is derived by dividing an index of industry output by an index of the combined inputs consumed in producing that output. **Combined inputs** include capital, labor, and intermediate purchases. The measure of **capital input** used represents 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. The measure of **intermediate purchases** is a combination of purchased materials, services, fuels, and electricity.

## Notes on the data

The industry measures are compiled from data produced by the Bureau of Labor Statistics and the Bureau of the Census, with additional data supplied by other government agencies, trade associations, and other sources.

For most industries, the productivity indexes refer to the output per hour of all employees. For some trade and services in-



dustries, indexes of output per hour of all persons (including self-employed) are constructed. For some transportation industries, only indexes of output per employee are prepared.

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

## International Comparisons

(Tables 47-49)

### Labor force and unemployment

#### Description of the series

Tables 47 and 48 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. For further information on adjustments and comparability issues, see Constance Sorrentino, “International unemployment rates: how comparable are they?” *Monthly Labor Review*, June 2000, pp. 3-20.

#### 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 Australia, Japan, Germany, Italy from 1993 onward, and the Netherlands; and 14 and older in Italy prior to 1993. An exception to this rule is that the Canadian statistics for 1976 onward

are adjusted to cover ages 16 and older, whereas the age at which compulsory schooling ends remains at 15. 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, 1999, 2000), Canada (1976) France (1992), Germany (1991), 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*.

BLS recently introduced a new adjusted series for Canada. Beginning with the data for 1976, Canadian data are adjusted to more closely approximate U.S. concepts. Adjustments are made to the unemployed and labor force to exclude: (1) 15-year-olds; (2) passive jobseekers (persons only reading newspaper ads as their method of job search); (3) persons waiting to start a new job who did not seek work in the past 4 weeks; and (4) persons unavailable for work due to personal

or family responsibilities. An adjustment is made to include full-time students looking for full-time work. The impact of the adjustments was to lower the annual average unemployment rate by 0.1-0.4 percentage point in the 1980s and 0.4-1.0 percentage point in the 1990s.

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 Germany, the data for 1991 onward refer to unified Germany. Data prior to 1991 relate to the former West Germany. The impact of including the former East Germany was to increase the unemployment rate from 4.3 to 5.6 percent in 1991.

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 49 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 43 and 45 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 Standard 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: (202) 691–5654.



## Occupational Injury and Illness Data

(Tables 50–51)

### 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 employee 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 ad-

dition 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/iip/>

### 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 re-

sulting 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 release 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/iip/>

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## 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://www.bls.gov>

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

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## 1. Labor market indicators

Selected indicators	1999	2000	1999		2000				2001		
			III	IV	I	II	III	IV	I	II	III
Employment data											
Employment status of the civilian noninstitutionalized population (household survey): <sup>1</sup>											
Labor force participation rate.....	67.1	67.2	67.1	67.1	67.4	67.3	67.0	67.1	67.2	66.9	66.8
Employment-population ratio.....	64.3	64.5	64.2	64.3	64.6	64.6	64.3	64.4	64.4	63.9	63.6
Unemployment rate.....	4.2	4.0	4.2	4.1	4.1	4.0	4.0	4.0	4.2	4.5	4.8
Men.....	4.1	3.9	4.1	4.0	3.9	3.9	3.9	4.0	4.3	4.6	4.8
16 to 24 years.....	10.3	9.7	10.1	10.3	9.7	9.8	9.8	9.6	10.6	11.2	11.4
25 years and over.....	3.0	2.8	3.0	2.9	2.8	2.8	2.8	2.9	3.1	3.4	3.6
Women.....	4.3	4.1	4.3	4.2	4.2	4.1	4.2	4.0	4.2	4.3	4.7
16 to 24 years.....	9.5	8.9	9.6	9.4	9.5	9.0	8.6	8.6	8.6	9.2	10.1
25 years and over.....	3.3	3.2	3.3	3.1	3.2	3.2	3.3	3.0	3.3	3.4	3.7
Employment, nonfarm (payroll data), in thousands: <sup>1</sup>											
Total.....	128,916	131,759	129,073	129,783	130,984	131,854	131,927	132,264	132,559	132,483	132,342
Private sector.....	108,709	111,079	108,874	109,507	110,456	110,917	111,293	111,669	111,886	111,702	111,362
Goods-producing.....	25,507	25,709	25,459	25,524	25,704	25,711	25,732	25,704	25,621	25,310	24,986
Manufacturing.....	18,552	18,469	18,516	18,482	18,504	18,510	18,487	18,378	18,188	17,882	17,555
Service-producing.....	103,409	106,050	103,614	104,259	105,280	106,143	106,195	106,560	106,938	107,173	107,356
Average hours:											
Private sector.....	34.5	34.5	34.5	34.5	34.5	34.5	34.4	34.3	34.3	34.2	34.1
Manufacturing.....	41.7	41.6	41.8	41.7	41.8	41.8	41.5	41.1	41.0	40.8	40.7
Overtime.....	4.6	4.6	4.6	4.7	4.7	4.7	4.5	4.3	4.1	3.9	4.0
Employment Cost Index <sup>2</sup>											
Percent change in the ECI, compensation:											
All workers (excluding farm, household and Federal workers).....	3.4	4.1	1.1	.9	1.3	1.0	1.0	.7	1.3	.9	1.2
Private industry workers.....	3.4	4.4	.9	.9	1.5	1.2	.9	.7	1.4	1.0	.9
Goods-producing <sup>3</sup> .....	3.4	4.4	.9	1.0	1.6	1.2	.9	.6	1.3	.9	.7
Service-producing <sup>3</sup> .....	3.4	4.4	.9	.8	1.4	1.2	1.0	.7	1.4	1.0	1.0
State and local government workers.....	3.4	3.0	1.5	1.0	.6	.3	1.3	.7	.9	.6	2.1
Workers by bargaining status (private industry):											
Union.....	2.7	4.0	.9	.7	1.3	1.0	1.2	.5	.7	1.1	1.0
Nonunion.....	3.6	4.4	.9	1.0	1.5	1.2	1.0	.7	1.5	1.0	

<sup>1</sup> Quarterly data seasonally adjusted.<sup>2</sup> Annual changes are December-to-December changes. Quarterly changes are calculated using the last month of each quarter.<sup>3</sup> 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	1999	2000	1999		2000				2001		
			III	IV	I	II	III	IV	I	II	III
Compensation data <sup>1,2</sup>											
Employment Cost Index—compensation (wages, salaries, benefits):											
Civilian nonfarm.....	3.4	4.1	1.1	0.9	1.3	1.0	1.0	0.7	1.3	0.9	1.2
Private nonfarm.....	3.4	4.4	.9	.9	1.5	1.2	.9	.7	1.4	1.0	.9
Employment Cost Index—wages and salaries:											
Civilian nonfarm.....	3.5	3.8	1.1	.8	1.1	1.0	1.1	.6	1.1	.9	1.0
Private nonfarm.....	3.5	3.9	.9	.9	1.2	1.0	1.0	.6	1.2	1.0	.8
Price data <sup>1</sup>											
Consumer Price Index (All Urban Consumers): All Items.....	2.7	1.0	1.0	.2	1.7	.7	.8	−.1	1.0	1.0	1.0
Producer Price Index:											
Finished goods.....	2.9	1.0	1.5	.1	1.4	1.3	.6	1.0	1.0	1.0	1.0
Finished consumer goods.....	3.8	1.0	2.2	−.2	1.8	1.8	.7	1.0	1.0	1.0	1.0
Capital equipment.....	.3	1.0	−.4	1.2	.1	.0	.0	1.0	−.1	1.0	1.0
Intermediate materials, supplies, and components.....	3.7	1.0	1.9	.1	1.9	1.6	1.0	−.1	1.0	1.0	1.0
Crude materials.....	15.3	1.2	10.2	−3.5	9.1	11.2	.3	1.1	−.1	1.0	−1.0
Productivity data <sup>3</sup>											
Output per hour of all persons:											
Business sector.....	2.8	4.3	2.9	7.0	−.6	7.3	1.0	3.0	.0	2.3	2.2
Nonfarm business sector.....	2.6	4.3	3.0	7.4	−.6	6.3	1.4	2.3	.1	2.2	2.7
Nonfinancial corporations <sup>4</sup> .....	3.5	4.2	2.8	4.5	4.0	7.1	4.0	1.6	.6	3.4	

<sup>1</sup> 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.

<sup>2</sup> Excludes Federal and private household workers.

<sup>3</sup> 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.

<sup>4</sup> Output per hour of all employees.

## 3. Alternative measures of wage and compensation changes

Components	Quarterly average					Four quarters ending				
	2000		2001			2000		2001		
	III	IV	I	II	III	III	IV	I	II	III
Average hourly compensation: <sup>1</sup>										
All persons, business sector.....	6.5	9.4	5.3	5.3	4.1	6.1	7.6	7.4	6.6	6.0
All persons, nonfarm business sector.....	7.1	8.9	5.1	4.8	4.5	6.3	7.4	7.2	6.5	5.8
Employment Cost Index—compensation:										
Civilian nonfarm <sup>2</sup> .....	1.0	.7	1.3	.9	1.2	4.3	4.1	4.1	3.9	4.1
Private nonfarm.....	.9	.7	1.4	1.0	.9	4.6	4.4	4.2	4.0	4.0
Union.....	1.2	.5	.7	1.1	1.0	4.2	4.0	3.4	3.5	3.4
Nonunion.....	1.0	.7	1.5	1.0	.9	4.7	4.4	4.3	4.2	4.1
State and local governments.....	1.3	.7	.9	.6	2.1	3.3	3.0	3.3	3.6	4.4
Employment Cost Index—wages and salaries:										
Civilian nonfarm <sup>2</sup> .....	1.1	.6	1.1	.9	1.0	4.0	3.8	3.8	3.7	3.6
Private nonfarm.....	1.0	.6	1.2	1.0	.8	4.1	3.9	3.8	3.8	3.6
Union.....	1.1	.9	.6	1.1	1.0	3.2	3.4	3.6	3.8	3.6
Nonunion.....	1.0	.6	1.2	.9	.8	4.3	4.0	3.9	3.7	3.6
State and local governments.....	1.7	.7	.7	.5	1.9	3.5	3.3	3.5	3.7	3.9

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

<sup>2</sup> 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		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>TOTAL</b>															
Civilian noninstitutional															
population <sup>1</sup>	207,753	209,699	210,577	210,743	210,889	211,026	211,171	211,348	211,525	211,725	211,921	212,135	212,357	212,581	212,767
Civilian labor force	139,368	140,863	141,136	141,489	141,955	141,751	141,868	141,757	141,272	141,354	141,774	141,350	142,190	142,303	142,244
Participation rate	67.1	67.2	67.0	67.1	67.3	67.2	67.2	67.1	66.8	66.8	66.9	66.6	67.0	66.9	66.9
Employed	133,488	135,208	135,478	135,836	135,999	135,815	135,780	135,354	135,103	134,932	135,379	134,393	135,181	134,562	134,084
Employment-population ratio <sup>2</sup>	64.3	64.5	64.3	64.5	64.5	64.4	64.3	64.0	63.9	63.7	63.9	63.4	63.7	63.3	63.0
Unemployed	5,880	5,655	5,658	5,653	5,956	5,936	6,088	6,402	6,169	6,422	6,395	6,957	7,009	7,741	8,160
Unemployment rate	4.2	4.0	4.0	4.0	4.2	4.2	4.3	4.5	4.4	4.5	4.5	4.9	4.9	5.4	5.7
Not in the labor force	68,385	68,836	69,441	69,254	68,934	69,275	69,304	69,592	70,254	70,370	70,147	70,785	70,167	70,279	70,523
<b>Men, 20 years and over</b>															
Civilian noninstitutional															
population <sup>1</sup>	91,555	92,580	93,061	93,117	93,184	93,227	93,285	93,410	93,541	93,616	93,708	93,810	93,917	94,015	94,077
Civilian labor force	79,104	70,930	71,135	71,289	71,492	71,288	71,261	71,575	71,351	71,346	71,555	71,514	71,894	71,953	71,845
Participation rate	76.7	76.6	76.4	76.6	76.7	76.5	76.4	76.6	76.3	76.2	76.4	76.2	76.6	76.5	76.4
Employed	67,761	68,580	68,683	68,848	68,916	68,761	68,534	68,706	68,595	68,466	68,745	68,402	68,826	68,481	68,042
Employment-population ratio <sup>2</sup>	74.0	74.1	73.8	73.9	74.0	73.8	73.5	73.6	73.3	73.1	73.4	72.9	73.3	72.8	72.3
Agriculture	2,028	2,252	2,122	2,232	2,122	2,154	2,150	2,117	2,169	2,035	2,028	2,140	2,175	2,117	2,027
Nonagricultural industries	65,517	66,328	66,561	66,616	66,795	66,607	66,383	66,589	66,426	66,430	66,717	66,262	66,651	66,365	66,015
Unemployed	2,433	2,350	2,452	2,441	2,576	2,527	2,728	2,869	2,756	2,880	2,810	3,112	3,069	3,472	3,803
Unemployment rate	3.5	3.3	3.4	3.4	3.6	3.5	3.8	4.0	3.9	4.0	3.9	4.4	4.3	4.8	5.3
<b>Women, 20 years and over</b>															
Civilian noninstitutional															
population <sup>1</sup>	100,158	101,078	101,533	101,612	101,643	101,686	101,779	101,870	101,938	102,023	102,067	102,165	102,277	102,371	102,438
Civilian labor force	60,840	61,565	61,625	61,819	62,126	62,220	62,412	62,132	62,119	61,890	62,145	62,172	62,242	62,252	62,333
Participation rate	60.7	60.9	60.7	60.8	61.1	61.2	61.3	61.0	60.9	60.7	60.9	60.9	60.9	60.8	60.8
Employed	58,555	59,352	59,506	59,708	59,894	59,932	60,178	59,741	59,766	59,510	59,752	59,562	59,489	59,237	59,259
Employment-population ratio <sup>2</sup>	58.5	58.7	58.6	58.8	58.9	58.9	59.1	58.6	58.6	58.3	58.5	58.3	58.2	57.9	57.8
Agriculture	803	818	797	822	852	839	819	847	822	752	773	766	826	853	862
Nonagricultural industries	57,752	58,535	58,709	58,886	59,042	59,093	59,359	58,895	58,943	58,759	58,978	58,796	58,663	58,384	58,397
Unemployed	2,285	2,212	2,119	2,111	2,232	2,288	2,233	2,390	2,353	2,380	2,394	2,610	2,754	3,016	3,074
Unemployment rate	3.8	3.6	3.4	3.4	3.6	3.7	3.6	3.8	3.8	3.8	3.9	4.2	4.4	4.8	4.9
<b>Both sexes, 16 to 19 years</b>															
Civilian noninstitutional															
population <sup>1</sup>	16,040	16,042	15,983	16,014	16,063	16,113	16,108	16,068	16,046	16,086	16,145	16,161	16,163	16,195	16,252
Civilian labor force	8,333	8,369	8,376	8,381	8,337	8,243	8,195	8,050	7,802	8,118	8,074	7,664	8,054	8,097	8,065
Participation rate	52.0	52.2	52.4	52.3	51.9	51.2	50.9	50.1	48.6	50.5	50.0	47.4	49.8	50.0	49.6
Employed	7,172	7,216	7,289	7,280	7,188	7,122	7,067	6,907	6,742	6,956	6,883	6,429	6,867	6,844	6,783
Employment-population ratio <sup>2</sup>	44.7	45.4	45.6	45.5	44.7	44.2	43.9	43.0	42.0	43.2	42.6	39.8	42.5	42.3	41.7
Agriculture	234	235	257	220	205	143	191	229	201	209	244	211	219	231	220
Nonagricultural industries	6,938	7,041	7,032	7,060	6,983	6,980	6,876	6,678	6,541	6,748	6,638	6,218	6,648	6,613	6,563
Unemployed	1,162	1,093	1,087	1,101	1,149	1,121	1,127	1,143	1,060	1,162	1,191	1,236	1,187	1,253	1,282
Unemployment rate	13.9	13.1	13.0	13.1	13.8	13.6	13.8	14.2	13.6	14.3	14.8	16.1	14.7	15.5	15.9
<b>White</b>															
Civilian noninstitutional															
population <sup>1</sup>	173,085	174,428	175,034	175,145	175,246	175,362	175,416	175,533	175,653	175,789	175,924	176,069	176,220	176,372	176,500
Civilian labor force	116,509	117,574	117,640	117,945	118,276	118,287	118,243	118,145	117,688	117,733	117,982	117,726	118,290	118,597	118,564
Participation rate	67.3	67.4	67.2	67.3	67.5	67.5	67.4	67.3	67.0	67.0	67.1	66.9	67.1	67.2	67.2
Employed	112,235	113,475	113,509	113,811	114,015	113,902	113,853	113,434	113,185	113,037	113,237	112,703	113,201	112,900	112,535
Employment-population ratio <sup>2</sup>	64.8	65.1	64.8	65.0	65.1	65.0	64.9	64.6	64.4	64.3	64.4	64.0	64.2	64.0	63.8
Unemployed	4,273	4,099	4,131	4,134	4,261	4,385	4,389	4,711	4,503	4,696	4,745	5,024	5,089	5,696	6,029
Unemployment rate	3.7	3.5	3.5	3.5	3.6	3.7	3.7	4.0	3.8	4.0	4.0	4.3	4.3	4.8	5.1
<b>Black</b>															
Civilian noninstitutional															
population <sup>1</sup>	24,855	25,218	25,376	25,408	25,382	25,412	25,441	25,472	25,501	25,533	25,565	25,604	25,644	25,686	25,720
Civilian labor force	16,365	16,603	16,732	16,742	16,773	16,691	16,789	16,666	16,639	16,756	16,693	16,712	16,792	16,735	16,659
Participation rate	65.8	65.8	65.9	65.9	66.1	65.7	66.0	65.4	65.2	65.6	65.3	65.3	65.5	65.2	64.8
Employed	15,056	15,334	15,485	15,470	15,372	15,440	15,348	15,299	15,311	15,343	15,374	15,195	15,327	15,104	14,980
Employment-population ratio <sup>2</sup>	60.6	60.8	61.0	60.9	60.6	60.8	60.3	60.1	60.0	60.1	60.1	59.3	59.8	58.8	58.2
Unemployed	1,309	1,269	1,247	1,272	1,401	1,251	1,441	1,367	1,328	1,413	1,320	1,517	1,466	1,631	1,679
Unemployment rate	8.0	7.6	7.5	7.6	8.4	7.5	8.6	8.2	8.0	8.4	7.9	9.1	8.7	9.7	10.1

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		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>Hispanic origin</b>															
Civilian noninstitutional population <sup>1</sup> .....	21,650	22,393	22,687	22,749	22,769	22,830	22,889	22,957	23,021	23,090	23,157	23,222	23,288	23,351	23,417
Civilian labor force.....	14,665	15,368	15,626	15,671	15,540	15,653	15,770	15,775	15,608	15,570	15,788	15,772	15,813	16,004	15,944
Participation rate.....	67.7	68.6	68.9	68.9	68.2	68.6	68.9	68.7	67.8	67.4	68.2	67.9	67.9	68.5	68.1
Employed.....	13,720	14,492	14,686	14,772	14,612	14,673	14,782	14,747	14,634	14,538	14,843	14,778	14,802	14,858	14,728
Employment-population ratio <sup>2</sup> .....	63.4	64.7	64.7	64.9	64.2	64.3	64.6	64.2	63.6	63.0	64.1	63.6	63.6	63.6	62.9
Unemployed.....	945	876	940	899	927	980	988	1,028	975	1,032	945	994	1,010	1,146	1,217
Unemployment rate.....	6.4	5.7	6.0	5.7	6.1	6.3	6.3	6.5	6.2	6.6	6.0	6.3	6.4	7.2	7.6

<sup>1</sup> The population figures are not seasonally adjusted.

<sup>2</sup> 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		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>Characteristic</b>															
Employed, 16 years and over.....	133,488	135,208	135,478	135,836	135,999	135,815	135,780	135,354	135,103	134,932	135,379	134,393	135,181	134,562	134,084
Men.....	771,446	72,293	72,354	72,534	72,589	72,359	72,201	72,245	71,978	71,926	72,279	71,690	72,333	71,871	71,401
Women.....	62,042	62,915	63,124	63,302	63,410	63,456	63,578	63,109	63,125	63,006	63,100	62,703	62,848	62,691	62,683
Married men, spouse present.....	43,254	43,368	43,251	43,293	43,134	43,340	43,385	43,516	43,733	43,428	43,294	43,172	43,091	42,932	42,787
Married women, spouse present.....	33,450	33,708	33,633	33,635	34,249	34,059	34,080	33,662	33,686	33,380	33,603	33,805	33,664	33,160	33,283
Women who maintain families.....	8,229	8,387	8,495	8,501	8,426	8,373	8,049	8,160	8,319	8,529	8,567	8,323	8,240	8,215	8,319
<b>Class of worker</b>															
<b>Agriculture:</b>															
Wage and salary workers.....	1,944	2,034	2,005	2,019	1,983	1,839	1,910	1,902	1,956	1,775	1,786	1,850	1,884	1,909	1,853
Self-employed workers.....	1,297	1,233	1,180	1,198	1,182	1,291	1,231	1,223	1,201	1,166	1,256	1,239	1,290	1,299	1,275
Unpaid family workers.....	40	38	25	34	25	29	36	47	38	36	22	29	23	25	11
<b>Nonagricultural industries:</b>															
Wage and salary workers.....	121,323	123,128	123,632	123,813	124,035	124,069	123,814	123,395	123,416	123,009	123,432	122,686	123,278	122,658	122,318
Government.....	18,903	19,053	19,146	19,352	18,843	19,103	19,134	18,854	19,067	18,812	18,919	19,219	19,397	19,274	19,184
Private industries.....	102,420	104,076	104,486	104,461	105,192	104,966	104,680	104,541	104,349	104,197	104,513	103,467	103,881	103,384	103,134
Private households.....	933	890	827	879	859	823	881	812	789	744	790	827	809	875	793
Other.....	101,487	103,186	103,659	103,582	104,333	104,143	103,800	103,729	103,559	103,453	103,723	102,640	103,072	102,509	102,341
Self-employed workers.....	8,790	8,674	8,533	8,600	8,698	8,617	8,784	8,608	8,530	8,741	8,574	8,481	8,563	8,487	8,492
Unpaid family workers.....	95	101	128	121	110	142	138	93	103	94	88	113	102	105	74
<b>Persons at work part time<sup>1</sup></b>															
<b>All industries:</b>															
Part time for economic reasons.....	3,357	3,190	3,416	3,234	3,327	3,273	3,164	3,201	3,371	3,637	3,466	3,326	4,188	4,462	4,241
Slack work or business conditions.....	1,968	1,927	2,183	1,964	2,035	2,043	1,914	2,097	2,215	2,299	2,120	2,086	2,861	3,023	2,864
Could only find part-time work.....	1,079	944	886	896	954	933	907	873	900	1,025	999	935	1,081	1,134	1,133
Part time for noneconomic reasons.....	18,758	18,722	18,896	18,993	18,568	19,021	18,647	18,713	18,581	18,472	18,845	19,153	18,825	18,595	18,524
<b>Nonagricultural industries:</b>															
Part time for economic reasons.....	3,189	3,045	3,285	3,088	3,227	3,143	3,007	3,061	3,197	3,532	3,336	3,196	4,045	4,342	4,060
Slack work or business conditions.....	1,861	1,835	2,082	1,882	1,971	1,970	1,828	1,985	2,089	2,234	2,059	2,004	2,759	2,953	2,740
Could only find part-time work.....	1,056	924	871	877	945	910	877	864	876	1,024	985	911	1,070	1,108	1,110
Part time for noneconomic reasons.....	18,197	18,165	18,323	18,437	18,040	18,509	18,132	18,176	18,061	18,039	18,309	18,580	18,278	18,031	17,969

<sup>1</sup> 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		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>Characteristic</b>															
Total, 16 years and over.....	4.2	4.0	4.0	4.0	4.2	4.2	4.3	4.5	4.4	4.5	4.5	4.9	4.9	5.4	5.7
Both sexes, 16 to 19 years.....	13.9	13.1	13.0	13.1	13.8	13.6	13.8	14.2	13.6	14.3	14.8	16.1	14.7	15.5	15.9
Men, 20 years and over.....	3.5	3.3	3.4	3.4	3.6	3.5	3.8	4.0	3.9	4.0	3.9	4.4	4.3	4.8	5.3
Women, 20 years and over.....	3.8	3.6	3.4	3.4	3.6	3.7	3.6	3.8	3.8	3.8	3.9	4.2	4.4	4.8	4.9
White, total.....	3.7	3.5	11.5	3.5	3.6	3.7	3.7	4.0	3.8	4.0	4.0	4.3	4.3	4.8	5.1
Both sexes, 16 to 19 years.....	12.0	11.4	11.7	11.5	11.7	10.9	11.6	11.8	11.8	12.6	13.3	14.3	12.7	13.1	13.6
Men, 16 to 19 years.....	12.6	12.3	12.4	12.2	13.3	12.6	11.8	12.8	13.1	14.5	13.7	15.8	13.5	14.8	16.1
Women, 16 to 19 years.....	11.3	10.4	10.9	10.7	9.8	9.2	11.2	10.8	10.5	10.6	13.0	12.7	11.9	11.5	11.0
Men, 20 years and over.....	3.0	2.8	3.0	2.9	3.2	3.2	3.3	3.5	3.3	3.6	3.4	3.8	3.8	4.4	4.8
Women, 20 years and over.....	3.3	3.1	3.0	3.1	3.0	3.3	3.1	3.5	3.4	3.3	3.5	3.6	3.8	4.1	4.3
Black, total.....	8.0	7.6	7.5	7.6	8.4	7.5	8.6	8.2	8.0	8.4	7.9	9.1	8.7	9.7	10.1
Both sexes, 16 to 19 years.....	27.9	24.7	21.9	26.7	27.9	28.8	28.9	31.6	25.1	28.2	25.5	30.4	27.7	30.1	32.7
Men, 16 to 19 years.....	30.9	26.4	22.5	30.1	26.9	31.7	27.7	34.9	30.0	30.7	26.9	32.5	30.5	31.2	31.6
Women, 16 to 19 years.....	25.1	23.0	21.3	23.4	28.9	25.7	30.2	28.6	20.3	26.0	24.3	28.1	24.8	29.0	33.7
Men, 20 years and over.....	6.7	7.0	6.9	7.3	6.9	6.6	8.5	8.2	7.6	7.8	7.9	9.0	7.6	8.0	8.8
Women, 20 years and over.....	6.8	6.3	6.2	5.7	7.3	5.8	6.3	5.5	6.4	6.8	6.0	6.9	7.7	8.9	8.7
Hispanic origin, total.....	6.4	5.7	6.0	5.7	6.0	6.3	6.3	6.5	6.2	6.6	6.0	6.3	6.4	7.2	7.6
Married men, spouse present.....	2.2	2.0	2.2	2.2	2.3	2.3	2.5	2.5	2.6	2.6	2.6	2.7	2.7	3.1	3.4
Married women, spouse present.....	2.7	2.7	2.5	2.6	2.5	2.6	2.7	2.9	2.9	3.0	2.8	3.0	3.3	3.7	3.6
Women who maintain families.....	6.4	5.9	5.2	5.1	6.4	6.1	6.2	6.3	6.2	6.3	6.2	6.7	7.0	6.9	8.3
Full-time workers.....	4.1	3.9	3.9	3.9	4.1	4.0	4.2	4.3	4.3	4.4	4.4	4.8	5.0	5.4	5.8
Part-time workers.....	5.0	4.8	4.5	4.6	4.9	4.8	4.8	5.5	4.6	5.3	5.1	5.6	4.5	5.6	5.6
<b>Industry</b>															
Nonagricultural wage and salary workers.....	4.3	4.1	4.0	4.0	4.3	4.5	4.5	4.6	4.5	4.8	4.7	5.1	5.2	5.9	6.1
Mining.....	5.7	3.9	3.5	3.6	2.2	4.6	3.5	5.1	5.5	6.8	3.7	4.3	4.8	7.0	5.3
Construction.....	7.0	6.4	6.9	6.5	6.8	7.0	6.2	7.1	6.6	6.7	6.8	7.5	7.6	8.4	9.4
Manufacturing.....	3.6	3.6	3.6	3.6	4.2	4.5	5.0	4.6	4.8	5.0	5.1	5.7	5.6	6.2	6.5
Durable goods.....	3.5	3.4	3.5	3.4	4.2	4.2	5.0	4.3	4.9	5.0	4.7	5.8	5.6	6.9	7.1
Nondurable goods.....	3.9	4.0	3.9	4.0	4.3	5.0	5.0	5.1	4.7	4.9	5.7	5.5	5.4	5.2	5.4
Transportation and public utilities.....	3.0	3.1	2.6	3.2	2.8	2.9	3.1	4.1	3.8	4.4	3.3	3.5	3.9	6.0	6.5
Wholesale and retail trade.....	5.2	5.0	4.7	4.8	5.0	5.1	5.3	5.3	5.3	5.3	5.2	5.6	5.9	6.1	6.5
Finance, insurance, and real estate.....	2.3	2.3	1.9	2.1	2.3	2.5	2.6	2.7	2.3	2.6	3.2	2.7	2.8	2.7	3.6
Services.....	4.1	3.8	3.7	3.6	4.0	4.2	4.1	4.1	3.9	4.4	4.3	4.9	4.8	5.7	5.5
Government workers.....	2.2	2.1	2.3	2.2	2.2	1.5	2.1	2.3	2.0	2.0	2.1	2.1	2.1	2.4	2.5
Agricultural wage and salary workers.....	8.9	7.5	9.4	8.9	9.0	9.2	11.3	9.2	8.2	9.6	10.9	10.2	7.1	8.9	9.5
<b>Educational attainment<sup>1</sup></b>															
Less than a high school diploma.....	6.7	6.4	6.6	6.3	6.8	7.7	6.9	6.6	6.5	6.8	6.6	7.3	7.8	7.7	8.1
High school graduates, no college.....	3.5	3.5	3.5	3.4	3.8	3.8	3.9	3.8	3.9	3.9	4.1	4.4	4.3	4.7	5.1
Some college, less than a bachelor's degree.....	2.8	2.7	2.7	2.7	3.0	2.7	2.7	3.0	3.0	3.2	3.0	3.2	3.5	4.1	4.4
College graduates.....	1.8	1.7	1.6	1.6	1.6	1.6	2.0	2.3	2.1	2.2	2.1	2.1	2.4	2.7	3.1

<sup>1</sup> Data refer to persons 25 years and over.

## 7. Duration of unemployment, monthly data seasonally adjusted

[Numbers in thousands]

Weeks of unemployment	Annual average		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Less than 5 weeks.....	2,568	2,543	2,531	2,440	2,613	2,797	2,674	2,958	2,679	2,809	2,612	3,004	2,764	3,165	3,157
5 to 14 weeks.....	1,832	1,803	1,796	1,852	1,977	1,669	1,992	1,977	2,028	2,084	2,150	2,100	2,361	2,570	2,600
15 weeks and over.....	1,480	1,309	1,317	1,326	1,371	1,490	1,517	1,499	1,484	1,540	1,587	1,817	1,884	2,062	2,398
15 to 26 weeks.....	755	665	713	675	731	793	814	759	852	804	935	982	1,089	1,174	1,230
27 weeks and over.....	725	644	604	651	640	697	703	740	632	737	652	835	795	888	1,168
Mean duration, in weeks.....	13.4	12.6	12.4	12.6	12.6	12.9	13.0	12.6	12.2	13.0	12.5	13.3	13.1	13.0	14.5
Median duration, in weeks.....	6.4	5.9	6.1	6.1	5.9	6.0	6.5	5.8	6.5	6.2	6.7	6.5	7.4	7.4	7.7

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

[Numbers in thousands]

Reason for unemployment	Annual average		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Job losers <sup>1</sup> .....	2,622	2,492	2,501	2,514	2,742	2,853	2,963	3,199	3,159	3,291	3,252	3,409	3,600	4,360	4,598
On temporary layoff.....	848	842	877	937	1,032	945	991	1,053	1,084	940	1,003	1,079	1,118	1,360	1,172
Not on temporary layoff.....	1,774	1,650	1,624	1,577	1,711	1,908	1,972	2,146	2,075	2,351	2,249	2,330	2,482	3,000	3,427
Job leavers.....	783	775	768	746	838	820	814	749	820	810	774	894	800	893	842
Reentrants.....	2,005	1,957	1,936	1,899	1,956	1,927	1,908	2,005	1,801	1,906	1,912	2,166	2,108	2,098	2,202
New entrants.....	469	431	429	466	446	372	382	462	482	477	436	495	476	462	509
<b>Percent of unemployed</b>															
Job losers <sup>1</sup> .....	44.6	44.1	44.4	44.7	45.8	47.8	48.8	49.9	50.4	50.8	51.0	49.0	51.5	55.8	56.4
On temporary layoff.....	14.4	14.9	15.6	16.7	17.2	15.8	16.3	16.4	17.3	14.5	15.7	15.5	16.0	17.4	14.4
Not on temporary layoff.....	30.2	29.2	28.8	28.0	28.6	32.0	32.5	33.5	33.1	36.3	35.3	33.5	35.5	38.4	42.0
Job leavers.....	13.3	13.7	13.6	13.3	14.0	13.7	13.4	11.7	13.1	12.5	12.1	12.8	11.5	11.4	10.3
Reentrants.....	34.1	34.6	34.4	33.8	32.7	32.3	31.4	31.3	28.8	29.4	30.0	31.1	30.2	26.8	27.0
New entrants.....	8.0	7.6	7.6	8.3	7.4	6.2	6.4	7.2	7.7	7.4	6.8	7.1	6.8	5.9	6.2
<b>Percent of civilian labor force</b>															
Job losers <sup>1</sup> .....	1.9	1.8	1.8	1.8	1.9	2.0	2.1	2.3	2.2	2.3	2.3	2.4	2.5	3.1	3.2
Job leavers.....	.6	.6	.5	.5	.6	.6	.6	.5	.6	.6	.5	.6	.6	.6	.6
Reentrants.....	1.4	1.4	1.4	1.3	1.4	1.4	1.3	1.4	1.3	1.3	1.3	1.5	1.5	1.5	1.5
New entrants.....	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.4	.3	.3	.4

<sup>1</sup> Includes persons who completed temporary jobs.



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

[Civilian workers]

Sex and age	Annual average		2000			2001									
	1999	2000	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.
Total, 16 years and over.....	4.2	4.0	3.9	4.0	4.0	4.2	4.2	4.3	4.5	4.4	4.5	4.5	4.9	4.9	5.4
16 to 24 years.....	9.9	9.3	8.9	9.1	9.2	9.6	9.5	10.0	10.4	9.9	10.4	10.1	11.5	10.7	11.6
16 to 19 years.....	13.9	13.1	12.6	13.0	13.1	13.8	13.6	13.8	14.2	13.6	14.3	14.8	16.1	14.7	15.5
16 to 17 years.....	16.3	15.4	15.2	15.4	15.8	17.4	17.2	16.0	16.7	15.5	16.0	19.3	19.1	16.2	17.2
18 to 19 years.....	12.4	11.5	11.1	11.4	11.6	11.5	11.0	12.3	12.6	12.2	13.1	11.8	14.7	13.9	14.4
20 to 24 years.....	7.5	7.1	6.8	6.8	7.0	7.2	7.2	7.8	8.3	7.9	8.2	7.5	9.0	8.5	9.5
25 years and over.....	3.1	3.0	2.9	3.0	3.0	3.2	3.2	3.2	3.4	3.3	3.5	3.4	3.7	3.8	4.3
25 to 54 years.....	3.2	3.1	3.0	3.0	3.0	3.2	3.2	3.4	3.5	3.5	3.6	3.6	3.9	3.9	4.4
55 years and over.....	2.8	2.6	2.8	2.9	2.6	2.7	2.8	2.6	2.8	2.6	2.8	2.8	3.0	3.3	3.5
Men, 16 years and over.....	4.1	3.9	3.9	4.0	4.0	4.3	4.2	4.4	4.6	4.5	4.7	4.5	5.1	4.9	5.5
16 to 24 years.....	10.3	9.7	9.4	9.5	9.7	10.3	10.8	10.9	10.9	11.0	11.8	10.4	12.4	11.3	12.4
16 to 19 years.....	14.7	14.0	13.4	13.6	14.1	15.0	15.5	13.8	15.1	15.3	15.9	15.1	17.9	15.8	17.3
16 to 17 years.....	17.0	16.8	17.6	17.5	18.4	20.5	18.5	15.6	18.7	17.4	18.0	19.0	22.7	18.3	20.4
18 to 19 years.....	13.1	12.2	10.7	11.3	11.7	11.8	13.1	12.7	12.8	13.9	14.5	13.0	15.4	14.3	15.2
20 to 24 years.....	7.7	7.3	7.3	7.3	7.2	7.6	8.2	9.3	8.7	8.7	9.5	7.9	9.5	8.9	9.8
25 years and over.....	3.0	2.8	2.9	3.0	3.0	3.1	3.0	3.2	3.5	3.3	3.4	3.5	3.7	3.7	4.2
25 to 54 years.....	3.0	2.9	2.9	2.9	2.9	3.1	3.0	3.3	3.5	3.5	3.5	3.6	3.9	3.8	4.3
55 years and over.....	2.8	2.7	2.8	2.9	2.8	3.0	2.9	2.9	2.9	2.9	3.0	3.0	3.3	3.3	3.7
Women, 16 years and over.....	4.3	4.1	3.9	4.0	4.0	4.1	4.2	4.2	4.4	4.3	4.4	4.5	4.8	5.0	5.4
16 to 24 years.....	9.5	8.9	8.4	8.6	8.7	8.8	8.1	8.9	9.8	8.8	8.9	9.7	10.4	10.1	10.8
16 to 19 years.....	13.2	12.1	11.9	12.3	12.1	12.4	11.6	13.7	13.3	11.8	12.7	14.4	14.2	13.6	13.6
16 to 17 years.....	15.5	14.0	12.8	13.4	13.2	14.1	15.7	16.4	14.5	13.6	14.0	19.6	15.5	13.9	14.0
18 to 19 years.....	11.6	10.8	11.6	11.5	11.6	11.3	8.7	11.9	12.4	10.4	11.6	10.6	13.9	13.5	13.5
20 to 24 years.....	7.2	7.0	6.3	6.3	6.7	6.7	6.1	6.3	7.8	7.1	6.7	7.1	8.4	8.2	9.1
25 years and over.....	3.3	3.2	3.0	3.1	3.0	3.2	3.4	3.2	3.3	3.4	3.5	3.4	3.7	3.9	4.3
25 to 54 years.....	3.4	3.3	3.1	3.2	3.1	3.4	3.5	3.5	3.4	3.6	3.8	3.6	3.8	4.0	4.4
55 years and over.....	2.8	2.6	2.8	2.7	2.4	2.5	2.7	2.2	2.6	2.2	2.5	2.5	2.7	3.3	3.3

# 10. Unemployment rates by State, seasonally adjusted

State	Oct. 2000	Sept. 2001 <sup>P</sup>	Oct. 2001 <sup>P</sup>	State	Oct. 2000	Sept. 2001 <sup>P</sup>	Oct. 2001 <sup>P</sup>
Alabama.....	4.6	5.0	5.3	Missouri.....	3.7	4.2	4.5
Alaska.....	6.3	6.5	6.0	Montana.....	4.7	4.6	4.5
Arizona.....	3.8	4.7	5.2	Nebraska.....	2.9	3.0	3.0
Arkansas.....	4.1	4.9	4.3	Nevada.....	4.3	4.8	6.3
California.....	4.9	5.4	5.8	New Hampshire.....	2.4	4.1	3.8
Colorado.....	2.7	3.7	4.2	New Jersey.....	3.8	4.5	4.8
Connecticut.....	2.0	3.6	3.2	New Mexico.....	5.2	5.8	5.9
Delaware.....	3.9	3.2	3.0	New York.....	4.5	4.9	5.0
District of Columbia.....	6.0	6.6	6.4	North Carolina.....	3.9	5.3	5.5
Florida.....	3.6	4.4	5.1	North Dakota.....	2.8	1.7	2.0
Georgia.....	3.5	3.8	4.1	Ohio.....	4.0	4.4	4.5
Hawaii.....	4.1	4.4	5.3	Oklahoma.....	2.9	3.5	3.8
Idaho.....	4.8	4.9	4.8	Oregon.....	4.7	6.4	6.6
Illinois.....	4.3	5.5	5.6	Pennsylvania.....	4.3	4.6	5.0
Indiana.....	2.8	4.2	4.8	Rhode Island.....	3.7	3.9	4.2
Iowa.....	2.5	3.2	3.4	South Carolina.....	3.2	5.3	5.5
Kansas.....	3.8	3.8	4.0	South Dakota.....	2.3	3.1	3.2
Kentucky.....	4.1	4.7	5.1	Tennessee.....	4.1	4.1	4.5
Louisiana.....	5.7	5.5	5.6	Texas.....	4.0	5.0	5.3
Maine.....	3.1	4.3	4.3	Utah.....	3.2	4.2	4.3
Maryland.....	3.9	4.1	4.4	Vermont.....	2.8	3.1	3.2
Massachusetts.....	2.4	3.9	4.2	Virginia.....	2.2	3.1	3.7
Michigan.....	3.7	5.1	5.3	Washington.....	5.2	6.1	6.6
Minnesota.....	3.2	3.3	3.7	West Virginia.....	5.5	4.9	44.0
Mississippi.....	5.4	5.4	5.4	Wisconsin.....	3.3	4.0	4.5
				Wyoming.....	3.8	4.0	3.8

<sup>P</sup> = preliminary

# 11. Employment of workers on nonfarm payrolls by State, seasonally adjusted

[In thousands]

State	Oct. 2000	Sept. 2001 <sup>P</sup>	Oct. 2001 <sup>P</sup>	State	Oct. 2000	Sept. 2001 <sup>P</sup>	Oct. 2001 <sup>P</sup>
Alabama.....	1,937.5	1,916.9	1,910.0	Missouri.....	2,760.6	2,730.5	2,724.4
Alaska.....	284.0	291.3	290.4	Montana.....	391.1	395.1	395.0
Arizona.....	2,270.7	2,259.7	2,260.9	Nebraska.....	909.3	912.3	909.4
Arkansas.....	1,164.3	1,164.0	1,165.3	Nevada.....	1,042.3	1,068.3	1,056.1
California.....	14,675.9	14,783.4	14,772.5	New Hampshire.....	621.8	622.8	619.5
Colorado.....	2,242.8	2,250.4	2,239.4	New Jersey.....	4,015.1	4,011.0	4,025.8
Connecticut.....	1,696.3	1,686.7	1,684.0	New Mexico.....	747.2	758.4	757.5
Delaware.....	425.1	422.6	422.7	New York.....	8,670.0	8,693.7	8,629.4
District of Columbia.....	646.0	652.9	650.5	North Carolina.....	3,963.5	3,988.7	3,974.8
Florida.....	7,119.5	7,333.2	7,337.0	North Dakota.....	329.0	328.5	327.7
Georgia.....	4,018.5	3,996.9	3,975.3	Ohio.....	5,656.7	5,633.7	5,636.2
Hawaii.....	556.1	563.7	551.5	Oklahoma.....	1,492.2	1,506.8	1,505.0
Idaho.....	566.3	569.1	568.2	Oregon.....	1,612.4	1,583.2	1,582.1
Illinois.....	6,025.7	6,003.9	5,989.6	Pennsylvania.....	5,724.7	5,719.1	5,715.1
Indiana.....	3,010.4	2,980.3	2,966.9	Rhode Island.....	477.2	478.3	478.6
Iowa.....	1,482.8	1,490.7	1,488.3	South Carolina.....	1,882.5	1,879.7	1,882.5
Kansas.....	1,347.7	1,369.3	1,367.6	South Dakota.....	380.7	379.5	378.8
Kentucky.....	1,826.1	1,839.5	1,832.4	Tennessee.....	2,747.2	2,754.3	2,751.4
Louisiana.....	1,940.1	1,941.1	1,943.2	Texas.....	9,517.2	9,681.8	9,658.9
Maine.....	610.5	609.7	609.1	Utah.....	1,086.3	1,089.7	1,091.3
Maryland.....	2,472.7	2,479.4	2,473.5	Vermont.....	299.2	299.1	299.3
Massachusetts.....	3,342.4	3,367.8	3,354.1	Virginia.....	3,530.4	3,574.5	3,563.1
Michigan.....	4,693.6	4,658.1	4,660.1	Washington.....	2,731.0	2,734.1	2,731.6
Minnesota.....	2,675.7	2,669.7	2,658.9	West Virginia.....	735.1	736.5	733.3
Mississippi.....	1,155.2	1,136.4	1,133.9	Wisconsin.....	2,838.8	2,834.7	2,832.7
				Wyoming.....	239.3	242.9	245.2

<sup>P</sup> = 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		2000		2001										
	1999	2000	Nov	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>
TOTAL .....	128,916	131,739	132,279	132,367	132,428	132,595	132,654	132,489	132,530	132,431	132,449	132,395	132,230	131,762	131,431
PRIVATE SECTOR.....	108,709	111,079	111,689	111,753	111,799	111,915	111,943	111,742	111,760	111,603	111,517	111,390	111,249	110,762	110,437
GOODS-PRODUCING.....	25,507	25,709	25,711	25,688	25,633	25,627	25,602	25,421	25,324	25,186	25,122	24,963	24,888	24,747	24,580
Mining.....	539	543	548	548	550	555	557	560	564	565	567	569	569	569	567
Metal mining.....	44	41	40	41	39	39	38	37	37	35	34	35	35	35	34
Oil and gas extraction.....	297	311	319	320	325	328	331	335	339	340	341	342	342	340	339
Nonmetallic minerals, except fuels.....	113	114	114	112	111	113	113	113	112	112	113	112	112	113	113
Construction.....	6,415	6,698	6,781	6,791	6,826	6,880	6,929	6,852	6,881	6,864	6,867	6,861	6,871	6,854	6,852
General building contractors.....	1,458	1,528	1,548	1,543	1,538	1,555	1,552	1,548	1,556	1,551	1,554	1,557	1,562	1,561	1,561
Heavy construction, except building.....	874	901	909	913	921	930	938	915	923	925	935	932	932	933	942
Special trades contractors.....	4,084	4,269	4,324	4,335	4,367	4,395	4,439	4,389	4,402	4,388	4,378	4,372	4,377	4,360	4,349
Manufacturing.....	18,552	18,469	18,382	18,349	18,257	18,192	18,116	18,009	17,879	17,757	17,688	17,533	17,448	17,324	17,161
Production workers.....	12,747	12,628	12,511	12,466	12,394	12,323	12,254	12,166	12,066	11,956	11,900	11,782	11,705	11,616	—
Durable goods.....	11,111	11,138	11,120	11,102	11,031	10,997	10,941	10,870	10,778	10,692	10,624	10,523	10,460	10,363	10,247
Production workers.....	7,596	7,591	7,544	7,517	7,462	7,415	7,358	7,308	7,235	7,157	7,102	7,022	6,972	6,895	—
Lumber and wood products.....	834	832	817	811	806	799	799	800	797	798	797	793	794	789	786
Furniture and fixtures.....	548	558	557	555	552	549	548	543	540	532	531	519	513	505	498
Stone, clay, and glass products.....	566	579	577	577	579	578	578	577	574	572	569	568	567	566	560
Primary metal industries.....	699	698	691	686	681	679	671	667	660	654	648	643	638	632	621
Fabricated metal products.....	1,521	1,537	1,537	1,536	1,526	1,514	1,509	1,503	1,488	1,478	1,478	1,468	1,464	1,453	1,434
Industrial machinery and equipment.....	2,136	2,120	2,122	2,119	2,117	2,105	2,084	2,072	2,054	2,031	2,007	1,980	1,965	1,944	1,918
Computer and office equipment.....	368	361	365	366	369	370	369	367	366	357	353	348	344	343	340
Electronic and other electrical equipment.....	1,672	1,719	1,737	1,738	1,735	1,726	1,715	1,684	1,656	1,624	1,589	1,565	1,551	1,529	1,500
Electronic components and accessories.....	641	682	708	710	714	711	702	686	670	650	634	618	613	601	592
Transportation equipment.....	1,888	1,849	1,822	1,817	1,772	1,786	1,775	1,768	1,757	1,749	1,752	1,750	1,735	1,715	1,707
Motor vehicles and equipment.....	1,018	1,013	995	990	952	967	956	950	939	931	936	931	919	903	903
Aircraft and parts.....	496	465	462	464	462	464	465	464	465	465	466	465	465	463	456
Instruments and related products.....	855	852	865	867	870	871	871	866	865	865	865	858	851	849	847
Miscellaneous manufacturing industries.....	391	394	395	396	393	390	391	390	387	389	388	379	382	381	376
Nondurable goods.....	7,441	7,331	7,262	7,647	7,226	7,195	7,175	7,139	7,101	7,065	7,064	7,010	6,988	6,961	6,914
Production workers.....	5,150	5,038	4,967	4,949	4,932	4,908	4,896	4,858	4,831	4,799	4,798	4,760	4,733	4,721	—
Food and kindred products.....	1,682	1,684	1,679	1,682	1,684	1,686	1,687	1,687	1,684	1,685	1,680	1,674	1,682	1,689	1,690
Tobacco products.....	37	34	33	32	32	31	32	32	33	33	33	35	33	33	33
Textile mill products.....	559	528	514	510	505	496	494	489	480	472	471	465	459	453	447
Apparel and other textile products.....	690	633	611	604	599	595	590	581	579	567	571	554	551	543	532
Paper and allied products.....	668	657	654	652	651	645	642	641	639	635	632	628	629	628	627
Printing and publishing.....	1,552	1,547	1,540	1,539	1,534	1,529	1,524	1,512	1,502	1,495	1,489	1,483	1,473	1,465	1,452
Chemicals and allied products.....	1,035	1,038	1,038	1,039	1,039	1,039	1,039	1,036	1,033	1,033	1,039	1,035	1,031	1,028	1,023
Petroleum and coal products.....	132	127	127	127	127	127	126	128	127	128	128	127	128	127	127
Rubber and miscellaneous plastics products.....	1,006	1,011	997	993	987	979	973	967	959	953	957	947	941	935	924
Leather and leather products.....	77	71	69	69	68	68	68	66	65	64	64	62	61	60	59
SERVICE-PRODUCING.....	103,409	106,050	106,568	106,679	106,795	106,968	107,052	107,068	107,206	107,245	107,327	107,432	107,342	107,015	106,851
Transportation and public utilities.....	6,834	7,019	7,093	7,108	7,106	7,123	7,127	7,119	7,130	7,118	7,108	7,082	7,070	7,017	6,959
Transportation.....	4,411	4,529	4,573	4,583	4,580	4,591	4,591	4,576	4,584	4,571	4,561	4,539	4,528	4,473	4,419
Railroad transportation.....	235	236	235	232	229	231	230	230	230	227	226	226	226	225	224
Local and interurban passenger transit.....	478	476	478	478	479	480	480	477	483	483	485	486	482	479	480
Trucking and warehousing.....	1,810	1,856	1,864	1,866	1,868	1,870	1,872	1,864	1,867	1,863	1,844	1,838	1,832	1,837	1,837
Water transportation.....	186	196	200	200	201	200	201	202	203	201	203	203	205	207	205
Transportation by air.....	1,227	1,281	1,306	1,316	1,312	1,318	1,316	1,313	1,315	1,310	1,304	1,303	1,300	1,264	1,219
Pipelines, except natural gas.....	13	14	14	14	14	14	13	14	14	14	14	14	14	14	14
Transportation services.....	463	471	476	477	477	478	479	476	472	469	466	463	463	452	440
Communications and public utilities.....	2,423	2,490	2,520	2,525	2,526	2,532	2,536	2,543	2,546	2,547	2,547	2,543	2,542	2,544	2,540
Communications.....	1,560	1,639	1,672	1,678	1,679	1,685	1,690	1,696	1,699	1,700	1,700	1,695	1,695	1,695	1,692
Electric, gas, and sanitary services.....	863	851	848	847	847	847	846	847	847	847	847	848	847	849	848
Wholesale trade.....	6,911	7,024	7,070	7,068	7,067	7,064	7,066	7,053	7,038	7,022	7,017	7,010	6,988	6,971	6,946
Retail trade.....	22,848	23,307	23,395	23,406	23,415	23,472	23,457	23,530	23,546	23,561	23,606	23,583	23,536	23,417	23,403
Building materials and garden supplies.....	988	1,016	1,011	1,010	1,007	1,007	1,006	999	1,006	1,014	1,008	1,014	1,013	1,013	1,011
General merchandise stores.....	2,798	2,837	2,835	2,822	2,789	2,807	2,797	2,804	2,821	2,818	2,810	2,800	2,793	2,763	2,761
Department stores.....	2,459	2,491	2,492	2,480	2,448	2,462	2,451	2,459	2,473	2,471	2,458	2,449	2,450	2,420	2,405

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		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>
Food stores.....	3,497	3,521	3,527	3,532	3,538	3,548	3,550	3,562	3,553	3,544	3,536	3,531	3,538	3,542	3,537
Automotive dealers and service stations.....	2,368	2,412	2,426	2,425	2,424	2,424	2,420	2,421	2,428	2,431	2,435	2,441	2,435	2,429	2,435
New and used car dealers.....	1,080	1,114	1,123	1,123	1,124	1,124	1,124	1,122	1,126	1,128	1,131	1,133	1,133	1,133	1,139
Apparel and accessory stores.....	1,171	1,193	1,208	1,214	1,221	1,227	1,228	1,226	1,231	1,227	1,219	1,224	1,224	1,210	1,200
Furniture and home furnishings stores.....	1,087	1,134	1,144	1,148	1,147	1,146	1,147	1,140	1,136	1,136	1,137	1,137	1,138	1,136	1,138
Eating and drinking places.....	7,961	8,114	8,142	8,149	8,157	8,171	8,158	8,213	8,216	8,241	8,310	8,280	8,242	8,185	8,196
Miscellaneous retail establishments.....	2,978	3,080	3,103	3,106	3,132	3,142	3,151	3,165	3,155	3,150	3,151	3,156	3,153	3,139	3,125
<b>Finance, insurance, and real estate.....</b>	<b>7,555</b>	<b>7,560</b>	<b>7,575</b>	<b>7,582</b>	<b>7,594</b>	<b>7,609</b>	<b>7,618</b>	<b>7,626</b>	<b>7,644</b>	<b>7,631</b>	<b>7,618</b>	<b>7,623</b>	<b>7,633</b>	<b>7,627</b>	<b>7,636</b>
Finance.....	3,688	3,710	3,729	3,735	3,738	3,748	3,755	3,761	3,770	3,767	3,755	3,758	3,758	3,755	3,769
Depository institutions.....	2,056	2,029	2,023	2,025	2,024	2,025	2,028	2,032	2,037	2,041	2,039	2,037	2,039	2,035	2,041
Commercial banks.....	1,468	1,430	1,420	1,420	1,418	1,417	1,418	1,421	1,426	1,428	1,426	1,423	1,423	1,426	1,428
Savings institutions.....	254	253	253	253	253	254	254	255	255	256	255	255	256	256	259
Nondepository institutions.....	709	681	678	677	678	683	686	691	697	699	703	709	706	712	719
Security and commodity brokers.....	689	748	770	774	777	781	781	780	776	766	755	755	755	750	751
Holding and other investment offices.....	234	251	248	259	259	259	260	258	260	261	258	257	258	258	258
Insurance.....	2,368	2,346	2,340	2,339	2,346	2,351	2,353	2,356	2,358	2,356	2,357	2,357	2,362	2,360	2,356
Insurance carriers.....	1,610	1,589	1,583	1,582	1,588	1,592	1,593	1,596	1,598	1,598	1,599	1,598	1,601	1,602	1,598
Insurance agents, brokers, and service.....	758	757	757	757	758	759	760	760	760	758	758	759	761	758	758
Real estate.....	1,500	1,504	1,506	1,508	1,510	1,510	1,510	1,509	1,516	1,508	1,506	1,508	1,513	1,512	1,511
<b>Services<sup>1</sup>.....</b>	<b>39,055</b>	<b>40,460</b>	<b>40,845</b>	<b>40,901</b>	<b>40,984</b>	<b>41,020</b>	<b>41,073</b>	<b>40,993</b>	<b>41,078</b>	<b>41,085</b>	<b>41,046</b>	<b>41,129</b>	<b>41,134</b>	<b>40,983</b>	<b>40,913</b>
Agricultural services.....	766	801	811	813	818	821	828	824	834	833	834	837	838	840	837
Hotels and other lodging places.....	1,848	1,912	1,939	1,946	1,952	1,957	1,960	1,944	1,935	1,920	1,922	1,912	1,913	1,862	1,855
Personal services.....	1,226	1,251	1,261	1,265	1,261	1,261	1,265	1,267	1,277	1,279	1,281	1,284	1,284	1,280	1,270
Business services.....	9,300	9,858	9,933	9,893	9,888	9,851	9,822	9,729	9,702	9,666	9,592	9,588	9,581	9,467	9,387
Services to buildings.....	983	994	998	1,002	1,007	1,007	1,007	1,009	1,013	1,008	998	997	997	995	997
Personnel supply services.....	3,616	3,887	3,869	3,816	3,779	3,731	3,694	3,600	3,590	3,556	3,517	3,521	3,488	3,376	3,294
Help supply services.....	3,248	3,487	3,461	3,404	3,372	3,339	3,293	3,202	3,198	3,161	3,127	3,113	3,106	3,005	2,918
Computer and data processing services.....	1,875	2,095	2,152	2,164	2,176	2,186	2,195	2,199	2,200	2,205	2,202	2,194	2,200	2,202	2,196
Auto repair services and parking.....	1,196	1,248	1,270	1,278	1,291	1,291	1,298	1,300	1,309	1,303	1,312	1,307	1,306	1,298	1,308
Miscellaneous repair services.....	372	366	366	365	365	365	364	364	363	361	360	362	363	362	359
Motion pictures.....	599	594	593	597	600	600	605	601	587	602	595	589	586	581	579
Amusement and recreation services.....	1,651	1,728	1,755	1,759	1,769	1,772	1,775	1,764	1,787	1,768	1,772	1,777	1,766	1,775	1,750
Health services.....	10,036	10,197	10,164	10,184	10,211	10,236	10,259	10,280	10,296	10,329	10,354	10,384	10,408	10,429	10,461
Offices and clinics of medical doctors.....	1,875	1,924	1,941	1,948	1,953	1,958	1,962	1,967	1,973	1,981	1,983	1,990	1,992	1,993	2,001
Nursing and personal care facilities.....	1,786	1,795	1,800	1,803	1,806	1,808	1,811	1,816	1,814	1,821	1,823	1,825	1,830	1,833	1,838
Hospitals.....	3,974	3,990	4,016	4,025	4,035	4,045	4,055	4,062	4,071	4,086	4,098	4,114	4,124	4,133	4,150
Home health care services.....	636	643	644	642	646	645	648	646	645	648	647	653	655	655	656
Legal services.....	996	1,009	1,013	1,015	1,017	1,020	1,022	1,021	1,027	1,027	1,026	1,028	1,030	1,029	1,030
Educational services.....	2,267	2,325	2,338	2,357	2,363	2,375	2,384	2,388	2,431	2,426	2,432	2,452	2,446	2,439	2,447
Social services.....	2,783	2,903	2,958	2,977	2,985	2,997	3,009	3,023	3,039	3,056	3,048	3,076	3,085	3,094	3,095
Child day care services.....	680	712	727	729	732	734	739	743	745	756	760	765	756	756	755
Residential care.....	771	806	820	823	827	829	831	835	842	845	847	848	851	853	853
Museums and botanical and zoological gardens.....	99	106	108	108	109	110	110	109	110	111	111	111	112	112	110
Membership organizations.....	2,436	2,475	2,486	2,487	2,487	2,487	2,489	2,489	2,496	2,501	2,493	2,503	2,509	2,505	2,509
Engineering and management services.....	3,256	3,419	3,478	3,490	3,496	3,504	3,510	3,517	3,512	3,529	3,540	3,544	3,533	3,536	3,542
Engineering and architectural services.....	957	1,017	1,035	1,040	1,046	1,050	1,052	1,053	1,057	1,059	1,064	1,067	1,067	1,069	1,067
Management and public relations.....	1,031	1,090	1,113	1,116	1,119	1,123	1,125	1,124	1,121	1,124	1,119	1,123	1,122	1,122	1,121
<b>Government.....</b>	<b>20,206</b>	<b>20,681</b>	<b>20,590</b>	<b>20,614</b>	<b>20,629</b>	<b>20,680</b>	<b>20,711</b>	<b>20,747</b>	<b>20,770</b>	<b>20,828</b>	<b>20,932</b>	<b>21,005</b>	<b>20,981</b>	<b>21,000</b>	<b>20,994</b>
Federal.....	2,669	2,777	2,620	2,613	2,613	2,615	2,615	2,615	2,612	2,621	2,626	2,622	2,627	2,623	2,604
Federal, except Postal Service.....	1,796	1,917	1,761	1,754	1,755	1,756	1,754	1,756	1,754	1,772	1,772	1,774	1,776	1,777	1,775
State.....	4,709	4,785	4,798	4,809	4,800	4,825	4,836	4,847	4,854	4,881	4,909	4,913	4,931	4,923	4,913
Education.....	1,983	2,032	2,033	2,037	2,028	2,048	2,055	2,065	2,066	2,089	2,117	2,122	2,129	2,116	2,115
Other State government.....	2,726	2,753	2,765	2,772	2,772	2,777	2,781	2,782	2,788	2,792	2,792	2,791	2,802	2,807	2,798
Local.....	12,829	13,119	13,172	13,192	13,216	13,240	13,262	13,285	13,304	13,326	13,397	13,470	13,423	13,454	13,477
Education.....	7,289	7,440	7,449	7,457	7,468	7,479	7,492	7,495	7,512	7,515	7,575	7,650	7,595	7,607	7,629
Other local government.....	5,540	5,679	5,723	5,735	5,748	5,761	5,770	5,790	5,792	5,811	5,822	5,820	5,828	5,847	5,848

<sup>1</sup> Includes other industries not shown separately.

<sup>P</sup> = 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		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>
<b>PRIVATE SECTOR.....</b>	34.5	34.5	34.3	34.2	34.4	34.3	34.3	34.2	34.2	34.2	34.2	34.0	34.1	34.0	34.1
<b>GOODS-PRODUCING.....</b>	41.0	41.0	40.6	40.1	40.5	40.3	40.5	40.6	40.5	40.4	40.5	40.3	40.2	40.0	40.1
<b>MINING.....</b>	43.2	43.1	43.0	42.5	43.1	43.2	43.8	44.0	43.9	43.3	43.3	43.4	43.5	43.0	43.1
<b>MANUFACTURING.....</b>	41.7	41.6	41.2	40.6	41.0	40.9	41.0	41.0	40.7	40.7	40.8	40.7	40.6	40.5	40.3
Overtime hours.....	4.6	4.6	4.3	4.1	4.2	3.9	4.1	3.9	3.9	3.9	4.0	4.1	3.9	3.8	3.7
<b>Durable goods.....</b>	42.2	42.1	41.6	41.0	41.3	41.1	41.3	41.3	41.0	40.9	41.2	41.1	40.9	40.7	40.5
Overtime hours.....	4.8	4.7	4.4	4.1	4.1	3.9	4.0	3.9	3.9	3.9	4.0	4.1	3.8	3.7	3.6
Lumber and wood products.....	41.1	41.0	40.8	40.2	39.8	40.1	40.3	40.1	40.6	40.4	41.1	40.9	41.1	40.5	40.5
Furniture and fixtures.....	40.3	40.0	39.4	38.8	39.2	39.1	39.1	39.3	38.6	38.4	39.7	39.7	38.8	38.4	38.4
Stone, clay, and glass products.....	43.4	43.1	43.0	42.3	43.0	42.8	43.7	43.2	43.9	44.0	44.0	43.9	44.0	43.8	44.0
Primary metal industries.....	44.5	44.9	44.4	43.5	43.8	43.2	43.4	44.3	43.5	43.9	44.1	43.7	43.7	43.2	42.2
Blast furnaces and basic steel products.....	45.2	46.0	45.2	44.7	44.7	44.4	44.4	45.4	44.6	45.1	44.7	44.6	45.5	43.9	42.8
Fabricated metal products.....	42.4	42.6	42.1	41.3	41.7	41.7	41.9	42.0	41.4	41.2	41.6	41.5	41.2	41.0	40.8
Industrial machinery and equipment..	42.1	42.2	41.7	41.1	41.5	41.0	41.2	41.3	40.7	40.4	40.8	40.2	40.3	40.5	40.1
Electronic and other electrical equipment.....	41.2	41.1	40.5	40.3	40.3	40.3	40.1	39.8	39.1	39.3	38.9	39.1	39.1	39.0	38.9
Transportation equipment.....	43.8	43.4	42.5	41.5	42.0	42.0	42.0	42.4	42.4	41.9	42.2	42.8	41.5	41.3	41.3
Motor vehicles and equipment.....	45.0	44.4	43.2	41.5	42.1	42.0	42.3	43.3	43.6	43.0	43.0	44.6	42.3	42.0	42.1
Instruments and related products.....	41.3	41.3	41.2	40.7	41.0	41.1	41.0	41.0	41.0	40.8	40.8	40.4	41.1	40.7	40.7
Miscellaneous manufacturing.....	39.8	39.0	38.4	38.1	38.3	38.2	38.2	38.2	37.9	38.4	38.4	38.2	37.6	37.4	37.2
<b>Nondurable goods.....</b>	40.9	40.8	40.5	40.1	40.6	40.4	40.5	40.5	40.3	40.4	40.3	40.1	40.2	40.2	40.0
Overtime hours.....	4.4	4.4	4.2	4.1	4.3	4.0	4.1	3.9	4.0	3.9	4.0	4.1	4.1	4.1	3.9
Food and kindred products.....	41.8	41.7	41.4	40.9	41.3	41.1	41.2	41.3	41.1	41.2	40.9	41.1	41.0	41.1	40.6
Textile mill products.....	40.9	41.2	40.5	40.5	40.7	40.4	40.5	40.3	40.3	40.4	39.7	39.8	39.8	39.7	39.7
Apparel and other textile products.....	37.5	37.8	37.6	37.2	37.6	37.6	37.5	38.0	37.8	37.5	37.7	36.9	36.9	36.7	36.6
Paper and allied products.....	43.4	42.5	42.2	41.7	41.9	41.7	41.8	42.0	41.6	41.7	41.9	41.2	41.6	41.5	41.2
Printing and publishing.....	38.1	38.3	38.2	37.0	38.4	38.4	38.6	38.2	38.0	38.0	38.2	38.0	38.1	38.0	37.8
Chemicals and allied products.....	43.0	42.5	42.1	42.1	42.6	42.3	42.3	42.6	42.4	42.2	42.7	42.1	42.2	42.3	42.2
Rubber and miscellaneous plastics products.....	41.7	41.4	41.0	40.4	41.0	40.9	41.0	40.8	40.6	40.7	40.6	40.5	40.8	40.5	40.8
Leather and leather products.....	37.4	37.5	37.3	36.8	36.9	36.4	36.1	36.6	35.9	36.2	35.7	36.4	36.3	36.0	35.8
<b>SERVICE-PRODUCING.....</b>	32.8	32.8	32.8	32.7	32.9	32.8	32.8	32.7	32.7	32.8	32.6	32.6	32.6	32.5	32.6
<b>TRANSPORTATION AND PUBLIC UTILITIES.....</b>	38.7	38.6	38.6	38.7	38.7	38.5	38.3	38.1	38.1	38.1	37.8	37.8	37.6	37.6	37.7
<b>WHOLESALE TRADE.....</b>	38.3	38.5	38.4	38.3	38.3	38.1	38.3	38.2	38.2	38.3	38.2	38.3	38.3	38.1	38.2
<b>RETAIL TRADE.....</b>	29.0	28.9	28.9	28.7	29.1	28.9	28.8	28.8	28.8	28.7	28.6	28.6	28.7	28.7	28.8

<sup>P</sup> = 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		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>
<b>PRIVATE SECTOR (in current dollars)..</b>	\$13.24	\$13.75	\$13.97	\$14.03	\$14.03	\$14.11	\$14.17	\$14.21	\$14.24	\$14.31	\$14.34	\$14.40	\$14.45	\$14.47	\$14.52
<b>Goods-producing.....</b>	14.83	15.40	15.63	15.65	15.67	15.74	15.79	15.78	15.86	15.90	15.93	16.01	16.04	16.05	16.16
Mining.....	17.05	17.24	17.38	17.43	17.49	17.52	17.55	17.53	17.54	17.73	17.74	17.69	17.67	17.73	17.84
Construction.....	17.19	17.88	18.16	18.17	18.28	18.30	18.33	18.15	18.22	18.28	18.26	18.35	18.36	18.38	18.51
Manufacturing.....	13.90	14.38	14.57	14.58	14.54	14.63	14.66	14.72	14.78	14.81	14.86	14.93	14.96	14.97	15.04
Excluding overtime.....	13.17	13.62	13.84	13.88	13.83	13.94	13.96	14.04	14.09	14.13	14.18	14.24	14.28	14.30	14.37
<b>Service-producing.....</b>	12.73	13.24	13.46	13.53	13.54	13.62	13.68	13.73	13.76	13.84	13.87	13.93	13.98	14.01	14.05
Transportation and public utilities.....	15.69	16.22	16.42	16.50	16.51	16.64	16.68	16.74	16.76	16.91	16.88	16.95	17.02	17.10	17.14
Wholesale trade.....	14.59	15.20	15.44	15.55	15.53	15.60	15.68	15.74	15.70	15.86	15.84	15.81	15.95	15.90	15.91
Retail trade.....	9.09	9.46	9.61	9.65	9.64	9.69	9.72	9.74	9.79	9.83	9.84	9.87	9.87	9.92	9.99
Finance, insurance, and real estate....	14.62	15.07	15.28	15.35	15.44	15.55	15.61	15.64	15.74	15.86	15.91	15.99	16.01	16.06	16.07
Services.....	13.37	13.91	14.16	14.23	14.25	14.35	14.40	14.48	14.49	14.54	14.61	14.71	14.76	14.80	14.83
<b>PRIVATE SECTOR (in constant (1982) dollars).....</b>	7.86	7.89	7.92	7.94	7.90	7.92	7.95	7.94	7.93	7.95	8.00	8.03	8.02	8.06	8.11

<sup>P</sup> = 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		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>
<b>PRIVATE SECTOR</b> .....	\$13.24	\$13.75	\$13.99	\$14.04	\$14.10	\$14.16	\$14.19	\$14.27	\$14.22	\$14.22	\$14.27	\$14.28	\$14.51	\$14.50	\$14.54
<b>MINING</b> .....	17.05	17.24	17.32	17.54	17.67	17.61	17.57	17.60	17.49	17.59	17.67	17.53	17.67	17.70	17.78
<b>CONSTRUCTION</b> .....	17.19	17.88	18.20	18.23	18.17	18.16	18.30	18.07	18.17	18.21	18.32	18.43	18.50	18.55	18.56
<b>MANUFACTURING</b> .....	13.90	14.38	14.60	14.67	14.59	14.61	14.65	14.74	14.75	14.79	14.84	14.89	15.01	14.97	15.06
<b>Durable goods</b> .....	14.36	14.82	15.05	15.11	14.98	15.03	15.09	15.14	15.19	15.24	15.25	15.37	15.49	15.45	15.53
Lumber and wood products.....	11.51	11.93	12.07	12.12	12.13	12.08	12.08	12.13	12.16	12.19	12.32	12.37	12.45	12.35	12.41
Furniture and fixtures.....	11.29	11.73	11.90	11.93	11.92	12.03	12.04	12.07	12.09	12.15	12.24	12.29	12.35	12.38	12.36
Stone, clay, and glass products.....	13.97	14.53	14.76	14.72	14.65	14.68	14.79	14.96	15.03	15.13	15.12	15.17	15.22	15.13	15.11
Primary metal industries.....	15.80	16.42	16.58	16.65	16.66	16.58	16.63	16.90	16.82	16.96	17.11	17.06	17.27	17.11	17.23
Blast furnaces and basic steel products.....	18.84	19.82	19.71	19.88	20.16	20.05	20.00	20.37	20.26	20.39	20.48	20.63	20.91	20.56	20.83
Fabricated metal products.....	13.50	13.87	14.03	14.09	13.99	14.03	14.08	14.11	14.23	14.25	14.27	14.34	14.42	14.34	14.43
Industrial machinery and equipment.....	15.03	15.55	15.67	15.81	15.73	15.74	15.77	15.74	15.79	15.82	15.90	15.96	16.05	16.09	16.11
Electronic and other electrical equipment.....	13.43	13.80	14.04	14.17	14.07	14.16	14.26	14.39	14.38	14.51	14.59	14.72	14.84	14.77	14.87
Transportation equipment.....	17.79	18.45	19.05	19.00	18.57	18.68	18.76	18.77	18.83	18.90	18.80	19.08	19.31	19.38	19.50
Motor vehicles and equipment.....	18.10	18.79	19.43	19.31	18.77	18.91	19.02	19.13	19.18	19.25	19.04	19.39	19.68	19.82	19.95
Instruments and related products.....	14.08	14.43	14.64	14.80	14.64	14.60	14.73	14.80	14.75	14.81	14.98	15.00	15.06	15.00	15.06
Miscellaneous manufacturing.....	11.26	11.63	11.82	11.94	11.98	11.98	12.05	12.04	12.10	12.07	12.12	12.23	12.37	12.27	12.40
<b>Nondurable goods</b> .....	13.21	13.69	13.89	13.97	12.97	13.97	13.97	14.12	14.07	14.11	14.23	14.17	14.31	14.27	14.37
Food and kindred products.....	12.11	12.50	12.69	12.71	12.70	12.65	12.68	12.79	12.83	12.86	12.93	12.87	12.95	12.93	13.14
Tobacco products.....	19.87	21.57	21.85	21.76	21.34	21.49	22.63	22.59	23.01	23.17	23.63	21.90	21.70	21.70	22.47
Textile mill products.....	10.81	11.16	11.27	11.27	11.32	11.27	11.31	11.30	11.29	11.32	11.37	11.39	11.40	11.36	11.45
Apparel and other textile products.....	8.92	9.30	9.33	9.37	9.39	9.36	9.46	9.44	9.39	9.45	9.40	9.44	9.56	9.48	9.58
Paper and allied products.....	15.88	16.25	16.50	16.61	16.53	16.54	16.56	16.74	16.72	16.90	16.99	16.87	17.12	17.12	17.16
Printing and publishing.....	13.96	14.40	14.56	14.66	14.59	14.64	14.69	14.75	14.75	14.74	14.83	14.87	15.01	14.96	14.93
Chemicals and allied products.....	17.42	18.15	18.35	18.47	18.34	18.41	18.33	18.64	18.52	18.55	18.69	18.54	18.86	18.62	18.63
Petroleum and coal products.....	21.43	22.00	22.23	22.31	22.10	22.21	21.83	22.09	21.83	21.78	22.02	22.20	22.27	22.35	22.29
Rubber and miscellaneous plastics products.....	12.40	12.85	13.10	13.20	13.24	13.31	13.19	13.33	13.30	13.30	13.38	13.44	13.51	13.48	13.53
Leather and leather products.....	9.71	10.18	10.32	10.37	10.51	10.35	10.46	10.37	10.26	10.30	10.25	10.35	10.25	10.17	10.28
<b>TRANSPORTATION AND PUBLIC UTILITIES</b> .....	15.69	16.22	16.43	16.53	16.56	16.68	16.65	16.78	16.70	16.83	16.89	16.97	17.07	17.10	17.14
<b>WHOLESALE TRADE</b> .....	14.59	15.20	15.45	15.58	15.56	15.62	15.58	15.86	15.66	15.77	15.88	15.75	16.03	15.86	15.91
<b>RETAIL TRADE</b> .....	9.09	9.46	9.61	9.65	9.69	9.72	9.74	9.78	9.78	9.77	9.77	9.79	9.92	9.94	9.99
<b>FINANCE, INSURANCE, AND REAL ESTATE</b> .....	14.62	15.07	15.25	15.32	15.45	15.63	15.67	15.81	15.74	15.75	15.85	15.84	16.05	15.97	16.04
<b>SERVICES</b> .....	13.37	13.91	14.20	14.33	14.39	14.47	14.48	14.58	14.46	14.39	14.46	14.46	14.78	14.79	14.88

<sup>P</sup> = 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		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>
<b>PRIVATE SECTOR</b>															
Current dollars.....	\$456.78	\$474.38	\$479.86	\$480.17	\$477.99	\$481.44	\$482.46	\$486.61	\$484.90	\$489.17	\$493.74	\$491.23	\$497.69	\$493.00	\$495.05
Seasonally adjusted.....	—	—	479.17	479.83	482.63	483.97	486.03	485.98	487.01	489.40	490.43	489.60	492.75	491.98	495.13
Constant (1982) dollars.....	271.25	272.16	272.03	272.51	269.74	270.62	270.89	271.70	269.39	271.46	275.22	273.82	275.88	274.50	276.10
<b>MINING.....</b>	736.56	743.04	743.03	747.20	750.98	751.95	757.27	765.60	769.56	768.68	772.18	764.31	777.48	771.72	762.76
<b>CONSTRUCTION.....</b>	672.13	702.68	704.34	694.56	692.28	682.82	702.52	695.70	728.62	728.40	740.13	739.04	736.30	730.87	725.70
<b>MANUFACTURING</b>															
Current dollars.....	579.63	598.21	607.36	607.34	596.73	591.71	597.72	588.13	600.33	603.43	598.05	607.51	615.41	609.28	612.94
Constant (1982) dollars.....	344.20	343.21	344.31	344.69	336.76	332.61	335.61	328.38	333.52	334.87	333.36	338.63	341.14	340.15	342.08
<b>Durable goods.....</b>	605.99	623.92	633.61	630.09	615.68	613.22	620.20	607.11	624.31	626.36	617.63	633.24	639.74	631.91	635.18
Lumber and wood products.....	473.06	489.13	494.87	486.01	477.92	473.54	483.20	483.99	497.34	498.57	502.66	509.64	517.92	503.88	503.85
Furniture and fixtures.....	454.99	469.20	474.81	476.01	464.88	461.95	467.15	457.45	462.22	468.99	481.03	491.60	489.06	479.11	478.33
Stone, clay, and glass products.....	606.30	626.24	637.63	624.13	613.84	610.69	631.53	638.79	665.83	670.26	669.82	676.58	686.42	670.26	669.37
Primary metal industries.....	703.10	737.26	746.10	735.93	731.37	716.26	718.42	730.08	731.67	744.54	742.57	743.82	766.79	737.44	737.44
Blast furnaces and basic steel products.....	851.57	911.72	902.72	890.62	901.15	882.20	884.00	920.72	899.54	919.59	919.55	920.10	959.77	898.47	899.86
Fabricated metal products.....	572.40	590.86	597.68	596.01	581.98	580.84	585.73	567.22	589.12	589.95	582.22	595.11	598.43	590.81	595.96
Industrial machinery and equipment.....	632.76	656.21	658.14	662.44	655.94	648.49	651.30	628.03	644.23	640.71	640.77	640.00	648.42	650.04	650.84
Electronic and other electrical equipment.....	553.32	567.18	575.64	585.22	567.02	566.40	568.97	554.02	559.38	570.24	558.80	577.02	584.70	580.46	585.88
Transportation equipment.....	779.20	800.73	821.06	807.50	772.51	775.22	789.80	765.82	804.04	799.47	765.16	814.72	809.09	808.15	815.10
Motor vehicles and equipment.....	814.50	834.28	852.98	826.47	778.96	786.66	808.35	791.98	840.08	839.30	780.64	858.98	844.27	842.35	849.87
Instruments and related products.....	581.50	595.96	607.56	621.72	603.17	605.90	605.40	594.96	602.48	602.77	605.19	606.00	618.97	609.00	617.46
Miscellaneous manufacturing....	488.15	453.57	457.43	460.88	454.04	454.04	461.52	450.30	458.59	463.49	458.14	468.41	467.59	461.35	463.76
<b>Nondurable goods.....</b>	540.29	558.55	569.49	569.98	565.79	560.20	561.59	559.15	564.21	568.63	569.20	571.05	582.42	576.51	581.99
Food and kindred products.....	506.20	521.25	534.25	528.74	520.70	509.80	513.54	510.32	522.18	528.55	528.84	535.39	543.90	539.18	542.68
Tobacco products.....	763.01	877.90	895.85	892.16	832.26	831.66	893.89	885.53	906.59	956.92	952.29	878.19	885.36	881.02	907.79
Textile mill products.....	442.13	459.79	460.94	462.07	459.59	449.67	458.06	444.09	454.99	458.46	444.57	456.74	458.28	450.99	458.00
Apparel and other textile products.....	334.50	351.54	352.67	353.25	349.31	352.87	355.70	346.45	355.88	357.21	349.68	350.22	350.85	346.97	351.59
Paper and allied products.....	689.19	690.63	706.20	705.93	697.57	683.10	687.24	688.01	690.54	701.35	708.48	695.04	722.46	715.62	717.29
Printing and publishing.....	531.88	551.52	564.93	564.41	555.88	557.78	565.57	554.60	556.08	557.17	563.54	568.03	577.89	571.47	573.31
Chemicals and allied products..	749.06	771.38	778.04	788.67	781.28	778.74	773.53	790.34	783.40	782.81	790.59	778.68	797.78	787.63	793.64
Petroleum and coal products....	908.63	932.80	955.89	952.64	987.87	957.25	936.51	965.33	910.31	934.36	953.47	954.60	955.38	938.70	931.72
Rubber and miscellaneous plastics products.....	517.08	531.99	539.72	543.84	544.16	543.05	538.15	529.20	539.98	543.97	535.20	544.32	556.61	548.64	554.73
Leather and leather products....	363.15	381.75	390.10	382.65	384.67	373.64	375.51	369.17	370.39	378.01	360.80	379.85	377.20	368.15	372.14
<b>TRANSPORTATION AND PUBLIC UTILITIES.....</b>	607.20	626.09	632.56	638.06	632.59	637.18	362.70	641.00	632.93	642.91	650.27	646.56	648.66	642.96	644.46
<b>WHOLESALE TRADE.....</b>	558.80	585.20	593.28	596.71	589.72	590.44	592.04	607.44	598.59	603.99	611.38	603.23	620.36	604.27	607.76
<b>RETAIL TRADE.....</b>	263.61	273.39	274.85	278.89	273.26	276.05	276.62	281.66	280.69	283.33	288.22	286.85	285.70	283.29	284.72
<b>FINANCE, INSURANCE, AND REAL ESTATE.....</b>	529.24	547.04	549.00	553.05	556.20	567.37	564.12	580.23	565.78	570.15	581.70	571.82	589.04	573.32	579.04
<b>SERVICES.....</b>	435.86	454.86	462.92	467.16	464.80	471.72	472.05	476.77	469.95	471.99	478.63	474.29	483.31	479.20	483.60

<sup>P</sup> = 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:												
1998.....	63.2	56.2	59.3	60.2	58.9	57.1	55.4	58.4	54.8	55.0	58.2	56.4
1999.....	55.1	59.6	52.8	57.2	58.2	54.2	57.1	54.4	55.2	57.9	59.9	56.8
2000.....	55.7	59.3	61.0	54.2	47.7	60.5	57.8	55.1	52.0	54.8	55.1	54.2
2001.....	53.7	50.4	55.8	45.0	46.6	44.3	45.5	43.5	45.3	39.4	39.2	—
Over 3-month span:												
1998.....	65.3	66.1	64.6	65.7	62.2	57.9	57.5	58.4	59.1	59.2	59.3	59.2
1999.....	60.8	57.8	58.5	55.8	58.1	57.9	57.2	59.2	59.8	59.1	61.0	60.6
2000.....	61.6	63.3	61.9	56.2	55.1	57.9	61.5	56.4	54.1	53.3	55.7	53.3
2001.....	51.7	54.1	48.6	49.2	42.5	42.4	40.7	41.5	39.0	36.4	—	—
Over 6-month span:												
1998.....	70.4	67.4	65.0	62.5	63.6	60.5	59.2	58.6	57.9	59.6	60.6	59.9
1999.....	59.8	59.8	58.2	60.3	56.7	59.2	61.8	60.8	62.2	61.2	62.3	64.9
2000.....	63.5	60.6	62.6	63.7	61.5	55.5	56.1	58.6	54.2	54.8	51.8	54.2
2001.....	52.0	50.6	48.6	45.3	43.5	39.4	37.4	36.1	—	—	—	—
Over 12-month span:												
1998.....	69.7	67.6	67.4	66.0	64.0	62.7	61.9	62.0	60.9	59.3	60.8	58.8
1999.....	61.2	60.2	58.2	60.8	60.8	61.6	62.2	61.3	63.9	63.0	61.3	60.9
2000.....	62.5	63.0	61.8	59.5	58.4	56.8	55.7	56.5	54.2	53.4	53.0	51.8
2001.....	49.6	47.5	44.8	42.4	39.7	—	—	—	—	—	—	—
Manufacturing payrolls, 139 industries												
Over 1-month span:												
1998.....	57.4	51.5	53.7	53.3	43.8	48.2	38.2	51.5	41.9	41.5	41.2	43.4
1999.....	46.9	44.5	43.0	42.3	50.4	39.3	51.5	39.3	45.2	46.3	53.3	46.7
2000.....	44.9	56.6	55.5	46.7	41.2	54.8	53.7	38.6	34.6	41.5	43.8	44.1
2001.....	37.9	32.4	41.5	31.3	29.4	33.1	39.0	28.3	37.5	30.9	25.4	—
Over 3-month span:												
1998.....	59.6	59.6	55.9	50.4	46.7	37.9	41.5	41.5	41.9	38.2	36.8	40.8
1999.....	41.2	39.0	38.2	41.8	40.8	45.2	39.0	45.2	40.8	44.9	46.3	46.0
2000.....	50.0	54.0	52.9	42.3	43.0	48.5	48.2	33.6	28.7	30.5	39.0	35.7
2001.....	28.3	29.4	24.6	26.5	22.4	24.6	21.3	22.4	21.0	22.4	—	—
Over 6-month span:												
1998.....	63.2	54.4	50.4	40.4	44.5	40.1	37.5	36.4	34.9	40.1	37.1	34.2
1999.....	36.0	38.2	37.5	41.2	36.8	39.7	43.0	41.5	46.0	40.4	46.3	51.5
2000.....	51.5	44.5	48.5	55.1	43.8	34.9	33.5	34.6	30.1	29.4	25.0	27.9
2001.....	26.8	25.4	19.9	20.6	20.6	16.2	15.1	14.7	—	—	—	—
Over 12-month span:												
1998.....	54.8	52.2	51.8	46.7	40.4	40.1	38.2	37.5	36.4	34.6	35.7	34.2
1999.....	38.6	34.6	32.4	36.0	37.9	39.0	40.1	40.4	44.5	46.0	44.9	44.5
2000.....	46.3	45.2	41.2	37.9	33.8	31.3	31.3	31.3	27.6	25.4	24.3	21.3
2001.....	19.1	16.9	15.1	16.9	14.0	—	—	—	—	—	—	—

Dash indicates 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. Establishment size and employment covered under UI, private ownership, by major industry division, first quarter 2000

Industry, establishments, and employment	Total	Size of establishments								
		Fewer than 5 workers <sup>1</sup>	5 to 9 workers	10 to 19 workers	20 to 49 workers	50 to 99 workers	100 to 249 workers	250 to 499 workers	500 to 999 workers	1,000 or more workers
<b>Total, all industries<sup>2</sup></b>										
Establishments, first quarter .....	7,544,641	4,425,855	1,302,659	850,579	590,880	206,465	119,188	31,316	11,724	5,975
Employment, March .....	108,219,163	6,833,324	8,617,085	11,473,999	17,884,776	14,216,170	17,898,597	10,659,869	7,972,443	12,662,900
<b>Agriculture, forestry, and fishing</b>										
Establishments, first quarter .....	200,532	124,113	37,651	22,736	11,185	2,875	1,472	370	106	24
Employment, March .....	1,702,575	179,162	249,010	302,609	326,736	196,672	216,446	126,193	69,476	36,271
<b>Mining</b>										
Establishments, first quarter .....	27,286	14,100	4,325	3,730	3,202	1,023	591	214	76	25
Employment, March .....	524,551	22,081	28,973	51,207	97,241	69,762	89,714	74,836	52,916	37,821
<b>Construction</b>										
Establishments, first quarter .....	750,528	480,477	126,855	76,279	46,546	13,238	5,748	1,054	272	59
Employment, March .....	6,311,433	703,351	831,472	1,025,169	1,389,882	898,511	846,989	347,872	182,570	85,617
<b>Manufacturing</b>										
Establishments, first quarter .....	406,405	147,552	67,397	61,163	61,505	30,575	24,258	8,644	3,601	1,710
Employment, March .....	18,433,652	251,162	453,495	842,917	1,922,856	2,145,098	3,738,404	2,976,720	2,447,483	3,655,517
<b>Transportation and public utilities</b>										
Establishments, first quarter .....	315,711	174,930	49,171	36,484	30,723	12,953	7,916	2,126	892	516
Employment, March .....	6,679,170	272,359	325,336	498,681	945,921	895,020	1,190,918	726,378	618,762	1,205,795
<b>Wholesale trade</b>										
Establishments, first quarter .....	665,681	401,881	110,078	77,360	52,159	15,193	7,023	1,477	414	96
Employment, March .....	6,949,297	621,889	729,677	1,047,490	1,565,494	1,035,485	1,035,929	496,162	274,988	142,183
<b>Retail trade</b>										
Establishments, first quarter .....	1,460,044	624,884	329,245	235,862	179,189	58,004	26,385	4,982	1,170	323
Employment, March .....	22,811,016	1,154,935	2,204,437	3,188,875	5,441,488	3,944,499	3,881,052	1,659,908	764,717	571,105
<b>Finance, insurance, and real estate</b>										
Establishments, first quarter .....	671,901	438,944	114,369	62,167	35,553	11,632	6,021	1,803	900	512
Employment, March .....	7,385,176	714,241	751,347	827,113	1,065,414	798,270	912,146	622,912	616,408	1,077,325
<b>Services</b>										
Establishments, first quarter .....	2,893,865	1,882,763	451,723	271,232	169,884	60,870	39,747	10,644	4,292	2,710
Employment, March .....	37,121,452	2,772,286	2,967,726	3,644,616	5,103,419	4,226,235	5,983,290	3,628,294	2,944,320	5,851,266

<sup>1</sup> Includes establishments that reported no workers in March 2000.

<sup>2</sup> Includes data for nonclassifiable establishments, not shown separately.

NOTE: Data for 2000 are preliminary and subject to revision. Detail may not add to totals due to rounding.



**19. Annual data: establishments, employment, and wages covered under UI and UCFE by ownership**

Year	Average establishments	Average annual employment	Total annual wages (in thousands)	Average annual wages per employee	Average weekly wage
<b>Total covered (UI and UCFE)</b>					
1991 .....	6,382,523	106,884,831	\$2,626,972,030	\$24,578	\$473
1992 .....	6,532,608	107,413,728	2,781,676,477	25,897	498
1993 .....	6,679,934	109,422,571	2,884,472,282	26,361	507
1994 .....	6,826,677	112,611,287	3,033,676,678	26,939	518
1995 .....	7,040,677	115,487,841	3,215,921,236	27,846	536
1996 .....	7,189,168	117,963,132	3,414,514,808	28,946	557
1997 .....	7,369,473	121,044,432	3,674,031,718	30,353	584
1998 .....	7,634,018	124,183,549	3,967,072,423	31,945	614
1999 .....	7,820,860	127,042,282	4,235,579,204	33,340	641
2000 .....	7,899,243	129,925,813	4,585,814,470	35,296	679
<b>UI covered</b>					
1991 .....	6,336,151	103,755,832	\$2,524,937,018	\$24,335	\$468
1992 .....	6,485,473	104,288,324	2,672,081,827	25,622	493
1993 .....	6,632,221	106,351,431	2,771,023,411	26,055	501
1994 .....	6,778,300	109,588,189	2,918,684,128	26,633	512
1995 .....	6,990,594	112,539,795	3,102,353,355	27,567	530
1996 .....	7,137,644	115,081,246	3,298,045,286	28,658	551
1997 .....	7,317,363	118,233,942	3,553,933,885	30,058	578
1998 .....	7,586,767	121,400,660	3,845,494,089	31,676	609
1999 .....	7,771,198	124,255,714	4,112,169,533	33,094	636
2000 .....	7,849,064	127,055,641	4,453,123,123	35,049	674
<b>Private industry covered</b>					
1991 .....	6,162,684	89,007,096	\$2,152,021,705	\$24,178	\$465
1992 .....	6,308,719	89,349,803	2,282,598,431	25,547	491
1993 .....	6,454,381	91,202,971	2,365,301,493	25,934	499
1994 .....	6,596,158	94,146,344	2,494,458,555	26,496	510
1995 .....	6,803,454	96,894,844	2,658,927,216	27,441	528
1996 .....	6,946,858	99,268,446	2,837,334,217	28,582	550
1997 .....	7,121,182	102,175,161	3,071,807,287	30,064	578
1998 .....	7,381,518	105,082,368	3,337,621,699	31,762	611
1999 .....	7,560,567	107,619,457	3,577,738,557	33,244	639
2000 .....	7,642,451	110,064,902	3,885,818,913	35,305	679
<b>State government covered</b>					
1991 .....	58,499	4,005,321	\$108,672,127	\$27,132	\$522
1992 .....	58,801	4,044,914	112,405,340	27,789	534
1993 .....	59,185	4,088,075	117,095,062	28,643	551
1994 .....	60,686	4,162,944	122,879,977	29,518	568
1995 .....	60,763	4,201,836	128,143,491	30,497	586
1996 .....	62,146	4,191,726	131,605,800	31,397	604
1997 .....	65,352	4,214,451	137,057,432	32,521	625
1998 .....	67,347	4,240,779	142,512,445	33,605	646
1999 .....	70,538	4,296,673	149,011,194	34,681	667
2000 .....	65,106	4,370,562	158,632,362	36,296	698
<b>Local government covered</b>					
1991 .....	114,936	10,742,558	\$264,215,610	\$24,595	\$473
1992 .....	117,923	10,892,697	277,045,557	25,434	489
1993 .....	118,626	11,059,500	288,594,697	26,095	502
1994 .....	121,425	11,278,080	301,315,857	26,717	514
1995 .....	126,342	11,442,238	315,252,346	27,552	530
1996 .....	128,640	11,621,074	329,105,269	28,320	545
1997 .....	130,829	11,844,330	345,069,166	29,134	560
1998 .....	137,902	12,077,513	365,359,945	30,251	582
1999 .....	140,093	12,339,584	385,419,781	31,234	601
2000 .....	141,507	12,620,177	408,671,848	32,382	623
<b>Federal Government covered (UCFE)</b>					
1991 .....	46,372	3,128,999	\$102,035,012	\$32,609	\$627
1992 .....	47,136	3,125,404	109,594,650	35,066	674
1993 .....	47,714	3,071,140	113,448,871	36,940	710
1994 .....	48,377	3,023,098	114,992,550	38,038	731
1995 .....	50,083	2,948,046	113,567,881	38,523	741
1996 .....	51,524	2,881,887	116,469,523	40,414	777
1997 .....	52,110	2,810,489	120,097,833	42,732	822
1998 .....	47,252	2,782,888	121,578,334	43,688	840
1999 .....	49,661	2,786,567	123,409,672	44,287	852
2000 .....	50,178	2,870,173	132,691,347	46,231	889

NOTE: Data for 2000 are preliminary and subject to revision. Detail may not add to totals due to rounding.

20. Annual data: establishments, employment, and wages covered under UI and UCFE, by State

State	Average establishments		Average annual employment		Total annual wages (in thousands)		Average weekly wage	
	2000	1999-2000 change	2000	1999-2000 change	2000	1999-2000 change	2000	1999-2000 change
Total United States .....	7,899,243	78,383	129,925,813	2,883,531	\$4,585,814,470	\$350,235,266	\$679	\$38
Alabama .....	113,816	1,942	1,877,787	6,735	54,525,432	1,957,806	558	18
Alaska .....	18,848	60	275,766	6,833	9,686,168	533,535	675	21
Arizona .....	115,922	3,340	2,221,413	70,875	72,431,416	6,786,654	627	40
Arkansas .....	72,335	501	1,130,822	17,681	29,748,658	1,506,781	506	18
California .....	1,038,090	-21,749	14,887,118	493,044	613,261,503	72,373,274	792	69
Colorado .....	148,477	6,276	2,186,703	81,451	81,272,401	9,291,399	715	57
Connecticut .....	107,903	1,812	1,676,740	24,375	76,199,312	5,672,870	874	53
Delaware .....	24,711	544	408,933	6,793	14,998,631	860,702	705	29
District of Columbia .....	28,380	1,445	635,811	20,107	33,709,739	2,379,904	1,020	41
Florida .....	445,738	10,141	7,063,073	218,424	215,772,868	17,723,960	587	31
Georgia .....	227,630	9,218	3,896,423	101,668	133,188,119	10,496,682	657	35
Hawaii .....	34,022	1,559	553,124	15,379	16,941,939	920,213	589	16
Idaho .....	45,411	1,140	563,015	20,607	15,600,609	1,473,980	533	32
Illinois .....	322,342	2,739	5,940,495	89,976	226,000,387	13,651,771	732	34
Indiana .....	152,947	-988	2,936,489	29,633	91,075,756	3,790,545	596	19
Iowa .....	97,118	2,506	1,442,785	11,803	40,294,107	1,725,399	537	19
Kansas .....	80,523	1,082	1,313,069	14,272	38,547,821	2,140,627	565	26
Kentucky .....	107,838	2,501	1,762,549	31,082	50,812,110	2,707,022	554	20
Louisiana .....	117,427	760	1,869,453	21,551	52,115,533	1,822,492	536	13
Maine .....	44,865	956	590,818	17,005	16,344,365	916,386	532	15
Maryland .....	146,555	1,113	2,406,502	59,623	87,530,844	6,588,302	699	36
Massachusetts .....	187,401	354	3,274,924	83,282	145,163,150	16,375,342	852	76
Michigan .....	263,191	4,550	4,587,071	84,305	169,793,373	8,817,850	712	24
Minnesota .....	155,404	4,625	2,607,997	57,205	92,369,487	6,952,226	681	37
Mississippi .....	64,109	368	1,137,236	-1,948	28,654,664	868,342	485	16
Missouri .....	162,765	1,988	2,676,614	31,191	84,007,364	4,733,265	604	28
Montana .....	38,370	1,606	379,122	7,883	9,199,101	564,255	467	20
Nebraska .....	52,456	622	884,025	17,415	24,454,268	1,374,587	532	20
Nevada .....	48,961	1,029	1,017,912	41,985	32,853,672	2,392,199	621	21
New Hampshire .....	46,020	590	606,061	14,836	21,049,033	2,046,606	668	50
New Jersey .....	269,672	-16,049	3,878,717	86,340	169,464,775	13,834,368	840	51
New Mexico .....	48,013	719	717,395	16,491	19,726,620	1,315,800	529	24
New York .....	528,370	4,064	8,475,567	183,025	380,908,938	31,139,715	864	53
North Carolina .....	222,892	7,928	3,861,729	57,360	120,011,633	7,926,195	598	31
North Dakota .....	23,281	224	309,221	3,261	7,630,932	364,043	475	18
Ohio .....	281,502	1,587	5,514,414	63,287	179,272,488	8,134,650	625	21
Oklahoma .....	89,227	1,297	1,451,870	29,061	39,171,359	2,444,586	519	23
Oregon .....	110,196	-150	1,607,997	31,995	52,686,533	4,032,231	630	36
Pennsylvania .....	315,172	13,155	5,560,251	100,777	189,040,902	10,540,425	654	25
Rhode Island .....	33,337	631	467,542	10,706	15,250,403	1,011,138	627	28
South Carolina .....	109,330	-2,033	1,821,033	28,888	51,303,078	2,678,327	542	20
South Dakota .....	27,147	439	364,095	8,310	9,030,576	574,769	477	20
Tennessee .....	125,665	367	2,667,270	40,226	81,507,681	4,068,336	588	21
Texas .....	488,114	6,744	9,287,230	270,589	324,566,175	27,938,668	672	39
Utah .....	66,182	2,320	1,044,343	26,719	30,522,121	2,135,151	562	26
Vermont .....	23,900	835	296,354	8,365	8,570,480	622,830	556	25
Virginia .....	193,285	3,752	3,429,323	102,201	120,543,345	10,665,369	676	41
Washington .....	220,904	8,764	2,708,125	64,395	100,360,839	5,883,356	713	26
West Virginia .....	46,823	14	686,717	6,109	18,463,946	755,682	517	17
Wisconsin .....	145,792	898	2,735,929	44,478	83,984,601	4,299,145	590	21
Wyoming .....	20,869	246	230,843	5,878	6,195,215	425,505	516	23
Puerto Rico .....	52,159	-10	1,027,554	25,164	19,314,130	716,892	361	4
Virgin Islands .....	3,191	-32	42,220	1,282	1,166,654	97,695	531	29

NOTE: Data for 2000 are preliminary and subject to revision. Detail may not add to totals due to rounding.



**21. Annual data: Employment and average annual pay for all workers covered under UI and UCFE in the 316 largest U.S. counties**

County <sup>1</sup>	Employment			Average annual pay	
	2000 <sup>2</sup>	Percent change, 1999-2000 <sup>3</sup>	Ranked by percent change, 1999-2000 <sup>4</sup>	2000 <sup>2</sup>	Percent change, 1999-2000 <sup>3</sup>
United States <sup>5</sup>	129,925,813	2.3	—	35,296	5.9
Jefferson, AL	384,552	.5	269	34,015	3.8
Madison, AL	154,344	1.7	187	35,827	4.9
Mobile, AL	169,477	-.1	292	28,611	2.4
Montgomery, AL	132,028	.2	285	28,893	3.2
Tuscaloosa, AL	76,436	.7	252	29,067	2.5
Anchorage, AK	129,828	2.1	157	36,619	2.6
Maricopa, AZ	1,545,451	3.6	47	35,099	7.8
Pima, AZ	328,582	3.2	68	29,204	3.5
Pulaski, AR	243,137	.4	275	30,796	3.8
Sebastian, AR	75,188	1.0	234	27,025	4.9
Washington, AR	80,009	3.2	69	26,406	3.8
Alameda, CA	696,859	3.1	83	45,062	9.7
Contra Costa, CA	337,177	3.2	70	42,326	3.7
Fresno, CA	323,438	2.1	158	26,197	5.0
Kern, CA	238,788	2.3	139	28,536	5.6
Los Angeles, CA	4,101,907	1.8	178	39,671	5.0
Marin, CA	112,007	2.4	123	42,669	8.6
Monterey, CA	164,623	2.5	115	29,986	5.2
Orange, CA	1,396,170	3.7	43	39,208	4.7
Placer, CA	107,066	8.8	3	33,476	5.5
Riverside, CA	470,044	5.4	12	29,113	4.7
Sacramento, CA	574,101	2.6	107	37,725	7.1
San Bernardino, CA	528,842	3.0	86	29,920	3.9
San Diego, CA	1,197,997	3.3	61	37,516	8.0
San Francisco, CA	609,626	3.7	44	57,626	12.2
San Joaquin, CA	201,320	3.2	71	29,250	4.8
San Luis Obispo, CA	94,926	3.7	45	28,067	6.1
San Mateo, CA	379,195	5.5	11	66,943	30.2
Santa Barbara, CA	177,197	3.2	72	32,518	8.0
Santa Clara, CA	1,035,451	6.6	8	76,076	24.5
Santa Cruz, CA	101,822	3.2	73	35,826	15.5
Solano, CA	117,379	3.9	38	31,646	8.4
Sonoma, CA	191,062	3.2	74	35,796	11.5
Stanislaus, CA	162,064	2.4	124	28,202	4.4
Tulare, CA	133,264	3.8	41	23,722	4.5
Ventura, CA	287,744	3.5	51	37,102	9.2
Yolo, CA	84,687	1.6	196	33,395	3.2
Adams, CO	144,793	3.5	52	33,427	4.8
Arapahoe, CO	284,254	4.0	37	46,250	7.8
Boulder, CO	179,721	8.2	4	45,565	13.9
Denver, CO	469,163	3.2	75	44,340	11.6
El Paso, CO	237,761	3.4	57	33,036	7.7
Jefferson, CO	210,529	2.6	108	36,194	5.2
Larimer, CO	119,151	5.1	18	32,394	7.9
Fairfield, CT	428,235	1.3	216	61,105	8.4
Hartford, CT	501,880	1.2	224	43,626	6.2
New Haven, CT	367,661	1.2	225	38,331	5.3
New London, CT	123,056	.6	259	36,727	3.7
New Castle, DE	284,540	.3	282	40,660	5.0
Washington, DC	635,811	3.3	62	53,018	4.2
Alachua, FL	117,619	2.5	116	26,150	3.9
Brevard, FL	181,273	3.3	63	32,107	7.2
Broward, FL	644,526	3.4	58	33,232	6.5
Collier, FL	103,355	7.0	5	29,941	6.9
Duval, FL	434,284	4.1	32	32,737	4.5
Escambia, FL	125,606	.9	242	26,698	4.4
Hillsborough, FL	588,773	2.5	117	31,694	4.8
Lee, FL	162,425	4.5	24	28,138	6.3
Leon, FL	141,887	2.1	159	29,245	4.0
Manatee, FL	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Marion, FL	83,350	1.7	188	24,938	3.2
Miami-Dade, FL	980,123	2.3	140	33,328	3.9
Orange, FL	611,261	3.2	76	31,122	4.6
Palm Beach, FL	481,712	4.1	33	35,219	7.3
Pinellas, FL	437,531	4.4	28	31,166	5.1
Polk, FL	183,212	2.6	109	28,023	4.1
Sarasota, FL	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Seminole, FL	139,595	4.6	23	30,842	7.0
Volusia, FL	141,793	1.5	204	25,052	5.4
Bibb, GA	89,011	-.9	305	29,264	3.1
Chatham, GA	123,110	1.5	205	29,568	1.6
Clayton, GA	116,606	-.4	297	36,734	6.6
Cobb, GA	302,080	1.6	197	38,714	5.2

See footnotes at end of table.

21. Continued—Annual data: Employment and average annual pay for all workers covered under UI and UCFE in the 316 largest U.S. counties

County <sup>1</sup>	Employment			Average annual pay	
	2000 <sup>2</sup>	Percent change, 1999-2000 <sup>3</sup>	Ranked by percent change, 1999-2000 <sup>4</sup>	2000 <sup>2</sup>	Percent change, 1999-2000 <sup>3</sup>
Dekalb, GA .....	311,673	-.3	295	38,517	4.7
Fulton, GA .....	756,094	2.9	92	47,034	8.4
Gwinnett, GA .....	282,618	4.5	25	39,096	6.1
Muscogee, GA .....	98,516	.1	290	27,727	3.6
Richmond, GA .....	106,391	-.5	298	28,594	3.6
Honolulu, HI .....	406,865	2.3	141	31,871	2.8
Ada, ID .....	177,684	6.5	9	34,470	10.0
Champaign, IL .....	90,527	2.9	93	29,158	4.1
Cook, IL .....	2,687,504	1.3	217	42,904	5.9
Du Page, IL .....	582,104	1.6	198	42,587	3.6
Kane, IL .....	193,452	3.0	87	32,184	.1
Lake, IL .....	310,654	3.0	88	42,619	6.7
McHenry, IL .....	87,243	1.9	170	32,000	2.0
McLean, IL .....	84,371	.7	253	34,226	4.0
Madison, IL .....	94,659	.5	270	28,932	2.8
Peoria, IL .....	102,860	.2	286	31,352	1.5
Rock Island, IL .....	80,252	.8	246	33,538	4.6
St. Clair, IL .....	89,992	2.2	146	26,857	2.5
Sangamon, IL .....	144,408	4.5	26	34,730	1.6
Will, IL .....	142,294	3.5	53	32,315	2.1
Winnebago, IL .....	143,761	.5	271	31,478	1.9
Allen, IN .....	189,403	.2	287	32,280	3.1
Elkhart, IN .....	122,481	.6	260	30,353	2.4
Hamilton, IN .....	77,431	3.0	89	37,937	7.9
Lake, IN .....	199,418	-.6	299	31,564	4.0
Marion, IN .....	605,976	1.6	199	36,465	3.2
St. Joseph, IN .....	129,574	.5	272	29,649	3.5
Tippecanoe, IN .....	77,379	1.1	231	31,084	4.0
Vanderburgh, IN .....	109,918	.7	254	29,564	3.2
Linn, IA .....	121,966	2.1	160	34,109	4.9
Polk, IA .....	263,705	1.2	226	33,662	2.5
Scott, IA .....	86,879	-.7	302	29,101	4.0
Johnson, KS .....	287,637	2.7	103	37,254	6.7
Sedgwick, KS .....	249,819	.0	291	32,692	2.9
Shawnee, KS .....	100,237	2.4	125	29,373	3.2
Wyandotte, KS .....	79,585	1.6	200	34,553	2.7
Fayette, KY .....	171,938	1.7	189	30,686	3.7
Jefferson, KY .....	438,853	1.3	218	33,405	4.1
Caddo, LA .....	119,404	.2	288	28,786	3.2
Calcasieu, LA .....	84,060	.2	289	28,179	.7
East Baton Rouge, LA .....	246,800	2.9	94	29,199	1.4
Jefferson, LA .....	214,949	-.6	300	28,048	2.1
Lafayette, LA .....	113,933	2.2	147	29,932	5.6
Orleans, LA .....	263,385	1.9	171	31,681	1.3
Cumberland, ME .....	166,757	3.7	46	30,752	1.1
Anne Arundel, MD .....	193,861	5.3	13	35,454	7.3
Baltimore, MD .....	358,087	1.2	227	34,071	4.6
Frederick, MD .....	77,415	5.1	19	30,814	5.8
Howard, MD .....	128,741	3.2	77	37,861	5.0
Montgomery, MD .....	447,885	5.2	17	43,583	5.5
Prince Georges, MD .....	303,380	3.3	64	37,032	6.8
Baltimore City, MD .....	386,497	.8	247	38,584	4.5
Barnstable, MA .....	88,527	3.6	48	29,718	.0
Bristol, MA .....	221,519	1.3	219	30,790	4.6
Essex, MA .....	305,311	2.4	126	39,155	8.9
Hampden, MA .....	204,300	1.9	172	32,217	4.8
Middlesex, MA .....	846,989	3.1	84	52,086	11.8
Norfolk, MA .....	325,002	2.4	127	43,371	10.4
Plymouth, MA .....	166,481	1.3	220	33,930	6.3
Suffolk, MA .....	608,277	3.3	65	56,682	11.5
Worcester, MA .....	321,060	2.4	128	37,659	10.8
Genesee, MI .....	165,615	-1.2	311	36,418	1.7
Ingham, MI .....	173,904	1.7	190	34,997	5.7
Kalamazoo, MI .....	118,174	-.3	296	32,652	2.3
Kent, MI .....	349,719	2.2	148	33,971	2.6
Macomb, MI .....	337,308	.3	283	40,924	3.6
Oakland, MI .....	768,590	1.0	235	44,469	4.2
Ottawa, MI .....	118,812	1.9	173	31,914	3.4
Saginaw, MI .....	95,531	-.7	303	34,657	2.4
Washtenaw, MI .....	195,836	.6	261	40,182	5.3
Wayne, MI .....	867,244	1.3	221	42,424	3.5
Anoka, MN .....	108,984	3.8	42	33,930	4.5
Dakota, MN .....	153,432	2.7	104	34,402	4.9
Hennepin, MN .....	874,606	2.1	161	43,818	7.1
Olmsted, MN .....	82,632	3.9	39	36,111	3.1

See footnotes at end of table.



**21. Continued—Annual data: Employment and average annual pay for all workers covered under UI and UCFE in the 316 largest U.S. counties**

County <sup>1</sup>	Employment			Average annual pay	
	2000 <sup>2</sup>	Percent change, 1999-2000 <sup>3</sup>	Ranked by percent change, 1999-2000 <sup>4</sup>	2000 <sup>2</sup>	Percent change, 1999-2000 <sup>3</sup>
Ramsey, MN .....	333,173	1.7	191	39,063	5.8
St. Louis, MN .....	94,950	1.4	211	28,911	4.6
Stearns, MN .....	76,326	3.2	78	27,582	4.2
Harrison, MS .....	89,737	.4	276	25,443	4.8
Hinds, MS .....	136,833	-1.3	312	30,570	4.6
Boone, MO .....	75,775	2.8	98	27,366	3.1
Clay, MO .....	84,076	-1	293	32,228	6.5
Greene, MO .....	142,525	2.4	129	26,974	3.2
Jackson, MO .....	393,792	.4	277	36,059	6.2
St. Charles, MO .....	96,010	3.4	59	29,538	3.8
St. Louis, MO .....	646,535	.8	248	38,145	5.6
St. Louis City, MO .....	250,737	.4	278	38,605	4.1
Douglas, NE .....	330,999	2.4	130	32,294	3.9
Lancaster, NE .....	146,267	1.7	192	28,511	3.9
Clark, NV .....	697,580	5.3	14	32,131	3.4
Washoe, NV .....	189,119	3.2	79	32,747	4.4
Hillsborough, NH .....	193,312	2.5	118	39,198	9.0
Rockingham, NH .....	129,521	4.1	34	35,805	9.8
Atlantic, NJ .....	140,139	-2	294	31,062	3.4
Bergen, NJ .....	449,031	.6	262	46,255	6.9
Burlington, NJ .....	180,181	.9	243	37,664	4.9
Camden, NJ .....	199,911	-1.0	307	35,108	3.1
Essex, NJ .....	364,395	1.7	193	44,685	3.6
Gloucester, NJ .....	86,734	.8	249	32,048	2.8
Hudson, NJ .....	238,580	3.5	54	47,514	10.4
Mercer, NJ .....	209,727	3.1	85	44,576	5.0
Middlesex, NJ .....	392,932	.7	255	46,464	5.8
Monmouth, NJ .....	233,217	2.5	119	39,835	5.8
Morris, NJ .....	275,593	2.8	99	60,503	19.0
Ocean, NJ .....	129,024	2.4	131	30,368	4.3
Passaic, NJ .....	178,441	1.2	228	37,581	1.5
Somerset, NJ .....	173,343	3.9	40	54,840	5.2
Union, NJ .....	235,578	1.5	206	45,595	5.6
Bernalillo, NM .....	307,817	2.7	105	30,183	4.1
Albany, NY .....	231,009	1.4	212	35,787	6.0
Bronx, NY .....	213,023	2.2	149	32,846	2.7
Broome, NY .....	99,594	1.1	232	29,603	3.4
Dutchess, NY .....	109,946	1.8	179	36,063	2.2
Erie, NY .....	459,906	1.0	236	31,482	3.0
Kings, NY .....	441,804	2.3	142	30,561	3.1
Monroe, NY .....	399,544	.9	244	35,440	1.8
Nassau, NY .....	599,477	1.8	180	40,001	4.4
New York, NY .....	2,383,948	3.3	66	71,115	8.1
Niagara, NY .....	78,351	.4	279	31,063	3.5
Oneida, NY .....	110,870	1.6	201	27,474	4.0
Onondaga, NY .....	252,481	.7	256	32,497	3.4
Orange, NY .....	119,607	1.6	202	29,340	4.6
Queens, NY .....	480,695	1.3	222	34,980	4.4
Richmond, NY .....	88,268	2.0	166	32,140	4.2
Rockland, NY .....	106,360	1.4	213	37,588	5.3
Suffolk, NY .....	578,530	2.3	143	37,844	6.5
Westchester, NY .....	405,524	2.4	132	47,043	8.2
Buncombe, NC .....	106,108	.6	263	27,651	3.8
Catawba, NC .....	101,347	2.6	110	28,205	4.0
Cumberland, NC .....	109,927	1.3	223	26,098	3.9
Durham, NC .....	167,190	2.9	95	49,370	12.6
Forsyth, NC .....	181,682	1.8	181	33,960	6.1
Gaston, NC .....	77,271	-3.5	314	28,298	3.9
Guilford, NC .....	279,867	.6	264	32,209	2.5
Mecklenburg, NC .....	512,693	3.5	55	40,677	5.7
New Hanover, NC .....	87,193	.6	265	28,552	4.2
Wake, NC .....	383,827	3.3	67	35,357	7.3
Cass, ND .....	81,831	2.2	150	27,803	4.1
Butler, OH .....	126,289	2.7	106	31,520	1.8
Cuyahoga, OH .....	817,577	.9	245	36,530	4.2
Franklin, OH .....	702,098	2.3	144	35,001	4.7
Hamilton, OH .....	566,563	.7	257	37,590	3.9
Lake, OH .....	102,231	1.4	214	30,746	2.1
Lorain, OH .....	106,155	2.4	133	32,007	1.9
Lucas, OH .....	238,457	.6	266	32,291	2.4
Mahoning, OH .....	112,504	-6	301	25,985	3.0
Montgomery, OH .....	303,551	.4	280	34,518	2.6
Stark, OH .....	175,740	1.8	182	28,498	2.1
Summit, OH .....	266,421	.5	273	32,679	4.1

See footnotes at end of table.

21. Continued—Annual data: Employment and average annual pay for all workers covered under UI and UCFE in the 316 largest U.S. counties

County <sup>1</sup>	Employment			Average annual pay	
	2000 <sup>2</sup>	Percent change, 1999-2000 <sup>3</sup>	Ranked by percent change, 1999-2000 <sup>4</sup>	2000 <sup>2</sup>	Percent change, 1999-2000 <sup>3</sup>
Trumbull, OH .....	94,574	-1.1	309	32,734	.8
Oklahoma, OK .....	414,012	2.8	100	29,189	4.5
Tulsa, OK .....	340,565	2.4	134	31,173	3.7
Clackamas, OR .....	132,715	1.9	174	32,469	4.0
Lane, OR .....	139,742	1.1	233	27,867	3.5
Marion, OR .....	127,506	2.0	167	28,115	2.9
Multnomah, OR .....	453,025	2.0	168	36,788	6.2
Washington, OR .....	224,091	4.3	29	44,395	13.2
Allegheny, PA .....	711,401	1.2	229	36,743	2.5
Berks, PA .....	168,431	2.1	162	31,995	3.2
Bucks, PA .....	244,368	2.5	120	34,033	3.3
Chester, PA .....	216,913	2.6	111	43,768	7.0
Cumberland, PA .....	124,070	-1.3	313	32,806	3.1
Dauphin, PA .....	172,575	2.1	163	33,677	2.2
Delaware, PA .....	212,554	1.0	237	36,831	5.5
Erie, PA .....	131,635	2.5	121	28,372	1.8
Lackawanna, PA .....	98,426	-.7	304	27,651	7.4
Lancaster, PA .....	218,529	1.9	175	30,711	4.3
Lehigh, PA .....	171,288	2.1	164	35,258	2.4
Luzerne, PA .....	143,212	2.4	135	27,839	2.7
Montgomery, PA .....	481,287	2.4	136	43,800	6.4
Northampton, PA .....	87,857	3.0	90	30,813	3.3
Philadelphia, PA .....	668,955	1.5	207	39,605	4.2
Westmoreland, PA .....	134,440	1.0	238	27,995	1.3
York, PA .....	167,817	2.2	151	30,924	3.3
Providence, RI .....	290,755	1.7	194	33,411	4.0
Charleston, SC .....	182,872	1.4	215	27,668	4.7
Greenville, SC .....	233,035	2.5	122	31,278	4.0
Horry, SC .....	99,134	1.7	195	22,881	5.4
Lexington, SC .....	81,324	1.9	176	27,505	3.5
Richland, SC .....	207,461	.6	267	29,636	4.1
Spartanburg, SC .....	119,717	.5	274	30,595	3.4
Minnehaha, SD .....	105,822	3.2	80	28,216	3.7
Davidson, TN .....	434,823	1.5	208	34,876	5.4
Hamilton, TN .....	188,112	1.8	183	30,581	4.1
Knox, TN .....	202,718	3.4	60	30,089	4.1
Rutherford, TN .....	77,068	2.6	112	31,127	3.6
Shelby, TN .....	500,289	1.0	239	34,358	2.5
Bell, TX .....	87,858	2.2	152	25,182	4.0
Bexar, TX .....	648,757	2.2	153	30,061	5.7
Brazoria, TX .....	75,415	2.8	101	34,361	3.3
Cameron, TX .....	109,044	5.3	15	21,561	2.7
Collin, TX .....	167,768	5.8	10	40,499	5.8
Dallas, TX .....	1,566,821	4.1	35	44,401	7.7
Denton, TX .....	119,606	3.6	49	29,296	4.0
El Paso, TX .....	251,466	1.5	209	25,067	3.2
Fort Bend, TX .....	87,697	2.3	145	35,810	5.2
Galveston, TX .....	86,822	-1.1	310	29,531	4.0
Harris, TX .....	1,841,672	2.8	102	41,843	7.6
Hidalgo, TX .....	163,060	6.9	6	21,695	2.8
Jefferson, TX .....	120,759	1.0	240	31,281	.8
Lubbock, TX .....	115,376	1.9	177	26,302	6.4
Mc Lennan, TX .....	98,049	1.0	241	27,032	2.1
Montgomery, TX .....	76,837	5.0	21	32,115	9.6
Nueces, TX .....	142,277	.8	250	28,185	4.7
Potter, TX .....	75,570	.7	258	26,552	2.8
Smith, TX .....	83,392	2.9	96	29,485	3.5
Tarrant, TX .....	702,884	3.5	56	35,434	5.0
Travis, TX .....	538,098	5.1	20	41,330	7.0
Williamson, TX .....	76,582	9.5	2	50,413	-4.5
Davis, UT .....	84,638	3.2	81	27,482	6.3
Salt Lake, UT .....	531,434	2.6	113	32,216	5.1
Utah, UT .....	142,352	4.5	27	27,910	5.1
Weber, UT .....	86,412	.4	281	26,641	2.5
Chittenden, VT .....	95,283	5.0	22	34,302	4.2
Arlington, VA .....	158,007	4.2	31	52,816	7.0
Chesterfield, VA .....	107,846	2.0	169	31,860	3.4
Fairfax, VA .....	538,044	6.8	7	51,464	10.1
Henrico, VA .....	165,582	2.4	137	36,123	5.8
Loudoun, VA .....	87,323	12.0	1	54,178	3.6
Prince William, VA .....	78,175	4.3	30	28,964	5.4
Alexandria, VA .....	91,988	5.3	16	42,007	5.8
Chesapeake, VA .....	81,308	2.1	165	26,052	4.1
Newport News, VA .....	93,624	1.8	184	30,250	5.3
Norfolk, VA .....	145,181	.3	284	32,169	4.9

See footnotes at end of table.



**21. Continued—Annual data: Employment and average annual pay for all workers covered under UI and UCFE in the 316 largest U.S. counties**

County <sup>1</sup>	Employment			Average annual pay	
	2000 <sup>2</sup>	Percent change, 1999-2000 <sup>3</sup>	Ranked by percent change, 1999-2000 <sup>4</sup>	2000 <sup>2</sup>	Percent change, 1999-2000 <sup>3</sup>
Richmond, VA .....	167,023	1.5	210	38,641	5.1
Roanoke City, VA .....	75,909	3.0	91	29,497	4.6
Virginia Beach, VA .....	165,536	3.6	50	25,397	4.3
Clark, WA .....	113,933	1.6	203	32,151	6.0
King, WA .....	1,168,342	3.2	82	47,245	2.6
Pierce, WA .....	237,055	2.2	154	30,161	5.3
Snohomish, WA .....	210,054	-1.0	308	35,055	3.4
Spokane, WA .....	188,025	2.4	138	29,771	8.0
Thurston, WA .....	84,466	1.8	185	31,722	6.8
Yakima, WA .....	94,173	1.8	186	23,245	3.8
Kanawha, WV .....	112,963	.8	251	30,149	3.1
Brown, WI .....	142,442	2.2	155	31,520	2.9
Dane, WI .....	274,354	2.6	114	32,817	5.5
Milwaukee, WI .....	528,947	.6	268	34,746	3.1
Outagamie, WI .....	94,319	2.9	97	30,782	4.4
Racine, WI .....	79,153	-.9	306	32,538	-.6
Waukesha, WI .....	222,780	1.2	230	35,768	5.2
Winnebago, WI .....	90,213	2.2	156	33,633	2.8
San Juan, PR .....	328,105	4.1	36	21,239	3.2

<sup>1</sup> Includes areas not officially designated as counties. See Notes on Current Labor Statistics.

<sup>2</sup> Data are preliminary.

<sup>3</sup> Percent changes were computed from annual employment and pay data adjusted for noneconomic county reclassifications. See Notes on Current Labor Statistics.

<sup>4</sup> Rankings for percent change in employment are based on the 314 counties that are comparable over the year.

<sup>5</sup> Totals for the United States do not include data for Puerto Rico.

<sup>6</sup> Data are not available for release.

Note: Data pertain to workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs. The 315 U.S. counties comprise 70.8 percent of the total covered workers in the United States.

**22. Annual data: Employment status of the population**

[Numbers in thousands]

Employment status	1992	1993	1994	1995	1996	1997	1998	1999	2000
Civilian noninstitutional population.....	192,805	194,838	196,814	198,584	200,591	203,133	205,220	207,753	209,699
Civilian labor force.....	128,105	129,200	131,056	132,304	133,943	136,297	137,673	139,368	140,863
Labor force participation rate.....	66.4	66.3	66.6	66.6	66.8	67.1	67.1	67.1	67.2
Employed.....	118,492	120,259	123,060	124,900	126,708	129,558	131,463	133,488	135,208
Employment-population ratio.....	61.5	61.7	62.5	62.9	63.2	63.8	64.1	64.3	64.5
Agriculture.....	3,247	3,115	3,409	3,440	3,443	3,399	3,378	3,281	3,305
Nonagricultural industries.....	115,245	117,144	119,651	121,460	123,264	126,159	128,085	130,207	131,903
Unemployed.....	9,613	8,940	7,996	7,404	7,236	6,739	6,210	5,880	5,655
Unemployment rate.....	7.5	6.9	6.1	5.6	5.4	4.9	4.5	4.2	4.0
Not in the labor force.....	64,700	65,638	65,758	66,280	66,647	66,837	67,547	68,385	68,836

### 23. Annual data: Employment levels by industry

[In thousands]

Industry	1992	1993	1994	1995	1996	1997	1998	1999	2000
Total employment.....	108,601	110,713	114,163	117,191	119,608	122,690	125,865	128,916	131,759
Private sector.....	89,956	91,872	95,036	97,885	100,189	103,133	106,042	108,709	111,079
Goods-producing.....	23,231	23,352	23,908	24,265	24,493	24,962	25,414	25,507	25,709
Mining.....	635	610	601	581	580	596	590	539	543
Construction.....	4,492	4,668	4,986	5,160	5,418	5,691	6,020	6,415	6,698
Manufacturing.....	18,104	18,075	18,321	18,524	18,495	18,675	18,805	18,552	18,469
Service-producing.....	85,370	87,361	90,256	92,925	95,115	97,727	100,451	103,409	106,050
Transportation and public utilities.....	5,718	5,811	5,984	6,132	6,253	6,408	6,611	6,834	7,019
Wholesale trade.....	5,997	5,981	6,162	6,378	6,482	6,648	6,800	6,911	7,024
Retail trade.....	19,356	19,773	20,507	21,187	21,597	21,966	22,295	22,848	23,307
Finance, insurance, and real estate....	6,602	6,757	6,896	6,806	6,911	7,109	7,389	7,555	7,560
Services.....	29,052	30,197	31,579	33,117	34,454	36,040	37,533	39,055	40,460
Government.....	18,645	18,841	19,128	19,305	19,419	19,557	19,823	20,206	20,681
Federal.....	2,969	2,915	2,870	2,822	2,757	2,699	2,686	2,669	2,777
State.....	4,408	4,488	4,576	4,635	4,606	4,582	4,612	4,709	4,785
Local.....	11,267	11,438	11,682	11,849	12,056	12,276	12,525	12,829	13,119

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

### 24. Annual data: Average hours and earnings of production or nonsupervisory workers on nonfarm payrolls, by industry

Industry	1992	1993	1994	1995	1996	1997	1998	1999	2000
<b>Private sector:</b>									
Average weekly hours.....	34.4	34.5	34.7	34.5	34.4	34.6	34.6	34.5	34.5
Average hourly earnings (in dollars).....	10.57	10.83	11.12	11.43	11.82	12.28	12.78	13.24	13.75
Average weekly earnings (in dollars).....	363.61	373.64	385.86	394.34	406.61	424.89	442.19	456.78	474.38
<b>Mining:</b>									
Average weekly hours.....	43.9	44.3	44.8	44.7	45.3	45.4	43.9	43.2	43.1
Average hourly earnings (in dollars).....	14.54	14.60	14.88	15.30	15.62	16.15	16.91	17.05	17.24
Average weekly earnings (in dollars).....	638.31	646.78	666.62	683.91	707.59	733.21	742.35	736.56	743.04
<b>Construction:</b>									
Average weekly hours.....	38.0	38.5	38.9	38.9	39.0	39.0	38.9	39.1	39.3
Average hourly earnings (in dollars).....	14.15	14.38	14.73	15.09	15.47	16.04	16.61	17.19	17.88
Average weekly earnings (in dollars).....	537.70	553.63	573.00	587.00	603.33	625.56	646.13	672.13	702.68
<b>Manufacturing:</b>									
Average weekly hours.....	41.0	41.4	42.0	41.6	41.6	42.0	41.7	41.7	41.6
Average hourly earnings (in dollars).....	11.46	11.74	12.07	12.37	12.77	13.17	13.49	13.90	14.38
Average weekly earnings (in dollars).....	469.86	486.04	506.94	514.59	531.23	553.14	562.53	579.63	598.21
<b>Transportation and public utilities:</b>									
Average weekly hours.....	38.3	39.3	39.7	39.4	39.6	39.7	39.5	38.7	38.6
Average hourly earnings (in dollars).....	13.43	13.55	13.78	14.13	14.45	14.92	15.31	15.69	16.22
Average weekly earnings (in dollars).....	514.37	532.52	547.07	556.72	572.22	592.32	604.75	607.20	626.09
<b>Wholesale trade:</b>									
Average weekly hours.....	38.2	38.2	38.4	38.3	38.3	38.4	38.3	38.3	38.5
Average hourly earnings (in dollars).....	11.39	11.74	12.06	12.43	12.87	13.45	14.07	14.58	15.20
Average weekly earnings (in dollars).....	435.10	448.47	463.10	476.07	492.92	516.48	538.88	558.80	585.20
<b>Retail trade:</b>									
Average weekly hours.....	28.8	28.8	28.9	28.8	28.8	28.9	29.0	29.0	28.9
Average hourly earnings (in dollars).....	7.12	7.29	7.49	7.69	7.99	8.33	8.74	9.09	9.46
Average weekly earnings (in dollars).....	205.06	209.95	216.46	221.47	230.11	240.74	253.46	263.61	273.39
<b>Finance, insurance, and real estate:</b>									
Average weekly hours.....	35.8	35.8	35.8	35.9	35.9	36.1	36.4	36.2	36.3
Average hourly earnings (in dollars).....	10.82	11.35	11.83	12.32	12.80	13.34	14.07	14.62	15.07
Average weekly earnings (in dollars).....	387.36	406.33	423.51	442.29	459.52	481.57	512.15	529.24	547.04
<b>Services:</b>									
Average weekly hours.....	32.5	32.5	32.5	32.4	32.4	32.6	32.6	32.6	32.7
Average hourly earnings (in dollars).....	10.54	10.78	11.04	11.39	11.79	12.28	12.84	13.37	13.91
Average weekly earnings (in dollars).....	342.55	350.35	358.80	369.04	382.00	400.33	418.58	435.86	454.86



**25. Employment Cost Index, compensation,<sup>1</sup> by occupation and industry group**

[June 1989 = 100]

Series	1999		2000				2001				Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3	12	
										months ended	months ended	
												Sept. 2001
Civilian workers <sup>2</sup>	143.3	144.6	146.5	148.0	149.5	150.6	152.5	153.8	155.6	1.2	4.1	
Workers, by occupational group:												
White-collar workers.....	145.0	146.3	148.4	149.9	151.5	152.5	154.4	156.0	157.7	1.1	1.1	
Professional specialty and technical.....	143.9	145.3	146.7	148.3	150.0	151.3	153.2	154.3	156.7	1.6	4.5	
Executive, administrative, and managerial.....	147.3	148.6	150.5	151.9	153.7	154.6	156.6	158.6	159.6	.6	3.8	
Administrative support, including clerical.....	144.7	146.1	148.6	150.1	151.8	152.8	155.3	156.8	158.8	1.3	4.6	
Blue-collar workers.....	139.5	140.6	142.7	144.1	145.6	146.5	148.2	149.3	151.1	1.2	3.8	
Service occupations.....	143.1	144.8	146.0	147.1	148.5	150.0	152.0	153.3	155.0	1.1	4.4	
Workers, by industry division:												
Goods-producing.....	141.2	142.5	144.9	146.6	148.0	148.8	150.7	152.2	153.3	.7	3.5	
Manufacturing.....	142.1	143.6	146.0	147.5	148.7	149.3	151.3	152.6	153.3	.5	3.1	
Service-producing.....	144.0	145.3	147.1	148.4	150.1	151.1	153.0	155.4	156.4	1.3	4.2	
Services.....	145.1	146.5	148.0	149.3	151.2	152.4	154.3	155.4	158.1	1.7	4.6	
Health services.....	142.7	144.3	145.9	147.5	149.0	150.7	152.5	154.6	156.7	1.4	5.2	
Hospitals.....	143.4	145.0	146.3	147.7	149.5	151.3	153.2	155.6	158.2	1.7	5.8	
Educational services.....	144.6	145.8	146.5	146.8	149.7	150.6	151.7	152.2	156.1	2.6	4.3	
Public administration <sup>3</sup> .....	142.4	144.4	145.7	146.1	146.9	148.3	150.6	151.9	153.8	1.3	4.7	
Nonmanufacturing.....	143.4	144.7	146.6	148.0	149.6	150.7	152.6	154.0	156.0	1.3	4.3	
Private industry workers.....	143.3	144.6	146.8	148.5	149.9	150.9	153.0	154.5	155.9	.9	4.0	
Excluding sales occupations.....	143.2	144.5	146.5	148.2	149.8	150.9	153.0	154.4	156.0	1.0	4.1	
Workers, by occupational group:												
White-collar workers.....	145.6	146.9	149.3	151.1	152.6	153.6	155.7	157.4	158.7	.8	4.0	
Excluding sales occupations.....	146.0	147.3	149.4	151.3	152.9	154.1	156.5	158.1	159.6	.9	4.4	
Professional specialty and technical occupations.....	145.2	146.7	148.4	150.7	152.2	153.7	156.3	157.5	159.2	1.1	4.6	
Executive, administrative, and managerial occupations..	147.7	149.1	151.1	152.7	154.4	155.3	157.3	159.4	160.2	.5	3.8	
Sales occupations.....	144.1	145.3	148.9	150.3	151.2	151.4	152.3	154.5	155.0	.3	2.5	
Administrative support occupations, including clerical...	145.0	146.2	149.0	150.6	152.3	153.4	156.1	157.7	159.5	1.1	4.7	
Blue-collar workers.....	139.4	140.5	142.6	144.1	145.5	146.4	148.2	149.3	151.0	1.1	3.8	
Precision production, craft, and repair occupations.....	139.6	140.6	142.3	144.1	145.8	146.7	148.7	149.7	151.8	1.4	4.1	
Machine operators, assemblers, and inspectors.....	139.9	141.4	144.0	145.0	146.0	146.8	148.3	149.1	150.4	.9	3.0	
Transportation and material moving occupations.....	134.4	135.2	137.5	138.6	139.9	141.1	142.6	143.9	145.6	1.2	4.1	
Handlers, equipment cleaners, helpers, and laborers....	143.2	144.4	146.4	148.1	149.4	150.4	152.2	153.4	154.9	1.0	3.7	
Service occupations.....	141.0	142.6	143.9	145.4	146.6	148.1	150.0	151.3	152.6	.9	4.1	
Production and nonsupervisory occupations <sup>4</sup> .....	141.9	143.1	145.3	146.9	148.4	149.5	151.4	152.7	154.3	1.0	4.0	
Workers, by industry division:												
Goods-producing.....	141.1	142.5	144.8	146.6	147.9	148.8	150.7	152.1	153.1	.7	3.5	
Excluding sales occupations.....	140.5	141.8	144.2	145.9	147.2	148.2	150.1	151.5	152.5	.7	3.6	
White-collar occupations.....	143.9	145.5	148.1	150.1	151.3	151.9	154.5	156.5	156.8	.2	3.6	
Excluding sales occupations.....	142.5	143.9	146.5	148.4	149.6	150.5	153.0	155.0	155.3	.2	3.8	
Blue-collar occupations.....	139.4	140.7	142.8	144.4	145.8	146.8	148.2	149.3	150.8	1.0	3.4	
Construction.....	137.9	138.7	140.8	143.2	145.1	146.7	148.2	150.3	151.7	.9	4.5	
Manufacturing.....	142.1	143.6	146.0	147.5	148.7	149.3	151.3	152.6	152.2	.5	3.1	
White-collar occupations.....	144.3	145.8	148.2	150.2	151.4	151.5	154.2	156.0	156.0	.0	3.0	
Excluding sales occupations.....	142.5	143.8	146.2	148.2	149.3	149.7	152.2	154.0	153.8	-.1	3.0	
Blue-collar occupations.....	140.5	142.1	144.4	145.6	146.7	147.8	149.1	150.0	151.3	.9	3.1	
Durables.....	142.3	144.0	146.5	148.3	149.4	150.1	151.8	153.1	154.0	.6	3.1	
Nondurables.....	141.5	142.8	144.9	146.0	147.5	147.7	150.4	151.6	152.0	.3	3.1	
Service-producing.....	144.1	145.3	147.4	149.1	150.6	151.7	153.8	155.3	156.9	1.0	4.2	
Excluding sales occupations.....	144.6	145.9	147.7	149.4	151.1	152.2	154.6	156.0	157.8	1.2	4.4	
White-collar occupations.....	145.8	147.0	149.3	151.0	152.6	153.7	155.8	157.4	159.0	1.0	4.2	
Excluding sales occupations.....	147.0	148.3	150.3	152.1	153.9	155.1	157.5	159.1	160.9	1.1	4.5	
Blue-collar occupations.....	139.1	139.8	141.8	143.1	144.5	145.3	147.7	148.7	150.9	1.5	4.4	
Service occupations.....	140.8	142.4	143.6	145.1	146.3	147.9	149.6	150.8	152.2	.9	4.0	
Transportation and public utilities.....	141.8	142.3	143.9	145.7	147.4	148.3	150.5	152.4	153.5	.7	4.1	
Transportation.....	138.7	139.5	140.4	141.8	142.8	143.9	145.4	146.9	148.2	.9	3.8	
Public utilities.....	145.7	146.1	148.6	150.9	153.5	154.1	157.3	159.8	160.7	.6	4.7	
Communications.....	146.1	146.0	148.4	150.9	153.9	154.7	158.3	161.1	162.8	1.1	5.8	
Electric, gas, and sanitary services.....	145.1	146.1	148.9	151.0	152.9	153.4	156.0	158.1	158.1	.0	3.4	
Wholesale and retail trade.....	142.2	143.5	145.6	147.3	148.3	149.4	151.0	152.6	153.7	.7	3.6	
Excluding sales occupations.....	142.8	144.3	146.4	148.1	149.6	150.6	152.6	153.9	155.4	1.0	3.9	
Wholesale trade.....	146.3	148.5	150.0	151.8	152.1	154.4	155.1	157.8	158.6	.5	4.3	
Excluding sales occupations.....	145.8	147.4	149.6	151.1	152.7	154.9	156.9	158.5	160.0	.9	4.8	
Retail trade.....	140.0	140.7	143.2	144.8	146.2	146.6	148.7	149.7	150.9	.8	3.2	
General merchandise stores.....	137.2	138.3	139.7	141.0	142.2	144.4	147.3	149.4	149.7	.2	5.3	
Food stores.....	137.0	138.1	140.1	142.5	143.4	144.5	146.1	148.2	149.7	1.0	4.4	

See footnotes at end of table.

# 25. Continued—Employment Cost Index, compensation,<sup>1</sup> by occupation and industry group

[June 1989 = 100]

June 1989 = 100

Series	1999		2000				2001			Percent change		
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3	12	
										months	months	
										ended	ended	
Sept. 2001												
Finance, insurance, and real estate.....	147.6	148.3	152.0	153.1	155.2	155.7	157.9	159.5	160.9	0.9	3.7	
Excluding sales occupations.....	151.0	151.6	154.2	155.5	157.4	158.4	161.2	163.1	164.7	1.0	4.6	
Banking, savings and loan, and other credit agencies.....	159.3	159.8	162.7	164.2	165.8	166.5	170.8	172.7	175.4	1.6	5.8	
Insurance.....	144.5	145.8	149.9	151.3	154.8	155.2	157.6	159.3	159.9	.4	3.3	
Services.....	146.1	147.6	149.4	151.2	152.9	154.1	156.5	157.8	160.0	1.4	4.6	
Business services.....	150.7	151.9	154.2	156.3	157.5	158.4	160.5	163.0	165.2	1.3	4.9	
Health services.....	142.6	144.2	145.8	147.5	149.0	150.6	152.7	154.7	156.8	1.4	5.2	
Hospitals.....	143.0	144.6	145.8	147.5	149.2	151.1	153.5	155.9	158.4	1.6	6.2	
Educational services.....	152.2	153.0	154.0	154.9	158.8	159.9	162.3	162.6	166.4	2.3	4.8	
Colleges and universities.....	152.6	153.3	154.6	155.5	158.6	159.2	162.2	162.6	166.2	2.2	4.8	
Nonmanufacturing.....	143.4	144.5	146.7	148.4	150.0	151.1	153.1	154.7	156.3	1.0	4.2	
White-collar workers.....	145.6	146.9	149.2	151.0	152.6	153.7	155.8	157.5	159.0	1.0	4.2	
Excluding sales occupations.....	146.8	148.1	150.2	152.0	153.8	155.1	157.5	159.1	160.9	1.1	4.6	
Blue-collar occupations.....	138.0	138.7	140.6	142.3	143.9	144.8	146.9	148.1	150.2	1.4	4.4	
Service occupations.....	140.7	142.3	143.5	145.1	146.3	147.8	149.5	150.7	152.1	.9	4.0	
State and local government workers.....	143.1	144.6	145.5	145.9	147.8	148.9	150.3	151.2	154.3	2.1	4.4	
Workers, by occupational group:												
White-collar workers.....	142.6	144.0	144.9	145.3	147.3	148.3	149.5	150.4	153.7	2.2	4.3	
Professional specialty and technical.....	142.0	143.2	144.1	144.5	146.6	147.4	148.4	149.2	152.8	2.4	4.2	
Executive, administrative, and managerial.....	144.5	146.1	147.0	147.2	149.2	150.7	152.4	153.7	156.4	1.8	4.8	
Administrative support, including clerical.....	143.0	145.0	145.9	146.5	148.3	149.4	150.7	151.6	154.2	1.7	4.0	
Blue-collar workers.....	140.9	142.5	143.7	144.2	145.9	147.2	148.6	149.0	151.5	1.7	3.8	
Workers, by industry division:												
Services.....	143.2	144.5	145.2	145.5	148.0	148.9	149.9	150.6	154.4	2.5	4.3	
Services excluding schools <sup>5</sup> .....	142.6	143.8	145.2	145.8	147.6	148.8	150.1	151.9	154.5	1.7	4.7	
Health services.....	144.2	145.8	147.3	147.9	150.0	151.6	152.1	154.4	157.1	1.7	4.7	
Hospitals.....	144.8	146.3	147.9	148.4	150.7	152.0	152.2	154.7	157.4	1.7	4.4	
Educational services.....	143.1	144.4	145.0	145.2	147.9	148.7	149.6	150.1	154.1	2.7	4.2	
Schools.....	143.5	144.7	145.3	145.5	148.2	149.0	149.9	150.5	154.4	2.6	4.2	
Elementary and secondary.....	142.9	144.1	144.5	144.7	147.3	148.1	148.5	149.0	152.8	2.6	3.7	
Colleges and universities.....	144.8	146.5	147.4	147.6	150.5	151.7	153.7	154.3	153.8	3.0	5.6	
Public administration <sup>3</sup> .....	142.4	144.4	145.7	146.1	146.9	148.3	150.6	151.9	151.9	1.3	4.7	

<sup>1</sup> Cost (cents per hour worked) measured in the Employment Cost Index consists of wages, salaries, and employer cost of employee benefits.

<sup>2</sup> Consists of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.

<sup>3</sup> Consists of legislative, judicial, administrative, and regulatory activities.

<sup>4</sup> This series has the same industry and occupational coverage as the Hourly Earnings index, which was discontinued in January 1989.

<sup>5</sup> Includes, for example, library, social, and health services.



## 26. Employment Cost Index, wages and salaries, by occupation and industry group

[June 1989 = 100]

Series	1999		2000				2001				Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Sept.	3 months ended	12 months ended
											Sept. 2001	Sept. 2001
<b>Civilian workers<sup>1</sup></b>	141.3	142.5	144.0	145.4	147.0	147.9	149.5	150.8	152.3		1.0	3.6
Workers, by occupational group:												
White-collar workers.....	143.3	144.6	146.2	147.6	149.2	150.2	151.7	153.1	154.5		.9	3.6
Professional specialty and technical.....	142.6	144.0	144.9	146.4	148.3	149.6	151.1	152.7	154.2		1.4	4.0
Executive, administrative, and managerial.....	145.9	147.2	148.6	149.9	151.6	152.4	154.0	155.8	156.7		.6	3.4
Administrative support, including clerical.....	142.3	143.5	145.5	146.9	148.5	149.6	151.6	152.7	154.6		1.2	4.1
Blue-collar workers.....	137.0	137.9	139.2	140.6	142.0	142.9	144.7	146.0	147.6		1.1	3.9
Service occupations.....	140.1	141.7	143.0	144.0	145.7	147.1	148.6	149.7	151.2		1.0	3.8
Workers, by industry division:												
Goods-producing.....	138.6	139.7	141.3	143.0	144.3	145.3	147.0	147.6	149.5		.6	3.6
Manufacturing.....	140.2	141.5	142.9	144.4	145.7	146.5	148.5	150.0	150.7		.5	3.9
Service-producing.....	142.3	143.5	145.0	146.3	148.0	148.9	150.5	151.7	153.4		1.1	3.6
Services.....	144.1	145.5	146.6	147.9	149.9	151.0	152.6	153.6	156.2		1.7	4.2
Health services.....	140.9	142.5	143.8	145.3	146.7	148.3	149.8	151.8	153.7		1.3	4.8
Hospitals.....	140.1	141.6	142.6	143.8	145.6	147.3	148.8	151.2	155.5		1.5	5.4
Educational services.....	143.7	144.7	145.3	145.6	148.9	149.6	150.5	151.0	154.6		2.4	3.8
Public administration <sup>2</sup> .....	139.5	141.5	142.5	142.9	144.6	146.1	147.6	148.7	150.3		1.1	3.9
Nonmanufacturing.....	141.5	142.6	144.2	145.5	147.2	148.1	149.7	149.7	152.6		1.1	3.7
<b>Private industry workers</b>	141.0	142.2	143.9	145.4	146.8	147.7	149.4	150.9	152.1		.8	3.6
Excluding sales occupations.....	140.8	142.0	143.5	145.1	146.5	147.6	149.5	150.8	152.2		.9	3.9
Workers, by occupational group:												
White-collar workers.....	143.5	144.8	146.6	148.3	149.7	150.6	152.3	153.8	154.8		.7	3.4
Excluding sales occupations.....	143.9	145.2	146.7	148.5	149.9	151.1	153.0	154.4	155.7		.8	3.9
Professional specialty and technical occupations.....	142.6	144.1	145.1	147.3	148.6	150.2	152.1	153.2	154.8		1.0	4.2
Executive, administrative, and managerial occupations.....	146.4	147.6	149.2	150.7	152.3	153.0	154.7	156.5	157.2		.4	3.2
Sales occupations.....	142.1	143.3	146.7	147.9	149.0	148.7	149.2	151.5	151.2		-2	1.5
Administrative support occupations, including clerical.....	142.7	143.8	146.0	147.5	149.1	150.1	152.3	153.6	155.3		1.1	4.2
Blue-collar workers.....	136.8	137.7	139.1	140.5	141.9	142.8	144.6	145.9	147.5		1.1	3.9
Precision production, craft, and repair occupations.....	136.7	137.5	138.9	140.6	142.0	142.8	144.6	145.7	147.7		1.4	4.0
Machine operators, assemblers, and inspectors.....	138.3	139.5	140.7	141.6	142.9	143.7	145.6	146.9	148.1		.8	3.6
Transportation and material moving occupations.....	131.9	132.7	134.1	135.2	136.5	137.6	139.5	140.7	142.1		1.0	4.1
Handlers, equipment cleaners, helpers, and laborers.....	139.4	140.4	141.8	143.6	145.0	146.2	148.0	149.8	151.0		.8	4.1
Service occupations.....	138.0	139.6	141.0	142.5	143.5	144.9	146.4	147.5	148.7		.8	3.6
Production and nonsupervisory occupations <sup>3</sup> .....	139.3	140.4	142.1	143.7	145.0	146.0	147.7	149.0	150.3		.9	3.7
Workers, by industry division:												
Goods-producing.....	138.5	139.7	141.3	143.0	144.3	145.2	147.0	148.6	149.5		.6	3.6
Excluding sales occupations.....	137.8	138.9	140.5	142.1	143.4	144.6	146.3	147.8	148.7		.6	3.7
White-collar occupations.....	141.7	143.0	145.0	146.8	147.9	148.7	150.5	152.3	152.6		.2	3.2
Excluding sales occupations.....	140.1	141.3	143.2	144.9	146.0	147.2	148.9	150.5	150.8		.2	3.3
Blue-collar occupations.....	136.6	137.6	139.0	140.5	142.0	143.1	144.7	146.1	147.4		.9	3.8
Construction.....	133.0	133.6	136.0	138.0	139.4	140.7	142.1	143.9	145.1		.8	4.1
Manufacturing.....	140.2	141.5	142.9	144.4	145.7	146.5	148.5	150.0	150.7		.5	3.4
White-collar occupations.....	142.7	144.0	145.8	147.7	148.7	149.2	151.1	152.7	152.8		.1	2.8
Excluding sales occupations.....	140.8	142.0	143.7	145.6	146.6	147.5	149.9	150.5	150.5		.0	2.7
Blue-collar occupations.....	138.4	139.7	140.8	142.0	143.4	144.6	146.4	147.8	149.1		.9	4.0
Durables.....	140.4	141.8	143.0	144.7	146.1	147.3	149.0	150.5	151.5		.7	3.7
Nondurables.....	139.7	140.9	142.7	143.9	145.0	145.4	147.5	149.0	149.3		.2	3.0
Service-producing.....	142.1	143.3	145.0	146.5	147.9	148.9	150.5	151.9	153.2		.9	3.6
Excluding sales occupations.....	142.6	143.8	145.3	146.9	148.3	149.4	151.3	152.6	154.2		1.0	4.0
White-collar occupations.....	143.8	145.0	146.9	148.5	150.0	150.9	152.5	154.0	155.2		.8	3.5
Excluding sales occupations.....	145.1	146.4	147.8	149.6	151.2	152.3	154.3	155.6	157.2		1.0	4.0
Blue-collar occupations.....	137.0	137.8	139.1	140.3	141.6	142.2	144.3	145.3	147.5		1.5	4.2
Service occupations.....	138.0	139.6	141.1	142.5	143.5	144.8	146.1	147.2	148.4		.8	3.4
Transportation and public utilities.....	137.5	137.9	138.5	140.0	141.3	142.3	143.7	145.7	146.7		.7	3.8
Transportation.....	134.4	134.9	134.9	136.2	137.4	138.6	139.8	141.6	142.6		.7	3.8
Public utilities.....	141.5	141.8	143.2	144.9	146.4	147.1	148.7	151.0	152.0		.7	3.8
Communications.....	141.9	142.2	143.4	145.0	146.7	147.4	149.2	151.8	153.3		1.0	4.5
Electric, gas, and sanitary services.....	140.9	141.3	143.0	144.7	145.9	146.6	148.1	149.9	150.4		.3	3.1
Wholesale and retail trade.....	140.7	142.0	143.8	145.5	146.4	147.4	148.4	150.1	150.6		.3	2.9
Excluding sales occupations.....	141.8	143.3	145.2	146.8	148.2	149.0	150.7	151.9	153.1		.8	3.3
Wholesale trade.....	144.3	146.5	147.4	149.4	149.6	151.6	151.6	154.5	154.1		-3	3.0
Excluding sales occupations.....	144.8	146.4	147.9	149.7	151.3	153.2	154.9	156.5	157.4		.6	4.0
Retail trade.....	138.9	139.6	142.1	143.5	144.8	145.2	146.9	147.8	148.8		.7	2.8
General merchandise stores.....	135.6	136.7	137.8	138.5	139.7	142.2	143.8	145.5	145.7		.1	4.3
Food stores.....	133.9	134.9	136.7	139.5	140.2	141.6	143.3	144.5	145.7		.8	3.9

See footnotes at end of table.

## 26. Continued—Employment Cost Index, wages and salaries, by occupation and industry group

[June 1989 = 100]

June 1989 = 100

Series	1999		2000				2001				Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3	12	
										months	months	
										ended	ended	
Sept. 2001												
Finance, insurance, and real estate.....	144.5	145.2	148.7	149.5	151.7	151.7	153.9	154.6	155.8	0.8	2.7	
Excluding sales occupations.....	147.5	148.0	150.2	151.5	153.3	154.1	156.6	157.6	159.1	1.0	3.8	
Banking, savings and loan, and other credit agencies.....	159.2	159.6	162.0	163.3	165.0	165.7	169.4	170.8	173.2	1.4	5.0	
Insurance.....	140.2	141.5	145.5	146.6	150.7	150.8	152.4	153.3	153.6	.2	1.9	
Services.....	144.5	146.0	147.4	149.1	150.6	151.8	153.8	155.0	157.1	1.4	4.3	
Business services.....	148.5	149.8	152.0	154.1	155.3	156.0	158.2	160.8	162.8	1.2	4.8	
Health services.....	140.6	142.2	143.5	145.3	146.6	148.1	149.8	151.8	153.6	1.2	4.8	
Hospitals.....	139.3	140.9	141.8	143.3	144.9	146.8	148.5	151.0	153.3	1.5	5.8	
Educational services.....	147.5	148.2	148.9	149.6	153.4	154.3	155.4	156.1	159.6	2.2	4.0	
Colleges and universities.....	147.2	147.9	148.9	149.4	152.5	152.9	154.1	155.0	158.4	2.2	3.9	
Nonmanufacturing.....	141.0	142.1	143.9	145.5	146.9	147.9	149.5	150.9	152.2	.9	3.6	
White-collar workers.....	143.5	144.7	146.5	148.2	149.6	150.6	152.3	153.8	155.0	.8	3.6	
Excluding sales occupations.....	144.6	145.9	147.4	149.1	150.7	151.9	153.9	155.3	156.9	1.0	4.1	
Blue-collar occupations.....	135.1	135.8	137.4	138.9	140.3	140.9	142.8	143.9	145.8	1.3	3.9	
Service occupations.....	137.9	139.5	140.9	142.4	143.4	144.7	146.0	147.1	148.2	.7	3.3	
State and local government workers.....	142.2	143.5	144.3	144.7	147.2	148.3	150.2	151.2	154.3	1.9	3.9	
Workers, by occupational group:												
White-collar workers.....	142.1	143.4	144.1	144.5	147.1	148.0	149.0	149.8	152.7	1.9	3.8	
Professional specialty and technical.....	142.5	143.6	144.3	144.7	147.4	148.2	149.1	149.8	153.0	2.1	3.8	
Executive, administrative, and managerial.....	142.7	144.3	144.9	145.1	147.3	148.8	150.1	151.5	153.9	1.6	4.5	
Administrative support, including clerical.....	139.6	141.7	142.4	143.0	145.0	146.2	147.0	147.6	149.8	1.5	3.3	
Blue-collar workers.....	139.4	140.7	141.5	142.1	143.9	145.1	146.0	146.5	149.1	1.8	3.6	
Workers, by industry division:												
Services.....	142.9	144.0	144.6	144.9	147.9	148.7	149.5	150.2	153.7	2.3	3.9	
Services excluding schools <sup>4</sup> .....	142.1	143.2	144.3	144.8	146.7	147.9	149.1	150.7	153.2	1.7	4.4	
Health services.....	142.8	144.2	145.3	145.7	147.7	149.3	149.9	151.9	154.2	1.5	4.4	
Hospitals.....	142.8	144.1	145.3	145.6	147.7	149.2	149.5	151.8	154.2	1.6	4.4	
Educational services.....	142.9	144.0	144.5	144.8	148.0	148.7	149.5	150.0	153.6	2.4	3.8	
Schools.....	143.1	144.2	144.7	144.9	148.1	148.9	149.7	150.2	153.8	2.4	3.8	
Elementary and secondary.....	143.1	144.1	144.5	144.6	147.9	148.5	149.0	149.5	152.8	2.2	3.3	
Colleges and universities.....	142.6	144.4	144.9	145.6	148.3	149.5	151.4	151.8	156.5	3.1	5.5	
Public administration <sup>2</sup> .....	139.5	141.5	142.5	142.9	144.6	146.1	147.6	148.7	150.3	1.1	3.9	

<sup>1</sup> Consists of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.

<sup>2</sup> Consists of legislative, judicial, administrative, and regulatory activities.

<sup>3</sup> This series has the same industry and occupational coverage as the Hourly Earnings index, which was discontinued in January 1989.

<sup>4</sup> Includes, for example, library, social, and health services.

## 27. Employment Cost Index, benefits, private industry workers by occupation and industry group

[June 1989 = 100]

Series	1999		2000				2001			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3	12
										months	months
										ended	ended
										Sept.	
Private industry workers.....	148.6	150.2	153.8	155.7	157.5	158.6	161.5	163.2	165.2	1.2	4.9
Workers, by occupational group:											
White-collar workers.....	151.0	152.5	156.3	158.5	160.4	161.5	165.2	167.4	169.5	1.3	5.7
Blue-collar workers.....	144.8	146.2	150.0	151.6	153.1	154.1	155.7	156.7	158.3	1.3	3.4
Workers, by industry division:											
Goods-producing.....	146.3	148.2	152.3	154.2	155.7	156.2	158.5	159.6	160.8	.8	3.3
Service-producing.....	149.4	150.7	154.0	156.0	157.9	159.4	162.6	164.6	167.1	1.5	5.8
Manufacturing.....	145.7	147.8	152.3	153.9	154.9	154.8	157.1	157.9	158.5	.4	2.3
Nonmanufacturing.....	149.4	150.7	154.0	156.1	158.1	159.7	162.9	164.9	167.4	1.5	5.9



## 28. Employment Cost Index, private nonfarm workers by bargaining status, region, and area size

[June 1989 = 100]

June 1989 = 100

Series	1999		2000				2001			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2001	
COMPENSATION											
Workers, by bargaining status <sup>1</sup>											
Union.....	140.2	141.2	143.0	144.4	146.1	146.9	147.9	149.5	151.0	1.0	3.4
Goods-producing.....	139.2	140.8	143.3	144.8	146.8	147.3	147.9	149.3	150.6	.9	2.6
Service-producing.....	141.0	141.4	142.5	143.9	145.2	146.4	147.6	149.5	151.2	1.1	4.1
Manufacturing.....	139.1	141.0	144.5	145.4	147.1	147.4	147.9	148.8	149.9	.7	1.9
Nonmanufacturing.....	140.3	140.8	141.7	143.4	145.0	146.2	147.3	149.4	151.1	1.1	4.2
Nonunion.....	143.8	145.2	147.4	149.1	150.6	151.6	153.8	155.3	156.7	.9	4.1
Goods-producing.....	141.8	143.1	145.4	147.2	148.4	149.3	151.6	153.1	154.0	.6	3.8
Service-producing.....	144.4	145.7	148.0	149.6	151.2	152.3	154.4	155.9	157.5	1.0	4.2
Manufacturing.....	143.0	144.4	146.5	148.2	149.2	149.9	152.4	153.7	154.4	.5	3.5
Nonmanufacturing.....	143.8	145.1	147.4	149.1	150.7	151.8	153.9	155.4	157.0	1.0	4.2
Workers, by region <sup>1</sup>											
Northeast.....	143.2	144.3	146.3	147.6	149.3	150.3	151.6	153.7	155.2	1.0	4.0
South.....	141.8	143.0	145.0	146.7	147.6	148.6	151.1	152.3	153.5	.8	4.0
Midwest (formerly North Central).....	145.0	146.3	148.9	150.7	152.2	153.3	154.8	156.0	157.4	.9	3.4
West.....	143.3	144.7	147.0	148.8	150.8	151.8	154.3	156.0	157.6	1.0	4.5
Workers, by area size <sup>1</sup>											
Metropolitan areas.....	143.3	144.7	146.9	148.6	150.1	151.0	153.1	154.6	156.0	.9	3.9
Other areas.....	143.1	143.6	146.0	147.7	148.8	150.3	152.1	153.7	154.8	.7	4.0
WAGES AND SALARIES											
Workers, by bargaining status <sup>1</sup>											
Union.....	135.7	136.5	137.2	138.5	140.0	141.2	142.1	143.7	145.1	1.0	3.6
Goods-producing.....	134.9	136.1	137.2	138.4	140.2	141.3	142.4	144.2	145.3	.8	3.6
Service-producing.....	136.8	137.2	137.6	138.9	140.1	141.5	142.2	143.7	145.4	1.2	3.8
Manufacturing.....	135.8	137.5	138.8	139.7	141.4	142.6	143.9	145.5	146.7	.8	3.7
Nonmanufacturing.....	135.6	135.9	136.4	137.8	139.2	140.4	141.1	142.7	144.3	1.1	3.7
Nonunion.....	142.0	143.3	145.1	146.7	148.1	149.0	150.8	152.2	153.4	.8	3.6
Goods-producing.....	140.0	141.1	142.9	144.7	145.8	146.8	148.8	150.3	151.1	.5	3.6
Service-producing.....	142.6	143.9	145.8	147.3	148.7	149.6	151.4	152.7	154.1	.9	3.6
Manufacturing.....	141.7	142.9	144.4	146.1	147.2	148.0	150.1	151.6	152.2	.4	3.4
Nonmanufacturing.....	141.8	143.0	145.0	146.6	148.0	148.9	150.7	152.0	153.3	.9	3.6
Workers, by region <sup>1</sup>											
Northeast.....	139.9	140.9	142.3	143.7	145.3	146.0	147.3	149.2	150.6	.9	3.6
South.....	140.2	141.5	143.0	144.6	145.3	146.3	148.3	149.3	150.2	.6	3.4
Midwest (formerly North Central).....	142.4	143.6	145.3	147.1	148.6	149.6	150.9	152.3	153.6	.9	3.4
West.....	141.3	142.6	144.7	146.3	148.2	149.2	151.3	152.9	154.3	.9	4.1
Workers, by area size <sup>1</sup>											
Metropolitan areas.....	141.2	142.5	144.1	145.7	147.1	148.0	149.8	151.2	152.4	.8	3.6
Other areas.....	139.8	140.2	142.2	143.7	144.7	146.0	147.4	148.8	149.7	.6	3.5

<sup>1</sup> 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.

**29. 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
<b>Time-off plans</b>										
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 <sup>1</sup> .....	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
<b>Insurance plans</b>										
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 <sup>1</sup> .....	-	-	-	-	-	-	-	-	53	55
<b>Retirement plans</b>										
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
<b>Other benefits</b>										
Employees eligible for:										
Flexible benefits plans.....	-	-	-	2	5	9	10	12	12	13
Reimbursement accounts <sup>2</sup> .....	-	-	-	5	12	23	36	52	38	32
Premium conversion plans.....	-	-	-	-	-	-	-	-	5	7

<sup>1</sup> 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.

<sup>2</sup> 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.



**30. 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
<b>Time-off plans</b>								
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 <sup>1</sup> .....	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 <sup>2</sup> .....	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
<b>Insurance plans</b>								
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 <sup>2</sup> .....	—	—	—	29	—	—	—	—
<b>Retirement plans</b>								
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
<b>Other benefits</b>								
Employees eligible for:								
Flexible benefits plans.....	1	2	3	4	5	5	5	5
Reimbursement accounts <sup>3</sup> .....	8	14	19	12	5	31	50	64
Premium conversion plans.....	—	—	—	7	—	—	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

### 31. Work stoppages involving 1,000 workers or more

Measure	Annual totals		1999	2000											
	1999	2000	Dec.	Jan. <sup>P</sup>	Feb. <sup>P</sup>	Mar. <sup>P</sup>	Apr. <sup>P</sup>	May <sup>P</sup>	June <sup>P</sup>	July <sup>P</sup>	Aug. <sup>P</sup>	Sept. <sup>P</sup>	Oct. <sup>P</sup>	Nov. <sup>P</sup>	Dec. <sup>P</sup>
Number of stoppages:															
Beginning in period.....	17	39	0	0	1	2	6	2	5	3	6	5	7	0	2
In effect during period.....	21	40	1	1	2	4	7	4	8	6	8	10	12	3	3
Workers involved:															
Beginning in period (in thousands).....	73	394	.0	.0	17.0	5.7	26.7	136.9	11.4	7.2	99.2	17.8	60.3	.0	8.7
In effect during period (in thousands).....	80	397	3.0	3.0	20.0	25.7	29.7	141.3	150.8	146.9	237.2	167.8	211.6	4.5	10.3
Days idle:															
Number (in thousands).....	1,995	20,419	63.0	60.0	298.0	327.6	272.2	3,095.3	3,134.0	2,804.4	4,186.6	3,029.3	3,088.6	64.5	58.9
Percent of estimated working time <sup>1</sup> .....	.01	.06	( <sup>2</sup> )	( <sup>2</sup> )	.01	.01	.01	.10	.10	.10	.13	.11	.11	( <sup>2</sup> )	( <sup>2</sup> )

<sup>1</sup> 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.

<sup>2</sup> Less than 0.005.

<sup>P</sup> = preliminary.



### 32. 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		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS</b>															
All items.....	166.6	172.2	174.1	174.0	175.1	175.8	176.2	176.9	177.7	178.0	177.5	177.5	178.3	177.7	177.4
All items (1967 = 100).....	499.0	515.8	521.5	521.1	524.5	526.7	528.0	529.9	532.2	533.3	531.6	531.8	534.0	532.2	531.3
Food and beverages.....	164.6	168.4	169.5	170.5	171.4	171.8	172.2	172.4	172.9	173.4	174.0	174.4	174.6	175.3	175.2
Food.....	164.1	167.8	168.9	170.0	170.9	171.3	171.7	171.9	172.5	173.0	173.5	173.9	174.1	174.9	174.6
Food at home.....	164.2	167.9	168.8	170.2	171.3	171.8	172.0	172.2	172.8	173.3	173.9	174.2	174.3	175.2	174.7
Cereals and bakery products.....	185.0	188.3	189.0	190.7	191.1	191.9	191.9	192.5	193.2	194.2	194.9	195.9	195.1	195.2	194.9
Meats, poultry, fish, and eggs.....	147.9	154.5	155.5	156.6	158.0	159.5	160.1	160.7	160.8	161.7	162.3	162.4	162.4	163.5	162.7
Dairy and related products.....	159.6	160.7	161.4	161.5	163.6	163.6	163.2	163.4	164.7	166.9	168.3	168.9	169.4	170.8	171.2
Fruits and vegetables.....	203.1	204.6	207.3	215.1	212.6	211.5	211.5	213.3	213.1	211.8	210.7	208.8	212.1	213.5	212.9
Nonalcoholic beverages and beverage materials.....	134.3	137.8	137.9	136.7	139.4	139.9	139.5	138.9	138.1	138.6	138.9	140.0	139.2	139.9	139.5
Other foods at home.....	153.5	155.6	156.0	156.3	157.8	157.9	158.6	157.6	159.6	159.5	160.4	161.0	160.2	160.9	160.3
Sugar and sweets.....	152.3	154.0	153.0	153.5	155.7	155.8	155.7	154.0	155.8	155.7	156.1	156.1	156.6	156.4	154.9
Fats and oils.....	148.3	147.4	146.5	150.2	153.0	152.6	153.1	151.5	154.7	156.7	157.8	158.5	158.5	159.5	155.6
Other foods.....	168.9	172.2	173.3	172.7	173.8	174.0	175.1	174.4	176.4	175.7	176.8	177.6	176.2	177.0	177.6
Other miscellaneous foods <sup>1,2</sup> .....	104.9	107.5	110.0	108.9	109.0	108.7	108.4	108.5	108.8	107.7	109.6	109.5	108.9	108.9	110.6
Food away from home <sup>1</sup> .....	165.1	169.0	170.4	170.8	171.4	171.8	172.3	172.7	173.1	173.6	174.1	174.7	175.1	175.6	175.8
Other food away from home <sup>1,2</sup> .....	105.2	109.0	111.0	111.1	111.3	111.4	111.6	111.8	112.4	112.6	113.8	114.3	115.3	115.4	115.4
Alcoholic beverages.....	169.7	174.7	176.4	176.5	177.2	177.7	177.8	178.1	178.5	179.1	179.7	180.0	180.4	180.8	181.2
Housing.....	163.9	169.6	171.6	171.9	174.1	174.7	175.4	175.4	175.9	177.3	177.6	178.0	177.4	176.7	176.9
Shelter.....	187.3	193.4	195.2	195.1	196.4	197.6	198.9	199.2	199.6	200.7	201.4	202.4	202.0	202.4	202.9
Rent of primary residence.....	177.5	183.9	186.8	187.6	188.2	188.9	189.6	190.2	191.0	191.6	192.3	193.1	193.9	194.7	195.5
Lodging away from home.....	112.3	117.5	113.9	108.8	114.1	119.1	124.2	121.8	120.0	123.7	124.0	125.2	116.8	114.5	111.6
Owners' equivalent rent of primary residence <sup>3</sup> .....	192.9	198.7	201.2	201.8	202.4	205.4	203.6	204.2	204.9	205.7	206.3	207.3	208.1	209.0	210.1
Tenants' and household insurance <sup>1,2</sup> .....	101.3	103.7	104.5	104.7	105.0	105.1	105.4	105.5	106.8	107.0	106.6	106.6	106.7	106.9	106.9
Fuels and utilities.....	128.8	137.9	142.7	145.3	153.8	152.3	150.8	149.7	151.3	155.7	154.8	152.7	150.6	144.6	143.5
Fuels.....	113.5	122.8	127.7	130.6	139.8	138.0	136.3	135.1	136.8	141.6	140.5	138.0	135.7	129.1	127.8
Fuel oil and other fuels.....	91.4	129.7	140.3	144.9	149.1	144.6	138.1	134.4	131.9	129.6	123.8	122.1	125.3	121.5	118.3
Gas (piped) and electricity.....	120.9	128.0	132.7	135.6	145.7	144.0	142.6	141.6	143.8	149.4	148.6	146.0	143.1	135.9	134.7
Household furnishings and operations.....	126.7	128.2	128.9	128.6	128.8	129.1	129.1	129.1	128.9	129.2	129.2	129.1	129.4	129.0	129.1
Apparel.....	131.3	129.6	131.8	127.8	125.4	128.4	132.2	131.9	129.8	126.3	122.6	122.6	126.8	129.5	128.0
Men's and boys' apparel.....	131.1	129.7	131.3	128.0	125.5	126.6	127.5	128.2	129.1	125.8	122.5	121.4	123.7	127.5	127.4
Women's and girls' apparel.....	123.3	121.5	124.8	119.7	115.5	121.0	127.8	127.0	122.3	117.5	111.6	112.1	120.3	122.1	119.4
Infants' and toddlers' apparel <sup>1</sup> .....	129.0	130.6	130.7	128.2	127.4	129.3	1316.0	131.4	130.6	127.3	124.5	126.3	129.3	131.5	132.4
Footwear.....	125.7	123.8	125.4	123.8	121.4	122.6	125.2	124.9	124.4	122.1	121.3	121.9	122.9	124.9	123.7
Transportation.....	144.4	153.3	155.2	154.4	154.4	154.9	153.9	156.1	159.2	158.3	154.4	153.3	155.5	152.3	150.2
Private transportation.....	140.5	149.1	151.1	150.3	150.3	150.7	149.7	152.1	155.3	154.0	149.9	148.8	151.2	148.1	146.1
New and used motor vehicles <sup>2</sup> .....	100.1	100.8	101.5	102.1	102.3	102.2	101.9	101.8	101.4	101.1	100.8	100.5	100.2	100.6	101.3
New vehicles.....	142.9	142.8	142.7	143.6	143.7	143.3	142.8	142.7	142.3	141.7	141.2	140.3	140.2	141.0	142.6
Used cars and trucks <sup>1</sup> .....	152.0	155.8	159.3	160.2	160.4	160.4	159.9	159.7	159.1	158.9	158.3	158.0	157.3	157.8	157.4
Motor fuel.....	100.7	129.3	133.0	127.8	126.6	127.5	124.1	133.6	146.8	142.0	125.6	121.9	131.4	116.3	104.5
Gasoline (all types).....	100.1	128.6	132.2	127.0	125.8	126.8	123.3	132.8	146.0	141.3	124.9	121.2	130.7	115.6	103.8
Motor vehicle parts and equipment.....	100.5	101.5	102.5	103.1	103.6	104.0	104.7	104.2	104.4	104.4	105.1	104.9	105.2	105.5	105.8
Motor vehicle maintenance and repair.....	171.9	177.3	179.9	179.9	180.6	181.5	181.7	181.9	182.5	182.7	183.4	184.0	185.1	186.0	186.4
Public transportation.....	197.7	209.6	209.1	209.5	210.2	212.1	210.0	208.3	209.3	216.3	216.1	213.7	212.7	209.1	205.1
Medical care.....	250.6	260.8	264.1	264.8	267.1	268.9	270.0	270.8	271.4	272.5	273.1	274.4	275.0	275.9	276.7
Medical care commodities.....	230.7	238.1	240.0	241.1	242.3	243.8	244.9	245.7	246.6	248.1	248.5	249.1	249.6	250.2	250.6
Medical care services.....	255.1	266.0	269.8	270.4	273.0	274.9	275.9	276.8	277.3	278.3	278.9	280.5	281.0	282.0	283.0
Professional services <sup>1</sup> .....	229.2	237.7	239.8	240.3	242.6	244.1	244.8	245.6	245.8	246.5	246.8	247.7	247.9	248.4	248.8
Hospital and related services.....	299.5	317.3	324.7	325.3	328.5	331.0	332.8	333.6	335.1	336.6	337.9	341.2	342.6	344.8	347.1
Recreation <sup>2</sup> .....	102.1	103.3	103.7	103.7	104.1	104.3	104.3	105.0	105.0	104.8	105.0	105.1	105.2	105.3	105.5
Video and audio <sup>1,2</sup> .....	100.7	101.0	100.9	100.7	101.2	101.6	101.6	101.7	101.6	101.3	101.7	101.7	101.3	101.3	101.4
Education and communication <sup>2</sup> .....	101.2	102.5	103.2	103.6	103.9	104.0	104.3	104.1	104.0	104.4	104.8	105.8	106.6	107.1	107.0
Education <sup>2</sup> .....	107.0	112.5	115.4	115.5	115.8	116.0	116.1	116.1	116.4	116.9	117.2	119.5	121.7	122.2	122.3
Educational books and supplies.....	261.7	279.9	284.8	285.4	289.2	290.4	290.8	290.8	290.7	293.9	295.1	298.0	305.4	307.2	304.7
Tuition, other school fees, and child care.....	308.4	324.0	332.5	332.7	333.3	333.7	334.0	334.1	335.0	336.2	337.2	343.9	350.0	351.5	352.0
Communication <sup>1,2</sup> .....	96.0	93.6	92.3	93.0	93.3	93.2	93.7	93.3	92.9	93.1	93.6	93.5	93.1	93.6	93.3
Information and information processing <sup>1,2</sup> .....	95.5	92.8	91.5	92.2	92.4	92.2	92.7	92.3	91.8	92.1	92.5	92.4	92.0	92.5	92.2
Telephone services <sup>1,2</sup> .....	100.1	98.5	97.5	98.4	98.8	98.7	99.4	99.0	98.7	99.0	99.6	99.6	99.2	99.9	99.6
Information and information processing other than telephone services <sup>1,4</sup> .....	30.5	25.9	24.2	23.8	23.2	22.9	22.5	22.1	21.7	21.4	21.3	20.7	20.3	20.2	20.0
Personal computers and peripheral equipment <sup>1,2</sup> .....	53.5	41.1	37.3	36.5	35.0	33.9	32.4	31.7	30.4	29.8	29.3	27.8	26.7	26.4	25.8
Other goods and services.....	258.3	271.1	276.2	274.0	275.9	277.2	277.7	277.7	281.3	281.2	285.8	283.3	287.8	285.6	289.2
Tobacco and smoking products.....	355.8	394.9	411.0	396.6	404.3	408.5	407.7	424.2	418.7	421.0	441.2	424.6	444.0	429.9	446.7
Personal care <sup>1</sup> .....	161.1	165.6	167.4	167.8	168.2	168.6	169.1	169.6	169.5	170.0	170.7	171.2	171.9	172.3	172.6
Personal care products <sup>1</sup> .....	151.8	153.7	153.9	155.5	155.3	155.3	155.7	155.8	153.2	154.6	155.1	154.7	155.5	155.4	155.4
Personal care services <sup>1</sup> .....	171.4	178.1	180.6	181.3	181.6	181.9	182.2	183.4	184.1	184.1	184.8	185.2	185.5	185.9	186.8

See footnotes at end of table.

32. 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		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Miscellaneous personal services.....	243.0	252.3	255.7	255.7	257.3	258.6	259.5	260.2	261.0	261.8	263.2	265.5	266.4	267.3	268.0
Commodity and service group:															
Commodities.....	144.4	149.2	150.6	150.0	150.0	150.6	150.7	151.9	152.9	152.1	150.4	149.8	151.5	150.5	149.5
Food and beverages.....	164.6	168.4	169.5	170.5	171.4	171.8	172.2	172.4	172.9	173.4	174.0	174.4	174.6	175.3	175.2
Commodities less food and beverages.....	132.5	137.7	139.3	137.8	137.4	138.1	138.0	139.7	140.8	139.4	136.5	135.4	138.0	136.1	134.6
Nondurables less food and beverages.....	137.5	147.4	150.2	147.2	146.4	147.7	147.9	151.0	153.5	151.3	146.3	144.8	149.6	146.0	142.8
Apparel.....	131.3	129.6	131.8	127.8	125.4	128.4	132.2	131.9	129.8	126.3	122.6	122.6	126.8	129.5	128.0
Nondurables less food, beverages, and apparel.....	146.0	162.5	165.7	163.1	163.2	163.7	161.9	167.0	172.0	170.4	164.5	162.1	167.5	160.4	156.2
Durables.....	126.0	125.4	125.5	125.9	125.9	125.9	125.5	125.4	124.9	124.5	124.2	123.6	123.4	123.6	124.2
Services.....	188.8	195.3	197.6	198.0	200.2	201.0	201.8	201.9	202.5	204.0	204.5	205.2	204.9	204.7	205.1
Rent of shelter <sup>3</sup> .....	195.0	201.3	203.2	203.1	204.5	205.7	207.2	207.4	207.8	209.0	209.7	210.8	210.3	210.8	211.3
Transportation services.....	190.7	196.1	198.0	198.3	199.1	200.3	200.2	200.1	200.4	202.0	202.6	202.7	202.8	203.4	204.2
Other services.....	223.1	229.9	232.4	233.0	234.1	234.8	235.4	236.2	236.4	236.7	237.7	239.4	240.6	241.4	241.9
Special indexes:															
All items less food.....	167.0	173.0	175.0	174.7	175.9	176.6	177.1	177.8	178.6	179.0	178.2	178.2	179.0	178.2	177.8
All items less shelter.....	160.2	165.7	167.7	167.5	168.6	169.1	169.2	170.1	170.9	171.0	170.0	169.7	170.9	169.9	169.3
All items less medical care.....	162.0	167.3	169.2	169.0	170.1	170.8	171.2	171.8	172.6	172.9	172.3	172.3	173.0	172.4	172.0
Commodities less food.....	134.0	139.2	140.8	139.3	139.0	139.7	139.6	141.2	142.4	141.0	138.2	137.2	139.7	137.8	136.4
Nondurables less food.....	139.4	149.1	151.8	149.0	148.3	149.6	149.8	152.8	155.1	153.1	148.3	146.9	151.5	148.1	145.1
Nondurables less food and apparel.....	147.5	162.9	166.0	163.6	163.9	164.3	162.7	167.4	172.0	170.6	165.2	163.0	168.0	161.5	157.7
Nondurables.....	151.2	158.2	160.2	159.1	159.1	160.0	160.3	162.0	163.6	162.7	160.3	159.7	162.3	160.8	159.1
Services less rent of shelter <sup>3</sup> .....	195.8	202.9	205.9	206.9	210.0	210.5	210.6	210.6	211.4	213.3	213.7	214.0	213.9	213.0	213.3
Services less medical care services.....	182.7	188.9	191.1	191.5	193.6	194.3	195.1	195.2	195.7	197.2	197.8	198.4	198.1	197.8	198.2
Energy.....	106.6	124.6	129.0	128.1	132.5	132.0	129.5	133.1	140.1	140.5	132.4	129.4	132.5	122.1	116.0
All items less energy.....	174.4	178.6	180.3	180.2	181.0	181.8	182.6	182.9	182.9	183.3	183.6	184.1	184.5	185.1	185.4
All items less food and energy.....	177.0	181.3	183.0	182.8	183.5	184.4	185.3	185.6	185.5	185.9	186.2	186.6	187.1	187.6	188.1
Commodities less food and energy.....	144.1	144.9	146.0	145.1	144.8	145.9	146.2	146.6	145.7	144.9	144.4	143.8	145.2	145.6	146.0
Energy commodities.....	100.0	129.5	133.8	129.3	128.6	129.1	125.4	133.8	145.6	141.1	125.6	122.0	131.0	116.9	105.8
Services less energy.....	195.7	202.1	204.2	204.4	205.7	206.8	207.7	208.0	208.4	209.4	210.1	211.2	211.2	211.7	212.3
<b>CONSUMER PRICE INDEX FOR URBAN WAGE EARNERS AND CLERICAL WORKERS</b>															
All items.....	163.2	168.9	170.9	170.7	171.7	172.4	172.6	173.5	174.4	174.6	173.8	173.8	174.8	174.0	173.7
All items (1967 = 100).....	486.2	503.1	509.0	508.5	511.6	513.4	514.2	516.7	519.4	520.0	517.8	517.6	520.6	518.3	517.3
Food and beverages.....	163.8	167.7	168.8	169.8	170.8	171.2	171.6	171.9	172.3	172.8	173.4	173.8	174.0	174.8	174.5
Food.....	163.4	167.2	168.3	169.3	170.3	170.8	171.1	171.4	171.9	172.4	173.0	173.4	173.5	174.3	174.1
Food at home.....	163.0	166.8	167.8	169.1	170.3	170.8	171.1	171.3	171.8	172.4	173.0	173.3	173.4	174.3	173.7
Cereals and bakery products.....	184.7	188.0	188.6	190.4	190.9	191.7	191.7	192.2	192.9	193.9	194.5	195.6	194.3	195.1	194.7
Meats, poultry, fish, and eggs.....	147.6	154.1	155.3	156.3	157.9	159.2	160.0	160.7	160.6	161.4	162.1	162.0	162.3	163.2	162.6
Dairy and related products <sup>1</sup> .....	159.4	160.5	161.4	161.5	163.8	163.5	163.1	163.5	164.7	166.9	168.3	168.9	169.4	170.8	171.2
Fruits and vegetables.....	201.8	203.4	205.8	213.3	210.9	210.1	209.8	211.7	211.5	210.5	209.5	208.0	211.0	212.2	211.5
Nonalcoholic beverages and beverage materials.....	133.2	136.9	137.1	135.8	138.7	139.3	138.8	138.2	137.2	137.8	138.0	139.3	138.4	139.2	138.7
Other foods at home.....	152.8	155.1	155.4	155.8	157.3	157.3	158.2	157.1	159.1	159.1	160.0	160.5	159.8	160.4	159.7
Sugar and sweets.....	152.2	153.9	152.7	153.3	155.4	155.6	155.6	153.7	155.8	155.5	156.0	156.1	156.2	156.2	154.7
Fats and oils.....	147.9	147.2	146.3	149.9	152.8	152.4	153.0	151.4	154.3	156.4	157.4	158.0	158.1	159.1	155.1
Other foods.....	168.8	172.3	173.4	173.0	174.0	174.1	175.4	174.6	176.5	176.0	177.2	177.9	176.5	177.3	177.8
Other miscellaneous foods <sup>1,2</sup> .....	104.6	107.1	109.6	108.6	108.5	108.5	108.5	108.4	108.7	108.0	109.9	109.7	109.2	109.5	110.8
Food away from home <sup>1</sup> .....	165.0	169.0	170.5	170.8	171.4	171.8	172.3	172.7	173.1	173.5	174.0	174.7	175.0	175.6	175.8
Other food away from home <sup>1,2</sup> .....	105.1	109.2	111.2	111.4	111.5	111.6	111.8	112.0	112.5	112.8	114.0	114.4	115.6	115.7	115.8
Alcoholic beverages.....	168.8	173.8	175.6	175.8	176.5	177.0	177.2	177.6	178.0	178.4	179.2	179.7	180.1	180.5	180.8
Housing.....	160.0	165.4	167.6	168.1	170.2	170.5	171.0	171.0	171.7	173.0	173.3	173.5	173.2	172.5	172.8
Shelter.....	181.6	187.4	189.5	189.6	190.6	191.5	192.6	192.9	193.5	194.4	195.0	195.9	196.0	196.6	197.2
Rent of primary residence.....	177.1	183.4	186.2	187.0	187.7	188.3	189.0	189.6	190.4	191.0	191.7	192.4	193.3	194.0	194.9
Lodging away from home <sup>2</sup> .....	122.2	117.3	113.9	108.7	113.8	118.5	123.8	121.2	119.9	123.2	123.7	124.4	116.8	114.8	111.8
Owners' equivalent rent of primary residence <sup>3</sup> .....	175.7	180.8	183.0	183.5	184.1	184.5	185.2	185.7	186.3	187.0	187.5	188.5	189.2	190.0	190.9
Tenants' and household insurance <sup>1,2</sup> .....	101.6	103.9	104.7	104.9	105.2	105.3	105.6	105.8	106.9	107.2	106.7	106.8	106.8	107.0	107.1
Fuels and utilities.....	128.7	137.4	142.0	144.6	153.2	151.5	149.9	148.8	150.8	155.2	154.4	152.2	150.1	144.0	142.8
Fuels.....	113.0	121.8	126.5	129.3	138.6	136.6	134.8	133.6	135.7	140.5	139.5	137.0	134.7	127.9	126.7
Fuel oil and other fuels.....	91.7	128.8	139.3	144.1	150.1	145.0	138.0	133.9	131.5	129.2	123.1	121.5	125.3	121.4	118.5
Gas (piped) and electricity.....	120.4	127.5	132.1	134.8	144.8	143.0	141.5	140.4	142.9	148.5	147.8	145.2	142.2	135.0	133.7
Household furnishings and operations.....	124.7	125.5	126.0	125.6	125.7	125.9	125.9	126.0	125.7	125.9	125.8	125.7	126.0	125.5	125.6
Apparel.....	130.1	128.3	130.5	126.6	124.1	127.0	130.6	130.5	128.5	125.2	121.9	121.6	125.6	128.3	127.2
Men's and boys' apparel.....	131.2	129.7	131.3	128.0	125.8	126.9	127.6	128.3	129.2	126.3	122.9	121.6	123.7	127.3	127.3
Women's and girls' apparel.....	121.3	119.3	122.6	117.5	113.2	118.4	125.2	124.7	120.2	115.6	110.2	110.1	118.3	120.2	118.0
Infants' and toddlers' apparel <sup>1</sup> .....	130.3	132.3	132.7	130.0	129.0	131.0	133.3	133.2	132.0	128.6	126.2	128.3	131.1	133.5	134.3
Footwear.....	126.2	124.2	125.7	124.0	121.5	122.4	125.2	125.2	124.5	122.1	121.4	122.0	123.0	124.9	124.2
Transportation.....	143.4	152.8	154.9	153.9	154.0	154.5	153.3	155.8	159.2	157.9	153.4	152.5	155.1	151.4	149.2
Private transportation.....	140.7	150.1	152.2	151.2	151.2	151.7	150.5	153.2	156.6	155.1	150.4	149.5	152.3	148.6	146.4
New and used motor vehicles <sup>2</sup> .....	100.4	101.4	102.2	102.8	102.9	102.8	102.5	102.4	102.0	101.7	101.4	101.0	100.7	101.1	101.7

See footnotes at end of table.



### 32. 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		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
New vehicles.....	144.0	143.9	143.7	144.6	144.8	144.5	143.8	143.8	143.4	142.7	142.3	141.4	141.3	142.1	143.8
Used cars and trucks <sup>1</sup> .....	153.3	157.1	160.7	161.6	161.7	161.7	161.1	160.9	160.2	160.0	159.3	159.0	158.2	158.7	158.3
Motor fuel.....	100.8	129.5	133.2	127.7	126.9	127.8	124.1	134.0	147.4	142.1	124.9	122.0	132.4	116.2	104.4
Gasoline (all types).....	100.2	128.8	132.4	126.9	126.2	127.1	123.4	133.3	146.7	141.1	124.2	121.3	131.7	115.5	103.8
Motor vehicle parts and equipment.....	100.0	100.9	101.8	102.3	103.0	103.4	104.0	103.5	103.6	103.6	104.3	104.1	104.4	104.7	105.0
Motor vehicle maintenance and repair.....	173.3	178.8	181.4	181.5	182.1	183.1	183.3	183.4	184.1	184.4	185.0	185.6	186.7	187.5	187.8
Public transportation.....	193.1	203.4	203.2	203.7	204.3	205.8	204.2	202.7	203.5	209.5	209.5	207.7	207.0	203.7	200.4
Medical care.....	249.7	259.9	263.1	263.8	266.3	268.1	269.1	269.9	270.4	271.5	272.0	273.4	273.9	274.9	275.6
Medical care commodities.....	226.8	233.6	235.5	236.5	237.8	239.1	240.2	241.0	241.7	243.2	243.6	244.1	244.6	245.2	245.6
Medical care services.....	254.9	265.9	269.4	270.1	272.8	274.7	275.7	276.5	277.0	278.0	278.5	280.2	280.7	281.7	282.6
Professional services.....	230.8	239.6	241.7	242.3	244.9	246.4	247.0	247.8	248.0	248.7	249.0	249.9	250.1	250.5	250.9
Hospital and related services.....	295.5	313.2	320.3	320.9	323.9	326.6	328.3	329.1	330.6	332.0	333.5	337.0	338.3	340.5	342.7
Recreation <sup>2</sup> .....	101.3	102.4	102.7	102.6	103.0	103.1	103.0	103.7	103.7	103.5	103.7	103.9	103.8	103.8	104.0
Video and audio <sup>1,2</sup> .....	100.5	100.7	100.6	100.3	100.8	101.2	101.0	101.2	101.1	100.7	101.1	101.0	100.6	100.6	100.7
Education and communication <sup>2</sup> .....	101.5	102.7	103.2	103.7	104.0	104.1	104.4	104.2	104.1	104.5	104.9	105.8	106.5	107.1	106.9
Education <sup>2</sup> .....	107.2	112.8	115.6	115.7	116.0	116.2	116.3	116.4	116.7	117.2	117.6	119.6	121.7	122.3	122.3
Educational books and supplies.....	264.1	283.3	288.6	289.2	292.9	294.1	294.7	294.7	294.5	298.2	299.3	302.2	309.8	311.7	308.9
Tuition, other school fees, and child care.....	302.8	318.2	326.3	326.5	327.0	327.4	327.9	328.2	329.1	330.3	331.3	337.3	342.9	344.4	344.9
Communication <sup>1,2</sup> .....	96.9	94.6	93.3	94.1	94.4	94.4	94.8	94.8	94.0	94.3	94.8	94.7	94.3	94.9	94.5
Information and information processing <sup>1,2</sup> .....	96.5	94.1	92.6	93.6	93.8	93.7	94.1	93.8	93.4	93.6	94.0	94.0	93.6	94.2	93.8
Telephone services <sup>1,2</sup> .....	100.2	98.7	97.6	98.6	99.0	98.9	99.5	99.2	98.8	99.2	99.7	99.8	99.4	100.1	99.7
Information and information processing other than telephone services <sup>1,4</sup> .....	31.6	26.8	25.1	24.6	24.0	23.8	23.3	22.8	22.4	22.2	22.0	21.5	21.2	21.0	20.8
Personal computers and peripheral equipment <sup>1,2</sup> .....	53.1	40.5	36.7	35.9	34.3	33.4	31.8	31.1	29.9	29.4	28.7	27.4	26.6	26.1	25.5
Other goods and services.....	261.9	276.5	282.3	279.2	281.5	283.2	283.5	288.2	286.8	287.9	293.8	290.0	295.5	292.4	297.3
Tobacco and smoking products.....	356.2	395.2	411.3	396.9	404.6	409.2	408.5	424.8	419.8	421.6	441.9	425.6	444.7	430.9	448.3
Personal care <sup>1</sup> .....	161.3	165.5	167.1	167.7	168.1	168.5	169.0	169.4	169.3	169.9	170.6	170.9	171.4	171.9	172.3
Personal care products <sup>1</sup> .....	152.5	154.2	154.2	155.8	155.7	155.7	155.9	156.0	153.8	155.4	155.9	155.5	156.1	156.1	156.1
Personal care services <sup>1</sup> .....	171.7	178.6	181.1	181.7	182.1	182.4	182.8	183.9	184.7	184.8	185.4	185.9	186.1	186.5	187.4
Miscellaneous personal services.....	243.1	251.9	255.1	255.3	257.0	258.4	258.3	260.0	260.7	261.6	263.2	264.9	265.6	266.8	267.5
Commodity and service group:															
Commodities.....	144.7	149.8	151.4	150.6	150.8	151.4	151.4	152.8	153.9	153.0	151.2	150.5	152.5	151.2	150.1
Food and beverages.....	163.8	167.7	168.8	169.8	170.8	171.2	171.6	171.9	172.3	172.8	173.4	173.8	174.0	174.8	174.5
Commodities less food and beverages.....	133.2	139.0	140.8	139.1	138.8	139.5	139.3	141.2	142.6	141.1	138.0	136.9	139.8	137.4	135.9
Nondurables less food and beverages.....	138.1	149.1	152.1	148.6	148.1	149.4	149.3	153.1	156.2	153.6	148.2	146.5	152.0	147.4	144.2
Apparel.....	130.1	128.3	130.5	126.6	124.1	127.0	130.6	130.5	128.5	125.2	121.9	121.6	125.6	128.3	127.2
Nondurables less food, beverages, and apparel.....	147.2	165.3	168.8	165.5	166.0	166.5	164.4	170.5	176.3	174.1	167.3	164.8	171.4	162.7	158.2
Durables.....	126.0	125.8	126.2	126.6	126.6	126.6	126.2	126.0	125.5	125.2	124.8	124.3	124.1	124.3	124.8
Services.....	185.3	191.6	194.0	194.5	196.6	197.2	197.8	198.0	198.7	200.1	200.6	201.2	201.1	201.0	201.4
Rent of shelter <sup>3</sup> .....	174.9	180.5	182.5	182.6	183.6	184.4	185.5	185.8	186.3	187.2	187.8	188.7	188.7	189.3	189.9
Transportation services.....	187.9	192.9	195.0	195.2	196.0	197.2	197.2	197.2	197.6	198.9	199.5	199.8	200.1	200.9	202.3
Other services.....	219.6	225.9	228.1	228.9	229.9	230.6	231.2	231.9	232.2	232.6	233.6	235.1	235.9	236.8	237.2
Special indexes:															
All items less food.....	163.1	169.1	171.3	170.9	171.9	172.5	172.8	173.8	174.7	174.9	173.9	173.7	174.9	173.8	173.4
All items less shelter.....	158.1	163.8	165.7	165.5	166.5	167.0	167.0	168.0	169.1	169.0	167.8	167.5	168.8	167.6	166.9
All items less medical care.....	159.2	164.7	166.6	166.4	167.4	168.0	168.2	169.1	170.0	170.2	169.4	169.3	170.3	169.5	169.1
Commodities less food.....	134.6	140.4	142.2	140.6	140.3	141.0	140.8	142.7	144.1	142.6	139.6	138.5	141.3	139.0	137.6
Nondurables less food.....	140.0	150.7	153.6	150.3	149.9	151.1	151.1	154.7	157.6	155.3	150.1	148.5	153.8	149.4	146.4
Nondurables less food and apparel.....	148.4	165.4	168.8	165.8	166.3	166.8	164.9	170.5	175.9	173.9	167.7	165.4	171.5	163.5	159.5
Nondurables.....	151.3	158.9	161.0	159.7	159.9	160.8	160.9	163.0	164.8	163.8	161.2	160.5	163.5	161.5	159.7
Services less rent of shelter <sup>3</sup> .....	174.1	180.1	182.8	183.7	186.6	186.9	187.0	187.0	187.8	189.6	189.9	190.1	189.9	189.0	189.3
Services less medical care services.....	179.5	185.4	187.7	188.3	190.3	190.8	191.4	191.6	192.3	193.6	194.2	194.7	194.6	194.4	194.8
Energy.....	106.1	124.8	129.0	127.6	131.8	131.3	128.6	132.9	140.6	140.3	131.3	128.6	132.6	121.2	114.8
All items less energy.....	171.1	175.1	176.8	176.8	177.4	178.2	178.8	179.2	179.2	179.5	179.8	180.1	180.7	181.3	181.8
All items less food and energy.....	173.1	177.1	179.0	178.7	179.3	180.1	180.9	181.3	181.2	181.4	181.7	181.9	182.6	183.2	183.8
Commodities less food and energy.....	144.3	145.4	146.7	145.8	145.5	146.2	146.8	147.3	146.4	145.6	145.4	144.6	146.0	146.3	146.9
Energy commodities.....	100.3	129.7	133.8	128.9	128.5	129.1	125.1	134.2	146.6	141.5	125.0	122.1	132.1	116.7	105.5
Services less energy.....	192.6	198.7	200.8	201.1	202.2	203.1	204.0	204.4	204.8	205.7	206.3	207.3	207.6	208.3	209.0

<sup>1</sup> Not seasonally adjusted.<sup>2</sup> Indexes on a December 1997 = 100 base.<sup>3</sup> Indexes on a December 1982 = 100 base.<sup>4</sup> Indexes on a December 1988 = 100 base.

Dash indicates data not available.

NOTE: Index applied to a month as a whole, not to any specific date.

### 33. Consumer Price Index: U.S. city average and available local area data: all items

[1982-84 = 100, unless otherwise indicated]

Area	All Urban Consumers							Urban Wage Earners						
	2000		2001					2000		2001				
	Oct.	Nov.	July	Aug.	Sept.	Oct.	Nov.	Oct.	Nov.	July	Aug.	Sept.	Oct.	Nov.
U.S. city average.....	174.0	174.1	177.5	177.5	178.3	177.7	177.4	170.6	170.9	173.8	173.8	174.8	174.0	173.7
<b>Region and area size<sup>2</sup></b>														
Northeast urban.....	181.2	181.5	185.0	185.1	185.1	185.0	185.0	178.0	178.4	181.8	181.7	181.9	181.8	181.8
Size A—More than 1,500,000.....	182.1	182.4	186.2	186.5	186.5	186.3	186.1	178.0	178.3	182.1	182.2	182.4	182.0	181.9
Size B/C—50,000 to 1,500,000 <sup>3</sup> .....	108.8	108.9	110.7	110.5	110.4	110.6	110.9	108.4	108.6	110.1	109.8	109.9	110.2	110.5
Midwest urban <sup>4</sup> .....	170.1	170.3	172.5	173.0	174.6	172.6	172.5	166.4	166.8	168.4	168.9	170.8	168.4	168.2
Size A—More than 1,500,000.....	171.5	171.7	174.3	174.8	176.1	174.5	174.2	166.9	167.2	169.3	169.8	171.3	169.4	169.1
Size B/C—50,000 to 1,500,000 <sup>3</sup> .....	108.8	108.9	111.0	110.3	111.6	110.0	110.0	108.7	109.1	109.8	110.1	111.8	109.7	109.8
Size D—Nonmetropolitan (less than 50,000).....	164.9	165.0	166.1	166.8	168.8	166.9	166.3	163.4	163.7	164.2	164.9	167.1	164.9	164.1
South urban.....	168.5	168.6	171.6	171.5	172.2	171.7	171.0	166.8	166.9	169.7	169.4	170.3	169.8	169.0
Size A—More than 1,500,000.....	168.6	168.5	172.5	172.3	173.2	173.1	172.2	166.3	166.2	170.3	169.8	170.9	170.7	169.6
Size B/C—50,000 to 1,500,000 <sup>3</sup> .....	108.1	108.2	109.8	109.8	110.2	109.7	109.4	107.9	107.9	109.5	109.3	110.0	109.4	109.0
Size D—Nonmetropolitan (less than 50,000).....	167.6	167.3	170.1	170.1	169.7	169.9	168.9	168.8	168.6	170.8	170.7	170.8	170.8	169.9
West urban.....	177.2	177.2	182.0	181.9	182.5	182.5	182.3	172.7	172.8	177.2	176.9	177.6	177.8	177.6
Size A—More than 1,500,000.....	179.0	178.8	184.2	184.1	184.7	184.6	184.3	172.7	172.7	177.8	177.4	178.1	178.0	177.7
Size B/C—50,000 to 1,500,000 <sup>3</sup> .....	109.0	109.2	111.4	111.2	111.7	112.1	112.0	108.9	109.1	111.0	110.8	111.4	111.8	111.8
Size classes:														
A <sup>5</sup> .....	158.1	158.2	161.8	161.9	162.5	162.0	161.7	156.6	156.8	160.2	160.1	160.9	160.3	160.0
B/C <sup>3</sup> .....	108.5	108.7	110.3	110.2	110.8	110.3	110.2	108.3	108.6	109.9	109.8	110.6	110.0	109.9
D.....	168.7	168.6	171.0	171.2	172.0	171.5	170.8	168.1	168.1	169.8	170.0	171.1	170.4	169.7
<b>Selected local areas<sup>6</sup></b>														
Chicago—Gary—Kenosha, IL—IN—WI.....	175.4	176.0	177.7	178.1	179.7	178.1	177.4	169.8	170.4	171.7	172.0	173.7	171.9	171.2
Los Angeles—Riverside—Orange County, CA.....	173.8	173.5	178.3	178.4	178.8	178.3	178.1	166.9	166.6	171.3	171.1	171.5	171.0	170.7
New York, NY—Northern NJ—Long Island, NY—NJ—CT—PA.....	184.6	184.6	187.8	188.1	188.0	187.8	187.8	180.2	180.1	183.5	183.5	183.6	183.3	183.3
Boston—Brockton—Nashua, MA—NH—ME—CT.....	—	187.4	192.1	—	192.7	—	192.7	—	186.2	191.3	—	192.0	—	191.9
Cleveland—Akron, OH.....	—	169.4	173.4	—	174.6	—	172.3	—	161.6	164.9	—	166.5	—	164.0
Dallas—Ft. Worth, TX.....	—	166.8	171.5	—	172.8	—	171.5	—	166.6	171.6	—	172.6	—	171.1
Washington—Baltimore, DC—MD—VA—WV <sup>7</sup> .....	—	108.5	110.8	—	111.7	—	110.9	—	108.4	110.6	—	111.6	—	110.7
Atlanta, GA.....	171.9	—	—	176.9	—	176.7	—	169.6	—	—	174.2	—	169.6	—
Detroit—Ann Arbor—Flint, MI.....	171.9	—	—	175.1	—	174.8	—	166.5	—	—	169.4	—	169.1	—
Houston—Galveston—Brazoria, TX.....	157.1	—	—	158.6	—	159.4	—	155.4	—	—	157.0	—	157.8	—
Miami—Ft. Lauderdale, FL.....	169.6	—	—	173.5	—	174.2	—	167.1	—	—	170.9	—	171.7	—
Philadelphia—Wilmington—Atlantic City, PA—NJ—DE—MD.....	177.9	—	—	182.8	—	182.9	—	177.2	—	—	182.2	—	182.3	—
San Francisco—Oakland—San Jose, CA.....	183.4	—	—	191.0	—	191.7	—	179.3	—	—	186.7	—	187.5	—
Seattle—Tacoma—Bremerton, WA.....	182.1	—	—	186.8	—	187.9	—	177.5	—	—	181.5	—	183.1	—

<sup>1</sup> 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.

<sup>2</sup> Regions defined as the four Census regions.

<sup>3</sup> Indexes on a December 1996 = 100 base.

<sup>4</sup> The "North Central" region has been renamed the "Midwest" region by the Census Bureau. It is composed of the same geographic entities.

<sup>5</sup> Indexes on a December 1986 = 100 base.

<sup>6</sup> 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.

<sup>7</sup> Indexes on a November 1996 = 100 base.

Dash indicates 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.



**34. Annual data: Consumer Price Index, U.S. city average, all items and major groups**

[1982-84 = 100]

Series	1992	1993	1994	1995	1996	1997	1998	1999	2000
Consumer Price Index for All Urban Consumers:									
All items:									
Index.....	140.3	144.5	148.2	152.4	156.9	160.5	163.0	166.6	172.2
Percent change.....	3.0	3.0	2.6	2.8	3.0	2.3	1.6	2.2	3.4
Food and beverages:									
Index.....	138.7	141.6	144.9	148.9	153.7	157.7	161.1	164.6	168.4
Percent change.....	1.4	2.1	2.3	2.8	3.2	2.6	2.2	2.2	2.3
Housing:									
Index.....	137.5	141.2	144.8	148.5	152.8	156.8	160.4	163.9	169.6
Percent change.....	2.9	2.7	2.5	2.6	2.9	2.6	2.3	2.2	3.5
Apparel:									
Index.....	131.9	133.7	133.4	132.0	131.7	132.9	133.0	131.3	129.6
Percent change.....	2.5	1.4	-.2	-1.0	-.2	.9	.1	-1.3	-1.3
Transportation:									
Index.....	126.5	130.4	134.3	139.1	143.0	144.3	141.6	144.4	153.3
Percent change.....	2.2	3.1	3.0	3.6	2.8	0.9	-1.9	2.0	6.2
Medical care:									
Index.....	190.1	201.4	211.0	220.5	228.2	234.6	242.1	250.6	260.8
Percent change.....	7.4	5.9	4.8	4.5	3.5	2.8	3.2	3.5	4.1
Other goods and services:									
Index.....	183.3	192.9	198.5	206.9	215.4	224.8	237.7	258.3	271.1
Percent change.....	6.8	5.2	2.9	4.2	4.1	4.4	5.7	8.7	5.0
Consumer Price Index for Urban Wage Earners and Clerical Workers:									
All items:									
Index.....	138.2	142.1	145.6	149.8	154.1	157.6	159.7	163.2	168.9
Percent change.....	2.9	2.8	2.5	2.9	2.9	2.3	1.3	2.2	3.5

### 35. Producer Price Indexes, by stage of processing

[1982 = 100]

Grouping	Annual average		2000		2001										
	1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>Finished goods.....</b>	133.0	138.0	140.0	139.7	141.2	141.5	141.0	141.7	142.5	142.1	140.7	141.1	141.7	139.6	138.4
Finished consumer goods.....	132.0	138.2	140.5	140.1	141.9	142.5	141.9	142.7	143.8	143.3	141.5	142.0	142.9	139.9	138.4
Finished consumer foods.....	135.1	137.2	138.2	137.9	138.4	139.5	140.9	141.6	141.8	141.9	141.2	142.6	142.9	141.8	140.5
Finished consumer goods excluding foods.....	130.5	138.4	141.3	140.8	143.3	143.6	142.1	142.9	144.5	143.7	141.4	141.6	142.7	139.0	137.3
Nondurable goods less food.....	127.9	138.7	142.1	141.5	144.9	145.9	143.8	144.9	147.3	146.5	143.1	143.5	145.1	139.2	136.8
Durable goods.....	133.0	133.9	135.4	135.3	135.2	134.2	134.1	134.2	133.8	133.2	133.2	133.0	133.2	134.4	134.5
Capital equipment.....	137.6	138.8	139.9	139.9	140.2	139.7	139.7	140.0	139.7	139.6	139.8	139.5	139.4	139.8	139.9
<b>Intermediate materials, supplies, and components.....</b>	123.2	129.2	130.5	130.6	131.5	131.3	130.8	130.6	131.2	131.4	130.3	129.8	130.1	127.6	126.7
Materials and components for manufacturing.....	124.6	128.1	128.0	128.1	128.6	128.8	128.9	128.7	128.6	128.3	127.5	126.9	126.6	125.9	125.2
Materials for food manufacturing.....	120.8	119.2	118.9	119.8	120.4	120.3	122.3	122.3	124.6	125.7	126.1	128.1	127.5	126.1	123.9
Materials for nondurable manufacturing.....	124.9	132.6	133.3	133.5	135.0	136.1	135.8	135.2	134.2	133.4	131.9	130.1	129.9	128.7	127.4
Materials for durable manufacturing.....	125.1	129.0	127.5	128.0	127.2	127.0	126.7	126.0	126.9	126.5	125.3	124.6	124.2	123.4	122.8
Components for manufacturing.....	125.7	126.2	126.5	126.1	126.4	126.2	126.4	126.6	126.4	126.4	126.2	126.2	125.9	125.9	125.9
Materials and components for construction.....	148.9	150.7	150.1	149.9	149.6	150.0	150.2	150.4	151.6	151.7	151.0	151.0	150.8	150.4	150.3
Processed fuels and lubricants.....	84.6	102.0	108.8	108.3	111.4	109.9	106.9	105.9	108.1	110.2	106.8	106.0	108.4	97.4	94.7
Containers.....	142.5	151.6	153.0	153.0	153.0	153.0	152.8	153.2	153.9	154.1	153.6	153.2	153.0	152.4	152.2
Supplies.....	134.2	136.9	138.0	138.1	138.9	138.5	138.7	139.0	139.0	138.8	138.8	138.7	138.6	138.3	138.3
<b>Crude materials for further processing.....</b>	98.2	120.6	128.4	136.2	155.0	133.2	131.5	132.9	130.9	122.8	116.1	113.4	108.0	97.7	104.8
Foodstuffs and feedstuffs.....	98.7	100.2	100.4	103.9	105.3	104.5	108.9	109.1	110.3	109.7	109.6	108.9	108.5	104.7	98.3
Crude nonfood materials.....	94.3	130.4	143.0	153.5	183.5	148.2	142.2	144.5	140.4	127.4	116.3	112.4	103.8	89.4	105.5
<b>Special groupings:</b>															
Finished goods, excluding foods.....	132.3	138.1	140.4	140.1	141.9	142.0	140.9	141.6	142.6	142.0	140.5	140.5	141.3	138.8	137.7
Finished energy goods.....	78.8	94.1	98.9	97.9	101.9	103.6	99.7	101.2	104.1	102.7	97.0	97.8	100.1	90.1	85.5
Finished goods less energy.....	143.0	144.9	146.1	145.9	146.7	146.6	147.1	147.5	147.7	147.6	147.5	147.7	147.9	147.9	147.7
Finished consumer goods less energy.....	145.2	147.4	148.7	148.5	149.4	149.5	150.2	150.6	151.6	150.9	150.7	151.1	151.4	151.3	151.0
Finished goods less food and energy.....	146.1	148.0	149.2	149.1	150.0	149.4	149.5	149.8	150.0	149.9	149.9	149.7	149.8	150.4	150.6
Finished consumer goods less food and energy.....	151.7	154.0	155.4	155.3	156.5	155.9	156.1	156.4	156.9	156.7	156.8	156.6	156.8	157.5	157.8
Consumer nondurable goods less food and energy.....	166.3	169.8	171.2	171.0	173.2	173.2	173.5	174.0	175.4	175.5	175.5	175.3	175.6	175.8	176.4
Intermediate materials less foods and feeds.....	123.9	130.1	131.5	131.5	132.4	132.3	131.7	131.6	132.1	132.3	131.0	130.4	130.7	128.2	127.3
Intermediate foods and feeds.....	111.1	111.7	111.7	113.5	115.1	113.6	114.1	114.0	114.9	116.3	117.1	119.4	118.7	117.3	115.5
Intermediate energy goods.....	84.3	101.7	107.6	107.9	110.9	109.5	106.4	105.5	107.6	109.7	106.3	105.6	107.9	97.1	94.3
Intermediate goods less energy.....	131.7	135.0	135.2	135.3	135.8	135.8	136.0	136.0	136.1	135.9	135.3	134.9	134.7	134.2	133.7
Intermediate materials less foods and energy.....	133.1	136.6	136.8	136.8	137.1	137.3	137.4	137.4	137.5	137.2	136.5	136.0	135.8	135.3	134.9
Crude energy materials.....	78.5	122.1	140.9	154.7	193.4	148.3	141.0	145.2	139.8	123.1	109.0	104.2	93.1	75.2	96.5
Crude materials less energy.....	107.9	111.7	109.9	112.4	113.7	112.4	115.2	114.3	115.3	114.8	114.3	113.6	113.3	109.8	104.8
Crude nonfood materials less energy.....	135.2	145.2	137.8	137.5	138.7	136.1	134.6	130.8	130.9	130.6	129.4	128.4	128.5	125.8	124.5



## 36. Producer Price Indexes for the net output of major industry groups

[December 1984 = 100, unless otherwise indicated]

SIC	Industry	Annual average		2000		2001										
		1999	2000	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
-	<b>Total mining industries.....</b>	78.0	113.5	128.9	139.6	170.8	138.2	130.7	132.2	127.5	115.5	103.4	100.4	92.6	78.8	93.2
10	Metal mining.....	70.3	73.8	73.3	73.5	73.5	72.4	73.1	70.0	71.4	71.0	70.4	69.6	70.6	70.4	68.1
12	Coal mining (12/85 = 100).....	87.3	84.8	84.1	84.8	83.6	90.8	90.3	90.6	92.2	87.7	90.9	89.9	92.5	92.7	95.5
13	Oil and gas extraction (12/85 = 100).....	78.5	126.8	147.7	162.0	204.4	159.4	149.3	151.5	144.9	129.6	112.9	109.4	98.3	79.7	98.8
14	Mining and quarrying of nonmetallic minerals, except fuels.....	134.0	137.0	138.0	138.2	139.3	140.1	140.8	140.8	140.7	141.8	141.6	141.2	141.4	141.9	141.8
-	<b>Total manufacturing industries.....</b>	128.3	133.5	134.9	134.4	134.7	134.7	134.6	135.4	136.3	136.0	134.6	134.8	135.6	133.6	132.8
20	Food and kindred products.....	126.3	128.5	128.8	129.6	130.1	130.4	131.7	132.5	133.2	133.8	133.9	134.7	134.7	133.9	132.4
21	Tobacco manufactures.....	325.7	345.8	351.6	351.8	372.4	372.4	372.3	372.1	391.2	391.7	391.1	391.0	391.1	391.1	398.3
22	Textile mill products.....	116.3	116.7	117.0	117.5	117.4	117.9	117.0	117.0	117.1	117.2	116.9	116.6	116.5	116.2	116.2
23	Apparel and other finished products made from fabrics and similar materials.....	125.3	125.7	125.7	125.9	125.7	125.7	125.7	125.9	125.8	125.7	125.9	126.1	125.9	125.9	125.9
24	Lumber and wood products, except furniture.....	161.8	158.1	154.5	154.2	153.2	153.8	154.5	154.7	160.5	161.3	158.2	157.5	156.9	154.3	153.8
25	Furniture and fixtures.....	141.3	143.3	143.8	143.8	144.2	144.3	144.8	144.7	144.9	145.2	145.3	145.2	145.3	145.8	145.8
26	Paper and allied products.....	136.4	145.8	147.5	147.0	147.4	147.0	147.0	147.0	146.9	146.8	146.4	145.4	145.5	145.1	144.4
27	Printing, publishing, and allied industries.....	177.6	182.9	185.0	185.1	186.8	187.2	187.6	188.4	188.8	188.4	188.6	188.9	188.8	189.2	189.6
28	Chemicals and allied products.....	149.7	156.7	158.3	159.0	160.4	161.6	161.9	161.4	160.4	160.0	158.8	156.3	156.4	156.0	155.4
29	Petroleum refining and related products.....	76.8	112.8	121.9	114.4	112.5	112.0	107.3	114.1	120.9	116.9	103.8	106.8	115.4	93.8	87.2
30	Rubber and miscellaneous plastics products.....	122.2	124.6	126.5	124.8	126.0	126.1	126.8	127.4	126.6	126.4	126.5	126.0	125.2	125.6	125.3
31	Leather and leather products.....	136.5	137.9	138.8	138.9	139.1	140.6	140.9	142.8	142.9	142.6	141.9	142.1	141.3	141.0	140.2
32	Stone, clay, glass, and concrete products.....	132.6	134.6	134.3	134.1	134.4	135.0	135.4	135.6	136.0	135.7	135.9	135.9	136.4	136.7	137.1
33	Primary metal industries.....	115.8	119.8	119.0	119.2	118.5	118.0	117.4	116.8	116.9	116.5	116.1	115.8	115.2	114.7	114.3
34	Fabricated metal products, except machinery and transportation equipment.....	129.1	130.3	130.5	130.5	130.6	130.7	130.8	131.2	131.1	131.1	131.1	131.1	131.1	131.0	131.0
35	Machinery, except electrical.....	117.3	117.5	117.7	117.7	117.7	117.8	117.8	118.0	118.0	118.1	118.1	118.0	117.8	117.7	117.8
36	Electrical and electronic machinery, equipment, and supplies.....	109.5	108.3	107.9	107.7	107.7	107.6	107.5	107.5	107.4	107.3	106.9	106.4	106.4	106.5	106.6
37	Transportation.....	134.5	136.8	138.6	138.4	138.7	137.6	137.9	138.1	137.4	137.1	137.3	137.2	137.2	138.5	138.5
38	Measuring and controlling instruments; photographic, medical, and optical goods; watches and clocks.....	125.7	126.2	121.8	126.4	126.9	127.1	126.9	126.9	127.3	127.4	127.2	127.4	127.5	127.1	127.6
39	Miscellaneous manufacturing industries (12/85 = 100).....	130.3	130.9	131.2	131.3	131.7	131.9	132.3	132.2	132.5	132.5	132.7	132.3	132.6	132.6	132.1
	<b>Service industries:</b>															
42	Motor freight transportation and warehousing (06/93 = 100).....	114.8	119.4	121.8	121.5	121.9	122.5	122.6	122.7	123.0	123.2	123.3	123.4	123.6	123.8	124.0
43	U.S. Postal Service (06/89 = 100).....	135.3	135.2	135.2	135.2	141.3	141.3	141.3	141.3	141.3	141.3	145.4	145.4	145.4	145.4	145.4
44	Water transportation (12/92 = 100).....	113.0	122.6	124.2	126.1	125.8	127.8	126.8	125.9	125.6	130.3	131.8	132.0	140.9	134.0	131.2
45	Transportation by air (12/92 = 100).....	130.8	147.7	152.7	154.2	154.7	154.0	155.4	155.4	156.4	156.6	157.6	159.1	158.6	159.8	158.5
46	Pipelines, except natural gas (12/92 = 100).....	98.3	102.3	102.7	102.7	109.1	109.1	108.9	108.9	109.0	109.0	110.9	111.2	111.3	111.5	111.3

### 37. Annual data: Producer Price Indexes, by stage of processing

[1982 = 100]

Index	1992	1993	1994	1995	1996	1997	1998	1999	2000
<b>Finished goods</b>									
Total.....	123.2	124.7	125.5	127.9	131.3	131.8	130.7	133.0	138.0
Foods.....	123.3	125.7	126.8	129.0	133.6	134.5	134.3	135.1	137.2
Energy.....	77.8	78.0	77.0	78.1	83.2	83.4	75.1	78.8	94.1
Other.....	134.2	135.8	137.1	140.0	142.0	142.4	143.7	146.1	148.0
<b>Intermediate materials, supplies, and components</b>									
Total.....	114.7	116.2	118.5	124.9	125.7	125.6	123.0	123.2	129.2
Foods.....	113.9	115.6	118.5	119.5	125.3	123.2	123.2	120.8	119.2
Energy.....	84.3	84.6	83.0	84.1	89.8	89.0	80.8	84.3	101.7
Other.....	122.0	123.8	127.1	135.2	134.0	134.2	133.5	133.1	136.6
<b>Crude materials for further processing</b>									
Total.....	100.4	102.4	101.8	102.7	113.8	111.1	96.8	98.2	120.6
Foods.....	105.1	108.4	106.5	105.8	121.5	112.2	103.9	98.7	100.2
Energy.....	78.8	76.7	72.1	69.4	85.0	87.3	68.6	78.5	122.1
Other.....	94.2	94.1	97.0	105.8	105.7	103.5	84.5	91.1	118.0



## 38. U.S. export price indexes by Standard International Trade Classification

[1995 = 100]

SITC Rev. 3	Industry	2000		2001										
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
0	<b>Food and live animals.....</b>	88.5	88.7	89.8	88.6	89.1	88.6	87.9	87.8	88.5	89.2	89.8	89.2	87.7
01	Meat and meat preparations.....	107.6	105.9	105.4	107.1	107.1	109.8	110.8	110.7	110.4	111.0	112.5	112.5	103.5
04	Cereals and cereal preparations.....	74.0	75.8	78.8	76.4	77.2	74.7	74.7	73.5	73.2	74.8	76.2	74.4	75.3
05	Vegetables, fruit, and nuts, prepared fresh or dry.....	89.8	88.9	86.9	86.2	87.8	89.5	87.4	88.4	91.2	91.8	90.4	91.5	89.6
2	<b>Crude materials, inedible, except fuels.....</b>	82.2	82.6	82.0	80.9	79.7	78.4	77.5	77.0	76.8	75.7	74.4	72.3	71.7
21	Hides, skins, and furskins, raw.....	102.1	103.3	105.6	106.5	107.5	119.2	123.2	111.0	104.3	90.3	94.5	88.3	88.9
22	Oilseeds and oleaginous fruits.....	79.3	85.0	83.9	78.1	79.0	75.0	76.0	79.9	85.7	87.2	82.7	75.0	74.5
24	Cork and wood.....	86.5	85.9	85.2	84.3	83.5	81.6	80.9	80.6	81.1	80.7	78.3	77.9	77.3
25	Pulp and waste paper.....	88.6	85.9	85.8	83.6	82.3	80.6	75.2	73.6	71.4	69.9	70.6	71.0	70.9
26	Textile fibers and their waste.....	72.2	73.2	70.4	70.6	67.6	64.8	64.1	63.0	62.6	61.8	60.8	58.5	56.8
27	Crude fertilizers and crude minerals.....	90.6	90.6	90.9	90.9	89.9	89.4	89.2	89.4	90.4	90.5	91.1	91.1	91.4
28	Metalliferous ores and metal scrap.....	76.2	74.7	74.1	74.7	72.5	73.0	72.2	71.7	69.2	68.0	67.1	64.9	63.8
3	<b>Mineral fuels, lubricants, and related products.....</b>	162.1	157.4	157.5	159.5	152.4	156.0	159.0	153.6	144.0	145.1	153.7	138.8	131.3
32	Coal, coke, and briquettes.....	93.1	93.0	93.1	93.1	93.6	100.2	100.4	100.7	100.7	101.7	102.5	102.6	102.6
33	Petroleum, petroleum products, and related materials.....	193.4	183.6	181.1	185.2	172.4	178.4	184.4	177.0	162.8	165.4	180.0	153.3	140.4
4	<b>Animal and vegetable oils, fats, and waxes.....</b>	59.0	58.7	61.0	60.8	60.6	61.6	65.0	67.1	69.1	77.9	77.9	74.1	75.0
5	<b>Chemicals and related products, n.e.s. ....</b>	94.0	93.0	93.1	92.9	93.4	92.8	91.6	91.0	89.8	89.0	88.8	88.7	88.5
54	Medicinal and pharmaceutical products.....	100.2	100.1	99.7	99.6	99.4	99.7	99.6	99.7	100.4	101.0	101.3	101.1	101.0
55	Essential oils; polishing and cleaning preparations.....	103.3	103.2	103.4	103.2	103.4	103.0	102.9	102.9	102.3	102.2	102.3	102.2	102.1
57	Plastics in primary forms .....	91.2	90.0	90.5	91.5	92.7	91.2	89.9	89.1	86.5	85.3	84.0	84.6	84.1
58	Plastics in nonprimary forms.....	98.3	98.3	96.6	96.5	96.7	96.8	96.1	96.5	97.1	96.0	96.3	95.1	95.0
59	Chemical materials and products, n.e.s. ....	99.1	99.9	98.4	98.5	98.5	98.6	98.3	98.5	98.0	98.0	98.4	98.0	98.1
6	<b>Manufactured goods classified chiefly by materials.....</b>	100.5	100.4	101.0	100.6	100.4	100.1	99.9	99.7	99.3	98.5	98.4	97.5	96.8
62	Rubber manufactures, n.e.s. ....	104.1	103.8	104.4	104.3	104.7	104.0	104.0	104.1	104.8	105.3	105.3	105.3	105.2
64	Paper, paperboard, and articles of paper, pulp, and paperboard.....	89.6	89.1	88.6	88.4	87.8	87.7	87.6	87.0	85.0	85.0	85.4	85.1	84.9
66	Nonmetallic mineral manufactures, n.e.s. ....	105.9	105.6	106.2	106.2	106.0	106.5	106.6	107.0	107.0	107.2	107.3	107.3	107.6
68	Nonferrous metals.....	103.4	104.9	109.1	108.1	106.5	103.1	101.6	99.5	98.5	94.5	91.6	88.3	83.1
7	<b>Machinery and transport equipment.....</b>	97.4	97.4	97.5	97.6	97.9	97.8	97.8	97.6	97.5	97.4	97.3	97.0	97.0
71	Power generating machinery and equipment.....	113.7	113.7	115.2	115.2	14.7	115.0	115.0	115.0	115.1	115.5	115.7	115.8	117.0
72	Machinery specialized for particular industries.....	106.5	106.6	106.8	107.1	106.8	106.7	106.7	106.6	105.9	105.8	105.9	106.9	106.9
74	General industrial machines and parts, n.e.s., and machine parts.....	108.4	108.5	108.6	108.8	109.2	109.5	109.5	109.6	110.1	110.1	110.1	110.0	110.1
75	Computer equipment and office machines.....	67.8	67.6	67.1	67.1	66.8	66.7	66.2	65.5	65.3	64.8	64.7	64.6	64.3
76	Telecommunications and sound recording and reproducing apparatus and equipment.....	96.5	96.3	96.5	96.4	96.4	96.5	96.5	96.5	96.5	95.4	95.2	94.7	94.7
77	Electrical machinery and equipment.....	85.3	85.4	85.2	85.2	85.2	84.8	84.8	84.5	84.0	84.0	83.8	82.2	82.2
78	Road vehicles.....	103.9	104.0	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.2	104.1
87	<b>Professional, scientific, and controlling instruments and apparatus.....</b>	106.9	106.6	107.0	107.0	107.0	106.8	106.9	107.1	106.9	106.9	107.1	107.1	107.1

### 39. U.S. import price indexes by Standard International Trade Classification

[1995 = 100]

SITC Rev. 3	Industry	2000		2001										
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
0	<b>Food and live animals.....</b>	90.2	92.4	92.8	91.3	93.0	90.8	89.8	88.5	87.7	87.5	87.7	87.4	87.5
01	Meat and meat preparations.....	95.7	97.3	95.5	96.1	100.4	102.6	104.4	104.3	107.4	107.0	111.5	112.8	116.0
03	Fish and crustaceans, mollusks, and other aquatic invertebrates.....	109.3	109.1	107.4	105.6	102.2	100.1	99.7	98.8	95.6	95.3	94.8	92.9	90.0
05	Vegetables, fruit, and nuts, prepared fresh or dry.....	96.8	104.5	106.1	101.7	109.5	102.3	100.5	97.1	97.8	97.7	97.9	98.5	101.3
07	Coffee, tea, cocoa, spices, and manufactures thereof.....	51.9	50.8	50.5	51.1	51.1	52.1	50.8	49.8	47.2	45.8	46.5	44.9	44.9
1	<b>Beverages and tobacco.....</b>	113.3	113.2	113.2	113.3	113.0	113.2	114.8	114.4	114.4	114.9	114.9	115.5	115.5
11	Beverages.....	110.7	110.6	110.5	110.8	110.4	110.7	112.5	112.2	112.2	112.2	112.2	112.4	112.4
2	<b>Crude materials, inedible, except fuels.....</b>	87.7	88.5	87.5	88.9	86.1	86.6	89.5	93.7	87.9	87.3	88.0	86.2	83.6
24	Cork and wood.....	97.7	101.7	95.6	97.6	97.5	102.9	114.1	132.7	117.6	119.0	121.9	114.3	106.9
25	Pulp and waste paper.....	83.4	83.4	84.3	82.9	80.4	76.8	72.5	68.3	65.5	62.2	60.6	60.3	61.2
28	Metaliferous ores and metal scrap.....	100.1	98.8	100.8	100.9	98.1	98.1	97.0	95.4	95.9	94.6	94.3	93.1	91.4
29	Crude animal and vegetable materials, n.e.s. ....	99.1	97.1	102.0	115.3	97.7	91.8	100.7	98.6	85.7	86.0	88.9	99.1	98.9
3	<b>Mineral fuels, lubricants, and related products.....</b>	188.4	180.2	177.1	169.9	154.1	153.1	158.2	153.5	143.3	145.3	145.6	122.6	112.1
33	Petroleum, petroleum products, and related materials.....	183.3	163.9	152.0	153.9	144.7	143.5	150.6	149.4	141.3	144.1	145.3	122.1	107.5
34	Gas, natural and manufactured.....	249.3	331.8	401.0	316.9	244.5	244.4	233.5	200.0	170.0	166.1	159.8	134.4	155.2
5	<b>Chemicals and related products, n.e.s. ....</b>	94.7	95.0	95.8	96.3	96.6	96.3	95.7	94.7	93.6	92.7	92.6	93.1	92.2
52	Inorganic chemicals.....	93.7	94.2	98.5	98.9	97.9	95.0	92.4	91.5	90.8	89.5	89.7	90.8	90.4
53	Dyeing, tanning, and coloring materials.....	86.9	86.9	88.8	89.6	89.1	88.4	87.9	86.1	86.5	86.6	84.5	85.2	84.9
54	Medicinal and pharmaceutical products.....	95.7	95.7	95.1	94.9	94.6	94.0	93.8	93.8	96.0	94.3	94.1	94.6	94.4
55	Essential oils; polishing and cleaning preparations.....	87.2	86.9	87.1	88.2	88.6	88.1	87.7	87.4	87.1	87.1	88.5	88.7	88.6
57	Plastics in primary forms.....	95.9	95.8	95.5	95.5	95.8	95.8	95.7	96.8	96.8	95.2	94.4	94.5	94.5
58	Plastics in nonprimary forms.....	79.5	78.6	80.3	84.5	84.4	83.2	83.1	82.1	80.7	80.7	79.6	81.4	81.0
59	Chemical materials and products, n.e.s. ....	100.4	100.6	101.8	101.6	101.9	101.4	100.5	100.3	99.6	99.5	99.4	99.6	99.1
6	<b>Manufactured goods classified chiefly by materials.....</b>	97.2	97.3	98.2	98.7	97.3	96.3	95.5	95.3	94.1	92.4	92.2	91.2	89.9
62	Rubber manufactures, n.e.s. ....	91.5	91.8	91.8	91.9	91.8	91.6	91.5	91.2	91.0	90.9	90.9	90.7	90.1
64	Paper, paperboard, and articles of paper, pulp, and paperboard.....	91.9	92.2	92.1	92.6	92.8	93.7	92.8	91.9	91.0	89.4	88.8	88.3	87.3
66	Nonmetallic mineral manufactures, n.e.s. ....	100.2	100.2	100.7	100.5	100.5	100.3	100.3	100.0	100.0	99.8	99.9	98.2	97.9
68	Nonferrous metals.....	114.3	114.4	121.0	124.0	116.4	110.9	107.0	106.1	101.7	92.9	91.6	87.6	82.4
69	Manufactures of metals, n.e.s. ....	94.9	95.0	95.3	95.0	94.9	95.7	95.7	95.6	94.9	94.9	95.0	95.3	95.2
7	<b>Machinery and transport equipment.....</b>	89.1	89.0	88.9	88.8	88.8	88.4	88.2	88.1	87.9	87.8	87.7	87.7	87.6
72	Machinery specialized for particular industries.....	95.4	95.3	95.9	96.6	96.3	96.0	95.8	95.7	95.1	95.2	95.7	95.8	95.6
74	General industrial machines and parts, n.e.s., and machine parts.....	95.3	95.4	95.9	95.9	95.6	95.1	94.7	94.6	94.4	92.4	94.4	95.1	94.5
75	Computer equipment and office machines.....	58.8	58.7	58.3	57.8	57.5	56.5	56.4	56.2	55.3	55.1	54.1	53.5	53.3
76	Telecommunications and sound recording and reproducing apparatus and equipment.....	83.7	83.6	83.0	82.8	82.8	82.1	82.0	82.0	82.1	81.9	81.7	81.4	81.3
77	Electrical machinery and equipment.....	82.5	82.2	82.1	81.8	82.5	82.1	82.0	81.7	81.8	81.6	81.5	81.6	81.5
78	Road vehicles.....	102.9	102.9	102.9	102.8	102.8	102.6	102.4	102.6	102.4	102.4	102.7	103.0	102.9
85	Footwear.....	100.7	100.6	101.0	101.2	101.5	101.1	101.0	100.8	100.9	101.2	101.1	100.6	100.7
88	Photographic apparatus, equipment, and supplies, and optical goods, n.e.s. ....	91.0	90.7	91.2	91.3	91.4	90.6	90.6	90.3	89.7	89.7	90.0	90.4	90.3



## 40. U.S. export price indexes by end-use category

[1995 = 100]

Category	2000		2001										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
ALL COMMODITIES.....	96.5	96.3	96.5	96.5	96.2	96.1	95.9	95.6	95.3	95.1	95.2	94.5	94.1
Foods, feeds, and beverages.....	86.7	87.4	88.2	86.6	87.3	86.6	86.2	86.8	87.9	88.7	88.7	87.4	86.2
Agricultural foods, feeds, and beverages.....	85.7	86.7	87.3	85.7	86.4	85.9	85.9	86.5	87.5	88.8	88.5	87.3	86.1
Nonagricultural (fish, beverages) food products.....	98.2	96.3	98.6	97.0	97.6	95.3	91.0	90.9	93.1	88.5	91.2	90.2	89.3
Industrial supplies and materials.....	95.8	95.0	95.0	94.9	93.9	93.8	93.1	92.3	90.8	90.0	90.5	88.8	87.7
Agricultural industrial supplies and materials.....	82.0	82.9	82.4	82.6	80.7	80.7	81.0	78.8	78.1	77.1	76.8	74.4	73.0
Fuels and lubricants.....	150.7	146.2	145.2	147.1	139.8	144.8	147.7	143.2	135.0	136.0	143.8	129.6	122.6
Nonagricultural supplies and materials, excluding fuel and building materials.....	90.7	90.1	90.4	90.1	89.8	89.2	88.0	87.6	86.4	85.7	85.5	85.2	84.6
Selected building materials.....	89.0	89.0	88.8	88.2	87.4	86.8	86.3	87.0	87.2	86.8	85.7	85.3	85.6
Capital goods.....	96.2	96.3	96.4	96.5	96.7	96.6	96.6	96.4	96.3	96.1	96.1	95.7	95.8
Electric and electrical generating equipment.....	99.6	99.7	100.0	100.5	100.1	100.5	100.9	100.9	100.9	100.8	100.8	100.7	100.7
Nonelectrical machinery.....	91.5	91.5	91.5	91.5	915.0	91.3	91.1	90.9	90.7	90.4	90.4	90.0	89.9
Automotive vehicles, parts, and engines.....	104.4	104.4	104.6	104.5	104.6	104.7	104.7	104.7	104.7	104.7	104.7	104.8	104.7
Consumer goods, excluding automotive.....	102.2	102.0	102.1	102.0	101.9	101.8	101.7	101.7	101.7	101.8	102.1	102.0	102.1
Nondurables, manufactured.....	102.2	102.0	102.0	101.5	101.3	101.2	101.2	101.3	101.0	101.0	101.5	101.3	101.4
Durables, manufactured.....	101.2	101.1	101.3	101.5	101.5	101.3	101.2	101.2	101.4	101.5	101.7	101.8	101.8
Agricultural commodities.....	84.7	85.7	86.1	84.9	85.1	84.7	84.7	84.8	85.5	86.4	86.1	84.6	83.4
Nonagricultural commodities.....	97.8	97.5	97.7	97.7	97.5	97.4	97.1	96.9	96.4	96.1	96.3	95.7	95.3

#### 41. U.S. import price indexes by end-use category

[1995 = 100]

Category	2000		2001										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
ALL COMMODITIES.....	100.6	100.0	100.0	99.3	97.8	97.2	97.5	97.1	95.6	95.4	95.5	93.2	91.9
Foods, feeds, and beverages.....	89.4	91.0	90.8	89.8	90.6	88.9	88.7	87.6	86.5	86.6	87.1	86.6	87.1
Agricultural foods, feeds, and beverages.....	81.9	84.2	84.3	83.4	85.6	83.8	83.5	82.2	81.9	82.1	82.9	82.8	84.3
Nonagricultural (fish, beverages) food products.....	109.5	109.1	107.9	106.7	103.9	102.4	102.1	101.4	98.6	98.4	98.1	96.6	94.3
Industrial supplies and materials.....	126.9	124.5	124.4	122.3	116.1	115.4	116.7	115.6	110.5	110.1	110.1	101.9	97.3
Fuels and lubricants.....	186.8	178.7	176.7	169.3	153.3	152.3	157.4	153.1	142.8	144.8	145.1	122.7	112.4
Petroleum and petroleum products.....	183.6	165.6	155.7	156.1	145.9	144.2	151.0	149.5	141.4	144.0	144.9	122.7	108.7
Paper and paper base stocks.....	90.6	91.0	91.0	91.2	90.8	91.1	89.0	87.1	85.3	82.8	81.7	81.0	80.3
Materials associated with nondurable supplies and materials.....	92.6	93.3	94.1	94.3	94.4	93.9	93.1	92.1	90.5	90.0	89.9	90.0	88.8
Selected building materials.....	97.2	99.1	95.3	96.0	96.2	98.3	104.8	116.3	107.9	107.7	108.6	104.6	100.7
Unfinished metals associated with durable goods..	104.1	103.7	107.2	108.7	103.8	101.1	98.2	97.6	95.3	91.2	90.9	88.8	85.8
Nonmetals associated with durable goods.....	87.1	87.2	87.8	88.7	88.8	88.5	88.2	88.0	87.5	87.6	87.8	87.4	86.5
Capital goods.....	80.1	80.0	79.9	79.7	68.7	79.2	68.1	79.0	78.7	78.6	78.3	78.2	78.1
Electric and electrical generating equipment.....	93.1	93.1	93.1	92.9	95.2	94.7	94.9	94.9	94.7	94.4	94.6	94.7	94.4
Nonelectrical machinery.....	76.3	76.1	76.0	75.8	75.6	75.0	74.8	74.7	74.3	74.1	73.8	73.7	73.6
Automotive vehicles, parts, and engines.....	102.7	102.7	102.7	102.6	102.6	102.5	102.3	102.3	102.2	102.1	102.4	102.6	102.5
Consumer goods, excluding automotive.....	96.5	96.4	96.6	96.6	96.6	96.4	96.4	96.2	96.1	96.1	96.0	95.8	95.7
Nondurables, manufactured.....	99.8	99.6	92.9	99.8	100.1	100.0	100.0	99.8	99.9	100.0	99.6	99.6	99.6
Durables, manufactured.....	92.8	92.8	92.9	92.8	92.8	92.5	92.3	92.1	91.9	92.0	92.1	91.8	91.7
Nonmanufactured consumer goods.....	99.1	98.8	99.5	101.5	99.1	98.0	99.4	99.0	97.4	97.2	97.7	95.7	95.5

#### 42. U.S. international price indexes for selected categories of services

[1995 = 100]

Category	1999		2000				2001		
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
Air freight (inbound).....	87.9	90.7	88.9	88.4	88.5	87.4	86.5	84.0	83.7
Air freight (outbound).....	92.7	91.7	91.7	92.8	92.6	92.6	92.6	90.5	90.1
Air passenger fares (U.S. carriers).....	114.2	106.8	107.3	113.3	115.5	111.9	114.2	119.2	120.6
Air passenger fares (foreign carriers).....	108.6	102.2	102.6	107.9	109.1	103.2	106.4	109.7	116.4
Ocean liner freight (inbound).....	148.0	139.4	136.3	143.0	142.8	142.8	145.1	142.3	138.0



**43. Indexes of productivity, hourly compensation, and unit costs, quarterly data seasonally adjusted**

[1992 = 100]

Item	1998		1999				2000				2001		
	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
<b>Business</b>													
Output per hour of all persons.....	110.8	111.8	112.5	112.7	114.0	116.1	115.0	117.1	117.4	118.2	118.2	118.9	119.5
Compensation per hour.....	120.3	121.6	123.0	124.3	125.9	127.1	129.0	131.7	133.8	136.8	138.2	140.4	141.8
Real compensation per hour.....	105.0	105.7	106.4	106.8	107.4	107.6	108.1	109.6	110.3	112.0	112.3	113.0	113.9
Unit labor costs.....	108.6	108.8	109.3	110.4	110.5	109.5	112.1	112.5	114.0	115.7	117.2	118.1	118.6
Unit nonlabor payments.....	114.5	114.6	115.1	114.2	114.4	116.9	114.2	115.2	113.9	112.1	111.8	111.6	112.0
Implicit price deflator.....	110.7	110.9	111.4	111.8	111.9	112.2	112.9	113.5	113.9	114.4	115.2	115.7	116.2
<b>Nonfarm business</b>													
Output per hour of all persons.....	110.5	111.4	111.9	112.0	113.4	115.6	114.5	116.3	116.7	117.4	117.4	118.0	118.8
Compensation per hour.....	119.8	120.9	122.1	123.4	125.0	126.3	128.4	130.7	133.0	135.9	137.6	139.2	140.7
Real compensation per hour.....	104.5	105.1	105.6	106.0	106.6	107.0	107.6	108.8	109.7	111.3	111.5	112.0	113.0
Unit labor costs.....	108.4	108.6	109.0	110.2	110.2	109.3	112.1	112.4	114.0	115.8	117.2	117.9	118.5
Unit nonlabor payments.....	115.7	115.8	116.7	115.8	116.1	118.6	116.0	116.7	115.4	113.5	113.1	113.0	113.3
Implicit price deflator.....	111.0	111.2	111.8	112.2	112.4	112.7	113.5	114.0	114.5	114.9	115.7	116.1	116.6
<b>Nonfinancial corporations</b>													
Output per hour of all employees.....	113.1	113.7	114.6	115.3	116.6	118.3	117.7	119.7	120.9	121.4	121.5	122.6	—
Compensation per hour.....	116.7	117.8	119.0	120.3	121.8	123.0	124.7	127.2	129.3	132.3	134.1	136.1	—
Real compensation per hour.....	101.8	102.4	103.0	103.3	103.9	104.2	104.5	105.8	106.6	108.3	108.7	109.5	—
Total unit costs.....	102.5	103.2	103.2	103.7	104.0	103.9	105.9	106.0	106.6	108.2	109.6	110.6	—
Unit labor costs.....	103.2	103.6	103.9	104.3	104.5	104.0	106.0	106.2	106.9	109.0	110.3	111.1	—
Unit nonlabor costs.....	100.7	102.1	101.3	102.2	102.9	103.4	105.5	105.3	105.6	106.0	107.5	109.3	—
Unit profits.....	152.0	145.3	150.6	148.6	144.4	147.0	134.3	137.8	133.8	118.5	109.2	105.6	—
Unit nonlabor payments.....	113.8	113.1	113.9	114.0	113.5	114.5	112.9	113.6	112.8	109.2	107.9	108.4	—
Implicit price deflator.....	106.7	106.8	107.2	107.5	107.5	107.5	108.3	108.7	108.9	109.0	109.5	110.2	—
<b>Manufacturing</b>													
Output per hour of all persons.....	125.7	126.8	128.9	130.2	131.9	135.0	135.2	137.3	139.4	141.3	140.0	140.3	140.7
Compensation per hour.....	118.0	119.0	119.9	121.2	122.8	124.1	125.9	128.1	131.2	135.2	137.2	139.3	141.1
Real compensation per hour.....	103.0	103.4	103.7	104.1	104.7	105.2	105.5	106.6	108.3	110.7	111.3	112.1	113.3
Unit labor costs.....	93.9	93.9	93.0	93.1	93.1	91.9	93.2	93.3	94.1	95.7	98.0	99.3	100.3

#### 44. Annual indexes of multifactor productivity and related measures, selected years

[1996 = 100, unless otherwise indicated]

Item	1960	1970	1980	1990	1991	1992	1993	1994	1995	1996	1997	1998
<b>Private business</b>												
Productivity:												
Output per hour of all persons.....	45.6	63.0	75.8	90.2	91.3	94.8	95.4	96.6	97.3	100.0	102.0	104.8
Output per unit of capital services.....	110.4	111.1	101.5	99.3	96.1	97.7	98.5	100.3	99.7	100.0	100.5	100.1
Multifactor productivity.....	65.2	80.0	88.3	95.3	94.4	96.6	97.1	98.1	98.4	100.0	101.1	102.6
Output.....	27.5	42.0	59.4	83.6	82.6	85.7	88.5	92.8	95.8	100.0	105.2	110.6
Inputs:												
Labor input.....	54.0	61.0	71.9	89.4	88.3	89.3	91.8	95.6	98.0	100.0	103.7	106.4
Capital services.....	24.9	37.8	58.6	84.2	86.0	87.7	89.8	92.6	96.0	100.0	104.7	110.4
Combined units of labor and capital input.....	42.3	52.4	67.3	87.7	87.5	88.8	91.1	94.6	97.3	100.0	104.0	107.7
Capital per hour of all persons.....	41.3	56.7	74.7	90.8	95.0	97.0	96.8	96.3	97.6	100.0	101.5	104.7
<b>Private nonfarm business</b>												
Productivity:												
Output per hour of all persons.....	48.7	64.9	77.3	90.3	91.4	94.8	95.3	96.5	97.5	100.0	101.7	104.5
Output per unit of capital services.....	120.1	118.3	105.7	100.0	96.6	97.9	98.8	100.3	99.9	100.0	100.2	99.8
Multifactor productivity.....	69.1	82.6	90.5	95.6	94.7	96.6	97.1	98.1	98.6	100.0	100.9	102.4
Output.....	27.2	41.9	59.6	83.5	82.5	85.5	88.4	92.6	95.8	100.0	105.1	110.6
Inputs:												
Labor input.....	50.1	59.3	70.7	89.2	88.0	89.0	91.8	95.4	97.8	100.0	103.8	106.6
Capital services.....	22.6	35.5	56.4	83.5	85.4	87.3	89.5	92.3	95.9	100.0	104.9	110.8
Combined units of labor and capital input.....	39.3	50.7	65.9	87.3	87.1	88.4	91.0	94.4	97.2	100.0	104.2	108.0
Capital per hour of all persons.....	40.5	54.8	73.1	90.3	94.7	96.8	96.5	96.3	97.6	100.0	101.5	104.7
<b>Manufacturing (1992 = 100)</b>												
Productivity:												
Output per hour of all persons.....	41.8	54.2	70.1	92.8	95.0	100.0	101.9	105.0	109.0	112.8	117.1	124.3
Output per unit of capital services.....	124.3	116.5	100.9	101.6	97.5	100.0	101.1	104.0	105.0	104.5	105.6	106.5
Multifactor productivity.....	72.7	84.4	86.6	99.3	98.3	100.0	100.4	102.6	105.0	106.1	109.8	113.2
Output.....	38.5	56.5	75.3	97.3	95.4	100.0	103.3	108.7	113.4	116.9	123.5	130.7
Inputs:												
Hours of all persons.....	92.0	104.2	107.5	104.8	100.4	100.0	101.4	103.6	104.0	103.7	105.5	105.2
Capital services.....	30.9	48.5	74.7	95.8	97.9	100.0	102.2	104.5	108.0	111.9	116.9	122.8
Energy.....	51.3	85.4	92.5	99.9	100.1	100.0	103.7	107.3	109.5	107.0	103.9	109.2
Nonenergy materials.....	38.2	44.8	75.0	92.5	93.6	100.0	105.7	111.3	112.8	120.4	120.4	127.2
Purchased business services.....	28.2	48.8	73.7	92.5	92.1	100.0	103.0	105.1	110.0	108.9	114.2	116.8
Combined units of all factor inputs.....	52.9	67.0	87.0	98.0	97.0	100.0	102.9	106.0	107.9	110.2	112.5	115.5



**45. Annual indexes of productivity, hourly compensation, unit costs, and prices, selected years**

[1992 = 100]

Item	1960	1970	1980	1990	1991	1993	1994	1995	1996	1997	1998	1999	2000
<b>Business</b>													
Output per hour of all persons.....	48.8	67.0	80.4	95.2	96.3	100.5	101.9	102.6	105.4	107.8	110.8	113.8	116.9
Compensation per hour.....	13.7	23.5	54.2	90.7	95.0	102.5	104.5	106.7	110.1	113.5	119.6	125.1	132.8
Real compensation per hour.....	60.0	78.9	89.4	96.5	97.5	99.9	99.7	99.3	99.7	100.6	104.6	107.1	110.1
Unit labor costs.....	28.0	35.1	67.4	95.3	98.7	101.9	102.6	104.1	104.5	105.3	108.0	109.9	113.6
Unit nonlabor payments.....	25.2	31.6	61.5	93.9	97.0	102.5	106.4	109.4	113.3	117.1	115.1	115.1	113.9
Implicit price deflator.....	27.0	33.9	65.2	94.8	98.1	102.2	104.0	106.0	107.7	109.7	110.6	111.8	113.7
<b>Nonfarm business</b>													
Output per hour of all persons.....	51.9	68.9	82.0	95.3	96.4	100.5	101.8	102.8	105.4	107.5	110.4	113.2	116.2
Compensation per hour.....	14.3	23.7	54.6	90.5	95.0	102.2	104.3	106.6	109.8	113.1	119.0	124.2	132.0
Real compensation per hour.....	62.8	79.5	90.0	96.3	97.5	99.6	99.5	99.2	99.4	100.2	104.0	106.4	109.4
Unit labor costs.....	27.5	34.4	66.5	95.0	98.5	101.7	102.5	103.7	104.2	105.2	107.7	109.7	113.6
Unit nonlabor payments.....	24.6	31.3	60.5	93.6	97.1	103.0	106.9	110.4	113.5	118.0	116.3	116.8	115.4
Implicit price deflator.....	26.5	33.3	64.3	94.5	98.0	102.2	104.1	106.1	107.6	109.8	110.8	112.3	114.2
<b>Nonfinancial corporations</b>													
Output per hour of all employees.....	55.4	70.4	81.1	95.4	97.7	100.7	103.1	104.2	107.5	108.4	112.3	116.2	119.9
Compensation per hour.....	15.6	25.3	56.4	90.8	95.3	102.0	104.2	106.2	109.0	110.3	115.9	121.1	128.3
Real compensation per hour.....	68.3	84.7	93.1	96.7	97.8	99.5	99.4	98.8	98.7	97.8	101.3	103.7	106.4
Total unit costs.....	26.8	34.8	68.4	95.9	98.8	101.0	101.1	102.0	101.2	101.5	102.6	103.7	106.7
Unit labor costs.....	28.1	35.9	69.6	95.2	97.5	101.3	101.0	101.9	101.4	101.8	103.2	104.2	107.0
Unit nonlabor costs.....	23.3	31.9	65.1	98.0	102.1	100.2	101.3	102.2	100.6	100.9	101.2	102.5	105.6
Unit profits.....	50.2	44.4	68.8	94.3	93.0	113.2	131.7	139.0	152.2	156.9	148.9	147.6	131.0
Unit nonlabor payments.....	30.2	35.1	66.0	97.1	99.7	103.5	109.0	111.6	113.8	115.2	113.4	114.0	112.1
Implicit price deflator.....	28.8	35.6	68.4	95.8	98.3	102.1	103.7	105.1	105.5	106.2	106.6	107.4	108.7
<b>Manufacturing</b>													
Output per hour of all persons.....	41.8	54.2	70.1	92.8	95.0	101.9	105.0	109.0	112.8	117.1	124.3	129.6	46.3
Compensation per hour.....	14.9	23.7	55.6	90.8	95.6	102.7	105.6	107.9	109.3	111.4	117.3	122.0	130.1
Real compensation per hour.....	65.2	79.5	91.7	96.6	98.1	100.2	100.8	100.4	99.0	98.8	102.6	104.5	107.8
Unit labor costs.....	35.6	43.8	79.3	97.8	100.6	100.8	100.7	99.0	96.9	95.1	94.4	94.1	94.1
Unit nonlabor payments.....	26.8	29.3	80.2	99.7	99.0	100.9	102.8	106.9	109.9	109.6	104.4	105.5	-
Implicit price deflator.....	30.2	34.9	79.8	99.0	99.6	100.9	102.0	103.9	104.9	104.0	100.5	101.1	-

Dash indicates data not available.

# 46. Annual indexes of output per hour for selected 3-digit SIC industries

[1987 = 100]

Industry	SIC	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
<b>Mining</b>											
Copper ores.....	102	102.7	100.5	115.2	118.1	126.0	117.2	116.5	118.9	118.3	105.5
Gold and silver ores.....	104	122.3	127.4	141.6	159.8	160.8	144.2	138.3	158.5	187.6	200.0
Bituminous coal and lignite mining.....	122	118.7	122.4	133.0	141.2	148.1	155.9	168.0	176.6	188.0	192.2
Crude petroleum and natural gas.....	131	97.0	97.9	102.1	105.9	112.4	119.4	123.9	125.2	127.4	132.3
Crushed and broken stone.....	142	102.2	99.8	105.0	103.6	108.7	105.4	107.2	112.6	110.2	104.8
<b>Manufacturing</b>											
Meat products.....	201	97.1	99.6	104.6	104.3	101.2	102.3	97.4	102.5	102.3	102.2
Dairy products.....	202	107.3	108.3	111.4	109.6	111.8	116.4	116.0	119.3	119.3	114.1
Preserved fruits and vegetables.....	203	95.6	99.2	100.5	106.8	107.6	109.1	109.2	110.7	117.8	120.0
Grain mill products.....	204	105.4	104.9	107.8	109.2	108.4	115.4	108.0	118.2	126.2	130.4
Bakery products.....	205	92.7	90.6	93.8	94.4	96.4	97.3	95.6	99.1	100.8	107.5
Sugar and confectionery products.....	206	103.2	102.0	99.8	104.5	106.2	108.3	113.8	116.7	123.0	130.0
Fats and oils.....	207	118.1	120.1	114.1	112.6	111.8	120.3	110.1	120.2	137.3	156.1
Beverages.....	208	117.0	120.0	127.1	126.4	130.1	133.5	135.0	135.5	136.4	132.4
Miscellaneous food and kindred products.....	209	99.2	101.7	101.5	105.2	100.9	102.9	109.1	104.1	112.7	116.3
Cigarettes.....	211	113.2	107.6	111.6	106.5	126.6	142.9	147.2	147.2	152.2	135.8
Broadwoven fabric mills, cotton.....	221	103.1	111.2	110.3	117.8	122.1	134.0	137.3	131.2	136.2	138.7
Broadwoven fabric mills, manmade.....	222	111.3	116.2	126.2	131.7	142.5	145.3	147.6	162.2	168.6	171.9
Narrow fabric mills.....	224	96.5	99.6	112.9	111.4	120.1	118.9	126.3	110.8	117.7	122.4
Knitting mills.....	225	107.5	114.0	119.3	127.9	134.1	138.3	150.3	138.0	135.9	144.8
Textile finishing, except wool.....	226	83.4	79.9	78.6	79.3	81.2	78.5	79.2	94.3	99.1	101.0
Carpets and rugs.....	227	93.2	89.2	96.1	97.1	93.3	95.8	100.2	100.3	102.3	97.8
Yarn and thread mills.....	228	110.2	111.4	119.6	126.6	130.7	137.4	147.4	150.4	153.0	169.5
Miscellaneous textile goods.....	229	109.2	104.6	106.5	110.4	118.5	123.7	123.1	118.7	120.1	127.0
Men's and boys' furnishings.....	232	102.1	108.4	109.1	108.4	111.7	123.4	134.7	162.1	174.7	187.0
Women's and misses' outerwear.....	233	104.1	104.3	109.4	121.8	127.4	135.5	141.6	149.9	151.9	174.5
Women's and children's undergarments.....	234	102.1	113.7	117.4	124.5	138.0	161.3	174.5	208.9	216.4	293.0
Hats, caps, and millinery.....	235	89.2	91.1	93.6	87.2	77.7	84.3	82.2	87.1	99.5	108.7
Miscellaneous apparel and accessories.....	238	90.6	91.8	91.3	94.0	105.5	116.8	120.1	101.4	107.7	105.8
Miscellaneous fabricated textile products.....	239	99.9	100.7	107.5	108.5	107.8	109.2	105.6	119.2	117.2	129.2
Sawmills and planing mills.....	242	99.8	102.6	108.1	101.9	103.3	110.2	115.6	116.9	118.7	125.4
Millwork, plywood, and structural members.....	243	98.0	98.0	99.9	97.0	94.5	92.7	92.4	89.1	91.3	90.7
Wood containers.....	244	111.2	113.1	109.4	100.1	100.9	106.1	106.7	106.2	106.6	105.0
Wood buildings and mobile homes.....	245	103.1	103.0	103.1	103.8	98.3	97.0	96.7	100.3	99.2	96.8
Miscellaneous wood products.....	249	107.7	110.5	114.2	115.3	111.8	115.4	114.4	123.4	131.2	141.3
Household furniture.....	251	104.5	107.1	110.5	110.6	112.5	116.9	121.6	121.3	125.8	128.7
Office furniture.....	252	95.0	94.1	102.5	103.2	100.5	101.1	106.4	118.3	113.1	109.8
Public building and related furniture.....	253	119.8	120.2	140.6	161.0	157.4	173.3	181.5	214.9	207.6	210.9
Partitions and fixtures.....	254	95.6	93.0	102.7	107.4	98.9	101.2	97.5	121.1	125.6	127.0
Miscellaneous furniture and fixtures.....	259	103.5	102.1	99.5	103.6	104.7	110.0	113.2	110.7	121.9	122.7
Pulp mills.....	261	116.7	128.3	137.3	122.5	128.9	131.9	132.6	82.3	86.6	88.4
Paper mills.....	262	102.3	99.2	103.3	102.4	110.2	118.6	111.6	112.0	114.9	122.7
Paperboard mills.....	263	100.6	101.4	104.4	108.4	114.9	119.5	118.0	126.7	127.8	131.0
Paperboard containers and boxes.....	265	101.3	103.4	105.2	107.9	108.4	105.1	106.3	109.7	113.5	113.5
Miscellaneous converted paper products.....	267	101.4	105.3	105.5	107.9	110.6	113.3	113.6	119.5	122.9	127.3
Newspapers.....	271	90.6	85.8	81.5	79.4	79.9	79.0	77.4	79.0	83.6	86.3
Periodicals.....	272	93.9	89.5	92.9	89.5	81.9	87.8	89.1	100.1	115.0	115.1
Books.....	273	96.6	100.8	97.7	103.5	103.0	101.6	99.3	102.6	101.0	105.4
Miscellaneous publishing.....	274	92.2	95.9	105.8	104.5	97.5	94.8	93.6	114.5	119.5	128.3
Commercial printing.....	275	102.5	102.0	108.0	106.9	106.5	107.2	108.3	108.8	109.9	115.2
Manifold business forms.....	276	93.0	89.1	94.5	91.1	82.0	76.9	75.2	77.9	76.7	73.6
Greeting cards.....	277	100.6	92.7	96.7	91.4	89.0	92.5	90.8	92.2	104.2	103.9
Blankbooks and bookbinding.....	278	99.4	96.1	103.6	98.7	105.4	108.7	114.5	114.2	116.4	123.3
Printing trade services.....	279	99.3	100.6	112.0	115.3	111.0	116.7	126.2	123.3	126.7	120.5
Industrial inorganic chemicals.....	281	106.8	109.7	109.7	105.6	102.3	109.3	110.1	116.8	145.8	170.7
Plastics materials and synthetics.....	282	100.9	100.0	107.5	112.0	125.3	128.3	125.3	135.4	142.2	145.7
Drugs.....	283	103.8	104.5	99.5	99.7	104.6	108.7	112.5	112.4	104.3	104.8
Soaps, cleaners, and toilet goods.....	284	103.8	105.3	104.4	108.7	111.2	118.6	120.9	126.4	122.7	116.8
Paints and allied products.....	285	106.3	104.3	102.9	108.8	116.7	118.0	125.6	126.4	126.8	125.6
Industrial organic chemicals.....	286	101.4	95.8	94.6	92.2	99.9	98.6	99.0	111.2	105.7	111.3
Agricultural chemicals.....	287	104.7	99.5	99.5	103.8	105.0	108.5	110.0	119.8	117.5	106.9

See footnotes at end of table.



## 46. Continued—Annual indexes of output per hour for selected 3-digit SIC industries

[1987 = 100]

Industry	SIC	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
Miscellaneous chemical products.....	289	97.3	96.1	101.8	107.1	105.7	107.8	110.1	120.3	120.6	128.1
Petroleum refining.....	291	109.2	106.6	111.3	120.1	123.8	132.3	142.0	149.2	155.7	169.5
Asphalt paving and roofing materials.....	295	98.0	94.1	100.4	108.0	104.9	111.2	113.1	123.1	124.7	115.7
Miscellaneous petroleum and coal products.....	299	94.8	90.6	101.5	104.2	96.3	87.4	87.1	96.5	98.5	90.7
Tires and inner tubes.....	301	103.0	102.4	107.8	116.5	124.1	131.1	138.8	149.1	144.2	145.5
Hose and belting and gaskets and packing.....	305	96.1	92.4	97.8	99.7	102.7	104.6	107.4	113.5	112.7	114.0
Fabricated rubber products, n.e.c.....	306	109.0	109.9	115.2	123.1	119.1	121.5	121.0	125.3	132.3	140.8
Miscellaneous plastics products, n.e.c.....	308	105.7	108.3	114.4	116.7	120.8	121.0	124.7	129.9	133.8	141.2
Footwear, except rubber.....	314	101.1	94.4	104.2	105.2	113.0	117.1	126.1	121.4	110.9	131.6
Flat glass.....	321	84.5	83.6	92.7	97.7	97.6	99.6	101.5	107.6	114.0	127.7
Glass and glassware, pressed or blown.....	322	104.8	102.3	108.9	108.7	112.9	115.7	121.4	128.3	135.2	143.6
Products of purchased glass.....	323	92.6	97.7	101.5	106.2	105.9	106.1	122.0	125.1	122.0	134.0
Cement, hydraulic.....	324	112.4	108.3	115.1	119.9	125.6	124.3	128.7	133.1	134.1	139.6
Structural clay products.....	325	109.6	109.8	111.4	106.8	114.0	112.6	119.6	111.9	114.8	124.0
Pottery and related products.....	326	98.6	95.8	99.5	100.3	108.4	109.3	119.3	123.2	127.1	120.8
Concrete, gypsum, and plaster products.....	327	102.3	101.2	102.5	104.6	101.5	104.5	107.3	107.6	112.8	114.4
Miscellaneous nonmetallic mineral products.....	329	95.4	94.0	104.3	104.5	106.3	107.8	110.4	114.6	114.7	114.6
Blast furnace and basic steel products.....	331	109.7	107.8	117.0	133.6	142.4	142.6	147.5	155.0	151.0	148.9
Iron and steel foundries.....	332	106.1	104.5	107.2	112.1	113.0	112.7	116.2	120.8	121.1	126.2
Primary nonferrous metals.....	333	102.3	110.7	101.9	107.9	105.3	111.0	110.8	112.0	125.8	131.2
Nonferrous rolling and drawing.....	335	92.7	91.0	96.0	98.3	101.2	99.2	104.0	111.3	115.2	122.7
Nonferrous foundries (castings).....	336	104.0	103.6	103.6	108.5	112.1	117.8	122.3	127.0	131.5	130.8
Miscellaneous primary metal products.....	339	113.7	109.1	114.5	111.3	134.5	152.2	149.6	136.2	140.0	150.4
Metal cans and shipping containers.....	341	117.6	122.9	127.8	132.3	140.9	144.2	155.2	160.3	163.8	160.3
Cutlery, handtools, and hardware.....	342	97.3	96.8	100.1	104.0	109.2	111.3	118.2	114.6	115.7	123.9
Plumbing and heating, except electric.....	343	102.6	102.0	98.4	102.0	109.1	109.2	118.6	127.3	130.3	126.9
Fabricated structural metal products.....	344	98.8	100.0	103.9	104.8	107.7	105.8	106.5	111.9	112.7	112.7
Metal forgings and stampings.....	346	95.6	92.9	103.7	108.7	108.5	109.3	113.6	120.2	125.9	130.3
Metal services, n.e.c.....	347	104.7	99.4	111.6	120.6	123.0	127.7	128.4	124.4	127.3	127.9
Ordnance and accessories, n.e.c.....	348	82.1	81.5	88.6	84.6	83.6	87.6	87.5	93.7	96.6	92.2
Miscellaneous fabricated metal products.....	349	97.5	97.4	101.1	102.0	103.2	106.6	108.3	107.7	111.5	110.3
Engines and turbines.....	351	106.5	105.8	103.3	109.2	122.3	122.7	136.6	136.9	145.9	151.2
Farm and garden machinery.....	352	116.5	112.9	113.9	118.6	125.0	134.7	137.2	141.2	148.5	125.5
Construction and related machinery.....	353	107.0	99.1	102.0	108.2	117.7	122.1	123.3	132.5	137.5	137.2
Metalworking machinery.....	354	101.1	96.4	104.3	107.4	109.9	114.8	114.9	119.2	119.8	123.5
Special industry machinery.....	355	107.5	108.3	106.0	113.6	121.2	132.3	134.0	131.7	125.1	139.3
General industrial machinery.....	356	101.5	101.6	101.6	104.8	106.7	109.0	109.4	110.0	111.2	111.4
Computer and office equipment.....	357	138.1	149.6	195.7	258.6	328.6	469.4	681.3	960.2	1350.6	1840.2
Refrigeration and service machinery.....	358	103.6	100.7	104.9	108.6	110.7	112.7	114.7	115.0	121.4	123.2
Industrial machinery, n.e.c.....	359	107.3	109.0	117.0	118.5	127.4	138.8	141.4	129.3	127.5	134.3
Electric distribution equipment.....	361	106.3	106.5	119.6	122.2	131.8	143.0	143.9	142.8	147.5	146.6
Electrical industrial apparatus.....	362	107.7	107.1	117.1	132.9	134.9	150.8	154.3	164.2	162.3	162.9
Household appliances.....	363	105.8	106.5	115.0	123.4	131.4	127.3	127.4	142.9	150.3	150.2
Electric lighting and wiring equipment.....	364	99.9	97.5	105.7	107.8	113.4	113.7	116.9	121.8	129.2	132.4
Communications equipment.....	366	123.8	129.1	154.9	163.0	186.4	200.6	229.5	275.3	276.0	327.1
Electronic components and accessories.....	367	133.4	154.7	189.3	217.9	274.1	401.5	514.9	613.4	768.0	107.0
Miscellaneous electrical equipment & supplies.....	369	90.6	98.6	101.3	108.2	110.5	114.1	123.1	128.3	135.3	140.7
Motor vehicles and equipment.....	371	102.4	96.6	104.2	106.2	108.8	106.7	107.2	116.3	125.2	136.5
Aircraft and parts.....	372	98.9	108.2	112.3	115.2	109.6	107.9	113.0	114.7	140.1	139.6
Ship and boat building and repairing.....	373	103.7	96.3	102.7	106.2	103.8	98.0	99.2	105.3	102.0	112.6
Railroad equipment.....	374	141.1	146.9	147.9	151.0	152.5	150.0	148.3	184.2	189.1	205.1
Motorcycles, bicycles, and parts.....	375	93.8	99.8	108.4	130.9	125.1	120.3	125.5	120.4	127.7	121.4
Guided missiles, space vehicles, parts.....	376	116.5	110.5	110.5	122.1	118.9	121.0	129.4	136.5	142.4	158.2
Search and navigation equipment.....	381	112.7	118.9	122.1	129.1	132.1	149.5	142.2	149.5	149.1	139.7
Measuring and controlling devices.....	382	106.4	113.1	119.9	124.0	133.8	146.4	150.5	142.4	143.5	152.9
Medical instruments and supplies.....	384	116.9	118.7	123.5	127.3	126.7	131.5	139.8	147.4	158.6	160.2
Ophthalmic goods.....	385	121.2	125.1	144.5	157.8	160.6	167.2	188.2	196.3	199.1	229.5
Photographic equipment & supplies.....	386	107.8	110.2	116.4	126.9	132.7	129.5	128.7	121.5	124.8	147.2
Jewelry, silverware, and plated ware.....	391	99.3	95.8	96.7	96.7	99.5	100.2	102.6	114.2	113.1	133.9
Musical instruments.....	393	97.1	96.9	96.0	95.6	88.7	86.9	78.8	82.9	81.4	86.4

See footnotes at end of table.

# 46. Continued—Annual indexes of output per hour for selected 3-digit SIC industries

[1987 = 100]

Industry	SIC	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
Toys and sporting goods.....	394	108.1	109.7	104.9	114.2	109.7	113.6	119.9	125.7	131.6	124.0
Pens, pencils, office, and art supplies.....	395	118.2	116.8	111.3	111.6	129.9	135.2	144.1	127.5	132.5	129.3
Costume jewelry and notions.....	396	105.3	106.7	110.8	115.8	129.0	143.7	142.2	118.0	131.2	150.2
Miscellaneous manufactures.....	399	106.5	109.2	109.5	107.7	106.1	108.1	112.8	109.4	108.5	111.2
<b>Transportation</b>											
Railroad transportation.....	4011	118.5	127.8	139.6	145.4	150.3	156.2	167.0	169.8	173.3	182.3
Trucking, except local <sup>1</sup> .....	4213	111.1	116.9	123.4	126.6	129.5	125.4	130.9	132.4	129.9	131.6
U.S. postal service <sup>2</sup> .....	431	104.0	103.7	104.5	107.1	106.6	106.5	104.7	108.3	109.7	110.3
Air transportation <sup>1</sup> .....	4512,13,22 (pts.)	92.9	92.5	96.9	100.2	105.7	108.6	111.1	111.6	110.7	108.3
<b>Utilities</b>											
Telephone communications.....	481	113.3	119.8	127.7	135.5	142.2	148.1	159.5	160.9	170.3	189.1
Radio and television broadcasting.....	483	104.9	106.1	108.3	106.7	110.1	109.6	105.8	101.1	100.7	101.8
Cable and other pay TV services.....	484	92.6	87.6	88.5	85.3	83.4	84.5	81.9	84.7	83.5	81.5
Electric utilities.....	491,3 (pt.)	110.1	113.4	115.2	120.6	126.8	135.0	146.5	150.5	160.1	162.7
Gas utilities.....	492,3 (pt.)	105.8	109.6	111.1	121.8	125.6	137.1	145.9	158.6	144.4	145.0
<b>Trade</b>											
Lumber and other building materials dealers.....	521	104.3	102.3	106.4	111.4	118.9	117.8	121.6	121.8	134.2	142.3
Paint, glass, and wallpaper stores.....	523	106.8	100.4	107.6	114.2	127.8	130.9	133.5	134.8	163.5	163.2
Hardware stores.....	525	115.3	108.7	115.2	113.9	121.2	115.5	119.5	119.0	137.8	149.3
Retail nurseries, lawn and garden supply stores.....	526	84.7	89.3	101.2	107.1	117.0	117.4	136.4	127.5	133.7	151.2
Department stores.....	531	96.8	102.0	105.4	110.4	113.4	115.9	123.5	128.8	135.5	147.4
Variety stores.....	533	154.4	158.8	173.7	191.5	197.4	211.3	238.4	257.7	268.7	319.5
Miscellaneous general merchandise stores.....	539	118.6	124.8	140.4	164.2	164.8	167.3	167.6	170.3	185.7	195.2
Grocery stores.....	541	96.6	96.3	96.5	96.0	95.4	93.9	92.1	91.7	92.2	95.4
Meat and fish (seafood) markets.....	542	98.9	90.8	99.2	97.7	95.7	94.4	86.4	90.8	95.7	99.3
Retail bakeries.....	546	91.2	96.7	96.5	86.5	85.3	83.0	75.9	67.6	68.1	83.8
New and used car dealers.....	551	106.7	104.9	107.4	108.6	109.7	108.1	109.1	108.8	108.7	111.9
Auto and home supply stores.....	553	103.6	100.2	101.6	100.8	105.3	109.1	108.2	108.1	113.0	116.0
Gasoline service stations.....	554	103.0	104.8	110.2	115.9	121.1	127.2	126.1	126.1	133.9	140.6
Men's and boy's wear stores.....	561	115.6	121.9	122.3	119.5	121.8	121.4	129.8	136.3	145.2	154.6
Women's clothing stores.....	562	106.6	111.2	123.6	130.0	130.4	139.9	154.2	157.3	176.1	190.5
Family clothing stores.....	565	107.8	111.5	118.6	121.5	127.7	141.8	146.9	150.2	153.1	156.5
Shoe stores.....	566	107.9	107.8	115.5	117.3	130.7	139.2	151.9	148.4	145.0	151.1
Furniture and homefurnishings stores.....	571	104.6	105.4	113.9	113.3	114.7	117.4	123.6	124.2	127.2	134.1
Household appliance stores.....	572	104.3	106.7	115.5	118.0	121.5	138.4	140.7	153.5	181.4	183.9
Radio, television, computer, and music stores.....	573	121.1	129.8	139.9	154.5	179.1	199.3	208.1	218.4	260.3	314.6
Eating and drinking places.....	581	104.5	103.8	103.4	103.8	102.1	102.0	100.6	101.6	102.0	104.3
Drug and proprietary stores.....	591	106.3	108.0	107.6	109.5	109.9	111.1	113.9	119.7	125.6	129.8
Liquor stores.....	592	105.9	106.9	109.6	101.8	100.1	104.7	113.8	109.9	116.5	114.6
Used merchandise stores.....	593	103.0	102.3	115.7	116.8	119.5	120.6	132.7	140.3	163.6	181.9
Miscellaneous shopping goods stores.....	594	107.2	109.0	107.5	111.5	117.1	123.1	125.3	129.1	138.8	145.2
Nonstore retailers.....	596	111.1	112.5	126.5	132.2	149.0	152.4	173.3	186.5	208.0	222.2
Fuel dealers.....	598	84.5	85.3	84.2	91.8	99.0	111.4	112.4	109.0	105.8	115.1
Retail stores, n.e.c. <sup>3</sup> .....	599	114.5	104.0	112.5	118.1	125.8	127.0	140.2	147.8	157.3	161.0
<b>Finance and services</b>											
Commercial banks.....	602	107.7	110.1	111.0	118.5	121.7	126.4	129.7	133.0	132.6	135.2
Hotels and motels.....	701	96.2	99.3	108.0	106.5	109.9	110.5	110.0	108.2	111.6	113.5
Laundry, cleaning, and garment services.....	721	102.3	99.9	99.3	99.9	105.0	106.6	109.8	109.0	116.2	121.8
Photographic studios, portrait.....	722	98.2	92.1	95.8	101.8	108.3	116.2	110.7	114.1	121.6	105.1
Beauty shops.....	723	97.5	95.8	100.9	97.0	101.1	104.8	107.6	108.5	110.5	113.3
Barber shops.....	724	100.7	94.9	113.2	121.9	118.8	115.7	128.8	150.4	157.4	138.0
Funeral services and crematories.....	726	91.2	89.9	103.8	98.7	104.3	100.2	97.6	101.9	104.2	99.7
Automotive repair shops.....	753	107.9	100.1	105.1	105.7	114.3	121.6	116.1	117.2	124.9	127.6
Motion picture theaters.....	783	118.1	118.2	114.8	113.8	110.4	105.0	104.1	103.4	106.1	110.5

<sup>1</sup> Refers to output per employee

n.e.c. = not elsewhere classified

<sup>2</sup> Refers to output per full-time equivalent employee year on fiscal basis.



**47. Unemployment rates, approximating U.S. concepts, in nine countries, quarterly data  
seasonally adjusted**

Country	Annual average		1999				2000			
	1999	2000	I	II	III	IV	I	II	III	IV
United States.....	4.2	4.0	4.3	4.3	4.2	4.1	4.1	4.0	4.0	4.0
Canada.....	6.8	5.8	7.1	7.1	6.8	6.2	6.0	5.8	5.8	5.7
Australia.....	7.2	6.6	7.5	7.4	7.1	7.0	6.8	6.7	6.3	6.5
Japan <sup>1</sup> .....	4.7	4.8	4.7	4.8	4.8	4.7	4.8	4.7	4.7	4.8
France <sup>1</sup> .....	11.2	9.7	11.4	11.3	11.2	10.8	10.2	9.7	9.6	9.2
Germany <sup>1</sup> .....	8.7	8.3	8.8	8.8	8.8	8.7	8.4	8.3	8.2	8.1
Italy <sup>1,2</sup> .....	11.5	10.7	11.8	11.7	11.5	11.2	11.3	10.8	10.6	10.1
Sweden <sup>1</sup> .....	7.1	5.9	7.1	7.0	7.1	7.1	6.7	6.0	5.6	5.2
United Kingdom <sup>1</sup> .....	6.1	—	6.2	6.1	5.9	5.9	5.8	5.5	5.4	—

<sup>1</sup> Preliminary for 2000 for Japan, France, Germany (unified), Italy, and Sweden and for 1999 onward for the United Kingdom.

<sup>2</sup> Quarterly rates are for the first month of the quarter.

NOTE: Quarterly figures for France and Germany are calculated by applying annual adjustment factors to current published data, and therefore should be viewed as less precise in-

dicators 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, 1959-2000* (Bureau of Labor Statistics, Mar. 16, 2001).

Dash indicates data not available.

# 48. Annual data: Employment status of the working-age population, approximating U.S. concepts, 10 countries

[Numbers in thousands]

Employment status and country	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
<b>Civilian labor force</b>										
United States <sup>1</sup>	126,346	128,105	129,200	131,056	132,304	133,943	136,297	137,673	139,368	140,863
Canada	14,128	14,168	14,299	14,387	14,500	14,650	14,936	15,216	15,513	15,745
Australia	8,490	8,562	8,619	8,776	9,001	9,127	9,221	9,347	9,470	9,682
Japan	64,280	65,040	65,470	65,780	65,990	66,450	67,200	67,240	67,090	66,990
France	24,470	24,570	24,640	24,780	24,830	25,090	25,210	25,540	25,860	—
Germany <sup>2</sup>	39,130	39,040	39,140	39,210	39,100	39,180	39,480	39,520	39,630	—
Italy	22,940	22,910	22,570	22,450	22,460	22,570	22,680	22,960	23,130	—
Netherlands	6,780	6,940	7,050	7,200	7,230	7,440	7,510	7,670	7,750	—
Sweden	4,591	4,520	4,443	4,418	4,460	4,459	4,418	4,402	4,430	—
United Kingdom	28,610	28,410	28,310	28,280	28,480	28,620	28,760	28,870	29,090	—
<b>Participation rate<sup>3</sup></b>										
United States <sup>1</sup>	66.2	66.4	66.3	66.6	66.6	66.8	67.1	67.1	67.1	67.2
Canada	66.7	65.9	65.5	65.2	64.9	64.7	65.0	65.4	65.8	65.9
Australia	64.1	63.9	63.6	63.9	64.6	64.6	64.3	64.4	64.2	64.7
Japan	63.2	63.4	63.3	63.1	62.9	63.0	63.2	62.8	62.4	62.0
France	55.9	55.8	55.6	55.5	55.3	55.5	55.3	55.7	56.0	—
Germany <sup>2</sup>	58.9	58.3	58.0	57.6	57.3	57.4	57.7	57.7	57.9	—
Italy	47.7	47.5	47.9	47.3	47.1	47.1	47.2	47.6	47.8	—
Netherlands	56.8	57.7	58.2	59.0	58.9	60.3	60.6	61.4	61.5	—
Sweden	67.0	65.7	64.5	63.7	64.1	64.0	63.3	62.8	63.2	—
United Kingdom	63.7	63.1	62.8	62.5	62.7	62.7	62.8	62.7	62.9	—
<b>Employed</b>										
United States <sup>1</sup>	117,718	118,492	120,259	123,060	124,900	126,708	129,558	131,463	133,488	135,208
Canada	12,747	12,672	12,770	13,027	13,271	13,380	13,705	14,068	14,456	14,827
Australia	7,676	7,637	7,680	7,921	8,235	8,344	8,429	8,597	8,785	9,043
Japan	62,920	63,620	63,810	63,860	63,890	64,200	64,900	64,450	63,920	63,790
France	22,120	22,020	21,740	21,730	21,910	21,960	22,090	22,520	22,970	—
Germany <sup>2</sup>	36,920	36,420	36,030	35,890	35,900	35,680	35,570	35,830	36,170	—
Italy	21,360	21,230	20,270	19,940	19,820	19,920	19,990	20,210	20,460	—
Netherlands	6,380	6,540	6,590	6,680	6,730	6,970	7,110	7,360	7,490	—
Sweden	4,447	4,265	4,028	3,992	4,056	4,019	3,973	4,034	4,117	—
United Kingdom	26,090	25,530	25,340	25,550	26,000	26,280	26,740	27,050	27,330	—
<b>Employment-population ratio<sup>4</sup></b>										
United States <sup>1</sup>	61.7	61.5	61.7	62.5	62.9	63.2	63.8	64.1	64.3	64.5
Canada	60.2	58.9	58.5	59.0	59.4	59.1	59.7	60.4	61.3	62.1
Australia	57.9	57.0	56.6	57.7	59.1	59.1	58.8	59.2	59.6	60.4
Japan	61.8	62.0	61.7	61.3	60.9	60.9	61.0	60.2	59.4	59.0
France	50.6	50.0	49.0	48.7	48.8	48.5	48.5	49.1	49.8	—
Germany <sup>2</sup>	55.5	54.4	53.4	52.8	52.6	52.2	52.0	52.3	52.8	—
Italy	44.5	44.0	43.0	42.0	41.5	41.6	41.6	41.9	42.3	—
Netherlands	53.4	54.4	54.4	54.8	54.9	56.5	57.4	58.9	59.4	—
Sweden	64.9	62.0	58.5	57.6	58.3	57.7	56.9	57.6	58.7	—
United Kingdom	58.0	56.7	56.2	56.5	57.2	57.6	58.3	58.7	59.1	—
<b>Unemployed</b>										
United States <sup>1</sup>	8,628	9,613	8,940	7,996	7,404	7,236	6,739	6,210	5,880	5,655
Canada	1,381	1,496	1,530	1,359	1,229	1,271	1,230	1,148	1,058	918
Australia	814	925	939	856	766	783	791	750	685	638
Japan	1,360	1,420	1,660	1,920	2,100	2,250	2,300	2,790	3,170	3,200
France	2,350	2,550	2,900	3,060	2,920	3,130	3,130	3,020	2,890	—
Germany <sup>2</sup>	2,210	2,620	3,110	3,320	3,200	3,500	3,910	3,690	3,460	—
Italy	1,580	1,680	2,300	2,510	2,640	2,650	2,690	2,750	2,670	—
Netherlands	400	390	460	520	510	470	400	310	260	—
Sweden	144	255	415	426	404	440	445	368	313	—
United Kingdom	2,520	2,880	2,970	2,730	2,480	2,340	2,020	1,820	1,760	—
<b>Unemployment rate</b>										
United States <sup>1</sup>	6.8	7.5	6.9	6.1	5.6	5.4	4.9	4.5	4.2	4.0
Canada	9.8	10.6	10.7	9.4	8.5	8.7	8.2	7.5	6.8	5.8
Australia	9.6	10.8	10.9	9.7	8.5	8.6	8.6	8.0	7.2	6.6
Japan	2.1	2.2	2.5	2.9	3.2	3.4	3.4	4.1	4.7	4.8
France	9.6	10.4	11.8	12.3	11.8	12.5	12.4	11.8	11.2	9.7
Germany <sup>2</sup>	5.6	6.7	7.9	8.5	8.2	8.9	9.9	9.3	8.7	—
Italy	6.9	7.3	10.2	11.2	11.8	11.7	11.9	12.0	11.5	10.7
Netherlands	5.9	5.6	6.5	7.2	7.1	6.3	5.3	4.0	3.4	—
Sweden	3.1	5.6	9.3	9.6	9.1	9.9	10.1	8.4	7.1	5.9
United Kingdom	8.8	10.1	10.5	9.7	8.7	8.2	7.0	6.3	6.1	—

<sup>1</sup> 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.

<sup>2</sup> Data from 1991 onward refer to unified Germany. See *Comparative Civilian Labor Force Statistics, Ten Countries, 1959–2000*, Mar. 16, 2001, on the Internet at <http://stats.bls.gov/flsdata.htm>.

<sup>3</sup> Labor force as a percent of the working-age population.

<sup>4</sup> 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 are not available.

p = preliminary.



## 49. Annual indexes of manufacturing productivity and related measures, 12 countries

[1992 = 100]

Item and country	1960	1970	1980	1988	1989	1990	1991	1993	1994	1995	1996	1997	1998	1999
<b>Output per hour</b>														
United States.....	—	—	70.5	96.9	95.7	96.9	97.8	102.1	107.3	113.8	117.0	121.1	127.0	134.8
Canada.....	38.7	56.6	75.1	90.9	93.7	95.7	95.3	104.5	109.9	111.0	109.5	112.8	112.5	115.2
Japan.....	14.0	38.0	63.9	84.8	89.5	95.4	99.4	100.5	101.8	109.3	115.8	121.4	120.4	124.1
Belgium.....	18.0	32.9	65.4	92.0	96.9	96.8	99.1	102.5	108.4	113.2	115.5	122.4	123.6	124.5
Denmark.....	29.9	52.7	90.3	94.1	99.6	99.1	99.6	104.5	—	—	—	—	—	—
France.....	21.8	43.0	66.5	87.5	91.9	93.5	96.9	100.6	108.5	114.5	115.0	122.6	124.0	128.9
Germany.....	29.2	52.0	77.2	91.5	94.6	99.0	99.0	101.6	110.1	113.2	116.8	122.4	126.7	128.5
Italy.....	20.2	37.9	65.9	86.7	89.4	92.5	95.2	102.9	105.6	109.3	109.5	111.5	111.1	112.9
Netherlands.....	18.6	38.1	69.2	93.7	97.1	98.6	99.6	101.4	112.7	117.7	119.7	125.7	127.8	—
Norway.....	36.7	57.8	76.7	92.1	94.6	96.6	97.5	100.6	101.4	102.0	102.0	103.0	103.9	103.9
Sweden.....	27.3	52.2	73.1	90.5	93.2	94.6	95.5	107.3	119.4	121.9	124.5	133.0	135.6	139.5
United Kingdom.....	31.2	44.7	56.1	82.3	86.2	88.3	92.2	104.0	106.8	104.8	103.2	104.0	104.6	109.2
<b>Output</b>														
United States.....	—	—	75.8	103.2	102.4	101.6	98.3	103.5	111.1	118.4	121.3	127.7	133.5	139.3
Canada.....	34.2	60.6	86.0	110.1	112.6	108.6	99.0	104.6	113.2	118.1	119.8	128.1	133.1	141.3
Japan.....	10.7	38.8	59.9	84.6	90.2	96.3	101.4	96.0	95.4	100.6	106.7	111.1	103.6	103.9
Belgium.....	30.7	57.6	78.2	93.3	99.1	101.0	100.7	97.0	101.4	104.2	105.1	109.9	111.8	113.8
Denmark.....	40.8	68.0	91.3	100.8	104.3	102.7	101.7	99.0	109.3	114.7	109.7	112.6	115.3	111.5
France.....	31.0	64.1	88.7	92.2	97.2	99.1	99.8	95.7	100.3	104.9	104.6	109.7	111.5	114.2
Germany.....	41.5	70.9	85.3	90.9	94.0	99.1	102.3	92.5	95.2	95.3	93.5	96.3	100.9	102.2
Italy.....	21.9	45.8	80.4	94.5	98.1	99.6	99.2	96.4	102.2	107.2	105.6	108.3	110.3	111.4
Netherlands.....	31.7	59.5	77.4	92.8	96.9	100.1	100.6	98.2	104.2	107.8	108.4	114.1	116.6	—
Norway.....	56.5	89.1	103.6	105.3	101.3	100.2	98.3	102.7	106.7	109.0	110.1	115.7	117.6	114.0
Sweden.....	45.9	80.7	90.7	109.8	110.9	110.1	104.1	101.9	117.1	128.4	131.1	138.6	144.6	150.7
United Kingdom.....	67.7	90.3	87.2	101.4	105.4	105.3	100.0	101.4	106.1	107.8	108.2	109.6	109.9	109.7
<b>Total hours</b>														
United States.....	92.1	104.4	107.5	106.6	107.1	104.8	100.4	101.4	103.6	104.0	103.7	105.5	105.2	103.3
Canada.....	88.3	107.1	114.6	121.2	120.2	113.5	103.9	100.1	103.0	106.4	109.4	113.5	118.3	122.7
Japan.....	76.3	102.3	93.8	99.8	100.8	100.9	102.0	95.6	93.7	92.0	92.2	91.5	86.1	83.8
Belgium.....	170.7	174.7	119.7	101.5	102.3	104.3	101.5	94.7	93.6	92.0	91.0	89.8	90.5	91.5
Denmark.....	136.5	129.0	101.1	102.7	104.7	103.7	102.1	94.8	—	—	—	—	—	—
France.....	142.3	149.0	133.3	105.4	105.8	105.9	103.0	95.1	92.4	91.6	91.0	89.5	89.9	88.6
Germany.....	142.3	136.3	110.5	99.3	99.3	100.1	103.3	91.0	86.5	84.2	80.1	78.7	79.6	79.5
Italy.....	108.7	120.9	122.0	108.9	109.7	107.7	104.2	93.6	96.7	98.0	96.5	97.1	99.3	98.6
Netherlands.....	170.6	156.2	111.8	99.0	99.8	101.5	101.0	96.9	92.4	91.6	90.5	90.8	91.2	—
Norway.....	154.0	154.3	135.0	114.3	107.1	103.7	100.8	102.1	105.2	106.9	107.9	112.3	113.2	109.8
Sweden.....	168.3	154.7	124.0	121.4	119.0	116.4	109.0	94.9	98.1	105.3	105.3	104.2	106.6	108.0
United Kingdom.....	217.3	202.1	155.3	123.2	122.3	119.2	108.5	97.5	99.4	102.9	104.8	105.4	105.0	100.5
<b>Compensation per hour</b>														
United States.....	14.9	23.7	55.6	84.0	86.6	90.8	95.6	102.7	105.6	107.9	109.3	111.4	117.3	123.2
Canada.....	9.9	17.0	47.7	77.8	82.5	89.5	94.7	99.6	100.4	103.6	102.8	106.7	110.8	110.8
Japan.....	4.3	16.5	58.6	79.2	84.2	90.7	95.9	104.6	106.7	109.5	110.9	113.9	115.8	117.7
Belgium.....	5.4	13.7	52.5	81.1	85.9	90.1	97.3	104.8	106.1	109.2	112.0	115.2	116.0	116.0
Denmark.....	4.6	13.3	49.6	82.9	87.7	92.7	95.9	104.6	—	—	—	—	—	—
France.....	4.3	10.3	40.8	81.6	86.0	90.6	96.2	103.0	105.6	108.4	110.2	113.0	114.9	119.3
Germany.....	8.1	20.7	53.6	79.1	83.2	89.4	92.1	106.1	112.3	118.5	125.2	128.0	128.9	130.8
Italy.....	1.6	4.7	28.4	69.3	75.9	84.4	93.6	107.5	107.8	112.8	120.3	125.4	123.0	126.5
Netherlands.....	6.4	20.2	64.4	87.7	88.5	90.8	95.2	103.7	108.2	110.6	113.2	115.8	118.3	—
Norway.....	4.7	11.8	39.0	83.3	87.2	92.3	97.5	101.5	104.4	109.2	113.6	118.7	126.2	133.4
Sweden.....	4.1	10.7	37.3	71.8	79.4	87.8	95.5	97.2	99.8	106.3	114.2	119.7	123.3	127.4
United Kingdom.....	3.1	6.3	33.2	67.7	72.9	80.9	90.5	104.3	106.5	107.4	108.2	111.4	117.0	122.6
<b>Unit labor costs: National currency basis</b>														
United States.....	—	—	78.8	86.7	90.5	93.7	97.7	100.6	98.5	94.8	93.5	92.0	92.4	91.4
Canada.....	25.6	30.1	63.2	85.2	88.0	92.3	99.7	97.6	94.3	95.5	95.9	95.9	98.8	98.1
Japan.....	30.9	43.3	91.7	93.4	94.0	95.0	96.5	104.1	104.9	100.1	95.8	93.8	96.2	94.9
Belgium.....	30.1	41.7	80.3	88.1	88.7	93.0	98.1	102.3	97.9	96.4	95.6	93.3	93.7	93.4
Denmark.....	15.4	25.2	55.0	88.2	88.1	93.6	96.3	100.1	93.0	93.8	100.9	102.0	102.8	108.9
France.....	19.5	24.0	61.3	93.3	93.6	96.8	99.3	102.4	97.3	94.7	95.9	92.2	92.7	92.6
Germany.....	27.8	39.8	69.4	86.5	87.9	90.3	93.1	104.5	102.0	104.7	107.2	104.6	101.8	101.8
Italy.....	7.9	12.4	43.1	79.9	84.9	91.3	98.4	104.4	102.1	103.2	109.9	112.4	110.8	112.0
Netherlands.....	34.4	52.9	93.0	93.6	91.1	92.1	95.5	102.3	96.0	94.0	94.6	92.2	92.5	—
Norway.....	12.9	20.4	50.8	90.4	92.2	95.6	100.0	100.9	102.9	107.1	111.4	115.2	121.5	128.5
Sweden.....	15.0	20.6	51.0	79.4	85.1	92.8	100.0	90.6	83.6	87.2	91.7	90.0	90.9	91.3
United Kingdom.....	9.8	14.1	59.1	82.2	84.6	91.6	98.2	100.3	99.7	102.5	104.8	107.1	111.9	112.3
<b>Unit labor costs: U.S. dollar basis</b>														
United States.....	—	—	78.8	86.7	90.5	93.7	97.7	100.6	98.5	94.8	93.5	92.0	92.4	91.4
Canada.....	32.0	34.8	65.3	83.6	89.8	95.6	105.1	91.4	83.4	84.1	85.0	83.6	80.5	79.8
Japan.....	10.9	15.3	51.3	92.4	86.3	83.1	90.9	118.8	130.1	135.1	111.7	98.3	93.1	105.7
Belgium.....	19.4	27.0	88.3	77.0	72.3	89.5	92.3	95.1	94.2	105.2	99.3	83.7	83.0	79.3
Denmark.....	13.5	20.3	58.9	79.0	72.6	91.3	90.8	93.2	88.3	101.1	105.0	93.1	92.6	94.1
France.....	21.1	23.0	76.8	82.9	77.6	94.1	93.1	95.6	92.9	100.6	99.2	83.6	83.2	79.6
Germany.....	10.4	17.1	59.6	76.9	73.0	87.3	87.5	98.6	98.2	114.1	111.3	94.1	90.3	86.6
Italy.....	15.6	24.4	62.0	75.6	76.2	93.8	97.6	81.8	78.1	78.0	87.8	81.3	78.6	75.9
Netherlands.....	16.0	25.7	82.3	83.2	75.5	88.9	89.8	96.8	92.8	103.0	98.6	83.0	82.0	—
Norway.....	11.3	17.8	63.9	86.1	82.9	95.0	95.7	88.3	90.7	105.0	107.1	101.1	100.0	102.2
Sweden.....	16.9	23.1	70.3	75.4	76.8	91.3	96.3	67.7	63.1	71.2	79.7	68.6	66.6	64.3
United Kingdom.....	15.6	19.2	77.8	82.9	78.5	92.5	98.2	85.3	86.5	91.6	92.6	99.3	105.0	102.8

NOTE: Data for Germany for years before 1992 are for the former West Germany. Data for 1992 onward are for unified Germany. Dash indicates data not available.

50. Occupational injury and illness rates by industry,<sup>1</sup> United States

Industry and type of case <sup>2</sup>	Incidence rates per 100 full-time workers <sup>3</sup>											
	1988	1989 <sup>1</sup>	1990	1991	1992	1993 <sup>4</sup>	1994 <sup>4</sup>	1995 <sup>4</sup>	1996 <sup>4</sup>	1997 <sup>4</sup>	1998 <sup>4</sup>	1999 <sup>4</sup>
<b>PRIVATE SECTOR<sup>5</sup></b>												
Total cases .....	8.6	8.6	8.8	8.4	8.9	8.5	8.4	8.1	7.4	7.1	6.7	6.3
Lost workday cases.....	4.0	4.0	4.1	3.9	3.9	3.8	3.8	3.6	3.4	3.3	3.1	3.0
Lost workdays.....	76.1	78.7	84.0	86.5	93.8	—	—	—	—	—	—	—
<b>Agriculture, forestry, and fishing<sup>5</sup></b>												
Total cases .....	10.9	10.9	11.6	10.8	11.6	11.2	10.0	9.7	8.7	8.4	7.9	7.3
Lost workday cases.....	5.6	5.7	5.9	5.4	5.4	5.0	4.7	4.3	3.9	4.1	3.9	3.4
Lost workdays.....	101.8	100.9	112.2	108.3	126.9	—	—	—	—	—	—	—
<b>Mining</b>												
Total cases .....	8.8	8.5	8.3	7.4	7.3	6.8	6.3	6.2	5.4	5.9	4.9	4.4
Lost workday cases.....	5.1	4.8	5.0	4.5	4.1	3.9	3.9	3.9	3.2	3.7	2.9	2.7
Lost workdays.....	152.1	137.2	119.5	129.6	204.7	—	—	—	—	—	—	—
<b>Construction</b>												
Total cases .....	14.6	14.3	14.2	13.0	13.1	12.2	11.8	10.6	9.9	9.5	8.8	8.6
Lost workday cases.....	6.8	6.8	6.7	6.1	5.8	5.5	5.5	4.9	4.5	4.4	4.0	4.2
Lost workdays.....	142.2	143.3	147.9	148.1	161.9	—	—	—	—	—	—	—
<b>General building contractors:</b>												
Total cases .....	14.0	13.9	13.4	12.0	12.2	11.5	10.9	9.8	9.0	8.5	8.4	8.0
Lost workday cases.....	6.4	6.5	6.4	5.5	5.4	5.1	5.1	4.4	4.0	3.7	3.9	3.7
Lost workdays.....	132.2	137.3	137.6	132.0	142.7	—	—	—	—	—	—	—
<b>Heavy construction, except building:</b>												
Total cases .....	15.1	13.8	13.8	12.8	12.1	11.1	10.2	9.9	9.0	8.7	8.2	7.8
Lost workday cases.....	7.0	6.5	6.3	6.0	5.4	5.1	5.0	4.8	4.3	4.3	4.1	3.8
Lost workdays.....	162.3	147.1	144.6	160.1	165.8	—	—	—	—	—	—	—
<b>Special trades contractors:</b>												
Total cases .....	14.7	14.6	14.7	13.5	13.8	12.8	12.5	11.1	10.4	10.0	9.1	8.9
Lost workday cases.....	7.0	6.9	6.9	6.3	6.1	5.8	5.8	5.0	4.8	4.7	4.1	4.4
Lost workdays.....	141.1	144.9	153.1	151.3	168.3	—	—	—	—	—	—	—
<b>Manufacturing</b>												
Total cases .....	13.1	13.1	13.2	12.7	12.5	12.1	12.2	11.6	10.6	10.3	9.7	9.2
Lost workday cases.....	5.7	5.8	5.8	5.6	5.4	5.3	5.5	5.3	4.9	4.8	4.7	4.6
Lost workdays.....	107.4	113.0	120.7	121.5	124.6	—	—	—	—	—	—	—
<b>Durable goods:</b>												
Total cases .....	14.2	14.1	14.2	13.6	13.4	13.1	13.5	12.8	11.6	11.3	10.7	10.1
Lost workday cases.....	5.9	6.0	6.0	5.7	5.5	5.4	5.7	5.6	5.1	5.1	5.0	4.8
Lost workdays.....	111.1	116.5	123.3	122.9	126.7	—	—	—	—	—	—	—
<b>Lumber and wood products:</b>												
Total cases .....	19.5	18.4	18.1	16.8	16.3	15.9	15.7	14.9	14.2	13.5	13.2	13.0
Lost workday cases.....	10.0	9.4	8.8	8.3	7.6	7.6	7.7	7.0	6.8	6.5	6.8	6.7
Lost workdays.....	189.1	177.5	172.5	172.0	165.8	—	—	—	—	—	—	—
<b>Furniture and fixtures:</b>												
Total cases .....	16.6	16.1	16.9	15.9	14.8	14.6	15.0	13.9	12.2	12.0	11.4	11.5
Lost workday cases.....	7.3	7.2	7.8	7.2	6.6	6.5	7.0	6.4	5.4	5.8	5.7	5.9
Lost workdays.....	115.7	—	—	—	128.4	—	—	—	—	—	—	—
<b>Stone, clay, and glass products:</b>												
Total cases .....	16.0	15.5	15.4	14.8	13.6	13.8	13.2	12.3	12.4	11.8	11.8	10.7
Lost workday cases.....	7.5	7.4	7.3	6.8	6.1	6.3	6.5	5.7	6.0	5.7	6.0	5.4
Lost workdays.....	141.0	149.8	160.5	156.0	152.2	—	—	—	—	—	—	—
<b>Primary metal industries:</b>												
Total cases .....	19.4	18.7	19.0	17.7	17.5	17.0	16.8	16.5	15.0	15.0	14.0	12.9
Lost workday cases.....	8.2	8.1	8.1	7.4	7.1	7.3	7.2	7.2	6.8	7.2	7.0	6.3
Lost workdays.....	161.3	168.3	180.2	169.1	175.5	—	—	—	—	—	—	—
<b>Fabricated metal products:</b>												
Total cases .....	18.8	18.5	18.7	17.4	16.8	16.2	16.4	15.8	14.4	14.2	13.9	12.6
Lost workday cases.....	8.0	7.9	7.9	7.1	6.6	6.7	6.7	6.9	6.2	6.4	6.5	6.0
Lost workdays.....	138.8	147.6	155.7	146.6	144.0	—	—	—	—	—	—	—
<b>Industrial machinery and equipment:</b>												
Total cases .....	12.1	12.1	12.0	11.2	11.1	11.1	11.6	11.2	9.9	10.0	9.5	8.5
Lost workday cases.....	4.7	4.8	4.7	4.4	4.2	4.2	4.4	4.4	4.0	4.1	4.0	3.7
Lost workdays.....	82.8	86.8	88.9	86.6	87.7	—	—	—	—	—	—	—
<b>Electronic and other electrical equipment:</b>												
Total cases .....	8.0	9.1	9.1	8.6	8.4	8.3	8.3	7.6	6.8	6.6	5.9	5.7
Lost workday cases.....	3.3	3.9	3.8	3.7	3.6	3.5	3.6	3.3	3.1	3.1	2.8	2.8
Lost workdays.....	64.6	77.5	79.4	83.0	81.2	—	—	—	—	—	—	—
<b>Transportation equipment:</b>												
Total cases .....	17.7	17.7	17.8	18.3	18.7	18.5	19.6	18.6	16.3	15.4	14.6	13.7
Lost workday cases.....	6.6	6.8	6.9	7.0	7.1	7.1	7.8	7.9	7.0	6.6	6.6	6.4
Lost workdays.....	134.2	138.6	153.7	166.1	186.6	—	—	—	—	—	—	—
<b>Instruments and related products:</b>												
Total cases .....	6.1	5.6	5.9	6.0	5.9	5.6	5.9	5.3	5.1	4.8	4.0	4.0
Lost workday cases.....	2.6	2.5	2.7	2.7	2.7	2.5	2.7	2.4	2.3	2.3	1.9	1.8
Lost workdays.....	51.5	55.4	57.8	64.4	65.3	—	—	—	—	—	—	—
<b>Miscellaneous manufacturing industries:</b>												
Total cases .....	11.3	11.1	11.3	11.3	10.7	10.0	9.9	9.1	9.5	8.9	8.1	8.4
Lost workday cases.....	5.1	5.1	5.1	5.1	5.0	4.6	4.5	4.3	4.4	4.2	3.9	4.0
Lost workdays.....	91.0	97.6	113.1	104.0	108.2	—	—	—	—	—	—	—

See footnotes at end of table.



50. Continued—Occupational injury and illness rates by industry,<sup>1</sup> United States

Industry and type of case <sup>2</sup>	Incidence rates per 100 full-time workers <sup>3</sup>											
	1988	1989 <sup>1</sup>	1990	1991	1992	1993 <sup>4</sup>	1994 <sup>4</sup>	1995 <sup>4</sup>	1996 <sup>4</sup>	1997 <sup>4</sup>	1998 <sup>4</sup>	1999 <sup>4</sup>
<b>Nondurable goods:</b>												
Total cases .....	11.4	11.6	11.7	11.5	11.3	10.7	10.5	9.9	9.2	8.8	8.2	7.8
Lost workday cases.....	5.4	5.5	5.6	5.5	5.3	5.0	5.1	4.9	4.6	4.4	4.3	4.2
Lost workdays.....	101.7	107.8	116.9	119.7	121.8	—	—	—	—	—	—	—
<b>Food and kindred products:</b>												
Total cases .....	18.5	18.5	20.0	19.5	18.8	17.6	17.1	16.3	15.0	14.5	13.6	12.7
Lost workday cases.....	9.2	9.3	9.9	9.9	9.5	8.9	9.2	8.7	8.0	8.0	7.5	7.3
Lost workdays.....	169.7	174.7	202.6	207.2	211.9	—	—	—	—	—	—	—
<b>Tobacco products:</b>												
Total cases .....	9.3	8.7	7.7	6.4	6.0	5.8	5.3	5.6	6.7	5.9	6.4	5.5
Lost workday cases.....	2.9	3.4	3.2	2.8	2.4	2.3	2.4	2.6	2.8	2.7	3.4	2.2
Lost workdays.....	53.0	64.2	62.3	52.0	42.9	—	—	—	—	—	—	—
<b>Textile mill products:</b>												
Total cases .....	9.6	10.3	9.6	10.1	9.9	9.7	8.7	8.2	7.8	6.7	7.4	6.4
Lost workday cases.....	4.0	4.2	4.0	4.4	4.2	4.1	4.0	4.1	3.6	3.1	3.4	3.2
Lost workdays.....	78.8	81.4	85.1	88.3	87.1	—	—	—	—	—	—	—
<b>Apparel and other textile products:</b>												
Total cases .....	8.1	8.6	8.8	9.2	9.5	9.0	8.9	8.2	7.4	7.0	6.2	5.8
Lost workday cases.....	3.5	3.8	3.9	4.2	4.0	3.8	3.9	3.6	3.3	3.1	2.6	2.8
Lost workdays.....	68.2	80.5	92.1	99.9	104.6	—	—	—	—	—	—	—
<b>Paper and allied products:</b>												
Total cases .....	13.1	12.7	12.1	11.2	11.0	9.9	9.6	8.5	7.9	7.3	7.1	7.0
Lost workday cases.....	5.9	5.8	5.5	5.0	5.0	4.6	4.5	4.2	3.8	3.7	3.7	3.7
Lost workdays.....	124.3	132.9	124.8	122.7	125.9	—	—	—	—	—	—	—
<b>Printing and publishing:</b>												
Total cases .....	6.6	6.9	6.9	6.7	7.3	6.9	6.7	6.4	6.0	5.7	5.4	5.0
Lost workday cases.....	3.2	3.3	3.3	3.2	3.2	3.1	3.0	3.0	2.8	2.7	2.8	2.6
Lost workdays.....	59.8	63.8	69.8	74.5	74.8	—	—	—	—	—	—	—
<b>Chemicals and allied products:</b>												
Total cases .....	7.0	7.0	6.5	6.4	6.0	5.9	5.7	5.5	4.8	4.8	4.2	4.4
Lost workday cases.....	3.3	3.2	3.1	3.1	2.8	2.7	2.8	2.7	2.4	2.3	2.1	2.3
Lost workdays.....	59.0	63.4	61.6	62.4	64.2	—	—	—	—	—	—	—
<b>Petroleum and coal products:</b>												
Total cases .....	7.0	6.6	6.6	6.2	5.9	5.2	4.7	4.8	4.6	4.3	3.9	4.1
Lost workday cases.....	3.2	3.3	3.1	2.9	2.8	2.5	2.3	2.4	2.5	2.2	1.8	1.8
Lost workdays.....	68.4	68.1	77.3	68.2	71.2	—	—	—	—	—	—	—
<b>Rubber and miscellaneous plastics products:</b>												
Total cases .....	16.3	16.2	16.2	15.1	14.5	13.9	14.0	12.9	12.3	11.9	11.2	10.1
Lost workday cases.....	8.1	8.0	7.8	7.2	6.8	6.5	6.7	6.5	6.3	5.8	5.8	5.5
Lost workdays.....	142.9	147.2	151.3	150.9	153.3	—	—	—	—	—	—	—
<b>Leather and leather products:</b>												
Total cases .....	11.4	13.6	12.1	12.5	12.1	12.1	12.0	11.4	10.7	10.6	9.8	10.3
Lost workday cases.....	5.6	6.5	5.9	5.9	5.4	5.5	5.3	4.8	4.5	4.3	4.5	5.0
Lost workdays.....	128.2	130.4	152.3	140.8	128.5	—	—	—	—	—	—	—
<b>Transportation and public utilities</b>												
Total cases .....	8.9	9.2	9.6	9.3	9.1	9.5	9.3	9.1	8.7	8.2	7.3	7.3
Lost workday cases.....	5.1	5.3	5.5	5.4	5.1	5.4	5.5	5.2	5.1	4.8	4.3	4.4
Lost workdays.....	118.6	121.5	134.1	140.0	144.0	—	—	—	—	—	—	—
<b>Wholesale and retail trade</b>												
Total cases .....	7.8	8.0	7.9	7.6	8.4	8.1	7.9	7.5	6.8	6.7	6.5	6.1
Lost workday cases.....	3.5	3.6	3.5	3.4	3.5	3.4	3.4	3.2	2.9	3.0	2.8	2.7
Lost workdays.....	60.9	63.5	65.6	72.0	80.1	—	—	—	—	—	—	—
<b>Wholesale trade:</b>												
Total cases .....	7.6	7.7	7.4	7.2	7.6	7.8	7.7	7.5	6.6	6.5	6.5	6.3
Lost workday cases.....	3.8	4.0	3.7	3.7	3.6	3.7	3.8	3.6	3.4	3.2	3.3	3.3
Lost workdays.....	69.2	71.9	71.5	79.2	82.4	—	—	—	—	—	—	—
<b>Retail trade:</b>												
Total cases .....	7.9	8.1	8.1	7.7	8.7	8.2	7.9	7.5	6.9	6.8	6.5	6.1
Lost workday cases.....	3.4	3.4	3.4	3.3	3.4	3.3	3.3	3.0	2.8	2.9	2.7	2.5
Lost workdays.....	57.6	60.0	63.2	69.1	79.2	—	—	—	—	—	—	—
<b>Finance, insurance, and real estate</b>												
Total cases .....	2.0	2.0	2.4	2.4	2.9	2.9	2.7	2.6	2.4	2.2	.7	1.8
Lost workday cases.....	.9	.9	1.1	1.1	1.2	1.2	1.1	1.0	.9	.9	.5	.8
Lost workdays.....	17.2	17.6	27.3	24.1	32.9	—	—	—	—	—	—	—
<b>Services</b>												
Total cases .....	5.4	5.5	6.0	6.2	7.1	6.7	6.5	6.4	6.0	5.6	5.2	4.9
Lost workday cases.....	2.6	2.7	2.8	2.8	3.0	2.8	2.8	2.8	2.6	2.5	2.4	2.2
Lost workdays.....	47.7	51.2	56.4	60.0	68.6	—	—	—	—	—	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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).

<sup>4</sup> 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.

<sup>5</sup> Excludes farms with fewer than 11 employees since 1976.

Dash indicates data not available.

# 51. Fatal occupational injuries by event or exposure, 1994-2000

Event or exposure <sup>1</sup>	Fatalities			
	1994-98	1999 <sup>2</sup>	2000	
	Average	Number	Number	Percent
Total.....	6,280	6,054	5,915	100
<b>Transportation incidents.....</b>	<b>2,640</b>	<b>2,618</b>	<b>2,571</b>	<b>43</b>
Highway incident.....	1,374	1,496	1,363	23
Collision between vehicles, mobile equipment.....	662	714	694	12
Moving in same direction.....	113	129	136	2
Moving in opposite directions, oncoming.....	240	270	243	4
Moving in intersection.....	136	161	153	3
Vehicle struck stationary object or equipment.....	272	334	279	5
Noncollision incident.....	368	390	356	6
Jackknifed or overturned—no collision.....	280	322	304	5
Nonhighway (farm, industrial premises) incident.....	387	352	399	7
Overturned.....	215	206	213	4
Aircraft.....	304	228	280	5
Worker struck by a vehicle.....	382	377	370	6
Water vehicle incident.....	104	102	84	1
Railway.....	78	56	71	1
<b>Assaults and violent acts.....</b>	<b>1,168</b>	<b>909</b>	<b>929</b>	<b>16</b>
Homicides.....	923	651	677	11
Shooting.....	748	509	533	9
Stabbing.....	68	62	66	1
Other, including bombing.....	107	80	78	1
Self-inflicted injuries.....	215	218	220	4
<b>Contact with objects and equipment.....</b>	<b>984</b>	<b>1,030</b>	<b>1,005</b>	<b>17</b>
Struck by object.....	564	585	570	10
Struck by falling object.....	364	358	357	6
Struck by flying object.....	60	55	61	1
Caught in or compressed by equipment or objects.....	281	302	294	5
Caught in running equipment or machinery.....	148	163	157	3
Caught in or crushed in collapsing materials.....	124	129	123	2
<b>Falls.....</b>	<b>686</b>	<b>721</b>	<b>734</b>	<b>12</b>
Fall to lower level.....	609	634	659	11
Fall from ladder.....	101	96	110	2
Fall from roof.....	146	153	150	3
Fall from scaffold, staging.....	89	92	85	2
Fall on same level.....	53	70	56	1
<b>Exposure to harmful substances or environments.....</b>	<b>583</b>	<b>533</b>	<b>480</b>	<b>8</b>
Contact with electric current.....	322	280	256	4
Contact with overhead power lines.....	136	125	128	2
Contact with temperature extremes.....	45	51	29	—
Exposure to caustic, noxious, or allergenic substances.....	118	108	100	2
Inhalation of substances.....	66	55	48	1
Oxygen deficiency.....	96	92	93	2
Drowning, submersion.....	77	75	74	1
<b>Fires and explosions .....</b>	<b>199</b>	<b>216</b>	<b>177</b>	<b>3</b>
<b>Other events or exposures<sup>3</sup>.....</b>	<b>21</b>	<b>27</b>	<b>19</b>	<b>—</b>

<sup>1</sup> Based on the 1992 BLS Occupational Injury and Illness Classification Structures.

<sup>2</sup> The BLS news release issued August 17, 2000, reported a total of 6,023 fatal work injuries for calendar year 1999. Since then, an additional 31 job-related fatalities were identified, bringing the total job-related fatality count for 1999 to 6,054.

<sup>3</sup> Includes the category "Bodily reaction and exertion."

NOTE: Totals for major categories may include sub-categories not shown separately. Percentages may not add to totals because of rounding. Dash indicates less than 0.5 percent.



## 6. Selected unemployment indicators, monthly data seasonally adjusted

[Unemployment rates]

Selected categories	Annual average		2000			2001									
	1999	2000	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.
<b>Characteristic</b>															
Total, 16 years and over.....	4.2	4.0	3.9	4.0	4.0	4.2	4.2	4.3	4.5	4.4	4.5	4.5	4.9	4.9	5.4
Both sexes, 16 to 19 years.....	13.9	13.1	12.6	13.0	13.1	13.8	13.6	13.8	14.2	13.6	14.3	14.8	16.1	14.7	15.5
Men, 20 years and over.....	3.5	3.3	3.3	3.4	3.4	3.6	3.5	3.8	4.0	3.9	4.0	3.9	4.4	4.3	4.8
Women, 20 years and over.....	3.8	3.6	3.4	3.4	3.4	3.6	3.7	3.6	3.8	3.8	3.8	3.9	4.2	4.4	4.8
White, total.....	3.7	3.5	3.4	11.5	3.5	3.6	3.7	3.7	4.0	3.8	4.0	4.0	4.3	4.3	4.8
Both sexes, 16 to 19 years.....	12.0	11.4	11.2	11.7	11.5	11.7	10.9	11.6	11.8	11.8	12.6	13.3	14.3	12.7	13.1
Men, 16 to 19 years.....	12.6	12.3	11.8	12.4	12.2	13.3	12.6	11.8	12.8	13.1	14.5	13.7	15.8	13.5	14.8
Women, 16 to 19 years.....	11.3	10.4	10.5	10.9	10.7	9.8	9.2	11.2	10.8	10.5	10.6	13.0	12.7	11.9	11.5
Men, 20 years and over.....	3.0	2.8	2.9	3.0	2.9	3.2	3.2	3.3	3.5	3.3	3.6	3.4	3.8	3.8	4.4
Women, 20 years and over.....	3.3	3.1	3.0	3.0	3.1	3.0	3.3	3.1	3.5	3.4	3.3	3.5	3.6	3.8	4.1
Black, total.....	8.0	7.6	7.4	7.5	7.6	8.4	7.5	8.6	8.2	8.0	8.4	7.9	9.1	8.7	9.7
Both sexes, 16 to 19 years.....	27.9	24.7	23.9	21.9	26.7	27.9	28.8	28.9	31.6	25.1	28.2	25.5	30.4	27.7	30.1
Men, 16 to 19 years.....	30.9	26.4	27.0	22.5	30.1	26.9	31.7	27.7	34.9	30.0	30.7	26.9	32.5	30.5	31.2
Women, 16 to 19 years.....	25.1	23.0	21.2	21.3	23.4	28.9	25.7	30.2	28.6	20.3	26.0	24.3	28.1	24.8	29.0
Men, 20 years and over.....	6.7	7.0	7.0	6.9	7.3	6.9	6.6	8.5	8.2	7.6	7.8	7.9	9.0	7.6	8.0
Women, 20 years and over.....	6.8	6.3	5.8	6.2	5.7	7.3	5.8	6.3	5.5	6.4	6.8	6.0	6.9	7.7	8.9
Hispanic origin, total.....	6.4	5.7	5.0	6.0	5.7	6.0	6.3	6.3	6.5	6.2	6.6	6.0	6.3	6.4	7.2
Married men, spouse present.....	2.2	2.0	2.1	2.2	2.2	2.3	2.3	2.5	2.5	2.6	2.6	2.6	2.7	2.7	3.1
Married women, spouse present.....	2.7	2.7	2.5	2.5	2.6	2.5	2.6	2.7	2.9	2.9	3.0	2.8	3.0	3.3	3.7
Women who maintain families.....	6.4	5.9	5.4	5.2	5.1	6.4	6.1	6.2	6.3	6.2	6.3	6.2	6.7	7.0	6.9
Full-time workers.....	4.1	3.9	3.8	3.9	3.9	4.1	4.0	4.2	4.3	4.3	4.4	4.4	4.8	5.0	5.4
Part-time workers.....	5.0	4.8	4.5	4.5	4.6	4.9	4.8	4.8	5.5	4.6	5.3	5.1	5.6	4.5	5.6
<b>Industry</b>															
Nonagricultural wage and salary workers.....	4.3	4.1	4.0	4.0	4.0	4.3	4.5	4.5	4.6	4.5	4.8	4.7	5.1	5.2	5.9
Mining.....	5.7	3.9	7.1	3.5	3.6	2.2	4.6	3.5	5.1	5.5	6.8	3.7	4.3	4.8	7.0
Construction.....	7.0	6.4	6.5	6.9	6.5	6.8	7.0	6.2	7.1	6.6	6.7	6.8	7.5	7.6	8.4
Manufacturing.....	3.6	3.6	4.0	3.6	3.6	4.2	4.5	5.0	4.6	4.8	5.0	5.1	5.7	5.6	6.2
Durable goods.....	3.5	3.4	3.8	3.5	3.4	4.2	4.2	5.0	4.3	4.9	5.0	4.7	5.8	5.6	6.9
Nondurable goods.....	3.9	4.0	4.3	3.9	4.0	4.3	5.0	5.0	5.1	4.7	4.9	5.7	5.5	5.4	5.2
Transportation and public utilities.....	3.0	3.1	2.8	2.6	3.2	2.8	2.9	3.1	4.1	3.8	4.4	3.3	3.5	3.9	6.0
Wholesale and retail trade.....	5.2	5.0	4.8	4.7	4.8	5.0	5.1	5.3	5.3	5.3	5.3	5.2	5.6	5.9	6.1
Finance, insurance, and real estate.....	2.3	2.3	2.3	1.9	2.1	2.3	2.5	2.6	2.7	2.3	2.6	3.2	2.7	2.8	2.7
Services.....	4.1	3.8	3.6	3.7	3.6	4.0	4.2	4.1	4.1	3.9	4.4	4.3	4.9	4.8	5.7
Government workers.....	2.2	2.1	2.0	2.3	2.2	2.2	1.5	2.1	2.3	2.0	2.0	2.1	2.1	2.1	2.4
Agricultural wage and salary workers.....	8.9	7.5	8.8	9.4	8.9	9.0	9.2	11.3	9.2	8.2	9.6	10.9	10.2	7.1	8.9
<b>Educational attainment<sup>1</sup></b>															
Less than a high school diploma.....	6.7	6.4	6.4	6.6	6.3	6.8	7.7	6.9	6.6	6.5	6.8	6.6	7.3	7.8	7.7
High school graduates, no college.....	3.5	3.5	3.5	3.5	3.4	3.8	3.8	3.9	3.8	3.9	3.9	4.1	4.4	4.3	4.7
Some college, less than a bachelor's degree.....	2.8	2.7	2.4	2.7	2.7	3.0	2.7	2.7	3.0	3.0	3.2	3.0	3.2	3.5	4.1
College graduates.....	1.8	1.7	1.6	1.6	1.6	1.6	1.6	2.0	2.3	2.1	2.2	2.1	2.1	2.4	2.7

<sup>1</sup> Data refer to persons 25 years and over.

Due to production error, table 6 was omitted from the December 2001 issue. We apologize for the inconvenience.

## Obtaining information from the Bureau of Labor Statistics

Office or topic	Internet address	E-mail
Bureau of Labor Statistics Information services	<a href="http://www.bls.gov/">http://www.bls.gov/</a> <a href="http://www.bls.gov/opub/">http://www.bls.gov/opub/</a>	<a href="mailto:blsdata_staff@bls.gov">blsdata_staff@bls.gov</a>
<b>Employment and unemployment</b>		
Employment, hours, and earnings:		
National	<a href="http://www.bls.gov/ces/">http://www.bls.gov/ces/</a>	<a href="mailto:cesinfo@bls.gov">cesinfo@bls.gov</a>
State and local	<a href="http://www.bls.gov/sae/">http://www.bls.gov/sae/</a>	<a href="mailto:data_sa@bls.gov">data_sa@bls.gov</a>
Labor force statistics:		
National	<a href="http://www.bls.gov/cpshome.htm">http://www.bls.gov/cpshome.htm</a>	<a href="mailto:cpsinfo@bls.gov">cpsinfo@bls.gov</a>
Local	<a href="http://www.bls.gov/lau/">http://www.bls.gov/lau/</a>	<a href="mailto:lausinfo@bls.gov">lausinfo@bls.gov</a>
UI-covered employment, wages	<a href="http://www.bls.gov/cew/">http://www.bls.gov/cew/</a>	<a href="mailto:cewinfo@bls.gov">cewinfo@bls.gov</a>
Occupational employment	<a href="http://www.bls.gov/oes/">http://www.bls.gov/oes/</a>	<a href="mailto:oesinfo@bls.gov">oesinfo@bls.gov</a>
Mass layoffs	<a href="http://www.bls.gov/lau/">http://www.bls.gov/lau/</a>	<a href="mailto:mlsinfo@bls.gov">mlsinfo@bls.gov</a>
Longitudinal data	<a href="http://www.bls.gov/nls/">http://www.bls.gov/nls/</a>	<a href="mailto:nls_info@bls.gov">nls_info@bls.gov</a>
<b>Prices and living conditions</b>		
Consumer price indexes	<a href="http://www.bls.gov/cpi/">http://www.bls.gov/cpi/</a>	<a href="mailto:cpi_info@bls.gov">cpi_info@bls.gov</a>
Producer price indexes)	<a href="http://www.bls.gov/ppi/">http://www.bls.gov/ppi/</a>	<a href="mailto:ppi-info@bls.gov">ppi-info@bls.gov</a>
Import and export price indexes	<a href="http://www.bls.gov/mxp/">http://www.bls.gov/mxp/</a>	<a href="mailto:mxpinfo@bls.gov">mxpinfo@bls.gov</a>
Consumer expenditures	<a href="http://www.bls.gov/cex/">http://www.bls.gov/cex/</a>	<a href="mailto:cexinfo@bls.gov">cexinfo@bls.gov</a>
<b>Compensation and working conditions</b>		
National Compensation Survey:	<a href="http://www.bls.gov/ncs/">http://www.bls.gov/ncs/</a>	<a href="mailto:ocltinfo@bls.gov">ocltinfo@bls.gov</a>
Employee benefits	<a href="http://www.bls.gov/ebs/">http://www.bls.gov/ebs/</a>	<a href="mailto:ocltinfo@bls.gov">ocltinfo@bls.gov</a>
Employment cost trends	<a href="http://www.bls.gov/ect/">http://www.bls.gov/ect/</a>	<a href="mailto:ocltinfo@bls.gov">ocltinfo@bls.gov</a>
Occupational compensation	<a href="http://www.bls.gov/ncs/">http://www.bls.gov/ncs/</a>	<a href="mailto:ocltinfo@bls.gov">ocltinfo@bls.gov</a>
Occupational illnesses, injuries	<a href="http://www.bls.gov/iif/">http://www.bls.gov/iif/</a>	<a href="mailto:oshstaff@bls.gov">oshstaff@bls.gov</a>
Fatal occupational injuries	<a href="http://www.bls.gov/iif/">http://www.bls.gov/iif/</a>	<a href="mailto:cfoistaff@bls.gov">cfoistaff@bls.gov</a>
Collective bargaining	<a href="http://www.bls.gov/cba/">http://www.bls.gov/cba/</a>	<a href="mailto:cbainfo@bls.gov">cbainfo@bls.gov</a>
<b>Productivity</b>		
Labor	<a href="http://www.bls.gov/lpc/">http://www.bls.gov/lpc/</a>	<a href="mailto:dprweb@bls.gov">dprweb@bls.gov</a>
Industry	<a href="http://www.bls.gov/lpc/">http://www.bls.gov/lpc/</a>	<a href="mailto:dipsweb@bls.gov">dipsweb@bls.gov</a>
Multifactor	<a href="http://www.bls.gov/mfp/">http://www.bls.gov/mfp/</a>	<a href="mailto:dprweb@bls.gov">dprweb@bls.gov</a>
<b>Projections</b>		
Employment	<a href="http://www.bls.gov/emp/">http://www.bls.gov/emp/</a>	<a href="mailto:oohinfo@bls.gov">oohinfo@bls.gov</a>
Occupation	<a href="http://www.bls.gov/oco/">http://www.bls.gov/oco/</a>	<a href="mailto:oohinfo@bls.gov">oohinfo@bls.gov</a>
<b>International</b>		
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<b>Regional centers</b>		
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#### Schedule of release dates for BLS statistical series

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Producer Price Indexes	January 11	December	February 15	January	March 15	February	2; 35-37
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