

State labor legislation enacted in 2004

Laws concerning worker privacy, workplace violence and security, prevailing wages, drug and alcohol testing, employee discharge, child labor, hours worked, wage payments, and plant closings were among major pieces of legislation enacted or revised during the year

John J. Fitzpatrick, Jr.

States enacted a lesser volume of labor legislation¹ in 2004 than in recent years, due, in part, to an increased focus on budget issues. Forty-four States and the District of Columbia met in regular session, while the remaining States (Arkansas, Montana, North Dakota, Nevada, Oregon, and Texas) were not scheduled to meet in regular session this year. However, some of the latter did meet in special sessions dedicated to various issues. California, Connecticut, Illinois, Louisiana, Maine, Maryland, Oklahoma, Rhode Island, Tennessee, and Virginia enacted a significant number of laws having to do with labor issues.²

Volume aside, the legislation that was enacted by the States addressed a significant number of employment standards areas and included many important measures. Worker privacy was the “hot-button” issue of the year, with more than 30 pieces of legislation enacted, while issues such as workplace violence and security, a variety of prevailing-wage issues, drug and alcohol testing in the workplace, the discharge of employees, child labor issues regarding hours of work permitted, payment of wages to employees, and plant closings were all included in new or amended legislation enacted in 2004. The legislation covers 23

separate labor-related areas of interest.

As of January 1, 2005, minimum-wage rates were higher than the Federal standard in Alaska, California, Connecticut, Delaware, the District of Columbia, Hawaii, Illinois, Maine, Massachusetts, New York, Oregon, Rhode Island, Vermont, and Washington. Of the 43 States with minimum-wage laws, only 2 (Kansas and Ohio) have rates lower than the Federal rate of \$5.15 per hour.³

This section briefly summarizes, by category, a number of the legislative activities that resulted in laws enacted or amended by the various State legislatures during the past year. Following the summary are more comprehensive descriptions of each State’s legislative activities over the year.

Minimum wage. States with previously scheduled increases in the minimum wage for January 1, 2005, were Illinois, with a new rate of \$6.50 per hour; Oregon, \$7.25 per hour; Vermont, \$7.00 per hour; and Washington State, \$7.35 per hour. Subsequently, the District of Columbia (\$6.60 per hour) and New York State (\$6.00 per hour) passed legislation that also made the new rates effective on January 1, 2005. Earlier in 2004, Maine raised its minimum wage to \$6.35 per hour. Florida voters approved a ballot measure

John J. Fitzpatrick, Jr., is a State Standards Advisor in the Division of External Affairs, Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor. E-mail: Fitzpatrickjr.john@dol.gov

creating a minimum wage applying to all employees in the State covered by the Federal minimum wage. The State minimum wage will start at \$6.15 per hour, with an effective date that is yet to be determined. Nevada voters also approved a minimum-wage ballot measure, requiring employers to pay employees \$5.15 per hour worked if the employer provides health benefits or \$6.15 per hour worked if the employer does not provide health benefits. Because the ballot issue in Nevada was a constitutional amendment, voters will have to approve the measure again in 2006 in order for it to take effect. The Common Council of Madison, Wisconsin, enacted a local ordinance raising the minimum wage to \$5.70 per hour effective January 1, 2005, with additional raises scheduled for several years thereafter.

The stipulated salary for those individuals classified as bona fide executive, administrative, or professional employees in Alaska is now required to be 2 times the State minimum wage for the first 40 hours of employment each week.

Connecticut amended the percentages of the minimum wage that could be recognized as gratuities for tipped employees in the hotel/restaurant and other industries, while Massachusetts placed restrictions on employers' handling and distribution of tips or service charges provided directly to employees or via credit card payment of the customer's bill.

Georgia preempted all locally established wage rates or employment benefits requiring employers to pay employees or provide benefits not otherwise required under Federal or State law.

Overtime wages. The State overtime law of Kentucky was amended to exclude workers employed by third-party employers or agencies other than the families or households using those workers' services when such workers provide in-home companionship services for sick, elderly, or convalescing persons. These workers are among persons considered exempt from entitlement to overtime compensation.

Hospitals in West Virginia may not require a nurse, either directly or through coercion, to accept any assignment of overtime, except in emergent, unforeseen situations. In addition, hospitals in the State may not take action against a nurse for refusing to accept an overtime assignment at the facility if the nurse declines to work the additional hours because doing so may, in the nurse's judgment, jeopardize patient or employee safety. Connecticut hospitals also are now prohibited from requiring nurses, nurse's aides, or physician's assistants to work additional hours beyond a predetermined schedule set up at least 48 hours prior to the start of the shift in question, except in certain circumstances.

Prevailing wage. Prevailing-wage laws pertaining to public

works construction projects currently exist in 32 States and the Federal Government.⁴

California law now stipulates that employees of nonprofit organizations who are employed with specially issued licenses or certificates are entitled to holiday pay when they perform work for contractors providing personal services on any State holiday that the State facility in which the services are being provided is closed. California law also was amended so that, effective January 1, 2007, instead of a hearing officer being appointed to review penalty assessments for violations of public work contracts, the State director of industrial relations is required to appoint an administrative law judge for the conduct of those hearings.

In Connecticut, persons or firms appearing on the Federal Contract Debarment list shall be liable for a civil penalty for each day or part of a day in which such persons or firms perform any work on any contract with the State or any of its agents. Delaware no longer requires contractors to submit copies of weekly sworn payroll records to the Department of Labor, but rather to maintain such records and produce a certified copy to the department upon its request. In order to be considered a responsible bidder, any Illinois contractor must comply with various Federal and State statutes, have a valid identification number, and participate in an applicable, approved, and registered apprenticeship or training program.

Employers who violate the New Jersey prevailing-wage law may now be referred by the commissioner of labor to the State attorney general, or a designee, for investigation and prosecution. Custom fabrication in New Jersey is now included within the definition of "public work" and is subject to the State Prevailing Wage Act, regardless of whether the fabrication is or is not done on the site of the public work.

New Mexico now prohibits unregistered contractors from bidding on public works projects subject to the Public Works Minimum Wage Act. In Rhode Island, employees or former employees, under a private right of action, may bring a civil suit for appropriate injunctive relief or actual damages, including reasonable attorneys' fees and costs of the action, within 3 years after the occurrence of the alleged wage or benefit violation.

The Tennessee Prevailing Wage Commission has been urged to continue its efforts to develop an Internet application for the submission of survey forms by contractors.

Agriculture. Florida raised the farm labor contractor certificate-of-registration fee and also raised the amount of civil penalties that may be charged for minor and major registration violations. New York law now requires that any employer engaged in agriculture notify its employees in writing of the conditions of employment utilized by that employer.

The Washington State Department of Labor and In-

dustries is now responsible for collecting and analyzing data from those agricultural employers required to implement a monitoring system for employees who handle certain types of pesticides.

Child labor. The daily and weekly hours of work permitted for minors working during nonschool periods in agricultural packing sheds located in a specific county of California were amended.

Illinois minors under 16 years may not sell tobacco in any of its forms at any retail establishment selling tobacco products, unless the establishment is a family-owned business and the salesclerk is the son or daughter of the owner. Also in Illinois, designated adults, as well as parents or guardians, are now permitted to accompany their 12- or 13-year-old minor who is officiating youth sports activities for a not-for-profit youth club or a municipal parks and recreation department.

Louisiana modified the hours of work permitted for nongraduate minors under 16 years, those 16 years of age, and those 17 years of age.

Michigan no longer prohibits minors from engaging in any construction work or operations they perform as an unpaid volunteer, so long as such activity is performed under adult supervision for a charitable housing organization. The Department of Labor in New York is now responsible for issuing child labor employment permits affecting child performers.

State departments of labor. The Connecticut labor commissioner is now empowered to subpoena people and records deemed necessary to investigate complaints related to employee personnel, along with medical records kept by private-sector employers, but records obtained by such a subpoena are exempt from disclosure.

The Department of Labor and the Department of Commerce in the State of Idaho have been combined into a new agency entitled the Department of Commerce and Labor. In Kansas, the Department of Human Resources has had its name changed to the Department of Labor. The Maryland secretary of labor, licensing, and regulation has been added to the Advisory Council on Offender Employment Coordination.

Discharge of employees. In California, employers are required to submit written reports within 30 days to the local Emergency Medical Service agency director when an emergency medical technician-paramedic is terminated or suspended for disciplinary cause or reason or when the emergency medical technician-paramedic resigns following notice of an impending investigation.

Illinois now requires police officers to be decertified or have their waiver (of completion of training requirements

pending certification) revoked if, while under oath, the officer knowingly and willingly made false statements as to a material fact pertaining to an element of the offense of murder. New Hampshire employers may prorate, on a daily basis, the salaries of employees who, hired after the start of the regular pay period, terminate their employment of their own accord before the end of a pay period or are terminated for cause by the employer.

Members of the Oklahoma State Police Pension and Retirement System who terminate their employment for the purpose of serving as a police officer with the Department of Defense in a war zone may purchase service credit, not to exceed 1 year, for time served with the military or the Department of Defense in a war zone. Tribal police officers commissioned by a State of Oklahoma law enforcement agency pursuant to a cross-deputization agreement with the State or a political subdivision thereof must comply with the specified training requirements as certified by the Council on Law Enforcement and Training.

Tennessee amended its code regarding the discharge of higher education employees in order to provide a consistent and equitable method of reducing the workforce when necessary. Employers in the State of Washington may not discharge or discipline reserve officers because of leave taken related to an alarm, a fire, or an emergency call.

Finally, the Department of Workforce Development in Wisconsin is now required to promulgate rules specifying a grievance procedure for resolving complaints of alleged violations of the Wisconsin Works (W-2) Program, which prohibits employers from discharging a regular employee in order to create a W-2 position.

Drug and alcohol testing. Nurse staffing agencies in the District of Columbia are now required to be licensed by the Department of Health before providing or referring support to a health care facility. Also, any such agency must document the fact that those individuals referred or provided by the agency have satisfactorily completed all drug screening and background checks required by law or requested by the client.

In order to be eligible for the award of a State contract for the construction or improvement of a publicly owned property, contractors and subcontractors in Idaho must provide a drug-free workplace program that complies with the provisions of the law and must maintain the program throughout the duration of the contract. In Illinois, charter bus services used to regularly transport students must demonstrate the physical fitness of their drivers by having them submit the results of a medical examination, including tests for drug use. Indiana now requires childcare providers to maintain and make available, at the facility and to their employees or volunteer caregivers, copies of drug-testing

results conducted for the provider. Iowa amended the law regarding private-sector drug testing to include the definition of a “controlled positive test result,” excluding alcohol testing, as the result of a blood, urine, or oral fluid test wherein the level of controlled substances in the specimen meets or exceeds nationally accepted standards for determining detectable levels of controlled substances.

Louisiana amended its law to make clear that samples other than urine, including blood, saliva, and hair, may be used for workplace drug testing, as long as the testing is done in specific certified laboratories. Maine employers with more than 50 employees may request, require, or suggest that employees submit to a substance abuse test on a random or arbitrary basis if the employees are not covered by a collective bargaining agreement and the employer has developed a written policy prior to establishing any substance abuse testing program.

In Mississippi, an employee may be required by his or her employer to submit to a drug test, as long as, prior to the implementation of a drug-testing program, the employer has provided the employee with at least 30 days’ notice in the form of a written policy statement containing information about grounds on which the employer could require the employee to submit to the drug test. In Tennessee, neither a newly hired employee nor a currently working employee may serve as a driver for a childcare center until the employee has undergone a drug test and received a negative report, which is then provided to the center.

Equal employment opportunity. Arkansas adopted a resolution condemning all public and private wage discrimination practices while reaffirming the State’s commitment to equal pay for equal work. California amended the various State employment discrimination provisions to conform to those outlined in the Fair Employment and Housing Act, which also includes prohibitions against discrimination based upon race, color, sex, religion, marital status, national origin, ancestry, physical or mental disability, medical condition, age, or sexual orientation.

Delaware eliminated the Equal Employment Review Board and replaced it with a State Right to Sue in Superior Court after administrative remedies for combating discrimination by employers, employment agencies, or labor organizations have been exhausted. Louisiana created the State Commission on Employment of Mental Health Consumers to develop a plan to address barriers that prevent persons with mental illness from seeking, obtaining, and maintaining employment. In addition, Louisiana created the Equal Pay Commission for the purpose of studying and reporting on the factors affecting wage disparities, in both the public and private sectors, between men and women, and between minorities and nonminorities.

Maine instituted an Employee Suggestion System for State employees and now protects employees from discrimination by supervisors or other persons in authority because the employee, acting in good faith, has suggested savings or efficiencies. Massachusetts made it unlawful for employers to discriminate against any person in employment, reemployment, retention, promotion, or benefits on the grounds that that person has an obligation to join a uniformed military service of the United States, including the National Guard.

The duties of the New Hampshire Legislative Ethics Committee have been expanded to include the investigation of allegations of improper conduct against members and of retaliation against employees who make good-faith allegations of sexual harassment. Tennessee amended the State’s equal-pay law by instituting compensatory and punitive damages against employers who knowingly violate the law.

Employee leasing. Rhode Island law was amended to require the registration of professional employer organizations, staff leasing companies, registered staff leasing companies, employee leasing companies, and other organizations with the Division of Taxation. The law also requires the division to regulate these entities and stipulates a fee that should be charged for their initial and subsequent annual registration.

Family issues. State employees in Connecticut are now entitled to a maximum of 24 weeks of medical leave in any 2-year period to serve as an organ or bone marrow donor. Private employees in the State are entitled to a maximum of 16 weeks of medical leave in any 24-month period to serve as an organ or bone marrow donor.

The Hawaii House of Representatives adopted a resolution to require the Department of Labor and Industrial Relations to enforce the State Family Medical Leave Law in accordance with the intent of the legislature and to provide a status report to the legislature.

Garment industry. The commissioner of labor is now required to publish quarterly reports that list the names of all registered apparel industry manufacturers and contractors in New York and all such entities that were found to be in violation of registering.

Genetic testing. Neither the State of Washington, nor its political subdivisions, nor persons, firms, or corporations may require any employee or prospective employee to submit genetic information or to submit to screening for genetic information as a condition of employment or continued employment.

Hours worked. Several States dealt with laws regarding the restoration and maintenance of various utilities during periods of emergency. Indiana now exempts public utility employees and employees of contractors or subcontractors of the utility from the maximum hours of service permitted under Federal regulations when they are engaged in intrastate maintenance during a service interruption emergency relief effort. New Jersey also amended its hours-of-service provisions for drivers of commercial motor vehicles, while New York now exempts telephone utility truckdrivers involved in the emergency restoration of telephone service from the law's limitations on hours of labor or service. Finally, Oklahoma exempted its utility service vehicles engaged in intrastate commerce on an emergency basis from the hours-of-service regulations established by the U.S. Department of Transportation.

When specific criteria are met, Minnesota now exempts drivers transporting agricultural commodities from Federal regulations on truckdrivers' hours of service.

Inmate labor. The amended California Penal Code now permits persons assigned work in furlough programs to work in situations that allow them to retain or view a driver's license or credit card for no longer than the time needed to complete the transaction. Georgia increased the maximum allowed amount of earned time that can be awarded to an inmate who works on an authorized work detail. Louisiana permits inmates to perform manual labor, of their own free will, on buildings, improvements, or properties of certain tax-exempt organizations.

Offsite work. Virginia now requires the head of each agency to implement a comprehensive statewide alternative work schedule policy under which eligible employees of State agencies may participate in alternative work schedules. The agencies are required to have a goal of achieving not less than 25 percent of their eligible workforce participating in alternative work schedules by July 1, 2009.

Plant closing. A joint resolution was issued by the California legislature requesting that the President and Congress add a number of criteria to the list of essential criteria of military values that are used as the primary set of standards for nominating bases for closure or realignment. Also in California, State, Federal, and local government permanent career firefighters who have become unemployed within the last 48 months due to the closure of military bases may now be placed on a hiring list that authorizes them to be preferentially hired under the current law. The Maryland secretary of the Department of Business and Economic Development is responsible for designating a single point of contact within the department for issues relating to the

realignment and closure of military installations in the State. The owners of municipal airports in Minnesota are required to notify the commissioner of transportation of their intent to close an airport before or immediately upon the cessation of airport operations.

Illinois employers with 75 or more employees must provide written notice of a mass layoff, relocation, or downsizing of workers, 60 days before the order takes effect, to affected employees, representatives of such employees, and the Department of Commerce and Economic Opportunity. Failure to do so could result in the assessment of monetary damages. Employers, persons, corporations, or institutions in Tennessee that file for bankruptcy or cease to operate as a business shall provide notice of the bankruptcy to the clerk or the department responsible for tracking child support payments for employees of those filing for bankruptcy or ceasing to operate at least 10 days prior to the entity's cessation of operations as a business. Failure to comply may result in civil penalties being assessed for each employee affected.

Private employment agencies. In California, advanced-fee talent services are required to provide written disclosures to artists for specified services, to file a bond with the labor commissioner, and to maintain specified records. Maryland nursing referral service agencies engaged in the business of screening and referring home health aide services or other home health care services are permitted to receive a fee or other compensation for providing the service. In North Carolina, persons providing professional employer services to individuals other than temporary employees must be licensed whenever employment responsibilities are shared or allocated between a client company and a professional employer organization.

Rhode Island now considers as employers, and not independent contractors, all persons, firms, partnerships, corporations, limited-liability companies, or other legal entities that supply registered or licensed practical nurses to facilities requiring the services of such nurses. This employer entity is subject to all Federal and State laws that govern employee-employer relations. In addition, Rhode Island now prohibits employers and temporary staffing agencies from requiring their employees, as a condition of employment, (1) to provide transportation to other employees, (2) to charge an employee for transport services provided to that employee, and (3) to charge or collect fees from their employees for transportation services provided by other employees.

Time off from work The District of Columbia now requires each of its agencies, as well as independent agencies, to establish a voluntary leave transfer program under which

annual or universal leave accrued or accumulated by an employee may be transferred on an hour-for-hour basis within the agency to the annual or universal leave account of any other eligible employee.

Illinois volunteer firefighters who do not receive monetary compensation for their services to a fire department or protection district and who do not work for any other fire department for monetary compensation may not be terminated by an employer because they are absent from or late to their employment as a result of having responded to an emergency prior to the time they were to report to work. Maine State National Guard members who are on duty for more than 5 consecutive days may elect to be members of the State retirement system.

The Nebraska law requiring owners or operators of assembling plants, workshops, or mechanical establishments employing one or more persons to allow their employees not less than 30 consecutive minutes for lunch does not apply to employment covered by a valid collective bargaining agreement or any other written agreement between an employer and an employee. Employees in Oklahoma who are summoned to serve as jurors and who notify their employers of the summons in a timely manner, after having received the summons and prior to their appearance for jury duty, may not be terminated, removed, or otherwise subjected to any adverse employment action.

If a Virginia employer fails to comply with State requirements entitling employees to a leave of absence without penalty to participate in State-mandated military duty or service, the State attorney general may represent the employee regarding any employment benefits denied while the employee is fulfilling his or her military duty. In addition, persons in Virginia who serve on a jury shall not be required by any employer to work on the day of service.

Unfair labor practices. Maine enacted a law establishing a forestry rate proceedings panel consisting of forestry harvesters and haulers, forest landowners, and persons working in the public interest of the State in order to ensure a reasonable rate of compensation for the harvesting and hauling services of loggers and wood haulers by setting such a rate that, upon petition, is to be paid by a forest landowner for harvesting or hauling forest products in a specified area of the State.

Rhode Island enacted legislation making it an unfair labor practice for any employer in the State with 50 or more employees to deny leave to an eligible employee who is a victim of a crime or to discharge, threaten to discharge, intimidate, or coerce the employee because the employee takes leave to attend a criminal proceeding.

Wages paid. The Alaska Wage and Hour Law was amended

to provide an exemption for persons who permit students from the University of Alaska to gain practical work experience as employees of those persons while participating in a practicum. The amendment exempts any persons providing such experience from vicarious liability as an employer and exempts the student involved in the practicum from the State's Wage and Hour Act.

As of January 1, 2008, California will require employers to furnish each employee with an accurate itemized earnings statement. Employers in Delaware are now permitted to furnish pay statements electronically to employees, as long as the statements provide the same information currently required by State law and as long as they are in a form capable of being retained by the employee.

Louisiana employers who fail to pay their employees in a timely manner may be fined for a first violation, while a second such violation may result in the assessment of a fine and imprisonment. Rhode Island amended its law concerning back wage payment requirements to state that whenever an employee separates or is separated from an employer's payroll, the unpaid wages or compensation of the employee shall be due on the next regular payday at the usual place of payment.

Virginia now permits employers to pay wages by crediting prepaid debit cards or card accounts from which the employee is able to withdraw or transfer funds, as long as the employer has made full disclosure of any fees and as long as the employee has consented to such method of payment.

Worker privacy. California now requires that, when a subpoena is sent to a labor union for records related to a current or former member's employment, a notice be sent to the union member not less than 10 days prior to the date specified in the subpoena for the production of records, plus additional time if the service is by mail. School districts in Colorado are now required to submit, to the State Department of Education, certain identifying data for each unlicensed person they employ and to notify the department when the unlicensed employee is no longer employed by them.

The Delaware Code was amended to limit the dissemination of police, probation, and parole officer identifying information to criminal justice agencies for law enforcement purposes. The amendment also makes clear that such information is not available to the general public under the Freedom of Information Act. Florida's Public Records Law was amended to create an exemption for identifying and locating information on current and former Federal officials, their spouses, and children. Such information will no longer be publicly available. In addition, Florida now excludes from disclosure under the Open Government Sunset Review Act the personnel records of those employed in licensed facilities that provide direct patient care or security services for a wide

spectrum of individuals. In Idaho, when a health care provider has been terminated, either voluntarily or involuntarily, for adulteration or misappropriation of controlled substances, the employer must notify the provider's State professional licensing board within 30 days.

The Kentucky Revised Statutes were amended to provide that employers who furnish information about the job performance, professional conduct, or evaluation of a former or current employee to a prospective employer of that employee, at the request of the prospective employer, shall be immune from civil liability arising out of the disclosure, unless certain conditions obtain. The Maryland Public Ethics Law was amended so that financial disclosure statements may not include a listing of the employment or business entities of which a minor is the sole or a partial owner. In Minnesota, information about employees of secure treatment facilities, employees of correction facilities, or those involved in community supervision of offenders shall not be disclosed to patients, inmates, or others if facility or program administrators reasonably believe that the information will be used to harass, intimidate, or assault the employees.

Ohio now permits the Division of Liquor Control to provide information on individual Social Security numbers to various State and local law enforcement offices for specific reasons listed in the law. Oklahoma imposed new restrictions on the release of Social Security information. Utah now allows background checks of all applicants, not just peace officers, for employment with a law enforcement agency.

The Virginia tax commissioner is now permitted to provide to the commissioner of labor and industry, upon entering into a written agreement, such tax information as may be necessary to facilitate the collection of unpaid wages. West Virginia amended the State code regarding the privacy of records management and preservation by allowing the release of certain personal information to nongovernmental entities only for purposes authorized by Federal law or regulation.

Alaska

Minimum wage. The State regulations were amended so that, where the definition of an individual employed in a bona fide executive, administrative, or professional capacity for purposes of State law requires that the individual receive a minimum salary, the required minimum salary must be 2 times the State minimum wage for the first 40 hours of employment each week.

Wages paid. The State Wage and Hour Law was amended to provide an exemption for a person who permits a student of the University of Alaska to gain practical work

experience with the person while participating in a practicum. The person will be exempt from vicarious liability as an employer, and the student involved in the practicum will be exempt from the State's Wage and Hour Act. The exemptions are contingent on the supposition that the practicum is part of the student's curriculum and that the student receives no compensation. Occupations that are exempt from this ruling are agriculture; the catching of fish, shellfish, or other aquatic forms of animal or vegetable life; domestic service occupations, including babysitters; Federal and State government employees, including prisoners neither on furlough,

Workplace violence and security. In the continually expanding area of legislation addressing issues of workplace violence and security, the California State Vehicle Code was amended to require the Department of Motor Vehicles to complete a background check of an applicant's driving record prior to the applicant's submitting an application for an original commercial driver's license, or a renewal thereof, with hazardous-materials endorsement to the U.S. Transportation Security Administration. The background check is for the purpose of carrying out a security threat assessment. Idaho and Maryland also now utilize security check requirements for the drivers of motor vehicles transporting hazardous materials under the auspices of the Transportation Security Administration.

The Department of Motor Vehicles in California is permitted to require that fingerprint images and associated information from an employee or a prospective employee include access to confidential or sensitive information. The department also is granted decisionmaking authority regarding the issuance or denial of certain types of documents.

Kansas amended the State Public Information Act so that open meetings may now recess in order to discuss security measures that protect systems and facilities used in the transmission of energy; water or communication services; transportation systems; information systems of public bodies or agencies; certain other systems; and private property or persons. Employers in North Carolina are now permitted to file a petition for a no-contact order, without paying any filing fee, on behalf of employees who are victims of attempted injury, nonsexual contact, stalking, or threats. Tennessee no longer requires that persons being investigated pay the cost of background checks when applying for positions of trust as a State employee.

The discussion that follows, separated by State, presents detailed descriptions of the bills enacted or amended by State legislative bodies during the past year.

detained, nor confined in prison facilities; nonprofit occupations of a religious, charitable, cemetery, civic, or educational organization; taxicab drivers; and registered guides.

Arizona

Worker privacy. The statutes relating to homeowner associations were amended to provide exceptions to the State requirement that association meetings be open and records be public when the meetings and records deal with the activities undertaken by those associations. When meetings are

being held to discuss the personal, health, or financial information about a member of the association, an employee of the association, or an employee of a contractor of the association, the open-meeting requirement does not apply. In addition, the requirement does not apply when the meeting concerns matters relating to the job performance of, the compensation of, the health records of, or specific complaints against an employee of the association or an employee of a contractor of the association who works under the direction of the association. An exemption from disclosure also applies for financial and other records that relate to the aforementioned topics and categories of individuals.

Arkansas

Equal employment opportunity. A resolution was adopted by the House of Representatives that condemned all public and private wage discrimination practices and reaffirmed the State's commitment to equal pay for equal work. The resolution stated that all State agencies, boards, commissions, and institutions of higher learning should continue to follow the State Uniform Classification and Compensation Act.

California

Prevailing wages. The State Government Code relating to public contracts was amended to preserve the eligibility to bid on State contracts for contractors employing persons with developmental disabilities. Employees of nonprofit organizations who are employed in accordance with (1) a specially issued license under the State Labor Code, (2) a specially issued certificate under Section 214, Title 29, of the United States Code, or (3) a community rehabilitation plan as described in the State Welfare and Institutions Code are entitled to holiday pay if they perform work for contractors providing personal services on any State holiday that the State facility in which the services being provided is closed. Among these employees are janitors, housekeepers, custodians, food service or laundry workers, window cleaners, and security guards.

The law authorizing the imposition of civil wage and penalty assessments against contractors and subcontractors that fail to pay their workers the prevailing rate of per diem wages on a public works project was amended. The new language now requires

the director of industrial relations, for an extended period of time through January 1, 2007, to appoint a hearing officer to review the penalty assessment. However, effective January 1, 2007, the director is required to appoint an administrative law judge for these hearings. Beginning 60 days after being served with a civil wage and penalty assessment and continuing thereafter, the contractor shall be liable for liquidated damages in an amount equal to the wages, or portion thereof, that remain unpaid. If the assessment or notice subsequently is overturned or modified after administrative or judicial review, liquidated damages shall be payable only on the wages found to be due and unpaid. Also effective on January 1, 2007, the labor commissioner shall, within 30 days after a contractor or subcontractor is served with a civil wage and penalty assessment, afford the contractor or subcontractor the opportunity to meet with the labor commissioner or a designee thereof to attempt to settle any dispute regarding the assessment without the need for a formal proceeding.

Wages paid. Effective January 1, 2008, employers are required to furnish each employee with an accurate, comprehensive itemized earnings statement. Employees shall be afforded the right to inspect or copy the records pertaining to their employment upon reasonable request to the employer. If a written or an oral request for information relative to a current or former employee is received, the employer must reply within 21 calendar days from the date of the request. Employee records shall be kept on file by the employer for at least 3 years at the place of employment or at a central location within the State. The failure by an employer to permit a current or former employee to inspect or copy records within the allotted time entitles that employee or the labor commissioner to recover a \$750 penalty from the employer. An employee may also bring an action for injunctive relief to ensure compliance and is entitled to an award of costs and reasonable attorney's fees.

Hours worked. The Business and Professional Code relating to cytotechnologists was amended so that these specialists are not required to examine more than 80 gynecologic slides in a 24-hour period when performing a manual review of slides. Laboratories reviewing slides while using automated or semiautomated screening devices approved by the Food and Drug Administration are to follow the

workload requirements established by the Clinical Laboratory Improvement Amendments. It is also now required that slides reviewed with the use of automated or semiautomated screening devices approved by the Food and Drug Administration and requiring full manual review be counted against the applicable 80-slide, 24-hour limit. Finally, it is required that, when such specialists are represented by a labor organization, the maximum workload limitations be negotiated between the employer and the labor organization.

Child labor. The provision in the child labor law authorizing the commissioner to permit the employment of minors 16 and 17 years of age to work up to 10 hours per day and more than 48, but not more than 60, hours in a week during peak season has been extended until 2008. The exemption is applicable only during nonschool periods in agricultural packing sheds located in Lake County.

Discharge. Under the revised Health and Safety Code, employers are now required to report in writing to the medical director and authority of the local emergency medical services agency and provide all supporting documentation within 30 days when (1) an emergency medical technician-paramedic is terminated or suspended for disciplinary cause or reason, (2) an emergency medical technician-paramedic resigns following notice of an impending investigation based upon evidence indicating a disciplinary cause or reason, or (3) an emergency medical technician-paramedic is removed from paramedic duties for disciplinary cause or reason following the completion of an internal investigation. In addition, fines of up to \$2,500 per violation may be assessed any emergency medical technician-paramedic found to have committed certain actions that did not result in actual harm to a patient. However, fines may not be imposed if the technician-paramedic has previously been disciplined by the authority for any other act committed within the immediately preceding 5-year period.

Equal employment opportunity. Legislation was enacted that changed employment discrimination provisions in various State codes to conform with those codes prohibiting discrimination as outlined in the Fair Employment and Housing Act. Whereas the various codes had prohibited discrimination in employment on different bases, such as race, color, sex, religion, and marital

status, the Act prohibits discrimination on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, age, or sexual orientation. The Federal nondiscrimination policy now applies to the protected classes enumerated in the Act in relation to service in the State Military Reserve in positions that do not require Federal recognition.

Worker privacy. When a subpoena for documents is sent to a labor union for records related to a current or former member's employment, a notice must be sent to the union member not less than 10 days prior to the date specified in the subpoena for the production of the records, plus additional time if the employee has been subpoenaed by mail. This requirement is the same as that pertaining to when a subpoena for documents is sent to an employer for records related to a current or former employee's employment. In that case, too, a notice must be sent to the employee. Such notice provides the worker the opportunity to oppose and prevent the disclosure of personal information.

The State Business and Profession Code relating to horseracing was amended and now provides that every employer of backstretch workers shall, upon request, submit, in writing or electronically, to the administrator of the welfare program for backstretch workers, any employment records necessary for the prompt payment of benefits and proper administration of the program.

The State bar, which provides for the licensing and regulation of attorneys and is a public corporation, shall conspicuously publicize to its members in the annual dues statement and other appropriate communications, including its Web site and electronic communications, that its members have the right to limit the sale or disclosure of information about them that is not reasonably related to regulatory purposes. In those communications, the State bar shall note the location of the bar's privacy policy and shall outline the simple procedure by which a member may exercise his or her right to prohibit or restrict the sale or disclosure of the aforementioned information. On or before May 1, 2005, the bar shall report to the applicable committees on judiciary regarding the procedures that it has in place to ensure that members can appropriately limit the use of the said information.

Inmate labor. The amended State Penal Code now permits persons assigned to

furlough programs to work in situations that allow them to retain or look at a driver's license or credit card for no longer than the time needed to complete an immediate transaction, but not in any position that may require the deposit of a credit card or driver's license as insurance or surety. Any person confined who has access to any personal information shall disclose the fact that he or she is confined before taking any personal information from anyone.

Employment agency. Persons who are seeking to become actors or actresses or who are performing as such and rendering services on the legitimate stage or in the production of motion pictures, radio or musical artists, directors, writers, composers, and extras may engage advanced-fee talent agencies. Such agencies, which charge or receive an advance fee from an artist for specified services, are required to provide a written disclosure to the artist, file a bond with the labor commissioner, and maintain certain specified records. They may not charge an artist for photographs or lessons. Among the services provided by these agencies is procuring, offering, promising, or attempting to procure auditions, employment, or engagements for the artist. The payee has no direct or indirect financial interest in the third party and does not accept any referral fee or other consideration for referring the artist. The payee also may receive advanced fees for managing or directing the development or advancement of the artist's career and for providing career counseling, career consulting vocational guidance, aptitude testing, evaluation, or planning in preparing the individual for employment as an artist.

Right to work. The amended law enacted by the State now requires the State's Fiscal Crisis Management Assistance Team to review (1) district teacher hiring practices, (2) teacher retention rates, (3) the percentage of provision of highly qualified teachers, and (4) the extent of teacher misassignment. The team also is to provide recommendations on how to improve in each of these areas. In addition, the law requires the Commission on Teacher Credentialing to report, by April 15 of each year, to the legislature and the Governor, the number of classroom teachers who received credentials, internships, and emergency permits in the previous fiscal year. The county superintendent of schools must annually monitor and review school-district-certified employee assignment practices. This law also rescinds the basic skills proficiency test

requirement for those out-of-State-prepared teachers who have had comparable, certifiable training.

Plant closing. A joint resolution was issued by the State legislature requesting that the President and the Congress add the two criteria of "intellectual capital" and "total mission support" to the list of essential criteria of military values that the federally enacted Base Closure and Realignment Commission will use as its primary set of standards for nominating bases for closure or realignment.

Federal, State, and local government permanent civilian career firefighters who lost their employment within the past 48 months due to the closure of military bases may now be placed on a hiring list that authorizes preferential hiring provisions under current law. Also, those laid-off workers have had their names added to the State Firefighter Joint Apprenticeship Program's eligibility list for a period of 48 months.

Workplace violence and security. The State Vehicle Code was amended to require the Department of Motor Vehicles to complete a background check of each applicant's driving record prior to the applicant's submitting an application for an original commercial driver's license with hazardous-materials endorsement, or a renewal thereof, to the U.S. Transportation Security Administration for a security threat assessment. In addition, the department is required to issue or restore a hazardous-materials endorsement to an applicant who has had an endorsement denied, suspended, revoked, or cancelled upon receiving confirmation from the Transportation Security Administration that the applicant does not pose a security threat.

The State Department of Motor Vehicles may now require fingerprint images and associated information from an employee or a prospective employee whose duties include or would include any of the following: (1) access to confidential information in the department's database, (2) access to confidential or sensitive information provided by a member of the public, including, but not limited to, a credit card number or a Social Security account number, (3) access to cash, checks, or other accountable items, (4) responsibility for the development or maintenance of a critical automated system, and (5) making decisions regarding the issuance or denial of a license, endorsement, certificate, or indicia.

Other laws. The Labor Code Private Attorneys General Act of 2004 was amended by enacting specified procedural and administrative requirements that must be met prior to bringing a private action to recover civil penalties for violations of the State Labor Code. Now, aggrieved employees must provide written notice of violations to the Labor and Workforce Development Agency and to their employer. Such violations include, but are not limited to, violations of wage and hour overtime laws; child labor laws; agricultural, entertainment, and garment industry labor laws; and public works laws. If the agency fails to act within certain specified timeframes, and if the employer has not abated each violation alleged, the aggrieved employee may pursue a civil action.

Colorado

Child labor. The State child labor law was amended so that individuals under 18 years are now permitted to serve as directors of nonprofit corporations.

Worker privacy. Each school district is now required to submit the name, date of birth, and Social Security number of each nonlicensed person employed by the district to the Department of Education, which will create and maintain a database of the information. The school district shall notify the department when a nonlicensed employee is no longer employed by the school district, and the department shall purge the employee's information from the database at least annually. Beginning in 2005, on or before August 30 of each year, the department shall submit, to the State Bureau of Investigation, a list of all persons employed by each school district in the State for the preceding year.

All information maintained by the State Deferred Compensation Committee that is contained in the State deferred compensation plan records of participants, former participants, inactive participants, recipients of benefits, and their dependents that specifically identify any financial information of such persons shall be kept confidential by the committee. Confidentiality does not apply when the monies in such a deferred compensation plan are subject to due legal process.

Connecticut

Minimum wage. The hotel and restaurant

industry in the State is now required to recognize, as part of the minimum fair wage, gratuities in an amount that is (1) equal to 29.33 percent of the minimum fair wage per hour for persons, other than bartenders, who are employed in the hotel and restaurant industry, including a hotel restaurant, who customarily and regularly receive gratuities, (2) equal to 8.2 percent of the minimum fair wage per hour for persons employed as bartenders who customarily and regularly receive gratuities, and (3) not to exceed 35 cents per hour in any other industry.

Overtime health care. Hospitals are now prohibited from requiring nurses, nurse's aides, or physician's assistants to work additional hours beyond a predetermined work schedule that is set up at least 48 hours prior to the start of the work shift, except under certain conditions. The prohibition does not apply to (1) a nurse participating in surgery, until the surgery is completed, (2) a nurse working in a critical care unit, until another employee beginning a scheduled work shift relieves the nurse, (3) a public health emergency, (4) an institutional emergency such as adverse weather, catastrophe, or widespread illness, or (5) a nurse covered by a collective bargaining agreement containing provisions addressing the issue of mandatory overtime. An individual can volunteer to work additional hours, but refusal to do so cannot be grounds for dismissal, discrimination, discharge, or any other penalty or adverse employment decision.

Prevailing wage. No general contractor entering into a contract with the State or any of its agents will award construction, remodeling, refinishing, refurbishing, alterations, or repair contracts for any State highway project to the persons or firms appearing on the Federal Contract Debarment list for a period of up to 3 years from the time their names initially appeared on the list. Further, prior to performing any of the previously listed types of work, under a contract, persons, firms, corporations, partnerships, and associations must submit a sworn affidavit to the general contractor attesting to the fact that the persons or organizations listed hold less than a 10-percent interest in a firm appearing on the list. Any person or firm that appears on the list shall be liable to the State Department of Labor for a civil penalty of \$1,000 for each day or part of a day in which such person or firm performs any work under any contract with the State or any of its agents.

Family issues. The State Family Medical Leave Act was amended so that State employees shall be entitled to a maximum of 24 weeks of medical leave of absence within any 2-year period in order for such employees to serve as organ donors or bone marrow donors. Prior to beginning the leave, any permanent employee requesting such leave shall be required to provide sufficient certification from his or her physician of the proposed organ or bone marrow donation and of the probable duration of the employee's recovery period. Private employees shall be entitled to a total of 16 weeks of leave during any 24-month period in order to serve as an organ donor or a bone marrow donor.

Worker privacy. The disclosure of voice mails under the Freedom of Information Act requires each public agency to open its records concerning the administration of such agency to public inspection, including records containing information in its personnel files, birth records, or confidential tax records, to the individual who is the subject of such information. Nothing in the Act shall require any public agency to transcribe the content of any voice-mail message and retain such record for any period of time. The name and address of, and any related identifying information concerning, a sexual harassment complainant in any internal sexual harassment investigation conducted by an affirmative action officer or other designated person on behalf of a State agency shall be confidential and shall be disclosed only upon order of the Superior Court. The exception to this requirement pertains to the disclosure of the name of the sexual harassment complainant to the accused during the State agency's sexual harassment investigation, wherein the agency may disclose the name of the complainant to other persons participating in the investigation.

Plant closing. The general statutes regarding the Department of Public Utility Control were amended so that the costs for protecting displaced workers now include those reasonable costs incurred, prior to January 1, 2008, by an electric distribution company or an exempt wholesale generator of electricity and arising from the retraining of a former employee of an unaffiliated exempt wholesale generator when the employee was involuntary dislocated on or after January 1, 2004, from the wholesale generator, except for cause.

Department of Labor. The labor com-

missioner is now empowered to subpoena people and records deemed necessary to investigate complaints related to employee personnel and to medical records kept by private-sector employers. In cases of refusal to obey such subpoenas, upon the commissioner's request, the superior court is empowered to issue an order enforcing the subpoena. Documents obtained by such a subpoena are exempt from disclosure under the Freedom of Information Act.

Delaware

Prevailing wage. The State code relating to prevailing-wage requirements in public construction contracts was amended so that, instead of requiring contractors to automatically submit copies of weekly sworn payrolls to the Department of Labor, the contractors and subcontractors are now required to maintain payroll records and produce a certified copy of the information, upon request, to the Department of Labor. The records are to be maintained for a period of 2 years from the last day of the workweek covered by the payroll.

Wages paid. Employers may now furnish pay statements electronically to employees, so long as the electronic statement provides the same information currently required by the Wage Payment and Collection Act and is in a form capable of being retained by the employee. Because many employees may not have access to a computer, employers furnishing statements electronically must also provide employees with the option of receiving the statement in written form.

Equal employment opportunity. The Equal Employment Review Board has been eliminated and replaced by a corresponding "State Right to Sue" in superior court. The alleged injured party may invoke "State Right to Sue" after he or she has exhausted administrative remedies for combating discrimination by employers, employment agencies, or labor organizations. A charge of discrimination shall be filed within 120 days of the occurrence or discovery of the alleged unlawful incident. Joint labor-management committees controlling apprenticeship or other training or retraining programs, including on-the-job training programs, shall be in violation of the law if they utilize any factor such as race, marital status, genetic information, color, age, religion, or national origin to discriminate against potential employees or take adverse actions if the employee has testified, assisted, or partici-

pated in any manner in an investigation, proceeding, or hearing to assist in the enforcement of the provisions of the law. It shall not be an unlawful practice for employers to classify employees by religion, genetic information, age, sex, or national origin in those instances in which these factors are a bona fide occupational qualification that is reasonably necessary to the normal operation of that particular business or enterprise. At the end of the administrative process put in place by the "State Right to Sue," when the charge has been dismissed, or a no-cause determination has been issued, or conciliation efforts have failed, a "State Right to Sue" notice shall be issued. In these cases, the State superior court has jurisdiction and authority to provide relief.

Worker privacy. The State code was amended by the addition of an act limiting the dissemination of the names and identification numbers of police, probation, and parole officers to designated criminal justice agencies for law enforcement purposes. The amendment clarifies the fact that such information is not available to the public pursuant to the Freedom of Information Act. Information from criminal history records shall include a random identification number that is unique and permanent to each arresting officer as a surrogate for the officer's agency or department-issued identification number.

Workplace violence and security. A resolution was passed urging Congress to amend the Maritime Transportation Security Act of 2002 so that it will be applicable only to workers who have been convicted of felonies that can be demonstrated to constitute clear threats to the facilities at which the workers are employed or seek employment. Current provisions of the Act stipulate that persons convicted of a felony within the last 7 years are precluded from working at America's ports.

District Of Columbia

Minimum wage. The District increased its required minimum wage to \$6.60 per hour.

Time off. The District of Columbia's Comprehensive Merit Personnel Act of 1978 was amended and now requires each agency, independent or otherwise, to establish a voluntary leave transfer program under which annual or universal leave accrued or accumulated by an employee

may be transferred on an hour-for-hour basis within the agency to the annual or universal leave account of any other eligible employee. Recipient employees may use contributed annual or universal leave in the same manner as if the leave had accrued to them, provided that any annual, universal, sick, or advanced leave shall be exhausted before any transferred leave may be used by the affected employee. Each agency, independent or otherwise, shall maintain an accounting of the voluntary leave transfer program and the leave records of both the recipient employee and the leave contributor.

Drug and alcohol testing. Nurse staffing agencies, which are now required to be licensed by the Department of Health before providing or referring support to a health care facility, must verify and document the fact that nursing personnel, home health aides, and personal care aides provided or referred by the agency have satisfactorily completed all drug screening and all background checks required by law or requested by the client, before the aforementioned personnel are referred to a health care facility or agency or to an individual.

Florida

Agriculture. Under an old act newly named and relating to agricultural and migrant labor, the farm labor contractor certificate-of-registration fee has been raised from \$75 to \$125. Civil penalties for minor violations now range from warnings for first violations to a range of fines increasing from \$250 to \$2,500. Penalties for major violations range from \$750 to \$2,500 or revocation of the certificate for multiple violations within a 2-year period. The Department of Business and Professional Regulation may now refuse to issue certificates of registration where (1) payment of the applicant's fine assessed by the department is overdue or (2) the contractor has had a Federal certificate of registration denied, suspended, or revoked. The department may permanently revoke or refuse to issue or renew a certificate of registration if, within the last 5 years, the applicant or certificate holder has been convicted of a crime under specific State or Federal laws. Contractors also are required to designate an agent who must be available during regular business hours, Monday through Friday, to accept service of process and other official or legal documents on behalf of the contractor. The receipt and acceptance of a certificate of registration as a farm labor contractor

constitutes unconditional permission for, and acquiescence by, the contractor to inspection by department personnel of books, ledgers, and all other documents related to the performance of the contractor's farm labor activities. The department shall develop and implement, for a farm labor contractor, a best-practices incentive program that establishes certain requirements for the contractor to meet in order to qualify for the incentives bestowed as a result of the designation.

Worker privacy. The State's Public Records Law was amended to create an exemption from the public records requirements for identificatory and locational information on current and former Federal officials, their spouses, and their children. Thus, information regarding U.S. attorneys, assistant U.S. attorneys, judges of the U.S. court of appeals, judges of the U.S. district courts, and Federal magistrates is exempt from disclosure. Such information, including home addresses, telephone numbers, Social Security numbers, photographs of the officials or their spouses or children, addresses of the places of employment of the officials' spouses, and the names and locations of schools and daycare facilities attended by the officials' children, is prohibited from being released as a part of the public record. In addition, the Social Security numbers of agency employees are exempt from disclosure by the employing agency, except that nonemploying custodial agencies shall maintain the exempt status of Social Security numbers only if the employee or employing agency of the employee submits a written request for confidentiality to the custodial agency.

The personnel records of those employed in licensed facilities that provide direct patient care or security services for a wide spectrum of individuals, including, among others, prisoners, criminal suspects brought for treatment by local law enforcement officers prior to incarceration, patients under the influence of drugs or alcohol, and patients who have been admitted for treatment for mental illness (including involuntary admissions), are exempt from disclosure under the Open Government Sunset Review Act. Should any of these individuals gain access to personal information of such employees, the information could be used to threaten, intimidate, harass, or cause physical harm or other injury to the employees who provide direct patient care or security services or to their families. This amended law maintains that the home addresses, telephone numbers, and photographs (but not the Social Security numbers) of employees, along with similar

information (but, again, not their Social Security numbers) on their spouses and children, as well as information on the places of employment of spouses and the names and locations of schools and daycare facilities attended by the children of such persons, are confidential.

Georgia

Minimum wage. All mandates that require an employer to pay any or all of its employees a wage rate or provide employment benefits not otherwise required under State or Federal law, but that have been adopted by any local government entity, are preempted. No local government entity may adopt, maintain, or enforce, by charter, ordinance, purchase agreement, contract, rule, regulation, or resolution, either directly or indirectly, a wage rate or employment benefit mandate. However, any local government entity may offer its own employees employment benefits.

Worker privacy. Public disclosure shall not be required for records that would reveal the home addresses or telephone numbers, Social Security numbers, or insurance or medical information of employees of the State Department of Revenue.

Inmate labor. An amendment to the State code was enacted in order to change provisions relating to the earned-time allowances of inmates in county correctional facilities and to increase the maximum amount of earned time that may be awarded when an inmate does work on an authorized work detail. The sheriff or custodian may authorize the award of not more than 4 days' credit for each day's work on an authorized work detail. Such increased credit for performance on a work detail shall not apply to inmates incarcerated for a second or subsequent offense of driving under the influence, for a misdemeanor of a high and aggravated nature, or for a crime committed against a family member.

Hawaii

Prevailing wage. A resolution was adopted urging the State congressional delegation to ensure that, when privatization construction contracts are let under the Residential Communities Initiative at military bases located in the State, (1) at least 80 percent of Federal expenditures for the contracts stay in Hawaii through the hiring of local

construction firms and local laborers; (2) inquiries are made and, if necessary, cause investigations to be initiated so that the piecework systems and rate fixing do not act to circumvent the Davis-Bacon Act; and (3) steps are taken to ensure that local contractors are not underbid by mainland firms for the contracts falling under the initiative.

Family issues. The State House of Representatives adopted a resolution requiring the Department of Labor and Industrial Relations to enforce the State Family Medical Leave Law in accordance with the intent of the legislature. The department is to provide the legislature with a status report on (1) the adoption of rules that are consistent with the legislative intent, (2) the number of employers that are self-insured for temporary disability insurance and that have denied employees the use of sick leave for family leave purposes, and (3) the number of employees who are covered by an employer's self-insured temporary disability insurance plan and who have been denied the use of sick leave for family leave purposes.

Other laws. Counties within the State may enter into a formal agreement with the State government to extend its deferred compensation retirement plan and the plan's provisions to part-time, temporary, and seasonal or casual employees of the county. Such an agreement may be entered into, provided that the agreement designates one of the county agencies to coordinate the plan locally and provided that the agreement acknowledges that fees may be levied on the county to cover costs incurred by the State for county plans.

Idaho

Wages paid. The State tax law was amended so that employers who are required to withhold, collect, and pay income taxes on the wages or salaries of their employees, but who fail to make a timely payment of the income taxes as required, may be subject to the State Tax Commission's treating the failure as a failure to file a return, and the commission may take authorized administrative and judicial actions for such failure.

Drug and alcohol testing. In order for contractors to be eligible for the award of any State contract for the construction or improvement of any public property or publicly owned building within the State,

(1) they must provide a drug-free workplace program that complies with the provisions of the law and is otherwise constitutionally permitted for employees, including temporary employees, and maintain the program throughout the duration of the contract; and (2) they may subcontract work under State construction contracts only to those subcontractors meeting requirement (1). Contractors that submit a bid for a State construction contract and that are required to comply with the provisions of the Employer Alcohol and Drug-Free Workplace Act shall submit an affidavit, along with the bid, verifying the contractor's compliance with the provisions of this section of the act.

Worker privacy. When a health care provider has been terminated, either voluntarily or involuntarily, for adulteration or misappropriation of controlled substances, the employer shall furnish written notice of the termination to the health care provider's State professional licensing board within 30 days of the event. Employers who provide such information in good faith shall not be held civilly liable for the disclosure or the consequences of providing the information. Professional licensing boards shall maintain such notices of termination for 15 years from the date of receipt by the board. Before hiring such workers, prospective employers of health care providers shall request, in writing, that the professional licensing board furnish the prospective employers any notice of termination maintained by the board with respect to the health care provider.

Workplace security. The State transportation law concerning motor vehicle drivers of hazardous materials was amended and now requires licensees applying for a hazardous-material endorsement of a driver's license to have a security background records check and to receive clearance from the Federal Transportation Security Administration before the endorsement can be issued, renewed, or transferred. Applicants for endorsement shall provide either proof of U.S. citizenship or proof of a lawful, permanent U.S. residence, as well as a valid alien registration number from the Federal Bureau of Citizenship and Immigration Services.

Department of Labor. The State's Departments of Labor and Commerce have been joined in a new agency entitled the Department of Commerce and Labor. The director of the new department shall have

all the powers and duties as may have been or could have been exercised by his or her predecessors in law and shall be the successor in law to all contractual obligations entered into by his or her predecessors in law.

Other laws. The tax credit for employers who hire new employees was increased to \$1,000 per employee. The credit shall apply to employees who, in the calendar year ending in the taxable year for which the credit is claimed, receive annual earnings at an average rate of \$12.50 or more per hour worked and who, during such calendar year, were eligible to receive employer-provided coverage under an accident or a health plan.

Illinois

Minimum wage. The State's minimum wage rose to \$6.50 per hour as scheduled.

Overtime. Employees of a governmental body who are excluded from the definition of "employee" under the Fair Labor Standards Act of 1938 are not subject to receiving compensation at a rate of not less than 1½ times their regular rate of pay. Other employees who are exempt from receiving this overtime rate of pay are those employed in a bona fide executive, administrative, or professional capacity, including any radio or television announcer, news editor, or chief engineer, as defined by or covered by the Act and the rules adopted under it, as both existed on March 30, 2003, but who are compensated at the salary specified in Title 29 of the Code of Federal Regulations, as proposed in the *Federal Register* on March 31, 2003, or with a greater amount of salary as may be adopted by the U.S. Department of Labor. A governmental body in the State is not in violation of the Act if the body provides compensatory time pursuant to Section 7 of the Act, as now or hereafter amended, or is engaged in fire protection or law enforcement activities and meets the requirements of Sections 7 and 13 of the Act, as now or hereafter amended.

Prevailing wage. The law concerning bidding requirements for contractors on construction contracts was amended. In order for a contractor to be considered a responsible bidder for a construction contract, (1) the contractor must comply with all laws concerning the bidder's entitlement to conduct business in the State; (2) the contractor must comply with

all applicable provisions of the Prevailing Wage Act; (3) the contractor must comply with the applicable chapters of the U.S. Code dealing with equal employment opportunities; (4) the contractor must have a valid Federal employer identification number or a valid Social Security number; and (5) the contractor and its subcontractors must participate in applicable apprenticeship and training programs approved and registered by the U.S. Department of Labor's Bureau of Apprenticeship and Training. The provisions of these amendments shall not apply to any federally funded construction project if such application would jeopardize the receipt or use of Federal funds in support of such a project.

Child labor. No minor under 16 years may sell tobacco in any of its forms at a retail establishment selling tobacco products. This restriction does not apply to a sales clerk in a family-owned business, upon proof that the sales clerk is a son or daughter of the owner. Tobacco products sold in single packs must be sold from behind the counter, in an age-restricted area or a sealed display case. These restrictions do not apply if tobacco-related products are sold in an establishment that (1) derives at least 90 percent of its revenue from tobacco and tobacco-related products, (2) does not permit persons under 18 years to enter the premises unless accompanied by a parent or legal guardian, and (3) posts a sign on the main entrance prohibiting the admission of such persons. A violation of this act is a petty offense for which the court shall impose a fine of not less than \$100 or more than \$1,000.

The requirement in the child labor provisions that a parent or guardian accompany a 12- or 13-year-old minor who is officiating youth sports activities for a not-for-profit youth club, park district, or municipal parks and recreation department has been amended so that it is also satisfied if an adult designated by the parent or guardian accompanies the minor.

Time off. The State Service Men's Employment Tenure Act was amended to be titled "The Service Member's Employment Tenure Act." The act affects the reemployment rights of employees who leave a public utility to enter the military service of the United States. It was established that, when an employer knowingly violates the provisions of this act, a business offense has been committed that is punishable by a fine of not less than \$5,000 and not more than \$10,000.

Volunteer firefighters who do not receive monetary compensation for their services to a fire department or fire protection district and who do not work for any other fire department for monetary compensation may not be terminated by their employers because they are absent from or late to their employment in order to respond to an emergency prior to the time they are to report to work. However, employers may charge, against their employees' regular pay, any time that their employees lose as a result of responding to an emergency. Employers may require their employees to provide them with a written statement from the supervisor or acting supervisor of the volunteer fire department stating the time and date of the emergency. Employees are expected to make a reasonable effort to notify their employers of such an emergency. Any employer who violates this act is liable to civil action brought by the affected employee for reinstatement to his or her former position, payment of back wages, and reinstatement of fringe benefits and seniority. Civil action must be commenced within 1 year after the date of the employer's violation.

Discharge. The State Police Training Act was amended. A police officer shall now be decertified or have his or her waiver (of completion of training requirements pending certification) revoked if, while under oath, the officer knowingly and willfully made false statements as to a material fact pertaining to an element of the offense of murder. If an appeal is filed, the determination of decertification or revocation of waiver shall be stayed. In the case of an acquittal on a charge of murder, a verified complaint may be filed, within two 2 years, by the defendant or by a police officer with personal knowledge of perjured testimony. Within 30 days, a determination will be made on whether the complaint is without merit or whether further investigation is warranted. The accused officer shall not be placed on unpaid status because of the filing or processing of the verified complaint, until there is a nonappealable order sustaining his or her guilt and certification is revoked. Nothing restricts the public employer from pursuing disciplinary action against the officer in the normal course of events and under procedures then in place.

Drug and alcohol testing. The State School Code was amended by adding a section which specifies that, when charter bus services are provided solely for the purpose of regularly transporting students,

the drivers must demonstrate physical fitness to operate the school buses by submitting the results of a medical examination, including tests for drug use, to a State regulatory agency.

Worker privacy. The Department of Public Health shall establish and administer a nursing workforce database. The objective of maintaining such a database shall be to track the State's nursing workforce, and the database shall contain information that may be released under the Freedom of Information Act. Among the information to be collected are (1) current and projected population demographics and available health indicators to project the demand for nursing services; (2) data that will be used to create a dynamic system for projecting nurse workforce supply and demand; (3) information on workforce issues such as the diversity, educational mix, and geographic distribution of the nursing workforce, as well as information on the number of nurses needed; (4) current and projected numbers of nursing faculty required to educate the nurses who will be needed; (5) data on nursing education programs, applications, enrollments, and graduation rates; (6) data needed to develop collaborative models between nursing education and practice in order to identify nursing competencies, educational strategies, and models of professional practice; and (7) data on nurse practice settings, practice locations, and specialties. The department may not disclose any of its data in a manner that would allow the identification of a particular health care professional or facility. A report to the Governor regarding the development and effectiveness of the use of the database shall be made no later than January 15, 2006.

Plant closing. Legislation was enacted that requires employers with 75 or more employees to provide written notice of a mass layoff, relocation, or employment loss, 60 days before the order takes effect, to affected employees, representatives of affected employees, and the Department of Commerce and Economic Opportunity, along with the chief elected official of each municipal and county government within which said employment action occurs. Failure to provide such notice makes the employer liable for backpay at the employee's average regular rate of pay, along with the value of the cost of any benefits to which the employee would have been entitled. Liability is calculated up to a maximum of 60 days or one-half the number

of days that the employee was employed by the employer, whichever period is smaller. Employers also may be subject to a \$500 civil penalty for each day the violation continues.

Indiana

Hours worked. The State Utilities and Transportation Code was amended and now exempts employees of a public utility or of a subcontractor or contractor thereof from the maximum hours of service they are permitted to work under Federal regulations. This exemption applies when the individual (1) holds a commercial driver's license and (2) operates a commercial motor vehicle as a utility service vehicle while engaged in intrastate maintenance or repair work during an emergency involving an interruption of the utility's service.

Drug and alcohol testing. The State Human Services Code was amended to require childcare providers to offer, maintain, and make available to the State, at no expense thereto, copies of drug-testing results for employees or volunteer caregivers at the facility where the provider operates the childcare service.

Worker privacy. Individual records and information on membership in the Public Employees Retirement Fund are now confidential, except for the name and the number of years of service of a participant in the fund.

Iowa

Drug and alcohol testing. The law regarding private-sector employee drug testing was amended to include the definition of "controlled positive test result" to mean, with the exception of alcohol testing, the result of a blood, urine, or oral fluid test in which the level of controlled substances or metabolites in the specimen analyzed meets or exceeds nationally accepted standards for determining detectable levels of controlled substances. If nationally accepted standards for oral fluid tests have not been adopted by the Federal Substance Abuse and Health Services Administration, the standards for identifying detectable levels of controlled substances for purposes of determining a confirmed positive test result shall be the standard that has been established by the Federal Food and Drug Administration for the measuring instru-

ment used to perform the oral fluid test. Under the revised law, “samples” shall include only urine, saliva, breath exhalations, and blood.

Kansas

Worker privacy. Any person applying for employment as a law enforcement officer is required to disclose any arrests, convictions, or diversions⁵ and shall allow the State Law Enforcement Training Commission to obtain expunged records in order to determine the applicant’s eligibility. Furthermore, when any law enforcement officer leaves his or her position, the responsible agency would make a report explaining the circumstances surrounding the termination or resignation. The report shall be available to the terminated officer upon written request and also shall be available to any law enforcement agency to which the terminated officer later applies for a position as a police or law enforcement officer. This legislation, which is intended to prevent the hiring of police officers who were terminated for cause in other jurisdictions, mandates the establishment, by the director of the State Law Enforcement Training Commission, of a registry to be a resource for all agencies that appoint or elect police or law enforcement officers to use in reviewing employment applications. The registry shall be made available only to those agencies which appoint or elect police or law enforcement officers.

Workplace security. The State Public Information Act was amended. Upon a formal motion to do so, open meetings may now recess, but not adjourn, in order to discuss security measures that protect (1) systems, facilities, or equipment used in the production, distribution, or transmission of energy, water, or communication services; (2) transportation and sewer or wastewater treatment systems, facilities, or equipment; (3) a public body or agency, a public building or facility, or the information system of a public body or agency; or (4) private property or persons. The purpose of the amendment is to protect against criminal acts intended to intimidate or coerce civilians, influence government policy, or affect the operation of government through mass destruction, assassination, kidnapping, or the disruption of public services.

Department of Labor. The Department of Human Resources has had its name changed to the Department of Labor. The duties of

the Employment and Training Administration under the Department of Human Resources have been transferred to the Division of Workforce Development in the Department of Commerce. The remaining duties of the Department of Human Resources stay with the newly named Department of Labor.

Kentucky

Overtime. The State overtime law was amended in order to exclude individuals who are employed by a third-party employer or agency, other than the associated family or household, to provide in-home companionship services for a sick, elderly, or convalescing person. Now, those individuals are considered exempt from entitlement to overtime compensation. The services in question may include household work related to the care of the aged or infirm person, along with general household work, as long as the household work is incidental and the time spent doing it does not exceed 20 percent of the total weekly hours worked. The services do not include those related to the care and protection of the aged or infirm which require and are performed by trained personnel, such as a registered or practical nurse.

Worker privacy. The State Revised Statutes were amended to provide that employers who furnish information about the job performance, professional conduct, or evaluation of a former or current employee to a prospective employer of that employee, at the request of the employee or prospective employer, shall be immune from civil liability arising out of the disclosure. This immunity is in place unless the plaintiff in a civil action proves that (1) the employer disclosed the information knowing that it was false, with reckless disregard of whether it was true or false or with the intent to mislead the prospective employer, or (2) the disclosure of the information by the employer constitutes an unlawful discriminatory practice. This amended code does not create a new cause of action or substantive legal rights against an employer, nor does it limit an employer’s immunity from civil liability or defenses established in another section of the State Revised Statutes or available under common law.

Louisiana

Wages paid. The State wage payment law was amended and now excludes those

persons considered exempt pursuant to the Federal Fair Labor Standards Act from being included in the definition of the term “employee.” In addition, those employers who fail to pay their employees in the timely manner required may be fined not less than \$25 or more than \$250 for each day they remain in violation of the law. A second such violation may, in addition to incurring the same fines, subject a person to imprisonment of not less than 10 days.

Child labor. The section of the State child labor law concerning permissible hours of work was amended. Minors 16 years of age who have not graduated from high school are now prohibited from being employed or from being permitted or suffered to work between the hours of 11:00 P.M. and 5:00 A.M. prior to the start of any schoolday. Minors under 16 years who have not graduated from high school shall not be employed or suffered or permitted to work between the hours of 7:00 P.M. and 7:00 A.M. prior to the start of any schoolday or between the hours of 9:00 P.M. and 7:00 A.M. on any day. Minors employed in the dairy industry are exempt from this restriction. No minor 17 years of age who has not graduated from high school shall be employed or permitted or suffered to work between the hours of 12:00 A.M. and 5:00 A.M. prior to the start of any schoolday. Minors who have taken and passed a General Education Development (GED) test and who have been awarded a high school equivalency diploma from the State Department of Education will be considered to have graduated from high school.

Equal employment opportunity. A resolution was adopted that created the State Commission on Employment of Mental Health Consumers, to study and develop a plan to address barriers that prevent persons with mental illness from seeking, obtaining, and maintaining employment. The plan shall be submitted to all appropriate parties prior to the convening of the 2005 regular legislative session.

The State has created the Equal Pay Commission for the purpose of making a full and complete study of the factors affecting wage disparities, in both the public and private sector, between men and women, as well as between minorities and nonminorities. The Commission will investigate such factors as the segregation of men and women and of minorities and nonminorities, lower wages of occupations

traditionally dominated by women and minorities, child-rearing responsibilities, and the consequences of such disparities on the economy and affected families. The commission also will propose actions and legislation that are likely to lead to the elimination and prevention of such disparities. The commission shall report its findings and recommendations. Sunset for the commission is July 1, 2006.

Drug and alcohol testing. The law pertaining to drug and alcohol testing was amended to specify that samples other than urine, including blood, saliva, and hair, may be used for workplace drug testing. All drug testing of samples collected in the State, including its territorial waters and any other location to which the laws are applicable, shall be performed in specific certified laboratories if both of the following conditions apply: (1) as a result of such testing, mandatory or discretionary negative employment consequences will be rendered to the individual and (2) drug testing will be performed for any or all classes of marijuana, opioids, cocaine, amphetamines, and phencyclidine.

Inmate labor. Inmates may now perform manual labor, of their own free will, on buildings, improvements, or properties of tax-exempt organizations, including (1) posts and organizations of past or present U.S. Armed Forces members, auxiliary units or societies, and trusts and foundations if such posts or organizations are organized in the United States or its possessions (membership must comprise specific categories of persons, and no part of net earnings must inure to the benefit of a private shareholder); and (2) any association organized before 1880 in which more than 75 percent of its members are past or present members of the Armed Forces and a principal purpose of which is to provide insurance and other benefits to veterans or their dependents.

Other laws. When individuals lose health insurance coverage as a result of their employer's going out of business and terminating a health benefits plan, and those individuals are eligible for the Health Coverage Tax Credit under Federal law, the Department of Insurance shall administer the Federal Health Coverage Tax Credit Program to ensure that the individuals in question have access to affordable health insurance. The department shall establish a pilot program to increase access to affordable health insurance and shall

coordinate with health insurance issuers, health maintenance organizations, employers, or other entities to facilitate coverage for those who are eligible.

Maine

Minimum wage. The scheduled increase in the minimum wage was implemented, and the State minimum wage is now \$6.35 per hour.

Prevailing wage. Permits and contracts issued for the harvesting of timber from reserved and nonreserved public lands shall now include a provision requiring that persons engaged in timber harvesting on such lands be compensated at rates not less than the most recently issued prevailing-wage and piece rates and equipment allowances established for the pulpwood and logging industry, as determined by the Department of Labor, Bureau of Labor Standards. If the department does not determine a prevailing-wage or piece rate for a timber-harvesting occupation, the director of the department may establish those rates, applicable only to permits and contracts on public reserved and nonreserved lands governed by the law, by referring to prevailing rates and allowances in the industry for that occupation or type of equipment.

Time off. State National Guard members who are on duty for more than 5 consecutive days may elect to be members of the State Retirement System. In addition, if one of the parents of a minor is a member of the National Guard or the U.S. Armed Forces Reserves on orders to report to active duty for a period of more than 30 days, a temporary guardianship that would otherwise expire is automatically extended until 30 days after the parent is no longer under active-duty orders or until an order of the court so provides. The extension of the guardianship is in effect as long as the parent's service is in support of an operational mission for which members of the affected components of the Reserve have been ordered to active duty without their consent or if the forces are activated during a period of war declared by Congress or a period of national emergency declared by the President or Congress.

Equal employment opportunity. The State established the Employees Suggestion System, whereby State employees in classified service are eligible for cash or honorary

awards for submitting suggestions that would result in substantial savings, improvements, or efficiencies in State operations. State supervisors or other persons in authority may not discriminate against an employee regarding the employee's terms, conditions, location, or privilege of employment because the employee, acting in good faith, has suggested savings or efficiencies.

Drug and alcohol testing. Employers who employ 50 or more employees not covered by a collective bargaining agreement and who have instituted or appointed an employee committee responsible for developing a written policy prior to establishing any substance abuse testing program that applies to all employees may request, require, or suggest that employees submit to a substance abuse test on a random or arbitrary basis. Union employees working for such an employer are covered only in conjunction with a collective bargaining agreement. The committee testing policy must be approved by the Department of Labor. Committee membership must include a medical review officer and must be appointed from a cross section of those eligible to be tested. Only entities not subject to the employer's influence, such as the medical review officer, may select employees for testing. Employers may not discharge, suspend, demote, discipline, or otherwise discriminate (for example, with regard to compensation or working conditions) against an employee for participating or refusing to participate in such an employee committee. Employees who show initial confirmed positive results shall be provided with an opportunity to participate in an employee assistance program if the employer has such a program.

Worker privacy. Records in the possession of the State Retirement System and containing home contact information pertaining to its members, recipients of benefits, trustees, nontrustee members of board committees, and staff are confidential and not subject to public disclosure. This exclusion from disclosure does not apply to the home contact information about a retirement system member or recipient of benefits if that person has signed a waiver of confidentiality regarding such information.

Unfair labor practice. The State enacted a law establishing a forestry rate proceedings panel with members representing the forest products harvesters and haulers, the forest landowners, and the public interests

of the State. Upon petition, the panel will set a reasonable rate of compensation for harvesting and hauling services of loggers and wood haulers, to be paid by a forest landowner in a specified area of the State. Individual forest product haulers and harvesters may join together to bargain with forest landowners over prices and terms of contracts. Petitions may be filed with the panel by a forest landowner or a person representing at least three harvesters or haulers in order to initiate proceedings to determine reasonable rates of compensation. While one or more harvesters or haulers may negotiate a rate with a forest landowner for an area defined by the State, any agreement reached is contingent upon review and approval by the panel. Where panel rates are not applicable, forest landowners and haulers or harvesters may determine their own compensation rate agreement.

Maryland

Child labor. Employers in Garrett County who possess licenses to sell alcoholic beverages are no longer restricted from hiring individuals who are under 18 years, as long as those individuals do not handle the alcoholic beverages during the course of their duties.

Whistleblower. A law was enacted providing employees of contractors hired by the State with whistleblower protections. Specified employers that enter into State procurement contracts are required to provide written notice of particular protections and remedies to employees. These employers may not take or refuse to take any personnel action as a reprisal against an employee because the employee (1) discloses information that he or she reasonably believes affords evidence of an abuse of authority, gross mismanagement, or a gross waste of money, (2) objects to or refuses to participate in any activity, policy, or practice in violation of the law, or (3) seeks a remedy under this law following a disclosure under item (1). The employee may bring a civil action in the county where (1) the alleged violation occurred, (2) the employee resides, or (3) the employer maintains its principal office in the State. Such action shall be brought within 1 year of the time the alleged violation occurred or within 1 year of the time the employee first became aware of the alleged violation.

Worker privacy. Applicants for positions

with, or employees of, the State's Internal Investigative Unit of the Department of Public Safety and Correctional Services are not exempt from being subject to the use of a lie detector or a similar test for employment purposes.

The State Public Ethics Law was amended so that financial disclosure statements may not include a listing of a minor child's employment or business entities of which the child is the sole or partial owner. This amendment is effective unless the place of employment or the business entity is subject to the regulation or authority of the agency that employs the individual or unless the place of employment or the business entity has contracts in excess of \$10,000 with the agency that employs the individual.

Employment agency. A nursing referral service agency (now licensed by the Department of Health and Mental Hygiene instead of the Department of Labor Licensing and Regulation) consisting of one or more individuals engaged in the business of screening and referring, directly or in accordance with contractual arrangements for the purpose of providing nursing services, home health aide services, or other home health care services at the request of the client, is permitted to receive a fee or other compensation for providing the service.

Plant closing. The Secretary of Business and Economic Development shall designate a division, an agency, an office, or some other entity within the Department of Labor to be the single point of contact for issues relating to the realignment and closure of military installations in the State.

Workplace violence and security. Licensed operators of commercial vehicles must obtain a State-issued endorsement to operate a commercial motor vehicle that is required to be placarded for hazardous materials. Applicants must apply to the Criminal Justice Information System Central Repository for a national and State criminal history records check, and the Transportation Security Administration of the Department of Homeland Security must approve the issuance of the endorsement. If a record of criminal history is reported to the central repository after the date of the records check, the repository shall provide information on the operator's criminal history to the Transportation Security Administration, and the operator shall be provided with a revised printed statement

of the same information. The operator may contest the contents of the printed statement.

Department of Labor. The Secretary of Labor, Licensing, and Regulation has been added to the Advisory Council on Offender Employment Coordination. The council provides guidance on (1) developing transitional supports and expanding employment opportunities for offenders in institutional and community settings; (2) transferring successful institutional programs and services that prepare offenders for employment in community settings; (3) increasing job placement and retention rates for all offenders under correctional control; (4) improving the coordination of employment services; (5) developing and implementing a business mentoring program; and (6) conducting mock job fairs in institutions and the community. The council shall exist until the end of August 31, 2007.

Massachusetts

Minimum wage. No employer or other person shall demand, request, or accept, from any wait staff, service employee, or bartender, any payment or deduction from a tip or service charge given to such employee by a patron. The employer may not retain or distribute, in any manner inconsistent with the law, any tip or service charge given directly to the employee. The employer may not require the employee to participate in a tip pool through which the employee remits any wage, tip, or service charge for distribution to any person who is neither on the wait staff nor a service employee or bartender. An employer may administer a valid tip pool and may keep a record of the amounts received for bookkeeping or tax-reporting purposes. If an employer or other person submits a bill or charge to a patron that imposes a service charge or tip, the total proceeds of that service charge or tip shall be remitted only to the wait staff employees in proportion to the service provided by those employees. Any service charge or tip remitted by a patron or person to an employer shall be paid to the appropriate employees by the end of the same business day and in no case later than the time set for the timely payment of wages. Any violation shall result in restitution for any tips accepted, distributed, or retained, with interest at the rate of 12 percent per year. The employer shall have violated the law and shall be punished or subject to a civil citation if (1) the employer is maintaining records for a tip pool

and the employee is not allowed to inspect those records pertaining to him- or herself or (2) the employer discharges or in any manner penalizes or discriminates against an employee because the employee has made a complaint to the attorney general or to any other person conducting an investigation and is seeking rights under this law.

Equal employment opportunity. The General Law of the State was amended by making it an unlawful practice for an employer, an employment agency, the commonwealth, or any of its subdivisions, by itself or its agents, to deny initial employment, reemployment, retention in employment, promotion, or any benefit of employment to a person who is a member of a uniformed military service of the United States (including the National Guard) or who applies to perform, or has an obligation to perform, service in a uniformed military service of the United States (again, including the National Guard) on the basis of that membership, application, or obligation. In addition, the State has established a commission on veterans' employment rights that shall be responsible for investigating whether veterans are subjected to employment discrimination on the basis of their status as veterans. The commission shall report its finding annually on March 1 to the Secretary of Veterans Affairs.

Michigan

Child labor. The State Youth Employment Standards Act was amended so that it no longer prohibits a minor from engaging in any construction work or operations performed as an unpaid volunteer if such construction work or operations are performed under adult supervision for a charitable housing organization.

Minnesota

Wages paid. Any city in the State may now use an electronic time-recording system if the governing body of the city adopts policies to ensure that the time-keeping and payroll methods are accurate and reliable.

Hours worked. The State Motor Carrier Act was amended to exclude Federal, State, and local governments from the definition of a "person" as a "motor carrier" as defined by the act. The amendment also corrected

references in the State law that incorporates Federal regulations on truckdrivers' hours of service. As amended, the law now stipulates that its hours criteria do not apply to drivers transporting agricultural commodities or farm supplies for agricultural purposes, as long as the transportation is limited to an area within 100 miles of the source of the commodities or the distribution point for the farm and is conducted during the planting and harvesting seasons within the State, as determined by the State.

Equal employment opportunity. The State affirmative action provisions were amended. The commissioner shall establish a statewide affirmative action goal for each of the Federal Equal Employment Opportunity occupational categories applicable to State employment. For the purposes of affirmative action, a "Goal Unit" is the group of jobs in an agency or agency subdivision assigned to one of the Federal Equal Employment Opportunity occupation categories applicable to State employment. The amendment also struck a number of factors from being considered in setting affirmative action goals. The remaining factors to be considered are (1) the percentage of members of each protected class in the recruiting area who have the necessary skills and (2) the availability for promotion or transfer of members of protected classes in the recruiting area population.

Worker privacy. Information about employees of secure treatment facilities or corrections facilities, or information about those involved in the community supervision of offenders, shall not be disclosed to patients, inmates, or others if administrators reasonably believe that the information will be used to harass, intimidate, or assault the employees. Such information includes home addresses or telephone numbers, the locations of employees during nonwork hours, the locations of employees' immediate family, the education and training of the employee, the employee's prior employment, and payroll timesheets that may disclose future work assignments scheduled for the employee.

Plant closing. The owner of a municipal airport is required to notify the commissioner of transportation of the owner's intent to close the airport before or immediately upon cessation of operations at the airport. The owner shall schedule a public hearing to take place within 90 days following the giving of notice to the commissioner and shall also provide public notice of the

hearing a minimum of 30 days before it is to take place.

Mississippi

Drug and alcohol testing. Any employee who may be required by an employer to submit to a drug test shall be provided, at least 30 days prior to the implementation of a drug-testing program, a written policy statement from the employer that contains information about the grounds on which an employee may be required to submit to a drug test and about any actions the employer may take against an employee on the basis of a confirmed positive test. The written policy must contain information on (1) confidentiality, (2) procedures for employees to confidentially report the use of prescription or nonprescription medications prior to being tested, (3) the positions within the company that are subject to testing, (4) the consequences of refusing to submit to a drug test, (5) opportunities for assessment and rehabilitation if an employee has a confirmed positive test result, and (6) how the employee can contest the accuracy of the results, as well as a list of all drugs for which the employer might test. Employees may be requested by the employer to sign a statement that the drug policy has been read and understood.

Missouri

Worker privacy. The State's sunshine law was amended to exclude from disclosure the names of private sources donating or contributing money to the salary of a chancellor or president at all public colleges and universities in the State, as well as the amount of money contributed by the source. This exclusion is not in effect where the disclosure is otherwise required by law.

Nebraska

Time off. The law requiring all persons, firms, or corporations owning or operating an assembling plant, workshop, or mechanical establishment employing one or more workers to allow all of their employees not less than 30 consecutive minutes for lunch in each 8-hour shift does not apply to employment that is covered by a valid collective bargaining agreement or another written agreement between an employer and employee.

Worker privacy. Employers who hire or

rehire any employee are now required to submit additional information to the State Department of Labor concerning the employee. A copy of the employee's Federal w-4 or any form previously approved by the department shall be submitted, with the date of hire or rehire inscribed upon it. This additional information shall be submitted within 20 days of the date of hire or rehire or, if the reports are transmitted electronically, by 2 monthly transmissions, if necessary, that are not less than 12 days or more than 16 days apart.

New Hampshire

Discharge. An employer may prorate, on a daily basis, the salary of an employee who, hired after the beginning of a pay period, terminates employment of his or her own accord before the end of a pay period or is terminated for cause by the employer. No employer may withhold or divert any portion of an employee's wages, unless the employer is required or empowered to do so by State or Federal law or the employer has a written authorization by the employee for deductions for a lawful purpose, which now includes (1) voluntary contributions to cafeteria plans or flexible benefit plans, (2) childcare fees by a licensed childcare provider, (3) parking fees, and (4) amounts paid for pharmaceutical items or gift shop and cafeteria items purchased on the site of a hospital by hospital employees.

Equal employment opportunity. The duties of the State Legislative Ethics Committee have been expanded to include the investigation of allegations of improper conduct, including sexual harassment against members or retaliation against employees who make good-faith allegations of sexual harassment, that may reflect upon the legislature, relating to the conduct of individuals in the performance of their duties as members, officers, or employees of the legislature.

Worker privacy. Payroll accounts and the information contained therein are now exempt from the trustee process.

New Jersey

Overtime. The State Senate adopted a resolution urging the U.S. Department of Labor to repeal the rule changes that could allow employers to reclassify workers, without just cause, as being exempt from earning overtime pay.

Prevailing wage. The State prevailing-wage law was amended. When the commissioner of labor finds that an employer has violated provisions of the act, the matter may be referred to the attorney general or his or her designee for investigation and prosecution. An employer commits a crime if the employer knowingly pays one or more employees employed in public work subject to the provisions of the act at a rate less than the rate required pursuant to the act. A violation wherein the contract amount is \$75,000 or above constitutes a crime of the second degree, while a violation in which the contract amount exceeds \$2,500, but is less than \$75,000, is a crime of the third degree, and a violation wherein the contract amount is \$2,500 or less is a crime of the fourth degree. In addition, the employer shall be deemed to have caused loss to the employees in the amount by which the employees were underpaid and shall be subject to the provisions regarding fines and restitution to victims, as well as to other pertinent provisions.

The prevailing-wage law concerning custom fabrication in public work was amended. Custom fabrication is now encompassed within the definition of "public work" and includes mechanical insulation and plumbing, heating, cooling, ventilation, and exhaust duct systems used in public work. Also, according to the newly amended law, custom fabrication is subject to the State Prevailing Wage Act, regardless of whether the fabrication is or is not done on the site of the public work. Contractors or subcontractors engaged in custom fabrication are not regarded as suppliers of materials and therefore are not granted the latter's exemption from the provisions of the act.

Each worker employed in the construction or rehabilitation of facilities under the administration of the Casino Reinvestment Development Authority, the State Educational Facilities Authority, or the State Health Care Facilities Financing Authority shall be paid not less than the prevailing-wage rate for the work's craft or trade, as determined by the commissioner of labor.

Hours worked. The provisions of the Surface Transportation Assistance Act pertaining to hours of service are applicable to commercial motor vehicles weighing 26,000 pounds or less and operating in intrastate commerce. Therefore, when an operator has been on duty continuously for 12 hours or longer or has been on duty for 12 hours in the aggregate during any 16

consecutive hours, that person shall have at least 10 consecutive hours off. Those same provisions do not apply to a vehicle designed to transport 16 or more passengers, driver included, to a vehicle used in the transportation of hazardous materials and required to be placarded, or to a vehicle that displays a hazardous-materials placard.

New Mexico

Prevailing wages. Unregistered contractors are now prohibited from bidding on public works projects that are subject to the Public Works Minimum Wage Act. In addition, registered contractors may not list unregistered subcontractors in bid proposals for a public works project subject to the Act. Neither the State nor any political subdivision thereof may accept bids from unregistered contractors. Parties required to be registered pursuant to the Act may have their registration cancelled, revoked, or suspended with conditions for failure to comply with the registration provisions or for good cause. Injunctive relief may be sought in district court for failure to comply with provisions of the Act.

New York

Minimum wage. The State minimum wage was increased to \$6.00 per hour.

Hours worked. The State's transportation law was amended to exempt telephone utility truckdrivers engaged in the restoration of telephone service from the portion of the law relating to limitations on hours of labor or service. This exemption applies to those persons whose primary employment is not as a driver of a motortruck, but who drive only as an incidental part of their employment and who are engaged in the emergency restoration of telephone service.

Child labor. Besides recently assuming the responsibility of being the issuing agency for all employment permits affecting child performers, the State Department of Labor will now oversee the requirements for such permits. All child performers shall have such a permit listing the true and stage names and the age of the child, along with the name, address, and written consent of the parent or guardian. No permit shall allow a child to participate in an exhibition, rehearsal, or performance that is harmful to the welfare, development, or proper education of the child. A permit may be revoked

by the department for good cause.

Agriculture. Farmworkers in the State must be notified in writing of the conditions of employment every employer shall utilize. The employer shall be subject either to the farm work agreement established by the commissioner, which includes job service recruitment or placement orders and a farm labor contract or migrant labor registration, or to an agricultural employment contract executed by the employer or its representative with the representative of a foreign government.

Garment industry. The commissioner of labor is now required to publish quarterly reports setting forth the names of all registered manufacturers and contractors in the apparel industry, as well as all such manufacturers and contractors who were found to be in violation of registration requirements.

Worker privacy. Whenever an application is submitted for licensure endorsement or a limited permit in any profession regulated by the State Board of Regents and there is a determination that the applicant has been subject to disciplinary action by another jurisdiction, the Regents shall evaluate the conduct of the applicant and may deny him or her endorsement or the issuance of a limited permit. This determination shall be made on the basis of an evaluation of the infraction within the State. Conduct covered includes practicing the profession beyond its authorized scope with gross incompetence or negligence and the relinquishment (voluntarily or otherwise) of the applicant's professional license in another jurisdiction after a disciplinary action.

North Carolina

Prevailing wage. Under the State's industrial revenue bond program, resident manufacturers enter into financing agreements with a local financing authority that issues tax-free revenue bonds, with the proceeds used by the company to finance land, buildings, and equipment. The amounts paid by the company must be sufficient to pay the debt service on the bonds. As a result of newly enacted State legislation, in order to qualify for the financing, manufacturers are no longer required to pay an average weekly manufacturing wage that either is above the average weekly manufacturing wage in the county or is at least 10 percent above the average weekly manufacturing wage in the State.

Worker privacy. Evidence of statements made and conduct occurring in the mediation of a personnel matter involving the University of North Carolina or a constituent institution shall not be subject to discovery and shall be inadmissible in any administrative or judicial proceeding of any action, except a proceeding to enforce a signed settlement. No mediator or person in training to become a mediator, nor any participant in a mediation of a personnel matter, shall be compelled to testify or produce evidence with respect to mediation in a civil proceeding.

Employment agencies. A person providing professional employer services to individuals other than temporary employees and where employment responsibilities are shared or allocated must be licensed. Two or more entities under the control of a parent organization may combine to seek the issuance of a single license. An applicant for licensure shall file, with the commissioner, a surety bond in the amount of \$100,000 in favor of the State. In lieu of a surety bond, an applicant may submit an irrevocable letter of credit. Before the issuance of the initial license, each applicant for a limited or professional organization license shall pay a nonrefundable application fee of \$1,000 to the commissioner. Each applicant shall pay the commissioner a fee of \$500 for a renewal of the license. The commissioner may also issue a limited license to a person who seeks to offer limited professional employer services. The licensee reserves the right to hire, fire, and discipline the assigned employees, in addition to maintaining an employee benefits plan. The commissioner may conduct an examination of a licensee as often as the commissioner considers it appropriate and may take disciplinary action against a licensee for such violations of the law as committing crimes that involve dishonesty or breach of trust, engaging in professional employer services without a license, failing to provide notice in writing of the discontinuance and replacement of insurance coverage, bribing an agent of the State, and committing fraud or intentional misrepresentation. The commissioner may issue a cease and desist order to a person or group that violates any provision of the law.

Workplace violence and security. Legislation was enacted that allows employers, on behalf of employees who are victims of attempted injury, nonconsensual sexual contact, stalking, or threats, to file a petition for a no-contact order without

paying any filing fee. To determine safety concerns, the employee must be consulted prior to the seeking of the order. On the basis of their level of participation or cooperation, employees who are targets of unlawful conduct and who are unwilling to participate in the process shall not face disciplinary action. The orders are effective for not more than 10 days, as the court fixes, unless, within the time so fixed, the temporary civil no-contact order, for good cause shown, is extended for a like or longer period if the respondent consents. Violations of the no-contact order may result in a fine or imprisonment.

Ohio

Worker privacy. The State Revised Code was amended to allow the Division of Liquor Control to provide the Social Security number that the division possesses of an individual to the Department of Public Safety, the Department of Taxation, the Office of the Attorney General, or any other State or local law enforcement agency if such department, office, or agency requests the number from the division to conduct an investigation, implement an enforcement action, or collect taxes.

Oklahoma

Hours worked. The State Motor Carrier Safety and Hazardous Materials Transportation Act now exempts, on an emergency basis, utility service vehicles that are owned or operated by utilities regulated by the Corporation Commission or electric cooperatives and that are engaged solely in intrastate commerce within the State from the hours-of-service regulations promulgated by the U.S. Department of Transportation, effective June 26, 2003, until June 27, 2006. The hours-of-service regulations that were applicable in the State immediately prior to June 26, 2003, shall remain applicable to utility vehicles engaged solely in intrastate commerce in the State until June 26, 2006. If Federal laws or regulations are amended at any time to exempt utility service vehicles from the hours-of-service requirements, any exemption shall be effective in the State for the duration of the exemption. The Department of Public Safety may enter into agreements with State and local emergency management agencies and with private parties establishing procedures for complying with Federal codes and regulations that provide an exemption from the hours-of-service

regulations during certain emergencies.

Time off. Employees summoned to serve as jurors and who notify their employer of the summons in a timely manner after its receipt and prior to their appearance for jury duty may not be terminated, removed, or otherwise subject to any adverse employment action as a result of such service. The employees may not be required or requested to use annual, vacation, or sick leave for time spent responding to a summons for jury duty, participating in the jury selection process, or actually serving on a jury. The court shall automatically postpone and reschedule the service of a summoned juror who is employed by an employer with five or fewer full-time employees, or their equivalent, if another employee of that employer has been summoned to appear during the same period.

Discharge. Tribal police officers commissioned by a State law enforcement agency pursuant to a cross-deputization agreement with the State or any political subdivision thereof shall comply with the training requirements as certified by the Council on Law Enforcement Education and Training. Any cross-deputized tribal officer certified by the council who fails to meet the annual training requirements shall be subject to having his or her certification suspended after the peace officer and employer have been provided with written notice and a reasonable time to comply with the requirements. Suspension of peace officer certification shall be reported to the district attorney for the jurisdiction in which the officer is employed.

Members of the State's Police Pension and Retirement System who terminate their employment for the purposes of performing service as a police officer on a contract basis for the U.S. Department of Defense or Department of State in a war zone may purchase service credit, not to exceed 1 year, for the period during which the member performed services for either of such entities or a branch of the United States military. Within 1 year of becoming reemployed by a participating employer in the system, the member must make payment for all required employer and employee contributions for the period of service during which the member was privately employed. Such purchased service credit shall be counted for purposes of vesting, calculating the normal retirement date, computing the retirement benefit of the member, and determining the member's

eligibility to participate in the Deferred Option Retirement Plan or its alternative.

Worker privacy. With the exception of the State or any political subdivision thereof, employing entities shall not (1) publicly post or display the Social Security number of an employee, (2) print an employee's Social Security number on any card required for the employee to access information, products, or services provided by the employing entity, (3) require the employee to transmit his or her Social Security number over the Internet, unless the connection is secure or the number is encrypted, (4) require the employee to use his or her Social Security number to access an Internet Web site, unless a password or unique identifier is also required to access the site, or (5) print the employee's Social Security number on any materials mailed to the employee, unless the number is required to be on the document by State or Federal law. Employees may provide the employing entity with written permission to use their Social Security numbers for any of the aforementioned purposes.

The results of reviews or investigations initiated by the State Board of Veterinary Medical Examiners on account of citizen complaints or allegations of violations of the State Veterinary Practice Act shall be kept confidential by the board, its employees, independent contractors, appointed committee members, and other agents. Information obtained as a result of such a review or investigation shall not be deemed to be a record as defined in the State's Open Records Act. Such information shall be considered competent evidence in a court of competent jurisdiction only in matters directly relating to actions of the board and the affected individual or entity as a result of the board's obtaining the information. Such information shall not be admissible as evidence in any other type of civil or criminal action.

Oregon

The State implemented a scheduled minimum-wage increase to \$7.25 per hour.

Pennsylvania

Discharge. The State enacted the Confidence in Law Enforcement Act, which established procedures for the termination of law enforcement officers convicted of an offense graded as a felony or serious misdemeanor committed either within or outside the jurisdiction of the officer's home State. When a certified copy of a conviction is

provided at any law officer's termination proceeding, the introduction of the document shall, in and of itself, be sufficient evidence to justify the termination of the officer.

Other laws. The Sign Language Interpreter and Transliterator State Registration Act was enacted. The act requires individuals providing sign language interpreting and transliterating services to persons who are deaf or hard of hearing to register with, and pay a registration fee to, the State. The act also imposes duties on the Office for the Deaf and Hard of Hearing in the Department of Labor and Industry. Conviction of failure to register could result in a fine not to exceed \$300 or in imprisonment for not more than 90 days, or both, for a first violation. Convictions for a second violation shall result in a fine of not less than \$300, but not more than \$1,000, or imprisonment for not more than 90 days, or both.

Rhode Island

Prevailing wage. Employees or former employees, under a private right of action, may bring a civil action for appropriate injunctive relief or actual damages, including reasonable attorney's fees and costs of the action, within 3 years after the occurrence of the alleged wage or benefit violation. The employer shall be liable for the amount of unpaid wages or benefits, plus interest. The court shall award affected employees liquidated damages in an amount equal to 2 times the amount of unpaid wages or benefits owed. The affected employers may still bid on other contracts and may be terminated for failure to pay agreed-upon wages. Any person, firm, or corporation found to have willfully made a false or fraudulent representation relative to wage obligations owed shall be required to pay civil penalties ranging from \$1,000 to \$3,000 per representation. Employers may not discharge or otherwise discriminate against an employee for making a complaint or participating in an investigation, and if they do, the employee can be compensated up to 2 times the amount of backpay and reasonable attorneys' fees.

Wages paid. Employers of 50 or more persons and with establishments located within ¼ mile of a State public transit service that provides a parking subsidy to employees shall offer a parking cash-out program that provides their employees with the option of receiving subsidized parking or a monthly transit pass. Employers may require em-

employees participating in the program to certify that they will comply with guidelines established by the employer to avoid neighborhood parking problems. Employees who do not comply with the guidelines will no longer be eligible for the program.

The State law concerning the requirements for the payment of back wages was amended to stipulate that, whenever an employee separates or is separated from an employer's payroll, the unpaid wages or compensation of the employee shall be due on the next regular payday at the usual place of payment. In addition, for employees who separate from an employer's payroll after completing at least 1 year of service, any vacation accrued or awarded shall become wages payable in full or on a prorated basis with all other due wages on the next regular payday for the employee. Finally, employers who fail to comply with the legal requirements concerning the payment of back wages shall be punished by a fine of not less than \$400. If the director of labor and training requires the employer to place the amounts due employees in a special account in trust for the employees and paid on order of the director, the employer shall also pay the director an administrative fee of 25 percent of the amount due the employees. Subsequent violations shall result in an administrative fee of 50 percent.

Time off. Every employer in the State with 50 or more employees shall allow an employee who is a victim of a crime to leave work to attend court proceedings related to the crime, provided that the employee has given the employer a copy of notification of the proceedings. An employer may not dismiss an employee who is a victim of a crime because the employee exercises his or her right to leave work; however, the employer is not required to compensate said employee. The employee may elect, or the employer may require the employee, to use the employee's accrued paid vacation, personal, or sick leave. The employee shall not lose seniority or precedent while absent from employment; however, the employer may limit the leave if it creates an undue hardship to the employer's business.

Equal employment opportunity. Applications for all initial licenses and renewals of licenses shall include a section requesting optional data on the race and ethnic background of the applicant. Individual data shall be held confidential. Only aggregate data on race and ethnic background may be disseminated by the Department of Health.

Employee leasing. The State law entitled "Businesses and Professions" was amended to require the regulation and registration, with the division of taxation, of professional employer organizations, staff leasing companies, registered staff leasing companies, employee leasing companies, and others. The term "professional employer service" is defined as the service of entering into coemployment relationships in which all or a majority of the employees provide services to a client or to a division or work unit of a client. All professional employer service employees are covered under the Businesses and Professions law. A fee of \$500 shall be charged for initial registrations and \$250 for subsequent registrations. All registrations shall be completed every August 1. The aforesaid organizations shall also post a bond or securities with a minimum market value of \$50,000.

Employment agencies. Applications provided to applicants for nursing licenses or license renewals shall include an optional section requesting data on the race and ethnic background of the applicant, provided, however, that the applicant shall in no way be required to furnish the information. If provided, the data shall remain confidential and shall be released only in the aggregate.

Legislation was enacted that prohibits an employer or agency hiring the services of a temporary placement staffing agency from (1) requiring the employer's or agency's employees to provide transportation to other employees as a condition of employment, (2) charging an employee for transport services provided to that employee, or (3) charging or collecting fees from employees for transportation services provided by other employees, the employer, or a subcontracted transportation company. However, an employer may purchase public transportation bus passes and deduct not more than 50 percent of the actual cost of a bus pass from the employee's total daily wages, provided that the employee voluntarily participates and the employer has written authorization, in the employee's primary language, to deduct the cost. In addition, an employer may offer transportation services and charge a fee, payable to the employer only (and not to exceed the actual cost of transportation or \$3 per day, whichever is smaller), provided again that the participation is voluntary and that written authorization in the employee's primary language has been given. Upon determining that a violation has occurred, a written notice initially shall be

sent. If a subsequent violation occurs within 3 years of the first violation, said employer shall be subject to a \$1,500 fine. For a third violation within 3 years, the fine may not exceed \$2,000. Any violation occurring more than 3 years from the date of a previous violation shall be considered a first violation.

Any person, firm, partnership, corporation, limited liability company, or other legal entity that supplies registered or licensed practical nurses to facilities requiring the services of such persons (nursing pools) shall be considered an employer and not an independent contractor and shall be subject to all State and Federal laws that govern employer-employee relations. All nursing pools must be registered with the Department of Health, must pay the appropriate \$500 yearly fee, and are exempt from paying any additional registration fee. The department shall set standards for employee bonding, appropriate staff professional certification and licensure, and liability insurance. Unregistered nursing pools shall be subject to a penalty of \$100 for each day of operation for the first offense, and any subsequent violations shall result in a daily fine of \$150.

Unfair labor practice. Legislation was enacted that makes it an unfair labor practice for any State employer with 50 or more employees to deny leave to an eligible employee who is a victim of a crime or to discharge, threaten to discharge, intimidate, or coerce the employee because the employee takes leave to attend a criminal proceeding. The employer is not required to compensate an employee who is a victim of a crime when the employee leaves work to attend court proceedings related to the crime. If an employee leaves work to attend such proceedings, the employee may elect, or the employer may require the employee, to use the employee's paid vacation, personal leave, or sick leave. Employers may limit the leave provided if the employee's leave creates an undue hardship to the employer's business. The employee shall provide the employer with a copy of the notification of court proceedings prior to leaving work, and employees may not lose seniority or precedence while absent from employment.

South Carolina

Inmate labor. Trial judges may now waive their right to receive notification about the release of prisoners on work release programs if the judges place their waiver in

writing and forward it to the correct departmental authority.

Other laws. The Department of Health and Environmental Control may take enforcement action against the holder of an emergency medical technician certification anytime it is determined that the holder (1) no longer meets the qualifications set by the department, (2) has failed to provide to patients emergency medical treatment of a quality deemed acceptable by the department, or (3) is guilty of misconduct as outlined by the department's rules and regulations. Further, the department is authorized to suspend a certificate pending the investigation of any complaint or allegation regarding the commission of an offense that would be considered misconduct.

Tennessee

Prevailing wage. The State Prevailing Wage Commission has been urged to continue its efforts to develop an Internet application for the electronic submission of survey forms by contractors and to periodically update the General Assembly on the progress of such development.

Plant closing. Any employer, person, corporation, or institution that files for bankruptcy or ceases to operate as a business shall provide notice to the clerk or the department responsible for tracking child support payments for employees of those filing for bankruptcy or ceasing to operate at least 10 days prior to the entity's cessation of operations as a business. The entity shall provide notice regarding the termination of employment to the clerk, the department, or the office in the State or in any other State to which the withheld income was to be sent. Any such notice shall include the names of any affected employees subject to an income assignment, the last known address of each of those employees, and the names and addresses of any new employer or source of income of those employees. Failure to comply subjects the entity to payment of any amounts due, up to the accumulated amount of the monetary assignment, as well as a civil penalty of \$100 per employee for the first failure to comply, \$200 per employee for the second failure to comply, and \$500 per employee for each occurrence thereafter.

Hours worked. The State Emergency Management Agency is now authorized to declare a state of emergency, or to declare a state of emergency prospectively in anticipation of an emergency, in order that

certain commercial vehicles engaged in the distribution of electric power, the supply of fuel, or the provision of telecommunications services to residences and businesses may carry out their services. The declaration of the state of emergency is for the purpose of triggering the emergency-relief-effort portion of the hours-of-service regulations promulgated by the Federal Motor Carrier Safety Administration.

Time off. Jurors may now request, prior to each day's service, that the person responsible provide each juror's employer with a statement which shows the number of hours the juror spent serving if service has been less than 3 hours.

Discharge. The State code concerning the discharge of those employed in higher education was amended. Policies governing reductions in force at institutions of higher education shall be adopted by the Board of Regents of the University of Tennessee and the State Board of Regents. The policies shall provide a consistent and equitable method of reducing the workforce when necessary. At a minimum, the policies shall (1) apply to regular, nonfaculty employees, (2) provide a written rationale for any reduction in the workforce, (3) identify the functional areas affected, review the budget implications involved, and develop specific written criteria to be used in identifying duties that will be reassigned or eliminated, (4) provide for such factors as institutional and positional length of service, unit needs in selecting affected employees, and qualifications necessary to perform the remaining duties of the affected unit, (5) require written notice to affected employees as far in advance as possible, and (6) afford an opportunity for affected employees to receive notification when vacancies for similar positions at their former campuses occur.

Equal employment opportunity. The State equal-pay law was amended to institute compensatory and punitive damages for employers who knowingly violate the law. A first violation knowingly committed by an employer shall result in the employer's reimbursing the affected employee the unpaid wages and up to an equal amount of liquidated damages. A second such violation shall result in the employer's reimbursing the employee the unpaid wages and up to double the amount of unpaid wages as liquidated damages. A third such violation shall result in the employer's being liable to the employee the unpaid wages and up to

three times the amount of unpaid wages as liquidated damages.

The State Occupational Safety and Health Administration may now initiate investigations and enforcement actions relating to allegations of discrimination under the law regarding local governments' duties to employees.

Drug and alcohol testing. Neither newly hired employees nor current employees may serve as a driver for a childcare center until they have undergone a drug test and received a negative result for illegal drug use.

Workplace violence and security. There is no longer a requirement that persons being investigated pay the cost of background checks when applying for positions of trust as a State employee.

Utah

Drug and alcohol testing. State labor code provisions related to drug testing were amended by defining "test-related information" as information received by the employer through the employer's drug- or alcohol-testing program. Information covered under the definition includes interviews, reports, statements, memoranda, and test results. Such information shall be disclosed to the Division of Occupational and Professional Licensing and may be used only in a proceeding related to an action taken by the division in whole or in part on the basis of test-related information. The employer may be examined as a witness in regard to test-related information when the division is taking such action.

Worker privacy. Each school district and school shall maintain a list at each school identifying and distinguishing between teachers and associate teachers and shall make the list available for review by any person upon request.

The State Public Safety Code was amended to allow background checks on all applicants, not just peace officers, for employment with a law enforcement agency. In addition, the code now (1) requires that training academies provide background information on applicants to law enforcement agencies and (2) protects the academies from civil liability for disclosing information to law enforcement agencies evaluating the applicants with the aim of hiring them. Such background information includes (1) the record of any final action

based on an investigation concerning the applicant's qualification for certification as a peace officer and (2) notice of any pending or ongoing investigation regarding the applicant's certification as a peace officer.

Virginia

Wages paid. The State code concerning the time and method of payment of wages to employees was amended. Employers may now pay wages by credit to prepaid debit cards or card accounts from which the employee is able to withdraw or transfer funds, as long as the employer has made full disclosure of any applicable fees and provided that the employee has consented to such method of payment. This amendment eliminated the requirement that payments of wages by prepaid debit cards be deposited into a trust account.

Time off. When employers fail or refuse to comply with State requirements entitling employees to leaves of absence from their respective nongovernmental duties without loss of seniority, accrued leave, or efficiency rating in order to participate in State-required military duty or service, the State attorney general, upon a request from the affected employee, may represent the employee personally or through an assistant.

Employee eligibility for participation in the State Sickness and Disability Program shall be suspended when the employee is placed in a nonpay status if such status is due to a suspension pending investigation or the outcome of employment-related court action.

The State code now stipulates that no person who is summoned to serve on a jury shall be required to work on the day of his or her jury duty.

The employee day-of-rest exemption that was inadvertently permitted earlier in the regularly scheduled legislative session does not apply to persons engaged in (1) transportation, (2) public services and utilities, manufacturing, processing, or plant operations of all types, (3) publishing, including the sale and distribution of the products, (4) servicing, fueling, selling of parts and supplies, or repair of motor vehicles, boats, or aircraft, (5) the operation of motion picture theaters or the production of radio and television programs, (6) medical services or other services provided on an emergency basis, (7) sports, athletic events, and the operation of historic, entertainment, or recreational facilities, including the sale or rental of boats and swimming, fishing, or boating equipment,

(8) agriculture, including the operation of nurseries or florist establishments, (9) the preparation and sale of prescription and nonprescription drugs or the sale of medical, hygienic, and baby supplies, (10) wholesale food warehouses or ship chandleries, (11) restaurants or delicatessens, (12) janitorial, custodial, or like services, (13) the operation of hotels, motels, funeral homes, or cemeteries, (14) mining and supporting facilities, (15) the sale of tobacco and related products, (16) a drugstore in which the majority of the sales receipts consist of prescription and nonprescription drugs and health and beauty aids, (17) the sale of novelties, cameras, photo supplies, antiques, pictures, paintings, art supplies, souvenirs, animals as pets, or pet supplies, and (18) the sale or leasing of noncommercial real property or mobile homes and the sale of modular, panelized, or other prefabricated houses.

Worker privacy. Upon entering into a written agreement, the tax commissioner is now permitted to provide, to the commissioner of labor and industry, such tax information as may be necessary to facilitate the collection of unpaid wages.

Department of Labor. The definition of "commissioner" within the State code was amended to mean the commissioner of labor and industry. Except where the context clearly indicates the contrary, any reference to the commissioner shall be construed to include his or her authorized representatives.

The Migrant and Seasonal Farmworkers Board and the Interagency Migrant Worker Policy Committee were transferred from the Department of Labor and Industry to the Commonwealth Employment Commission. The committee shall coordinate its activities with the board. All agencies of the Commonwealth Employment Commission shall be required to cooperate with the committee upon request.

Offsite work. The head of each State agency is now required to implement a comprehensive statewide policy under which eligible employees of State agencies may participate in alternative work schedules. The policy shall include model guidelines, rules, and procedures for participation in alternative work schedules and may include an incentive program to encourage State employees to participate in such schedules. The policy shall allow employees to participate without diminished employee performance or delivery of service. Each agency head shall set annual

percentage targets for the number of positions eligible for alternative work schedules. All agencies shall have a goal of not less than 25 percent of its eligible workforce participating in alternative work schedules by July 1, 2009.

Washington

Minimum wage. The State's minimum wage, as scheduled, rose to \$7.35 per hour.

Agriculture. The State Department of Labor and Industries must collect and analyze data from agricultural employers that are required to implement a monitoring program for employees who handle category I or category II organophosphate or *N*-methyl-carbamate pesticides. The data collection and analysis will enable the department to determine whether mandatory testing is warranted and, if so, what thresholds or exposure to pesticides should trigger mandatory testing. The department shall report its findings on January 1 of 2005, 2006, and 2007.

Discharge. Employers may not discipline or discharge reserve officers from employment because of leave taken that is related to a fire alarm or an emergency call. Any reserve officer who believes that he or she was discharged or disciplined in violation of this law may file a complaint alleging the violation with the director within 90 days of the alleged violation.

Genetic testing. A law was enacted that prohibits any person, firm, or corporation, as well as the State or any of its political subdivisions or municipal corporations from requiring, directly or indirectly, that any employee or prospective employee submit genetic information or submit to screening for genetic information as a condition of employment or continued employment. This information does not include that obtained from (1) routine physical measurements, including chemical, blood, and urine analysis, unless conducted purposefully to diagnose genetic or inherited characteristics; and (2) results from tests for abuse of alcohol or drugs or for the presence of HIV.

Worker privacy. Certificated and classified school district employees who apply to another school district must sign a release authorizing the disclosure of any information on sexual misconduct, including any related documents in their personnel file.

Employees who refuse to sign the release shall not be hired by any school district within the State. Hiring school districts must request any information about that employee's sexual misconduct, including related documents, from all of the applicant's previous school district employers. The information must be provided within 20 days of receipt of the request. The school districts that provide such information are granted immunity when the information is provided in good faith. Wrongful disclosure of such information is a misdemeanor. Applicants may be employed on a conditional basis, pending a review of any information on sexual misconduct. School districts are not permitted to enter into employment contracts or severance agreements that call for sealing records of verbal or physical abuse or sexual misconduct. This prohibition does not apply to existing contracts or agreements.

West Virginia

Overtime health care. Hospitals are now prohibited from mandating a nurse, directly or through coercion, to accept an assignment of overtime, and hospitals are also prohibited from taking action against a nurse solely on the grounds that the nurse refuses to accept an overtime assignment at the facility if the nurse declines to work additional hours because doing so may, in the nurse's judgment, jeopardize the safety of patients or employees. Nurses may be mandated (1) to continue on duty in overtime status due to an unforeseen emergent situation that jeopardizes the safety of patients or (2) to complete a single patient-care procedure already in progress. Employers, however, may not construe this amendment as permitting the employer to use a staffing pattern as a means to require a nurse to complete a procedure or to use on-call time as a substitute for mandatory overtime.

Notes

¹ Not included in the volume of labor legislation tracked in this article are laws dealing with most occupational safety and health issues, employment and training, labor relations, employee criminal background checks (except for those dealing with security issues), living wages, and economic development.

² Alabama, South Dakota, and Vermont did not enact significant labor legislation in 2004. Information about Guam, Puerto Rico, and the Virgin Islands was not received in

Equal employment opportunity. The State code concerning equal employment opportunity was amended to require that the State police superintendent file an annual report with the legislature on or before the first day of January of each year. The report shall include a summary of the efforts, and the effectiveness of those efforts, intended to recruit women, African-Americans, and other minorities into the ranks of the State police.

Worker privacy. The State code regarding the privacy of the management and preservation of public records was amended. Personal information about State employees, such as their home addresses, Social Security numbers, credit and debit card numbers, driver's license numbers, and marital status or maiden name, is considered confidential and should be released to nongovernmental entities only for purposes authorized by Federal law or regulation. In addition, personal information maintained by State entities on non-State employees, such as their Social Security numbers and credit or debit card numbers, can be released only for such purposes as are authorized by Federal law or regulation.

Other laws. In addition to State residents, employees of licensed State bingo organizations who are residents of a bordering State and whose county of residence is contiguous to the county in which the bingo operation is conducted, or who are residents of a bordering State and who reside within 35 miles of the county in which the bingo operation is conducted, may participate in any manner in the conduct of any bingo game or operate any concession in conjunction with the occasion of a bingo game.

Wisconsin

Minimum wage. The Madison Common Council adopted a Minimum Wage Ordinance

raising the minimum wage for workers in the community to \$5.70 on January 1, 2005, and then to \$6.50 in 2006, \$7.25 in 2007, and \$7.75 plus indexing in 2008. It is expected that the raise will benefit up to 17,000 low-wage workers in the community.

Prevailing wage. On January 1, 2004, the prevailing-wage threshold amount for coverage under the State prevailing-wage laws for State and municipal contracts was changed administratively from \$180,000 to \$186,000 for contracts in which more than one trade is involved and from \$37,000 to \$38,000 for contracts in which a single trade is involved. On January 1, 2005, these amounts were changed administratively to \$200,000 for contracts in which more than one trade is involved and \$41,000 for contracts in which a single trade is involved.

Discharge. The Department of Workforce Development is required to promulgate rules specifying a grievance procedure for resolving complaints of alleged violations of the Wisconsin Works (w-2) Program, which prohibits an employer participating in the program from creating a w-2 employment position by terminating the employment of a regular employee or by filling a position that is vacant because a non-w-2 employee is on strike, on layoff, or engaged in a labor dispute.

Wyoming

Other laws. A law was enacted extending active-duty military rights and protections to members of the State National Guard ordered to active duty or training by the State or Federal government for a period of more than 30 consecutive days. Those persons who knowingly violate these protections shall be guilty of a misdemeanor punishable by a fine not to exceed \$1,000.

time to be included in the article, which is based upon information received by November 12, 2004.

³ Several tables displaying State labor law information, including a table on State minimum-wage rates and a table on State prevailing-wage laws, along with a number of tables concerning child labor issues, are available on the Internet at the U.S. Department of Labor, Employment Standards Administration, website; visit <http://www.dol.gov/esa/programs/whd/state/state.htm>.

⁴ *Ibid.*

⁵ Diversions are those occurrences wherein a defendant fulfills certain obligations, such as payment of restitution, court costs, costs associated with the diversion itself, the cost of residence in a specified facility, maintenance of gainful employment, and participation in educational, social, vocational, or psychological programs or other rehabilitative services. The prosecutor shall act to have any criminal charges against the defendant that are associated with diversions dismissed with prejudice.

Changes in workers' compensation laws in 2004

California passed a major reform package; 24 other States changed their workers' compensation coverage and services by approving a variety of new and revised legislation

Glenn Whittington

In 2004, a major legislative reform package was passed in California. The total cost of administering the Workers' Compensation Program will now be borne by the employer community through surcharges levied by the Director of Industrial Relations. Temporary disability benefits are now limited to 104 weeks within a period of 2 years from the date of commencement of temporary disability payments, but may be extended to 240 weeks for certain injuries. Beginning in 2005, employers may establish medical provider networks in an attempt to improve medical care for injured employees by providing them with a choice of physicians. The apportionment of permanent disability is now based on causation, and an employer is only liable for the portion of disability directly caused by the injury.

In Georgia, the Subsequent Injury Trust Fund will cease to reimburse self-insured employers and insurers for a claim made on a subsequent injury occurring after June 30, 2008.

Alaska

If an employer is a contractor and fails to secure the payment of compensation to its employees or the employees of a subcontractor, the project owner is liable for and shall secure the payment of compensation to employees of the contractor and subcontractor.

Glenn Whittington is Chief, Branch of Planning, Policy, and Review, Office of Workers' Compensation Programs, Employment Standards Administration, U.S. Department of Labor.
E-mail: whittington.glenn@dol.gov

Arizona

The Industrial Commission's schedule of fees has been expanded to include prescription medicines for treatment of an injured employee. If the Commission adopts a fee schedule regarding generic drugs, the provisions need to comply with current law.

California

The Workers' Compensation Administration Revolving Fund is a special account in the State Treasury, and moneys in the fund

In Louisiana, for injuries occurring between July 1, 2004, and July 1, 2007, an employer who retains in his employment an employee with a permanent partial disability shall be reimbursed from the Second Injury Fund for all weekly compensation payments payable after the first 130 weeks of payment. In New Jersey, the method for computing death benefits was changed from a sliding scale to just one benefit rate of 70 percent of wages for one or more dependents. In Washington, a licensed advanced registered nurse practitioner is now authorized to examine, diagnose, and treat injured workers covered by industrial insurance. In Wisconsin, physician assistants and advanced practice nurse prescribers have been added to the list of medical professionals authorized to conduct workers' compensation examinations of employees.

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

may be expended by the Department of Industrial Relations, upon appropriation by the Legislature, for the administration of the Workers' Compensation Program. Previously, the law required that 80 percent of the costs of the program be borne by the General Fund and 20 percent of the costs of the program be borne by the employers through assessments levied by the Director of Industrial Relations. These employer assessments have been changed to surcharges and must now account for the total costs of the program.

The Return To Work Program has also been added to the operations funded by the

Workers' Compensation Administration Revolving Fund. To the extent funds are available, the program will reimburse up to \$1,250 of expenses to accommodate a temporarily disabled worker or \$2,500 to accommodate a permanently disabled worker. Only private employers with 50 or fewer full-time employees are eligible for reimbursements from the program.

Parties in collectively bargained alternative dispute resolution programs can now negotiate occupational and nonoccupational healthcare integration projects involving delivery of medical benefits and delivery of disability benefits.

The rebuttable presumption of correctness for a comprehensive medical evaluation by a predesignated personal physician was eliminated.

Disability payments are increased by 15 percent if within 60 days of a disability becoming permanent and stationary, an employer does not offer an injured employee regular, modified, or alternative work for a period of at least 12 months. If such an offer is made, payments are reduced by 15 percent. This requirement applies to workers of employers employing 50 or more employees.

Temporary disability benefits are limited to 104 weeks within a period of 2 years from the date of commencement of temporary disability payments. These benefits may be extended to 240 weeks aggregate within the first 5 years after the date of injury for the following injuries: acute and chronic hepatitis B, acute and chronic hepatitis C, amputations, severe burns, human immunodeficiency virus (HIV), high-velocity eye injuries, chemical burns to the eyes, pulmonary fibrosis, and chronic lung disease.

The vocational rehabilitation program for injuries occurring on or before December 31, 2003, was re-instituted, subject to sunset in 2009.

Beginning in 2005, employers may establish medical provider networks in an attempt to improve medical care for injured employees by providing them with a choice of physicians. The networks need to provide adequate numbers and types of physicians and sufficient access to provide treatment in accordance with utilization controls established by the Division of Workers' Compensation. In developing a medical provider network, an employer or insurer has the exclusive right to determine the members of the network. An independent medical review can be requested by an injured worker who has had three physician opinions in the medical provider network that dispute the worker's request for medi-

cal service.

The apportionment of permanent disability is now based on causation. Each physician preparing a report on the issue of permanent disability must now address the issue of causation and determine the approximate percentage of the permanent disability that was caused by the present work-related injury, and what portion was caused by other factors, including prior industrial injuries. An employer is only liable for the portion of disability directly caused by the injury. When the last payment of temporary disability has been made, and regardless of whether the extent of permanent disability can be determined at that time, the employer is to begin payment of reasonable estimates of permanent disability.

In permanent disability claims, the number of weeks of indemnity for each percentage point of rating is increased for each percentage point of 70 percent or more, and the number of weeks of indemnity for each percentage point of rating is reduced for each percentage point under 15 percent.

With the exception of allowed contracts, the amounts paid for medical services are limited to the reasonable maximum amounts in the official medical fee schedule in effect on the date of service.

The penalty for unreasonable delay or denial of benefits is now established at 25 percent of amount of payment delayed or denied or \$10,000, whichever is less. If the employer discovers the delay prior to an employee claim of such unreasonable behavior, the employer can pay a self-imposed 10 percent penalty on the delayed payment, and avoid the larger penalty. An employer who knowingly violates this section with a frequency indicating general business practices is liable for administrative penalties of up to \$400,000.

The Administrative Director, after consultation with the Insurance Commissioner, is required to contract with a qualified organization to study the workers' compensation insurance market and the effect of the 2003 and 2004 reform legislation on workers' compensation insurance premium rates.

All workers' compensation findings of fact are required to be interpreted in an impartial and balanced manner in order that all parties are considered equal before the law.

The definition of an employee now excludes a person defined as an owner-builder who is participating in a mutual self-help housing program sponsored by a nonprofit corporation.

City attorneys, whose duties include criminal prosecutions and any law enforcement agency investigating workers' com-

penetration fraud, have been added to the definition of authorized governmental agencies to which an insurer must release information in fraud cases.

The provision for allowing nurse practitioners and physician assistants to provide medical treatment for work-related injuries, previously set to expire on January 1, 2006, was extended indefinitely.

Effective January 1, 2005, an insurer or self-insurer is required to provide a specified notice regarding workers' compensation fraud with the temporary disability benefit check.

The fine for failure to provide workers' compensation was increased to double the amount of premium that would otherwise have been due to secure the payment of compensation during the time compensation was not secured, but not less than \$10,000. A second such violation is punishable by: imprisonment for a period not to exceed 1 year; or a fine of triple the amount of premium that would otherwise have been due to secure the payment of compensation during the time payment was not secured, but not less than \$50,000; or by both imprisonment and a fine.

Colorado

The requirement to file notice of intent to pursue a workers' compensation claim for damages arising out of actions of a negligent stranger was expanded to all parties to the claim and allows the party pursuing subrogation to recover attorney fees and costs. If the insurer paying workers' compensation benefits brings a subrogation action and fails to provide notice to the injured employee, the insurer's rights to seek economic damages paid as workers' compensation benefits are limited.

In response to a Court of Appeals decision, the definition of independent contractor was changed to include a natural person.

Connecticut

Payments agreed to under a voluntary agreement or due under an award shall now commence within 20 days from the date of the agreement or award; previously, payment was to be made within 10 days.

Certain employer mutual associations are now allowed to make payments owed to the Second Injury Fund for 5 years without any penalties or interest. Starting January 1, 2005, the manner in which these associations are assessed the amount they owe to the fund has been changed.

Florida

The Workers' Compensation Administration Trust Fund, which was set to be terminated on November 4, 2004, was re-created, all current balances of the trust fund were carried forward, and all current sources and uses of the trust fund are to be continued.

Georgia

The Subsequent Injury Trust Fund will cease to reimburse self-insured employers and insurers for a claim made on a subsequent injury occurring after June 30, 2008. It will continue, however, to reimburse self-insured employers and insurers for qualifying claims for injuries on and prior to June 30, 2008.

Upon or in contemplation of the final payment of all claims for subsequent injuries for which claims are filed for injuries occurring on and prior to June 30, 2008, the Board of Trustees will begin the final dissolution of the Subsequent Injury Trust Fund. Such dissolution will become effective when all claims made for injuries occurring on and prior to June 30, 2008, have been fully paid or otherwise resolved.

A guardian for a minor or incompetent claimant entitled to workers' compensation benefits may be appointed by a court other than the probate court.

Illinois

The Illinois Industrial Commission was renamed the Illinois Workers' Compensation Commission. The Industrial Commission Operations Fund was also renamed the Workers' Compensation Commission Operations Fund.

Iowa

An employer is liable for the cost of medical care it chooses for an injured employee, except in the case of sudden emergencies if it is determined that the employee's condition for which care was arranged is not related to the employment.

An employer is no longer liable for compensating disability from injuries with prior employers or for causes unrelated to employment. For subsequent injuries occurring with the same employer, the employer is liable for compensating the combined disability of all injuries caused, but receives credit for the percentage of disability for which the employee was previously compensated by the employer.

The vocational rehabilitation benefit was increased from \$20 to \$100 per week.

The \$100 penalty for failing to file a First Report of Injury was increased to \$1,000.

Louisiana

The requirement as to when notices must be filed with the Second Injury Board was clarified to reflect that an employer or insurer must file notice within 1 year after the first payment of either compensation or medical benefits, whichever occurs first.

Whenever multiple disputes exist between a single healthcare provider and a single payor, either party has the right to have all such disputes consolidated and tried together in the proper venue.

For injuries occurring between July 1, 2004, and July 1, 2007, an employer who retains in his employment an employee with a permanent partial disability shall be reimbursed from the Second Injury Fund. Reimbursement covers all weekly compensation payments payable after the first 130 weeks of payment, provided they are submitted to the board within 180 days of approval for reimbursement or within 1 year of the payment of such weekly compensation payments, whichever occurs later.

For injuries occurring between July 1, 2004, and July 1, 2007, an employer, when retaining an employee with a permanent partial disability who then incurs a subsequent injury, shall be reimbursed from the Second Injury Fund for 100 percent of medical expenses actually paid and payable which exceed \$25,000.

Any employer who collects moneys from an employee's wages for payment of the employer's workers' compensation premium can be assessed civil penalties of not less than \$500 and not more than \$5,000, payable to the employee and reasonable attorney fees. Restitution shall also be provided up to the amount collected from the employee's wages.

Guidelines and procedures for the collection of data for the Medical Reimbursement Schedule were established. The information collected will be confidential and privileged and not a public record or subject to subpoena.

Any health insurer that contracts for healthcare benefits for an employee or dependents is responsible for the payment of all medical expenses incurred in the event the workers' compensation payor denies the employee's injury is compensable under the workers' compensation law.

The provision calling for a reduction or

offset of workers' compensation benefits payable to professional athletes was repealed.

If a law enforcement officer is killed in the line of duty, and has no surviving spouse, the sum of \$50,000 is to be paid to the surviving parent or divided equally between the surviving parents, if both survive. The provision calling for the \$25,000 to be provided to each surviving dependent child was retained.

Mississippi

For workers' compensation purposes, a self-insured group shall be comprised of employer members of the same bona fide trade association or trade group. Such trade association or trade group shall be domiciled in the State, shall have been in existence for 5 or more consecutive years as of the date of application for an approved group, and shall not be comprised solely of employer members who are affiliates of a person possessing controlling interest in such affiliates.

The Mississippi Workers' Compensation Individual Self-Insurer Guaranty Association and the Workers' Compensation Group Self-Insurer Guaranty Association were created as two separate nonprofit unincorporated legal entities. All funds previously in the Workers' Compensation Self-Insurer Guaranty Association became and remain assets of the Workers' Compensation Individual Self-Insurer Guaranty Association.

The 2-percent assessment on each individual self-insurer and on each group self-insurer is to be collected until the sum of \$2 million is accumulated by the individual association and the sum of \$1 million is accumulated by the group association, at which time assessments will be suspended.

New Hampshire

Any provision in any agreement that requires employers or the employer's insurance carrier to waive its subrogation rights is prohibited.

New Jersey

The method for computing death benefits was changed from a sliding scale (50 percent -70 percent of wages depending on the number of surviving dependents) to just one benefit rate (70 percent of wages for one or more dependents).

If an employer cannot be identified or located in an occupational disease claim resulting in injury or death from an exposure to asbestos, an application can be made to,

and an award paid by, the uninsured employer's fund. "Occupational disease resulting in injury or death from an exposure to asbestos" means asbestosis or any asbestos-induced cancer, including mesothelioma. The uninsured employer's fund will have a lien against any award received by the claimant from a third party resulting from the exposure to asbestos. Compensation will be based on the last date of exposure, if known, or if the last date of exposure cannot be determined, the judge will establish an appropriate date.

A horse racing industry employee now includes an exercise rider of a thoroughbred horse for the period of time during which he or she is employed as an exercise rider of a thoroughbred horse at a horse racetrack in the State. The rider must be licensed by the commission and have deductions and withholdings, as required or authorized by State or Federal law, taken from his/her wages.

New Mexico

The assessment on employers who are required, or elect to be covered, by the Workers' Compensation Act was increased from \$2 to \$2.30 per quarter times the number of employees that the employer has on the last working day of each quarter. Thirty cents (\$.30) per employee of the fee assessed is to be distributed to the Uninsured Employers' Fund.

New York

The funeral expenses for a police officer who dies in the line of duty will not be subject to the schedule of maximum charges allowed under the Workers' Compensation Act.

Ohio

In response to an Ohio Supreme Court decision, the conditions were revised under which chemical testing of an employee may establish a rebuttable presumption that the employee's injury was proximately caused by the use of alcohol or an unprescribed controlled substance, thus affecting the employee's eligibility to qualify for workers' compensation benefits. Whereas prior law expressly required that an employee be given written notice, present law requires only that the employer post a written notice to employees that the results of, or the employee's refusal to submit to, any chemical test described in the act may affect the

employee's ability to receive workers' compensation benefits.

An individual who is incorporated as a corporation is exempt from required workers' compensation coverage.

All professional employer organizations (employers that specialize in "leasing" employees to other employers) operating in Ohio are required to register with the Administrator of Workers' Compensation and comply with the workers' compensation law.

Rhode Island

Any partner, general or limited, or any partner in a registered limited liability partnership, or any nonmanager of a limited liability company are excluded from the definition of employee.

The maximum amount an attorney can collect in a workers' compensation claim was increased from 15 percent to 20 percent of the structured-type periodic payment reduced to present-day value.

Tennessee

The Commissioner of Labor, in consultation with the medical care and cost containment committee and the advisory council on workers' compensation, is to develop a comprehensive medical fee schedule to address fees of physicians and surgeons, hospitals, prescription drugs, and ancillary services provided by other healthcare facilities and providers.

If a workers' compensation claim is settled by the parties, the parties shall not agree to compromise and settle the issue of future medical benefits for a period of 3 years from the date on which the settlement is approved. After 3 years, if the parties mutually agree to a compromise and settlement on the issue of future medical benefits, the parties are not required to request a benefit review conference. Also, an employee who is determined to be permanently totally disabled is not allowed to compromise and settle his/her rights to future medical benefits.

In a dispute as to whether or not a claim is compensable, the parties may settle such matter; however, such settlement shall not exceed 50 times the minimum weekly benefit rate as of the date of the claimed injury and is not to include future medical benefits.

If an employer or insurer fails to pay temporary disability benefits within 20 days (previously, 15 days) of receipt of notice, a workers' compensation specialist can assess penalties of 25 percent (previously, 6 per-

cent) of the delinquent benefits.

The cap on Permanent Partial Disability awards where there is a meaningful return to work was reduced from two and one-half times the impairment rating to one and one-half times the impairment rating.

For injuries occurring on or after July 1, 2004, through June 30, 2005, the maximum weekly benefit for temporary disability benefits is 66-2/3 percent of the employee's average weekly wage up to 105 percent (previously, 100 percent) of the State's average weekly wage.

For injuries occurring on or after July 1, 2005, the maximum weekly benefit for temporary disability benefits will be 66-2/3 percent of the employee's average weekly wage up to 110 percent of the State's average weekly wage.

The Commissioner of Labor and Workforce Development is to develop and maintain an Independent Medical Examiners (IME) registry. If the parties cannot agree on an IME physician from the registry, the employer is required to request an IME panel containing the names of three physicians selected at random. The employer can strike one name from the list, and the employee is required to choose from the remaining names. All costs and fees for an independent medical examination are to be paid by the employer.

The exception to the 12-visit limit placed on chiropractic visits was extended to self-insurer pools.

Utah

An injured employee and a physician are required to comply with Labor Commission rules regarding disclosure of medical records relevant to the employee's industrial accident or occupational disease claim.

A workers' compensation claim is subject to a lien for recovery of medical assistance benefits paid by the Department of Health.

Vermont

The "weekly net income" calculation was eliminated. Workers' compensation benefits cannot exceed 90 percent of the claimant's average weekly wage, including payments for a dependent child. If compensation benefits are not paid within 21 days of becoming due and payable, 10 percent of the overdue amount shall be added and paid to the employee.

The statute of limitations for filing an initial claim for workers' compensation

benefits was reduced from 6 years to 3 years.

The Department of Labor and Industry is to adopt rules to ensure that an injured worker who requests vocational rehabilitation services or has received more than 90 continuous days of temporary total benefits is screened for benefits. If found eligible, a worker shall have an initial vocational assessment and be offered services. The rule requiring employers to refer an injured worker to vocational rehabilitation when they had received temporary total disability for 90 days was repealed.

The statutory language that created a presumption that an on-premise recreational activity is compensable was repealed.

Workers' compensation insurers are now required to file an annual report regarding cases in which temporary total benefits have been paid continuously for 2 or more years.

Medical benefits include prescription drugs and durable medical equipment. Employers are required to provide assistive devices (for example, wheelchair) and modifications to vehicles and residences to those who are or expected to be permanently disabled.

An individual in agriculture or farming does not need to purchase a workers' compensation insurance policy unless their aggregate payroll is \$10,000 or more (previously, the threshold was \$2,000 or more).

Virginia

In all matters within the jurisdiction of the Workers' Compensation Commission, it shall have the power of a court of record to administer oath, to compel the attendance of witnesses and the production of documents, to punish for contempt, to appoint guardians, and to enforce compliance of its lawful order and awards.

The Workers' Compensation Commission is now authorized to accept certificates of deposit, U.S. government bonds, letters of credit, and cash as instruments that will secure the payment of workers' compensation liabilities of self-insured employers. Previously, such employers were required to deposit an acceptable security, indemnity,

or bond.

Vocational rehabilitation services may now be provided by a person certified by the Workers' Compensation Commission on Rehabilitation Counselor Certification as a certified rehabilitation counselor or a person certified by the Commission on Certification of Work Adjustment and Vocational Evaluation Specialists as a Certified Vocational Evaluation Specialist.

Members of AmeriCorps and food stamp recipients participating in the work experience component of the Food Stamp Employment and Training Program shall be deemed to be employees of the Commonwealth for purposes of the Workers' Compensation Act. Such persons shall be eligible for reimbursement for medical costs from covered injuries, but shall not be eligible to receive weekly workers' compensation benefits.

An employer's payment of workers' compensation benefits creates not only a subrogation interest, but an actual lien against any proceeds obtained by verdict or settlement from a third party or recovered pursuant to the uninsured or underinsured motorists' provisions of a motor vehicle insurance policy carried by the employer.

Washington

A licensed advanced registered nurse practitioner is now authorized to examine, diagnose, and treat injured workers' covered by industrial insurance.

A physician assistant practicing with physician supervision may assist workers who suffer simple industrial injuries in making application for compensation. Physician assistants may not, however, rate a worker's permanent partial disability or determine a worker's entitlement to benefits.

Wisconsin

Physician assistants and advanced practice nurse prescribers have been added to the list of medical professionals authorized to conduct workers' compensation examinations

of employees.

A \$25 threshold was established for using the "reasonableness of fee" and "necessity of treatment" dispute resolution processes.

The standard deviation used in fee disputes for determining whether a charge for medical care is reasonable was reduced from 1.5 to 1.4.

Workers' compensation insurance carriers are allowed to give notice of the cancellation or termination of a policy to the Department of Workforce Development (DWD) or the Wisconsin Compensation Rating Bureau by certified mail, fax transmission, e-mail, or any other medium approved by DWD.

The maximum supplemental benefit rate paid for injuries occurring before May 13, 1980, was increased from \$202 per week to \$233 per week.

The assessment on employers and workers' compensation insurance companies, to be paid into the Work Injuries Supplemental Benefit Fund, was increased from \$5,000 to \$10,000 for injuries resulting in death and from \$7,000 to \$10,000 for injuries resulting in dismemberment.

The DWD is authorized to claim reimbursement from uninsured employers for expenses paid by DWD in administering an employee's claim.

Wyoming

In cases involving a worker's permanent total disability or death, benefits for dependent children now terminate at age 18 (previously, age of majority) or for children enrolled in an educational institution, including a post-secondary education institution, at age 21. Benefits for temporary total disability are now paid semi-monthly rather than monthly.

Temporary light-duty benefits are to be paid monthly at the rate of 80 percent of the difference between the employee's light-duty wage and the employee's actual monthly earnings at the time of injury. Temporary light duty may not exceed 1 year, and such benefits are not to be charged to the employer's claims experience rating. □

Changes in Federal and State unemployment insurance legislation in 2004

State enactments include provisions relating to SUTA dumping, professional employer organizations, and staff leasing companies; voluntary quits; disqualification from benefits; noncharging benefits; pension offset; and financing; one Federal bill that was enacted made several changes, affecting the unemployment compensation program

Loryn Lancaster

During 2004, there was one Federal legislative enactment that affected the Federal-State unemployment insurance program. The SUTA (State unemployment tax acts) Dumping Prevention Act of 2004 (P.L. 108–295) was signed on August 9, 2004, and requires States to enact laws prohibiting SUTA dumping. SUTA dumping is an abusive practice used by some employers to manipulate experience-rating provisions of State law that apply when businesses are bought and sold. Briefly, the law establishes a nationwide minimum standard for curbing SUTA dumping. Under the law, States will be required to (a) prohibit practices that allow employers to pay lower State unemployment compensation taxes than their unemployment experience would otherwise allow; (b) have procedures to detect such practices; and (c) impose penalties on employers and financial advisors for knowingly violating

(or attempting to violate) provisions of State law. States must enact these provisions as a condition of receiving administrative grants for operation of the unemployment compensation program. Thus, all States will need to amend their laws.

This act also authorizes States to access the Department of Health and Human Services' National Directory of New Hires (NDNH) for administration of the Federal or State unemployment compensation program. States' access to this directory allows for the quick detection of individuals who continue to collect unemployment compensation benefits after returning to work. This approach is a means of combating unemployment insurance fraud and preventing overpayments.

The following is a summary of some significant changes in State unemployment insurance legislation enacted in 2004.

Alabama

Financing. Up to 15 percent of Reed Act monies were appropriated to administer the unemployment compensation law and public employment offices.

The 0.06 percent rate reduction applicable to certain employers has been extended from March 31, 2004, to March 31, 2006.

Monetary entitlement. The weekly maximum benefit amount increased from \$210 to \$220, for benefit years beginning on or after July 4, 2004.

Alaska

Administration. Upon the written request by a State district attorney, a municipal agency/attorney, a U.S. attorney, or the Federal Bureau of Investigation, the Alaska Department of Labor and Workforce Development may release to the requestor certain information for the investigation or prosecution of a crime or to enforce an order of a court in a criminal matter, including enforcing probation or parole conditions.

Appeals. Each member, manager, or employee of a limited liability company, including a limited partnership and a limited liability partnership, who is required to pay the contributions and interest owed by the limited liability company, including the limited partnership and the limited liability partnership, is permitted to appeal individually their duty to pay.

Coverage. For purposes of collecting delinquent contributions, the term "employer" also includes a member, manager, or employee of a limited liability company, including a limited partnership and a limited liability partnership, who, as manager, is under a duty to pay the required contributions.

Loryn Lancaster is an unemployment insurance program specialist in the Division of Legislation, Office of Workforce Security, Employment and Training Administration, U.S. Department of Labor.
E-mail: Lancaster.Loryn@dol.gov

Financing. The term “wages” excludes the amount of payment made, or benefit furnished, by the employer under a plan to provide educational assistance to or for the benefit of an employee if, at the time of the payment or the furnishing, it is reasonable to believe that the employee will be able to exclude the payment or benefit from income.

Arizona

Appeals. With respect to a reconsideration of determination of liability, the requirement for an employing unit to file contribution and wage reports within 30 days of the reconsidered determination in order to be afforded a hearing has been deleted and, instead, the employing unit is required to submit all required contribution and wage reports to the Arizona Department of Economic Security within 45 days after the decision by the appeals board.

Financing. Benefits against an employer’s account are noncharged for separations from work due to domestic violence.

The contribution rate decreased from 2.7 percent to 2.0 percent for employers whose accounts have not been charged with benefits for the 12-month period ending June 30 of the preceding calendar year, effective from and after December 31, 2004.

The minimum contribution rate decreased from 0.05 percent to 0.02 percent for positive reserve ratio employers.

The employer adjusted rate reduced from 0.05 percent to 0.0025 percent.

From and after December 31, 2004, the payment of contributions or job training employer taxes is not required if the quarterly amount of the contributions and taxes is less than \$10.

Monetary entitlement. The quarterly wages needed in the base period to monetarily qualify for unemployment benefits increased from \$1,000 to \$1,500.

The maximum weekly benefit amount increased from \$205 to \$240, effective from and after June 30, 2004.

Nonmonetary eligibility. Effective from and after December 31, 2004, an individual will not be deemed unemployed if:

- with respect to any week of less than full-time work if the loss of full-time work is directly attributable to the fault of the individual;
- the individual is receiving wages in lieu of notice, dismissal pay or sever-

ance pay. The period of time for which wages in lieu of notice, dismissal pay, or severance pay are allocable will be determined by either of the following:

- if there was a written contract between the employer and the claimant in effect at the time of separation, allocate to the appropriate period in accordance with the contract, continuing for the number of work days that the pay would cover at the regular wage rate;
- if no written contract was in effect at the time of separation, allocate to the appropriate period following the last day of performance of services, continuing for the number of work days that the pay would cover at the regular wage rate.

When an employer continues to give the part-time worker employment opportunities to the same extent while he or she is receiving benefits as during the base period, places the burden of proof to establish that the employer failed to give employment opportunities to the individual to the same extent as during the base period on the Arizona Employment Security Commission.

An individual who is a victim of domestic violence and leaves employment due to a documented case of a domestic violence offense will not be disqualified from receiving unemployment benefits.

An individual is disqualified for benefits for any week in which the individual is incarcerated.

Benefits will not be reduced by the receipt of Social Security retirement in order to take into account contributions made by the individual for the pension.

California

Administration. The director must furnish quarterly, instead of annually, to each employer an itemized statement of the charges to the reserve account, and a statement of the reserve account activities.

A penalty is assessed against employers if found that any employer or employee, officer, or agent of any employer, in submitting a written statement concerning the reasonable assurance of a claimant’s reemployment, willfully makes a false statement or representation or willfully fails to report a material fact concerning the reasonable assurance of that reemployment in an amount

not less than 2 nor more than 10 times the weekly benefit amount of that claimant; provides for the collection of the penalty and requires the deposit of the penalties in the contingent fund.

The California Employment Development Department is required to:

- develop small business educational events and materials that explain the process of the department’s determination of whether an individual is an employee or independent contractor as specified;
- collect certain data related to employee/independent contractor determinations; and
- report its findings and any recommendations to the State Legislature by July 1, 2006.

Coverage. Payments to an individual by an employer for failure to provide the advance notice of a facility closure required by the Worker Adjustment and Retraining Notification Act are not wages or compensation for personal services for purposes of unemployment insurance.

Extensions and special programs. The expiration date for the California Benefits Training program is extended from January 1, 2005, to January 1, 2010.

Financing. The State law is amended to include SUTA dumping prevention provisions which:

- mandate transfer of experience from one employer to another when there is substantially common ownership, management, or control; apply to both total and partial transfers;
- prohibit transfer of experience if a person becomes an employer by acquiring an existing business and if the purpose of the acquisition is to obtain a lower contribution rate; apply to persons, who prior to the acquisition of the business, (a) had no employees and (b) had some employees but not enough to be an employer for State law purposes;
- provide meaningful civil and criminal penalties for knowingly violating or attempting to violate the law’s requirements, and for knowingly advising to violate the law; and
- establish procedures to identify the transfer or acquisition of a business for purposes of the law.

Nonmonetary eligibility. The denial or reduction of unemployment insurance for receipt of payments due to an employer failing to provide the advance notice of a facility closure required by the Worker Adjustment and Retraining Notification Act is prohibited.

Colorado

Financing. The definition of wages excludes payments by employers into a supplemental unemployment benefit fund for employees; this exclusion does not apply if the employee has the option to receive a lump-sum payment instead of periodically distributed supplemental unemployment benefits.

Connecticut

Administration. A late filing fee of \$25 is imposed for any employer who fails to submit timely quarterly wage information.

Financing. The collected fees must be deposited into the Employment Security Administration Fund.

Nonmonetary eligibility. The time period during which acts of willful misconduct are considered changed from 18 months to 12 months; except with respect to tardiness, each instant in which an employee is absent for 1 day or 2 consecutive days without either good cause for the absence or notice to the employer that could have reasonably been provided constitutes a separate instance.

Overpayments. A 1-percent-per-month interest rate is charged on any overpayment made on or after July 1, 2005.

Monetary entitlement. The weekly benefit amount will not be reduced by prorated weekly Social Security payments.

Florida

Financing. Any funds collected for enhanced, specialized, or value-added labor market information services must be deposited in the Employment Security Administration Trust Fund.

Nonmonetary eligibility. Effective July 1, 2004, an individual will not be disqualified for benefits for voluntarily leaving work to relocate as a result of his/her military-connected spouse's permanent change of station, activation, or unit deployment orders.

Georgia

Financing. The suspension of the overall rate increase (which is dependent on the statewide reserve ratio) was extended from December 31, 2004, through December 31, 2005.

Nonmonetary eligibility. The alternative base period set to expire June 30, 2004, is now permanent.

Idaho

Financing. The time period for employers to request a discretionary transfer of an experience rating account increased from 90 to 180 days.

Whenever an individual or organization succeeds to or acquires all, substantially all, or part of the business of a covered employer, the transfer of the predecessor's experience rating account to the successor employer must be mandatory if the management, ownership, or control is substantially the same for the successor as for the predecessor and there is a continuity of business activity by the successor.

For purposes of a successorship, an employer's experience rating account must consist of the actual contribution, benefit, and taxable payroll experience of the employer and any amounts due from the employer as required by State law.

Kansas

Coverage. If a successor employer is determined to be qualified to receive the experience rating factors of the predecessor employer, the rate assigned to the successor employer for the remainder of the contributions year will be determined by the following:

- if the acquiring employing unit was an employer prior to the date of the transfer, the rate of contribution will be the same as the contribution rate of the acquiring employer on the date of the transfer; and
- if the acquiring employing unit was not an employer prior to the date of the transfer, the successor employer will have a newly computed rate for the remainder of the contribution year that will be based on the transferred experience rating factors as they existed on the most recent computation date immediately preceding the date of acquisition. These experience rating factors consist of all contributions paid, benefit experience, and annual payrolls.

The exclusion from employment for service performed by an inmate of a custodial or correctional institution applies to service performed for a private, for-profit employer.

Nonmonetary eligibility. An individual is considered to have voluntarily resigned for failure to return to work after expiration of approved personal or medical leave, or both, and such individual is disqualified from benefits for voluntarily leaving work without good cause attributable to the work or employer.

The definition of "misconduct" includes:

- the failure of the employee to notify the employer of an absence; and
- under certain conditions, repeated absences, including incarceration, resulting in absence from work of 3 days or longer, excluding Saturdays, Sundays, and legal holidays.

If the employee alleges his/her repeated absences were the result of health-related issues, such employee must present evidence that includes documentation from a licensed and practicing healthcare provider.

An individual disqualifies for benefits if discharged for failing a pre-employment drug screen required by the employer and if such discharge occurs not later than 7 days after the employer is notified of the results of such drug screen; the disqualification will begin the day following the separation and continue until after reemployment and earnings in insured work of at least three times the weekly benefit amount.

Louisiana

Administration. The per diem pay for Board of Review members increased from \$60 to \$90 per day of active service.

Extensions and special programs. Effective January 1, 2005, a self-employment assistant (SEA) program is established.

Financing. Benefits paid under the SEA program must not be charged and recouped as a social charge to all employers.

Maine

Nonmonetary eligibility. An emergency rule relating to part-time work provides that a claimant who is not able and available for full-time work will not be disqualified from receiving benefits if:

- more than 50 percent of the weeks worked during the claimant's base period were less than full time, and the claimant is able to work and available for and actively seeking work for a number of hours comparable to the number of hours worked during those weeks; or
- the majority of the weeks worked during the claimant's base period were full time but the claimant is only able and available for less than full-time work due to the illness or disability of the claimant's immediate family member, or when necessary for the safety or protection of the claimant or the claimant's immediate family member, including protection from domestic abuse; and
- the claimant is not able to work full time due to a covered disability under the Americans with Disabilities Act but is able and available to work less than full time. Once a claimant has returned to work and is working the full number of hours for which the claimant is able or available to work considering his or her disability, that claimant is not considered "partially unemployed."

Michigan

Coverage. Service performed in an Americorps program is excluded from coverage if the individual:

- performed the service under a contract or agreement providing for a guaranteed stipend opportunity; and
- received the full amount of the stipend before the ending date of the contract or agreement.

Missouri

Administration. A Missouri State Unemployment Council is created consisting of nine appointed voting and two appointed nonvoting members that will meet at least four times yearly; the Council will advise the Missouri Division of Employment Security in carrying out the Missouri Employment Security Law and submit annually recommendations to the Governor and general assembly regarding amendments, status of unemployment insurance, solvency maintenance, and the adequacy of unemployment compensation; the Council is authorized, unless prohibited, to commission an out-

side study of the solvency, adequacy, and staffing and operational efficiency of the Missouri unemployment system every 5 years beginning in fiscal year 2005.

The Division must cross-check Missouri unemployment compensation recipients and applicants against the Federal new hire database, Social Security Administration data, drivers license databases (effective January 1, 2007), and other federally maintained databases containing wage information.

The Board of Unemployment Fund Financing is created and authorized to issue, sell, and deliver interest-bearing credit instruments (bonds) to provide funds for unemployment benefits or maintain an adequate fund balance in the unemployment compensation fund.

The Division may contract with consumer reporting agencies to provide secure electronic access to information in the quarterly wage report; requires the Division to establish standards to safeguard the confidentiality of the information; requires the agency to require any user of such information to obtain written consent from the individual to whom the information pertains; requires the agency to require that the released information be used only to verify wage or employment information accuracy provided by the individual for a specific transaction.

The Missouri State Unemployment Council is created to advise the Division and submit recommendations concerning the unemployment compensation program.

Coverage. "Temporary help firm" is defined as a firm that hires its own employees and assigns them to clients to support or supplement the clients' workforce and "temporary employee" as an employee assigned to work for the clients of a temporary help firm.

Financing. The State taxable wage base increases from \$8,000 in 2004 to \$11,000 in 2005, 2006, and 2007; to \$12,000 in 2008 and thereafter subject to the following:

- the taxable wage base increases by \$1,000 (instead of \$500) if the unemployment compensation trust fund balance is less than or equal to \$350 million on September 30;
- the taxable wage decreases by \$500 the subsequent year if the unemployment compensation trust fund balance equals or exceeds \$650 million (instead of \$450 million) on September 30;

- for 2008, the taxable wage base is limited to \$7,000–\$12,000;
- for 2009, the taxable wage base is \$12,500; and
- for 2010 and thereafter, the taxable wage base is limited to \$7,000–\$13,000.

The fund-balance amounts decrease, which trigger 10 percent, 20 percent, and 30 percent rate increases, effectively increasing employer tax rates.

The rate increase for employers at the maximum rate is raised from 30 percent to 40 percent for 2005 through 2007.

The fund balance amounts increase, which trigger 7-percent and 12-percent rate decreases, effectively increasing employer tax rates.

A credit instrument (bond) and financing agreement repayment surcharge are assessed on each employer if the fund is using moneys from credit instrument proceeds or from the moneys advanced financial agreements or from a combination of both; provides a formula for calculating the surcharge and for calculating each employer's proportionate share.

A surcharge of 0.25 percent will be added to employers' contribution rates if they have been taxed at the maximum rate for 2 consecutive years or more; an additional annual surcharge of 0.25 percent will be added if employers remain at the maximum rate for 3 or more years with total surcharges not to exceed 1.0 percent; a 0.5-percent surcharge will be added if employers are still at the maximum rate; the maximum surcharge is limited to 1.5 percent in a year.

Employers are charged a temporary debt indebtedness assessment beginning in 2005 and expiring the last day of the 4th quarter of 2007.

A surcharge is assessed when the State has outstanding Federal loans or credit instruments (bonds).

The Board of Unemployment Fund Financing is authorized to sell interest-bearing bonds in an amount not to exceed \$450 million less the principal and that mature no later than 3 years after issuance; all bonds must be paid off by January 15, 2008; the proceeds must be deposited in the State unemployment compensation fund.

Monetary entitlement. The wages needed to qualify increase from \$1,000 in a quarter to \$1,200 in 2005; \$1,300 in 2006; \$1,400 in 2007; and \$1,500 thereafter; base period wages must equal 1.5 times high quarter wages, or wages in two quarters and base

period wages equaling 1.5 times the maximum taxable wage base.

Effective 2007, “partially unemployed” is defined as any week of less than full-time work if wages payable are less than the greater of the individual’s weekly benefit amount plus \$20 or the weekly benefit amount plus 20 percent of the weekly benefit amount.

Effective 2007, modifies the earnings disregard from \$20 to the greater of \$20 or 20 percent of the weekly benefit amount.

The computation of, and the maximum, weekly benefit are modified as follows:

- 3 ¾ percent of high quarter wages up to \$270 in 2006 and \$280 in 2007;
- 4 percent of average two highest quarters up to \$300 in 2008, \$310 in 2009, and \$320 in 2010 and thereafter.

Beginning in 2008, the 1-week waiting period will become compensable once remaining balance on the claim is less than or equal to the compensable amount for the waiting week, rather than after 9 weeks.

Nonmonetary eligibility. The terms “temporary help firm” and “temporary employee” are defined and a temporary employee of a temporary help firm will be deemed to have voluntarily quit for failure to contact the firm for reassignment prior to filing for unemployment benefits; failure to contact the firm will not be deemed a voluntary quit unless the claimant was advised of the obligation to contact the firm upon completion of assignments and that unemployment benefits may be denied for failure to do so.

“Misconduct” is defined as:

- an act of wanton or willful disregard of the employer’s interest;
- a deliberate violation of the employer’s rules;
- a disregard of standards of behavior that the employer has the right to expect of his or her employee; and
- negligence in such a degree or recurrence as to manifest culpability, wrongful intent or evil design, or show an intentional and substantial disregard of the employer’s interest or of the employee’s duties and obligations to the employer.

The 8-week extension for definite recall dates is limited to a total of 16 weeks.

Suspensions from work for 4 weeks or more will be treated as discharges.

Misconduct is committed if a claimant is at work with a detectible amount of alcohol or controlled substance in the claimant’s system, in violation of employer’s policy, and certain conditions are met; claimant’s wage credits are subject to cancellation if found to be in violation of such policy.

A temporary employee is deemed to have voluntarily quit employment for failing to contact the temporary help firm for reassignment before filing for benefits unless the employee was not informed of the obligation to contact the firm upon completion of the assignment; employee will be disqualified for benefits if found to have voluntarily quit until wages are earned in insured work equal to 10 times the claimant’s weekly benefit amount.

An employer’s written notification of an offer of work sent via certified mail to claimant’s last known address constitutes an offer of work, and failure to accept the offer of work will disqualify the claimant for benefits until wages are earned in insured work equal to 10 times the claimant’s weekly benefit amount.

The disqualification for misconduct is modified from 4-16 weeks and wages equal to 8 times the weekly benefit amount to wages equal to 6 times the weekly benefit amount.

Absenteeism or tardiness is considered misconduct if it violates an employer’s attendance policy and the claimant knew about the policy in advance.

Overpayments. Any employer or individual who receives or denies unemployment benefits by intentionally misstating, misrepresenting, or failing to disclose material facts has committed fraud; improperly paid benefits must be repaid; penalties are assessed; if the employer or individual fails to repay the benefits, the division may offset from any future unemployment benefits or take other steps necessary to recover the overpayment; future benefits may not be used to offset penalties.

Any person or entity perpetrating a fraud or misrepresentation for which a penalty has not been provided is guilty of a class A misdemeanor and will be liable for a civil penalty not to exceed the value of the fraud, and any person or entity who previously pled or was found guilty of perpetrating a fraud or misrepresentation and subsequently violates such provision is guilty of a class D felony.

Nebraska

Administrative. Employers, when reporting new hire information, must report the employee’s date of hire or rehire to the Nebraska Department of Labor and transmit a copy of the employee’s Federal W-4 with the date of hire or rehire inscribed on it, beginning January 1, 2005.

New Jersey

Financing. The fund reserve ratio of the tax table effectively reducing individual employer tax rates for tax years beginning on or after July 1, 2004, has been modified; the rates in each schedule remain the same.

The factor on which the overall 10-percent rate increase is based, if applicable, has been reduced from a fund reserve ratio of 1.0 percent to 0.5 percent for rate years beginning after July 1, 2004.

The overall rate reduction decreased from 15 percent to 7 percent from July 1, 2004, until June 30, 2005, except that if an employer has a deficit reserve ratio of negative 35 percent or under, the employer’s rate of contribution will not be reduced to less than 5.4 percent.

The requirement that each employer contributes to the healthcare subsidy fund an amount equal to the amount that the employer’s contribution to the unemployment compensation fund is decreased is extended until June 30, 2005.

For fiscal year 2005, all contributions to the healthcare subsidy fund exceeding \$100 million for this fiscal year must be deposited in the unemployment compensation fund.

Extensions and special programs. The conditions under which new claims for additional benefits are taken in a year has been modified: new claims cease for the year when total benefits paid under the program are greater than 2.0 percent of the sum of December 31st fund balances since the program was enacted; formerly new claims ceased when benefits paid in a single year were greater than 1.5 percent of the December 31st fund balance for the preceding year.

New York

Nonmonetary eligibility. The pension offset provision provides that unemployment benefits will not be reduced by rollover distribution payments.

North Carolina

Coverage. In general statutes, sets forth the requirements and responsibilities of professional employer organizations (PEOs); those applicable to the unemployment insurance program include:

- provides that a licensed PEO is the employer of an assigned employee for unemployment insurance purposes, and that the levy and collection of unemployment insurance contributions, or the assignment of discrete employer numbers and the definition of the terms employing unit, employer, or employment have the effect as provided under the State unemployment insurance law; and
- requires a licensed PEO to establish the terms of a PEO agreement by a written contract between the PEO and the client company, and that such contract specify that the PEO assumes responsibility for the payment of wages to and for the payment and collection of payroll taxes on assigned employees.

Oklahoma

Appeals. Telephone appeals to the Appeal Tribunal through the Oklahoma Employment Security Commission's interactive voice response system or by speaking with one of the Commission's claim representatives are permitted.

The provision providing that if a party is represented by an attorney, the hearing officer may approve a fee for legal services on a quantum merit basis, provided the fee is commensurate with the fee set by the board of review has been revoked.

Nonmonetary eligibility. The severance pay provision provides for the deduction of severance pay in the week severance pay is received.

Separation from employment to escape domestic violence or abuse is considered good cause and benefits are allowed, provided that a victim's protection order was on file with the appropriate authorities and the order was effective on the date the claimant separated from employment.

The employer must produce certain specific documentation to establish that the drug or alcohol test of a claimant was conducted in accordance with the Standards for Workplace Drug and Alcohol Testing Act.

Rhode Island

Coverage. A person engaged in the business of providing professional employer services must be registered; registration requirements are established.

The client company must be considered an employer of its covered employees under any agreement with a professional employer organization (PEO) for purposes of unemployment compensation and temporary disability insurance; a client will have the sole right to direct and control the professional or licensed activities of covered employees of a client's business, unless otherwise expressly agreed to by the client in the professional employer agreement.

Financing. The PEO must report and pay all required unemployment contributions using the client company's State employer account number at the client company's experience rate or at the new employer rate if the client company does not qualify for an experience rate; the PEO is responsible for paying wages to covered employees, to withhold, collect, report, and remit payroll-related and unemployment taxes; the client company and PEO must be jointly and severally liable for all contributions, fines, interest, penalties, and withholdings due.

South Carolina

Coverage. With respect to Indian tribes, clarifies that failure to make timely payments by any tribal unit results in the entire tribe being denied the reimbursement option.

Financing. An employing unit must be assigned all or a portion of the employment benefit record of an existing employing unit when there is an acquisition or change in the form or organization of an existing business enterprise, or severable portion thereof, and there is a continuity of control of the business enterprise; the employing unit must be assigned the same rate as the predecessor, or the predecessor who has the highest base rate if there is more than one predecessor employing unit with different base rates.

Assigning an employing unit any portion of the employment benefit record of an existing employing unit upon the acquisition of that established business or of an identifiable and segregable part thereof is prohibited if the:

- acquiring person was not otherwise an employer at the time of the acquisition;

- person has no substantial commonality of interest, including ownership or management, in the business acquired; and
- South Carolina Employment Security Commission finds that the person acquired the business or an identifiable and segregable part thereof solely or primarily for the purpose of obtaining a lower rate of contributions.

If the experience rating account of the predecessor employer contains a debit balance, defined as an excess of total benefits charged over total contributions paid, the experience rating account of the predecessor employer in any event must be transferred to the successor employer.

A penalty is assessed equal to the greater of \$1,000 or 10 percent of the tax determined by the commission to be due for each report submitted in violation of an employing unit that willfully attempts to violate these provisions; provides that this penalty may be recovered in the same manner as for the collection of other penalties; provides that officers and directors of the enterprise comprising the employing unit are individually liable for the penalties assessed.

A contribution tax return preparer who violates these provisions or provides advice to an employing unit that results in a willful violation of these provisions is liable to a penalty of not less than \$1,000 nor more than \$10,000 for each report submitted in violation; this penalty may be recovered by the commission in an appropriate civil action in any court of competent jurisdiction.

Tennessee

Appeals. Appeals to the court for review of tax liability must be filed in the chancery court of Davidson County.

An appeal must be filed within 20 calendar days after the date the written notification of the redetermination is given or mailed to the last known address of the interested party or the redetermination becomes final and not subject to further review.

Coverage. If:

- a person, corporation, or business entity maintains a personnel registry or referral service for companion-sitters seeking employment opportunities;
- the sitters do not provide services for hire to nonprofit organizations, Indian tribes, or State or local governments; and

- pursuant to applicable Federal legislation, the Internal Revenue Service (IRS) determines that a companion-sitter is not an employee of the person, corporation or business entity under the typical registry/referral arrangements of such person, corporation, or business entity;

then companion-sitters who receive referral under the registry/referral arrangements substantially similar to those in the IRS determination will not be classified as employees of such person, corporation, or business entity pursuant to the Tennessee unemployment law.

Financing. The provision containing procedures for making payments under protest for employers challenging a determination of liability for premiums required to be paid has been deleted.

The Tennessee Department of Labor and Workforce Development Commissioner is permitted to extend, under certain conditions, the notification period for the transferring/successor employer to provide notification of acquisition of a business transfer and written consent to the Department; any modification of premium rates resulting from any such extension will take effect on, and apply prospectively from, the date on which such transfer is accepted by the department; there is no forgiveness or refund of any premiums, fees, or other related costs duly imposed prior to the effective date of July 1, 2004.

The calculation of the industry reserve ratio for new employer rate determination has been modified.

New employer rates will be assigned from the table in effect when the employer's industry reserve ratio is 0.0 percent or less (formerly minus 4.0 percent or less); depending on the table in effect, rates range from 5.0 percent to 10.0 percent (formerly 6.0 percent to 10.0 percent).

A staff leasing company will not be considered a successor employer to any client and will not acquire the experience rating of any client with whom the staff leasing company has contracted; the client, upon terminating its relationship with the staff leasing company, will not be considered a successor employer to the staff leasing company and will not acquire any portion of the experience history of the aggregate reserve account of the staff leasing company.

A client of a staff leasing company will be jointly and severally liable with the staff

leasing company for State unemployment premiums unless such client is relieved of such joint and several liability under the Tennessee Employee Leasing Act.

Utah

Coverage. The provision allowing termination of coverage by the employer when there was no calendar quarter in the preceding calendar year during which an employing unit paid wages of \$140 or more has been deleted; the requirement of \$140 or more in a quarter with respect to the Division of Workforce Information and Payment Services' authority to terminate coverage of an employing unit has been eliminated.

Financing. The \$50 late payment penalty is applicable if the filing of quarterly wage information and requested reports of base period earnings is not more than 15 days late; there is a penalty of \$50 for each 15 days or a fraction of the 15 days that the filing is late, but not to exceed \$250 per filing, if the filing is more than 15 days late.

Employers liable for payments in lieu of contributions must file quarterly Reimbursable Employment and Wage Reports on the last day of the month that follows the end of each calendar quarter, and the same late payment penalty applies to contributing employers for untimely filing quarterly Reimbursable Employment and Wage Reports.

The social contribution rate is .003 for the rate year beginning January 1, 2004.

On or after January 1, 2005, the social contribution rate will be calculated by dividing all social costs applicable to the preceding 4 fiscal years by the total taxable wages of all employers subject to contributions for the same period.

The social contribution rate for only the rate year beginning January 1, 2005, may not exceed 0.004.

Reed Act moneys made available to the State that are received on or after January 1, 2004, may not be considered in establishing the reserve factor for the rate year 2005 or any subsequent rate year.

The maximum employer contribution rate increased from 8.0 percent plus the social contribution rate to 9.0 percent plus the social contribution rate, effective January 1, 2004.

The maximum weekly benefit amount reduced from 65 percent to 62 percent of the insured average fiscal year weekly wage during the preceding fiscal year for claims filed on or after July 4, 2004.

Monetary entitlement. A levy on unemployment benefits is prohibited by creditors enforcing a claim for alimony, support, maintenance, certain unpaid earnings, or State or local taxes.

Deductions of child-support obligations or an uncollected over-issuance of food-stamp benefits are the only deductions that can be withheld from unemployment benefits.

Nonmonetary eligibility. The offset for receipt of Social Security benefits against unemployment compensation is reduced from 100 percent to 50 percent for 3 years for benefit years beginning after July 1, 2004 and ending on or before July 1, 2007.

Overpayments. With respect to benefit fraud, overpayment is the amount of benefits the claimant received by direct reason of fraud.

If the fraud determination is based solely on unreported or underreported work or earnings, or both, and the claimant would have been eligible for benefits if the work or earnings, or both, had been correctly reported, the individual does not lose eligibility because of the misreporting but is liable for the overpayment and penalties.

Vermont

Financing. The new employer rate changed from a rate not less than the average tax rate for the industry to which the employer is assigned to 1.0 percent, except that certain foreign corporations will be assigned a rate equal to the average rate as of the most recent computation date paid by all employers so classified.

Virginia

Coverage. The definition of "employment" excludes services performed by an inmate for a penal or custodial institution or while participating in the Diversion Center Incarceration Program.

Financing. The penalty increased from \$30 to \$75 for any employer who had wages payable for a calendar quarter and fails without good cause to file any required report with respect to wages or taxes; increases the penalty from \$30 to \$75 for a newly covered employer who fails to file a timely quarterly report without good cause. Penalties will be paid into the special Unemployment Compensation Administration Fund.

An employer's account is not charged for benefits paid to an individual who was unable to work at his regular employment due to a disaster for which the Governor, by executive order, has declared a state of emergency, if such disaster forced the closure of the employer's business, and if the individual returned to his regular full-time employment once the business reopened. The noncharging is limited to 4 weeks.

Nonmonetary eligibility. The definition of the term "misconduct" includes a willful and deliberate violation of a standard or regulation of the Commonwealth by an employee of an employer licensed or certified by the Commonwealth, which violation would cause the employer to be sanctioned or have its license or certification suspended by the Commonwealth. The Virginia Employment Commission is allowed to consider evidence of mitigating circumstances in determining whether misconduct occurred.

An individual is disqualified from benefits upon separation from the last employ-

ing unit from whom he or she has worked 30 days or 240 hours or from any subsequent employing unit if such separation arose as a condition of the individual's parole or release from a custodial or penal institution and such individual was participating in the Diversion Center Incarceration Program.

Washington

Administration. Information and records may be released by the employment security department to a county clerk for purposes of verifying employment or income, seeking assignment of wages, or performing other duties necessary to the collection of an offender's legal financial obligations.

Financing. The penalty provision related to evading the successorship provisions has been amended by:

- adding to the penalty assessment the solvency surcharge (if any) and 2 percent; and

- changing the effective period for the penalty assessment from five quarters to 1 year.

Wyoming

Coverage. Childcare workers contracted to provide daycare services by the Wyoming Department of Employment are self-employed for profit entities and are not employees of the Department and not eligible for employee benefits (including unemployment insurance) as a result of receiving contract payments from the State. The Department is authorized to appeal any decision of any State administrative body inconsistent with this determination.

Financing. Employers' accounts are not charged for benefits paid for unemployment resulting directly from the reinstatement of another employee upon that employee's completion of service in the uniformed services. □

Trends in youth employment rates

Many are the stories of the millionaires and captains of industry who got their start in the world of work as youths. It is in their teenage years that most people get their first “real” jobs. While these jobs may require minimal skills and be low-paying, they teach valuable lessons that last a lifetime.

“What Is Happening to Youth Employment Rates?” (Congressional Budget Office, November 2004) examines various facets of youth employment between 1979 and 2003. Over this period, trends in young people’s employment rates varied depending on their age and sex. For example, for youths ages 20 to 24, the employment rate dropped for males while it rose slightly for females. For youths ages 16 to 19, employment rates trended down for males and females, and were always below the rates for their older counterparts.

What caused these changes in youth employment rates? One factor was increasing school enrollment. Young people who were in school were much less likely to have jobs than those who are not. Over the past 25 years, school enrollment rates for young people, measured in October of each year, have slowly and steadily increased. More striking than the increase in the October school enrollment rate was an even greater increase in the July school enrollment rate. The “summer school” enrollment rate more than tripled from 1985 to 2003. Young people, often faulted for short-sightedness, may have been rationally obtaining more education so as to maximize their lifetime earnings. The gap in earnings between the less-educated and the more-educated has increased in recent decades.

However, between 1979 and 2000 there was also a decline in the employment rate for male teenagers and

young adults who were not in school. Over the same period, the rate for female teenagers and young adults not enrolled in school was unchanged or increased slightly. Underlying the decrease in these employment rates for males were decreased job opportunities for inexperienced workers. A real (inflation-adjusted) decrease in the minimum wage, which made what jobs there were less appealing to young would-be workers, was also a factor. Additionally, employment in sectors of the economy that provide opportunities for females has increased while employment in those sectors that have traditionally provided opportunities to males has declined. Work at gasoline stations, which once provided employment for many young men, is an example of a traditionally male-dominated occupation that has shrunk in recent decades. Another factor that may contribute to the declining employment rate of male youths is immigration, which has brought many unskilled, mostly male, workers to this country in recent years.

Sports arenas and economic development

Over the past decade or so, local governments have paid something over \$6 billion in subsidies for the construction of professional sports facilities, according to research cited by Michael T. Friedman and Daniel S. Mason in the August 2004 *Economic Development Quarterly*. While such projects are generally justified on the basis of their impact on local job creation and other positive economic impacts, Friedman and Mason contend that a large body of “empirical research has questioned the efficacy of sports facilities as engines for economic development.” Thus, the research issue

is a better understanding of how development projects are chosen and which specific groups influence these choices in what way.

Friedman and Mason use the organization studies concept of stakeholder analysis to address this issue. Stakeholders are defined in this context as persons or groups that are affected by a particular project or that can affect the success of that project. In stakeholder theory, each stakeholder has at least one to three characteristics—power, legitimacy, and urgency—and that the relative importance of stakeholders is determined by their specific mixes of these attributes. Stakeholders with all three are called definitive stakeholders. Expectant stakeholders, those holding two of the characteristics, are divided into dominant (power and legitimacy), dangerous (power and urgency), and dependent (urgency and legitimacy) subgroups. Three classes of latent stakeholders possess one characteristic each: dormant (power), discretionary (legitimacy), and demanding (urgency).

In their analysis of sports construction projects, Friedman and Mason find that proponents of the projects need only monitor the latent stakeholders, a group that typically includes the general public and low income residents in particular. At the other end of the stakeholding spectrum, the definitive stakeholders normally include a strong coalition of local elites—the business community, the team owners, the media, and local politicians—that have generally been proponents of subsidizing sports facilities. “This”, say the authors, “would explain why sports facilities continue to be subsidized despite a lack of evidence of economic benefits and, at times, strong opposition from other stakeholder groups. □

Working in the digital age

The New Ruthless Economy: Work and Power in the Digital Age. By Simon Head. New York, Oxford University Press, 2003, 240 pp., \$28/hardback.

The author's essential argument is that the computer and its applications in the workplace renew and refine the industrial culture that had formed the mass production and much of routine white-collar work throughout the 20th century (and had been introduced during the second half of the 19th century). The culture has consisted in the standardization of production and products; the simplification of the work process by transferring, or seeking to transfer, the worker's skill and know-how to the engineer and machine; the measurement of the minimum time needed to perform given tasks; and close monitoring of the process and its operators. Powerfully influencing this culture was the notion of "scientific management," originally defined by Frederick W. Taylor in determining "the one best way" of optimizing efficiency. Time and motion studies of task performance were to bring this about while also eliminating stopgaps (or "soldiering") during work hours.

Henry Ford and his engineers at times denied that they were indebted to Taylor's notions, yet they adopted the idea that management (including the engineers)—not the line workers—be fully responsible for ensuring efficiency of operations. An example was the design and configuration of machinery that reduced the operator's role to a minimum, no particular skill or care being required of him or her. Every machining operation was precisely timed so that the worker had to achieve a standard output each day. Each machined work piece was moved to the next machine by a gravitational slide for the next operation. Thus, the part did not need to be hand-carried, social intercourse between workers was curtailed, and monitoring by the foreman was facilitated.

The concept of the assembly line, while not original with Ford, was applied to a variety of cognate parts and components (of which there were 5,000 in the Model T), the worker being subjected to detailed time and motion norms, and the moving line in effect imposing its own control and discipline. Enormous increases in productivity resulted—as well as unceasing complaints about speedup. "A history of the near 70-year relationship between the United Auto Workers and the Detroit Big Three could be written largely as a prolonged dispute about speedup," writes Head.

Head titles his introductory chapter, "A New Economy?"—the question mark indicating his doubts about the "newness" of what others have held to be a fundamental change in the technology of the workplace. In fact, his entire book questions this assumption. And his thesis and research confirm what Shoshana Zuboff wrote in her authoritative work, *In the Age of the Smart Machine: The Future of Work and Power*: "...[T]he logic that motivated the early purveyors and adapters of scientific management has continued to dominate the course of automation in the 20th century workplace."

In the forefront of Head's concern is the spread and refinement of information technology (IT) into white-collar work, whether done by clerical or professional personnel; and the role of reengineering in reorganizing and formatting such work in adapting it to the computer. Such adaptation, however, is not merely technological but is based on, or is derived from, the principles of "scientific management" as outlined earlier. Those principles were restructured to fit white-collar work by William H. Leffingwell, an admirer of Taylor, who published a path-breaking book on efficient office management in 1925. His studies centered on the mail order business whose core concern was order fulfillment. He devised, for example, the most efficient way of opening mail, reducing the necessary motions of the

task from 13 to 6, and doubling the output so defined to 200 items per hour. Insofar as orders or remittances could not be handled routinely, experts would deal with "exceptional" cases. "For Leffingwell, as for Taylor, the cause of efficiency was best served when the scope for independent decision-making by employees was reduced to a minimum," writes Head.

Unlike the workflow characteristics of the factory, white-collar tasks, except for the more routine clerical work, could not be readily standardized. There was no moving line as in the emblematic factory that inherently regulated the time spent on each task. Analysis of length of telephone calls was cumbersome, as was time spent and monitored in filing a given volume of documents.

These and related problems, according to Head, were solved with the introduction of networked computers and its workflow software. "...Leffington's vision of a white-collar work assembly line subject to the rigorous control of the factory floor was now within reach." Although that vision was rooted in the idea of scientific management, the term was eschewed by business and its consultants; "reengineering" was substituted for it, the practice and culture of Taylorism being continued if transformed by new instrumentalities of measurement, control, and deskilling of the operator.

The 1990s were the decade of reengineering. Some of the most influential works on the topic were published then. Investment in computers soared at an average annual rate of 43 percent between 1994 and 2000, and in software, 18 percent—driving forces in the investment boom of the time.

The computer, to be sure, had been introduced into the white-collar (as well as the blue-collar) work process long before reengineering became technologically feasible. It was designed (or formatted) not only to simplify office procedures but also, as far as feasible, to eliminate "elements of interpersonal

coordination.” Shoshana Zuboff, in presenting a number of case studies in the work quoted earlier, writes, “In each case, cost reduction and increased productivity were preeminent goals, which required systems that would simplify transaction processing while substantially increasing the volume of work that could be completed by one clerk. In the case of Consolidated Underwriter Insurance’s dental claims operation, this meant reducing the knowledge demands of the task in order to increase the speed with which claims could be processed.” She quotes a manager, saying *inter alia*, “A lot of quality issues are now built into the machine. It requires less thought, judgment, and manual interventions. It’s designed to let you pump claims out the door.”

The effort embodied by reengineering is a major theme of Head’s book. He notes, for example, that so-called expert systems have been created at such companies as IBM and American Express, which—according to *Reengineering the Corporation* by Michael Hammer and James Champy, whom he cites—allow “relatively unskilled people to operate at nearly the level of highly trained experts.” Numerous tasks, hitherto performed by numerous workers, are now compressed; specialists are readily replaced. Software facilitates monitoring by managers.

Management’s drive to incorporate employees’ skill or know-how or the knowledge distilled from experience in the computer seems relentless but also stymied by the idiosyncrasies of the relationships the computer, when used in certain work processes, is meant to convey. Head’s discussion of the call center industry, which basically serves business in its customer relations activities, suggests the tension between that drive and some of the factors hobbling it.

The knowledge required to respond to customer queries is, in theory at least, incorporated in the computer. The call center agent need merely follow a script that he or she must follow; he or she is

in effect reduced to a conduit of information, not its originator. A host of software systems monitors strict abidance by the rules. It measures time spent on each call, as well as the number of calls within a given time span and the agent’s bathroom breaks. Head titles the pertinent chapters as “The Customer Relations Factory” and “The Digital Assembly Line.” These workplaces, he writes, “are ruled by the grim values of Taylorism.”

He also notes distinct weaknesses that inhere in the system and that evidently cannot be resolved by computerization. For example, customers will often raise questions or explain their problem to which a response has not been “scripted,” or to which the agent feels an unscripted response is necessary. Clearly, call center agents should be thoroughly trained and be knowledgeable about a company’s products and services; and where this has been the case, Head reports, employee turnover has been low and their companies’ success rate high. But if heavy pressure is exerted on employees to abide by the rules, working conditions remain unsatisfactory. Turnover consequently is exceptionally high. Head concludes that, “The call center workforce is one of the first proletariats of the digital age, with the empowered computer and its software imposing the discipline and control that, in the mass production plant, has always been the task of the assembly line and the automatic machine.”

Reengineering as idea as well as practice has likewise been introduced into medical care. The introduction has been associated with the emergence of managed care organizations (MCOs) or, perhaps more accurately, with the transformation of medical care into a service organized on business principles. Efficiency in service delivery thus became a primary goal, pursued by managers who did not necessarily have any medical training but entertained operating philosophies similar to those of other business enterprises. “The language of

reengineering ... pervades the manuals of managed care,” Head writes. Service delivery to the patient is simplified and speeded. Patients’ complaints may be diagnosed over the telephone. The call taker, after guiding the patient through questions pertinent to the complaint, may cull the corresponding symptoms from software. One large MCO in California has given bonuses to its phone clerks if they could limit patients’ appointments to less than 35 percent or limit average phone time to 3 minutes and 45 seconds.

Speedup, moreover, has greatly reduced MCO physicians’ time spent with patients. Examining 30 patients per day became the norm during the 1990s, far higher than in earlier years.

The core of the effort to impose “scientific management” upon the physician’s work, Head believes, has lain in the formulation of treatment protocols derived from data banks which in turn are compiled from detailed clinical, treatment, and outcome records. The patient ceases to be “unique,” his or her care is no longer individualized, the encounter between physicians and patient goes the way of the house call, replaced by digital technology. The judgment of the physician is minimized: the MCO’s medical director, responding to the physician’s telephoned narration of symptoms, allocates these to a subgroup, and tells the physician “what can and cannot be done.”

Yet, these tendencies are being resisted by patient dissatisfaction surfacing in some State legislation that limits certain controls that MCOs exercise. Setting limits even more starkly “is a basic truth of medicine: The discipline does not yield a body of unequivocal rules and guidelines that can then be used to surround the physician with the regulation and control of managerial medicine.” The profession strongly resists such regulation and control, impeding the advance of “scientific management.”

Head is not quite clear on this matter; elsewhere he states that industrialization of medicine has failed. It may well be,

however, that the lower income population will be subject to the “scientific management” tendency of medical care, while better-off patients will benefit from the more usual, individualized diagnosis and treatment.

In concluding his book, Head emphasizes the need to resist speedup, particularly in service industries, such as call centers and healthcare, and he advocates the formation of trade unions. He lauds the United Autoworkers as having prevented or mitigated “management by stress,” as has been the case, he writes, in Japanese automobile factories (to which he devotes a substantial section). He recognizes, however, the weakness of the American labor move-

ment and of its political stature in its relation to employers. He notes that some service industries, such as wholesaling, are susceptible to “Taylorist” controls, and that truckers and deliverymen/women of express delivery services can be monitored by satellites and sensors.

The power and originality of Head’s argument lies in his ability to link reengineering and computerization of service industries to an industrial culture that—as David Hounshell has shown in his classical work, *From the American System to Mass Production, 1800–1932*—characterized the development of manufacturing during the 19th century. Its tendency to deskill the worker and to diminish the mental and

intellectual acuity he or she would bring to the job was rationalized by Frederick Taylor and, in reference to the white-collar employee, by William Leffingwell, Taylor’s disciple. That culture evolved into the emblem of the 20th century with Henry Ford and his engineers. Head’s treatise expresses resistance to the mindless pursuit of routine and speedup to which large numbers of workers are subjected. It greatly contributes to an understanding of today’s reengineered workplace.

—Horst Brand

formerly with the
Bureau of Labor Statistics

NOTE: Many of the statistics in the following pages were subsequently revised. These pages have not been updated to reflect the revisions.

To obtain BLS data that reflect all revisions, see <http://www.bls.gov/data/home.htm>

For the latest set of "Current Labor Statistics," see <http://www.bls.gov/opub/mlr/curlabst.htm>

Notes on labor statistics 46

Comparative indicators

1. Labor market indicators 59
2. Annual and quarterly percent changes in compensation, prices, and productivity 60
3. Alternative measures of wages and compensation changes 60

Labor force data

4. Employment status of the population, seasonally adjusted 61
5. Selected employment indicators, seasonally adjusted 62
6. Selected unemployment indicators, seasonally adjusted 63
7. Duration of unemployment, seasonally adjusted 63
8. Unemployed persons by reason for unemployment, seasonally adjusted 64
9. Unemployment rates by sex and age, seasonally adjusted 64
10. Unemployment rates by States, seasonally adjusted 65
11. Employment of workers by States, seasonally adjusted 65
12. Employment of workers by industry, seasonally adjusted 66
13. Average weekly hours by industry, seasonally adjusted 69
14. Average hourly earnings by industry, seasonally adjusted 70
15. Average hourly earnings by industry 71
16. Average weekly earnings by industry 72
17. Diffusion indexes of employment change, seasonally adjusted 73
18. Job openings levels and rates, by industry and regions, seasonally adjusted 74
19. Hires levels and rates by industry and region, seasonally adjusted 74
20. Separations levels and rates by industry and region, seasonally adjusted 75
21. Quits levels and rates by industry and region, seasonally adjusted 75
22. Quarterly Census of Employment and Wages, 10 largest counties 76
23. Quarterly Census of Employment and Wages, by State 78
24. Annual data: Quarterly Census of Employment and Wages, by ownership 79
25. Annual data: Quarterly Census of Employment and Wages, establishment size and employment, by supersector ... 80
26. Annual data: Quarterly Census of Employment and Wages, by metropolitan area 81
27. Annual data: Employment status of the population 86
28. Annual data: Employment levels by industry 86
29. Annual data: Average hours and earnings level, by industry 87

Labor compensation and collective bargaining data

30. Employment Cost Index, compensation 88
31. Employment Cost Index, wages and salaries 90
32. Employment Cost Index, benefits, private industry 92
33. Employment Cost Index, private nonfarm workers, by bargaining status, region, and area size 93
34. Participants in benefit plans, medium and large firms 94
35. Participants in benefits plans, small firms and government 95
36. Work stoppages involving 1,000 workers or more 96

Price data

37. Consumer Price Index: U.S. city average, by expenditure category and commodity and service groups 97
38. Consumer Price Index: U.S. city average and local data, all items 100
39. Annual data: Consumer Price Index, all items and major groups 101
40. Producer Price Indexes by stage of processing 102
41. Producer Price Indexes for the net output of major industry groups 103
42. Annual data: Producer Price Indexes by stage of processing 104
43. U.S. export price indexes by Standard International Trade Classification 105
44. U.S. import price indexes by Standard International Trade Classification 106
45. U.S. export price indexes by end-use category 107
46. U.S. import price indexes by end-use category 107
47. U.S. international price indexes for selected categories of services 107

Productivity data

48. Indexes of productivity, hourly compensation, and unit costs, data seasonally adjusted 108
49. Annual indexes of multifactor productivity 109
50. Annual indexes of productivity, hourly compensation, unit costs, and prices 110
51. Annual indexes of output per hour for select industries 111

International comparisons data

52. Unemployment rates in nine countries, seasonally adjusted 114
53. Annual data: Employment status of the civilian working-age population, 10 countries 115
54. Annual indexes of productivity and related measures, 15 economies 116

Injury and illness data

55. Annual data: Occupational injury and illness incidence rates 118
56. Fatal occupational injuries by event or exposure 120

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 current and past experiences. 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, 17–21, 48, and 52. Seasonally adjusted labor force data in tables 1 and 4–9 were revised in the February 2004 issue of the *Review*. Seasonally adjusted establishment survey data shown in tables 1, 12–14, and 17 were revised in the March 2004 *Review*. A brief explanation of the seasonal adjustment methodology appears in “Notes on the data.”

Revisions in the productivity data in table 54 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 interna-

tional comparisons data, see *International Comparisons of Unemployment*, 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-population ratio, and unemployment rates for major demographic groups based on the Current Population (“household”) Survey are presented, while measures of employment and average weekly hours by major industry sector are given using nonfarm payroll data. The Employment Cost Index (compensation), by major sector and by bargaining status, is chosen from a variety of BLS compensation and wage measures because it provides a comprehensive measure of employer costs for hiring labor, not just outlays for wages, and it is not affected by employment shifts among occupations and industries.

Data on **changes in compensation, prices, and productivity** are presented in

table 2. Measures of rates of change of compensation and wages from the Employment Cost Index program are provided for all civilian nonfarm workers (excluding Federal and household workers) and for all private nonfarm workers. Measures of changes in consumer prices for all urban consumers; producer prices by stage of processing; overall prices by stage of processing; and overall export and import price indexes are given. Measures of productivity (output per hour of all persons) are provided for major sectors.

Alternative measures of wage and compensation rates of change, which reflect the overall trend in labor costs, are summarized in table 3. Differences in concepts and scope, related to the specific purposes of the series, contribute to the variation in changes among the individual measures.

Notes on the data

Definitions of each series and notes on the data are contained in later sections of these notes describing each set of data.

Employment and Unemployment Data

(Tables 1; 4–29)

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*. For a discussion of changes introduced in January 2003, see “Revisions to the Current Population Survey Effective in January 2003” in the February 2003 issue of *Employment and Earnings* (available on the BLS Web site at: <http://www.bls.gov/cps/rvcps03.pdf>).

Effective in January 2003, BLS began using the X-12ARIMA seasonal adjustment program to seasonally adjust national labor force data. This program replaced the X-11 ARIMA program which had been used since January 1980. See “Revision of Seasonally Adjusted Labor Force Series in 2003,” in the February 2003 issue of *Employment and Earnings* (available on the BLS Web site at <http://www.bls.gov/cps/cpsrs.pdf>) for a discussion of the introduction of the use of

X-12 ARIMA for seasonal adjustment of the labor force data and the effects that it had on the data.

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 160,000 businesses and government agencies, which represent approximately 400,000 individual worksites and represent all industries except agriculture. The active CES sample covers approximately one-third of all nonfarm payroll workers. Industries are classified in accordance with the 2002 North American Industry Classification System. 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 the goods-producing industries cover employees, up through the level of working supervisors, who engage directly in the manufacture or construction of the establishment's product. In private service-providing industries, data are collected for nonsupervisory workers, which include most employees except those in executive, managerial, and supervisory positions. Those workers mentioned in tables 11–16 include production workers in manufacturing and natural resources and mining; construction workers in construction; and nonsupervisory workers in all private service-providing industries. Production and nonsupervisory workers account for about four-fifths of the total employment on private nonagricultural payrolls.

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

Hours represent the average weekly hours of production or nonsupervisory workers for which pay was received, and are different from standard or scheduled hours. **Overtime hours** represent the portion of average weekly hours which was in excess of regular hours and for which overtime premiums were paid.

The **Diffusion Index** represents the percent of industries in which employment was rising over the indicated period, plus one-half of the industries with unchanged employment; 50 percent indicates an equal balance between industries with increasing and decreasing employment. In line with Bureau practice, data for the 1-, 3-, and 6-month spans are seasonally adjusted, while those for the 12-month span are unadjusted. Table 17 provides an index on private nonfarm employment based on 278 industries, and a manufacturing index based on 84 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 March 2003 benchmark was introduced in February 2004 with the release of data for January 2004, published in the March 2004 is-

sue of the *Review*. With the release in June 2003, CES completed a conversion from the Standard Industrial Classification (SIC) system to the North American Industry Classification System (NAICS) and completed the transition from its original quota sample design to a probability-based sample design. The industry-coding update included reconstruction of historical estimates in order to preserve time series for data users. Normally 5 years of seasonally adjusted data are revised with each benchmark revision. However, with this release, the entire new time series history for all CES data series were re-seasonally adjusted due to the NAICS conversion, which resulted in the revision of all CES time series.

Also in June 2003, the CES program introduced concurrent seasonal adjustment for the national establishment data. Under this methodology, the first preliminary estimates for the current reference month and the revised estimates for the 2 prior months will be updated with concurrent factors with each new release of data. Concurrent seasonal adjustment incorporates all available data, including first preliminary estimates for the most current month, in the adjustment process. For additional information on all of the changes introduced in June 2003, see the June 2003 issue of *Employment and Earnings* and "Recent changes in the national Current Employment Statistics survey," *Monthly Labor Review*, June 2003, pp. 3–13.

Revisions in State data (table 11) occurred with the publication of January 2003 data. For information on the revisions for the State data, see the March and May 2003 issues of *Employment and Earnings*, and "Recent changes in the State and Metropolitan Area CES survey," *Monthly Labor Review*, June 2003, pp. 14–19.

Beginning in June 1996, the BLS uses the X-12-ARIMA methodology to seasonally adjust establishment survey data. This procedure, developed by the Bureau of the Census, controls for the effect of varying survey intervals (also known as the 4- versus 5-week effect), thereby providing improved measurement of over-the-month changes and underlying economic trends. Revisions of data, usually for the most recent 5-year period, are made once a year coincident with the benchmark revisions.

In the establishment survey, estimates for the most recent 2 months are based on incomplete returns and are published as preliminary in the tables (12–17 in the *Review*). When all returns have been received, the estimates are revised and published as "final" (prior to any benchmark revisions) in the

third month of their appearance. Thus, December data are published as preliminary in January and February and as final in March. For the same reasons, quarterly establishment data (table 1) are preliminary for the first 2 months of publication and final in the third month. 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 Current 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).

Quarterly Census of Employment and Wages

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 sub-

ject 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 Quarterly Census of Employment and Wages (QCEW) data, also referred 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, the Quarterly Census of Employment and Wages 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 installations 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 NAICS industries.

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 wage 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 wage 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

Beginning with the release of data for 2001, publications presenting data from the Covered Employment and Wages program have switched to the 2002 version of the North American Industry Classification System (NAICS) as the basis for the assignment and tabulation of economic data by industry. NAICS is the product of a cooperative effort on the part of the statistical agencies of the United States, Canada, and Mexico. Due to difference in NAICS and Standard Industrial Classification (SIC) structures, industry data for 2001 is not comparable to the SIC-based data for earlier years.

Effective January 2001, the program began assigning Indian Tribal Councils and related establishments to local government ownership. This BLS action was in response to a change in Federal law dealing with the way Indian Tribes are treated under the Federal Unemployment Tax Act. This law requires federally recognized Indian Tribes to be treated similarly to State and local governments. In the past, the Covered Employment and Wage (CEW) program coded Indian Tribal Councils and related establishments in the private sector. As a result of the new law, CEW data reflects significant shifts in employment and wages between the private sector and local government from 2000 to 2001. Data also reflect industry changes. Those accounts previously assigned to civic and social organizations were assigned to tribal governments. There were no required industry changes for related establishments owned by these Tribal Councils. These tribal business establishments continued to be coded according to the economic activity of that entity.

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.

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).

The Office of Management and Budget (OMB) defines metropolitan areas for use in Federal statistical activities and updates these definitions as needed. Data in this table use metropolitan area criteria established by OMB in definitions issued June 30, 1999 (OMB Bulletin No. 99-04). These definitions reflect information obtained from the 1990 Decennial Census and the 1998 U.S. Census Bureau population estimate. A complete list of metropolitan area definitions is available from the National Technical Information Service (NTIS), Document Sales, 5205 Port Royal Road, Springfield, Va. 22161, telephone 1-800-553-6847.

OMB defines metropolitan areas in terms of entire counties, except in the six New England States where they are defined in terms of cities and towns. New England data in this table, however, are based on a county concept defined by OMB as New England County Metropolitan Areas (NECMA) because county-level data are the most detailed available from the Quarterly Census of Employment and Wages. The NECMA is a county-based alternative to the city- and town-based metropolitan areas in New England. The NECMA for a Metropolitan Statistical Area (MSA) include: (1) the county containing the first-named city in that MSA title (this county may include the first-named cities of other MSA, and (2) each additional county having at least half its population in the MSA in which first-named cities are in the county identified in step 1. The NECMA is officially defined areas that are meant to be used by statistical programs that cannot use the regular metropolitan area definitions in New England.

FOR ADDITIONAL INFORMATION on the covered employment and wage data, contact the Division of Administrative Statistics and Labor Turnover at (202) 691-6567.

Job Openings and Labor Turnover Survey

Description of the series

Data for the **Job Openings and Labor Turnover Survey** (JOLTS) are collected and compiled from a sample of 16,000 business establishments. Each month, data are collected for total employment, job openings, hires, quits, layoffs and discharges, and other separations. The JOLTS program covers all private nonfarm establishments such as factories, offices, and stores, as well as Federal, State, and local government entities in the 50 States and the District of Columbia. The JOLTS sample design is a random sample drawn from a universe of more than eight million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages, or QCEW, program. This program includes all employers subject to State unemployment insurance (UI) laws and Federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates then are computed from the adjusted levels.

The monthly JOLTS data series begin with December 2000. Not seasonally adjusted data on job openings, hires, total separations, quits, layoffs and discharges, and other separations levels and rates are available for the total nonfarm sector, 16 private industry divisions and 2 government divisions based on the North American Industry Classification System (NAICS), and four geographic regions. Seasonally adjusted data on job openings, hires, total separations, and quits levels and rates are available for the total nonfarm sector, selected industry sectors, and four geographic regions.

Definitions

Establishments submit **job openings** information for the last business day of the reference month. A job opening requires that (1) a specific position exists and there is work available for that position; and (2) work could start within 30 days regardless of whether a suitable candidate is found; and (3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent,

short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings, and multiplying that quotient by 100.

Hires are the total number of additions to the payroll occurring at any time during the reference month, including both new and rehired employees and full-time and part-time, permanent, short-term and seasonal employees, employees recalled to the location after a layoff lasting more than 7 days, on-call or intermittent employees who returned to work after having been formally separated, and transfers from other locations. The hires count does not include transfers or promotions within the reporting site, employees returning from strike, employees of temporary help agencies or employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment, and multiplying that quotient by 100.

Separations are the total number of terminations of employment occurring at any time during the reference month, and are reported by type of separation—quits, layoffs and discharges, and other separations. Quits are voluntary separations by employees (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire, formal layoffs lasting or expected to last more than 7 days, discharges resulting from mergers, downsizing, or closings, firings or other discharges for cause, terminations of permanent or short-term employees, and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the same location or employees on strike.

The separations rate is computed by dividing the number of separations by employment, and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly,

dividing the number by employment and multiplying by 100.

Notes on the data

The JOLTS data series on job openings, hires, and separations are relatively new. The full sample is divided into panels, with one panel enrolled each month. A full complement of panels for the original data series based on the 1987 Standard Industrial Classification (SIC) system was not completely enrolled in the survey until January 2002. The supplemental panels of establishments needed to create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable with estimates for March 2002 and later.

The Federal Government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the Federal Government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these inter-governmental transfers would distort the Federal Government time series.

Data users should note that seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary. The historical data, therefore, may be subject to larger than normal revisions. Because the seasonal patterns in economic data series typically emerge over time, the standard use of moving averages as seasonal filters to capture these effects requires longer series than are currently available. As a result, the stable seasonal filter option is used in the seasonal adjustment of the JOLTS data. When calculating seasonal factors, this filter takes an average for each calendar month after detrending the series. The stable seasonal filter assumes that the seasonal factors are fixed; a necessary assumption until sufficient data are avail-

able. When the stable seasonal filter is no longer needed, other program features also may be introduced, such as outlier adjustment and extended diagnostic testing. Additionally, it is expected that more series, such as layoffs and discharges and additional industries, may be seasonally adjusted when more data are available.

JOLTS hires and separations estimates cannot be used to exactly explain net changes in payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: (1) the reference period for payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is the calendar month; and (2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period that includes the 12th of the month. Additionally, research has found that some reporters systematically underreport separations relative to hires due to a number of factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period.

FOR ADDITIONAL INFORMATION on the Job Openings and Labor Turnover Survey, contact the Division of Administrative Statistics and Labor Turnover at (202) 961-5870.

Compensation and Wage Data

(Tables 1–3; 30–36)

Compensation and waged 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 34 for medium and large private establishments and in table 35 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 employ-

ees. 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 36.

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; 37–47)

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—December 2003 = 100 for many Producer Price Indexes (unless otherwise noted), 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 non-institutional 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 be-

tween 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 38. The areas listed are as indicated in footnote 1 to the table. The area indexes measure only the average change in prices for each area since the base period, and do not indicate differences in the level of prices among cities.

Notes on the data

In January 1983, the Bureau changed the way in which homeownership costs are measured for the CPI-U. A rental equivalence method replaced the asset-price approach to homeownership costs for that series. In January 1985, the same change was made in the CPI-W. The central purpose of the change was to separate shelter costs from the investment component of homeownership so that the index would reflect only the cost of shelter services provided by owner-occupied homes. An updated CPI-U and CPI-W were introduced with release of the January 1987 and January 1998 data.

FOR ADDITIONAL INFORMATION, contact the Division of 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 2002 North American Industry Classification System and product codes developed by the U.S. Census Bureau.

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, 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 and services 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 com-

pleted 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, the three-digit level for the Standard International Trade 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. The trade weights currently used to compute both indexes relate to 2000.

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

Productivity Data

(Tables 2; 48-51)

Business and major sectors

Description of the series

The productivity measures relate real out-

put to real input. As such, they encompass a family of measures which include single-factor input measures, such as output per hour, output per unit of labor input, or output per unit of capital input, as well as measures of multifactor productivity (output per unit of combined labor and capital inputs). The Bureau indexes show the change in output relative to changes in the various inputs. The measures cover the business, nonfarm business, manufacturing, and nonfinancial corporate sectors.

Corresponding indexes of hourly compensation, unit labor costs, unit nonlabor payments, and prices are also provided.

Definitions

Output per hour of all persons (labor productivity) is the quantity of goods and services produced per hour of labor input. **Output per unit of capital services** (capital productivity) is the quantity of goods and services produced per unit of capital services input. **Multifactor productivity** is the quantity of goods and services produced per combined inputs. For private business and private nonfarm business, inputs include labor and capital units. For manufacturing, inputs include labor, capital, energy, nonenergy 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, non-profit 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 48–51 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 indexes measure the relationship between output and inputs for selected industries and industry groups, and thus reflect trends in industry efficiency over time. Industry measures include labor productivity, multifactor productivity, compensation, and unit labor costs.

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 is based on the hours of all workers or, in the case of some transportation industries, on the number of employees. For most industries, the series consists of the hours of all employees. For some trade and services industries, the series also includes the hours of partners, proprietors, and unpaid family workers.

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 combined inputs consumed in pro-

ducing that output. **Combined inputs** include capital, labor, and intermediate purchases. The measure of **capital input** 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 Census Bureau, with additional data supplied by other government agencies, trade associations, and other sources.

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

International Comparisons

(Tables 52–54)

Labor force and unemployment

Description of the series

Tables 52 and 53 present comparative measures of the labor force, employment, and unemployment approximating U.S. concepts for the United States, Canada, Australia, Japan, and six European countries. The labor force statistics published by other industrial countries are not, in most cases, comparable to U.S. concepts. Therefore, the Bureau adjusts the figures for selected countries, for all known major definitional differences, to the extent that data to prepare adjustments are available. 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 (available on the BLS Web site at <http://www.bls.gov/opus/mlr/2000/06/art1full.pdf>).

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 foreign country data are adjusted as closely as possible to U.S. concepts, with the exception of lower age limits and the treatment of layoffs. These adjustments include, but are not limited to: including older persons in the labor force by imposing no upper age limit, adding unemployed students to the unemployed, excluding the military and family workers working fewer than 15 hours from the employed, and excluding persons engaged in passive job search from the unemployed.

Data for the United States relate to the population 16 years of age and older. The U.S. concept of the working age population has no upper age limit. The adjusted to U.S. concepts statistics have been adapted, insofar as possible, to the age at which compulsory schooling ends in each country, and the Swedish statistics have been adjusted to include persons older than the Swedish upper age limit of 64 years. The adjusted statistics presented here relate to the population 16 years of age and older in France, Sweden, and the United Kingdom; 15 years of age and older in Australia, Japan, Germany, Italy, and the Netherlands. An exception to this rule is that the Canadian statistics are adjusted to cover the population 16 years of age and older, whereas the age at which compulsory schooling ends remains at 15 years. In the labor force participation rates and employment-population ratios, the denominator is the civilian noninstitutionalized working age population, except that the institutionalized working age population is included in Japan and Germany.

In the United States, the unemployed include persons who are not employed and who were actively seeking work during the reference period, as well as persons on layoff. Persons waiting to start a new job who were actively seeking work during the reference period are counted as unemployed under U.S. concepts; if they were not actively seeking work, they are not counted in the labor force. In some countries, persons on layoff are classified as employed due to their strong job attachment. No adjustment is made for the countries that classify those on layoff as employed. In the United States, as in Australia and Japan, passive job seekers are not in the labor force; job search must be active, such as placing or answering advertisements, contacting employers directly, or registering with an employment agency (simply reading ads is not enough to qualify as active search). Canada and the European countries classify

passive jobseekers as unemployed. An adjustment is made to exclude them in Canada, but not in the European countries where the phenomenon is less prevalent. Persons waiting to start a new job are counted among the unemployed for all other countries, whether or not they were actively seeking work.

The figures for one or more recent years for France, Germany, and the Netherlands are calculated using adjustment factors based on labor force surveys for earlier years and are considered preliminary. The recent year measures for these countries are therefore subject to revision whenever more current labor force surveys become available.

There are breaks in series for the United States (1994, 1997, 1998, 1999, 2000, 2003), Australia (2001), and Germany (1999).

For the United States, beginning in 1994, data are not strictly comparable for prior years because of the introduction of a major redesign of the labor force survey questionnaire and collection methodology. The redesign effect has been estimated to increase the overall unemployment rate by 0.1 percentage point. Other breaks noted relate to changes in population controls that had virtually no effect on unemployment rates.

For a description of all the changes in the U.S. labor force survey over time and their impact, see Historical Comparability in the "Household Data" section of the BLS publication *Employment and Earnings* (available on the BLS Web site at http://www.bls.gov/cps/eetech_methods.pdf).

For Australia, the 2001 break reflects the introduction in April 2001 of a redesigned labor force survey that allowed for a closer application of International Labor Office guidelines for the definitions of labor force statistics. The Australian Bureau of Statistics revised their data so there is no break in the employment series. However, the reclassification of persons who had not actively looked for work because they were waiting to begin a new job from "not in the labor force" to "unemployed" could only be incorporated for April 2001 forward. This reclassification diverges from the U.S. definition where persons waiting to start a new job but not actively seeking work are not counted in the labor force. The impact of the reclassification was an increase in the unemployment rate by 0.1 percentage point in 2001.

For Germany, the 1999 break reflects the incorporation of an improved method of data calculation and a change in coverage to persons living in private households only.

For further qualifications and historical data, see *Comparative Civilian Labor Force Statistics, Ten Countries*, on the BLS Web site at <http://www.bls.gov/fls/flsforc.pdf>

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

Manufacturing productivity and labor costs

Description of the series

Table 54 presents comparative indexes of manufacturing labor productivity (output per hour), output, total hours, compensation per hour, and unit labor costs for the United States, Australia, Canada, Japan, Korea, Taiwan, 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 economies.

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) with the exception of Belgium and Taiwan, where only employees (wage and salary earners) are counted.

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 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. data from 1998 forward are based on the 1997 North American Industry Classification System (NAICS). Output is in real value-added terms using a chain-type annual-weighted method for price deflation. (For more information on the U.S. measure, see "Improved Estimates of Gross Product by Industry for 1947–98," *Survey of Current Business*, June 2000, and "Improved Annual Industry Accounts for 1998–2003," *Survey of Current Business*, June 2004). Most of the other economies now also use annual moving price weights, but earlier

years were estimated using fixed price weights, with the weights typically updated every 5 years to preserve 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 48 and 50 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 economies. The measures are developed from statistics of manufacturing employment and average hours. The series used for Australia, Canada, Denmark, France (from 1970 forward), Norway, and Sweden are official series published with the national accounts. 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 United Kingdom from 1992, an official annual index of total manufacturing hours is used. 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.

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 economy, except those for Belgium, which are developed by BLS using statistics on employment, average hours, and hourly compensation. For Australia, 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 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 include parts of

mining as well.

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.

Official published data for Australia are in fiscal years that begin on July 1. The Australian Bureau of Statistics has finished calendar-year data for recent years for output and hours. For earlier years and for compensation, data are BLS estimates using 2-year moving averages of fiscal year data.

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

Occupational Injury and Illness Data

(Tables 55–56)

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 recog-

nized 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 addition to private industry data.

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

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

these data are available nationwide for detailed industries and for individual States at more aggregated industry levels.

FOR ADDITIONAL INFORMATION on occupational injuries and illnesses, contact the Office of Occupational Safety, Health and Working Conditions at (202) 691-6180, or access the Internet at: <http://www.bls.gov/iif/>

Census of Fatal Occupational Injuries

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

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

Definition

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

Notes on the data

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

1. Labor market indicators

Selected indicators	2002	2003	2002		2003				2004		
			III	IV	I	II	III	IV	I	II	III
Employment data											
Employment status of the civilian noninstitutional population (household survey): ¹											
Labor force participation rate.....	66.6	66.2	66.6	66.4	66.3	66.4	66.2	66.1	66.0	66.0	66.0
Employment-population ratio.....	62.7	62.3	62.8	62.5	62.4	62.3	62.1	62.2	62.2	62.3	62.4
Unemployment rate.....	5.8	6.0	5.7	5.9	5.8	6.1	6.1	5.9	5.6	5.6	5.5
Men.....	5.9	6.3	5.9	6.1	6.1	6.5	6.4	6.1	5.7	5.7	5.6
16 to 24 years.....	12.8	13.4	12.9	12.5	12.8	13.9	13.7	13.0	12.6	12.9	12.5
25 years and older.....	4.7	5.0	4.7	4.9	5.0	5.2	5.1	4.9	4.5	4.5	4.4
Women.....	5.6	5.7	5.5	5.6	5.5	5.7	5.8	5.6	5.6	5.4	5.3
16 to 24 years.....	11.1	11.4	10.8	11.4	11.2	11.8	11.5	10.9	11.1	10.9	10.9
25 years and older.....	4.6	4.6	4.5	4.5	4.5	4.6	4.7	4.6	4.5	4.4	4.3
Employment, nonfarm (payroll data), in thousands: ¹											
Total nonfarm.....	130,341	129,931	108,736	108,664	130,047	129,878	129,820	130,002	130,367	131,125	131,515
Total private.....	108,828	108,356	108,736	108,654	108,428	108,309	108,260	108,453	108,827	109,577	109,897
Goods-producing.....	22,557	21,817	22,466	22,252	22,025	21,848	21,718	21,676	21,719	21,869	21,934
Manufacturing.....	15,259	14,525	15,197	14,979	14,775	14,570	14,410	14,340	14,326	14,385	14,406
Service-providing.....	107,789	108,114	107,821	107,995	108,022	108,030	108,102	108,326	108,648	109,256	109,580
Average hours:											
Total private.....	33.9	33.7	33.9	33.8	33.8	33.7	33.6	33.7	33.8	33.7	33.8
Manufacturing.....	40.5	40.4	40.4	40.4	40.4	40.2	40.2	40.6	41.0	40.9	40.8
Overtime.....	4.2	4.2	4.3	4.2	4.2	4.1	4.1	4.4	4.6	4.6	4.6
Employment Cost Index²											
Percent change in the ECI, compensation:											
All workers (excluding farm, household and Federal workers).....	3.4	3.8	.9	.6	1.4	.8	1.1	.5	1.4	.9	1.0
Private industry workers.....	3.2	4.0	.6	.4	1.7	.8	1.0	.4	1.5	.9	.8
Goods-producing ³	3.7	4.0	.6	.9	1.8	.9	.7	.5	2.3	.9	.9
Service-providing ³	3.1	4.0	.6	.2	1.5	.8	1.1	.5	1.1	1.0	.8
State and local government workers	4.1	3.3	2.2	.9	.7	.4	1.7	.5	.7	.4	1.7
Workers by bargaining status (private industry):											
Union.....	4.2	4.6	1.2	.9	1.6	1.2	1.0	.7	2.8	1.5	.8
Nonunion.....	3.2	3.9	.5	.4	1.6	.8	1.0	.4	1.3	.8	.9

¹ Quarterly data seasonally adjusted.

² Annual changes are December-to-December changes. Quarterly changes are calculated using the last month of each quarter.

³ Goods-producing industries include mining, construction, and manufacturing. Service-providing industries include all other private sector industries.

NOTE: Beginning in January 2003, household survey data reflect revised population controls. Nonfarm data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system. NAICS-based data by industry are not comparable with SIC-based data.

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

Selected measures	2002	2003	2002		2003				2004			
			III	IV	I	II	III	IV	I	II	III	
Compensation data^{1,2}												
Employment Cost Index—compensation (wages, salaries, benefits):												
Civilian nonfarm.....	3.4	3.8	0.9	0.6	1.4	0.8	1.1	0.5	1.4	0.9	1.0	
Private nonfarm.....	3.2	4.0	.6	.4	1.7	.8	1.0	.4	1.5	.9	.8	
Employment Cost Index—wages and salaries:												
Civilian nonfarm.....	2.9	2.9	.7	.4	1.0	.6	.9	.3	.6	.6	.9	
Private nonfarm.....	2.7	3.0	.4	.3	1.1	.7	.8	.4	.7	.7	.9	
Price data¹												
Consumer Price Index (All Urban Consumers): All Items.....	2.3	2.3	.6	-.1	1.8	-.3	-.2	-.2	1.2	1.2	.2	
Producer Price Index:												
Finished goods.....	3.2	3.2	.2	-.1	3.7	-.8	.3	.0	1.2	1.2	.0	
Finished consumer goods.....	4.2	4.2	.0	-.3	2.4	1.8	.3	.0	1.5	1.4	-1.7	
Capital equipment.....	.4	.4	-.7	.6	.6	-.6	-.1	.0	.6	.5	.4	
Intermediate materials, supplies, and components.....	4.6	4.6	1.1	.1	6.5	-2.1	-.1	.0	2.5	3.0	1.9	
Crude materials.....	25.2	25.2	1.9	6.5	28.0	-10.6	3.4	14.4	6.0	7.6	-5.1	
Productivity data³												
Output per hour of all persons:												
Business sector.....	4.3	4.5	4.8	1.2	3.9	7.6	8.5	2.4	3.9	1.5	2.3	
Nonfarm business sector.....	4.4	4.4	4.5	1.6	3.7	6.7	9.0	3.1	3.7	3.9	1.9	
Nonfinancial corporations ⁴	4.4	5.4	4.1	3.4	3.2	9.1	9.4	5.0	.1	2.7	-	

¹ Annual changes are December-to-December changes. Quarterly changes are calculated using the last month of each quarter. Compensation and price data are not seasonally adjusted, and the price data are not compounded.

² Excludes Federal and private household workers.

³ Annual rates of change are computed by comparing annual averages. Quarterly percent changes reflect annual rates of change in quarterly indexes.

The data are seasonally adjusted.

⁴ Output per hour of all employees.

NOTE: Dash indicates data not available.

3. Alternative measures of wage and compensation changes

Components	Quarterly change					Four quarters ending—					
	2003		2004			2003		2004			
	III	IV	I	II	III	III	IV	I	II	III	
Average hourly compensation: ¹											
All persons, business sector.....	5.6	4.0	2.8	4.3	3.8	4.6	5.3	4.6	4.2	3.7	
All persons, nonfarm business sector.....	6.1	4.4	2.0	4.9	3.6	4.6	5.4	4.5	4.4	3.7	
Employment Cost Index—compensation:											
Civilian nonfarm ²	1.1	.5	1.4	.9	1.0	3.9	3.8	3.8	3.9	3.8	
Private nonfarm.....	1.0	.4	1.5	.9	.8	4.0	4.0	3.9	4.0	3.7	
Union.....	1.0	.7	2.8	1.5	.8	4.8	4.6	5.7	6.0	5.8	
Nonunion.....	1.0	.4	1.3	.8	.9	3.8	3.9	3.6	3.5	3.4	
State and local governments.....	1.7	.5	.7	.4	1.7	3.6	3.3	3.3	3.4	3.4	
Employment Cost Index—wages and salaries:											
Civilian nonfarm ².....	.9	.3	.6	.6	.9	2.9	2.9	2.5	2.5	2.4
Private nonfarm.....	.8	.4	.7	.7	.9	3.0	3.0	2.6	2.6	2.6	
Union.....	.6	.6	.6	1.0	.8	2.6	2.4	2.5	2.9	3.0	
Nonunion.....	.9	.2	.7	.6	.8	3.1	3.1	2.6	2.5	2.5	
State and local governments.....	1.0	.4	.4	.2	1.0	2.3	2.1	2.1	1.9	2.0	

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

² Excludes Federal and household workers.

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

[Numbers in thousands]

Employment status	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
TOTAL															
Civilian noninstitutional population ¹	217,570	221,168	222,279	222,509	222,161	222,357	222,550	222,757	222,967	223,196	223,422	223,677	223,941	224,192	224,422
Civilian labor force.....	144,863	146,510	147,109	146,808	146,785	146,529	146,737	146,788	147,018	147,386	147,823	147,676	147,531	147,893	148,313
Participation rate.....	66.6	66.2	66.2	66.0	66.1	65.9	65.9	65.9	65.9	66.0	66.2	66.0	65.9	66.0	66.1
Employed.....	136,485	137,736	138,457	138,409	138,481	138,334	138,408	138,645	138,846	139,158	139,639	139,658	139,527	139,827	140,293
Employment-population ratio ²	62.7	62.3	62.3	62.2	62.4	62.2	62.1	62.2	62.2	62.3	62.5	62.4	62.3	62.4	62.5
Unemployed.....	8,378	8,774	8,651	8,399	8,303	8,195	8,330	8,143	8,172	8,228	8,184	8,018	8,005	8,066	8,020
Unemployment rate.....	5.8	6.0	5.9	5.7	5.6	5.6	5.7	5.6	5.6	5.6	5.5	5.4	5.5	5.4	5.5
Not in the labor force.....	72,707	74,658	75,171	75,701	75,377	75,828	75,812	75,969	75,950	75,809	75,599	76,001	76,410	76,299	76,109
Men, 20 years and over															
Civilian noninstitutional population ¹	96,439	98,272	98,814	98,927	98,866	98,966	99,065	99,170	99,279	99,396	99,512	99,642	99,776	99,904	100,017
Civilian labor force.....	73,630	74,623	75,169	75,103	75,139	74,854	75,035	74,908	75,095	75,631	75,567	75,615	75,462	75,632	75,866
Participation rate.....	76.3	75.9	76.1	75.9	76.0	75.6	75.7	75.5	75.6	75.8	75.9	75.9	75.6	75.7	75.9
Employed.....	69,734	70,415	70,939	71,135	71,283	71,014	71,158	71,158	71,226	71,575	71,830	71,847	71,701	71,895	71,134
Employment-population ratio ²	72.3	71.7	71.8	71.9	72.1	71.8	71.8	71.8	71.7	72.0	72.2	72.1	71.9	72.0	72.1
Unemployed.....	3,896	4,209	4,230	3,968	3,856	6,840	3,877	3,751	3,869	3,786	3,737	3,768	3,761	3,736	3,733
Unemployment rate.....	5.3	5.6	5.6	5.3	5.1	5.1	5.2	5.0	5.2	5.0	4.9	5.0	5.0	4.9	4.9
Not in the labor force.....	22,809	23,649	23,646	13,842	23,726	24,112	24,029	24,261	24,184	24,035	23,945	24,026	24,314	24,272	24,151
Women, 20 years and over															
Civilian noninstitutional population ¹	105,136	106,800	107,303	107,404	107,131	107,216	107,299	107,389	107,483	107,586	107,687	107,801	107,920	108,032	108,129
Civilian labor force.....	63,648	64,716	64,835	64,743	64,475	64,636	64,723	64,776	64,803	64,989	65,085	64,909	65,008	65,126	65,244
Participation rate.....	60.5	60.6	60.4	60.3	60.2	60.3	60.3	60.3	60.3	60.4	60.4	60.2	60.2	60.3	60.3
Employed.....	60,420	61,402	61,597	61,523	61,437	61,456	61,424	61,591	61,723	61,731	61,902	61,877	61,939	62,024	62,145
Employment-population ratio ²	57.5	57.5	57.4	57.3	57.2	57.3	57.2	57.4	57.4	57.4	57.5	57.4	57.4	57.4	57.5
Unemployed.....	3,228	3,314	3,320	3,302	3,306	3,179	3,299	3,185	3,080	3,259	3,183	3,032	3,069	3,102	3,099
Unemployment rate.....	5.1	5.1	5.1	5.1	5.0	4.9	5.1	4.9	4.8	5.0	4.9	4.7	4.7	4.8	4.7
Not in the labor force.....	41,488	42,083	42,469	42,661	42,657	42,580	42,576	42,613	42,680	42,597	42,603	42,892	42,912	42,906	42,885
Both sexes, 16 to 19 years															
Civilian noninstitutional population ¹	15,994	16,096	16,162	16,178	16,164	16,175	16,186	16,198	16,205	16,214	16,222	16,234	16,246	16,257	16,293
Civilian labor force.....	7,585	7,170	7,105	6,961	7,171	7,039	6,979	7,104	7,120	7,036	7,172	7,152	7,062	7,165	7,202
Participation rate.....	47.4	44.5	44.0	43.0	44.4	43.5	43.1	43.9	43.9	43.4	44.2	44.1	43.5	43.9	44.2
Employed.....	6,332	5,919	5,987	5,836	5,962	5,864	5,825	5,897	5,896	5,853	5,907	5,934	5,887	5,908	6,014
Employment-population ratio ²	39.6	36.8	37.0	36.1	36.9	36.3	36.0	36.4	36.4	36.1	36.4	36.6	36.2	36.3	36.9
Unemployed.....	1,253	1,251	1,119	1,125	1,209	1,175	1,154	1,207	1,223	1,184	1,265	1,217	1,175	1,227	1,188
Unemployment rate.....	16.5	17.5	15.7	16.2	16.9	16.7	16.5	17.0	17.2	16.8	17.6	17.0	16.6	17.2	16.5
Not in the labor force.....	8,409	8,926	9,057	9,216	8,993	9,196	9,207	9,094	9,086	9,178	9,051	9,082	9,184	9,122	9,074
White³															
Civilian noninstitutional population ¹	179,783	181,292	182,032	182,185	181,879	182,001	182,121	182,252	182,384	182,531	182,676	182,846	183,022	183,188	183,340
Civilian labor force.....	120,150	120,546	120,964	120,703	120,743	120,590	120,598	120,713	120,997	121,212	121,383	121,278	120,995	121,273	121,606
Participation rate.....	66.8	66.5	66.5	66.3	66.4	66.3	66.2	66.2	66.3	66.4	66.4	66.3	66.1	66.2	66.3
Employed.....	114,013	114,235	114,699	114,626	114,771	114,615	114,500	114,779	115,006	115,199	115,610	115,526	115,318	115,618	115,966
Employment-population ratio ²	63.4	63.0	63.0	62.9	63.1	63.0	62.9	63.0	63.1	63.1	63.3	63.2	63.0	63.1	63.3
Unemployed.....	6,137	6,311	6,265	6,077	5,972	5,975	6,098	5,934	5,991	6,013	5,773	5,752	5,677	5,655	5,640
Unemployment rate.....	5.1	5.2	5.2	5.0	4.9	5.0	5.1	4.9	5.0	5.0	4.8	4.7	4.7	4.7	4.6
Not in the labor force.....	59,633	60,746	61,069	61,482	61,136	61,411	61,522	61,539	61,387	61,319	61,293	61,568	62,027	61,915	61,735
Black or African American³															
Civilian noninstitutional population ¹	25,578	25,686	25,860	25,894	25,867	25,900	25,932	25,967	26,002	26,040	26,078	26,120	26,163	26,204	26,239
Civilian labor force.....	16,565	16,526	16,509	16,362	16,603	16,427	16,603	16,505	16,480	16,521	16,775	16,721	16,711	16,820	16,728
Participation rate.....	64.8	64.3	63.8	63.2	64.2	63.4	64.0	63.6	63.4	63.4	64.3	64.0	63.9	62.4	63.8
Employed.....	14,872	14,739	14,818	14,697	14,875	14,825	14,917	14,893	14,837	14,825	14,937	14,972	14,981	15,012	14,913
Employment-population ratio ²	58.1	57.4	57.3	56.8	57.5	57.3	57.5	57.4	57.1	56.9	57.3	57.3	57.3	57.3	56.8
Unemployed.....	1,693	1,787	1,692	1,665	1,728	1,598	1,685	1,612	1,642	1,696	1,838	1,749	1,730	1,808	1,814
Unemployment rate.....	10.2	10.8	10.2	10.2	10.4	9.7	10.2	9.8	10.0	10.3	11.0	10.5	10.4	10.7	10.8
Not in the labor force.....	9,013	9,161	9,512	9,559	9,264	9,473	9,330	9,462	9,523	9,520	9,303	9,399	9,452	9,384	9,512

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		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Hispanic or Latino ethnicity															
Civilian noninstitutional population ¹	25,963	27,551	28,016	28,116	27,619	27,705	27,791	27,879	27,968	28,059	28,150	28,243	28,338	28,431	28,520
Civilian labor force.....	17,943	18,813	19,081	19,051	18,849	18,702	19,036	19,081	19,297	19,302	19,432	19,463	19,444	19,524	19,552
Participation rate.....	69.1	68.3	68.9	68.7	68.2	67.5	68.5	68.4	69.0	68.8	69.0	68.8	68.6	68.7	68.6
Employed.....	16,590	17,372	17,660	17,794	17,476	17,315	17,633	17,724	17,959	18,013	18,102	18,128	18,079	18,213	18,238
Employment-population ratio ²	63.9	63.1	63.0	63.3	63.3	62.5	63.5	63.6	64.2	64.2	64.3	64.2	63.8	64.1	63.9
Unemployed.....	1,353	1,441	1,421	1,257	1,373	1,387	1,403	1,358	1,338	1,289	1,330	1,335	1,366	1,311	1,313
Unemployment rate.....	7.5	7.7	7.4	6.6	7.3	7.4	7.4	7.1	6.9	6.7	6.8	6.9	7.0	6.7	6.7
Not in the labor force.....	8,020	8,738	8,935	9,065	8,770	9,003	8,755	8,797	8,671	8,756	8,717	8,780	8,894	8,907	8,968

¹ The population figures are not seasonally adjusted.

² Civilian employment as a percent of the civilian noninstitutional population.

³ Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race were included in the group they identified as the main race.

NOTE: Estimates for the above race groups (white and black or African American) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2003, data reflect revised population controls used in the household survey.

5. Selected employment indicators, monthly data seasonally adjusted

[In thousands]

Selected categories	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Characteristic															
Employed, 16 years and over.....	136,485	137,736	138,457	138,409	168,481	138,334	138,408	138,645	138,846	139,158	139,639	139,658	139,527	139,827	140,293
Men.....	72,903	73,332	73,869	74,122	74,284	73,937	74,062	74,104	74,118	74,501	74,811	74,824	74,629	74,852	75,188
Women.....	63,582	64,404	64,588	64,286	64,197	64,397	64,345	64,541	64,728	64,658	64,828	64,834	64,898	64,975	65,104
Married men, spouse present.....	44,116	44,653	45,043	45,383	45,443	45,044	45,000	44,759	44,763	44,958	44,948	45,099	45,093	45,127	45,462
Married women, spouse present.....	34,153	34,695	34,916	34,897	34,546	34,481	34,283	34,375	34,536	34,487	34,607	34,494	34,708	34,808	34,961
Persons at work part time¹															
All industries:															
Part time for economic reasons.....	4,213	4,701	4,843	4,782	4,703	4,445	4,708	4,557	4,634	4,504	4,488	4,509	4,476	4,762	4,533
Slack work or business conditions.....	2,788	3,118	3,198	3,197	2,972	2,841	2,984	2,813	2,845	2,801	2,642	2,816	2,805	3,052	2,761
Could only find part-time work.....	1,124	1,279	1,370	1,305	1,400	1,363	1,430	1,431	1,449	1,400	1,472	1,403	1,312	1,385	1,420
Part time for noneconomic noneconomic reasons.....	18,843	19,014	19,171	18,656	18,986	19,020	19,091	19,130	19,570	19,564	19,737	19,657	19,410	19,704	19,499
Nonagricultural industries:															
Part time for economic reasons.....	4,119	4,596	4,752	4,704	4,604	4,335	4,595	4,451	4,567	4,423	4,390	4,408	4,400	4,656	4,404
Slack work or business conditions.....	2,726	3,052	3,131	3,149	2,894	2,768	2,899	2,747	2,801	2,753	2,580	2,722	2,750	2,971	2,685
Could only find part-time work.....	1,114	1,264	1,366	1,272	1,405	1,350	1,415	1,425	1,458	1,382	1,484	1,388	1,320	1,363	1,396
Part time for noneconomic reasons.....	18,487	18,658	18,796	18,416	18,711	18,775	18,791	18,844	19,145	19,123	19,327	19,204	19,061	19,288	19,141

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

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

6. Selected unemployment indicators, monthly data seasonally adjusted

[Unemployment rates]

Selected categories	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Characteristic															
Total, 16 years and older.....	5.8	6.0	5.9	5.7	5.7	5.6	5.7	5.5	5.6	5.6	5.5	5.4	5.4	5.5	5.4
Both sexes, 16 to 19 years.....	16.5	17.5	15.7	16.2	16.9	16.7	16.5	17.0	17.2	16.8	17.6	17.0	16.6	17.2	16.5
Men, 20 years and older.....	5.3	5.6	5.6	5.3	5.1	5.1	5.2	5.0	5.2	5.0	4.9	5.0	5.0	4.9	4.9
Women, 20 years and older.....	5.1	5.1	5.1	5.1	5.0	4.9	5.1	4.9	4.8	5.0	4.9	4.7	4.7	4.8	4.7
White, total ¹	5.1	5.2	5.2	5.0	4.9	5.0	5.1	4.9	5.0	5.0	4.8	4.7	4.7	4.7	4.6
Both sexes, 16 to 19 years.....	14.5	15.2	14.3	14.7	14.1	15.3	14.8	15.7	15.6	14.8	14.9	15.4	14.7	15.1	14.4
Men, 16 to 19 years.....	15.9	17.1	15.8	17.0	14.0	15.6	16.3	17.8	18.5	16.2	15.5	15.8	15.9	17.4	15.5
Women, 16 to 19 years.....	13.1	13.3	11.4	13.3	14.2	15.1	13.3	13.3	12.7	13.3	14.2	15.0	13.5	12.6	13.2
Men, 20 years and older.....	4.7	5.0	5.0	4.7	4.5	4.6	4.7	4.5	4.7	4.5	4.3	4.4	4.3	4.2	4.2
Women, 20 years and older.....	4.4	4.4	4.3	4.3	4.4	4.2	4.4	4.2	4.1	4.4	4.2	4.0	4.0	4.0	4.1
Black or African American, total ¹	10.2	10.8	10.2	10.2	10.4	9.7	10.2	9.8	10.0	10.3	11.0	10.5	10.4	10.7	10.8
Both sexes, 16 to 19 years.....	29.8	33.0	28.9	27.6	33.1	25.2	30.1	28.4	32.3	32.7	37.2	29.4	28.6	34.7	32.7
Men, 16 to 19 years.....	31.3	36.0	33.1	28.2	42.2	29.1	37.0	30.7	30.4	34.4	37.9	34.9	35.9	37.1	38.1
Women, 16 to 19 years.....	28.3	30.3	25.5	27.1	25.9	22.4	23.5	26.4	33.9	31.2	36.6	24.2	21.1	32.4	27.0
Men, 20 years and older.....	9.5	10.3	9.9	9.3	9.5	9.3	9.2	9.3	9.4	9.5	10.3	10.4	10.2	10.2	10.5
Women, 20 years and older.....	8.8	9.2	9.0	9.5	9.0	8.8	9.3	8.6	8.4	9.0	9.1	8.7	8.9	8.9	9.0
Hispanic or Latino ethnicity.....	7.5	7.7	7.4	6.6	7.3	7.4	7.4	7.1	6.9	6.7	6.8	6.9	7.0	6.7	6.7
Married men, spouse present.....	3.6	3.8	3.7	3.4	3.3	3.4	3.2	3.1	3.1	3.2	3.2	3.1	3.0	3.0	3.1
Married women, spouse present.....	3.7	3.7	3.8	3.8	3.7	3.6	3.7	3.7	3.3	3.7	3.5	3.5	3.1	3.1	3.4
Full-time workers.....	5.9	6.1	6.0	5.8	5.7	5.7	5.8	5.6	5.7	5.6	5.6	5.5	5.5	5.4	5.4
Part-time workers.....	5.2	5.5	5.1	5.3	5.4	5.2	5.4	5.3	5.2	5.5	5.2	5.2	5.0	5.5	5.4
Educational attainment²															
Less than a high school diploma.....	8.4	8.8	8.7	8.1	8.8	8.6	8.8	8.7	8.7	8.7	8.3	8.2	8.9	8.2	8.0
High school graduates, no college ³	5.3	5.5	5.3	5.5	4.9	5.0	5.3	5.2	5.0	5.1	5.0	4.9	4.8	4.9	4.9
Some college or associate degree.....	4.5	4.8	4.7	4.4	4.5	4.3	4.7	4.1	4.0	4.2	4.2	4.1	4.0	4.2	4.3
Bachelor's degree and higher ⁴	2.9	3.1	3.1	3.0	2.9	2.9	2.9	2.9	2.9	2.7	2.7	2.7	2.6	2.5	2.5

¹ Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race were included in the group they identified as the main race.

² Data refer to persons 25 years and older.

³ Includes high school diploma or equivalent.

⁴ Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

7. Duration of unemployment, monthly data seasonally adjusted

[Numbers in thousands]

Weeks of unemployment	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Less than 5 weeks.....	2,893	2,785	2,638	2,595	2,623	2,449	2,623	2,772	2,731	2,715	2,803	2,605	2,796	2,753	2,611
5 to 14 weeks.....	2,580	2,612	2,525	2,453	2,402	2,418	2,417	2,370	2,376	2,397	2,458	2,521	2,251	2,290	2,361
15 weeks and over.....	2,904	3,378	3,451	3,389	3,339	3,252	3,321	2,956	3,059	3,051	2,885	2,924	2,971	3,032	3,012
15 to 26 weeks.....	1,369	1,442	1,448	1,496	1,447	1,382	1,330	1,165	1,277	1,294	1,198	1,243	1,227	1,261	1,294
27 weeks and over.....	1,535	1,936	2,004	1,893	1,892	1,870	1,991	1,791	1,783	1,757	1,686	1,681	1,744	1,771	1,718
Mean duration, in weeks.....	16.6	19.2	19.9	19.8	19.8	20.3	19.9	19.7	19.8	19.8	18.5	19.2	19.6	19.7	19.8
Median duration, in weeks.....	9.1	10.1	10.4	10.4	10.6	10.2	10.2	9.4	9.9	10.8	8.9	9.5	9.5	9.5	9.8

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

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

[Numbers in thousands]

Reason for unemployment	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Job losers ¹	4,607	4,838	4,696	4,569	4,380	4,284	4,475	4,322	4,190	4,117	4,228	3,978	4,014	4,074	4,066
On temporary layoff.....	1,124	1,121	1,063	1,054	1,030	1,060	1,035	993	920	1,009	1,068	971	919	947	941
Not on temporary layoff.....	3,483	3,717	3,516	3,144	3,350	3,224	3,440	3,329	3,270	3,108	3,160	3,007	3,094	3,127	3,124
Job leavers.....	866	818	928	759	807	835	845	835	855	909	896	885	830	829	880
Reentrants.....	2,368	2,477	2,445	2,387	2,514	2,421	2,419	2,310	2,437	2,426	2,333	2,440	2,417	2,411	2,388
New entrants.....	536	641	609	696	677	671	629	650	723	642	686	699	697	747	723
Percent of unemployed															
Job losers ¹	55.0	55.1	54.1	54.3	52.3	52.2	53.5	53.2	51.1	50.9	51.9	49.7	50.4	50.5	5.1
On temporary layoff.....	13.4	12.8	12.2	12.5	12.3	12.9	12.4	12.2	11.2	12.5	13.1	12.1	11.6	11.8	11.7
Not on temporary layoff.....	41.6	42.4	41.9	41.8	40.0	39.3	41.1	41.0	39.3	38.4	38.8	37.6	38.9	38.8	38.8
Job leavers.....	10.3	9.3	10.7	9.0	9.6	10.2	10.1	10.3	10.4	11.2	11.0	11.1	10.4	10.3	10.9
Reentrants.....	28.3	28.2	28.2	28.4	30.9	28.4	28.4	28.5	29.7	30.0	28.6	30.5	30.4	29.9	29.6
New entrants.....	6.4	7.3	7.0	8.3	8.1	8.2	7.5	8.0	8.8	7.9	8.4	8.7	8.8	9.3	9.0
Percent of civilian labor force															
Job losers ¹	3.2	3.3	3.2	3.1	3.0	2.9	3.0	2.9	2.8	2.8	2.9	2.7	2.7	2.8	2.7
Job leavers.....	.6	.6	.5	.6	.6	.6	.6	.6	.6	.6	.6	.6	.6	.6	.6
Reentrants.....	1.6	1.7	1.7	1.6	1.7	1.7	1.6	1.6	1.7	1.6	1.6	1.7	1.6	1.6	1.6
New entrants.....	.4	.4	.4	.5	.5	.5	.4	.4	.5	.4	.5	.5	.5	.5	.5

¹ Includes persons who completed temporary jobs.

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

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

[Civilian workers]

Sex and age	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Total, 16 years and older.....	5.8	6.0	5.9	5.7	5.7	5.6	5.7	5.5	5.6	5.6	5.5	5.4	5.4	5.5	5.4
16 to 24 years.....	12.0	12.4	12.1	11.7	12.1	11.8	11.8	11.7	12.1	12.0	11.9	11.6	11.8	12.2	11.5
16 to 19 years.....	16.5	17.5	15.7	16.2	16.9	16.7	16.5	17.0	17.2	16.8	17.6	17.0	16.6	17.2	16.5
16 to 17 years.....	18.8	19.1	17.5	18.5	18.5	18.1	19.7	20.5	21.5	20.5	20.3	20.7	19.6	20.6	21.2
18 to 19 years.....	15.1	16.4	14.8	14.5	15.9	15.6	14.4	14.7	14.7	14.4	16.1	14.9	14.9	15.2	13.5
20 to 24 years.....	9.7	10.0	10.3	9.6	9.8	9.5	9.6	9.2	9.7	9.7	9.2	9.0	9.5	9.8	9.2
25 years and older.....	4.6	4.8	4.8	4.6	4.5	4.5	4.6	4.5	4.4	4.5	4.4	4.3	4.3	4.3	4.3
25 to 54 years.....	4.8	5.0	5.0	4.8	4.7	4.6	4.8	4.6	4.5	4.5	4.6	4.4	4.4	4.4	4.4
55 years and older.....	3.8	4.1	3.9	3.9	3.7	3.8	3.8	3.8	3.9	3.9	3.7	3.7	3.7	3.8	3.7
Men, 16 years and older.....	5.9	6.3	6.2	5.8	5.7	5.7	5.8	5.7	5.8	5.6	5.5	5.6	5.6	5.6	5.5
16 to 24 years.....	12.8	13.4	13.3	12.5	12.7	12.3	12.6	12.9	13.0	12.7	12.2	12.5	12.9	13.0	12.4
16 to 19 years.....	18.1	19.3	18.4	17.2	17.5	17.3	18.3	19.2	19.0	18.0	17.8	18.1	18.2	19.2	18.2
16 to 17 years.....	21.1	20.7	18.3	18.3	19.9	20.1	22.4	23.3	23.2	22.3	21.2	21.9	20.6	22.1	23.0
18 to 19 years.....	16.4	18.4	18.2	16.4	16.1	15.7	15.8	16.6	16.6	15.9	15.9	16.1	16.8	17.7	14.8
20 to 24 years.....	10.2	10.6	11.0	10.4	10.6	10.1	10.1	10.0	10.3	10.4	9.7	10.0	10.5	10.2	9.8
25 years and older.....	4.7	5.0	5.0	4.6	4.5	4.5	4.6	4.4	4.6	4.4	4.4	4.4	4.3	4.3	4.3
25 to 54 years.....	4.8	5.2	5.2	4.9	4.6	4.7	4.8	4.5	4.7	4.4	4.5	4.5	4.4	4.4	4.4
55 years and older.....	4.1	4.4	4.1	3.9	3.7	3.7	3.9	3.9	4.1	4.3	3.8	4.0	3.9	4.1	3.7
Women, 16 years and older.....	5.6	5.7	5.5	5.6	5.6	5.5	5.6	5.4	5.3	5.6	5.5	5.2	5.2	5.3	5.2
16 to 24 years.....	11.1	11.4	10.7	10.8	11.3	11.3	10.8	10.4	11.1	11.2	11.6	10.6	10.6	11.3	10.5
16 to 19 years.....	14.9	15.6	13.0	15.1	16.2	16.0	14.7	14.7	15.4	15.6	17.5	15.9	15.0	15.1	14.6
16 to 17 years.....	16.6	17.5	16.2	18.6	17.1	16.2	17.3	17.9	20.1	18.9	19.5	19.7	18.6	19.0	19.3
18 to 19 years.....	13.8	14.2	11.3	12.4	15.6	15.5	12.8	12.5	12.7	12.7	16.4	13.5	12.8	12.5	12.1
20 to 24 years.....	9.1	9.3	9.6	8.7	8.9	8.9	8.9	8.3	9.0	9.0	8.7	7.9	8.4	9.4	8.5
25 years and older.....	4.6	4.6	4.6	4.6	4.6	4.5	4.6	4.5	4.2	4.5	4.4	4.3	4.3	4.2	4.3
25 to 54 years.....	4.8	4.8	4.8	4.9	4.8	4.6	4.9	4.7	4.4	4.7	4.7	4.4	4.4	4.4	4.4
55 years and older ¹	3.6	3.7	3.5	3.7	4.1	3.9	3.5	3.3	3.3	3.8	3.8	3.9	3.5	3.3	3.6

¹ Data are not seasonally adjusted.

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

10. Unemployment rates by State, seasonally adjusted

State	Oct. 2003	Sept. 2004 ^P	Oct. 2004 ^P	State	Oct. 2003	Sept. 2004 ^P	Oct. 2004 ^P
Alabama.....	5.8	5.7	5.5	Missouri.....	5.5	5.7	5.6
Alaska.....	8.1	7.6	7.2	Montana.....	4.7	5.1	4.8
Arizona.....	5.2	4.8	4.8	Nebraska.....	4.0	3.7	3.5
Arkansas.....	6.7	5.5	5.5	Nevada.....	5.1	3.9	3.6
California.....	6.7	6.0	5.8	New Hampshire.....	4.2	3.5	3.4
Colorado.....	5.9	4.9	5.0	New Jersey.....	5.6	4.8	4.7
Connecticut.....	5.5	4.7	4.6	New Mexico.....	6.5	5.4	5.2
Delaware.....	4.4	3.9	4.0	New York.....	6.4	5.5	5.2
District of Columbia.....	7.1	8.0	8.5	North Carolina.....	6.4	4.8	4.8
Florida.....	4.9	4.7	4.6	North Dakota.....	3.9	3.6	3.7
Georgia.....	4.4	4.1	4.2	Ohio.....	6.0	6.0	6.4
Hawaii.....	4.5	3.1	3.3	Oklahoma.....	5.7	4.4	4.5
Idaho.....	5.2	5.0	5.2	Oregon.....	7.9	7.3	7.2
Illinois.....	6.8	6.0	6.1	Pennsylvania.....	5.4	5.4	5.5
Indiana.....	5.1	5.2	5.4	Rhode Island.....	5.0	5.0	4.5
Iowa.....	4.6	4.7	4.8	South Carolina.....	7.1	6.8	6.4
Kansas.....	5.3	4.7	4.8	South Dakota.....	3.6	3.5	3.3
Kentucky.....	6.0	4.7	4.8	Tennessee.....	6.1	5.1	5.1
Louisiana.....	6.2	5.3	5.6	Texas.....	6.7	5.5	5.5
Maine.....	5.2	4.7	4.6	Utah.....	5.4	4.6	4.7
Maryland.....	4.5	4.1	3.9	Vermont.....	4.7	3.3	3.1
Massachusetts.....	5.8	4.6	4.7	Virginia.....	3.9	3.3	3.3
Michigan.....	7.6	6.8	6.6	Washington.....	7.5	5.6	5.6
Minnesota.....	5.1	4.6	4.3	West Virginia.....	5.9	5.1	5.1
Mississippi.....	6.0	6.1	6.3	Wisconsin.....	5.5	5.0	5.0
				Wyoming.....	4.3	3.9	3.8

^P = preliminary

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

State	Oct. 2003	Sept. 2004 ^P	Oct. 2004 ^P	State	Oct. 2003	Sept. 2004 ^P	Oct. 2004 ^P
Alabama.....	2,165,436	2,163,070	2,162,788	Missouri.....	3,043,437	3,037,041	3,039,012
Alaska.....	334,602	347,400	347,143	Montana.....	476,946	485,431	487,422
Arizona.....	2,695,697	2,770,870	2,794,442	Nebraska.....	981,215	991,699	992,059
Arkansas.....	1,265,205	1,326,929	1,331,533	Nevada.....	1,147,709	1,184,713	1,184,969
California.....	17,505,091	17,707,574	17,750,890	New Hampshire.....	724,974	731,022	730,638
Colorado.....	2,487,545	2,531,875	2,542,868	New Jersey.....	4,383,706	4,408,760	4,414,138
Connecticut.....	1,799,276	1,791,043	1,788,408	New Mexico.....	902,705	910,575	912,006
Delaware.....	419,854	427,481	428,931	New York.....	9,300,266	9,326,317	9,312,761
District of Columbia.....	302,418	304,960	306,411	North Carolina.....	4,262,778	4,159,369	4,175,865
Florida.....	8,194,656	8,408,213	8,457,181	North Dakota.....	347,121	351,305	354,440
Georgia.....	4,445,774	4,421,104	4,430,274	Ohio.....	5,920,554	5,866,455	5,888,552
Hawaii.....	625,266	630,469	632,110	Oklahoma.....	1,696,401	1,705,444	1,711,742
Idaho.....	694,626	708,691	710,594	Oregon.....	1,854,681	1,831,898	1,849,709
Illinois.....	6,353,558	6,427,008	6,443,178	Pennsylvania.....	6,141,350	6,294,971	6,299,287
Indiana.....	3,191,428	3,152,667	3,169,584	Rhode Island.....	574,162	567,170	565,452
Iowa.....	1,608,437	1,630,044	1,635,603	South Carolina.....	2,019,922	2,082,082	2,080,923
Kansas.....	1,437,234	1,473,854	1,478,259	South Dakota.....	425,649	425,301	425,076
Kentucky.....	1,960,917	1,979,298	1,980,574	Tennessee.....	2,910,755	2,942,919	2,945,699
Louisiana.....	2,044,013	2,060,571	2,062,831	Texas.....	10,958,310	10,978,816	11,008,283
Maine.....	696,046	698,151	701,233	Utah.....	1,191,220	1,212,684	1,218,682
Maryland.....	2,908,712	2,957,486	2,956,279	Vermont.....	351,006	352,624	351,563
Massachusetts.....	3,399,581	3,389,399	3,396,232	Virginia.....	3,783,315	3,833,314	3,861,265
Michigan.....	5,076,340	5,063,903	5,085,966	Washington.....	3,151,042	3,211,091	3,203,962
Minnesota.....	2,928,312	2,962,011	2,962,303	West Virginia.....	782,764	803,227	803,905
Mississippi.....	1,315,549	1,327,562	1,326,002	Wisconsin.....	3,088,677	3,118,730	3,121,422
				Wyoming.....	281,127	280,270	280,256

^P = preliminary.

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

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

[In thousands]

Industry	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL NONFARM.....	130,341	129,931	130,027	130,035	130,194	130,277	130,630	130,954	131,162	131,258	131,343	131,541	131,660	131,972	132,109
TOTAL PRIVATE.....	108,828	108,356	108,483	108,491	108,667	108,738	109,077	109,382	109,618	109,730	109,771	109,912	110,008	110,297	110,422
GOODS-PRODUCING.....	22,557	21,817	21,686	21,668	21,696	21,684	21,778	21,822	21,894	21,891	21,906	21,939	21,958	22,016	11,017
Natural resources and mining.....	583	571	571	570	570	572	581	585	589	587	592	591	593	592	595
Logging.....	70.4	68.5	67.6	65.9	65.1	64.2	65.9	66.7	65.6	64.5	64.5	64.6	64.9	64.2	63.6
Mining.....	512.2	502.3	503.4	504.3	505.1	508.1	514.9	518.5	523.2	522.7	527.5	526.6	527.7	527.5	531.0
Oil and gas extraction.....	121.9	122.9	123.9	124.6	126.9	128.9	130.0	131.0	132.3	132.0	132.2	132.7	132.9	132.7	133.5
Mining, except oil and gas ¹	210.6	202.7	202.4	202.0	200.0	200.6	202.8	205.2	207.8	207.9	211.2	209.2	209.4	209.0	210.7
Coal mining.....	74.4	70.4	69.5	69.8	69.6	70.2	70.6	71.8	72.9	73.5	75.0	74.6	74.8	74.4	75.0
Support activities for mining.....	179.8	176.8	177.1	177.7	178.2	178.6	182.1	182.3	183.1	182.8	184.1	184.7	185.4	185.8	186.8
Construction.....	6,716	6,722	6,771	6,774	6,812	6,791	6,853	6,872	6,909	6,911	6,916	6,930	6,958	7,018	7,025
Construction of buildings.....	1,574.8	1,575.9	1,583.9	1,585.1	1,593.3	1,590.9	1,607.6	1,609.8	1,622.9	1,629.7	1,635.5	1,648.8	1,661.6	1,665.1	1,665.1
Heavy and civil engineering.....	930.6	910.7	918.8	920.7	928.0	924.0	926.8	924.7	924.3	920.9	920.2	921.9	922.5	928.4	930.9
Specialty trade contractors.....	4,210.4	4,235.5	4,268.6	4,268.4	4,290.2	4,276.5	4,318.9	4,337.3	4,362.2	4,364.6	4,365.6	4,378.9	4,386.8	4,427.5	4,428.8
Manufacturing.....	15,259	14,525	14,344	14,324	14,314	14,321	14,344	14,365	14,396	14,393	14,398	14,412	14,407	14,406	14,397
Production workers.....	10,766	10,200	10,048	10,044	10,035	10,038	10,058	10,085	10,123	10,128	10,141	10,162	10,150	10,150	10,141
Durable goods.....	9,483	8,970	8,874	8,868	8,869	8,882	8,889	8,924	8,946	8,955	8,955	8,986	8,979	8,985	8,979
Production workers.....	6,529	6,157	6,089	6,079	6,081	6,088	6,101	6,126	6,164	6,167	6,195	6,184	6,188	6,180	6,180
Wood products.....	554.9	536.1	536.3	536.6	536.3	538.4	539.7	540.0	543.0	543.8	544.1	545.9	544.8	549.7	548.5
Nonmetallic mineral products.....	516.0	492.6	489.7	487.5	492.7	490.5	493.2	497.8	501.4	501.7	502.6	501.6	503.2	503.0	502.9
Primary metals.....	509.4	476.7	464.1	464.6	432.2	462.2	462.0	462.5	464.0	465.4	467.0	465.4	464.1	464.5	464.6
Fabricated metal products.....	1,548.5	1,478.4	1,468.1	1,471.2	1,471.8	1,476.6	1,478.5	1,486.7	1,494.5	1,497.6	1,501.3	1,504.7	1,505.8	1,508.5	1,507.5
Machinery.....	1,229.5	1,153.5	1,142.5	1,140.4	1,138.7	1,141.2	1,145.1	1,152.0	1,153.3	1,156.7	1,160.4	1,163.3	1,161.7	1,161.4	1,162.0
Computer and electronic products ¹	1,507.2	1,360.9	1,334.4	1,332.2	1,333.2	1,333.9	1,338.0	1,339.7	1,345.8	1,346.2	1,351.9	1,353.0	1,350.7	1,348.6	1,344.6
Computer and peripheral equipment.....	250.0	225.7	219.1	217.8	219.4	219.0	218.6	218.1	218.8	217.7	217.2	217.9	217.1	215.6	214.4
Communications equipment.....	185.8	157.0	154.4	153.0	154.8	154.8	155.0	155.1	155.9	157.1	158.2	158.5	158.1	158.0	158.6
Semiconductors and electronic components.....	524.5	461.8	451.2	451.3	450.2	451.4	452.1	453.4	455.8	458.0	460.7	460.2	459.4	457.2	455.2
Electronic instruments.....	450.0	429.3	425.2	425.3	423.7	423.3	426.8	427.5	430.1	429.8	432.4	433.0	433.1	435.4	434.1
Electrical equipment and appliances.....	496.5	459.9	450.9	451.2	449.8	448.6	446.8	446.5	447.3	448.6	449.2	449.6	449.1	447.3	447.8
Transportation equipment.....	1,828.9	1,775.4	1,766.5	1,762.7	1,760.6	1,766.5	1,769.1	1,768.8	1,764.4	1,765.1	1,745.9	1,774.4	1,771.7	1,774.3	1,772.3
Furniture and related products.....	604.1	573.5	568.9	569.3	571.3	571.2	573.4	576.5	577.6	575.0	576.7	574.6	573.8	573.7	574.1
Miscellaneous manufacturing.....	688.3	662.8	652.7	651.9	652.0	653.0	653.0	653.0	654.4	654.6	655.5	653.6	653.7	654.0	654.6
Nondurable goods.....	5,775	5,555	5,470	5,456	5,445	5,439	5,445	5,441	5,450	5,438	5,443	5,426	5,428	5,421	5,418
Production workers.....	4,239	4,043	3,959	3,965	3,954	3,950	3,957	3,959	3,971	3,964	3,974	3,967	3,966	3,962	3,961
Food manufacturing.....	1,525.7	1,518.7	1,508.3	1,506.3	1,500.7	1,502.4	1,504.5	1,502.7	1,507.0	1,502.8	1,508.0	1,499.6	1,502.5	1,504.5	1,506.5
Beverages and tobacco products.....	207.4	200.6	198.3	198.3	197.7	195.9	197.2	197.8	197.5	197.6	198.4	197.2	198.5	197.0	199.8
Textile mills.....	290.9	260.3	245.1	241.0	239.2	237.3	237.1	235.8	236.1	235.0	235.6	234.4	233.8	233.0	231.2
Textile product mills.....	194.6	179.8	175.2	174.3	176.9	176.6	179.7	180.1	181.4	179.7	179.3	179.4	179.6	180.1	180.0
Apparel.....	359.7	312.7	297.7	297.7	296.1	297.1	294.3	292.7	290.8	286.8	284.8	284.2	282.7	277.4	273.5
Leather and allied products.....	50.2	45.2	44.1	44.3	44.6	44.8	44.8	44.6	45.1	44.7	45.3	44.8	45.4	45.3	45.8
Paper and paper products.....	546.6	519.0	511.7	510.3	509.8	508.0	508.8	507.0	508.1	506.7	509.0	509.8	508.6	508.0	505.7
Printing and related support activities.....	706.6	680.0	673.1	670.1	667.6	665.0	664.4	663.6	665.9	667.0	663.8	662.2	660.3	660.6	660.3
Petroleum and coal products.....	118.1	114.6	112.0	112.4	114.3	112.9	113.1	112.6	113.1	113.8	113.6	114.1	114.3	114.2	114.2
Chemicals.....	927.5	7.9	897.6	895.9	893.7	894.7	894.9	896.4	895.0	895.2	894.2	891.9	892.7	891.3	890.3
Plastics and rubber products.....	848.0	815.9	806.5	805.8	804.8	803.9	806.3	807.5	810.2	808.6	811.2	808.8	809.5	809.2	811.1
SERVICE-PROVIDING.....	107,784	108,114	108,341	108,367	108,498	108,593	108,852	109,132	109,268	109,367	109,437	109,602	109,702	109,956	110,092
PRIVATE SERVICE-PROVIDING.....	86,271	86,538	86,797	86,823	86,971	87,054	87,299	87,560	87,724	87,839	87,865	87,973	88,050	88,281	88,405
Trade, transportation, and utilities.....	25,497	25,275	25,261	25,211	25,312	25,331	25,415	25,448	25,477	25,497	25,499	25,516	25,522	25,562	25,580
Wholesale trade.....	5,652.3	5,605.0	5,592.7	5,598.4	5,611.4	5,612.2	5,623.5	5,632.5	5,636.7	5,639.5	5,649.6	5,652.8	5,662.8	5,670.4	5,678.4
Durable goods.....	3,007.9	2,949.2	2,943.9	2,945.8	2,954.9	2,953.8	2,963.4	2,967.5	2,969.7	2,975.6	2,986.0	2,989.6	2,992.3	2,995.6	2,996.2
Nondurable goods.....	2,015.0	2,002.1	1,989.2	1,991.8	1,993.7	1,994.5	1,995.3	1,996.3	1,997.2	1,994.3	1,994.3	1,992.5	1,996.6	2,000.2	2,002.5
Electronic markets and agents and brokers.....	629.4	654.3	659.6	660.8	662.8	663.9	664.8	668.7	669.8	669.6	671.5	670.7	673.9	674.6	679.7
Retail trade.....	15,025.1	14,911.5	14,921.7	14,876.0	14,944.8	14,963.0	15,013.0	15,037.1	15,047.6	15,054.9	15,038.1	15,048.8	15,030.5	15,055.6	15,064.5
Motor vehicles and parts dealers ¹	1,879.4	1,883.5	1,892.9	1,893.7	1,895.4	1,900.9	1,906.9	1,910.9	1,911.4	1,908.5	1,908.1	1,904.9	1,904.8	1,903.4	1,907.3
Automobile dealers.....	1,252.8	1,255.1	1,258.9	1,259.5	1,261.3	1,262.9	1,263.9	1,264.7	1,263.6	1,262.3	1,259.2	1,256.8	1,253.7	1,251.6	1,254.7
Furniture and home furnishings stores.....	538.7	542.9	544.8	547.2	546.4	544.5	544.8	544.5	545.7	546.3	546.4	548.7	548.7	880.0	550.8
Electronics and appliance stores.....	525.3	511.9	512.8	511.9	509.3	508.2	511.7	514.1	512.6	511.5	510.7	511.6	512.6	517.8	519.8

See notes at end of table.

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

[In thousands]

Industry	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
Building material and garden supply stores.....	1,176.5	1,191.1	1,210.0	1,209.5	1,221.4	1,231.4	1,243.5	1,247.3	1,248.7	1,245.8	1,246.9	1,251.7	1,256.5	1,258.7	1,262.4
Food and beverage stores.....	2,881.6	2,840.9	2,821.4	2,813.9	2,826.3	2,831.3	2,838.9	2,839.9	2,845.3	2,839.7	2,834.5	2,832.9	2,832.2	2,832.3	2,827.9
Health and personal care stores.....	938.8	943.1	951.6	952.6	954.1	954.9	958.2	957.9	957.1	957.2	956.7	956.4	956.4	956.3	957.5
Gasoline stations.....	895.9	879.9	875.2	871.1	875.1	871.8	873.0	872.4	871.6	870.3	869.9	870.3	871.8	869.6	867.1
Clothing and clothing accessories stores.....	1,312.5	1,296.7	1,297.1	1,301.0	1,304.3	1,311.3	1,321.8	1,328.0	1,335.5	1,346.5	1,349.0	1,355.2	1,349.9	1,353.0	1,354.8
Sporting goods, hobby, book, and music stores.....	661.3	645.0	641.6	633.2	635.9	636.8	636.5	635.8	636.1	635.7	635.5	638.4	635.0	636.5	636.3
General merchandise stores ¹	2,812.0	2,815.2	2,826.4	2,793.4	2,822.7	2,822.5	2,824.4	2,831.0	2,830.5	2,837.4	2,825.3	2,823.8	2,810.9	2,822.8	2,828.2
Department stores.....	1,684.0	1,618.8	1,612.6	1,601.3	1,603.4	1,602.7	1,604.9	16.7	1,610.9	1,614.9	1,609.9	1,607.9	1,599.4	1,609.3	1,615.3
Miscellaneous store retailers.....	959.5	934.1	930.9	924.4	929.6	924.6	926.9	927.9	925.7	928.4	926.2	927.1	924.7	927.7	924.0
Nonstore retailers.....	443.7	427.5	417.3	424.1	424.3	424.8	427.4	429.8	427.4	427.6	428.9	427.8	427.0	427.5	428.4
Transportation and warehousing.....	4,223.6	4,176.7	4,168.0	4,157.0	4,175.9	4,175.8	4,197.0	4,196.5	4,209.9	4,220.9	4,228.3	4,232.5	4,246.0	4,254.4	4,256.0
Air transportation.....	563.5	527.3	511.5	512.9	510.2	511.6	512.9	513.3	514.7	513.8	512.4	511.8	510.0	511.5	510.0
Rail transportation.....	217.8	215.4	215.5	215.5	215.4	215.7	216.0	216.3	216.4	217.3	217.8	217.4	217.9	217.8	217.1
Water transportation.....	52.6	52.5	50.9	50.0	50.6	48.8	49.2	50.6	51.1	51.7	51.7	50.3	50.1	50.7	50.2
Truck transportation.....	1,339.3	1,328.0	1,335.7	1,338.7	1,343.6	1,344.1	1,346.4	1,352.2	1,353.9	1,353.9	1,361.9	1,363.7	1,363.8	1,367.4	1,366.7
Transit and ground passenger transportation.....	380.8	380.3	385.7	385.0	382.3	380.1	380.5	372.3	381.5	374.6	374.2	374.5	380.2	362.7	383.6
Pipeline transportation.....	41.7	40.0	38.7	38.8	38.3	38.2	38.1	38.1	38.3	38.4	38.5	38.5	38.6	38.4	38.3
Scenic and sightseeing transportation.....	25.6	28.0	28.7	29.4	28.7	29.7	31.4	31.1	30.6	32.6	32.6	32.7	32.7	31.6	31.8
Support activities for transportation.....	524.7	516.3	512.4	511.6	514.1	515.5	518.5	519.1	519.5	520.8	523.7	525.1	525.9	528.3	531.4
Couriers and messengers.....	560.9	566.6	564.7	559.0	566.9	567.7	572.1	570.9	572.8	578.2	579.2	580.4	581.1	580.0	581.3
Warehousing and storage.....	516.7	522.3	524.2	516.1	525.8	524.4	531.9	532.6	531.1	534.0	536.3	538.1	541.4	546.0	545.6
Utilities.....	596.2	580.8	578.9	579.3	580.2	580.0	581.2	582.1	582.3	581.7	582.6	582.0	582.4	581.5	580.8
Information.....	3,395	3,198	3,172	3,175	3,163	3,169	3,169	3,173	3,177	3,182	3,173	3,166	3,159	3,163	3,164
Publishing industries, except Internet.....	964.1	926.4	918.4	917.4	914.0	915.1	915.3	916.3	916.2	916.6	914.7	914.3	913.8	913.2	914.0
Motion picture and sound recording industries.....	387.9	376.1	382.7	385.2	379.7	382.7	381.2	385.7	390.8	394.9	391.0	388.7	389.4	395.0	388.7
Broadcasting, except Internet.....	334.1	327.0	327.0	329.5	329.7	331.8	333.0	333.3	335.4	335.5	336.4	336.6	337.3	338.4	338.9
Internet publishing and broadcasting.....	33.7	30.0	30.4	30.4	30.8	31.9	31.9	32.5	32.5	33.6	33.6	34.2	34.5	35.7	36.4
Telecommunications.....	1,186.5	1,082.6	1,062.2	1,061.2	1,061.3	1,058.2	1,055.0	1,051.9	1,047.3	1,044.8	1,042.3	1,037.5	1,030.0	1,026.4	1,032.3
ISPs, search portals, and data processing.....	441.0	407.5	402.6	402.6	400.1	401.1	403.7	404.0	405.1	406.5	404.9	404.3	404.7	404.9	404.6
Other information services.....	47.3	48.1	48.2	48.2	47.8	48.0	48.6	49.6	49.6	50.0	49.8	50.0	49.6	49.0	48.7
Financial activities.....	7,847	7,974	7,985	7,981	7,981	7,989	8,003	8,015	8,029	8,049	8,044	8,053	8,078	8,092	8,107
Finance and insurance.....	5,817.3	5,920.5	5,922.7	5,916.5	5,917.1	5,924.7	5,933.0	5,947.7	5,946.0	5,960.4	5,951.9	5,962.4	5,976.2	5,990.7	6,002.9
Monetary authorities—central bank.....	23.4	22.7	22.5	22.5	22.4	22.4	22.3	22.3	21.8	21.9	21.8	21.8	21.7	21.5	21.3
Credit intermediation and related activities ¹	2,686.0	2,785.6	2,790.3	2,783.3	2,785.3	2,787.2	2,793.8	2,802.1	2,800.8	2,809.9	2,804.1	2,807.3	2,818.3	2,824.6	2,838.0
Depository credit intermediation ¹	1,733.0	1,752.1	1,758.1	1,757.1	1,758.7	1,762.6	1,762.8	1,765.0	1,765.2	1,768.8	1,766.9	1,768.3	1,772.7	1,776.3	1,781.5
Commercial banking.....	1,278.1	1,281.1	1,280.5	1,278.9	1,280.4	1,283.5	1,284.1	1,285.0	1,284.2	1,285.9	1,284.0	1,283.0	1,287.5	1,290.1	1,295.0
Securities, commodity contracts, investments.....	789.4	764.4	769.1	771.9	773.8	778.2	780.8	781.0	782.8	787.2	787.8	791.6	793.6	800.6	800.2
Insurance carriers and related activities.....	2,233.2	2,266.1	2,261.2	2,258.1	2,255.8	2,257.4	2,257.1	2,259.5	2,262.7	2,263.8	2,260.2	2,263.9	2,265.1	2,266.7	2,266.6
Funds, trusts, and other financial vehicles.....	85.4	81.7	79.6	80.7	79.8	79.5	79.0	78.8	77.9	77.6	78.0	77.8	77.5	77.3	76.8
Real estate and rental and leasing.....	2,029.8	2,053.6	2,062.7	2,064.0	2,063.6	2,064.5	2,069.5	2,071.6	2,083.1	2,088.1	2,092.0	2,090.6	2,101.8	2,101.6	2,103.8
Real estate.....	1,352.9	1,384.4	1,394.5	1,395.7	1,397.7	1,400.2	1,405.8	1,409.2	1,418.7	1,418.8	1,422.1	1,424.1	1,431.6	1,433.4	1,437.7
Rental and leasing services.....	649.1	640.8	639.0	638.3	636.0	634.2	634.1	633.2	635.4	640.5	641.4	638.0	641.9	639.9	637.6
Lessors of nonfinancial intangible assets.....	27.6	28.4	29.2	30.0	29.9	30.1	29.6	29.2	29.0	28.8	28.5	28.5	28.3	28.3	28.5
Professional and business services.....	15,976	15,999	16,114	16,159	16,172	16,196	16,237	16,363	16,432	16,457	16,490	16,518	16,548	16,643	16,664
Professional and technical services ¹	6,675.6	6,623.5	6,647.9	6,669.3	6,657.9	6,658.1	6,679.8	6,701.4	6,708.1	6,732.6	6,739.9	6,762.0	6,783.3	6,817.4	6,835.7
Legal services.....	1,115.3	1,136.8	1,142.9	1,140.5	1,138.7	1,139.2	1,138.4	1,141.9	1,143.3	1,146.3	1,148.2	1,146.2	1,148.4	1,148.5	1,147.1
Accounting and bookkeeping services.....	837.3	815.6	810.6	826.6	815.2	813.3	812.8	818.5	806.3	811.6	811.9	815.3	815.7	826.3	830.3
Architectural and engineering services.....	1,246.1	1,228.0	1,233.9	1,235.2	1,230.9	1,240.0	1,246.4	1,254.1	1,258.3	1,261.9	1,264.4	1,269.3	1,275.1	1,284.3	1,291.3

See notes at end of table.

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

[In thousands]

Industry	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept	Oct. ^P	Nov. ^P
Computer systems design and related services.....	1,152.8	1,108.3	1,105.7	1,105.7	1,104.6	1,099.8	1,103.5	1,103.5	1,110.1	1,117.7	1,120.5	1,129.7	1,136.5	1,142.9	1,153.3
Management and technical consulting services.....	734.4	747.3	760.6	764.0	765.4	767.9	774.0	780.9	785.9	791.4	792.2	794.3	793.9	796.7	795.4
Management of companies and enterprises.....	1,705.4	1,675.5	1,671.6	1,670.2	1,675.1	1,675.6	1,676.6	1,679.7	1,683.3	1,684.5	1,685.9	1,682.5	1,679.1	1,678.2	1,679.3
Administrative and waste services.....	7,595.2	7,698.3	7,794.5	7,819.2	7,838.5	7,862.4	7,880.1	7,982.3	8,040.1	8,040.0	8,064.3	8,073.0	8,085.4	8,147.2	8,148.7
Administrative and support services ¹	7,276.8	73,764.0	7,473.7	7,496.3	7,517.5	7,539.6	7,556.8	7,657.0	7,715.6	7,713.0	7,738.1	7,746.6	7,759.5	7,821.5	7,822.1
Employment services ¹	3,246.5	3,336.2	3,427.6	3,461.3	3,473.8	3,493.8	3,492.3	3,553.7	3,591.5	3,573.4	3,606.8	3,607.8	3,633.6	3,692.9	3,696.5
Temporary help services.....	2,193.7	2,243.2	2,319.4	2,355.3	2,344.3	2,370.4	2,380.3	2,423.8	2,451.7	2,449.4	2,460.2	2,474.7	2,501.4	2,554.2	2,551.7
Business support services.....	756.6	747.4	746.7	745.1	739.0	739.8	746.0	748.6	751.2	754.0	749.9	751.5	744.3	747.8	748.8
Services to buildings and dwellings.....	1,606.1	1,631.7	1,639.4	1,635.9	1,637.1	1,639.5	1,646.2	1,674.5	1,686.0	1,694.1	1,691.5	1,691.6	1,691.7	1,688.3	1,686.2
Waste management and remediation services.....	318.3	321.9	320.8	322.9	321	322.8	323.3	325.3	324.5	327	326.2	326.4	325.9	325.7	326.6
Educational and health services.....	16,199	16,577	16,705	16,731	16,746	16,764	16,813	16,854	16,871	16,897	16,901	16,965	16,980	17,049	17,086
Educational services.....	2,642.8	2,688.5	2,723.1	2,728.0	2,729.3	2,727.4	2,736.0	2,740.8	2,731.1	2,727.4	2,731.2	2,746.4	2,749.6	2,773.0	2,775.9
Health care and social assistance.....	13,555.7	13,888.0	13,981.5	14,003.2	14,017.1	14,036.8	14,077.1	14,113.1	14,140.1	14,169.8	14,169.3	14,218.3	14,230.0	14,275.6	14,309.8
Ambulatory health care services ¹	4,633.2	4,776.0	4,818.7	4,831.0	4,840.3	4,855.3	4,868.0	4,883.6	4,896.8	4,909.6	4,920.8	4,935.1	4,938.4	4,964.6	4,978.1
Offices of physicians.....	1,967.8	2,003.8	2,023.3	2,030.0	2,032.3	2,034.4	2,043.5	2,046.1	2,049.6	2,053.9	2,057.5	2,062.1	2,068.1	2,078.6	2,083.6
Outpatient care centers.....	413.0	423.1	426.4	425.0	427.8	431.1	430.3	432.2	435.1	436.0	437.6	438.0	436.9	437.7	438.3
Home health care services.....	679.8	727.1	735.7	739.9	740.2	741.5	743.8	748.4	751.7	754.2	756.8	760.1	761.5	766.2	773.5
Hospitals.....	4,159.6	4,252.5	4,278.1	4,283.9	4,287.8	4,284.1	4,298.0	4,305.1	4,315.4	4,318.3	4,322.0	4,330.5	4,332.1	4,337.5	4,346.7
Nursing and residential care facilities ¹	2,743.3	2,784.3	2,792.8	2,793.0	2,792.1	2,791.1	2,798.4	2,802.8	2,806.3	2,809.0	2,812.0	2,814.0	2,820.3	2,820.5	2,826.3
Nursing care facilities.....	1,573.2	1,582.8	1,584.1	1,581.7	1,580.3	1,578.7	1,582.1	1,584.0	1,585.3	1,586.5	1,586.7	1,586.3	1,587.1	1,587.1	1,591.4
Social assistance ¹	2,019.7	2,075.2	2,091.9	2,095.3	2,096.9	2,106.3	2,112.7	2,121.6	2,121.6	2,132.9	2,114.5	2,138.7	2,139.2	2,153.0	2,158.7
Child day care services.....	744.1	760.5	766.3	770	766.3	772.2	773.7	777.6	777.1	786	752.1	792.7	783.3	789.9	792.4
Leisure and hospitality.....	11,986	12,128	12,178	12,192	12,218	12,229	12,271	12,303	12,331	12,339	12,344	12,341	12,353	12,362	12,387
Arts, entertainment, and recreation.....	1,782.6	1,801.0	1,799.4	1,795.2	1,801.4	1,796.7	1,798.7	1,791.1	1,793.1	1,792.0	1,791.9	1,785.6	1,793.8	1,787.6	1,783.4
Performing arts and spectator sports.....	363.7	370.2	371.7	368.8	369.4	366.5	364.6	361.4	358.8	359.3	357.1	356.0	360.3	361.0	359.8
Museums, historical sites, zoos, and parks.....	114.0	114.1	113.3	113.1	113.4	113.7	114.2	114.6	115.6	116.1	116.6	116.7	116.2	115.7	115.6
Amusements, gambling, and recreation.....	1,305.0	1,316.6	1,314.4	1,313.3	1,318.6	1,316.5	1,319.9	1,315.1	1,318.7	1,316.6	1,318.2	1,312.9	1,317.3	1,310.9	1,308.0
Accommodations and food services.....	10,203.2	10,324.4	10,378.9	10,396.3	10,416.5	10,432.3	10,742.0	10,511.8	10,537.9	10,546.7	10,551.7	10,555.6	10,559.3	10,574.0	10,603.9
Accommodations.....	1,778.6	1,765.2	1,751.7	1,763.0	1,752.1	1,754.4	1,753.4	1,758.5	1,758.5	1,764.7	1,764.4	1,767.9	1,771.4	1,769.2	1,786.7
Food services and drinking places.....	8,424.6	8,559.2	8,627.2	8,633.3	8,664.4	8,677.9	8,718.6	8,753.3	8,779.4	8,782.0	8,787.7	8,787.7	8,787.9	8,804.8	8,817.2
Other services.....	5,372	5,393	5,382	5,374	5,379	5,376	5,391	5,404	5,407	5,418	5,414	5,414	5,410	5,410	5,417
Repair and maintenance.....	1,246.9	1,236.2	1,234.4	1,228.5	1,233.5	1,230.5	1,239.4	1,238.2	1,237.7	1,235.1	1,236.3	1,235.2	1,235.2	1,226.6	1,236.4
Personal and laundry services	1,257.2	1,258.2	1,254.1	1,250.2	1,251.2	1,247.6	1,255.9	1,260.5	1,265.5	1,268.4	1,262.1	1,259.9	1,255.7	1,252.9	1,255.6
Membership associations and organizations.....	2,867.8	2,898.0	2,893.9	2,895.7	2,894.5	2,898.3	2,895.2	2,904.8	2,903.7	2,914.9	2,915.9	2,919.1	2,918.8	2,920.3	2,924.5
Government.....	21,513	21,575	21,544	21,544	21,527	21,539	21,553	21,572	21,544	21,528	21,572	21,629	21,652	21,675	21,687
Federal.....	2,767	2,756	2,723	2,720	2,715	2,716	2,710	2,727	2,712	2,716	2,710	2,712	2,713	2,706	2,713
Federal, except U.S. Postal Service.....	1,923.8	1,947.0	1,924.9	1,928.9	1,921.5	1,923.8	1,921.1	1,939.5	1,925.7	1,930.5	1,922.5	1,926.3	1,927.6	1,923.6	1,930.4
U.S. Postal Service.....	842.4	809.1	798.1	791.4	793.1	791.7	789.1	787.3	786.5	785.4	787.2	785.3	784.9	781.9	782.3
State.....	5,029	5,017	5,023	5,027	5,007	5,018	5,023	5,019	5,004	5,004	5,019	5,035	5,047	5,058	5,066
Education.....	2,242.8	2,266.4	2,282.5	2,285.7	2,268.0	2,279.6	2,283.2	2,278.3	2,261.4	2,257.8	2,271.1	2,285.2	2,299.7	2,307.0	2,311.4
Other State government.....	2,786.3	2,750.7	2,740.0	2,740.9	2,738.9	2,738.4	2,739.7	2,740.6	2,742.8	2,746.1	2,747.8	2,749.4	2,747.5	2,751.1	2,754.5
Local.....	13,718	13,802	13,798	13,797	13,805	13,805	13,820	13,826	13,828	13,808	13,843	13,882	13,892	13,911	13,908
Education.....	7,654.4	7,699.1	7,684.5	7,687.1	7,692.2	7,694.3	7,704.7	7,710.9	7,710.2	7,695.1	7,715.7	7,758.4	7,760.4	7,774.9	7,779.9
Other local government.....	6,063.2	6,104.0	6,113.1	6,109.7	6,112.7	6,110.8	6,114.8	6,115.4	6,117.9	6,113.3	6,116.8	6,123.2	6,131.6	6,136.3	6,128.1

¹ Includes other industries not shown separately.

p = preliminary.

NOTE: Data reflect the conversion to the 2002 version of the North American industry

Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system.

NAICS-based data by industry are not comparable with SIC-based data. See "Notes on the data" for a description of the most recent benchmark revision.

13. Average weekly hours of production or nonsupervisory workers¹ on private nonfarm payrolls, by industry, monthly data seasonally adjusted

Industry	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL PRIVATE	33.9	33.7	33.8	33.6	33.8	33.8	33.8	33.7	33.8	33.6	33.8	33.7	33.8	33.8	33.7
GOODS-PRODUCING	39.9	39.8	40.1	39.9	40.2	40.3	40.2	40.0	40.3	40.0	40.1	40.1	40.1	40.0	39.9
Natural resources and mining	43.2	43.6	43.9	43.6	44.5	44.1	44.2	44.3	44.2	43.9	44.1	44.4	44.6	44.8	44.9
Construction	38.4	38.4	38.5	38.1	38.5	38.5	38.6	38.2	38.3	38.1	38.4	38.1	38.4	38.3	38.4
Manufacturing	40.5	40.4	40.8	40.6	41.0	41.0	40.9	40.7	41.1	40.8	40.9	40.9	40.8	40.6	40.5
Overtime hours.....	4.2	4.2	4.5	4.5	4.5	4.6	4.6	4.5	4.6	4.6	4.6	4.6	4.6	4.5	4.5
Durable goods.....	40.8	40.8	41.3	41.2	41.5	41.5	41.4	41.2	41.6	41.2	41.3	41.3	41.2	41.1	41.0
Overtime hours.....	4.2	4.3	4.7	4.7	4.7	4.8	4.8	4.7	4.8	4.7	4.7	4.7	4.7	4.7	4.6
Wood products.....	39.9	40.4	41.2	41.0	40.9	41.1	41.0	41.0	41.4	40.5	40.7	40.9	40.3	40.2	40.0
Nonmetallic mineral products.....	42.0	42.2	42.4	42.3	42.5	42.5	42.9	42.3	42.0	41.8	42.1	42.3	42.4	42.4	42.4
Primary metals.....	42.4	42.3	42.7	42.7	43.1	43.0	43.2	43.1	43.4	43.5	43.3	43.3	43.1	43.1	43.1
Fabricated metal products.....	40.6	40.7	40.9	40.8	41.2	41.2	41.1	41.0	41.3	41.0	41.2	41.2	41.2	41.0	40.8
Machinery.....	40.5	40.8	41.1	41.1	41.8	41.8	41.7	41.6	42.3	42.0	42.0	42.1	42.3	42.2	42.2
Computer and electronic products.....	39.7	40.4	40.7	40.4	40.8	41.2	40.7	40.5	40.8	40.5	40.9	40.5	40.3	40.2	39.9
Electrical equipment and appliances.....	40.1	40.6	40.8	40.7	41.1	40.7	40.8	40.8	41.6	40.8	40.8	41.0	40.5	40.4	40.1
Transportation equipment.....	42.5	41.9	42.7	42.7	42.8	42.9	42.8	42.4	42.8	42.3	42.4	42.5	42.4	42.4	42.2
Furniture and related products.....	39.2	38.9	39.9	39.7	39.7	39.4	39.6	39.5	40.0	39.7	39.4	39.5	39.3	39.1	39.4
Miscellaneous manufacturing.....	38.6	38.4	38.9	38.5	39.0	38.7	38.7	38.3	38.9	38.4	38.5	38.5	38.3	38.3	38.2
Nondurable goods.....	40.1	39.8	40.1	39.9	40.2	40.3	40.1	40.0	40.3	40.1	40.1	40.2	40.1	39.8	39.7
Overtime hours.....	4.2	4.1	4.3	4.2	4.3	4.3	4.3	4.3	4.4	4.4	4.4	4.4	4.4	4.3	4.3
Food manufacturing.....	39.6	39.3	39.2	39.1	39.5	39.4	39.3	39.1	39.6	39.4	39.3	39.3	39.4	38.9	38.9
Beverage and tobacco products.....	39.4	39.1	39.9	39.1	39.6	40.3	39.4	39.6	39.2	38.7	39.2	39.5	39.1	38.5	38.5
Textile mills.....	40.6	39.1	40.0	39.7	40.0	40.0	40.2	39.5	40.3	40.3	40.5	40.5	40.1	40.1	40.0
Textile product mills.....	39.2	39.6	40.0	39.8	39.4	39.9	38.8	38.3	38.8	38.9	38.5	38.7	39.0	39.0	38.8
Apparel.....	36.7	35.6	36.2	35.8	35.7	36.2	36.3	35.9	36.1	35.9	36.1	36.1	36.2	36.0	35.9
Leather and allied products.....	37.5	39.3	39.3	40.3	39.8	39.5	39.4	39.1	38.4	38.0	37.2	37.8	38.1	38.3	38.1
Paper and paper products.....	41.8	42.1	41.9	41.8	41.9	42.0	41.8	41.9	42.6	42.0	42.4	42.5	42.1	42.2	42.0
Printing and related support activities.....	38.4	38.2	38.4	38.2	38.6	38.6	38.4	38.4	38.6	38.5	38.6	38.5	38.3	38.2	38.3
Petroleum and coal products.....	43.0	44.5	45.6	44.2	43.8	44.1	43.7	43.9	45.0	45.0	45.0	46.3	45.8	44.9	45.4
Chemicals.....	42.3	42.4	42.7	42.5	42.9	43.2	43.0	43.0	42.9	42.6	42.8	42.8	42.8	42.6	42.3
Plastics and rubber products.....	40.6	40.4	40.7	40.4	40.8	40.9	40.9	40.7	40.9	40.8	40.5	40.5	40.2	40.0	39.6
PRIVATE SERVICE-PROVIDING	32.5	32.4	32.4	32.2	32.4	32.4	32.4	32.3	32.4	32.3	32.4	32.4	32.5	32.5	32.4
Trade, transportation, and utilities	33.6	33.5	33.6	33.5	33.6	33.7	33.6	33.5	33.5	33.3	33.4	33.5	33.6	33.6	33.5
Wholesale trade.....	38.0	37.8	38.0	37.8	37.9	38.0	38.0	38.0	37.8	37.6	37.8	37.6	37.8	37.7	37.6
Retail trade.....	30.9	30.9	30.9	30.8	31.0	30.9	30.8	30.7	30.7	30.5	30.6	30.7	30.8	30.8	30.7
Transportation and warehousing.....	36.8	36.9	37.0	36.7	36.9	37.2	36.9	36.9	37.3	36.9	37.1	37.2	37.4	37.4	37.3
Utilities.....	40.9	41.1	41.4	40.8	40.8	41.0	41.2	41.2	41.3	41.1	41.0	40.9	41.4	40.7	40.5
Information	36.5	36.2	36.3	36.2	36.2	36.3	36.3	36.3	36.4	36.5	36.4	36.4	36.4	36.4	36.4
Financial activities	35.6	35.5	35.5	35.3	35.7	35.5	35.5	35.6	35.8	35.5	35.6	35.5	35.5	35.7	35.6
Professional and business services	34.2	34.1	34.1	33.8	34.1	34.2	34.1	34.1	34.2	33.9	34.2	34.2	34.5	34.3	34.2
Education and health services	32.4	32.3	32.4	32.4	32.4	32.4	32.4	32.4	32.5	32.5	32.6	32.5	32.6	32.6	32.5
Leisure and hospitality	25.8	25.6	25.7	25.6	25.7	25.8	25.7	25.7	25.7	25.7	25.6	25.6	25.7	25.7	25.7
Other services	32.0	31.4	31.2	31.0	31.1	31.1	31.2	31.1	31.2	31.0	31.1	31.1	31.1	31.0	31.0

¹ Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

NOTE: Data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard industrial Classification (SIC) system. NAICS-based data by industry are not comparable with SIC-based data. See "Notes on the data" for a description of the most recent benchmark revision.

p = preliminary.

14. Average hourly earnings of production or nonsupervisory workers¹ on private nonfarm payrolls, by industry, monthly data seasonally adjusted

Industry	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL PRIVATE															
Current dollars.....	\$14.95	\$15.35	\$15.46	\$15.45	\$15.49	\$15.52	\$15.55	\$15.59	\$15.63	\$15.66	\$15.71	\$15.76	\$15.78	\$15.82	\$15.84
Constant (1982) dollars.....	8.24	8.27	8.23	8.30	8.27	8.27	8.24	8.25	8.21	8.20	8.23	8.26	8.25	8.22	8.22
GOODS-PRODUCING.....	16.33	16.80	16.94	16.97	17.00	17.06	17.08	17.13	17.13	17.16	17.19	17.24	17.30	17.33	17.35
Natural resources and mining.....	17.19	17.58	17.79	17.91	17.95	18.01	18.10	18.08	18.10	18.24	18.15	18.12	18.11	18.19	18.32
Construction.....	18.52	18.95	19.06	19.04	19.11	19.18	19.17	19.20	19.20	19.19	19.22	19.25	19.27	19.33	19.34
Manufacturing.....	15.29	15.74	15.89	15.93	15.94	15.99	16.01	16.08	16.08	16.13	16.16	16.23	16.29	16.29	16.30
Excluding overtime.....	14.54	14.96	15.06	15.09	15.11	15.14	15.16	15.24	15.23	15.27	15.30	15.37	15.42	15.43	15.44
Durable goods.....	16.02	16.46	16.58	16.64	16.63	16.68	16.69	16.75	16.75	16.78	16.81	16.90	16.98	16.99	17.00
Nondurable goods.....	14.15	14.63	14.79	14.81	14.85	14.89	14.93	15.00	15.02	15.08	15.12	15.15	15.19	15.16	15.18
PRIVATE SERVICE-PROVIDING.....	14.56	14.96	15.06	15.05	15.08	15.10	15.13	15.17	15.23	15.26	15.31	15.36	15.38	15.41	15.43
Trade, transportation, and utilities.....	14.02	14.34	14.44	14.41	14.45	14.49	14.50	14.57	14.61	14.65	14.70	14.73	14.74	14.77	14.79
Wholesale trade.....	16.98	17.36	17.47	17.46	17.53	17.54	17.54	17.60	17.63	17.67	17.71	17.70	17.74	17.80	17.81
Retail trade.....	11.67	11.90	11.97	11.95	11.95	11.98	11.99	12.01	12.06	12.10	12.12	12.16	12.17	12.17	12.22
Transportation and warehousing.....	15.76	16.25	16.35	16.33	16.46	16.52	16.53	16.71	16.75	16.82	16.89	16.99	16.91	16.97	16.97
Utilities.....	23.96	24.76	25.36	25.13	25.32	25.35	25.38	25.67	25.46	25.44	25.57	25.54	25.73	25.95	25.85
Information.....	20.20	21.01	21.10	20.99	21.15	21.24	21.25	21.29	21.42	21.30	21.45	21.53	21.61	21.60	21.58
Financial activities.....	16.17	17.13	17.30	17.30	17.35	17.32	17.41	17.46	17.49	17.50	17.55	17.58	17.61	17.68	17.65
Professional and business services.....	16.81	17.20	17.29	17.25	17.24	17.25	17.27	17.29	17.36	17.42	17.44	17.56	17.52	17.59	17.62
Education and health services.....	15.21	15.64	15.77	15.81	15.87	15.90	15.96	15.99	16.06	16.12	16.18	16.19	16.23	16.24	16.27
Leisure and hospitality.....	8.58	8.76	8.82	8.84	8.85	8.86	8.87	8.86	8.86	8.85	8.87	8.91	8.95	8.99	9.02
Other services.....	13.72	13.84	13.81	13.80	13.84	13.84	13.87	13.84	13.85	13.88	13.90	13.92	13.95	13.99	14.02

¹ Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.
p = preliminary.

NOTE: Data reflect the conversion to the 2002 version of the North American industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system. NAICS based data by industry are not comparable with SIC-based data. See "Notes on the data" for a description of the most recent benchmark revision.

15. Average hourly earnings of production or nonsupervisory workers¹ on private nonfarm payrolls, by industry

Industry	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL PRIVATE	\$14.95	\$15.35	\$15.52	\$15.48	\$15.56	\$15.60	\$15.55	\$15.59	\$15.63	\$15.57	\$15.59	\$15.67	\$15.80	\$15.83	\$15.86
Seasonally adjusted.....	15.18	15.47	15.43	15.45	15.49	15.52	15.55	15.59	15.63	15.66	15.71	15.76	15.78	15.82	15.84
GOODS-PRODUCING	16.33	16.8	16.98	17.03	16.94	16.95	17.00	17.09	17.10	17.14	17.18	17.28	17.41	17.39	17.38
Natural resources and mining	17.19	17.58	17.15	17.97	18.00	18.05	18.17	18.14	18.06	18.18	18.07	18.01	18.04	18.14	18.32
Construction	18.52	18.95	19.08	19.19	19.01	19.07	19.07	19.15	19.15	19.12	19.25	19.33	19.42	19.47	19.37
Manufacturing	15.29	15.74	15.92	16.05	15.98	15.99	16.01	16.07	16.05	16.09	16.04	16.17	16.36	16.27	16.33
Durable goods.....	16.02	16.46	16.64	16.78	16.66	16.68	16.69	16.72	16.71	16.75	16.61	16.85	17.08	16.99	17.05
Wood products	12.33	12.71	12.95	12.93	12.90	12.91	12.93	13.00	13.03	12.98	13.03	13.01	13.13	13.02	13.09
Nonmetallic mineral products	15.40	15.77	15.99	15.98	16.03	16.00	16.02	16.19	16.18	16.24	16.38	16.29	16.52	16.38	16.50
Primary metals	17.68	18.13	18.32	18.39	18.39	18.36	18.33	18.52	18.48	18.51	18.66	18.58	18.89	18.74	18.69
Fabricated metal products	14.68	15.01	15.06	15.23	15.20	15.18	15.25	15.21	15.20	15.23	15.26	15.27	15.42	15.37	15.44
Machinery	15.92	16.30	16.49	16.62	16.53	16.50	16.49	16.53	16.53	16.56	16.68	16.72	16.85	16.83	16.80
Computer and electronic products	16.20	16.68	16.78	16.85	16.81	16.92	16.93	17.01	17.11	17.21	17.29	17.37	17.47	17.51	17.60
Electrical equipment and appliances	13.98	14.35	14.54	14.68	14.50	14.58	14.68	14.80	14.83	14.88	14.88	14.98	15.03	15.00	15.02
Transportation equipment	20.64	21.25	21.48	21.74	21.38	21.37	21.34	21.36	21.29	21.36	20.77	21.54	21.96	21.84	21.95
Furniture and related products	12.61	12.98	13.08	13.08	12.95	12.92	12.96	13.09	13.04	13.10	13.11	13.27	13.39	13.26	13.29
Miscellaneous manufacturing	12.91	13.30	13.53	13.60	13.68	13.75	13.78	13.70	13.76	13.81	13.89	13.87	13.96	13.91	13.97
Nondurable goods.....	14.15	14.63	14.80	14.88	14.89	14.88	14.90	15.01	14.98	15.03	15.14	15.09	15.24	15.12	15.17
Food manufacturing	12.55	12.80	12.91	12.95	12.91	12.87	12.89	12.96	12.94	13.00	13.05	12.99	13.08	12.93	12.97
Beverages and tobacco products	17.73	17.96	18.64	18.58	18.88	18.76	19.13	19.60	19.55	19.39	19.29	19.10	19.20	19.20	18.84
Textile mills	11.73	12.00	12.08	12.21	12.11	12.13	12.09	12.23	12.08	12.15	12.07	12.08	12.26	12.12	12.12
Textile product mills	10.96	11.24	11.35	11.44	11.45	11.40	11.37	11.33	11.30	11.29	11.48	11.46	11.51	11.44	11.44
Apparel	9.10	9.56	9.71	9.80	9.74	9.58	9.60	9.71	9.55	9.60	9.74	9.73	9.93	9.97	10.02
Leather and allied products	11.00	11.67	11.87	11.90	11.94	11.76	11.64	11.65	11.49	11.59	11.68	11.68	11.56	11.57	11.53
Paper and paper products	16.85	17.32	17.58	17.60	17.63	17.55	17.59	17.84	17.88	17.86	17.91	17.84	18.16	17.87	18.10
Printing and related support activities	14.93	15.37	15.48	15.56	15.53	15.57	15.61	15.54	15.51	15.54	15.71	15.86	15.94	15.94	15.90
Petroleum and coal products	23.04	23.64	24.00	24.06	24.13	24.32	24.82	24.48	24.41	24.24	24.35	24.07	24.47	24.35	24.78
Chemicals	17.97	18.52	18.77	18.79	18.83	18.85	18.87	19.02	19.05	19.20	19.36	19.29	19.49	19.47	19.47
Plastics and rubber products	13.55	14.18	14.27	14.47	14.43	14.45	14.45	14.58	14.55	14.59	14.69	14.66	14.75	14.55	14.60
PRIVATE SERVICE-PROVIDING	14.56	14.96	15.13	15.07	15.19	15.24	15.16	15.20	15.24	15.14	15.17	15.24	15.37	15.41	15.46
Trade, transportation, and utilities	14.02	14.34	14.44	14.31	14.50	14.58	14.53	14.64	14.64	14.61	14.62	14.66	14.78	14.78	14.77
Wholesale trade	16.98	17.36	17.56	17.46	17.56	17.60	17.47	17.60	17.67	17.58	17.66	17.69	17.72	17.77	17.81
Retail trade	11.67	11.90	11.92	11.87	11.98	12.04	12.03	12.08	12.08	12.09	12.07	12.09	12.23	12.18	12.18
Transportation and warehousing	15.76	16.25	16.40	16.33	16.46	16.58	16.51	16.73	16.72	16.80	16.86	16.98	16.91	16.98	17.00
Utilities	23.96	24.76	25.50	25.26	25.38	25.29	25.36	25.69	25.53	25.33	25.43	25.33	25.87	26.00	25.99
Financial activities	20.20	21.01	21.28	21.10	21.21	21.28	21.17	21.24	21.41	21.18	21.30	21.44	21.73	21.69	21.71
Professional and business services	16.17	17.13	17.42	17.26	17.35	17.47	17.37	17.45	17.62	17.38	17.44	17.58	17.60	17.67	17.62
Education and health services	16.81	17.20	17.41	17.29	17.38	17.47	17.28	17.26	17.45	17.28	17.31	17.46	17.43	17.50	17.59
Leisure and hospitality	15.21	15.64	15.79	15.86	15.94	15.95	15.94	15.99	16.00	16.06	16.18	16.16	16.25	16.25	16.28
Other services	8.58	8.76	8.83	8.94	8.89	8.92	8.89	8.84	8.85	8.78	8.78	8.80	8.94	9.01	9.06
Other services	13.72	13.84	13.85	13.88	13.89	13.90	13.85	13.87	13.90	13.82	13.78	13.84	13.97	13.97	14.04

¹ Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

NOTE: Data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system. NAICS-based data by industry are not comparable with SIC-based data. See "Notes on the data" for a description of the most recent benchmark revision.

16. Average weekly earnings of production or nonsupervisory workers¹ on private nonfarm payrolls, by industry

Industry	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL PRIVATE	\$506.07	\$517.36	\$527.68	\$520.13	\$518.15	\$527.28	\$520.93	\$522.27	\$531.42	\$524.71	\$528.50	\$535.91	\$530.88	\$535.05	\$534.48
Seasonally adjusted.....	—	—	522.55	519.12	523.56	524.58	525.59	525.38	528.29	526.18	531.00	531.11	533.36	534.72	533.81
GOODS-PRODUCING	651.61	669.23	684.29	682.90	674.21	674.61	681.70	678.47	690.84	689.03	687.20	698.11	691.18	699.08	696.94
Natural resources and mining	741.97	766.83	784.55	781.70	784.80	786.98	797.66	794.53	798.25	809.01	802.31	806.85	797.37	821.74	831.73
Construction	711.82	727.11	730.76	714.34	712.88	711.31	732.29	721.96	741.11	738.03	754.60	755.80	730.19	755.44	739.93
Manufacturing	618.75	636.07	655.90	662.87	650.39	652.39	653.21	652.44	659.66	659.69	646.41	661.35	664.22	662.19	666.26
Durable goods.....	652.97	671.53	692.22	703.08	688.06	688.88	690.97	687.19	695.14	695.13	674.37	695.91	698.57	699.99	702.46
Wood products.....	492.00	513.92	537.43	531.42	517.29	521.56	524.96	530.40	544.65	533.48	531.62	538.61	521.26	526.01	526.22
Nonmetallic mineral products.....	646.91	665.11	681.17	669.56	663.64	664.00	680.85	684.84	684.41	690.20	694.51	700.47	710.36	701.06	702.90
Primary metals.....	749.32	767.63	785.93	799.97	796.29	787.64	790.02	800.06	803.88	808.89	791.18	798.94	808.49	803.95	809.28
Fabricated metal products.....	596.38	610.33	621.98	635.09	626.24	623.90	625.25	620.27	627.76	627.48	621.08	627.60	627.59	633.24	634.58
Machinery.....	645.55	664.79	682.69	696.38	689.30	691.35	690.93	987.65	700.87	698.83	692.22	697.22	699.28	706.86	710.64
Computer and electronic products.....	642.87	674.68	693.01	695.91	680.81	695.41	690.74	683.80	694.67	698.73	696.79	700.01	700.55	705.65	709.28
Electrical equipment and appliances.....	560.24	582.68	601.96	616.56	594.50	591.95	596.01	599.40	613.96	611.57	599.66	611.18	601.20	612.00	609.81
Transportation equipment.....	877.87	890.32	925.79	950.04	915.06	916.77	917.62	905.66	915.47	912.07	841.19	911.14	928.91	928.20	930.68
Furniture and related products.....	494.01	505.23	523.20	528.43	510.23	505.17	510.62	517.06	517.69	521.38	515.22	529.47	519.53	515.81	524.96
Miscellaneous manufacturing.....	499.13	510.69	530.38	533.12	532.15	533.50	534.66	524.71	535.26	530.30	527.82	534.00	529.08	534.14	536.45
Non-durable goods.....	566.84	582.65	600.88	602.64	594.11	595.20	596.00	595.90	602.20	604.21	602.57	606.62	611.12	604.80	608.32
Food manufacturing.....	496.91	502.61	515.11	514.12	504.78	499.36	498.84	497.66	511.13	512.20	512.87	514.40	521.89	508.15	513.61
Beverages and tobacco products.....	698.39	702.75	751.19	722.76	728.77	737.27	744.16	780.08	774.18	760.09	760.03	762.09	764.16	735.36	727.22
Textile mills.....	476.52	469.47	485.62	490.84	485.61	486.41	490.85	484.31	486.82	490.86	481.59	489.24	489.17	482.38	486.01
Textile product mills.....	429.01	445.08	456.27	464.46	447.70	450.30	441.16	435.07	436.18	444.83	435.09	443.50	445.44	448.45	446.16
Apparel.....	333.66	340.22	356.36	352.80	343.82	345.84	350.40	347.76	346.67	348.48	348.69	353.20	352.52	357.92	361.72
Leather and allied products.....	412.99	458.26	465.30	485.52	471.63	464.52	464.44	460.18	441.22	442.74	422.82	441.50	430.03	445.45	440.45
Paper and paper products.....	705.62	719.21	743.63	751.52	738.70	731.84	731.74	745.71	756.32	748.33	750.43	754.63	771.80	755.90	767.44
Printing and related support activities.....	573.05	587.42	603.72	602.17	593.25	597.89	600.99	593.63	594.03	593.63	600.12	610.61	612.10	613.69	616.92
Petroleum and coal products.....	990.88	1,052.97	1,099.20	1,061.05	1,068.96	1,074.94	1,079.67	1,062.43	1,091.13	1,095.65	1,120.10	1,097.59	1,120.73	1,098.19	1,132.45
Chemicals.....	759.53	784.56	808.99	806.09	804.04	816.21	811.41	814.06	815.34	819.84	816.99	823.68	832.22	827.48	829.42
Plastics and rubber products.....	549.85	572.23	586.50	596.16	585.86	588.12	589.56	594.86	595.10	599.65	583.19	589.33	590.00	583.46	582.54
PRIVATE SERVICE-PROVIDING	472.88	484.00	493.24	485.25	484.56	496.82	486.64	487.92	496.82	489.02	493.03	501.40	496.45	499.28	499.36
Trade, transportation, and utilities	471.27	481.10	486.63	480.82	477.05	488.43	482.40	486.05	493.37	489.44	494.46	498.44	496.61	495.13	491.84
Wholesale trade.....	644.38	657.12	676.06	659.99	656.74	670.56	658.62	665.28	674.99	661.01	665.78	672.22	666.27	668.15	669.66
Retail trade.....	360.81	367.28	365.94	367.97	361.80	368.42	365.71	367.23	372.06	372.37	376.58	378.42	377.91	373.93	370.27
Transportation and warehousing.....	579.75	597.79	615.00	602.58	597.50	613.46	604.27	610.65	627.00	621.60	627.19	641.84	630.74	635.05	637.50
Utilities.....	979.09	1,016.94	1,068.45	1,028.08	1,032.97	1,039.42	1,039.76	1,053.29	1,054.39	1,046.13	1,032.46	1,030.93	1,073.61	1,066.00	1,060.39
Information	738.17	761.13	783.10	761.71	763.56	776.72	760.00	764.64	777.18	775.19	773.19	788.99	788.80	789.52	792.42
Financial activities	575.51	608.87	628.86	607.55	612.10	630.67	611.42	615.99	637.84	613.51	617.38	634.64	619.52	627.29	625.51
Professional and business services	574.66	586.68	597.16	582.67	583.97	602.72	587.52	588.57	603.77	587.52	590.27	604.12	592.62	598.50	599.82
Education and health services	492.74	505.76	516.33	512.28	514.86	519.97	513.27	516.48	521.60	520.34	527.47	530.05	528.13	528.13	529.10
Leisure and hospitality	221.26	224.35	226.05	225.29	221.36	230.14	225.80	224.81	229.22	227.40	230.91	234.08	226.18	230.66	230.12
Other services	439.76	434.49	434.89	430.28	429.20	433.68	428.73	428.58	435.07	428.42	429.94	434.58	431.67	433.07	433.84

¹ Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

NOTE: Data reflect the conversion to the 2002 version of the North American

Industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system. NAICS-based data by industry are not comparable with SIC-based data. See "Notes on the data" for a description of the most recent benchmark revision.

Dash indicates data not available. p = preliminary.

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, 278 industries												
Over 1-month span:												
2000.....	61.9	62.9	63.3	59.5	46.9	61.7	63.1	52.5	51.5	53.4	56.8	53.8
2001.....	52.2	47.8	50.4	34.4	41.4	39.2	37.1	38.8	38.3	32.4	36.7	34.9
2002.....	40.1	35.1	41.0	41.5	41.7	47.8	44.1	44.1	42.8	39.0	38.7	34.5
2003.....	41.2	35.1	38.1	41.4	42.8	40.1	40.5	39.7	49.3	46.0	51.1	49.1
2004.....	52.3	56.1	68.7	67.6	63.8	60.6	55.2	56.3	56.8	58.8	51.8	
Over 3-month span:												
2000.....	69.2	66.2	67.8	68.3	60.1	58.1	56.3	61.5	56.5	53.2	52.9	56.8
2001.....	52.7	50.4	50.4	43.5	38.8	34.9	36.2	37.9	34.7	35.3	30.8	32.0
2002.....	34.0	37.4	35.1	36.2	36.7	39.4	39.9	40.8	38.7	37.1	34.4	34.7
2003.....	36.5	32.6	36.3	35.1	40.5	42.6	37.4	35.4	40.1	45.5	50.5	51.1
2004.....	54.0	55.2	62.8	70.0	74.5	68.7	64.6	57.2	60.6	59.7	58.5	
Over 6-month span:												
2000.....	67.3	69.1	75.2	72.5	67.4	67.8	66.7	60.8	59.0	55.0	59.7	54.0
2001.....	51.8	50.0	51.8	47.3	43.5	41.5	38.1	35.4	32.2	33.1	31.5	31.1
2002.....	29.5	30.0	31.1	31.1	31.7	37.1	37.2	39.0	34.7	36.5	35.3	33.3
2003.....	33.6	31.1	31.7	31.7	33.5	37.8	36.2	36.5	40.5	39.4	42.6	41.7
2004.....	48.9	54.1	59.6	64.7	67.8	71.2	68.3	71.6	67.1	63.5	60.6	
Over 12-month span:												
2000.....	70.9	69.2	73.2	71.0	69.8	71.0	70.0	70.3	70.3	65.6	63.8	62.1
2001.....	59.5	59.5	53.4	49.3	48.6	45.0	43.3	43.9	39.9	37.8	37.1	34.9
2002.....	33.6	31.7	30.2	30.4	30.2	29.1	32.0	31.3	30.0	29.5	32.9	34.7
2003.....	34.5	31.5	32.9	33.5	36.2	34.4	34.7	33.1	37.6	37.4	33.1	35.4
2004.....	37.8	43.2	47.3	50.7	54.9	60.3	64.0	63.8	65.3	66.4	68.5	
Manufacturing payrolls, 84 industries												
Over 1-month span:												
2000.....	48.2	58.3	50.0	50.0	41.1	57.1	60.7	28.6	25.0	35.1	39.9	41.1
2001.....	22.6	22.0	21.4	16.1	15.5	23.2	13.7	14.3	19.0	17.9	14.9	10.1
2002.....	21.4	18.5	23.8	35.1	29.8	32.7	40.5	28.0	31.0	11.9	15.5	17.9
2003.....	26.2	15.5	22.6	13.7	26.2	25.0	28.0	26.2	27.4	28.6	51.2	45.8
2004.....	42.9	55.4	60.1	66.1	64.9	54.2	57.1	48.2	44.0	44.6	47.6	
Over 3-month span:												
2000.....	53.6	53.6	56.0	54.8	44.0	44.0	51.2	47.6	32.7	25.0	23.2	38.7
2001.....	35.7	21.4	16.1	14.3	13.1	13.7	11.9	8.9	8.3	13.1	8.9	10.1
2002.....	9.5	10.1	11.3	17.9	17.3	19.0	28.0	22.0	23.8	15.5	6.5	4.8
2003.....	13.7	13.1	16.7	10.1	13.1	14.9	16.1	16.1	16.1	24.4	27.4	41.7
2004.....	48.8	51.8	59.5	66.1	71.4	65.5	65.5	51.8	53.0	45.2	47.6	
Over 6-month span:												
2000.....	44.0	52.4	55.4	57.7	47.6	51.8	56.0	45.2	39.3	34.5	32.1	27.4
2001.....	22.0	23.8	22.0	20.8	14.3	13.7	14.3	10.1	10.7	5.4	7.1	4.8
2002.....	6.5	8.9	7.7	8.3	7.7	14.3	14.9	10.7	12.5	10.1	8.9	8.9
2003.....	11.3	9.5	6.0	7.1	8.9	13.1	8.9	13.1	13.1	16.7	19.0	19.6
2004.....	28.6	36.9	46.4	56.5	61.3	64.9	66.7	66.1	58.3	54.8	48.8	
Over 12-month span:												
2000.....	41.7	39.3	47.0	50.0	46.4	52.4	51.8	49.4	46.4	40.5	35.1	33.3
2001.....	29.8	32.1	20.8	19.0	13.1	12.5	10.7	11.9	11.9	10.1	8.3	6.0
2002.....	7.1	6.0	6.0	6.5	7.1	3.6	4.8	6.0	4.8	7.1	4.8	8.3
2003.....	10.7	6.0	6.5	5.4	8.3	9.5	9.5	9.5	10.7	11.9	9.5	11.3
2004.....	9.5	19.0	16.7	26.2	29.8	40.5	50.0	50.6	52.4	55.4	57.1	

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.

See the "Definitions" in this section. See "Notes on the data" for a description of the most recent benchmark revision.

Data for the two most recent months are preliminary.

18. Job openings levels and rates by industry and region, seasonally adjusted

Industry and region	Levels ¹ (in thousands)							Rates							
	2004							2004							
	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	
Total ²	3,105	3,022	3,237	3,195	3,294	3,420	3,204	2.3	2.3	2.4	2.4	2.4	2.5	2.4	
Industry															
Total private ²	2,746	2,640	2,894	2,859	2,934	3,042	2,867	2.4	2.3	2.6	2.5	2.6	2.7	2.5	
Construction.....	108	94	88	121	113	114	108	1.5	1.3	1.3	1.7	1.6	1.6	1.5	
Manufacturing.....	244	247	240	234	251	263	236	1.7	1.7	1.6	1.6	1.7	1.8	1.6	
Trade, transportation, and utilities.....	521	503	567	551	591	630	551	2.0	1.9	2.2	2.1	2.3	2.4	2.1	
Professional and business services.....	530	494	583	594	564	614	595	3.1	2.9	3.4	3.5	3.3	3.6	3.4	
Education and health services.....	542	496	537	536	543	550	540	3.1	2.9	3.1	3.1	3.1	3.1	3.1	
Leisure and hospitality.....	391	421	435	410	425	405	385	3.1	3.3	3.4	3.2	3.3	3.2	3.0	
Government.....	360	380	343	337	350	403	335	1.6	1.7	1.6	1.5	1.6	1.8	1.5	
Region³															
Northeast.....	526	546	545	540	562	606	523	2.0	2.1	2.1	2.1	2.2	2.3	2.0	
South.....	1,164	1,164	1,280	1,259	1,245	1,385	1,214	2.5	2.4	2.7	2.6	2.6	2.9	2.5	
Midwest.....	688	631	635	613	699	711	713	2.2	2.0	2.0	1.9	2.2	2.2	2.2	
West.....	765	677	738	771	790	756	750	2.6	2.3	2.5	2.6	2.7	2.6	2.5	

¹ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

² Includes natural resources and mining, information, financial activities, and other services, not shown separately.

³ **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia,

West Virginia; **Midwest:** Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The job openings level is the number of job openings on the last business day of the month; the job openings rate is the number of job openings on the last business day of the month as a percent of total employment plus job openings.

^P = preliminary.

19. Hires levels and rates by industry and region, seasonally adjusted

Industry and region	Levels ¹ (in thousands)							Rates							
	2004							2004							
	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	
Total ²	4,206	4,433	4,229	4,375	4,253	4,469	4,821	3.2	3.4	3.2	3.3	3.3	3.4	3.6	
Industry															
Total private ²	3,938	4,110	3,930	4,058	3,906	4,149	4,521	3.6	3.7	3.6	3.7	3.6	3.8	4.1	
Construction.....	406	436	368	401	388	361	388	5.9	6.3	5.3	5.8	5.5	5.1	5.5	
Manufacturing.....	336	370	352	356	379	333	389	2.3	2.6	2.4	2.5	2.6	2.3	2.7	
Trade, transportation, and utilities.....	938	945	957	984	864	976	1,088	3.7	3.7	3.8	3.9	3.4	3.8	4.3	
Professional and business services.....	631	692	621	690	689	783	843	3.8	4.2	3.8	4.2	4.2	4.7	5.1	
Education and health services.....	451	428	418	470	401	411	453	2.7	2.5	2.5	2.8	2.4	2.4	2.7	
Leisure and hospitality.....	739	749	760	760	782	769	805	6.0	6.1	6.2	6.1	6.3	6.2	6.5	
Government.....	272	328	310	322	337	321	310	1.3	1.5	1.4	1.5	1.6	1.5	1.4	
Region³															
Northeast.....	708	703	720	763	745	755	812	2.8	2.8	2.9	3.0	2.9	3.0	3.2	
South.....	1,606	1,709	1,640	1,643	1,635	1,694	1,805	3.5	3.7	3.5	3.5	3.5	3.6	3.9	
Midwest.....	956	1,009	935	945	942	1,054	1,149	3.1	3.2	3.0	3.0	3.0	3.4	3.7	
West.....	951	1,023	685	1,018	942	928	994	3.3	3.6	3.0	3.5	3.3	3.2	3.5	

¹ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

² Includes natural resources and mining, information, financial activities, and other services, not shown separately.

³ **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia;

Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The hires level is the number of hires during the entire month; the hires rate is the number of hires during the entire month as a percent of total employment.

^P = preliminary.

20. Total separations levels and rates by industry and region, seasonally adjusted

Industry and region	Levels ¹ (in thousands)							Rates							
	2004							2004							
	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	
Total ²	4,040	4,069	4,074	4,134	4,158	4,129	4,098	3.1	3.1	3.1	3.1	3.2	3.1	3.1	
Industry															
Total private ²	3,761	3,789	3,793	3,894	3,856	3,877	3,843	3.4	3.5	3.5	3.5	3.5	3.5	3.5	
Construction.....	367	382	364	391	350	423	358	5.3	5.5	5.3	5.6	5.0	6.0	5.1	
Manufacturing.....	377	343	367	379	381	338	307	2.6	2.4	2.5	2.6	2.6	2.3	2.1	
Trade, transportation, and utilities.....	917	927	972	951	909	922	930	3.6	3.6	3.8	3.7	3.6	3.6	3.6	
Professional and business services.....	556	607	613	575	590	580	721	3.4	3.7	3.7	3.5	3.6	3.5	4.3	
Education and health services.....	379	362	363	380	384	373	403	2.2	2.1	2.1	2.2	2.3	2.2	2.4	
Leisure and hospitality.....	696	734	694	760	756	747	732	5.6	5.9	5.6	6.2	6.1	6.0	5.9	
Government.....	268	270	273	246	306	260	255	1.2	1.3	1.3	1.1	1.4	1.2	1.2	
Region³															
Northeast.....	648	704	674	717	730	670	716	2.6	2.8	2.7	2.8	2.9	2.6	2.8	
South.....	1,504	1,533	1,545	1,527	1,506	1,568	1,549	3.2	3.3	3.3	3.3	3.2	3.4	3.3	
Midwest.....	833	853	935	831	931	948	1,028	2.7	2.7	3.0	2.7	3.0	3.0	3.3	
West.....	1,008	979	945	1,087	978	914	800	3.5	3.4	3.3	3.8	3.5	3.2	2.8	

¹ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

² Includes natural resources and mining, information, financial activities, and other services, not shown separately.

³ **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia;

Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The total separations level is the number of total separations during the entire month; the total separations rate is the number of total separations during the entire month as a percent of total employment.

^P = preliminary.

21. Quits levels and rates by industry and region, seasonally adjusted

Industry and region	Levels ¹ (in thousands)							Rates							
	2004							2004							
	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	
Total ²	2,173	2,284	2,265	2,252	2,248	2,283	2,363	1.7	1.7	1.7	1.7	1.7	1.8	1.7	
Industry															
Total private ²	2,026	2,162	2,141	2,140	2,118	2,147	2,269	1.9	2.0	2.0	1.9	1.9	2.1	1.9	
Construction.....	144	156	101	147	138	161	152	2.1	2.3	1.5	2.1	2.3	2.2	2.8	
Manufacturing.....	171	171	174	165	183	172	176	1.2	1.2	1.2	1.1	1.2	1.2	1.2	
Trade, transportation, and utilities.....	525	536	559	552	536	515	559	2.1	2.1	2.2	2.2	2.0	2.2	2.0	
Professional and business services.....	259	322	322	308	325	296	374	1.6	2.0	2.0	1.9	1.8	2.2	1.7	
Education and health services.....	223	225	271	239	240	242	250	1.3	1.3	1.6	1.4	1.4	1.5	1.4	
Leisure and hospitality.....	455	480	442	476	439	476	488	3.7	3.9	3.6	3.9	3.9	3.9	3.7	
Government.....	129	123	126	116	130	122	106	.6	.6	.6	.5	.6	.5	.6	
Region³															
Northeast.....	318	334	338	339	325	316	353	1.3	1.3	1.3	1.3	1.2	1.4	1.3	
South.....	857	910	901	897	903	910	955	1.8	2.0	1.9	1.9	2.0	2.0	1.9	
Midwest.....	479	485	505	447	472	510	558	1.5	1.6	1.6	1.4	1.6	1.8	1.5	
West.....	521	573	519	566	546	539	483	1.8	2.0	1.8	2.0	1.9	1.7	1.9	

¹ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

² Includes natural resources and mining, information, financial activities, and other services, not shown separately.

³ **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia;

Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The quits level is the number of quits during the entire month; the quits rate is the number of quits during the entire month as a percent of total employment.

^P = preliminary.

22. Quarterly Census of Employment and Wages: 10 largest counties, fourth quarter 2003.

County by NAICS supersector	Establishments, fourth quarter 2003 (thousands)	Employment		Average weekly wage ¹	
		December 2003 (thousands)	Percent change, December 2002-03 ²	Fourth quarter 2003	Percent change, fourth quarter 2002-03 ²
United States ³	8,314.1	129,341.5	0.0	\$767	3.6
Private industry	8,048.7	108,215.1	.0	769	3.9
Natural resources and mining	123.7	1,557.8	-.1	703	4.9
Construction	804.9	6,689.5	1.2	837	2.3
Manufacturing	376.8	14,307.8	-4.2	943	6.7
Trade, transportation, and utilities	1,853.6	25,957.3	-.3	665	3.4
Information	145.2	3,165.9	-4.0	1,139	3.9
Financial activities	767.0	7,874.7	1.2	1,138	5.9
Professional and business services	1,329.4	16,113.2	.6	945	3.8
Education and health services	732.2	15,974.0	2.1	731	3.8
Leisure and hospitality	669.9	12,042.8	1.7	335	3.4
Other services	1,080.6	4,274.1	-.1	494	3.1
Government	265.3	21,126.3	-2	757	2.4
Los Angeles, CA	356.0	4,075.3	-.5	903	4.2
Private industry	352.2	3,486.3	-.2	898	4.2
Natural resources and mining .....	.6	11.0	.7	955	16.9
Construction	12.9	133.9	-1.1	883	1.7
Manufacturing	17.8	485.2	-7.1	900	6.5
Trade, transportation, and utilities	53.9	794.6	-1.2	735	2.7
Information	9.2	194.9	-2.0	1,627	5.2
Financial activities	23.0	237.9	.9	1,258	7.0
Professional and business services	40.1	575.0	1.6	1,043	3.7
Education and health services	26.6	456.5	1.9	820	3.9
Leisure and hospitality	25.6	375.9	5.6	766	6.5
Other services	142.1	220.7	3.5	422	5.0
Government	3.8	589.0	-2.3	930	3.3
Cook, IL	126.7	2,539.8	-1.2	922	3.0
Private industry	125.5	2,221.9	-.9	929	3.2
Natural resources and mining .....	.1	1.3	-3.6	1,037	3.2
Construction	10.5	96.7	.0	1,169	-.8
Manufacturing	7.9	265.7	-5.1	975	6.3
Trade, transportation, and utilities	26.7	499.4	-.8	753	.4
Information	2.5	66.1	-4.1	1,164	.1
Financial activities	13.8	219.4	-.8	1,471	8.1
Professional and business services	26.1	405.5	-1.3	1,206	4.1
Education and health services	12.3	350.8	1.0	791	3.7
Leisure and hospitality	10.5	217.7	2.8	375	-.3
Other services	12.6	95.1	-2.0	655	3.0
Government	1.2	317.9	-3.1	871	.9
New York, NY	111.9	2,253.6	-1.0	1,480	7.2
Private industry	111.7	1,800.4	-.6	1,623	8.1
Natural resources and mining .....	.0	.1	.0	1,197	-6.5
Construction	2.2	30.0	-4.5	1,567	3.4
Manufacturing	3.5	46.6	-4.9	1,290	6.4
Trade, transportation, and utilities	22.1	247.6	-1.2	1,164	5.5
Information	4.3	130.6	-5.1	1,751	7.9
Financial activities	16.7	352.0	-2.0	3,034	16.1
Professional and business services	22.6	439.7	.5	1,702	2.6
Education and health services	7.8	273.8	2.4	918	7.6
Leisure and hospitality	10.1	188.2	.4	787	6.1
Other services	16.0	82.9	-1.1	871	6.1
Government .....	.2	453.2	-2.2	912	.1
Harris, TX	89.4	1,841.5	-.9	906	2.1
Private industry	89.0	1,595.2	-1.2	929	2.1
Natural resources and mining	1.2	62.5	8.7	2,185	-.9
Construction	6.3	135.5	-5.0	919	2.6
Manufacturing	4.7	164.0	-4.9	1,106	2.3
Trade, transportation, and utilities	21.1	403.2	-2.1	821	1.0
Information	1.4	33.8	-3.9	1,098	.4
Financial activities	9.7	113.1	1.7	1,181	4.9
Professional and business services	17.0	279.0	-1.7	1,073	3.2
Education and health services	8.8	188.3	1.5	812	1.8
Leisure and hospitality	6.5	155.2	.7	335	-.9
Other services	10.3	56.3	-3.1	539	.4
Government .....	.4	246.3	1.1	759	3.1
Maricopa, AZ	80.9	1,621.2	(⁴)	757	4.0
Private industry	80.5	1,401.8	2.2	755	3.9
Natural resources and mining .....	.5	9.8	-2.6	545	4.4
Construction	8.4	131.7	5.9	779	2.1
Manufacturing	3.3	128.0	-2.5	1,050	8.2
Trade, transportation, and utilities	18.6	336.4	1.5	712	3.2
Information	1.6	36.6	-4.1	872	.5
Financial activities	9.5	133.3	1.5	933	3.7
Professional and business services	18.1	261.5	4.2	776	3.5
Education and health services	7.6	160.5	5.6	842	5.0
Leisure and hospitality	5.6	155.8	.8	364	2.8
Other services	5.7	44.7	-2.6	500	2.2
Government .....	.5	219.4	1.6	766	3.7

See footnotes at end of table.

22. Continued—Quarterly Census of Employment and Wages: 10 largest counties, fourth quarter 2003.

County by NAICS supersector	Establishments, fourth quarter 2003 (thousands)	Employment		Average weekly wage ¹	
		December 2003 (thousands)	Percent change, December 2002-03 ²	Fourth quarter 2003	Percent change, fourth quarter 2002-03 ²
Dallas, TX	68.6	1,450.8	-1.4	\$952	4.3
Private industry	68.2	1,294.6	-1.4	970	4.8
Natural resources and mining .....	.5	6.8	-20.5	2,680	22.7
Construction	4.5	73.0	-2.2	909	5.5
Manufacturing	3.5	144.9	-3.1	1,075	6.8
Trade, transportation, and utilities	15.8	326.1	-3.3	898	5.2
Information	1.9	64.0	-5.1	1,272	8.7
Financial activities	8.6	140.0	1.2	1,215	2.9
Professional and business services	14.0	237.7	.0	1,152	4.2
Education and health services	6.3	131.4	2.4	887	2.7
Leisure and hospitality	5.2	127.5	.0	432	4.3
Other services	6.7	40.5	-3.4	587	2.8
Government .....	.4	156.2	-1.8	800	-1.1
Orange, CA	88.8	1,436.6	1.3	874	5.3
Private industry	87.4	1,305.5	2.1	875	5.2
Natural resources and mining .....	.3	6.1	8.3	579	.2
Construction	6.4	85.5	4.4	969	5.9
Manufacturing	6.1	179.9	-3.0	1,036	11.4
Trade, transportation, and utilities	17.3	278.8	.6	802	2.7
Information	1.5	33.8	-4.4	1,152	5.3
Financial activities	9.7	127.8	9.9	1,354	6.2
Professional and business services	17.4	261.0	1.0	942	2.8
Education and health services	9.1	126.6	6.1	849	3.7
Leisure and hospitality	6.6	159.9	2.5	358	3.8
Other services	12.9	46.0	6.3	518	3.0
Government	1.4	131.1	-5.7	859	6.0
San Diego, CA	85.3	1,278.2	1.3	815	2.6
Private industry	83.9	1,060.2	1.5	809	2.5
Natural resources and mining .....	.9	11.0	-5.4	491	1.0
Construction	6.4	81.1	4.7	869	.7
Manufacturing	3.6	105.4	-4.2	1,129	11.5
Trade, transportation, and utilities	14.2	220.4	2.2	655	.9
Information	1.4	36.7	-4.5	1,582	-2.0
Financial activities	8.8	81.6	4.8	1,058	.4
Professional and business services	14.9	208.1	1.5	989	2.8
Education and health services	7.6	122.6	1.6	778	5.7
Leisure and hospitality	6.5	141.5	3.5	346	2.4
Other services	19.5	51.6	1.8	449	2.7
Government	1.3	218.0	.1	843	2.9
King, WA	81.6	1,100.6	.2	935	.2
Private industry	81.0	945.5	.1	944	-3.3
Natural resources and mining .....	.4	2.8	-11.3	1,109	.8
Construction	6.2	53.4	-4.4	921	1.4
Manufacturing	2.7	101.9	-8.2	1,176	-2.1
Trade, transportation, and utilities	14.8	225.5	1.1	804	2.6
Information	1.5	69.2	.8	1,829	-15.7
Financial activities	6.1	77.5	2.4	1,114	3.5
Professional and business services	11.7	158.3	.7	1,160	8.4
Education and health services	5.9	108.3	1.5	746	4.8
Leisure and hospitality	5.4	100.5	2.9	390	3.7
Other services	26.4	48.1	1.2	463	.4
Government .....	.6	155.1	1.0	882	3.6
Miami-Dade, FL	80.2	980.8	-.5	765	3.5
Private industry	79.9	827.5	-.7	742	3.6
Natural resources and mining .....	.5	9.9	-1.8	421	4.0
Construction	4.9	40.7	.3	788	2.7
Manufacturing	2.8	49.4	-9.8	695	5.8
Trade, transportation, and utilities	23.2	247.2	-1.7	689	4.2
Information	1.7	28.5	-3.2	990	1.7
Financial activities	8.2	65.5	.7	1,062	-1.1
Professional and business services	15.9	132.0	-.2	948	5.2
Education and health services	7.8	123.4	1.4	748	2.3
Leisure and hospitality	5.3	92.8	2.1	432	9.9
Other services	7.5	34.5	-1.8	450	3.0
Government .....	.3	153.3	.5	886	2.8

¹ Average weekly wages were calculated using unrounded data.

² Percent changes were computed from quarterly employment and pay data adjusted for noneconomic county reclassifications. See Notes on Current Labor Statistics.

³ Totals for the United States do not include data for Puerto Rico or the

Virgin Islands.

⁴ Data do not meet BLS or State agency disclosure standards.

NOTE: Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs. Data are preliminary.

23. Quarterly Census of Employment and Wages: by State, fourth quarter 2003.

State	Establishments, fourth quarter 2003 (thousands)	Employment		Average weekly wage ¹	
		December 2003 (thousands)	Percent change, December 2002-03	Fourth quarter 2003	Percent change, fourth quarter 2002-03
United States ²	8,314.1	129,341.5	0.0	\$767	3.6
Alabama	111.8	1,838.1	-.1	657	4.0
Alaska	20.0	282.7	1.1	746	1.1
Arizona	126.9	2,352.1	2.2	710	3.8
Arkansas	75.2	1,133.6	.5	587	4.1
California	1,190.8	14,922.3	.0	869	3.8
Colorado	160.0	2,134.6	-1.1	784	2.0
Connecticut	109.1	1,648.9	-.7	992	3.8
Delaware	27.1	408.4	.5	825	5.0
District of Columbia	30.0	654.8	-.4	1,238	3.9
Florida	504.1	7,424.5	.8	685	3.8
Georgia	245.6	3,845.6	.2	734	2.8
Hawaii	37.4	583.0	1.3	678	3.7
Idaho	48.5	577.5	.6	579	1.8
Illinois	325.7	5,738.7	-1.2	827	3.2
Indiana	152.1	2,852.2	-.3	675	3.5
Iowa	90.6	1,418.5	.0	626	4.7
Kansas	82.2	1,298.3	-.9	631	2.8
Kentucky	105.7	1,740.6	.3	645	3.5
Louisiana	114.0	1,870.9	.5	628	2.4
Maine	47.4	595.8	.7	631	4.6
Maryland	150.4	2,466.4	-.7	831	3.6
Massachusetts	206.6	3,154.6	-1.9	954	5.2
Michigan	251.3	4,365.8	-1.1	806	3.9
Minnesota	159.0	2,591.9	-.5	777	3.2
Mississippi	65.6	1,108.1	.4	559	3.7
Missouri	165.4	2,633.6	-.7	676	2.4
Montana	42.0	396.6	1.1	549	4.0
Nebraska	55.3	884.4	.6	613	3.2
Nevada	60.3	1,111.2	4.4	721	5.1
New Hampshire	47.0	614.9	.6	788	4.0
New Jersey	268.1	3,912.8	.1	945	3.4
New Mexico	50.4	757.1	1.4	612	4.1
New York	550.3	8,379.2	-.4	959	5.2
North Carolina	227.8	3,759.6	-.1	679	4.5
North Dakota	24.0	317.6	-.9	563	4.3
Ohio	294.2	5,322.4	-.7	713	3.8
Oklahoma	91.6	1,423.4	-1.3	597	4.2
Oregon	118.8	1,579.8	.2	694	3.3
Pennsylvania	326.9	5,524.5	-.2	750	4.7
Rhode Island	34.7	480.5	1.2	738	5.1
South Carolina	108.4	1,781.0	.3	623	3.1
South Dakota	28.1	365.4	.3	559	4.1
Tennessee	128.4	2,648.0	.4	689	4.2
Texas	505.3	9,300.1	-.3	754	3.1
Utah	73.9	1,066.2	1.2	630	2.3
Vermont	24.1	300.7	.3	661	5.1
Virginia	202.6	3,477.5	1.2	786	5.2
Washington	222.7	2,654.7	1.0	759	1.3
West Virginia	47.2	685.2	.1	587	2.1
Wisconsin	157.6	2,715.4	.0	683	4.1
Wyoming	22.0	241.6	1.7	616	4.1
Puerto Rico	50.2	1,074.1	3.5	450	4.7
Virgin Islands	3.2	42.5	-.2	629	2.4

¹ Average weekly wages were calculated using unrounded data.

NOTE: Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs. Data are preliminary.

² Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

24. Annual data: Quarterly Census of Employment and Wages, by ownership

Year	Average establishments	Average annual employment	Total annual wages (in thousands)	Average annual wage per employee	Average weekly wage
Total covered (UI and UCFE)					
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	7,879,116	129,877,063	4,587,708,584	35,323	679
2001	7,984,529	129,635,800	4,695,225,123	36,219	697
2002	8,101,872	128,233,919	4,714,374,741	36,764	707
UI covered					
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	7,828,861	127,005,574	4,454,966,824	35,077	675
2001	7,933,536	126,883,182	4,560,511,280	35,943	691
2002	8,051,117	125,475,293	4,570,787,218	36,428	701
Private industry covered					
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	7,622,274	110,015,333	3,887,626,769	35,337	680
2001	7,724,965	109,304,802	3,952,152,155	36,157	695
2002	7,839,903	107,577,281	3,930,767,025	36,539	703
State government covered					
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	65,096	4,370,160	158,618,365	36,296	698
2001	64,583	4,452,237	168,358,331	37,814	727
2002	64,447	4,485,071	175,866,492	39,212	754
Local government covered					
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	141,491	12,620,081	408,721,690	32,387	623
2001	143,989	13,126,143	440,000,795	33,521	645
2002	146,767	13,412,941	464,153,701	34,605	665
Federal Government covered (UCFE)					
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	50,256	2,871,489	132,741,760	46,228	889
2001	50,993	2,752,619	134,713,843	48,940	941
2002	50,755	2,758,627	143,587,523	52,050	1,001

NOTE: Detail may not add to totals due to rounding. Data reflect the movement of Indian Tribal Council establishments from private industry to the public sector. See Notes on Current Labor Statistics.

25. Annual data: Quarterly Census of Employment and Wages, establishment size and employment, private ownership, by supersector, first quarter 2003

Industry, establishments, and employment	Total	Size of establishments								
		Fewer than 5 workers ¹	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
Total all industries²										
Establishments, first quarter	7,933,974	4,768,812	1,331,834	872,241	597,662	203,030	115,598	28,856	10,454	5,487
Employment, March	105,583,548	7,095,128	8,810,097	11,763,253	18,025,655	13,970,194	17,299,058	9,864,934	7,090,739	11,664,490
Natural resources and mining										
Establishments, first quarter	124,527	72,088	23,248	14,773	9,226	2,893	1,593	501	161	44
Employment, March	1,526,176	110,155	153,629	198,895	275,811	198,122	241,559	171,063	108,563	68,379
Construction										
Establishments, first quarter	795,029	523,747	129,201	76,215	46,096	12,837	5,604	1,006	262	61
Employment, March	6,285,841	746,296	846,521	1,021,722	1,371,071	872,274	823,846	338,107	172,944	93,060
Manufacturing										
Establishments, first quarter	381,159	148,469	65,027	57,354	54,261	25,927	19,813	6,506	2,565	1,237
Employment, March	14,606,928	252,443	436,028	788,581	1,685,563	1,815,385	3,043,444	2,245,183	1,732,368	2,607,933
Trade, transportation, and utilities										
Establishments, first quarter	1,851,662	992,180	378,157	239,637	149,960	51,507	31,351	6,681	1,619	570
Employment, March	24,683,356	1,646,304	2,514,548	3,204,840	4,527,709	3,564,316	4,661,898	2,277,121	1,070,141	1,216,479
Information										
Establishments, first quarter	147,062	84,906	20,744	16,130	13,539	5,920	3,773	1,223	575	252
Employment, March	3,208,667	112,409	138,076	220,618	416,670	410,513	576,674	418,113	399,366	516,228
Financial activities										
Establishments, first quarter	753,064	480,485	135,759	76,733	39,003	11,743	6,195	1,794	883	469
Employment, March	7,753,717	788,607	892,451	1,017,662	1,162,498	801,140	934,618	620,183	601,549	935,009
Professional and business services										
Establishments, first quarter	1,307,697	887,875	180,458	111,532	73,599	28,471	17,856	5,153	1,919	834
Employment, March	15,648,435	1,230,208	1,184,745	1,501,470	2,232,506	1,969,466	2,707,203	1,762,251	1,307,870	1,752,716
Education and health services										
Establishments, first quarter	720,207	338,139	164,622	103,683	65,173	24,086	17,122	3,929	1,761	1,692
Employment, March	15,680,834	629,968	1,092,329	1,392,099	1,955,861	1,679,708	2,558,300	1,337,188	1,220,921	3,814,460
Leisure and hospitality										
Establishments, first quarter	657,359	260,149	110,499	118,140	122,168	34,166	9,718	1,609	599	311
Employment, March	11,731,379	411,192	744,144	1,653,470	3,683,448	2,285,550	1,372,780	545,304	404,831	630,660
Other services										
Establishments, first quarter	1,057,236	851,231	116,940	56,238	24,235	5,451	2,561	454	109	17
Employment, March	4,243,633	1,037,360	761,518	740,752	703,957	371,774	376,832	150,421	71,453	29,566

¹ Includes establishments that reported no workers in March 2003.

² Includes data for unclassified establishments, not shown separately.

NOTE: Details may not add to totals due to rounding. Data are only produced for first quarter. Data are preliminary.

26. Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area ¹	Average annual wage ²		
	2001	2002	Percent change, 2001-02
Metropolitan areas ³	\$37,908	\$38,423	1.4
Abilene, TX	25,141	25,517	1.5
Akron, OH	32,930	34,037	3.4
Albany, GA	28,877	29,913	3.6
Albany-Schenectady-Troy, NY	35,355	35,994	1.8
Albuquerque, NM	31,667	32,475	2.6
Alexandria, LA	26,296	27,300	3.8
Allentown-Bethlehem-Easton, PA	33,569	34,789	3.6
Altoona, PA	26,869	27,360	1.8
Amarillo, TX	27,422	28,274	3.1
Anchorage, AK	37,998	39,112	2.9
Ann Arbor, MI	37,582	39,220	4.4
Anniston, AL	26,486	27,547	4.0
Appleton-Oshkosh-Neenah, WI	32,652	33,020	1.1
Asheville, NC	28,511	28,771	.9
Athens, GA	28,966	29,942	3.4
Atlanta, GA	40,559	41,123	1.4
Atlantic-Cape May, NJ	31,268	32,201	3.0
Auburn-Opelika, AL	25,753	26,405	2.5
Augusta-Aiken, GA-SC	30,626	31,743	3.6
Austin-San Marcos, TX	40,831	39,540	-3.2
Bakersfield, CA	30,106	31,192	3.6
Baltimore, MD	37,495	38,718	3.3
Bangor, ME	27,850	28,446	2.1
Barnstable-Yarmouth, MA	31,025	32,028	3.2
Baton Rouge, LA	30,321	31,366	3.4
Beaumont-Port Arthur, TX	31,798	32,577	2.4
Bellingham, WA	27,724	28,284	2.0
Benton Harbor, MI	31,140	32,627	4.8
Bergen-Passaic, NJ	44,701	45,185	1.1
Billings, MT	27,889	28,553	2.4
Biloxi-Gulfport-Pascagoula, MS	28,351	28,515	.6
Binghamton, NY	31,187	31,832	2.1
Birmingham, AL	34,519	35,940	4.1
Bismarck, ND	27,116	27,993	3.2
Bloomington, IN	28,013	28,855	3.0
Bloomington-Normal, IL	35,111	36,133	2.9
Boise City, ID	31,624	31,955	1.0
Boston-Worcester-Lawrence-Lowell-Brockton, MA-NH	45,766	45,685	-.2
Boulder-Longmont, CO	44,310	44,037	-.6
Brazoria, TX	35,655	36,253	1.7
Bremerton, WA	31,525	33,775	7.1
Brownsville-Harlingen-San Benito, TX	22,142	22,892	3.4
Bryan-College Station, TX	25,755	26,051	1.1
Buffalo-Niagara Falls, NY	32,054	32,777	2.3
Burlington, VT	34,363	35,169	2.3
Canton-Massillon, OH	29,020	29,689	2.3
Casper, WY	28,264	28,886	2.2
Cedar Rapids, IA	34,649	34,730	.2
Champaign-Urbana, IL	30,488	31,995	4.9
Charleston-North Charleston, SC	28,887	29,993	3.8
Charleston, WV	31,530	32,136	1.9
Charlotte-Gastonia-Rock Hill, NC-SC	37,267	38,413	3.1
Charlottesville, VA	32,427	33,328	2.8
Chattanooga, TN-GA	29,981	30,631	2.2
Cheyenne, WY	27,579	28,827	4.5
Chicago, IL	42,685	43,239	1.3
Chico-Paradise, CA	26,499	27,190	2.6
Cincinnati, OH-KY-IN	36,050	37,168	3.1
Clarksville-Hopkinsville, TN-KY	25,567	26,940	5.4
Cleveland-Lorain-Elyria, OH	35,514	36,102	1.7
Colorado Springs, CO	34,391	34,681	.8
Columbia, MO	28,490	29,135	2.3
Columbia, SC	29,904	30,721	2.7
Columbus, GA-AL	28,412	29,207	2.8
Columbus, OH	35,028	36,144	3.2
Corpus Christi, TX	29,361	30,168	2.7
Corvallis, OR	35,525	36,766	3.5
Cumberland, MD-WV	25,504	26,704	4.7
Dallas, TX	42,706	43,000	.7
Danville, VA	25,465	26,116	2.6

See footnotes at end of table.

26. Continued—Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area ¹	Average annual wage ²		
	2001	2002	Percent change, 2001-02
Davenport-Moline-Rock Island, IA-IL	\$31,275	\$32,118	2.7
Dayton-Springfield, OH	33,619	34,327	2.1
Daytona Beach, FL	25,953	26,898	3.6
Decatur, AL	30,891	30,370	-1.7
Decatur, IL	33,354	33,215	-.4
Denver, CO	42,351	42,133	-.5
Des Moines, IA	34,303	35,641	3.9
Detroit, MI	42,704	43,224	1.2
Dothan, AL	28,026	29,270	4.4
Dover, DE	27,754	29,818	7.4
Dubuque, IA	28,402	29,208	2.8
Duluth-Superior, MN-WI	29,415	30,581	4.0
Dutchess County, NY	38,748	38,221	-1.4
Eau Claire, WI	27,680	28,760	3.9
El Paso, TX	25,847	26,604	2.9
Elkhart-Goshen, IN	30,797	32,427	5.3
Elmira, NY	28,669	29,151	1.7
Enid, OK	24,836	25,507	2.7
Erie, PA	29,293	29,780	1.7
Eugene-Springfield, OR	28,983	29,427	1.5
Evansville-Henderson, IN-KY	31,042	31,977	3.0
Fargo-Moorhead, ND-MN	27,899	29,053	4.1
Fayetteville, NC	26,981	28,298	4.9
Fayetteville-Springdale-Rogers, AR	29,940	31,090	3.8
Flagstaff, AZ-UT	25,890	26,846	3.7
Flint, MI	35,995	36,507	1.4
Florence, AL	25,639	26,591	3.7
Florence, SC	28,800	29,563	2.6
Fort Collins-Loveland, CO	33,248	34,215	2.9
Fort Lauderdale, FL	33,966	34,475	1.5
Fort Myers-Cape Coral, FL	29,432	30,324	3.0
Fort Pierce-Port St. Lucie, FL	27,742	29,152	5.1
Fort Smith, AR-OK	26,755	27,075	1.2
Fort Walton Beach, FL	26,151	27,242	4.2
Fort Wayne, IN	31,400	32,053	2.1
Fort Worth-Arlington, TX	36,379	37,195	2.2
Fresno, CA	27,647	28,814	4.2
Gadsden, AL	25,760	26,214	1.8
Gainesville, FL	26,917	27,648	2.7
Galveston-Texas City, TX	31,067	31,920	2.7
Gary, IN	31,948	32,432	1.5
Glens Falls, NY	27,885	28,931	3.8
Goldensboro, NC	25,398	25,821	1.7
Grand Forks, ND-MN	24,959	25,710	3.0
Grand Junction, CO	27,426	28,331	3.3
Grand Rapids-Muskegon-Holland, MI	33,431	34,214	2.3
Great Falls, MT	24,211	25,035	3.4
Greeley, CO	30,066	31,104	3.5
Green Bay, WI	32,631	33,698	3.3
Greensboro--Winston-Salem--High Point, NC	31,730	32,369	2.0
Greenville, NC	28,289	29,055	2.7
Greenville-Spartanburg-Anderson, SC	30,940	31,726	2.5
Hagerstown, MD	29,020	30,034	3.5
Hamilton-Middletown, OH	32,325	32,985	2.0
Harrisburg-Lebanon-Carlisle, PA	33,408	34,497	3.3
Hartford, CT	43,880	44,387	1.2
Hattiesburg, MS	25,145	26,051	3.6
Hickory-Morganton-Lenoir, NC	27,305	27,996	2.5
Honolulu, HI	32,531	33,978	4.4
Houma, LA	30,343	30,758	1.4
Houston, TX	42,784	42,712	-.2
Huntington-Ashland, WV-KY-OH	27,478	28,321	3.1
Huntsville, AL	36,727	38,571	5.0
Indianapolis, IN	35,989	36,608	1.7
Iowa City, IA	31,663	32,567	2.9
Jackson, MI	32,454	33,251	2.5
Jackson, MS	29,813	30,537	2.4
Jackson, TN	29,414	30,443	3.5
Jacksonville, FL	32,367	33,722	4.2
Jacksonville, NC	21,395	22,269	4.1

See footnotes at end of table.

26. Continued—Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area ¹	Average annual wage ²		
	2001	2002	Percent change, 2001-02
Jamestown, NY	\$25,913	\$26,430	2.0
Janesville-Beloit, WI	31,482	32,837	4.3
Jersey City, NJ	47,638	49,562	4.0
Johnson City-Kingsport-Bristol, TN-VA	28,543	29,076	1.9
Johnstown, PA	25,569	26,161	2.3
Jonesboro, AR	25,337	26,165	3.3
Joplin, MO	26,011	26,594	2.2
Kalamazoo-Battle Creek, MI	32,905	34,237	4.0
Kankakee, IL	29,104	30,015	3.1
Kansas City, MO-KS	35,794	36,731	2.6
Kenosha, WI	31,562	32,473	2.9
Killeen-Temple, TX	26,193	27,299	4.2
Knoxville, TN	30,422	31,338	3.0
Kokomo, IN	39,599	40,778	3.0
La Crosse, WI-MN	27,774	28,719	3.4
Lafayette, LA	29,693	30,104	1.4
Lafayette, IN	31,484	31,700	.7
Lake Charles, LA	29,782	30,346	1.9
Lakeland-Winter Haven, FL	28,890	29,505	2.1
Lancaster, PA	31,493	32,197	2.2
Lansing-East Lansing, MI	34,724	35,785	3.1
Laredo, TX	24,128	24,739	2.5
Las Cruces, NM	24,310	25,256	3.9
Las Vegas, NV-AZ	32,239	33,280	3.2
Lawrence, KS	25,923	26,621	2.7
Lawton, OK	24,812	25,392	2.3
Lewiston-Auburn, ME	27,092	28,435	5.0
Lexington, KY	31,593	32,776	3.7
Lima, OH	29,644	30,379	2.5
Lincoln, NE	29,352	30,614	4.3
Little Rock-North Little Rock, AR	30,858	31,634	2.5
Longview-Marshall, TX	28,029	28,172	.5
Los Angeles-Long Beach, CA	40,891	41,709	2.0
Louisville, KY-IN	33,058	33,901	2.6
Lubbock, TX	26,577	27,625	3.9
Lynchburg, VA	28,859	29,444	2.0
Macon, GA	30,595	31,884	4.2
Madison, WI	34,097	35,410	3.9
Mansfield, OH	28,808	30,104	4.5
McAllen-Edinburg-Mission, TX	22,313	23,179	3.9
Medford-Ashland, OR	27,224	28,098	3.2
Melbourne-Titusville-Palm Bay, FL	32,798	33,913	3.4
Memphis, TN-AR-MS	34,603	35,922	3.8
Merced, CA	25,479	26,771	5.1
Miami, FL	34,524	35,694	3.4
Middlesex-Somerset-Hunterdon, NJ	49,950	50,457	1.0
Milwaukee-Waukesha, WI	35,617	36,523	2.5
Minneapolis-St. Paul, MN-WI	40,868	41,722	2.1
Missoula, MT	26,181	27,249	4.1
Mobile, AL	28,129	28,742	2.2
Modesto, CA	29,591	30,769	4.0
Monmouth-Ocean, NJ	37,056	37,710	1.8
Monroe, LA	26,578	27,614	3.9
Montgomery, AL	29,150	30,525	4.7
Muncie, IN	28,374	29,017	2.3
Myrtle Beach, SC	24,029	24,672	2.7
Naples, FL	30,839	31,507	2.2
Nashville, TN	33,989	35,036	3.1
Nassau-Suffolk, NY	39,662	40,396	1.9
New Haven-Bridgeport-Stamford-Waterbury-Danbury, CT	52,198	51,170	-2.0
New London-Norwich, CT	38,505	38,650	.4
New Orleans, LA	31,089	32,407	4.2
New York, NY	59,097	57,708	-2.4
Newark, NJ	47,715	48,781	2.2
Newburgh, NY-PA	29,827	30,920	3.7
Norfolk-Virginia Beach-Newport News, VA-NC	29,875	30,823	3.2
Oakland, CA	45,920	46,877	2.1
Ocala, FL	26,012	26,628	2.4
Odessa-Midland, TX	31,278	31,295	.1
Oklahoma City, OK	28,915	29,850	3.2

See footnotes at end of table.

26. Continued—Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area ¹	Average annual wage ²		
	2001	2002	Percent change, 2001-02
Olympia, WA	\$32,772	\$33,765	3.0
Omaha, NE-IA	31,856	33,107	3.9
Orange County, CA	40,252	41,219	2.4
Orlando, FL	31,276	32,461	3.8
Owensboro, KY	27,306	28,196	3.3
Panama City, FL	26,433	27,448	3.8
Parkersburg-Marietta, WV-OH	27,920	29,529	5.8
Pensacola, FL	28,059	28,189	.5
Peoria-Pekin, IL	33,293	34,261	2.9
Philadelphia, PA-NJ	40,231	41,121	2.2
Phoenix-Mesa, AZ	35,514	36,045	1.5
Pine Bluff, AR	27,561	28,698	4.1
Pittsburgh, PA	35,024	35,625	1.7
Pittsfield, MA	31,561	32,707	3.6
Pocatello, ID	24,621	25,219	2.4
Portland, ME	32,327	33,309	3.0
Portland-Vancouver, OR-WA	37,285	37,650	1.0
Providence-Warwick-Pawtucket, RI	33,403	34,610	3.6
Provo-Orem, UT	28,266	28,416	.5
Pueblo, CO	27,097	27,763	2.5
Punta Gorda, FL	25,404	26,119	2.8
Racine, WI	33,319	34,368	3.1
Raleigh-Durham-Chapel Hill, NC	38,691	39,056	.9
Rapid City, SD	25,508	26,434	3.6
Reading, PA	32,807	33,912	3.4
Redding, CA	28,129	28,961	3.0
Reno, NV	34,231	34,744	1.5
Richland-Kennewick-Pasco, WA	33,370	35,174	5.4
Richmond-Petersburg, VA	35,879	36,751	2.4
Riverside-San Bernardino, CA	30,510	31,591	3.5
Roanoke, VA	30,330	31,775	4.8
Rochester, MN	37,753	39,036	3.4
Rochester, NY	34,327	34,827	1.5
Rockford, IL	32,104	32,827	2.3
Rocky Mount, NC	28,770	28,893	.4
Sacramento, CA	38,016	39,354	3.5
Saginaw-Bay City-Midland, MI	35,429	35,444	.0
St. Cloud, MN	28,263	29,535	4.5
St. Joseph, MO	27,734	28,507	2.8
St. Louis, MO-IL	35,928	36,712	2.2
Salem, OR	28,336	29,210	3.1
Salinas, CA	31,735	32,463	2.3
Salt Lake City-Ogden, UT	31,965	32,600	2.0
San Angelo, TX	26,147	26,321	.7
San Antonio, TX	30,650	31,336	2.2
San Diego, CA	38,418	39,305	2.3
San Francisco, CA	59,654	56,602	-5.1
San Jose, CA	65,931	63,056	-4.4
San Luis Obispo-Atascadero-Paso Robles, CA	29,092	29,981	3.1
Santa Barbara-Santa Maria-Lompoc, CA	33,626	34,382	2.2
Santa Cruz-Watsonville, CA	35,022	35,721	2.0
Santa Fe, NM	30,671	32,269	5.2
Santa Rosa, CA	36,145	36,494	1.0
Sarasota-Bradenton, FL	27,958	28,950	3.5
Savannah, GA	30,176	30,796	2.1
Scranton-Wilkes-Barre-Hazleton, PA	28,642	29,336	2.4
Seattle-Bellevue-Everett, WA	45,299	46,093	1.8
Sharon, PA	26,707	27,872	4.4
Sheboygan, WI	30,840	32,148	4.2
Sherman-Denison, TX	30,397	30,085	-1.0
Shreveport-Bossier City, LA	27,856	28,769	3.3
Sioux City, IA-NE	26,755	27,543	2.9
Sioux Falls, SD	28,962	29,975	3.5
South Bend, IN	30,769	31,821	3.4
Spokane, WA	29,310	30,037	2.5
Springfield, IL	36,061	37,336	3.5
Springfield, MO	27,338	27,987	2.4
Springfield, MA	32,801	33,972	3.6
State College, PA	29,939	30,910	3.2
Steubenville-Weirton, OH-WV	28,483	29,129	2.3

See footnotes at end of table.

26. Continued—Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area ¹	Average annual wage ²		
	2001	2002	Percent change, 2001-02
Stockton-Lodi, CA	\$30,818	\$31,958	3.7
Sumter, SC	24,450	24,982	2.2
Syracuse, NY	32,254	33,752	4.6
Tacoma, WA	31,261	32,507	4.0
Tallahassee, FL	29,708	30,895	4.0
Tampa-St. Petersburg-Clearwater, FL	31,678	32,458	2.5
Terre Haute, IN	27,334	28,415	4.0
Texarkana, TX-Texarkana, AR	26,492	27,717	4.6
Toledo, OH	32,299	33,513	3.8
Topeka, KS	30,513	31,707	3.9
Trenton, NJ	46,831	47,969	2.4
Tucson, AZ	30,690	31,673	3.2
Tulsa, OK	31,904	32,241	1.1
Tuscaloosa, AL	29,972	30,745	2.6
Tyler, TX	30,551	31,050	1.6
Utica-Rome, NY	27,777	28,500	2.6
Vallejo-Fairfield-Napa, CA	33,903	34,543	1.9
Ventura, CA	37,783	38,195	1.1
Victoria, TX	29,068	29,168	.3
Vineland-Millville-Bridgeton, NJ	32,571	33,625	3.2
Visalia-Tulare-Porterville, CA	24,732	25,650	3.7
Waco, TX	28,245	28,885	2.3
Washington, DC-MD-VA-WV	47,589	48,430	1.8
Waterloo-Cedar Falls, IA	29,119	29,916	2.7
Wausau, WI	29,402	30,292	3.0
West Palm Beach-Boca Raton, FL	35,957	36,550	1.6
Wheeling, WV-OH	26,282	26,693	1.6
Wichita, KS	32,983	33,429	1.4
Wichita Falls, TX	25,557	26,387	3.2
Williamsport, PA	27,801	27,988	.7
Wilmington-Newark, DE-MD	42,177	43,401	2.9
Wilmington, NC	29,287	29,157	-.4
Yakima, WA	24,204	24,934	3.0
Yolo, CA	35,352	35,591	.7
York, PA	31,936	32,609	2.1
Youngstown-Warren, OH	28,789	29,799	3.5
Yuba City, CA	27,781	28,967	4.3
Yuma, AZ	22,415	23,429	4.5
Aguadilla, PR	18,061	19,283	6.8
Arecibo, PR	16,600	18,063	8.8
Caguas, PR	18,655	19,706	5.6
Mayaguez, PR	17,101	17,500	2.3
Ponce, PR	17,397	18,187	4.5
San Juan-Bayamon, PR	20,948	21,930	4.7

¹ Includes data for Metropolitan Statistical Areas (MSA) and Primary Metropolitan Statistical Areas (PMSA) as defined by OMB Bulletin No. 99-04. In the New England areas, the New England County Metropolitan Area (NECMA) definitions were used.

² Each year's total is based on the MSA definition for the specific year. Annual changes include differences resulting from changes in MSA definitions.

³ Totals do not include the six MSAs within Puerto Rico.

NOTE: Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

27. Annual data: Employment status of the population

[Numbers in thousands]

Employment status	1993	1994 ¹	1995	1996	1997 ¹	1998 ¹	1999 ¹	2000 ¹	2001	2002	2003
Civilian noninstitutional population.....	194,838	196,814	198,584	200,591	203,133	205,220	207,753	212,577	215,092	217,570	221,168
Civilian labor force.....	129,200	131,056	132,304	133,943	136,297	137,673	139,368	142,583	143,734	144,863	146,510
Labor force participation rate.....	66.3	66.6	66.6	66.8	67.1	67.1	67.1	67.1	66.8	66.6	66.2
Employed.....	120,259	123,060	124,900	126,708	129,558	131,463	133,488	136,891	136,933	136,485	137,736
Employment-population ratio.....	61.7	62.5	62.9	63.2	63.8	64.1	64.3	64.4	63.7	62.7	62.3
Unemployed.....	8,940	7,996	7,404	7,236	6,739	6,210	5,880	5,692	6,801	8,378	8,774
Unemployment rate.....	6.9	6.1	5.6	5.4	4.9	4.5	4.2	4.0	4.7	5.8	6.0
Not in the labor force.....	65,638	65,758	66,280	66,647	66,836	67,547	68,385	69,994	71,359	72,707	74,658

¹ Not strictly comparable with prior years.

28. Annual data: Employment levels by industry

[In thousands]

Industry	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Total private employment.....	91,855	95,016	97,866	100,169	103,113	106,021	108,686	110,996	110,707	108,828	108,356
Total nonfarm employment.....	110,844	114,291	117,298	119,708	122,770	125,930	128,993	131,785	131,826	130,341	129,931
Goods-producing.....	22,219	22,774	23,156	23,410	23,886	24,354	24,465	24,649	23,873	22,557	21,817
Natural resources and mining.....	666	659	641	637	654	645	598	599	606	583	571
Construction.....	4,779	5,095	5,274	5,536	5,813	6,149	6,545	6,787	6,826	6,716	6,722
Manufacturing.....	16,744	17,021	17,241	17,237	17,419	17,560	17,322	17,263	16,441	15,259	14,525
Private service-providing.....	69,636	72,242	74,710	76,759	79,227	81,667	84,221	86,346	86,834	86,271	86,538
Trade, transportation, and utilities.....	22,378	23,128	23,834	24,239	24,700	25,186	25,771	26,225	25,983	25,497	25,275
Wholesale trade.....	5,093.2	5,247.3	5,433.1	5,522.0	5,663.9	5,795.2	5,892.5	5,933.2	5,772.7	5,652.3	5,605.6
Retail trade.....	13,020.5	13,490.8	13,896.7	14,142.5	14,388.9	14,609.3	14,970.1	15,279.8	15,238.6	15,025.1	14,911.5
Transportation and warehousing.....	3,553.8	3,701.0	3,837.8	3,935.3	4,026.5	4,168.0	4,300.3	4,410.3	4,372.0	4,223.6	4,176.7
Utilities.....	710.7	689.3	666.2	639.6	620.9	613.4	608.5	601.3	599.4	596.2	580.8
Information.....	2,668	2,738	2,843	2,940	3,084	3,218	3,419	3,631	3,629	3,395	3,198
Financial activities.....	6,709	6,867	6,827	6,969	7,178	7,462	7,648	7,687	7,807	7,847	7,974
Professional and business services.....	11,495	12,174	12,844	13,462	14,335	15,147	15,957	16,666	16,476	15,976	15,997
Education and health services.....	12,303	12,807	13,289	13,683	14,087	14,446	14,798	15,109	15,645	16,199	16,577
Leisure and hospitality.....	9,732	10,100	10,501	10,777	11,018	11,232	11,543	11,862	12,036	11,986	12,125
Other services.....	4,350	4,428	4,572	4,690	4,825	4,976	5,087	5,168	5,258	5,372	5,393
Government.....	18,989	19,275	19,432	19,539	19,664	19,909	20,307	20,790	21,118	21,513	21,575

NOTE: Data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system. NAICS-based data by industry are not comparable with SIC-based data. See "Notes on the data" for a description of the most recent benchmark revision.

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

Industry	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Private sector:											
Average weekly hours.....	34.3	34.5	34.3	34.3	34.5	34.5	34.3	34.3	34.0	33.9	33.7
Average hourly earnings (in dollars).....	11.03	11.32	11.64	12.03	12.49	13.00	13.47	14.00	14.53	14.95	15.35
Average weekly earnings (in dollars).....	378.40	390.73	399.53	412.74	431.25	448.04	462.49	480.41	493.20	506.07	517.36
Goods-producing:											
Average weekly hours.....	40.6	41.1	40.8	40.8	41.1	40.8	40.8	40.7	39.9	39.9	39.8
Average hourly earnings (in dollars).....	12.28	12.63	12.96	13.38	13.82	14.23	14.71	15.27	15.78	16.33	16.80
Average weekly earnings (in dollars).....	498.82	519.58	528.62	546.48	568.43	580.99	599.99	621.86	630.04	651.61	669.23
Natural resources and mining											
Average weekly hours.....	44.9	45.3	45.3	46.0	46.2	44.9	44.2	44.4	44.6	43.2	43.6
Average hourly earnings (in dollars).....	14.12	14.41	14.78	15.10	15.57	16.20	16.33	16.55	17.00	17.19	17.58
Average weekly earnings (in dollars).....	634.77	653.14	670.32	695.07	720.11	727.28	721.74	734.92	757.92	741.97	766.83
Construction:											
Average weekly hours.....	38.4	38.8	38.8	38.9	38.9	38.8	39.0	39.2	38.7	38.4	38.4
Average hourly earnings (in dollars).....	14.04	14.38	14.73	15.11	15.67	16.23	16.80	17.48	18.00	18.52	18.95
Average weekly earnings (in dollars).....	539.81	558.53	571.57	588.48	609.48	629.75	655.11	685.78	695.89	711.82	727.11
Manufacturing:											
Average weekly hours.....	41.1	41.7	41.3	41.3	41.7	41.4	41.4	41.3	40.3	40.5	40.4
Average hourly earnings (in dollars).....	11.70	12.04	12.34	12.75	13.14	13.45	13.85	14.32	14.76	15.29	15.74
Average weekly earnings (in dollars).....	480.80	502.12	509.26	526.55	548.22	557.12	573.17	590.65	595.19	618.75	636.07
Private service-providing:											
Average weekly hours.....	32.5	32.7	32.6	32.6	32.8	32.8	32.7	32.7	32.5	32.5	32.4
Average hourly earnings (in dollars).....	10.60	10.87	11.19	11.57	12.05	12.59	13.07	13.60	14.16	14.56	14.96
Average weekly earnings (in dollars).....	345.03	354.97	364.14	376.72	394.77	412.78	427.30	445.00	460.32	472.88	484.00
Trade, transportation, and utilities:											
Average weekly hours.....	34.1	34.3	34.1	34.1	34.3	34.2	33.9	33.8	33.5	33.6	33.6
Average hourly earnings (in dollars).....	10.55	10.80	11.10	11.46	11.90	12.39	12.82	13.31	13.70	14.02	14.34
Average weekly earnings (in dollars).....	359.33	370.38	378.79	390.64	407.57	423.30	434.31	449.88	459.53	471.27	481.10
Wholesale trade:											
Average weekly hours.....	38.5	38.8	38.6	38.6	38.8	38.6	38.6	38.8	38.4	38.0	37.8
Average hourly earnings (in dollars).....	12.57	12.93	13.34	13.80	14.41	15.07	15.62	16.28	16.77	16.98	17.36
Average weekly earnings (in dollars).....	484.46	501.17	515.14	533.29	559.39	582.21	602.77	631.40	643.45	644.38	657.12
Retail trade:											
Average weekly hours.....	30.7	30.9	30.8	30.7	30.9	30.9	30.8	30.7	30.7	30.9	30.9
Average hourly earnings (in dollars).....	8.36	8.61	8.85	9.21	9.59	10.05	10.45	10.86	11.29	11.67	11.90
Average weekly earnings (in dollars).....	484.46	501.17	515.14	533.29	559.39	582.21	602.77	631.40	643.45	644.38	657.12
Transportation and warehousing:											
Average weekly hours.....	38.9	39.5	38.9	39.1	39.4	38.7	37.6	37.4	36.7	36.8	36.8
Average hourly earnings (in dollars).....	12.71	12.84	13.18	13.45	13.78	14.12	14.55	15.05	15.33	15.76	16.25
Average weekly earnings (in dollars).....	494.36	507.27	513.37	525.60	542.55	546.86	547.97	562.31	562.70	579.75	597.79
Utilities:											
Average weekly hours.....	42.1	42.3	42.3	42.0	42.0	42.0	42.0	42.0	41.4	40.9	41.1
Average hourly earnings (in dollars).....	17.95	18.66	19.19	19.78	20.59	21.48	22.03	22.75	23.58	23.96	24.76
Average weekly earnings (in dollars).....	756.35	789.98	811.52	830.74	865.26	902.94	924.59	955.66	977.18	979.09	1,016.94
Information:											
Average weekly hours.....	36.0	36.0	36.0	36.4	36.3	36.6	36.7	36.8	36.9	36.5	36.2
Average hourly earnings (in dollars).....	14.86	15.32	15.68	16.30	17.14	17.67	18.40	19.07	19.80	20.20	21.01
Average weekly earnings (in dollars).....	535.25	551.28	564.98	592.68	622.40	646.52	675.32	700.89	731.11	738.17	761.13
Financial activities:											
Average weekly hours.....	35.5	35.5	35.5	35.5	35.7	36.0	35.8	35.9	35.8	35.6	35.5
Average hourly earnings (in dollars).....	11.36	11.82	12.28	12.71	13.22	13.93	14.47	14.98	15.59	16.17	17.13
Average weekly earnings (in dollars).....	403.02	419.20	436.12	451.49	472.37	500.95	517.57	537.37	558.02	575.51	608.87
Professional and business services:											
Average weekly hours.....	34.0	34.1	34.0	34.1	34.3	34.3	34.4	34.5	34.2	34.2	34.1
Average hourly earnings (in dollars).....	11.96	12.15	12.53	13.00	13.57	14.27	14.85	15.52	16.33	16.81	17.20
Average weekly earnings (in dollars).....	406.20	414.16	426.44	442.81	465.51	490.00	510.99	535.07	557.84	574.66	586.68
Education and health services:											
Average weekly hours.....	32.0	32.0	32.0	31.9	32.2	32.2	32.1	32.2	32.3	32.4	32.3
Average hourly earnings (in dollars).....	11.21	11.50	11.80	12.17	12.56	13.00	13.44	13.95	14.64	15.21	15.64
Average weekly earnings (in dollars).....	359.08	368.14	377.73	388.27	404.65	418.82	431.35	449.29	473.39	492.74	505.76
Leisure and hospitality:											
Average weekly hours.....	25.9	26.0	25.9	25.9	26.0	26.2	26.1	26.1	25.8	25.8	25.6
Average hourly earnings (in dollars).....	6.32	6.46	6.62	6.82	7.13	7.48	7.76	8.11	8.35	8.58	8.76
Average weekly earnings (in dollars).....	163.45	168.00	171.43	176.48	185.81	195.82	202.87	211.79	215.19	221.26	224.25
Other services:											
Average weekly hours.....	32.6	32.7	32.6	32.5	32.7	32.6	32.5	32.5	32.3	32.0	31.4
Average hourly earnings (in dollars).....	9.90	10.18	10.51	10.85	11.29	11.79	12.26	12.73	13.27	13.72	13.84
Average weekly earnings (in dollars).....	322.69	332.44	342.36	352.62	368.63	384.25	398.77	413.41	428.64	439.76	434.49

NOTE: Data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system. NAICS-based data by industry are not comparable with SIC-based data.

30. Employment Cost Index, compensation,¹ by occupation and industry group

[June 1989 = 100]

Series	2002		2003				2004			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2004	
Civilian workers²	161.3	162.2	164.5	165.8	167.6	168.4	170.7	172.2	173.9	1.0	3.8
Workers, by occupational group:											
White-collar workers.....	163.5	164.3	166.7	167.9	169.9	170.7	172.7	174.0	175.8	1.0	3.5
Professional specialty and technical.....	161.4	162.4	164.1	165.0	167.0	168.0	170.2	171.2	173.6	1.4	4.0
Executive, administrative, and managerial.....	166.3	166.7	171.1	172.0	174.0	174.9	175.8	177.1	178.2	.6	2.4
Administrative support, including clerical.....	164.9	166.1	168.3	170.0	171.7	172.5	175.3	177.2	178.7	.8	4.1
Blue-collar workers.....	156.4	157.5	159.8	161.4	162.9	163.7	166.9	168.8	170.1	.8	4.4
Service occupations.....	161.3	162.2	164.1	165.0	166.8	167.9	169.7	170.9	172.7	1.1	3.5
Workers, by industry division:											
Goods-producing.....	158.7	169.2	163.1	164.6	165.8	166.8	170.4	171.9	173.4	.9	4.6
Manufacturing.....	159.1	160.5	164.0	165.4	166.5	167.1	171.7	173.2	174.9	1.0	5.0
Service-producing.....	162.2	162.8	165.0	166.2	168.2	169.1	170.8	172.3	174.0	1.0	3.4
Services.....	163.2	163.9	165.3	166.3	168.5	169.5	171.2	172.3	174.5	1.3	3.6
Health services.....	163.1	164.5	166.4	167.6	169.3	170.7	173.0	174.4	176.7	1.3	4.4
Hospitals.....	165.7	167.6	169.9	170.8	173.1	174.8	176.8	178.2	180.5	1.3	4.3
Educational services.....	161.6	162.8	163.6	164.2	166.9	167.6	168.5	168.9	171.8	1.7	2.9
Public administration ³	160.2	161.7	163.4	164.3	167.3	168.1	170.1	171.4	174.1	1.6	4.1
Nonmanufacturing.....	161.7	162.4	164.5	165.8	167.8	168.6	170.4	171.8	173.5	1.0	3.4
Private industry workers	161.6	162.3	165.0	166.4	168.1	168.8	171.4	173.0	174.4	.8	3.7
Excluding sales occupations.....	161.6	162.4	165.1	166.6	168.1	169.0	171.6	173.2	174.6	.9	3.9
Workers, by occupational group:											
White-collar workers.....	164.6	165.2	168.1	169.4	171.2	172.0	174.2	175.7	177.3	.8	3.6
Excluding sales occupations.....	165.3	165.9	169.1	170.4	172.1	173.0	175.3	176.7	178.3	.9	3.6
Professional specialty and technical occupations.....	163.6	164.4	166.5	167.7	169.4	170.5	173.4	174.7	176.8	.9	4.4
Executive, administrative, and managerial occupations.....	167.0	167.2	172.1	173.1	175.0	175.9	176.8	178.1	179.2	1.2	2.4
Sales occupations.....	161.6	161.9	163.5	165.1	167.2	167.1	169.2	171.2	173.1	.6	3.5
Administrative support occupations, including clerical.....	165.6	166.7	169.0	170.9	172.3	173.2	176.1	178.1	179.4	1.1	4.1
Blue-collar workers.....	156.3	157.3	159.7	161.4	162.8	163.6	166.9	168.8	170.1	.7	4.5
Precision production, craft, and repair occupations.....	156.9	157.8	160.0	162.0	163.1	164.2	167.1	169.1	170.2	.8	4.4
Machine operators, assemblers, and inspectors.....	155.4	156.7	159.9	161.1	162.6	163.2	168.7	170.5	172.2	.7	5.9
Transportation and material moving occupations.....	151.0	151.8	153.2	155.1	156.7	156.9	158.5	160.6	161.8	1.0	3.3
Handlers, equipment cleaners, helpers, and laborers.....	161.4	162.9	164.9	166.8	168.6	169.5	171.7	173.2	174.3	.7	3.4
Service occupations.....	159.0	159.8	161.7	162.6	163.8	164.3	166.9	168.2	168.9	.6	3.1
Production and nonsupervisory occupations ⁴	159.7	160.5	162.6	164.1	165.7	166.6	169.3	171.0	172.4	.4	4.0
Workers, by industry division:											
Goods-producing.....	158.6	160.1	163.0	164.5	165.7	166.5	170.3	171.8	173.3	.8	4.6
Excluding sales occupations.....	157.9	159.2	162.4	163.8	165.0	165.9	169.8	171.2	172.5	.9	4.5
White-collar occupations.....	162.9	164.3	167.8	169.2	170.1	170.5	173.5	174.7	176.4	.8	3.3
Excluding sales occupations.....	161.1	162.3	166.3	167.5	168.5	169.2	172.2	173.3	174.5	1.0	3.6
Blue-collar occupations.....	155.9	157.3	159.9	161.5	162.9	163.9	168.1	169.8	171.3	.7	5.2
Construction.....	156.3	157.9	159.1	161.1	162.3	163.3	164.6	165.9	167.0	.9	2.9
Manufacturing.....	159.1	160.5	164.0	165.4	166.5	167.1	171.7	173.2	174.9	.7	5.0
White-collar occupations.....	162.2	163.3	167.1	168.7	169.5	169.6	173.2	174.6	176.4	1.0	4.1
Excluding sales occupations.....	159.6	160.7	165.1	166.4	167.4	167.8	171.3	172.6	174.1	.9	4.0
Blue-collar occupations.....	156.7	158.3	161.6	162.8	164.1	165.1	170.4	172.0	173.7	1.0	5.9
Durable goods.....	158.9	160.6	164.4	165.5	166.6	167.3	172.4	174.0	175.8	1.0	5.5
Nondurable goods.....	159.2	160.3	163.1	164.9	166.0	166.6	170.4	171.7	173.1	.8	4.3
Service-producing.....	162.7	163.1	165.6	167.0	168.8	169.7	171.6	173.3	174.7	.8	3.5
Excluding sales occupations.....	163.5	164.0	166.6	168.0	169.7	170.6	172.5	174.2	175.6	.8	3.5
White-collar occupations.....	164.7	165.1	167.9	169.2	171.2	172.0	174.1	175.7	177.3	.9	3.6
Excluding sales occupations.....	166.5	167.0	169.9	171.3	173.1	174.2	176.2	177.8	179.4	.9	3.6
Blue-collar occupations.....	156.6	156.9	158.7	160.8	162.2	162.6	164.1	166.4	167.4	.6	3.2
Service occupations.....	158.5	159.3	161.1	162.0	163.2	164.3	166.1	167.4	168.1	.4	3.0
Transportation and public utilities.....	160.8	161.7	163.2	165.4	166.5	167.0	169.8	172.5	173.6	.6	4.3
Transportation.....	155.4	156.1	157.8	158.9	159.4	159.6	162.0	164.7	166.2	.9	4.3
Public utilities.....	168.2	169.2	170.5	174.2	176.4	177.0	180.4	183.1	183.6	.3	4.1
Communications.....	169.0	170.1	171.3	175.5	178.4	179.0	182.2	183.6	183.6	.1	3.0
Electric, gas, and sanitary services.....	167.2	168.1	169.5	172.6	173.8	174.6	178.2	182.4	183.3	.5	5.5
Wholesale and retail trade.....	159.6	159.7	161.3	162.5	164.3	165.0	166.3	168.1	169.1	.6	2.9
Excluding sales occupations.....	160.3	160.4	161.8	162.7	165.0	165.9	167.4	168.6	169.6	.6	2.8
Wholesale trade.....	165.9	166.7	169.5	171.3	172.0	172.0	173.8	175.9	177.8	1.1	3.4
Excluding sales occupations.....	166.1	167.2	168.4	169.9	171.2	171.3	173.7	174.0	175.3	.7	2.4
Retail trade.....	156.0	155.8	156.6	157.4	159.9	161.0	162.1	163.7	164.2	.3	2.7
General merchandise stores.....	156.1	155.1	156.4	159.2	161.2	165.6	165.8	166.2	168.8	1.6	4.7
Food stores.....	156.3	156.3	157.5	158.6	159.3	160.3	162.1	163.5	163.5	.0	2.6

See footnotes at end of table.

30. Continued— Employment Cost Index, compensation,¹ by occupation and industry group

[June 1989 = 100]

Series	2002		2003				2004			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
	Sept. 2004										
Finance, insurance, and real estate.....	168.0	168.5	176.7	178.3	180.2	180.9	182.5	183.6	184.8	0.7	2.6
Excluding sales occupations.....	172.1	173.1	182.0	184.0	1,853.0	186.1	186.6	188.7	190.9	.7	2.5
Banking, savings and loan, and other credit agencies.....	184.6	185.3	204.3	206.3	207.6	209.0	207.2	208.9	210.5	.8	1.4
Insurance.....	167.1	167.9	172.1	173.9	175.1	176.2	177.8	180.5	182.1	.9	4.0
Services.....	164.9	165.4	167.1	168.4	170.4	171.4	173.5	175.1	176.9	1.0	3.8
Business services.....	167.2	167.5	168.5	169.2	171.9	172.6	174.8	176.9	178.5	.9	3.8
Health services.....	163.2	164.4	166.5	167.9	169.4	170.8	173.3	174.8	177.0	1.3	4.5
Hospitals.....	166.2	168.1	170.8	171.9	173.9	175.9	178.1	179.7	181.8	1.2	4.5
Educational services.....	173.5	175.2	176.3	177.1	180.2	181.3	183.1	184.2	187.0	1.5	3.8
Colleges and universities.....	172.0	173.7	174.5	175.4	178.4	179.4	181.2	182.5	185.2	1.5	3.8
Nonmanufacturing.....	162.0	162.5	164.9	166.4	168.1	169.0	170.9	172.5	173.9	.8	3.5
White-collar workers.....	164.8	165.3	168.0	169.3	171.2	172.1	174.1	175.7	177.2	.9	3.5
Excluding sales occupations.....	166.6	167.1	170.0	171.4	173.2	174.2	176.2	177.7	179.3	.9	3.5
Blue-collar occupations.....	155.4	155.9	157.5	159.7	161.1	161.7	163.4	165.5	166.4	.5	3.3
Service occupations.....	158.4	159.2	161.1	162.0	163.2	162.4	166.0	167.3	168.0	.4	2.9
State and local government workers.....	160.1	161.5	162.6	163.2	165.9	166.8	168.0	168.7	171.5	1.7	3.4
Workers, by occupational group:											
White-collar workers.....	159.3	160.7	161.7	162.2	164.9	165.7	166.8	167.5	170.0	1.5	3.1
Professional specialty and technical.....	158.1	159.4	160.2	160.8	163.4	164.1	165.1	165.6	168.4	1.7	3.1
Executive, administrative, and managerial.....	162.3	163.8	165.3	165.7	168.0	169.1	170.1	171.0	172.1	.6	2.4
Administrative support, including clerical.....	161.0	162.4	163.8	164.4	167.9	168.5	170.4	171.8	174.3	1.5	3.8
Blue-collar workers.....	158.4	159.8	161.3	161.7	163.6	165.2	166.7	167.5	169.9	1.4	3.9
Workers, by industry division:											
Services.....	159.7	160.9	161.8	162.3	164.9	165.7	166.5	166.8	169.7	1.7	2.9
Services excluding schools ⁵	161.0	162.8	164.0	164.2	166.8	168.2	169.4	170.1	173.0	1.7	3.7
Health services.....	163.5	165.5	166.4	166.7	169.5	171.0	172.2	172.9	175.7	1.6	3.7
Hospitals.....	164.1	166.2	167.0	167.3	170.3	171.4	172.4	173.2	176.3	1.8	3.5
Educational services.....	159.2	160.3	161.1	161.7	164.3	165.0	165.7	165.9	168.8	1.7	2.7
Schools.....	159.6	160.7	161.4	162.0	164.7	165.3	166.0	166.3	169.2	1.7	2.7
Elementary and secondary.....	157.7	158.8	159.4	160.0	163.0	163.7	164.4	164.6	168.0	2.1	3.1
Colleges and universities.....	164.7	165.8	167.0	167.5	169.2	170.0	170.7	171.0	172.4	.8	1.9
Public administration ³	160.2	161.7	163.4	164.3	167.3	168.1	170.1	171.4	174.1	1.6	4.1

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

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

³ Consists of legislative, judicial, administrative, and regulatory activities.

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

⁵ Includes, for example, library, social, and health services.

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

[June 1989 = 100]

Series	2002		2003				2004			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2004	
Civilian workers¹	157.2	157.8	159.3	160.3	161.8	162.3	163.3	164.3	165.7	0.9	2.4
Workers, by occupational group:											
White-collar workers.....	159.6	160.1	161.9	162.9	164.5	165.1	166.1	167.1	168.7	1.0	2.6
Professional specialty and technical.....	158.0	158.6	159.3	160.1	161.8	162.5	163.8	164.4	166.5	1.3	2.9
Executive, administrative, and managerial.....	163.5	163.8	167.9	169.0	170.5	171.2	171.4	172.4	173.4	.6	1.7
Administrative support, including clerical.....	159.6	160.6	161.8	163.1	164.3	164.9	166.3	167.5	168.8	.8	2.7
Blue-collar workers.....	151.9	152.6	153.8	154.8	155.8	156.3	157.3	158.4	159.7	.8	2.5
Service occupations.....	156.2	156.9	158.0	158.7	159.8	160.6	161.2	161.9	162.8	.6	1.9
Workers, by industry division:											
Goods-producing.....	153.9	155.1	156.3	157.5	158.3	160.6	159.9	161.0	162.3	.8	2.5
Manufacturing.....	155.4	156.5	158.0	159.0	159.7	160.1	161.3	162.4	163.8	.9	2.6
Service-producing.....	156.4	158.8	160.5	161.4	163.0	163.6	164.6	165.5	167.0	.9	2.5
Services.....	160.7	161.1	161.9	162.8	164.7	165.4	166.5	167.4	167.3	1.1	2.8
Health services.....	159.6	160.9	162.0	163.2	164.7	165.9	167.7	168.6	170.8	1.3	3.7
Hospitals.....	160.3	162.2	163.5	164.4	166.3	167.7	169.0	169.9	171.8	1.1	3.3
Educational services.....	159.3	160.1	160.4	160.7	162.7	163.2	163.6	163.8	166.0	1.3	2.0
Public administration ²	154.8	155.8	157.2	158.0	159.4	160.0	161.1	161.4	162.6	.7	2.0
Nonmanufacturing.....	157.5	158.0	159.6	160.5	162.1	162.7	163.7	164.6	166.0	.9	2.4
Private industry workers	157.0	157.5	159.3	160.4	161.7	162.3	163.4	164.5	165.9	.9	2.6
Excluding sales occupations.....	157.0	157.9	159.4	160.5	161.7	162.4	163.5	164.5	165.8	.8	2.5
Workers, by occupational group:											
White-collar workers.....	160.0	160.4	162.6	163.8	165.3	165.9	167.1	168.2	169.7	.9	2.7
Excluding sales occupations.....	169.8	160.8	163.6	164.8	166.2	167.0	168.1	169.2	170.6	.8	2.6
Professional specialty and technical occupations.....	158.2	158.5	159.5	160.5	162.1	163.0	164.7	165.5	167.6	1.3	3.4
Executive, administrative, and managerial occupations.....	164.3	164.5	169.1	170.3	171.8	172.5	172.7	173.9	174.9	.6	1.8
Sales occupations.....	156.9	156.8	158.1	159.3	161.6	161.1	162.6	163.9	165.9	1.2	2.7
Administrative support occupations, including clerical.....	160.3	161.3	162.6	164.0	165.1	165.7	167.2	168.6	169.7	.7	2.8
Blue-collar workers.....	151.7	152.4	153.6	154.6	155.6	156.1	157.2	158.3	159.5	.8	2.5
Precision production, craft, and repair occupations.....	151.8	152.3	153.4	154.7	155.5	156.2	157.1	158.3	159.3	.6	2.4
Machine operators, assemblers, and inspectors.....	152.0	153.2	154.7	155.3	156.8	156.9	158.6	159.8	161.6	1.1	3.1
Transportation and material moving occupations.....	146.3	146.9	147.8	149.0	149.8	149.8	150.4	151.8	152.9	.7	2.1
Handlers, equipment cleaners, helpers, and laborers.....	156.0	157.2	158.4	159.0	159.9	160.6	161.8	162.7	163.6	.6	2.3
Service occupations.....	153.9	154.4	155.5	156.1	157.1	157.8	158.4	159.3	159.8	.3	1.7
Production and nonsupervisory occupations ³	154.7	155.2	156.4	157.4	158.8	159.4	160.7	161.7	163.1	.9	2.7
Workers, by industry division:											
Goods-producing.....	153.9	155.0	156.3	157.4	158.3	158.7	159.9	160.9	162.3	.9	2.5
Excluding sales occupations.....	153.0	154.0	155.4	156.5	157.4	158.0	159.2	160.2	161.2	.6	2.4
White-collar occupations.....	157.9	158.6	160.0	161.4	161.9	162.1	163.2	164.5	166.0	.9	2.5
Excluding sales occupations.....	155.4	156.3	158.0	159.2	159.9	160.4	161.5	162.7	163.6	.6	2.3
Blue-collar occupations.....	151.5	152.6	153.8	154.8	155.9	156.4	157.7	158.6	159.8	.8	2.5
Construction.....	149.0	150.2	150.6	152.4	153.6	154.0	155.1	155.9	157.1	.8	2.3
Manufacturing.....	155.4	156.5	158.0	159.0	159.7	160.1	161.3	162.4	163.8	.9	2.6
White-collar occupations.....	157.7	158.6	160.1	161.6	162.0	162.1	163.3	164.7	166.1	.9	2.5
Excluding sales occupations.....	155.0	155.9	157.7	158.9	159.5	160.0	161.2	162.5	163.5	.6	2.5
Blue-collar occupations.....	153.5	154.7	156.3	156.9	157.9	158.5	159.8	160.6	162.1	.9	2.7
Durables.....	156.0	157.3	158.8	159.7	160.6	160.9	161.9	162.9	164.5	1.0	2.4
Nondurables.....	154.4	155.2	156.6	157.8	158.3	158.7	160.4	161.6	162.8	.7	2.8
Service-producing.....	158.4	158.6	160.6	161.7	163.3	163.9	165.0	166.1	167.5	.8	2.6
Excluding sales occupations.....	159.3	159.6	161.7	162.8	164.2	165.0	166.0	167.1	168.5	.8	2.6
White-collar occupations.....	160.5	160.7	163.0	164.1	166.0	166.6	167.8	168.9	170.4	.9	2.7
Excluding sales occupations.....	162.5	162.8	166.3	166.5	168.2	169.0	170.2	171.2	172.8	.9	2.7
Blue-collar occupations.....	151.8	152.0	153.2	154.3	155.1	155.4	156.2	157.8	158.9	.7	2.5
Service occupations.....	153.5	154.1	155.1	155.6	156.6	157.4	158.0	158.8	159.4	.4	1.8
Transportation and public utilities.....	153.4	154.1	154.8	155.6	156.0	156.5	157.6	159.1	160.4	.8	2.8
Transportation.....	149.6	150.1	150.5	150.6	150.4	150.8	151.7	153.4	155.0	1.0	3.1
Public utilities.....	158.2	159.3	160.4	162.1	163.4	164.1	165.3	166.4	167.5	.7	2.5
Communications.....	159.6	160.7	161.9	163.4	165.4	165.9	167.0	167.5	168.8	.8	2.1
Electric, gas, and sanitary services.....	156.5	157.4	158.6	160.4	161.0	161.8	163.3	165.1	165.9	.5	3.0
Wholesale and retail trade.....	155.5	155.5	156.7	157.5	159.2	159.5	160.3	161.6	162.5	.6	2.1
Wholesale trade.....	160.4	161.0	163.4	164.7	164.8	165.3	166.2	167.8	169.7	1.1	3.0
Excluding sales occupations.....	162.6	163.7	163.9	165.2	165.7	166.3	167.8	167.6	168.6	.6	1.8
Retail trade.....	152.9	152.7	153.1	153.8	156.3	156.5	157.3	158.4	158.7	.2	1.5
General merchandise stores.....	150.1	149.2	149.8	152.0	153.1	153.6	154.1	154.9	157.5	1.7	2.9
Food stores.....	150.1	150.3	151.0	151.6	152.2	152.8	153.8	154.3	154.5	.1	1.5

See footnotes at end of table.

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

[June 1989 = 100]

Series	2002		2003				2004			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
Finance, insurance, and real estate.....	162.4	162.6	171.1	172.4	174.1	174.5	175.2	175.3	176.5	0.7	1.4
Excluding sales occupations.....	166.1	167.3	176.7	178.5	179.2	210.2	179.2	180.5	181.8	.7	1.5
Banking, savings and loan, and other credit agencies..	182.7	183.9	206.4	208.7	209.1	164.5	206.7	207.6	209.5	.9	.2
Insurance.....	159.6	159.1	161.6	163.0	163.9	164.5	165.1	167.2	168.9	1.0	3.1
Services.....	161.5	161.7	162.8	164.0	165.9	166.7	168.1	169.3	171.1	1.1	3.1
Business services.....	164.6	164.8	165.6	166.4	169.1	169.8	171.0	172.7	174.3	.9	3.1
Health services.....	159.9	160.7	161.9	163.2	164.6	135.8	167.8	168.8	170.9	1.2	3.8
Hospitals.....	160.2	162.1	163.6	164.6	166.5	167.9	169.4	170.5	172.4	1.1	3.5
Educational services.....	165.2	166.5	167.1	167.5	170.3	171.0	171.9	172.6	175.5	1.7	3.1
Colleges and universities.....	163.1	164.3	164.4	165.1	167.6	168.4	169.5	170.0	172.9	1.7	3.2
Nonmanufacturing.....	157.2	157.5	159.4	160.5	162.1	162.6	163.7	164.8	166.2	.8	2.5
White-collar workers.....	160.2	160.5	162.8	163.9	165.7	166.3	167.5	168.6	170.1	.9	2.7
Excluding sales occupations.....	162.1	162.5	164.9	166.1	167.7	168.5	169.7	170.7	172.3	.9	2.7
Blue-collar occupations.....	149.8	150.2	151.1	152.4	153.4	153.8	154.7	156.1	157.1	.6	2.4
Service occupations.....	153.4	154.0	155.0	155.5	156.5	157.3	157.9	158.7	159.2	.3	1.7
State and local government workers.....	160.1	161.5	162.6	163.2	165.9	166.8	168.0	168.7	171.5	1.0	2.0
Workers, by occupational group:											
White-collar workers.....	157.4	158.4	158.9	159.2	161.0	161.5	162.1	162.4	164.1	1.0	1.9
Professional specialty and technical.....	157.5	158.4	158.8	159.1	161.0	161.4	162.1	162.3	164.4	1.3	2.1
Executive, administrative, and managerial.....	159.0	160.1	160.9	161.0	162.5	163.3	163.5	163.8	164.3	.3	1.1
Administrative support, including clerical.....	155.1	156.0	156.9	157.2	159.1	159.5	160.4	160.8	162.6	1.1	2.2
Blue-collar workers.....	154.5	155.1	156.2	156.5	157.6	158.3	158.9	159.2	160.7	.9	2.0
Workers, by industry division:											
Services.....	158.4	159.2	159.5	159.8	161.6	162.1	162.6	162.7	164.8	1.3	2.0
Services excluding schools ⁴	159.1	160.3	161.4	161.8	163.2	164.5	165.1	165.6	167.5	1.1	2.6
Health services.....	160.5	162.2	162.9	163.5	165.1	166.7	167.4	167.8	169.6	1.1	2.7
Hospitals.....	160.6	162.5	163.1	163.8	165.5	166.7	167.4	167.9	169.9	1.2	2.7
Educational services.....	158.1	158.9	159.1	159.3	161.2	161.6	162.0	162.1	164.2	1.3	1.9
Schools.....	158.3	159.0	159.2	159.5	161.4	161.8	162.1	162.3	164.3	1.2	1.8
Elementary and secondary.....	157.4	158.1	158.2	158.5	160.6	160.9	161.3	161.5	163.8	1.4	2.0
Colleges and universities.....	160.7	161.6	162.1	162.1	163.5	164.0	164.3	164.4	165.4	.6	1.2
Public administration ²	154.8	155.8	157.2	158.0	159.4	160.0	161.1	161.4	162.6	.7	2.0

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

² Consists of legislative, judicial, administrative, and regulatory activities.

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

⁴ Includes, for example, library, social, and health services.

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

[June 1989 = 100]

Series	2002		2003				2004			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
	Sept. 2004										
Private industry workers	173.1	174.6	179.6	182.0	184.3	185.8	192.2	195.3	196.9	0.8	6.8
Workers, by occupational group:											
White-collar workers.....	177.2	178.5	183.6	185.5	187.7	189.2	194.4	197.4	199.1	.9	6.1
Blue-collar workers.....	166.2	167.8	172.7	176.1	178.4	179.9	188.3	191.8	193.3	.8	8.4
Workers, by industry division:											
Goods-producing.....	168.8	171.0	178.0	180.2	182.3	183.8	193.7	196.2	198.1	1.0	8.7
Service-producing.....	174.9	175.9	179.9	182.3	184.7	186.2	190.6	194.1	195.5	.7	5.8
Manufacturing.....	166.8	168.9	176.9	179.0	181.1	182.3	194.4	196.9	199.2	1.2	10.0
Nonmanufacturing.....	175.2	176.3	180.3	182.8	185.1	186.7	190.9	194.3	195.7	.7	5.7

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

[June 1989 = 100]

Series	2002		2003				2004			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2004	
COMPENSATION											
Workers, by bargaining status¹											
Union.....	158.1	159.5	162.1	164.1	165.7	166.8	171.4	173.9	175.3	0.8	5.8
Goods-producing.....	156.2	157.8	161.4	163.4	164.7	165.9	172.3	174.6	176.0	.8	6.9
Service-producing.....	159.9	161.1	162.6	164.6	166.5	167.5	170.2	172.9	174.4	.9	4.7
Manufacturing.....	155.9	157.9	162.3	163.8	165.0	166.3	175.0	177.0	178.4	.8	8.1
Nonmanufacturing.....	158.8	159.9	161.4	163.7	165.5	166.5	168.8	171.6	173.0	.8	4.5
Nonunion.....	162.5	162.8	165.4	166.8	168.4	169.1	171.3	172.7	174.2	.9	3.4
Goods-producing.....	159.5	160.8	163.6	164.9	166.1	166.7	169.7	170.9	172.4	.9	3.8
Service-producing.....	162.9	163.3	165.9	167.2	169.0	169.8	171.6	173.2	174.6	.8	3.3
Manufacturing.....	160.1	161.3	164.5	165.8	166.9	167.3	170.6	172.0	173.8	1.0	4.1
Nonmanufacturing.....	162.4	162.9	165.4	166.7	168.5	139.3	171.1	172.6	174.0	.8	3.3
Workers, by region¹											
Northeast.....	160.5	161.3	163.8	165.2	166.9	167.9	170.2	172.3	173.7	.8	4.1
South.....	158.9	159.0	160.6	161.6	163.2	163.9	166.4	167.9	169.5	1.0	3.9
Midwest (formerly North Central).....	163.5	164.6	169.0	170.4	171.7	172.5	174.7	176.2	177.6	.8	3.4
West.....	163.8	165.0	167.3	169.5	171.4	172.2	175.3	176.8	178.1	.7	3.9
Workers, by area size¹											
Metropolitan areas.....	161.8	162.5	165.2	166.6	168.3	169.1	171.5	173.1	174.6	.9	3.7
Other areas.....	160.0	169.8	163.5	165.0	166.1	166.9	170.2	172.1	173.3	.7	4.3
WAGES AND SALARIES											
Workers, by bargaining status¹											
Union.....	151.3	152.5	153.3	154.3	155.3	156.2	157.2	158.7	160.0	.8	3.0
Goods-producing.....	150.0	151.2	152.4	153.9	154.8	155.4	156.3	157.5	158.7	.8	2.5
Service-producing.....	152.9	154.1	154.6	155.1	156.3	157.3	158.5	160.3	161.7	.9	3.5
Manufacturing.....	151.6	153.1	154.6	155.9	156.7	157.1	158.1	159.2	160.5	.8	2.4
Nonmanufacturing.....	151.1	152.1	152.5	153.5	154.6	155.6	156.6	158.4	159.6	.8	3.2
Nonunion.....	158.1	158.5	160.4	161.5	163.0	163.4	164.6	165.6	167.0	.8	2.5
Goods-producing.....	155.5	156.6	157.8	158.9	159.7	160.1	161.4	162.4	163.8	.9	2.6
Service-producing.....	158.9	159.0	161.2	162.3	164.0	164.5	165.6	166.6	168.0	.8	2.4
Manufacturing.....	156.8	157.8	159.3	160.2	160.9	161.3	162.6	163.7	165.2	.9	2.7
Nonmanufacturing.....	158.1	158.3	160.4	161.5	163.1	163.7	164.7	165.7	167.1	.8	2.5
Workers, by region¹											
Northeast.....	155.1	155.7	157.3	158.4	160.0	160.9	162.0	163.6	164.9	.8	3.1
South.....	154.7	154.6	155.3	156.1	157.4	157.9	159.1	160.1	161.6	.9	2.7
Midwest (formerly North Central).....	159.2	160.2	164.1	165.0	166.1	166.5	166.9	167.7	169.2	.9	1.9
West.....	159.3	160.1	161.3	163.1	164.7	165.2	166.8	167.9	169.1	.7	2.7
Workers, by area size¹											
Metropolitan areas.....	157.4	157.9	159.6	160.7	162.2	162.7	163.8	164.9	163.3	.8	2.5
Other areas.....	153.8	154.8	156.8	158.0	158.9	159.5	160.8	162.1	162.1	.7	2.8

¹ The indexes are calculated differently from those for the occupation and industry groups. For a detailed description of the index calculation, see the *Monthly Labor Review* Technical Note, "Estimation procedures for the Employment Cost Index," May 1982.

34. Percent of full-time employees participating in employer-provided benefit plans, and in selected features within plans, medium and large private establishments, selected years, 1980-97

Item	1980	1982	1984	1986	1988	1989	1991	1993	1995	1997
Scope of survey (in 000's).....	21,352	21,043	21,013	21,303	31,059	32,428	31,163	28,728	33,374	38,409
Number of employees (in 000's):										
With medical care.....	20,711	20,412	20,383	20,238	27,953	29,834	25,865	23,519	25,546	29,340
With life insurance.....	20,498	20,201	20,172	20,451	28,574	30,482	29,293	26,175	29,078	33,495
With defined benefit plan.....	17,936	17,676	17,231	16,190	19,567	20,430	18,386	16,015	17,417	19,202
Time-off plans										
Participants with:										
Paid lunch time.....	10	9	9	10	11	10	8	9	-	-
Average minutes per day.....	-	25	26	27	29	26	30	29	-	-
Paid rest time.....	75	76	73	72	72	71	67	68	-	-
Average minutes per day.....	-	25	26	26	26	26	28	26	-	-
Paid funeral leave.....	-	-	-	88	85	84	80	83	80	81
Average days per occurrence.....	-	-	-	3.2	3.2	3.3	3.3	3.0	3.3	3.7
Paid holidays.....	99	99	99	99	96	97	92	91	89	89
Average days per year.....	10.1	10.0	9.8	10.0	9.4	9.2	10.2	9.4	9.1	9.3
Paid personal leave.....	20	24	23	25	24	22	21	21	22	20
Average days per year.....	-	3.8	3.6	3.7	3.3	3.1	3.3	3.1	3.3	3.5
Paid vacations.....	100	99	99	100	98	97	96	97	96	95
Paid sick leave ¹	62	67	67	70	69	68	67	65	58	56
Unpaid maternity leave.....	-	-	-	-	33	37	37	60	-	-
Unpaid paternity leave.....	-	-	-	-	16	18	26	53	-	-
Unpaid family leave.....	-	-	-	-	-	-	-	-	84	93
Insurance plans										
Participants in medical care plans.....	97	97	97	95	90	92	83	82	77	76
Percent of participants with coverage for:										
Home health care.....	-	-	46	66	76	75	81	86	78	85
Extended care facilities.....	58	62	62	70	79	80	80	82	73	78
Physical exam.....	-	-	8	18	28	28	30	42	56	63
Percent of participants with employee contribution required for:										
Self coverage.....	26	27	36	43	44	47	51	61	67	69
Average monthly contribution.....	-	-	\$11.93	\$12.80	\$19.29	\$25.31	\$26.60	\$31.55	\$33.92	\$39.14
Family coverage.....	46	51	58	63	64	66	69	76	78	80
Average monthly contribution.....	-	-	\$35.93	\$41.40	\$60.07	\$72.10	\$96.97	\$107.42	\$118.33	\$130.07
Participants in life insurance plans.....	96	96	96	96	92	94	94	91	87	87
Percent of participants with:										
Accidental death and dismemberment insurance.....	69	72	74	72	78	71	71	76	77	74
Survivor income benefits.....	-	-	-	10	8	7	6	5	7	6
Retiree protection available.....	-	64	64	59	49	42	44	41	37	33
Participants in long-term disability insurance plans.....	40	43	47	48	42	45	40	41	42	43
Participants in sickness and accident insurance plans.....	54	51	51	49	46	43	45	44	-	-
Participants in short-term disability plans ¹	-	-	-	-	-	-	-	-	53	55
Retirement plans										
Participants in defined benefit pension plans.....	84	84	82	76	63	63	59	56	52	50
Percent of participants with:										
Normal retirement prior to age 65.....	55	58	63	64	59	62	55	52	52	52
Early retirement available.....	98	97	97	98	98	97	98	95	96	95
Ad hoc pension increase in last 5 years.....	-	-	47	35	26	22	7	6	4	10
Terminal earnings formula.....	53	52	54	57	55	64	56	61	58	56
Benefit coordinated with Social Security.....	45	45	56	62	62	63	54	48	51	49
Participants in defined contribution plans.....	-	-	-	60	45	48	48	49	55	57
Participants in plans with tax-deferred savings arrangements.....	-	-	-	33	36	41	44	43	54	55
Other benefits										
Employees eligible for:										
Flexible benefits plans.....	-	-	-	2	5	9	10	12	12	13
Reimbursement accounts ²	-	-	-	5	12	23	36	52	38	32
Premium conversion plans.....	-	-	-	-	-	-	-	-	5	7

¹ The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1995 survey. Paid sick leave now includes only plans that specify either a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and State-mandated plans available on a per-disability basis, as well as the unfunded per-disability plans previously reported as sick leave. Sickness and accident insurance, reported in years prior to this survey, included only insured, self-insured, and State-mandated plans providing per-disability bene-

fits at less than full pay.

² Prior to 1995, reimbursement accounts included premium conversion plans, which specifically allow medical plan participants to pay required plan premiums with pretax dollars. Also, reimbursement accounts that were part of flexible benefit plans were tabulated separately.

NOTE: Dash indicates data not available.

35. Percent of full-time employees participating in employer-provided benefit plans, and in selected features within plans, small private establishments and State and local governments, 1987, 1990, 1992, 1994, and 1996

Item	Small private establishments				State and local governments			
	1990	1992	1994	1996	1987	1990	1992	1994
Scope of survey (in 000's).....	32,466	34,360	35,910	39,816	10,321	12,972	12,466	12,907
Number of employees (in 000's):								
With medical care.....	22,402	24,396	23,536	25,599	9,599	12,064	11,219	11,192
With life insurance.....	20,778	21,990	21,955	24,635	8,773	11,415	11,095	11,194
With defined benefit plan.....	6,493	7,559	5,480	5,883	9,599	11,675	10,845	11,708
Time-off plans								
Participants with:								
Paid lunch time.....	8	9	—	—	17	11	10	—
Average minutes per day.....	37	37	—	—	34	36	34	—
Paid rest time.....	48	49	—	—	58	56	53	—
Average minutes per day.....	27	26	—	—	29	29	29	—
Paid funeral leave.....	47	50	50	51	56	63	65	62
Average days per occurrence.....	2.9	3.0	3.1	3.0	3.7	3.7	3.7	3.7
Paid holidays.....	84	82	82	80	81	74	75	73
Average days per year ¹	9.5	9.2	7.5	7.6	10.9	13.6	14.2	11.5
Paid personal leave.....	11	12	13	14	38	39	38	38
Average days per year.....	2.8	2.6	2.6	3.0	2.7	2.9	2.9	3.0
Paid vacations.....	88	88	88	86	72	67	67	66
Paid sick leave ²	47	53	50	50	97	95	95	94
Unpaid leave.....	17	18	—	—	57	51	59	—
Unpaid paternity leave.....	8	7	—	—	30	33	44	—
Unpaid family leave.....	—	—	47	48	—	—	—	93
Insurance plans								
Participants in medical care plans.....	69	71	66	64	93	93	90	87
Percent of participants with coverage for:								
Home health care.....	79	80	—	—	76	82	87	84
Extended care facilities.....	83	84	—	—	78	79	84	81
Physical exam.....	26	28	—	—	36	36	47	55
Percent of participants with employee contribution required for:								
Self coverage.....	42	47	52	52	35	38	43	47
Average monthly contribution.....	\$25.13	\$36.51	\$40.97	\$42.63	\$15.74	\$25.53	\$28.97	\$30.20
Family coverage.....	67	73	76	75	71	65	72	71
Average monthly contribution.....	\$109.34	\$150.54	\$159.63	\$181.53	\$71.89	\$117.59	\$139.23	\$149.70
Participants in life insurance plans.....	64	64	61	62	85	88	89	87
Percent of participants with:								
Accidental death and dismemberment insurance.....	78	76	79	77	67	67	74	64
Survivor income benefits.....	1	1	2	1	1	1	1	2
Retiree protection available.....	19	25	20	13	55	45	46	46
Participants in long-term disability insurance plans.....	19	23	20	22	31	27	28	30
Participants in sickness and accident insurance plans.....	6	26	26	—	14	21	22	21
Participants in short-term disability plans ²	—	—	—	29	—	—	—	—
Retirement plans								
Participants in defined benefit pension plans.....	20	22	15	15	93	90	87	91
Percent of participants with:								
Normal retirement prior to age 65.....	54	50	—	47	92	89	92	92
Early retirement available.....	95	95	—	92	90	88	89	87
Ad hoc pension increase in last 5 years.....	7	4	—	—	33	16	10	13
Terminal earnings formula.....	58	54	—	53	100	100	100	99
Benefit coordinated with Social Security.....	49	46	—	44	18	8	10	49
Participants in defined contribution plans.....	31	33	34	38	9	9	9	9
Participants in plans with tax-deferred savings arrangements.....	17	24	23	28	28	45	45	24
Other benefits								
Employees eligible for:								
Flexible benefits plans.....	1	2	3	4	5	5	5	5
Reimbursement accounts ³	8	14	19	12	5	31	50	64
Premium conversion plans.....	—	—	—	7	—	—	—	—

¹ Methods used to calculate the average number of paid holidays were revised in 1994 to count partial days more precisely. Average holidays for 1994 are not comparable with those reported in 1990 and 1992.

² The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1996 survey. Paid sick leave now includes only plans that specify either a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and State-mandated plans available on a per-disability basis, as well as the unfunded per-disability plans previously reported as sick leave.

Sickness and accident insurance, reported in years prior to this survey, included only insured, self-insured, and State-mandated plans providing per-disability benefits at less than full pay.

³ Prior to 1996, reimbursement accounts included premium conversion plans, which specifically allow medical plan participants to pay required plan premiums with pretax dollars. Also, reimbursement accounts that were part of flexible benefit plans were tabulated separately.

NOTE: Dash indicates data not available.

36. Work stoppages involving 1,000 workers or more

Measure	Annual totals		2003		2004 ^P										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Number of stoppages:															
Beginning in period.....	19	14	0	0	0	1	1	0	2	3	0	2	2	-	1
In effect during period.....	20	15	3	2	1	2	1	1	2	4	1	2	3	-	3
Workers involved:															
Beginning in period (in thousands)....	46	129.2	8.0	.0	.0	6.5	2.2	.0	103.0	27.6	.0	3.7	4.5	10.0	2.0
In effect during period (in thousands)..	47	130.5	76.7	70.5	61.3	66.5	2.2	2.2	103.0	28.6	1.6	3.7	6.5	16.1	16.1
Days idle:															
Number (in thousands).....	6,596	4,091.2	1,219.0	1,473.4	1,203.9	1,146.5	44.0	26.4	204.0	94.0	3.2	52.5	57.0	300.0	107.7
Percent of estimated working time ¹	(²)	.01	.05	.05	.05	.05	(²)	(²)	.01	(²)	(²)	.00	(²)	.01	(²)

¹ Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in "Total economy measures of strike idleness,"

Monthly Labor Review, October 1968, pp.54-56.

² Less than 0.005.

NOTE: Dash indicates data not available. P = preliminary.

37. 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		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS															
All items.....	179.9	184.0	184.5	184.3	185.2	186.2	187.4	188.0	189.1	189.7	189.4	189.5	189.9	190.9	191.0
All items (1967 = 100).....	538.8	551.1	552.7	552.1	554.9	557.9	561.5	563.2	566.4	568.2	567.5	567.6	568.7	571.9	572.2
Food and beverages.....	176.8	180.5	182.9	184.7	184.3	184.5	184.9	185.0	186.5	186.8	187.2	187.3	187.2	188.4	188.6
Food.....	176.2	180.0	182.4	180.0	183.8	184.1	184.4	184.5	186.1	186.3	186.8	186.8	186.7	187.9	188.2
Food at home.....	175.6	179.4	182.4	184.1	184.0	184.0	184.3	184.1	186.6	186.8	187.1	186.7	186.1	187.9	188.1
Cereals and bakery products.....	198.0	202.8	202.5	202.9	203.9	204.4	204.8	205.5	206.1	206.8	207.2	207.2	206.4	207.0	206.8
Meats, poultry, fish, and eggs.....	162.1	169.3	179.3	181.1	179.9	179.7	179.5	179.2	181.1	182.3	183.7	183.7	183.4	182.9	182.4
Dairy and related products ¹	168.1	167.9	171.2	173.0	172.4	172.1	171.9	174.0	185.9	188.8	187.7	184.9	181.6	182.1	180.9
Fruits and vegetables.....	220.9	225.9	227.5	232.4	232.4	229.7	230.1	228.3	231.7	226.7	224.5	224.0	226.0	240.0	248.3
Nonalcoholic beverages and beverage materials.....	139.2	139.8	137.9	139.3	140.7	141.4	140.8	139.7	169.9	139.8	140.5	140.3	140.3	140.6	139.6
Other foods at home.....	160.8	162.6	162.0	163.0	162.8	163.7	165.1	165.0	165.4	165.8	166.0	166.2	165.2	165.4	164.4
Sugar and sweets.....	159.0	162.0	161.7	161.0	163.0	163.9	163.3	162.6	163.5	162.8	163.8	164.4	163.5	162.6	163.1
Fats and oils.....	155.4	157.4	157.3	157.7	160.7	162.3	166.2	166.2	169.4	171.3	171.9	169.7	170.4	170.2	167.8
Other foods.....	177.1	178.8	177.9	179.6	178.0	178.9	180.4	180.4	180.1	180.5	180.3	180.9	179.4	180.1	178.9
Other miscellaneous foods ^{1,2}	109.2	110.3	109.0	109.8	109.1	109.5	111.7	110.5	110.8	110.9	109.4	111.5	110.5	109.9	110.5
Food away from home ¹	178.3	182.1	183.8	184.3	184.9	185.5	185.8	186.2	186.7	187.0	187.8	188.4	188.9	189.4	189.6
Other food away from home ^{1,2}	117.7	121.3	122.7	122.9	123.9	124.0	124.1	124.7	124.8	124.8	125.1	125.4	125.9	126.8	126.7
Alcoholic beverages.....	183.6	187.2	188.6	188.7	189.4	189.9	190.8	191.8	191.7	192.4	192.2	192.5	193.4	193.6	194.0
Housing.....	180.3	184.8	185.1	185.1	186.3	187.0	187.9	188.4	188.9	190.3	190.9	191.2	191.0	191.0	190.8
Shelter.....	208.1	213.1	214.2	213.1	215.2	216.0	217.8	218.4	218.7	219.2	220.0	220.3	220.2	220.6	219.9
Rent of primary residence.....	199.7	205.5	207.5	205.3	208.3	208.8	209.2	209.7	210.2	210.7	211.2	211.9	212.4	212.8	213.2
Lodging away from home.....	118.3	119.3	115.0	119.3	117.2	120.0	128.1	129.1	128.2	129.1	132.2	130.6	127.2	128.0	121.9
Owners' equivalent rent of primary residence ³	214.7	219.9	221.9	219.9	222.6	222.9	223.3	223.9	224.3	224.7	225.1	225.7	226.1	226.5	226.8
Tenants' and household insurance ^{1,2}	108.7	114.8	114.3	114.8	114.8	115.0	115.1	115.7	116.1	116.2	116.1	116.3	116.6	116.3	117.7
Fuels and utilities.....	143.6	154.5	152.9	154.5	156.3	156.9	155.2	155.6	158.1	165.5	166.6	167.7	166.7	162.8	165.6
Fuels.....	127.2	138.2	135.7	138.7	139.2	139.5	137.6	138.0	140.4	148.5	149.5	150.5	149.3	144.9	147.8
Fuel oil and other fuels.....	115.5	139.5	134.8	139.1	149.9	155.1	152.5	149.6	150.4	150.7	151.1	157.4	161.6	177.3	186.6
Gas (piped) and electricity.....	134.4	145.0	142.6	145.0	145.5	145.5	143.5	144.2	146.8	155.8	156.9	157.6	156.0	150.0	152.7
Household furnishings and operations.....	128.3	126.1	124.9	124.7	125.3	125.7	125.7	125.6	125.4	125.6	125.2	124.8	125.0	126.1	125.8
Apparel.....	124.0	120.9	123.1	119.0	115.8	118.6	123.5	124.3	123.4	120.1	115.9	116.5	121.2	124.1	123.0
Men's and boys' apparel.....	121.7	118.0	121.4	118.0	115.5	117.1	119.8	120.3	120.3	117.7	115.2	113.8	116.2	118.3	118.9
Women's and girls' apparel.....	115.8	113.1	115.7	110.9	105.7	110.3	117.6	118.7	116.9	112.3	106.1	107.5	114.4	119.2	116.8
Infants' and toddlers' apparel ¹	126.4	122.1	123.0	119.2	117.7	119.3	121.9	120.5	118.1	116.2	114.5	115.0	119.5	120.6	120.3
Footwear.....	121.4	119.6	121.0	118.5	115.9	117.0	121.0	121.0	120.3	118.4	115.1	117.3	121.7	122.1	121.8
Transportation.....	152.9	157.6	155.7	154.7	157.0	158.8	160.5	161.8	165.2	165.7	164.0	162.9	162.9	166.4	167.2
Private transportation.....	148.8	153.6	151.7	150.8	153.2	154.9	156.6	157.9	161.5	161.9	160.0	159.1	159.4	162.9	163.6
New and used motor vehicles ²	99.2	96.5	94.6	94.4	94.3	94.4	94.2	94.1	94.0	93.6	93.5	93.4	93.9	94.3	95.2
New vehicles.....	140.0	137.9	137.5	138.0	138.0	138.3	137.9	137.6	137.4	137.2	135.9	134.9	134.9	135.9	137.9
Used cars and trucks ¹	152.0	142.9	132.0	131.0	130.8	131.0	131.2	131.3	131.8	130.6	132.1	133.8	136.5	136.8	136.7
Motor fuel.....	116.6	135.8	131.2	127.8	136.7	143.1	150.5	155.9	170.5	173.3	165.2	162.0	161.2	173.1	171.9
Gasoline (all types).....	116.0	135.1	130.6	127.2	136.1	142.5	149.8	155.3	169.8	172.7	164.5	161.2	160.5	172.2	171.0
Motor vehicle parts and equipment.....	106.9	107.8	107.9	107.8	108.0	108.0	107.8	107.9	107.9	108.2	108.8	109.0	109.3	109.5	109.9
Motor vehicle maintenance and repair.....	192.0	195.6	197.2	198.0	198.2	198.5	198.5	198.6	199.0	199.7	200.3	200.8	200.7	201.2	202.9
Public transportation.....	207.4	209.3	207.9	205.6	206.3	208.1	209.9	211.5	210.7	212.3	214.4	209.7	205.3	206.5	208.6
Medical care.....	285.6	297.1	300.8	302.1	303.6	306.0	307.5	308.3	309.0	310.0	311.0	311.6	312.3	313.3	314.1
Medical care commodities.....	256.4	262.8	264.0	265.0	265.5	266.7	267.3	268.5	269.1	269.6	269.9	270.0	270.9	271.7	271.2
Medical care services.....	292.9	306.0	310.6	311.9	313.8	316.6	318.4	319.2	319.8	321.0	322.3	323.1	323.7	324.8	326.0
Professional services.....	253.9	261.2	263.0	261.2	262.5	268.0	269.7	270.6	270.9	271.6	272.3	273.3	273.3	273.7	274.2
Hospital and related services.....	367.8	394.8	405.6	407.0	409.7	412.5	413.8	413.6	414.6	416.9	419.1	418.8	420.3	422.5	425.0
Recreation ²	106.2	107.5	107.8	107.7	107.9	108.4	108.8	109.0	108.8	108.9	108.7	108.5	108.6	108.7	108.7
Video and audio ^{1,2}	102.6	103.6	103.8	103.3	103.6	104.1	104.3	104.7	104.6	104.4	104.4	104.1	104.0	104.2	104.0
Education and communication ²	107.9	109.8	110.8	110.9	111.1	111.2	111.1	110.9	110.6	110.8	110.9	111.7	112.9	112.5	112.7
Education ²	126.0	134.4	139.0	139.4	140.1	140.4	140.6	140.7	140.9	141.6	142.1	145.1	147.9	148.3	148.4
Educational books and supplies.....	317.6	335.4	336.0	342.8	345.4	348.6	348.9	349.5	349.6	350.6	349.5	353.3	352.8	353.8	354.4
Tuition, other school fees, and child care.....	362.1	362.1	401.2	401.7	403.6	404.2	404.7	404.9	405.6	407.6	409.4	418.3	427.4	428.2	428.7
Communication ^{1,2}	92.3	89.7	88.2	88.2	88.1	88.1	87.7	87.4	86.9	86.8	86.5	86.1	86.2	85.5	85.6
Information and information processing ^{1,2}	90.8	87.8	86.2	86.2	86.1	86.1	85.7	85.4	84.8	84.7	84.5	84.0	84.1	83.4	83.5
Telephone services ^{1,2}	99.7	98.3	97.2	97.2	97.0	97.1	96.7	96.5	95.9	95.8	95.6	95.0	95.3	94.6	94.5
Information and information processing other than telephone services ^{1,4}	18.3	16.1	15.4	15.3	15.3	15.2	15.2	15.0	14.9	14.9	14.8	14.7	14.7	14.5	14.3
Personal computers and peripheral equipment ^{1,2}	22.2	17.6	16.3	16.2	16.2	16.0	15.8	15.9	15.7	15.5	15.3	15.1	15.0	14.6	14.2
Other goods and services.....	293.2	298.7	300.0	300.2	301.4	302.3	303.1	303.6	303.8	304.1	305.1	305.5	306.3	306.8	307.0
Tobacco and smoking products.....	461.5	469.0	469.1	470.4	473.0	472.6	473.6	473.3	473.5	476.0	480.5	481.6	482.9	482.3	481.7
Personal care ¹	174.7	178.0	179.0	179.0	179.7	180.4	180.9	181.3	181.4	181.8	181.7	181.9	182.3	182.8	83.0
Personal care products ¹	154.7	153.5	153.2	153.4	153.8	154.5	154.5	154.5	154.6	153.8	153.4	152.8	153.5	154.0	153.8
Personal care services ¹	188.4	193.2	194.2	194.3	194.6	195.2	195.8								

37. 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		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Miscellaneous personal services.....	274.4	283.5	287.0	287.1	288.8	290.4	291.6	292.7	293.1	293.6	294.4	295.2	295.9	296.3	296.9
Commodity and service group:															
Commodities.....	149.7	151.2	150.9	150.4	151.1	152.3	153.7	154.3	156.0	155.8	154.5	154.2	154.9	157.1	157.2
Food and beverages.....	176.8	180.5	182.9	184.1	184.3	184.5	184.9	185.0	186.5	186.8	187.2	187.3	187.2	188.4	188.6
Commodities less food and beverages.....	134.2	134.5	132.9	131.7	132.6	134.2	136.0	136.9	138.6	138.2	136.1	135.6	136.7	139.4	139.4
Nondurables less food and beverages.....	145.1	149.7	149.0	146.7	148.4	151.4	155.3	157.2	160.9	160.5	156.7	156.1	157.8	162.6	162.0
Apparel.....	124.0	120.9	123.1	119.0	115.8	118.6	123.5	124.3	123.4	120.1	115.9	116.5	121.2	124.1	123.0
Nondurables less food, beverages, and apparel.....	162.2	171.5	169.1	167.7	172.3	175.6	179.1	181.7	188.2	189.5	185.8	184.4	184.4	190.6	190.2
Durables.....	121.4	117.5	115.1	115.0	115.1	115.3	115.1	115.0	114.8	114.5	114.1	113.7	114.1	114.7	115.3
Services.....	209.8	216.5	217.9	217.9	219.1	219.9	221.0	221.5	221.9	223.3	224.1	224.5	224.5	224.5	224.6
Rent of shelter ³	216.7	221.9	223.0	222.9	224.1	224.9	226.8	227.4	227.7	228.3	229.2	229.4	229.3	229.8	229.0
Transportation services.....	209.1	216.3	218.6	217.7	218.7	219.3	219.7	220.0	220.0	220.5	221.6	220.8	220.1	221.4	222.8
Other services.....	246.4	254.4	257.3	257.4	258.4	259.2	259.5	259.7	259.6	260.2	260.5	261.9	263.8	263.7	264.2
Special indexes:															
All items less food.....	180.5	184.7	184.9	184.4	185.5	186.6	188.0	188.6	189.6	190.3	189.9	189.9	190.4	191.4	191.5
All items less shelter.....	170.8	174.6	174.9	174.7	175.6	176.7	177.6	178.2	179.6	180.2	179.6	179.5	180.1	181.4	181.9
All items less medical care.....	174.3	178.1	178.5	178.2	179.1	180.1	181.3	181.8	182.9	183.5	183.2	183.2	183.6	184.6	184.7
Commodities less food.....	136.0	136.5	135.0	133.8	134.7	136.3	138.0	138.9	140.6	140.3	138.2	137.7	138.8	141.1	141.4
Nondurables less food.....	147.4	151.9	151.3	149.2	150.8	153.7	157.5	159.3	162.8	162.4	158.8	158.2	159.9	162.2	163.9
Nondurables less food and apparel.....	163.3	172.1	170.0	168.8	173.0	176.1	179.4	181.7	187.7	189.0	185.6	184.3	184.4	190.0	189.7
Nondurables.....	161.1	165.3	166.1	165.4	166.4	168.1	170.3	171.4	174.1	174.0	172.2	171.9	172.8	175.8	175.6
Services less rent of shelter ³	217.5	226.4	228.2	228.4	229.7	230.6	230.7	231.1	231.7	234.2	235.0	235.6	235.9	235.1	236.4
Services less medical care services.....	202.5	208.7	209.9	209.9	211.0	211.7	212.7	213.2	213.6	215.0	215.8	216.2	216.1	216.0	216.1
Energy.....	121.7	136.5	133.1	131.8	137.4	140.6	143.1	145.9	154.1	159.7	156.3	155.3	154.3	157.7	158.6
All items less energy.....	187.7	190.6	191.6	191.5	191.9	192.7	193.7	194.1	194.3	194.4	194.5	194.7	195.2	196.0	196.0
All items less food and energy.....	190.5	193.2	193.9	193.6	194.0	194.9	196.1	196.5	196.5	196.6	196.6	196.8	197.4	198.2	198.1
Commodities less food and energy.....	143.7	140.9	139.9	139.0	138.5	139.3	140.3	140.5	140.2	139.4	138.2	138.1	139.4	140.5	140.6
Energy commodities.....	117.1	136.7	132.1	129.0	138.2	144.6	151.3	156.3	170.1	172.8	165.1	162.5	162.0	174.2	173.6
Services less energy.....	217.5	223.8	225.6	225.5	226.6	227.5	228.9	229.4	229.6	230.2	231.0	231.4	231.6	232.1	231.9
CONSUMER PRICE INDEX FOR URBAN WAGE EARNERS AND CLERICAL WORKERS															
All items.....	175.9	179.8	180.2	179.9	180.9	181.9	182.9	183.5	184.7	185.3	184.9	185.0	185.4	186.5	186.8
All items (1967 = 100).....	523.9	535.6	536.7	536.0	538.7	541.7	544.8	546.5	550.2	551.9	550.8	551.0	552.4	555.7	556.3
Food and beverages.....	176.1	179.9	182.4	183.6	183.8	184.0	184.4	184.5	186.0	186.4	186.8	186.9	186.8	187.9	188.1
Food.....	176.5	179.4	181.9	183.1	183.3	183.5	183.8	183.9	185.6	185.9	186.3	186.4	186.2	187.4	187.6
Food at home.....	175.1	178.5	181.6	183.3	183.2	183.2	183.5	183.3	185.8	186.1	186.3	186.1	185.5	187.1	187.3
Cereals and bakery products.....	198.0	202.8	202.4	202.4	203.8	204.4	204.9	205.5	206.0	206.7	207.2	207.0	206.3	206.9	206.8
Meats, poultry, fish, and eggs.....	162.0	169.2	179.2	181.0	179.9	179.7	179.6	179.1	181.1	182.4	183.7	183.7	183.4	183.0	182.4
Dairy and related products ¹	167.2	167.6	171.0	172.2	171.7	171.3	173.6	186.1	189.0	188.8	189.8	189.4	181.4	181.8	180.8
Fruits and vegetables.....	222.9	224.3	225.3	229.7	229.7	227.5	227.8	225.5	228.9	224.3	222.3	222.2	223.9	238.0	246.4
Nonalcoholic beverages and beverage materials.....	138.6	139.1	137.3	138.6	140.0	140.8	140.1	139.1	139.3	139.3	139.8	139.6	139.7	140.0	138.9
Other foods at home.....	160.4	162.2	161.6	162.5	162.3	163.3	164.7	164.6	165.1	165.5	165.6	165.8	164.8	165.0	163.8
Sugar and sweets.....	158.8	161.6	161.4	160.5	162.4	163.2	162.6	161.9	162.9	162.2	162.9	163.8	163.1	162.2	162.1
Fats and oils.....	155.3	157.4	157.3	157.7	160.7	162.2	166.0	166.1	169.4	171.4	172.0	169.9	170.3	170.0	167.7
Other foods.....	177.6	179.2	178.3	180.0	178.4	179.4	180.8	180.8	180.5	180.8	180.7	181.4	179.7	180.5	179.2
Other miscellaneous foods ^{1,2}	109.7	110.8	109.5	110.3	109.6	110.1	112.2	111.0	111.2	111.4	109.7	112.0	111.0	110.3	111.1
Food away from home ¹	178.2	182.0	183.7	184.2	184.8	185.3	185.6	186.1	186.6	186.8	187.6	188.2	188.8	189.3	189.5
Other food away from home ^{1,2}	118.1	121.5	122.9	123.1	123.6	123.8	123.8	124.3	124.6	124.7	124.9	125.2	125.8	126.8	126.8
Alcoholic beverages.....	183.3	187.1	188.8	188.9	189.5	190.0	191.2	192.1	192.0	192.7	192.2	192.8	194.0	193.9	194.2
Housing.....	175.7	180.4	180.9	181.0	182.1	182.6	183.2	183.6	184.1	185.6	186.2	186.6	186.5	186.2	186.4
Shelter.....	201.9	206.9	208.2	208.2	209.2	209.8	211.0	211.5	211.8	212.2	213.0	213.4	213.4	213.8	213.4
Rent of primary residence.....	199.0	204.7	206.6	207.0	207.4	208.0	208.4	208.9	209.4	209.9	210.3	211.0	211.6	212.0	212.4
Lodging away from home ²	118.4	119.8	116.2	113.4	118.5	121.1	128.8	129.8	128.2	128.8	133.0	131.6	127.7	128.3	121.8
Owners' equivalent rent of primary residence ³	195.1	199.7	201.4	201.7	202.1	202.3	202.7	203.1	203.6	203.9	204.2	204.7	205.1	205.5	205.8
Tenants' and household insurance ^{1,2}	108.7	114.7	114.4	114.4	114.9	115.1	115.2	116.0	116.4	116.5	116.3	116.5	116.8	116.5	118.1
Fuels and utilities.....	142.9	153.9	152.3	153.0	155.6	156.2	154.7	155.1	157.4	165.0	166.1	167.2	166.2	161.9	164.5
Fuels.....	126.1	137.0	134.7	135.4	138.0	138.3	136.6	137.0	139.3	147.4	148.4	149.3	148.2	143.5	146.2
Fuel oil and other fuels.....	115.0	138.7	134.4	136.2	149.6	154.5	152.0	148.9	149.6	149.8	150.2	156.8	161.1	177.2	186.5
Gas (piped) and electricity.....	133.4	144.1	141.9	142.5	144.7	144.7	142.9	143.5	146.1	155.1	156.2	156.8	155.3	149.1	151.7
Household furnishings and operations.....	124.4	121.9	120.7	120.4	121.0	121.4	121.3	121.1	121.3	120.7	120.4	120.6	120.6	121.7	121.5
Apparel.....	123.1	120.0	122.6	118.7	115.7	118.3	122.9	123.8	122.8	119.6	115.6	115.9	120.6	123.5	122.6
Men's and boys' apparel.....	121.7	117.5	121.1	117.8	115.6	117.4	120.0	120.6	120.3	117.8	115.2	113.3	115.6	117.8	118.6
Women's and girls' apparel.....	114.6	112.1	115.3	110.5	105.5	109.8	117.4	118.4	116.7	112.2	106.0	106.9	114.0	119.3	116.9
Infants' and toddlers' apparel ¹	128.6	124.1	125.0	121.4	120.1	122.2	125.2	123.4	120.9	118.8	117.0	117.6	122.3	123.3	123.1
Footwear.....	121.2	119.1	120.4	117.8	115.6	116.4	118.6	119.6	119.0	117.0	114.4	116.3	120.4	120.6	120.6
Transportation.....	151.8	156.3	153.6	152.5	154.9	156.8	155.9	163.6	164.0	162.2	161.4	161.6	165.3	165.8	
Private transportation.....	149.0	153.5	150.8	149.7	152.2	154.0	155.7	157.1	160.9	161.3	159.3</				

37. 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		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
New vehicles.....	141.1	139.0	138.7	139.2	139.2	139.5	139.0	138.7	138.5	138.2	137.0	136.0	136.0	136.9	138.9
Used cars and trucks ¹	152.8	143.7	132.8	131.7	131.6	131.7	132.0	132.1	132.6	131.4	133.0	134.6	137.3	137.6	137.5
Motor fuel.....	117.0	136.1	131.5	128.1	137.1	143.6	150.9	156.5	171.1	173.8	165.6	162.4	161.7	173.6	172.3
Gasoline (all types).....	116.4	135.5	130.9	127.6	136.6	143.0	150.3	155.8	170.4	173.2	165.0	161.7	161.0	172.9	171.6
Motor vehicle parts and equipment.....	106.1	107.3	107.5	107.3	107.6	107.6	107.4	107.5	107.5	107.8	108.2	108.4	108.7	108.9	109.4
Motor vehicle maintenance and repair.....	191.7	197.3	198.9	199.8	199.9	200.1	200.3	200.4	200.8	201.5	202.1	202.7	202.7	203.8	204.9
Public transportation.....	202.6	206.0	205.8	203.6	204.6	206.2	208.0	209.4	208.8	210.0	212.1	208.0	203.1	204.2	207.1
Medical care.....	284.6	296.3	300.1	301.4	302.8	305.4	306.9	307.7	308.4	309.4	310.4	311.0	311.7	312.7	313.6
Medical care commodities.....	251.1	257.4	258.5	259.4	259.8	260.9	261.5	262.5	263.3	263.8	263.7	263.8	264.8	265.4	264.9
Medical care services.....	292.5	305.9	310.6	311.9	313.8	316.8	318.6	319.4	320.0	321.2	322.4	323.2	323.9	325.0	326.3
Professional services.....	256.0	263.4	265.2	266.5	267.8	270.6	272.3	273.2	273.5	274.1	274.8	275.8	275.9	276.3	276.9
Hospital and related services.....	363.2	391.2	402.4	403.4	405.9	408.7	409.9	409.8	410.7	413.0	415.2	414.9	416.4	418.5	421.0
Recreation ²	104.6	105.5	105.6	105.5	105.6	106.2	106.5	106.7	106.6	106.7	106.3	106.1	106.2	106.2	106.3
Video and audio ^{1,2}	102.0	102.9	103.0	102.5	102.7	103.2	103.5	103.9	103.9	103.7	103.7	103.4	103.3	103.5	103.3
Education and communication ²	107.6	109.0	109.6	109.7	109.8	110.0	109.8	109.6	109.2	109.4	109.4	109.9	110.8	110.5	110.6
Education ²	125.9	133.8	138.0	138.0	139.1	139.4	139.6	139.7	139.9	140.6	141.0	143.6	146.3	146.7	146.8
Educational books and supplies.....	318.5	336.5	337.5	343.8	346.1	349.5	349.9	350.4	350.4	351.5	350.4	354.7	354.8	356.6	356.1
Tuition, other school fees, and child care.....	354.8	377.3	390.2	390.7	392.8	393.3	393.8	394.1	394.6	396.7	398.1	405.8	414.0	415.2	415.6
Communication ^{1,2}	93.7	91.2	89.8	89.7	89.6	89.6	89.3	89.0	88.4	88.4	88.1	87.6	87.8	87.1	87.2
Information and information processing ^{1,2}	92.7	89.9	88.4	88.3	88.2	88.2	87.9	87.5	87.0	86.9	86.7	86.2	86.3	85.6	85.7
Telephone services ^{1,2}	99.9	98.5	97.4	97.4	97.2	97.3	96.9	96.7	96.1	96.1	95.8	95.2	95.5	94.8	95.1
Information and information processing other than telephone services ^{1,4}	19.0	16.7	15.9	15.8	15.8	15.8	15.7	15.5	15.4	15.4	15.3	15.3	15.2	15.0	14.9
Personal computers and peripheral equipment ^{1,2}	21.8	17.3	16.0	15.9	15.8	15.7	15.5	15.6	15.4	15.2	15.0	14.9	14.8	14.3	13.9
Other goods and services.....	302.0	307.0	307.7	308.1	309.3	310.0	310.8	311.3	311.5	311.8	313.2	313.5	314.4	314.7	314.9
Tobacco and smoking products.....	463.2	470.5	470.2	471.5	473.8	473.2	474.2	474.1	474.4	476.9	481.6	482.6	483.9	483.0	482.5
Personal care ¹	174.1	177.0	177.7	177.8	177.4	179.1	179.7	180.1	180.2	180.0	180.3	180.5	180.9	181.4	181.7
Personal care products ¹	155.5	154.2	153.8	154.2	154.3	155.0	155.0	155.1	155.1	154.3	153.9	153.1	154.0	154.3	154.3
Personal care services ¹	189.1	193.9	194.8	194.9	195.1	195.7	196.3	196.6	197.1	197.5	198.1	199.5	199.7	199.9	200.6
Miscellaneous personal services.....	274.0	283.3	286.7	286.6	288.4	290.2	291.6	292.9	293.1	293.5	294.7	295.4	296.2	296.6	297.5
Commodity and service group:															
Commodities.....	150.4	151.8	151.3	150.7	151.5	152.7	154.1	154.8	156.7	156.6	155.2	154.9	155.7	158.0	158.1
Food and beverages.....	176.1	179.9	182.4	183.6	183.8	184.0	184.4	184.5	186.0	186.4	186.8	186.9	186.8	187.9	188.1
Commodities less food and beverages.....	135.5	135.8	133.8	132.5	133.5	135.2	137.0	138.0	140.0	139.6	137.5	137.1	138.2	141.0	141.0
Nondurables less food and beverages.....	147.0	152.1	151.4	149.0	151.0	154.3	158.4	160.5	164.7	164.4	160.4	159.5	161.2	166.5	165.9
Apparel.....	123.1	120.0	122.6	118.7	115.7	118.3	122.9	123.8	122.8	119.6	115.6	115.9	120.6	123.5	122.6
Nondurables less food, beverages, and apparel.....	165.3	175.6	172.9	171.6	176.5	180.2	184.1	187.0	194.5	196.0	191.8	190.2	190.1	196.9	196.5
Durables.....	121.8	117.4	114.2	114.0	114.0	1142.0	114.0	113.9	113.9	113.5	113.2	113.1	113.7	114.3	114.8
Services.....	205.9	212.6	214.1	214.2	215.3	216.0	216.7	217.1	217.6	219.0	219.7	220.2	220.3	220.0	220.4
Rent of shelter ³	194.5	199.2	200.5	200.6	201.4	202.0	203.2	203.7	203.9	204.4	205.1	205.5	205.5	205.9	205.5
Transportation services.....	207.7	216.2	218.8	218.0	219.1	219.7	220.0	220.2	220.3	220.7	221.6	221.0	220.5	222.0	223.4
Other services.....	241.6	248.5	250.7	250.9	251.8	252.6	252.9	253.0	252.7	253.3	253.5	254.4	256.0	255.9	256.3
Special indexes:															
All items less food.....	175.8	179.7	179.7	179.2	180.2	181.4	182.6	183.2	184.4	185.0	184.5	184.5	185.1	186.2	186.4
All items less shelter.....	168.3	171.9	171.9	171.6	172.5	173.7	174.7	175.3	176.8	177.5	176.7	176.6	177.3	178.6	179.1
All items less medical care.....	171.1	174.8	175.0	174.7	175.6	176.6	177.6	178.2	179.4	180.0	179.6	179.6	180.0	181.1	181.3
Commodities less food.....	137.3	137.7	135.8	134.5	135.5	137.1	138.9	139.9	141.8	141.5	139.4	139.0	140.2	142.2	142.9
Nondurables less food.....	149.2	154.2	153.7	151.4	153.3	156.4	160.4	162.4	166.4	166.2	162.3	161.5	163.2	168.2	167.6
Nondurables less food and apparel.....	166.1	175.9	173.6	172.1	176.9	180.2	184.0	186.6	193.5	194.8	191.0	189.6	189.7	195.6	195.4
Nondurables.....	161.4	166.4	167.3	166.6	167.8	169.5	171.8	173.0	175.9	175.9	174.0	173.6	174.5	177.7	177.5
Services less rent of shelter ³	193.1	201.3	202.7	202.9	204.1	204.9	204.9	205.2	205.8	208.2	208.9	209.3	209.5	208.6	209.8
Services less medical care services.....	198.9	205.2	206.5	206.6	207.6	208.2	208.8	209.2	209.7	211.1	211.8	212.2	212.3	212.0	212.3
Energy.....	120.9	135.9	132.4	131.1	136.9	140.2	143.0	146.0	154.5	159.9	156.2	155.1	154.2	157.8	158.5
All items less energy.....	183.6	186.1	187.0	186.9	187.2	187.9	188.7	189.0	189.3	189.3	189.3	189.3	189.5	190.2	191.0
All items less food and energy.....	185.6	187.9	188.4	188.0	188.3	189.1	190.1	190.4	190.4	190.3	190.3	190.5	191.4	192.1	192.2
Commodities less food and energy.....	144.4	141.1	139.7	141.1	138.2	139.0	140.0	140.1	139.9	139.0	138.0	138.0	139.5	140.5	140.6
Energy commodities.....	17.3	136.8	132.1	136.8	138.3	144.7	151.5	156.7	170.7	173.3	165.5	162.8	162.3	174.5	173.7
Services less energy.....	213.9	220.2	222.1	222.1	223.1	223.9	224.9	225.3	225.5	226.0	226.7	227.1	227.4	227.9	228.0

¹ Not seasonally adjusted.

² Indexes on a December 1997 = 100 base.

³ Indexes on a December 1982 = 100 base.

⁴ Indexes on a December 1988 = 100 base.

Dash indicates data not available.

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

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

[1982-84 = 100, unless otherwise indicated]

	Pricing schedule ¹	All Urban Consumers						Urban Wage Earners					
		2004						2004					
		June	July	Aug.	Sept.	Oct	Nov.	June	July	Aug.	Sept.	Oct.	Nov.
U.S. city average.....	M	189.7	189.4	189.5	189.9	190.9	191.0	185.3	184.9	185.0	185.4	186.5	186.8
Region and area size²													
Northeast urban.....	M	201.1	201.0	201.0	201.2	202.5	202.6	197.5	197.3	197.2	197.7	199.0	200.2
Size A—More than 1,500,000.....	M	203.3	203.0	203.1	203.2	204.5	204.6	198.3	198.0	198.1	198.4	199.7	200.2
Size B/C—50,000 to 1,500,000 ³	M	118.7	119.2	118.9	119.2	120.1	120.1	118.8	119.1	118.7	119.2	120.1	119.8
Midwest urban ⁴	M	183.3	183.2	183.3	183.6	184.5	184.8	178.2	178	178.2	178.6	179.5	181.2
Size A—More than 1,500,000.....	M	185.3	185.4	185.6	189.5	186.8	186.9	179.4	179.5	179.8	180.2	181.1	116.9
Size B/C—50,000 to 1,500,000 ³	M	116.8	116.3	116.5	116.8	117.4	117.7	116.0	115.5	115.7	115.9	116.6	175.2
Size D—Nonmetropolitan (less than 50,000).....	M	176.9	177.1	176.3	176.4	177.1	177.7	174.1	173.7	173.4	173.7	174.4	180.7
South urban.....	M	182.9	182.6	182.6	182.8	183.7	183.7	179.7	179.3	179.4	179.7	180.6	182.5
Size A—More than 1,500,000.....	M	184.3	183.7	183.7	184.0	185.0	185.0	181.9	181.2	181.2	181.4	182.5	182.5
Size B/C—50,000 to 1,500,000 ³	M	117.0	116.9	116.9	116.9	117.4	117.4	115.3	115.2	115.3	115.4	115.9	116.0
Size D—Nonmetropolitan (less than 50,000).....	M	180.5	180.1	180.0	181.2	182.8	182.5	180	179.4	179.5	180.7	182.3	182.2
West urban.....	M	193.3	192.9	193.0	193.8	195.0	195.1	188.6	188.0	188.0	188.8	190.0	190.2
Size A—More than 1,500,000.....	M	195.9	195.4	195.5	196.4	197.5	197.6	189.7	188.9	188.9	189.9	191.0	191.2
Size B/C—50,000 to 1,500,000 ³	M	117.9	117.9	118.1	118.4	119.2	119.3	117.6	117.4	117.6	117.8	118.7	118.9
Size classes:													
A ⁵	M	173.4	173.1	173.2	173.6	174.6	174.6	171.7	171.3	171.4	171.8	172.8	173.0
B/C ³	M	117.3	117.3	117.3	117.4	118.1	118.2	116.4	116.2	116.2	116.5	117.2	117.3
D.....	M	181.8	181.3	181.0	181.8	182.9	183.0	179.7	179.0	178.8	179.7	180.8	181.1
Selected local areas⁶													
Chicago—Gary—Kenosha, IL—IN—WI.....	M	189.1	189.2	190.2	190.0	190.8	190.7	182.5	182.4	183.2	183.1	184.0	184.2
Los Angeles—Riverside—Orange County, CA.....	M	193.7	193.4	193.1	194.5	196.3	196.9	187.4	186.8	186.5	187.8	189.8	190.3
New York, NY—Northern NJ—Long Island, NY—NJ—CT—PA.....	M	206.0	205.5	205.7	205.9	207.3	207.2	200.4	200.1	200.3	200.6	201.9	202.2
Boston—Brockton—Nashua, MA—NH—ME—CT.....	1	—	208.9	—	209.8	—	211.7	—	207.9	—	208.8	—	211
Cleveland—Akron, OH.....	1	—	181.7	—	183.8	—	185.2	—	172.8	—	174.8	—	173.9
Dallas—Ft Worth, TX.....	1	—	179.1	—	179.7	—	179.9	—	179.4	—	180.0	—	180.5
Washington—Baltimore, DC—MD—VA—WV ⁷	1	—	120.2	—	120.8	—	120.9	—	119.7	—	120.4	—	120.4
Atlanta, GA.....	2	185.7	—	184.1	—	183.9	—	184.0	—	182.5	—	181.7	—
Detroit—Ann Arbor—Flint, MI.....	2	185.8	—	186.8	—	187.6	—	180.4	—	181.5	—	183.0	—
Houston—Galveston—Brazoria, TX.....	2	169.3	—	169.1	—	171.8	—	167.6	—	167.4	—	169.5	—
Miami—Ft. Lauderdale, FL.....	2	185.6	—	185.1	—	187.0	—	183.4	—	182.9	—	185.1	—
Philadelphia—Wilmington—Atlantic City, PA—NJ—DE—MD.....	2	198.0	—	199.1	—	200.2	—	197.3	—	198.0	—	199.8	—
San Francisco—Oakland—San Jose, CA.....	2	199.0	—	198.7	—	200.3	—	195.4	—	195.0	—	196.4	—
Seattle—Tacoma—Bremerton, WA.....	2	195.3	—	194.6	—	196.5	—	190.4	—	189.6	—	191.6	—

¹ Foods, fuels, and several other items priced every month in all areas; most other goods and services priced as indicated:

M—Every month.
¹—January, March, May, July, September, and November.
²—February, April, June, August, October, and December.

² Regions defined as the four Census regions.

³ Indexes on a December 1996 = 100 base.

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

⁵ Indexes on a December 1986 = 100 base.

⁶ In addition, the following metropolitan areas are published semiannually and appear in tables 34 and 39 of the January and July issues of the *CPI Detailed*

Report: Anchorage, AK; Cincinnati, OH—KY—IN; Kansas City, MO—KS; Milwaukee—Racine, WI; Minneapolis—St. Paul, MN—WI; Pittsburgh, PA; Portland—Salem, OR—WA; St. Louis, MO—IL; San Diego, CA; Tampa—St. Petersburg—Clearwater, FL.

⁷ Indexes on a November 1996 = 100 base.

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.

Dash indicates data not available.

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

[1982-84 = 100]

Series	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Consumer Price Index for All Urban Consumers:											
All items:											
Index.....	144.5	148.2	152.4	156.9	160.5	163.0	166.6	172.2	177.1	179.9	184.0
Percent change.....	3.0	2.6	2.8	3.0	2.3	1.6	2.2	3.4	2.8	1.6	2.3
Food and beverages:											
Index.....	141.6	144.9	148.9	153.7	157.7	161.1	164.6	168.4	173.6	176.8	180.5
Percent change.....	2.1	2.3	2.8	3.2	2.6	2.2	2.2	2.3	3.1	1.8	2.1
Housing:											
Index.....	141.2	144.8	148.5	152.8	156.8	160.4	163.9	169.6	176.4	180.3	184.8
Percent change.....	2.7	2.5	2.6	2.9	2.6	2.3	2.2	3.5	4.0	2.2	2.5
Apparel:											
Index.....	133.7	133.4	132.0	131.7	132.9	133.0	131.3	129.6	127.3	124.0	120.9
Percent change.....	1.4	-2	-1.0	-2	.9	.1	-1.3	-1.3	-1.8	-2.6	-2.5
Transportation:											
Index.....	130.4	134.3	139.1	143.0	144.3	141.6	144.4	153.3	154.3	152.9	157.6
Percent change.....	3.1	3.0	3.6	2.8	0.9	-1.9	2.0	6.2	0.7	-9	3.1
Medical care:											
Index.....	201.4	211.0	220.5	228.2	234.6	242.1	250.6	260.8	272.8	285.6	297.1
Percent change.....	5.9	4.8	4.5	3.5	2.8	3.2	3.5	4.1	4.6	4.7	4.0
Other goods and services:											
Index.....	192.9	198.5	206.9	215.4	224.8	237.7	258.3	271.1	282.6	293.2	298.7
Percent change.....	5.2	2.9	4.2	4.1	4.4	5.7	8.7	5.0	4.2	3.8	1.9
Consumer Price Index for Urban Wage Earners and Clerical Workers:											
All items:											
Index.....	142.1	145.6	149.8	154.1	157.6	159.7	163.2	168.9	173.5	175.9	179.8
Percent change.....	2.8	2.5	2.9	2.9	2.3	1.3	2.2	3.5	2.7	1.4	2.2

40. Producer Price Indexes, by stage of processing

[1982 = 100]

Grouping	Annual average		2003		2004										
	2002	2003	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug. ¹	Sept. ^P	Oct. ^P	Nov. ^P
Finished goods.....	138.9	143.3	144.5	144.5	145.4	145.3	146.3	147.3	148.9	148.7	148.5	148.6	148.7	151.9	151.7
Finished consumer goods.....	139.4	145.3	146.5	146.7	147.8	147.8	149.0	150.4	152.5	152.0	151.9	151.9	152.0	155.5	155.3
Finished consumer foods.....	140.1	145.9	150.1	150.3	148.1	148.4	150.7	152.7	155.5	155.0	152.3	152.2	152.2	154.7	154.5
Finished consumer goods excluding foods.....	138.8	144.7	144.8	145.0	147.4	147.3	148.0	149.1	150.9	150.5	151.4	151.4	151.5	155.5	155.2
Nondurable goods less food.....	139.8	148.4	147.6	148.2	151.7	151.6	152.4	154.3	156.7	156.0	158.0	158.0	158.1	162.0	161.8
Durable goods.....	133.0	133.1	135.0	134.3	134.3	134.2	134.7	134.4	134.8	134.9	133.6	133.7	133.8	137.7	137.5
Capital equipment.....	139.1	139.5	140.5	140.2	140.5	140.2	140.5	140.6	140.8	141.1	140.7	141.1	141.3	143.5	143.4
Intermediate materials, supplies, and components.....	127.8	133.7	134.1	134.5	136.2	137.3	138.3	140.2	142.0	142.8	143.5	144.9	145.3	146.2	147.2
Materials and components for manufacturing.....	126.1	129.7	130.7	130.9	131.9	133.2	134.3	136.2	137.4	137.7	138.1	139.6	140.8	141.2	141.8
Materials for food manufacturing.....	123.2	134.4	141.6	140.7	138.4	139.3	141.7	146.6	152.2	152.0	147.3	145.4	144.2	144.2	144.0
Materials for nondurable manufacturing.....	129.2	137.2	137.2	137.9	140.2	141.0	141.4	143.5	144.5	145.9	147.3	149.5	152.1	153.5	154.9
Materials for durable manufacturing.....	124.7	127.9	130.5	131.2	132.9	137.3	140.7	144.3	146.9	145.8	147.2	151.0	153.3	152.8	153.3
Components for manufacturing.....	126.1	125.9	125.8	125.8	125.9	126.2	126.5	127.1	127.3	127.6	127.4	128.1	128.0	128.2	128.4
Materials and components for construction.....	151.3	153.6	155.6	155.6	156.2	159.0	161.9	164.7	166.9	166.9	167.5	170.0	171.1	170.7	170.6
Processed fuels and lubricants.....	96.3	112.6	110.3	111.7	116.8	116.8	116.5	118.4	122.3	124.9	126.4	128.5	127.1	130.4	133.8
Containers.....	152.1	153.7	153.4	153.5	153.9	153.7	154.1	154.9	156.7	158.9	159.7	161.4	162.5	164.1	164.3
Supplies.....	138.9	141.5	142.6	142.8	143.2	143.8	144.8	146.4	147.2	147.3	148.0	147.5	147.7	147.8	147.9
Crude materials for further processing.....	108.1	135.3	137.0	141.1	147.8	150.1	152.9	155.7	161.8	163.0	162.5	160.7	153.8	159.7	171.9
Foodstuffs and feedstuffs.....	99.5	113.5	125.7	124.7	117.1	122.2	131.7	135.4	141.1	137.4	130.9	124.7	121.7	119.9	119.3
Crude nonfood materials.....	111.4	148.2	141.4	149.5	167.3	167.3	164.8	166.6	172.9	178.0	182.2	183.9	174.1	186.1	208.1
Special groupings:															
Finished goods, excluding foods.....	138.3	142.4	142.8	142.8	144.5	144.3	144.9	145.7	147.0	146.8	147.2	147.4	147.5	150.9	150.7
Finished energy goods.....	88.8	102.0	100.4	101.0	106.0	105.7	107.0	109.5	113.6	112.5	115.4	115.1	114.9	120.9	120.3
Finished goods less energy.....	147.3	149.0	151.0	150.9	150.6	150.5	151.3	151.9	152.7	152.7	151.7	151.9	152.1	154.4	154.3
Finished consumer goods less energy.....	150.8	153.1	155.5	155.5	154.9	155.0	156.1	156.9	158.0	157.9	156.5	156.6	156.6	159.1	159.1
Finished goods less food and energy.....	150.2	150.5	151.7	151.4	151.8	151.7	152.0	152.1	152.2	152.3	151.9	152.2	152.5	154.7	154.6
Finished consumer goods less food and energy.....	157.6	157.9	159.2	159.0	159.4	159.4	159.7	159.8	159.9	160.0	159.4	159.7	160.0	162.2	162.2
Consumer nondurable goods less food and energy.....	177.5	177.9	178.5	178.9	179.7	179.8	179.8	180.5	180.2	180.2	180.3	180.8	181.3	181.6	182.0
Intermediate materials less foods and feeds.....	128.5	134.2	134.2	134.7	136.5	137.6	138.4	140.2	141.9	142.8	143.7	145.4	146.0	147.0	148.1
Intermediate foods and feeds.....	115.5	125.9	134.8	134.1	132.2	133.7	137.0	143.2	147.7	144.9	142.3	136.0	133.8	131.2	130.6
Intermediate energy goods.....	95.9	111.9	109.5	110.9	115.8	115.8	115.6	117.3	121.1	123.7	125.1	127.1	126.0	129.5	132.6
Intermediate goods less energy.....	134.5	137.7	138.8	139.0	139.8	141.1	142.4	144.4	145.7	146.0	146.4	147.7	148.5	148.7	149.2
Intermediate materials less foods and energy.....	135.8	138.5	139.2	139.5	140.4	141.7	142.9	144.6	145.7	146.2	146.8	148.5	149.5	149.9	150.4
Crude energy materials.....	102.0	147.2	132.5	141.8	163.5	158.9	153.0	158.8	172.1	180.0	177.9	178.1	166.3	179.5	210.1
Crude materials less energy.....	108.7	123.4	135.5	136.2	133.2	139.8	148.0	148.7	150.1	147.0	147.5	144.5	140.9	142.0	142.3
Crude nonfood materials less energy.....	135.7	152.5	164.8	170.1	179.3	189.9	195.2	187.6	177.9	176.3	195.4	200.9	195.4	204.6	207.0

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

[December 2003 = 100, unless otherwise indicated]

NAICS	Industry	2004									
		Feb.	Mar.	Apr.	May	June	July	Aug. ^P	Sept. ^P	Oct. ^P	Nov. ^P
-	Total mining industries (December 1984=100)	140.3	136.6	140.9	149.5	155.5	155.6	157.2	148.8	158.9	180.5
211	Oil and gas extraction(December 1985=100)	172.5	165.4	171.7	188.1	198.0	196.6	198.7	182.8	199.9	237.5
212	Mining, except oil and gas.....	105.2	105.9	108.5	107.3	108.1	110.2	110.2	111.6	112.3	112.7
213	Mining support activities.....	100.8	100.8	101.0	101.3	102.2	103.7	105.5	107.5	110.1	112.7
-	Total manufacturing industries (December 1984=100)	139.3	140.3	141.8	143.3	142.9	143.2	143.7	144.1	146.5	146.0
311	Food manufacturing (December 1984=100).....	140.4	142.4	146.1	149.1	148.6	146.5	144.4	143.3	142.9	142.9
312	Beverage and tobacco manufacturing.....	101.2	100.7	101.5	100.2	101.2	100.6	101.4	101.0	101.6	101.6
313	Textile mills.....	100.3	100.2	100.7	101.1	101.3	101.5	101.6	101.2	101.7	102.0
315	Apparel manufacturing.....	99.7	99.8	99.9	100.0	99.8	99.7	99.6	99.9	100.1	100.1
316	Leather and allied product manufacturing (December 1984=100).....	143.6	143.8	143.5	143.4	143.5	143.7	143.7	143.5	143.7	143.9
321	Wood products manufacturing.....	102.7	105.9	108.1	110.2	108.3	106.8	109.9	110.8	107.4	105.0
322	Paper manufacturing.....	99.4	99.5	100.1	101.1	102.3	103.2	104.2	104.9	105.7	105.7
323	Printing and related support activities.....	100.2	100.4	100.8	100.8	101.0	101.3	101.5	102.0	101.9	102.1
324	Petroleum and coal products manufacturing (December 1984=100).....	130.7	134.3	141.9	152.0	144.1	152.3	155.6	158.9	176.7	170.6
325	Chemical manufacturing (December 1984=100).....	167.9	168.8	169.7	170.3	171.6	172.2	173.2	175.6	177.1	178.3
326	Plastics and rubber products manufacturing (December 1984=100).....	129.4	129.6	130.0	130.4	130.8	131.2	131.8	132.5	134.3	134.7
331	Primary metal manufacturing (December 1984=100).....	128.5	132.3	138.4	142.2	142.3	144.7	149.1	150.9	152.0	154.1
332	Fabricated metal product manufacturing (December 1984=100).....	135.7	137.5	139.4	140.8	141.9	142.5	143.7	144.2	144.7	145.2
333	Machinery manufacturing.....	100.6	100.9	101.3	101.6	101.8	102.1	102.2	102.5	103.1	103.2
334	Computer and electronic products manufacturing.....	99.5	99.3	99.5	99.3	99.1	98.9	98.9	98.9	98.9	98.6
335	Electrical equipment, appliance, and components manufacturing.....	100.7	101.8	102.7	103.3	103.5	103.6	103.8	104.1	104.4	104.4
336	Transportation equipment manufacturing.....	100.1	100.4	100.2	100.4	100.6	99.7	99.9	99.9	103.2	102.7
337	Furniture and related product manufacturing(December 1984=100).....	148.7	149.0	149.7	151.4	151.7	152.0	152.7	152.7	153.5	154.6
339	Miscellaneous manufacturing.....	100.9	100.8	101.0	100.9	101.2	101.2	101.0	101.6	101.6	101.6
	Retail trade										
441	Motor vehicle and parts dealers.....	101.7	103.2	103.8	103.7	103.7	103.3	103.4	103.5	104.2	104.0
442	Furniture and home furnishings stores.....	100.8	101.8	102.0	101.4	102.8	102.6	103.0	103.6	104.0	105.1
443	Electronics and appliance stores.....	99.7	99.9	101.2	101.2	98.8	98.6	98.8	101.6	100.6	97.9
446	Health and personal care stores.....	99.9	96.9	97.4	97.5	98.7	101.3	101.5	107.3	106.8	104.6
447	Gasoline stations (June 2001=100).....	46.6	55.4	56.6	53.2	59.3	48.3	47.0	45.8	42.0	52.0
454	Nonstore retailers.....	105.4	113.2	108.6	107.0	108.7	103.6	103.6	107.5	103.1	111.7
	Transportation and warehousing										
481	Air transportation (December 1992=100).....	163.6	162.0	162.3	162.2	162.8	163.9	165.1	160.6	161.6	160.4
483	Water transportation.....	98.9	99.4	100.1	100.3	100.3	101.5	100.5	103.0	103.6	103.4
491	Postal service (June 1989=100).....	155.0	155.0	155.0	155.0	155.0	155.0	155.0	155.0	155.0	155.0
	Utilities										
221	Utilities.....	102.5	101.2	101.8	103.1	106.9	107.1	107.5	105.1	104.0	108.5
	Health care and social assistance										
6211	Office of physicians (December 1996=100).....	114.3	114.3	114.4	114.4	114.3	114.3	114.5	114.5	114.4	114.4
6215	Medical and diagnostic laboratories.....	99.8	99.8	99.8	100.0	100.0	100.0	100.0	100.0	100.1	100.1
6216	Home health care services (December 1996=100).....	119.6	119.6	119.7	119.7	119.7	119.7	119.8	119.7	119.9	120.0
622	Hospitals (December 1992=100).....	140.1	140.3	140.7	140.8	140.9	141.6	142.1	142.4	142.9	143.3
6231	Nursing care facilities.....	101.4	101.6	101.9	102.0	102.0	102.9	102.9	103.1	103.5	103.6
62321	Residential mental retardation facilities.....	99.9	99.9	99.9	100.5	100.5	102.1	100.6	100.6	100.9	102.0
	Other services industries										
511	Publishing industries, except Internet	101.3	101.3	101.4	101.3	101.4	101.5	101.2	101.0	101.5	102.0
515	Broadcasting, except Internet.....	99.1	100.3	101.6	103.1	102.7	99.6	100.1	101.9	103.6	105.5
517	Telecommunications.....	100.0	100.2	100.1	99.9	99.9	99.8	100.0	99.5	99.2	99.0
5182	Data processing and related services.....	98.9	98.4	98.5	98.9	99.0	99.0	98.8	98.8	98.9	98.5
523	Security, commodity contracts, and like activity.....	102.0	101.7	102.3	102.4	102.7	103.2	102.3	103.2	104.0	105.3
53112	Lessors or nonresidential buildings (except miniwarehouse).....	99.4	99.6	101.0	102.6	102.1	103.5	105.2	104.7	104.1	104.2
5312	Offices of real estate agents and brokers.....	100.2	100.7	100.8	100.8	101.0	101.0	101.1	101.0	99.5	99.6
5313	Real estate support activities.....	100.6	101.1	101.3	101.9	98.5	101.4	102.7	100.7	98.5	100.1
5321	Automotive equipment rental and leasing (June 2001=100).....	109.8	107.4	106.0	104.5	105.6	110.0	111.0	108.2	108.0	107.9
5411	Legal services (December 1996=100).....	131.7	131.7	131.8	131.8	131.8	131.6	131.9	132.3	132.5	132.1
541211	Offices of certified public accountants.....	100.7	100.8	101.1	101.2	101.1	101.3	101.6	101.8	102.0	102.3
5413	Architectural, engineering, and related services (December 1996=100).....	125.9	126.5	126.6	126.5	126.6	127.0	126.9	127.2	127.4	127.3
54181	Advertising agencies.....	99.6	99.8	99.9	99.9	99.9	100.0	100.7	100.4	100.4	100.7
5613	Employment services (December 1996=100).....	112.5	113.2	113.1	113.4	113.8	114.6	114.8	114.6	115.3	115.2
56151	Travel agencies.....	98.7	98.7	98.7	98.7	97.4	95.1	95.4	94.8	96.9	96.4
56172	Janitorial services.....	100.3	100.4	100.5	100.6	101.0	101.0	101.6	100.9	101.5	101.3
5621	Waste collection.....	101.3	100.8	101.3	101.5	101.5	101.4	101.3	101.3	101.4	101.4
721	Accommodation (December 1996=100).....	123.6	124.9	124.8	124.4	125.6	126.6	128.6	125.4	125.4	124.7

NOTE: Data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system.

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

[1982 = 100]

Index	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Finished goods											
Total.....	124.7	125.5	127.9	131.3	131.8	130.7	133.0	138.0	140.7	138.9	143.3
Foods.....	125.7	126.8	129.0	133.6	134.5	134.3	135.1	137.2	141.3	140.1	146.0
Energy.....	78.0	77.0	78.1	83.2	83.4	75.1	78.8	94.1	96.8	88.8	102.0
Other.....	135.8	137.1	140.0	142.0	142.4	143.7	146.1	148.0	150.0	150.2	150.5
Intermediate materials, supplies, and components											
Total.....	116.2	118.5	124.9	125.7	125.6	123.0	123.2	129.2	129.7	127.8	133.7
Foods.....	115.6	118.5	119.5	125.3	123.2	123.2	120.8	119.2	124.3	123.3	134.4
Energy.....	84.6	83.0	84.1	89.8	89.0	80.8	84.3	101.7	104.1	95.9	111.9
Other.....	123.8	127.1	135.2	134.0	134.2	133.5	133.1	136.6	136.4	135.8	138.5
Crude materials for further processing											
Total.....	102.4	101.8	102.7	113.8	111.1	96.8	98.2	120.6	121.3	108.1	135.3
Foods.....	108.4	106.5	105.8	121.5	112.2	103.9	98.7	100.2	106.2	99.5	113.5
Energy.....	76.7	72.1	69.4	85.0	87.3	68.6	78.5	122.1	122.8	102.0	147.5
Other.....	94.1	97.0	105.8	105.7	103.5	84.5	91.1	118.0	101.8	101.0	116.8

43. U.S. export price indexes by Standard International Trade Classification

[2000 = 100]

SITC Rev. 3	Industry	2003		2004										
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
0	Food and live animals.....	115.2	116.5	117.0	119.9	122.7	126.1	126.7	123.9	119.8	116.4	117.6	118.2	118.0
01	Meat and meat preparations.....	125.6	123.0	122.8	125.0	127.1	127.6	127.7	127.3	123.0	126.1	124.6	126.0	123.8
04	Cereals and cereal preparations.....	125.6	130.8	131.6	135.2	139.6	147.7	146.0	141.2	128.0	120.6	122.0	115.5	112.7
05	Vegetables, fruit, and nuts, prepared fresh or dry.....	102.8	103.2	103.1	108.4	110.1	109.5	113.3	111.1	110.0	113.2	119.8	130.6	135.1
2	Crude materials, inedible, except fuels.....	116.3	116.9	120.2	122.3	129.0	132.8	132.5	125.7	132.1	118.0	119.4	118.1	119.9
22	Oilseeds and oleaginous fruits.....	150.9	152.5	157.2	160.9	181.6	197.1	199.0	168.5	184.5	117.4	125.1	109.1	110.3
24	Cork and wood.....	92.5	93.7	94.5	95.6	96.5	97.6	98.2	98.3	98.9	98.8	99.1	98.6	96.9
25	Pulp and waste paper.....	91.9	91.7	91.7	92.5	94.2	98.8	100.4	100.8	100.1	99.5	98.7	98.1	98.7
26	Textile fibers and their waste.....	128.5	121.2	123.7	122.2	121.9	115.9	114.9	108.7	102.9	101.1	102.1	100.2	97.2
28	Metalliferous ores and metal scrap.....	129.6	136.6	148.9	156.8	171.4	176.2	170.6	167.5	190.2	183.6	178.5	190.4	200.4
3	Mineral fuels, lubricants, and related products.....	106.3	110.7	120.5	119.3	123.0	123.2	135.1	131.8	137.5	139.6	141.2	155.8	153.7
32	Coal, coke, and briquettes.....	111.6	112.9	-	-	-	-	-	-	-	-	-	-	-
33	Petroleum, petroleum products, and related materials.....	101.2	106.2	116.8	114.7	120.1	119.8	135.0	129.7	134.5	136.2	138.0	156.4	153.9
5	Chemicals and related products, n.e.s.	100.9	101.4	102.9	104.0	104.9	105.5	105.6	105.8	107.0	108.6	109.6	111.4	112.3
54	Medicinal and pharmaceutical products.....	106.5	105.8	105.4	105.3	105.5	105.7	105.7	105.8	107.9	108.1	108.0	107.1	107.3
55	Essential oils; polishing and cleaning preparations.....	99.4	100.1	104.3	104.2	104.3	104.1	104.4	104.3	104.1	105.1	105.6	106.1	106.4
57	Plastics in primary forms	95.8	96.5	98.3	100.9	102.1	102.2	102.9	103.2	104.8	107.3	109.9	113.2	115.7
58	Plastics in nonprimary forms.....	97.1	97.2	96.8	97.2	97.4	96.9	96.7	96.5	97.2	97.1	97.4	97.9	98.8
59	Chemical materials and products, n.e.s.	102.5	102.6	105.0	105.2	104.8	104.8	104.8	104.9	104.6	106.2	105.4	105.0	104.9
6	Manufactured goods classified chiefly by materials.....	100.7	100.8	101.7	103.0	104.1	105.6	106.6	107.0	108.5	109.6	110.5	111.3	112.1
62	Rubber manufactures, n.e.s.	109.5	109.9	110.4	110.9	110.4	110.9	110.8	111.2	111.8	112.0	111.3	111.5	112.4
64	Paper, paperboard, and articles of paper, pulp, and paperboard.....	97.9	97.6	97.9	97.8	97.9	98.7	99.0	99.2	101.2	101.9	102.7	103.8	103.2
66	Nonmetallic mineral manufactures, n.e.s.	99.7	99.8	99.7	99.6	99.7	99.7	99.5	99.9	99.9	100.2	100.5	101.4	101.5
68	Nonferrous metals.....	83.4	84.5	85.9	90.9	94.1	98.1	97.6	95.4	95.4	96.5	99.0	98.1	99.9
7	Machinery and transport equipment.....	97.7	97.8	97.9	98.1	98.2	98.4	98.4	98.2	98.2	98.2	98.3	98.6	98.7
71	Power generating machinery and equipment.....	108.5	108.7	109.3	109.4	109.4	108.7	108.7	108.7	108.9	109.0	109.0	109.4	110.2
72	Machinery specialized for particular industries.....	103.3	103.4	103.9	104.0	104.2	105.1	105.4	105.4	105.7	105.9	106.1	107.2	107.6
74	General industrial machines and parts, n.e.s., and machine parts.....	102.8	102.8	103.3	103.5	104.0	104.5	104.8	104.9	105.2	105.3	105.3	106.1	106.3
75	Computer equipment and office machines.....	88.0	88.6	87.7	88.2	88.4	88.8	88.6	87.2	86.6	86.4	86.3	85.9	85.5
76	Telecommunications and sound recording and reproducing apparatus and equipment.....	92.2	92.0	92.6	92.5	92.4	92.2	92.0	91.8	91.5	90.7	90.7	90.4	90.8
77	Electrical machinery and equipment.....	88.2	88.1	88.0	88.3	88.6	88.5	88.6	88.2	88.3	88.2	88.1	88.6	88.4
78	Road vehicles.....	101.6	101.5	101.7	101.9	101.9	102.3	102.3	102.4	102.5	102.5	102.4	102.8	102.8
87	Professional, scientific, and controlling instruments and apparatus.....	102.3	102.3	102.2	102.3	102.3	102.2	102.1	102.0	101.7	101.9	101.8	102.2	102.3

44. U.S. import price indexes by Standard International Trade Classification

[2000 = 100]

SITC Rev. 3	Industry	2003		2004										
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
0	Food and live animals.....	100.0	101.0	102.2	104.7	105.4	106.4	106.1	106.9	107.4	107.4	109.2	111.1	111.6
01	Meat and meat preparations.....	117.2	120.4	117.7	118.0	120.4	121.7	124.4	128.9	133.7	134.2	135.1	133.9	131.8
03	Fish and crustaceans, mollusks, and other aquatic invertebrates.....	79.3	79.2	78.2	80.0	83.3	85.1	84.1	84.1	86.1	86.9	86.0	85.5	84.3
05	Vegetables, fruit, and nuts, prepared fresh or dry.....	108.9	109.4	112.3	115.7	111.3	109.5	106.1	105.9	102.1	100.6	109.2	114.4	119.9
07	Coffee, tea, cocoa, spices, and manufactures thereof.....	93.1	96.0	100.1	101.9	101.7	103.6	102.4	107.0	102.7	103.4	105.6	104.5	106.8
1	Beverages and tobacco.....	104.4	104.4	104.7	105.0	105.3	105.3	105.4	105.3	105.9	106.1	106.2	106.5	106.6
11	Beverages.....	104.2	104.3	104.9	105.2	105.5	105.5	105.7	105.6	106.4	106.6	106.7	106.9	107.0
2	Crude materials, inedible, except fuels.....	104.5	107.9	109.5	114.1	120.0	122.9	127.3	125.8	125.7	134.0	135.1	125.1	121.5
24	Cork and wood.....	103.2	108.0	108.9	115.7	123.3	127.8	139.0	136.1	132.1	148.9	151.1	126.2	117.0
25	Pulp and waste paper.....	91.9	92.8	93.3	91.9	95.4	100.8	103.4	106.5	108.0	107.7	105.5	99.8	98.0
28	Metalliferous ores and metal scrap.....	108.7	115.3	124.2	134.6	148.0	148.2	143.5	140.4	145.3	160.8	162.6	166.4	166.5
29	Crude animal and vegetable materials, n.e.s.....	94.8	99.6	98.9	99.5	99.7	99.3	102.1	98.0	101.2	97.6	98.7	96.3	96.5
3	Mineral fuels, lubricants, and related products.....	103.3	108.2	117.3	117.7	120.8	121.1	131.6	131.5	133.9	144.2	146.8	161.9	162.1
33	Petroleum, petroleum products, and related materials.....	102.3	106.9	114.0	114.5	120.0	120.3	131.5	130.0	133.0	144.8	149.2	166.3	161.9
34	Gas, natural and manufactured.....	106.6	113.9	138.0	137.1	122.9	123.3	129.5	140.0	134.8	136.3	123.7	125.3	159.6
5	Chemicals and related products, n.e.s.....	100.8	101.1	103.0	103.4	103.8	103.5	103.5	103.8	104.6	105.1	105.8	106.2	106.5
52	Inorganic chemicals.....	111.9	114.0	119.3	120.6	120.5	115.9	117.5	119.8	122.2	123.8	124.1	125.0	125.1
53	Dyeing, tanning, and coloring materials.....	99.0	99.6	99.9	99.7	99.5	100.6	100.8	100.3	98.3	98.4	98.4	98.5	98.7
54	Medicinal and pharmaceutical products.....	103.4	103.4	107.2	107.7	108.1	107.7	107.3	107.1	107.3	107.3	106.6	106.0	106.6
55	Essential oils; polishing and cleaning preparations.....	91.6	91.6	92.7	93.3	93.7	93.5	93.4	93.5	93.4	93.4	93.4	93.3	93.2
57	Plastics in primary forms.....	105.6	105.5	104.4	105.2	106.9	105.5	105.8	104.6	107.8	108.4	109.6	110.4	113.8
58	Plastics in nonprimary forms.....	101.7	101.8	102.1	102.4	102.9	102.9	102.9	102.3	103.0	103.2	103.5	103.8	104.2
59	Chemical materials and products, n.e.s.....	93.1	93.3	94.3	94.9	95.8	95.4	95.1	95.2	94.7	94.1	94.5	94.9	95.5
6	Manufactured goods classified chiefly by materials.....	97.4	97.8	98.9	101.4	103.6	105.6	106.9	106.1	106.1	107.7	108.9	109.0	109.3
62	Rubber manufactures, n.e.s.....	98.6	98.8	99.0	99.2	99.7	99.9	100.0	100.5	100.5	100.8	100.8	100.9	101.1
64	Paper, paperboard, and articles of paper, pulp, and paperboard.....	94.2	93.7	94.1	94.5	95.0	94.8	95.5	95.5	96.4	96.9	97.9	99.2	99.3
66	Nonmetallic mineral manufactures, n.e.s.....	98.1	98.1	98.5	98.9	99.0	99.3	99.4	99.4	99.3	100.2	100.4	100.6	100.7
68	Nonferrous metals.....	85.1	87.7	92.3	97.0	102.6	105.8	106.1	101.6	102.3	105.6	106.3	106.8	108.6
69	Manufactures of metals, n.e.s.....	99.1	99.5	99.7	100.3	101.1	102.3	102.4	102.4	102.7	103.3	103.9	104.1	104.9
7	Machinery and transport equipment.....	95.4	95.3	95.4	95.5	95.5	95.2	95.2	95.1	95.0	95.0	95.0	95.0	95.1
72	Machinery specialized for particular industries.....	103.3	103.6	104.9	106.4	106.7	106.5	106.7	106.6	107.2	107.6	107.4	107.7	108.1
74	General industrial machines and parts, n.e.s., and machine parts.....	100.9	101.2	101.8	102.5	103.3	103.5	103.6	103.5	104.0	104.1	104.3	104.6	104.9
75	Computer equipment and office machines.....	78.5	78.2	78.0	78.0	77.7	76.5	76.4	75.5	74.9	74.3	74.0	73.1	73.0
76	Telecommunications and sound recording and reproducing apparatus and equipment.....	87.5	86.7	86.4	85.4	85.1	84.9	84.9	84.7	84.3	84.0	83.9	83.5	83.5
77	Electrical machinery and equipment.....	96.0	95.3	95.4	95.7	95.6	94.9	94.8	94.7	94.6	94.7	94.5	94.3	94.4
78	Road vehicles.....	101.4	101.6	101.9	102.0	102.0	102.2	102.3	102.4	102.6	102.8	103.1	103.6	103.8
85	Footwear.....	100.1	100.1	100.5	100.5	100.6	100.6	100.6	100.4	100.4	100.1	100.5	100.5	100.5
88	Photographic apparatus, equipment, and supplies, and optical goods, n.e.s.....	99.8	99.9	99.9	100.3	100.0	99.4	99.3	99.0	98.2	98.2	98.2	98.2	98.6

45. U.S. export price indexes by end-use category

[2000 = 100]

Category	2003		2004										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
ALL COMMODITIES	100.5	100.8	101.5	102.2	103.0	103.7	104.1	103.4	103.9	103.4	103.8	104.5	104.8
Foods, feeds, and beverages.....	121.4	122.4	123.1	125.6	130.5	134.8	135.6	129.1	128.0	116.5	118.7	117.3	117.6
Agricultural foods, feeds, and beverages.....	122.8	123.8	124.6	127.2	132.4	137.0	138.0	131.1	129.9	117.0	119.3	117.6	117.8
Nonagricultural (fish, beverages) food products.....	107.5	108.5	109.5	110.7	112.1	113.4	112.7	110.7	110.1	110.9	112.9	114.3	115.0
Industrial supplies and materials.....	101.7	102.5	105.1	106.4	108.1	109.1	110.2	109.9	112.0	113.1	113.9	116.5	117.5
Agricultural industrial supplies and materials.....	119.0	117.5	118.6	116.6	117.2	114.8	113.7	110.7	109.0	108.4	109.4	108.7	107.1
Fuels and lubricants.....	96.4	99.0	106.1	106.5	108.9	109.6	117.5	114.9	118.6	120.4	120.8	130.9	129.1
Nonagricultural supplies and materials, excluding fuel and building materials.....	101.7	102.5	104.7	106.4	108.1	109.4	109.9	110.0	112.4	113.5	114.3	116.4	118.1
Selected building materials.....	99.1	99.5	98.7	100.9	102.3	103.4	103.9	103.4	102.8	103.3	104.0	103.8	103.7
Capital goods.....	97.3	97.5	97.5	97.8	98.0	98.1	98.1	97.8	97.8	97.8	97.9	98.3	98.4
Electric and electrical generating equipment.....	101.7	101.7	102.0	101.9	102.0	101.7	101.7	102.0	102.2	102.2	102.3	103.0	103.2
Nonelectrical machinery.....	93.9	94.1	93.9	94.3	94.5	94.6	94.6	94.1	94.0	94.0	93.9	94.3	94.3
Automotive vehicles, parts, and engines.....	101.9	101.8	101.9	102.0	101.9	102.2	102.3	102.3	102.4	102.6	102.5	102.8	102.8
Consumer goods, excluding automotive.....	100.0	99.9	100.2	100.1	100.2	100.4	100.5	100.4	100.9	101.1	101.0	100.8	100.9
Nondurables, manufactured.....	99.4	99.2	99.9	99.9	99.9	100.1	100.1	100.0	100.8	101.0	101.0	100.6	100.9
Durables, manufactured.....	100.3	100.3	100.1	100.0	100.1	100.5	100.6	100.7	100.8	101.0	100.9	100.4	100.5
Agricultural commodities.....	122.2	122.7	123.5	125.3	129.7	133.0	133.7	127.4	126.1	115.5	117.5	116.0	115.9
Nonagricultural commodities.....	98.8	99.1	99.8	100.4	100.9	101.4	101.7	101.5	102.2	102.5	102.8	103.7	104.1

46. U.S. import price indexes by end-use category

[2000 = 100]

Category	2003		2004										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
ALL COMMODITIES	96.8	97.5	99.0	99.4	100.2	100.4	101.9	101.7	102.1	103.6	104.1	105.8	106.0
Foods, feeds, and beverages.....	102.4	103.2	103.7	105.3	105.9	107.2	106.8	106.9	107.5	107.3	108.7	110.0	110.3
Agricultural foods, feeds, and beverages.....	109.7	110.9	112.0	113.4	113.0	114.2	114.0	114.3	114.5	114.1	116.5	118.5	119.2
Nonagricultural (fish, beverages) food products.....	86.0	86.0	85.1	87.2	90.1	91.7	90.6	90.3	91.8	92.3	91.4	91.0	90.5
Industrial supplies and materials.....	100.7	103.6	108.5	110.0	112.7	113.9	119.7	119.3	120.6	126.6	128.4	135.0	135.0
Fuels and lubricants.....	102.0	107.2	116.5	117.0	120.2	120.6	131.0	130.9	133.2	143.4	146.0	161.2	160.9
Petroleum and petroleum products.....	100.9	106.0	113.7	114.3	120.1	119.9	131.2	129.7	132.7	144.4	148.8	166.1	161.8
Paper and paper base stocks.....	93.9	93.9	94.1	94.2	95.6	96.8	98.2	99.0	100.0	100.4	101.2	101.4	101.1
Materials associated with nondurable supplies and materials.....	104.2	104.4	104.7	104.8	105.4	105.1	105.4	106.0	106.5	107.7	108.0	108.6	109.4
Selected building materials.....	108.1	108.0	106.8	113.7	118.4	120.2	123.6	120.5	117.6	124.0	125.6	115.3	110.9
Unfinished metals associated with durable goods.....	96.4	99.2	104.5	109.5	114.9	121.7	126.2	124.4	126.1	129.8	133.1	134.3	136.5
Nonmetals associated with durable goods.....	98.1	98.2	98.5	99.2	99.3	99.3	99.1	98.7	98.5	98.5	98.7	98.7	99.1
Capital goods.....	93.3	92.9	93.1	93.1	93.1	92.6	92.6	92.2	92.2	92.1	92.0	91.7	91.9
Electric and electrical generating equipment.....	96.5	96.8	97.4	97.9	97.8	97.2	97.1	97.0	97.5	97.7	97.4	97.3	97.4
Nonelectrical machinery.....	91.6	91.1	91.2	91.2	91.2	90.6	90.5	90.1	90.0	89.9	89.8	89.5	89.6
Automotive vehicles, parts, and engines.....	101.2	101.4	101.6	101.7	101.8	102.0	102.0	102.2	102.3	102.5	102.7	103.1	103.3
Consumer goods, excluding automotive.....	98.1	98.1	98.6	98.7	98.7	98.6	98.5	98.5	98.5	98.4	98.4	98.4	98.5
Nondurables, manufactured.....	100.0	100.1	101.1	101.2	101.3	101.1	101.0	100.9	101.0	100.9	100.8	100.7	100.8
Durables, manufactured.....	96.2	96.2	96.3	96.3	96.3	96.3	96.0	96.1	95.9	95.9	95.9	96.0	96.1
Nonmanufactured consumer goods.....	95.8	96.2	95.9	96.2	96.4	96.4	97.3	96.8	97.4	97.9	97.9	97.9	98.0

47. U.S. international price indexes for selected categories of services

[2000 = 100, unless indicated otherwise]

Category	2002		2003				2004		
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
Air freight (inbound).....	100.3	105.9	108.8	109.4	112.5	112.9	116.2	116.6	118.7
Air freight (outbound).....	97.3	95.4	97.2	95.4	95.5	94.9	96.1	99.0	100.7
Inbound air passenger fares (Dec. 2003 = 100).....	—	—	—	—	—	100.0	105.1	106.1	110.1
Outbound air passenger fares (Dec. 2003 = 100).....	—	—	—	—	—	100.0	99.3	114.2	114.2
Ocean liner freight (inbound).....	93.5	93.3	94.0	116.1	116.2	117.7	119.1	121.1	120.3

NOTE: Dash indicates data not available.

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

[1992 = 100]

Item	2001		2002				2003				2004		
	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
Business													
Output per hour of all persons.....	118.8	120.9	122.7	123.2	124.7	125.0	126.2	128.6	131.2	132.0	133.3	134.2	135.0
Compensation per hour.....	140.4	141.5	143.2	144.4	145.0	145.5	147.4	149.6	151.7	153.2	154.2	155.9	157.3
Real compensation per hour.....	113.2	114.2	115.2	115.2	115.0	114.8	115.3	116.8	117.7	118.7	118.4	118.3	118.9
Unit labor costs.....	118.2	117.0	116.7	117.2	116.3	116.3	116.8	116.4	115.6	116.0	115.7	116.1	116.6
Unit nonlabor payments.....	110.2	113.1	113.4	113.6	115.7	116.8	117.7	119.0	120.8	120.7	122.9	124.8	124.8
Implicit price deflator.....	115.2	115.6	115.5	115.9	116.1	116.5	117.1	117.3	117.5	117.8	118.4	119.4	119.6
Nonfarm business													
Output per hour of all persons.....	118.5	120.4	122.4	122.8	124.1	124.6	125.8	127.8	130.6	131.7	132.8	134.1	134.7
Compensation per hour.....	139.6	140.7	142.6	143.8	144.3	144.7	146.6	148.7	150.9	152.5	153.3	155.2	156.5
Real compensation per hour.....	112.5	113.5	114.7	114.7	114.4	114.3	114.7	116.1	117.1	118.2	117.7	117.8	118.3
Unit labor costs.....	117.8	116.8	116.4	117.1	116.2	116.1	116.6	116.3	115.5	115.9	115.4	115.7	116.2
Unit nonlabor payments.....	111.9	114.7	115.1	115.4	117.7	118.9	119.6	120.4	122.3	121.9	124.3	126.1	126.6
Implicit price deflator.....	115.6	116.0	116.0	116.5	116.8	117.2	117.7	117.8	118.0	118.1	118.7	119.6	120.0
Nonfinancial corporations													
Output per hour of all employees.....	123.0	123.9	126.3	127.9	129.2	130.2	131.3	134.1	137.2	138.9	138.9	140.1	141.5
Compensation per hour.....	137.9	139.3	139.9	141.3	142.1	142.9	144.1	146.3	148.5	150.0	150.9	152.9	154.4
Real compensation per hour.....	111.1	112.5	112.6	112.7	112.7	112.8	112.7	114.2	115.3	116.2	115.9	116.1	116.7
Total unit costs.....	112.8	113.4	111.6	111.2	110.7	110.4	110.7	109.7	109.0	108.7	108.8	109.4	109.4
Unit labor costs.....	112.1	112.4	1,110.8	110.5	110.0	109.7	109.8	109.1	108.2	108.0	108.6	109.2	109.1
Unit nonlabor costs.....	114.7	116.2	114.0	112.9	112.7	112.3	113.2	111.4	111.1	110.5	109.5	109.9	110.3
Unit profits.....	79.4	75.8	89.1	94.7	95.7	101.8	99.2	111.0	118.7	123.2	128.1	134.3	134.6
Unit nonlabor payments.....	105.2	105.4	107.4	108.1	108.2	109.5	109.4	111.3	113.1	113.9	114.5	116.4	116.8
Implicit price deflator.....	109.8	110.1	109.6	109.7	109.4	109.6	109.7	109.8	109.9	110.0	110.6	111.6	111.7
Manufacturing													
Output per hour of all persons.....	136.9	140.4	143.8	145.7	147.8	148.8	151.0	152.1	155.9	157.2	158.3	161.5	163.2
Compensation per hour.....	137.3	139.4	144.1	147.0	148.6	149.9	155.7	158.5	161.6	163.9	162.2	163.7	165.5
Real compensation per hour.....	110.6	112.5	115.9	117.2	117.8	118.3	121.8	123.8	125.4	127.0	124.5	124.3	125.0
Unit labor costs.....	100.3	99.3	100.2	100.8	100.5	100.7	103.1	104.2	103.6	104.2	102.5	101.4	101.4

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

[1996 = 100]

Item	1980	1990	1991	1992	1993	1994	1995	1997	1998	1999	2000	2001
Private business												
Productivity:												
Output per hour of all persons.....	75.8	90.2	91.3	94.8	95.4	96.6	97.3	102.2	105.0	107.7	111.0	112.4
Output per unit of capital services.....	103.3	99.7	96.5	98.0	98.7	100.4	99.8	100.3	99.3	98.2	96.6	92.8
Multifactor productivity.....	88.8	95.5	94.5	96.7	97.1	98.2	98.4	101.2	102.5	103.4	105.0	103.9
Output.....	59.4	83.6	82.6	85.7	88.5	92.8	95.8	105.2	110.5	115.7	120.4	120.2
Inputs:												
Labor input.....	71.9	89.4	88.3	89.3	91.8	95.6	98.0	103.5	106.1	109.0	110.1	109.5
Capital services.....	57.6	83.8	85.7	87.5	89.7	92.5	96.0	104.9	111.3	117.9	124.5	129.6
Combined units of labor and capital input.....	67.0	87.5	87.4	88.7	91.1	94.6	97.3	104.0	107.9	110.9	114.7	115.7
Capital per hour of all persons.....	73.4	90.4	94.6	96.8	96.6	96.2	97.5	101.9	105.8	109.7	114.8	121.1
Private nonfarm business												
Productivity:												
Output per hour of all persons.....	77.3	90.3	91.4	94.8	95.3	96.5	97.5	102.0	104.7	107.1	110.3	111.6
Output per unit of capital services.....	107.6	100.4	97.0	98.2	99.0	100.4	100.0	100.0	99.0	97.6	95.9	92.0
Multifactor productivity.....	91.0	95.8	94.8	96.7	97.2	98.2	98.6	101.0	102.2	102.9	104.4	103.3
Output.....	59.6	83.5	82.5	85.5	88.4	92.6	95.8	105.1	110.5	115.7	120.2	120.1
Inputs:												
Labor input.....	70.7	89.2	87.9	89.0	91.8	95.4	97.8	103.6	106.4	109.5	110.6	110.1
Capital services.....	55.4	83.2	85.1	87.0	89.4	92.2	95.8	105.1	111.7	118.5	125.4	130.5
Combined units of labor and capital input.....	65.5	87.2	87.0	88.4	91.0	94.3	97.2	104.1	108.1	112.4	115.2	116.3
Capital per hour of all persons.....	71.8	89.9	94.3	96.5	96.3	96.1	97.6	101.9	105.8	109.7	115.0	121.3
Manufacturing												
Productivity:												
Output per hour of all persons.....	62.0	82.2	84.1	88.6	90.2	93.0	96.5	103.8	108.9	114.0	118.3	119.7
Output per unit of capital services.....	97.2	97.5	93.6	95.9	96.9	99.7	100.6	101.4	101.7	101.7	101.0	95.1
Multifactor productivity.....	81.2	93.3	92.4	94.0	95.1	97.3	99.2	103.1	105.7	108.7	111.3	110.3
Output.....	64.3	83.2	81.5	85.5	88.3	92.9	96.9	105.6	110.5	114.7	117.4	112.1
Inputs:												
Hours of all persons.....	103.7	101.1	96.9	96.5	97.8	99.9	100.4	101.7	101.5	100.7	99.2	99.6
Capital services.....	66.1	85.3	87.1	89.1	91.1	93.2	96.4	104.1	108.7	112.8	116.2	117.9
Energy.....	86.1	93.1	93.2	93.1	96.6	99.9	102.3	97.5	100.6	102.9	104.3	98.9
Nonenergy materials.....	63.9	77.5	78.5	83.5	86.5	90.3	93.1	101.9	107.5	107.9	106.9	105.5
Purchased business services.....	65.8	84.7	84.6	92.0	92.9	96.0	100.4	103.9	103.1	105.4	106.5	97.7
Combined units of all factor inputs.....	79.2	89.1	88.3	90.9	92.8	95.5	97.7	102.4	104.6	105.5	105.5	101.6

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

[1992 = 100]

Item	1960	1970	1980	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003
Business													
Output per hour of all persons.....	48.7	66.0	79.0	94.4	101.7	104.5	106.5	109.3	112.4	115.7	118.3	124.0	129.6
Compensation per hour.....	13.8	23.5	54.0	90.5	106.0	109.5	113.0	119.7	125.4	134.2	139.7	147.8	147.9
Real compensation per hour.....	60.5	78.4	88.9	96.1	98.9	99.5	100.5	105.0	107.8	111.6	113.0	113.7	115.1
Unit labor costs.....	28.4	35.6	68.4	95.9	104.3	104.8	106.1	109.5	111.6	116.0	118.1	115.2	114.1
Unit nonlabor payments.....	24.9	31.5	61.3	93.9	108.2	111.9	113.9	109.9	109.2	107.2	109.5	117.0	123.0
Implicit price deflator.....	27.1	34.1	65.8	95.1	105.7	107.4	109.0	109.7	110.7	112.7	114.9	115.8	117.4
Nonfarm business													
Output per hour of all persons.....	51.6	67.7	80.3	94.4	102.1	104.7	106.4	109.2	112.2	115.3	117.8	123.6	129.1
Compensation per hour.....	14.4	23.6	54.2	90.3	106.0	109.4	112.8	119.4	124.9	133.7	138.9	142.1	147.0
Real compensation per hour.....	63.0	78.8	89.2	95.9	98.9	99.4	100.3	104.7	107.3	111.2	112.4	113.2	114.4
Unit labor costs.....	27.9	34.9	67.5	95.6	103.8	104.5	106.0	109.3	111.3	116.0	118.0	115.0	113.9
Unit nonlabor payments.....	24.3	31.1	60.4	93.6	109.2	112.1	114.6	110.9	110.8	108.8	111.1	119.0	124.8
Implicit price deflator.....	26.6	33.5	64.9	94.9	105.8	107.3	109.1	109.9	111.1	113.3	115.4	116.4	117.9
Nonfinancial corporations													
Output per hour of all employees.....	56.6	70.4	81.0	95.5	103.4	107.1	109.8	112.8	116.4	120.6	122.7	128.9	136.3
Compensation per hour.....	16.1	25.6	57.0	91.0	105.4	108.4	111.7	117.9	123.3	131.7	137.0	140.1	145.9
Real compensation per hour.....	70.3	85.3	93.8	96.7	98.3	98.5	99.3	103.4	105.9	109.5	110.8	111.5	113.5
Total unit costs.....	26.9	35.1	68.8	95.4	101.8	100.9	101.2	103.2	104.6	108.0	111.2	109.4	107.4
Unit labor costs.....	28.4	36.3	70.4	95.3	102.0	101.2	101.7	104.5	106.0	109.2	111.6	108.6	107.0
Unit nonlabor costs.....	23.0	31.7	64.5	97.1	101.3	99.9	99.8	99.9	101.0	104.8	110.2	111.5	108.4
Unit profits.....	49.5	43.7	66.5	96.7	136.9	149.9	154.4	137.5	129.8	109.3	91.4	111.4	134.2
Unit nonlabor payments.....	30.1	34.9	65.1	97.0	110.8	113.3	114.4	109.9	108.7	106.1	105.2	111.5	115.3
Implicit price deflator.....	28.9	35.9	68.6	95.9	104.9	105.3	105.9	106.3	106.9	108.1	109.5	109.6	109.8
Manufacturing													
Output per hour of all persons.....	41.8	54.2	70.1	92.9	110.1	113.9	117.9	123.5	128.2	134.2	137.1	147.1	154.6
Compensation per hour.....	14.9	23.7	55.6	90.1	107.7	109.9	112.0	118.8	123.8	135.0	138.3	143.8	151.9
Real compensation per hour.....	65.0	79.2	91.4	95.7	100.5	99.8	99.7	104.2	106.3	112.3	111.8	114.5	118.2
Unit labor costs.....	35.6	43.8	79.3	97.0	97.8	96.5	95.0	96.2	96.6	100.6	100.8	97.8	98.2
Unit nonlabor payments.....	26.8	29.3	80.2	101.1	107.6	110.4	110.5	104.1	105.0	107.0	105.8	-	-
Implicit price deflator.....	30.2	35.0	79.9	99.5	103.9	105.2	104.6	101.1	101.8	104.6	103.9	-	-

Dash indicates data not available.

51. Annual indexes of output per hour for selected NAICS industries, 1990-2002

[1997=100]

NAICS	Industry	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Mining														
21	Mining.....	86.0	86.8	95.2	96.2	99.6	101.8	101.7	100.0	103.4	111.1	109.5	107.7	112.3
211	Oil and gas extraction.....	78.4	78.8	81.9	85.1	90.3	95.5	98.9	100.0	101.6	107.9	115.2	117.4	119.3
212	Mining, except oil and gas.....	79.3	80.0	86.8	89.9	93.0	94.0	96.0	100.0	104.6	105.9	106.8	109.0	111.7
2121	Coal mining.....	68.1	69.3	75.3	79.9	83.9	88.2	94.9	100.0	106.5	110.3	115.8	114.4	112.2
2122	Metal ore mining.....	79.9	82.7	91.7	102.2	104.1	98.5	95.3	100.0	109.5	112.7	124.4	131.8	143.9
2123	Nonmetallic mineral mining and quarrying.....	92.3	89.5	96.1	93.6	96.9	97.3	97.1	100.0	101.3	101.2	96.2	99.3	103.8
Utilities														
2211	Power generation and supply.....	71.2	73.8	74.2	78.7	83.0	88.6	95.5	100.0	103.8	104.1	107.0	106.4	102.4
2212	Natural gas distribution.....	71.4	72.7	75.8	79.8	82.1	89.0	96.1	100.0	99.1	103.1	113.1	110.0	114.9
Manufacturing														
3111	Animal food.....	90.1	89.3	90.2	90.2	87.3	94.0	87.5	100.0	109.4	109.5	109.7	127.2	-
3112	Grain and oilseed milling.....	89.0	91.2	91.1	93.8	94.7	99.1	91.3	100.0	107.5	114.2	112.5	117.3	-
3113	Sugar and confectionery products.....	91.0	93.8	90.5	92.5	94.0	94.3	98.2	100.0	104.0	107.1	111.9	109.9	-
3114	Fruit and vegetable preserving and specialty.....	86.4	89.7	90.7	93.8	94.9	97.1	98.2	100.0	106.8	108.4	109.8	117.0	-
3115	Dairy products.....	90.8	92.1	95.4	93.9	95.4	98.7	98.0	100.0	99.1	94.5	96.0	96.2	-
3116	Animal slaughtering and processing.....	94.5	96.8	101.5	100.9	97.4	98.5	94.3	100.0	99.9	100.3	101.9	102.7	-
3117	Seafood product preparation and packaging.....	117.5	112.0	115.3	113.9	114.1	108.4	116.2	100.0	117.0	130.2	137.6	147.3	-
3118	Bakeries and tortilla manufacturing.....	92.6	92.3	95.6	96.0	96.7	99.7	97.7	100.0	103.8	105.4	105.3	106.3	-
3119	Other food products.....	91.9	93.5	95.9	102.8	100.3	101.3	103.0	100.0	106.9	108.8	110.2	103.2	-
3121	Beverages.....	86.5	90.1	93.8	93.2	97.7	99.6	101.1	100.0	98.5	92.4	90.6	91.7	-
3122	Tobacco and tobacco products.....	81.4	77.3	79.6	73.7	89.8	97.5	99.4	100.0	98.1	92.1	98.0	100.0	-
3131	Fiber, yarn, and thread mills.....	73.9	74.7	80.1	84.6	87.2	92.0	98.7	100.0	102.2	104.6	102.6	110.5	-
3132	Fabric mills.....	75.0	77.7	81.5	85.0	91.9	95.8	98.0	100.0	103.9	109.8	110.2	109.1	-
3133	Textile and fabric finishing mills.....	81.7	80.4	83.7	86.0	87.8	84.5	85.0	100.0	100.6	101.7	104.0	109.7	-
3141	Textile furnishings mills.....	88.2	88.6	93.0	93.7	90.1	92.5	93.3	100.0	99.9	101.2	106.8	106.9	-
3149	Other textile product mills	91.1	90.0	92.0	90.3	94.5	95.9	96.3	100.0	97.0	110.4	110.4	105.0	-
3151	Apparel knitting mills.....	85.6	88.7	93.2	102.5	104.3	109.5	121.9	100.0	96.6	102.0	110.2	108.4	-
3152	Cut and sew apparel.....	70.1	72.0	73.1	76.6	80.5	85.5	90.5	100.0	104.0	118.8	127.7	131.7	-
3159	Accessories and other apparel.....	100.9	97.3	98.7	99.0	104.6	112.4	112.6	100.0	110.8	103.3	104.9	114.8	-
3161	Leather and hide tanning and finishing.....	60.8	56.6	76.7	83.1	75.9	78.6	91.5	100.0	98.0	101.6	110.0	109.7	-
3162	Footwear.....	77.1	74.7	83.1	81.7	90.4	95.6	103.4	100.0	100.9	116.8	124.1	142.7	-
3169	Other leather products.....	102.5	100.2	97.0	94.3	80.0	73.2	79.7	100.0	109.2	100.4	107.6	114.1	-
3211	Sawmills and wood preservation.....	79.2	81.6	86.1	82.6	85.1	91.0	96.2	100.0	100.8	105.4	106.5	109.0	-
3212	Plywood and engineered wood products.....	102.3	107.4	114.7	108.9	105.8	101.8	101.2	100.0	105.6	99.9	100.5	105.0	-
3219	Other wood products.....	105.4	104.7	104.0	103.0	99.3	100.4	100.8	100.0	101.5	105.4	104.0	104.6	-
3221	Pulp, paper, and paperboard mills.....	88.5	88.1	92.3	92.9	97.6	102.0	97.6	100.0	103.1	111.4	115.7	117.5	-
3222	Converted paper products.....	90.5	93.5	93.7	96.3	97.6	97.2	98.3	100.0	102.7	101.5	101.9	101.0	-
3231	Printing and related support activities.....	96.6	95.4	101.3	100.1	98.3	98.8	99.6	100.0	100.5	103.5	104.9	105.6	-
3241	Petroleum and coal products.....	76.7	75.8	78.9	84.5	85.6	90.1	94.8	100.0	102.1	107.8	113.2	112.2	-
3251	Basic chemicals.....	91.4	90.1	89.4	89.9	95.1	92.3	90.0	100.0	102.5	114.7	118.4	111.0	-
3252	Resin, rubber, and artificial fibers.....	75.8	74.7	80.6	83.8	93.5	95.9	93.3	100.0	105.5	108.8	108.1	103.8	-
3253	Agricultural chemicals.....	84.6	81.0	81.3	85.6	87.4	90.7	92.1	100.0	98.8	87.6	91.4	91.1	-
3254	Pharmaceuticals and medicines.....	91.4	92.6	88.2	88.1	92.4	96.3	99.9	100.0	92.9	94.6	93.4	97.4	-
3255	Paints, coatings, and adhesives.....	85.1	85.9	87.6	90.9	94.1	92.7	98.3	100.0	99.1	98.8	98.5	102.1	-
3256	Soap, cleaning compounds, and toiletries.....	83.2	84.2	83.4	86.9	88.6	93.9	95.6	100.0	96.6	91.1	99.2	102.7	-
3259	Other chemical products and preparations.....	76.6	78.0	84.7	90.6	92.6	94.4	94.2	100.0	99.4	109.2	120.0	111.3	-
3261	Plastics products.....	84.7	86.3	90.3	91.9	94.4	94.5	97.0	100.0	103.5	109.3	111.2	113.3	-
3262	Rubber products.....	83.0	83.8	84.9	90.4	90.3	92.8	94.4	100.0	100.5	101.4	103.9	104.2	-
3271	Clay products and refractories.....	89.2	87.5	91.5	91.9	96.6	97.4	102.6	100.0	101.3	103.5	103.6	97.6	-
3272	Glass and glass products.....	80.0	79.1	84.3	86.1	87.5	88.8	96.5	100.0	102.7	108.6	109.7	105.2	-
3273	Cement and concrete products.....	94.8	93.7	94.8	96.5	95.0	98.2	100.6	100.0	103.5	104.1	100.4	97.1	-
3274	Lime and gypsum products.....	84.1	82.7	88.5	90.1	87.8	88.8	92.4	100.0	113.1	102.7	97.0	100.1	-
3279	Other nonmetallic mineral products.....	79.8	81.4	90.2	89.3	90.5	91.7	96.5	100.0	98.8	95.5	95.6	96.8	-
3311	Iron and steel mills and ferroalloy production.....	69.6	67.2	74.1	81.7	87.2	89.7	94.1	100.0	101.7	106.5	108.5	106.7	-
3312	Steel products from purchased steel.....	83.8	86.4	89.9	95.9	100.0	100.5	100.5	100.0	100.3	94.2	96.4	97.1	-
3313	Alumina and aluminum production.....	91.9	93.3	96.8	96.0	100.3	96.8	95.9	100.0	101.1	104.3	97.8	96.9	-
3314	Other nonferrous metal production.....	95.6	95.8	98.8	101.8	105.1	102.9	105.7	100.0	111.2	108.9	103.1	100.5	-
3315	Foundries.....	85.3	84.5	85.8	89.8	91.4	93.1	96.2	100.0	101.6	104.9	104.0	109.3	-
3321	Forging and stamping.....	88.6	86.5	91.7	94.6	93.7	94.2	97.6	100.0	103.7	110.9	121.3	121.8	-
3322	Cutlery and hand tools.....	85.1	85.4	87.2	91.7	94.4	97.8	104.4	100.0	100.0	107.8	105.8	110.2	-
3323	Architectural and structural metals.....	87.8	89.1	92.5	93.4	95.1	93.9	94.2	100.0	101.1	101.8	101.0	100.7	-
3324	Boilers, tanks, and shipping containers.....	90.4	92.6	95.3	94.8	100.5	97.8	100.7	100.0	101.3	98.9	97.7	98.2	-
3325	Hardware.....	84.4	83.8	86.9	89.6	95.7	97.3	102.6	100.0	101.0	106.5	115.8	114.6	-
3326	Spring and wire products.....	85.2	88.4	90.9	95.3	91.5	99.5	102.8	100.0	111.6	112.9	114.6	110.6	-
3327	Machine shops and threaded products.....	78.8	79.8	87.2	86.9	91.6	98.7	100.0	100.0	99.3	103.9	107.2	107.2	-

51. Continued— Annual indexes of output per hour for selected NAICS industries, 1990-2002

[1997=100]

NAICS	Industry	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
3328	Coating, engraving, and heat treating metals.....	81.6	78.1	86.9	91.9	96.5	102.8	102.9	100.0	101.7	101.5	105.9	105.1	-
3329	Other fabricated metal products.....	86.7	85.9	90.6	92.1	95.0	97.1	98.9	100.0	102.3	100.2	100.8	98.2	-
3331	Agriculture, construction, and mining machinery	82.8	77.2	79.6	84.1	91.0	95.6	95.9	100.0	104.2	95.0	101.0	99.5	-
3332	Industrial machinery.....	80.6	81.1	79.5	84.9	90.0	97.9	98.8	100.0	94.4	105.2	129.7	104.6	-
3333	Commercial and service industry machinery.....	91.4	89.6	96.5	101.7	101.2	103.0	106.3	100.0	107.5	111.2	101.4	94.4	-
3334	HVAC and commercial refrigeration equipment	88.8	88.2	90.8	93.8	97.3	96.6	97.8	100.0	106.6	110.4	108.3	110.8	-
3335	Metalworking machinery.....	85.3	82.3	89.3	89.3	94.0	99.1	98.1	100.0	99.1	100.5	106.4	102.0	-
3336	Turbine and power transmission equipment.....	85.1	84.6	81.2	84.8	93.3	92.1	97.9	100.0	106.4	113.3	117.1	130.2	-
3339	Other general purpose machinery.....	85.9	85.2	85.1	89.8	91.5	94.6	95.1	100.0	103.2	105.6	113.0	109.4	-
3341	Computer and peripheral equipment.....	14.3	15.8	20.6	27.9	35.9	51.3	72.6	100.0	138.6	190.3	225.4	237.0	-
3342	Communications equipment.....	47.3	49.3	59.3	62.1	70.1	74.6	84.3	100.0	102.7	134.0	165.5	155.2	-
3343	Audio and video equipment.....	75.5	82.8	92.1	98.8	108.5	140.0	104.7	100.0	103.1	116.2	123.3	126.3	-
3344	Semiconductors and electronic components.....	21.4	24.5	29.6	34.1	43.1	63.4	81.8	100.0	125.2	174.5	233.3	231.6	-
3345	Electronic instruments.....	76.0	80.5	83.1	85.8	88.8	96.8	97.7	100.0	101.3	105.1	114.3	116.1	-
3346	Magnetic media manufacturing and reproduction	86.6	91.2	93.0	96.8	106.1	106.7	103.8	100.0	105.4	106.8	104.0	98.6	-
3351	Electric lighting equipment.....	87.3	88.5	93.6	90.8	94.5	92.2	95.6	100.0	103.8	102.5	101.9	105.4	-
3352	Household appliances.....	76.4	76.4	82.4	88.9	95.0	92.7	93.1	100.0	105.1	104.3	117.5	122.6	-
3353	Electrical equipment.....	73.6	72.7	78.9	85.8	89.0	98.1	100.2	100.0	99.8	98.9	100.6	101.0	-
3359	Other electrical equipment and components.....	75.3	74.2	81.6	86.8	89.4	92.0	96.0	100.0	105.5	114.8	120.5	113.5	-
3361	Motor vehicles.....	86.0	82.4	91.2	89.8	90.3	88.6	91.0	100.0	113.3	123.3	110.4	108.7	-
3362	Motor vehicle bodies and trailers.....	75.8	71.8	88.3	96.3	97.7	97.3	98.4	100.0	102.7	103.1	98.4	99.4	-
3363	Motor vehicle parts.....	75.7	74.5	82.4	88.5	91.8	92.3	93.1	100.0	104.8	110.4	112.7	114.8	-
3364	Aerospace products and parts.....	87.7	92.1	94.1	98.2	93.8	93.7	98.1	100.0	118.5	118.0	101.0	114.7	-
3365	Railroad rolling stock.....	77.2	80.0	81.1	82.3	83.1	82.0	80.9	100.0	102.9	116.0	117.7	124.7	-
3366	Ship and boat building.....	99.6	92.6	98.5	101.3	99.0	93.1	94.1	100.0	100.3	112.2	120.1	119.8	-
3369	Other transportation equipment.....	62.6	62.0	88.4	99.8	93.4	93.1	99.8	100.0	110.8	113.3	130.9	146.9	-
3371	Household and institutional furniture.....	87.6	88.2	92.9	93.8	94.1	91.1	99.5	100.0	102.7	103.7	102.5	106.1	-
3372	Office furniture and fixtures.....	80.8	78.8	86.2	87.9	83.4	84.3	85.6	100.0	100.1	98.5	100.2	97.1	-
3379	Other furniture-related products.....	88.1	88.6	88.4	90.5	93.6	94.5	96.7	100.0	107.2	102.5	100.1	105.3	-
3391	Medical equipment and supplies.....	81.2	83.1	88.1	91.1	90.8	95.0	100.0	100.0	108.9	109.6	114.2	119.0	-
3399	Other miscellaneous manufacturing.....	90.1	90.6	90.0	92.3	93.0	96.0	99.6	100.0	101.9	105.2	112.9	110.9	-
	Wholesale trade													
42	Wholesale trade.....	77.8	79.1	86.2	89.5	91.3	93.3	96.2	100.0	104.4	110.9	114.1	117.1	123.6
423	Durable goods.....	65.7	66.1	75.0	80.5	84.5	88.9	94.0	100.0	105.6	115.3	119.6	120.3	127.7
4231	Motor vehicles and parts.....	76.6	73.3	82.2	88.0	94.1	93.6	94.9	100.0	104.7	119.8	114.0	114.1	121.7
4232	Furniture and furnishings.....	82.4	87.2	92.0	95.8	93.3	96.8	97.0	100.0	97.5	100.8	105.5	105.4	101.8
4233	Lumber and construction supplies.....	115.0	113.2	119.6	113.9	111.9	103.6	103.0	100.0	102.9	104.8	101.7	108.6	119.2
4234	Commercial equipment.....	33.8	37.3	48.2	56.2	60.5	74.7	88.4	100.0	118.2	141.1	148.9	164.9	189.4
4235	Metals and minerals.....	101.6	102.6	109.1	111.7	110.1	101.2	102.7	100.0	102.4	96.0	99.2	102.2	102.2
4236	Electric goods.....	46.8	47.6	51.4	59.1	68.2	79.3	87.8	100.0	105.9	126.2	151.7	148.1	161.2
4237	Hardware and plumbing.....	88.8	86.5	95.6	94.3	101.3	98.0	99.1	100.0	103.5	107.8	111.1	102.6	107.9
4238	Machinery and supplies.....	78.9	74.2	79.7	84.3	85.4	89.7	93.9	100.0	104.2	101.4	104.1	102.7	100.2
4239	Miscellaneous durable goods.....	89.5	96.6	112.1	113.2	106.1	99.2	101.0	100.0	101.8	112.6	116.7	116.1	125.5
424	Nondurable goods.....	98.4	99.8	103.2	103.0	101.8	99.7	99.2	100.0	102.8	104.1	103.5	106.9	112.6
4241	Paper and paper products.....	81.0	85.5	96.5	97.2	101.5	99.0	96.5	100.0	100.4	105.5	105.5	109.0	120.2
4242	Druggists' goods.....	81.8	86.6	91.8	89.3	92.8	95.4	98.3	100.0	99.6	101.7	96.8	101.2	116.0
4243	Apparel and piece goods.....	103.9	103.3	100.1	97.7	103.8	92.2	99.0	100.0	104.1	103.5	102.7	102.4	111.5
4244	Grocery and related products.....	96.4	98.2	103.6	105.1	103.3	103.0	99.8	100.0	101.9	103.6	105.2	109.4	111.8
4245	Farm product raw materials.....	80.6	85.9	85.9	84.0	80.4	87.7	90.6	100.0	100.4	114.2	119.0	120.0	135.4
4246	Chemicals.....	107.3	106.6	112.5	110.0	110.5	102.1	100.0	100.0	99.3	98.0	95.8	93.6	96.9
4247	Petroleum.....	97.3	107.0	118.3	119.1	115.8	108.7	105.9	100.0	115.0	112.0	112.5	116.5	126.0
4248	Alcoholic beverages.....	109.4	111.2	107.4	105.6	105.9	102.5	104.5	100.0	109.7	110.1	111.0	111.6	117.3
4249	Miscellaneous nondurable goods.....	107.3	98.2	93.9	97.5	94.8	96.2	98.7	100.0	101.7	99.6	106.2	104.2	97.0
425	Electronic markets and agents and brokers.....	70.7	73.6	81.5	85.9	88.0	91.1	95.7	100.0	104.6	114.4	124.1	131.3	132.6
42511	Business to business electronic markets.....	70.4	72.6	80.3	84.8	88.3	90.5	95.3	100.0	103.5	121.7	141.3	169.4	205.0
42512	Wholesale trade agents and brokers.....	70.8	74.0	82.3	86.8	88.4	91.8	96.1	100.0	104.8	110.5	115.7	114.2	109.3
	Retail trade													
44-45	Retail trade.....	83.2	83.3	86.8	89.4	92.8	94.7	97.7	100.0	104.3	110.3	114.2	117.4	122.7
441	Motor vehicle and parts dealers.....	89.7	88.3	92.6	94.0	96.9	97.0	98.8	100.0	102.7	106.4	107.2	110.0	109.7
4411	Automobile dealers.....	92.1	90.8	94.8	96.0	98.0	97.2	98.9	100.0	102.7	106.4	106.6	109.1	106.0
4412	Other motor vehicle dealers.....	69.0	71.7	78.3	84.1	90.2	91.0	97.7	100.0	105.9	113.0	108.6	112.6	116.4
4413	Auto parts, accessories, and tire stores.....	85.0	84.0	89.1	90.6	95.4	97.9	98.3	100.0	105.7	110.0	112.0	109.3	115.8
442	Furniture and home furnishings stores.....	80.7	81.1	88.1	88.3	90.4	94.1	99.4	100.0	101.7	109.6	115.7	118.5	125.1
4421	Furniture stores.....	82.1	83.5	89.0	89.0	88.9	92.5	97.8	100.0	102.1	108.2	114.8	121.1	128.6
4422	Home furnishings stores.....	78.5	77.6	86.8	87.2	92.1	95.9	101.3	100.0	101.3	111.4	116.8	115.6	121.4
443	Electronics and appliance stores.....	46.0	49.2	56.9	65.5	77.6	89.2	95.0	100.0	122.9	152.2	177.7	199.1	240.0
444	Building material and garden supply stores.....	81.8	80.2	84.0	88.0	93.7	93.7	97.5	100.0	106.7	112.3	113.1	115.8	119.9

51. Continued - Annual indexes of output per hour for selected NAICS industries, 1990-2002

[1997=100]

NAICS	Industry	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
4441	Building material and supplies dealers.....	83.2	80.7	84.7	89.1	94.8	94.8	97.6	100.0	107.6	113.7	113.8	115.3	119.8
4442	Lawn and garden equipment and supplies stores	74.5	77.5	80.2	81.5	86.9	87.0	97.1	100.0	101.2	103.5	108.2	119.4	121.2
445	Food and beverage stores.....	107.1	106.6	106.9	105.4	104.3	102.5	100.3	100.0	99.9	103.7	105.1	107.6	110.3
4451	Grocery stores.....	106.5	106.6	106.7	105.9	104.9	103.0	100.8	100.0	100.3	104.3	104.9	107.5	110.3
4452	Specialty food stores.....	122.9	115.0	111.4	107.6	104.5	101.1	95.5	100.0	95.0	99.6	105.6	110.8	114.2
4453	Beer, wine and liquor stores.....	100.1	100.2	101.0	94.4	92.9	96.2	103.1	100.0	105.8	99.8	111.1	110.4	111.8
446	Health and personal care stores.....	92.0	91.6	90.7	91.9	91.8	93.0	95.7	100.0	104.1	106.9	111.4	112.7	118.8
447	Gasoline stations.....	84.8	85.7	88.5	92.8	96.8	99.7	99.4	100.0	105.6	110.6	106.5	109.8	117.5
448	Clothing and clothing accessories stores.....	69.5	70.5	75.3	78.9	83.3	91.2	97.9	100.0	105.4	112.8	120.3	123.5	129.0
4481	Clothing stores.....	68.9	71.4	77.1	79.2	81.9	90.1	97.1	100.0	106.7	113.3	120.9	125.2	132.7
4482	Shoe stores.....	73.7	73.1	78.2	79.2	88.3	93.7	102.4	100.0	97.8	104.9	109.6	115.8	120.0
4483	Jewelry, luggage, and leather goods stores.....	68.6	64.5	65.0	77.1	85.0	94.1	97.3	100.0	107.0	118.3	128.0	122.5	121.5
451	Sporting goods, hobby, book, and music stores...	80.8	85.6	83.8	84.0	87.2	93.0	94.7	100.0	108.7	114.9	121.1	125.4	132.9
4511	Sporting goods and musical instrument stores....	77.1	82.8	79.8	80.6	83.9	92.3	92.5	100.0	112.9	120.4	128.3	130.4	137.9
4512	Book, periodical, and music stores.....	89.0	91.8	92.5	91.6	94.5	94.5	99.3	100.0	101.0	104.7	108.0	116.0	123.8
452	General merchandise stores.....	75.3	79.0	83.0	88.5	90.6	92.2	96.9	100.0	105.0	113.1	119.9	124.2	130.5
4521	Department stores.....	84.0	88.3	91.6	95.0	95.1	94.7	98.4	100.0	100.6	104.5	106.3	104.0	104.7
4529	Other general merchandise stores.....	61.4	64.8	69.7	77.8	82.6	87.6	94.3	100.0	113.4	129.8	145.9	162.1	177.5
453	Miscellaneous store retailers.....	70.6	68.0	74.2	79.1	87.0	89.5	95.0	100.0	108.3	109.8	111.3	108.4	115.6
4531	Florists.....	75.1	75.9	85.1	91.4	85.4	83.5	96.1	100.0	101.2	117.3	116.0	108.6	120.7
4532	Office supplies, stationery and gift stores.....	64.6	66.3	71.5	75.8	87.5	90.9	91.8	100.0	113.0	118.0	124.1	125.1	140.3
4533	Used merchandise stores.....	84.9	83.1	89.7	88.9	87.3	90.2	97.4	100.0	113.5	109.8	115.7	115.0	121.4
4539	Other miscellaneous store retailers.....	79.6	69.2	74.7	80.5	89.7	90.5	98.0	100.0	105.0	101.6	99.6	93.2	92.8
454	Nonstore retailers.....	54.4	55.0	63.4	66.7	73.8	80.9	91.6	100.0	111.3	125.4	142.8	146.9	169.6
4541	Electronic shopping and mail-order houses.....	43.5	46.7	50.6	58.3	62.9	71.9	84.4	100.0	118.2	141.5	159.8	177.5	209.8
4542	Vending machine operators.....	97.1	95.4	95.1	92.8	94.1	89.3	96.9	100.0	114.1	118.1	127.1	110.4	113.3
4543	Direct selling establishments.....	70.0	67.6	82.1	79.7	89.2	94.7	102.2	100.0	96.2	96.3	104.3	98.7	110.2
Transportation and warehousing														
481	Air transportation.....	77.5	78.2	81.4	84.7	90.8	95.3	98.8	100.0	97.6	98.2	98.2	91.9	103.2
482111	Line-haul railroads.....	69.8	75.3	82.3	85.7	88.6	92.0	98.4	100.0	102.1	105.5	114.3	121.9	131.9
48412	General freight trucking, long-distance.....	88.5	92.4	97.5	95.6	98.1	95.4	95.7	100.0	99.1	102.0	105.5	104.2	109.4
491	U.S. Postal service.....	96.1	95.8	96.5	99.0	98.5	98.3	96.7	100.0	101.4	102.4	104.9	106.1	107.0
Information														
5111	Newspaper, book, and directory publishers.....	97.4	96.1	95.8	95.3	93.0	93.5	92.7	100.0	104.5	108.5	110.1	106.4	108.1
5112	Software publishers.....	28.6	30.6	42.7	51.7	64.6	73.0	88.0	100.0	115.9	113.0	103.9	101.9	106.7
51213	Motion picture and video exhibition.....	109.4	108.9	104.1	104.6	103.4	99.9	100.0	100.0	99.9	102.0	106.5	104.7	104.4
5151	Radio and television broadcasting.....	96.1	97.8	102.8	101.4	106.0	106.1	104.1	100.0	99.1	99.4	98.4	94.3	100.4
5152	Cable and other subscription programming.....	98.8	94.3	96.0	93.6	92.0	94.4	93.7	100.0	129.3	133.2	135.7	125.3	131.4
5171	Wired telecommunications carriers.....	64.8	68.4	74.5	79.7	85.1	90.6	97.5	100.0	105.5	112.7	119.9	121.0	130.6
5172	Wireless telecommunications carriers.....	76.3	73.8	85.6	94.8	97.1	98.3	103.0	100.0	114.2	134.3	139.0	172.7	192.0
5175	Cable and other program distribution.....	99.1	94.3	95.9	93.5	91.9	94.2	93.5	100.0	95.7	94.5	90.4	87.6	93.5
Finance and insurance														
52211	Commercial banking.....	80.5	83.2	83.3	90.3	92.9	96.0	99.3	100.0	98.0	101.5	104.2	101.6	103.8
Real estate and rental and leasing														
532111	Passenger car rental.....	89.8	97.8	104.4	106.1	107.9	101.1	108.9	100.0	101.2	113.1	112.0	112.1	113.3
53212	Truck, trailer and RV rental and leasing.....	70.7	71.7	69.5	75.8	82.0	90.3	96.7	100.0	93.7	97.8	95.9	93.6	91.4
Professional, scientific, and technical services														
541213	Tax preparation services.....	92.4	84.7	99.5	119.1	119.9	96.2	92.1	100.0	105.1	99.2	91.8	78.2	92.1
54181	Advertising agencies.....	105.0	99.7	111.9	111.3	106.8	101.4	102.1	100.0	95.8	110.1	116.6	116.7	123.9
Accommodation and food services														
7211	Traveler accommodations.....	82.9	85.4	92.9	93.0	97.0	99.2	100.1	100.0	100.0	103.6	107.7	102.0	104.1
722	Food services and drinking places.....	102.9	102.3	101.7	102.3	100.8	100.6	99.2	100.0	101.2	101.1	103.5	103.7	104.9
7221	Full-service restaurants.....	99.1	98.3	97.5	97.7	97.8	96.6	96.3	100.0	100.0	99.2	100.8	100.8	102.0
7222	Limited-service eating places.....	103.3	103.3	102.7	105.6	103.6	104.7	102.2	100.0	102.4	102.5	105.1	106.6	107.1
7223	Special food services.....	107.2	106.9	106.4	103.8	101.1	99.3	97.6	100.0	102.1	106.0	111.7	108.4	108.1
7224	Drinking places, alcoholic beverages.....	125.7	121.2	121.5	112.7	102.6	104.4	102.4	100.0	100.0	99.4	100.4	98.2	107.2
Other services (except public administration)														
8111	Automotive repair and maintenance.....	92.8	86.5	90.0	91.2	96.7	102.9	98.9	100.0	105.0	106.9	108.6	109.3	103.7
81211	Hair, nail and skin care services.....	81.6	79.8	85.6	84.3	88.7	92.4	97.1	100.0	102.7	103.6	103.0	109.5	104.2
81221	Funeral homes and funeral services.....	96.1	94.3	104.7	100.4	103.6	100.4	97.9	100.0	103.8	100.4	94.5	93.9	90.9
8123	Drycleaning and laundry services.....	95.6	93.2	94.9	93.8	95.9	98.8	101.6	100.0	105.0	109.5	113.7	121.1	120.2
81292	Photofinishing.....	117.3	115.6	116.2	123.6	124.9	114.7	103.2	100.0	99.4	106.9	107.6	115.0	133.6

NOTE: Dash indicates data are not available.

52. Unemployment rates, approximating U.S. concepts, in nine countries, quarterly data seasonally adjusted

Country	Annual average		2002			2003				2004	
	2002	2003	II	III	IV	I	II	III	IV	I	II
United States.....	5.8	6.0	5.8	5.7	5.9	5.8	6.1	6.1	5.9	5.6	5.6
Canada.....	7.0	6.9	6.9	7.0	6.9	6.7	6.9	7.2	6.8	6.7	6.6
Australia.....	6.4	6.1	6.4	6.3	6.2	6.2	6.2	6.1	5.8	5.7	5.6
Japan.....	5.4	5.3	5.4	5.5	5.4	5.4	5.4	5.2	5.1	5.0	4.7
France.....	8.7	9.3	8.6	8.7	8.9	9.0	9.2	9.4	9.4	9.4	9.4
Germany.....	8.6	9.3	8.5	8.7	8.9	9.2	9.4	9.4	9.3	9.2	9.9
Italy ¹	9.1	8.8	9.2	9.1	9.0	9.0	8.8	8.7	8.6	8.6	—
Sweden ²	5.1	5.8	5.0	5.1	5.2	5.2	5.6	5.8	6.2	6.6	6.8
United Kingdom.....	5.2	5.0	5.2	5.2	5.1	5.1	5.0	5.0	4.9	4.8	4.8

¹ Quarterly rates are for the first month of the quarter.

² Preliminary data for 2003.

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 indicators of unemployment under U.S. concepts than the annual figures. See

"Notes on the data" for information on breaks in series. For further qualifications and historical data, see *Comparative Civilian Labor Force Statistics, Ten Countries, 1959-2003* (Bureau of Labor Statistics, June 23, 2004), on the Internet at

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

Monthly and quarterly unemployment rates, updated monthly, are also on this site.

53. Annual data: employment status of the working-age population, approximating U.S. concepts, 10 countries

[Numbers in thousands]

Employment status and country	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Civilian labor force											
United States.....	129,200	131,056	132,304	133,943	136,297	137,673	139,368	142,583	143,734	144,863	146,510
Canada.....	14,308	14,400	14,517	14,669	14,958	15,237	15,536	15,789	16,027	16,475	16,819
Australia.....	8,613	8,770	8,995	9,115	9,204	9,339	9,414	9,590	9,752	9,907	10,092
Japan.....	65,470	65,780	65,990	66,450	67,200	67,240	67,090	66,990	66,870	66,240	66,010
France.....	24,480	24,670	24,760	25,010	25,130	25,460	25,790	26,070	26,350	26,590	26,730
Germany.....	39,102	39,074	38,980	39,142	39,415	39,754	39,375	39,302	39,459	39,413	39,276
Italy.....	22,570	22,450	22,460	22,570	22,680	22,960	23,130	23,340	23,540	23,750	23,880
Netherlands.....	7,010	7,150	7,210	7,300	7,540	7,620	7,850	8,150	8,340	8,300	8,330
Sweden.....	4,444	4,418	4,460	4,459	4,418	4,402	4,430	4,489	4,530	4,544	4,567
United Kingdom.....	28,165	28,149	28,157	28,260	28,417	28,479	28,769	28,930	29,053	29,288	29,490
Participation rate¹											
United States.....	66.3	66.6	66.6	66.8	67.1	67.1	67.1	67.1	66.8	66.6	66.2
Canada.....	65.5	65.2	64.9	64.7	65.0	65.4	65.8	65.9	66.0	66.8	67.3
Australia.....	63.5	63.9	64.5	64.6	64.3	64.3	64.0	64.4	64.4	64.4	64.6
Japan.....	63.3	63.1	62.9	63.0	63.2	62.8	62.4	62.0	61.6	60.8	60.3
France.....	55.4	55.5	55.4	55.6	55.5	55.9	56.3	56.6	56.8	57.0	57.0
Germany.....	57.8	57.4	57.1	57.1	57.3	57.7	56.8	56.6	56.6	56.3	56.1
Italy.....	47.9	47.3	47.1	47.1	47.2	47.6	47.8	48.1	48.3	48.6	48.8
Netherlands.....	57.9	58.6	58.8	59.2	60.8	61.1	62.6	64.5	65.8	65.0	64.6
Sweden.....	64.5	63.7	64.1	64.0	63.3	62.8	62.8	63.8	63.7	64.0	64.0
United Kingdom.....	62.7	62.6	62.4	62.4	62.6	62.5	62.9	62.9	62.7	62.9	62.9
Employed											
United States.....	120,259	123,060	124,900	126,708	129,558	131,463	133,488	136,891	136,933	136,485	137,736
Canada.....	12,770	13,027	13,271	13,380	13,705	14,068	14,456	14,827	14,997	15,325	15,660
Australia.....	7,699	7,942	8,256	8,364	8,444	8,618	8,762	8,989	9,091	9,271	9,481
Japan.....	63,810	63,860	63,890	64,200	64,900	64,450	63,920	63,790	63,470	62,650	62,510
France.....	21,710	21,750	21,960	22,040	22,170	22,600	23,050	23,690	24,140	24,280	24,250
Germany.....	35,989	35,756	35,780	35,637	35,508	36,061	36,042	36,236	36,350	36,018	35,615
Italy.....	20,270	19,940	19,820	19,920	19,990	20,210	20,460	20,840	21,270	21,580	21,790
Netherlands.....	6,570	6,660	6,730	6,860	7,160	7,320	7,600	7,910	8,130	8,070	8,010
Sweden.....	4,028	3,992	4,056	4,019	3,973	4,034	4,117	4,229	4,303	4,310	4,303
United Kingdom.....	25,242	25,429	25,718	25,964	26,433	26,696	27,048	27,350	27,570	27,768	28,011
Employment-population ratio²											
United States.....	61.7	62.5	62.9	63.2	63.8	64.1	64.3	64.4	63.7	62.7	62.3
Canada.....	58.5	59.0	59.4	59.1	59.7	60.4	61.3	62.1	61.9	62.4	63.0
Australia.....	56.8	57.8	59.2	59.3	59.0	59.3	59.6	60.3	60.1	60.3	60.7
Japan.....	61.7	61.3	60.9	60.9	61.0	60.2	59.4	59.0	58.4	57.5	57.1
France.....	49.1	49.0	49.1	49.0	49.0	49.7	50.3	51.4	52.0	52.0	51.7
Germany.....	53.2	52.6	52.4	52.0	51.6	52.3	52.0	52.2	52.2	51.5	50.9
Italy.....	43.0	42.0	41.5	41.6	41.6	41.9	42.3	42.9	43.6	44.1	44.6
Netherlands.....	54.2	54.6	54.9	55.7	57.8	58.7	60.6	62.6	64.2	63.2	62.1
Sweden.....	58.5	57.6	58.3	57.7	56.9	57.6	58.4	60.1	60.5	60.7	60.3
United Kingdom.....	56.2	56.5	57.0	57.4	58.2	58.6	59.1	59.4	59.5	59.6	59.8
Unemployed											
United States.....	8,940	7,996	7,404	7,236	6,739	6,210	5,880	5,692	6,801	8,378	8,774
Canada.....	1,539	1,373	1,246	1,289	1,252	1,169	1,080	962	1,031	1,150	1,159
Australia.....	914	829	739	751	759	721	652	602	661	636	611
Japan.....	1,660	1,920	2,100	2,250	2,300	2,790	3,170	3,200	3,400	3,590	3,500
France.....	2,770	2,920	2,800	2,970	2,960	2,870	2,740	2,380	2,210	2,310	2,480
Germany.....	3,113	3,318	3,200	3,505	3,907	3,693	3,333	3,065	3,110	3,396	3,661
Italy.....	2,300	2,510	2,640	2,650	2,690	2,750	2,670	2,500	2,270	2,160	2,100
Netherlands.....	440	490	480	440	370	300	250	240	210	230	320
Sweden.....	416	426	404	440	445	368	313	260	227	234	264
United Kingdom.....	2,916	2,716	2,439	2,297	1,985	1,783	1,721	1,580	1,483	1,520	1,479
Unemployment rate											
United States.....	6.9	6.1	5.6	5.4	4.9	4.5	4.2	4.0	4.7	5.8	6.0
Canada.....	10.8	9.5	8.6	8.8	8.4	7.7	7.0	6.1	6.4	7.0	6.9
Australia.....	10.6	9.4	8.2	8.2	8.3	7.7	6.9	6.3	6.8	6.4	6.1
Japan.....	2.5	2.9	3.2	3.4	3.4	4.1	4.7	4.8	5.1	5.4	5.3
France.....	11.3	11.8	11.3	11.9	11.8	11.3	10.6	9.1	8.4	8.7	9.3
Germany.....	8.0	8.5	8.2	9.0	9.9	9.3	8.5	7.8	7.9	8.6	9.3
Italy.....	10.2	11.2	11.8	11.7	11.9	12.0	11.5	10.7	9.6	9.1	8.8
Netherlands.....	6.3	6.9	6.7	6.0	4.9	3.9	3.2	2.9	2.5	2.8	3.8
Sweden.....	9.4	9.6	9.1	9.9	10.1	8.4	7.1	5.8	5.0	5.1	5.8
United Kingdom.....	10.4	9.6	8.7	8.1	7.0	6.3	6.0	5.5	5.1	5.2	5.0

¹ Labor force as a percent of the working-age population.

² Employment as a percent of the working-age population.

NOTE: 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, 1959-2003* (Bureau of Labor Statistics, June 23, 2004), on the Internet at: <http://www.bls.gov/fls/home.htm>.

Table 54. Annual indexes of manufacturing productivity and related measures, 15 economies

[1992 = 100]

Measure and economy	1960	1970	1980	1990	1991	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Output per hour																
United States.....	—	0.0	70.5	96.9	97.9	102.1	107.3	113.8	117.0	121.3	126.5	132.8	143.5	145.2	160.0	171.0
Canada.....	37.8	54.9	72.9	93.4	95.3	105.8	110.8	112.4	109.7	113.5	115.5	122.1	129.3	127.0	130.5	132.1
Australia.....	—	—	69.5	91.6	96.4	106.1	104.9	105.8	113.6	115.2	118.5	119.9	128.0	132.4	136.2	140.7
Japan.....	13.9	37.7	63.6	94.4	99.0	101.7	103.3	111.0	116.1	121.0	121.2	126.7	135.9	135.9	139.9	146.2
Korea.....	—	—	—	81.5	91.6	108.5	118.2	129.3	142.3	160.4	178.8	198.9	215.8	214.3	235.2	256.4
Taiwan.....	—	—	47.6	88.8	96.5	102.8	106.7	115.1	123.1	129.3	135.9	143.4	151.0	160.8	170.9	177.2
Belgium.....	18.0	32.9	65.4	96.8	99.1	102.5	108.4	113.2	116.3	125.5	126.9	125.5	130.8	132.6	141.7	146.2
Denmark.....	25.2	46.3	83.2	98.4	100.3	100.2	112.6	112.5	109.8	118.0	117.4	123.1	126.6	127.2	131.3	136.9
France.....	19.9	39.0	61.6	93.9	97.0	101.0	108.9	114.4	114.7	121.7	127.9	133.0	142.5	148.0	155.1	158.0
Germany.....	29.2	52.0	77.2	99.0	98.3	101.8	109.6	112.3	114.7	120.4	122.0	121.4	127.0	127.8	131.0	134.4
Italy.....	24.6	46.2	78.6	96.6	96.1	101.2	104.8	107.9	108.3	110.3	110.8	110.6	113.5	114.0	112.1	110.9
Netherlands.....	18.8	38.5	69.1	98.7	99.0	102.0	113.1	117.3	119.3	121.4	124.1	127.0	132.7	132.5	135.4	—
Norway.....	37.6	59.1	77.9	98.1	98.2	99.6	99.6	100.7	102.5	102.0	99.9	103.6	106.6	109.8	111.7	113.5
Sweden.....	27.3	52.2	73.1	94.6	95.5	107.3	117.8	124.5	129.5	141.0	149.5	162.7	175.5	170.3	185.6	196.5
United Kingdom.....	30.0	43.2	54.3	89.2	93.9	103.8	108.0	106.2	105.4	106.9	108.4	113.6	121.0	125.1	127.7	134.8
Output																
United States.....	—	—	75.8	101.6	98.3	103.5	111.1	118.4	121.3	127.9	133.1	138.9	147.6	139.6	142.9	145.4
Canada.....	33.4	58.9	83.6	106.0	99.0	105.9	114.1	119.6	119.6	127.7	133.9	144.9	159.2	153.6	158.0	157.3
Australia.....	—	—	89.8	104.1	100.7	103.8	109.1	108.7	112.6	115.1	118.6	118.3	123.8	123.8	128.7	130.2
Japan.....	10.8	39.4	60.8	97.1	102.0	96.3	94.9	98.9	103.0	106.5	100.2	101.9	109.2	105.5	103.4	106.7
Korea.....	—	7.0	29.9	86.7	95.0	105.4	116.8	129.9	138.3	145.0	133.5	162.6	190.2	194.3	209.1	219.1
Taiwan.....	—	12.7	44.0	90.0	96.1	102.4	108.5	114.9	120.3	128.3	132.6	141.5	151.8	143.1	152.1	160.9
Belgium.....	30.7	57.6	78.2	101.0	100.7	97.0	101.4	104.2	105.9	112.7	114.4	114.4	119.9	120.4	121.6	120.9
Denmark.....	42.0	72.7	94.3	101.7	100.7	97.0	107.3	112.6	107.7	115.9	116.7	117.9	121.9	121.6	120.8	121.4
France.....	27.9	57.7	81.6	99.1	99.8	95.7	100.3	104.9	104.6	109.7	115.0	118.7	124.3	128.0	129.1	128.5
Germany.....	41.5	70.9	85.3	99.1	102.3	92.4	95.1	95.2	92.5	95.7	97.7	95.8	100.1	99.9	99.6	99.8
Italy.....	23.0	48.1	84.4	99.4	99.3	96.5	102.4	107.2	105.4	108.8	110.7	110.3	113.6	113.0	111.7	110.2
Netherlands.....	31.9	59.8	76.9	99.0	99.8	97.7	104.5	108.2	108.9	111.6	114.9	117.6	122.8	121.9	121.0	117.6
Norway.....	57.7	91.0	104.9	101.4	99.0	101.7	104.6	107.3	110.3	114.2	113.7	113.6	112.8	112.3	111.5	107.3
Sweden.....	45.9	80.7	90.7	110.1	104.1	101.9	117.0	131.9	136.4	146.5	158.3	172.5	188.3	183.1	190.6	194.4
United Kingdom.....	67.5	90.2	87.2	105.3	100.1	101.5	106.2	107.8	108.6	110.7	111.3	112.1	115.0	113.4	109.9	110.3
Total hours																
United States.....	92.1	104.4	107.5	104.8	100.4	101.4	103.6	104.0	103.6	105.4	105.2	104.6	102.9	96.2	89.3	85.0
Canada.....	88.3	107.1	114.6	113.5	103.9	100.1	103.0	106.4	109.0	112.4	115.9	118.7	123.1	120.9	121.1	119.1
Australia.....	—	—	129.2	113.6	104.4	97.8	103.9	102.8	99.1	100.0	100.1	98.7	96.7	93.5	94.5	92.5
Japan.....	77.8	104.3	95.5	102.9	103.1	94.7	91.9	89.1	88.7	88.0	82.7	80.4	80.3	77.7	74.0	73.0
Korea.....	—	—	—	106.5	103.7	97.1	98.8	100.4	97.2	90.4	74.7	81.8	88.1	90.7	88.9	85.4
Taiwan.....	—	—	92.4	101.4	99.6	99.6	101.7	99.8	97.7	99.2	97.6	98.7	100.5	89.0	89.0	90.8
Belgium.....	170.7	174.7	119.7	104.3	101.5	94.7	93.6	92.0	91.0	89.8	90.2	91.2	91.7	90.8	85.8	82.7
Denmark.....	166.7	157.1	113.4	103.3	100.5	96.7	95.2	100.1	98.1	98.2	99.4	95.8	96.3	95.6	92.0	88.7
France.....	140.3	147.8	132.5	105.6	102.9	94.7	92.1	91.7	91.2	90.2	89.9	89.2	87.2	86.5	83.2	81.3
Germany.....	142.3	136.3	110.5	100.1	104.1	90.8	86.8	84.8	80.6	79.5	80.1	78.9	78.8	78.2	76.1	74.3
Italy.....	93.5	104.0	107.4	102.9	103.3	95.4	97.7	99.4	97.3	98.6	99.9	99.8	100.1	99.1	99.7	99.3
Netherlands.....	169.8	155.5	111.2	100.3	100.8	95.8	92.4	92.3	91.2	91.9	92.6	92.6	92.5	92.0	89.4	—
Norway.....	153.6	153.9	134.7	103.4	100.8	102.1	105.0	106.6	107.6	112.0	113.7	109.6	105.9	102.3	99.8	94.5
Sweden.....	168.3	154.7	124.0	116.4	109.0	94.9	99.4	105.9	105.3	103.9	105.9	106.0	107.3	107.5	102.7	98.9
United Kingdom.....	224.6	208.8	160.5	118.1	106.6	97.7	98.4	101.5	103.1	103.5	102.7	98.7	95.0	90.7	86.0	81.9
Hourly compensation (national currency basis)																
United States.....	14.9	23.7	55.6	90.8	95.6	102.7	105.6	107.9	109.4	111.5	117.4	122.0	133.2	136.3	145.4	157.8
Canada.....	10.0	17.1	47.5	88.3	95.0	102.0	103.7	106.0	107.0	109.3	111.7	115.8	119.6	123.7	126.8	131.4
Australia.....	—	—	—	86.3	94.0	105.9	104.3	113.2	122.8	124.6	128.2	133.0	140.0	149.5	154.7	—
Japan.....	4.3	16.4	58.6	90.6	96.5	102.7	104.7	108.3	109.1	112.6	115.4	114.8	113.7	114.6	122.8	123.8
Korea.....	—	—	—	68.6	86.2	114.3	129.8	158.3	184.3	200.3	218.2	219.4	234.2	241.7	266.1	290.9
Taiwan.....	—	—	29.6	85.2	93.5	105.9	111.1	120.2	128.2	132.4	140.3	144.3	146.6	150.0	145.8	146.7
Belgium.....	5.4	13.7	52.5	90.1	97.3	104.8	106.1	109.2	111.1	115.2	117.0	118.5	120.6	127.2	136.5	—
Denmark.....	3.9	11.1	45.1	93.5	97.9	102.4	106.0	108.1	112.8	116.6	119.6	127.3	130.2	136.5	143.2	150.0
France.....	4.3	10.5	41.2	90.9	96.4	103.1	106.5	110.4	112.2	111.8	112.7	116.6	122.8	128.3	135.2	139.1
Germany.....	8.1	20.7	53.6	89.4	91.5	106.4	111.8	117.6	123.3	125.7	127.6	130.6	137.4	142.0	145.5	148.9
Italy.....	1.8	5.3	30.4	87.6	94.2	105.7	106.8	111.3	119.0	123.0	122.2	124.2	127.8	132.5	135.7	140.0
Netherlands.....	6.2	19.4	60.5	89.8	94.8	104.5	109.0	112.1	114.4	117.2	122.0	126.0	132.0	138.2	147.3	—
Norway.....	4.7	11.8	39.0	92.3	97.5	101.5	104.4	109.2	113.6	118.7	125.7	133.0	140.5	148.9	157.9	164.6
Sweden.....	4.1	10.7	37.3	87.8	95.5	97.4	99.8	106.8	115.2	121.0	125.6	130.3	136.8	143.8	148.8	154.3
United Kingdom.....	2.9	6.1	32.0	82.9	93.8	104.5	107.3	108.8	111.4	115.7	123.0	129.9	137.6	144.3	152.2	160.3

See notes at end of table.

Table 54. Continued— Annual indexes of manufacturing productivity and related measures, 15 economies

Measure and economy	1960	1970	1980	1990	1991	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Unit labor costs																
(national currency basis)																
United States.....	—	—	78.8	93.7	97.6	100.6	98.5	94.8	93.5	91.9	92.8	91.9	92.8	93.9	90.9	92.3
Canada.....	26.4	31.1	65.2	94.6	99.6	96.4	93.6	94.3	97.5	96.2	96.7	94.9	92.5	97.4	97.2	99.4
Australia.....	—	—	—	94.2	97.5	99.8	99.4	107.0	108.1	108.2	108.2	110.9	109.4	112.9	113.5	—
Japan.....	31.1	43.6	92.1	95.9	97.5	101.0	101.4	97.5	94.0	93.0	95.2	90.6	83.6	84.4	87.8	84.7
Korea.....	—	—	—	84.2	94.1	105.4	109.8	122.4	129.6	124.9	122.0	110.3	108.5	112.8	113.1	113.5
Taiwan.....	—	23.8	62.2	95.9	96.8	103.0	104.1	104.5	104.1	102.3	103.2	100.7	97.1	93.3	85.3	82.7
Belgium.....	30.1	41.7	80.3	93.0	98.1	102.3	97.9	96.4	95.5	91.8	92.2	94.4	92.2	95.9	96.4	—
Denmark.....	15.3	23.9	54.2	95.0	97.6	102.2	94.2	96.1	102.8	98.8	101.9	103.4	102.8	107.3	109.0	109.6
France.....	21.7	26.8	67.0	96.8	99.3	102.0	97.8	96.5	97.8	91.9	88.1	87.6	86.2	86.6	87.2	88.0
Germany.....	27.8	39.8	69.4	90.3	93.1	104.5	102.0	104.7	107.5	104.5	104.6	107.6	108.1	111.2	111.1	110.8
Italy.....	7.2	11.4	38.7	90.7	98.0	104.5	101.9	103.2	109.8	111.4	110.3	112.3	112.6	116.2	121.1	126.2
Netherlands.....	32.9	50.4	87.6	91.1	95.7	102.4	96.4	95.6	95.9	96.5	98.3	99.1	99.5	104.3	108.8	112.6
Norway.....	12.6	20.0	50.0	94.2	99.2	101.9	104.8	108.4	110.8	116.4	125.7	128.4	131.9	135.6	141.3	144.9
Sweden.....	15.0	20.6	51.0	92.9	100.0	90.8	84.7	85.8	89.0	85.8	84.0	80.1	77.9	84.4	80.2	78.6
United Kingdom.....	9.8	14.1	59.0	93.0	100.0	100.7	99.4	102.5	105.7	108.2	113.5	114.3	113.7	115.4	119.2	118.9
Unit labor costs																
(U.S. dollar basis)																
United States.....	—	—	78.8	93.7	97.6	100.6	98.5	94.8	93.5	91.9	92.8	91.9	92.8	93.9	90.9	92.3
Canada.....	32.9	36.0	67.4	98.0	105.1	90.3	82.8	83.0	86.4	84.0	78.8	77.2	75.2	76.0	74.8	85.8
Australia.....	—	—	—	100.1	103.3	92.3	98.9	107.8	115.1	109.4	92.6	97.3	86.5	79.4	84.0	—
Japan.....	11.0	15.4	51.5	83.9	91.8	115.3	125.8	131.6	109.5	97.4	92.2	101.0	98.4	88.0	88.9	92.6
Korea.....	—	—	—	93.0	100.3	102.6	106.8	124.3	126.3	103.4	68.4	72.7	75.3	68.5	71.0	74.7
Taiwan.....	—	14.9	43.4	89.7	91.1	98.1	99.0	99.2	95.4	89.5	77.4	78.3	78.1	69.4	62.1	60.5
Belgium.....	19.4	27.0	88.3	89.5	92.3	95.1	94.2	105.2	99.1	82.4	81.6	80.2	67.8	68.4	72.6	—
Denmark.....	13.4	19.3	58.1	92.7	92.0	95.1	89.4	103.6	107.0	90.2	91.7	89.3	76.7	77.8	83.5	100.6
France.....	23.4	25.7	83.9	94.1	93.1	95.3	93.4	102.5	101.2	83.3	79.1	75.3	64.2	62.6	66.5	80.4
Germany.....	10.4	17.1	59.6	87.3	87.5	98.7	98.2	114.2	111.6	94.0	92.9	91.5	79.7	79.5	83.9	100.1
Italy.....	14.3	22.3	55.7	93.3	97.3	81.8	77.9	78.0	87.7	80.6	78.2	76.2	66.2	66.2	72.9	90.9
Netherlands.....	15.3	24.5	77.5	87.9	90.0	96.9	93.2	104.8	100.0	87.0	87.2	84.3	73.3	74.5	82.1	101.7
Norway.....	11.0	17.4	62.9	93.6	95.0	89.2	92.3	106.4	106.6	102.1	103.5	102.2	93.0	93.7	110.0	127.2
Sweden.....	16.9	23.1	70.2	91.3	96.3	67.8	64.0	70.0	77.3	65.4	61.5	56.4	49.5	47.6	48.1	56.6
United Kingdom.....	15.6	19.1	77.6	93.9	100.0	85.6	86.2	91.6	93.4	100.4	106.5	104.7	97.6	94.0	101.4	110.0

NOTE: Data for Germany for years before 1991 are for the former West Germany. Data for 1991 onward are for unified Germany. Dash indicates data not available

55. Occupational injury and illness rates by industry,¹ United States

Industry and type of case ²	Incidence rates per 100 full-time workers ³												
	1989 ¹	1990	1991	1992	1993 ⁴	1994 ⁴	1995 ⁴	1996 ⁴	1997 ⁴	1998 ⁴	1999 ⁴	2000 ⁴	2001 ⁴
PRIVATE SECTOR⁵													
Total cases	8.6	8.8	8.4	8.9	8.5	8.4	8.1	7.4	7.1	6.7	6.3	6.1	5.7
Lost workday cases.....	4.0	4.1	3.9	3.9	3.8	3.8	3.6	3.4	3.3	3.1	3.0	3.0	2.8
Lost workdays.....	78.7	84.0	86.5	93.8	-	-	-	-	-	-	-	-	-
Agriculture, forestry, and fishing⁵													
Total cases	10.9	11.6	10.8	11.6	11.2	10.0	9.7	8.7	8.4	7.9	7.3	7.1	7.3
Lost workday cases.....	5.7	5.9	5.4	5.4	5.0	4.7	4.3	3.9	4.1	3.9	3.4	3.6	3.6
Lost workdays.....	100.9	112.2	108.3	126.9	-	-	-	-	-	-	-	-	-
Mining													
Total cases	8.5	8.3	7.4	7.3	6.8	6.3	6.2	5.4	5.9	4.9	4.4	4.7	4.0
Lost workday cases.....	4.8	5.0	4.5	4.1	3.9	3.9	3.9	3.2	3.7	2.9	2.7	3.0	2.4
Lost workdays.....	137.2	119.5	129.6	204.7	-	-	-	-	-	-	-	-	-
Construction													
Total cases	14.3	14.2	13.0	13.1	12.2	11.8	10.6	9.9	9.5	8.8	8.6	8.3	7.9
Lost workday cases.....	6.8	6.7	6.1	5.8	5.5	5.5	4.9	4.5	4.4	4.0	4.2	4.1	4.0
Lost workdays.....	143.3	147.9	148.1	161.9	-	-	-	-	-	-	-	-	-
General building contractors:													
Total cases	13.9	13.4	12.0	12.2	11.5	10.9	9.8	9.0	8.5	8.4	8.0	7.8	6.9
Lost workday cases.....	6.5	6.4	5.5	5.4	5.1	5.1	4.4	4.0	3.7	3.9	3.7	3.9	3.5
Lost workdays.....	137.3	137.6	132.0	142.7	-	-	-	-	-	-	-	-	-
Heavy construction, except building:													
Total cases	13.8	13.8	12.8	12.1	11.1	10.2	9.9	9.0	8.7	8.2	7.8	7.6	7.8
Lost workday cases.....	6.5	6.3	6.0	5.4	5.1	5.0	4.8	4.3	4.3	4.1	3.8	3.7	4.0
Lost workdays.....	147.1	144.6	160.1	165.8	-	-	-	-	-	-	-	-	-
Special trades contractors:													
Total cases	14.6	14.7	13.5	13.8	12.8	12.5	11.1	10.4	10.0	9.1	8.9	8.6	8.2
Lost workday cases.....	6.9	6.9	6.3	6.1	5.8	5.8	5.0	4.8	4.7	4.1	4.4	4.3	4.1
Lost workdays.....	144.9	153.1	151.3	168.3	-	-	-	-	-	-	-	-	-
Manufacturing													
Total cases	13.1	13.2	12.7	12.5	12.1	12.2	11.6	10.6	10.3	9.7	9.2	9.0	8.1
Lost workday cases.....	5.8	5.8	5.6	5.4	5.3	5.5	5.3	4.9	4.8	4.7	4.6	4.5	4.1
Lost workdays.....	113.0	120.7	121.5	124.6	-	-	-	-	-	-	-	-	-
Durable goods:													
Total cases	14.1	14.2	13.6	13.4	13.1	13.5	12.8	11.6	11.3	10.7	10.1	-	8.8
Lost workday cases.....	6.0	6.0	5.7	5.5	5.4	5.7	5.6	5.1	5.1	5.0	4.8	-	4.3
Lost workdays.....	116.5	123.3	122.9	126.7	-	-	-	-	-	-	-	-	-
Lumber and wood products:													
Total cases	18.4	18.1	16.8	16.3	15.9	15.7	14.9	14.2	13.5	13.2	13.0	12.1	10.6
Lost workday cases.....	9.4	8.8	8.3	7.6	7.6	7.7	7.0	6.8	6.5	6.8	6.7	6.1	5.5
Lost workdays.....	177.5	172.5	172.0	165.8	-	-	-	-	-	-	-	-	-
Furniture and fixtures:													
Total cases	16.1	16.9	15.9	14.8	14.6	15.0	13.9	12.2	12.0	11.4	11.5	11.2	11.0
Lost workday cases.....	7.2	7.8	7.2	6.6	6.5	7.0	6.4	5.4	5.8	5.7	5.9	5.9	5.7
Lost workdays.....	-	-	-	128.4	-	-	-	-	-	-	-	-	-
Stone, clay, and glass products:													
Total cases	15.5	15.4	14.8	13.6	13.8	13.2	12.3	12.4	11.8	11.8	10.7	10.4	10.1
Lost workday cases.....	7.4	7.3	6.8	6.1	6.3	6.5	5.7	6.0	5.7	6.0	5.4	5.5	5.1
Lost workdays.....	149.8	160.5	156.0	152.2	-	-	-	-	-	-	-	-	-
Primary metal industries:													
Total cases	18.7	19.0	17.7	17.5	17.0	16.8	16.5	15.0	15.0	14.0	12.9	12.6	10.7
Lost workday cases.....	8.1	8.1	7.4	7.1	7.3	7.2	7.2	6.8	7.2	7.0	6.3	6.3	5.3
Lost workdays.....	168.3	180.2	169.1	175.5	-	-	-	-	-	-	-	-	11.1
Fabricated metal products:													
Total cases	18.5	18.7	17.4	16.8	16.2	16.4	15.8	14.4	14.2	13.9	12.6	11.9	11.1
Lost workday cases.....	7.9	7.9	7.1	6.6	6.7	6.7	6.9	6.2	6.4	6.5	6.0	5.5	5.3
Lost workdays.....	147.6	155.7	146.6	144.0	-	-	-	-	-	-	-	-	-
Industrial machinery and equipment:													
Total cases	12.1	12.0	11.2	11.1	11.1	11.6	11.2	9.9	10.0	9.5	8.5	8.2	11.0
Lost workday cases.....	4.8	4.7	4.4	4.2	4.2	4.4	4.4	4.0	4.1	4.0	3.7	3.6	6.0
Lost workdays.....	86.8	88.9	86.6	87.7	-	-	-	-	-	-	-	-	-
Electronic and other electrical equipment:													
Total cases	9.1	9.1	8.6	8.4	8.3	8.3	7.6	6.8	6.6	5.9	5.7	5.7	5.0
Lost workday cases.....	3.9	3.8	3.7	3.6	3.5	3.6	3.3	3.1	3.1	2.8	2.8	2.9	2.5
Lost workdays.....	77.5	79.4	83.0	81.2	-	-	-	-	-	-	-	-	-
Transportation equipment:													
Total cases	17.7	17.8	18.3	18.7	18.5	19.6	18.6	16.3	15.4	14.6	13.7	13.7	12.6
Lost workday cases.....	6.8	6.9	7.0	7.1	7.1	7.8	7.9	7.0	6.6	6.6	6.4	6.3	6.0
Lost workdays.....	138.6	153.7	166.1	186.6	-	-	-	-	-	-	-	-	-
Instruments and related products:													
Total cases	5.6	5.9	6.0	5.9	5.6	5.9	5.3	5.1	4.8	4.0	4.0	4.5	4.0
Lost workday cases.....	2.5	2.7	2.7	2.7	2.5	2.7	2.4	2.3	2.3	1.9	1.8	2.2	2.0
Lost workdays.....	55.4	57.8	64.4	65.3	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries:													
Total cases	11.1	11.3	11.3	10.7	10.0	9.9	9.1	9.5	8.9	8.1	8.4	7.2	6.4
Lost workday cases.....	5.1	5.1	5.1	5.0	4.6	4.5	4.3	4.4	4.2	3.9	4.0	3.6	3.2
Lost workdays.....	97.6	113.1	104.0	108.2	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

55. Continued— Occupational injury and illness rates by industry,¹ United States

Industry and type of case ²	Incidence rates per 100 workers ³												
	1989 ¹	1990	1991	1992	1993 ⁴	1994 ⁴	1995 ⁴	1996 ⁴	1997 ⁴	1998 ⁴	1999 ⁴	2000 ⁴	2001 ⁴
Nondurable goods:													
Total cases	11.6	11.7	11.5	11.3	10.7	10.5	9.9	9.2	8.8	8.2	7.8	7.8	6.8
Lost workday cases.....	5.5	5.6	5.5	5.3	5.0	5.1	4.9	4.6	4.4	4.3	4.2	4.2	3.8
Lost workdays.....	107.8	116.9	119.7	121.8	-	-	-	-	-	-	-	-	-
Food and kindred products:													
Total cases	18.5	20.0	19.5	18.8	17.6	17.1	16.3	15.0	14.5	13.6	12.7	12.4	10.9
Lost workday cases.....	9.3	9.9	9.9	9.5	8.9	9.2	8.7	8.0	8.0	7.5	7.3	7.3	6.3
Lost workdays.....	174.7	202.6	207.2	211.9	-	-	-	-	-	-	-	-	-
Tobacco products:													
Total cases	8.7	7.7	6.4	6.0	5.8	5.3	5.6	6.7	5.9	6.4	5.5	6.2	6.7
Lost workday cases.....	3.4	3.2	2.8	2.4	2.3	2.4	2.6	2.8	2.7	3.4	2.2	3.1	4.2
Lost workdays.....	64.2	62.3	52.0	42.9	-	-	-	-	-	-	-	-	-
Textile mill products:													
Total cases	10.3	9.6	10.1	9.9	9.7	8.7	8.2	7.8	6.7	7.4	6.4	6.0	5.2
Lost workday cases.....	4.2	4.0	4.4	4.2	4.1	4.0	4.1	3.6	3.1	3.4	3.2	3.2	2.7
Lost workdays.....	81.4	85.1	88.3	87.1	-	-	-	-	-	-	-	-	-
Apparel and other textile products:													
Total cases	8.6	8.8	9.2	9.5	9.0	8.9	8.2	7.4	7.0	6.2	5.8	6.1	5.0
Lost workday cases.....	3.8	3.9	4.2	4.0	3.8	3.9	3.6	3.3	3.1	2.6	2.8	3.0	2.4
Lost workdays.....	80.5	92.1	99.9	104.6	-	-	-	-	-	-	-	-	-
Paper and allied products:													
Total cases	12.7	12.1	11.2	11.0	9.9	9.6	8.5	7.9	7.3	7.1	7.0	6.5	6.0
Lost workday cases.....	5.8	5.5	5.0	5.0	4.6	4.5	4.2	3.8	3.7	3.7	3.7	3.4	3.2
Lost workdays.....	132.9	124.8	122.7	125.9	-	-	-	-	-	-	-	-	-
Printing and publishing:													
Total cases	6.9	6.9	6.7	7.3	6.9	6.7	6.4	6.0	5.7	5.4	5.0	5.1	4.6
Lost workday cases.....	3.3	3.3	3.2	3.2	3.1	3.0	3.0	2.8	2.7	2.8	2.6	2.6	2.4
Lost workdays.....	63.8	69.8	74.5	74.8	-	-	-	-	-	-	-	-	-
Chemicals and allied products:													
Total cases	7.0	6.5	6.4	6.0	5.9	5.7	5.5	4.8	4.8	4.2	4.4	4.2	4.0
Lost workday cases.....	3.2	3.1	3.1	2.8	2.7	2.8	2.7	2.4	2.3	2.1	2.3	2.2	2.1
Lost workdays.....	63.4	61.6	62.4	64.2	-	-	-	-	-	-	-	-	-
Petroleum and coal products:													
Total cases	6.6	6.6	6.2	5.9	5.2	4.7	4.8	4.6	4.3	3.9	4.1	3.7	2.9
Lost workday cases.....	3.3	3.1	2.9	2.8	2.5	2.3	2.4	2.5	2.2	1.8	1.8	1.9	1.4
Lost workdays.....	68.1	77.3	68.2	71.2	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products:													
Total cases	16.2	16.2	15.1	14.5	13.9	14.0	12.9	12.3	11.9	11.2	10.1	10.7	8.7
Lost workday cases.....	8.0	7.8	7.2	6.8	6.5	6.7	6.5	6.3	5.8	5.8	5.5	5.8	4.8
Lost workdays.....	147.2	151.3	150.9	153.3	-	-	-	-	-	-	-	-	-
Leather and leather products:													
Total cases	13.6	12.1	12.5	12.1	12.1	12.0	11.4	10.7	10.6	9.8	10.3	9.0	8.7
Lost workday cases.....	6.5	5.9	5.9	5.4	5.5	5.3	4.8	4.5	4.3	4.5	5.0	4.3	4.4
Lost workdays.....	130.4	152.3	140.8	128.5	-	-	-	-	-	-	-	-	-
Transportation and public utilities													
Total cases	9.2	9.6	9.3	9.1	9.5	9.3	9.1	8.7	8.2	7.3	7.3	6.9	6.9
Lost workday cases.....	5.3	5.5	5.4	5.1	5.4	5.5	5.2	5.1	4.8	4.3	4.4	4.3	4.3
Lost workdays.....	121.5	134.1	140.0	144.0	-	-	-	-	-	-	-	-	-
Wholesale and retail trade													
Total cases	8.0	7.9	7.6	8.4	8.1	7.9	7.5	6.8	6.7	6.5	6.1	5.9	6.6
Lost workday cases.....	3.6	3.5	3.4	3.5	3.4	3.4	3.2	2.9	3.0	2.8	2.7	2.7	2.5
Lost workdays.....	63.5	65.6	72.0	80.1	-	-	-	-	-	-	-	-	-
Wholesale trade:													
Total cases	7.7	7.4	7.2	7.6	7.8	7.7	7.5	6.6	6.5	6.5	6.3	5.8	5.3
Lost workday cases.....	4.0	3.7	3.7	3.6	3.7	3.8	3.6	3.4	3.2	3.3	3.3	3.1	2.8
Lost workdays.....	71.9	71.5	79.2	82.4	-	-	-	-	-	-	-	-	-
Retail trade:													
Total cases	8.1	8.1	7.7	8.7	8.2	7.9	7.5	6.9	6.8	6.5	6.1	5.9	5.7
Lost workday cases.....	3.4	3.4	3.3	3.4	3.3	3.3	3.0	2.8	2.9	2.7	2.5	2.5	2.4
Lost workdays.....	60.0	63.2	69.1	79.2	-	-	-	-	-	-	-	-	-
Finance, insurance, and real estate													
Total cases	2.0	2.4	2.4	2.9	2.9	2.7	2.6	2.4	2.2	.7	1.8	1.9	1.8
Lost workday cases.....	.9	1.1	1.1	1.2	1.2	1.1	1.0	.9	.9	.5	.8	.8	.7
Lost workdays.....	17.6	27.3	24.1	32.9	-	-	-	-	-	-	-	-	-
Services													
Total cases	5.5	6.0	6.2	7.1	6.7	6.5	6.4	6.0	5.6	5.2	4.9	4.9	4.6
Lost workday cases.....	2.7	2.8	2.8	3.0	2.8	2.8	2.8	2.6	2.5	2.4	2.2	2.2	2.2
Lost workdays.....	51.2	56.4	60.0	68.6	-	-	-	-	-	-	-	-	-

¹ Data for 1989 and subsequent years are based on the *Standard Industrial Classification Manual*, 1987 Edition. For this reason, they are not strictly comparable with data for the years 1985-88, which were based on the *Standard Industrial Classification Manual*, 1972 Edition, 1977 Supplement.

² Beginning with the 1992 survey, the annual survey measures only nonfatal injuries and illnesses, while past surveys covered both fatal and nonfatal incidents. To better address fatalities, a basic element of workplace safety, BLS implemented the Census of Fatal Occupational Injuries.

³ The incidence rates represent the number of injuries and illnesses or lost workdays per 100 full-time workers and were calculated as (N/EH) X 200,000, where:

N = number of injuries and illnesses or lost workdays;
EH = total hours worked by all employees during the calendar year; and
200,000 = base for 100 full-time equivalent workers (working 40 hours per week, 50 weeks per year).

⁴ Beginning with the 1993 survey, lost workday estimates will not be generated. As of 1992, BLS began generating percent distributions and the median number of days away from work by industry and for groups of workers sustaining similar work disabilities.

⁵ Excludes farms with fewer than 11 employees since 1976.

NOTE: Dash indicates data not available.

56. Fatal occupational injuries by event or exposure, 1997-2002

Event or exposure ¹	Fatalities			
	1997-2001 average	2001 ²	2002	
		Number	Number	Percent
Total.....	6,036	5,915	5,524	100
Transportation incidents.....	2,593	2,524	2,381	43
Highway incident.....	1,421	1,409	1,372	25
Collision between vehicles, mobile equipment.....	697	727	635	11
Moving in same direction.....	126	142	155	3
Moving in opposite directions, oncoming.....	254	257	202	4
Moving in intersection.....	148	138	145	3
Vehicle struck stationary object or equipment.....	300	297	326	6
Noncollision incident.....	369	339	373	7
Jackknifed or overturned—no collision.....	300	273	312	6
Nonhighway (farm, industrial premises) incident.....	368	326	322	6
Overturned.....	202	158	164	3
Aircraft.....	248	247	192	3
Worker struck by a vehicle.....	382	383	356	6
Water vehicle.....	99	90	71	1
Rail vehicle.....	68	62	64	1
Assaults and violent acts.....	964	908	840	15
Homicides.....	709	643	609	11
Shooting.....	567	509	469	8
Stabbing.....	64	58	58	1
Other, including bombing.....	78	76	82	1
Self-inflicted injuries.....	221	230	199	4
Contact with objects and equipment.....	995	962	873	16
Struck by object.....	562	553	506	9
Struck by falling object.....	352	343	303	5
Struck by flying object.....	58	60	38	1
Caught in or compressed by equipment or objects.....	290	266	231	4
Caught in running equipment or machinery.....	156	144	110	2
Caught in or crushed in collapsing materials.....	126	122	116	2
Falls.....	737	810	714	13
Fall to lower level.....	654	700	634	11
Fall from ladder.....	111	123	126	2
Fall from roof.....	155	159	143	3
Fall from scaffold, staging.....	91	91	87	2
Fall on same level.....	61	84	63	1
Exposure to harmful substances or environments.....	529	499	538	10
Contact with electric current.....	291	285	289	5
Contact with overhead power lines.....	134	124	122	2
Contact with temperature extremes.....	41	35	60	1
Exposure to caustic, noxious, or allergenic substances.....	106	96	98	2
Inhalation of substances.....	52	49	49	1
Oxygen deficiency.....	89	83	90	2
Drowning, submersion.....	71	59	60	1
Fires and explosions.....	197	188	165	3
Other events or exposures³.....	21	24	13	—

¹ Based on the 1992 BLS Occupational Injury and Illness Classification Structures.

² The BLS news release issued Sept. 25, 2002, reported a total of 5,900 fatal work injuries for calendar year 2001. Since then, an additional 15 job-related fatalities were identified, bringing the total job-related fatality count for 2001 to 5,915.

³ Totals for 2001 exclude fatalities from the September 11 terrorist attacks.

³ 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.

Comparing the Retirement Savings of the Baby Boomers and Other Cohorts

by Sharon A. DeVaney and Sophia T. Chiremba

Originally Posted: January 24, 2005

Revision Posted: March 16, 2005

This study compares the retirement savings behavior of four different age cohorts and finds that Older Baby Boomers (born from 1946 to 1954) are somewhat more likely than the other cohorts to hold a retirement account. It also finds that households in the Swing cohort (1928 to 1945) hold the largest amount of retirement savings, followed by, in order, households in the Older Boomers, Younger Boomers (1955 to 1964), and Generations X and Y (1965 to 1987) cohorts.

Introduction And Purpose

The baby boomers are nearing retirement or, in some cases, already have retired.¹ The baby boom cohort, which consists of persons born between 1946 and 1964, has presented challenges for the U.S. economy since its inception.² First, in the 1950s and early 1960s, more schools were needed to accommodate large numbers of baby boomer students. Later, in the late 1960s and early 1970s, as many boomers reached young adulthood, they contributed to housing shortages and increased competition for jobs. Now, as the baby boomers begin to retire, the next challenge is having enough resources for them to live comfortably during their retirement.

Opinions vary about the economic well-being of the baby boomers and how they will fare in their retirement. Scott A. Bass, for example, argues that most baby boomers are healthier, better educated, and wealthier than previous generations.³ At the same time, however, in a national study of bankruptcy conducted in 1991, Teresa A. Sullivan and her coauthors showed that half of the individuals who filed for bankruptcy protection were baby boomers.⁴ In another study, Sophie M. Korczyk noted that 8 in 10 baby boomers expect to work, at least part time, after they "retire," but only a third expect to scale back their lifestyle during their retirement years.⁵ These conflicting observations motivated this comparison of the retirement savings behavior of baby boomers with that of other cohorts.

Two theories--the life-cycle savings hypothesis⁶ and the theory of planned behavior⁷--provide a framework for examining retirement savings behavior. The life-cycle savings hypothesis assumes that a household attempts to maintain a consistent level of consumption over the lifetime of its members. To do so, many households borrow when its members are younger and their earnings are lower, and then save in anticipation of retirement when its members are in midlife and their earnings are higher. Most households reduce their savings during retirement.

The theory of planned behavior suggests that individuals are more likely to behave in a manner consistent with their intentions when they have control over the factors involved. The theory is a modification of the theory of reasoned action, which assumes that individuals form attitudes based on subjective norms. The attitudes, subjective norms, and perceived control held by a person influence how likely that person is to perform a particular behavior. Karl-Erik Warneryd argues that previous experience with savings behavior should be considered when the theory of planned behavior is applied to savings behavior.⁸ In other words, if an individual has been involved in savings behavior--such as buying a home or making regular allocations to a savings account or retirement plan--he or she will be more likely to save.

Based on these theories, the empirical model for this study is as follows: Retirement savings behavior is a function of attitude, subjective norms, perceived control, and past experience. Retirement savings behavior is measured by (a) whether or not the household has a retirement account, and (b) the amount of retirement savings.

Background For The Study

Retirement income traditionally has been viewed as a "three-legged stool" consisting of Social Security, employer pensions, and private savings. Many believe that the legs have weakened in recent years, however, and that retirees will increasingly require a fourth leg, earnings, to supplement their income during retirement. When workers were asked in the 1995 Retirement Confidence Survey which source of retirement income would be most important to them, they responded as

follows: 27.5 percent said "personal savings and investments," 26.1 percent said "employer pensions" (such as a defined benefit plan), 24.7 percent said "my own contribution to a plan at work" (such as a defined contribution plan), 15.1 percent said "Social Security," and 6.6 percent had other responses.⁹ Older respondents were significantly more likely to answer that their most important source of retirement income would be either a defined benefit pension or Social Security benefits, while younger respondents were significantly more likely to answer that it would be either a defined contribution plan or their personal savings and investment.

Previous research has shown that age, education, income, and risk tolerance are positively related to retirement savings behavior.¹⁰ Older individuals, persons who have more education, those with more income, and those who have increased tolerance for risk, are likely to hold larger amounts of retirement savings. Individuals who are married and those who are white are likely to have more retirement savings than unmarried persons and members of nonwhite ethnic or racial groups. Some gender differences exist as well: According to the 1996 Retirement Confidence survey, men were more likely than women to feel in control of accumulating money for retirement (42 percent compared with 28 percent).¹¹ Also, men were more likely than women to calculate the amount of money needed for retirement (39 percent compared with 25 percent).

According to the Employee Benefit Research Institute (EBRI), the most likely participant in a pension plan is white, a male, high-earning, aged 45 to 54, and working for a public sector employer.¹² When pension plan participants were grouped by psychological characteristics, the "successful planners," who represented 21 percent of workers in the study, participated in voluntary retirement plans at much higher rates than the "live-for-today" workers, who represented 14 percent of workers. The psychological characteristics may result partly from being in a cohort.

A cohort is a group of people who share similar experiences and events. As a result, the members of a particular cohort are likely to share certain attitudes and consumer behavior.¹³ In this study, the following cohorts are examined (with the range of years in which cohort members were born shown in parentheses): the Swing cohort (1928-45), older Baby Boomers (1946-54),¹⁴ younger Baby Boomers (1955-64), and Generations X and Y (1965-87). The Swing cohort is sometimes known as the "silent generation." Members of this cohort came of age after World War II, and many were parents of baby boomers. They are often thought to be more frugal and adaptive than other cohorts.¹⁵ Older baby boomers are sometimes described as being idealistic and individualistic, while younger baby boomers have been described as emphasizing personal fulfillment.¹⁶ Members of Generation X are sometimes viewed as being skeptical consumers, while members of Generation Y have been described as having grown up with modern technology, especially computers.¹⁷ (See table 1.)

Hypotheses

Based on the theory of life-cycle savings and previous research on savings behavior, the following hypothesis was developed for this study:

- H1: Households whose heads are older (such as the Swing cohort and the Older Boomers) will be more likely to hold retirement accounts and to have larger amounts saved for retirement than households with younger heads.

Based on the theory of planned behavior and previous research on savings behavior, the following hypotheses also were developed:

- H2: Heads of households with a greater tolerance for risk, who save regularly, and those who have a longer planning horizon will be more likely to hold retirement accounts and to have larger amounts saved for retirement.
- H3: Households whose heads have more education and that have greater household income will be more likely to hold retirement accounts and to have larger amounts saved for retirement than households whose heads have less education and households with less income.
- H4: Households with children and those with self-employed heads will be less likely than households without children and those without self-employed heads to hold retirement accounts and will have smaller amounts saved for retirement.

- H5: Households that spend less than their income will be more likely to hold retirement accounts and to have larger amounts saved for retirement than households that spend the same as or more than their income.
- H6: Households in which the heads are homeowners and those that have larger amounts of assets--both financial and nonfinancial--will be more likely to hold retirement accounts and to have larger amounts saved for retirement than renters or those with smaller amounts of financial and nonfinancial assets.

Data And Sample

The data used in this study were drawn from the 2001 Survey of Consumer Finances (SCF), which was sponsored by the Federal Reserve Board of Governors and conducted by the National Organization for Research (NORC) at the University of Chicago.¹⁸ The 2001 SCF was collected using computer-assisted personal interviewing. The SCF was based on a dual-frame sample design. One set of the survey cases was selected from a standard multistage area-probability design. The other set of the survey cases (the high-income sample) was selected as a list sample from statistical records derived from tax data by the Statistics of Income Division of the Internal Revenue Service.

The sample for the study consists of households in which either the head of household or the spouse was not retired and was less than or equal to 70 years of age. The study does not include anyone who might have been turning 70½ or those who already had retired because they may have begun to withdraw funds from their retirement savings accounts. These criteria for inclusion reflect the assumption that if a respondent or spouse is still working, they are more likely to be saving for retirement. Also, individuals must begin to withdraw from qualified retirement plans on April 1 of the year in which they turn 70½ years old or when they retire, whichever comes later. These criteria reduce the sample size from 4,442 households to 3,428 households. A weight variable was used to provide descriptive statistics that are representative of the entire U.S. population.

Measurement Of Variables

Dependent variables. There are two dependent variables: whether or not the head of household or spouse holds one or more retirement accounts (1 = yes, 0 = no), and the total amount in the retirement accounts held by the household. Retirement accounts are defined by the 2001 SCF to include thrift accounts (defined contribution plans), future pensions (defined benefit plans), Individual Retirement Accounts (IRAs), and Keogh accounts.

Holding at least one retirement account is examined using logistic regression.¹⁹ Logistic regression is an appropriate method when the dependent variable is dichotomous. The total amount held in the household retirement accounts is examined using tobit regression.²⁰ Tobit regression is the appropriate method when the dependent variable is equal to zero for some proportion of the observations, but their corresponding predictor variables are known.

Independent variables. The groups of independent variables include attitude, subjective norms, perceived control, and past experience. Attitude is measured by risk tolerance in making saving and investment decisions, being a saver, and planning horizon. In the SCF, risk tolerance was measured by the question, "Which of the following statements comes closest to the amount of financial risk that you are willing to take when you save or make investments?" The responses were "take substantial financial risks," "take above average financial risks," "take average financial risks," and "not willing to take any financial risk." Each response was coded as a dichotomous variable and the response "not willing to take any financial risk" was used as the reference category.

Being a saver was defined as having at least one positive response to the question, "Which of the following statements comes closest to describing you and your spouse's (or partner's) saving habits?" The possible responses were "save regularly by putting money aside each month," "spend regular income and save other income," "save income of one family member and spend the other," "save whatever is left over at the end of the month," or "not saving." The reference category was the "not saving" response.

Planning horizon was measured by the question, "In planning your family's saving and spending, which of the following time periods is most important to you?" The possible responses were "the next few months," "next year," "next few years," "next

5-10 years," or "longer than 10 years." Each response was coded as a dichotomous variable with "next few months" used as the reference category.

Subjective norms were measured by age, race, and marital status. The term *subjective norm* is defined as individuals choosing to behave in a way that is typical of a certain group such as those of their same age, race, or marital status. Age was measured by the parameters of the four cohorts: the Swing cohort, Older Baby Boomers, Younger Baby Boomers, and Generation X and Y. The Older Baby Boomers were the reference group. Race was coded as 1 if the head of household was white and zero if the head of household was nonwhite. Similarly, regarding marital status, respondents who were married were coded 1, and those who were never married, divorced or separated, or widowed were coded zero.

Perceived control was measured by years of education, presence of children aged 18 years old or younger, household income, and self-employment. The term *perceived control* is defined as the factors over which the individual has control, such as the level of education that they attain or the number of children that they have. Education and income were continuous variables. Households that had children aged 18 years or younger were coded 1, while those without children in that age range were coded zero. Self-employment was coded 1 if the respondent was self-employed and zero if not.

Past experience in regard to savings behavior was measured by home ownership, financial assets, nonfinancial assets, and a question about the relationship of spending to income. Financial assets included all types of financial investments except retirement funds. Nonfinancial assets included the value of vehicles, residences, investment real estate, and equity in businesses. Spending relative to income was measured by the question, "Over the past year, would you say that your spending exceeded your family's income, that it was about the same as your [family's] income, or that you spent less than your [family's] income?" Each response was coded as a dichotomous variable. Spending equal to income was the reference category. (See table 2 for the coding of variables.)

Results

Descriptive statistics. There was at least one retirement account in 57 percent of the households. The average or mean amount in the retirement accounts was \$49,944, but the standard deviation was \$174,193, suggesting that the dollar amount held in retirement accounts varies widely by individual households. The median amount held in retirement accounts--\$2,000--provides another indication of the wide variation in the amounts held by households. (See table 3.)

Attitudinal variables. About 34 percent of households preferred not to take any risk when saving or investing, while 39 percent would take average risk, and 27 percent would take above average or substantial risk. Three-fourths of the sample reported that they saved using at least one of the saving methods described in the survey. The responses for time preference suggested that the households were more likely to prefer a longer period such as 5 to 10 years.

Subjective norms. Of the four cohorts, the Swing cohort was the smallest, representing just 14 percent of households. One reason is that the members of this cohort are older, by definition, and some of the respondents had already retired and thus were not included in the sample. Seventy-three percent of the household heads in the sample were white, and 53 percent were married.

Perceived control. On average, respondents had completed about 13½ years of education. Forty-six percent of the households had children aged 18 years or younger living in the home. Thirteen percent of the heads of household were self-employed. The average or mean household income of the sample was \$72,673; the median household income was \$44,000.

Past experience. Fifty-six percent of the households were homeowners. The average amount of financial assets was \$101,518, and the average amount of nonfinancial assets was \$250,590. Forty-four percent claimed that they had spent less than their income in the previous year, while 19 percent indicated that they had spent more than their income, and 37 percent reported that they had spent an amount equal to their income.

Analysis

Prior to conducting the regression analyses, Chi-square tests were used to determine if there was a relationship among the categorical variables and the cohorts, and Analysis of Variance (ANOVA) was used to compare the means of the continuous variables by cohorts.²¹ However, Chi-square tests and Analysis of Variance consider the effect of only one variable at a time while the regression analyses consider the effect of all of the variables simultaneously. Table 4 shows the results of the Chi-square tests, and table 5 shows the ANOVA results.

Older Baby Boomers were a little more likely to have a retirement account than the other cohorts. The heads of households in the Older Boomer cohort and in the Swing cohort were more likely to hold average or above average risk tolerance than younger Boomers and Generation X and Y. Older Boomers also were the most likely cohort to report that they are savers. Both Older and Younger Boomers had a high preference for the longest time horizon for saving. Generation X and Y were most likely to prefer the shortest time horizon which was the next few months to a year.

The Swing Cohort was more likely than the other cohorts to have a head of household who is white. The Younger Boomers were most likely to have children 18 years or younger living at home. Heads of households in the Swing cohort were more likely to be self-employed. Members of Generation X and Y and the Swing cohort were more likely to report that they spend less than their total income. Three-fourths of both the Older Boomers and the Swing cohort were homeowners, while only 30 percent of Generation X and Y were homeowners.

The ANOVA results revealed that all of the cohorts differed significantly on the total amount in their retirement accounts. Households in the Swing cohort had the largest amount in retirement savings, but it was only \$14,000 more, on average, than the amount of the Older Boomers' retirement savings. Households in the Older Boomer cohort had twice as much in their retirement accounts, on average, as the Younger Boomers. Older Boomers had attained the highest level of education. Household income was highest for the Older Boomers and lowest for the Generation X and Y cohort. The amount of financial assets was highest for the Swing cohort and lowest for the Generation X and Y cohort. Nonfinancial assets were also highest for the Swing cohort and lowest for the Generation X and Y cohort.

Logistic regression results for likelihood of having an account. When all of the factors were considered simultaneously using logistic regression, the following factors affecting the likelihood of holding a retirement account were statistically significant: risk tolerance, being a saver, planning horizon, age cohort, race, marital status, education, self-employment, spending behavior, and being a homeowner. (See table 6.) Heads of households with more tolerance for risk were more likely to hold a retirement account, as were those who reported that they saved. Those who preferred longer planning horizons (5 to 10 years and more than 10 years) were more likely to hold a retirement account. The Generation X and Y cohort were less likely to hold retirement accounts than the Older Boomer cohort.

White heads of households and those who are married were more likely to hold a retirement account than households with a nonwhite head or those in which the head is not married. Homeowners were more likely to hold retirement accounts than renters. Those who reported that they spent less than their income were more likely to hold a retirement account than those who said that they spent an amount equal to their income. Self-employed heads of households were less likely to hold a retirement account than those who were wage and salary workers. Self-employed persons are often less likely to save for retirement in tax-deferred savings options because they prefer to have access to their assets for their business. Some business owners intend to sell their businesses in order to retire.²²

Tobit regression results for amount saved in retirement accounts. The final step in the analysis was to examine the relationship between the independent variables and the amount of retirement savings. The amount in retirement savings was larger for those who were willing to take risk, those who saved, those with planning horizons of 5 to 10 years, those who were married household heads, and those with more education. Compared with the Older Boomer cohort, the Generation X and Y cohort and the Younger Boomers had less in retirement savings and the Swing cohort had more in retirement savings. Those who reported that they spent less than their income had more in retirement savings than those who reported that they spent

an amount equal to their income, and homeowners had more in retirement savings than renters. The amount in financial assets and the amount in nonfinancial assets were both positively related to the amount in retirement accounts.

Discussion And Implications

The results of the Chi-square test showed that each succeeding cohort was more likely than the previous cohort to hold some type of retirement account. Generation X and Y were least likely to hold a retirement account, while the Swing cohort was most likely to hold a retirement account (45 percent compared with 73 percent). However, the logistic regression showed that when all of the factors were considered simultaneously, there was no statistical difference between the Younger and Older Boomers and the Swing cohort on the likelihood of holding a retirement account. Nevertheless, the results of the tobit regression showed that the amount of retirement savings was significantly different for the cohorts. The Younger Boomers and Generation X and Y had smaller amounts saved for retirement than the Older Boomers, but the Swing cohort had more saved than the Older Boomers. Hence, the life-cycle hypothesis that household savings tends to increase with age was supported.

The findings also support the theory of planned behavior. Retirement savings behavior was shown to be influenced by attitude, subjective norms, perceived control, and past experience. Increased tolerance for risk when saving or investing, reporting being a saver, being married, more education, being a homeowner, and reporting spending less than income were significantly related to both dependent variables--holding a retirement account and the amount saved for retirement.

This study examined the retirement savings behavior of baby boomers compared with that of other age cohorts. It found that obtaining more education, being more willing to accept risk, and enhancing past savings behavior were among the factors that were most influential in having a larger amount saved for retirement. In this study, income was marginally significant ($p = .0805$) in predicting the amount saved for retirement. This shows that, as hypothesized, income was positively related to the amount of retirement savings. Future studies might examine income in more detail, such as by using income quartiles. Another possibility for future studies would be to look at attitudes toward the use of credit and their influence on retirement savings behavior.

Sharon A. DeVaney, Ph.D.

Professor of Family and Consumer Economics, Department of Consumer Sciences and Retailing, Purdue University.

Sophia T. Chiremba

Ph.D. candidate, Department of Consumer Sciences and Retailing, Purdue University.

NOTE: This is a revised version of an article that originally was published in January 2005. This version corrects table 4. The heading for the second row of table 4 was corrected; it now says, "Not holding an account." In addition, the values in the second column ("Generations X and Y") of the eighth and ninth rows ("Saver" and "Not a saver") have been corrected.

Notes

¹ AARP, *Baby Boomers Envision Retirement II: Survey of Baby Boomers' Expectations for Retirement* (Washington, DC, AARP, May 2004); available on the Internet at http://research.aarp.org/econ/boomers_envision.pdf.

² Cheryl Russell, *The Master Trend: How the Baby Boom Generation is Remaking America* (New York, Plenum Press, 1993).

³ Scott A. Bass, "Emergence of the Third Age: Toward a Productive Aging Society," in Francis G. Caro, Robert Morris, and Jill R. Norton, eds., *Advancing Aging Policy as the 21st Century Begins* (New York, Haworth Press, 2000).

⁴ Teresa A. Sullivan, Elizabeth Warren, and J. Lawrence Westbrook, *The Fragile Middle Class: Americans in Debt*. (New Haven, CT, Yale University Press, 2000).

⁵ Sophie M. Korczyk, "Baby Boomers Head for Retirement," *Journal of Financial Planning*, March 2001, pp. 116-23.

⁶ Albert Ando and Franco Modigliani, "The Life Cycle Hypothesis of Saving: Aggregate Implications and Tests," *American Economic Review*, March 1963, pp. 55-84.

⁷ Icek Ajzen, "From intentions to actions: A theory of planned behavior," in Julius Kuhl and Jürgen Beckmann, eds., *Action-control: From Cognition to Behavior* (Heidelberg, Germany, Springer, 1985) pp. 22-39; and Icek Ajzen, "The Theory of Planned Behavior," in Edwin A. Locke, ed., *Organizational Behavior and Human Decision Processes*, Volume 50, 1991, pp. 179-211.

- 8 Karl-Erik Warneryd, *The Psychology of Saving: A Study on Economic Psychology*, (Cheltenham, UK, Edward Elgar Publishing, 1999).
- 9 See Sharon A. DeVaney and Ya-ping Su, "Factors Predicting the Most Important Source of Retirement Income," *Compensation and Working Conditions*, Fall 1997, pp. 25-31.
- 10 See, for example, Sharon A. DeVaney and T. Catherine Zhang, "A Cohort Analysis of the Amount in Defined Contribution and Individual Retirement Accounts," *Financial Counseling and Planning*, Volume 12, Issue 1, 2001, pp. 89-102; and Zhan Chen and Sharon A. DeVaney, "What Factors Affect the Household Net Worth of Employees and Business Owners?" *Financial Services Review*, Volume 11, Number 4, 2002, pp. 381-91.
- 11 See Sharon A. DeVaney and Ya-ping Su, "Gender Differences in Retirement Planning Knowledge," *Personal Finances and Worker Productivity*, Volume 1, Issue 1, 1997, pp. 160-71.
- 12 Rachel Christensen, "Value of Benefits Constant in a Changing World: Findings from the EBRI/MGA Value of Benefits Survey," *EBRI Notes*, March 2002, pp. 1-3.
- 13 Geoffrey Meredith and Charles Schewe, "The Power of Cohorts," *American Demographics*, December 1994, pp. 22-31.
- 14 This study follows others in separating the baby boomers into an older and a younger cohort. These studies tend to use the end of the Vietnam War as the break point. Although the United States officially ended its involvement in the conflict in 1975, baby boomers born after 1954 were much less likely to have participated in the war or otherwise to have been affected in the same way as those born in 1954 or earlier.
- 15 Maurice J. Johnson and Evelyn C. Moore, *Apparel Product Development*, 2nd ed. (Englewood Cliffs, NJ, Prentice Hall, 2001.)
- 16 William Strauss and Neil Howe, *Generations: The History of America's Future, 1584 to 2069*. (New York, William Morrow, 1991); and Walker J. Smith and Ann Clurman, *Rocking the Ages* (New York, Harper Collins, 1997).
- 17 Susan Mitchell, *American Generations: Who They Are, How They Live, What They Think*, 2nd ed. (Ithaca, NY, New Strategist, 1998).
- 18 Arthur B. Kennickell, *Codebook for 2001 Survey of Consumer Finances*, 2003, (Washington, DC, Board of Governors of the Federal Reserve System, 2003).
- 19 For more information on logistic regression techniques, see Paul D. Allison, *Logistic Regression: Using the SAS System: Theory and Application*. (Cary, NC, SAS Institute and Wiley, 2001.)
- 20 For more information on tobit regression techniques, see Peter Kennedy, *A Guide to Econometrics*, 4th ed. (Cambridge, MA, MIT Press, 1998).
- 21 For more information on the ANOVA technique, see John Neter, William Wasserman, and Michael H. Kutner, *Applied Linear Regression Models*, 2nd ed. (Homewood, IL, Irwin, 1989).
- 22 Sharon A. DeVaney, Deanna L. Sharpe, Constance Y. Kratzer, and Ya-ping Su. "Retirement Preparation of the Nonfarm Self-Employed," *Financial Counseling and Planning*, Vol. 9, No. 1, 1998, pp. 53-59.

Table 1. Selected Characteristics of the Cohorts

Characteristic	Swing Cohort	Older Boomers	Younger Boomers	Generations X and Y
Years born	1928 to 1945	1946 to 1954	1955 to 1964	1965 to 1987
State of economy	Great Depression, followed by unprecedented growth	Post-World War II prosperity	Continued postwar prosperity	Downsizing, prosperity, and bust
Cohort experience	Post-World War II era	Vietnam War	Cold War	High technology
Core values	Adaptive personality	Idealistic, individuality	Personal fulfillment	Pessimistic, diversity, globalization
Buying habits	Quality for price	Spenders, brand loyal	Debt is part of their lifestyle	Skeptical consumers, products that are "cool"

Table 2. Coding of Variables

Variables	Coding
<i>Dependent variables:</i>	
Holding one or more retirement accounts	1 if yes; 0 if otherwise
Dollar amount in retirement account	Continuous
<i>Independent variables:</i>	
<i>Attitudinal variables:</i>	
<i>Risk tolerance in making savings and investment decisions:</i>	
No financial risk (reference group)	1 if yes, 0 otherwise
Average financial risk	1 if yes, 0 otherwise
Above average financial risk	1 if yes, 0 otherwise
High risk	1 if yes, 0 otherwise
Saver	1 if yes, 0 otherwise
<i>Time plan for saving:</i>	
Few months or less than a year (reference group)	1 if yes, 0 otherwise
Next year	1 if yes, 0 otherwise
Next few years	1 if yes, 0 otherwise
5 to 10 years	1 if yes, 0 otherwise
Longer than 10 years	1 if yes, 0 otherwise
<i>Subjective norms:</i>	
<i>Age:</i>	
Generations X and Y: 18 to 35 years	1 if yes, 0 otherwise
Younger Boomers: 36 to 46 years	1 if yes, 0 otherwise
Older Boomers: 47 to 55 years (reference group)	1 if yes, 0 otherwise
Swing Cohort: 56 to 73 years	1 if yes, 0 otherwise
<i>Others:</i>	
White (reference group: nonwhite)	1 if yes, 0 otherwise
Married (reference group: nonmarried)	1 if yes, 0 otherwise
<i>Perceived control:</i>	
Educational attainment (in years)	Continuous
Presence of children (reference group: no children)	1 if yes, 0 otherwise
Self-employment (reference group: not self-employed)	1 if yes, 0 otherwise
Household income	Continuous
<i>Past savings behavior:</i>	
Spending more than income	1 if yes, 0 otherwise
Spending equal to income (reference group)	1 if yes, 0 otherwise
Spending less than income	1 if yes, 0 otherwise
Home ownership (reference group: not a homeowner)	1 if yes, 0 otherwise
Financial assets	Continuous
Nonfinancial assets	Continuous

Table 3. Weighted Descriptive Statistics for Nonretired Households with Heads Aged 70 Years or Younger in the 2001 Survey of Consumer Finances (N = 3,428)

Variables	Mean	Median	Standard Deviation	Frequency (in percent)
<i>Dependent variables:</i>				
Holding one or more retirement accounts	-	-	-	57.3
Dollar amount in retirement account	\$49,944.82	\$2,000.00	\$174,193.94	-
<i>Independent variables:</i>				
<i>Attitudinal variables:</i>				
<i>Risk tolerance:</i>				
No financial risk (reference group)	-	-	-	34.2
Average financial risk	-	-	-	39.1
Above average financial risk	-	-	-	21.2
High risk	-	-	-	5.4
Saver	-	-	-	78.5
<i>Time plan for saving:</i>				
Few months or less than a year (reference group)	-	-	-	17.7
Next year	-	-	-	11.3
Next few years	-	-	-	26.2
5 to 10 years	-	-	-	25.6
Longer than 10 years	-	-	-	19.1
<i>Subjective norms:</i>				
<i>Age:</i>				
Generations X and Y: 18 to 35 years	-	-	-	31.0
Younger Boomers: 36 to 46 years	-	-	-	31.8
Older Boomers: 47 to 55 years (reference group)	-	-	-	23.3
Swing Cohort: 56 to 73 years	-	-	-	13.9
<i>Others:</i>				
White (reference group: nonwhite)	-	-	-	73.4
Married (reference group: nonmarried)	-	-	-	53.1
<i>Perceived control:</i>				
Educational attainment (in years)	13.4	13.0	2.7	-
Presence of children (reference group: no children)	-	-	-	46.1
Self-employment (reference group: not self-employed)	-	-	-	13.3
Household income	\$72,673.51	\$44,000.00	\$222,653.46	-
<i>Past savings behavior:</i>				
Spending more than income	-	-	-	19.0

NOTE: Dashes indicate "not applicable."

Variables	Mean	Median	Standard Deviation	Frequency (in percent)
Spending equal to income (reference group)	-	-	-	36.9
Spending less than income	-	-	-	44.2
Home ownership (reference group: not a homeowner)	-	-	-	56.0
Financial assets	\$101,518.85	\$7,100.00	\$807,102.23	-
Nonfinancial assets	\$250,590.79	\$92,050.00	\$1,344,471.00	-

NOTE: Dashes indicate "not applicable."

Table 4. Chi-Square Analysis of Age Group and Selected Characteristics of Nonretired Households in the 2001 Survey of Consumer Finances (N = 3,428) [In percent]

Variable	Generations X and Y	Younger Boomers	Older Boomers	Swing Cohort	P-value
Holding one or more retirement accounts	45.38	66.41	72.92	68.93	< 0.0001
Not holding an account	54.62	33.59	27.08	31.07	
Risk tolerance:					0.0007
No financial risk	33.65	27.13	25.66	25.24	
Average financial risk	36.49	38.61	43.86	44.17	
Above average financial risk	22.75	27.32	25.11	24.11	
High risk	7.11	6.93	5.37	6.47	
Saver	73.70	83.49	87.28	84.95	< 0.0001
Not a saver	26.30	16.51	12.72	15.05	
Time plan for saving:					< 0.0001
Few months or less than a year	21.56	14.61	12.83	9.06	
Next year	15.64	8.54	7.89	7.93	
Next few years	28.32	23.72	21.60	25.73	
5 to 10 years	18.25	27.99	31.36	38.51	
Longer than 10 years	16.23	25.14	26.32	18.77	
White	68.25	77.89	81.36	86.25	< 0.0001
Nonwhite	31.75	22.11	18.64	13.75	
Married	39.81	63.85	67.54	69.74	< 0.0001
Not married	60.19	36.15	32.46	30.26	
Presence of children	50.47	67.65	44.63	10.19	< 0.0001
No children	49.53	32.35	55.37	89.81	
Self-employed	8.65	26.57	33.88	47.73	< 0.0001
Not self-employed	91.35	73.43	66.12	52.27	
Spending exceeds income	22.04	17.55	12.94	12.78	< 0.0001
Spending equal to income	41.11	31.02	27.85	23.79	
Spending less than income	36.85	51.42	59.21	63.43	
Homeowner	29.74	64.23	74.89	75.57	< 0.0001
Not a homeowner	70.26	35.77	25.11	24.43	< 0.0001

Table 5. Results of Analysis of Variance (ANOVA) Comparing the Means of Selected Characteristics by Age Group of Nonretired Households in the 2001 Survey of Consumer Finances (N = 3,428)

Variable	Generations X and Y (a)	Younger Boomers (b)	Older Boomers (c)	Swing Cohort (d)	F-test P-value
Amount held in retirement account (ab, ac, ad, bc, bd, cd)	\$8,791.98	\$45,954.21	\$82,682.83	\$96,176.05	<.0001
Educational attainment, in years (ac, ab, ad, bc)	13.2	13.6	13.8	12.8	<.0001
Household income (ab, ac, ad, bc, bd, cd)	\$44,295.22	\$76,956.31	\$96,199.76	\$86,835.51	<.0001
Financial assets (ac, ad, bc, bd)	\$35,983.29	\$72,080.81	\$160,370.84	\$216,794.26	<.0001
Nonfinancial assets (ac, ad, bc, bd, cd)	\$94,241.93	\$235,994.62	\$347,121.69	\$471,615.20	<.0001

NOTE: The pairs of letters a, b, c, d represent the means of the age cohorts that are significantly different from each other at the 0.05-percent confidence level. For example, for the amount in retirement accounts, the letters ab show that the average amount in retirement accounts held by the members of Generations X and Y is significantly different from that of Younger Boomers.

Table 6. Results of Logistic Regression for Holding One or More Retirement Accounts and Tobit Regression for the Amount Held in Retirement Account(s) for Nonretired Households in the 2001 Survey of Consumer Finances

Independent variables	Holding retirement account			Amount in account	
	Parameter estimate	Pr > Chi-square	Odds ratio	Parameter estimate	Pr > Chi-square
No financial risk (reference group)	-	-	-	-	-
Average financial risk	1.0013	<.0001***	2.722	256,511.90	<.0001***
Above average financial risk	1.3713	<.0001***	3.941	303,612.20	<.0001***
High risk	1.1799	<.0001***	3.254	321,276.00	<.0001***
Saver (reference group: not a saver)	0.6095	<.0001***	1.840	100,759.90	0.0247*
Horizon (reference group: few months to a year)	-	-	-	-	-
Next year	-0.0276	0.8692	0.973	52,158.40	0.3871
Next few years	0.1938	0.1598	1.214	23,614.38	0.629
5 to 10 years	0.3789	0.0070**	1.461	109,303.20	0.0239*
Longer than 10 years	0.3424	0.0238*	1.408	75,977.82	0.1323
Older Boomers (reference group)	-	-	-	-	-
Generations X and Y	-0.5379	<.0001	0.584	-170,491.00	<.0001***
Younger Boomers	-0.1888	0.1257	0.828	-110,204.00	0.0024*
Swing Cohort	-0.1524	0.2904	0.859	200,361.30	<.0001***
White (reference group: nonwhite)	0.2737	0.0109*	1.315	72,858.97	0.0548
Married (reference group: not married)	0.4159	<.0001***	1.516	110,994.00	0.0009***
Education	0.197	<.0001***	1.218	65,285.83	<.0001***
Presence of children (reference group: no children)	0.1815	0.0757	1.199	42,851.69	0.1835
Self-employed (reference group: not self-employed)	-0.4046	0.0004***	0.667	-17,958.60	0.5821

NOTE: * p < .05; ** p < .01; *** p < .001; dashes indicate "not applicable."

Independent variables	Holding retirement account			Amount in account	
	Parameter estimate	Pr > Chi-square	Odds ratio	Parameter estimate	Pr > Chi-square
Household income	5.30E-08	0.2332	1.000	0.0151	0.0805
Spending exceeds income	0.0135	0.9141	1.014	20,209.15	0.6456
Spending equal to income (reference group)	-	-	-	-	-
Spending less than income	0.4597	<.0001***	1.584	136,644.00	<.0001***
Homeowner (reference group: not a homeowner)	0.8962	<.0001***	2.450	183,083.30	<.0001***
Financial assets	-7.15E-09	0.0627	1.000	0.0031	0.0088**
Nonfinancial assets	-1.18E-09	0.7096	1.000	0.0103	<.0001***

NOTE: * p < .05; ** p < .01; *** p < .001; dashes indicate "not applicable."

U.S. Bureau of Labor Statistics | Division of Information and Marketing Services, PSB Suite 2850, 2 Massachusetts Avenue, NE Washington, DC 20212-0001 | www.bls.gov/OPUB | Telephone: 1-202-691-5200 | [Contact Us](#)