

January 2006



M O N T H L Y L A B O R
REVIEW

U.S. Department of Labor

U. S. Bureau of Labor Statistics

State labor legislation

also:

Unemployment
insurance legislation

Union membership
in 24 countries



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

U.S. Bureau of Labor Statistics
Kathleen P. Utgoff, Commissioner

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The January Review

Our annual summaries of developments in State labor and unemployment insurance legislation are led off by John J. Fitzpatrick, Jr.'s analysis of a very extensive docket of State labor law enactments. Among the topics that were debated often in the statehouses, the most important were minimum wage, child labor, equal opportunity, and human trafficking.

Loryn Lancaster reports on changes in unemployment insurance law. There was a large number of technical amendments to the financing provisions of the unemployment insurance system and a Federal enactment provided funds to States affected by Hurricane Katrina and authorized other states to use their administrative funds to help those States process claims resulting from the storm's impact.

Jelle Visser's article on union membership in the United States and selected foreign economies finds that the share of workers covered by union bargaining agreements is much lower in the United States. In fact, the coverage rate in the United States (13.8 percent), is little more than half the rate in the next lowest country, Japan (23.5 percent).

Unemployment and work experience in 2004

The proportion of the civilian non-institutional population age 16 years old and older who worked at some time during the year was 67.6 percent in 2004, essentially unchanged from 2003. The proportions of men and women who worked at some time during the year, 74.1 and 61.5 percent, respectively, also were about unchanged from the prior year.

The number of persons who experienced some unemployment in 2004 fell by 1.4 million from 2003, to 15.1 million. At 9.7 percent in 2004, the "work-experience unemployment rate" was down by 1.0 percentage point from 2003. The rate is low by historical standards, but is above the series low of 8.6 percent reached in 2000. The rate for blacks in 2004, 14.4 percent, was higher than the rates for Hispanics or Latinos (10.9 percent), whites (9.0 percent), and Asians (8.0 percent). To learn more, see *Work Experience of the Population in 2004*, USDL news release 05-2353.

Relative pay in cities

The pay relative averaged across all occupations for workers in the San Francisco, California, metropolitan area was 117 in 2004, meaning that pay on average was 17 percent higher in that area than in the Nation as a whole. By contrast, the pay averaged across all occupations in the Brownsville, Texas, metropolitan area was 19 percent below the national average.

Pay relatives have been prepared for each of 9 major occupational groups within 78 Metropolitan Statistical Areas and have been averaged across all occupations for each area. Pay relatives averaged for workers in all occupations in San Francisco and Brownsville were, respectively, the highest and lowest among the 78 areas.

A pay relative is a calculation of pay—wages, salaries, commissions, and production bonuses—for a given metropolitan area, relative to the Nation as a whole. The calculation controls for differences among areas in occupational composition, establishment and occupational characteristics, and the fact that

data are collected for areas at different times during the year. Learn more in *Occupational Pay Relatives, 2004*, news release USDL 05-2382.

Shiskin Award nominations

Nominations are invited for the annual Julius Shiskin Memorial Award for Economic Statistics. The award, which was established to honor former BLS Commissioner Shiskin, is given in recognition of unusually original and important contributions in the development of economic statistics or in the use of statistics in interpreting the economy. Contributions are recognized for conducting statistical research, developing statistical tools, applying information technology techniques, using economic statistical programs, managing statistical programs, or developing public understanding of measurement issues.

Nominations for the 2006 award are now being accepted. Individuals or groups in the public or private sector from any country can be nominated. A nomination form and a list of all previous recipients are available on the ASA Web site at www.amstat.org/sections/business/econ/shiskin.html or by writing to the Julius Shiskin Award Committee, Attn: Monica Clark, American Statistical Association, 1429 Duke Street, Alexandria, VA 22314-3402. Completed nominations must be received by April 1, 2006. □

Communications regarding the *Monthly Labor Review* may be sent to the Editor-in-Chief at the addresses on the inside front cover. News releases discussed above are available at:
www.bls.gov/bls/newsrels.htm

State labor legislation enacted in 2005

Minimum wage, child labor, drug and alcohol testing, equal employment opportunity, human trafficking, overtime, plant closings, prevailing wage, time off, wages paid, and worker privacy were among the most active categories of labor legislation enacted or amended during the year

John J. Fitzpatrick, Jr.

A greater volume of labor legislation, concentrated in more than 30 tracked categories, was enacted in 2005, compared with the volume enacted in recent years.¹ Forty-eight of the 50 States, along with the District of Columbia, enacted labor legislation of consequence in the categories tracked. Iowa and Massachusetts were the only two States that had not done so at the time this article was written. Arkansas, California, Illinois, Maine, Montana, New York, Oregon, Rhode Island, Texas, Virginia, and Washington all enacted above-average numbers of labor-related laws.²

The labor legislation that was enacted by the States addressed issues in a significant number of employment standards areas and included many important measures. Among the areas addressed were agriculture, child labor, State departments of labor, the discharge of employees, drug and alcohol testing, equal employment opportunity, employment agencies, employer leasing, family issues, genetic testing, handicapped workers, hours worked, human trafficking, immigrant protections, inmate labor, living wages, the minimum wage, offsite work, overtime, plant closings, prevailing wages, the right to work, time off, unfair labor practices, wages paid, whistleblowers, worker privacy, and workplace security. This article does not cover legislation on occupational safety and health, employment and training, labor relations, employee background checks (except for those dealing with security issues), economic security, and local living-wage ordinances. Areas that appeared the most in new or amended legislation enacted in 2005 were child

labor, drug and alcohol testing, equal employment opportunity, human trafficking (an area of increasing interest), the minimum wage, the prevailing wage, time off, wages paid, and worker privacy.

At the present time, six States³ do not have a minimum-wage requirement. As of January 1, 2006, minimum-wage rates were higher than the Federal minimum-wage standard in 17 States and the District of Columbia. Of the 44 States with minimum-wage laws, only two (Kansas and Ohio) have required rates lower than the Federal rate of \$5.15 per hour.

The next section briefly summarizes, by category, a number of the legislative activities that resulted in laws enacted or amended by the individual State legislatures during the past year. Following this summary are more comprehensive descriptions of each State's legislative activities during the course of the year.

Minimum wages. The issue of minimum wages was a "hot-button" issue in the States this year. More than 140 minimum-wage bills were introduced in at least 42 States and the District of Columbia. In Connecticut, Florida, Hawaii, Minnesota, New Jersey, Oregon, Vermont, Wisconsin, and the District of Columbia, State minimum-wage rates increased either because of new legislation that was enacted, because of laws that were previously enacted and that contained scheduled increases, or because of previously passed ballot initiatives. Georgia enacted legislation placing limits on local government entities controlling or affecting wages

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or benefits paid by parties doing business with those entities. Hawaii now prohibits employment measures from being instituted that could create a substantial probability of reducing the full-time employment opportunities of persons other than those to whom a special minimum-wage rate has been authorized. Maine instituted a minimum salary in order for individuals to be considered bona fide executive, administrative, or professional employees. New Mexico established a separate hourly wage rate (combining minimum-wage and tip earnings) for employees who earn at least \$30.00 per month in tips. Maine and Vermont passed legislation requiring the completion and submission of studies or analyses concerning living-wage issues.

Overtime wages. Alaska expanded the definition of the employment of persons considered as exceptions to the overtime regulations to include certain types of computer employment positions. In Illinois and Oregon, certain health professionals may no longer be required to work overtime unless certain circumstances or criteria are present.

Prevailing wages. Connecticut clarified coverage under its prevailing-wage law to include independent contractors. Illinois amended its prevailing-wage law so that when second or subsequent underpayment recoveries are brought against a contractor or subcontractor, additional civil penalties may be levied as a result of the action against those parties. Maine statutes now state that any party who believes that there are more than 10 workers employed in the State in a laborer, worker, or mechanic trade or occupation for which no wage rates and benefits were set in the previous survey may petition for inclusion of that trade or occupation in a supplemental survey. New Mexico raised the dollar amount required of a contract before prevailing wages must be paid. New York made it a misdemeanor for persons or corporations to pay less than the stipulated wage or supplement after entering into a public contract or subcontract and stated that such violations may be punished by fine and/or imprisonment for a first offense. Rhode Island contractors for public works who fail to post the appropriate prevailing-wage posters and information in conspicuous places shall be deemed guilty of a misdemeanor and liable for a civil monetary penalty that may be assessed on a daily basis.

Wages paid. Connecticut clarified the requirements for payment of commissions to salespersons who are terminated, while Hawaii expanded the information that must be contained in payroll receipts given to employees. Maine expanded its definition of wages to include compensation paid via a direct-deposit system, automated teller machine cards, or some other means of electronic transfer, as long as the employee either can make an initial withdrawal of the entire amount at no additional cost or the employee can choose another means of payment that involves no additional cost. Maryland, Michigan, Minne-

sota, and North Dakota now permit employers to pay wages via a debit card. Migrant workers in Minnesota who are required to change their abode due to a change in employment status must be paid within 24 hours. Virginia employers who fail or refuse to pay wages are guilty of a Class 1 or Class 6 misdemeanor, depending upon whether the wages are less than or greater than \$10,000.

Agriculture. Persons in Michigan may not operate, cause to be operated, or allow an agricultural labor camp to be occupied and used as such without those persons possessing a legal license. Those who do so without a license may be fined up to \$10,000. Farm labor contractors in Oregon must submit certified payroll records to the commissioner of the Bureau of Labor and Industries.

Child labor. Arkansas clarified the permissible hours of employment for 16-year-old and 17-year-old minors and now allows 11-year-old minors to be employed as sports officials for younger age brackets if certain criteria are met. Illinois State agencies may not issue procurement contracts if the contracts do not assert that no foreign-made material, equipment, or supplies furnished to the State may be produced in whole or in part by the labor of any child under 12 years. Nebraska now prohibits minors under 16 years from working as door-to-door solicitors, except to current customers of newspapers or shopping news. New Jersey increased its civil monetary penalties and administrative penalties for employers found guilty of first and subsequent child labor violations. New York employers who fail to obtain, and provide upon demand, employee proof of age may be fined and/or imprisoned for first offenses and fined or imprisoned with an increased severity for subsequent offenses. Rhode Island modified the listing of hazardous occupations for minors under 16 years. Texas law now requires minors to be at least 11 years of age in order to engage in the delivery of newspapers; the State also amended the definition of the phrase "delivery of newspapers." Counties, cities, and towns in Virginia may authorize any person residing anywhere in the State who is 16 years or older and who is a member of a volunteer fire company within such locale to seek certification under National Fire Protection Association 1001, level-1, firefighter standards as administered by the Department of Fire Programs.

Drug and alcohol testing. California drivers of school transportation vehicles (those vehicles not used for the primary purpose of transporting children) who are not otherwise required to participate in a testing program of the U.S. Secretary of Transportation are now required to participate in a program that is consistent with the controlled-substance and alcohol use and testing requirements of the U.S. Secretary of Transportation that apply to school busdrivers. District of Columbia

government employees who provide direct services to children must participate in a mandatory drug and alcohol testing program. Minnesota employers may now request or require employees to undergo drug and alcohol testing on a random basis only if the employees are employed in a safety-sensitive position or if they are employed as professional athletes who are subject to a collective bargaining agreement permitting random testing to the extent consistent with the agreement. In Tennessee, both newly hired and existing employees may not provide any form of transportation services for compensation to a childcare agency or engage in any form of driving service involving children until the employees have undergone a drug test and the results are negative for illegal drug use. Motor carriers, employers, or consortiums in Washington State that are required to have a testing program must report, to the State Department of Labor, any refusal by a commercial motor vehicle driver to take a drug or alcohol test when the medical review officer or breath alcohol technician has not reported the refusal.

Equal employment opportunity. Language that prohibited women from working in mines was deleted from Arkansas statutes. In addition, employees in Arkansas who have been discriminated against because of their military service may bring civil action seeking backpay with interest, orders to recover compensatory and punitive damages, or an order to recover the cost of litigation and attorneys' fees. Depending upon the number of persons employed by the firm, damages may range from a minimum of \$15,000 to a maximum of \$300,000. The Hawaii Revised Statutes now prohibit equal-pay discrimination based upon the sex of an individual, while Idaho Code prohibits employment discrimination because of a disability, unless the disability prevents the performance of the work required on the job in question. Louisiana adopted a resolution that a study be conducted to develop a plan to address barriers that prevent persons with mental illness from seeking, obtaining, and maintaining employment. Maine now prohibits employment discrimination against any applicant or employee because of his or her sexual orientation. Nebraska Revised Statutes were amended to define an employer as any person or agent thereof, engaged in an industry, who has 15 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year. Rhode Island has established an office with the purpose of working towards developing a business case for equity in building a diverse workforce to guarantee fair and reasonable opportunities for public service. A business case includes, among other things, analyses of the current workforce and the needs or problems associated with the issue of workforce diversity, as well as proposed alternative solutions to those problems.

Family issues. Public and private employers in Maine with more than 25 employees and who provide paid leave under

an employment policy or collective bargaining agreement shall allow an employee to use the paid leave for the care of an immediate family member. The employer may limit the number of hours taken for this purpose, but in no instance may the hours allowed be fewer than 40 in a 12-month period. Civil actions may now be brought against Maine employers who violate the State Family Medical Leave Act. Oregon clarified the definition of a health care provider under the State Family Medical Leave Act. The Washington State Family Care Law now allows employees to use sick leave or other paid time off, including time allowed under certain disability policies, to care for certain family members, including adoptive parents, who have certain health conditions.

Human trafficking. This is an area that is showing a rise in interest by an increasing number of States. Arizona, Arkansas, California, Colorado, Illinois, Kansas, Louisiana, New Jersey, and Washington all enacted legislation dealing with the issue. The legislation dealt with issues that ranged from (1) establishing a definition of human trafficking, to (2) ordering studies of the problem, to (3) establishing fines and terms of imprisonment for performing such acts, and (4) providing services to victims of trafficking.

Time off. Employees in Alabama may no longer be required to use various types of personal leave for time spent in jury-related activities. State employees and officers of Arizona who are members of the National Guard or Reserves and who are ordered to active duty are to be paid the difference between the employees' or officers' regular State pay and military pay if all annual and military leave balances have been exhausted. Arkansas employers must provide an unpaid leave of absence for employees who are engaged in (1) testing for, (2) the donation of, or (3) recovery from organ donation. A Florida State agency has been required to establish a program to award matching grants to private-sector employers that provide wages to employees serving in the State National Guard or Reserves while on Federal active duty. The grants are limited to a percentage of the monthly wages paid to the employee who is a resident for the actual period of such duty. Depending upon the number of employees, Illinois employers must grant a minimum number of days of unpaid family military leave to an employee during the time State or Federal deployment orders are in effect. Also in Illinois, hotel room attendants must be provided with a minimum of two 15-minute rest breaks and one 30-minute meal break in each workday in which they work at least 7 hours, but only in counties exceeding a certain population. New Hampshire employers are now required to allow employees who are victims of certain crimes to leave work to attend court or other legal or investigative proceedings associated with the prosecution of the crime. In Rhode Island, most employers involved in the continuous employment of women and children must provide

a 20-minute mealtime within a 6-hour work shift and a 30-minute mealtime within an 8-hour work shift. Employees in Virginia who miss work to serve as election officers cannot now be discharged, required to use sick leave or vacation time, or have any other adverse personnel action taken against them, provided that they give their employer reasonable notice of their absence.

Worker privacy. Persons in California are prohibited from knowingly posting the home address or telephone number of any elected or appointed official, or that of the official's residing spouse or child, on the Internet, knowing that that person is an elected or appointed official and intending to cause imminent great bodily harm that is likely to occur or threatening to cause imminent great bodily harm to that individual. Georgia now exempts from disclosure those records which reveal the home address, Social Security number, or home telephone number of certain public employees, as well as insurance or medical information about such employees. Information contained in North Carolina school employee personnel files is confidential and shall not be opened for inspection or examination, except to the employee, applicant for employment, or former employee in question or to his or her properly authorized agent. Also in North Carolina, public officials and employees who knowingly, willfully, and with malice permit any person to have access to information contained in a personnel file are guilty of a Class 3 misdemeanor. Eligible public employees in Oregon may request that any driver,

personnel, or vehicle maintenance record kept that contains or is required to contain the address of the employee's residence contain instead the address of the public agency employing the eligible employee. Pennsylvania employers who disclose information about a current or former employee's job performance to a prospective employer of that employee, upon the request of the prospective employer of the current or former employee, when acting in good faith, are immune from civil liability for such disclosure or its consequences in any case brought against the employer by the current or former employee. Texas has extended the confidentiality of addresses, telephone numbers, Social Security numbers, and personal family information to cover employees of a district attorney, criminal district attorney, or county or municipal attorney whose jurisdiction includes any matters concerning criminal law or child protective services. Washington State employers who disclose information about a former or current employee are now immune from civil and criminal liability if the information relates to the employee's diligence, skill, ability to perform his or her job, or reliability in performing the job, or if it relates to any illegal act committed in performing the duties of the job. The employer is presumed to be acting in good faith, a presumption that can be rebutted only by showing clear and convincing evidence to the contrary.

The discussion that follows consists of detailed descriptions of legislation enacted or amended during the past year in individual States in the various categories tracked.

Alabama

Time off. Employees may no longer be required or requested to use annual leave, vacation leave, unpaid leave, or sick leave for time spent responding to a summons for jury duty, time spent participating in the jury selection process, or time spent actually serving on a jury.

Workplace security. The legislature adopted a resolution that urges private enterprises doing business in the State, with the assistance of the State Department of Homeland Security, to become active participants in the Basic Pilot Employment Verification Program, a workplace verification program administered by the U.S. Department of Homeland Security. The program uses an automated system that (1) allows employers to confirm the employment eligibility of all newly hired employees, (2) improves the accuracy of wage and tax reporting and protects jobs for authorized U.S. workers, (3) has safeguards to ensure that both the employer's and the employee's information is protected, and (4) permits an

employer to drop out of the program at any time by providing written notice of such intention.

Alaska

Overtime. The State Wage and Hour Act, as it relates to the employment of persons acting in a supervisory, administrative, executive, or professional capacity who are listed as exceptions to the overtime regulations, was amended to include computer systems analysts, computer programmers, software engineers, and other similarly skilled workers. These workers employed in a bona fide executive, administrative, or professional capacity shall be compensated on a salary or fee basis at a rate of not less than 2 times the State minimum wage for the first 40 hours of employment each week.

Flight crews that worked on or after January 1, 2000, are exempt from overtime compensation. This legislation was applied retroactively to all actions and proceedings that were based on a claim for overtime compensation for employment for flight crew members and that were not determined by

final court judgment or administrative decision on or before the effective date of the legislation in May 2005.

Arizona

Employment agency. Agreements between clients and employment agencies now govern both parties and all employees covered by the agreements. The client has the right to direct and control covered employees in order to conduct the client's business. Such agreements require the agency to pay employee wages; withhold, collect, report, and remit payroll-related taxes; and make payments for benefits. Both the agency and the client have the right to hire, terminate, and discipline employees. A professional-related agreement does not affect, modify, or amend anything required under the Federal National Labor Relations Act, the Federal Railway Labor Act, or any required registration or certification; nor does it diminish, abolish, or remove any rights of covered employees under any clients or obligations of clients to any covered employees that existed before the effective date of the agreement. Agencies that

provide professional employer services within the State must register with the Arizona secretary of State, have a minimum net worth of at least \$100,000, and deposit a bond, letter of credit, or securities with a minimum market value of \$100,000.

Human trafficking. Under the State Revised Statutes, it is now unlawful to threaten or cause bodily injury to a person, restrain a person, or withhold government records or other personal property in an effort to obtain a person's services. The revision of the statutes prohibits providing or obtaining another person by any means for the purpose of prostitution by force, fraud, or coercion. The act of trafficking another person to subject them to forced labor or services is also unlawful. Benefiting financially or receiving anything of value from violating these sections of the statutes is a Class 2 felony, and the victim is entitled to either the gross income of the perpetrator, the value of the victim's labor to the defendant, or the value of the victim's labor as guaranteed under the Fair Labor Standards Act.

Immigrant protections. The State Revised Statutes also were amended to stipulate that cities, towns, and counties shall not construct or maintain a work center if any part of the center is to facilitate the knowing employment of an alien who is not entitled to lawful residence in the United States.

Time off. A State employee or an officer of the State who is in the Military Reserves or National Guard and who is ordered to active duty due to a declaration of a state of emergency is to receive the difference in the employee's or officer's regular State pay and military pay if all annual and military leave balances have been exhausted. Neither the employee nor the officer may accrue annual or sick leave during the period of active duty. Within 60 days of return from active duty, the employee or officer must provide proof that he or she rendered honorable service while on active duty for any period for which the employee or officer received the pay differential.

Worker privacy. The State Revised Statutes were amended to specify that the Department of Transportation shall not release a photograph of a peace officer if the officer has requested, in the manner prescribed by the State, that one or more persons be prohibited from accessing the peace officer's residential address and telephone number in any record maintained by the department. The statutes

do not prohibit the use of the peace officer's photograph if (1) it is used by a law enforcement agency to assist a person who has a complaint against an officer in identifying the officer or (2) the photograph is obtained from a source other than the department.

Other laws. For taxable years beginning with and after December 31, 2005, a credit is allowed against the taxes imposed on an employer whose employee is a member of the State National Guard if the employee is placed on active duty. The amount of the credit is \$1,000 for each employee placed on active duty. The employer qualifies for the credit if (1) the employee is in a full-time (or equivalent) position when called to duty or (2) during the taxable year, the employee has served on active duty for training that exceeds the required annual training period. Moreover, (3) if the employer's allowable credits exceed the taxes otherwise due or if there are no taxes due by the employer, the credit may be carried forward for not more than 5 consecutive taxable years as a credit against subsequent years' income tax liability; (4) the credit may be claimed only once in any taxable year; and (5) co-owners of a business, including partners, each may claim only the prorated share based on the ownership interest, and such owners may not exceed the amount that would have been allowed to a sole owner.

Arkansas

Child labor. An amendment to the State's child labor law clarified the permissible hours of employment for 16-year-old and 17-year-old minors. Minors of these ages may not work more than 10 consecutive hours in any one day or more than 10 hours in a 24-hour period. Minors under 18 years may work before 6:00 A.M. or after 11:00 P.M. on nights preceding nonschool days only in occupations that have been declared safe by the State's Department of Labor.

Under the State's child labor law, 11-year-old minors now may be employed as sports officials for younger age brackets if an adult representative of the athletic program is on the premises at which the event is occurring and if the adult representative possesses a signed consent from the minor's parent or guardian. Regulations regarding hours of employment still apply to any employed minor.

Discharge. Emergency medical technicians can be disqualified from certain positions of employment for having been convicted of certain types of offenses, including previous offenses that have been expunged

from the record. They cannot be disqualified if the offense was not committed while they were performing duties of an emergency medical technician.

Equal employment opportunity. An employee cannot be discriminated against because of his or her military service. Those currently serving and those who have been honorably discharged within 6 months of the alleged discrimination may bring a civil action in a circuit court of competent jurisdiction. The employee may seek backpay with interest, an order to recover compensatory and punitive damages, or an order to recover the cost of litigation and attorneys' fees. Total damages awarded may not exceed \$15,000 from an employer who employs 5 to 14 employees for 20 or more weeks, \$50,000 from an employer who employs between 15 and 100 employees for 20 or more weeks, \$100,000 from an employer who employs between 101 and 200 employees for 20 or more weeks, \$200,000 from an employer who employs between 201 and 500 employees for 20 or more weeks, and \$300,000 from an employer who employs more than 500 employees for 20 or more weeks. Action must occur within 1 year of the alleged conduct or within 1 year of the end of the employee's military mobilization. If the employer demonstrates that its actions were based on legitimate, nondiscriminatory factors unrelated to the military service, the employer may use that fact as a defense.

Legislation was enacted that deleted language prohibiting women and girls of any age from working in a mine. Women who are 18 years and older now are permitted to work in mines.

Hours worked. The State code concerning hours of duty and the rest period of drivers was repealed. It is now legal to keep drivers on duty for more than 15 consecutive hours if their shift is followed by 8 hours of rest.

Human trafficking. The State code was amended to define the trafficking of persons and trafficking activities. An individual is guilty of "trafficking"—a felony—if he or she recruits, harbors, transports, or obtains a person for labor or services, through the use of force, fraud, or coercion, for the purpose of subjecting the person to involuntary servitude, peonage, debt bondage, slavery, marriage, adoption, or sexual conduct, or if the person benefits financially or by receiving anything of value from participation in any of these activities. "Debt bondage" is the status or condition of a debtor arising from a pledge by the debtor of his or her personal services or those of a person under the debtor's con-

trol as security for debt if the value of those services, as reasonably assessed, is not applied to the liquidation of the debt or if the length and nature of the services are not respectively limited or defined. "Involuntary servitude" is a condition of servitude induced either (1) by means of any scheme, plan, or pattern of behavior intended to cause a person to believe that if the person does not enter into or continue the servitude, the person or another person will suffer serious physical injury or restraint or (2) by the abuse or threatened abuse of the legal process. "Peonage" is defined as holding someone against his or her will to pay off a debt.

Time off. Legislation was enacted to ensure that employees of the State who have incurred a disability due to military service are entitled to a leave of absence with pay for treatment or reexamination. The leave of absence may not exceed 6 days during 1 calendar year. The employee is entitled to his or her regular salary during the leave of absence, which cannot be deducted from regular annual leave or sick leave. During the leave of absence, the employee also is entitled to maintain all rights and privileges previously given him or her. The leave of absence may not interfere with retirement benefits or insurance premiums contributed by the State.

Private employers are required to provide an unpaid leave of absence for employees during testing for, donation of, and recovery from organ donation. In addition to any medical, personal, or other paid leave provided by the employer, the employer shall grant the employee an unpaid leave of absence to allow the employee to serve as an organ or bone-marrow donor if the employee requests a leave of absence in writing. The length of the leave of absence shall be equal to the time requested by the employee or 90 days, whichever is less. However, a private employer may grant a paid or unpaid leave of absence for a length of time greater than 90 days. If the employer agrees to pay the employee's regular salary or wages during the leave of absence, the employer is entitled to a credit against its State withholding tax liability. If the employer grants the employee a leave of absence greater than 90 days, the credit provided shall be limited to the regular salary or wages paid during the first 90 days of the leave of absence. The credit shall be taken within 1 year of the date of the beginning of the leave.

Workplace security. The State now requires that commercial drivers who transport hazardous materials undergo a criminal background check and evaluation from the

U.S. Transportation Security Administration to establish the fact that the driver is not a security risk. Before issuing a person a commercial driver's license, the Office of Driver Services must obtain information about the person's driving record through the License Information System, from the National Driver Register, and from each State in which the person has been licensed. The criminal background check became effective after January 30, 2005. After May 31, 2005, before renewing or accepting a transferred commercial driver's license with a hazardous-materials, or "H," endorsement, the Office of Driver Services shall obtain a criminal background check and evaluation from the Transportation Security Administration. If the license is denied or not renewed, the decision may be appealed to the Agency.

Other laws. A relative of a school board member may not be employed for compensation totaling more than \$5,000 by the public educational entity that the member serves during his or her tenure of service, unless the director of the State Department of Education approves and issues a letter of exemption. Relatives who were employed before their family member joined the entity may continue their employment. An increase greater than \$2,500 in their compensation also must be approved by the director. Family members may substitute as teachers, cafeteria workers, or busdrivers, but not longer than 30 days per year. In unusual and limited circumstances, the board may approve an employment contract involving a family member. If any proposed contract involves a family member, the board member must leave the room during the vote.

California

Equal employment opportunity. Any person claiming to be aggrieved by an alleged unlawful practice may file a written verified complaint with the State Department of Fair Employment and Housing. The employee has 1 year from the date on which the alleged unlawful practice or refusal to cooperate occurred. However, the filing period may be extended for various reasons. The amendment of the State Government Code allows an extension, not to exceed 1 year, from the date that a person allegedly aggrieved by an unlawful practice attains the age of majority.

The State Civil Service Act requires each agency and department to establish an effective equal opportunity (formerly titled "affirmative action") program to establish goals and timetables designed to overcome any identified underutilization of minorities and women in their organizations. The State Personnel Board

shall be responsible for taking all steps necessary to provide statewide advocacy, coordination, enforcement, and monitoring of these programs. The board shall develop, implement, and maintain equal employment opportunity guidelines and provide technical assistance in the development and implementation of the programs. The board also shall provide statewide training. Upward mobility shall be tracked for persons categorized by race, ethnicity, gender, and disability to determine whether they are being placed into better paying and higher level positions. Each State agency shall develop, update annually, and implement a plan that shall, at a minimum and on the basis of race, ethnicity, and gender within each department by job category and level, identify the areas of significant underutilization of specific groups. All job categories shall be analyzed. An explanation and specific actions must be developed for removing any non-job-related employment barriers. Departments shall establish and invite all employees to serve on a committee whose members either have disabilities or have an interest in disability issues. The committee must comprise at least two-thirds of the active advisory membership. If the board finds that past discriminatory practices have existed, it may modify any layoff or reemployment orders if the failure to do so by a department would result in ineligibility for a Federal program and the loss of Federal funds. The State Personnel Board must establish, monitor, and report on equal opportunity programs, including goals and timetables for ensuring that individuals with disabilities have access to State employment.

Department of labor. The Division of Labor Standards Enforcement does not have the authority to promulgate a specified regulation relating to meal and rest periods, because this authority rests with the State legislature or the Industrial Welfare Commission. The latter is the State agency empowered to formulate regulations governing employment in the State.

Drug and alcohol testing. Drivers of school transportation vehicles (those which are not a school bus, school pupil activity bus, or youth bus and which are not used for the primary purpose of transporting children) who are employed to drive such vehicles and who are not otherwise required to participate in a testing program of the U.S. Secretary of Transportation shall participate in a program that is consistent with the controlled-substance and alcohol use and testing requirements of the U.S. Secretary of Transportation that apply to school busdrivers and that are set forth in Title 49 of the Code of Federal Regulations.

Human trafficking. A victim of human trafficking may bring a civil action for actual compensatory or punitive damages or injunctive relief. "Trafficking" refers to all acts involved in the recruitment, abduction, transport, harboring, transfer, sale, or receipt of persons within national or across international borders through force, coercion, fraud, or deception, in order to place such persons in situations of slavery or slaverylike conditions, forced labor or services (such as forced prostitution or sexual services), domestic servitude, bonded sweatshop labor, or other debt bondage. A prevailing plaintiff also may be awarded attorneys' fees and costs, as well as remedies up to 3 times their actual damages or \$10,000, whichever is greater. Punitive damages may be awarded as well, upon proof of defendant's malice, oppression, fraud, or infliction of duress in committing the act of human trafficking. An action shall be brought within 5 years of the date on which the victim was freed from the trafficking situation or within 8 years after the date the plaintiff attains the age of majority if the victim was a minor when the trafficking occurred. The State Alliance to Combat Trafficking and Slavery Task Force was repealed as part of this legislation, but was reestablished under a separate statute.

The State has developed the Joint Committee on Human Trafficking to study and investigate a number of issues, including the training of law enforcement agencies, education efforts aimed at identifying trafficking victims, coordination among programs serving victims of trafficking, the development of culturally appropriate services, and the collection of better data regarding the number of victims and their locations within the State. The Joint Committee will report to the legislature on September 30, 2006, and is authorized to act until November 30, 2006.

The State established the California Alliance to Combat Trafficking and Slavery (California ACTS) Task Force to evaluate various programs available to victims of trafficking and various criminal statutes addressing the issue. The Task Force must report to the State legislature, Governor, and attorney general on or before July 1, 2007, regarding the measure and evaluation of the progress of the State in preventing trafficking, protecting and providing assistance to victims, and prosecuting persons engaged in the crime.

Time off. Existing law requires employers to provide meal periods to employees during work periods of specified duration. State law was amended so that if an employee in the motion picture or broadcasting industry is covered by a valid collective bargaining agree-

ment that provides for meal periods and includes a monetary remedy if the employee does not receive a meal period as required by the agreement, then the terms, conditions, and remedies of the collective bargaining agreement apply.

Worker privacy. The State Government Code was amended to prohibit persons from posting the home address or telephone number of any elected or appointed official, or of the official's residing spouse or child, on the Internet, knowing that the person is an elected or appointed official and intending to cause imminent great bodily harm that is likely to occur, or threatening to cause imminent great bodily harm, to that individual. A violation of this prohibition is a misdemeanor, while a violation that leads to bodily injury of the official or his or her residing spouse or child is a misdemeanor or a felony. Officials whose home address or phone number is made public as a result of a violation of the State Government Code may bring an action seeking injunctive or declarative relief in any court of competent jurisdiction. If a jury or court finds that a violation has occurred, it shall award damages to that official in an amount up to a maximum of 3 times the actual damages, but in no case less than \$4,000.

State law was amended to require that, by January 1, 2008, an employer include no more than the last four digits of an employee's Social Security number or an existing employee identification number other than a Social Security number on any check provided to the employee. If a State, city, county, district, or any other governmental entity furnishes its employees with a check, draft, or voucher paying the employee's wages, then, by January 1, 2008, no more than the last four digits of the employee's Social Security number or an existing employee identification number must appear in the appropriate place on that document. Current or former employees have the right to inspect or copy the records upon reasonable request within no later than 21 calendar days from the date of the request.

Workplace security. The Electronic Recording Delivery Act of 2004 requires computer security auditors who perform independent audits of electronic recording delivery systems to have access to any aspect of the systems they audit. Any auditors who have been convicted of, or have pending criminal charges pertaining to, a felony or who have misdemeanor charges related to theft, fraud, or a crime

of moral turpitude are not to be granted secure access to these delivery systems. The auditors must submit their fingerprints to the attorney general for a criminal records check to determine their eligibility for access to the electronic delivery systems. The attorney general shall forward the request to the State Department of Justice, which shall then forward the request to the Federal Bureau of Investigation in order to obtain the records check information. The information then shall be reviewed by the attorney general to determine the person's eligibility for access to the electronic delivery systems in question.

Colorado

Agriculture. Employers engaged in floricultural pursuits and who provide their employees with board and lodging are now included among employers in those industries in which all wages or compensation earned by an employee shall be due and payable for regular periods of no greater duration than 1 month and on paydays no later than 10 days following the close of each pay period.

Human trafficking. A task force on human trafficking has been established. For purposes of the task force, trafficking is considered as all acts involved in the recruitment, abduction, transport, harboring, transfer, sale, or receipt of persons, within international or national borders, through force, coercion, fraud, or deception, in order to place such persons in situations of slavery or slaverylike conditions, forced labor or services (such as forced prostitution or forced sexual services), domestic servitude, bonded sweatshop labor, or other debt bondage. The purpose of the task force is to collect data, evaluate prevention methods and prosecution, analyze existing criminal statutes, recommend revisions to them, and consult with organizations to strengthen their efforts against human trafficking. The members also will identify all programs that provide services to victims of human trafficking and will evaluate the public-awareness campaign. Findings will be reported to the State's judiciary committees by January 15, 2007.

Whistleblower. The statutes governing the State Personnel Board were revised. The board is now permitted to authorize administrative law judges to conduct hearings on any matter within the jurisdiction of the board. Petitions filed with the board that result in an investigation into discrimination against an employee or that result in retaliation against an employee for disclosure of information are now exempt from the 90-day review require-

ment, and procedures are specified whereby a certified employee shall be notified of charges and his or her right of appeal. Appeal hearings are now required to be held within 90 days, rather than 45 days, of receipt of the employee's appeal.

Connecticut

Minimum wage. The State minimum wage shall be not less than \$7.40 per hour effective January 1, 2006, and not less than \$7.65 per hour effective January 1, 2007.

Prevailing wage. The State prevailing-wage law applies to people doing the work of mechanics, laborers, or workers on prevailing-wage projects, regardless of whether the individuals are or are not independent contractors.

Wages paid. When a contract between a principal and a sales representative is terminated, the principal shall pay to the sales representative, (1) by the contract date specified or 30 days after the effective date of termination, whichever is later, all commissions that are due on or before the effective date of the termination, and (2) by the contract date specified, but not later than 30 days after such commission becomes due under the contract terms, all commissions that are due after the effective date of the termination. Any principal who willfully, wantonly, recklessly, or in bad faith fails to pay any commissions due shall be liable in a civil action brought by a sales representative for twice the full amount of the commissions owed. The acceptance by a sales representative of a partial payment of commission from a principal shall not constitute a release by such sales representative of any other commissions that are due, except if such payment is made pursuant to a binding and final written settlement and release. Any full release of all commissions claimed to be owed by a sales representative as a condition of a partial payment of commission shall be null and void.

Delaware

Hours worked. A utility vehicle driver engaged in the provision or restoration of utility services when the loss of the service is unexpected, unplanned, or unscheduled shall be exempt from the regulations governing the hours of service for drivers. The drivers no longer need be given 24 consecutive hours off following a period of at least 7 consecutive days of work.

Unfair labor practice. No State employee shall be discharged, threatened, or otherwise retaliated against with respect to the terms or conditions of his or her employment due to the exercise of the person's rights under the State grievance and complaint procedure. An employee who alleges a violation may file a written complaint directly to the State Personnel Office. The employee and the director of personnel or his or her designee may agree to meet and attempt an informal resolution of the complaint, or the case could be heard and the director (or designee) will issue a written decision within 45 days of receipt of the complaint. Such decision shall be final and binding. If it is found that the employee engaged in prohibited conduct, the State Personnel Office shall initiate appropriate disciplinary action consistent with that decision. If the complainant employee is not satisfied with the director or designee's decision, the employee may submit a written appeal to the State Merit Employee Relations Board within 20 calendar days of receipt of that decision.

District of Columbia

Drug and alcohol testing. Employees of the District government can be randomly selected for drug and alcohol testing. An applicant may be offered employment contingent upon receipt of a satisfactory drug testing result and may work in a position that is not safety sensitive prior to receiving the results. The District will give notice of implementing a testing program at least 30 days in advance of the implementation of the program. No employee may be tested prior to receiving the required notice. Each employee will be given one opportunity to seek treatment if needed. District employees who operate a motor vehicle in the performance of their employment will be subject to the testing of their urine or breath, with the employees' consent. Testing for the purposes of determining drug or alcohol content can be done whenever a supervisor has probable cause or a police officer arrests such person for a violation of the law and has reasonable grounds to believe that the employee has been operating a motor vehicle within the District while under the influence of alcohol, any drug, or any combination thereof. Private providers that contract with the District, and each private entity licensed by the District government, who provide employees to work in safety-sensitive positions also shall establish mandatory drug and alcohol testing policies consistent with District requirements.

The Council of the District of Columbia resolved and put in place emergency legislation entitled "The Child and Youth, Safety and

Health Omnibus Congressional Review Emergency Declaration Resolution of 2005." The legislation established a mandatory drug and alcohol testing program for District government employees who provide direct services to children.

Genetic testing. The District's Human Rights Act of 1977 was amended. Although the Act prohibits genetic discrimination by employers, employment agencies, and labor organizations, such entities are not prohibited from seeking, obtaining, or using genetic information to determine the existence of a bona fide occupational qualification that is reasonably necessary for the normal operation of an employer's business or enterprise. When such instances occur, the employee or applicant must provide a written informed consent, the genetic information must be provided to the employee or applicant in writing as soon as it is available, and the genetic information must not be disclosed to any other person. In addition, the Act does not prohibit the employer from seeking, obtaining, or using genetic information to determine an employee's or applicant's susceptibility or level of exposure to potentially toxic substances in the workplace. Again, when such instances occur, the employee or applicant must provide a written informed consent, the genetic information must be provided to the employee or applicant in writing as soon as it is available, and the genetic information must not be disclosed to any other person.

Minimum wage. As of January 1, 2006, the minimum wage was raised to \$7.00 an hour or was set at the Federal minimum wage plus \$1.00, whichever is greater.

Florida

Minimum wage. Due to an initiative passed in 2004, and following the guidelines of that initiative, the State minimum wage increased to \$6.40 per hour on January 1, 2006. Under the State Minimum Wage Act, beginning September 30, 2005, and then annually on September 30 thereafter, the Agency for Workforce Innovation shall calculate an adjusted State minimum-wage rate by increasing the State minimum wage by the rate of inflation for the 12 months prior to September 1 of each year. A grievance process has been established for those who believe that they have been discriminated against by their employer. If the issue is resolved in favor of the employee, the employer has 15 calendar days after receiving notice of the resolution of the grievance to pay the total amount of unpaid wages or otherwise satisfy the aggrieved per-

son. Failure to do so may result in additional claims for unpaid wages. The State attorney general may bring a civil action to enforce this Act and may seek injunctive relief. In addition, or in lieu thereof, the attorney general may seek to impose a fine of \$1,000 per violation, payable to the State, on any employer or other person found to have willfully violated the Act.

Time off. The State Agency for Workforce Innovation shall establish a program to award matching grants to private-sector employers that provide wages to employees serving in the U.S. Armed Forces Reserve or the State National Guard. The program is for those employees on Federal active duty subsequent to January 1, 2005. Each grant shall be awarded to reimburse the employer for not more than one-half of the monthly wages paid to the employee who is a resident for the actual period of such duty. The monthly grant per employee may not exceed one-half of the difference between the amount of the monthly wages paid by the employer at the level paid before the date the employee was called to such duty and the combined amount of the employee's active-duty base pay, housing and variable allowances, and subsistence allowance. Professional licenses issued to any member of the National Guard or of the U.S. Armed Forces Reserves shall not expire while the member is serving on such duty and shall be extended for up to 90 days after the member's return from such duty. Further, if the license is renewed during the 90-day period after the member's return from duty, the member shall be responsible only for normal fees and activities relating to the renewal and shall not be charged any additional costs, such as late or delinquency fees.

Workplace security. Water management districts that have structures or facilities identified as critical infrastructure shall conduct fingerprint-based criminal history checks on current or prospective employees and other designated persons, pursuant to the water management district's security plan for buildings, facilities, or structures and if those persons are allowed regular access to the buildings, facilities, or structures defined as restricted-access areas in the district's security plan. Such checks will be conducted at least once every 5 years or at other, more frequent intervals, as determined by the district. The costs of the checks shall be paid by the district. Those districts without structures or facilities identified as critical infrastructure also may conduct the fingerprint-based criminal history checks.

Georgia

Inmate labor. The provisions of the Working Against Recidivism Act authorize work programs of voluntary labor by inmates of State and county correctional institutions for privately owned profit-making employers to produce goods and services for sale to public or private purchasers under certain circumstances in order to provide job experience and skills to participating inmates. With an eye toward lowering recidivism rates, such programs enable participating inmates to accumulate savings and earn income with which to pay fines, restitution, and family support. The programs also generate taxes from inmates' income and reduce the cost of incarceration. Payment of inmates' wages will be at a rate not less than that paid for work of a similar nature in the location in which the work is performed. Further, there must be an assurance that (1) inmate labor will not result in the displacement of employed workers, (2) local private employers will not be affected, and (3) inmates will be employed in areas where there is a surplus of available gainful labor in a particular locality.

Minimum wage. A local government entity may not, through purchasing or contracting procedures, seek to control or affect the wages or employment benefits provided by its vendors, contractors, service providers, or other parties with which the local government entity does business. Nor shall a local government entity, through the use of evaluation factors, qualification of bidders, or otherwise, award preferences on the basis of wages or employment benefits provided by its vendors, contractors, service providers, or other parties with which the local government entity does business.

Worker privacy. Records that reveal the home address, Social Security number, or home telephone number of public employees (for example, a prosecutor or a publicly employed law enforcement officer), or records that reveal insurance or medical information about such employees, are exempt from the requirements of public disclosure.

Hawaii

Equal employment opportunity. The State Revised Statutes were amended to prohibit pay discrimination based upon the sex of an individual. Employers shall not discriminate between employees because of sex by paying wages to employees in an establishment at a rate less than the rate at which the employer pays wages to employees of the opposite sex

in the establishment for equal work on jobs, the performance of which requires equal skill, effort, and responsibility, and that are performed under similar working conditions.

Minimum wage. All employers shall pay each of their employees wages at the hourly rate of not less than \$6.75 per hour beginning January 1, 2006, and \$7.25 per hour beginning January 1, 2007.

The wages of meal count assistants, adult supervisors, and classroom cleaners shall be no less than the current State minimum wage. Special minimum wages for learners, apprentices, full-time students, paroled wards of State youth correctional facilities, handicapped workers, individuals whose earning capacity is impaired by old age or physical or mental deficiency or injury (for whom special certificates have been issued with fixed expiration dates) may be prescribed. No measures may be instituted that shall create a substantial probability of reducing the full-time employment opportunities of persons other than those to whom the special minimum-wage rate has been authorized.

Prevailing wage. Every laborer and mechanic performing work on the job site for the construction of any public work project shall be paid no less than the prevailing wage, which shall be established as the sum of the basic hourly rate and the cost to an employer of providing a laborer or mechanic with fringe benefits. Prevailing-wage determinations shall include the basic hourly rate, the rate of contribution or the cost of fringe benefits (as reflected in the wage rate scheduled as an hourly rate), and those rates regarded as prevailing wages in each corresponding classification of laborers and mechanics. The rate for the corresponding classification of laborers and mechanics shall be the rate paid to the greatest number of those employed in the State on contracts that are similar to the contract in question.

Wages paid. Every pay period, every employer shall furnish each employee with a legible, printed, typewritten, or handwritten notice showing the employee's total hours worked, overtime hours worked, straight-time compensation, overtime compensation, other compensation, total gross compensation, amount and purpose of each deduction, total net compensation, date of payment, and pay period covered. Subsequent to the receipt of written authorization from the employee, the employer may provide an electronic record, in lieu of the aforementioned hard copy, that may be electronically accessed by the employee and that the employer shall retain for a period of at least 6 years.

Idaho

Equal employment opportunity. The State code was amended to prohibit employment discrimination against individuals because of a disability. This prohibition does not apply if the disability prevents the performance of the work required in the employee's job.

Illinois

Child labor. Every contract entered into by a State agency for the procurement of equipment, materials, or supplies, other than procurement related to a public-works contract, must specify that no foreign-made equipment, material, or supplies furnished to the State under the contract may be produced in part or in whole by the labor of any child less than 12 years of age. The contractor must agree to comply with this provision. Contractors who violate the provision may be subject to (1) a voiding of the contract at the option of the State agency, (2) the assessment of a penalty that must be the greater of \$1,000 or an amount equaling 20 percent of the value of the equipment, materials, or supplies that the State agency demonstrates were produced in whole or in part by child labor and supplied under the contract; and (3) a suspension from bidding on a State contract for a period not to exceed 360 days.

Employment agency. Day and temporary labor service agencies operating without having registered with the State Department of Labor are in violation of the State Finance Act and are subject to a possible \$500 penalty. When laborers are contracted by such agencies, amounts deducted from their pay for the cost of meals, equipment, and transportation may not cause their wages to fall below the State or Federal minimum wage. Also, when these laborers are contracted to work at a third-party client's worksite, but are not utilized by the third party, they shall be paid by the agency for a minimum of 4 hours of work at the agreed-upon rate. However, in the event that the agency contracts the laborer to work at another location during the same shift, the laborer shall be paid by the agency for a minimum of 2 hours of work at the agreed-upon rate. The agency must keep all required employee and payroll records for the laborers it provides. Such an agency may not allow a motor vehicle to be used to transport the laborers if the agency knows or should know that the vehicle used for transportation is unsafe or not equipped as required by the Act, unless the vehicle is (1) the property of a public mass transportation system, (2) the property of a common carrier, (3) the laborer's personal vehicle, or (4) a laborer's vehicle that

is used to carpool other laborers and that is selected exclusively, and is the sole choice of the laborer, for transportation. Violations of the Act's requirements may result in the assessment of a civil monetary penalty not to exceed \$6,000 following a first audit and \$2,500 for each repeat violation within 3 years. Under the Act, each violation of the Act for each laborer and each day of violation constitutes a separate and distinct violation.

Equal employment opportunity. Each year, the State Department of Central Management Services shall prepare and revise a State Hispanic Employment Plan in consultation with knowledgeable individuals and organizations. The department shall report on the plan to the General Assembly by February 1 of each year. All State agencies shall implement strategies and programs to increase the number of Hispanics employed by the State and the number of bilingual persons employed at supervisory, technical, professional, and managerial levels. On the basis of assessments of bilingual service needs, and by monitoring the number of Hispanics and bilingual persons employed by each agency, the annual report should reflect employment increases from year to year. The department shall assist agencies in the development and modification of training programs to enable them to meet their affirmative action and equal employment opportunity goals. The department also shall provide information regarding other training and educational resources, such as the Executive Recruitment and Graduate Public Service Internships.

The State's Human Rights Act was amended and now states that nothing in the Act shall be construed as requiring any employer, employment agency, or labor organization to give preferential treatment or special rights based on sexual orientation or to implement affirmative action policies or programs based on sexual orientation.

Hours worked. Operators of utility service vehicles engaged in emergency intrastate maintenance or repair work in response to an interruption of utility service are exempt from the State's regulations regarding maximum hours of service. The exemption shall not exceed the duration of the utility service provider's or the driver's direct assistance in providing relief from the interruption, or 5 days from the date of the initial declaration of the emergency, whichever is less. Upon receipt of notification, by a utility service provider, of an interruption of utility service constituting an emergency, the State Department of Transportation shall declare that an emergency exists. Should an audit by the department establish that there has been an abuse of the

notification procedure by a utility service provider, the department may refuse to grant emergency declarations to that utility service provider in the future without further confirmation that a particular interruption of utility service does indeed constitute an emergency.

Human trafficking. The State Code was amended to define the trafficking of persons and trafficking activities. Whoever knowingly (1) recruits, entices, harbors, transports, provides, or obtains another person by any means, or attempts to recruit, entice, harbor, transport, provide, or obtain another person by any means, intending or knowing that the person will be subjected to forced labor or services; or (2) benefits, either financially or by receiving anything of value, from participating in a venture that involves involuntary servitude, including involuntary servitude of a minor, is guilty of a felony. In addition to suffering incarceration, persons who commit such offenses shall forfeit to the State any profits or proceeds and any interest or property that the sentencing court determines was acquired or maintained as a result of keeping a person in involuntary servitude or participating in trafficking in persons for forced labor or services, in violation of the statute.

Overtime. Nurses may not be required to work overtime, except in the case of an unforeseen emergency when such overtime is required only as a last resort. The overtime shall not exceed 4 hours beyond an agreed-upon predetermined work shift. When a nurse is mandated to work up to 12 consecutive hours, the nurse must be allowed at least 8 consecutive hours of off-duty time immediately following the completion of a shift. No hospital may discipline, discharge, or take any other adverse employment action against a nurse solely because the nurse refused to work mandated overtime. Hospital employees may file complaints of alleged overtime violations with the State Department of Public Health, but must do so within 45 days following the occurrence of the incident giving rise to the alleged violation.

Plant closing. The employment of a high school or elementary school teacher transferred from one board or administrative agent to the control of a new or different board or agent shall be considered continuous employment if such transfer or employment occurred by reason of (1) the deactivation or reactivation of any high school or elementary school, (2) a boundary change or the creation or reorganization of any school district, (3) the creation, expansion, reduction, or dissolution of a spe-

cial-education program or joint educational program, or (4) the creation, expansion, reduction, termination, or dissolution of any joint-agreement program operated by a governing board, regional superintendent, or other administrative agent or any program operated pursuant to an Intergovernmental Joint Agreement.

Prevailing wage. The State Prevailing Wage Act was amended to state that when a second or subsequent action to recover underpayments is brought against a contractor or subcontractor who is found liable for underpayments to any laborer, worker, or mechanic, the contractor shall be liable to the Department of Labor for 50 percent of the underpayments payable as a result of the second or subsequent action and additionally liable for 5 percent of the amount of any such penalty to the State for underpayments for each month following the date of payment during which the underpayments remain unpaid.

Contractors and subcontractors engaged in public-works projects shall make and keep records of all laborers, mechanics, and other workers employed by them on such projects. The records shall be kept for at least 3 years and shall include all job classifications, along with other previously required information. The information in the records is to be submitted monthly via a complete copy of a certified payroll to the public body in charge of the project. The certified payroll shall be accompanied by a signed statement from the contractor or subcontractor asserting that such records are true and accurate, that the wage rate for each worker is not less than the general prevailing hourly rate required by the State Prevailing Wage Act, and that the signatory is aware that the filing of a false certified payroll is a Class B misdemeanor. Contractors and subcontractors are required to make records available for inspection upon 2 days' business notice.

The State Salary and Annuity Withholding Act was amended to permit an employee or annuitant to authorize the withholding of a portion of his or her salary, wages, or annuity for the additional purpose of the payment of fringe benefit contributions to employee benefit trust funds. The authorization applies to State contractual employees hired through labor organizations and working pursuant to a signed agreement between a labor organization and a State agency. This action is not intended to limit employee benefit trust funds and the contributions to be made thereto, the purpose of which is to compute the prevailing wage in any particular locale. Rather, such employee benefit trusts are intended to include contributions made to funds aimed at assisting in

training, building and maintenance, and the like, including, but not limited to, those benefit trust funds, such as pension and welfare funds, which are normally computed in the prevailing-wage rates and which otherwise would be subject to contribution obligations by private employers that are signatory to agreements with labor organizations.

Time off. The State's One Day Rest in Seven Act is amended for hotel room attendants—those persons who clean guest rooms or put them in order—working in a hotel or other establishment licensed for transient occupancy and located in a county with a population greater than 3 million. Each attendant shall receive a minimum of two 15-minute paid rest breaks and one 30-minute meal period during each workday in which he or she works at least 7 hours. Such employees may not be required to work during a break period. The break area should be provided with adequate seating and tables in a clean and comfortable environment, with clean drinking water provided without charge. Complete and accurate records of the break periods shall be kept. An employer who violates this legislation shall pay the hotel room attendant 3 times the regular hourly rate of pay for that position for each workday during which the required breaks were not provided. If an attendant is terminated, demoted, or otherwise penalized as a result of exercising his or her rights under this legislation and affirms that the employer was not acting in good faith when the attendant was terminated, demoted, or otherwise penalized, then a rebuttable presumption shall arise that the defendant's action was taken in retaliation, and the plaintiff shall be entitled to backpay, reinstatement, or injunctive relief. Any person terminated in violation of the law shall recover triple his or her normal daily compensation and fringe benefits.

Under the authority of the Employee Blood Donation Leave Act, employees of units of local governments, of boards-of-election commissioners, or of private employers may, after obtaining approval from the employer, use up to 1 hour to donate blood every 56 days in accordance with appropriate nationally recognized medical standards.

Any employer that employs between 15 and 50 employees shall provide up to 15 days of unpaid family military leave to an employee during the time Federal or State deployment orders are in effect. Any employer that employs more than 50 employees shall provide up to 30 days of unpaid family military leave under the same circumstances. The employee shall give at least 14 days' notice of the intended date upon which the leave will commence if the leave will consist

of 5 or more consecutive workdays. If fewer than 5 consecutive days are needed, the advanced notice shall be given in a practicable fashion. The employer may require certification from the proper military authority to verify the employee's eligibility for the leave. An employee shall not take this leave unless he or she has exhausted all accrued vacation, personal compensatory, and any other kind of leave granted to the employee, except sick and disability leave. The employee who exercises family military leave shall be entitled to be restored by the employer to the position (or an equivalent position) the employee held when the leave commenced, with equivalent seniority status benefits, pay, and other terms and conditions.

Other laws. If an employer has given an individual a date upon which that individual is to begin performing services (other than part-time, temporary employment or casual labor) for that employer, but, before the date on which the individual's service is to begin, the individual is called to active military duty either pursuant to a declaration of war by the Congress, the President, or (during a declared emergency) the State Governor, or to quell civil insurrection, then, upon request of the individual, the employer shall provide him or her with a written copy of the employment offer. The statement must include at least the offer of work, the date on which the services were to begin, the job title or duties to be performed, the remuneration offered, and the signature of the employer. If, upon honorable discharge from the military or satisfactory completion of military service, the individual is still qualified to perform the duties of the position for which he or she was first offered employment, and if the individual applies for a position with the employer within 90 days after having been relieved from military service, then the individual shall be given preference for employment with that employer. If circumstances have so changed as to make it impossible or unreasonable for the employer to employ the individual immediately, the individual shall remain eligible to begin employment for a period of up to 1 year after the date the individual first notified the employer of his or her desire to perform the services in question for the employer. Nothing shall require an employer to hold a job position open; violate any employment law, collectively bargained employment recall, or other employment obligation; or create additional employment opportunities in order to be in compliance with this legislation.

Indiana

Time off. Private employers are prohibited from disciplining an employee who is a volunteer firefighter or a member of a volunteer emergency medical services association for being late to work when the employee is responding to a fire or an emergency call. The private employer may request proof that the employee was engaged in fire-related or emergency activity during his or her absence from employment and also may require the employee to notify the employer of the expected absence before the scheduled start time. Employers other than the State are not required to pay salary or wages for volunteer firefighting time away from employment, although other accrued benefits, such as vacation or sick leave, may be paid. Private employers may designate an employee as essential and may reject the employee's notification of expected absence. Volunteer firefighters who are disciplined by the State or local government employer for being absent from employment while responding to an emergency and who bring action against their employer as a result of the discipline must do so within 1 year after the date of the disciplinary action.

Kansas

Human trafficking. Human trafficking is defined as the recruiting, harboring, transporting, providing, or obtaining another person by any means, knowing that force, fraud, threat, or coercion will be used to cause the person to engage in forced labor or involuntary servitude. In addition, the definition encompasses any defendant who recruits persons under 18 years of age knowing that the person, with or without force, fraud, threat, or coercion, will be used to engage in forced labor, involuntary servitude, or sexual gratification. Aggravated trafficking is rated as a severity-level-1 person felony.

Kentucky

Worker privacy. A voluntary statewide certified volunteer firefighter identification program has been implemented that calls for the issuance of a color photo nondriver identification card to all certified volunteer firefighters. The descriptive data and a photo of the certified volunteer firefighter shall be stored in the State Driver's License Information System and may be retrieved and used by public agencies subject to the provisions of the Driver Privacy Protection Act and the

State Missing Person's Clearinghouse. The data and photo also may be obtained and used by news-gathering organizations.

Louisiana

Child labor. Any minor employed to perform or render artistic or creative services under a contract subject to Chapter 32, Title 51, of the State Revised Statutes of 1950 (Child Performer Trust Act) for \$500 or more shall be exempt from provisions covering compulsory school attendance for those days during which the minor is so engaged. Every contract executed by or on behalf of a minor shall require that 15 percent of the gross earnings be placed in a trust fund created for the benefit of the minor in an institution authorized to transact business in the State and that is federally insured. Monies placed in a trust fund shall be in a blocked account, and no funds shall be withdrawn prior to the date the minor attains the age of 18, unless the minor is determined to be in necessitous circumstances by a court of competent jurisdiction. Subject to their legal status, both parents shall serve as trustees of the trust, which must be established within 30 days of the last day of employment, or else the 15 percent shall be forwarded to the State (or to a trust fund in another State) where the funds will be held in trust. If a minor is absent from school for 2 or more days within a 30-day period, the employer shall employ a certified teacher to provide a minimum of 3 hours of educational instruction per day. There must be a ratio of 1 teacher to every 10 students.

Equal employment opportunity. A resolution was adopted that authorized and directed 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 commission shall submit its plan to the appropriate Senate and House Committees and other appropriate personnel prior to the convening of the 2007 Regular Session.

Human trafficking. It shall be unlawful for a person to intentionally recruit, harbor, transport, provide, solicit, or obtain another person through fraud, force, or coercion to provide services or labor. Whoever commits the crime of human trafficking shall be fined not more than \$10,000 and shall be imprisoned at hard labor for not more than 10 years. However, whoever commits the crime of human trafficking when it includes the services of commercial sexual activity or any sexual conduct constituting a crime under

the laws of this State shall be fined not more than \$15,000 and shall be imprisoned at hard labor for not more than 20 years. Finally, whoever commits the crime of human trafficking when it involves a person under the age of 18 shall be fined not more than \$25,000 and shall be imprisoned at hard labor for not less than 5 years or more than 25 years. Whatever the sentence imposed, 5 years of it shall be without the benefit of parole, probation, or suspension.

Wages paid. There no longer exists a monetary limit on the amount that an employer may pay to the surviving spouse of a deceased employee as a result of any wages, sick leave, annual leave, or other benefits due to the employee, provided that neither spouse has instituted divorce proceedings.

Maine

Child labor. Employees of tobacco specialty stores who engage in direct face-to-face sales of tobacco products must be at least 17 years of age. Those employees between 17 and 21 years of age may sell tobacco products in such stores only while in the presence of an employee who is at least 21 years of age and is in a supervisory capacity.

Discharge. An employer may not discharge or take any other disciplinary action against an employee because of the employee's failure to report for work at the beginning of the employee's regular working hours if the employee failed to do so because he or she was responding to an emergency as a volunteer firefighter and the employee reported for work as soon as reasonably possible after being released from the emergency. The employer may charge the lost time against the employee's regular pay or against the employee's available leave time. This legislation does not apply to volunteer firefighters who are absent from their regular employment as law enforcement officers, utility workers, or medical personnel when the services of those kinds of workers are essential to protect public health or safety. The employer shall be notified that the employee is not reporting to work at the appointed time, and at the employer's request, the employer should be provided with a statement from the chief of the volunteer fire department stating that the employee was responding to an emergency call. A violation of the law is actionable by the employee and must be filed within 1 year of the date of the alleged violation. If the court finds that the employer violated the law, and if the employee so requests, the court shall order the employer to reinstate the employee in his or her former position without reduction

of pay, seniority, or other benefits. In addition, the court shall order any other appropriate remedy, including payment of back wages and reinstatement of any other benefits, necessary to return the employee to the position the employee would have been in had the violation not occurred. This legislation does not apply if the employer and employee have entered into a written agreement that governs procedures to be followed when the employee is called to respond to an emergency as a volunteer firefighter. Upon receipt of notice of an employee's volunteer firefighter status, an employer may designate the employee as essential to the employer's operations and his or her absence as disruptive to the employer's business.

Drug and alcohol testing. A person who performs a point-of-collection screening or confirmation test may release the results of that test only in accordance with the following stipulations: (a) if the test yields a preliminary positive or negative result, then the person performing the test shall immediately release the result to the employee who is the subject of the test; (b) if the test yields a preliminary positive result, then the result may not be released to the employer until after it has been confirmed in another test; (c) if the test yields a preliminary negative result, then the result may not be released to the employer until after it has been confirmed in another test; and (d) a confirmation test result shall be released immediately both to the employee who is the subject of the test and to the employer.

Equal employment opportunity. Civil rights protections have been extended to all people regardless of their sexual orientation. It is unlawful for an employer, employment agency, or labor organization to discriminate against any applicant or employee because of his or her sexual orientation. Employers, employment agencies, and labor organizations cannot attempt to elicit information about, make or keep a record of, or establish a policy regarding the sexual orientation of applicants or employees. Nor can employers, employment agencies, or labor organizations ask questions about sexual orientation on applications or print notices indicating any preferences regarding the sexual orientation of applicants or employees.

Family issues. The judicial enforcement remedies available under the State Family Medical Leave Act requirements were amended. Civil actions may now be brought in the appropriate court by an employee against any employer, and the court may enjoin any practice that violates the law. The court also

may (1) award damages equal to the wages, salary, employment benefits, or other compensation denied or lost to the employee by reason of the violation; (2) order the employer to pay liquidated damages of \$100 for each day that the violation continued; and (3) order the employer to pay an additional amount as liquidated damages if the employee proves to the satisfaction of the court that the employer's violation was willful. Finally, (4) the court shall award reasonable attorneys' fees and other costs of the action, to be paid by the employer.

Public or private employers with more than 25 employees and who provide paid leave under an employment policy or collective bargaining agreement shall allow an employee to use the paid leave for the care of an immediate family member who is ill. The employer may adopt a policy limiting the number of hours taken for this purpose, but in no case may the number of hours allowed be fewer than 40 in a 12-month period. The employee may not use paid leave until it has been earned. An employee who receives more than one type of paid leave may elect which type and the amounts of those types of paid leave to use. Employers may require notice or verification of leave taken if such notice or verification is required when an employee takes leave because of his or her own illness. Employers may not discharge, demote, suspend, discipline, or otherwise discriminate against an employee, or threaten to take any of these actions against an employee, who exercises his or her right to use leave for the aforesaid purposes.

Immigrant protections. Employers in the State who employ foreign laborers in a logging operation must provide proof of the employer's ownership of any logging equipment used by the laborers in the course of employment, including proof of ownership of at least one piece of logging equipment for every two foreign workers employed by the employer in the logging operation. This requirement does not apply to equipment for which the U.S. Department of Labor, Division of Foreign Labor Certification, has established a prevailing wage under the Federal Service Contract Act of 1965 for persons using that equipment. Employers who violate the requirement commit a civil violation for which a fine of not less than \$1,000 or more than \$5,000 may be assessed.

Living wage. A State Study Commission Regarding Liveable Wages has been established. The purpose of the commission is to (1) define what level of compensation constitutes a liveable wage; (2) identify ways to

ensure that all State adults earn a liveable wage; (3) examine the efficacy of a State-earned income tax credit that would enable working families to meet their basic needs; (4) examine how increased access to education, training, and childcare increases the likelihood of earning a liveable wage, and identify means of increasing such access; (5) identify the number of people in the State who earn less than a liveable wage; (6) examine how State policies and payments, including the Maine State Care program and other State health-care-related payments, increase the number of State residents who earn less than a minimum wage; (7) examine the economic impact of a liveable wage on the State, including the potential effects that a mandated liveable wage would have on job creation or destruction and on the cost of goods and services (which, if driven up, might in turn drive up the liveable wage); and (8) submit a report by December 7, 2005, that sets forth findings and recommendations, including suggested legislation for presentation to the legislature.

Overtime. There is a salary test determining overtime pay for certain employees. A salaried employee who works in a bona fide executive, administrative, or professional capacity and whose regular compensation, when converted to an annual rate, exceeds 3,000 times the State's minimum hourly wage or the annualized rate established by the U.S. Department of Labor under the Federal Fair Labor Standards Act, whichever is higher, could be exempt from overtime.

Plant closing. School commissioners are prohibited from closing a school in unorganized territory (that which is not part of a municipality) of the State, except in accordance with procedures and standards established by rule by the State Department of Education. The rules must provide for a public hearing in the area served by a school prior to the date of the proposed closure of the school.

Prevailing wage. As amended, the State's Revised Statutes now assert that any party who believes that there are more than 10 workers employed in the State in a laborer, worker, or mechanic trade or occupation for which no wage and benefit rates were set on the basis of the previous survey may petition the director of the State Department of Labor for inclusion of that trade or occupation in a supplemental survey. The director shall determine whether the occupation or trade will be used in the construction of public works and whether it is underrepresented in the survey process. Once a determination has been reached, the director may institute supple-

mental survey processes to establish wage and benefit rates for the trade or occupation. The supplemental survey must be coordinated with the regular survey and designed to minimize the burden on any employer required to respond.

Wages paid. An employer's payment of wages or salary must be made at the rate previously established by the employer, except that the employer may decrease the rate of pay, effective the next working day, if the employer gives notice to all affected employees prior to the change. When an employer has temporarily increased an employee's wage rate to comply with the prevailing-wage requirements of the Federal Davis-Bacon Act or another applicable Federal or State law, the employer need not provide advance notice prior to returning the employee to his or her regular wage rate, as long as the employer is in compliance with all posting and notice provisions of the applicable law.

At regular intervals not to exceed 16 days, at a time made known to the employee, every employer must pay in full all wages earned by each employee. Payment of hourly wages or salaries must be made at the rate previously established by the employer. An employer may decrease the rate of pay, effective the next working day, if the employer gives notice to all affected employees prior to the change. Changes in rates of pay made under a collective bargaining agreement are exempt from this requirement.

Worker privacy. Information technology infrastructure and systems information that is to be protected from disclosure other than to the State Legislature or, in the case of a political or administrative subdivision, to municipal offices or board members now includes personal contact information concerning public employees, except when that information is public pursuant to other law. "Public employee" means "an employee of a governmental entity," but does not include elected officials considered for the purpose of releasing the information, while "personal contact information" means "home address, home telephone number, home facsimile number, home e-mail address, personal cellular telephone number, and personal pager number."

Maryland

Child labor. A minor in the State who is at least 17 years of age and who is too young to be a registered voter may be appointed and serve as an election judge if the minor demonstrates to the satisfaction of the local board that he or she meets all other quali-

fications for registration in the county. The minor is not allowed to be employed for more than 5 consecutive hours without a nonwork period of at least one-half hour. In a calendar day, the total school and work hours of a minor may not exceed 12 hours, and the minor shall have at least 8 consecutive hours that are not school or work hours. The State commissioner of labor may grant a minor an exception to these restrictions if the commissioner determines that there will be no hazard to the health or welfare of the minor. Further, the 17-year-old who serves as an election judge may work more than 12 hours on election day only, subject to consent from at least one parent or guardian.

Equal employment opportunity. Legislation was enacted that created a State Equal Pay Commission. The purpose of the commission is to study (1) the extent of wage disparities, in both the public and private sectors, between men and women and between minorities and nonminorities; (2) the factors that cause or tend to cause disparities across and within occupations, the payment of lower wages for work in female-dominated occupations, child-rearing responsibilities, the number of women who are heads of households, and workers' education, hours worked, and years on the job; (3) the consequences of the disparities on the economy and on the families affected; and (4) actions that are likely to lead to the elimination and prevention of the disparities. The commission was required to file preliminary findings, recommendations, and potential solutions by September 30, 2005, while the final findings, recommendations, and potential solutions shall be filed by September 30, 2006. Both preliminary and final reports shall be filed with the Governor, the president of the senate, and the speaker of the house.

Wages paid. The annotated code of the State was amended so that an employer may now pay a wage to an employee by a credit of the employee's wage to a debit card or card account from which the employee is able to access the funds through withdrawal, purchase, or transfer. Any applicable fees to the debit card or card account must be disclosed to the employee in writing in at least 12-point type.

Michigan

Agriculture. Persons may not operate, cause to be operated, or allow an agricultural labor camp to be occupied and used as such

without a license. Those who do so are subject to an administrative civil fine of not more than \$1,000. Each day a person operates without a license is a separate violation; however, the total administrative civil fine for continued noncompliance shall not exceed \$10,000.

Wages paid. An employer or an agent of an employer may now pay wages to an employee either by (a) direct deposit or electronic transfer to the employee's account or by (b) issuance of a payroll debit card to the employee. An employer or agent shall not make such direct deposit or issue a payroll debit card to an employee without the full, free, and written consent of the employee, obtained without intimidation, coercion, or fear of discharge or reprisal for refusal to permit the deposit or the issuance of the payroll debit card. However, as of January 1, 2005, an employer already paying wages by payroll debit card to one or more of its employees is permitted to pay wages by payroll debit card to any other of its employees without obtaining the described consent.

Minnesota

Drug and alcohol testing. Employers may request or require employees to undergo random drug and alcohol testing only if (1) they are employed in safety-sensitive positions or (2) they are employed as professional athletes. In the latter case, if the professional athlete is subject to a collective bargaining agreement permitting random testing, testing may be conducted only to the extent consistent with the agreement.

Employment agency. State statutes were amended to define the term "search firm" as "any person, firm, corporation, partnership, or association engaged in the business of management consulting, management search consulting, or personnel consulting." A search firm may be exempt from meeting certain conditions pertaining to its being regulated as an employment agency if (1) the search firm is retained by the employer, acts on the employer's behalf, and receives compensation only from the employer, subject to an agreement stating the position to be filled; (2) no candidate identified by the search firm will have to pay any kind of direct or indirect fee for the search firm's services; (3) the search firm is not permitted to encourage anyone it has placed with an employer to terminate employment with that employer; and (4) the search firm is not permitted in any other way to act as an employment agency. In addition, employers are prohibited from directly or

indirectly requiring an employee placed with the employer by a search firm to pay any of the search firm's fees.

Minimum wage. Every large employer (an enterprise with an annual gross volume of sales made or business done of not less than \$625,000) was required to pay each employee wages at a rate of at least \$6.15 per hour beginning August 1, 2005. Every small employer (an enterprise with an annual gross volume of sales made or business done that is less than \$625,000) was required to pay each employee at a rate of at least \$5.25 per hour beginning August 1, 2005. During the first 90 consecutive days of employment, an employer may pay an employee under 20 years of age a wage of \$4.90 per hour. No employer may take any action to displace any employee, including a partial displacement through a reduction in hours, wages, or employment benefits, in order to hire an employee at the wages authorized.

Wages paid. Employees engaged in transitory employment (for example, migrant workers) that requires them to change their place of abode because the employment is terminated either by the completion of the work or by the employees' being discharged or quitting must be paid within 24 hours. If payment is not made by that time, the employer shall pay each such employee's reasonable expenses of remaining in camp or elsewhere away from home while awaiting payment of wages or earnings. If such wages are not paid within 2 days after termination, the employer shall additionally pay to the employee a sum equal to 2 times the average amount of the employee's daily earnings from the time of termination until payment has been made in full. Employers who fail to pay agreed-upon wage supplements or benefits within 30 days after such payments are required by law are guilty of a gross misdemeanor. When a court finds that an employer has failed to comply with the terms of an employment statement provided by the employer to the worker or has failed to pay wages within the required timeframe, the employer will be fined \$500 for each type of violation.

People transporting household goods for either the Federal or State government or their agencies are now exempt from a law currently in force which states that permit carriers cannot charge or receive compensation different from the rates named in their schedules, including rates set by the commissioner of the State Department of Transportation. The person is also exempt when transporting household goods at the request of a non-profit charitable organization and, further-

more, may transport the goods without geographical restrictions.

Employers now may initiate payment of wages to an employee by the transfer of electronic funds to a payroll card account, but only after the employee has voluntarily consented in writing to that method of payment. The employer must provide the employee with a written disclosure that states the terms and conditions of the payroll card option, including a complete itemized list of all fees that may be deducted from the employee's payroll card account by the employer or the issuer of the card. Consent of payment of wages by the transfer of electronic funds to a payroll card account shall not be a condition of hiring or continued employment. The wages paid into the payroll card account must be available for withdrawal by the employee up to the full amount of the employee's wages.

Mississippi

Family issues. Certain employees of public universities who do not contribute to the State's public employees' retirement system or the university retirement program are ineligible to receive major medical leave.

Inmate labor. Legislation was enacted that extended the repeal of legislation regarding the use of goods made by out-of-State inmate labor. Until July 1, 2007, privately operated correctional facilities cannot import certain goods manufactured by inmates housed in other States if Mississippi's own prison industries are manufacturing the same goods, unless the goods cost at least 30 percent less than Mississippi's manufactured goods.

Missouri

Other laws. Notwithstanding any other provision of law to the contrary, an employer shall be permitted to provide or contract for health insurance benefits at a reduced premium rate for employees who do not smoke or use tobacco products.

Montana

Drug and alcohol testing. A revision of the approved workforce drug and alcohol testing program now states that a "sample" includes a breath test or oral fluid obtained in a minimally invasive manner. Three items must be covered by procedural requirements at least as stringent as those in 49 CFR, part 40, of the Code of Federal Regulations: (1) samples not

covered in 49 CFR, part 40; (2) the testing program, and (3) the collection, transport, chain of custody, and confirmation testing of nonurine samples. Also, the testing methodology must be cleared by the Federal Food and Drug Administration.

Family issues. The State Department of Administration or the administrative officer of any county, city, or political subdivision is responsible for the proper administration of all of the State employees' annual, sick, jury duty, and military leave provisions and may promulgate rules necessary to achieve uniform administration to prevent the abuse of State time-off provisions. These provisions are (1) absence with pay for a sickness suffered by an employee or a member of the employee's immediate family; (2) the time that an employee is unable to perform his or her job duties because of physical or mental illness, injury, or disability or maternity or pregnancy-related disability or medical care for the employee or the employee's child; (3) parental leave for a permanent employee; (4) quarantine resulting from exposure to a contagious disease; (5) examination or treatment by a licensed health care provider; (6) short-term attendance on the job, at an agency's discretion, to care for a relative or household member until other care can reasonably be obtained; (7) necessary care for a spouse, child, or parent with a serious health condition as defined by the Family and Medical Leave Act; and (8) the death, or attendance at a funeral, of an immediate family member or, at an agency's discretion, another person.

Inmate labor. When a county establishes a county jail work program authorized by the board of county commissioners and supervised by the county sheriff, the sheriff may permit inmates to work only on projects designated as public by the Board of County Commissioners. Upon a request of a Federal or State agency, city government, or nonprofit corporation, and upon mutually agreeable terms or on their own action for county projects, the board may designate projects as public. Each calendar day in which a person participates in a county jail work program is equal to 2 days of incarceration for the purposes of serving a sentence of imprisonment. An unexcused failure to appear for work at a time and place scheduled for participation constitutes the offense of escape.

Offsite work. Designated State agency employees now may work from home or at an alternative worksite for 1 or more days a week. Any alternative worksite must be within the State.

Plant closing. State agencies are no longer required to pay the relocation expenses of employees whose positions are eliminated as a result of privatization, reorganization, a closure, or a reduction in force.

Prevailing wage. In a prevailing-wage rate district, the standard prevailing-wage rate for construction services shall be used as the base on which an apprentice wage is calculated.

Time off. County officers who absent themselves from the State because they are ordered to perform military service for more than 60 days (or for a period longer than 15 days, without the consent of the Board of County Commissioners) are now exempted from being required to forfeit their office due to their absence. A State, city, town, or county employee who is a member of the organized militia of the State or who is a member of the organized or unorganized Reserve Corps or military forces of the United States and who has been employed for a period of at least 6 months must be given a leave of absence with pay accruing at a rate of 15 working days in a calendar year. Military leave may not be charged against an employee's vacation time, and unused military leave must be carried over to the next calendar year, but such leave may not exceed a total of 30 days in any calendar year.

Wages paid. In place of the former private-purpose trust fund, a wage collection fund has been established into which the commissioner of the State Department of Labor shall deposit unpaid wages collected under State statutes.

Nebraska

Child labor. The provisions of the State child labor statutes were amended. Persons under 16 years of age shall not be employed or permitted to work as a door-to-door solicitor. However, persons under 16 years of age who are engaged in the distribution or delivery of newspapers or shopping news may be employed or permitted to work as a door-to-door solicitor of existing customers of such newspapers or shopping news. In addition, persons under 16 years of age are permitted to work as a door-to-door solicitor if they are working on behalf of their own entrepreneurial endeavor.

Equal employment opportunity. The State Revised Statutes were amended to define the term "employer" as meaning any person engaged in an industry who has 15 or more employees for each working day in each of 20

or more calendar weeks in the current or preceding calendar year, any agent of such a person, or any party whose business is financed in whole or in part under the Nebraska Investment Finance Authority Act. This definition includes the State, its governmental agencies, and its political subdivisions, regardless of the number of employees, but shall not include the United States, a corporation wholly owned by the government of the United States, or an Indian tribe.

Nevada

Department of labor. The State labor commissioner enforces the laws and regulations governing the payment of prevailing wages for public-works projects. If the laws are violated, the commissioner may impose an administrative penalty of not more than \$5,000 for each violation after providing the person with notice and an opportunity for a hearing. In addition, the commissioner may impose an administrative penalty against a governmental entity that violates the laws governing the payment of prevailing wages for public-works projects.

Hours worked. The provisions regarding hours of service for intrastate drivers were amended. Hours-of-service limitations do not apply to an intrastate driver if each of the following conditions is satisfied: (1) the driver is transporting property or passengers during a state of emergency or disaster declared by an elected official who is authorized by law to make such a declaration; (2) the employer of the driver is a public utility; (3) within 1 working day after discovering or otherwise becoming aware of the existence of a public-utility emergency, the employer of the driver notifies the Department of Public Safety that a public-utility emergency exists and informs the department as to when it commenced; and (4) within 10 working days after receiving notification by the employer, the elected government official determines and declares that the public-utility emergency exists, thus justifying the transportation of property or passengers during the emergency in order to ensure the protection of the public health and safety by restoring the public-utility service or in order to otherwise provide assistance essential to the public.

Overtime. The Federal Fair Labor Standards Act sets forth the minimum overtime benefits required by Federal law; however, States are allowed to provide employees with overtime benefits that are equal to or greater than those required under Federal law. Existing State law requires the payment of overtime to employ-

ees who earn less than 1½ times the hourly minimum wage. Any disputes concerning the application of State overtime provisions to those employees are within the jurisdiction of the State labor commissioner. Existing State law also exempts employees who earn 1½ times more than the hourly minimum wage from the State overtime provisions. Those employees and any disputes concerning the application of such Federal overtime requirements to the employees are within the jurisdiction of the U.S. Department of Labor. The exemption from State overtime provisions for employees who earn 1½ times the hourly minimum wage or more is removed, thereby placing the overtime requirement for those employees in State law and granting jurisdiction over disputes relating to overtime to the State labor commissioner rather than the U.S. Department of Labor.

Prevailing wage. The State law regarding public works was amended to stipulate that, except as provided within the law, contractors or subcontractors shall pay a mechanic or workman employed by them on a public work at a rate not less than 1½ times the prevailing rate of wages applicable to the class of the mechanic or workman for each hour worked on the public work in excess of (1) 40 hours in any scheduled week of work for the contractor or subcontractor, including, without limitation, hours worked for the contractor or subcontractor on work other than the public work; or (2) 8 hours in any workday for the contractor or subcontractor, including, without limitation, hours worked for the contractor or subcontractor on work other than the public work.

Unfair labor practices. A medical facility or any agent or employee thereof shall not retaliate or discriminate unfairly against an employee of the facility or a registered nurse, licensed practical nurse, or nursing assistant who is employed by, or contracts to provide nursing services for, the facility because the employee (1) reports to the immediate supervisor, in writing, that he or she does not possess the knowledge, skill, or experience to comply with an assignment to provide nursing services to a patient; and (2) refuses to provide a patient with nursing services for which, as verified by documentation in the personnel file of the employee, registered nurse, licensed practical nurse, or nursing assistant, the individual does not possess the knowledge, skill, or experience to comply with the assignment, unless such refusal constitutes unprofessional conduct.

Other laws. Persons who intend to locate or expand a business in the State may apply to the Commission on Economic Development

for a partial abatement of one or more of the taxes imposed on the new or expanded business if, in addition to previously stipulated requirements, the average hourly wage that will be paid by the new business to its employees in the State is at least 100 percent of the average statewide hourly wage or the average countywide hourly wage, whichever is less, as established by the Employment Security Division of the State Department of Employment, Training, and Rehabilitation on July 1 of each fiscal year.

New Hampshire

Department of labor. The State commissioner of labor is empowered to hold hearings and investigate charges of violations of the labor protection statutes either on its own motion or on an employee complaint. The period in which to file a wage claim is extended from 18 months to 36 months from the date the wages were due. The civil penalty is increased from \$1,000 to \$2,500.

Time off. Employers are now required to allow employees who are victims of certain crimes to leave work to attend court or other legal or investigative proceedings associated with the prosecution of the crime. Employers are not required to compensate an employee who is a victim of a crime and who exercises his or her right to take such leave. Employees may elect to use, or employers may require an employee to use, the employees' accrued paid vacation time, personal leave time, or sick leave time. Before the employee may leave work for this purpose, he or she shall provide the employer with a copy of the notice of each scheduled hearing, conference, or meeting that is provided to the employee by the court or agency responsible for providing such notice. Employers shall not discharge, threaten, or otherwise discriminate against any employee regarding such employee's compensation, terms, conditions, location, or privileges of employment because the employee exercised his or her right to leave work for any of the purposes in question. Employers so doing are subject to a civil penalty.

New Jersey

Child labor. Child labor penalties assessed through the courts for violations of the State child labor laws have been increased from an amount that was not less than \$1,000 and not more than \$2,000 for a first violation. The new assessment may not be less than \$2,000 for a first violation and not more than \$4,000

for each subsequent violation. Administrative penalties have been increased to not less than \$250 and not more than \$500 for a first violation and not less than \$500 and not more than \$1,000 for each subsequent violation.

Advanced practice nurses are now included among the list of authorized medical professionals who may sign a statement of physical fitness for minors who desire employment and require working papers.

Human trafficking. A person commits the crime of human trafficking if he or she knowingly holds, recruits, lures, entices, harbors, transports, provides, or obtains, by any means, including threats of serious bodily harm or physical restraint, another person to engage in sexual activity or to provide labor or services. In addition, the first person may not engage in any of the following behaviors: (1) use any scheme or plan to cause someone to believe that he or she is in danger of bodily harm; (2) destroy, conceal, remove, confiscate, or possess any passport, immigration-related document, or other government-issued document that could be used to verify a person's identity or age or other personal information; (3) threaten to abuse the law or legal process; (4) receive anything of value from participation in human trafficking as an organizer, supervisor, financier, or manager. The State Office of Victim-Witness Advocacy or the county prosecutor's office shall ensure that the victim of human trafficking obtains assistance in receiving any available benefits or services.

Minimum wage. As of October 1, 2005, the State minimum wage is set at \$6.15 per hour. As of October 1, 2006, it will be \$7.15 per hour. Political subdivisions of the State may continue to pay rates over the minimum wage for vendors, contractors, and subcontractors.

Plant closing. A resolution was adopted creating a commission to study the impact of outsourcing jobs into the State from offshore or out-of-State employers.

New Mexico

Employment agency. Day labor service agencies must pay laborers for each day and all hours worked. The agency must keep accurate records of hours worked and wages paid for at least 1 year after the entry of the record. The agency also must compensate laborers in commonly accepted payment instruments payable in cash, on demand, at a financial institution. Fees for cashing checks cannot be charged unless the laborer is given the option

of being paid without a fee at a local financial institution and voluntarily elects to use a check-cashing service operating within the office of the agency. The agency must provide an itemized statement showing each deduction. The deductions may not reduce a laborer's wage below the Federal minimum wage. The agency cannot restrict the day laborer from accepting a permanent position with a third-party employer or restrict the employer from making an offer to the day laborer. Agencies can collect placement fees from third-party employers. Violators of the Day Laborer Act are guilty of a misdemeanor. After a second offense, they will be sentenced and fined no less than \$250 and no more than \$1,000 for each offense. The court may also order the offender to pay restitution.

Equal employment opportunity. A joint memorial has been passed requiring the executive task force on disability employment to develop policies, procedures, and guidelines that can be used by State agencies to recruit, hire, retain, and promote persons with disabilities for positions in the State government. The task force must report all developments to the appropriate committee, and all State agencies must abide by the policies.

Genetic testing. Genetic information is defined as information about the genetic makeup of a person or his or her family, including results from genetic testing, genetic analysis, DNA composition analyses, and participation in genetic research or the use of genetic services. It is now unlawful for a person to use genetic information in employment or recruiting.

Minimum wage. The State statute regarding the payment of wages for employees who receive tips has been amended. Such an employee who regularly receives more than \$30.00 a month in tips will be paid a minimum hourly wage of \$2.13. The tips combined with the cash wage cannot be at a rate less than \$5.60 per hour.

Prevailing wage. The State prevailing-wage statutes were amended to specify that all construction, alteration, demolition, or repair contracts pertaining to public works, public buildings, or public roads of the State and amounting to more than \$60,000 must contain provisions stating the minimum wage to be paid to laborers and mechanics. Wages must be paid not less than once a week. Wages will be determined by the director of the Labor and Industrial Division of the State Department of Labor. The director may issue subpoenas for the production of documents or witnesses

pertaining to public-works prevailing-wage projects. Violators will be placed on a list distributed to all State departments, and for 3 years no contract or project will be awarded to the persons or firms on this list. The violator will be liable to any affected employee for unpaid wages and for liquidated damages, beginning with the first day of employment, at a rate of \$100 for each calendar day that the firm required or permitted the employee to work in violation. The court may award attorneys' fees and costs to the employee.

Workplace security. The State Department of Motor Vehicles shall require an applicant requesting a hazardous-material ("H") endorsement to be subject to a background check pursuant to the Federal Uniting and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism (PATRIOT) Act of 2001. Information received from the required background check in compliance with the Federal requirements shall be kept confidential and shall be released only to the subject of the check and to the division. The State can look back 7 years to conform to the Federal Department of Homeland Security rules for conducting background checks. Before issuing a commercial driver's license, the State Department of Motor Vehicles shall obtain pertinent driving record information from each State in which the applicant has been licensed. The State Department of Motor Vehicles has the authority to exchange such commercial driver's license information as it deems necessary to carry out the State Commercial Driver's License Act. The results of a background check conducted pursuant to Federal requirements shall be confidential; if the results are used as a basis for disqualifying the applicant, then the applicant can protest, appeal, or ask for consideration of mitigating circumstances. (The driver must have held a commercial driver's license under rules promulgated by the department.) If there is an appeal, the department shall provide the applicant with a copy of the procedures established at the time the applicant applied for the hazardous-material endorsement.

Other laws. Under the Construction Industries Licensing Act, when a contractor employs a person to provide labor or services for compensation, the person employed is defined as an employee of the contractor, not as an independent contractor. An independent contractor is defined as a person who (1) is free from direction and control over the means and manner of providing the labor services, (2) is responsible for obtaining business licenses, (3) furnishes the equipment necessary to pro-

vide the labor, (4) has the authority to hire and fire employees, (5) is paid upon the completion of projects, and (6) certifies to the public that the labor being provided is by an independently established business. A business is independently established when (1) the labor or services connected with it are performed at a location separate from the person's residence, (2) commercial advertising is purchased or the owner or manager of the business is a member of a trade organization, (3) the business telephone or e-mail listings are different from the owner's or manager's personal listings, (4) labor or services are performed pursuant to a contract for two or more persons within 1 year, or (5) the owner or manager of the business assumes financial responsibility for errors in labor or services. A contractor who intentionally misclassifies an employee as an independent contractor is guilty of a misdemeanor and can be fined no more than \$5,000 and imprisoned for no more than 6 months. Convictions can lead to the suspension or loss of the contractor's license.

New York

Child labor. The State labor law applying to the employment of minors was amended so that employers of any person claiming to be between 18 and 25 years of age who does not present a duly issued employment certificate must require from such person and furnish, upon demand, to the State commissioner of labor or the commissioner's authorized representative, proof of the age of such person. The proof may be in the form of a driver's license, other documentation issued by the Government of the United States or by any State government located therein, or a certificate of age issued to such person by an employment certificating official. Any person who knowingly violates this provision and any officer or agent of a corporation who knowingly permits the corporation to violate any such provisions shall be guilty of a misdemeanor. Upon conviction, such person shall be fined not more than \$500 and/or imprisoned for not more than 60 days for a first offense. A second or subsequent offense shall result in a fine of not more than \$5,000 and/or imprisonment for not more than 1 year.

Department of labor. The State commissioner of labor is now authorized to establish a Fair Wages Task Force to enforce the regulations affecting employees in manufacturing, service, and other State industries in which employees may be exploited. The task force can investigate and conduct inspections of employers' books, records, and premises and ensure compliance by such industries by

assessing civil penalties. The task force also can receive training and request assistance from any State agency.

Employment agencies. Every licensed employment agency under the jurisdiction of the State commissioner of labor and engaged in the job placement of domestic workers or household employees shall provide each applicant for employment, as well as his or her prospective employer, a written statement indicating the rights of such worker and employee and the obligations of his or her employer under Federal and State law. This shall be done before job placement is arranged. If the employment agency maintains a Web site, the text of such written statement shall also be provided there. The rights and obligations should include, but not be limited to, laws regarding the minimum wage, overtime and hours of work, record keeping, Social Security payments, unemployment insurance coverage, disability insurance coverage, and workers' compensation. Every employment agency shall keep on file in its principal place of business for a period of 3 years a statement signed by the employer of a domestic worker or household employee whom the agency has placed with such employer, indicating that the employer has read and understands the statement of rights and obligations. A similar statement shall remain on file for the employee as well.

Genetic testing. The State law related to employment discrimination was amended by adding a prohibition to prevent employers from soliciting or requiring, as a condition of employment, application for employment, membership in a labor organization, or licensure for a job or position, information from which a predisposing genetic characteristic can be inferred. In addition, employers are prohibited from buying or otherwise acquiring an individual's genetic test results, any interpretation thereof, or any other information from which a predisposing genetic characteristic can be inferred. Finally, employers are prohibited from making an agreement with an individual for that person to take a genetic test or provide genetic test results or any similar information.

Hours worked. No driver of motor trucks or buses shall drive more than 12 hours following 8 consecutive hours off duty, and no driver shall drive for any period after having been on duty for 15 hours following 8 consecutive hours off duty. Every driver of such vehicles shall have at least 24 consecutive hours off duty in every period of 7 consecutive days, and in no event shall such a driver be on duty for more than 75 hours in

any period of 7 consecutive days. However, this requirement shall not apply to drivers engaged in the actual restoration or preservation of electric, water, telephone, gas, or steam service during an emergency. Still, the exemption shall not apply unless the driver is engaged in the actual restoration or preservation of said services and shall have had a period of rest to ensure his or her ability to drive safely.

Inmate labor. Any person convicted of a felony committed prior to December 27, 2004, and sentenced thereon to an indeterminate term of imprisonment may receive a merit time allowance, in addition to the standard allowances for meritorious behavior, not to exceed one-sixth of the minimum term or period imposed by the court. This allowance is contingent upon the inmate successfully maintaining employment while in a work release program or any other continuous temporary-release program for a period of not less than 3 months.

Minimum wage. A person who is at least 18 years of age may serve as a volunteer at a recreational or amusement event run by a business that operates such events, provided that no single such event lasts longer than 8 consecutive days and no more than one such event concerning substantially the same subject matter occurs in any calendar year. The relevant business shall notify all volunteers in writing that, by volunteering their services, they are waiving their right to receive the minimum wage. Such notice shall be signed and dated by a representative of the business and the volunteer and kept on file by the business for 36 months.

Prevailing wage. After entering into a public contract or a subcontract to perform on such a contract, persons or corporations that willfully pay or provide less than the stipulated wage scale or supplement shall be guilty of a misdemeanor and, upon conviction, be punished for a first offense by a fine of \$500 and/or imprisonment for not more than 30 days. Conviction of a second offense carries a fine of \$1,000, and in addition thereto, the contract on which the violation occurred shall be forfeited.

In cities with a population of 1 million or more, the municipal civil service commission may grant permission to a city agency or department to certify directly to the disbursing or auditing officer that the persons named in the certification are employed in their respective positions. In such cases, the commission need not verify any voucher

or payroll, but may, at any time thereafter, examine the voucher or payroll and revoke any previous certification not made in accordance with the law. In any action against the appointing officer, revocation of such certification shall be presumptive evidence that the certification was improper in the respects not held to be proper by the commission.

Time off. A volunteer firefighter on leave of absence may perform services and duties as a volunteer firefighter during any period in which the Armed Forces of the United States grant the volunteer firefighter a temporary leave from military service, provided that such services and duties would not violate any law, regulation, rule, or order of the United States or the Armed Forces. The volunteer firefighter on such temporary leave may not be required to perform services and duties as a volunteer firefighter.

North Carolina

Drug and alcohol testing. The employer of any employee who operates a commercial motor vehicle, who is subject to Federal drug and alcohol testing, and who tests positive in a required drug or alcohol test shall notify the State Division of Motor Vehicles in writing within 5 business days following the employer's receipt of confirmation of a positive drug test. The notification shall include the driver's name, address, driver's license number, Social Security number, and results of the drug or alcohol test. Upon receipt of notice of a positive drug or alcohol test, the division shall (1) disqualify the driver from operating a commercial motor vehicle until it receives proof that the driver has been assessed and successfully treated by a substance abuse professional; and (2) place a notation on the driving record of the driver that shall be retained for 2 years after the termination or disqualification of the driver. Following the receipt of a positive test, the division shall notify the driver of his or her pending disqualification and right to a hearing if requested within 20 days of the date of the notice. If the division receives no request for a hearing, the disqualification shall become effective at the end of the 20-day period. If the driver requests a hearing, the disqualification shall be stayed pending the outcome of the hearing, which shall be limited to issues of testing procedure and protocol.

Worker privacy. All information contained in a school employee's personnel file is confidential and shall not be opened for

inspection and examination, except to the employee, an applicant for employment, or a former employee (or his or her properly authorized agent). A public official or employee who knowingly, willfully, and with malice permits any person to have access to information contained in personnel files is guilty of a Class 3 misdemeanor and, upon conviction, shall be fined an amount not in excess of \$500. Any person not specifically authorized to have access to a personnel file who knowingly and willfully examines such a file in its official filing place or who removes or copies any portion of the file shall be guilty of a Class 3 misdemeanor as well.

North Dakota

Equal employment opportunity. If an employment discrimination claim proceeds to a hearing, the employee may be accompanied, advised, and represented by a representative of his or her choice. However, neither the State Department of Labor nor the State's attorney general may represent the aggrieved person.

Wages paid. Every employer shall pay all wages due to employees at least once each calendar month on regular paydays agreed upon by employer and employees and designated in advance by the employer. Wages must be drawn on banks or credit unions convenient to the place of employment, with direct deposit in the financial institution of the employee's choice. Wages may now be provided to employees in the form of a stored value card; however, such cards must be issued by a federally insured bank or credit union. The value of the funds underlying a stored value card that is used by an employer to pay wages must be a deposit that is insured by the Federal Deposit Insurance Corporation or National Credit Union Administration. Before paying wages to an employee via a stored value card, the employer must have deposited with the issuer funds in an amount at least equal to the wages due from the employer to each employee whose wages are being paid through the stored value card, plus all applicable account fees.

Worker privacy. Legislation was enacted that expands the exchange of information regarding unemployment insurance. The State Job Service may now enter into interagency agreements to exchange information in an effort to enhance the administration of the unemployment insurance program. The State Department of Human Services and the Driver's License Division of the State Depart-

ment of Transportation are now included in the exchange of information.

Other laws. Legislation was enacted that changed the language of the State code to broaden the definition of "scope of employment" in regard to claims made against the State. The director of the State Office of Management and Budget may now settle claims over \$10,000 with approval from the State Attorney General. The director may settle claims under \$10,000 independently.

Ohio

Inmate labor. When prisoners or adult offenders working on a work detail administered by a county correctional facility and located outside the facility have volunteered for the work detail and are imprisoned or reside in the facility for an offense other than a felony of the first or second degree, a qualified immunity from civil damages is granted to a sheriff, deputy sheriff, or county correctional officer and to the county in which the prisoners or offenders work on the work detail and that employs the sheriff, deputy sheriff, or officer. For the immunity to be in effect, the municipal or county correctional officer must have provided prior notice of the bill's immunity provisions to each prisoner or adult offender on the work detail. The immunity from liability is granted for injury, death, or loss to person or property caused or suffered by the prisoner or adult offender working on the work detail, unless the injury, death, or loss results from malice or wanton or reckless misconduct on the part of the sheriff, deputy sheriff, or county correctional officer.

Prevailing wage. By law, threshold amounts for contract coverage under the State prevailing-wage law are adjusted every 2 years according to the change in the Census Bureau's Implicit Price Deflator for Construction, provided that no increase or decrease exceeds 6 percent for the 2-year period. As a result, effective January 1, 2006, the threshold amount for new construction rose from \$65,843 to \$69,853, and the threshold amount for reconstruction, remodeling, or renovation increased from \$19,752 to \$20,955.

Oklahoma

Time off. The State Merit System was amended to show that any State employee receiving compensatory time consistent with the provisions of the Fair Labor Standards Act shall exhaust such compensatory time prior to the taking of annual leave, except where the

employee is subject to losing such annual leave due to the application of the accumulation limits in the State statutes.

Wages paid. When an employee's employment terminates, the employer shall pay the employee's wages in full, less offsets and less any amount over which a bona fide disagreement exists. In order to successfully allege a bona fide disagreement over the amount of wages, the employer shall pay such amount as the employer concedes to be due, without condition, within the time required, and provide to the employee, within 15 days of receipt of either a wage claim form from the State Department of Labor or a certified mail receipt of written demand from the employee, a written explanation of the relevant facts and/or evidence which supports the employer's belief that the wages in dispute are not owed. If the employer fails to pay the wages as required, the employer shall be additionally liable to the employee for liquidated damages in the amount of 2 percent of the unpaid wages per day after the day the wages were due and earned if the employer willfully withheld wages over which there was no bona fide disagreement.

Worker privacy. The Council on Law Enforcement Education and Training can release copies of the records of any peace officer who is the subject of an investigation to any law enforcement agency conducting the investigation. The agency that is to receive the copies must provide a written request in order for them to be released.

Oregon

Agriculture. Farm labor contractors must submit certified payroll records to the commissioner of the State Bureau of Labor and Industries.

Family issues. The State Family Leave Statute was amended to clarify the definition of a health care provider to include a person who is performing within the scope of his or her professional license or certificate. The definition now includes, among others, (1) a licensed registered nurse who is certified by the State Board of Nursing as a nurse midwife practitioner; (2) a chiropractic physician licensed by the State, but only to the extent that he or she provides treatment consisting of manual manipulation of the spine to correct a subluxation demonstrated to exist by x rays; and (3) a person who is primarily responsible for the treatment of an eligible employee or a family member of an eligible employee solely

through spiritual means, including, but not limited to, a Christian Science practitioner.

Minimum wage. Continuing a series of increases based upon changes in the Consumer Price Index, the State minimum wage was increased to \$7.50 per hour on January 1, 2006.

Overtime. A hospital may not require a registered nurse, licensed practical nurse, or certified nursing assistant to work (1) beyond the agreed-upon shift, (2) more than 48 hours in any hospital-defined workweek, or (3) more than 12 consecutive hours in a 24-hour period. A hospital may require an additional hour of work beyond the 12 hours if a staff vacancy for the next shift becomes known at the end of the current shift or if an assigned patient may be harmed if the nurse or nursing assistant leaves the assignment or transfers care to another. Time spent in required meetings or receiving education or training shall be included as hours worked; however, time spent on call, but away from the premises of the employer, may not be included as hours worked. When the nurse or nursing assistant is required to be at the premises of the employer, time spent on call or on standby shall be included as hours worked.

Prevailing wage. State law now stipulates that, on projects regulated under the Federal Davis-Bacon Act, individuals employed as flaggers are no longer required to be paid a prevailing-wage rate as determined by the commissioner of the State Bureau of Labor and Industries, as long as the contract price does not exceed \$25,000.

Employers shall give notice in writing to employees who work on a contract for services, either at the time of hire or before the commencement of work on the contract, or by posting a notice in a location frequented by employees, of the number of hours per day and days per week that the employees may be required to work. Except for individuals exempted by the State Revised Statutes, every public contract must contain a proviso that a person may not be employed for more than 10 hours in any one day or 40 hours in any one week, except in case of necessity or emergency or when the public policy absolutely requires it. In such cases, the employee shall be paid at least time-and-a-half pay.

Before starting work on a contract or subcontract for a public-works project, a contractor or subcontractor shall file a public-works bond with the Construction Contractors Board, together with a corporate surety authorized to do business in the amount of \$30,000. The bond must assert that the con-

tractor or subcontractor will pay claims ordered by the State Bureau of Labor and Industries to workers performing labor on public-works projects. The bond must remain in effect continuously until depleted, unless the surety cancels the bond sooner. The surety may cancel the bond by giving 30 days' written notice to the contractor or subcontractor, to the board, and to the bureau. The cancellation does not limit the surety's liability for work performed on contracts entered into before the cancellation. Neither contractor nor subcontractor is required to file a separate bond for each public-works project for which they have a contract. A person that is not required to pay prevailing-wage rates on a public-works project is not required to file a public-works bond. For 1 year after certification, a disadvantaged, minority, women's, or emerging small-business enterprise may elect not to file a public-works bond as required and shall give the board written verification of the certification, as well as written notice that the business enterprise elects not to file the bond. When a business enterprise elects not to file a public-works bond, a claim for unpaid wages may be made against the payment bond of the business enterprise or, if the business enterprise is a subcontractor, the payment bond of the contractor. An election not to file a public-works bond expires 1 year after the date the business is certified, and before starting or continuing work on a contract or subcontract for a public-works project, the business shall file a public-works bond with the board as required. When an investigation indicates that a subcontractor's workers have not been paid in full at the prevailing-wage rate or at overtime wages, the bureau commissioner has a right of action first on the subcontractor's public-works bond and then for any amount of a claim not satisfied by the bond. If the State prevailing-wage rate is higher than the Federal prevailing-wage rate, the contractor and every subcontractor on the project shall pay at least the State prevailing-wage rate. If the Federal prevailing-wage rate is higher than the State prevailing-wage rate, the contractor and every subcontractor shall pay at least the Federal prevailing wage rate, as required by the Davis-Bacon Act.

Wages paid. When, by mutual agreement, an employer discharges an employee, all of the employee's wages are due and payable not later than the first business day after the termination. When an employee who does not have a contract for a definite period quits employment, all of the employee's wages become due and payable immediately if the employee provided the employer with not less

than 48 hours' notice, excluding Saturdays, Sundays, and holidays, of his or her intention to quit employment. If the employee has not given notice, the wages become due and payable within 5 days, excluding Saturdays, Sundays, and holidays, after the employee has quit or at the next regularly scheduled payday after the employee has quit, whichever comes first. If the employee has not given the employer notice, and if the employee is regularly required to submit time records to the employer to enable the employer to determine the wages due the employee, then, within 5 days after the employee has quit, excluding Saturdays, Sundays, and holidays, the employer shall pay the employee the wages the employer estimates are due and payable. Within 5 days after the employee has submitted the time records, excluding Saturdays, Sundays, and holidays, all wages earned and unpaid become due and payable. Penalties may not be assessed when an employer pays an employee the wages the employer estimates are due and payable and the estimated amount of wages paid is less than the actual amount of earned and unpaid wages, as long as the employer pays the employee all wages earned and unpaid within 5 days after the employee submits the time records, excluding Saturdays, Sundays, and holidays.

Whistleblower. Upon receiving a prospective or existing employee's complaint of discrimination regarding an employment safety issue, the director of the State Department of Consumer and Business Services, or his or her authorized representative, shall notify the complainant of the determination regarding the complaint within 90 days of receipt of the complaint. The complainant also shall have a right to bring a civil action through an employment safety lawsuit in any circuit court of the State if the civil action is filed within 1 year after the complainant has reasonable cause to believe that a violation has occurred, unless a complaint has been filed in a timely manner under a separate State statute.

Worker privacy. An eligible public employee (a public employee who works for the State Board of Parole and Post-Prison Supervision, the director of the State Department of Corrections institutions, a parole and probation officer, a police officer, an employee of the State Department of Agriculture, or an employee of any of a number of other State agencies) may request that any driver- or vehicle-related record kept that contains or is required to contain the address of the employee's residence contain instead the address

of the public agency employing the eligible employee. Further, upon receipt of a request and verification, the department shall remove the address of the employee's residence from its records and substitute instead the address of the public agency employing the individual. The department shall indicate on the records that the address shown is an employment address.

The disciplinary records of a school employee convicted of a crime are not exempt from disclosure. When a school employee is convicted of a crime, the education provider that is the employer of the employee shall disclose the disciplinary records of the employee to any person upon request. Prior to such disclosure, however, an education provider shall remove from the record any personally identifiable information that would disclose the identity of a child, a crime victim, or a school employee who is not the subject of the disciplinary record.

A health professional regulatory board shall keep confidential and not disclose to the public any information obtained as part of an investigation of a licensee or an applicant for a license. If, however, the board votes to issue a notice of intent to impose a disciplinary sanction, then, upon written request by the licensee or applicant, the board shall disclose to the individual all information it has obtained in the investigation, except information (1) that is privileged or confidential under any other law, (2) that would permit the identification of any person who provided information that led to the filing of the notice and who will not provide testimony at a hearing arising out of the investigation, (3) that would permit the identification of any person who made a complaint to the board about a licensee or applicant, and (4) that consists of reports of expert witnesses. The board may establish reasonable fees to reimburse the actual cost of disclosing the information.

Pennsylvania

Worker privacy. The State statute dealing with employer immunity for disclosure of information regarding former or current employees was amended. An employer who discloses information about a current or former employee's job performance to a prospective employer of the current or former employee upon request of that employer is presumed to be acting in good faith and, unless lack of good faith is demonstrated by clear and convincing evidence, is immune from civil liability for such disclosure or its consequences in any case brought against the employer by the current or former employee.

Rhode Island

Child labor. All certificates of age and permits relating to the qualification of children employed in any factory or manufacturing or business establishment shall be kept by the employer at the place where the child is employed and shall be shown to the compliance inspectors on their demand. Any proprietor or manager who fails to produce or refuses to show the certificates to any compliance inspector shall be fined \$100 for each offense. The Hazardous Occupations listing was modified so that any minor under 16 years of age may not be employed or permitted to work on any private or public docks; in warehouses or storage rooms; dispensing gasoline or other types of fuel; checking or changing oil or other fluids; as parking lot attendants; or as a car-washer either by hand or machine, including drying vehicles by hand. Every person who willfully employs a minor, and every parent or guardian who permits any child to be so employed, in violation of the provisions of the Hazardous Occupation listing shall be fined \$100 for each offense. Any person or corporation that either employs a child younger than 16 years of age without the appropriate legal permit or makes a false statement in regard to any part required by the certificate of age shall be fined \$500 for each offense. However, if a child employed in violation of the age requirement is injured or killed in the course of the employment, then the fine may be increased to \$5,000.

Department of labor. The State Department of Labor, which collects quarterly wage information from employers that includes employee names, Social Security numbers, total wage payments, and other necessary information, may provide quarterly wage information to the U.S. Census Bureau for the purpose of that agency's participating in a joint local employment dynamics program with the Bureau of Labor Statistics.

Employee leasing. A resolution was adopted that authorized the Special House Commission to Study Temporary Workers Throughout the State of Rhode Island to continue its study and make a report to the State House of Representatives on or before March 1, 2006. Said commission shall expire on May 1, 2006.

Equal employment opportunity. The State implemented an order stipulating that all State agency directors, senior staff, and supervisory employees are responsible for ensuring that all aspects of State programs they manage are available without discrimination or sexual

harassment. Each individual is responsible for actions that, among other things, develop, promote, monitor, implement, and maintain equal employment opportunity policies and practices within their agencies and that (1) do not discriminate against any employee or applicant for State employment; (2) establish guidelines to prevent discrimination and sexual harassment; (3) identify and promote employment opportunities for qualified individuals who historically have been underutilized in the State government workforce; and (4) describe notice and filing provisions that enable any employee or applicant for State employment who believes that he or she has been discriminated against or sexually harassed to report such conduct to appropriate officials. All agency directors are to appoint an individual as the agency's equal employment opportunity officer and American with Disabilities Act coordinator.

The State Department of Administration has established the Human Resources Outreach and Diversity Office, with the purpose of working toward developing a business case for equity on building a diverse workforce to guarantee fair and reasonable opportunities for public service. A business case includes, among other things, analyses of the current workforce and the needs or problems associated with the issue of workforce diversity, as well as proposed alternative solutions to those problems. The responsibilities of said office shall include (1) developing guidelines and best practices for the promotion of diversity; (2) providing guidance and technical support to State entities; (3) developing a strategic and focused recruitment and tracking initiative for individuals interested in State employment; (4) initiating training seminars, including a diversity awareness program, to share the benefits of diversity and encourage a culturally sensitive workforce environment; and (5) submitting an annual benchmark report to the director of the Department of Administration or his or her designee.

Prevailing wage. Each contractor awarded a contract for public works with a price in excess of \$1,000, and each subcontractor who performs work on those public works, shall post, in conspicuous places on the project on which covered workers are employed, posters that state the current prevailing-wage rates, the prevailing rates of payments to the funds required to be paid for each craft or type of worker employed in order to execute the contract, and the rights and remedies of any employee for nonpayment of any wages earned pursuant to the contract. Any contractor or subcontractor who fails to comply shall be deemed guilty of a misdemeanor and shall pay \$100 to the director of Labor and

Training for each calendar day of noncompliance.

Time off. The section of the State General Laws entitled "Employment of Women and Child" and involving the continuous employment of women and children was amended to specify that all employees are entitled to a 20-minute mealtime within a 6-hour work shift and a 30-minute mealtime within an 8-hour work shift. An employer shall not be required to compensate an employee for this mealtime. The legislation is not applicable to an employer of a licensed health care facility, or any other employer, who employs fewer than three people on any shift at the work site.

Worker privacy. No employer may cause an audio or video recording to be made of an employee in a rest room, locker room, or room designated by an employer for employees to change their clothes, unless such activity is authorized by court order. No recording made in violation of this legislation may be used by an employer for any purpose. In any civil action alleging a violation, the court may award damages and reasonable attorneys' fees and costs to a prevailing plaintiff and may afford injunctive relief against any employer that commits or proposes to commit a violation. Any rights and remedies shall be in addition to, and not supersede, any other rights and remedies provided by statute or common law.

South Carolina

Employment agency. Applicants, and any controlling person, for employment agency licenses must have at least 2 years of other related industry experience as approved by the State Department of Consumer Affairs before the initial license is issued. However, an applicant for a nonresident restricted license may be issued a license without the necessary 2 years of experience. Effective for licenses issued after September 30, 2005, key management personnel of all licensees must complete at least 8 hours of continuing professional education annually. A licensee or controlling person shall notify the department within 30 days of any felony conviction or civil judgment entered against him or her. The department may take disciplinary action against a licensee or a person engaging in professional employer services without a license and deny an application or revoke, restrict, suspend, or refuse to renew a license.

Time off. The State Code was amended by the enactment of the Volunteer Firefighter and Emergency Medical Services Personnel Job Protection Act. Under the Act, an employer

may not fire an employee who is a volunteer firefighter who does not receive monetary compensation for services to a fire authority, nor may the employer fire a volunteer emergency medical services employee who does not receive monetary compensation for services to a first-responder agency, an organized rescue squad, or a county emergency medical services system and who does not work for another related entity for monetary compensation. In addition, the employer may not fire such employees when they act as volunteer firefighters or volunteer emergency medical services personnel as part of the firefighter mobilization plan while responding to a state of emergency declared by the President of the United States, or by the State Governor if the emergency is in a county in the State.

South Dakota

Drug and alcohol testing. Legislation was enacted that establishes and implements a drug-screening program for applicants to certain State facilities. Any announcements or advertisements regarding available positions at those facilities must include requirements of the drug-screening program. Applicants may have access to the test results upon written request, and the results will be revealed only with authorization by the commissioner of the State Bureau of Personnel. Any person who releases the information without authorization is guilty of a Class 2 misdemeanor. The commissioner may release the drug-screening rules with regard to substances being screened, the procedures, confidentiality, and the consequences of receiving positive test results.

Tennessee

Drug and alcohol testing. An amendment to the State Code prohibits a newly hired employee or an existing employee who works full time or part time, or a substitute employee, of a child care agency or a contractor or other persons or entities from (1) providing any form of transportation services for compensation to the childcare agency or (2) engaging in any form of driving services involving children in a childcare agency, until the employee or substitute employee has undergone a drug test and the results are negative for illegal drug use. An exception to this amendment to the code is emergency transportation requirements that may occur in limited circumstances as deemed appropriate by the State Department of Human Services.

Employment agency. Employee or staff leasing companies may sponsor and maintain employee benefits and welfare plans for the benefit of their leased employees. The self-insured plans developed under this section are not subject to the premium taxes as defined under State Code. The State General Assembly recognizes that it was not its intent to subject to liability employee or staff leasing companies, or groups, that have offered or will offer their leased employees employee benefit and welfare plans for the payment of insurance premium taxes. The provisions of this legislation are retroactive to April 22, 1996.

Family issues. The State Code relating to family leave was amended to provide that employees who have been employed full time by the same employer for at least 12 consecutive months at a permanent jobsite or location may be absent from such employment for a period not to exceed 4 months for adoption, pregnancy, childbirth, and nursing an infant, where applicable. Employees shall be returned to their previous or similar positions with the same status, pay, and benefits if they have given their employer at least 3 months' advance notice of their anticipated date of departure for such leave. If a medical emergency or the timing of the notice of adoption prevents the employee from providing the 3 months' advance notice, the employee shall not forfeit his or her rights and benefits solely because of failing to provide the required advance notice. Such leave may be with or without pay at the discretion of the employer. The amended code does not apply to employers with fewer than 100 full-time employees on a permanent basis at the jobsite or location, nor does it affect any bargaining agreement or company policy that provides greater benefits than those required under this section of the State code.

Prevailing wage. The termination date of the Prevailing Wage Commission has been extended until June 30, 2009.

Worker privacy. All records, employment applications, credentials, and similar documents obtained by any person in conjunction with an employment search for a director of schools or any chief public administrative officer shall, at all times during business hours, be open for personal inspection by any citizen of the State, and those in charge of such records shall not refuse the right of inspection to any citizen, unless otherwise provided by State law. For purposes of this State Code Annotated, the term "person" includes a natural person, a

corporation, a firm, a company, an association, and any other business entity.

Texas

Agriculture. District courts may, for good cause shown in a hearing and on application by the State Department of Housing and Community Affairs regarding a migrant agricultural worker or the worker's representative, grant a temporary or permanent injunction to prohibit a person, including a person who owns or controls a migrant labor housing facility, from violating the State Safety and Health Code.

Child labor. The State Labor Code was amended to require that juveniles be at least 11 years of age in order to engage in the delivery of newspapers. The amended code also redefined the term "delivery of newspapers" so that it includes only the distribution of newspapers on, or the maintenance of, a newspaper route and not direct sales to the general public.

Inmate labor. An individual who is assessed a conviction for a misdemeanor and confined to jail for more than 1 day, or who is unable to pay the fine and costs adjudged against him or her, or who is sentenced to jail for a felony and is confined in jail after his or her conviction shall be required to work in the county jail industries programs or be required to perform other manual labor. Such an individual may be put to labor upon maintenance projects for a cemetery that the commissioners' court (part of the State Department of Criminal Justice) uses public funds, county employees, or county equipment to maintain. In addition, the individual may be put to labor providing maintenance and related services to a nonprofit organization that qualifies for a tax exemption under Section 501(a) of the Internal Revenue Code, provided that the nonprofit organization furnishes a public service to the county or some other political subdivision in the State.

At the discretion of the commissioner's court, a county may permit the use of public funds, county employees, county inmate labor, and county equipment to open and close graves at cemeteries maintained under the State Health and Safety Code.

Wages paid. The State Workforce Commission shall establish one or more impartial wage claim appeal tribunals to hear and decide disputed wage claims if the commission determines that establishing those tribunals is necessary to ensure the prompt disposal of

wage claim cases on appeal. Either party may request a hearing before a wage claim appeal tribunal to appeal a preliminary wage determination order. If the commission, a commission examiner, or the wage claim appeal tribunal determines that an employer or an employee acted in bad faith in bringing a wage claim, an administrative penalty may be assessed against the party who acted in bad faith.

Worker privacy. Certain applicants for positions in the State Department of Public Safety are to be administered polygraph examinations. This legislation does not authorize the department to require an officer, a peace officer, or a police communications operator already commissioned by the department to take a polygraph examination. However, before commissioning an applicant as a peace officer or employing an applicant for a police communications operator position, the department shall require the applicant to submit to the administration of a polygraph examination. The examination may be administered only by a polygraph examiner licensed under the State Occupations Code who is a peace officer commissioned by the department or who has a minimum of 2 years of experience conducting preemployment polygraph examinations for a law enforcement agency. The results shall be confidential, but the department and polygraph examiner may disclose the results when there is an admission of criminal conduct. The results of the polygraph examination shall be used as a factor in determining the employability of an applicant.

In accordance with appropriate guidelines, an employer required to conduct alcohol and drug testing of an employee who holds a commercial driver's license shall report the following to the State Department of Public Safety: (1) a valid positive result on an alcohol or drug test; (2) a refusal by an employee to provide a specimen for an alcohol or drug test; and (3) an adulterated, diluted, or substituted specimen provided on an alcohol or drug test. The confidentiality of the records must be maintained by the department for those employees holding a commercial driver's license and may be released only to the holder of the license, the holder's current employer, or a person acting on behalf of the employer if the department receives the holder's specific written consent to the release of information.

The confidentiality of addresses, telephone numbers, Social Security numbers, and personal family information has been extended to employees of a district attorney, criminal district attorney, or county or municipal attorney whose jurisdiction includes any

criminal law or child protective services matters.

Each daycare center, group daycare home, and family home is now required to post a list of all current employees at the center or home in accordance with rules adopted by the executive commissioner of the State Department of Health.

Utah

Employment agency. A person may now recover twice the amount of money paid to an employment agent as a commission in advance. An agent can be fined no more than \$200 for each advance that is unlawfully received.

Minimum wage. Cities, towns, and counties of the State may not give preferential treatment to contracts with persons who pay their employees above the Federal minimum wage, unless the employees are contracted to work on a federally funded project which requires that they be paid a specific wage. This restriction also applies to any entity created by a city, town, or county.

Worker privacy. For the purpose of constructing an annual survey from the Division of Workforce Information and Payment Services, the director of the State Department of Human Resource Management is now required to obtain information about comparable unusual positions (that is, positions held by career and noncareer State employees exempt from State pay plans) requiring recruitment in other States. The information shall include the employer's name, the number of persons employed, employer contact information, job titles, the county code, and the salary if available, and such information shall be acquired and protected in compliance with applicable provisions of State law. If a State employee is killed in the line of duty, insurance coverage for the surviving spouse shall continue until the surviving spouse remarries or becomes eligible for Medicare (whichever comes first). Coverage for unmarried children shall continue up to the age of 26.

Vermont

Living wage. On or before January 15 of every year, the State General Assembly Joint Fiscal Committee shall issue a report consisting of a liveable-wage analysis and a basic-needs calculation. The report shall

include a computation of baseline data pertaining to the cost of living and the current wage levels within various sectors of the economy. Among other aspects of the report will be the following: (1) a set of basic-needs budgets for various household configurations for the previous year, to calculate the amount of money needed to maintain a decent standard of living in the State; (2) a list of changes in the Federal minimum wage and in the wages for this and surrounding comparable States; and (3) recommendations for changes or revisions in the methodology used to determine the basic-needs budget calculations. Also, at least every 2 years, the Joint Fiscal Committee shall review the methodology used to calculate the basic-needs budget and, after public comment, make any necessary and appropriate revisions.

Minimum wage. Continuing a schedule of legislated increases, an employer shall not employ an employee at a rate less than \$7.25 per hour beginning January 1, 2006. Beginning January 1, 2007, and on each subsequent January 1, the minimum-wage rate shall be increased either by 5 percent, by the percentage increase of the Consumer Price Index U.S. city average, not seasonally adjusted, or by a successor index as calculated by the U.S. Department of Labor or a successor agency for the 12 months preceding the previous September 1, whichever is smallest. An employer in the hotel, motel, tourist place, and restaurant industry shall not employ a service employee or a tipped employee at a basic wage less than \$3.65 an hour. If the minimum-wage rate established by the Federal Government is greater than the rate established for the State for any year, the minimum-wage rate for that year shall be the rate established by the Federal Government.

Worker privacy. No employer may require, as a condition of employment, that (1) an employee refrain from disclosing the amount of his or her wages or (2) an employee sign a waiver or other document that purports to deny the employee the right to disclose the amount of his or her wages. Further, no employee shall be discharged, formally disciplined, or otherwise discriminated against for disclosing the amount of his or her wages.

Virginia

Child labor. Counties, cities, or towns of the Commonwealth may authorize by ordinance any person residing anywhere in the Commonwealth who is 16 years of age or older and who is a member of a volunteer fire company within such county, city, or town, to seek cer-

tification under National Fire Protection Association 1001, level 1, firefighter standards as administered by the State Department of Fire Programs. Children 16 years of age or older may participate in all activities of a volunteer fire company; however, any such child shall not enter a burning structure or a structure that contains burning materials prior to obtaining certification under National Fire Protection Association 1001, level 1, firefighter standards, except where entry into a structure that contains burning materials is during training necessary to attain certification under National Fire Protection Association 1001, level 1, firefighter standards as administered by the Department of Fire Programs.

Discharge of employees. Employees who believe that they have been discharged or otherwise discriminated against shall be prohibited from seeking relief under the State code concerning remedies for discrimination if they fail to file a complaint within 60 days after such violation occurs.

Off-site work. The State has been required by legislation to establish a comprehensive statewide telecommuting and alternative work schedule policy under which eligible employees of State agencies, as determined by State agencies, may telecommute or participate in alternative work schedules. The State secretary of administration, while establishing the State's policy on telecommuting and alternative work schedules, now requires that those broad categories of positions determined to be ineligible to participate in telecommuting be identified and that the decision rendering them ineligible be justified.

Time off from work. Employees who miss work to serve as election officers cannot be discharged, required to use sick leave or vacation time, or have any other adverse personnel action taken against them, provided that they give their employer reasonable notice of their absence. If they have served 4 or more hours, the employer cannot require them to begin a work shift after 5:00 P.M. following their service or before 3:00 A.M. the next day. Any employer who violates this act is guilty of a Class 3 misdemeanor.

The employee day-of-rest requirements found in the State Code have been repealed. Now employers are not required to give employees 24 consecutive hours off from work each calendar week.

Wages paid. An employer who fails or refuses to pay wages is now guilty of a Class

1 misdemeanor if the value of the wages withheld is less than \$10,000. If the wages earned and not paid are more than \$10,000, or if the conviction is a second or subsequent conviction, the employer is guilty of a Class 6 felony.

A person who knowingly makes, draws, utters, or delivers a bad check on behalf of any business for the purpose of paying wages to any employee is guilty of a Class 6 felony if the check has a represented value of \$200 or more.

If an employee who works at any facility at which the operation of amusement devices is authorized fails to designate a financial institution for the electronic automated transfer of his or her wages or salary, then the employer may pay the employee by crediting a prepaid debit card or card account without the consent of the employee.

Whistleblower. State employees shall not be prohibited or otherwise restricted from their right to express opinions to State or local elected officials on matters of public concern, nor shall the employees be subject to acts of retaliation because of the expression of such opinions. The "matters of public concern" include those of interest to the community as a whole, whether for social, political, or other reasons, and shall include discussions that disclose any (1) evidence of corruption, impropriety, or other malfeasance on the part of government officials; (2) violations of law; or (3) incidence of fraud, abuse, or gross mismanagement.

Worker privacy. The State's Employment Commission is now authorized to provide secure electronic access to quarterly wage reports submitted by employing units to any consumer reporting agency. The commission will set the terms and conditions, require the agency to pay all costs associated with establishing and maintaining the access, and cancel any contract with an agency that fails to comply. The information can include only the amount of wages for an individual and the employing unit's name and address. The agency will require users of the information to obtain written consent from the individual whose report they are accessing. The letter of consent must state the specific purpose for which the release of information is made and that the consent is voluntary. The letter must also state that the files may be accessed and must give the identity and address of the parties authorized to access the information. Finally, a refusal to grant consent cannot be the basis for a denial of credit, and the agency will require that the information be used only to verify the accuracy of information previously provided.

Washington

Drug and alcohol testing. A motor carrier, employer, or consortium that is required to have a testing program must report a refusal by a commercial motor vehicle driver to take a drug or alcohol test to the State Department of Labor when the medical review officer or the breath alcohol technician has not reported the refusal. A refusal to take a drug or alcohol test that meets the standard for refusal under Federal law is considered equivalent to a report of a verified positive drug test or a positive alcohol confirmation test, respectively. A medical review officer or a breath alcohol technician under contract to an employer involved in transit operations may report a positive alcohol or drug test for transit drivers to the State Department of Labor only when the positive test is a preemployment screening test. A transit employer may report a positive test to the State Department of Labor only when (1) the driver's employment has been terminated or the driver has resigned; (2) any grievance procedures up to, but not including, arbitration have been concluded; and (3) at the time of termination or resignation, the driver has not been cleared to return to safety-sensitive functions.

Family issues. The State Family Care Law was amended to allow employees to use sick leave or other paid time off, including time allowed under certain long- or short-term disability policies, to care for certain family members, including adoptive parents, who have certain health conditions. In addition, the definition of "sick leave or other time off" was modified to include a disability policy as applicable to an employee for illness, vacation, or personal holiday. The definition includes any self-administered disability plan, unless the employer maintains a separate bona fide paid sick leave policy plan or practice. The definition does not include any leave benefit granted by a disability policy covered by the Employment Retirement Income Security Act of 1974 or by a plan administered by a third party.

Handicapped workers. State agencies and departments are encouraged to purchase products and services manufactured or provided by those community rehabilitation programs of the State Department of Social and Health Services which operate facilities serving disadvantaged persons and persons with disabilities or, until 2009, by businesses owned and operated by persons with disabilities that have achieved or consistently make progress towards the goal of enhancing opportunities for disadvantaged persons or

persons with disabilities. These organizations must offer products and services at the fair market price, pursuant to State regulations, and once it has been determined that they have done so, the departments are authorized to negotiate directly with the appropriate State agencies for the procurement of said products and services.

Human trafficking. In order to improve services to victims of human trafficking, the director of the State Department of Community, Trade, and Economic Development is required to convene a work group to develop written protocols for the delivery of services to such victims and to develop policies for interagency coordinated operations. At a minimum, the protocols must (1) apply to the State Department of Community, Trade, and Economic Development, the State Department of Health, the State Department of Social and Health Services, the Office of the State Attorney General, the State Patrol, the State Department of Labor and Industries, and the State Employment Security Department; (2) provide policies and procedures for interagency coordinated operations and for cooperation with government agencies and with nongovernmental organizations, agencies, and jurisdictions, including law enforcement agencies and prosecuting attorneys; (3) include the establishment of a database that is electronically available to all affected agencies and that contains the names, addresses, and phone numbers of agencies which provide services to the victims of trafficking; and (4) specify guidelines for providing the social service needs, including housing, health care, and employment, of victims of trafficking.

Right to work. When an employee in the broadcasting industry is subject to an employee noncompetition agreement and is terminated without just cause or is laid off by action of the employer, the noncompetition agreement is void and unenforceable. The employer is not restricted from protecting trade secrets or other proprietary information by lawful means in equity or under applicable law. This enacted legislation does not terminate or in any way modify any rights or liabilities resulting from an employee noncompetition agreement that was entered into before December 31, 2005.

Worker privacy. Applicants who have been offered conditional offers of employment as

fully commissioned peace officers or reserve officers will be required to take and pass a polygraph test or similar assessment procedure as a condition of employment as a peace officer. The employing city, county, or State law enforcement agency may require that applicants taking such testing pay a portion of the testing fee based upon the actual cost of the test or \$400, whichever is less. The polygraph examination or similar assessment shall be administered by an experienced polygrapher who is a graduate of a polygraph school accredited by the American Polygraph Association. Those persons whose certification has lapsed because of a break in service in excess of 24 months also are required to take and pass such examination or similar assessment, or their recertification shall be denied.

An employer who discloses information about a former or current employee now is immune from civil and criminal liability if the information relates to the employee's ability to perform the job or to the employee's diligence, skill, or reliability in performing the job or if the information relates to any illegal act committed in fulfillment of the duties of the job. The employer should retain a written record of the identity of the person to which the information is disclosed for a minimum of 2 years. The employee or the former employee has a right to inspect any such record upon his or her request. The employer is presumed to be acting in good faith, a presumption that can be rebutted only by showing clear and convincing evidence that the information was knowingly false, deliberately misleading, or made with reckless disregard for the truth.

The names, dates of birth, residential addresses, telephone numbers, personal wireless telephone numbers, personal electronic mail addresses, Social Security numbers, and emergency contact information of employees or volunteers of a public agency, and emergency contact information of dependents of such employees and volunteers, including independent provider home care workers, are confidential and available only upon following specific guidelines for their release.

An applicant may be employed by a school district on a conditional basis pending the district's review of information obtained

pursuant to the application review. When information requests are sent to out-of-State employers, an applicant who has signed a statement authorizing the State in which the applicant was previously employed to release employment-related information shall not be prevented from gaining employment with the current State's public schools if the laws or policies of the State in which the applicant was previously employed prevent documents from being made available to the State school district in which the applicant has applied for employment or if the out-of-State school district fails or refuses to cooperate with the request.

West Virginia

Equal employment opportunity. The Executive Department of the State has been requested to establish a coordinated succession-planning process that will include components providing opportunities to correct the existing systemwide gender pay disparity among State employees. The department is to provide reports to the Equal Pay Commission.

Wisconsin

Minimum wage. By administrative rule, the State's minimum wage for adults was increased to \$5.70 per hour effective June 1, 2005.

Prevailing wage. On January 1, 2005, the prevailing-wage threshold amount for coverage under the State prevailing-wage laws for State and municipal contracts was changed administratively from \$186,000 to \$200,000 for contracts in which more than one trade is involved and from \$38,000 to \$41,000 for contracts in which a single trade is involved. On January 1, 2006, these amounts were changed administratively to \$209,000 in which more than one contract is involved and \$43,000 for contracts in which a single trade is involved.

Wyoming

Unfair labor practice. Legislation was enacted that extended the former deadline of 90 days for filing a complaint under the State Fair Employment Practices Act. An employee now has 6 months to provide a written complaint after the occurrence of the alleged discrimination or unfair employment practice. □

Notes

¹ All of the State legislatures met in regular session in 2005. Iowa and the Virgin Islands did not enact significant legislation in the fields covered in this article. Information about Puerto Rico and Guam was not received in time to be included in the article, which is based upon

information received by November 15, 2005.

² Several tables displaying State labor law information, including tables on State minimum-wage rates, State prevailing-wage laws, and child labor issues, are available on the

Internet at the U.S. Department of Labor, Employment Standards Administration, Web site; visit <http://www.dol.gov/esa/programs/whd/state/state.htm>.

³ Alabama, Arizona, Louisiana, Mississippi, South Carolina, and Tennessee.

Fax-on-demand available

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

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

(202) 691-6325

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

Changes in State unemployment insurance legislation in 2005

State enactments include State Unemployment Tax Act (SUTA) dumping provisions, modified voluntary quit and noncharging provisions for situations involving service members, and modified pension offset provisions for treating social security retirement benefits

Loryn Lancaster

One Federal enactment affected the Federal-State unemployment insurance program during 2005. The QI, TMA, and Abstinence Programs Extension and Hurricane Katrina Unemployment Relief Act of 2005 (P.L. 109-91) included two provisions impacting the unemployment compensation program. Under the Act, \$500 million was transferred from the Federal Unemployment Account in the Unemployment Trust Fund to the accounts of Alabama (\$15 million), Louisiana (\$400 million), and Mississippi (\$85 mil-

lion) to assist the States in meeting benefit payment obligations following Hurricane Katrina. The Act also permits any State, on or after August 28, 2005, to use unemployment insurance administrative funds on behalf of any other State to assist workers seeking unemployment insurance if a major disaster was declared as a result of Hurricane Katrina in such other State or any area in such other State.

The following is a summary of some State unemployment insurance legislation enacted in 2005.

Arizona

Coverage. Provisions have been established relating to professional employer organizations (PEOs), which, among other things, require that beginning March 1, 2006, every PEO in Arizona must file an initial registration with the Secretary of State, pay a registration fee, and either maintain a net worth of \$100,000 or obtain a bond or securities worth \$100,000.

The term "professional employer services" is defined to mean the service of entering into a coemployment relationship in

which all or a majority of the employees who provide services to a client or to a division or work unit of the client are covered employees.

A client must be solely responsible for directing, supervising, training, and controlling the work of covered employees with respect to the business activities of the client.

Unless otherwise expressly agreed to by a client in a professional employment agreement, a client shall maintain the right to direct and control the professional or licensed activities of the covered employees and the client's business.

A covered employee who is required to be licensed, registered, or certified under the laws of Arizona will be deemed an employee of the client for purposes of the license, registration, or certification requirement.

Financing. The PEO must pay the wages

of covered employees, to withhold, collect, report, and remit payroll-related and unemployment taxes and to make payment for employee benefits for covered employees.

A PEO must report and pay all required contributions to the unemployment compensation fund using the State employer account number and the contribution rate of the PEO.

For the purposes of tax credits and any other economic incentives provided by Arizona that are based on employment, covered employees will be deemed employees of either the client or the PEO; either the client or the PEO, but not both, will be entitled to the benefit of any tax credit, economic incentive or any other benefit resulting from the employment of covered employees of the client; if the amount of any credit or incentive is based on the number of employees, only the covered employees who actually work for the client will be considered

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employed, and the covered employees who work for other clients of the PEO will not be considered.

Civil penalties will be imposed when a person knowingly provides false or fraudulent information, collects certain payments and fails to remit the funds, fraudulently or falsely procures or attempts to procure services or benefits from a registered PEO without having adequate monies to compensate the PEO, willfully fails to comply with any requirement, and knowingly makes a material misrepresentation.

On termination of a contract between a PEO and a client or the failure by a PEO to submit reports or make tax payments as required, the client will be treated as a new employer without a previous experience record if the client has been subject to a professional employer agreement for at least 2 years or if the client is not otherwise eligible for an experience rating.

Arkansas

Appeals. The number of days an employing unit has to appeal the director's administrative determination of coverage increased from 20 to 30 days after mailing or delivery of the notice.

Financing. The provision concerning experience rates has been modified by providing that any employer having no covered employment for any calendar year will have a rate equal to his or her most recently determined contribution rate until, immediately preceding the computation date, the employer has 1 full year of benefit risk experience.

The provision concerning the computation of experience rates has been modified by prohibiting employers from making a voluntary payment to the Unemployment Compensation Fund if their contribution rate increases because of knowingly violating or attempting to violate State law regarding transfers of experience and assignment rates.

With respect to the transfer of experience, the three-digit North American Industry Classification System (NAICS) code is used instead of the two-digit Standard Industrial Classification (SIC) code.

The interest and penalty payments with respect to transfers of experience and assignment rates must be credited to the Employment Security Special Fund.

Civil actions brought with respect to transfers of experience and assignment rates to collect contributions or interest will be heard by the court at the earliest possible

date and will be entitled to preference on the court calendar over all civil actions except petitions for judicial review and cases arising under the Workers' Compensation Law.

Through June 30, 2005, a bonded-lessor employing unit must report all clients' wages on the lessor employing unit's quarterly contribution and wage report using its contribution rate, account number, and Federal identification number; quarterly contribution and wage reports for all clients obtained by bonded-lessor employing units on or after July 1, 2005, must be reported separately for each of its clients using the clients' account number and unemployment contribution rate for 3 consecutive years; after reporting client's wages for 3 consecutive years, a bonded-lessor employing unit must report client wages on the lessor employing unit's quarterly contribution and wage report using the lessor employing unit's contribution rate, account number, and Federal identification number.

State law was amended to include SUTA dumping prevention provisions which:

- mandate transfer of experience (both total and partial transfers) from one employer to another when there is substantially common ownership, management, or control;
- 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; this prohibition applies 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. An individual is disqualified for benefits for voluntarily leaving work without good cause connected with the work, in this case for leaving last work to comply with the order of a correctional institution or to satisfy the

terms of parole or probation.

The provision concerning disqualification for refusal to report after a layoff by providing that the time frame of a layoff is 10 weeks or less has been modified.

Overpayments. The provision concerning recovery of overpayment has been amended to provide that when an overpayment becomes final, the director must present a certificate of overpayment describing the amount owed by the claimant to the circuit clerk of the county where the claimant is domiciled; requires the circuit clerk to enter the certificate of overpayment in the docket of the circuit court for judgments and decrees and note the time of the filing of the certificate; provides that after the entry, the certificate of overpayment will have the force and effect of a judgment of the circuit court and will bear interest at the rate of 10 percent annually.

District of Columbia

Financing. An amount of \$7.241 million was appropriated from Reed Act monies for the administration of the unemployment compensation and employment service programs, applicable as of January 30, 2005.

Monetary entitlement. The maximum weekly benefit amount increased from \$309 to \$359, effective for benefit years commencing on or after April 12, 2005.

Georgia

Financing. An employer's account is noncharged for any benefits paid out to the person who leaves to accompany a spouse reassigned from one military assignment to another.

Nonmonetary eligibility. Leaving an employer to accompany a spouse reassigned from one military assignment to another will be deemed voluntarily leaving for good cause.

Idaho

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

- mandate transfer of experience (both total and partial transfers) from one employer to another when there is substantially common ownership, management, or control;

- 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; this prohibition applies 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.

Illinois

Nonmonetary eligibility. The criteria used in determining whether a locked out employee is eligible for benefits was modified.

Unemployment compensation must be deducted from backpay when an employee is reinstated after a period of suspension or discharge and receives full compensation for such period if the charges are reversed.

Indiana

Coverage. The definition of "employment" excludes an owner-operator that provides a motor vehicle and the services of a driver to a motor carrier under a written contract.

Provisions concerning PEOs have been provided; a covered employee of a PEO is an employee of the PEO.

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

- mandate transfer of experience (both total and partial transfers) from one employer to another when there is substantially common ownership, management, or control;
- 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; this prohibition applies 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.

The administration of the Skills 2016 Training Program, the Skills 2016 Training Fund (Fund), and all Fund money has been transferred from the Department of Workforce Development (Department) to the Indiana Economic Development Corporation (Corporation) until the expiration date of December 31, 2008. From now until the expiration date:

- the Corporation must enter into agreements with the Department for the Department to administer the Fund and to administer the Fund using money appropriated from the Fund;
- the requirements that 50 percent of money in the Fund be allocated to the State educational institution and that certain amounts of such money be allocated and used for specific purposes have been removed;
- the sources for the money in the Fund and how the money in the Fund will be allocated have been established;
- special consideration must be given to the State educational institution to be the provider of the training funded whenever the institution meets certain criteria;
- the requirement that the first \$450,000 of the Fund assessment be deposited in and paid into the Special Employment and Training Services Fund for training and counseling assistance has been removed;
- the Fund assessment must be deposited in the Fund and must be used for worker training grants; and
- the provisions relating to an in-

cumbent worker council and the incumbent worker training board have been removed.

A PEO is responsible for the payment of contributions, penalties, and interest on wages paid by the PEO to the PEO's covered employees during the term of the professional employer (PE) agreement; the PEO must report and pay all required contributions to the unemployment compensation fund using the State employer account number and the contribution rate of the PEO; upon the termination of a PE agreement or failure by a PEO to submit reports or make tax payments as required, the client must be treated as a new employer without a previous experience record unless the client is otherwise eligible for an experience rating.

Iowa

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

- mandate transfer of experience (both total and partial transfers) from one employer to another when there is substantially common ownership, management, or control;
- 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; this prohibition applies 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.

Kentucky

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

- mandate transfer of experience (both total and partial transfers) from one employer to another when there is substantially common ownership, management, or control;
- 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; this prohibition applies 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.

If any employing unit succeeds to a portion of the trade or business of another employing unit; becomes a subject employer with substantially the same ownership, management, or control as the predecessor; and lays off/terminates more than one-half of the original employees transferred within 6 months, then the succession and creation of the new employing unit will be voided, and the benefits due to the layoffs/terminations will be charged to the reserve account of the original employing unit.

If there is a transfer of the reserve account upon succession, the successor's contribution rate will be recalculated if there is a substantially common ownership, management, or control of the predecessor and successor, effective on the first day of the calendar quarter immediately following the date of the transfer.

Maine

Appeals. An individual under the Maine Enterprise Option Program is permitted (1) to appeal to the Commission from a hearing officer's decision as long as the appealing party participated in the hearing and was notified in writing of the effect of the failure to participate prior to the hearing and (2) to appeal from the Commission's decision pursuant to the State law.

Coverage. Service performed by an individual in the exercise of duties as an election official or election worker is excluded from coverage if the amount of remuneration received by the individual during the calendar year for services as an election official or election worker is less than \$1,000.

The exemption to the definition of "employment" was clarified concerning the delivery and distribution of periodicals by replacing the term "periodicals" with the term "newspapers or magazines."

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

- mandate transfer of experience (both total and partial transfers) from one employer to another when there is substantially common ownership, management, or control;
- 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; this prohibition applies 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.

Benefits paid must be charged against the General Fund instead of the last employer's experience rating record if the claimant was hired by the claimant's last employer to fill a position left open by an individual who left to enter active duty in the U.S. military, and the claimant's separation from this employer was because the employer restored the military serviceperson to the person's former employment upon separation from military service.

Maryland

Nonmonetary eligibility. Unemployment

benefits including benefits payable under the Ex-Servicemembers program may not be reduced for any week that the individual receives or is eligible to receive military disability severance payments, applicable to all determinations completed on or after July 3, 2005.

Michigan

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

- mandate transfer of experience (both total and partial transfers) from one employer to another when there is substantially common ownership, management, or control;
- 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; this prohibition applies 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.

Montana

Financing. An employer's account is noncharged for benefits paid due to a voluntary quit or discharge because of circumstances resulting from sexual assault or stalking.

Monetary entitlement. The minimum weekly benefit amount increased from 15 percent to 19 percent of the average weekly wage, which is determined by dividing the average annual wage by 52; the minimum weekly benefit amount payable increased from \$75 to \$95.

Nonmonetary eligibility. The terms sexual assault and stalking were defined; the term domestic violence was redefined.

An individual will not be denied benefits because of leaving work or for being discharged due to circumstances resulting from the individual or a child of the individual being a victim of sexual assault or stalking, or the individual left work or was discharged because of an attempt on the individual's part to protect the individual or the individual's child from sexual assault or stalking.

North Dakota

Coverage. Service performed as a participant in an Americorps program is excluded from coverage.

Nonmonetary eligibility. The weekly benefit amount will not be reduced due to receipt of Federal Social Security retirement benefits.

Oklahoma

Administration. Disclosing employer tax information and benefit claim information to the Oklahoma Health Care Authority for use in determining eligibility for a program that will provide subsidies for health insurance premiums for qualified employers, employees, self-employed persons, and unemployed persons is permitted.

Appeals. The provision requiring employers to file a bond to appeal from decisions other than those assessing contributions was removed.

Coverage. The definition of "employer" has been expanded to include that if two or more employers share common ownership, management, or control, the Commission may combine their merit rating accounts, including their actual contribution and benefit experience, annual payrolls, and contribution rates into one account.

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

- mandate transfer of experience (both total and partial transfers) from one employer to another when there is substantially common ownership, management, or control;
- 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; this prohibition applies 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.

The cap on the petty cash fund increased from \$250 to \$600.

Reed Act money in the amount of \$9,269,043 was appropriated for the purpose of paying administrative expenses for Employment Service programs, the Unemployment Insurance program, and One-Stop Center expenses (attributable to employment service and unemployment insurance).

The language relating to noncharging was modified to require the employer to prove to the Commission's satisfaction that the benefit wage charge includes wages paid by the employer to employees or former employees who are unemployed for certain specific reasons in order for the employer to be relieved of a benefit wage charge.

The provision establishing a \$700 petty cash fund for providing meal allowances to Job Corps students was removed.

Monetary entitlement. The types of qualified retirement plan payments that are excluded from the definition of wages were expanded.

Nonmonetary eligibility. Good cause for quitting due to domestic violence or abuse is no longer conditioned on the filing of a protection order effective at the time of termination.

Overpayments. The benefit overpayment provisions relating to fraud overpayment and claimant error overpayment were modified to require deducting the principal sum of benefits from any future benefits payable to the individual.

Oregon

Extensions and special programs. The

emergency benefit period changed to begin May 1, 2005, and end August 13, 2005; individuals must have exhausted regular benefits with payment for the week ending December 4, 2004, or later; an individual is entitled to receive 25 percent of the most recent regular Oregon claim; emergency benefits are applicable for weeks beginning May 1, 2005, and ending August 13, 2005.

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

- mandate transfer of experience (both total and partial transfers) from one employer to another when there is substantially common ownership, management, or control;
- 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; this prohibition applies 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.

Applies to tax years beginning on and after January 1, 2006.

The State agency is authorized to issue warrants to collect unemployment insurance taxes and other debts in any case in which there is a favorable judgment rendered for amounts due.

Rhode Island

Nonmonetary eligibility. Holiday pay is considered wages which will be used in the base period when computing a claim.

For those who have gross earnings, holiday pay is deducted during the week in which the holiday occurs and prior to computing a weekly benefit amount or recording a waiting period.

Pay will only be considered holiday pay for holidays declared under Rhode Island law.

South Carolina

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

- provides meaningful civil and criminal penalties for knowingly 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.

A contributing employer's account is noncharged for benefits paid for voluntary quitting or a discharge due to domestic violence.

Nonmonetary eligibility. An individual is eligible for waiting week credit and unemployment compensation for voluntary leaving or discharged because of circumstances directly resulting from domestic abuse and certain other conditions are met.

An individual is considered to have been discharged for cause connected with the work and is ineligible for benefits if the insured worker fails or refuses to take a drug test or submits to a drug test which tests positive for illegal drugs or legal drugs used unlawfully and other conditions are met.

South Dakota

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

- mandate transfer of experience (both total and partial transfers) from one employer to another when there is substantially common ownership, management, or control;
- 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; this prohibition applies 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.

Experience-rated employers' accounts will be noncharged for benefits directly attributable to the reinstatement of another employee upon that employee's completion of service in the uniformed services as of January 1, 2005, or the completion of State active duty by members of the National Guard who are activated pursuant to a call from the Governor as provided by law.

Employers' contribution rates are increased quarterly (instead of annually) if on the last day of any calendar quarter (instead of on the computation date), the amount in the unemployment compensation fund reduced; the increased contribution rates apply to taxable wages paid on and after the first day of the immediately following calendar quarter; rates remain in effect until the balance in the unemployment fund on the last day of any quarter is equal to or greater than 150 percent of the highest balance in the fund.

Beginning calendar year 2006 and thereafter, 100 percent (formerly 50 percent) of noncharges for the preceding calendar year is to be divided by the total taxable payroll for the preceding calendar year to compute the benefits prorated among all employer experience-rating accounts when benefits paid are not charged to the experience-rating account of any employer.

The provision establishing September 30 as the annual computation date and requiring on such computation day each year for interest credited to the State's account in the unemployment trust fund be credited to the employers' experience-rating account having an excess of contributions over total charges of benefits has been repealed.

Monetary entitlement. The definition of base period has been modified to include that no calendar quarter used in one base period of a valid claim may be used in a subsequent base period.

Utah

Financing. State law was amended to include SUTA dumping prevention provisions

which:

- mandate transfer of experience (both total and partial transfers) from one employer to another when there is substantially common ownership, management, or control;
- 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; this prohibition applies 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.

Taxable wages is defined as all remuneration paid by an employer to employees for insured work that is subject to unemployment insurance contributions.

Unemployment experience is defined as all factors, including benefit costs and taxable wages, which bear a direct relation to an employer's unemployment risk.

The employer's overall contribution rate does not include the addition of any penalty applicable to an employer assessed a penalty rate for knowingly violating or attempting to violate and for knowingly advising to violate the law regarding transfers of unemployment experience.

Upon the transfer or acquisition of a trade or business employer, contribution rates are recalculated and assigned.

Virginia

Coverage. The Internal Revenue Service 20-factor test, instead of the ABC test, is used in determining whether an individual is an employee or independent contractor.

Financing. The requirement that individuals return to their regular full-time employment once the business reopened, for purposes of noncharging an employer's account for benefits received by an individual

unable to work at his regular employment due to a disaster-related business closure, has been removed.

Employers are noncharged for benefits paid to an individual hired to replace a member of the Reserve of the United States Armed Forces or the National Guard called into active duty in connection with an international conflict and whose employment is terminated concurrent with and because of that member's return from active duty; deletes reference to Operation Desert Storm/Shield.

Monetary entitlement. The minimum and maximum weekly benefit amounts increased from \$50 to \$54 and from \$326 to \$330, respectively, effective July 3, 2005.

The earnings needed in the two highest quarters of the base period to qualify increased from \$2,500 to \$2,700, effective July 3, 2005.

The weekly earnings disregarded increased from \$25 to \$50.

Nonmonetary eligibility. An individual is disqualified for misconduct connected with his work due to chronic absenteeism or tardiness in deliberate violation of a known policy of the employer or one or more unapproved absences following a written reprimand or warning relating to more than one unapproved absence; the Commission may consider evidence of mitigating circumstances in determining whether misconduct occurred.

The weekly benefit amount (WBA) will be reduced by 50 percent of Federal Social Security pensions only if the fund balance factor is below 50 percent, effective the first Sunday in January following such determination; the WBA will not be reduced by Federal Social Security pensions if the fund balance factor meets or exceeds 50 percent.

Washington

Financing. The difference in benefits, by calculating the weekly benefit amount as an amount equal to 3.85 percent of the average two highest quarters of the base period, effective on or after April 24, 2005, and before July 1, 2007, instead of calculating the weekly benefit amount as 1 percent of total base period wages, will not be charged to the experience rating account of any contribution paying employer.

The graduated social cost factor rate will be determined by using the calculation of a different flat social cost factor for year 2007.

The NAICS instead of the SIC is now used.

For contributions assessed beginning July 1, 2005, through June 30, 2007, for employers with certain NAICS codes, the graduated social cost factor rate is 0.0.

The term "social cost" for rate year 2007 has a new definition.

Requires that moneys for the payment of regular benefits must be withdrawn during fiscal years 2006 and 2007 in the following order:

- first, from 2002 Reed Act moneys credited to the State's Unemployment Trust Fund, the amount equal to the amount of benefits charged that exceed the contributions paid in the four consecutive calendar quarters ending on June 30, 2006, for the fiscal year 2006 calculation, and ending on June 30, 2007, for the fiscal year 2007 calculation, because the social cost factor contributions that employers are subject to are less than the social cost factor contributions that these employers could otherwise have been subject to under State law;
- second, from all other moneys credited to the State's Unemployment Trust Fund.

After the order of withdrawal required above, if applicable, moneys for the payment of regular benefits must be requisitioned during calendar year 2007 in the following order:

- first, from 2002 Reed Act moneys credited to the State's Unemployment Trust Fund, the amount equal to the amount of benefits paid as provided in State law beginning on April 24, 2005, and ending on June 30, 2007, that exceed the amount of benefits that would have been paid if the weekly benefit amount had been determined as 1 percent of the total wages paid in the individual's base year;
- second, from all other moneys credited to the State's Unemployment Trust Fund.

Monetary entitlement. The calculation of the weekly benefit amount is changed to require that the weekly benefit amount be an amount equal to 3.85 percent of the average two highest quarters of the base pe-

riod, effective on or after April 24, 2005, and before July 1, 2007.

West Virginia

Nonmonetary eligibility. The weekly benefit amount must not be reduced by any Social Security retirement benefits an individual is receiving or has received or similar payments under any act of Congress.

Wyoming

Administration. The department must disclose and submit specified information including unemployment insurance (UI) benefit, wage, and claim information to certain persons of specific departments and agencies upon request and pursuant to contract and on a reimbursable basis.

The department is allowed, not required, to disclose and furnish copies of records relating to UI administration to the railroad retirement board.

The department may upon request and pursuant to contract and on a reimbursable basis disclose necessary information obtained from any employing unit, individual, and any determination of benefit rights to any State or Federal agency administering the Wagner Peyser Act or Workforce Investment Act training services, except when information and determinations are confidential.

The department may disclose information to the Social Security Administration utilizing the UI interstate inquiry system pursuant to contract on a nonreimbursable basis.

The department may require any recipient of information disclosed to comply with any safeguards necessary as specified in Federal regulation to ensure the information will be used only for purposes authorized.

The department may disclose—subject to commission regulations—necessary information obtained from any employing unit, individual, and any determination of benefit rights to any State or Federal agency administering UI laws or Federal tax laws and to the office of the U.S. bankruptcy trustee, except when information and determinations are confidential.

Repeals the provision providing that the department may furnish information obtained under certain offices and services to any person or agency operating a public employment service.

Financing. Provides that a temporary service contractor is the employing unit of the temporary worker provided to an em-

ployer and is liable for unemployment contributions.

State law was amended to include SUTA dumping prevention provisions which:

- mandate transfer of experience (both total and partial transfers) from one employer to another when there is substantially common ownership, management, or control;
- 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; this prohibition applies 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.

Upon full satisfaction of an employer's delinquent account and by written request, the department may, for good cause shown, reduce or eliminate the additional amounts payable as a result to the 2 per-

cent delinquency rate assigned for failing to pay contributions, interest, and penalties or failing to submit quarterly contribution reports.

Monetary entitlement. The department may make a monetary redetermination at any time prior to the end of the benefit year (instead of within 1 year after the date of an original determination) whether or not a party has filed a timely appeal.

Nonmonetary eligibility. The provisions requiring the withholding of the amount of child support specified by the individual from benefits and any amount otherwise required to be withheld from benefits due to legal process has been repealed.

The 1-week waiting period has been eliminated, effective July 1, 2005. □

Union membership statistics in 24 countries

An analysis of "adjusted" union membership data in 24 countries yields past and present union density rates; the data provide explanatory factors for the differences and trends in unionization

Jelle Visser

In 1991, *Monthly Labor Review* published an overview of union membership statistics in 12 countries, presenting broad trends in unionization from 1955 to 1990 and raising various critical issues concerning the comparability of the data.¹ In this article, the analysis is extended to a wider set of 24 developed countries and to recent years. Unlike the 1991 article, only "adjusted" membership data are presented, satisfying minimum comparability criteria and used as a basis for calculating union density rates, defined as union membership as a proportion of wage and salary earners in employment. Like the previous article, this one starts with a discussion of comparability issues—related to the use of sources, definitions, data coverage, reporting errors, special groups outside employment, and the selection of the employment base for calculating density rates. Next, the main findings for 1970, 1980, and 1990–2003 regarding union membership and density are presented and evaluated. The final part discusses some explanatory factors for the differences and trends in unionization, and confronts union membership statistics with data on bargaining coverage, measuring the proportion of employed wage and salary earners directly covered or affected by union-negotiated collective agreements.

Use and comparability

Union membership, relative to the potential of those eligible to join a labor union, is the most commonly used "summary measure" for evalu-

ating the strength of trade unions. If defined and measured in a comparable way, it describes how the position of unions changes over time and differs across countries, industries or social groups. If large variations or swings in union density rates are observed, then there have been major changes in the legal-political, social, or economic environment of labor unions. In this sense, the union density statistic provides a useful comparative indicator in industrial relations research, as was claimed by George Bain and Bob Price in their seminal work on union growth.²

It does not tell, of course, the whole story. Other relevant indicators of "union presence" include the following: bargaining coverage—that is, the share of workers covered by labor contracts negotiated by one or more labor union(s); election results of union candidates in employee works councils; union representation in advisory, consulting, and legislative councils; and the standing of labor unions and union leaders in public opinion.³ Although the union density rate captures a major aspect of union bargaining power—it is probably more difficult to replace striking workers in the short run when most of the firm's or industry's workers are unionized—as a full measure of "what unions do" it is inadequate. For instance, the organization and coordination of collective bargaining over employment conditions, probably the main activity of labor unions everywhere, varies a great deal even in developed economies. Estimating the effects that labor unions have on economic performance and distribution of income

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requires a great deal of knowledge about union structure and government, bargaining practice and collective action among employers, the aims of unions, legal rules, and public policy.⁴ Whereas union density is closer to measuring potential union bargaining pressure, the other measures, especially bargaining coverage, are closer to measuring the effectiveness of unions in providing and defending minimum standards of income and employment protection in labor markets. Between the two measures there are considerable differences, as will be shown in the final section.

In this article, great care is taken to assure minimum comparability of the membership data. However, even when high comparability standards of counting union members are met, “membership” of a labor union may not mean the same thing in different countries. Obviously, membership can involve variable degrees of personal commitment, sacrifice, social pressure, and coercion, and it may come with various collective and individual benefits. The often-cited example is France, where union membership is sometimes taken to mean active engagement in the union as “lay representative” and “militant.” Elsewhere, but also according to the rulebooks of French unions, membership implies no other obligation than the monthly payment of dues, usually with little effort, through automatic withdrawals, possibly in direct transfer (“check off”) from the wage check by the employer. Other activities, including the willingness to support the union in industrial action, are voluntary.

In the new democracies—which previously belonged to the Communist bloc (here represented by the Czech and Slovak Republics, Hungary, and Poland)—membership was hardly a free choice, and it does not surprise that the high membership numbers before 1989 proved unsustainable after the transition to democracy.⁵ Compulsory membership upon taking the job has been common in some occupations (artists, printers, dockworkers) and among manufacturing workers in some countries, like Britain, Australia, and New Zealand. But these practices have been made illegal or unenforceable in the 1980s and 1990s, and in all countries in this comparison the freedom of association includes the right “not to join.”

Similarly, labor unions vary in the services rendered to their members. In most countries, union-negotiated contracts are applied *erga omnes* and non-members gain the same wage increases, reduction in working hours, holiday entitlements, and benefits as members do. This obviously creates a considerable temptation to take a “free ride” as the benefits of collective action can be obtained without sharing in the costs.⁶ For example, in the Netherlands as many as 70 percent of all employees and more than half of all nonmembers approve of unions and judge the activities of unions as “necessary” and “beneficial.”⁷ Some labor unions have been effective in offering “selective benefits,” for instance through unemployment

insurance, assistance with job search, or help with administrative issues such as tax forms or sickness benefit claims. Other unions, on the other hand, offer no tangible individual benefits except a moral or ideological sense of belonging. Comparative research in Europe has shown that density rates are 20 to 30 percentage points higher if unions, rather than the state, assess unemployment insurance claims even where the insurance itself is fully subsidized and nonmembers have legally the same entitlements as members.⁸ It has been noted, and is shown below, that in Europe many members, after retiring from the labor market, retain their membership in the union, usually on the basis of very low or no financial contributions. In addition to a continued sense of belonging and the possibility to meet old friends and colleagues, unions may offer assistance with various administrative chores or help manage occupational and disability pension claims. The number of these members who are no longer “active” in the labor market for paid work has increased in all European trade unions, in part as a consequence of the practice of early retirement before the compulsory pension age of 65 or 67 years, as well as the ageing of union membership. Self-evidently, in cross-national comparisons of union density rates, members without an active status in the labor market must be taken out.⁹

Comparability issues

In this section, specific comparability issues are discussed—related to the use of sources, definitions, data coverage, reporting errors, special membership groups outside the labor force, and the selection of the employment base for calculating density rates.

Sources. As was explained in the 1991 article, union membership data can be derived from two types of sources: household surveys and administrative data obtained from the unions. Currently, survey data based on household surveys are available on an annual basis in the United States, Canada, Australia, the United Kingdom, Sweden, Finland, and the Netherlands—and on a nonannual basis in Norway and the Republic of Ireland.

In the United States, data for 1973–81 come from the May Current Population Survey, and 1983–2003 data come from the CPS Outgoing Rotation Group Earnings Files of the Bureau of Labor Statistics.¹⁰ For 1984–87, 1989–90 and 1992–93 there are data on union membership based on the Canadian Labor Market Activity Survey, and from 1997 Statistics Canada included a question on union membership in the Labor Force Survey (LFS). The first series is not strictly comparable, because it includes membership in all jobs whereas it is common in LFS (household) surveys to consider only one

membership per person. As proposed by Chang and Sorrentino in their 1991 article, the series has been adjusted to the first-job ratio, using OECD data derived from the Canadian LFS. In Australia, information about union membership and various characteristics of members and nonmembers comes from the August LFS since 1986. Similar surveys were previously conducted in November 1976 and during the March-May 1982 period. In the United Kingdom, an annual question on trade union membership was introduced into the August LFS in 1989, and an annual series is available from 1995 (without Northern Ireland, from 1992).¹¹ In Sweden and the Netherlands, the LFS includes questions about union membership since 1988 and 1992 respectively, presented as annual averages. In Finland, data on union membership can be derived from the annual Income Distribution Survey (IDS) conducted by Statistics Finland since 1991. In addition, in the case of Norway, special surveys on union membership conducted as part of the LFS are available for the second quarter of 1995 and 1998.¹² Based on a special module on union membership contained in the Quarterly National Household Survey of 2004 and the Labor Force Surveys of 1994–97, data released by the Central Statistical Office of the Republic of Ireland allows an authoritative estimate of recent trends.¹³ Moreover, representative employee surveys on union membership and various characteristics of members and nonmembers outside the structure of the LFS are available in France for 1996–2003,¹⁴ for the Republic of Ireland in 2003,¹⁵ and for the Netherlands in 1992–93.¹⁶

Membership data based on administrative sources or files reported by the unions come in different forms. In some countries, the National Statistical Bureaus have conducted an annual survey of union organizations and their membership beginning as early as the 19th century. Such series exist or existed in the United States (discontinued after 1980), Canada, Australia (discontinued after 1996), Japan, Korea, Denmark, Finland, the Netherlands, Norway, and Sweden. In the United Kingdom, Ireland, and New Zealand, the official register is or has been the basis of these statistics. The British data are available from the annual report of the Certification Officer and published by the Department of Trade and Industry in conjunction with the Office for National Statistics. The Irish data are not published and come from two sources, the Registrar of Friendly Societies for Irish-based unions operating in the Republic and Northern Ireland, and the U.K. register for U.K.-based unions operating in the Republic.¹⁷ When the Employment Contracts Act of 1991 ended the practice of union registration in New Zealand, it not only removed the distinct legal status of trade unions but it also brought to an end the official collection of data on trade union membership. In the absence of official data, the Industrial Relations Center at Victoria University of Wellington began to undertake voluntary sur-

veys of trade unions in December 1991. These surveys continue to the current date and have been used here.¹⁸ The new Employment Relations Act 2000 reinstated the obligation for labor unions to submit an annual return of members to the Registrar of Unions, and the return to official collection of data on union membership in New Zealand began in 2001.¹⁹

For all other countries, the data on union membership are obtained from union confederations, in some cases published in national statistical yearbooks (Germany, Switzerland), the annual report of the Chamber of Labor (Austria), or the annual report of union research centers (Italy). In the case of Belgium, France, and Spain, and in the four Central and Eastern countries, information is “pieced together” from various sources, including annual reports or statements of union confederations, independent unions, Web sites, financial reports, tax office declarations (in the case of France), and occasional surveys.²⁰

While each of the aforementioned sources has its particular problems and errors (see below), household surveys have the clear advantage of allowing individual-level analysis of union membership characteristics and the calculation of detailed union density rates—for instance, by sex, race, employment status, industrial branch, enterprise size, educational attainment, level of earnings, or other characteristics. Data obtained from recorded administrative sources are at a more aggregate level, and probably more vulnerable to distortion. However, when studying membership developments in relation to union type, size, inter-union competition, the position of peak federations, union politics, or union ideology, one must rely on administrative data.

Definitions. What is a labor union and who counts as a union member? For comparative statistics, reasonably consistent definitions are needed. Following the definition of the Australian Bureau of Statistics, a labor union may be defined as “an organization, consisting predominantly of employees, the principal activities of which include the negotiation of pay and conditions of employment for its members” or, slightly different, as “an organization which consists wholly or mainly of workers ... and whose principle purposes includes the regulation of relations between workers and employers or employer’s associations.”²¹ A union member is a person who self-defines that he or she belongs to a labor union, employee or staff organization (in the case of household surveys), or a person who pays his or her dues and is recognized as a member by a union organization (in the case of administrative data).

These definitions include management staff unions and professional associations, but exclude associations that do not (seek to) regulate employment relations with employers. However, collective bargaining, albeit the principle method

of regulation of employment relations, is not a defining characteristic. Unions may further members' interests through assistance in individual bargaining, representation of members in legal courts or consultation with employers, and through social and political action.

Unions are worker or employee organizations, even though some of them include members who work on their own account. This is common among professional associations that combine salaried staff and self-employed members (for example, medical doctors, engineers, architects, artists, journalists, and so forth). In recent times, following the trend toward "market mediated employment relations," contracting out and freelance work—for instance, in trades like building and construction, hairdressing, nursing, business and household services—the boundary between dependent employment and self-employment is blurring. In many European countries, confederations have set up new sections or unions, and adjusted their rulebooks to widen their recruitment basis to "economically dependent workers," (that is, workers who are formally self-employed but usually depend on a single employer for their income). This phenomenon is still relatively small-scale but growing (see table 1).

Statistical coverage. Both sampling and nonsampling errors may affect statistical coverage of union membership in household surveys. Questions may be differently phrased and surveys may suffer from nonresponse in general or, specifically, with regard to the "union question." Due to the wording of the question, surveys, unlike administrative data, could count a member of a staff association that was not recognized, identified, or defined as a labor union.

The main problem of administrative data is varying statistical coverage: the identification of small and unregistered unions, administrative arrears, and the misrepresentation of paying membership. The problem of varying coverage is especially worrying in the case of data that is only obtained from main confederations and labor unions. But even in the case of an official registrar, some unions may have chosen not to register or declare their membership, although this problem is probably negligible in the democratic countries represented here. In the case of U.K. and Irish registration data, the main problem is that union members working outside the country are also counted. If uncorrected, this leads to distorted density statistics. Another general problem, common to all administrative data, is that persons who are members of two unions will be recorded twice, whereas they would be identified only once in household surveys. This problem is probably small, however, as few people will hold two (costly) memberships.

In the course of time, the coverage of unions and membership by national statistical offices has broadened, and over time more professional and staff associations have been in-

cluded in the aggregate statistics. In historical statistics such artifacts may misrepresent union membership growth, but in the 1970-to-present period the problem is fairly small. However, across countries, coverage of the usually independent or unaffiliated staff and professional associations differs between a very comprehensive coverage in Scandinavia, Finland, the United Kingdom, Ireland, and the Netherlands, to less than complete coverage in Germany, Switzerland, Austria, Belgium, France, Spain, and Italy. These differences in coverage, however, may reflect more widespread unionization in Northern Europe, where managers and professional groups like artists, doctors, architects, lawyers, church ministers, or soccer players have formed their own unions and employee associations.²² Possibly, some of these groups are in miscellaneous or general organizations in Austria, Germany, Belgium, France, or Italy.

In Germany, Belgium, and Austria the size of independent unionism, outside the main confederations, is believed to be small or negligible.²³ The size of "autonomous" unions outside the two (Spain), three (Italy), or five (France) main union confederations is significant, but reliable data are hard to come by. In Spain, the phenomenon is associated with regional independence or separatism—in France and Italy, with political rivalries and loyalties. In the case of Spain and France, in addition to data published by these organizations, the size of these independent unions may be estimated from their share in the vote in works council elections.²⁴ On this basis, we estimate an 18-percent membership share for independent unions in Spain and a 24-percent share in France. If this method is applied to Italy, the three main confederations represent between 90 and 95 percent of all members in the country. Unfortunately, membership claims of independent unions in Italy are absurdly large and wholly uncontrollable. In this case, only the membership data of the three main confederations are presented, even though this may understate the true size of union membership in Italy, especially in the public sector, by as much as 10 percentage points.²⁵

Reporting errors. Union membership data are inevitably based on self-reporting: by individual workers or employers in the case of household surveys, and by union administrators in the case of recorded data. The results may be inaccurate because of sampling and nonsampling errors; nonresponse and memory failure in the case of surveys; and because of outdated record, financial interests or deliberate misrepresentation in the case of administrative data. With computerized files, now used by most unions, the difficulty of keeping files up to date may have become smaller, but the problem of misrepresentation for reasons of prestige, recognition claims, or political gain is still present, especially in countries with rival unionisms and without some external checking or recording

of files. Thus, in France, Poland, and Hungary, estimates based on as many independent sources as possible have to be provided. In the case of the Netherlands, Italy, Switzerland, and Spain, administrative membership data may be inaccurate or incorporate membership in arrears with payment, but they are not deliberately misrepresented. In the case of Belgium, each of the three union confederations tends to inflate its membership statistics with the same amount, currently estimated at 13 percent.²⁶ Another source of error consists in double counting, the reporting of nonpaying members or “supporters” outside the labor force (see table 1).

Special groups and membership adjusted to employed wage and salary earners. Historically, union movements in Europe, often in alliance with Social-Democratic or Christian Parties, have tried to achieve “comprehensive” or “inclusive” representation, extending beyond wage earners in employment. Many European unions allow or often actively seek the retention of those members who retire from the labor market (pensioners, early retirement, fully disabled workers), the self-employed, full-time students and apprentices, workers becoming unemployed or first-time job-seekers, persons in voluntary (unpaid) work, and spouses or women’s groups.²⁷

As shown in table 1, a sizeable share of the reported membership of European unions is outside the employed dependent labor force, the denominator usually applied when cal-

culating union density rates. The average proportion of members who have retired from the labor market is 17.2 percent of total membership, varying from 4.5 percent in Spain to as much as 48.0 percent in Italy. Inflated membership figures and counting nonpaying adherents as full members is a factor mainly in France and Belgium. Fairly large numbers of unemployed members are observed where one would expect—that is, where unions are directly involved in the management of unemployment funds (Belgium) or provide such funds themselves (Denmark, Finland, and Sweden).²⁸ Elsewhere the share of unemployed workers in union membership is very small or negligible. The proportion of self-employed workers is also fairly small, though rising in Finland (associated with the membership of full-time students)²⁹ and the United Kingdom (where self-employment in services and construction has risen more than elsewhere in Europe). In Italy, where the main confederations used to organize tenant farmers, the share of the self-employed in total membership has decreased. In Norway, the professional associations include a significant number of self-employed members. (In Denmark, Sweden, and the Netherlands, they are not included in the statistics reported by the national statistical bureaus.)

In the 14 countries shown in table 1, the total adjustment on account of these “special groups” amounts, on average, to 24.2 percent—with a large variation across countries. Taking these members out from the total count, “adjusted” membership sta-

Table 1. Union membership in 14 countries, total and adjusted membership

Country	Year	Adjustment, of which on account of:				
		In percent of reported membership	Nonfinancial membership	Retired from labor market	Unemployed	Self-employed and students
Austria	2002	18.2	0.0	¹ 18.2	—	—
Belgium	2002	41.7	12.9	18.2	10.6	0.2
Denmark	2003	20.4	.0	14.2	5.9	.3
Finland	2003	29.7	.0	11.5	8.2	^{1, 2} 10.0
France	2003	33.0	13.0	20.0	—	—
Germany	2003	19.8	.0	¹ 19.8	—	.0
Ireland	2003	8.0	—	¹ 8.0	—	—
Italy	2004	53.1	3.1	48.0	.7	1.3
Netherlands	2003	20.1	.0	¹ 19.8	—	.3
Norway	2002	26.0	.0	¹ 24.0	—	2.0
Spain	2003	6.0	.0	4.5	1.5	—
Sweden	2003	20.7	.0	14.7	5.6	.4
Switzerland	2001	13.0	.0	13.0	.0	.0
United Kingdom	2003	12.8	.0	¹ 10.0	—	2.8
Average		24.2		17.2		

SOURCE: Own estimates, based on administrative data obtained from unions, following the estimation methods in Ebbinghaus and Visser 2000. For Finland: study of Finnish Ministry of Labour covering 89 percent of all unions, published in February 2003 (www.eurofound.eu.it/2003/02/feature/fi0302204f.html). For the Netherlands: Jo van Cruchten and Rob Kuipers, “Organisatiegraad van werknemers, 2001”, Sociaal-economische

maandstatistiek March 2003, pp. 17–23, The Hague: Centraal Bureau voor de Statistiek (Statistics Netherlands).

¹ Includes unemployed and disabled workers.

² Of which, 6.1 percent are students.

tistics are obtained and can be compared with the data obtained from surveys, usually reporting the estimated membership of wage and salary earners in their main job. Differences between the two series may still occur on account of varying reporting dates throughout the year, varying definitions of the dependent labor force, and the exclusion of certain occupations from the survey.

Base for union density rate statistics. Union density expresses the rate of “actual” to “potential” membership, usually as a percentage. For any one union, potential membership is given by eligibility criteria, usually defined in the union rulebook or constitution. Practices vary massively across unions, occupations, industries, and countries, and they have changed in the course of time, usually widening the definition of those eligible for membership. In some but not all countries, the law excludes particular categories (for instance, the military and security staff).³⁰ Following the “eligibility” criterion would render the comparison of numbers impractical, as was recognized by Chang and Sorrentino in their 1991 article in this journal. It is for this reason, in line with their article and the OECD database,³¹ to use the size of civilian wage and salary employment as the domain of po-

tential membership and the base for calculating union density rates, having excluded all other groups from the membership statistic.³² Table 2 presents the adjusted membership statistics (employed wage and salary earners only), and table 3 the union density rates calculated from these adjusted statistics. The data on civilian employment of wage and salary earners is from the OECD Labour Force Statistics, published annually by the Organisation of Economic Cooperation and Development and available online.³³

Comparable statistics

This overview presents adjusted data on union membership and union density for 1970, 1980, and 1990–2003 in 24 developed economies belonging to the Organization for Economic Cooperation and Development (OECD).³⁴ In addition, a series has been calculated for the European Union defined by its size as of May 2004, before the recent enlargement with eight member states from the former Communist bloc and two small island states in the Mediterranean.³⁵ The data and statistics presented in table 2 (pages 43–44) are, to the largest extent possible, the net of total members who are unemployed, self-employed, full-students, pensioned or disabled, or not part of the labor market.

Table 2. Union membership in 24 countries and the European Union, adjusted data, 1970–2003, in thousands

Year	United States	Canada	Australia	New Zealand	Japan	Republic of Korea	European Union	Germany	France	Italy	United Kingdom	Ireland
1970	¹ 18,088.6	² 2,211.0	² 2,512.7	¹⁴ 529.0	11,605.0	473.3	33,939.5	6,965.6	3,458.0	4,736.2	10,068.3	381.7
1980	² 17,717.4	⁶ 3,543.3	¹⁰ 2,567.6	714.0	12,369.0	948.1	43,663.6	8,153.6	3,282.0	7,189.0	11,652.3	490.7
1990	16,739.8	3,897.6	2,659.6	603.2	12,265.0	1,932.4	<u>39,261.6</u>	<u>8,013.8</u>	1,968.0	5,872.4	8,952.3	441.5
1991	16,568.4	—	—	514.3	12,397.0	1,886.9	43,093.0	11,969.4	1,935.0	5,913.3	8,626.5	441.1
1992	16,390.3	3,802.8	2,508.8	428.2	12,541.0	1,803.4	41,707.8	11,083.1	1,940.0	5,906.1	8,142.9	437.9
1993	16,598.1	3,768.0	2,376.9	409.1	12,663.0	1,734.6	40,084.7	10,264.9	1,870.0	5,661.0	7,831.3	428.6
1994	16,740.3	—	2,283.4	375.9	12,699.0	1,667.4	38,742.2	9,709.5	1,800.0	5,489.5	<u>7,450.2</u>	432.9
1995	16,359.6	—	2,251.8	362.2	12,614.0	1,659.0	37,558.4	9,334.8	1,780.0	5,341.2	6,791.0	453.4
1996	16,269.4	—	2,194.3	339.0	12,451.0	1,614.8	36,677.7	8,826.5	1,650.0	5,266.4	6,631.0	475.0
1997	16,109.9	3,517.0	2,110.3	327.8	12,285.0	1,598.6	36,286.9	8,538.0	1,650.0	5,142.3	6,643.0	472.6
1998	16,211.4	3,553.0	2,037.5	306.7	12,093.0	1,484.2	36,335.8	8,326.9	1,650.0	5,123.4	6,640.0	491.6
1999	16,476.7	3,595.0	1,878.2	302.4	11,825.0	1,401.9	36,620.4	8,218.3	1,720.0	5,276.8	6,622.0	—
2000	16,258.2	3,740.0	1,901.8	318.5	11,539.0	1,480.7	36,640.5	8,067.0	1,780.0	5,212.2	6,636.0	—
2001	16,288.8	3,831.3	1,902.7	329.9	11,212.0	1,527.0	36,361.9	7,601.8	1,800.0	5,332.6	6,558.0	512.3
2002	15,978.7	3,923.6	1,833.7	334.8	10,801.0	1,568.7	36,261.2	7,433.9	1,840.0	5,308.5	6,577.0	519.7
2003	15,776.0	4,036.5	1,866.7	—	10,531.0	1,606.0	—	7,120.0	1,830.0	5,327.7	6,524.0	515.7
1970–1980 ...	³ 1,034.8	1,276.2	⁹ 54.9	¹⁵ 185.0	764.0	474.9	9,724.1	1,188.1	–176.0	2,452.8	1,584.0	109.0
1980–1990 ...	⁴ –977.6	⁷ 354.3	¹⁰ 92.0	–110.8	–104.0	984.3	–4,402.1	–139.8	–1,314.0	–1,316.6	–2,700.0	–49.2
1990–2003 ...	–963.8	138.9	–792.9	¹⁶ –268.4	–1,734.0	–326.4	¹⁶ –3,003.3	–893.8	–138.0	–544.7	–2,428.3	74.4
1970–2003 ...	⁵ –1,940.4	⁸ 493.2	¹¹ –646.0	¹⁷ –194.2	–1,074.0	1,132.7	¹⁷ 2,321.7	154.4	–1,628.0	591.5	–3,544.3	134.2
Percent change												
1970–1980 ...	³ 5.4	57.7	¹¹ 2.2	¹⁵ 35.0	6.6	100.3	28.7	17.1	–5.1	51.8	15.7	28.6
1980–1990 ...	⁴ –5.5	⁷ 10.0	¹² 3.6	–15.5	–8	103.8	–10.1	–1.7	–40.0	–18.3	–23.2	–10.0
1990–2003 ...	–5.8	3.6	–29.8	¹⁶ –44.5	–14.1	–16.9	¹⁶ –7.6	–11.2	–7.0	–9.3	–27.1	16.9
1970–2003 ...	⁵ –11.3	⁸ 22.3	¹³ –25.7	¹⁷ –36.7	–9.3	239.3	¹⁷ 6.8	2.2	–47.1	12.5	–35.2	35.2

NOTES: ¹1973; ²1983; ³1973–1981; ⁴1983–1990; ⁵1983–2003; ⁶1984; ⁷1984–1990; ⁸1984–2003; ⁹1976; ¹⁰1982; ¹¹1976–1982; ¹²1982–1990; ¹³1976–2003; ¹⁴1971; ¹⁵1971–1980; ¹⁶1990–2002; ¹⁷1970–2002.

Where available on an annual basis, the use of survey data has been preferred;³⁶ elsewhere, administrative data has been adjusted to approach as much as possible the same definitions and coverage. Changes in sources, constituting possible breaks in the series, are underlined in table 2, but generally very small. A major break of a substantive nature did occur in Germany in 1990, following unification with former East Germany, when large numbers of “card-holding” members were added to those of former West Germany (but soon dwindled as a consequence of transition to a free market economy).

Union membership. Looking at the membership statistics in table 2, membership decreased in 18 countries (and on aggregate in the European Union) since 1990, and increased in 6: Canada, Ireland, Norway, the Netherlands, Belgium, and Spain. Considering each of the three decades, from the point of view of unions and especially in Western Europe, the 1970s were associated with large gains (France being the only exception, with losses setting in around 1976). Depending on the sources used, unions in the United States increased their membership by just more than 1 million from 1973 and 1981

according to survey data, or by a little more than half a million from 1970 to 1980 according to administrative data. Canadian unions, instead, grew spectacular in this period, by more than 50 percent.

In the 1980s, the unions gaining members were in the following countries: Spain (where unions return to democracy after the Franco era); Korea (where union organizing activities are eased); Australia; Canada; and the four Northern European countries—with unions in Japan, Germany, Belgium, Austria, and Switzerland being relatively stable. In contrast, U.S., French, Italian, British, Irish, and Dutch unions suffer large membership losses; in the European Union, half of the membership gained in the preceding decade is lost. In the 1990s, in addition to the large membership losses in the four transition economies (but largely reflecting the change from compulsory to voluntary membership), there are very large membership reductions in Australia, New Zealand, the United States, Japan, Germany (both West and East), Italy, Sweden, Austria, and Switzerland, whereas decline seems to have “bottomed out” in France—and unions in Ireland, Spain, the Netherlands, and Belgium made significant membership gains.

Table 2. Continued—Union membership in 24 countries and the European Union, adjusted data, 1970–2003, in thousands

Year	Finland	Sweden	Norway	Denmark	Netherlands	Belgium	Spain	Switzerland	Austria	Hungary	Czech Republic	Slovak Republic	Poland
1970	828.4	2,325.2	683.2	1,107.7	1,429.9	1,230.6	—	759.8	1,355.4	—	—	—	—
1980	1,332.2	<u>3,038.7</u>	937.5	1,604.5	1,517.2	1,650.5	1,030.0	852.6	1,443.5	—	—	—	—
1990	1,526.8	3,259.9	1,033.7	1,755.5	1,347.8	1,645.6	1,193.4	820.2	1,374.6	3,000.0	3,820.0	1,920.0	⁶ 6,300.0
1991	1,510.2	3,198.0	1,022.5	1,762.7	<u>1,381.1</u>	1,657.8	1,424.1	821.0	1,364.5	—	—	—	—
1992	1,451.0	3,146.3	1,022.6	1,762.5	1,459.0	1,651.4	1,545.4	823.1	1,359.8	—	—	—	—
1993	1,396.1	2,965.4	1,023.5	1,757.4	1,502.0	1,649.1	1,613.9	807.2	1,343.2	—	2,680.0	—	—
1994	1,376.1	2,923.2	1,042.1	1,749.3	1,491.0	1,636.1	1,586.7	802.8	1,325.1	—	—	—	—
1995	1,419.7	2,943.1	1,061.2	1,784.6	1,536.0	1,680.7	1,517.5	789.5	1,310.5	1,860.0	2,000.0	1,150.0	3,420.0
1996	1,442.7	2,920.1	1,080.7	1,809.7	1,533.0	1,695.7	1,544.3	787.9	1,269.6	—	—	—	—
1997	1,461.6	2,875.7	1,103.7	1,814.0	1,578.0	1,715.6	1,582.9	769.7	1,237.6	—	—	—	—
1998	1,478.8	2,892.1	1,128.2	1,822.6	1,606.0	1,728.9	1,741.0	753.2	1,221.5	1,000.0	—	—	2,700.0
1999	1,499.5	2,931.6	1,121.3	1,799.3	1,661.0	1,745.2	1,852.0	731.1	1,209.3	—	—	—	—
2000	1,504.4	2,950.5	1,114.3	1,803.5	1,578.0	1,805.7	1,963.6	687.3	1,187.3	—	—	—	—
2001	1,529.0	2,976.9	1,103.6	1,780.9	1,571.0	—	2,040.6	642.6	1,165.2	650.0	1,075.2	700.0	1,500.0
2002	1,513.4	2,985.1	1,114.4	—	1,578.8	1,849.8	2,117.5	—	1,151.0	—	—	—	—
2003	1,495.0	2,984.2	1,108.7	1,710.5	1,575.2	—	2,196.8	—	—	—	—	—	—
Absolute change													
1970–1980 .	503.8	713.5	254.3	496.7	87.3	419.9	—	92.7	88.1	—	—	—	—
1980–1990 .	194.6	221.2	96.2	151.0	-169.4	-4.9	163.4	-32.4	-68.9	—	—	—	—
1990–2003 .	-31.8	-275.7	75.0	-45.0	227.4	¹ 204.2	1,003.4	⁴ -177.6	¹ -223.6	⁷ -1,210.0	⁷ -924.8	⁷ -450.0	⁷ -1,920.0
1970–2003 .	666.6	659.0	425.5	602.8	145.3	² 619.2	³ 1,166.8	⁵ -117.2	² -204.4	—	—	—	—
Percent change													
1970–1980 .	60.8	30.7	37.2	44.8	6.1	34.1	—	12.2	6.5	—	—	—	—
1980–1990 .	14.6	7.3	10.3	9.4	-11.2	-3	15.9	-3.8	-4.8	—	—	—	—
1990–2003 .	-2.1	-8.5	7.3	-2.6	16.9	¹ 12.4	84.1	⁴ -21.7	¹ -16.3	⁷ -65.1	⁷ -46.2	⁷ -39.1	⁷ -56.1
1970–2003 .	80.5	28.3	62.3	54.4	10.2	² 50.3	³ 113.3	⁵ -15.4	² -15.1	—	—	—	—

NOTES: ¹1990–2002; ²1970–2002; ³1980–2003; ⁴1990–2001; ⁵1970–2001; ⁶1989; ⁷1995–2001.

Union density. These statistics provide a much better comparison when measured against the size of the employed wage and salary earners. Table 3 presents the union density rates. Now the picture becomes more sobering for labor unions. In fact, union

density rates in 2002 or 2003 are lower than in 1970 in all but four small European economies (Finland, Sweden, Denmark, and Belgium). These four happen to be the only ones in which unions are involved in the administration and execution of un-

Table 3. Union density in 24 countries and the European Union, adjusted data, 1970–2003, in percent

Year	United States	Canada	Australia	New Zealand	Japan	Republic of Korea	European Union	Germany	France	Italy	United Kingdom	Ireland
1970	¹ 23.5	<u>31.6</u>	⁹ 50.2	¹⁴ 55.2	35.1	12.6	37.8	32.0	21.7	37.0	44.8	53.2
1980	² 19.5	⁶ 34.7	¹⁰ 49.5	69.1	31.1	14.7	39.7	34.9	18.3	49.6	50.7	57.1
1990	15.5	32.9	40.5	51.0	25.4	17.6	<u>33.1</u>	<u>31.2</u>	10.1	38.8	39.3	51.1
1991	15.5	—	—	44.4	24.8	16.1	34.1	36.0	9.9	38.7	38.5	50.2
1992	15.1	33.1	39.6	37.1	24.5	15.1	33.4	33.9	9.9	38.9	37.2	49.8
1993	15.1	32.8	37.6	34.5	24.3	14.5	32.7	31.8	9.6	39.2	36.1	47.7
1994	14.9	—	35.0	30.2	24.3	13.4	31.7	30.4	9.2	38.7	<u>34.2</u>	46.2
1995	14.3	—	32.7	27.6	24.0	12.9	30.4	29.2	9.0	38.1	32.6	45.8
1996	14.0	—	31.1	24.9	23.4	12.2	29.5	27.8	8.3	37.4	31.7	45.5
1997	13.6	28.8	30.3	23.6	22.8	11.9	28.8	27.0	8.2	36.2	30.6	43.5
1998	13.4	28.5	28.1	22.3	22.5	12.1	28.2	25.9	8.0	35.7	30.1	41.5
1999	13.4	27.9	25.7	21.9	22.2	11.1	27.8	25.6	8.1	36.1	29.8	—
2000	12.8	28.1	24.7	22.7	21.5	11.1	27.3	25.0	8.2	34.9	29.7	—
2001	12.8	28.2	24.5	22.6	20.9	11.2	26.6	23.5	8.1	34.8	29.3	36.6
2002	12.6	28.2	23.1	22.1	20.3	11.1	26.3	23.2	8.3	34.0	29.2	36.3
2003	12.4	28.4	22.9	—	19.7	11.2	—	22.6	8.3	33.7	29.3	35.3
Absolute change												
1970–1980 ...	³ -2.5	3.3	¹¹ -.7	¹⁵ 13.9	-4.0	2.0	1.9	2.9	-3.4	12.6	5.9	3.9
1980–1990 ...	⁴ -4.0	⁷ -1.8	¹² -9.0	-18.1	-5.8	3.0	-6.7	-3.7	-8.1	-10.8	-11.4	-6.1
1990–2003 ...	-3.1	-4.7	-17.6	-28.9	-5.6	-6.5	-6.7	-8.6	-1.9	-5.1	-10.0	-15.8
1970–2003 ...	⁵ -11.1	⁸ -6.5	¹³ -27.3	¹⁶ -33.1	-15.4	-1.5	¹⁷ -11.5	-9.5	-13.4	-3.3	-15.5	-17.9

NOTES: ¹1973; ²1983; ³1973–1981; ⁴1983–1990; ⁵1983–2003; ⁶ 1984; ⁷1984–1990; ⁸1984–2003; ⁹1976; ¹⁰1982; ¹¹1976–1982; ¹²1982–1990; ¹³1976–2003; ¹⁴1971; ¹⁵1971–1980; ¹⁶1990–2002; ¹⁷1970–2002.

Table 3. Continued—Union density in 24 countries and the European Union, adjusted data, 1970–2003, in percent

	Finland	Sweden	Norway	Denmark	Netherlands	Belgium	Spain	Switzerland	Austria	Hungary	Czech Republic	Slovak Republic	Poland
1970	51.3	67.7	56.8	60.3	36.5	42.1	—	28.9	62.8	—	—	—	—
1980	69.4	<u>78.0</u>	58.3	78.6	34.8	54.1	12.9	31.1	56.7	—	—	—	—
1990	72.5	80.8	58.5	75.3	24.3	53.9	12.5	24.3	46.9	—	78.8	78.7	⁶ 53.1
1991	75.4	80.6	58.1	75.8	<u>24.1</u>	54.3	14.7	22.7	45.5	—	—	—	—
1992	78.4	83.3	58.1	75.8	25.2	54.3	16.5	23.0	44.3	—	—	—	—
1993	80.7	83.9	58.0	77.3	25.9	55.0	18.0	22.9	43.2	—	—	—	—
1994	80.3	83.8	57.8	77.5	25.6	54.7	17.6	23.3	41.4	—	—	—	—
1995	80.4	83.1	57.3	77.0	25.7	55.7	16.3	22.8	41.1	63.4	46.3	57.3	32.9
1996	80.4	82.7	56.3	77.1	25.1	55.9	16.1	22.9	40.1	—	—	—	—
1997	79.5	82.2	55.5	75.3	25.1	56.0	15.7	22.6	38.9	—	—	—	—
1998	78.0	81.3	55.5	75.6	24.5	55.4	16.4	21.7	38.4	32.8	—	—	24.2
1999	76.3	80.6	54.5	74.1	24.6	55.1	16.2	21.0	37.4	—	—	—	—
2000	75.0	79.1	53.7	73.3	23.1	55.6	16.1	19.4	36.5	—	—	—	—
2001	74.5	78.0	52.8	72.5	22.5	—	16.1	17.8	35.7	19.9	27.0	36.1	14.7
2002	74.8	78.0	53.0	—	22.4	55.4	16.2	—	35.4	—	—	—	—
2003	74.1	78.0	53.3	70.4	22.3	—	16.3	—	—	—	—	—	—
Absolute change													
1970–1980	18.1	10.3	1.5	18.3	-1.7	12.0	—	2.2	-6.0	—	—	—	—
1980–1990	2.9	2.8	.2	-3.3	-10.4	-.2	-.3	-6.8	-9.8	—	—	—	—
1990–2003	1.6	-2.8	-5.2	-4.9	-2.0	11.4	3.7	⁴ -6.5	¹ -11.5	⁷ -43.6	⁷ -19.3	⁷ -21.2	⁷ -18.2
1970–2003	22.8	10.3	-3.5	10.1	-14.2	² 13.3	³ 3.4	⁵ -11.2	² -27.3	—	—	—	—

NOTES: ¹1990–2002; ²1970–2002; ³1980–2003; ⁴1990–2001; ⁵1970–2001; ⁶1989; ⁷1995–2001.

employment insurance. Also, each decade became progressively worse from the perspective of union organizing (except in Spain where the unions, after a difficult start after the fall of the Franco dictatorship, managed to acquire organizing rights and succeeded to build a reasonably loyal membership base among permanent workers in large firms). Thus, even in countries in which unions made strong membership gains in the 1990s, as was the case in Ireland or the Netherlands, the rapid employment growth caused the union share in wage and salary employment to fall. Elsewhere in Europe—for instance, in Germany, France, or Austria—union density fell in spite of extremely slow employment growth.

The density statistics in table 3 show a very large degree of variation—from very low rates in the United States, Korea, France, Poland, and Spain to very high rates in Finland, Sweden, and Denmark, closely followed by Belgium and Norway. Union density is twice as high in the European Union as in the United States, but trends are similarly downward and may be expected to converge somewhat when current membership trends in the largest European economy (Germany) and the largest of the new Member States in Central and Eastern Europe (Poland) continue. Also, current levels of unionization in Australia, New Zealand, Germany, the Netherlands, and Switzerland—with just more than one-fifth of the employed wage-earning population joining a union—tend toward the lower end of the spectrum. It may be that union decline has “bottomed out” in France or Britain, or that there will be reversals in union fortunes in the near future, but to make any

such prediction, a reasonably accurate idea about what caused the current decline and variation in union organizing is needed.

Some explanations and further data. Explaining the variations and differences in union membership and density is beyond the scope of this article, which has its focus on evaluating the state of comparative statistics on the subject. However, some explanations, aided by some analytical data, may be mentioned here. The combination of a general downward trend or a general trend reversal occurring in recent decades, and the observation of cross-national divergence, shown by the data in table 3, suggests that structural, cyclical, and institutional factors are at work.³⁷ A common trend reversal suggests similar structural forces and economic and/or political cycles with roughly similar timing and impacts. Persistent and increasing cross-national differences are prima facie evidence that unions and union membership must be seen in the context of institutions specific to national labor markets.

Table 4 presents data on union density for specific groups or categories of employees. In the case of the United States, Canada, Australia, the United Kingdom, Ireland, the Netherlands, Sweden, and Norway, these disaggregated statistics are derived from surveys; for Finland, France, Spain, Austria, Germany, and Japan, they are based on adjusted administrative records.

One striking finding is that in a number of countries the female unionization rate is equal with (Canada, the United Kingdom, Ireland) or even higher (Sweden, Norway, Finland) than the male unionization rate. The rapid advance of female union

Table 4. Union density rates and bargaining coverage in 14 countries – analytical table

Category	Survey data								Administrative data					
	United States	Canada	Australia	United Kingdom	Ireland	Netherlands	Sweden	Norway	Finland	France	Spain	Austria	Germany	Japan
	2004	2004	2004	2004	2003	2001	1997	1998	2001	2003	1997	1998	1997	2003
Total	12.5	30.3	22.7	28.8	37.7	25.0	82.2	55.5	71.2	8.2	15.7	38.4	27.0	19.6
Men	13.8	30.6	25.9	28.5	38.0	29.0	83.2	55.0	66.8	9.0	—	44.0	29.8	22.0
Women	11.1	30.3	21.7	29.1	37.4	19.0	89.5	60.0	75.6	7.5	—	26.8	17.0	17.0
16–24	4.7	—	—	9.7	27.8	11.0	45.0	25.0	⁴ 53.5	—	—	—	—	—
Full-time	13.9	32.0	25.0	31.5	39.6	27.0	90.0	⁶ 62.0	—	—	—	—	—	—
Part-time	6.4	23.6	17.0	21.1	29.2	19.0	83.0	⁵ 57.0	49.1	—	—	—	—	—
Standard	—	—	¹ 36.0	29.5	40.8	26.0	—	⁶ 61.0	—	—	—	—	—	—
Casual	—	—	¹ 13.8	17.2	22.1	10.0	—	³ 35.0	—	—	—	—	—	—
Private	7.9	17.8	17.4	17.2	30.4	22.4	77.0	43.0	⁵ 55.3	5.2	14.5	29.8	21.9	17.9
Public	36.4	72.3	46.4	58.8	68.0	38.8	93.0	83.0	86.3	15.3	32.0	68.5	56.3	58.1
Manufacturing...	12.9	30.5	² 35.0	24.6	40.0	28.0	95.0	54.0	⁶ 83.8	⁶ 7.5	24.0	57.0	45.0	27.0
Coverage	13.8	32.4	50.0	35.0	—	82.0	92.0	77.0	95.0	95.0	81.0	99.0	63.0	23.5

NOTES: ¹1997; ²2002; ³ 1994; ⁴16–29 years; ⁵private services only; ⁶including mining and construction.

membership and density, combined with the fall in male unionization, is probably the “biggest and most profound transformation in union membership”³⁸ and not only in Canada. It probably reflects the greater attachment of women to the market for paid labor, as shown in rising participation rates and longer tenure; the higher female share in public services (in Europe); and the adoption of equal opportunity policies. In the German-speaking countries and the Netherlands, female membership is still relatively low, though it is rising there as well. One factor is the rise of part-time jobs, mostly held by women. Interestingly, the gap in unionization between part-time and full-time employees is narrowing in some countries in Northern Europe—most strongly in those wherein a part-time job is both widely diffused and “normalized” in the sense of being covered by the same rights, benefits, and employment conditions that apply to full-time workers. This is increasingly the case in, for instance, Norway, Sweden, and the Netherlands; whereas in the United Kingdom or the United States, or Japan, part-time jobs are more often flexible and less covered by union contracts.

A rather universal research finding is the decline of union density among the young. This is observed even in the Scandinavian countries. Whether this represents a lower demand for unionization among the young, is a cohort or age effect, or reflects the increased use of part-time and flexible employment contracts and lower pay rates for those that enter the labor market is hard to say and requires further study. The lower unionization rate among those that hold casual or temporary jobs is also a general finding across countries and may reflect the greater difficulty of union organizing (“union supply”) and/or a lower attachment to the labor market, and possibly a lower “demand” for union representation.

The decline in unionization is concentrated very strongly in the market or private sector of the economy, with rates of unionization in the public or government sector remaining very high in most countries. Depending on the size of the public sector—which is usually much larger in Europe (including the new transitional economies) than in, for instance, the United States—this has been an important resource for labor unions and federations. Union rates in manufacturing, although often above average (and always above rates calculated for private services, without the public sector), have decreased in many countries, in particular the United States, the United Kingdom, Australia, Ireland, the Netherlands, France, and in recent years, Germany. But unionization in manufacturing, together with public-sector unions, still constitute the vertebrate of today’s labor unions and federations in terms of bargaining power and wage setting—

especially where there is pattern bargaining or if wage setting is coordinated nationally across industries (as is still the case in many if not most European economies, with the exception of the United Kingdom and all but few of the new member states of the European Union).³⁹

These differences are reflected in the coverage rates—that is, the share of employed wage and salary earners whose terms of employment are affected by collective agreements negotiated between unions and employers. Bargaining coverage is only slightly above union membership in the United States, Canada, or—with a wider margin—the United Kingdom. This reflects the fact that bargaining is mostly organized on a decentralized basis, as company bargaining. The union-negotiated contract applies only to union members and some nonunionized employees in the same bargaining unit (possibly with the right to opt out of membership). Multi-employer bargaining and public policies extending the negotiated contract to nonorganized firms guarantees very high coverage rates in most European countries, far in excess of union density rates. It is likely that such contracts are less detailed—and that in countries such as Spain or France, with low unionization rates outside large firms and the public sector, employers have much leeway to disregard the letter if not the spirit of the contract. On the other hand, research in a country like the Netherlands has shown that general application and extension of contracts still have the support of a large majority of employers. These factors tend to lower the opposition of employers against unions, as all share the same costs inflicted by unions (as well as benefits from union cooperation).⁴⁰

In conclusion, it can be argued that sharper international competition (“globalization”), the rise of service employment, slower growth—or even decline of government employment (“privatization”), much higher (long-term) unemployment rates (especially in Europe), the increased use of flexible employment contracts, also the lower inflation rates and the control of inflation by means of tighter monetary policies—have limited union power and union recruitment. However, these influences are mediated by labor market institutions, legal rules, and politics. Most cross-national comparative *and* longitudinal studies on the subject find that such institutional factors as union-administered unemployment funds, the accepted presence of unions in the workplace, coordinated nationwide bargaining, and consultation correlate positively with union density—because it provides direct incentives for membership, underpins the “social custom” of membership in the workplace, and lowers employer opposition.⁴¹ □

Notes

¹ Clara Chang and Constance Sorrentino, “Union Membership Statistics in 12 Countries,” *Monthly Labor Review*, December 1991, pp. 46–53.

² George Sayers Bain and Robert Price, *Profiles of Union Growth: A Statistical Portrait of Eight Countries*. (Oxford, Basil Blackwell, 1980).

³ For Western Europe, data on these indicators have been presented in Lars Calmfors, Alison Booth, Michael Burda, Daniele Checchi, Robin Naylor, and Jelle Visser, "The Role of Collective Bargaining in Europe," pp. 1–156 in T. Boeri, A. Brugiavini and L. Calmfors, eds., *The Role of the Unions in the Twenty-First Century* (Oxford, Oxford University Press, 2001).

⁴ See Robert Flanagan, "Macroeconomic Performance and Collective Bargaining: an international perspective," *Journal of Economic Literature*, Vol. 37, 1999, pp. 1150–75.

⁵ See, for instance, the collection of studies in Steve Crowley and David Ost, eds., *Workers After Workers' States* (Lanham, MD, Rowman and Littlefield, 2001).

⁶ The classical source is Mancur Olson, *The Logic of Collective Action. Public Goods and the Theory of Groups* (Cambridge, MA, Harvard University Press, 1965).

⁷ According to a national survey, reported and analyzed in Bert Klandermands and Jelle Visser, *De vakbeweging na de welvaartsstaat* (Assen, van Gorcum, 1995).

⁸ Bernhard Ebbinghaus and Jelle Visser, "When Institutions Matter: Union Growth and Decline in Western Europe, 1950–1995," *European Sociological Review*, Vol. 15, February 1999, pp. 1–24. See also Bertil Holmlund and Per Lundborg, "Wage Bargaining, Union Membership, and the Organization of Unemployment Insurance," *Labour Economics*, Vol. 6, March 1999, pp. 397–415. Unemployment insurance funds administered by the unions are still common, though not exclusive, in Belgium, Denmark, Finland, and Sweden. This explains why in these countries the unemployed retain membership and union membership tends to go up in recessions, contrary to the "pro-cyclical" movement of union membership and density found in other countries. See Bruce Western, *Between Class and Market – Post-war Unionization in the Capitalist Democracy* (Princeton, NJ, Princeton University Press, 1997); also, Daniele Checchi and Jelle Visser, "Pattern Persistence in European Trade Union Density – A Longitudinal Analysis 1950–1996," *European Sociological Review*, Vol. 21, January 2005, pp. 1–22.

⁹ As proposed by Chang and Sorrentino in their 1991 article, and by Jelle Visser, "Trends in Trade Union Membership," *Employment Outlook 1991* (Paris, Organisation for Economic Co-operation and Development), pp. 97–134.

¹⁰ There were no union questions in the 1982 cps.

¹¹ In 2004, the series has been revised and no longer allocate people who did not report their union status on a pro-rata basis. Thus, figures for previous years are lower than was previously reported. Heidi Grainger and Heather Holt, "Trade Union Membership 2004," (London, Dept. of Trade and Industry, April 2005).

¹² Kristine Nergaard, *Organisasjonsgraden målt gjennom AKU 2. Kvartal 1995* (Oslo, FAFØ Institute for Applied Social Research, 1996); and Kristine Nergaard, *Organisasjonsgrad og tariffavtaledekning målt ved AKU 2. Kvartal 1998* (Oslo, FAFØ Institute for Applied Social Research, 1999).

¹³ Central Statistical Office (CSO) of the Republic of Ireland, data from the Quarterly National Household Survey, Dublin, September 2005.

¹⁴ Derived from the "Enquêtes permanentes sur les conditions de vie de ménages," a representative household survey conducted by the French official statistical office INSEE. See Thomas Amossé, "Mythes et réalités de la syndicalisation en France," publication of French Ministry of Labour, in *DARES: Premières synthèses et informations*, no. 44.2, October 2004.

¹⁵ Philip O'Connell, Helen Russell, James Williams, and Sylvia Blackwell, *The Changing Workplace: A Survey of Employees' Views and Experiences* (Dublin, 2004). Report published by the National Centre for Partnership and Performance in cooperation with the Economic and Social Research Institute (ESRI).

¹⁶ Bert Klandermands and Jelle Visser, *De vakbeweging na de welvaartsstaat* (Assen, van Gorcum, 1995).

¹⁷ This data is unpublished and sorting out trade union membership in Irish- and British-based unions in the Republic has been a laborious task. See Ebbinghaus and Visser, *The Societies of Europe* ..., chapters 9 and 17. Fortunately, since 1990 the Irish Congress of Trade Unions has published separate membership statistics for its British- and Irish-based affiliates operating in the Republic and Northern Ireland, covering about 97 percent of total membership in the Republic.

¹⁸ Robyn May, Pat Walsh, Raymond Harbridge, and Glen Thickett, *Unions and Union Membership in New Zealand: Annual Review for 2002*, Working Paper (Wellington, New Zealand, Victoria University's Industrial Relations Centre). Albeit provided on a voluntary basis, this survey appears to have a very high compliance rate.

¹⁹ See the New Zealand Department of Labour Web site, on the Internet at www.ers.dol.gov.nz-union-registration.

²⁰ The 2001–02 figures for the Czech and Slovak Republics, Hungary, and Poland are based on the "Representativity Survey of Unions and Employers Associations" conducted by the Institut des Sciences du Travail of the Catholique University of Louvain (Belgium) on behalf of the European Commission. Older figures are from the global unionization survey by Jelle Visser on behalf of the ILO and published in the *World Labour Report 1997–98: Industrial Relations, Democracy and Social Stability* (Geneva, International Labour Organization, 1998). For the other countries, sources are listed and discussed in Bernhard Ebbinghaus and Jelle Visser, *The Societies of Europe: Trade Unions in Western Europe Since 1945* (London, Macmillan, 2000), with CD-ROM database.

²¹ Annual Report of the Certification Officer 2002–2003 for the United Kingdom, page 8.

²² From the special survey, reported by Lipset and Katchanovski, it appears that in the United States, against a background of union decline, union density among professionals has doubled from 9 to 19 percent in the four decades since the late 1950s with large advances among teachers, nurses, physicians, psychologists, social workers, librarians, and speech therapists. Seymour Martin Lipset and Ivan Katchanovski, "White-Collar and Professionals – their attitude and behavior towards unions II," (Research Paper, George Mason University, Washington, DC, 1999).

²³ In the case of Germany, in addition to the membership statistics on the German Confederation of Trade Unions and the Civil Servant's Federation published in the Statistical Yearbook of the Federal Statistical Office, data on the smaller organizations (a Christian union confederation, a federation of manager unions, of medical, court, and military staff, and various occupational unions) have been obtained from the *Institut der deutsche Wirtschaft (IW)* in Düsseldorf. In the case of Switzerland, in addition to data included in the Statistical Yearbook, we rely on the extensive survey of organizations by Robert Fluder of the University of Zürich, reported in Bernhard Ebbinghaus and Jelle Visser, *The Societies of Europe* ..., chapter 16. In the case of Belgium, a small federation of manager unions (with an estimated 2 percent of total membership) has been left out. In Austria, there seem to be no independent unions or at least no recognized ones.

²⁴ In fact, it is often argued that rather than the (not always verifiable) membership claims, voting in these elections (usually with a high turnout) establishes the credibility and representation legitimacy of Spanish and French unions. This argument must of course be seen against the very low membership and density figures in both countries.

²⁵ For an overview of independent unions in Italy, see Bernhard Ebbinghaus and Jelle Visser, *The Societies of Europe* ..., chapter 10.

²⁶ Patrick Pasture and Jo Mampuy, *In de ban van het getal: Ledeanalyse van het ACV 1900–1990* (Louvain, Acco); and chapter 4 in Bernhard Ebbinghaus and Jelle Visser, *The Societies of Europe* ...

²⁷ The latter applies to the Netherlands, but the Central Bureau of Statistics published aggregate data on union membership without such "secondary" affiliations of, for instance, spouses and women outside the labor force.

²⁸ In each of these countries, an estimated 80 percent of the unemployed are unionized, although this percentage has declined somewhat in

recent years in Denmark, Sweden, and Finland, following the availability and increased take-up of nonunion-related unemployment insurance.

²⁹ In the case of Finland, use has been made of a special survey, carried out by the Ministry of Labor in 1989, 1994, and 2002, on the membership of students, pensioners, the self-employed, and the unemployed.

³⁰ This is the case in, for example, Italy, Spain, Poland, and the United Kingdom.

³¹ Jelle Visser, "Trends in trade union membership"; and Jelle Visser, Sebastien Martin, and Peter Tergeist, "Trade Union Members and Union Density" (Paris, OECD, 2004), on the Internet at www.oecd.org.

³² In some countries—for instance, the Netherlands, Sweden, or Norway—this means that military staff, often with extremely high unionization rates, are to be taken off the membership count.

³³ Using these data rather than the national figures may cause a small difference in the published figures by national sources, on account of different reference dates. For instance, the union density figures for the United States published by BLS tend to be .1 or .2 of a percentage point higher than those presented in table 3. In the case of the United Kingdom, using the OECD averages causes a drop of more than 1 percentage point in the union density figures; I have therefore decided to use the August LFS figures used by the Department of Trade and Industry.

³⁴ Of four OECD members (Greece, Mexico, Portugal, Turkey) we have only rough estimates of union membership, and we have decided not to include the two smaller ones (Iceland and Luxembourg) in this

comparison. Estimates and data on these countries can be found in the OECD data set on the Internet at www.oecd.org.

³⁵ The EU figures combine those of Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal, Spain, Sweden, and the United Kingdom (estimates for Greece and Portugal, and data for Luxembourg included).

³⁶ Unfortunately, the IDS data for Finland are not currently available in any detailed form, and the statistics in table 2 are based on adjusted administrative data.

³⁷ Bernhard Ebbinghaus and Jelle Visser, "When Institutions Matter ..."; Bruce Western, *Between Class and Market ...*

³⁸ Statistics Canada, "Fact Sheet on Unions," *Perspectives on Labour and Income*, August 2004.

³⁹ European Commission, *Industrial Relations in Europe 2004*. Directorate-General for Employment and Social Affairs (Luxembourg, Office for Official Publications of the European Communities).

⁴⁰ Cited in European Commission, *Industrial Relations in Europe 2004*, chapter 1.

⁴¹ Daniele Checchi and Jelle Visser, "Pattern Persistence ..."; Bruce Western, *Between Class and Market ...*; see also Sven Oskarsson, "Class Struggle in the Wake of Globalisation – Union Organization in an Era of Economic Integration," in L. Magnussen and J. Ottosson, eds., *Europe: One Labour Market?* (Brussels, Peter Lang, 2003); and Linda Scruggs and Peter Lange, "Where have all members gone? Globalization, Institutions and Union Density," *Journal of Occupational Psychology*, Vol. 64, pp. 125–53.

New evidence on U.S. mobility

For centuries, historians and social scientists have noted the apparently unique opportunities for social and economic advancement available in the United States. Observers as diverse as Alexis de Tocqueville and Karl Marx commented on the high degree of U.S. social mobility. The ease with which individuals could change their occupational and social status came to be labeled *American exceptionalism* and became part of the American mythos. However, analysis of data from recent decades has shown that occupational mobility in the United States is generally similar to that of European countries.

Was mobility in the United States once as great as commonly thought? Was it significantly higher than elsewhere? In “The End of American Exceptionalism? Mobility in the U.S. since 1850” (National Bureau of Economic Research, Working Paper Series), Joseph P. Ferrie of Northwestern University answers these questions.

Using data from the U.S. Federal censuses of the late 1800s and early 1900s Ferrie looks at both individual occupational mobility and intergenerational occupational mobility (which compares the occupations of children to the occupations of their parents) over spans of one to three decades. In addition, the same analysis is done on similar data from Britain.

A key finding is that during the last half of the 19th century, the United States had more intergenerational occupational mobility than Britain. Also, U.S. intergenerational occupational mobility was greater in the decades preceding and immediately after 1900 than it has been in the decades since 1950. One of the

important factors behind this finding is the slow but relentless reduction in farm employment over this period in the United States, which came largely after a corresponding movement out of farming in Britain. Another explanation for high mobility in the United States (pre-1920) could be increasing access to education. A third factor associated with higher occupational mobility in the United States is the higher American rate of geographic, or residential, mobility. Persons who changed their county of residence were more likely to also change their occupation.

Ferrie concludes that the 19th century was a time of American exceptionalism in terms of occupational and residential mobility, but the United States is no longer unique in these respects.

New York in recovery

In the June 2004 issue of this *Review*, Michael L. Dolfman and Solidelle F. Wasser chronicled the effects of the September 11, 2001, terrorist attacks on the labor markets of New York. In last December’s *Economic Policy Review* from the Federal Reserve Bank of New York, Andrew F. Haughwout and Besse Rabin, after acknowledging the human and economic toll of the attacks, analyze in detail the spatial dimensions of the shock and New York City’s recovery from it.

The key to Haughwout and Rabin’s analysis of the spatial impacts of exogenous shocks lies in real estate sales prices, rental costs, and data from the Census Bureau’s New York City Housing Vacancy Survey. Their findings, briefly stated were that, as shown earlier by Dolfman and Wasser, the attacks accelerated the effects of the 2001 recession and contributed to the related loss of jobs and destroyed millions of square feet of

class A office space. They suggest that the economy was “surprisingly resilient” to the shock to employment and other activity metrics, but that there were “significant changes, particularly in the spatial distribution of activities.”

In particular, report Haughwout and Rabin, “Long-run demand for residential space in Lower Manhattan strengthened significantly, but demand in the short run was weaker,” and “Both long- and short-run demand for office space in Lower Manhattan weakened relative to the rest of the nation, while demand for Midtown offices rose sharply.” These factors strengthened an already-evident shift in the spatial patterns of activity. Land use in Lower Manhattan was slowly changing away from financial, banking, and other commercial uses, as evidenced by 15 years of commercial rents and office prices lagging those of Midtown. Conversely, there was a slow increase in commercial space occupied in Midtown.

In a sense, then, Haughwout and Rabin suggest that New York’s spatial patterns were in disequilibrium prior to September 11. Of course, the simple destruction of so much space in Lower Manhattan exacerbated the disequilibrium, at least in the short run. They also suggest that some of the actions taken since by the local government, including residential subsidies in Lower Manhattan and support for accelerated commercial development of the West Side near Midtown, have provided a clear signal of intentions and have “led to marked increases in the Midtown premium for business locations and the Downtown residential premiums.” It would then seem to follow that Lower Manhattan will become a more residential area over time, while Midtown will become more of a location for commercial development. □

Inadequate employment

The Social Costs of Underemployment: Inadequate Employment as Disguised Unemployment. By David Dooley and JoAnn Prause. New York, Cambridge University Press, 2004, 274 pp., \$85/hardback.

Psychology and social behavior experts David Dooley and JoAnn Prause set out to determine the emotional and physical consequences of inadequate employment. In the authors' words, "Is inadequate employment really harmful and a health threat, or merely unpleasant, something necessary for the greater good provided by economic efficiency?" The book is carefully laid out, compelling, and well-organized. Readers will find themselves drawn into their highly-complex but well-researched analyses.

In building a model, Dooley and Prause carefully sculpt the scope and definition of their research. Using a modified version of the Labor Utilization Framework, they define inadequate employment using both the official Bureau of Labor Statistics (BLS) form of discouraged workers and unemployment as well as additional categories, such as involuntary part-time work, and poverty-level pay. The framework for their model is the National Longitudinal Survey of Youth, a long-term panel design study sponsored by the BLS.

While this book is highly technical in nature, the authors are kind enough to brief the reader on both economics and psychology concepts. Integral to their research is a firm foundation on the causal process. Dooley and Prause explore three mechanisms that create statistical association. The authors are careful in each of their investigations to control for confounding variables. They then proceed to explain the results, bifurcating between social causation and selection, where possible.

Throughout *The Social Costs of Un-*

deremployment: Inadequate Employment as Disguised Unemployment, readers will find surprising results. For instance, by large majorities, people in all types of economically inadequate employment report liking their jobs. Job satisfaction, they report however, does not prevent the adverse effects of economic underemployment. The authors dissect the results, identifying the specific effects of inadequate employment on groups of individuals. As part of the worker detail, they include gender, marital status, and education levels.

In researching effects, the authors explore the role inadequate employment has on self-esteem, alcoholism, depression, welfare transitions, and in women, the birth weight of their child. Each chapter is set up as a separate experiment, and the results all hold their own surprises. For instance, on the chapter on depression, the authors write, "the beneficial effect on having employment (either adequate employment or inadequate employment) was greater for those who lost a spouse than for others."

At the conclusion of the book, Dooley and Prause are circumspect, weighing the realities of politics, budgets, and perhaps most importantly, a lack of interest in broader measures of employment classifications. In an objective appeal, the authors write, "The social costs of job loss have helped to sensitize employers and governments to the human and political problems of unemployment." "The present findings argue for expanding the usual paradigm of research on unemployment that contrasts people with and without jobs."

While it would be a stretch to call it an easy cover-to-cover reading, considering the calculations and detail involved, this book is engaging, balanced, and refreshingly free of stump oratory.

—Charlotte Yee

Bureau of Labor Statistics,
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A "common-sense" guide

The FMLA: Understanding the Family and Medical Leave Act. By Will Aitchison. Portland, OR, LRIS Publications, 2003, 320 pp., \$39.95/softcover.

The Family and Medical Leave Act (FMLA) is illustrative of the difficulties inherent in political compromise. Designed to meet the needs of families with working parents, the FMLA underwent 8 years of political wrangling and a presidential veto before a compromise version of the bill was signed into law in 1993. As passed, the FMLA guarantees employees who work for firms that employ at least 50 people the right to take 12 weeks of unpaid leave in the event of either a personal illness or the need to care for an ill family member. The Department of Labor (DOL) is responsible for interpreting the Act and ensuring compliance. Advocates for family leave have criticized the FMLA as too limited, in that it covers only about 55 percent of the American workforce and that it ensures only unpaid leave. Advocates for employer groups, however, feel the benefits provided under the Act are too costly to companies and result in job losses. Nearly everyone, however, agrees that the FMLA is too confusing. The ambiguities within the law itself and the way it has been implemented have resulted in thousands of lawsuits and tens of millions awarded in damages.

In an effort to demystify the FMLA, Will Aitchison has published a useful "common-sense" guide entitled *The FMLA: Understanding the Family and Medical Leave Act*. Aitchison organized the book around central questions regarding the law, with chapters devoted to which employees and illnesses are covered. Aitchison's guide draws on the text of the law, DOL regulations, and court rulings to provide his readers with a clear and practical reference.

Aitchison not only describes the basic aspects of the law, but delves into the unsettled issues as well. He explores instances where DOL regulations and enforcement have been unreliable and overturned by the courts. For example, the right to take leave provided by the FMLA applies only to employees who have worked at least 1,250 hours in a given year. The law is unclear in situations in which an employee takes leave after being told, incorrectly, that he or she has enough hours to qualify under the FMLA. Regulations by the Department of Labor prohibit employers from firing such employees if they are unable to return to work immediately after the mistake is discovered. Some courts, however, have ruled that because the employee is not guaranteed leave, the employer has the right to demand a return to work immediately—and can fire the employee if they fail to do so. Similarly, the Supreme Court in 2002 invalidated a Department of Labor regulation entitling employees to the full 12 weeks of leave if their employer failed to inform them in advance that a previous, qualifying period of leave was being counted against their FMLA entitlement.

Aitchison's guide also explores instances where the court system produced seemingly contradictory rulings. For example, if an employer who violated the FMLA cannot prove that they acted reasonably and in good faith, he or she is liable for "liquidated damages" equivalent to back wages, lost benefits, monetary losses, and interest. Many cases

have dealt with the issue of what constitutes good faith with regard to other labor laws, such as the Fair Labor Standards Act (FLSA). The precedents set there are likely to apply to FMLA cases as well. Unfortunately, these precedents are not always clear. In *Cross v. Arkansas Forestry Commission*, the courts found that relying on the Department of Labor's interpretation of a statute was an adequate demonstration of good faith. However, in *Adams vs. Pittsburg State University*, the court decided that relying on the DOL's interpretation was not sufficient to prove reasonableness and good faith. Thus, all three branches of government have contributed to the uncertainty surrounding this law.

While the book does an excellent job covering the majority of issues regarding the law, I would have preferred a more extensive discussion of the exemption given to employers regarding the job restoration of key employees. The FMLA states that "An employer may deny restoration...if such denial is necessary to prevent substantial and grievous economic injury to the operations of the employer." The DOL explains in its regulations that this harm must result not from the employee's absence, but from his or her restoration. It further seeks to define "grievous economic injury," explaining that it must be "substantial" and "long-term," and that "minor inconveniences and costs" are not sufficient. This exemption applies to only a limited set of employees, and it has not been the subject of many legal battles. Con-

sequently, Aitchison covers it briefly, writing little more than a summary of the exemption and its DOL interpretation. Though this exemption does not seem to be used regularly, it is important in defining the spirit of the FMLA. Because of its importance and the fact that it is poorly understood, it deserved more discussion in Aitchison's analysis.

Neither the purpose of the book nor its format lends itself to a discussion of the successes of the FMLA. Yet while I certainly understand the omission, I believe that the lack of a positive counterpoint to the detailed discussion of the law's shortfalls prevents readers from fully appreciating the Act. According to a Department of Labor survey in 2000, more than 70 percent of the people who have taken leave under the FMLA report that the ability to take time off had a positive effect on either their own or a family member's well-being. At the same time, the survey discovered that two-thirds of employers found complying with the FMLA to be very or somewhat easy—and more than 80 percent report that it did not lower their businesses' productivity, profitability, or growth. The Family and Medical Leave Act, while in no ways perfect, has managed to navigate the conflicting needs of American workers and American industry, and on the whole, it has been successful.

—Danny Shoag
formerly with the
Bureau of Labor Statistics

Current Labor Statistics

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Notes on Current Labor Statistics

This section of the *Review* presents the principal statistical series collected and calculated by the Bureau of Labor Statistics: series on labor force; employment; unemployment; labor compensation; consumer, producer, and international prices; productivity; international comparisons; and injury and illness statistics. In the notes that follow, the data in each group of tables are briefly described; key definitions are given; notes on the data are set forth; and sources of additional information are cited.

General notes

The following notes apply to several tables in this section:

Seasonal adjustment. Certain monthly and quarterly data are adjusted to eliminate the effect on the data of such factors as climatic conditions, industry production schedules, opening and closing of schools, holiday buying periods, and vacation practices, which might prevent short-term evaluation of the statistical series. Tables containing data that have been adjusted are identified as “seasonally adjusted.” (All other data are not seasonally adjusted.) Seasonal effects are estimated on the basis of 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 2005 issue of the *Review*. Seasonally adjusted establishment survey data shown in tables 1, 12–14, and 17 were revised in the March 2005 *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:

www.bls.gov/cps/

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

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:

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 www.bls.gov/cps/rvcp03.pdf).

Effective in January 2003, BLS began using the X-12 ARIMA 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 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 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 intergovernmental 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:

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:

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:

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, nonprofit institutions, paid employees of private households, and the rental value of owner-occupied dwellings. Nonfarm business also excludes farming. Private business and private nonfarm business further exclude government enterprises. The measures are supplied by the U.S. Department of Commerce's Bureau of Economic Analysis. Annual estimates of manufacturing sectoral output are produced by the Bureau of Labor Statistics. Quarterly manufacturing output indexes from the Federal Reserve Board are adjusted to these annual output measures by the BLS. Compensation data are developed from data of the Bureau of Economic Analysis and the Bureau of Labor Statistics. Hours data are developed from data of the Bureau of Labor Statistics.

The productivity and associated cost measures in tables 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, or visit the Website at: www.bls.gov/lpc/home.htm

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: www.bls.gov/opub/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 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 www.bls.gov/fls/flslforc.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 or 10 years.

To preserve the comparability of the U.S. measures with those for other economies, BLS uses gross product originating in manufacturing for the United States for these comparative measures. The gross product originating series differs from the manufacturing output series that BLS publishes in its news releases on quarterly measures of U.S. productivity and costs (and that underlies the measures that appear in tables 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: www.bls.gov/iif/

1. Labor market indicators

Selected indicators	2003	2004	2003		2004				2005		
			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.....	66.2	66.0	66.2	66.1	66.0	66.0	66.0	66.0	65.8	66.0	66.2
Employment-population ratio.....	62.3	62.3	62.1	62.2	62.2	62.3	62.4	62.4	62.3	62.7	62.9
Unemployment rate.....	6.0	5.5	6.1	5.9	5.6	5.6	5.5	5.4	5.3	5.1	5.0
Men.....	6.3	5.6	6.4	6.1	5.7	5.7	5.6	5.6	5.4	5.1	5.0
16 to 24 years.....	13.4	12.6	13.7	13.0	12.6	12.9	12.5	12.6	13.2	12.6	12.2
25 years and older.....	5.0	4.4	5.1	4.9	4.5	4.5	4.4	4.3	4.1	3.8	3.8
Women.....	5.7	5.4	5.8	5.6	5.6	5.4	5.3	5.2	5.1	5.1	5.1
16 to 24 years.....	11.4	11.0	11.5	10.9	11.1	10.9	10.9	10.9	10.4	10.5	9.8
25 years and older.....	4.6	4.4	4.7	4.6	4.5	4.4	4.3	4.2	4.1	4.2	4.2
Employment, nonfarm (payroll data), in thousands: ¹											
Total nonfarm.....	129,931	131,480	129,890	130,168	130,541	131,125	131,731	132,302	132,814	133,405	133,994
Total private.....	108,356	109,862	108,320	108,614	108,986	109,737	110,095	110,600	111,089	111,655	112,149
Goods-producing.....	21,817	21,884	21,700	21,684	21,725	21,868	21,932	22,000	22,054	22,134	22,148
Manufacturing.....	14,525	14,329	14,377	14,313	14,285	14,338	14,353	14,338	14,314	14,288	14,255
Service-providing.....	108,114	109,596	108,190	108,483	108,816	109,457	109,799	110,302	110,759	111,271	111,846
Average hours:											
Total private.....	33.7	33.7	33.6	33.7	33.8	33.7	33.7	33.7	33.7	33.7	33.7
Manufacturing.....	40.4	40.8	40.3	40.7	41.0	40.8	40.8	40.6	40.6	40.4	40.5
Overtime.....	4.2	4.6	4.1	4.4	4.5	4.5	4.6	4.5	4.5	4.4	4.5
Employment Cost Index²											
Percent change in the ECI, compensation:											
All workers (excluding farm, household and Federal workers).....	3.8	3.7	1.1	.5	1.4	.9	1.0	.5	1.1	.6	.9
Private industry workers.....	4.0	3.8	1.0	.4	1.5	.9	.8	.5	1.1	.7	.6
Goods-producing ³	4.0	4.7	.7	.5	2.3	.9	.9	.6	1.5	.9	.7
Service-providing ³	4.0	3.3	1.1	.5	1.1	1.0	.8	.3	1.0	.6	.7
State and local government workers.....	3.3	3.5	1.7	.5	.7	.4	1.7	.6	.9	.3	1.8
Workers by bargaining status (private industry):											
Union.....	4.6	5.6	1.0	.7	2.8	1.5	.8	.5	.7	.8	.8
Nonunion.....	3.9	3.4	1.0	.4	1.3	.8	.9	.4	1.3	.7	.6

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	2003	2004	2003		2004				2005		
			III	IV	I	II	III	IV	I	II	III
Compensation data^{1,2}											
Employment Cost Index—compensation (wages, salaries, benefits):											
Civilian nonfarm.....	3.8	3.7	1.1	0.5	1.4	0.9	1.0	0.5	1.1	0.6	0.9
Private nonfarm.....	4.0	3.8	1.0	.4	1.5	.9	.8	.5	1.1	.7	.6
Employment Cost Index—wages and salaries:											
Civilian nonfarm.....	2.9	2.4	.9	.3	.6	.6	.9	.3	.7	.5	.8
Private nonfarm.....	3.0	2.4	.8	.4	.7	.7	.9	.2	.7	.6	.7
Price data¹											
Consumer Price Index (All Urban Consumers): All Items.....	2.3	3.3	-.2	-.2	1.2	1.2	.2	.2	1.0	.5	2.2
Producer Price Index:											
Finished goods.....	3.2	4.1	.3	.0	1.2	1.2	.0	1.1	2.0	.3	3.2
Finished consumer goods.....	4.2	4.6	.3	.0	1.5	1.4	-1.7	.9	-2.6	1.4	4.1
Capital equipment.....	.4	2.4	-.1	.0	.6	.5	.4	1.6	2.1	-.2	.3
Intermediate materials, supplies, and components.....	4.6	9.1	-.1	.0	2.5	3.0	1.9	.9	3.5	.5	3.9
Crude materials.....	25.2	18.0	3.4	14.4	6.0	7.6	-5.1	8.3	9.7	-2.5	-1.4
Productivity data³											
Output per hour of all persons:											
Business sector.....	3.9	3.4	8.4	.3	3.4	3.4	1.4	3.1	2.9	.8	4.8
Nonfarm business sector.....	3.8	3.4	9.6	.8	2.1	4.5	1.3	2.5	3.2	2.1	4.1
Nonfinancial corporations ⁴	4.1	3.9	7.3	2.4	.8	2.3	7.4	8.5	2.7	6.3	-

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.

3. Alternative measures of wage and compensation changes

Components	Quarterly change					Four quarters ending—				
	2004		2005			2004		2005		
	III	IV	I	II	III	III	IV	I	II	III
Average hourly compensation: ¹										
All persons, business sector.....	6.5	11.3	4.7	3.0	4.2	4.1	6.3	6.4	6.3	5.8
All persons, nonfarm business sector.....	6.1	10.2	5.5	4.0	3.6	4.0	5.8	6.3	6.4	5.8
Employment Cost Index—compensation:										
Civilian nonfarm ²	1.0	.5	1.1	.6	.9	3.8	3.7	3.5	3.2	3.1
Private nonfarm.....	.8	.5	1.1	.7	.6	3.7	3.8	3.4	3.2	3.0
Union.....	.8	.5	.7	.8	.8	5.8	5.6	3.6	2.9	2.9
Nonunion.....	.9	.4	1.3	.7	.6	3.4	3.4	3.4	3.2	3.0
State and local governments.....	1.7	.6	.9	.3	1.8	3.4	3.5	3.6	3.6	3.7
Employment Cost Index—wages and salaries:										
Civilian nonfarm ².....	.9	.3	.7	.5	.8	2.4	2.4	2.4	2.4	2.3
Private nonfarm.....	.9	.2	.7	.6	.7	2.6	2.4	2.4	2.4	2.2
Union.....	.8	.4	.1	.8	.8	3.0	2.8	2.3	2.1	2.1
Nonunion.....	.8	.2	.8	.6	.6	2.5	2.4	2.4	2.4	2.2
State and local governments.....	1.0	.5	.6	.2	1.3	2.0	2.1	2.3	2.4	2.7

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

² Excludes Federal and household workers.

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		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Hispanic or Latino ethnicity															
Civilian noninstitutional population ¹	27,551	28,109	28,520	28,608	28,642	28,729	28,815	28,902	28,989	29,079	29,168	29,264	29,361	29,456	29,552
Civilian labor force.....	18,813	19,272	19,552	19,544	19,379	19,458	19,541	19,665	19,761	19,777	19,794	19,914	19,941	20,026	20,208
Participation rate.....	68.3	68.6	68.6	68.3	67.7	67.7	67.8	68.0	68.2	68.0	67.9	68.0	67.9	68.0	68.4
Employed.....	17,372	17,930	18,238	18,252	18,198	18,211	18,425	18,412	18,578	18,623	18,698	18,761	18,644	18,856	18,987
Employment-population ratio ²	63.1	63.8	63.9	63.8	63.5	63.4	63.9	63.7	64.1	64.0	64.1	64.1	63.5	64.0	64.2
Unemployed.....	1,441	1,342	1,313	1,292	1,181	1,248	1,117	1,252	1,183	1,154	1,096	1,153	1,297	1,170	1,221
Unemployment rate.....	7.7	7.0	6.7	6.6	6.1	6.4	5.7	6.4	6.0	5.8	5.5	5.8	6.5	5.8	6.0
Not in the labor force.....	8,738	8,837	8,968	9,064	9,263	9,270	9,273	9,237	9,228	9,302	9,374	9,350	9,420	9,431	9,344

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		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Characteristic															
Employed 15 years and older.....	137,736	139,252	140,293	140,156	140,241	140,144	140,501	141,099	141,475	141,638	142,076	142,449	142,432	142,646	142,594
Men.....	73,332	74,524	75,188	74,938	74,934	74,964	75,375	75,735	75,985	76,092	76,272	76,449	76,236	76,395	76,391
Women.....	64,404	64,728	65,104	65,218	65,307	65,180	65,127	65,364	65,490	65,545	65,804	66,000	66,196	66,251	66,203
Married men, spouse present.....	44,653	45,084	45,462	45,315	45,171	45,351	45,382	45,482	45,725	45,357	45,486	45,700	45,438	45,675	45,469
Married women, spouse present.....	34,695	34,600	34,961	34,878	34,739	34,601	34,307	34,539	34,747	34,622	34,965	34,997	34,946	34,858	34,864
Persons at work part time¹															
All industries:															
Part time for economic reasons.....	4,701	4,567	4,533	4,474	4,395	4,269	4,344	4,293	4,361	4,465	4,427	4,493	4,591	4,261	4,180
Slack work or business conditions.....	3,118	2,841	2,761	2,735	2,768	2,629	2,643	2,613	2,741	2,668	2,723	2,768	2,882	2,666	2,607
Could only find part-time work.....	1,279	1,409	1,420	1,440	1,329	1,296	1,419	1,363	1,346	1,420	1,368	1,426	1,383	1,318	1,248
Part time for noneconomic reasons.....	19,014	19,380	19,499	19,502	19,089	19,555	19,458	19,584	19,435	19,021	19,528	19,156	19,579	19,706	19,622
Nonagricultural industries:															
Part time for economic reasons.....	4,596	4,469	4,404	4,382	4,303	4,153	4,268	4,186	4,280	4,386	4,369	4,457	4,522	4,178	4,109
Slack work or business conditions.....	3,052	2,773	2,685	2,682	2,702	2,572	2,592	2,540	2,705	2,616	2,673	2,747	2,832	2,614	2,578
Could only find part-time work.....	1,264	1,399	1,396	1,397	1,309	1,268	1,411	1,351	1,331	1,416	1,369	1,420	1,366	1,296	1,232
Part time for noneconomic reasons.....	18,658	19,026	19,141	19,176	18,765	19,254	19,182	19,226	19,160	18,633	19,084	19,141	19,188	19,259	19,238

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		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Characteristic															
Total, 16 years and older.....	6.0	5.5	5.4	5.4	5.2	5.4	5.2	5.2	5.1	5.0	5.0	4.9	5.1	5.0	5.0
Both sexes, 16 to 19 years.....	17.5	17.0	16.5	17.6	16.3	17.5	16.9	17.7	17.9	16.4	16.1	16.5	15.8	15.9	17.2
Men, 20 years and older.....	5.6	5.0	4.9	4.9	4.7	4.9	4.6	4.4	4.4	4.3	4.3	4.3	4.5	4.3	4.3
Women, 20 years and older.....	5.1	4.9	4.7	4.7	4.6	4.7	4.5	4.6	4.6	4.6	4.7	4.4	4.6	4.6	4.6
White, total ¹	5.2	4.8	4.6	4.6	4.4	4.6	4.4	4.4	4.4	4.3	4.3	4.2	4.5	4.4	4.3
Both sexes, 16 to 19 years.....	15.2	15.0	14.4	15.7	14.0	15.5	14.5	15.3	15.4	14.2	13.6	13.8	13.3	14.2	13.9
Men, 16 to 19 years.....	17.1	16.3	15.5	17.9	16.3	18.1	17.7	17.8	17.8	16.0	15.6	15.4	15.4	15.2	15.2
Women, 16 to 19 years.....	13.3	13.6	13.2	13.4	11.8	12.9	11.0	12.8	13.0	12.3	11.6	12.3	11.3	13.3	12.6
Men, 20 years and older.....	5.0	4.4	4.2	4.2	4.0	4.1	4.0	3.8	3.8	3.6	3.7	3.7	4.0	3.8	3.7
Women, 20 years and older.....	4.4	4.2	4.1	3.9	3.9	3.9	3.8	4.0	3.9	3.9	3.9	3.8	4.0	4.1	3.9
Black or African American, total ¹	10.8	10.4	10.8	10.8	10.6	10.9	10.3	10.4	10.1	10.3	9.5	9.6	9.4	9.1	10.6
Both sexes, 16 to 19 years.....	33.0	31.7	32.7	30.8	30.2	31.5	32.6	35.5	35.8	32.4	33.1	35.8	32.6	32.9	38.8
Men, 16 to 19 years.....	36.0	35.6	38.1	37.7	30.0	34.1	35.8	37.8	36.3	37.6	39.8	39.8	33.2	35.5	45.4
Women, 16 to 19 years.....	30.3	28.2	27.0	24.0	30.5	28.6	29.2	32.8	35.3	26.9	27.4	32.0	32.1	30.6	31.7
Men, 20 years and older.....	10.3	9.9	10.5	10.7	10.4	10.9	9.2	9.3	9.2	9.6	8.4	8.6	8.6	8.5	9.3
Women, 20 years and older.....	9.2	8.9	9.0	9.1	8.9	9.1	8.9	8.8	8.4	8.8	8.2	8.2	8.1	7.6	9.1
Hispanic or Latino ethnicity.....	7.7	7.0	6.7	6.6	6.1	6.4	5.7	6.4	6.0	5.8	5.5	5.8	6.5	5.8	6.0
Married men, spouse present.....	3.8	3.1	3.1	3.1	3.1	3.0	3.0	2.7	2.7	2.6	2.6	2.9	2.8	2.6	2.6
Married women, spouse present.....	3.7	3.5	3.4	3.4	3.2	3.2	3.0	3.3	3.1	3.3	3.4	3.2	3.4	3.3	3.3
Full-time workers.....	6.1	5.6	5.4	5.4	5.2	5.4	5.1	5.1	5.0	4.9	4.9	4.9	5.1	4.9	4.9
Part-time workers.....	5.5	5.3	5.4	5.4	5.3	5.4	5.4	5.3	5.6	5.4	5.5	5.1	5.3	5.3	5.7
Educational attainment²															
Less than a high school diploma.....	8.8	8.5	8.0	8.3	7.5	7.8	7.8	8.4	7.8	7.0	7.6	7.6	8.2	7.1	7.4
High school graduates, no college ³	5.5	5.0	4.9	4.9	4.7	4.9	4.7	4.4	4.5	4.7	4.8	4.7	5.0	4.8	4.8
Some college or associate degree.....	4.8	4.2	4.3	4.3	4.1	4.2	4.0	3.9	3.9	3.9	3.7	3.6	3.6	3.8	3.8
Bachelor's degree and higher ⁴	3.1	2.7	2.5	2.5	2.4	2.4	2.4	2.5	2.4	2.3	2.4	2.1	2.4	2.3	2.3

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		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Less than 5 weeks.....	2,785	2,696	2,611	2,865	2,599	2,755	2,531	2,666	2,699	2,666	2,571	2,542	2,735	2,695	2,773
5 to 14 weeks.....	2,612	2,382	2,361	2,264	2,343	2,317	2,319	2,268	2,262	2,342	2,430	2,272	2,285	2,265	2,276
15 weeks and over.....	3,378	3,072	3,012	2,961	2,824	2,888	2,817	2,698	2,667	2,350	2,437	2,686	2,611	2,496	2,509
15 to 26 weeks.....	1,442	1,293	1,294	1,325	1,201	1,255	1,165	1,093	1,133	1,041	1,047	1,243	1,131	1,045	1,118
27 weeks and over.....	1,936	1,779	1,718	1,636	1,623	1,633	1,652	1,615	1,534	1,310	1,389	1,444	1,480	1,452	1,391
Mean duration, in weeks.....	19.2	19.6	19.8	19.3	19.3	19.1	19.5	19.6	18.8	17.1	17.6	18.9	18.3	18.1	17.7
Median duration, in weeks.....	10.1	9.8	9.8	9.5	9.4	9.3	9.3	8.9	9.1	9.1	9.0	9.4	8.6	8.6	8.5

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		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Job losers ¹	4,838	4,197	4,066	4,108	4,048	3,980	3,784	3,675	3,646	3,680	3,633	3,490	3,724	3,523	3,454
On temporary layoff.....	1,121	998	941	965	966	965	961	838	864	975	959	880	982	947	893
Not on temporary layoff.....	3,717	3,199	3,124	3,144	3,082	3,015	2,823	2,837	2,782	2,705	2,674	2,610	2,742	2,576	2,561
Job leavers.....	818	858	880	898	819	965	855	897	942	844	826	839	876	893	907
Reentrants.....	2,477	2,408	2,388	2,361	2,324	2,405	2,364	2,356	2,353	2,219	2,394	2,451	2,422	2,356	2,523
New entrants.....	641	686	723	709	624	745	711	747	728	661	628	632	623	652	683
Percent of unemployed															
Job losers ¹	55.1	51.5	5.1	50.9	51.8	49.2	49.1	47.9	47.5	49.7	48.6	47.1	48.7	47.5	45.6
On temporary layoff.....	12.8	12.2	11.7	11.9	12.4	11.9	12.5	10.9	11.3	13.2	12.8	11.9	12.8	12.8	11.8
Not on temporary layoff.....	42.4	39.3	38.8	39.0	39.4	37.2	36.6	37.0	36.3	36.5	35.7	35.2	35.9	34.7	33.8
Job leavers.....	9.3	10.5	10.9	11.1	10.5	11.9	11.1	11.7	12.3	11.4	11.0	11.3	11.5	12.0	12.0
Reentrants.....	28.2	29.5	29.6	29.2	29.7	29.7	30.6	30.7	30.7	30.0	32.0	33.1	31.7	31.7	33.3
New entrants.....	7.3	8.4	9.0	8.8	8.0	9.2	9.2	9.7	9.5	8.9	8.4	8.5	8.1	8.8	9.0
Percent of civilian labor force															
Job losers ¹	3.3	2.8	2.7	2.8	2.7	2.7	2.6	2.5	2.4	2.5	2.4	2.3	2.5	2.3	2.3
Job leavers.....	.6	.6	.6	.6	.6	.7	.6	.6	.6	.6	.6	.6	.6	.6	.6
Reentrants.....	1.7	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.5	1.6	1.6	1.6	1.6	1.7
New entrants.....	.4	.5	.5	.5	.4	.5	.5	.5	.5	.4	.4	.4	.4	.4	.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		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Total, 16 years and older.....	6.0	5.5	5.4	5.4	5.2	5.4	5.2	5.2	5.1	5.0	5.0	4.9	5.1	5.0	5.0
16 to 24 years.....	12.4	11.8	11.5	11.7	11.7	12.4	11.6	11.8	11.8	11.2	10.8	11.4	11.0	10.9	11.2
16 to 19 years.....	17.5	17.0	16.5	17.6	16.3	17.5	16.9	17.7	17.9	16.4	16.1	16.5	15.8	15.9	17.2
16 to 17 years.....	19.1	20.2	21.2	20.6	19.3	20.6	19.4	19.9	20.0	18.3	18.7	18.6	18.8	18.7	21.0
18 to 19 years.....	16.4	15.0	13.5	15.4	14.4	15.5	15.0	16.9	16.3	15.2	14.4	15.1	13.9	14.3	14.4
20 to 24 years.....	10.0	9.4	9.2	8.9	9.5	10.0	9.0	8.9	8.8	8.8	8.3	8.9	8.7	8.5	8.4
25 years and older.....	4.8	4.4	4.3	4.3	4.1	4.2	4.0	4.0	4.0	3.9	4.0	3.8	4.1	3.9	4.0
25 to 54 years.....	5.0	4.6	4.4	4.5	4.2	4.3	4.2	4.1	4.2	4.1	4.2	4.0	4.2	4.1	4.1
55 years and older.....	4.1	3.7	3.7	3.5	3.5	3.6	3.5	3.5	3.2	3.1	3.5	3.2	3.6	3.2	3.1
Men, 16 years and older.....	6.3	5.6	5.5	5.6	5.3	5.6	5.3	5.1	5.1	5.0	4.9	4.9	5.1	4.8	5.0
16 to 24 years.....	13.4	12.6	12.4	12.5	12.7	14.1	12.9	13.0	12.5	12.3	11.7	12.6	12.3	11.6	12.3
16 to 19 years.....	19.3	18.4	18.2	20.3	18.2	20.4	19.9	20.4	20.0	19.0	18.6	18.3	17.5	16.7	19.2
16 to 17 years.....	20.7	22.0	23.0	24.3	22.0	25.0	22.9	22.2	22.5	21.7	23.2	21.6	21.4	18.2	23.2
18 to 19 years.....	18.4	16.3	14.8	17.8	16.1	17.7	17.5	19.9	18.4	17.5	15.5	16.4	15.2	15.7	16.0
20 to 24 years.....	10.6	10.1	9.8	9.0	10.2	11.3	9.7	9.5	9.2	9.3	8.7	10.1	9.9	9.5	9.1
25 years and older.....	5.0	4.4	4.3	4.4	4.0	4.1	4.0	3.8	3.8	3.7	3.7	3.6	3.9	3.7	3.7
25 to 54 years.....	5.2	4.6	4.4	4.6	4.1	4.2	4.1	3.9	4.0	3.9	3.9	3.8	4.0	3.8	3.8
55 years and older.....	4.4	3.9	3.7	3.5	3.9	3.7	3.6	3.5	3.0	3.1	3.2	3.1	3.3	3.2	3.1
Women, 16 years and older.....	5.7	5.4	5.2	5.2	5.1	5.2	5.0	5.2	5.2	5.1	5.1	4.9	5.1	5.1	5.2
16 to 24 years.....	11.4	11.0	10.5	10.8	10.5	10.6	10.1	10.4	10.9	10.0	9.7	10.0	9.7	10.1	10.0
16 to 19 years.....	15.6	15.5	14.6	14.8	14.3	14.6	13.7	14.9	15.8	13.8	13.6	14.6	14.2	15.2	15.0
16 to 17 years.....	17.5	18.5	19.3	17.2	16.8	16.5	15.8	17.5	17.7	15.1	14.5	15.8	16.4	19.1	19.0
18 to 19 years.....	14.2	13.5	12.1	12.9	12.7	13.2	12.2	13.9	14.2	12.8	13.2	13.9	12.6	12.8	12.6
20 to 24 years.....	9.3	8.7	8.5	8.9	8.7	8.6	8.3	8.2	8.4	8.1	7.7	7.5	7.4	7.5	7.5
25 years and older.....	4.6	4.4	4.3	4.2	4.1	4.2	4.0	4.2	4.1	4.2	4.3	4.0	4.3	4.2	4.3
25 to 54 years.....	4.8	4.6	4.4	4.4	4.4	4.4	4.2	4.4	4.3	4.4	4.5	4.2	4.4	4.4	4.5
55 years and older ¹	3.7	3.6	3.6	3.2	3.3	3.5	3.2	3.2	3.2	3.3	4.1	3.8	3.9	3.1	3.1

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. 2004	Sept. 2005 ^P	Oct. 2005 ^P	State	Oct. 2004	Sept. 2005 ^P	Oct. 2005 ^P
Alabama.....	5.5	4.1	4.5	Missouri.....	5.8	4.9	5.0
Alaska.....	7.5	6.8	6.8	Montana.....	4.4	4.5	4.3
Arizona.....	4.7	5.0	4.9	Nebraska.....	3.8	4.0	3.6
Arkansas.....	5.6	5.1	4.9	Nevada.....	4.1	4.2	4.1
California.....	6.0	5.1	5.2	New Hampshire.....	3.5	3.9	3.9
Colorado.....	5.4	5.2	4.9	New Jersey.....	4.5	4.4	3.9
Connecticut.....	4.7	5.3	5.3	New Mexico.....	5.6	5.6	5.4
Delaware.....	4.1	4.1	4.2	New York.....	5.5	5.3	4.8
District of Columbia.....	8.6	6.2	6.1	North Carolina.....	5.4	5.5	5.4
Florida.....	4.8	3.5	3.5	North Dakota.....	3.5	3.6	3.5
Georgia.....	4.8	5.5	5.3	Ohio.....	6.2	5.9	5.9
Hawaii.....	3.1	2.7	2.7	Oklahoma.....	4.7	4.4	4.3
Idaho.....	4.5	3.6	3.6	Oregon.....	7.3	6.2	5.9
Illinois.....	6.1	5.8	5.5	Pennsylvania.....	5.6	4.9	4.6
Indiana.....	5.2	5.4	5.4	Rhode Island.....	4.9	5.7	5.4
Iowa.....	5.0	4.6	4.5	South Carolina.....	6.9	6.6	6.9
Kansas.....	5.4	5.1	5.0	South Dakota.....	3.5	4.0	4.0
Kentucky.....	4.8	5.7	6.1	Tennessee.....	5.3	5.1	5.6
Louisiana.....	5.8	11.4	12.0	Texas.....	6.0	5.3	5.3
Maine.....	4.7	5.4	5.2	Utah.....	5.1	4.7	4.5
Maryland.....	4.2	4.1	4.1	Vermont.....	3.4	3.7	3.9
Massachusetts.....	4.8	4.8	4.8	Virginia.....	3.6	3.6	3.4
Michigan.....	7.2	6.5	6.1	Washington.....	6.0	5.7	5.6
Minnesota.....	4.5	3.9	3.7	West Virginia.....	5.2	5.7	5.2
Mississippi.....	6.9	10.3	8.7	Wisconsin.....	4.7	4.7	4.5
				Wyoming.....	4.2	4.1	4.1

^P = preliminary

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

State	Oct. 2004	Sept. 2005 ^P	Oct. 2005 ^P	State	Oct. 2004	Sept. 2005 ^P	Oct. 2005 ^P
Alabama.....	2,155,308	2,172,318	2,181,457	Missouri.....	3,036,525	3,019,523	3,029,606
Alaska.....	333,610	344,437	344,646	Montana.....	485,500	493,694	493,667
Arizona.....	2,793,803	2,847,606	2,853,407	Nebraska.....	987,653	985,408	982,987
Arkansas.....	1,316,223	1,358,638	1,368,269	Nevada.....	1,186,159	1,227,943	1,233,582
California.....	17,635,813	17,903,862	17,974,299	New Hampshire.....	724,175	741,750	740,634
Colorado.....	2,538,050	2,542,511	2,539,349	New Jersey.....	4,392,337	4,484,457	4,500,734
Connecticut.....	1,794,903	1,822,138	1,821,256	New Mexico.....	916,867	940,231	941,355
Delaware.....	423,626	439,026	440,904	New York.....	9,368,471	9,492,706	9,474,892
District of Columbia.....	300,303	299,736	295,974	North Carolina.....	4,260,757	4,346,625	4,365,418
Florida.....	8,457,081	8,729,098	8,763,985	North Dakota.....	355,806	355,468	357,555
Georgia.....	4,413,781	4,550,606	4,552,904	Ohio.....	5,892,938	5,940,691	5,924,541
Hawaii.....	617,621	643,753	647,905	Oklahoma.....	1,712,966	1,738,098	1,737,022
Idaho.....	706,134	734,706	737,413	Oregon.....	1,861,723	1,865,756	1,871,557
Illinois.....	6,415,592	6,508,679	6,492,503	Pennsylvania.....	6,308,798	6,341,165	6,314,323
Indiana.....	3,173,801	3,224,899	3,217,258	Rhode Island.....	561,776	579,284	576,692
Iowa.....	1,625,161	1,651,537	1,651,647	South Carolina.....	2,057,162	2,087,730	2,101,086
Kansas.....	1,467,437	1,466,254	1,468,744	South Dakota.....	429,312	429,772	430,253
Kentucky.....	1,968,436	2,012,504	2,023,869	Tennessee.....	2,899,775	2,898,272	2,921,124
Louisiana.....	2,068,740	2,005,979	1,967,568	Texas.....	11,072,982	11,276,696	11,305,316
Maine.....	702,280	717,180	719,409	Utah.....	1,207,696	1,242,434	1,243,949
Maryland.....	2,884,779	2,949,278	2,967,077	Vermont.....	353,435	355,586	357,182
Massachusetts.....	3,388,111	3,381,321	3,378,821	Virginia.....	3,831,400	3,952,794	3,961,179
Michigan.....	5,094,561	5,126,861	5,100,866	Washington.....	3,250,833	3,314,020	3,332,513
Minnesota.....	2,960,570	2,939,800	2,936,037	West Virginia.....	787,363	801,872	803,579
Mississippi.....	1,339,286	1,307,208	1,296,963	Wisconsin.....	3,068,488	3,047,319	3,046,502
				Wyoming.....	284,401	286,191	287,133

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

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

[In thousands]

Industry	Annual average		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
Building material and garden supply stores.....	1,185.0	1,226.0	1,240.4	1,243.5	1,248.0	1,264.8	1,263.7	1,264.5	1,267.6	1,272.8	1,276.9	1,275.1	1,269.5	1,274.6	1,280.6
Food and beverage stores.....	2,383.4	2,826.3	2,822.7	2,819.8	2,826.0	2,826.6	2,826.8	2,834.9	2,838.5	2,840.2	2,842.5	2,828.5	2,819.3	2,827.2	2,826.2
Health and personal care stores.....	938.1	941.7	944.5	946.6	944.8	949.7	949.2	955.0	958.0	956.7	956.1	962.4	955.5	961.7	962.5
Gasoline stations.....	882.0	877.1	873.7	871.3	872.9	874.6	874.5	875.0	876.6	874.0	880.0	880.5	878.1	878.9	878.1
Clothing and clothing accessories stores.....	1,304.5	1,361.8	1,377.9	1,381.3	1,375.5	1,380.5	1,384.0	1,387.0	1,394.5	1,406.1	1,426.3	1,420.6	1,404.3	1,406.6	1,400.7
Sporting goods, hobby, book, and music stores.....	646.5	639.2	639.0	635.8	637.7	636.2	638.3	638.0	637.2	636.3	637.2	636.7	626.5	631.7	635.8
General merchandise stores ¹	2,822.4	2,843.5	2,854.9	2,852.9	2,853.5	2,864.1	2,862.0	2,864.7	2,866.0	2,861.6	2,867.1	2,862.0	2,857.3	2,841.0	2,849.8
Department stores.....	1,620.6	1,612.5	1,619.1	1,619.3	1,619.1	1,625.7	1,624.2	1,625.3	1,629.5	1,628.7	1,637.1	1,635.1	1,629.9	1,612.4	1,619.5
Miscellaneous store retailers.....	930.7	918.6	917.4	918.2	918.7	919.9	919.4	921.6	921.1	924.0	922.2	920.0	918.8	915.8	914.3
Nonstore retailers.....	427.3	424.8	423.8	421.5	418.5	420.1	417.5	418.7	418.0	418.4	419.8	421.1	425.7	424.7	425.6
Transportation and warehousing.....	4,185.4	4,250.0	4,289.6	4,288.0	4,316.0	4,324.1	4,336.6	4,355.8	4,361.4	4,359.9	4,367.6	4,368.6	4,371.9	4,376.1	4,384.2
Air transportation.....	528.3	514.8	514.6	512.3	509.4	507.9	508.0	508.8	508.1	507.8	505.1	503.9	496.8	495.2	493.7
Rail transportation.....	217.7	224.1	224.6	224.0	224.4	223.9	223.7	223.7	224.3	223.9	223.9	223.2	223.2	223.1	222.9
Water transportation.....	54.5	57.2	57.8	58.6	59.8	60.0	61.6	61.3	61.5	62.2	62.3	62.8	63.9	64.2	65.4
Truck transportation.....	1,325.6	1,350.7	1,358.9	1,366.5	1,372.6	1,378.0	1,383.2	1,389.8	1,392.9	1,396.3	1,395.5	1,392.4	1,397.0	1,402.8	1,409.5
Transit and ground passenger transportation.....	382.2	385.5	389.4	391.0	391.7	391.0	388.7	393.3	389.8	381.9	389.8	391.1	392.6	393.1	395.7
Pipeline transportation.....	40.2	38.8	39.0	38.7	39.3	39.4	39.3	39.5	39.3	39.3	39.2	39.5	39.5	39.2	39.2
Scenic and sightseeing transportation.....	26.6	26.7	26.1	26.6	24.2	24.9	26.7	27.2	28.3	28.4	28.9	29.0	28.4	27.9	26.9
Support activities for transportation.....	520.3	535.6	544.6	547.0	549.3	551.5	553.4	554.2	557.2	554.5	556.0	554.3	557.8	555.9	554.9
Couriers and messengers.....	561.7	560.5	568.7	566.4	577.5	577.6	579.3	581.8	582.4	582.3	582.4	586.8	586.9	589.2	590.3
Warehousing and storage.....	528.3	556.0	565.9	566.9	567.8	569.9	572.7	576.2	577.6	583.3	584.5	585.7	585.8	585.5	585.7
Utilities.....	577.0	570.2	570.2	571.3	574.7	576.0	575.2	575.6	575.4	575.1	575.1	577.1	576.7	578.0	578.5
Information.....	3,188	3,138	3,133	3,127	3,123	3,127	3,134	3,152	3,146	3,146	3,146	3,147	3,153	3,140	3,143
Publishing industries, except internet.....	924.8	909.8	908.9	905.7	905.0	905.6	906.8	905.7	905.7	907.0	910.0	909.0	909.0	908.2	908.5
Motion picture and sound recording industries.....	376.2	389.0	390.6	384.8	380.3	380.9	386.9	399.3	394.2	393.1	392.2	396.0	403.3	393.1	395.1
Broadcasting, except internet.....	324.3	326.6	329.7	329.7	331.3	330.4	330.7	330.7	330.8	331.6	332.8	333.0	330.8	332.3	332.0
Internet publishing and broadcasting.....	29.2	31.3	33.6	34.0	34.8	34.6	35.0	35.3	35.2	35.6	35.1	35.6	35.8	35.7	35.8
Telecommunications.....	1,082.3	1,042.5	1,030.0	1,031.5	1,030.8	1,032.2	1,029.9	1,037.3	1,036.2	1,034.8	1,033.5	1,031.4	1,031.6	1,032.4	1,034.6
ISPs, search portals, and data processing.....	402.4	388.1	389.5	390.4	389.9	392.6	393.7	393.9	393.5	393.4	391.2	392.2	392.5	389.0	386.4
Other information services.....	48.7	50.9	50.7	50.7	51.0	50.9	50.7	50.1	50.2	50.6	50.9	50.2	50.1	49.7	50.6
Financial activities.....	7,977	8,052	8,107	8,128	8,150	8,165	8,167	8,182	8,189	8,208	8,227	8,248	8,265	8,292	8,305
Finance and insurance.....	5,922.6	5,965.6	6,001.3	6,014.5	6,030.9	6,037.6	6,039.8	6,048.0	6,052.9	6,062.5	6,072.3	6,086.4	6,101.1	6,123.0	6,133.7
Monetary authorities—central bank.....	22.6	21.6	20.9	20.6	20.5	20.4	20.4	20.3	20.4	20.4	20.3	20.3	20.4	20.4	20.5
Credit intermediation and related activities ¹	2,792.4	2,832.3	2,859.2	2,871.9	2,882.7	2,891.0	2,896.8	2,902.6	2,906.7	2,915.4	2,922.5	2,931.2	2,940.0	2,951.0	2,956.0
Depository credit intermediation ¹	1,748.5	1,761.2	1,773.3	1,778.8	1,785.6	1,790.3	1,794.0	1,795.9	1,797.8	1,802.1	1,804.2	1,809.9	1,814.8	1,820.3	1,825.0
Commercial banking.....	1,280.1	1,285.3	1,293.1	1,296.8	1,301.6	1,305.5	1,308.0	1,308.3	1,308.8	1,311.0	1,311.9	1,315.3	1,318.9	1,322.4	1,327.4
Securities, commodity contracts, investments.....	757.7	766.8	776.9	779.7	782.5	784.8	786.9	787.6	787.6	786.5	788.1	791.5	794.3	797.7	800.9
Insurance carriers and related activities.....	2,266.0	2,260.3	2,260.4	2,258.1	2,259.6	2,256.7	2,250.9	2,253.9	2,253.6	2,254.6	2,255.7	2,258.2	2,261.5	2,268.7	2,271.2
Funds, trusts, and other financial vehicles.....	83.9	84.7	83.9	84.2	85.6	84.7	84.8	83.6	84.6	85.6	85.7	85.2	84.9	85.2	85.1
Real estate and rental and leasing.....	2,053.9	2,086.2	2,105.5	2,113.6	2,119.0	2,127.2	2,126.8	2,134.3	2,136.4	2,145.0	2,154.6	2,161.5	2,163.9	2,168.8	2,171.6
Real estate.....	1,383.6	1,417.0	1,434.7	1,437.8	1,439.7	1,443.8	1,444.0	1,449.7	1,454.6	1,461.4	1,470.7	1,475.8	1,480.0	1,484.5	1,487.0
Rental and leasing services.....	643.1	643.9	646.0	650.9	654.1	658.3	657.8	659.0	655.8	658.1	658.1	659.6	657.5	657.5	657.5
Lessors of nonfinancial intangible assets.....	27.3	25.4	24.8	24.9	25.2	25.1	25.0	25.6	26.0	25.5	25.8	26.1	26.4	26.8	27.1
Professional and business services.....	15,987	16,414	16,611	16,674	16,694	16,775	16,796	16,843	16,851	16,906	16,964	16,983	17,037	17,043	17,072
Professional and technical services ¹	6,629.5	6,762.0	6,834.4	6,869.9	6,882.1	6,902.7	6,907.3	6,928.5	6,929.1	6,950.9	6,974.3	6,986.2	7,008.0	7,022.0	7,044.0
Legal services.....	1,142.1	1,161.8	1,163.1	1,164.4	1,160.8	1,161.2	1,161.5	1,161.8	1,163.3	1,163.0	1,163.8	1,162.5	1,154.6	1,153.6	1,152.2
Accounting and bookkeeping services.....	815.3	816.0	816.6	840.8	858.1	858.1	856.6	862.7	851.4	858.5	861.7	863.5	868.9	869.0	872.7
Architectural and engineering services.....	1,226.9	1,260.8	1,284.9	1,289.5	1,286.9	1,292.0	1,295.7	1,300.8	1,303.9	1,310.8	1,317.5	1,322.3	1,332.5	1,336.7	1,342.8

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		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
Computer systems design and related services.....	1,116.6	1,147.4	1,174.1	1,174.3	1,171.8	1,174.2	1,175.5	1,178.5	1,178.2	1,182.4	1,184.8	1,187.8	1,192.4	1,201.4	1,206.4
Management and technical consulting services.....	744.9	779.0	787.8	789.9	789.3	793.7	795.5	798.8	801.9	806.3	811.9	814.7	817.2	820.9	826.6
Management of companies and enterprises.....	1,687.2	1,718.0	1,722.5	1,725.6	1,730.7	1,731.3	1,731.5	1,733.4	1,734.1	1,735.7	1,735.8	1,735.9	1,727.3	1,725.7	1,721.8
Administrative and waste services.....	7,669.8	7,934.0	8,054.3	8,078.0	8,081.6	8,140.9	8,156.7	8,181.1	8,187.9	8,219.5	8,254.1	8,261.0	8,301.6	8,295.2	8,306.0
Administrative and support services ¹	7,347.7	7,608.7	7,728.2	7,751.4	7,755.2	7,813.6	7,831.8	7,858.1	7,866.8	7,897.7	7,927.4	7,935.6	7,979.3	7,975.9	7,990.3
Employment services ¹	3,299.5	3,470.3	3,570.5	3,584.5	3,595.9	3,633.8	3,645.7	3,666.0	3,667.9	3,688.0	3,707.2	3,721.2	3,758.6	3,753.3	3,764.5
Temporary help services.....	2,224.2	2,393.2	2,484.7	2,479.4	2,479.1	2,508.0	2,506.1	2,520.7	2,517.7	2,529.6	2,548.8	2,561.9	2,592.4	2,598.4	2,603.6
Business support services.....	749.7	754.5	754.6	757.0	752.8	755.7	754.1	754.9	753.3	751.4	751.7	751.0	750.5	745.7	746.4
Services to buildings and dwellings.....	1,636.1	1,694.2	1,707.2	1,706.1	1,701.4	1,711.2	1,712.6	1,715.9	1,722.4	1,729.0	1,739.5	1,735.3	1,735.7	1,741.5	1,746.3
Waste management and remediation services.....	322.1	325.3	326.1	326.6	326.4	327.1	324.9	323.0	321.1	323.8	326.7	325.4	322.3	319.3	315.7
Educational and health services.....	16,588	16,954	17,108	17,142	17,178	17,186	17,210	17,243	17,289	17,336	17,377	17,418	17,455	17,445	17,481
Educational services.....	2,695.1	2,766.4	2,797.2	2,805.5	2,825.0	2,810.3	2,814.0	2,814.0	2,822.2	2,835.5	2,837.8	2,846.2	2,858.1	2,826.0	2,834.7
Health care and social assistance.....	13,892.6	14,187.3	14,310.7	14,336.1	14,353.2	14,375.4	14,396.0	14,429.1	14,467.2	14,500.5	14,539.5	14,571.8	14,596.6	14,619.4	14,646.7
Ambulatory health care services ¹	4,786.4	4,946.4	5,006.7	5,017.0	5,027.0	5,035.0	5,041.6	5,054.2	5,069.7	5,084.6	5,104.0	5,120.1	5,126.6	5,138.4	5,153.0
Offices of physicians.....	2,002.5	2,053.9	2,077.7	2,084.3	2,085.3	2,090.9	2,093.2	2,103.6	2,114.4	2,119.5	2,124.2	2,133.4	2,135.7	2,142.5	2,148.4
Outpatient care centers.....	426.8	446.2	449.8	450.3	451.1	452.6	453.6	453.6	455.3	456.7	461.2	462.5	465.4	466.4	467.7
Home health care services.....	732.6	773.2	789.2	790.7	791.5	785.8	798.8	797.9	798.8	804.1	807.3	808.9	809.9	812.5	812.9
Hospitals.....	4,244.6	4,293.6	4,319.7	4,323.5	4,329.6	4,337.8	4,344.6	4,354.2	4,362.6	4,374.5	4,384.2	4,391.4	4,396.8	4,402.3	4,405.8
Nursing and residential care facilities ¹	2,786.2	2,814.8	2,827.2	2,827.9	2,827.0	2,830.0	2,830.0	2,832.5	2,839.8	2,841.2	2,849.2	2,852.0	2,857.8	2,855.7	2,857.3
Nursing care facilities.....	1,579.8	1,575.3	1,576.4	1,574.5	1,571.5	1,571.6	1,572.3	1,571.4	1,572.7	1,573.2	1,575.9	1,575.9	1,576.7	1,574.4	1,575.1
Social assistance ¹	2,075.4	2,132.5	2,157.1	2,167.7	2,169.6	2,172.6	2,179.8	2,188.2	2,195.1	2,200.2	2,202.1	2,208.3	2,215.4	2,223.0	2,230.6
Child day care services.....	755.3	767.1	775.3	780.4	780.5	782.5	785.1	788.6	788.0	793.2	792.7	791.6	795.3	801.2	803.3
Leisure and hospitality.....	12,173	12,479	12,571	12,589	12,611	12,650	12,662	12,723	12,736	12,765	12,801	12,830	12,762	12,748	12,777
Arts, entertainment, and recreation.....	1,812.9	1,833.0	1,826.4	1,811.0	1,805.4	1,808.4	1,805.8	1,823.9	1,824.9	1,830.6	1,834.8	1,840.2	1,830.3	1,828.7	1,823.1
Performing arts and spectator sports.....	371.7	364.8	362.5	357.9	355.6	357.0	357.8	361.1	361.7	364.1	363.8	363.7	361.3	353.1	348.0
Museums, historical sites, zoos, and parks.....	114.7	117.1	116.9	114.8	114.5	113.6	115.8	116.8	117.3	117.5	117.6	117.1	118.7	116.9	116.5
Amusements, gambling, and recreation.....	1,326.5	1,351.1	1,347.0	1,338.3	1,335.3	1,337.8	1,332.2	1,346.0	1,345.9	1,349.0	1,353.4	1,359.4	1,350.3	1,358.7	1,358.6
Accommodations and food services.....	10,359.8	10,646.0	10,744.1	10,778.4	10,805.1	10,841.1	10,856.0	10,899.0	10,911.1	10,934.2	10,965.8	10,989.3	10,931.4	10,919.1	10,953.8
Accommodations.....	1,775.4	1,795.9	1,814.7	1,824.6	1,825.9	1,830.3	1,826.6	1,830.1	1,830.3	1,830.0	1,829.1	1,831.4	1,831.1	1,830.3	1,826.5
Food services and drinking places.....	8,584.4	8,850.1	8,929.4	8,953.8	8,979.2	9,010.8	9,029.4	9,068.9	9,080.8	9,104.2	9,136.7	9,157.9	9,100.3	9,088.8	9,127.3
Other services.....	5,401	5,431	5,441	5,447	5,451	5,457	5,459	5,472	5,468	5,479	5,477	5,469	5,468	5,457	5,462
Repair and maintenance.....	1,233.6	1,227.6	1,227.1	1,229.9	1,229.4	1,233.7	1,235.6	1,239.9	1,241.4	1,244.1	1,244.3	1,239.4	1,236.1	1,234.4	1,234.8
Personal and laundry services.....	1,263.5	1,274.1	1,271.6	1,276.8	1,280.4	1,280.5	1,282.2	1,286.9	1,284.4	1,283.2	1,280.1	1,281.2	1,279.3	1,277.8	1,278.4
Membership associations and organizations.....	2,903.6	2,929.1	2,942.3	2,940.6	2,941.4	2,942.9	2,940.8	2,945.6	2,942.4	2,951.7	2,952.2	2,948.8	2,952.7	2,945.2	2,948.3
Government.....	21,583	21,618	21,706	21,700	21,710	21,733	21,731	21,745	21,754	21,760	21,817	21,849	21,856	21,851	21,872
Federal.....	2,761	2,728	2,728	2,706	2,717	2,720	2,724	2,718	2,722	2,719	2,719	2,718	2,718	2,717	2,719
Federal, except U.S. Postal Service.....	1,952.4	1,943.4	1,946.4	1,939.5	1,937.2	1,939.8	1,943.2	1,937.1	1,940.8	1,937.6	1,937.5	1,936.5	1,937.2	1,937.4	1,939.8
U.S. Postal Service.....	808.6	784.1	781.4	766.4	780.2	780.1	780.8	780.7	781.2	781.2	781.1	781.1	780.8	779.9	779.5
State.....	5,002	4,985	5,015	5,020	5,025	5,027	5,024	5,026	5,023	5,026	5,034	5,033	5,039	5,034	5,041
Education.....	2,254.7	2,249.2	2,271.3	2,277.9	2,280.4	2,283.0	2,280.8	2,281.2	2,277.6	2,278.2	2,283.5	2,287.3	2,287.3	2,287.3	2,293.7
Other State government.....	2,747.6	2,736.2	2,743.4	2,741.9	2,744.4	2,744.4	2,743.2	2,745.1	2,745.5	2,747.6	2,750.9	2,745.3	2,746.5	2,746.3	2,747.4
Local.....	13,820	13,905	13,963	13,974	13,968	13,986	13,983	14,001	14,009	14,015	14,064	14,098	14,099	14,100	14,112
Education.....	7,709.4	7,762.5	7,806.3	7,810.8	7,808.8	7,820.7	7,813.5	7,823.9	7,823.5	7,830.3	7,873.9	7,899.7	7,887.9	7,890.8	7,893.8
Other local government.....	6,110.2	6,143.0	6,156.7	6,163.1	6,159.2	6,165.1	6,169.0	6,177.4	6,185.9	6,184.9	6,190.1	6,198.7	6,210.9	6,209.0	6,218.2

¹ Includes other industries not shown separately.

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

p = preliminary.

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

Industry	Annual average		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL PRIVATE	33.7	33.7	33.7	33.7	33.7	33.7	33.7	33.8	33.7	33.7	33.7	33.7	33.8	33.8	33.7
GOODS-PRODUCING	39.8	40.0	39.9	40.0	39.8	39.9	39.8	40.1	39.9	39.9	39.9	39.9	40.0	40.3	40.4
Natural resources and mining	43.6	44.5	45.0	45.4	45.5	45.1	45.3	45.7	45.8	45.6	45.9	46.0	45.7	46.0	45.5
Construction	38.4	38.3	38.3	38.4	37.6	38.2	38.3	39.0	38.5	38.5	38.2	38.3	38.3	38.6	39.3
Manufacturing	40.4	40.8	40.5	40.5	40.7	40.6	40.4	40.5	40.4	40.4	40.5	40.5	40.7	41.0	40.8
Overtime hours.....	4.2	4.6	4.5	4.5	4.5	4.6	4.5	4.4	4.4	4.4	4.5	4.5	4.5	4.6	4.5
Durable goods.....	40.8	41.3	40.9	41.1	41.1	41.0	40.8	40.9	40.8	40.9	41.0	41.1	41.1	41.5	41.4
Overtime hours.....	4.3	4.7	4.6	4.6	4.6	4.7	4.5	4.5	4.4	4.4	4.6	4.7	4.6	4.7	4.7
Wood products.....	40.4	40.6	40.0	40.3	40.6	39.9	39.5	39.5	39.6	39.5	39.6	39.5	39.8	40.6	40.8
Nonmetallic mineral products.....	42.2	42.3	42.1	42.3	41.9	42.1	41.7	41.9	41.8	41.7	41.6	41.6	42.1	42.9	43.5
Primary metals.....	42.3	43.1	42.9	42.8	43.1	43.0	42.9	42.6	42.5	42.7	43.1	43.1	43.3	43.5	43.3
Fabricated metal products.....	40.7	41.1	40.9	40.9	40.9	40.8	40.7	40.8	40.7	40.7	40.8	40.8	40.7	41.5	41.1
Machinery.....	40.8	41.9	42.0	42.0	42.0	42.0	42.0	42.0	41.9	41.9	42.1	42.0	42.1	42.2	42.1
Computer and electronic products.....	40.4	40.4	39.6	39.8	40.0	39.6	39.5	39.8	39.9	39.8	40.1	39.7	40.0	40.3	40.3
Electrical equipment and appliances.....	40.6	40.7	40.1	40.0	40.1	40.0	40.0	40.1	40.2	40.2	40.9	40.9	41.2	41.3	41.6
Transportation equipment.....	41.9	42.5	42.2	42.4	42.4	42.4	42.0	42.1	41.8	42.2	42.2	42.8	42.6	43.0	42.8
Furniture and related products.....	38.9	39.5	39.2	39.5	39.5	39.4	39.4	39.2	39.1	39.3	39.3	39.1	39.4	39.1	38.8
Miscellaneous manufacturing.....	38.4	38.5	38.2	38.3	38.5	38.6	38.7	38.8	38.6	38.7	38.2	38.8	38.7	39.0	38.5
Nondurable goods	39.8	40.0	39.8	39.8	40.0	40.0	39.7	39.8	39.7	39.7	39.7	39.7	39.9	40.1	39.8
Overtime hours.....	4.1	4.4	4.3	4.3	4.4	4.5	4.4	4.3	4.3	4.3	4.3	4.3	4.3	4.4	4.3
Food manufacturing.....	39.3	39.3	39.1	38.8	39.0	39.3	38.8	39.0	38.9	38.8	39.0	38.8	38.7	39.0	38.2
Beverage and tobacco products.....	39.1	39.2	39.0	39.6	40.5	40.2	40.1	40.4	39.0	40.0	39.9	40.0	39.5	41.3	40.6
Textile mills.....	39.1	40.1	40.0	39.8	40.2	39.7	40.0	40.2	40.4	40.3	40.2	40.0	40.1	40.3	40.9
Textile product mills.....	39.6	38.9	39.1	39.0	39.5	39.5	39.4	38.8	38.7	38.1	38.2	38.6	38.8	39.1	39.2
Apparel.....	35.6	36.0	35.7	35.9	35.9	35.9	35.9	35.7	35.1	35.4	35.3	35.7	35.7	35.8	35.9
Leather and allied products.....	39.3	38.4	38.2	37.6	37.1	37.2	37.3	37.8	38.5	38.6	39.3	38.5	38.4	38.3	38.5
Paper and paper products.....	41.5	42.1	42.1	42.0	42.5	42.1	41.9	42.2	42.3	42.2	42.2	42.5	42.9	43.0	43.0
Printing and related support activities.....	38.2	38.4	38.3	38.5	38.6	38.5	38.3	38.3	38.4	38.2	38.4	38.4	38.7	38.6	38.7
Petroleum and coal products.....	44.5	44.9	45.5	44.6	44.5	44.7	45.1	46.0	45.6	45.6	45.4	45.3	47.0	47.1	46.2
Chemicals.....	42.4	42.8	42.4	42.6	42.8	42.3	42.2	42.4	42.3	42.1	42.0	41.7	42.0	42.9	42.1
Plastics and rubber products.....	40.4	40.4	39.4	39.8	40.0	40.1	39.8	39.7	39.6	39.6	39.6	39.9	40.1	40.0	40.2
PRIVATE SERVICE-PROVIDING	32.4	32.3	32.3	32.4	32.4	32.4	32.4	32.5	32.4	32.4	32.4	32.4	32.4	32.4	32.3
Trade, transportation, and utilities	33.6	33.5	33.5	33.6	33.6	33.6	33.5	33.5	33.4	33.3	33.3	33.3	33.3	33.3	33.2
Wholesale trade.....	37.9	37.8	37.7	37.6	37.7	37.8	37.7	37.7	37.6	37.6	37.6	37.5	37.7	37.8	37.8
Retail trade.....	30.9	30.7	30.6	30.8	30.7	30.8	30.7	30.7	30.6	30.5	30.5	30.5	30.5	30.4	30.3
Transportation and warehousing.....	36.8	37.2	37.5	37.4	37.5	37.3	37.2	37.3	37.1	37.0	37.0	36.9	36.6	36.7	36.8
Utilities.....	41.1	40.9	40.4	40.7	41.0	40.5	40.3	41.1	40.9	41.2	41.2	41.1	41.3	41.3	41.3
Information	36.2	36.3	36.2	36.4	36.3	36.4	36.5	36.5	36.6	36.4	36.6	36.5	36.7	36.7	36.6
Financial activities	35.5	35.5	35.6	35.7	35.9	35.8	35.9	36.0	36.0	36.0	36.1	36.0	36.0	36.0	35.8
Professional and business services	34.1	34.2	34.2	34.2	34.1	34.0	34.0	34.2	34.1	34.1	34.3	34.2	34.3	34.2	33.9
Education and health services	32.3	32.4	32.4	32.5	32.6	32.6	32.6	32.6	32.6	32.6	32.7	32.5	32.7	32.6	32.6
Leisure and hospitality	25.6	25.7	25.6	25.7	25.6	25.7	25.7	25.8	25.8	25.8	25.7	25.7	25.8	25.7	25.7
Other services	31.4	31.0	30.9	30.8	30.9	30.9	30.9	31.1	30.9	31.0	31.0	30.9	30.9	30.9	30.9

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: 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		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL PRIVATE															
Current dollars.....	\$15.35	\$15.67	\$15.82	\$15.85	\$15.90	\$15.91	\$15.95	\$16.00	\$16.03	\$16.07	\$16.14	\$16.17	\$16.19	\$16.29	\$16.32
Constant (1982) dollars.....	8.27	8.23	8.21	8.23	8.24	8.22	8.19	8.16	8.19	8.21	8.20	8.16	8.06	8.10	8.18
GOODS-PRODUCING.....	16.80	17.19	17.33	17.36	17.35	17.43	17.45	17.51	17.54	17.58	17.60	17.67	17.65	17.75	17.77
Natural resources and mining.....	17.56	18.08	18.22	18.37	18.43	18.40	18.27	18.55	18.59	18.66	18.74	18.87	19.00	19.06	19.06
Construction.....	18.95	19.23	19.31	19.29	19.24	19.31	19.34	19.38	19.36	19.43	19.52	19.51	19.53	19.60	19.63
Manufacturing.....	15.74	16.14	16.29	16.34	16.37	16.42	16.43	16.47	16.53	16.55	16.55	16.65	16.59	16.71	16.71
Excluding overtime.....	14.96	15.29	15.43	15.48	15.51	15.54	15.56	15.62	15.68	15.70	15.68	15.77	15.72	15.82	15.84
Durable goods.....	16.45	16.82	16.99	17.06	17.10	17.18	17.17	17.23	17.28	17.32	17.34	17.46	17.39	17.52	17.54
Nondurable goods.....	14.63	15.05	15.16	15.16	15.18	15.19	15.23	15.23	15.31	15.29	15.25	15.30	15.28	15.35	15.30
PRIVATE SERVICE-PROVIDING.....	14.96	15.26	15.42	15.45	15.51	15.51	15.56	15.60	15.63	15.67	15.76	15.77	15.80	15.90	15.92
Trade, transportation, and utilities.....	14.34	14.59	14.70	14.72	14.82	14.79	14.83	14.88	14.91	14.91	15.04	15.02	14.99	15.07	15.08
Wholesale trade.....	17.36	17.66	17.80	17.87	17.91	17.95	17.97	18.05	18.04	18.11	18.25	18.24	18.29	18.37	18.41
Retail trade.....	11.90	12.08	12.20	12.21	12.32	12.29	12.31	12.35	12.38	12.35	12.47	12.43	12.32	12.40	12.36
Transportation and warehousing.....	16.25	16.53	16.54	16.54	16.58	16.52	16.62	16.62	16.67	16.69	16.76	16.81	16.83	16.83	16.93
Utilities.....	24.77	25.62	25.77	26.11	26.23	26.04	26.32	26.38	26.49	26.37	27.00	26.90	27.03	27.16	26.98
Information.....	21.01	21.42	21.58	21.70	21.80	21.67	21.79	21.98	21.97	22.08	22.18	22.26	22.36	22.77	22.60
Financial activities.....	17.14	17.53	17.65	17.71	17.71	17.74	17.78	17.85	17.82	17.90	17.99	17.97	18.09	18.26	18.40
Professional and business services.....	17.21	17.46	17.66	17.69	17.79	17.80	17.82	17.89	17.94	17.98	18.05	18.09	18.08	18.26	18.27
Education and health services.....	15.64	16.16	16.34	16.37	16.40	16.45	16.53	16.55	16.60	16.67	16.73	16.75	16.81	16.86	16.91
Leisure and hospitality.....	8.76	8.91	9.02	9.01	9.03	9.05	9.05	9.08	9.09	9.10	9.13	9.16	9.21	9.21	9.25
Other services.....	13.84	13.98	14.12	14.13	14.15	14.17	14.18	14.16	14.20	14.22	14.25	14.25	14.29	14.32	14.34

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

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

Industry	Annual average		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL PRIVATE	\$15.35	\$15.67	\$15.84	\$15.88	\$16.00	\$15.96	\$15.95	\$16.01	\$16.03	\$15.97	\$16.05	\$16.06	\$16.22	\$16.36	\$16.35
Seasonally adjusted.....	15.47	—	15.82	15.85	15.90	15.91	15.95	16.00	16.03	16.07	16.14	16.17	16.19	16.29	16.32
GOODS-PRODUCING	16.80	17.19	17.37	17.43	17.31	17.34	17.37	17.48	17.51	17.56	17.63	17.71	17.77	17.82	17.80
Natural resources and mining	17.56	18.08	18.21	18.46	18.53	18.45	18.36	18.67	18.58	18.59	18.72	18.78	18.95	19.03	19.04
Construction	18.95	19.23	19.35	19.31	19.12	19.20	19.25	19.35	19.30	19.37	19.56	19.60	19.69	19.75	19.67
Manufacturing	15.74	16.14	16.32	16.46	16.42	16.43	16.41	16.45	16.50	16.52	16.49	16.60	16.65	16.70	16.73
Durable goods.....	16.45	16.82	17.04	17.22	17.15	17.20	17.16	17.20	17.24	17.27	17.21	17.42	17.45	17.53	17.58
Wood products.....	12.71	13.03	13.13	13.17	13.13	13.04	13.11	13.13	13.20	13.06	13.18	13.02	13.06	13.22	13.24
Nonmetallic mineral products.....	15.76	16.25	16.45	16.36	16.27	16.20	16.28	16.68	16.58	16.78	16.92	16.84	16.75	16.68	16.55
Primary metals.....	18.13	18.57	18.66	18.75	18.84	18.78	18.76	18.80	18.82	18.76	18.94	19.00	19.08	19.06	19.19
Fabricated metal products.....	15.01	15.31	15.43	15.59	15.55	15.67	15.62	15.62	15.66	15.73	15.84	15.88	15.91	15.92	15.99
Machinery.....	16.30	16.68	16.85	16.99	17.03	17.02	17.02	16.98	16.91	17.03	17.11	16.99	17.01	17.05	17.06
Computer and electronic products.....	16.69	17.28	17.65	17.92	18.04	18.04	18.00	18.26	18.45	18.40	18.63	18.61	18.71	18.63	18.60
Electrical equipment and appliances.....	14.36	14.90	15.10	15.12	15.07	15.15	15.10	15.07	15.04	15.10	15.28	15.33	15.31	15.41	15.37
Transportation equipment.....	21.23	21.49	21.91	22.17	21.90	21.97	21.84	21.78	21.88	21.97	21.48	22.28	22.32	22.62	22.80
Furniture and related products.....	12.98	13.16	13.29	13.46	13.42	13.34	13.37	13.46	13.44	13.48	13.45	13.47	13.56	13.46	13.47
Miscellaneous manufacturing.....	13.30	13.85	13.96	14.05	14.07	14.04	14.05	14.02	14.06	14.03	14.24	14.13	14.09	14.09	13.99
Nondurable goods.....	14.63	15.05	15.16	15.21	15.24	15.17	15.19	15.22	15.28	15.27	15.33	15.24	15.34	15.32	15.29
Food manufacturing.....	12.80	12.98	12.99	13.03	13.07	13.07	13.02	12.98	13.04	13.04	13.02	12.99	13.10	13.01	13.07
Beverages and tobacco products.....	17.96	19.12	18.80	18.82	18.44	18.65	18.94	19.32	19.14	18.69	19.01	18.42	18.60	18.58	19.04
Textile mills.....	11.99	12.13	12.09	12.25	12.33	12.25	12.26	12.35	12.41	12.45	12.44	12.44	12.39	12.34	12.55
Textile product mills.....	11.23	11.39	11.44	11.43	11.31	11.48	11.56	11.70	11.54	11.65	11.75	11.70	11.70	11.70	11.48
Apparel.....	9.56	9.75	10.00	10.00	10.15	10.19	10.05	10.08	10.12	10.17	10.27	10.21	10.34	10.26	10.48
Leather and allied products.....	11.66	11.63	11.62	11.51	11.60	11.42	11.48	11.43	11.42	11.51	11.54	11.55	11.70	11.62	11.48
Paper and paper products.....	17.33	17.90	18.09	18.07	18.00	17.86	17.93	17.91	18.01	18.05	18.20	17.92	17.94	17.95	17.85
Printing and related support activities.....	15.37	15.72	15.93	15.80	15.77	15.79	15.70	15.62	15.57	15.66	15.73	15.81	15.98	15.89	15.77
Petroleum and coal products.....	23.63	24.38	24.71	24.48	24.75	24.74	24.78	24.06	24.56	24.47	24.56	24.11	24.37	24.68	24.66
Chemicals.....	18.50	19.16	19.44	19.59	19.52	19.32	19.47	19.61	19.71	19.60	19.71	19.71	19.83	19.86	19.81
Plastics and rubber products.....	14.18	14.58	14.58	14.76	14.81	14.65	14.70	14.75	14.88	14.87	14.91	14.91	14.86	14.79	14.69
PRIVATE SERVICE-PROVIDING	14.96	15.26	15.43	15.46	15.66	15.60	15.59	15.62	15.64	15.54	15.63	15.62	15.79	15.96	15.95
Trade, transportation, and utilities	14.34	14.59	14.67	14.61	14.88	14.86	14.86	14.94	14.93	14.87	15.00	14.95	15.03	15.10	15.04
Wholesale trade.....	17.36	17.66	17.82	17.87	18.03	17.99	17.91	18.06	18.06	18.01	18.20	18.16	18.26	18.45	18.42
Retail trade.....	11.90	12.08	12.16	12.10	12.34	12.35	12.35	12.42	12.40	12.33	12.43	12.37	12.37	12.40	12.30
Transportation and warehousing.....	16.25	16.53	16.56	16.59	16.59	16.57	16.60	16.60	16.60	16.66	16.80	16.81	16.83	16.84	16.97
Utilities.....	24.77	25.62	26.01	26.00	26.14	25.98	26.34	26.52	26.54	26.24	26.84	26.65	27.20	27.30	27.13
Financial activities.....	21.01	21.42	21.70	21.74	21.83	21.67	21.68	21.92	21.93	21.83	22.02	22.14	22.46	22.94	22.72
Professional and business services	17.14	17.53	17.61	17.67	17.83	17.73	17.76	17.86	17.95	17.80	17.93	17.92	18.05	18.39	18.39
Education and health services.....	17.21	17.46	17.62	17.73	18.06	17.91	17.83	17.86	18.02	17.84	17.93	17.88	17.98	18.33	18.25
Leisure and hospitality.....	8.76	8.91	9.06	9.11	9.11	9.09	9.07	9.07	9.08	9.02	9.01	9.05	9.22	9.25	9.30
Other services	13.84	13.98	14.12	14.17	14.23	14.23	14.18	14.19	14.25	14.15	14.14	14.19	14.29	14.33	14.35

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

p = preliminary.

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

Industry	2004				2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL PRIVATE.....	\$517.30	\$528.56	\$532.22	\$536.74	\$537.60	\$534.66	\$534.33	\$537.94	\$543.42	\$539.79	\$542.49	\$544.43	\$549.86	\$557.88	\$551.00
Seasonally adjusted.....	-	-	533.13	534.15	535.83	536.17	537.52	540.80	540.21	541.56	543.92	544.93	547.22	550.60	549.98
GOODS-PRODUCING.....	669.13	688.03	694.80	702.43	683.75	683.20	689.59	697.45	702.15	705.91	699.91	713.71	721.46	723.49	722.68
Natural resources and mining.....	765.94	804.03	824.91	836.24	833.85	822.87	826.20	847.62	854.68	849.56	851.76	873.27	879.28	888.70	870.13
Construction.....	726.83	735.70	739.17	737.64	703.62	712.32	727.65	748.85	750.77	759.30	758.93	770.28	775.79	772.23	773.03
Manufacturing.....	635.99	658.53	665.86	678.15	666.65	663.77	662.96	662.94	666.60	669.06	657.95	673.96	684.32	688.04	687.60
Durable goods.....	671.21	694.16	702.05	718.07	703.15	703.48	701.84	700.04	705.12	708.07	693.56	715.96	725.92	731.00	733.09
Wood products.....	514.10	529.46	526.51	532.07	527.83	511.17	512.60	516.01	528.00	525.01	521.93	520.80	523.71	540.70	544.16
Nonmetallic mineral products.....	664.92	688.05	694.19	688.76	665.44	667.44	669.11	697.22	698.02	708.12	703.87	710.65	715.23	725.58	723.24
Primary metals.....	767.60	799.77	802.38	813.75	815.77	807.54	806.68	799.00	799.85	801.05	803.06	813.20	829.98	829.11	834.77
Fabricated metal products.....	610.37	628.80	634.17	648.54	637.55	637.77	634.17	634.17	638.93	640.21	638.35	646.32	653.90	665.46	661.99
Machinery.....	664.79	699.51	711.07	727.17	718.67	716.54	718.24	713.16	710.22	713.56	711.78	706.78	721.22	717.81	721.64
Computer and electronic products.....	674.72	698.28	706.00	723.97	716.19	712.58	711.00	719.44	734.31	728.64	739.61	736.96	755.88	756.38	760.74
Electrical equipment and appliances.....	583.23	606.64	613.06	616.90	605.81	601.46	602.49	599.79	601.60	605.51	614.26	625.46	636.90	642.60	650.15
Transportation equipment.....	889.48	912.97	926.79	962.18	926.37	933.73	921.65	914.76	918.96	931.53	869.94	951.36	964.22	977.18	980.40
Furniture and related products.....	505.30	519.78	523.63	546.48	528.75	522.93	526.78	526.29	520.13	532.46	527.24	532.07	541.04	522.25	522.64
Miscellaneous manufacturing.....	510.82	533.47	536.06	545.14	543.10	543.35	547.95	543.98	545.53	544.36	535.42	546.83	548.10	550.92	540.01
Nondurable goods.....	582.61	602.48	607.92	612.96	608.08	600.73	601.52	601.19	606.62	606.22	604.00	605.03	618.20	617.40	614.66
Food manufacturing.....	502.92	509.66	515.70	513.38	505.81	505.81	497.36	497.13	505.95	508.56	505.18	509.21	517.45	512.59	505.81
Beverages and tobacco products.....	702.45	750.51	731.32	737.74	735.76	738.54	757.60	792.12	750.29	755.08	760.40	744.17	740.28	761.78	774.93
Textile mills.....	469.33	486.69	483.60	491.23	498.13	485.10	494.08	495.24	502.61	501.74	492.62	496.36	449.32	492.37	515.81
Textile product mills.....	444.70	443.01	448.45	451.49	445.61	450.02	457.78	451.62	444.29	445.03	444.15	452.38	458.64	459.81	453.46
Apparel.....	340.12	351.28	360.00	364.00	361.34	363.78	363.81	361.87	355.21	359.00	358.42	366.54	370.17	368.33	379.38
Leather and allied products.....	457.83	446.73	445.05	437.38	429.20	425.97	431.65	436.63	439.67	446.59	443.14	443.52	450.45	448.53	443.13
Paper and paper products.....	719.73	753.89	768.83	775.20	768.60	744.76	745.89	750.43	760.02	763.52	762.58	756.22	776.80	775.44	776.48
Printing and related support activities.....	587.58	604.32	618.08	616.20	607.15	604.76	604.45	593.56	593.22	593.51	599.31	605.52	626.42	616.12	619.76
Petroleum and coal products.....	1,052.32	1,094.83	1,131.72	1,099.15	1,096.43	1,100.93	1,105.19	1,085.11	1,119.94	1,115.83	1,117.48	1,077.72	1,169.76	1,174.77	1,149.16
Chemicals.....	783.95	819.59	830.09	844.33	835.46	817.24	821.63	827.54	831.76	825.16	819.94	817.97	830.88	850.01	839.94
Plastics and rubber products.....	872.26	589.70	578.83	596.30	592.40	586.00	585.06	585.58	590.74	591.83	578.51	593.42	601.83	593.08	594.95
PRIVATE SERVICE-PROVIDING.....	483.89	493.67	496.85	500.90	507.38	502.32	500.44	504.53	509.86	503.50	509.54	507.65	511.60	520.30	513.59
Trade, transportation, and utilities.....	481.14	488.58	488.51	490.90	494.02	493.35	493.35	497.50	501.65	498.15	504.00	502.32	503.51	505.85	496.32
Wholesale trade.....	657.29	666.93	671.81	670.13	681.53	674.25	671.63	679.06	686.28	677.18	682.50	681.00	690.23	704.79	698.12
Retail trade.....	367.15	371.15	368.45	375.10	372.67	374.21	374.21	377.57	380.68	379.76	385.33	382.23	379.76	376.96	367.77
Transportation and warehousing.....	598.41	614.90	622.66	625.44	620.47	608.12	610.88	612.54	617.52	616.42	623.28	623.65	621.03	624.76	627.89
Utilities.....	1,017.27	1,048.82	1,061.21	1,053.00	1,066.51	1,052.19	1,056.23	1,087.32	1,088.14	1,083.71	1,103.12	1,092.65	1,134.24	1,135.68	1,128.61
Information.....	760.81	777.42	787.71	791.34	798.98	786.62	782.65	793.50	804.83	794.61	805.93	810.32	822.04	851.07	831.55
Financial activities.....	609.08	622.99	625.16	627.29	649.01	632.96	632.26	637.60	655.18	639.02	643.69	643.33	644.39	671.24	654.68
Professional and business services.....	587.02	596.96	602.60	604.59	614.04	607.15	604.44	609.03	621.69	610.13	613.21	613.28	616.71	632.39	618.68
Education and health services.....	505.69	523.83	529.09	534.30	541.86	534.95	534.92	535.57	541.19	539.18	548.38	545.40	548.66	553.01	549.58
Leisure and hospitality.....	224.30	228.63	229.22	231.39	230.48	231.80	230.38	231.29	236.08	235.42	237.86	238.92	235.11	239.58	236.22
Other services.....	434.41	433.04	434.90	436.44	439.71	438.28	435.33	438.47	441.75	438.65	441.17	441.31	441.56	444.23	441.98

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: 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:												
2001.....	49.5	47.7	48.6	32.7	42.4	40.8	36.7	39.0	37.6	33.6	36.9	37.1
2002.....	41.0	35.6	39.7	39.2	40.5	47.7	42.8	43.0	42.1	39.0	41.5	35.1
2003.....	44.4	38.7	35.3	41.4	39.4	39.9	42.1	39.4	50.4	48.9	50.0	50.5
2004.....	50.9	53.4	66.0	67.3	64.6	59.7	55.4	53.8	57.6	58.6	54.7	54.3
2005.....	54.1	61.2	53.1	61.7	57.4	54.7	58.8	54.9	56.8	51.6	62.4	
Over 3-month span:												
2001.....	53.2	49.8	49.8	42.3	38.1	34.2	37.8	37.6	34.7	35.4	30.8	32.0
2002.....	35.3	37.9	36.5	34.2	34.4	39.4	40.6	44.1	37.8	37.1	35.8	36.7
2003.....	38.3	35.4	33.3	33.5	36.5	41.7	37.8	37.4	43.2	46.4	48.6	50.2
2004.....	52.5	53.8	56.7	69.4	75.4	71.2	63.5	56.8	57.4	59.9	59.7	56.3
2005.....	58.5	60.3	63.7	62.4	59.4	64.2	61.3	60.4	56.7	52.9	57.2	
Over 6-month span:												
2001.....	53.1	50.9	52.0	45.5	43.0	39.7	38.5	33.6	33.5	34.2	33.6	30.9
2002.....	29.5	29.9	32.0	31.7	30.9	37.4	37.1	38.7	35.3	36.0	37.9	35.1
2003.....	32.7	32.2	31.3	31.3	33.1	37.6	33.6	32.2	40.3	43.7	46.4	49.3
2004.....	47.3	50.4	54.9	62.6	64.4	69.6	67.3	68.9	64.6	62.2	59.7	55.9
2005.....	60.3	62.8	63.7	62.2	62.6	63.1	64.0	61.5	62.4	57.9	55.6	
Over 12-month span:												
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	34.2	35.1	32.7	33.1	37.1	36.7	37.2	39.2
2004.....	40.3	42.1	44.8	48.7	52.0	56.7	57.4	57.6	60.3	62.1	64.6	64.0
2005.....	61.2	64.7	64.2	65.8	63.8	60.4	63.8	67.3	62.2	60.6	59.0	
Manufacturing payrolls, 84 industries												
Over 1-month span:												
2001.....	22.0	17.3	22.0	17.9	16.1	22.6	13.1	15.5	18.5	17.3	14.9	11.9
2002.....	19.0	19.6	22.0	32.1	26.2	31.0	35.7	23.2	28.6	15.5	18.5	16.7
2003.....	35.1	19.0	19.0	11.9	19.6	20.8	22.6	24.4	32.7	35.1	39.9	42.9
2004.....	39.3	49.4	50.0	65.5	60.1	51.8	60.7	48.8	42.9	42.3	46.4	44.6
2005.....	42.3	44.6	41.1	47.6	44.0	33.9	50.0	39.9	48.8	45.8	51.8	
Over 3-month span:												
2001.....	32.7	20.8	16.7	14.3	14.3	11.9	11.9	9.5	7.7	12.5	11.3	9.5
2002.....	10.7	11.9	11.3	17.9	14.9	20.2	25.6	23.8	20.2	13.7	8.9	9.5
2003.....	16.1	14.3	12.5	8.9	10.7	10.7	14.3	15.5	18.5	27.4	31.5	35.1
2004.....	42.3	43.5	42.9	58.3	69.0	69.6	62.5	53.6	52.4	44.6	45.2	35.7
2005.....	45.2	42.9	52.4	46.4	41.7	38.7	41.1	36.9	41.7	39.3	49.4	
Over 6-month span:												
2001.....	22.6	24.4	21.4	19.6	14.3	11.9	13.1	11.3	10.7	7.1	7.7	5.4
2002.....	6.0	8.3	8.3	9.5	7.1	13.1	12.5	11.3	14.3	8.3	8.3	7.7
2003.....	12.5	10.1	7.1	8.3	11.3	10.7	4.8	10.1	13.1	16.7	19.6	26.8
2004.....	27.4	29.8	33.3	47.0	52.4	57.1	60.1	58.9	58.9	50.6	45.2	42.9
2005.....	43.5	44.0	42.3	39.3	38.7	36.9	36.9	34.5	41.1	45.8	36.9	
Over 12-month span:												
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	6.0	8.3	7.1	7.1	8.3	10.7	10.7	9.5	10.7
2004.....	13.1	14.3	13.1	19.0	25.6	34.5	43.5	40.5	45.8	48.2	49.4	46.4
2005.....	45.2	45.8	47.6	44.6	42.3	39.3	39.3	38.7	31.0	40.5	35.1	

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)							Percent						
	2005							2005						
	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	May	June	July	Aug.	Sept.	Oct.	Nov. ^P
Total ²	3,416	3,647	3,588	3,587	3,836	3,937	3,904	2.5	2.7	2.6	2.5	2.8	2.9	2.8
Industry														
Total private ²	3,050	3,239	3,204	3,120	3,406	3,540	3,483	2.7	2.8	2.8	2.7	2.9	3.1	3.0
Construction.....	107	104	128	136	156	148	136	1.5	1.4	1.7	1.8	2.1	2.0	1.8
Manufacturing.....	240	269	287	266	293	320	349	1.6	1.8	2.0	1.8	2.0	2.2	2.4
Trade, transportation, and utilities.....	597	624	600	620	630	611	656	2.3	2.4	2.3	2.3	2.4	2.3	2.5
Professional and business services.....	659	686	666	590	725	848	713	3.8	3.9	3.8	3.4	4.1	4.7	4.0
Education and health services.....	611	609	607	604	606	597	594	3.4	3.4	3.4	3.3	3.4	3.3	3.3
Leisure and hospitality.....	440	517	439	427	469	492	516	3.3	3.9	3.3	3.2	3.5	3.7	3.9
Government.....	378	394	388	370	420	432	425	1.7	1.8	1.7	1.7	1.9	1.9	1.9
Region³														
Northeast.....	563	634	610	609	728	781	673	2.2	2.4	2.3	2.3	2.8	3.0	2.6
South.....	1,303	1,333	1,343	1,353	1,466	1,471	1,456	2.7	2.7	2.7	2.8	3.0	3.0	3.0
Midwest.....	786	781	764	704	754	777	768	2.4	2.4	2.4	2.2	2.3	2.4	2.4
West.....	799	869	832	841	895	920	1,030	2.7	2.9	2.8	2.9	3.0	3.0	3.4

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)							Percent						
	2005							2005						
	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	May	June	July	Aug.	Sept.	Oct.	Nov. ^P
Total ²	4,740	4,694	4,649	4,601	4,719	4,650	4,586	3.6	3.5	3.5	3.4	3.5	3.5	3.4
Industry														
Total private ²	4,398	4,365	4,342	4,276	4,356	4,308	4,265	3.9	3.9	3.9	3.8	3.9	3.8	3.8
Construction.....	420	393	381	435	422	414	395	5.8	5.4	5.3	6.0	5.8	5.7	5.4
Manufacturing.....	342	347	345	344	338	436	327	2.4	2.4	2.4	2.4	2.4	3.1	2.3
Trade, transportation, and utilities.....	1,030	1,045	990	998	1,001	919	883	4.0	4.0	3.8	3.8	3.9	3.5	3.4
Professional and business services.....	887	835	832	786	925	780	802	5.3	4.9	4.9	4.6	5.4	4.6	4.7
Education and health services.....	466	457	453	465	460	460	470	2.7	2.6	2.6	2.7	2.6	2.6	2.7
Leisure and hospitality.....	750	877	834	771	808	840	834	5.9	6.9	6.5	6.0	6.3	6.6	6.5
Government.....	339	337	330	337	336	326	319	1.6	1.6	1.5	1.5	1.5	1.5	1.5
Region³														
Northeast.....	764	794	772	738	759	741	721	3.0	3.1	3.0	2.9	3.0	2.9	2.8
South.....	1,816	1,786	1,689	1,750	1,840	1,774	1,679	3.8	3.8	3.6	3.7	3.9	3.7	3.5
Midwest.....	1,129	1,054	1,045	970	996	1,003	1,046	3.6	3.4	3.3	3.1	3.2	3.2	3.3
West.....	1,048	1,070	1,081	1,144	1,136	1,125	1,103	3.6	3.7	3.7	3.9	3.9	3.8	3.7

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)							Percent							
	2005							2005							
	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	
Total ²	4,504	4,477	4,270	4,490	4,779	4,331	4,337	3.4	3.4	3.2	3.4	3.6	3.2	3.2	
Industry															
Total private ²	4,256	4,223	4,007	4,235	4,487	4,077	4,071	3.8	3.8	3.6	3.8	4.0	3.6	3.6	
Construction.....	408	380	370	452	417	396	378	5.6	5.3	5.1	6.2	5.7	5.4	5.1	
Manufacturing.....	369	350	361	369	408	339	367	2.6	2.4	2.5	2.6	2.9	2.4	2.6	
Trade, transportation, and utilities.....	989	980	948	1,019	1,039	902	928	3.8	3.8	3.7	3.9	4.0	3.5	3.6	
Professional and business services.....	851	818	747	670	897	805	801	5.1	4.8	4.4	3.9	5.3	4.7	4.7	
Education and health services.....	405	401	391	406	430	402	413	2.3	2.3	2.3	2.3	2.5	2.3	2.4	
Leisure and hospitality.....	750	803	750	785	814	742	758	5.9	6.3	5.9	6.1	5.7	5.8	5.9	
Government.....	254	254	257	271	295	255	268	1.2	1.2	1.2	1.2	1.3	1.2	1.2	
Region³															
Northeast.....	714	761	715	734	752	683	584	2.8	3.0	2.8	2.9	2.9	2.7	2.3	
South.....	1,743	1,653	1,567	1,639	1,787	1,615	1,586	3.7	3.5	3.3	3.4	3.8	3.4	3.3	
Midwest.....	976	946	1,011	1,047	1,135	979	1,171	3.1	3.0	3.2	3.3	3.6	3.1	3.7	
West.....	1,034	1,062	1,001	1,094	1,085	1,012	957	3.5	3.6	3.4	3.7	3.7	3.4	3.3	

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)							Percent							
	2005							2005							
	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	May	June	July	Aug.	Sept.	Oct.	Nov. ^P	
Total ²	2,514	2,475	2,474	2,605	2,778	2,578	2,612	1.9	1.9	1.8	1.9	2.1	1.9	1.9	
Industry															
Total private ²	2,391	2,348	2,351	2,467	2,630	2,441	2,471	2.1	2.1	2.1	2.2	2.3	2.2	2.2	
Construction.....	168	139	140	222	202	203	170	2.3	1.9	1.9	3.1	2.8	2.8	2.3	
Manufacturing.....	183	190	189	184	214	199	204	1.3	1.3	1.3	1.3	1.5	1.4	1.4	
Trade, transportation, and utilities.....	589	588	577	604	580	555	565	2.3	2.3	2.2	2.3	2.2	2.1	2.2	
Professional and business services.....	420	386	353	374	497	354	393	2.5	2.3	2.1	2.2	2.9	2.1	2.3	
Education and health services.....	249	256	271	260	276	259	276	1.4	1.5	1.6	1.5	1.6	1.5	1.6	
Leisure and hospitality.....	488	510	525	517	563	569	572	3.8	4.0	4.1	4.0	4.4	4.5	4.5	
Government.....	123	124	125	139	149	134	141	.6	.6	.6	.6	.7	.6	.6	
Region³															
Northeast.....	373	350	381	380	377	360	330	1.5	1.4	1.5	1.5	1.5	1.4	1.3	
South.....	1,020	960	964	1,054	1,147	1,032	1,009	2.2	2.0	2.0	2.2	2.4	2.2	2.1	
Midwest.....	554	542	548	570	613	571	635	1.8	1.7	1.7	1.8	1.9	1.8	2.0	
West.....	562	653	577	585	643	598	615	1.9	2.2	2.0	2.0	2.2	2.0	2.1	

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

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
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
Natural resources and mining .....	.4	2.8	-11.3	1,109	.8
Construction	6.2	53.4	-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	3,039,676,678	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.

NOTE: Details may not add to totals due to rounding. Data are only produced for first quarter. Data are preliminary.

² Includes data for unclassified establishments, not shown separately.

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
Johnston 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
Vineyard-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	1994 ¹	1995	1996	1997 ¹	1998 ¹	1999 ¹	2000 ¹	2001	2002	2003	2004
Civilian noninstitutional population.....	196,814	198,584	200,591	203,133	205,220	207,753	212,577	215,092	217,570	221,168	223,357
Civilian labor force.....	131,056	132,304	133,943	136,297	137,673	139,368	142,583	143,734	144,863	146,510	147,401
Labor force participation rate.....	66.6	66.6	66.8	67.1	67.1	67.1	67.1	66.8	66.6	66.2	66.0
Employed.....	123,060	124,900	126,708	129,558	131,463	133,488	136,891	136,933	136,485	137,736	139,252
Employment-population ratio.....	62.5	62.9	63.2	63.8	64.1	64.3	64.4	63.7	62.7	62.3	62.3
Unemployed.....	7,996	7,404	7,236	6,739	6,210	5,880	5,692	6,801	8,378	8,774	8,149
Unemployment rate.....	6.1	5.6	5.4	4.9	4.5	4.2	4.0	4.7	5.8	6.0	5.5
Not in the labor force.....	65,758	66,280	66,647	66,836	67,547	68,385	69,994	71,359	72,707	74,658	75,956

¹ Not strictly comparable with prior years.

28. Annual data: Employment levels by industry

[In thousands]

Industry	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Total private employment.....	95,016	97,866	100,169	103,113	106,021	108,686	110,996	110,707	108,828	108,416	109,862
Total nonfarm employment.....	114,291	117,298	119,708	122,770	125,930	128,993	131,785	131,826	130,341	129,999	131,480
Goods-producing.....	22,774	23,156	23,410	23,886	24,354	24,465	24,649	23,873	22,557	21,816	21,884
Natural resources and mining.....	659	641	637	654	645	598	599	606	583	572	591
Construction.....	5,095	5,274	5,536	5,813	6,149	6,545	6,787	6,826	6,716	6,735	6,964
Manufacturing.....	17,021	17,241	17,237	17,419	17,560	17,322	17,263	16,441	15,259	14,510	14,329
Private service-providing.....	72,242	74,710	76,759	79,227	81,667	84,221	86,346	86,834	86,271	86,599	87,978
Trade, transportation, and utilities.....	23,128	23,834	24,239	24,700	25,186	25,771	26,225	25,983	25,497	25,287	25,510
Wholesale trade.....	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	5,607.5	5,654.9
Retail trade.....	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	14,917.3	15,034.7
Transportation and warehousing.....	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	4,185.4	4,250.0
Utilities.....	689.3	666.2	639.6	620.9	613.4	608.5	601.3	599.4	596.2	577.0	570.2
Information.....	2,738	2,843	2,940	3,084	3,218	3,419	3,631	3,629	3,395	3,188	3,138
Financial activities.....	6,867	6,827	6,969	7,178	7,462	7,648	7,687	7,807	7,847	7,977	8,052
Professional and business services.....	12,174	12,844	13,462	14,335	15,147	15,957	16,666	16,476	15,976	15,987	16,414
Education and health services.....	12,807	13,289	13,683	14,087	14,446	14,798	15,109	15,645	16,199	16,588	16,954
Leisure and hospitality.....	10,100	10,501	10,777	11,018	11,232	11,543	11,862	12,036	11,986	12,173	12,479
Other services.....	4,428	4,572	4,690	4,825	4,976	5,087	5,168	5,258	5,372	5,401	5,431
Government.....	19,275	19,432	19,539	19,664	19,909	20,307	20,790	21,118	21,513	21,583	21,618

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

Industry	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Private sector:											
Average weekly hours.....	34.5	34.3	34.3	34.5	34.5	34.3	34.3	34.0	33.9	33.7	33.7
Average hourly earnings (in dollars).....	11.32	11.64	12.03	12.49	13.00	13.47	14.00	14.53	14.95	15.35	15.67
Average weekly earnings (in dollars).....	390.73	399.53	412.74	431.25	448.04	462.49	480.41	493.20	506.07	517.30	528.56
Goods-producing:											
Average weekly hours.....	41.1	40.8	40.8	41.1	40.8	40.8	40.7	39.9	39.9	39.8	40.0
Average hourly earnings (in dollars).....	12.63	12.96	13.38	13.82	14.23	14.71	15.27	15.78	16.33	16.80	17.19
Average weekly earnings (in dollars).....	519.58	528.62	546.48	568.43	580.99	599.99	621.86	630.04	651.61	669.13	688.03
Natural resources and mining											
Average weekly hours.....	45.3	45.3	46.0	46.2	44.9	44.2	44.4	44.6	43.2	43.6	44.5
Average hourly earnings (in dollars).....	14.41	14.78	15.10	15.57	16.20	16.33	16.55	17.00	17.19	17.56	18.08
Average weekly earnings (in dollars).....	653.14	670.32	695.07	720.11	727.28	721.74	734.92	757.92	741.97	765.94	804.03
Construction:											
Average weekly hours.....	38.8	38.8	38.9	38.9	38.8	39.0	39.2	38.7	38.4	38.4	38.3
Average hourly earnings (in dollars).....	14.38	14.73	15.11	15.67	16.23	16.80	17.48	18.00	18.52	18.95	19.23
Average weekly earnings (in dollars).....	558.53	571.57	588.48	609.48	629.75	655.11	685.78	695.89	711.82	726.83	735.70
Manufacturing:											
Average weekly hours.....	41.7	41.3	41.3	41.7	41.4	41.4	41.3	40.3	40.5	40.4	40.8
Average hourly earnings (in dollars).....	12.04	12.34	12.75	13.14	13.45	13.85	14.32	14.76	15.29	15.74	16.14
Average weekly earnings (in dollars).....	502.12	509.26	526.55	548.22	557.12	573.17	590.65	595.19	618.75	635.99	658.53
Private service-providing:											
Average weekly hours.....	32.7	32.6	32.6	32.8	32.8	32.7	32.7	32.5	32.5	32.4	32.3
Average hourly earnings (in dollars).....	10.87	11.19	11.57	12.05	12.59	13.07	13.60	14.16	14.56	14.96	15.26
Average weekly earnings (in dollars).....	354.97	364.14	376.72	394.77	412.78	427.30	445.00	460.32	472.88	483.89	493.67
Trade, transportation, and utilities:											
Average weekly hours.....	34.3	34.1	34.1	34.3	34.2	33.9	33.8	33.5	33.6	33.6	33.5
Average hourly earnings (in dollars).....	10.80	11.10	11.46	11.90	12.39	12.82	13.31	13.70	14.02	14.34	14.59
Average weekly earnings (in dollars).....	370.38	378.79	390.64	407.57	423.30	434.31	449.88	459.53	471.27	481.14	488.58
Wholesale trade:											
Average weekly hours.....	38.8	38.6	38.6	38.8	38.6	38.6	38.8	38.4	38.0	37.9	37.8
Average hourly earnings (in dollars).....	12.93	13.34	13.80	14.41	15.07	15.62	16.28	16.77	16.98	17.36	17.66
Average weekly earnings (in dollars).....	501.17	515.14	533.29	559.39	582.21	602.77	631.40	643.45	644.38	657.29	666.93
Retail trade:											
Average weekly hours.....	30.9	30.8	30.7	30.9	30.9	30.8	30.7	30.7	30.9	30.9	30.7
Average hourly earnings (in dollars).....	8.61	8.85	9.21	9.59	10.05	10.45	10.86	11.29	11.67	11.90	12.08
Average weekly earnings (in dollars).....	501.17	515.14	533.29	559.39	582.21	602.77	631.40	643.45	644.38	657.29	666.93
Transportation and warehousing:											
Average weekly hours.....	39.5	38.9	39.1	39.4	38.7	37.6	37.4	36.7	36.8	36.8	37.2
Average hourly earnings (in dollars).....	12.84	13.18	13.45	13.78	14.12	14.55	15.05	15.33	15.76	16.25	16.53
Average weekly earnings (in dollars).....	507.27	513.37	525.60	542.55	546.86	547.97	562.31	562.70	579.75	598.41	614.90
Utilities:											
Average weekly hours.....	42.3	42.3	42.0	42.0	42.0	42.0	42.0	41.4	40.9	41.1	40.9
Average hourly earnings (in dollars).....	18.66	19.19	19.78	20.59	21.48	22.03	22.75	23.58	23.96	24.77	25.62
Average weekly earnings (in dollars).....	789.98	811.52	830.74	865.26	902.94	924.59	955.66	977.18	979.09	1,017.27	1,048.82
Information:											
Average weekly hours.....	36.0	36.0	36.4	36.3	36.6	36.7	36.8	36.9	36.5	36.2	36.3
Average hourly earnings (in dollars).....	15.32	15.68	16.30	17.14	17.67	18.40	19.07	19.80	20.20	21.01	21.42
Average weekly earnings (in dollars).....	551.28	564.98	592.68	622.40	646.52	675.32	700.89	731.11	738.17	760.81	777.42
Financial activities:											
Average weekly hours.....	35.5	35.5	35.5	35.7	36.0	35.8	35.9	35.8	35.6	35.5	35.5
Average hourly earnings (in dollars).....	11.82	12.28	12.71	13.22	13.93	14.47	14.98	15.59	16.17	17.14	17.53
Average weekly earnings (in dollars).....	419.20	436.12	451.49	472.37	500.95	517.57	537.37	558.02	575.51	609.08	622.99
Professional and business services:											
Average weekly hours.....	34.1	34.0	34.1	34.3	34.3	34.4	34.5	34.2	34.2	34.1	34.2
Average hourly earnings (in dollars).....	12.15	12.53	13.00	13.57	14.27	14.85	15.52	16.33	16.81	17.21	17.46
Average weekly earnings (in dollars).....	414.16	426.44	442.81	465.51	490.00	510.99	535.07	557.84	574.66	587.02	596.96
Education and health services:											
Average weekly hours.....	32.0	32.0	31.9	32.2	32.2	32.1	32.2	32.3	32.4	32.3	32.4
Average hourly earnings (in dollars).....	11.50	11.80	12.17	12.56	13.00	13.44	13.95	14.64	15.21	15.64	16.16
Average weekly earnings (in dollars).....	368.14	377.73	388.27	404.65	418.82	431.35	449.29	473.39	492.74	505.69	523.83
Leisure and hospitality:											
Average weekly hours.....	26.0	25.9	25.9	26.0	26.2	26.1	26.1	25.8	25.8	25.6	25.7
Average hourly earnings (in dollars).....	6.46	6.62	6.82	7.13	7.48	7.76	8.11	8.35	8.58	8.76	8.91
Average weekly earnings (in dollars).....	168.00	171.43	176.48	185.81	195.82	202.87	211.79	215.19	221.26	224.30	228.63
Other services:											
Average weekly hours.....	32.7	32.6	32.5	32.7	32.6	32.5	32.5	32.3	32.0	31.4	31.0
Average hourly earnings (in dollars).....	10.18	10.51	10.85	11.29	11.79	12.26	12.73	13.27	13.72	13.84	13.98
Average weekly earnings (in dollars).....	332.44	342.36	352.62	368.63	384.25	398.77	413.41	428.64	439.76	434.41	433.04

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	2003		2004				2005			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2005	
										Sept. 2005	
Civilian workers²	167.6	168.4	170.7	172.2	173.9	174.7	176.6	177.7	179.3	0.9	3.1
Workers, by occupational group:											
White-collar workers.....	169.9	170.7	172.7	174.0	175.8	176.6	178.8	179.9	181.5	.9	3.2
Professional specialty and technical.....	167.0	168.0	170.2	171.2	173.6	174.7	176.8	177.6	179.6	1.1	3.5
Executive, administrative, and managerial.....	174.0	174.9	175.8	177.1	178.2	179.4	182.0	183.1	184.0	.5	3.3
Administrative support, including clerical.....	171.7	172.5	175.3	177.2	178.7	180.0	182.0	183.3	184.7	.8	3.4
Blue-collar workers.....	162.9	163.7	166.9	168.8	170.1	170.9	172.4	173.8	174.8	.6	2.8
Service occupations.....	166.8	167.9	169.7	170.9	172.7	173.6	174.9	175.9	178.1	1.3	3.1
Workers, by industry division:											
Goods-producing.....	165.8	166.8	170.4	171.9	173.4	174.4	177.0	178.5	179.8	.7	3.7
Manufacturing.....	166.5	167.1	171.7	173.2	174.9	175.4	178.2	179.6	180.7	.6	3.3
Service-producing.....	168.2	169.1	170.8	172.3	174.0	174.7	176.5	177.4	179.1	1.0	2.9
Services.....	168.5	169.5	171.2	172.3	174.5	175.5	177.0	177.8	179.6	1.0	2.9
Health services.....	169.3	170.7	173.0	174.4	176.7	177.7	179.9	181.1	182.7	.9	3.4
Hospitals.....	173.1	174.8	176.8	178.2	180.5	181.8	184.3	185.5	187.6	1.1	3.9
Educational services.....	166.9	167.6	168.5	168.9	171.8	172.9	173.9	174.5	178.1	2.1	3.7
Public administration ³	167.3	168.1	170.1	171.4	174.1	175.4	177.6	178.3	181.1	1.6	4.0
Nonmanufacturing.....	167.8	168.6	170.4	171.8	173.5	174.4	176.1	177.1	178.8	1.0	3.1
Private industry workers	168.1	168.8	171.4	173.0	174.4	175.2	177.2	178.5	179.6	.6	3.0
Excluding sales occupations.....	168.1	169.0	171.6	173.2	174.6	175.6	177.7	178.9	179.9	.6	3.0
Workers, by occupational group:											
White-collar workers.....	171.2	172.0	174.2	175.7	177.3	178.1	180.4	181.6	183.0	.8	3.2
Excluding sales occupations.....	172.1	173.0	175.3	176.7	178.3	179.5	182.0	183.2	184.2	.5	3.3
Professional specialty and technical occupations.....	169.4	170.5	173.4	174.7	176.8	178.1	180.8	181.6	183.0	.8	3.5
Executive, administrative, and managerial occupations.....	175.0	175.9	176.8	178.1	179.2	180.2	183.0	184.2	184.8	.3	3.1
Sales occupations.....	167.2	167.1	169.2	171.2	173.1	171.4	173.1	174.4	177.0	1.5	2.3
Administrative support occupations, including clerical.....	172.3	173.2	176.1	178.1	179.4	180.7	182.8	184.3	185.4	.6	3.3
Blue-collar workers.....	162.8	163.6	166.9	168.8	170.1	170.8	172.3	173.7	174.7	.6	2.7
Precision production, craft, and repair occupations.....	163.1	164.2	167.1	169.1	170.2	171.2	173.1	174.9	175.6	.4	3.2
Machine operators, assemblers, and inspectors.....	162.6	163.2	168.7	170.5	172.2	172.5	173.3	173.8	174.9	.6	1.6
Transportation and material moving occupations.....	156.7	156.9	158.5	160.6	161.8	162.3	163.7	165.7	167.0	.8	3.2
Handlers, equipment cleaners, helpers, and laborers.....	168.6	169.5	171.7	173.2	174.3	175.3	176.9	177.9	179.2	.7	2.8
Service occupations.....	163.8	164.3	166.9	168.2	168.9	169.7	170.9	171.9	172.9	.6	2.4
Production and nonsupervisory occupations ⁴	165.7	166.6	169.3	171.0	172.4	173.0	174.6	175.8	177.1	.7	2.7
Workers, by industry division:											
Goods-producing.....	165.7	166.5	170.3	171.8	173.3	174.3	176.9	178.5	179.7	.7	3.7
Excluding sales occupations.....	165.0	165.9	169.8	171.2	172.5	173.7	176.3	177.9	179.1	.7	3.8
White-collar occupations.....	170.1	170.5	173.5	174.7	176.4	177.8	182.2	184.2	186.0	1.0	5.4
Excluding sales occupations.....	168.5	169.2	172.2	173.3	174.5	176.4	180.9	183.0	184.7	.9	5.8
Blue-collar occupations.....	162.9	163.9	168.1	169.8	171.3	172.0	173.4	174.7	175.6	.5	2.5
Construction.....	162.3	163.3	164.6	165.9	167.0	167.3	169.1	171.0	172.9	1.1	3.5
Manufacturing.....	166.5	167.1	171.7	173.2	174.9	175.4	178.2	179.6	180.7	.6	3.3
White-collar occupations.....	169.5	169.6	173.2	174.6	176.4	176.7	181.4	183.4	184.8	.8	4.8
Excluding sales occupations.....	167.4	167.8	171.3	172.6	174.1	174.7	179.4	181.5	183.0	.8	5.1
Blue-collar occupations.....	164.1	165.1	170.4	172.0	173.7	174.3	175.8	176.7	177.5	.5	2.2
Durables.....	166.6	167.3	172.4	174.0	175.8	176.3	179.5	181.2	182.3	.6	3.7
Nondurables.....	166.0	166.6	170.4	171.7	173.1	173.6	175.8	176.8	177.8	.6	2.7
Service-producing.....	168.8	169.7	171.6	173.3	174.7	175.3	177.1	178.1	179.3	.7	2.6
Excluding sales occupations.....	169.7	170.6	172.5	174.2	175.6	176.5	178.4	179.4	180.3	.5	2.7
White-collar occupations.....	171.2	172.0	174.1	175.7	177.3	177.8	179.7	180.7	181.9	.7	2.6
Excluding sales occupations.....	173.1	174.2	176.2	177.8	179.4	180.4	182.4	183.2	184.1	.5	2.6
Blue-collar occupations.....	162.2	162.6	164.1	166.4	167.4	168.1	169.9	171.5	172.4	.5	3.0
Service occupations.....	163.2	164.3	166.1	167.4	168.1	168.9	170.1	171.1	172.1	.6	2.4
Transportation and public utilities.....	166.5	167.0	169.8	172.5	173.6	173.5	174.5	175.8	177.3	.9	2.1
Transportation.....	159.4	159.6	162.0	164.7	166.2	166.2	165.5	166.1	167.8	1.0	1.0
Public utilities.....	176.4	177.0	180.4	183.1	183.6	183.4	186.9	189.2	190.4	.6	3.7
Communications.....	178.4	179.0	182.2	183.6	183.6	183.5	186.0	188.4	190.0	.8	3.4
Electric, gas, and sanitary services.....	173.8	174.6	178.2	182.4	183.3	183.3	188.0	190.2	190.7	.3	4.0
Wholesale and retail trade.....	164.3	165.0	166.3	168.1	169.1	169.1	170.9	171.7	173.4	1.0	2.5
Excluding sales occupations.....	165.0	165.9	167.4	168.6	169.6	170.4	172.3	173.1	174.5	.8	2.9
Wholesale trade.....	172.0	172.0	173.8	175.9	177.8	176.6	179.1	179.3	181.8	1.4	2.2
Excluding sales occupations.....	171.2	171.3	173.7	174.0	175.3	176.3	179.2	179.5	180.5	.6	3.0
Retail trade.....	159.9	161.0	162.1	163.7	164.2	164.7	166.2	167.3	168.6	.8	2.7
General merchandise stores.....	161.2	165.6	165.8	166.2	168.8	169.5	172.3	172.1	171.9	-.1	1.8
Food stores.....	159.3	160.3	162.1	163.5	163.5	164.0	165.0	165.9	166.6	.4	1.9

See footnotes at end of table.

30. Continued—Employment Cost Index, compensation,¹ by occupation and industry group

[June 1989 = 100]

Series	2003		2004			2005			Percent change		
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
	Sept. 2005										
Finance, insurance, and real estate.....	180.2	180.9	182.5	183.6	184.8	186.0	188.9	190.9	191.0	0.1	3.4
Excluding sales occupations.....	1,853.0	186.1	186.6	188.7	190.9	191.2	194.3	196.1	195.2	-.5	2.7
Banking, savings and loan, and other credit agencies.....	207.6	209.0	207.2	208.9	210.5	212.3	213.7	217.3	213.7	-1.7	1.5
Insurance.....	175.1	176.2	177.8	180.5	182.1	183.6	186.3	188.8	189.0	.1	3.8
Services.....	170.4	171.4	173.5	175.1	176.9	177.9	179.7	180.6	181.6	.6	2.7
Business services.....	171.9	172.6	174.8	176.9	178.5	179.1	180.1	181.0	181.1	.1	1.5
Health services.....	169.4	170.8	173.3	174.8	177.0	178.0	180.3	181.5	182.9	.8	3.3
Hospitals.....	173.9	175.9	178.1	179.7	181.8	183.2	185.8	187.3	189.1	1.0	4.0
Educational services.....	180.2	181.3	183.1	184.2	187.0	188.5	190.0	190.9	194.9	2.1	4.2
Colleges and universities.....	178.4	179.4	181.2	182.5	185.2	186.2	187.6	188.6	192.3	2.0	3.8
Nonmanufacturing.....	168.1	169.0	170.9	172.5	173.9	174.7	176.5	177.6	178.9	.7	2.9
White-collar workers.....	171.2	172.1	174.1	175.7	177.2	178.0	180.0	181.0	182.3	.7	2.9
Excluding sales occupations.....	173.2	174.2	176.2	177.7	179.3	180.6	182.7	183.6	184.5	.5	2.9
Blue-collar occupations.....	161.1	161.7	163.4	165.5	166.4	167.3	168.8	170.6	171.6	.6	3.1
Service occupations.....	163.2	162.4	166.0	167.3	168.0	168.9	170.1	171.0	172.0	.6	2.4
State and local government workers.....	165.9	166.8	168.0	168.7	171.5	172.6	174.1	174.7	177.9	1.8	3.7
Workers, by occupational group:											
White-collar workers.....	164.9	165.7	166.8	167.5	170.0	171.2	172.6	173.1	176.0	1.7	3.5
Professional specialty and technical.....	163.4	164.1	165.1	165.6	168.4	169.4	170.4	171.1	174.2	1.8	3.4
Executive, administrative, and managerial.....	168.0	169.1	170.1	171.0	172.1	174.3	176.7	176.5	178.8	1.3	3.9
Administrative support, including clerical.....	167.9	168.5	170.4	171.8	174.3	175.5	177.2	177.7	180.4	1.5	3.5
Blue-collar workers.....	163.6	165.2	166.7	167.5	169.9	171.0	172.6	173.8	177.4	2.1	4.4
Workers, by industry division:											
Services.....	164.9	165.7	166.5	166.8	169.7	170.8	171.8	172.4	175.8		3.6
Services excluding schools ⁵	166.8	168.2	169.4	170.1	173.0	173.8	175.6	176.4	179.3	1.6	3.6
Health services.....	169.5	171.0	172.2	172.9	175.7	176.8	178.9	179.6	182.3	1.5	3.8
Hospitals.....	170.3	171.4	172.4	173.2	176.3	177.4	179.1	179.8	182.6	1.6	3.6
Educational services.....	164.3	165.0	165.7	165.9	168.8	169.9	170.9	171.4	174.9	2.0	3.6
Schools.....	164.7	165.3	166.0	166.3	169.2	170.3	171.2	171.7	175.2	2.0	3.5
Elementary and secondary.....	163.0	163.7	164.4	164.6	168.0	169.2	169.8	170.3	174.0	2.2	3.6
Colleges and universities.....	169.2	170.0	170.7	171.0	172.4	173.2	175.1	175.6	178.4	1.6	3.5
Public administration ³	167.3	168.1	170.1	171.4	174.1	175.4	177.6	178.3	181.1	1.6	4.0

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	2003		2004				2005			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
	Sept. 2005										
Civilian workers¹	161.8	162.3	163.3	164.3	165.7	166.2	167.3	168.2	169.5	0.8	2.3
Workers, by occupational group:											
White-collar workers.....	164.5	165.1	166.1	167.1	168.7	169.1	170.3	171.1	172.5	.8	2.3
Professional specialty and technical.....	161.8	162.5	163.8	164.4	166.5	167.0	168.1	168.7	170.3	.9	2.3
Executive, administrative, and managerial.....	170.5	171.2	171.4	172.4	173.4	174.4	175.9	176.9	177.4	.3	2.3
Administrative support, including clerical.....	164.3	164.9	166.3	167.5	168.8	169.7	170.9	172.0	173.0	.6	2.5
Blue-collar workers.....	155.8	156.3	157.3	158.4	159.7	160.0	161.0	162.2	163.2	.6	2.2
Service occupations.....	159.8	160.6	161.2	161.9	162.8	163.6	164.4	165.3	166.8	.9	2.5
Workers, by industry division:											
Goods-producing.....	158.3	160.6	159.9	161.0	162.3	162.4	163.8	164.9	166.0	.7	2.3
Manufacturing.....	159.7	160.1	161.3	162.4	163.8	164.0	165.3	166.4	167.4	.6	2.2
Service-producing.....	163.0	163.6	164.6	165.5	167.0	167.5	168.6	169.5	170.8	.8	2.3
Services.....	164.7	165.4	166.5	167.4	167.3	170.1	171.2	171.9	173.3	.8	2.4
Health services.....	164.7	165.9	167.7	168.6	170.8	171.7	173.2	174.3	175.6	.7	2.8
Hospitals.....	166.3	167.7	169.0	169.9	171.8	173.2	174.7	175.7	177.5	1.0	3.3
Educational services.....	162.7	163.2	163.6	163.8	166.0	166.8	167.5	167.9	170.5	1.5	2.7
Public administration ²	159.4	160.0	161.1	161.4	162.6	163.5	165.0	165.6	167.4	1.1	3.0
Nonmanufacturing.....	162.1	162.7	163.7	164.6	166.0	166.5	167.6	168.5	169.9	.8	2.3
Private industry workers	161.7	162.3	163.4	164.5	165.9	166.2	167.4	168.4	169.5	.7	2.2
Excluding sales occupations.....	161.7	162.4	163.5	164.5	165.8	166.5	167.6	168.7	169.6	.5	2.3
Workers, by occupational group:											
White-collar workers.....	165.3	165.9	167.1	168.2	169.7	170.0	171.3	172.3	173.5	.7	2.2
Excluding sales occupations.....	166.2	167.0	168.1	169.2	170.6	171.4	172.7	173.7	174.5	.5	2.3
Professional specialty and technical occupations.....	162.1	163.0	164.7	165.5	167.6	168.0	169.4	170.0	171.2	.7	2.1
Executive, administrative, and managerial occupations.....	171.8	172.5	172.7	173.9	174.9	175.7	177.2	178.4	178.7	.2	2.2
Sales occupations.....	161.6	161.1	162.6	163.9	165.9	166.4	167.9	168.0	168.9	1.7	1.8
Administrative support occupations, including clerical.....	165.1	165.7	167.2	168.6	169.7	170.8	172.0	173.3	174.1	.5	2.6
Blue-collar workers.....	155.6	156.1	157.2	158.3	159.5	159.9	160.8	162.1	163.0	.6	2.2
Precision production, craft, and repair occupations.....	155.5	156.2	157.1	158.3	159.3	159.7	160.4	162.0	162.9	.6	2.3
Machine operators, assemblers, and inspectors.....	156.8	156.9	158.6	159.8	161.6	161.6	162.6	163.7	164.5	.5	1.8
Transportation and material moving occupations.....	149.8	149.8	150.4	151.8	152.9	153.3	154.4	156.0	157.3	.8	2.9
Handlers, equipment cleaners, helpers, and laborers.....	159.9	160.6	161.8	162.7	163.6	164.5	165.6	165.9	167.0	.7	2.1
Service occupations.....	157.1	157.8	158.4	159.3	159.8	160.6	161.4	162.3	163.2	.6	2.1
Production and nonsupervisory occupations ³	158.8	159.4	160.7	161.7	163.1	163.4	164.5	165.5	166.7	.7	2.2
Workers, by industry division:											
Goods-producing.....	158.3	158.7	159.9	160.9	162.3	162.4	163.6	164.8	166.0	.7	2.3
Excluding sales occupations.....	157.4	158.0	159.2	160.2	161.2	161.6	162.8	164.0	165.2	.7	2.5
White-collar occupations.....	161.9	162.1	163.2	164.5	166.0	165.9	167.3	168.5	170.0	.9	2.4
Excluding sales occupations.....	159.9	160.4	161.5	162.7	163.6	164.1	165.3	166.7	168.0	.8	2.7
Blue-collar occupations.....	155.9	156.4	157.7	158.6	159.8	160.1	161.2	162.4	163.4	.6	2.3
Construction.....	153.6	154.0	155.1	155.9	157.1	157.0	157.7	159.2	160.9	1.1	2.4
Manufacturing.....	159.7	160.1	161.3	162.4	163.8	164.0	165.3	166.4	167.4	.6	2.2
White-collar occupations.....	162.0	162.1	163.3	164.7	166.1	166.1	167.6	168.7	169.9	.7	2.3
Excluding sales occupations.....	159.5	160.0	161.2	162.5	163.5	163.9	165.1	166.5	167.7	.7	2.6
Blue-collar occupations.....	157.9	158.5	159.8	160.6	162.1	162.4	163.6	164.7	165.5	.5	2.1
Durables.....	160.6	160.9	161.9	162.9	164.5	164.7	165.9	167.1	168.1	.6	2.2
Nondurables.....	158.3	158.7	160.4	161.6	162.8	162.9	164.5	165.3	166.3	.6	2.1
Service-producing.....	163.3	163.9	165.0	166.1	167.5	167.9	169.0	170.0	171.1	.6	2.1
Excluding sales occupations.....	164.2	165.0	166.0	167.1	168.5	169.3	170.4	171.4	172.1	.4	2.1
White-collar occupations.....	166.0	166.6	167.8	168.9	170.4	170.8	172.1	173.0	174.1	.6	2.2
Excluding sales occupations.....	168.2	169.0	170.2	171.2	172.8	173.6	175.0	175.9	176.5	.3	2.1
Blue-collar occupations.....	155.1	155.4	156.2	157.8	158.9	159.4	160.1	161.5	162.4	.6	2.2
Service occupations.....	156.6	157.4	158.0	158.8	159.4	160.2	160.9	161.8	162.8	.6	2.1
Transportation and public utilities.....	156.0	156.5	157.6	159.1	160.4	160.5	159.8	161.1	162.4	.8	1.2
Transportation.....	150.4	150.8	151.7	153.4	155.0	155.1	153.4	154.6	156.2	1.0	.8
Public utilities.....	163.4	164.1	165.3	166.4	167.5	167.5	168.2	169.9	170.5	.4	1.8
Communications.....	165.4	165.9	167.0	167.5	168.8	168.3	168.4	170.3	171.0	.4	1.3
Electric, gas, and sanitary services.....	161.0	161.8	163.3	165.1	165.9	166.6	167.9	169.2	169.8	.4	2.4
Wholesale and retail trade.....	159.2	159.5	160.3	161.6	162.5	162.1	163.4	164.1	165.9	1.1	2.1
Wholesale trade.....	164.8	165.3	166.2	167.8	169.7	167.5	169.5	169.4	171.7	1.4	1.2
Excluding sales occupations.....	165.7	166.3	167.8	167.6	168.6	168.9	171.5	171.5	172.2	.4	2.1
Retail trade.....	156.3	156.5	157.3	158.4	158.7	159.3	160.3	161.4	162.9	.9	2.6
General merchandise stores.....	153.1	153.6	154.1	154.9	157.5	158.1	159.3	159.0	159.0	.0	1.0
Food stores.....	152.2	152.8	153.8	154.3	154.5	155.0	155.8	156.7	157.5	.5	1.9

See footnotes at end of table.

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

[June 1989 = 100]

Series	2003		2004				2005			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
Finance, insurance, and real estate.....	174.1	174.5	175.2	175.3	176.5	177.7	179.2	181.2	180.9	-2	2.5
Excluding sales occupations.....	179.2	210.2	179.2	180.5	181.8	182.9	184.6	186.5	184.6	-1.0	1.5
Banking, savings and loan, and other credit agencies.....	209.1	164.5	206.7	207.6	209.5	211.3	210.7	215.4	210.2	-2.4	.3
Insurance.....	163.9	164.5	165.1	167.2	168.9	170.4	171.7	173.7	173.9	.1	3.0
Services.....	165.9	166.7	168.1	169.3	171.1	172.0	173.4	174.2	175.1	.5	2.3
Business services.....	169.1	169.8	171.0	172.7	174.3	175.0	175.5	176.5	176.5	.0	1.3
Health services.....	164.6	135.8	167.8	168.8	170.9	171.9	173.4	174.6	175.8	.7	2.9
Hospitals.....	166.5	167.9	169.4	170.5	172.4	173.8	175.4	176.7	178.5	1.0	3.5
Educational services.....	170.3	171.0	171.9	172.6	175.5	176.8	177.9	178.6	182.1	2.0	3.8
Colleges and universities.....	167.6	168.4	169.5	170.0	172.9	173.6	174.6	175.5	178.4	1.7	3.2
Nonmanufacturing.....	162.1	162.6	163.7	164.8	166.2	166.6	167.7	168.7	169.8	.7	2.2
White-collar workers.....	165.7	166.3	167.5	168.6	170.1	170.5	171.7	172.7	173.8	.6	2.2
Excluding sales occupations.....	167.7	168.5	169.7	170.7	172.3	173.1	174.4	175.4	176.1	.4	2.2
Blue-collar occupations.....	153.4	153.8	154.7	156.1	157.1	157.5	158.2	159.7	160.7	.6	2.3
Service occupations.....	156.5	157.3	157.9	158.7	159.2	160.1	160.8	161.7	162.7	.6	2.2
State and local government workers.....	165.9	166.8	168.0	168.7	171.5	172.6	174.1	174.7	177.9	1.3	2.7
Workers, by occupational group:											
White-collar workers.....	161.0	161.5	162.1	162.4	164.1	164.9	165.9	166.2	168.3	1.3	2.6
Professional specialty and technical.....	161.0	161.4	162.1	162.3	164.4	165.0	165.7	166.2	168.4	1.3	2.4
Executive, administrative, and managerial.....	162.5	163.3	163.5	163.8	164.3	166.1	168.2	168.0	169.7	1.0	3.3
Administrative support, including clerical.....	159.1	159.5	160.4	160.8	162.6	163.0	163.9	164.0	166.1	1.3	2.2
Blue-collar workers.....	157.6	158.3	158.9	159.2	160.7	161.4	162.4	163.2	165.3	1.3	2.9
Workers, by industry division:											
Services.....	161.6	162.1	162.6	162.7	164.8	165.5	166.2	166.6	168.9	1.4	2.5
Services excluding schools ⁴	163.2	164.5	165.1	165.6	167.5	168.3	169.4	170.1	172.0	1.1	2.7
Health services.....	165.1	166.7	167.4	167.8	169.6	170.7	171.9	172.6	174.1	.9	2.7
Hospitals.....	165.5	166.7	167.4	167.9	169.9	171.0	172.0	172.5	174.0	.9	2.4
Educational services.....	161.2	161.6	162.0	162.1	164.2	164.9	165.5	165.8	168.3	1.5	2.5
Schools.....	161.4	161.8	162.1	162.3	164.3	165.0	165.6	166.0	168.4	1.4	2.5
Elementary and secondary.....	160.6	160.9	161.3	161.5	163.8	164.5	164.8	165.1	167.8	1.6	2.4
Colleges and universities.....	163.5	164.0	164.3	164.4	165.4	166.3	167.9	168.2	170.0	1.1	2.8
Public administration ²	159.4	160.0	161.1	161.4	162.6	163.5	165.0	165.6	167.4	1.1	3.0

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	2003		2004				2005			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
Private industry workers.....	184.3	185.8	192.2	195.3	196.9	198.7	203.3	204.9	206.4	0.7	4.8
Workers, by occupational group:											
White-collar workers.....	187.7	189.2	194.4	197.4	199.1	201.1	206.8	208.5	210.4	.9	5.7
Blue-collar workers.....	178.4	179.9	188.3	191.8	193.3	194.9	197.8	199.4	200.3	.5	3.6
Workers, by industry division:											
Goods-producing.....	182.3	183.8	193.7	196.2	198.1	201.2	207.0	209.4	210.9	.7	6.5
Service-producing.....	184.7	186.2	190.6	194.1	195.5	196.5	200.5	201.6	203.1	.7	3.9
Manufacturing.....	181.1	182.3	194.4	196.9	199.2	200.4	206.7	208.8	210.1	.6	5.5
Nonmanufacturing.....	185.1	186.7	190.9	194.3	195.7	197.6	201.6	203.0	204.6	.8	4.5

33. Employment Cost Index, private industry workers by bargaining status, region, and area size

[June 1989 = 100]

Series	2003		2004				2005			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2005	
COMPENSATION											
Workers, by bargaining status¹											
Union.....	165.7	166.8	171.4	173.9	175.3	176.2	177.5	179.0	180.4	0.8	2.9
Goods-producing.....	164.7	165.9	172.3	174.6	176.0	176.7	178.2	179.8	181.0	.7	2.8
Service-producing.....	166.5	167.5	170.2	172.9	174.4	175.4	176.6	177.9	179.5	.9	2.9
Manufacturing.....	165.0	166.3	175.0	177.0	178.4	178.9	180.6	181.7	182.6	.5	2.4
Nonmanufacturing.....	165.5	166.5	168.8	171.6	173.0	174.1	175.2	176.9	178.6	1.0	3.2
Nonunion.....	168.4	169.1	171.3	172.7	174.2	174.9	177.1	178.3	179.4	.6	3.0
Goods-producing.....	166.1	166.7	169.7	170.9	172.4	173.5	176.5	178.0	179.3	.7	4.0
Service-producing.....	169.0	169.8	171.6	173.2	174.6	175.1	177.0	178.0	179.1	.6	2.6
Manufacturing.....	166.9	167.3	170.6	172.0	173.8	174.3	177.5	179.0	180.1	.6	3.6
Nonmanufacturing.....	168.5	169.3	171.1	172.6	174.0	174.7	176.6	177.7	178.9	.7	2.8
Workers, by region¹											
Northeast.....	166.9	167.9	170.2	172.3	173.7	174.2	176.1	177.6	178.9	.7	3.0
South.....	163.2	163.9	166.4	167.9	169.5	170.6	172.5	173.4	174.0	.3	2.7
Midwest (formerly North Central).....	171.7	172.5	174.7	176.2	177.6	177.9	180.0	180.9	183.0	1.2	3.0
West.....	171.4	172.2	175.3	176.8	178.1	179.0	181.4	183.3	184.0	.4	3.3
Workers, by area size¹											
Metropolitan areas.....	168.3	169.1	171.5	173.1	174.6	175.3	177.4	178.6	179.9	.7	3.0
Other areas.....	166.1	166.9	170.2	172.1	173.3	174.3	176.4	177.3	178.1	.5	2.8
WAGES AND SALARIES											
Workers, by bargaining status¹											
Union.....	155.3	156.2	157.2	158.7	160.0	160.6	160.8	162.1	163.4	.8	2.1
Goods-producing.....	154.8	155.4	156.3	157.5	158.7	158.9	159.6	161.1	162.2	.7	2.2
Service-producing.....	156.3	157.3	158.5	160.3	161.7	162.6	162.3	163.6	164.9	.8	2.0
Manufacturing.....	156.7	157.1	158.1	159.2	160.5	160.7	161.5	162.8	163.8	.6	2.1
Nonmanufacturing.....	154.6	155.6	156.6	158.4	159.6	160.4	160.3	161.7	163.1	.9	2.2
Nonunion.....	163.0	163.4	164.6	165.6	167.0	167.3	168.6	169.6	170.7	.6	2.2
Goods-producing.....	159.7	160.1	161.4	162.4	163.8	163.9	165.2	166.4	167.5	.7	2.3
Service-producing.....	164.0	164.5	165.6	166.6	168.0	168.4	169.7	170.7	171.7	.6	2.2
Manufacturing.....	160.9	161.3	162.6	163.7	165.2	165.3	166.8	167.8	168.8	.6	2.2
Nonmanufacturing.....	163.1	163.7	164.7	165.7	167.1	167.5	168.7	169.7	170.8	.6	2.2
Workers, by region¹											
Northeast.....	160.0	160.9	162.0	163.6	164.9	165.0	166.0	167.3	168.5	.7	2.2
South.....	157.4	157.9	159.1	160.1	161.6	162.3	163.6	164.4	165.0	.4	2.1
Midwest (formerly North Central).....	166.1	166.5	166.9	167.7	169.2	169.2	170.6	171.3	173.6	1.3	2.6
West.....	164.7	165.2	166.8	167.9	169.1	169.5	170.3	171.9	172.2	.2	1.8
Workers, by area size¹											
Metropolitan areas.....	162.2	162.7	163.8	164.9	163.3	166.6	167.7	168.8	169.9	.7	2.2
Other areas.....	158.9	159.5	160.8	162.1	162.1	163.8	165.1	166.3	167.2	.5	2.4

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		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
Number of stoppages:															
Beginning in period.....	14	17	2	3	0	0	3	4	5	4	1	1	1	1	2
In effect during period.....	15	18	4	4	2	2	5	7	8	9	3	3	4	4	5
Workers involved:															
Beginning in period (in thousands).....	129.2	170.7	3.2	9.8	.0	.0	5.9	12.8	9.6	5.5	1.5	4.2	18.3	5.3	1.5
In effect during period (in thousands).	130.5	316.5	16.1	8.5	2.5	2.6	8.5	17.0	13.9	12.8	3.9	6.6	25.3	12.3	13.8
Days idle:															
Number (in thousands).....	4,091.2	3,344.1	114.9	97.5	50.0	49.4	98.0	95.3	115.5	84.1	64.5	98.0	513.0	145.3	181.5
Percent of estimated working time ¹....	.01	.01	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	.02	.01	.01

¹ Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time

worked is found in "Total economy measures of strike idleness," *Monthly Labor Review*, October 1968, pp. 54-56.

² Less than 0.005.

NOTE: 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		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS															
All items.....	184.0	188.9	191.0	190.3	190.7	191.8	193.3	194.6	194.4	194.5	195.4	196.4	198.8	199.2	197.6
All items (1967 = 100).....	551.1	565.8	572.2	570.1	571.2	574.5	579.0	582.9	582.4	582.6	585.2	588.2	595.4	596.7	592.0
Food and beverages.....	180.5	186.6	188.6	188.9	189.5	189.3	189.6	190.7	191.1	190.9	191.3	191.3	191.8	192.5	192.8
Food.....	180.0	186.2	188.2	188.5	189.1	188.8	189.1	190.2	190.6	190.4	190.8	190.9	191.4	192.1	192.4
Food at home.....	179.4	186.2	188.1	188.5	188.9	188.0	189.3	190.3	190.3	189.4	189.8	189.5	190.0	190.8	191.0
Cereals and bakery products.....	202.8	206.0	206.8	206.4	207.6	208.4	208.5	209.1	209.7	209.4	209.4	210.1	208.3	209.4	209.1
Meats, poultry, fish, and eggs.....	169.3	181.7	182.4	183.1	183.4	183.9	184.3	184.7	185.0	185.2	184.7	184.4	185.2	184.6	185.8
Dairy and related products ¹	167.9	180.2	180.9	180.1	183.3	181.8	181.4	182.2	183.3	181.0	181.6	182.9	181.8	182.6	183.5
Fruits and vegetables.....	225.9	232.7	248.3	250.8	242.9	234.8	233.7	240.1	244.7	238.4	240.3	236.6	240.8	245.7	246.4
Nonalcoholic beverages and beverage materials.....	139.8	140.4	139.6	140.4	142.2	142.5	143.6	144.8	144.3	144.0	144.8	144.3	145.2	145.6	145.5
Other foods at home.....	162.6	164.9	164.4	163.6	165.6	165.3	165.7	167.5	166.3	166.9	167.6	167.7	167.7	168.3	167.3
Sugar and sweets.....	162.0	163.2	163.1	161.3	163.0	164.2	162.6	164.9	163.3	165.7	167.1	164.7	165.8	166.3	166.5
Fats and oils.....	157.4	167.8	167.8	167.4	170.4	169.3	167.0	169.4	167.8	164.5	167.3	167.6	169.4	168.6	166.2
Other foods.....	178.8	179.7	178.9	178.3	180.3	179.7	181.3	183.0	182.0	182.9	183.0	183.9	183.1	184.0	183.0
Other miscellaneous foods ^{1,2}	110.3	110.4	110.5	110.8	110.1	110.3	111.9	110.8	110.8	110.2	111.5	111.8	111.5	112.1	112.7
Food away from home ¹	182.1	187.5	189.6	189.9	190.8	191.4	191.7	192.8	192.6	193.2	193.6	194.2	194.6	195.2	195.6
Other food away from home ^{1,2}	121.3	125.3	126.7	127.0	127.5	128.7	129.4	129.6	130.3	131.6	132.0	132.6	133.2	133.5	133.7
Alcoholic beverages.....	187.2	192.1	194.0	193.9	194.3	195.2	195.7	195.9	195.5	195.9	195.8	195.9	196.6	196.8	197.1
Housing.....	184.8	189.5	190.8	190.7	191.8	192.7	194.1	194.4	194.5	195.5	196.6	196.9	197.0	198.4	198.5
Shelter.....	213.1	218.8	219.9	219.8	221.0	222.5	224.4	224.4	224.0	224.5	225.6	225.6	224.4	225.7	225.4
Rent of primary residence.....	205.5	211.0	213.2	213.9	214.5	215.0	215.5	216.0	216.4	216.8	217.5	218.0	218.6	219.3	220.0
Lodging away from home.....	119.3	125.9	121.9	118.7	122.6	128.9	138.3	136.2	131.7	132.8	136.4	134.3	124.7	129.7	125.2
Owners' equivalent rent of primary residence ³	219.9	224.9	226.8	227.2	227.8	228.4	228.7	229.0	229.4	229.7	230.2	230.7	231.2	231.7	232.2
Tenants' and household insurance ^{1,2}	114.8	116.2	117.7	118.7	118.5	118.7	119.0	118.2	118.0	118.1	117.8	117.8	116.6	115.8	115.9
Fuels and utilities.....	154.5	161.9	165.6	165.7	166.9	166.4	166.7	169.6	171.7	177.4	180.1	181.8	188.9	192.8	194.6
Fuels.....	138.2	144.4	147.8	148.0	149.0	148.1	148.4	151.5	153.7	159.9	162.6	164.4	172.1	176.2	178.0
Fuel oil and other fuels.....	139.5	160.5	186.6	183.7	181.2	188.5	195.5	199.5	193.9	195.0	202.9	209.8	235.9	241.1	231.5
Gas (piped) and electricity.....	145.0	150.6	152.7	153.0	154.3	152.9	155.9	158.7	165.6	168.1	169.6	176.4	180.7	183.4	
Household furnishings and operations.....	126.1	125.5	125.8	125.5	126.1	126.1	126.1	126.3	126.7	126.0	125.9	125.8	125.7	125.9	126.1
Apparel.....	120.9	120.4	123.0	118.8	116.1	118.7	123.5	123.7	122.4	118.3	113.8	115.8	120.5	122.7	121.5
Men's and boys' apparel.....	118.0	117.5	118.9	116.3	115.0	116.3	119.6	120.4	119.7	115.3	111.6	112.4	114.0	117.2	117.4
Women's and girls' apparel.....	113.1	113.0	116.8	110.0	105.1	109.3	117.1	116.6	114.2	109.1	102.8	105.1	112.3	115.1	113.9
Infants' and toddlers' apparel ¹	122.1	118.5	120.3	118.6	117.5	118.1	119.0	121.3	119.8	116.4	112.8	113.5	115.5	116.3	115.3
Footwear.....	119.6	119.3	121.8	120.3	119.4	121.1	122.8	123.8	123.2	121.7	119.3	121.7	126.0	126.7	124.3
Transportation.....	157.6	163.1	167.2	164.8	164.0	166.1	168.8	173.2	172.1	171.8	174.4	177.7	186.5	184.0	175.6
Private transportation.....	153.6	159.4	163.6	161.3	160.5	162.6	165.2	169.6	168.3	167.7	170.3	173.8	183.1	180.5	171.8
New and used motor vehicles ²	96.5	94.2	95.2	95.4	95.8	95.9	95.6	95.6	95.7	95.6	95.2	95.0	95.4	95.7	95.8
New vehicles.....	137.9	137.1	137.9	138.8	139.8	139.9	139.1	138.8	138.7	138.1	136.3	135.0	135.8	137.1	138.0
Used cars and trucks ¹	142.9	133.3	136.7	137.3	137.5	137.6	137.7	138.1	138.8	139.9	141.0	142.0	141.5	140.6	139.4
Motor fuel (all types).....	135.8	160.4	171.9	161.2	156.4	164.3	175.9	193.9	188.2	185.5	197.5	212.7	249.5	237.1	199.7
Gasoline (all types).....	135.1	159.7	171.0	160.4	155.6	163.4	175.0	193.9	187.3	184.6	196.5	211.7	248.5	235.9	198.6
Motor vehicle parts and equipment.....	107.8	108.7	109.9	109.9	110.6	110.9	110.9	110.8	111.0	111.2	111.9	112.4	112.7	113.0	113.6
Motor vehicle maintenance and repair.....	195.6	200.2	202.9	203.3	204.0	203.9	204.7	205.0	205.6	206.1	206.7	207.3	208.7	209.8	210.5
Public transportation.....	209.3	209.1	208.6	205.4	204.4	205.9	210.1	215.0	218.0	222.4	226.1	223.3	220.7	222.7	220.8
Medical care.....	297.1	310.1	314.1	314.9	316.8	319.3	320.7	321.5	322.2	322.9	324.1	323.9	324.6	326.2	328.1
Medical care commodities.....	262.8	269.3	271.2	270.8	271.6	272.8	273.2	273.5	274.6	275.6	276.3	276.8	277.7	278.9	280.3
Medical care services.....	306.0	321.3	326.0	327.3	329.5	332.5	334.3	335.2	335.9	336.3	337.8	337.3	337.9	339.7	341.7
Professional services.....	261.2	271.5	274.2	274.6	276.2	278.6	279.7	281.0	281.6	281.9	282.6	282.4	283.0	284.0	284.5
Hospital and related services.....	394.8	417.9	425.0	428.0	431.0	434.7	437.3	437.1	437.3	437.9	440.9	439.6	439.8	443.6	449.6
Recreation ²	107.5	108.6	108.7	108.5	108.9	109.0	109.0	109.2	109.5	109.1	109.1	109.3	109.7	109.9	109.8
Video and audio ^{1,2}	103.6	104.2	104.0	103.9	104.2	104.3	104.6	104.8	104.6	103.1	103.1	104.3	104.4	104.4	104.2
Education and communication ²	109.8	111.6	112.7	112.6	112.7	112.8	112.7	112.9	112.7	112.8	112.9	113.7	115.3	115.1	115.3
Education ²	134.4	143.7	148.4	148.5	148.8	149.2	149.3	149.5	149.9	150.5	151.3	153.9	157.1	157.4	157.5
Educational books and supplies.....	335.4	351.0	354.4	355.9	357.4	359.9	360.6	361.3	362.3	363.4	364.0	364.6	372.4	373.9	373.6
Tuition, other school fees, and child care.....	362.1	414.3	428.7	428.9	429.7	430.6	430.9	431.4	432.7	434.4	436.6	444.8	454.1	454.7	455.1
Communication ^{1,2}	89.7	86.7	85.6	85.4	85.4	85.4	85.2	85.4	84.9	84.6	84.4	84.0	84.6	84.2	84.4
Information and information processing ^{1,2}	87.8	84.6	83.5	83.3	83.2	83.3	83.1	83.2	82.7	82.4	82.2	81.8	82.4	82.0	82.2
Telephone services ^{1,2}	98.3	95.8	94.5	94.8	94.8	95.1	95.0	95.3	94.8	94.6	94.4	94.1	95.1	94.6	95.2
Information and information processing other than telephone services ^{1,4}	16.1	14.8	14.3	14.2	14.2	14.0	14.0	13.9	13.8	13.6	13.6	13.4	13.3	13.3	13.1
Personal computers and peripheral equipment ^{1,2}	17.6	15.3	14.2	13.9	14.0	13.5	13.4	13.4	13.2	13.0	12.8	12.4	12.3	12.2	12.0
Other goods and services.....	298.7	304.7	307.0	307.8	309.3	310.8	311.2	311.5	312.5	314.1	314.4	315.0	315.3	316.2	316.2
Tobacco and smoking products.....	469.0	478.0	481.7	484.8	493.9	496.1	496.6	497.0	498.0	497.8	503.4	506.5	510.1	509.4	511.2
Personal care ¹	178.0	181.7	83.0	183.3	183.5	184.4	184.7	184.9	185.5	185.5	186.1	186.1	186.1	186.4	186.9
Personal care products ¹	153.5	153.9	153.8	153.4	153.1	153.9	153.0	153.4	154.4	154.3	155.0	155.2	154.8	155.0	155.0
Personal care services ¹	193.2	197.6	200.0	201.2	201.9	202.9	203.3	203.3							

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 2004				2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Miscellaneous personal services.....	283.5	293.9	296.9	297.7	298.5	299.8	300.8	301.4	302.8	302.9	303.9	304.2	304.7	305.0	305.9
Commodity and service group:															
Commodities.....	151.2	154.7	157.2	155.8	155.4	156.5	158.2	160.3	159.8	158.9	159.5	161.1	165.6	165.1	161.5
Food and beverages.....	180.5	186.6	188.6	188.9	189.5	189.3	189.6	190.7	191.1	190.9	191.3	191.3	191.8	192.5	192.8
Commodities less food and beverages.....	134.5	136.7	139.4	137.2	136.4	138.1	140.4	142.9	142.0	140.8	141.4	143.7	149.9	148.9	143.6
Nondurables less food and beverages.....	149.7	157.2	162.0	157.4	155.2	158.6	163.7	168.9	167.0	164.7	166.7	171.8	184.4	182.0	171.1
Apparel.....	120.9	120.4	123.0	118.8	116.1	118.7	123.5	123.7	122.4	118.3	113.8	115.8	120.5	122.7	121.5
Nondurables less food, beverages, and apparel.....	171.5	183.9	190.2	185.2	183.3	187.3	192.7	201.0	198.6	197.5	203.3	210.4	228.0	222.8	205.9
Durables.....	117.5	114.8	115.3	115.5	116.0	116.0	115.7	115.6	115.7	115.4	114.9	114.4	114.6	114.9	114.9
Services.....	216.5	222.8	224.6	224.6	225.6	226.8	228.0	228.6	228.8	229.8	230.9	231.3	231.7	233.0	233.5
Rent of shelter ³	221.9	227.9	229.0	228.9	230.1	231.7	233.7	233.7	233.2	233.8	234.9	235.0	233.8	235.1	234.9
Transportation services.....	216.3	220.6	222.8	221.8	221.7	222.4	223.3	224.4	225.1	226.0	227.1	227.0	227.0	227.6	228.4
Other services.....	254.4	261.3	264.2	264.3	265.1	265.8	266.1	266.7	266.9	266.7	267.2	268.7	271.2	271.5	272.1
Special indexes:															
All items less food.....	184.7	189.4	191.5	190.6	190.9	192.3	194.0	195.3	195.1	195.2	196.1	197.3	200.0	200.4	198.5
All items less shelter.....	174.6	179.3	181.9	180.9	180.9	181.9	183.2	185.1	185.0	184.9	185.7	187.1	191.0	191.1	189.0
All items less medical care.....	178.1	182.7	184.7	183.9	184.2	185.3	186.8	188.1	187.9	187.9	188.8	189.8	192.3	192.6	190.9
Commodities less food.....	136.5	138.8	141.4	139.3	138.6	140.2	142.5	144.9	144.0	142.8	143.5	145.7	151.8	150.8	145.6
Nondurables less food.....	151.9	159.3	163.9	159.5	157.5	160.8	165.6	170.6	168.7	166.6	168.5	173.3	185.2	183.0	172.7
Nondurables less food and apparel.....	172.1	183.8	189.7	185.1	183.5	187.2	192.1	199.7	197.5	196.5	201.8	203.0	224.3	219.6	204.2
Nondurables.....	165.3	172.2	175.6	173.3	172.5	174.2	177.0	180.3	179.4	178.2	179.4	182.1	188.9	188.0	182.4
Services less rent of shelter ³	226.4	233.5	236.4	236.5	237.4	238.0	238.5	239.8	240.7	242.4	243.6	244.5	246.8	248.2	249.5
Services less medical care services.....	208.7	214.5	216.1	216.0	217.0	218.0	219.2	219.7	219.9	220.9	222.0	222.5	222.8	224.1	224.4
Energy.....	136.5	151.4	158.6	153.7	151.9	155.2	160.8	170.9	169.4	171.4	178.5	186.6	208.0	204.3	187.6
All items less energy.....	190.6	194.4	196.0	195.8	196.4	197.3	198.3	198.6	198.6	198.5	198.7	198.9	199.2	200.1	200.2
All items less food and energy.....	193.2	196.6	198.1	197.8	198.4	199.5	200.7	200.9	200.8	200.6	200.8	201.0	201.3	202.3	203.0
Commodities less food and energy.....	140.9	139.6	140.6	139.8	139.7	140.3	141.1	141.2	141.1	140.0	138.9	139.0	140.2	141.0	140.8
Energy commodities.....	136.7	161.2	173.6	163.4	158.7	166.6	178.0	195.2	189.4	187.0	198.8	213.6	249.9	238.6	202.7
Services less energy.....	223.8	230.2	231.9	231.9	232.9	234.3	235.7	236.0	235.9	236.4	237.4	237.7	237.4	238.4	238.6
CONSUMER PRICE INDEX FOR URBAN WAGE EARNERS AND CLERICAL WORKERS															
All items.....	179.8	184.5	186.8	186.0	186.3	187.3	188.6	190.2	190.0	190.1	191.0	192.1	195.0	195.2	193.4
All items (1967 = 100).....	535.6	549.5	556.3	554.2	554.9	557.9	561.9	566.4	566.0	566.2	568.8	572.3	580.9	581.5	576.1
Food and beverages.....	179.9	186.2	188.1	188.4	189.0	188.8	189.1	190.1	190.4	190.3	190.6	190.6	191.1	191.8	192.1
Food.....	179.4	185.7	187.6	187.9	188.5	188.2	188.5	189.6	190.0	189.8	190.2	190.2	190.7	191.4	191.7
Food at home.....	178.5	185.4	187.3	187.6	188.0	187.2	187.4	188.9	189.4	188.6	188.9	188.7	189.1	189.9	190.1
Cereals and bakery products.....	202.8	206.0	206.8	206.3	207.6	208.5	208.5	209.0	209.7	209.5	209.2	209.9	208.1	209.2	208.9
Meats, poultry, fish, and eggs.....	169.2	181.8	182.4	183.2	183.4	183.9	184.3	184.5	184.9	185.2	184.6	184.5	185.1	184.5	185.8
Dairy and related products ¹	167.6	180.0	180.8	179.9	183.2	181.6	181.3	182.1	183.1	180.9	181.4	182.8	181.7	182.4	183.3
Fruits and vegetables.....	224.3	230.4	246.4	246.8	240.1	232.2	231.3	237.5	242.2	235.9	238.0	237.8	238.8	243.4	243.4
Nonalcoholic beverages and beverage materials.....	139.1	139.7	138.9	140.0	141.6	141.8	143.0	144.1	143.7	143.4	144.1	143.4	144.6	144.9	144.8
Other foods at home.....	162.2	164.5	163.8	163.2	165.3	165.0	165.3	167.0	165.8	166.3	167.0	167.1	167.1	167.7	166.9
Sugar and sweets.....	161.6	162.5	162.1	160.6	162.2	163.6	161.8	163.9	162.3	164.8	166.3	163.8	165.1	165.6	165.7
Fats and oils.....	157.4	167.8	167.7	167.3	170.4	169.1	167.2	169.4	168.0	164.5	167.4	167.6	169.4	168.6	166.3
Other foods.....	179.2	180.1	179.2	178.6	180.8	180.2	181.7	183.4	182.3	183.1	183.3	184.0	183.2	184.1	183.4
Other miscellaneous foods ^{1,2}	110.8	110.9	111.1	111.3	110.7	110.9	112.5	111.1	111.3	110.5	111.9	112.1	111.9	112.5	113.2
Food away from home ¹	182.0	187.4	189.5	189.7	190.6	191.2	191.6	192.0	192.4	193.0	193.4	194.0	194.4	195.1	195.5
Other food away from home ^{1,2}	121.5	125.1	126.8	127.0	127.3	128.4	129.1	129.2	129.6	131.5	131.8	132.4	133.0	133.3	133.5
Alcoholic beverages.....	187.1	192.4	194.2	194.2	194.4	195.2	196.0	196.2	195.3	195.7	195.6	195.3	196.0	196.5	197.0
Housing.....	180.4	185.0	186.4	186.4	187.3	188.1	188.9	189.4	189.7	190.9	191.9	192.3	192.9	194.1	194.4
Shelter.....	206.9	212.2	213.4	213.5	214.4	215.7	216.8	216.9	216.8	217.3	218.3	218.5	219.9	218.8	218.9
Rent of primary residence.....	204.7	210.2	212.4	213.0	213.7	214.2	214.6	215.2	215.5	215.9	216.6	217.1	217.7	218.4	219.1
Lodging away from home ²	119.8	126.4	121.8	118.6	122.2	129.1	137.1	135.2	131.1	132.9	136.9	134.5	124.5	129.2	124.5
Owners' equivalent rent of primary residence ³	199.7	204.1	205.8	206.1	206.6	207.2	207.4	207.7	208.0	208.4	208.8	209.3	209.7	210.2	210.7
Tenants' and household insurance ^{1,2}	114.7	116.4	118.1	118.9	118.8	118.9	119.4	118.5	118.3	118.3	118.4	118.1	116.9	116.0	116.2
Fuels and utilities.....	153.9	161.2	164.5	164.7	166.0	165.4	165.7	168.6	170.7	176.7	179.2	181.0	187.7	191.0	193.0
Fuels.....	137.0	143.2	146.2	146.4	147.4	146.6	146.8	149.8	152.1	158.5	161.0	162.7	169.9	173.5	175.5
Fuel oil and other fuels.....	138.7	160.0	186.5	183.4	180.9	187.7	195.3	199.2	193.6	194.8	201.8	208.9	235.4	241.2	231.3
Gas (piped) and electricity.....	144.1	149.8	151.7	152.0	153.3	152.0	151.8	155.0	157.7	164.8	167.2	168.7	175.2	178.8	181.6
Household furnishings and operations.....	121.9	121.1	121.5	121.3	121.9	121.9	121.9	122.1	122.5	121.9	121.5	121.5	121.4	121.8	121.8
Apparel.....	120.0	120.0	122.6	118.6	116.1	118.6	123.0	123.2	121.9	117.9	113.8	115.5	119.6	121.9	121.0
Men's and boys' apparel.....	117.5	117.3	118.6	115.7	114.6	116.1	119.6	119.9	119.2	114.9	111.2	111.8	113.2	116.6	116.9
Women's and girls' apparel.....	112.1	112.8	116.9	110.2	105.3	109.3	116.8	124.1	113.9	108.7	102.7	104.5	111.1	114.3	113.4
Infants' and toddlers' apparel ¹	124.1	121.3	123.1	121.4	120.5	121.0	121.9	122.7	122.5	118.9	115.2	116.0	117.6	118.7	117.8
Footwear.....	119.1	118.2	120.6	119.4	118.8	120.6	121.7	122.7	122.4	121.3	119.0	121.2	124.9	125.4	123.2
Transportation.....	156.3	161.5	165.8	163.4	163.2	164.7	167.6	172.2	171.0	170.6	173.5	171.1	186.4	183.7	174.7
Private transportation.....	153.5	158.8	163.2	160.9	160.0	162.2	164.9	169.5	168.2	167.7	170.5	174.4	183.9	181.1	171.9
New and used motor vehicles ²	96.0	92.8	94.0	94.3	94.6	94.7	94.5	94.5	94.7	94.8	94.5	94.4	94.7	94.9	94.9

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		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
New vehicles.....	139.0	138.1	138.9	139.8	140.7	140.7	140.0	139.7	139.6	139.0	137.2	136.0	136.8	138.2	139.1
Used cars and trucks ¹	143.7	134.1	137.5	138.1	138.3	138.4	138.5	138.9	139.6	140.7	141.9	142.9	142.4	141.4	140.2
Motor fuel.....	136.1	160.9	172.3	161.7	156.9	164.9	176.5	194.5	188.7	186.1	198.1	213.4	250.3	238.0	200.5
Gasoline (all types).....	135.5	160.2	171.6	160.9	156.1	164.1	175.7	193.7	187.9	185.3	197.2	212.4	249.3	236.8	199.4
Motor vehicle parts and equipment.....	107.3	108.2	109.4	109.3	110.1	110.4	110.5	110.4	110.5	110.8	111.4	111.9	112.3	112.6	113.2
Motor vehicle maintenance and repair.....	197.3	202.0	204.9	205.3	206.0	206.1	206.9	207.2	207.9	208.4	209.1	209.7	211.1	212.4	213.1
Public transportation.....	206.0	207.1	207.1	204.2	203.4	204.9	209.0	213.3	215.8	219.8	223.3	220.8	218.8	220.9	219.4
Medical care.....	296.3	309.5	313.6	314.4	316.3	318.9	320.3	321.1	321.9	322.5	323.7	323.5	324.0	325.8	327.9
Medical care commodities.....	257.4	263.2	264.9	264.4	265.2	266.3	266.6	266.9	267.9	268.8	269.4	269.9	270.3	271.8	273.4
Medical care services.....	305.9	321.5	326.3	327.7	330.0	333.0	334.8	335.8	336.5	337.0	338.4	337.9	338.4	340.4	342.6
Professional services.....	263.4	274.0	276.9	277.2	278.9	281.2	282.3	283.6	284.3	284.6	285.3	285.0	285.6	286.6	287.1
Hospital and related services.....	391.2	414.0	421.0	424.2	427.4	430.9	433.6	433.4	433.7	434.3	436.9	435.3	435.5	439.8	446.4
Recreation ²	105.5	106.3	106.3	106.1	106.5	106.5	106.5	106.8	107.0	106.6	106.5	106.8	107.0	107.3	107.2
Video and audio ^{1,2}	102.9	103.4	103.3	103.2	103.4	103.5	103.9	104.0	103.9	102.5	102.4	103.6	103.7	103.7	103.5
Education and communication ²	109.0	110.0	110.6	110.5	110.6	110.7	110.7	110.8	110.6	110.7	110.7	111.1	112.6	112.4	112.7
Education ²	133.8	142.5	146.8	147.0	147.3	147.7	147.8	148.0	148.5	149.1	149.7	152.0	155.1	155.3	155.5
Educational books and supplies.....	336.5	352.2	356.1	357.6	359.0	361.5	362.4	363.1	364.0	365.6	365.9	373.6	373.6	375.1	374.8
Tuition, other school fees, and child care.....	377.3	402.5	415.6	415.8	416.8	417.6	418.0	418.5	419.8	421.6	423.4	430.4	439.1	439.7	440.3
Communication ^{1,2}	91.2	88.3	87.2	87.0	87.0	87.0	86.8	87.0	86.5	86.3	86.0	85.7	86.3	85.9	86.2
Information and information processing ^{1,2}	89.9	86.8	85.7	85.5	85.5	85.5	85.3	85.5	85.0	84.8	84.5	84.1	84.8	84.4	84.7
Telephone services ^{1,2}	98.5	96.0	95.1	95.0	94.9	95.3	95.1	95.4	94.9	94.8	94.6	94.3	95.3	94.8	95.3
Information and information processing other than telephone services ^{1,4}	16.7	15.3	14.9	14.8	14.8	14.6	14.5	14.5	14.3	14.2	14.1	14.0	13.9	13.8	13.7
Personal computers and peripheral equipment ^{1,2}	17.3	15.0	13.9	13.7	13.7	13.3	13.2	13.2	13.0	12.7	12.5	12.2	12.1	12.0	11.8
Other goods and services.....	307.0	312.6	314.9	315.9	318.0	319.4	319.6	319.9	320.8	320.9	323.1	323.6	324.4	324.5	325.4
Tobacco and smoking products.....	470.5	478.8	482.5	485.7	494.9	496.9	497.4	497.8	498.7	498.9	505.2	508.5	512.2	511.3	513.2
Personal care ¹	177.0	180.4	181.7	181.9	182.1	182.9	183.0	183.2	183.8	183.8	184.6	184.4	184.4	184.7	185.1
Personal care products ¹	154.2	154.4	154.3	153.8	153.3	154.2	153.3	153.6	154.5	154.5	155.4	155.4	155.0	155.0	154.9
Personal care services ¹	193.9	198.2	200.6	201.8	202.4	203.3	203.6	203.6	203.1	203.3	204.1	204.4	204.8	205.0	205.5
Miscellaneous personal services.....	283.3	294.0	297.5	298.4	299.2	299.8	300.8	301.5	303.2	303.2	304.4	304.6	305.1	305.4	306.2
Commodity and service group:															
Commodities.....	151.8	155.4	158.1	156.6	156.3	157.4	159.2	161.5	160.9	160.1	160.8	162.7	167.4	166.8	162.8
Food and beverages.....	179.9	186.2	188.1	188.4	189.0	188.8	189.1	190.1	190.4	190.3	190.6	190.6	191.1	191.8	192.1
Commodities less food and beverages.....	135.8	138.1	141.0	138.8	138.0	139.8	142.2	145.0	144.0	142.8	143.8	146.4	153.0	151.8	145.9
Nondurables less food and beverages.....	152.1	160.6	165.9	160.9	158.8	162.5	167.8	173.6	171.5	169.2	171.7	177.3	191.0	188.2	176.1
Apparel.....	120.0	120.0	122.6	118.6	116.1	118.6	123.0	123.2	121.9	117.9	113.8	115.5	119.6	121.9	121.0
Nondurables less food, beverages, and apparel.....	175.6	189.6	196.5	190.8	188.8	193.3	199.4	208.9	206.0	204.7	211.3	219.5	239.4	233.5	214.2
Durables.....	117.4	114.0	114.8	115.1	115.5	115.5	115.3	115.3	115.5	115.3	114.9	114.7	114.8	115.0	114.9
Services.....	212.6	218.6	220.4	220.5	221.5	222.3	223.2	223.8	224.2	225.3	226.3	226.8	227.5	228.6	229.3
Rent of shelter ³	199.2	204.3	205.5	205.6	206.5	207.7	208.8	208.9	208.8	209.3	210.2	210.4	209.9	210.8	210.9
Transportation services.....	216.2	220.9	223.4	222.7	222.8	223.4	224.0	224.8	225.3	226.0	226.8	226.9	226.9	227.5	228.5
Other services.....	248.5	254.1	256.3	256.5	257.2	257.8	258.1	258.7	258.9	258.6	258.9	260.2	262.4	262.6	263.2
Special indexes:															
All items less food.....	179.7	184.1	186.4	185.5	185.7	187.0	188.5	190.1	189.9	190.0	190.9	192.3	195.6	195.8	193.5
All items less shelter.....	171.9	176.4	179.1	178.0	178.0	179.0	180.4	182.4	182.3	182.2	183.1	184.6	188.8	188.7	186.2
All items less medical care.....	174.8	179.1	181.3	180.6	180.8	181.7	183.1	184.6	184.4	184.5	185.3	186.5	189.5	189.6	187.7
Commodities less food.....	137.7	140.0	142.9	140.7	140.0	141.7	144.1	146.8	145.9	144.7	145.7	148.2	154.6	153.5	147.8
Nondurables less food.....	154.2	162.6	167.6	162.9	160.9	164.4	169.5	175.1	173.0	170.8	173.2	178.5	191.5	188.9	177.4
Nondurables less food and apparel.....	175.9	189.0	195.4	190.3	188.5	192.7	198.3	206.9	204.2	203.0	209.0	216.5	234.6	229.3	211.8
Nondurables.....	166.4	173.9	177.5	175.1	174.3	176.1	179.0	182.5	181.5	180.3	181.7	184.6	191.9	190.9	184.7
Services less rent of shelter ³	201.3	207.4	209.8	209.9	210.8	211.2	211.6	212.7	213.6	215.3	216.3	217.0	219.2	220.4	221.7
Services less medical care services.....	205.2	210.6	212.3	212.4	213.2	214.0	214.7	215.4	215.7	216.8	217.8	218.3	219.1	220.1	220.7
Energy.....	135.9	151.3	158.5	153.3	151.4	155.0	160.9	171.4	169.6	171.5	178.7	187.2	209.3	204.8	187.1
All items less energy.....	186.1	189.5	191.1	191.0	191.5	192.2	192.9	193.3	193.4	193.2	193.3	193.6	194.1	194.8	195.0
All items less food and energy.....	187.9	190.6	192.2	192.0	192.4	193.4	194.2	194.5	194.5	194.3	194.3	194.6	195.1	195.9	196.1
Commodities less food and energy.....	141.1	139.4	140.6	139.9	139.9	140.5	141.3	141.4	141.3	140.4	139.3	139.6	140.6	141.3	141.2
Energy commodities.....	136.8	161.5	173.7	163.4	158.7	166.6	178.1	195.5	189.7	187.3	199.0	214.0	250.5	239.0	202.8
Services less energy.....	220.2	226.2	228.0	228.1	229.0	230.1	231.1	231.4	231.5	231.9	232.8	233.1	233.1	234.0	234.4

¹ Not seasonally adjusted.

² Indexes on a December 1997 = 100 base.

³ Indexes on a December 1982 = 100 base.

⁴ Indexes on a December 1988 = 100 base.

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					
		2005						2005					
		June	July	Aug.	Sept.	Oct.	Nov.	June	July	Aug.	Sept.	Oct.	Nov.
U.S. city average.....	M	194.5	195.4	196.4	198.8	199.2	197.6	190.1	191.0	192.1	195.0	195.2	193.4
Region and area size²													
Northeast urban.....	M	206.2	207.9	208.7	210.8	211.5	210.0	202.5	204.0	204.8	207.9	208.1	206.5
Size A—More than 1,500,000.....	M	208.5	210.2	211.2	213.2	213.8	212.2	203.4	204.9	206.0	209.0	208.9	207.3
Size B/C—50,000 to 1,500,000 ³	M	121.8	123.0	123.0	124.5	125.2	124.3	121.8	122.8	122.9	124.8	125.4	124.4
Midwest urban ⁴	M	187.8	188.4	189.7	192.5	192.1	190.3	182.9	183.6	185.1	188.2	187.6	185.6
Size A—More than 1,500,000.....	M	189.8	190.1	191.5	193.8	193.7	192.1	184.0	184.4	186.1	188.7	188.5	186.7
Size B/C—50,000 to 1,500,000 ³	M	119.6	120.2	120.9	123.1	122.6	121.3	119.0	119.8	120.5	122.9	122.2	120.6
Size D—Nonmetropolitan (less than 50,000).....	M	182.3	182.9	184.6	187.2	186.8	185.0	179.6	180.4	182.5	185.6	184.9	183.0
South urban.....	M	187.8	188.5	189.4	192.0	192.5	190.7	184.7	185.5	186.6	189.8	190.2	188.0
Size A—More than 1,500,000.....	M	189.7	190.3	191.0	193.9	194.5	192.9	187.3	188.1	189.2	192.6	193.2	191.1
Size B/C—50,000 to 1,500,000 ³	M	119.7	120.2	120.9	122.3	122.5	121.4	118.2	118.7	119.5	121.3	121.4	120.0
Size D—Nonmetropolitan (less than 50,000).....	M	186.9	187.5	188.6	191.9	193.6	190.7	186.7	187.3	188.8	192.6	194.4	191
West urban.....	M	198.0	198.6	199.6	201.7	202.6	201.4	193.1	193.7	194.9	197.1	197.8	196.4
Size A—More than 1,500,000.....	M	200.5	201.3	202.4	204.5	205.4	204.2	194.1	195.0	196.1	198.4	199.1	197.7
Size B/C—50,000 to 1,500,000 ³	M	121.1	121.3	122.0	123.1	123.6	122.8	120.6	120.9	121.6	122.8	123.2	122.4
Size classes:													
A ⁵	M	177.9	178.6	179.6	181.7	182.1	180.8	176.2	177.0	178.1	180.7	180.9	179.3
B/C ³	M	120.2	120.8	121.3	122.9	123.1	122.0	119.3	119.9	120.5	122.4	122.4	121.2
D.....	M	186.9	187.2	188.7	191.5	192.2	190.2	185.1	185.6	187.3	190.7	191.3	189.0
Selected local areas⁶													
Chicago—Gary—Kenosha, IL—IN—WI.....	M	194.0	194.2	195.8	198.3	197.9	197.3	187.1	187.4	189.2	192.2	191.9	191.1
Los Angeles—Riverside—Orange County, CA.....	M	200.7	201.4	203.1	205.8	206.9	205.6	193.7	194.6	196.4	199.0	200.0	198.4
New York, NY—Northern NJ—Long Island, NY—NJ—CT—PA.....	M	210.7	212.5	214.1	215.8	216.6	215.3	205.1	206.5	208.3	211.0	211.0	209.9
Boston—Brockton—Nashua, MA—NH—ME—CT.....	1	—	217.2	—	220.1	—	218.6	—	216.0	—	220.2	—	217.7
Cleveland—Akron, OH.....	1	—	187.8	—	191.6	—	189.9	—	178.8	—	183.1	—	180.8
Dallas—Ft. Worth, TX.....	1	—	184.3	—	188.9	—	187.8	—	185.4	—	190.8	—	188.9
Washington—Baltimore, DC—MD—VA—WV ⁷	1	—	125.0	—	126.7	—	125.4	—	124.5	—	127.2	—	125.2
Atlanta, GA.....	2	189.6	—	189.5	—	193.9	—	187.5	—	188.3	—	193.1	—
Detroit—Ann Arbor—Flint, MI.....	2	189.6	—	192.2	—	195.1	—	184.7	—	187.7	—	190.5	—
Houston—Galveston—Brazoria, TX.....	2	174.2	—	175.5	—	179.2	—	172.7	—	174.4	—	178.4	—
Miami—Ft. Lauderdale, FL.....	2	192.6	—	195.6	—	198.8	—	190.7	—	193.8	—	197.4	—
Philadelphia—Wilmington—Atlantic City, PA—NJ—DE—MD.....	2	204.8	—	206.6	—	207.5	—	204.0	—	206.0	—	207.6	—
San Francisco—Oakland—San Jose, CA.....	2	201.2	—	203.0	—	205.9	—	197.5	—	199.5	—	202.6	—
Seattle—Tacoma—Bremerton, WA.....	2	199.8	—	199.9	—	203.3	—	194.8	—	195.3	—	198.6	—

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	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Consumer Price Index for All Urban Consumers:											
All items:											
Index.....	148.2	152.4	156.9	160.5	163.0	166.6	172.2	177.1	179.9	184.0	188.9
Percent change.....	2.6	2.8	3.0	2.3	1.6	2.2	3.4	2.8	1.6	2.3	2.7
Food and beverages:											
Index.....	144.9	148.9	153.7	157.7	161.1	164.6	168.4	173.6	176.8	180.5	186.6
Percent change.....	2.3	2.8	3.2	2.6	2.2	2.2	2.3	3.1	1.8	2.1	3.3
Housing:											
Index.....	144.8	148.5	152.8	156.8	160.4	163.0	169.6	176.4	180.3	184.8	189.5
Percent change.....	2.5	2.6	2.9	2.6	2.3	2.2	3.5	4.0	2.2	2.5	2.5
Apparel:											
Index.....	133.4	132.0	131.7	132.9	133.0	131.3	129.6	127.3	124.0	120.9	120.4
Percent change.....	-2	-1.0	-2	.9	.1	-1.3	-1.3	-1.8	-2.6	-2.5	-4
Transportation:											
Index.....	134.3	139.1	143.0	144.3	141.6	144.4	153.3	154.3	152.9	157.6	163.1
Percent change.....	3.0	3.6	2.8	0.9	-1.9	2.0	6.2	0.7	-9	3.1	3.5
Medical care:											
Index.....	211.0	220.5	228.2	234.6	242.1	250.6	260.8	272.8	285.6	297.1	310.1
Percent change.....	4.8	4.5	3.5	2.8	3.2	3.5	4.1	4.6	4.7	4.0	4.4
Other goods and services:											
Index.....	198.5	206.9	215.4	224.8	237.7	258.3	271.1	282.6	293.2	298.7	304.7
Percent change.....	2.9	4.2	4.1	4.4	5.7	8.7	5.0	4.2	3.8	1.9	2.0
Consumer Price Index for Urban Wage Earners and Clerical Workers:											
All items:											
Index.....	145.6	149.8	154.1	157.6	159.7	163.2	168.9	173.5	175.9	179.8	188.9
Percent change.....	2.5	2.9	2.9	2.3	1.3	2.2	3.5	2.7	1.4	2.2	5.1

40. Producer Price Indexes, by stage of processing

[1982 = 100]

Grouping	Annual average		2004		2005										
	2003	2004	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug. ^P	Sept. ^P	Oct. ^P	Nov. ^P
Finished goods.....	143.3	148.5	151.7	150.6	151.4	152.1	153.6	154.4	154.3	154.2	155.5	156.1	158.9	161.0	158.4
Finished consumer goods.....	145.3	151.6	155.4	153.8	154.8	155.7	157.6	158.7	158.5	158.6	160.2	161.2	164.9	167.2	163.8
Finished consumer foods.....	145.9	152.6	154.7	154.9	154.2	155.4	156.3	156.3	156.7	155.5	154.4	154.0	155.9	155.6	155.9
Finished consumer goods excluding foods.....	144.7	150.9	155.3	153.0	154.6	155.5	157.8	159.2	158.8	159.3	162.1	163.5	168.0	171.3	166.5
Nondurable goods less food.....	148.4	156.6	161.8	158.5	160.7	162.4	165.7	167.9	167.4	168.7	172.6	175.0	181.4	185.1	178.5
Durable goods.....	133.1	135.1	137.4	137.2	137.8	137.0	137.0	136.9	136.8	135.6	135.8	135.4	135.5	138.0	137.1
Capital equipment.....	139.5	141.5	143.4	143.6	144.1	143.9	144.2	144.5	144.7	144.2	144.4	144.3	144.5	145.9	145.5
Intermediate materials, supplies, and components.....	133.7	142.5	147.7	146.9	148.0	148.8	150.4	151.5	151.0	151.7	153.2	153.6	157.5	161.9	159.8
Materials and components for manufacturing.....	129.7	137.9	142.0	142.8	143.9	144.4	145.2	145.3	144.7	144.3	144.6	144.0	146.5	148.6	148.8
Materials for food manufacturing.....	134.4	145.0	143.9	145.2	145.7	145.6	146.6	146.1	147.3	145.6	145.1	144.9	145.6	146.7	146.7
Materials for nondurable manufacturing.....	137.2	147.6	155.5	156.8	157.9	158.1	160.4	159.6	159.8	159.4	160.8	160.1	165.6	170.0	168.5
Materials for durable manufacturing.....	127.9	146.6	153.6	155.2	157.3	159.1	159.1	158.6	157.0	156.2	155.3	153.1	156.8	159.9	162.2
Components for manufacturing.....	125.9	127.4	128.3	128.5	129.2	129.5	129.5	129.9	129.7	129.7	129.9	130.0	130.2	130.5	131.0
Materials and components for construction.....	153.6	166.4	170.7	171.3	173.1	174.7	175.1	175.4	175.0	175.5	175.7	175.1	177.0	179.3	180.9
Processed fuels and lubricants.....	112.6	124.1	134.0	128.9	129.5	130.9	136.0	141.5	139.5	142.9	149.3	152.9	165.2	179.7	167.1
Containers.....	153.7	159.2	164.9	165.2	165.5	166.1	166.9	167.5	157.3	167.4	166.6	166.9	165.7	166.2	168.4
Supplies.....	141.5	146.7	147.9	148.5	149.6	150.0	150.7	151.1	151.4	151.7	152.0	152.1	152.3	153.4	153.8
Crude materials for further processing.....	135.3	159.0	171.5	165.7	163.0	162.5	170.4	175.0	170.6	167.0	175.4	180.5	198.4	211.1	207.6
Foodstuffs and feedstuffs.....	113.5	126.9	119.5	121.5	123.8	121.5	127.7	124.9	126.2	122.1	120.9	119.6	120.6	120.6	120.7
Crude nonfood materials.....	148.2	179.2	207.1	195.3	188.7	189.7	198.7	208.9	200.2	197.1	212.8	222.9	253.5	275.9	269.7
Special groupings:															
Finished goods, excluding foods.....	142.4	147.2	150.7	149.2	150.5	151.0	152.6	153.6	153.5	153.6	155.5	156.4	159.4	162.1	158.8
Finished energy goods.....	102.0	113.0	120.1	114.5	116.4	118.6	123.8	126.9	125.5	127.4	133.2	137.1	147.1	152.7	141.5
Finished goods less energy.....	149.0	152.4	154.4	154.6	155.1	155.3	155.7	155.9	156.2	155.5	155.5	155.2	155.8	156.8	156.7
Finished consumer goods less energy.....	153.1	157.2	159.2	159.4	159.9	160.4	160.7	160.9	161.2	160.5	160.3	159.9	160.7	161.5	161.7
Finished goods less food and energy.....	150.5	152.7	154.7	154.9	155.8	155.7	155.9	156.1	156.4	155.9	156.2	155.9	156.2	157.6	157.4
Finished consumer goods less food and energy.....	157.9	160.3	162.3	162.5	163.8	163.7	163.7	164.0	164.3	163.8	164.2	163.8	164.0	165.5	165.5
Consumer nondurable goods less food and energy.....	177.9	180.7	182.2	182.8	184.8	185.4	185.6	186.1	186.8	187.2	187.7	187.3	187.6	188.0	189.0
Intermediate materials less foods and feeds.....	134.2	142.9	148.3	147.8	148.9	149.7	151.3	152.5	151.9	152.6	154.1	154.5	158.7	163.3	161.1
Intermediate foods and feeds.....	125.9	137.0	130.7	131.0	132.0	131.7	133.3	133.6	135.0	134.8	134.9	134.7	133.6	134.4	133.8
Intermediate energy goods.....	111.9	123.1	132.7	128.4	129.0	130.0	134.9	139.8	138.5	142.3	148.7	152.5	164.9	179.3	166.4
Intermediate goods less energy.....	137.7	145.8	149.4	149.9	151.1	151.8	152.5	152.6	152.4	152.2	152.3	151.9	153.5	155.3	156.0
Intermediate materials less foods and energy.....	138.5	146.5	150.6	151.1	152.3	153.1	153.8	153.9	153.5	153.3	153.5	153.0	154.8	156.6	157.4
Crude energy materials.....	147.2	174.7	208.3	192.7	183.9	186.6	199.7	212.6	203.1	202.1	224.0	234.3	273.9	307.9	295.0
Crude materials less energy.....	123.4	143.9	142.7	143.3	144.5	142.0	146.4	145.5	144.5	139.3	138.9	140.7	144.1	142.9	145.5
Crude nonfood materials less energy.....	152.5	192.8	207.9	204.9	203.3	200.2	199.9	204.0	196.9	188.9	190.2	200.3	210.3	205.7	215.1

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

[December 2003 = 100, unless otherwise indicated]

NAICS	Industry	2004						2005						
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug. ^P	Sept. ^P	Oct. ^P	Nov. ^P
	Total mining industries (December 1984=100)	179.1	169.2	163.3	166.2	176.0	184.3	177.9	178.1	193.4	201.1	231.1	253.8	245.2
211	Oil and gas extraction (December 1985=100)	234.8	214.7	202.5	205.3	221.3	236.4	224.0	222.2	248.4	260.9	312.5	351.7	334.5
212	Mining, except oil and gas.....	114.0	116.4	120.2	121.0	123.8	124.0	124.6	127.0	127.2	127.8	128.5	128.4	129.5
213	Mining support activities.....	111.4	114.9	115.5	122.2	124.4	124.2	125.7	129.1	133.5	137.9	144.7	151.5	154.4
	Total manufacturing industries (December 1984=100)	146.1	145.0	146.2	147.0	148.9	149.6	149.4	149.6	151.0	151.6	154.1	156.5	152.7
311	Food manufacturing (December 1984=100).....	143.3	144.2	144.7	145.0	146.0	146.3	147.1	146.4	146.3	146.2	146.3	146.6	146.0
312	Beverage and tobacco manufacturing.....	101.2	101.5	104.1	104.0	104.2	104.4	104.6	104.8	104.8	104.9	105.2	105.3	105.5
313	Textile mills.....	101.7	101.5	102.3	102.4	102.7	103.2	103.5	103.4	103.4	103.3	104.1	104.6	105.3
315	Apparel manufacturing.....	100.4	100.5	100.4	100.2	99.9	99.8	99.8	100.0	99.9	99.6	100.1	99.9	100.2
316	Leather and allied product manufacturing (December 1984=100).....	143.8	143.9	143.8	144.2	144.3	144.3	144.4	144.5	144.8	144.6	144.7	144.6	144.9
321	Wood products manufacturing.....	105.1	105.9	106.9	108.8	109.4	108.9	107.5	109.5	108.3	107.1	109.6	110.7	107.7
322	Paper manufacturing.....	105.7	105.8	106.1	106.5	106.9	107.1	107.2	107.2	106.9	106.5	106.2	106.1	107.4
323	Printing and related support activities.....	102.0	102.0	102.5	102.4	102.5	102.8	102.8	102.9	103.2	103.6	104.1	103.8	103.8
324	Petroleum and coal products manufacturing (December 1984=100).....	170.4	150.3	155.9	163.6	182.8	189.6	184.0	189.7	204.7	215.3	241.6	260.2	209.7
325	Chemical manufacturing (December 1984=100).....	179.3	180.5	182.7	183.4	184.7	185.9	185.8	185.3	186.3	185.9	187.5	190.1	192.9
326	Plastics and rubber products manufacturing (December 1984=100).....	135.3	136.1	137.4	138.4	138.9	139.4	139.7	140.1	140.3	140.2	141.0	143.8	148.6
331	Primary metal manufacturing (December 1984=100).....	154.2	155.5	158.6	159.5	158.5	157.9	156.1	153.6	152.5	149.6	152.7	155.4	158.6
332	Fabricated metal product manufacturing (December 1984=100).....	145.4	145.7	146.9	148.2	148.6	149.1	149.3	149.5	149.7	149.5	149.7	150.3	150.7
333	Machinery manufacturing.....	103.2	103.4	104.1	104.5	104.9	105.1	105.4	105.6	105.8	105.8	106.1	106.5	106.5
334	Computer and electronic products manufacturing.....	98.4	98.5	98.3	98.2	98.0	97.9	97.7	97.6	97.5	97.5	97.3	97.1	96.7
335	Electrical equipment, appliance, and components manufacturing.....	104.6	104.9	106.0	106.6	107.0	107.2	107.2	107.5	107.7	107.8	108.2	109.1	110.3
336	Transportation equipment manufacturing.....	102.7	102.9	103.2	102.6	102.6	102.7	102.6	101.7	102.0	101.6	101.7	103.9	102.8
337	Furniture and related product manufacturing (December 1984=100).....	154.6	155.1	155.5	156.2	156.2	156.7	157.5	157.8	158.4	158.0	158.5	159.1	159.5
339	Miscellaneous manufacturing.....	101.3	101.6	102.2	102.5	102.7	102.6	102.8	102.9	102.9	103.0	103.1	103.5	103.5
	Retail trade													
441	Motor vehicle and parts dealers.....	104.2	104.2	106.2	106.7	107.2	107.6	107.1	106.9	106.7	106.9	107.0	106.6	106.5
442	Furniture and home furnishings stores.....	103.7	104.6	105.6	106.6	106.4	108.9	109.9	111.2	111.2	111.1	112.6	113.8	113.8
443	Electronics and appliance stores.....	97.9	93.6	98.3	100.2	102.3	103.5	99.7	99.4	91.8	101.4	92.1	101.7	100.9
446	Health and personal care stores.....	106.8	107.2	106.5	105.6	107.8	107.2	107.5	107.6	105.8	103.7	108.2	107.0	110.3
447	Gasoline stations (June 2001=100).....	53.3	59.8	49.0	49.8	48.3	50.7	51.2	40.6	46.5	43.3	57.5	65.3	58.3
454	Nonstore retailers.....	111.5	117.4	117.5	122.6	117.7	123.4	122.6	120.2	120.0	118.1	132.1	126.0	126.8
	Transportation and warehousing													
481	Air transportation (December 1992=100).....	162.2	161.4	164.9	164.5	169.5	168.8	168.2	172.6	175.2	172.9	168.4	173.8	179.1
483	Water transportation.....	103.7	103.5	104.0	104.3	105.0	106.0	104.9	105.4	105.9	105.5	108.7	109.8	109.8
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	155.0	155.0	155.0
	Utilities													
221	Utilities.....	108.8	108.9	108.3	107.5	108.7	110.6	111.2	112.2	116.2	116.8	123.5	129.4	129.4
	Health care and social assistance													
6211	Office of physicians (December 1996=100).....	114.4	114.5	115.7	115.9	116.3	116.3	116.3	116.5	116.6	116.4	116.4	116.6	116.6
6215	Medical and diagnostic laboratories.....	100.1	100.1	102.4	104.2	104.2	104.2	104.2	104.2	104.2	104.2	104.5	104.4	104.4
6216	Home health care services (December 1996=100).....	120.2	120.3	120.9	121.0	120.9	120.8	120.9	120.8	120.9	120.8	120.9	121.0	121.3
622	Hospitals (December 1992=100).....	143.5	143.8	144.8	145.6	145.6	145.6	145.7	145.8	146.4	146.4	147.0	147.8	148.4
6231	Nursing care facilities.....	103.9	103.9	105.3	105.4	105.4	105.8	105.9	106.0	106.8	106.4	106.6	107.2	107.4
62321	Residential mental retardation facilities.....	102.5	102.5	103.8	103.7	104.4	104.4	104.4	104.2	104.2	104.5	104.5	104.2	104.2
	Other services industries													
511	Publishing industries, except Internet	102.1	101.9	103.0	103.4	103.3	103.5	103.7	103.9	104.1	104.2	104.6	104.9	105.0
515	Broadcasting, except Internet.....	103.2	100.8	100.2	100.5	101.5	103.0	103.7	103.0	99.3	99.5	98.7	103.6	104.7
517	Telecommunications.....	99.2	99.9	99.0	98.1	98.2	98.4	98.3	98.2	98.4	98.0	98.0	97.6	97.4
5182	Data processing and related services.....	98.6	98.6	98.7	98.8	98.7	98.7	98.7	99.0	99.0	98.7	99.0	99.1	98.9
523	Security, commodity contracts, and like activity.....	105.8	106.0	108.0	109.8	108.5	109.8	108.6	109.1	109.9	113.5	110.4	110.9	110.2
53112	Lessors or nonresidential buildings (except miniwarehouse).....	103.0	104.2	104.2	103.5	102.6	104.0	104.2	103.9	104.6	106.1	106.3	106.3	102.0
5312	Offices of real estate agents and brokers.....	103.1	105.9	106.0	106.0	105.9	105.8	105.8	108.9	109.1	105.8	105.8	110.6	110.5
5313	Real estate support activities.....	101.2	102.3	103.2	102.0	102.0	102.5	102.0	102.5	101.9	104.5	103.6	101.9	100.3
5321	Automotive equipment rental and leasing (June 2001=100).....	107.7	108.1	105.2	106.9	108.1	105.2	106.6	108.0	108.8	107.8	112.7	112.4	111.8
5411	Legal services (December 1996=100).....	132.0	132.0	136.8	137.1	137.2	137.6	137.6	138.3	138.8	138.6	138.8	139.4	140.1
541211	Offices of certified public accountants.....	101.7	101.3	101.8	102.8	102.9	101.6	103.6	102.9	101.7	103.0	104.2	105.8	107.6
5413	Architectural, engineering, and related services (December 1996=100).....	127.3	127.7	128.2	128.6	128.5	128.4	128.6	128.9	129.3	129.3	129.3	129.9	130.3
54181	Advertising agencies.....	100.5	100.5	100.8	101.0	100.9	100.8	101.3	101.5	101.5	101.0	101.8	101.8	101.7
5613	Employment services (December 1996=100).....	115.2	114.4	115.1	115.7	115.4	115.8	115.9	115.6	116.2	117.7	117.7	117.1	117.8
56151	Travel agencies.....	95.2	96.1	94.5	93.7	95.1	96.3	96.3	95.5	95.6	96.1	96.6	95.8	95.1
56172	Janitorial services.....	101.4	101.4	101.7	101.8	101.8	102.0	101.9	101.9	101.6	102.0	102.4	101.9	102.2
5621	Waste collection.....	101.5	101.5	101.5	101.5	101.5	102.5	102.6	102.6	102.6	102.6	102.7	103.6	103.7
721	Accommodation (December 1996=100).....	125.1	123.8	125.7	129.1	130.7	130.7	131.5	132.9	134.4	134.9	135.2	133.5	133.7

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

[1982 = 100]

Index	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Finished goods											
Total.....	125.5	127.9	131.3	131.8	130.7	133.0	138.0	140.7	138.9	143.3	148.5
Foods.....	126.8	129.0	133.6	134.5	134.3	135.1	137.2	141.3	140.1	145.9	152.6
Energy.....	77.0	78.1	83.2	83.4	75.1	78.8	94.1	96.8	88.8	102.0	113.0
Other.....	137.1	140.0	142.0	142.4	143.7	146.1	148.0	150.0	150.2	150.5	152.7
Intermediate materials, supplies, and components											
Total.....	118.5	124.9	125.7	125.6	123.0	123.2	129.2	129.7	127.8	133.7	142.5
Foods.....	118.5	119.5	125.3	123.2	123.2	120.8	119.2	124.3	123.3	134.4	145.0
Energy.....	83.0	84.1	89.8	89.0	80.8	84.3	101.7	104.1	95.9	111.9	123.1
Other.....	127.1	135.2	134.0	134.2	133.5	133.1	136.6	136.4	135.8	138.5	146.5
Crude materials for further processing											
Total.....	101.8	102.7	113.8	111.1	96.8	98.2	120.6	121.3	108.1	135.3	159.0
Foods.....	106.5	105.8	121.5	112.2	103.9	98.7	100.2	106.2	99.5	113.5	126.9
Energy.....	72.1	69.4	85.0	87.3	68.6	78.5	122.1	122.8	102.0	147.5	174.7
Other.....	97.0	105.8	105.7	103.5	84.5	91.1	118.0	101.8	101.0	116.8	149.0

43. U.S. export price indexes by Standard International Trade Classification

[2000 = 100]

SITC Rev. 3	Industry	2004		2005										
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
0	Food and live animals.....	118.7	118.1	118.2	118.3	120.1	121.1	123.9	124.3	124.3	124.2	123.9	124.8	123.4
01	Meat and meat preparations.....	125.4	124.6	121.3	125.1	128.5	132.9	140.1	140.2	137.8	139.2	142.7	142.8	141.9
04	Cereals and cereal preparations.....	113.1	116.4	119.2	116.2	121.4	116.9	116.1	118.7	120.5	118.4	117.0	121.7	119.9
05	Vegetables, fruit, and nuts, prepared fresh or dry.....	137.2	129.9	127.4	128.1	125.1	130.4	137.4	133.6	132.1	131.5	129.2	128.3	124.4
2	Crude materials, inedible, except fuels.....	119.5	119.4	123.1	122.1	127.5	129.3	128.5	130.3	129.5	129.0	126.4	127.2	128.5
22	Oilseeds and oleaginous fruits.....	110.3	111.1	115.2	109.7	128.9	124.6	127.7	136.5	137.1	135.7	121.7	116.8	119.7
24	Cork and wood.....	98.4	98.8	98.7	98.9	98.9	98.4	97.8	97.6	97.2	97.0	96.9	97.0	96.7
25	Pulp and waste paper.....	98.2	98.8	100.0	100.7	103.0	101.8	101.8	101.5	99.9	99.0	99.3	98.7	97.4
26	Textile fibers and their waste.....	97.5	96.4	98.4	98.7	104.1	105.6	105.0	103.1	104.3	103.3	104.8	107.9	108.6
28	Metalliferous ores and metal scrap.....	197.0	195.0	205.8	206.0	206.4	222.3	212.3	212.9	209.1	206.8	206.2	214.2	213.9
3	Mineral fuels, lubricants, and related products.....	151.1	146.5	148.5	154.2	169.3	182.1	174.1	181.0	193.5	192.3	231.7	244.2	195.5
33	Petroleum, petroleum products, and related materials.....	151.0	144.6	147.3	155.7	174.9	190.6	178.3	188.7	200.3	197.0	239.3	244.8	198.6
5	Chemicals and related products, n.e.s.	112.9	114.0	116.1	116.3	117.0	117.8	116.8	115.7	116.3	117.1	118.6	120.9	120.2
54	Medicinal and pharmaceutical products.....	106.9	107.2	108.3	107.9	107.9	108.2	107.9	107.6	107.2	107.1	107.3	107.4	107.2
55	Essential oils; polishing and cleaning preparations.....	107.5	109.1	109.8	111.1	111.3	112.4	112.4	112.4	112.2	112.2	112.6	112.5	112.4
57	Plastics in primary forms.....	117.2	118.9	126.6	127.5	128.3	128.4	124.8	122.1	121.8	123.3	126.9	136.6	139.8
58	Plastics in nonprimary forms.....	98.7	99.9	101.5	102.1	103.2	103.4	103.3	103.3	103.8	104.2	104.9	105.6	107.7
59	Chemical materials and products, n.e.s.	105.3	105.8	106.5	106.4	106.0	106.7	106.6	106.1	106.2	106.2	106.3	107.3	107.4
6	Manufactured goods classified chiefly by materials.....	111.8	112.2	113.0	113.5	113.7	114.3	114.3	113.9	113.5	113.6	113.9	114.5	115.1
62	Rubber manufactures, n.e.s.	112.4	112.9	113.8	114.2	114.4	115.0	115.4	115.5	116.5	116.2	116.7	116.8	117.0
64	Paper, paperboard, and articles of paper, pulp, and paperboard.....	103.7	104.2	104.1	104.1	103.8	103.6	103.6	103.9	103.4	103.4	103.7	103.0	102.6
66	Nonmetallic mineral manufactures, n.e.s.	101.3	101.6	101.9	102.0	102.2	102.5	102.5	103.5	103.7	103.9	104.2	105.2	106.0
68	Nonferrous metals.....	100.6	101.5	103.4	105.6	107.2	109.3	108.5	106.1	106.6	107.5	108.5	110.2	113.2
7	Machinery and transport equipment.....	98.4	98.5	98.7	98.7	98.7	98.6	98.6	98.7	98.3	98.0	98.0	98.0	97.8
71	Power generating machinery and equipment.....	110.3	110.4	111.4	111.4	111.5	111.3	111.3	111.3	111.1	111.1	111.2	111.8	112.4
72	Machinery specialized for particular industries.....	107.6	108.0	109.3	109.2	109.4	110.7	110.7	110.7	111.3	111.6	112.1	112.6	112.7
74	General industrial machines and parts, n.e.s., and machine parts.....	106.4	106.6	107.6	108.2	108.3	108.9	109.1	109.3	109.3	109.3	109.4	109.8	110.0
75	Computer equipment and office machines.....	84.4	83.8	83.0	82.9	82.3	81.5	81.2	80.9	79.5	79.5	79.1	78.2	76.4
76	Telecommunications and sound recording and reproducing apparatus and equipment.....	90.5	90.4	90.5	90.5	90.5	89.9	89.8	89.7	89.5	89.5	89.4	89.3	89.4
77	Electrical machinery and equipment.....	87.7	87.9	87.8	87.6	87.7	87.5	87.3	87.4	86.7	85.2	84.8	84.8	84.5
78	Road vehicles.....	102.8	103.0	103.0	103.0	103.0	102.9	103.1	103.0	103.2	103.3	103.5	103.8	103.9
87	Professional, scientific, and controlling instruments and apparatus.....	102.3	102.6	103.4	103.4	103.4	103.5	103.1	103.1	103.6	103.6	103.8	103.6	103.5

44. U.S. import price indexes by Standard International Trade Classification

[2000 = 100]

SITC Rev. 3	Industry	2004		2005										
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
0	Food and live animals.....	111.0	111.9	110.9	112.6	117.5	116.4	116.0	113.9	113.3	113.9	113.4	115.0	115.2
01	Meat and meat preparations.....	131.8	133.0	134.5	134.8	135.9	136.5	138.6	138.5	139.6	139.5	140.9	140.5	141.2
03	Fish and crustaceans, mollusks, and other aquatic invertebrates.....	84.7	85.0	86.0	87.0	88.5	88.3	87.8	87.8	90.0	90.9	91.3	92.9	90.9
05	Vegetables, fruit, and nuts, prepared fresh or dry.....	116.3	112.2	107.0	107.5	121.6	117.6	117.2	109.0	106.6	109.0	106.3	110.5	112.0
07	Coffee, tea, cocoa, spices, and manufactures thereof.....	108.9	114.4	118.9	122.8	130.2	128.9	126.2	127.8	120.5	118.7	119.1	117.4	122.1
1	Beverages and tobacco.....	106.7	107.1	107.5	107.7	107.8	108.2	108.3	108.5	108.7	108.8	108.8	108.6	108.2
11	Beverages.....	107.1	107.6	107.9	108.1	108.2	108.6	108.8	109.1	109.3	109.3	109.4	109.4	109.0
2	Crude materials, inedible, except fuels.....	121.7	125.5	129.6	135.7	135.0	134.4	131.9	130.5	128.7	127.9	132.0	131.9	130.1
24	Cork and wood.....	117.1	124.7	127.0	132.0	136.9	132.5	122.6	127.0	122.4	120.9	124.5	126.2	119.6
25	Pulp and waste paper.....	98.0	100.3	103.6	107.2	108.7	109.6	107.8	103.6	104.2	102.8	102.2	105.9	105.6
28	Metalliferous ores and metal scrap.....	167.0	167.3	170.8	169.6	176.9	183.8	181.3	176.0	180.1	185.7	193.3	187.1	190.8
29	Crude animal and vegetable materials, n.e.s.	96.5	98.3	110.1	137.5	109.9	109.0	122.8	111.7	103.5	95.6	106.0	102.7	101.9
3	Mineral fuels, lubricants, and related products.....	157.2	140.6	142.2	148.3	166.5	173.6	166.3	179.0	192.6	206.4	223.1	224.7	208.5
33	Petroleum, petroleum products, and related materials...	155.3	137.0	140.4	148.6	169.0	174.6	167.0	182.4	197.1	211.7	224.8	221.4	202.9
34	Gas, natural and manufactured.....	166.2	163.5	150.8	143.3	145.8	161.3	158.0	148.5	157.8	164.4	208.7	246.6	246.4
5	Chemicals and related products, n.e.s.	108.9	109.6	110.2	111.8	112.2	114.0	113.2	112.4	113.2	113.5	114.5	115.3	114.6
52	Inorganic chemicals.....	126.8	126.7	127.6	128.9	130.2	133.0	135.1	138.2	140.4	144.0	151.3	154.1	154.0
53	Dying, tanning, and coloring materials.....	98.7	98.7	97.9	98.6	98.6	99.8	101.0	101.3	100.5	100.0	99.4	99.6	99.5
54	Medicinal and pharmaceutical products.....	107.4	108.9	110.5	110.1	110.2	110.8	110.4	110.3	110.8	110.6	111.0	110.5	110.2
55	Essential oils; polishing and cleaning preparations.....	93.7	94.4	94.9	95.2	95.5	95.4	94.5	94.5	94.5	95.3	95.2	95.1	95.0
57	Plastics in primary forms.....	113.2	116.1	123.0	124.2	125.9	126.7	126.9	125.1	125.5	123.4	125.5	129.6	134.0
58	Plastics in nonprimary forms.....	105.1	105.7	106.7	106.4	106.4	106.9	106.9	107.2	106.7	106.4	106.6	106.5	107.1
59	Chemical materials and products, n.e.s.	95.8	96.1	96.2	97.7	99.2	101.8	102.7	102.4	101.7	101.8	101.8	103.6	103.5
6	Manufactured goods classified chiefly by materials.....	109.4	110.4	111.4	111.8	112.8	113.1	112.8	112.8	112.4	112.1	112.8	114.0	114.2
62	Rubber manufactures, n.e.s.	101.3	101.9	102.2	102.6	103.5	104.2	104.2	104.5	104.3	104.3	104.4	104.5	104.5
64	Paper, paperboard, and articles of paper, pulp, and paperboard.....	99.4	99.0	100.0	99.9	100.3	101.4	101.7	102.1	103.9	103.7	103.7	104.0	104.5
66	Nonmetallic mineral manufactures, n.e.s.	100.5	100.7	100.9	100.8	100.9	101.1	101.1	101.4	101.4	101.7	101.9	102.1	101.9
68	Nonferrous metals.....	108.6	111.0	112.1	114.1	116.1	118.5	118.8	117.7	118.8	118.4	121.1	125.1	128.6
69	Manufactures of metals, n.e.s.	105.3	106.7	108.1	108.4	108.7	108.9	108.8	108.6	108.7	108.4	108.9	108.9	108.8
7	Machinery and transport equipment.....	95.1	95.2	95.3	95.2	95.1	95.1	95.1	95.0	94.6	94.6	94.4	94.3	94.3
72	Machinery specialized for particular industries.....	108.5	109.5	110.5	110.6	110.8	111.2	111.3	110.9	110.8	110.8	111.0	111.0	111.0
74	General industrial machines and parts, n.e.s., and machine parts.....	104.9	105.3	106.2	106.6	106.8	107.3	107.2	107.2	107.4	107.1	107.3	107.3	107.3
75	Computer equipment and office machines.....	73.0	72.8	72.4	71.9	71.2	71.2	70.7	70.5	69.2	69.1	68.3	68.0	67.9
76	Telecommunications and sound recording and reproducing apparatus and equipment.....	83.4	83.1	83.0	82.8	82.7	81.9	82.1	82.1	81.4	80.9	80.5	80.3	80.0
77	Electrical machinery and equipment.....	94.4	94.6	94.6	94.4	94.5	94.4	94.5	94.4	93.9	94.1	94.0	93.8	93.7
78	Road vehicles.....	103.6	103.7	103.6	103.7	103.7	103.8	103.8	103.8	103.9	104.0	104.1	104.2	104.1
85	Footwear.....	100.5	100.5	100.3	100.3	100.3	100.3	100.4	100.5	100.8	100.7	100.9	100.9	100.9
88	Photographic apparatus, equipment, and supplies, and optical goods, n.e.s.	98.3	98.6	99.1	99.1	99.1	99.3	99.1	99.0	98.3	97.9	98.1	98.3	98.4

45. U.S. export price indexes by end-use category

[2000 = 100]

Category	2004		2005										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
ALL COMMODITIES	104.7	104.8	105.6	105.7	106.4	106.9	106.7	106.7	106.8	106.6	107.5	108.2	107.2
Foods, feeds, and beverages.....	118.3	116.9	117.1	116.4	120.9	121.0	123.6	125.2	125.4	124.9	122.8	123.0	122.5
Agricultural foods, feeds, and beverages.....	118.5	116.6	116.7	116.0	120.7	120.9	123.8	125.6	125.6	124.9	122.6	122.8	122.3
Nonagricultural (fish, beverages) food products.....	115.5	118.4	119.7	119.7	121.8	120.9	120.8	120.1	122.4	124.6	123.7	124.4	123.7
Industrial supplies and materials.....	117.4	118.0	120.1	120.7	122.3	124.1	122.7	122.3	123.3	123.4	127.4	129.9	126.6
Agricultural industrial supplies and materials.....	108.5	109.5	112.9	112.8	115.6	117.0	117.1	115.8	116.0	115.1	116.4	117.2	117.5
Fuels and lubricants.....	128.3	125.4	128.3	133.0	143.8	152.3	145.0	148.8	158.0	156.7	184.9	190.6	157.7
Nonagricultural supplies and materials, excluding fuel and building materials.....	117.9	118.9	121.0	121.0	121.4	122.5	121.6	120.6	120.7	121.0	122.2	124.5	124.9
Selected building materials.....	104.0	104.4	104.6	104.8	105.3	105.4	105.8	106.2	106.0	105.8	105.7	105.6	105.8
Capital goods.....	98.1	98.2	98.4	98.5	98.4	98.4	98.4	98.4	98.0	97.6	97.6	97.6	97.4
Electric and electrical generating equipment.....	103.5	103.6	103.8	103.5	103.9	103.7	103.6	103.4	102.9	102.5	102.3	102.9	102.9
Nonelectrical machinery.....	93.8	93.9	94.0	94.0	93.9	93.8	93.7	93.7	93.3	92.7	92.7	92.6	92.1
Automotive vehicles, parts, and engines.....	102.8	102.9	103.1	103.1	103.3	103.3	103.4	103.4	103.5	103.6	103.7	103.9	103.9
Consumer goods, excluding automotive.....	101.0	101.2	101.7	101.6	101.6	101.9	101.7	101.5	101.5	101.6	101.9	101.8	101.8
Nondurables, manufactured.....	100.6	101.0	101.6	101.5	101.5	101.8	101.6	101.2	101.1	101.2	101.5	101.7	101.6
Durables, manufactured.....	101.0	101.1	101.4	101.5	101.5	101.7	101.5	101.5	101.5	101.5	101.8	101.2	101.2
Agricultural commodities.....	116.7	115.4	116.1	115.5	119.9	120.3	122.7	123.9	123.9	123.2	121.6	121.9	121.5
Nonagricultural commodities.....	103.9	104.1	104.9	105.0	105.4	106.0	105.5	105.4	105.5	105.4	106.5	107.2	106.2

46. U.S. import price indexes by end-use category

[2000 = 100]

Category	2004		2005										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
ALL COMMODITIES	105.5	104.0	104.6	105.5	107.8	108.8	107.9	109.2	110.5	112.1	114.4	114.8	112.9
Foods, feeds, and beverages.....	110.3	111.5	111.1	112.2	115.9	115.6	115.5	114.1	113.7	114.1	114.1	115.2	115.2
Agricultural foods, feeds, and beverages.....	119.1	120.7	119.6	120.8	125.7	125.5	125.5	123.5	122.1	122.4	122.5	123.4	124.2
Nonagricultural (fish, beverages) food products.....	90.7	91.0	92.0	92.8	94.0	93.5	93.2	93.1	94.8	95.6	95.4	96.7	95.1
Industrial supplies and materials.....	133.2	126.4	127.9	130.7	139.8	143.7	139.8	145.5	151.7	158.0	167.0	168.8	161.2
Fuels and lubricants.....	157.0	141.0	142.5	148.0	165.6	173.0	165.9	178.0	191.2	204.6	221.8	224.0	208.4
Petroleum and petroleum products.....	155.9	138.1	141.2	148.4	168.3	174.4	166.7	181.5	195.5	209.9	224.0	221.7	203.9
Paper and paper base stocks.....	101.1	101.3	102.4	103.0	103.8	104.7	104.5	103.8	104.8	104.3	104.2	105.3	105.8
Materials associated with nondurable supplies and materials.....	109.3	109.8	111.3	112.0	113.0	114.0	113.8	113.5	114.4	115.1	117.1	118.6	117.9
Selected building materials.....	111.8	115.6	117.9	119.8	122.7	120.3	115.8	118.1	114.9	114.6	117.6	119.9	115.9
Unfinished metals associated with durable goods.....	136.4	138.5	139.6	138.8	140.4	142.4	141.3	139.9	138.8	137.1	138.2	140.4	143.6
Nonmetals associated with durable goods.....	99.2	99.7	100.9	100.9	100.8	101.1	101.0	100.9	100.6	100.6	100.7	100.9	100.9
Capital goods.....	91.9	92.2	92.5	92.4	92.3	92.5	92.4	92.3	91.7	91.7	91.5	91.3	91.3
Electric and electrical generating equipment.....	97.5	98.0	98.4	98.7	98.8	98.9	98.8	98.8	98.4	98.5	99.1	99.4	99.4
Nonelectrical machinery.....	89.6	89.9	90.1	90.0	89.8	90.0	89.9	89.8	89.1	89.0	88.7	88.4	88.4
Automotive vehicles, parts, and engines.....	103.1	103.2	103.2	103.2	103.2	103.3	103.3	103.4	103.4	103.5	103.6	103.6	103.6
Consumer goods, excluding automotive.....	98.7	99.0	99.6	100.1	99.9	99.8	99.9	99.9	99.7	99.5	99.8	99.7	99.5
Nondurables, manufactured.....	101.1	101.4	102.2	102.8	102.8	102.9	102.8	102.8	103.0	102.9	103.1	102.9	102.8
Durables, manufactured.....	96.2	96.5	96.8	96.7	96.8	96.5	96.6	96.6	96.2	96.0	96.2	96.3	96.0
Nonmanufactured consumer goods.....	98.0	98.2	100.1	105.0	100.3	100.3	103.0	101.8	100.1	98.9	100.6	100.4	100.0

47. U.S. international price indexes for selected categories of services

[2000 = 100, unless indicated otherwise]

Category	2003		2004				2005		
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
Air freight (inbound).....	112.5	112.9	116.2	116.6	118.7	125.1	126.3	125.6	127.1
Air freight (outbound).....	95.5	94.9	96.1	99.0	100.7	104.7	103.8	107.2	114.1
Inbound air passenger fares (Dec. 2003 = 100).....	—	100.0	105.1	106.1	110.1	112.5	114.5	116.1	118.3
Outbound air passenger fares (Dec. 2003 = 100).....	—	100.0	99.3	114.2	114.2	105.4	105.0	120.5	120.1
Ocean liner freight (inbound).....	116.2	117.7	119.1	121.1	120.3	122.7	121.3	128.5	128.0

NOTE: Dash indicates data not available.

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

[1992 = 100]

Item	2002		2003				2004				2005		
	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
Business													
Output per hour of all persons.....	124.6	124.7	125.6	127.9	130.5	130.6	131.7	132.8	133.3	134.3	135.3	135.5	137.1
Compensation per hour.....	145.7	145.8	147.8	150.3	152.0	152.8	154.4	155.7	158.2	162.5	164.4	165.6	167.3
Real compensation per hour.....	115.7	115.1	115.5	117.3	118.0	118.4	118.5	118.2	119.6	121.8	122.5	122.1	121.9
Unit labor costs.....	116.9	116.9	117.7	117.5	116.4	117.0	117.3	117.2	118.7	121.0	121.5	122.2	122.0
Unit nonlabor payments.....	115.0	116.3	116.4	117.2	120.3	120.5	123.0	126.1	124.2	122.3	123.6	124.7	127.4
Implicit price deflator.....	116.2	116.7	117.2	117.4	117.9	118.3	119.4	120.5	120.7	121.5	122.3	123.1	124.0
Nontarm business													
Output per hour of all persons.....	123.9	124.0	124.9	126.9	129.9	130.1	130.8	132.2	132.7	133.5	134.5	135.3	136.6
Compensation per hour.....	144.8	145.0	147.0	149.3	151.2	152.2	153.5	154.9	157.2	161.0	163.2	164.8	166.3
Real compensation per hour.....	114.9	114.5	114.9	116.5	117.4	117.9	117.8	117.6	118.8	120.7	121.6	121.6	121.1
Unit labor costs.....	116.9	116.9	117.7	117.6	116.4	116.9	117.3	117.1	118.5	120.7	121.3	121.9	121.7
Unit nonlabor payments.....	116.9	118.0	118.2	118.7	121.6	121.3	123.5	126.5	125.3	123.7	125.0	126.3	129.3
Implicit price deflator.....	116.9	117.3	117.9	118.0	118.3	118.6	119.6	120.6	121.0	121.8	122.7	123.5	124.5
Nonfinancial corporations													
Output per hour of all employees.....	129.1	130.1	130.4	132.7	135.1	135.9	136.1	136.9	139.4	142.3	143.2	145.4	-
Compensation per hour.....	142.7	143.2	144.6	147.0	148.9	149.8	150.3	151.7	154.0	158.0	160.3	161.7	-
Real compensation per hour.....	113.3	113.1	113.0	114.8	115.5	116.0	115.4	115.2	116.5	118.4	119.4	119.3	-
Total unit costs.....	110.4	110.0	111.0	110.7	110.4	110.4	110.7	111.0	110.5	110.5	110.9	110.0	-
Unit labor costs.....	110.6	110.1	110.9	110.8	110.2	110.2	110.4	110.8	110.5	111.0	111.9	111.2	-
Unit nonlabor costs.....	110.0	109.6	111.4	110.5	110.9	110.8	111.4	111.5	110.3	108.8	108.2	106.8	-
Unit profits.....	100.3	111.2	107.8	113.7	119.9	124.8	130.2	138.6	139.7	143.1	145.6	158.8	-
Unit nonlabor payments.....	107.4	110.0	110.5	111.4	113.3	114.6	116.4	118.7	118.2	118.0	118.2	120.7	-
Implicit price deflator.....	109.5	110.1	110.7	111.0	111.3	111.7	112.4	113.4	113.1	113.4	114.0	114.4	-
Manufacturing													
Output per hour of all persons.....	148.7	149.5	151.6	152.9	156.9	158.1	159.3	162.2	164.0	166.5	168.2	169.7	171.6
Compensation per hour.....	149.0	150.2	156.5	159.2	161.5	163.2	159.1	161.1	164.9	169.3	172.2	175.6	176.8
Real compensation per hour.....	118.3	118.6	122.3	124.3	125.4	126.5	122.1	122.3	124.7	126.9	128.3	129.5	128.8
Unit labor costs.....	100.2	100.5	103.2	104.1	102.9	103.2	99.9	99.3	100.6	101.7	102.4	103.4	103.0

NOTE: Dash indicates data not available.

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

[2000 = 100, unless otherwise indicated]

Item	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Private business													
Productivity:													
Output per hour of all persons.....	81.4	82.7	86.2	86.5	87.5	87.7	90.3	91.9	94.4	97.2	100.0	102.7	107.2
Output per unit of capital services.....	102.6	99.7	101.7	102.6	104.5	103.6	103.9	104.1	102.6	101.8	100.0	96.3	95.5
Multifactor productivity.....	90.9	90.3	92.7	93.1	94.1	93.8	95.5	96.3	97.4	98.7	100.0	100.1	102.0
Output.....	68.6	68.1	70.9	73.2	76.9	79.1	82.8	87.2	91.5	96.2	100.0	100.4	102.3
Inputs:													
Labor input.....	80.1	79.1	80.0	82.4	86.1	88.5	90.4	94.0	96.2	99.0	100.0	98.6	97.4
Capital services.....	66.9	68.4	69.7	71.3	73.5	76.4	79.7	83.8	89.2	94.5	100.0	104.2	107.1
Combined units of labor and capital input.....	75.5	75.4	76.5	78.6	81.7	84.3	86.7	90.5	93.9	97.5	100.0	100.4	100.3
Capital per hour of all persons.....	79.3	83.0	84.8	84.4	83.7	84.6	86.9	88.3	92.0	95.4	100.0	106.6	112.2
Private nonfarm business													
Productivity:													
Output per hour of all persons.....	81.7	83.1	86.5	86.9	87.9	88.4	90.8	92.2	94.7	97.3	100.0	102.6	107.2
Output per unit of capital services.....	104.2	101.1	102.8	103.8	105.4	104.7	104.7	104.6	103.0	102.1	100.0	96.3	95.4
Multifactor productivity.....	91.5	91.0	93.2	93.6	94.5	94.6	96.0	96.6	97.7	98.6	100.0	100.0	102.0
Output.....	68.6	68.1	70.8	73.2	76.7	79.3	82.9	87.2	91.5	96.3	100.0	100.5	102.4
Inputs:													
Labor input.....	79.8	78.7	79.6	82.2	85.6	88.0	90.0	93.7	96.0	99.0	100.0	98.8	97.3
Capital services.....	65.8	67.4	68.8	70.6	72.8	75.7	79.2	83.3	88.8	94.3	100.0	104.4	107.3
Combined units of labor and capital input.....	75.0	74.8	75.9	78.2	81.2	83.8	86.3	90.2	93.7	97.5	100.0	100.5	100.3
Capital per hour of all persons.....	78.4	82.3	84.1	83.7	83.3	84.4	86.7	88.2	91.9	95.3	100.0	106.6	112.4
Manufacturing [1996 = 100]													
Productivity:													
Output per hour of all persons.....	82.2	84.1	88.6	90.2	93.0	96.5	100.0	103.8	108.9	114.0	118.3	119.7	—
Output per unit of capital services.....	97.5	93.6	95.9	96.9	99.7	100.6	100.0	101.4	101.7	101.7	101.0	95.1	—
Multifactor productivity.....	93.3	92.4	94.0	95.1	97.3	99.2	100.0	103.1	105.7	108.7	111.3	110.3	—
Output.....	83.2	81.5	85.5	88.3	92.9	96.9	100.0	105.6	110.5	114.7	117.4	112.1	—
Inputs:													
Hours of all persons.....	101.1	96.9	96.5	97.8	99.9	100.4	100.0	101.7	101.5	100.7	99.2	93.6	—
Capital services.....	85.3	87.1	89.1	91.1	93.2	96.4	100.0	104.1	108.7	112.8	116.2	117.9	—
Energy.....	93.1	93.2	93.1	96.6	99.9	102.3	100.0	97.5	100.6	102.9	104.3	98.9	—
Nonenergy materials.....	77.5	78.5	83.5	86.5	90.3	93.1	100.0	101.9	107.5	107.9	106.9	105.5	—
Purchased business services.....	84.7	84.6	92.0	92.9	96.0	100.4	100.0	103.9	103.1	105.4	106.5	97.7	—
Combined units of all factor inputs.....	89.1	88.3	90.9	92.8	95.5	97.7	100.0	102.4	104.6	105.5	105.5	101.6	—

NOTE: Dash indicates data not available.

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

[1992 = 100]

Item	1960	1970	1980	1990	1996	1997	1998	1999	2000	2001	2002	2003	2004
Business													
Output per hour of all persons.....	48.9	66.3	79.1	94.5	104.7	106.7	109.7	112.9	116.1	119.0	123.8	128.6	133.0
Compensation per hour.....	13.9	23.6	54.1	90.6	109.6	113.1	120.0	125.8	134.5	140.2	145.0	150.7	157.7
Real compensation per hour.....	60.8	78.8	89.1	96.3	99.6	100.6	105.3	108.1	111.9	113.4	115.1	117.3	119.5
Unit labor costs.....	28.4	35.6	68.4	96.0	104.7	106.1	109.4	111.4	115.9	117.8	117.1	117.2	118.6
Unit nonlabor payments.....	24.8	31.5	61.3	93.8	112.0	113.9	110.1	109.5	107.4	110.2	114.4	8.6	123.9
Implicit price deflator.....	27.1	34.1	65.8	95.1	107.4	109.0	109.7	110.7	112.7	114.9	116.1	117.7	120.6
Nonfarm business													
Output per hour of all persons.....	51.9	68.0	80.6	94.5	104.9	106.6	109.5	112.6	115.6	118.5	123.3	128.0	132.3
Compensation per hour.....	14.5	23.7	54.4	90.4	109.5	112.9	119.6	125.2	134.0	139.3	144.2	149.9	156.7
Real compensation per hour.....	63.3	79.2	89.5	96.0	99.5	100.4	105.0	107.5	111.4	112.6	114.8	116.7	118.7
Unit labor costs.....	27.9	34.9	67.5	95.7	104.5	105.9	109.3	111.2	115.9	117.5	117.0	117.1	118.4
Unit nonlabor payments.....	24.3	31.2	60.4	93.5	112.2	114.6	111.1	111.1	108.9	111.8	116.3	120.0	124.7
Implicit price deflator.....	26.6	33.5	64.9	94.9	107.3	109.1	109.9	111.1	113.3	115.4	116.7	118.2	120.7
Nonfinancial corporations													
Output per hour of all employees.....	56.2	69.8	80.8	95.4	107.1	109.9	113.5	117.3	121.5	123.5	128.2	133.5	138.7
Compensation per hour.....	16.2	25.7	57.2	91.1	108.5	111.7	118.1	123.6	132.0	137.3	142.0	147.6	153.5
Real compensation per hour.....	70.8	85.9	94.1	96.8	98.5	99.4	103.6	106.2	109.7	111.1	113.0	114.8	116.4
Total unit costs.....	27.3	35.6	69.2	96.0	100.9	101.1	102.9	104.0	107.4	111.6	110.7	110.6	110.6
Unit labor costs.....	28.8	36.9	70.8	95.5	101.3	101.7	104.1	105.3	108.6	111.2	110.7	110.5	110.7
Unit nonlabor costs.....	23.3	32.2	64.9	97.3	100.0	99.7	99.5	100.4	104.2	112.6	110.8	110.9	110.5
Unit profits.....	50.2	44.4	66.9	96.9	150.0	154.3	137.0	129.1	108.7	82.2	95.4	116.7	138.0
Unit nonlabor payments.....	30.5	35.4	65.5	97.2	113.3	114.3	109.5	108.0	105.4	104.5	107.4	112.5	117.8
Implicit price deflator.....	29.4	36.4	69.0	96.1	105.3	105.9	105.9	106.2	107.5	108.9	109.6	111.2	113.1
Manufacturing													
Output per hour of all persons.....	41.8	54.2	70.1	92.9	113.9	118.0	123.6	128.1	134.1	136.9	147.3	154.8	163.0
Compensation per hour.....	14.9	23.7	55.6	90.5	109.3	112.2	118.7	123.4	134.7	137.8	147.9	160.1	163.6
Real compensation per hour.....	65.0	79.2	91.4	96.1	99.3	99.8	104.2	106.0	112.0	111.5	117.7	124.6	124.0
Unit labor costs.....	35.6	43.8	79.3	97.3	96.0	95.1	96.0	96.4	100.5	100.7	100.4	102.4	100.4
Unit nonlabor payments.....	26.8	29.3	80.2	100.8	110.7	110.4	104.2	105.1	107.1	105.9	—	—	—
Implicit price deflator.....	30.2	35.0	79.9	99.5	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, 1987–2004

[1997=100]

NAICS	Industry	1987	1990	1992	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Mining														
21	Mining.....	85.5	85.1	95.0	101.7	101.3	100.0	103.6	111.4	111.2	109.1	113.9	116.2	—
211	Oil and gas extraction.....	80.1	75.7	81.6	95.3	98.1	100.0	101.2	107.9	119.4	121.6	124.0	130.5	—
212	Mining, except oil and gas.....	69.8	79.3	86.8	94.0	96.0	100.0	104.6	105.9	106.8	109.0	111.4	113.6	—
2121	Coal mining.....	58.4	68.1	75.3	88.2	94.9	100.0	106.5	110.3	115.8	114.4	112.2	113.1	—
2122	Metal ore mining.....	71.2	79.9	91.7	98.5	95.3	100.0	109.5	112.7	124.4	131.8	142.4	141.0	—
2123	Nonmetallic mineral mining and quarrying.....	88.5	92.3	96.1	97.3	97.1	100.0	101.3	101.2	96.2	99.3	103.6	108.6	—
Utilities														
2211	Power generation and supply.....	65.6	71.1	74.5	88.5	95.2	100.0	103.7	103.5	107.0	106.4	102.9	105.1	—
2212	Natural gas distribution.....	67.8	71.4	76.1	89.0	96.0	100.0	99.0	102.7	113.2	110.1	115.4	114.3	—
Manufacturing														
3111	Animal food.....	83.6	91.5	90.5	93.8	86.1	100.0	109.0	110.9	109.7	131.4	142.7	140.4	—
3112	Grain and oilseed milling.....	81.1	88.6	91.1	98.7	90.0	100.0	107.5	116.1	113.1	119.5	123.8	122.0	—
3113	Sugar and confectionery products.....	87.6	89.5	89.2	93.2	97.8	100.0	103.5	106.5	109.8	108.6	108.2	112.2	—
3114	Fruit and vegetable preserving and specialty.....	92.4	87.6	91.9	98.3	98.8	100.0	107.1	109.5	111.8	121.4	126.7	121.8	—
3115	Dairy products.....	82.7	91.1	95.2	97.6	97.8	100.0	100.0	93.6	95.9	97.1	105.0	110.1	—
3116	Animal slaughtering and processing.....	97.4	94.3	101.8	99.0	94.2	100.0	100.0	101.2	102.6	103.7	107.8	107.0	—
3117	Seafood product preparation and packaging.....	123.1	119.7	117.8	110.3	118.0	100.0	120.2	131.6	140.5	153.0	170.0	177.8	—
3118	Bakeries and tortilla manufacturing.....	100.9	94.5	97.1	100.7	97.3	100.0	103.8	108.6	108.3	109.9	110.7	110.9	—
3119	Other food products.....	97.5	92.4	97.6	104.0	105.0	100.0	107.8	111.3	112.7	106.2	113.6	118.9	—
3121	Beverages.....	77.1	87.6	94.9	103.2	102.0	100.0	99.0	90.7	90.8	92.7	99.8	105.0	—
3131	Fiber, yarn, and thread mills.....	66.5	74.4	80.2	91.9	98.9	100.0	102.1	103.9	101.3	109.1	133.5	150.2	—
3132	Fabric mills.....	68.0	75.3	81.4	95.5	98.1	100.0	104.2	110.0	110.1	110.3	125.7	136.1	—
3133	Textile and fabric finishing mills.....	91.3	82.0	83.5	84.3	85.0	100.0	101.2	102.2	104.4	108.5	119.7	124.8	—
3141	Textile furnishing mills.....	91.2	88.0	92.7	92.3	93.8	100.0	99.3	99.1	104.5	103.1	103.5	111.9	—
3149	Other textile product mills.....	92.2	91.4	91.8	95.9	97.2	100.0	96.7	107.6	108.9	103.1	105.1	104.6	—
3151	Apparel knitting mills.....	76.2	86.2	93.3	109.3	122.1	100.0	96.1	101.4	108.9	105.6	114.8	107.5	—
3152	Cut and sew apparel.....	69.8	70.1	72.9	85.2	90.6	100.0	102.3	114.6	119.8	119.5	110.9	123.5	—
3211	Sawmills and wood preservation.....	77.6	79.4	85.7	90.4	95.9	100.0	100.3	104.7	105.4	108.8	114.4	120.6	—
3212	Plywood and engineered wood products.....	99.8	102.9	114.3	101.5	101.1	100.0	105.2	98.8	98.9	105.3	110.3	106.5	—
3219	Other wood products.....	103.2	105.5	103.2	99.8	100.5	100.0	101.1	104.6	103.1	104.9	114.2	112.9	—
3221	Pulp, paper, and paperboard mills.....	81.7	84.0	87.9	98.4	95.4	100.0	102.5	111.1	116.3	119.9	133.1	138.0	—
3222	Converted paper products.....	89.0	90.1	94.0	97.2	97.7	100.0	102.5	100.1	101.1	100.5	105.5	109.3	—
3231	Printing and related support activities.....	97.7	97.6	101.7	98.8	99.9	100.0	100.6	102.8	104.6	105.3	110.0	110.7	—
3241	Petroleum and coal products.....	72.1	76.1	79.0	89.9	93.5	100.0	102.2	107.1	113.5	112.1	117.9	118.9	—
3251	Basic chemicals.....	94.6	93.4	90.2	91.3	89.4	100.0	102.7	115.7	117.5	108.8	124.0	132.0	—
3252	Resin, rubber, and artificial fibers.....	77.4	76.4	80.4	95.4	93.1	100.0	106.0	109.8	109.8	106.2	123.0	120.9	—
3253	Agricultural chemicals.....	80.4	85.8	82.1	89.9	91.7	100.0	98.8	87.4	92.1	90.0	98.9	107.2	—
3254	Pharmaceuticals and medicines.....	87.3	91.3	87.5	95.9	100.0	100.0	93.8	95.7	95.6	99.5	96.0	98.6	—
3255	Paints, coatings, and adhesives.....	89.3	87.1	89.6	92.3	99.1	100.0	100.1	100.3	100.8	105.6	109.1	113.5	—
3256	Soap, cleaning compounds, and toiletries.....	84.4	84.8	85.0	96.1	97.3	100.0	98.0	93.0	102.8	106.0	124.5	114.6	—
3259	Other chemical products and preparations.....	75.4	77.8	85.8	93.5	94.0	100.0	99.2	109.3	119.7	110.4	118.9	122.7	—
3261	Plastics products.....	83.1	85.2	90.8	94.5	96.6	100.0	104.2	109.9	112.3	114.6	122.7	127.6	—
3262	Rubber products.....	75.5	83.5	84.7	92.9	94.2	100.0	99.4	100.2	101.7	102.3	107.9	111.7	—
3271	Clay products and refractories.....	86.9	89.4	92.0	97.4	102.4	100.0	101.2	102.7	102.9	98.4	99.8	103.5	—
3272	Glass and glass products.....	82.3	79.1	83.8	87.5	94.7	100.0	101.4	106.7	108.2	102.8	107.4	115.2	—
3273	Cement and concrete products.....	93.6	96.6	96.2	99.7	102.0	100.0	105.1	105.9	101.6	98.0	102.4	106.9	—
3279	Other nonmetallic mineral products.....	83.0	79.5	90.3	91.4	96.0	100.0	99.0	95.6	96.6	98.6	106.7	112.4	—
3311	Iron and steel mills and ferroalloy production.....	64.8	70.2	74.7	90.0	94.1	100.0	101.3	104.8	106.0	108.5	123.8	125.8	—
3312	Steel products from purchased steel.....	79.7	84.4	90.1	100.6	100.5	100.0	100.1	93.0	95.5	94.3	105.2	101.6	—
3313	Alumina and aluminum production.....	90.5	90.7	95.8	95.9	95.4	100.0	101.4	103.5	96.5	96.0	125.0	127.1	—
3314	Other nonferrous metal production.....	96.8	96.3	99.7	102.7	105.9	100.0	111.3	108.4	102.3	99.5	108.5	120.5	—
3315	Foundries.....	81.4	86.5	86.4	93.1	96.0	100.0	101.2	104.5	103.6	107.4	117.0	117.5	—
3321	Forging and stamping.....	85.4	89.0	92.2	93.9	97.4	100.0	103.5	110.9	121.1	120.7	125.3	132.9	—
3322	Cutlery and hand tools.....	86.3	85.4	87.4	97.2	103.8	100.0	99.9	108.0	105.9	110.3	107.5	109.0	—
3323	Architectural and structural metals.....	88.7	87.9	92.7	93.3	93.9	100.0	101.0	102.0	100.7	101.7	106.3	109.1	—
3324	Boilers, tanks, and shipping containers.....	86.0	90.1	95.4	97.3	100.7	100.0	100.4	97.1	94.7	94.6	99.7	102.0	—
3325	Hardware.....	88.7	84.8	87.3	97.2	102.2	100.0	100.5	105.2	114.3	113.5	114.9	123.1	—
3326	Spring and wire products.....	82.2	85.2	90.8	99.0	102.4	100.0	110.6	111.4	112.6	111.9	129.1	138.8	—
3327	Machine shops and threaded products.....	76.9	79.2	87.4	98.3	99.8	100.0	99.6	104.2	108.2	108.8	115.6	115.8	—
3328	Coating, engraving, and heat treating metals.....	75.5	81.3	86.6	102.2	101.7	100.0	100.9	101.0	105.5	107.3	115.2	116.9	—
3329	Other fabricated metal products.....	91.0	86.5	90.4	96.3	98.2	100.0	101.9	99.6	99.9	96.7	106.5	111.2	—
3331	Agriculture, construction, and mining machinery.....	74.6	83.3	79.0	95.4	95.7	100.0	103.3	94.3	100.3	100.3	103.7	116.6	—
3332	Industrial machinery.....	75.1	81.6	79.9	97.1	98.5	100.0	95.1	105.8	130.0	105.8	106.0	109.0	—
3333	Commercial and service industry machinery.....	86.9	95.6	100.1	103.6	107.2	100.0	105.9	109.8	100.9	94.3	102.0	109.7	—
3334	HVAC and commercial refrigeration equipment.....	84.0	90.6	91.5	96.4	97.2	100.0	106.2	110.2	107.9	110.8	117.6	127.5	—

51. Continued—Annual indexes of output per hour for selected NAICS industries, 1987–2004

[1997=100]

NAICS	Industry	1987	1990	1992	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
3335	Metalworking machinery.....	85.1	86.5	89.2	99.2	97.5	100.0	99.1	100.3	106.1	103.3	115.6	117.4	—
3336	Turbine and power transmission equipment.....	80.2	85.9	80.9	91.3	98.0	100.0	105.0	110.8	114.9	126.9	132.7	141.8	—
3339	Other general purpose machinery.....	83.5	86.8	85.4	94.0	94.9	100.0	103.7	106.0	113.7	110.5	117.6	124.5	—
3341	Computer and peripheral equipment.....	11.0	14.7	21.4	49.9	72.6	100.0	140.4	195.8	234.9	252.0	297.3	379.6	—
3342	Communications equipment.....	39.8	48.4	60.6	74.4	84.5	100.0	107.1	135.4	164.1	152.9	128.1	142.2	—
3344	Semiconductors and electronic components.....	17.0	21.9	29.8	63.8	83.1	100.0	125.8	173.9	232.4	230.4	264.1	322.1	—
3345	Electronic instruments.....	70.2	78.5	85.9	97.9	97.6	100.0	102.3	106.7	116.7	119.3	119.3	128.5	—
3351	Electric lighting equipment.....	91.1	88.2	94.1	91.9	95.8	100.0	104.4	102.7	102.0	106.7	112.3	113.1	—
3352	Household appliances.....	73.3	76.5	82.3	91.2	91.9	100.0	105.3	103.9	117.2	124.7	136.0	151.6	—
3353	Electrical equipment.....	68.7	73.6	79.0	98.0	100.4	100.0	100.2	98.7	99.4	101.0	103.2	104.9	—
3359	Other electrical equipment and components.....	78.7	76.0	82.2	92.0	96.3	100.0	105.7	114.6	119.6	112.9	115.6	116.9	—
3361	Motor vehicles.....	75.4	85.6	90.8	88.5	91.0	100.0	113.4	122.6	109.7	110.0	126.3	138.7	—
3362	Motor vehicle bodies and trailers.....	85.0	75.9	88.4	97.4	98.5	100.0	102.9	103.1	98.8	88.7	105.5	109.3	—
3363	Motor vehicle parts.....	78.7	76.0	82.3	92.3	93.0	100.0	105.0	110.0	112.3	114.8	130.7	135.9	—
3364	Aerospace products and parts.....	86.5	89.1	96.8	94.9	98.9	100.0	120.2	120.0	103.2	116.7	117.8	121.7	—
3366	Ship and boat building.....	95.5	99.6	99.4	93.1	93.5	100.0	99.3	112.0	121.9	121.5	131.0	133.8	—
3369	Other transportation equipment.....	73.7	62.9	89.5	94.1	101.5	100.0	111.5	113.8	132.4	140.2	151.1	166.0	—
3371	Household and institutional furniture.....	85.2	82.2	92.5	97.2	99.8	100.0	102.2	103.1	101.9	105.5	115.7	118.2	—
3372	Office furniture and fixtures.....	85.8	82.2	86.4	84.9	86.3	100.0	100.0	98.2	100.2	98.0	115.2	125.3	—
3379	Other furniture-related products.....	86.3	88.9	87.6	94.8	97.6	100.0	106.9	102.0	99.5	105.0	110.4	110.5	—
3391	Medical equipment and supplies.....	76.3	82.9	89.2	96.6	100.5	100.0	108.7	110.4	114.6	119.3	128.6	137.1	—
3399	Other miscellaneous manufacturing.....	85.4	90.5	90.3	95.9	99.7	100.0	102.0	105.0	113.6	111.7	129.5	135.3	—
Wholesale trade														
42	Wholesale trade.....	73.0	79.6	86.3	93.5	96.9	100.0	103.6	111.4	116.8	119.8	126.5	130.7	140.8
423	Durable goods.....	62.2	67.4	75.5	89.7	94.6	100.0	106.6	118.1	123.5	127.1	137.3	143.2	161.6
4231	Motor vehicles and parts.....	74.6	79.0	84.1	94.0	96.3	100.0	107.0	124.1	120.5	126.7	142.0	145.0	154.6
4232	Furniture and furnishings.....	84.8	93.6	98.2	104.7	104.7	100.0	97.9	100.3	105.7	107.9	107.9	116.9	128.7
4233	Lumber and construction supplies.....	114.7	113.4	114.7	101.8	102.9	100.0	103.0	103.5	99.6	105.9	112.5	119.8	139.6
4234	Commercial equipment.....	27.3	33.1	47.5	74.5	88.1	100.0	121.0	151.7	164.7	191.6	226.0	253.5	288.9
4235	Metals and minerals.....	101.7	102.8	107.2	103.5	103.2	100.0	102.1	93.6	97.1	99.3	100.5	103.5	119.6
4236	Electric goods.....	41.7	49.4	54.4	82.2	88.7	100.0	106.2	128.6	154.0	152.4	163.3	169.0	206.0
4237	Hardware and plumbing.....	82.5	88.0	96.2	98.7	99.5	100.0	102.2	106.6	107.7	98.6	101.9	106.3	111.3
4238	Machinery and supplies.....	75.4	83.0	80.2	89.8	93.9	100.0	104.2	101.8	104.9	103.9	101.9	104.6	120.2
4239	Miscellaneous durable goods.....	86.9	88.6	107.6	99.2	101.8	100.0	99.6	109.7	111.0	108.6	112.4	109.7	123.8
424	Nondurable goods.....	90.9	98.6	101.1	97.9	98.8	100.0	100.0	103.1	107.6	110.5	114.3	119.5	124.8
4241	Paper and paper products.....	85.6	81.7	96.0	96.1	94.6	100.0	98.5	102.0	102.8	108.8	118.2	123.0	131.6
4242	Druggists' goods.....	70.7	79.9	88.4	94.1	98.6	100.0	101.0	107.6	110.5	119.1	138.4	155.4	168.7
4243	Apparel and piece goods.....	89.0	102.8	100.3	91.9	98.9	100.0	106.3	107.9	109.8	117.0	125.7	123.4	129.3
4244	Grocery and related products.....	88.1	95.8	103.9	103.4	99.9	100.0	100.9	101.2	101.8	102.3	100.7	103.1	103.6
4245	Farm product raw materials.....	80.9	77.8	81.8	85.5	88.2	100.0	98.2	110.3	112.5	111.7	122.2	120.6	134.3
4246	Chemicals.....	90.3	100.2	104.9	98.1	97.9	100.0	98.0	94.8	90.0	87.4	91.1	93.8	89.2
4247	Petroleum.....	85.2	109.4	113.6	100.2	106.6	100.0	86.7	98.4	122.9	124.9	136.1	139.8	159.6
4248	Alcoholic beverages.....	100.3	110.1	106.4	103.6	104.8	100.0	110.3	108.8	113.1	112.0	113.7	112.6	108.3
4249	Miscellaneous nondurable goods.....	107.6	107.1	93.5	96.9	99.0	100.0	102.3	102.5	108.3	106.0	98.8	104.8	113.4
425	Electronic markets and agents and brokers.....	64.3	74.3	84.5	95.4	100.4	100.0	103.5	111.3	119.9	118.6	119.3	112.7	112.1
Retail trade														
44-45	Retail trade.....	79.1	81.3	85.2	94.1	97.7	100.0	105.6	112.4	116.4	120.2	125.6	132.6	140.7
441	Motor vehicle and parts dealers.....	78.1	82.2	87.6	95.7	98.2	100.0	106.7	115.5	114.4	116.2	119.7	124.2	129.2
4411	Automobile dealers.....	79.1	83.7	89.7	96.1	98.2	100.0	106.9	116.6	113.9	115.4	116.6	119.6	127.4
4412	Other motor vehicle dealers.....	73.5	73.3	81.6	90.9	98.8	100.0	109.5	117.2	116.7	124.9	130.2	131.1	138.8
4413	Auto parts, accessories, and tire stores.....	67.0	73.8	77.4	92.6	96.0	100.0	106.2	109.2	110.2	104.9	113.1	119.3	113.7
442	Furniture and home furnishings stores.....	71.9	75.4	83.4	92.5	99.1	100.0	103.7	112.3	120.1	125.9	132.6	141.6	153.5
4421	Furniture stores.....	73.5	80.2	87.1	92.1	97.2	100.0	104.1	109.6	116.5	124.2	129.3	135.9	149.3
4422	Home furnishings stores.....	69.4	68.8	78.4	92.7	101.3	100.0	103.4	115.9	124.7	128.2	137.0	149.2	159.2
443	Electronics and appliance stores.....	38.6	47.3	57.8	89.7	94.9	100.0	121.3	149.0	174.2	195.0	230.0	287.2	320.5
444	Building material and garden supply stores.....	76.2	80.2	81.4	92.6	97.3	100.0	108.1	114.2	115.0	117.7	121.9	129.8	142.6
4441	Building material and supplies dealers.....	77.1	81.8	82.1	93.7	97.3	100.0	109.0	115.3	115.5	116.5	121.3	130.0	142.9
4442	Lawn and garden equipment and supplies stores.....	71.7	72.3	77.7	86.2	96.8	100.0	102.9	107.3	112.0	126.5	127.1	128.7	140.7
445	Food and beverage stores.....	109.7	106.6	106.1	101.9	100.5	100.0	99.5	101.6	101.5	103.9	104.6	107.9	114.1
4451	Grocery stores.....	110.6	106.5	106.7	102.8	101.0	100.0	99.5	102.6	101.5	103.8	105.2	107.4	113.6
4452	Specialty food stores.....	127.5	120.1	106.4	97.6	94.4	100.0	96.4	92.7	97.9	103.1	100.6	111.2	121.7
4453	Beer, wine and liquor stores.....	95.6	98.7	97.2	95.1	103.8	100.0	106.3	100.6	109.9	110.9	109.6	121.0	129.0
446	Health and personal care stores.....	85.2	92.1	89.7	91.2	96.2	100.0	104.3	105.5	110.4	113.7	120.7	130.9	139.1
447	Gasoline stations.....	83.0	83.7	87.7	99.7	99.8	100.0	107.0	111.4	108.3	114.6	124.8	120.0	121.6
448	Clothing and clothing accessories stores.....	65.8	69.2	74.8	92.9	99.5	100.0	106.1	113.6	123.3	126.6	130.9	139.1	138.9
4481	Clothing stores.....	66.6	69.1	77.8	91.5	98.6	100.0	108.4	113.9	125.0	130.5	136.1	142.5	142.5

51. Continued—Annual indexes of output per hour for selected NAICS industries, 1987–2004

[1997=100]

NAICS	Industry	1987	1990	1992	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
4482	Shoe stores.....	65.1	71.1	75.2	96.8	104.7	100.0	94.3	105.3	111.9	112.5	125.0	132.0	120.7
4483	Jewelry, luggage, and leather goods stores.....	63.6	67.8	61.9	95.7	98.6	100.0	108.0	120.7	127.3	123.2	115.9	131.5	139.9
451	Sporting goods, hobby, book, and music stores.....	73.7	81.1	85.0	94.3	94.6	100.0	108.8	114.0	119.7	126.3	126.3	127.7	147.5
4511	Sporting goods and musical instrument stores.....	69.5	78.3	81.7	94.0	93.2	100.0	113.0	119.8	126.4	131.9	130.9	133.2	157.3
4512	Book, periodical, and music stores.....	84.4	87.2	92.2	95.0	97.4	100.0	100.9	103.2	107.4	115.6	117.8	118.0	129.7
452	General merchandise stores.....	73.7	75.3	82.9	92.0	96.9	100.0	104.9	112.9	119.6	123.8	127.9	134.9	140.5
4521	Department stores.....	87.7	84.2	91.7	94.7	98.7	100.0	100.5	104.5	106.3	104.0	102.5	107.0	108.6
4529	Other general merchandise stores.....	54.8	61.1	69.5	87.2	93.9	100.0	113.1	129.3	145.0	160.9	173.9	182.3	192.0
453	Miscellaneous store retailers.....	65.9	69.5	74.0	88.7	94.7	100.0	107.7	109.4	110.4	109.2	114.7	119.1	124.0
4531	Florists.....	77.9	73.3	83.2	82.5	92.0	100.0	101.9	117.1	112.5	104.9	113.3	107.4	101.2
4532	Office supplies, stationery and gift stores.....	56.6	61.0	74.9	91.5	93.1	100.0	111.3	119.4	124.6	127.3	134.9	144.4	153.4
4533	Used merchandise stores.....	78.5	82.2	81.8	86.2	95.7	100.0	115.0	107.8	115.5	116.2	123.3	116.3	116.3
4539	Other miscellaneous store retailers.....	75.2	81.9	71.7	88.8	97.3	100.0	104.4	99.1	97.3	93.8	95.9	102.9	105.6
454	Nonstore retailers.....	53.9	58.2	64.8	81.5	92.9	100.0	114.5	128.2	159.8	171.0	199.4	233.0	267.0
4541	Electronic shopping and mail-order houses.....	44.0	48.3	55.6	74.1	86.4	100.0	122.0	149.3	172.9	200.7	241.7	288.9	338.7
4542	Vending machine operators.....	98.7	97.2	95.0	88.5	97.6	100.0	110.0	109.2	113.2	93.9	95.1	100.9	100.0
4543	Direct selling establishments.....	71.2	74.7	79.0	92.9	102.1	100.0	100.3	98.1	123.6	122.4	136.4	149.2	164.0
	Transportation and warehousing													
481	Air transportation.....	81.1	77.5	81.4	95.3	98.8	100.0	97.6	98.2	98.2	91.9	102.0	112.1	–
482111	Line-haul railroads.....	58.9	69.8	82.3	92.0	98.4	100.0	102.1	105.5	114.3	121.9	131.9	142.0	–
48412	General freight trucking, long-distance.....	86.8	87.5	97.2	95.2	96.7	100.0	99.8	99.2	101.0	102.1	106.6	108.8	–
48421	Used household and office goods moving.....	102.3	115.5	113.4	102.3	95.4	100.0	97.0	101.3	100.2	86.3	81.8	88.7	–
491	U.S. Postal service.....	92.4	96.1	96.5	98.3	96.7	100.0	101.4	102.4	104.9	106.1	107.0	108.7	–
492	Couriers and messengers.....	147.8	138.8	155.8	101.5	100.2	100.0	112.5	117.5	122.1	122.9	131.4	134.4	–
	Information													
5111	Newspaper, book, and directory publishers.....	104.8	96.6	96.0	93.4	92.7	100.0	103.8	104.0	106.1	104.3	102.6	105.8	–
5112	Software publishers.....	10.2	28.5	43.0	73.2	88.3	100.0	119.0	117.8	112.2	113.7	122.5	138.4	–
51213	Motion picture and video exhibition.....	90.4	109.2	104.3	99.8	99.0	100.0	99.5	102.0	107.2	101.8	100.7	104.8	–
515	Broadcasting, except internet.....	99.0	97.9	102.6	103.4	102.1	100.0	105.0	105.7	105.9	100.5	106.5	104.4	–
5151	Radio and television broadcasting.....	97.2	97.2	103.8	105.9	104.4	100.0	98.1	97.3	95.7	91.5	97.1	99.0	–
5152	Cable and other subscription programming.....	105.9	100.6	96.5	93.2	93.3	100.0	131.4	136.0	140.2	128.9	135.4	138.0	–
5171	Wired telecommunications carriers.....	56.1	65.3	71.4	87.2	96.5	100.0	104.8	113.2	119.2	120.1	129.0	134.7	–
5172	Wireless telecommunications carriers.....	79.4	72.1	75.0	90.2	102.0	100.0	97.6	131.4	142.8	190.3	218.9	247.7	–
5175	Cable and other program distribution.....	105.4	100.3	96.2	93.5	93.3	100.0	95.4	93.5	89.3	85.1	92.2	97.2	–
	Finance and insurance													
52211	Commercial banking.....	72.8	80.7	83.3	95.6	100.0	100.0	96.7	98.6	100.8	96.3	98.6	101.5	–
	Real estate and rental leasing													
532111	Passenger car rental.....	90.9	88.7	103.5	100.2	109.0	100.0	100.3	112.7	112.1	112.7	114.2	120.4	–
53212	Truck, trailer and RV rental and leasing.....	60.7	69.0	67.2	88.6	97.0	100.0	95.8	103.1	105.1	105.2	105.1	105.7	–
53223	Video tape and disc rental.....	71.5	92.9	99.6	115.7	101.2	100.0	114.6	133.0	140.6	137.8	135.8	154.0	–
	Professional, scientific and technical services													
541213	Tax preparation.....	89.9	91.9	105.4	96.9	92.6	100.0	112.2	110.5	101.3	91.2	115.9	114.9	–
54181	Advertising agencies.....	94.3	105.2	112.9	100.7	102.8	100.0	96.1	111.3	119.5	121.6	128.1	138.3	–
541921	Photography studios, portrait.....	104.8	107.7	108.2	118.7	102.0	100.0	106.3	101.3	101.6	104.1	103.3	113.2	–
	Administrative and waste management													
56151	Travel agencies.....	91.4	95.6	93.4	93.6	100.1	100.0	107.1	111.3	120.0	114.0	130.8	151.9	–
56172	Janitorial services.....	70.2	85.4	92.6	90.0	96.2	100.0	107.9	107.2	111.1	105.2	104.4	115.9	–
	Health care and social assistance													
62151	Medical and diagnostic laboratories.....	–	–	94.8	91.2	94.5	100.0	115.7	124.2	134.5	138.0	142.7	136.8	–
621511	Medical laboratories.....	–	–	95.3	91.4	94.7	100.0	108.6	115.8	125.1	127.7	126.3	117.0	–
621512	Diagnostic imaging centers.....	–	–	94.1	90.8	94.2	100.0	128.8	139.6	153.2	156.6	173.2	172.0	–
	Accommodation and food services													
7211	Traveler accommodations.....	83.8	80.8	90.7	97.9	99.7	100.0	100.3	106.6	113.0	109.4	113.2	115.6	–
722	Food services and drinking places.....	96.5	102.7	101.4	100.4	99.2	100.0	101.0	101.0	103.6	104.1	104.6	106.0	108.6
7221	Full-service restaurants.....	91.9	99.1	97.4	96.3	96.3	100.0	100.2	99.8	102.0	102.9	103.7	102.5	104.8
7222	Limited-service eating places.....	96.0	103.1	102.4	104.4	102.1	100.0	101.5	100.9	102.8	103.7	103.9	106.0	109.5
7223	Special food services.....	100.0	108.1	106.8	98.8	97.4	100.0	103.4	108.8	117.8	115.4	115.1	121.7	121.5
7224	Drinking places, alcoholic beverages.....	136.2	123.0	119.0	104.0	102.6	100.0	100.0	99.5	100.8	100.2	104.0	121.8	122.5
	Other services (except public administration)													
8111	Automotive repair and maintenance.....	85.9	90.6	89.4	102.4	99.1	100.0	104.7	106.5	108.5	109.0	103.5	104.3	–
81211	Hair, nail and skin care services.....	83.3	81.5	85.6	92.8	97.2	100.0	103.8	106.4	106.6	114.0	110.0	124.8	–
81221	Funeral homes and funeral services.....	100.2	93.1	104.2	100.7	97.0	100.0	107.3	103.9	94.9	91.8	93.1	95.5	–
8123	Drycleaning and laundry services.....	96.4	94.2	94.0	99.1	101.6	100.0	104.4	109.1	110.9	115.7	114.0	110.1	–
81292	Photofinishing.....	100.0	110.8	115.2	106.5	102.8	100.0	90.6	93.5	84.0	82.6	96.0	91.6	–

Note: Dash indicates data are not available.

**52. Unemployment rates, approximating U.S. concepts, nine countries, quarterly data
seasonally adjusted**

Country	Annual average		2003		2004				2005		
	2003	2004	III	IV	I	II	III	IV	I	II	III
United States.....	6.0	5.5	6.1	5.9	5.6	5.6	5.5	5.4	5.3	5.1	5.0
Canada.....	6.9	6.4	7.1	6.8	6.6	6.5	6.4	6.3	6.2	6.0	6.0
Australia.....	6.1	5.5	6.0	5.8	5.7	5.6	5.6	5.2	5.1	5.1	5.0
Japan.....	5.3	4.8	5.2	5.1	4.9	4.7	4.8	4.6	4.6	4.4	4.4
France.....	9.6	9.8	9.7	9.8	9.8	9.9	9.8	9.8	10.0	10.0	9.7
Germany.....	9.3	9.3	9.3	9.2	9.7	9.8	9.9	10.0	10.9	10.9	10.8
Italy.....	8.5	8.1	8.5	8.3	8.3	8.2	8.0	8.0	7.9	7.8	-
Sweden.....	5.8	6.6	5.8	6.3	6.7	6.8	6.6	6.4	6.3	-	-
United Kingdom.....	5.0	4.8	5.0	4.9	4.8	4.8	4.7	4.7	4.7	4.7	-

NOTE: Dash indicates data not available. Quarterly figures for Japan, France, Germany, Italy, and Sweden 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, 1960-2004* (Bureau of Labor Statistics, May 13, 2005), 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	2004
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	147,401
Canada.....	14,233	14,336	14,439	14,604	14,863	15,115	15,389	15,632	15,892	16,367	16,729	16,956
Australia.....	8,613	8,770	8,995	9,115	9,204	9,339	9,414	9,590	9,752	9,907	10,092	10,244
Japan.....	65,470	65,780	65,990	66,450	67,200	67,240	67,090	66,990	66,860	66,240	66,010	65,760
France.....	24,491	24,672	24,742	24,982	25,116	25,434	25,767	26,083	26,368	26,707	26,865	26,900
Germany.....	39,102	39,074	38,980	39,142	39,415	39,752	39,375	39,302	39,459	39,413	39,276	39,796
Italy.....	22,771	22,592	22,574	22,674	22,749	23,000	23,172	23,357	23,520	23,728	24,021	24,065
Netherlands.....	7,014	7,152	7,208	7,301	7,536	7,617	7,848	8,149	8,338	8,285	8,353	8,457
Sweden.....	4,444	4,418	4,460	4,459	4,418	4,402	4,430	4,489	4,530	4,544	4,567	4,576
United Kingdom.....	28,094	28,124	28,135	28,243	28,406	28,478	28,782	28,957	29,090	29,340	29,565	29,778
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	66.0
Canada.....	65.5	65.1	64.8	64.6	64.9	65.3	65.7	65.8	65.9	66.7	67.3	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	64.7
Japan.....	63.3	63.1	62.9	63.2	63.2	62.8	62.4	62.0	61.6	60.8	60.3	60.0
France.....	55.4	55.6	55.4	55.7	55.6	55.9	56.3	56.5	56.8	57.1	57.0	56.9
Germany.....	57.8	57.4	57.1	57.1	57.3	57.7	56.9	56.7	56.7	56.4	56.0	56.5
Italy.....	48.3	47.8	47.3	47.3	47.3	47.6	47.9	48.1	48.2	48.5	49.1	49.1
Netherlands.....	57.9	58.6	58.8	59.2	60.8	61.1	62.6	64.5	65.6	64.7	64.9	65.5
Sweden.....	64.5	63.7	64.1	64.0	63.3	62.8	62.8	63.8	63.7	64.0	64.0	63.7
United Kingdom.....	62.6	62.4	62.4	62.4	62.5	62.5	62.8	62.9	62.7	62.9	63.0	63.0
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	139,252
Canada.....	12,694	12,960	13,185	13,309	13,607	13,946	14,314	14,676	14,866	15,221	15,579	15,864
Australia.....	7,699	7,942	8,256	8,364	8,444	8,618	8,762	8,989	9,091	9,271	9,481	9,677
Japan.....	63,820	63,860	63,900	64,200	64,900	64,450	63,920	63,790	63,460	62,650	62,510	62,630
France.....	21,715	21,746	21,955	22,036	22,176	22,597	23,056	23,698	24,142	24,314	24,288	24,259
Germany.....	35,989	35,756	35,780	35,637	35,508	36,059	36,042	36,236	36,350	36,018	35,615	35,876
Italy.....	20,543	20,171	20,030	20,120	20,165	20,366	20,613	20,969	21,356	21,665	21,973	22,105
Netherlands.....	6,572	6,664	6,730	6,858	7,163	7,321	7,595	7,912	8,130	8,059	8,035	8,061
Sweden.....	4,028	3,992	4,056	4,019	3,973	4,034	4,117	4,229	4,303	4,310	4,303	4,276
United Kingdom.....	25,165	25,691	25,696	25,945	26,418	26,691	27,056	27,373	27,604	27,817	28,081	28,362
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	62.3
Canada.....	58.4	58.9	59.2	59.0	59.5	60.3	61.2	61.9	61.9	62.4	63.0	63.4
Australia.....	56.8	57.8	59.2	59.3	59.0	59.3	59.6	60.3	60.1	60.3	60.7	61.2
Japan.....	61.7	61.3	60.9	60.9	61.0	60.2	59.4	59.0	58.4	57.5	57.1	57.1
France.....	49.2	49.0	49.2	49.1	49.1	49.7	50.4	51.4	52.0	52.0	51.5	51.3
Germany.....	53.2	52.6	52.4	52.0	51.6	52.3	52.1	52.2	52.2	51.5	50.8	50.9
Italy.....	43.6	42.5	42.0	42.0	41.9	42.2	42.6	43.2	43.8	44.3	44.9	45.1
Netherlands.....	54.3	54.6	54.9	55.6	57.8	58.7	60.6	62.7	63.9	62.9	62.4	62.4
Sweden.....	58.5	57.6	58.3	57.7	56.9	57.6	58.4	60.1	60.5	60.7	60.3	59.5
United Kingdom.....	56.0	57.0	57.0	57.3	58.2	58.5	59.1	59.4	59.5	59.6	59.8	60.0
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	8,149
Canada.....	1,538	1,376	1,254	1,295	1,256	1,169	1,075	956	1,026	1,146	1,150	1,092
Australia.....	914	829	739	751	759	721	652	602	661	636	611	567
Japan.....	1,660	1,920	2,100	2,250	2,300	2,790	3,170	3,200	3,400	3,590	3,500	3,130
France.....	2,776	2,926	2,787	2,946	2,940	2,837	2,711	2,385	2,226	2,393	2,577	2,641
Germany.....	3,113	3,318	3,200	3,505	3,907	3,693	3,333	3,065	3,110	3,396	3,661	3,920
Italy.....	2,227	2,421	2,544	2,555	2,584	2,634	2,559	2,388	2,164	2,062	2,048	1,960
Netherlands.....	442	489	478	443	374	296	253	237	208	227	318	396
Sweden.....	416	426	404	440	445	368	313	260	227	234	264	300
United Kingdom.....	2,930	2,433	2,439	2,298	1,987	1,788	1,726	1,584	1,486	1,524	1,484	1,417
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	5.5
Canada.....	10.8	9.6	8.7	8.9	8.4	7.7	7.0	6.1	6.5	7.0	6.9	6.4
Australia.....	10.6	9.4	8.2	8.2	8.3	7.7	6.9	6.3	6.8	6.4	6.1	5.5
Japan.....	2.5	2.9	3.2	3.4	3.4	4.1	4.7	4.8	5.1	5.4	5.3	4.8
France.....	11.3	11.9	11.3	11.8	11.7	11.2	10.5	9.1	8.4	9.0	9.6	9.8
Germany.....	8.0	8.5	8.2	9.0	9.9	9.3	8.5	7.8	7.9	8.6	9.3	9.9
Italy.....	9.8	10.7	11.3	11.3	11.4	11.5	11.0	10.2	9.2	8.7	8.5	8.1
Netherlands.....	6.3	6.8	6.6	6.1	5.0	3.9	3.2	2.9	2.5	2.7	3.8	4.7
Sweden.....	9.4	9.6	9.1	9.9	10.1	8.4	7.1	5.8	5.0	5.1	5.8	6.6
United Kingdom.....	10.4	8.7	8.7	8.1	7.0	6.3	6.0	5.5	5.1	5.2	5.0	4.8

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, 1960-2004* (Bureau of Labor Statistics, May 13, 2005), on the Internet at

<http://www.bls.gov/fls/home.htm>. For France, Germany, and the United Kingdom, annual data have been revised and updated and therefore no longer correspond to the data shown in the May 13, 2005 report. Most recent data for all series are also available on the BLS database by going to "Get Detailed FLS Statistics" at <http://www.bls.gov/fls/home.htm>.

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	103.8	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	99.1	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	125.9	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	39.1	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	27.8	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	93.6	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.

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	93.3	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	102.4	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	93.0	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
Nonurable 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	121.9	-	-	-	-	-	-	-	-	-
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	5.6	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.

56. Fatal occupational injuries by event or exposure, 1998-2003

Event or exposure ¹	Fatalities			
	1998-2002	2002 ³	2003	
	average ²	Number	Number	Percent
Total.....	6,896	5,534	5,559	100
Transportation incidents.....	2,549	2,385	2,367	42
Highway incident.....	1,417	1,373	1,350	24
Collision between vehicles, mobile equipment.....	696	636	648	12
Moving in same direction.....	136	155	135	2
Moving in opposite directions, oncoming.....	249	202	269	5
Moving in intersection.....	148	146	123	2
Vehicle struck stationary object or equipment in roadway.....	27	33	17	(⁴)
Vehicle struck stationary object, or equipment on side of road.....	281	293	324	6
Noncollision incident.....	367	373	321	6
Jackknifed or overturned—no collision.....	303	312	252	5
Nonhighway (farm, industrial premises) incident.....	358	323	347	6
Overturned.....	192	164	186	3
Worker struck by a vehicle.....	380	356	336	6
Rail vehicle.....	63	64	43	1
Water vehicle.....	92	71	68	1
Aircraft.....	235	194	208	4
Assaults and violent acts.....	910	840	901	16
Homicides.....	659	609	631	11
Shooting.....	519	469	487	9
Stabbing.....	61	58	58	1
Self-inflicted injuries.....	218	199	218	4
Contact with objects and equipment.....	963	872	911	16
Struck by object.....	547	505	530	10
Struck by falling object.....	336	302	322	6
Struck by flying object.....	55	38	58	1
Caught in or compressed by equipment or objects.....	272	231	237	4
Caught in running equipment or machinery.....	141	110	121	2
Caught in or crushed in collapsing materials.....	126	116	126	2
Falls.....	738	719	691	12
Fall to lower level.....	651	638	601	11
Fall from ladder.....	113	126	113	2
Fall from roof.....	152	143	127	2
Fall from scaffold, staging.....	91	88	85	2
Fall on same level.....	65	64	69	1
Exposure to harmful substances or environments.....	526	539	485	9
Contact with electric current.....	289	289	246	4
Contact with overhead power lines.....	130	122	107	2
Contact with temperature extremes.....	45	60	42	1
Exposure to caustic, noxious, or allergenic substances.....	102	99	121	2
Inhalation of substances.....	50	49	65	1
Oxygen deficiency.....	89	90	73	1
Drowning, submersion.....	69	60	52	1
Fires and explosions.....	190	165	198	4

¹ Based on the 1992 BLS *Occupational Injury and Illness Classification Manual*. Includes other events and exposures, such as bodily reaction, in addition to those shown separately.

² Excludes fatalities from the Sept. 11, 2001, terrorist attacks.

³ The BLS news release of September 17, 2003, reported a total of 5,524 fatal work injuries for calendar year 2003.

Since then, an additional 10 job-related fatalities were identified, bringing the total job-related fatality count for 2002 to 5,534.

⁴ Equal to or greater than 0.5 percent.

NOTE: Totals for major categories may include sub-categories not shown separately. Percentages may not add to totals because of rounding.

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* = revised.