MONTHLY LABOR
REVIEW

Volume 130, Number 1
January 2007

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The January *Review*

Our first issue of the year has long comprised features compiling changes in labor law and other legal issues. It is not just a gesture of good fellowship with our colleagues in the U.S. Department of Labor that enforce many aspects of such laws and provide us with these compendia; these articles are well-used by our online readers. For example, the full-text of last year's article on State labor laws was in the top 2 percent of all pages viewed from the publications office folder on the Bureau of Labor Statistics Web site.

So, it is with great satisfaction that we again present John J. Fitzpatrick's compilation of the extensive changes in State labor laws over the past year's legislative sessions and Loryn Lancaster's summaries of the changes in unemployment insurance law. The editors thank them both for their contributions.

2007 Julius Shiskin Award

Nominations are invited for the annual Julius Shiskin Memorial Award for Economic Statistics. The award 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 statistical research, development of statistical tools, application of information technology techniques, use of economic statistical programs, management of statistical programs, or development of the public's understanding of measurement issues. The award was established in 1980 by the Washington Statistical Society (WSS) and is now cosponsored by the WSS, the National Association for Business Economics, and the Business and Economics Statistics Section of the American Statistical Association (ASA). The 2006 award recipient was J. Steven (Steve) Landefeld, Director of the Bureau of Economic Analysis, for his leadership in improving the U.S. economic accounts and related statistics through effective management, collaboration with domestic and international users, and scholarly research.

Nominations for the 2007 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/bus_econ/shiskin.html** or by writing to the Julius Shiskin Award Committee, Attn: Monica Clark, American Statistical Association, 732 North Washington Street, Alexandria, VA 22314-1943. Completed nominations must be *received* by April 1, 2007. For additional information contact Steven Paben, Julius Shiskin Award Committee Secretary, at paben.steven@bls.gov.

Multifactor productivity

In the manufacturing sector, multifactor productivity grew just slightly faster in 2003 than in 2002, and fell in 2004. Multifactor productivity measures the joint influences of technological change, efficiency improvements, returns to scale, reallocation of resources, and other factors on economic growth, allowing for the effects of capital and labor.

Multifactor productivity in manufacturing rose 3.9 percent in 2002. Until the slightly larger increase in 2003, this had been the largest rate of increase in the time series, which goes back to 1987. The multifactor productivity gain in 2002 reflected a decline in sectoral output coupled with a smaller decline in combined inputs.

Multifactor productivity in manufacturing grew at an annual rate of 4.0 percent in 2003. Combined inputs declined, but there was an increase in sectoral output, the first such increase in 3 years. Multifactor productivity in manufacturing fell 1.0 percent in 2004. The decline was the result of an increase in sectoral output that was more than offset by an increase in combined inputs. To learn more, see "Multifactor Productivity Trends In Manufacturing, 2002, 2003 and 2004," news release USDL 06-2040.

Women professionals

In 2005, half of all persons employed in management, professional, and related occupations were women. The share of women in specific occupations within this broad category varied. For example, 6 percent of mechanical engineers and 32 percent of physicians and surgeons were women. In contrast, 86 percent of paralegals and legal assistants, and 95 percent of dietitians were women. To find out more, see BLS Report 996, *Women in the Labor Force: A Databook* (2006 Edition).

Mothers in the workforce

From 1975 to 2000, the labor force participation rate of mothers with children under age 18 rose from 47 to 73 percent. By 2005, the rate had receded slightly to about 71 percent. In general, mothers with older children (6 to 17 years of age) are more likely to participate in the labor force than are mothers of younger children (under 6 years of age). The labor force participation rate of mothers with older children rose from 55 to 79 percent during the last quarter of the 20th century, before declining to 77 percent by 2005. The rate for mothers with younger children has ranged from 39 to 65 over the last three decades, peaking in 2000. For a wide variety of information on women and work, see *Women in the Labor Force: A Databook* (2006 Edition), BLS Report 996. □

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 2006

Minimum wages, workplace security, prevailing wages, equal employment opportunity, wages paid, time off, drug and alcohol testing, child labor, human trafficking, and immigrant protections were among the most active areas in which legislation was enacted or revised during the year

John J. Fitzpatrick, Jr.

States enacted a volume of labor legislation in 2006 which was significantly less than that enacted in 2005. The decrease was due in part to the fact that only 44 States and the District of Columbia met in regular session during 2006, while the remaining 6 States (Arkansas, Montana, North Dakota, Nevada, Oregon, and Texas) were not scheduled to meet in regular session. (All 50 States had met in regular session in 2005.) Several of the 6 States that did not meet in regular session did, however, convene in special sessions dedicated to various issues of special interest. At the time this article was submitted for publication, 42 of the 50 States, along with the District of Columbia, had enacted or amended labor legislation of consequence during 2006 in the categories that are tracked. Although they met in regular session, Mississippi and Nebraska did not enact significant legislation in the fields covered.[1] In addition, representatives from the Government of Guam responded by providing information regarding significant labor legislation enacted in their locality during the past year. Such information had not been received from Puerto Rico and the Virgin Islands at the time this article was submitted.

Currently, more than 30 categories of labor legislation introduced and then enacted by the States are tracked by the Wage and Hour Division of the U.S. Department of Labor: agriculture, child labor, State departments of labor, employee discharge, drug and alcohol testing, equal employment opportunity, employee leasing, employment agencies, family leave, garments, genetic testing, hours worked, human trafficking, immigrant protection, inmate labor, living wages, minimum wages, offsite work, overtime, plant closings, employee preference, prevailing wages, right to work, time off, unfair labor practices, wage payments and collection, whistleblowers, worker privacy, workplace security, workplace violence, and other labor-related issues that might be of general interest. Not every enacted piece of legislation that falls into one of these categories is discussed in this article; among the laws that are excluded are those which (1) amend existing State law, but are strictly technical in nature, (2) affect a limited number of individuals, (3) require or distribute a study of an issue, or (4) deal with funding related to an issue.

Volume aside, the legislation that was enacted by the States addressed a significant number of employment standards areas and included many important measures. Minimum-wage legislation was the "hot-button" issue this year, with an increasing number of States enacting laws that raised their required minimum-wage rates, thus continuing a trend of expanded State activity in this area. Issues such as workplace security, a variety of prevailing-wage issues, equal employment opportunity, wages paid, time off, drug and alcohol testing, child labor, human trafficking, and protection for immigrants were included in new or amended legislation enacted during 2006. The issue of human trafficking legislation has had increased activity in the States for the last couple of years. Some of the legislation enacted established a definition of human trafficking, other laws established minimum and maximum penalties for those convicted of human trafficking activities, and still others permitted victims of human trafficking to seek civil damages and remedies from individuals who subjected

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them to the unlawful trafficking.

This article does not cover legislation in the areas of occupational safety and health, employment and training, labor relations, employee background checks (except for those dealing with potential national security issues), economic security, and local living-wage ordinances.

As of January 1, 2007, State-required minimum-wage rates were higher than the Federal minimum-wage standard in 29 states and the District of Columbia. (By way of comparison, on January 1, 2006, 17 States and the District of Columbia had minimum-wage rates greater than the Federal standard.) Of the 45 States with minimum-wage laws, only Kansas, at $2.65 per hour, has a rate lower than the Federal rate of $5.15 per hour. The five remaining States that do not have a required minimum wage are Alabama, Louisiana, Mississippi, South Carolina, and Tennessee.

The next section briefly summarizes, by legislative category, a number of the bills that resulted in laws enacted or amended by the State legislatures during the past year. Following this summary is a comprehensive description of each State's legislative activities, subdivided by the labor legislation category, that were enacted or amended during the course of the year.

Agriculture. California revised the Employee Housing Act regarding group quarters for agricultural housing, while Florida amended the safety requirements for farm labor vehicles used to transport nine or more workers.

Child labor. Employers, parents, and guardians in Connecticut may now all be assessed a monetary penalty for employing, or permitting the employment of, a minor in violation of the hours-worked standards in manufacturing, mechanical, or mercantile establishments. Employers in Indiana who violate the hours-worked requirements of the State labor laws will receive a warning letter for a first violation. Additional penalties for subsequent violations may result in the revocation of the child's employment certificate and the assessment of monetary penalties against the employer. Artistic or creative service contracts executed on behalf of a minor in Louisiana shall now require that 15 percent of the gross earnings of the minor under contract be placed in a trust fund created for the benefit of the minor.

Discharge. Kentucky and Louisiana enacted legislation providing employment protection to employees, such as firefighters, rescue squad members, and emergency medical technicians, who serve as voluntary emergency responders.

Drug and alcohol testing. Delaware now requires that provisions governing mandatory drug testing be incorporated into all public-works contracts. Indiana similarly requires that public-works contracts provide for mandatory drug testing of employees. Kentucky now requires that all applicants for certification as new miners and all initial applicants for all other certifications provide proof of their drug- and alcohol-free status prior to certification. Before Wisconsin employers may commence work on a public project, they are required to have in place a written program for the prevention of substance abuse among their employees.

Equal employment opportunity. California now requires employers with 50 or more employees to provide, to all supervisory employees who have been employed since July 1, 2005, and to all new supervisory employees within 6 months of their assumption of a supervisory position, at least 2 hours of classroom or other effective interactive training and education regarding sexual harassment. Delaware no longer permits "genetic information" to be used in a discriminatory manner in State employment. Maryland has established a commercial nondiscrimination policy that prohibits the State from entering into a procurement contract with a business entity that has discriminated, through a variety of tactics, against subcontractors, suppliers, vendors, or commercial customers. New Hampshire law was amended so that it is now an unlawful discriminatory practice to fail to make a reasonable accommodation for an employee with a disability if the employee is otherwise qualified to perform the essential functions of the job and if providing the accommodation would not pose an undue hardship on the employer. The State of Washington now provides persons with the right to obtain and hold employment without discrimination in a number of protected categories, including sexual orientation and gender expression.

Family issues. Delaware and Rhode Island extended the definition of "family member" for purposes of an employee being able to take compassionate leave. The State of Washington amended its State Family Medical Leave Act regarding the amount of leave that can be taken for certain purposes.

Human trafficking. Colorado law was amended to extend the application of the crime of aggravated extortion to any person who has the intention of inducing another person, against that other person's will, to perform tasks under the threat of reporting the immigration status of the threatened person or another person to law enforcement officials. Colorado also amended its law concerning the act of coercion in regard to involuntary servitude. New Florida legislation defines the forms of labor trafficking that occur in labor exploitation and requires the establishment of standards for basic and advanced training for law enforcement officers in the subjects of investigating and preventing human trafficking crimes. Georgia, Idaho, and Michigan further defined human trafficking activities and established minimum and maximum terms of imprisonment for some of those activities, while Pennsylvania established a term of life imprisonment for a certain type of human trafficking activity and behavior. Illinois allows victims of human trafficking to seek civil damages and remedies from individuals who recruited, harmed, profited from, or maintained them in the

sex trade. North Carolina further defined human trafficking, as well as the felony classification under which trafficking activities would fall.

Immigrant protection. Colorado now prohibits businesses that knowingly pay more than a certain monetary amount to unauthorized aliens to perform labor services from claiming those wages as a deductible business expense for State income tax purposes. Also, employers in the State are now required, within 20 days after hiring a new employee, to affirm that they have (1) examined the legal work status of the new employee, (2) not altered or falsified any part of the employee's official immigration-related documents, and (3) not knowingly hired an unauthorized alien.

Inmate labor. In Alaska, the commissioner of the Department of Labor and Workforce Development may enter into a contract for the employment of prisoners, provided that, among other criteria, the contract requires payment of the minimum wage to the commissioner for each hour worked by a prisoner. Maryland amended the State code to include an additional reason that goods and services produced by State correctional services could be sold on the open market when certain conditions are met.

Minimum wages. As previously mentioned, with more than 120 pieces of legislation introduced in at least 35 States, the minimum wage was the "hot-button" issue of the year. Those pieces of legislation concerned issues ranging from establishing wage increases, to changes in tip credits for employees who receive tips, to the issue of wages received for training. In Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Hawaii, Maine, Maryland, Massachusetts, Michigan, Missouri, Montana, Nevada, New Jersey, New York, North Carolina, Ohio, Oregon, Pennsylvania, Rhode Island, Vermont, Washington, West Virginia, and Wisconsin, the minimum wage increased because either (1) legislation was enacted or amended during the year, (2) such an increase was previously scheduled under legislation (dealing, for example, with cost-of-living adjustments) enacted in earlier years, or (3) a ballot initiative increasing the wage rate occurred either in last November's election or a previous election. Each of these rates became effective either sometime during calendar year 2006 or on January 1, 2007. Thus, more than half of the 50 States showed an increase in the minimum wage between January 1, 2006, and January 1, 2007. In addition, Guam enacted legislation that will increase its minimum wage in July 2007. Florida now requires the prominent display, in a conspicuous and accessible location in the workplace, of a poster publicizing the minimum wage in both English and Spanish. Illinois passed legislation to include limited-liability companies within the scope of the term "employer." Maryland permits the adoption of a training wage that complies with the conditions and limitations authorized under the Federal Fair Labor Standards Act of 1989. Michigan now allows a new employee under 20 years of age to be paid an hourly training wage of $4.25 for the first 90 days of employment. Also in Michigan, the minimum hourly wage for an employee who is less than 18 years is 85 percent of the general minimum hourly wage.

Other labor laws of interest. Michigan defined a full-time job as a job performed by an individual for 35 or more hours each week whose income and Social Security taxes are withheld.

Overtime. Under newly enacted legislation, California overtime compensation requirements do not apply to teachers of students in kindergarten through grade 12 at private elementary or secondary academic institutions. Certain exclusions apply.

Prevailing wage. Illinois contractors and subcontractors are now permitted 7 business days' notice until they must make available for inspection the records of all laborers, mechanics, and other workers they employ on a given project. The New Jersey commissioner of labor has the authority to investigate and ascertain employee wages, enter and inspect a place of business or employment, review all records relating to wages, and assess penalties against those who hinder or delay such enforcement. Employers in Rhode Island who violate the prevailing-wage law shall be considered guilty of a misdemeanor and punished by a fine of not less than $500 or more than $1,000 per day of violation. Such employers also may be sentenced to not less than 10 days or more than 90 days of imprisonment.

Time off. Subject to certain limitations, employees in Alabama shall, upon reasonable notice to the employer, be permitted to take necessary time off from their employment to vote in any municipal, county, State, or Federal political party primary or election for which the employee is qualified and registered to vote on the day such an election is held. Indiana enacted legislation regarding employee time off for jury service, while Maine passed legislation granting up to 15 days off for family military leave. Employers in Kansas are prohibited from discharging, or in any manner discriminating or retaliating against, an employee who is a victim of domestic violence or a victim of sexual assault for taking time off from work as a result of such violence or assault. Rhode Island now requires a 20-minute mealtime break within a 6-hour work shift and a 30-minute mealtime break within an 8-hour work shift. Certain exclusions apply.

Wages paid. California law now stipulates that an employee who is engaged in the production or broadcasting of motion pictures and whose employment terminates, whether by discharge, layoff, resignation, completion of employment, or otherwise, is entitled to receive payment of all wages earned, but unpaid at the time of termination, by the next regular payday. Florida labor pools may not charge more than a reasonable amount to transport a worker to or from a designated worksite, but in no event shall the amount exceed $1.50 each way. Ad-

ditional constraints on financial charges were placed upon labor pools that provide access for employees to cash-dispensing machines located on the premises of the labor pool. As a condition of employment, certain Iowa employees may be required to participate in the direct deposit of their wages in a financial institution of their choice. Minnesota employers who choose to provide earnings statements by electronic means must give employees access to an employer-owned computer during the employees' regular working hours in order to review and print their statements. Employees may opt out of the system in writing to the employer, as long as the written request meets certain conditions. Oklahoma employees are now permitted to be paid by electronic means. When employees in the State of Washington file a wage complaint with the State Department of Labor and Industries and the complaint is investigated, then, unless it is otherwise resolved, a citation shall be issued and notice of assessment or a determination of compliance shall be rendered to both the employee and the employer no later than 60 days after the date on which the department received the complaint and no later than 3 years after the date on which the cause of the action accrued. If a West Virginia person, firm, or corporation fails to pay an employee his or her wages as required, the person, firm, or corporation shall also be liable to the employee for 3 times the amount of back wages as liquidated damages.

Worker privacy. Florida created a public-records exemption for current and former personnel in a variety of positions with the Department of Juvenile Justice. In Kansas, no document available for public inspection or copying shall contain an individual's Social Security number, unless required by Federal law. Certain employers in Maryland are prohibited from printing or causing to be printed an employee's Social Security number on a wage payment check, on an attachment to a wage payment check, on a notice of direct deposit of an employee's wages, or on a notice of credit of an employee's wage to a debit card or a credit card account. Justices and judges in Virginia are no longer required to disclose the address or telephone number of their principal residence or the names or occupations of any immediate family members. West Virginia employers or their designated agents who disclose certain types of job-related information that reasonably may be considered adverse about a former or current employee to a prospective employer of that employee are presumed to be acting in good faith and are immune from civil liability for the disclosure or its contents.

Workplace security. In order to obtain or renew a certificate of fitness to handle explosives, explosives handlers in Alaska must apply in writing and under oath and also must submit fingerprints and fees for a criminal background check to the State Department of Public Safety. Arizona employees in the State Department of Economic Security must have a valid fingerprint clearance card issued by the department or must provide the department with documentation of their application for a fingerprint clearance card. The Georgia State Bureau of Investigation must place a high priority on inquiries from any nuclear power facility requesting a criminal history. Tennessee blasting firms are now required to submit any letter of denial received from the Bureau of Alcohol, Tobacco, Firearms and Explosives to the State fire marshal within 5 calendar days of receipt of the letter. Utah permits certain cities to require a criminal background check as a condition of providing ground transportation services to the city's airport. In Virginia, criminal history records shall be disseminated, whether directly or through an intermediary, only to specific entities, now including shipyards engaged in the design, construction, overhaul, or repair of nuclear vessels for the U.S. Navy.

Workplace violence. The Hawaii State Senate adopted a resolution urging State employers to implement standards of conduct and policies for managers and employees to reduce workplace bullying and promote healthful and safe work environments.

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. Each employee in the State shall, upon reasonable notice to his or her employer, be permitted to take necessary time off from employment to vote in any municipal, county, State, or Federal political party primary or election for which the employee is qualified and registered to vote on the day on which the primary or election is held. The time off shall not exceed 1 hour, and if the employee's hours of work commence at least 2 hours after the opening of the polls or end at least 1 hour prior to the closing of the polls, then the time off from employment for purposes of voting shall not be available. The employer may specify the hours during which the employee is permitted to be absent from the job.

Alaska

Inmate labor. The commissioner of the Department of Labor and Workforce Development may enter into a contract with an individual, a private organization, or a public agency for the employment of prisoners, provided that the commissioner consults with local union organizations beforehand in order to ensure that the contract will not result in the displacement of employed workers, will not be applied in skills, crafts, or trades in which there is a surplus of available gainful labor in the locality, and will not impair existing contracts for services. A contract with an individual or a private organization must require that the commissioner be paid the minimum wage for each hour worked by a prisoner. A prisoner who refuses to participate in productive employment inside a correctional facility is subject to disciplinary action. If the compensation of a prisoner who participates in the program is 50 percent or more of the minimum wage, the commissioner may deduct the cost of confinement of the prisoner, up to the statewide average cost of confinement, before disbursements are made.

Workplace security. An applicant for the issuance or renewal of a certificate of fitness to handle explosives shall apply in writing and under oath, and shall provide his or her name and address, age, citizenship status, fingerprints, and fees for a criminal background check, to the Department of Commerce, Community and Economic Development.

The department then submits the fingerprints to the Department of Public Safety to obtain a report containing criminal justice information and to perform a national criminal history record check. The fingerprints also may be submitted to the Federal Bureau of Investigation for a national criminal history record check. If the applicant is found competent by reason of training, experience, the criminal history and background check, and physical fitness, a certificate of fitness will be issued. The certificate, which shall set out the competency of the applicant and provide for positive identification, shall be carried on the person engaged in handling explosives.

Arizona

Immigrant protection. The State House of Representatives adopted a resolution urging that the U.S. Congress include an agricultural commuter worker permit program as part of any immigration reform legislation that allows foreign workers to commute across the border daily to work in the United States, provided that they have passed criminal and security background checks and a medical examination. The resolution also requests that immigrants possess tamper-resistant biometric authorization cards.

Minimum wage. Due to a ballot initiative passed in the November 2006 election, employers in Arizona must pay a State minimum wage of $6.75 per hour to employees for all hours worked in a workday. The change was effective January 1, 2007.

Workplace security. Each employee of the State Department of Economic Security who is employed in an information technology position shall have a valid fingerprint clearance card issued by the department or shall provide to the department documentation demonstrating that the person has applied for a fingerprint clearance card. Similarly, before accepting an offer of employment, an applicant for an information technology position in the department shall have a valid fingerprint clearance card issued or shall provide relevant documentation demonstrating that he or she has applied for a fingerprint clearance card. The State Department of Economic Security shall not disclose information obtained for fingerprint clearance for employment purposes to anyone except members of the department's staff.

Arkansas

Minimum wage. Beginning October 1, 2006, the State Minimum Wage Act required every employer to pay each of his or her employees wages at the rate of not less than $6.25 per hour. Employers are not permitted to employ any of their nonexempt employees for a workweek longer than 40 hours, unless the employee receives compensation for employment at a rate not less than 1½ times the regular rate of pay. No public agency shall be deemed to have violated the amended act with respect to the employment of any employee in fire protection or law enforcement activities, including security personnel in correctional institutions, provided that the agency pays overtime pay in compliance with Federal law as it existed on March 1, 2006. In lieu of overtime compensation, the State and any political subdivision thereof may award compensatory time off at a rate of not less than 1½ hours for each hour of employment for which overtime compensation is required. Employers who violate any of the preceding wage requirements shall pay any applicable civil penalties, and the employee may be awarded an additional amount as liquidated damages up to, but not greater than, the amount of back wages due. Employees engaged in occupations in which gratuities have been customarily and usually constituted and have been recognized as part of remuneration for hiring purposes shall be entitled to an allowance for gratuities as a part of the hourly wage rate, in an amount not to exceed 58 percent of the established minimum wage. The new policy shall be liberally construed in favor of its purposes and shall not limit any law or policy that requires payment of higher or supplemental wages or benefits.

California

Agriculture. The State has revised the Employee Housing Act to raise the mandatory minimum number of beds within group quarters from 12 to 36. Therefore, any employee housing consisting of no more than 36 beds in group quarters or 12 units or spaces designed for use by a single family or household shall be deemed housing for the purpose of agricultural land use. No conditional-use permit, zoning variance, or other zoning clearance shall be required of this employee housing that is not required of any other agricultural activity in the same zone. The occupancy permitted in employee housing shall include occupancy by agricultural employees who do not work on the property on which the employee housing is located. The employee housing does not have to be located in a rural area, but must be commensurate with local needs. If any owner who invokes the privileges of this legislation fails to maintain a permit to operate the housing pursuant to these conditions throughout the first 10 consecutive years following the issuance of the original certificate of occupancy, the enforcement agency shall notify the appropriate local government entity, and the public agency that waived any taxes, fees, assessments, or charges for employee housing may recover the amount of those taxes, fees, assessments, or charges, less 10 percent of that amount, for each year that a valid permit was maintained.

Equal employment opportunity. Effective January 1, 2006, an employer having 50 or more employees shall provide, to all supervisory employees in the State who are employed as of July 1, 2005, and to all new supervisory employees within 6 months of their assumption of a supervisory position, at least 2 hours of classroom or other effective interactive training and education regarding sexual harassment. Any employer who already had provided this training and education to a supervisory employee after January 1, 2003, is not required to provide training by the January 1, 2006, deadline. After January 1, 2006, each employer shall provide sexual harassment training and education to each supervisory employee in the State once every 2 years. The training shall include information and practical guidance regarding Federal and State statutory provisions prohibiting sexual harassment, as well as information and guidance pertaining to the prevention and correction of sexual harassment and to remedies available to victims of sexual harassment in employment. The training also shall include examples aimed at instructing supervisors in the prevention of harassment, discrimination, and retaliation. The State shall use existing resources to incorporate the necessary training into the 80 hours of training provided to all new supervisory employees.

Immigrant protection. In newly enacted legislation, persons engaged in the business of providing consulting services to immigrants or acting in the capacity of an immigration consultant must now, in addition to filing a bond with, and submitting a disclosure form and a copy of photographic identification to, the State secretary of State, submit fingerprint images and other information required by the State Department of Justice to obtain the consultant's criminal history information. The new law stipulates that the Department of Justice must forward the fingerprint images and other information to the Federal Bureau of Investigation to obtain Federal criminal history information. This information is then posted on the agency's Web site, either demonstrating that the consultant is in compliance with the bond requirement or delineating the reasons for disqualifying the consultant. The consultant also must pass a background check. All the new information, except the criminal history, would be posted as well on the Department of Justice Web site,

indicating that the individual has passed the background check and, again, is in compliance with the bond requirement. The California secretary of State is required to issue a cease and desist order to any person who has failed to maintain a valid bond or who has failed the background check. Prior to offering his or her services, a consultant must provide a client with a written contract, including information directing the client to report any complaints to the State Department of Justice and the State Bar Association.

Minimum wage. Effective January 1, 2007, the minimum wage was increased to $7.50 per hour and will be raised to $8.00 per hour as of January 1, 2008. The State Department of Industrial Relations is required to adjust the permissible meals and lodging credits upward by the same percentage as the increases in the minimum wage.

Overtime. Legislation was enacted which stipulates that State overtime compensation requirements do not apply to teachers of students in kindergarten through grade 12 at private elementary or secondary academic institutions. This exemption does not otherwise modify the exemptions from overtime compensation established by the Industrial Welfare Commission for professional, executive, and administrative employees. Nor does the exemption apply to any tutor, teaching assistant, instructional aide, student teacher, daycare provider, vocational instructor, or other similar employee.

Plant closing. Since 1988, the Base Realignment and Closure process has closed approximately 100 major military installations nationwide, 30 of which have been within the State. As a result of the closures, some Federal firefighters living on and working for State-based Federal military bases have found their fire service jobs eliminated and their retirement security jeopardized. Some of these displaced firefighters have gone on to work for the State's municipal fire departments, and the State desires to provide municipal fire agencies with the tools necessary to recruit and retain qualified personnel. One such tool is the option to purchase certain types of prior public service for credit in the agency's retirement system. Prior public service often includes service rendered to the Nation's Armed Forces, the Peace Corps, or AmeriCorps, and employment financed by the Comprehensive Employment Training Act of 1973.

Wages paid. Existing State law generally stipulates that if an employee is discharged or laid off, statutory time limits exist within which wages earned by the employee are due and payable. However, legislation was enacted which states that workers employed at a venue that hosts live theatrical or concert events and who are enrolled in, and routinely dispatched through, a hiring hall or other system of regular short-term employment may, together with their employers, establish, by express terms in their collective bargaining agreement, time limits for payment of wages to an employee who is discharged or laid off.

Also, current State Labor Code indicates that wages earned and unpaid at the time an employee who is engaged in the motion picture industry is discharged or laid off are due and payable immediately. The code was amended, however, and now states that an employee who is engaged in the production or broadcasting of motion pictures and whose employment terminates, whether by discharge, layoff, resignation, the completion of employment, or otherwise, is entitled to receive payment of the wages earned and unpaid at the time of termination by the next regular payday. The payment may be mailed to the employee or made available at a location specified by the employer in the county where the employee was hired or performed labor. The payment shall be deemed to have been made on the date that the employee's wages are mailed to the employee or made available at the specified location, whichever is earlier. Collective bargaining agreements may establish alternative provisions for final payment of wages, provided that they do not exceed the time limitation established by the new legislation.

Worker privacy. The State Government Code relating to trial court employees was amended. Trial court employees, upon request, are now permitted to inspect any personnel files, not just their own, that are used or that have been used to determine the employee's qualifications for employment, promotion, or additional compensation, or the employee's termination or some other disciplinary action. The amendment also allows trial court employees access to informal files containing supervisors' notes and the like.

Other. Effective January 1, 2007, existing law in effect under the State Labor Code that regulates the industry of car washing and polishing by providing specific recordkeeping requirements which employers of carwashers must implement with regard to carwasher wages, hours, and working conditions is extended and is effective until the new repeal date of January 1, 2010. The amended law also requires the State labor commissioner to report to the legislature, no later than December 31, 2008, on the status of labor law violations and enforcement in the car washing and polishing industry.

Colorado

Human trafficking. The State Revised Statutes were amended to specify that the charge of aggravated extortion be applied to any person who has the intention to induce another person, against that other person's will, to perform tasks under the threat of reporting the immigration status of the threatened person or another person to law enforcement officials. In this regard, the employer may not use money or any other item of value as an inducement for the other person's participation.

A person commits *coercion of involuntary servitude* if he or she coerces another person to perform labor or services by withholding or threatening to destroy documents relating to a person's immigration status or by threatening to notify law enforcement that a person is present in the United States illegally. A person commits coercion of involuntary servitude regardless of whether he or she compensates the person who is coerced.

Immigrant protection. The State General Assembly has encouraged the Economic Development Commission to promote and stimulate economic development and employment in the State by requesting the commission to award employers grants, loans, and performance-based incentives. A condition of receiving the award is that only U.S. citizens and others lawfully present in the State, including those applying for positions within local governments, be the beneficiaries of employment opportunities. Therefore, it is incumbent upon those receiving economic incentives to ensure that the applicants are citizens or legally present in the State and that they have the authority to work. Accordingly, each employer will provide proof to the commission that each of its employees is a U.S. citizen or is legally present and authorized to work in the State. Any employer which cannot prove that the employee meets these criteria shall be notified by the commission of its noncompliance, and the employer shall repay the total amount of money received as an economic incentive. In addition, any employer proven to be in noncompliance must wait 5 years to be eligible to reapply for funding.

Employers in the State are now required, within 20 days after hiring a new employee, to affirm that (1) they have examined the legal work status of the newly hired employee and have retained on file documented proof of the employee's status, (2) they have neither altered nor falsified the employee's documentation, and (3) they have not knowingly hired an unauthorized alien. Employers must keep

copies of all proof-of-status documents and of the affirmation of the term of employment for each employee. Employers may be required to submit copies of the documents to the director of the Division of the State Department of Labor and Employment. Employers who, with reckless disregard, fail to submit copies of the said documentation when requested to do so may be fined not more than $5,000 for a first offense and not more than $25,000 for second and subsequent offenses.

Any business that knowingly pays an unauthorized alien to perform labor services in the amount of $600 or more shall be prohibited from claiming those wages as a deductible business expense for State income tax purposes. The income tax liability shall be added to the business' Federal taxable income for the purpose of determining State income tax liability. This new requirement does not apply if (1) the individual hired by the business was hired before the effective date of the legislation, (2) the business is exempt from compliance with Federal employment verification procedures that make the employment of unauthorized aliens unlawful, or (3) the wages or remuneration paid for labor services are paid to any individual who holds and presents to the business a valid license or identification card issued by the State Department of Revenue.

Minimum wage. Due to a ballot initiative passed in the November 2006 election, employers in Colorado must pay a State minimum wage of $6.85 per hour to employees for all hours worked in a workday. The new rate became effective January 1, 2007.

Wages paid. Any person who makes, to any nonemployee, a payment for services that is not otherwise subject to State income tax withholding, but that requires an informational return to the Internal Revenue Service (IRS), or that requires a taxpayer identification number matching that filed with the IRS, must deduct and withhold State income taxes. This requirement does not apply if the individual is exempt from Federal withholding pursuant to having filed an IRS form 8233. The person who performed the services for the employer is not construed to be an employee of the person withholding the taxes for any purpose other than said withholding. The person who deducts and withholds State income taxes from a person who performs services shall be treated as an employer. The person for whom the taxes are withheld must have a valid taxpayer identification number: either a Social Security number or an IRS individual taxpayer identification number that has been confirmed by the person or employer. In lieu of either, the person receiving the wage payment must have another form of third-party verification assigned by the Social Security Administration or the IRS and approved by the State Department of Revenue.

Whistleblower. Any employee in the State personnel system may file a written complaint with the State personnel board within 10 days after the employee knew, or should have known, of a disciplinary action alleging a violation regarding a disclosure of information. No appointing authority or supervisor shall initiate or administer any disciplinary action against an employee on account of the employee's disclosure of information. The employee must know that the information is not confidential under any other provision of law and must not be involved in a release of information coming from public records that are closed to public inspection. To ensure protection under this legislation, the employee must make a good-faith effort to provide the supervisor or appointing authority or member of the general assembly the information to be disclosed prior to its disclosure. Within 10 days after the complaint is made, the State personnel board shall send a copy of the complaint to the affected State agency, which shall then submit a written response to the complainant within 45 days after the date the complaint was filed with the board. Then the board shall set the matter for a hearing, to commence no later than 90 days after the receipt of the written response filed by the agency. If the board determines that a violation has occurred, the board shall order, within 45 days after such hearing, the appropriate relief, including, but not limited to, reinstatement, backpay, the restoration of lost service credit, and expunging of the pertinent portion of the record of the employee who disclosed information. In addition, the board shall order that the employee filing the complaint be reimbursed for any costs, including court costs and attorneys' fees. Any employee who filed a complaint after which the State personnel board determined that no violation had occurred may bring a civil suit in the district court. If the employee prevails, he or she may recover damages, together with court costs and any other such relief deemed appropriate.

Connecticut

Child labor. Legislation was enacted concerning the employment of minors in violation of hours-of-work standards in manufacturing, mechanical, or mercantile establishments. Such employment may now result in significantly increased monetary fines, penalties, and terms of imprisonment. Employers, parents, and guardians may all be assessed a $600 penalty for employing, or permitting the employment of, a minor in violation of the hours-of-work standards in the aforementioned industries. In addition, any or all parties may be fined between $2,000 and $5,000 and imprisoned for up to 5 years, or both, for each offense. Minors 14 years of age and older may now be issued "certificates of age" to work as a caddie or in a "pro shop" at municipal or private golf courses.

Discharge. Agreements entered into by public agencies with an employee or personal services contractor that provide for the termination, suspension, or separation from employment of such employee or the termination or suspension of the provision of personal services by such contractor and that contain a confidentiality provision which prohibits or restricts the public agency from disclosing the existence of the agreement or the cause or causes of such termination, suspension, or separation, including, but not limited to, alleged or substantiated sexual abuse, sexual harassment, sexual exploitation, or sexual assault by such employee or contractor, shall be subject to public disclosure under the general State statutes.

Minimum wage. Due to previously enacted legislation, the State minimum wage was increased from $7.40 per hour to $7.65 per hour on January 1, 2007.

Other. Current and future employees must be notified in writing that the employer by whom they are or will be employed is not subject to, and has not accepted, voluntary liability under the unemployment compensation system of the State.

Delaware

Drug and alcohol testing. The State Code was amended such that all public-works contracts, which are paid in whole or in part through public funds, will include provisions requiring the contractor, its agents, and its employees to implement a mandatory drug-testing program for all employees or agents working on the jobsite in nonclerical positions. Provisions governing mandatory drug testing shall be incorporated into all public-works contracts, and the rules governing the administration of such tests shall be promulgated by the director of the State Office of Management and Budget. Rules promulgated pursuant to the changes in the code shall not require a contractor to disclose any results of drug testing to law enforcement officials. However, the rules promulgated shall require that any contractor, agent, or employee who fails a mandatory drug test not be permitted to work on any public-works jobsites until 30 days after passing the drug test.

Equal employment opportunity. An executive order was signed that continued the Governor's Council on Equal Employment

Opportunity. The council is responsible for furnishing, on October 30 of each year, a report to the Governor on the progress being made in improving the diversity of the State's workforce. The council also is responsible for recommending any further actions it believes should be undertaken. In addition, each executive branch agency shall maintain an Affirmative Action Plan, to be filed annually with the council before September 15 of each year. The plan shall set forth goals and objectives to be met in attaining and maintaining affirmative action and shall describe the methods used to meet them. More specifically, the plan shall contain (1) a description of a mechanism to permit and encourage employees to discuss problems resulting from alleged bias, discrimination, or lack of employment opportunity; (2) a description of a complaint procedure to be followed by employees in such cases; and (3) a requirement for a response to be made within a specified reasonable period of time. Appropriate equal employment opportunity notices shall be posted in conspicuous locations or bulletin boards of all cabinet departments, major offices, divisions, and agencies.

A State executive order was amended to include "genetic information" among those types of information which are prohibited from being used in a discriminatory manner in State employment.

Family issues. Legislation was enacted that amended State Code Title 14 as it relates to compassionate leave. The amended code added grandparents as immediate family members and also added grandparents-in-law and any other friends living in the employee's household as near relatives. The expanded list of family members now comprises first cousins, aunts, uncles, nieces, nephews, brothers-in-law, sisters-in-law, grandparents-in-law, and any friends living in the employee's household.

Minimum wage. The State minimum wage was increased to require that every employer pay wages at a rate of not less than $6.65 per hour, effective January 1, 2007. Effective January 1, 2008, the minimum pay rate will increase to $7.15 per hour.

District of Columbia

Living wage. Within the District of Columbia, a living wage is defined as an hourly rate of $11.75 per hour, regardless of whether health care benefits are provided. All recipients of contracts or government assistance in the amount of $100,000 or more shall pay their affiliated employees no less than the living wage, and all subcontractors or others that receive funds of $15,000 or more from the District government shall pay no less than the living wage. The living wage shall be paid to all employees of the District government commencing March 1, 2006, except that any wage of any such employee established under an existing collective bargaining agreement or by Federal law or grant and different from the living wage shall continue as long as that agreement, law, or grant remains in effect. The District Department of Employment Services shall adjust the rate annually on the basis of the Consumer Price Index for all Urban Consumers in the metropolitan area. Exemptions apply to (1) contracts or agreements subject to wage-level determinations, (2) existing and future collective bargaining agreements, provided that the future agreements pay no less than the established living wage, (3) contracts for utilities delivered by a regulated utility, (4) contracts for services needed to prevent or respond to a disaster or an imminent threat to public health or safety, (5) contracts that provide additional services for trainees or that provide work for employees under 22 years during a school vacation period, (6) tenants or retail establishments that occupy property constructed with or improved by the receipt of government assistance, (7) employees of nonprofit organizations that employ fewer than 50 persons and that qualify for 501(c)(3) status, and (8) Medicaid provider agreements for direct care services to Medicaid recipients.

The Council of the District of Columbia passed a resolution to amend the Living Wage Act of 2006, which is Title I of the Way to Work Amendment Act of 2006, to clarify the fact that those contracts or other agreements which are subject to higher wage-level determinations required by Federal law are exempt from the provisions of the Act. Both the Living Wage Act and the Federal Service Contract Act were intended to increase the hourly wages paid to service contract employees. The existing language in the Way to Work Amendment Act of 2006 could have been interpreted to mean that employees covered by the Federal Service Contract Act are exempt from the District's Living Wage Act in cases where the established wage levels are *lower* than the established living wage. There was never an intention for employees covered by Federal wage-level determinations to receive wages lower than the District's newly established living wage. The only contracts exempted are those subject to "higher" Federal wage level determinations than the requirements of the Living Wage Act.

Florida

Agriculture. The safety requirements for farm labor vehicles used to transport nine or more workers were amended. The law now requires that each owner or operator of a farm labor vehicle which operates on the State's public highways shall ensure that the vehicle conforms to vehicle safety standards as prescribed by the U.S. Secretary of Labor. Any such vehicles having a gross weight rating of 10,000 pounds or less must be equipped with a seat belt for each passenger. Farm labor contractors may not transport workers in such vehicles unless the vehicles display the required State stickers. In addition, the owner or operator must prominently display, somewhere in the vehicle, a standardized notification instructing passengers to fasten their seat belts. Failure to display such notification in the prescribed manner may result in a $100 fine, while failure to conform to safety standards or operating vehicles that lack the required seat belt assemblies may result in a $200 fine.

Human trafficking. The State legislature has declared human trafficking to be a form of modern-day slavery involving children, teenagers, and adults. Trafficking occurs as labor exploitation, often of domestic workers, restaurant workers, janitorial workers, factory workers, and migrant agricultural workers. Persons found to be victims of trafficking and subsequent exploitation are to be protected and assisted by the State and its agencies. The State legislature, the State supreme court, the State bar, and relevant State agencies are to prepare and implement training programs in order that judges, attorneys, law enforcement personnel, investigators, and others be able to identify traffickers and victims and direct the victims to appropriate agencies for assistance. The State Department of Children and Family Services and other State agencies shall cooperate with all State and Federal agencies to ensure that victims of human trafficking are able to access social services and benefits to alleviate their plight. Finally, the State Criminal Justice Standards and Training Commission shall establish standards for basic and advanced training programs for law enforcement officers in the subject of investigating and preventing human trafficking crimes. After January 1, 2007, every basic skills course required for law enforcement officers to obtain initial certification must include training in the prevention and investigation of human trafficking crimes.

Minimum wage. Because of previously enacted legislation, the minimum wage rate in Florida increased to $6.67 per hour, effective January 1, 2007.

Each employer who must pay an employee the State minimum wage shall prominently display a poster in a conspicuous and accessible place in each establishment in which such employees are employed. Each year, on or before December 1, the State Agency for Workforce Innovation shall create and make available to employers a poster in English and in

Spanish with the following information: (1) the State minimum wage rate per hour for January 1 through December 31, with a minimum hourly rate for employees who receive tips; (2) the rate of the minimum wage, based on the Consumer Price Index, and, every year on January 1, a notice informing employees that the new State minimum wage has taken effect; and (3) a statement asserting that an employer may not retaliate against an employee for exercising his or her right to receive the minimum wage. The State constitution stipulates further that an employee may file a complaint about an employer's noncompliance with lawful minimum-wage requirements. An employee who has not received the lawful minimum wage after notifying his or her employer and giving the employer 15 days to resolve any claims for unpaid wages may bring a civil action against the employer to recover back wages plus damages and attorneys' fees. An employer found liable for intentionally violating minimum-wage requirements is subject to a fine of $1,000 per violation, payable to the State.

Wages paid. Labor pools may not charge more than a reasonable amount to transport a worker to or from a designated worksite, but in no event shall the amount exceed $1.50 each way. For a fee that must not exceed $1.99 for each transaction, labor pools provisionally may furnish a day laborer with a method of obtaining cash from a cash-dispensing machine that is located on the premises of the labor pool and that is operated by the labor pool or an affiliate. The provisions are as follows: (1) for work performed, the labor pool offers payment in the form of cash, or commonly accepted negotiable instruments that are payable in cash, on demand at a financial institution and without any discount; (2) the day laborer voluntarily elects to accept payment in cash after disclosure of the fee; and (3) if the day laborer uses a cash-dispensing machine to receive payment, the day laborer must indicate by a touch response to the machine that he or she accepts the fee charged in order to obtain access to the funds due.

Worker privacy. Biometric identification information—fingerprints, palm prints, and footprints—held by an agency is now exempt from public-records requirements. Biometric identification is used to verify the identity of persons and, by its very nature, involves matters uniquely related to individuals. Given today's technological capabilities for duplicating, enhancing, modifying, and transferring records, the availability of biometric identification information creates the opportunity for the improper, illegal, or otherwise harmful use of such information. Thus, the State legislature has found it a public necessity to protect biometric identification information held by an agency.

Legislation was enacted that removed the repeal date of the State Open Government Sunset Review Act and that narrowed the public-records exemption by removing the exemption for photographs of spouses or children of current or former human resource, labor relations, or employee relations directors, assistant directors, managers, or assistant managers of any local government agency or water management district whose duties include the hiring and firing of employees, labor contract negotiation, administration, or other personnel-related duties. The legislation also removed the public-records exemption for Social Security numbers of those same individuals.

In addition, legislation was enacted that created a public-records exemption for information about current or former personnel in a variety of positions with the State Department of Juvenile Justice. The exempted information includes home addresses, telephone numbers, Social Security numbers, photographs, and information about places of employment of the spouses and children of such personnel and the names and locations of schools and daycare facilities attended by the employees' children. An agency that is the custodian of the personal information shall maintain the exempt status of that information, until and upon receipt of a written authorization from the designated employee to remove the exemption.

Georgia

Human trafficking. Section 3 of the State Security and Immigration Compliance Act was amended by the addition of a new code section relating to human trafficking. The major areas of concern were (a) coercion—causing or threatening to cause bodily harm, or physically restraining or confining a person; (b) exposing or threatening to expose any fact or piece of information that, if revealed, would tend to subject a person to criminal or immigration proceedings, hatred, contempt, or ridicule; (c) destroying, concealing, removing, confiscating, or possessing any actual or purported passport or other immigration document; (d) providing a controlled substance to a person; (e) promising a person benefits or the performance of services arising from a pledge by that person of personal services as security for a debt; and (f) labor servitude, meaning work or services (including sexual services) induced or obtained by coercion or deception. Any person who commits the offense of trafficking a person for labor or sexual services shall be charged with a felony and, upon conviction, shall be punished by imprisonment for not less than 1 or more than 20 years. If the person providing the services is under 18 years, then, upon conviction, the offender shall be punished by imprisonment for not less than 10 or more than 20 years. Every person engaged in immigration assistance service who is not an attorney and who advertises in a language other than English, whether by radio, television, signs, pamphlets, newspapers, or other written communication, shall include in the announcement, in a conspicuous size and in the language other than English in which the announcement is made, "I am not an attorney licensed to practice law and may not give legal advice or accept fees for legal advice." Every violation of this section may result in a fine of up to $1,000. A fine charged against this ordinance shall not preempt or preclude additional appropriate civil or criminal penalties.

Workplace security. The State Official Code was amended in order to enhance the protection of nuclear power facilities in the State licensed by the U.S. Nuclear Regulatory Commission. The code now requires that the State Bureau of Investigation place a high priority on inquiries from any nuclear power facility requesting a criminal history. The State Bureau of Investigation shall respond to such requests as expeditiously as possible, but in no event shall take more than 2 business days to respond following the receipt of the request.

Hawaii

Minimum wage. Due to previously enacted legislation, the State minimum wage increased from $6.75 per hour to $7.25 per hour, effective January 1, 2007.

Workplace violence. The State senate adopted a resolution urging State employers to implement standards of conduct and policies for managers and employees to reduce workplace bullying and promote healthful and safe work environments. The legislation also provided the addresses of several Web sites that managers and employees may use regarding workplace violence: the Workplace Bullying Institute, **www.bullyinginstitute.org**; Bully Busters, **www.bullybusters.org**; and the Crime Prevention and Justice Assistance Division of the Department of the Attorney General, **www.hawaii.gov/ag/cpja/quicklinks/workplace_violence**.

Idaho

Human trafficking. Legislation was enacted that defined human trafficking in the State as (1) sex trafficking, in which a commercial sex act is induced by force, fraud, or coercion or in which the person induced to perform such act has not reached the age of 18, or (2) the

recruitment, harboring, transportation, provision, or obtaining of a person for labor or services through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery. The legislation increased the penalty of imprisonment to not more than 25 years for certain crimes if the crime of human trafficking is involved. The new law also provided for restitution equal to the gross income or value of the victim's labor or services, as well as the payment of mental and physical rehabilitation costs to the victims. Finally, the legislation requires reports regarding resources for victims of human trafficking in the State and the relationship of these resources to federally funded programs.

Worker privacy. The portions of the State Code concerned with personnel records that are exempt from disclosure were to stipulate that the names of applicants for classified or merit system positions shall not be disclosed to the public without the applicant's written consent. The disclosure of names as part of a background check, however, is permitted. The names of the five final applicants for all other (that is, nonclassified, nonmerit) positions shall be available to the public. If fewer than five finalists make up such a group, then the entire list of applicants shall be available to the public.

Illinois

Human trafficking. The State enacted the Predator Accountability Act, which allows persons who have been or are being subjected to the sex trade to seek civil damages and remedies from individuals who recruited, harmed, or profited from them, or who maintained them in the trade. A prevailing victim of the sex trade is entitled to all relief that would make him or her whole.

Minimum wage. The State Minimum Wage Law had several amendments incorporated into it: (1) limited-liability companies are now considered within the scope of the term "employer"; (2) the director of the State Department of Labor may now issue a subpoena that requires the attendance and testimony of witnesses, and the production of all books, records, and other evidence, relative to a matter under investigation or hearing; (3) if a person fails to comply with any subpoena issued under the law, or a witness refuses to produce evidence or testify to any matter about which he or she may be lawfully interrogated, the court may, upon application of the director or an authorized representative thereof, compel obedience by processing for contempt; (4) when an employee has not collected damages for an unpaid wage violation, the employer shall be required to pay the costs incurred in collecting such back wages; and (5) when the employer's conduct is proven by a preponderance of the evidence to be willful, repeated, or undertaken with reckless disregard of the law or any rule adopted under the law, the employer shall be liable to the State Department of Labor for up to 20 percent of the total underpayment.

Prevailing wage. The State Prevailing Wage Act was amended and now permits contractors and subcontractors 7 business days' notice until they must make available for inspection the records of all laborers, mechanics, and others employed by them on a project. The records must be made available to the public body in charge of the project, to its officers and agents, and to the State director of labor and his or her deputies and agents.

In the event of a sale, purchase, or any other transfer of ownership of a water system operated by a privately held public water utility, the utility's contract or agreements with the acquiring entity shall require that the wage rates and substantially equivalent fringe benefits and terms and conditions of employment continue for at least 30 months after the transfer of ownership, unless the parties mutually agree to different terms and conditions of employment within the said 30-month period.

Indiana

Child labor. As proof of prospective employment, the issuing officers of an employment certificate shall require a written statement, signed by the person for whom the child is to work, setting forth the nature of the work that the child is to perform and specifying the maximum number of hours per week that the child will work for the employer. An employment certificate may be used at not more than two locations within the same enterprise if the enterprise complies with the restrictions on hours worked. A certificate may be denied if the child's school attendance is not in good standing or the child's academic performance does not meet the school's standards. The issuing officer shall keep a record of the maximum number of hours that each student who has been issued more than one employment certificate may work each week for all employers. The civil penalties for a violation of the restrictions on hours worked are a warning letter for the first violation, plus the possible revocation, for 30 calendar days, of the employment certificate(s) held by the child; and the assessment of appropriate civil money penalties against the employer for future violations. If the employment certificate is revoked, the issuing officer and the employer shall be notified in writing. The employer shall return the certificate to the issuing officer immediately after receiving notice of revocation. Any child whose employment certificates have been revoked may not be employed or allowed to work until he or she legally has obtained a new employment certificate. The Bureau of Child Labor shall have immediate charge of the supervision of children who are gainfully employed, and the agency may file a complaint if the employer requires the child not to comply with the law.

Drug and alcohol testing. The State Code was amended to require employees of public-works contractors to be tested for drugs. Solicitations for public-works contracts must require that each contractor include with its bid a written plan for testing its employees for drugs. Bids that lack such a plan may not be awarded the contract. A contractor's employee drug-testing program must satisfy the following criteria: (1) each employee is subject to a drug test at least once a year, (2) at least 2 percent of the contractor's employees are randomly selected each month for testing, (3) the program tests for a five-drug panel consisting of amphetamines, cocaine, opiates, phencyclidine (PCP), and tetrahydrocannabinol (THC), (4) the program imposes progressive discipline on any employee who fails a drug test, (5) the program may require the dismissal of any employee who tests positive on a drug test, and (6) the employer advises the employee of any program of treatment or rehabilitation covered by insurance provided by the employer. Collective bargaining agreements that include an employee drug-testing program meet the requirements of the Code if the following criteria are included: (1) the program calls for random testing of the employees, (2) the program tests for the aforementioned five-drug panel, (3) disciplinary measures are imposed if the employee fails the drug test, (4) the employee is subject to suspension or immediate termination upon failing a drug test, (5) the employee, if suspended, is not eligible for reinstatement until he or she tests negative for the five drugs on the panel, (6) the employee is subject to unscheduled sporadic testing for at least 1 year after reinstatement, and (7) any employee who fails more than one drug test must complete a rehabilitation program recommended by a substance abuse professional.

Other. Emergency mobile support units shall be called to duty for training, an exercise, or a response upon orders of the Governor or the executive director of the State Department of Homeland Security and shall perform their functions in any part of the State or in other States. Any such units may have their duty orders renewed by the executive director for successive periods of not more than 60 days. An individual selected to serve as a member of a mobile support unit may be unemployed,

retired, self-employed, or employed. Further, the individual has powers, duties, rights, privileges, and immunities comparable to those of the State, regardless of whether he or she is or is not an employee of the State. If a mobile support unit is deployed outside the State under the emergency management assistance compact, any individual in the unit who is not an employee of the State is considered an employee of the State for purposes of the compact. Nonemployee members of mobile support units may be compensated at a rate of pay approved by the State and may be reimbursed for actual travel, subsistence, and maintenance expenses, including losses of, or damage to, supplies and equipment.

Time off. A person scheduled to appear for jury service has the right to defer the date of the initial appearance one time upon a showing of hardship, extreme inconvenience, or necessity. The court shall grant a prospective juror's request for deferral if (1) the person requests a deferral by contacting the jury commissioner, (2) the person has not previously been granted a deferral, and (3) the person selects another date on which he or she will appear for jury duty that is not more than 1 year after the date upon which the person originally was scheduled and is a date that the court will be in session. If a person is summoned to serve as a juror and notifies his or her employer within a reasonable time, the person's employer may not subject the employee to any adverse employment action or require or request the employee to use annual, vacation, or sick leave for time spent responding to the jury summons, participating in the jury selection process, or serving on the jury. This legislation does not require an employer to provide annual vacation or sick leave to an employee who is not otherwise entitled to these benefits. The court shall determine whether a prospective juror is qualified to serve or, if disabled, but otherwise qualified, whether he or she might serve with reasonable accommodation.

Iowa

Department of labor. On or after April 6, 2006, the State labor commissioner may, at his or her discretion, represent laborers or employees seeking payment for labor or wage claims from the receiver, trustee, or assignee, or the court, or the person charged with the property. This legislation is applicable to all labor or wage claims in receivership or seizure actions.

Wages paid. When the property of any company, corporation, firm, or person shall be seized by any process of any court, or placed in the hands of a receiver, trustee, or assignee, or seized by the action of creditors, for the purpose of paying or securing payment of the debts of such company, corporation, firm, or person, the debts or wages owed to all laborers or employees (other than officers of such companies) for labor or work performed or services rendered within 6 months preceding the seizure or transfer shall be considered and treated as a preferred debt and paid in full. If the funds realized from such property to pay the laborers or employees in full are insufficient, then, after the payment of costs, the funds owed to the laborers or employees will be paid proportionally out of the funds remaining. Employees' claims for labor or wages, if not contested, or if allowed after contest, shall have priority over all claims against, or liens upon, such property.

Employees hired on or after July 1, 2005, may be required, as a condition of employment, to participate in the direct deposit of their wages in a financial institution of their choice. If the employer fails to send an employee's wages for direct deposit on or by the regular payday, the employer is liable for the amount of any overdraft charge if an overdraft is created on the employee's account. An employer shall provide a statement showing the employee's hours worked, wages earned, and deductions from pay. However, the employer need not provide information on hours worked for employees who are exempt from overtime pay under the Federal Fair Labor Standards Act, unless the employer has established a policy or practice of paying, to or on behalf of exempt employees, overtime pay, a bonus, or a payment based on hours worked.

Kansas

Time off. Legislation was enacted that prohibits an employer from discharging or in any manner discriminating or retaliating against an employee who is a victim of domestic violence or a victim of sexual assault for taking time off from work as a result of such violence or assault. The employee may take time off in order to (1) obtain or attempt to obtain any relief, including, but not limited to, a temporary restraining order, a permanent restraining order, or any other injunctive relief, to help ensure the health, safety, or welfare of the victim or the victim's child or children; (2) seek medical attention for injuries caused by domestic violence or sexual assault; (3) obtain services from a domestic violence shelter, domestic violence program, or rape crisis center as a result of domestic violence or sexual assault; or (4) make court appearances in the aftermath of domestic violence or sexual assault.

Unfair labor practice. State law was amended to include a new ruling prohibiting the use of official action or the threat of official action by a State employee to coerce or attempt to coerce a subordinate State employee to contribute to a United Way organization or community health charity. Nor can the employee determine maximum or minimum amounts that subordinate employees can have deducted from their salary or wages for the purpose of making contributions to United Way organizations or community health charities.

Worker privacy. Unless required by Federal law, no document available for public inspection or copying shall contain an individual's Social Security number. If such document contains an individual's personal information, that information is limited to the person's name, address, phone number, or e-mail address. In addition, no individual, firm, corporation, association, partnership, joint venture, or other business entity, or any employee or agent thereof, shall solicit, require, or use an individual's Social Security number for commercial purposes, unless such number is necessary for the individual's normal course of business and there is a specific use for the number for which no other identifying number may be used. The Social Security number may be used if it is sent as part of an application or enrollment process; or to establish, amend, or terminate an account, contract, or policy; or to confirm the accuracy of the number itself. An individual who is aggrieved by a violation of this section may recover a civil penalty of not more than $1,000 for each violation. Unless otherwise required by Federal law, a person or business shall take reasonable steps to destroy, or arrange for the destruction of, a customer's records within its custody or control that contain personal information which is no longer to be retained by the person or business, by shredding, erasing, or otherwise modifying the personal information in the records to make it unreadable or undecipherable through any means.

Every school district and community college shall adopt a written policy of personnel evaluation that shall (1) be prescribed in writing at the time of its original adoption, (2) include evaluation procedures applicable to all employees, (3) provide that all evaluations are to be made in writing and that evaluation documents and responses thereto are to be maintained in a personnel file for each employee for a period of not less than 3 years from the date the evaluation is made; and (4) provide that every employee in the first 2 consecutive school years of employment be evaluated at least one time per semester, no later than the 60th schoolday of the semester. Any employee who is not employed for the entire semester shall not be required to be evaluated. During the 3rd and 4th years of employment, every employee shall be evaluated at least once each school year, no later than February 15. After the 4th year of employment, every employee shall be evaluated at least once every 3 years,

no later than February 15 of the school year in which the employee is evaluated. Persons to be evaluated shall participate in their evaluation and shall be afforded the opportunity for self-evaluation. Whenever any employee is evaluated, the written document shall be presented to the employee, who then shall provide written acknowledgment of the presentation. The employee may respond in writing no later than 2 weeks after the presentation of the evaluation. Except by order of a court of competent jurisdiction, evaluation documents and responses shall be available only to the evaluated employee, the board, the appropriate administrative staff members of the board, and the community college in question.

Kentucky

Discharge. No employer shall terminate an employee who is a volunteer firefighter, a member of a rescue squad, an emergency medical technician, a peace officer, or a member of an emergency management agency and who is absent from his or her regular employment for a period of no more than 12 months because of injuries incurred in the line of duty. The employee shall provide the employer with (1) a written statement from the supervisor, acting supervisor, or director under whose command the employee was on active duty and on assignment with that agency when the injury occurred and (2) a written statement from at least one licensed and practicing physician stating that the volunteer is injured and projecting a date for the employee's return to work. Any employee who is terminated in violation of this legislation may bring a civil action against the employer. The employee may seek reinstatement to his or her former position, payment of back wages, reinstatement of fringe benefits, and reinstatement of seniority rights where they are granted. In order to recover, the employee shall file this action within 1 year of the date of the violation.

Drug and alcohol testing. All applicants for certification as new miners and all initial applicants for all other certifications shall provide proof that they are drug and alcohol free prior to certification. Such proof shall be evidenced by (1) the individual's having participated in a drug and alcohol testing program offered by the State Office of Mine Safety and Licensing and paid for by the applicant or (2) the submission of drug and alcohol test results from other sources. If a newly certified miner gains employment in the coal industry, the initial employer shall reimburse the certified miner for the cost of one drug and alcohol test. If, however, the applicant is currently certified by the State Office of Mine Safety and Licensing in any category other than that for which he or she is applying, and the applicant is currently employed in the coal industry, the applicant's employer shall reimburse the applicant for the cost of one drug and alcohol test.

An applicant to an agency that is part of the State Law Enforcement Council and that is hiring a Unified Criminal Justice Information System telecommunicator whose primary responsibility is to dispatch law enforcement units by means of radio communications must be a U.S. citizen who has reached the age of majority, must be a high school graduate (or the recipient of a general equivalency diploma), must not have been convicted of a felony or any other crime involving moral turpitude, and must have taken a psychological suitability screening administered or approved by the State Law Enforcement Council. The applicant also must have taken a polygraph examination and have passed a drug-screening test administered or approved by the council. A person shall be deemed to have passed a drug-screening test if the results are negative for the use of an illegal controlled substance or the abuse of a prescription drug. Any agency that administers its own screening shall certify passing results to the council. The applicant's home address, telephone number, date of birth, and Social Security number, as well as the results of any background investigation, psychological suitability screening, or polygraph examination, shall not be subject to disclosure.

Louisiana

Child labor. Every contract executed by, or on behalf of, a minor rendering artistic or creative services for compensation shall require that 15 percent of the gross earnings of the minor under the contract be placed in a trust fund created for the benefit of the minor and that the trust fund be created in a State or federally chartered financial institution, including trust companies operating in the State through one or more branches. All monies deposited in trust shall be administered by the financial institution as a fiduciary and/or trustee for the benefit of the minor, and reasonable fees may be charged by the financial institution to serve in this capacity. Any State or federally chartered financial institution operating in the State through one or more branches may serve as a trustee.

Department of labor. By action of the State House, the State Department of Labor and the statutory entities made a part of the department are re-created effective June 30, 2006, and shall cease as of July 1, 2011.

Inmate labor. Whenever a prisoner sentenced to any parish prison and awaiting transfer to a State correctional facility is willing of his or her own free will to perform manual labor by assisting the governing authority in maintaining the municipality; to perform manual labor upon any cemetery or graveyard or by working in a solid-waste recycling program; to perform manual labor upon any of the public roads, levees, streets, public buildings, works, or improvements inside or outside of the prison; or to work for any organization that has qualified for tax-exempt status, the sheriff may set the prisoner to work. Any prisoner participating voluntarily in these work projects shall have no cause of action for injury or loss, unless the injury or loss was caused by an intentional or grossly negligent act or omission of the sheriff, the parish, or the municipal authority. Necessary medical treatment to any injured prisoner, as statutorily required, is expected.

The secretary of the State Department of Public Safety and Corrections is authorized to establish community resource centers to provide housing for inmates to remedy the damage done following a natural disaster or an emergency. In implementing disaster remediation activities by inmates, the secretary shall maximize the use of inmate labor to augment governmental personnel and community volunteers immediately after such disasters and shall ensure that no inmate replaces any existing employee, performs work on a project or job involved in a labor dispute, or supplants postdisaster remediation activities that might otherwise be performed under contract by private-sector firms employed by an affected individual or governmental entity. Every eligible inmate in the custody of the State Department of Public Safety and Corrections whom the secretary has approved to participate in the center and who has been convicted of a felony may be assigned to perform labor related to cleanup and rebuilding following a natural disaster. Participating inmates shall be eligible to earn 30 days of good time for every 30 days of service in the center. Inmates convicted of a sex offense are ineligible to participate.

Every inmate who has been convicted of a felony, except an inmate convicted of a crime of violence a second time, and who has been sentenced to imprisonment for a stated number of years or months may earn, in lieu of incentive wages, a diminution of his or her sentence by good behavior and the performance of work or self-improvement activities. Those inmates serving life sentences will be credited with good time earned, which will be applied toward a diminution of their sentences at such time as the life sentences might be commuted to a specific number of years. The diminution shall be at the rate of 35 days for every 30 days in actual custody. An inmate convicted a first time for a crime of violence shall earn a diminution of his or her sentence at a rate of 3 days for every 17 days in actual custody. Persons convicted of, or who plead guilty to, a

crime involving incest; felony carnal knowledge of, or indecent behavior with, a juvenile; molestation or pornography with juveniles; or crimes against nature and who are sentenced to imprisonment for a stated number of years or months shall not be eligible for any diminution of their sentences for good behavior. These provisions shall apply only to persons convicted of offenses on or after August 15, 2006.

Worker privacy. Legislation was enacted relating to the access provided or available to the public regarding information on public positions of authority or public positions with policymaking duties. The name of each applicant for a public position of authority or a public position with policymaking duties, the qualifications of such an applicant for the position, and any relevant employment history or experience shall be available for public inspection, examination, copying, or reproduction. No public body or agent acting on behalf of such a public body shall utilize only oral contacts and interviews of applicants when filling vacancies in public positions or use any other means to circumvent the provisions of the enacted legislation. Oral contacts may be made prior to a person's becoming an applicant. However, oral contacts may not be the exclusive method by which a person is recommended for a vacancy with policymaking authority.

If, at any time, a city, parish, or other local public school board takes any personnel action against a school employee on the basis of any document that was placed in the employee's personnel file, the employee shall be given the opportunity to rebut and respond to such document. An employee requesting to see his or her personnel file shall be given access to the entire file.

A resolution was adopted urging and requesting the Governor to provide a list of all executive branch employees who were disciplined, demoted, or terminated for failing to perform their required duties in an adequate manner before, during, and after Hurricanes Katrina and Rita ravaged parts of the State. The resolution had its origins in the aftermaths of the storms, which left a general perception throughout the State that certain executive branch employees might not have fulfilled the requirements of their positions. As resettlement is undertaken, citizens need to have confidence in those executive branch personnel who will be involved in major resettlement decisions and activities. Citizens also need to be aware both of executive branch staff who may have failed in their responsibilities and who may still be working in their same positions without having been censured in any way and of any actions that have been taken against executive branch employees who did not perform their duties in an honorable and effective manner. If the names of these employees are confidential, then a list of the positions held by such employees may be requested in place of the names of the employees.

Maine

Equal employment opportunity. Legislation was enacted to provide equal opportunity in all aspects of State government to qualified individuals with disabilities. Each State department, agency, and instrumentality periodically will review the adequacy of hiring, placement, and advancement practices for such individuals. An annual plan outlining procedures for increasing the opportunities for individuals with disabilities to be employed by each department will be provided by January 1, 2007. The plan must include a description of the ways that special needs are being met. Any outsourcing of contracts should include provisions that encourage the employment of individuals with disabilities. In addition, any outreach efforts should use both traditional and nontraditional methods of making qualified individuals aware of employment opportunities within the State, as well as of the objective of accommodating individuals with disabilities.

Human trafficking. A State task force has been established to study human trafficking and make recommendations to combat the trafficking of human beings across State borders and into the State for sexual and labor exploitation. The task force shall (1) review human trafficking laws in other jurisdictions; (2) recommend statutory language that criminalizes the trafficking of women, men, and children into the State from other countries; (3) identify available Federal, State, and local programs that provide services to victims of trafficking; (4) collect research and information on victims of trafficking and evaluate State and local government approaches to increasing public awareness of the issue; (5) review trafficking legislation considered and enacted in other States, such as Hawaii, Washington, and Texas, including legislation designed to regulate "bride trafficking" and "international matchmaking organizations"; (6) work with prosecutors and law enforcement officials to develop methodologies for data collection and strategies for reducing barriers faced by victims; and (7) make recommendations on methods of providing a coordinated system of support to victims.

Minimum wage. The State minimum wage was increased to $6.75 per hour on October 1, 2006. On October 1, 2007, the State minimum wage will again be increased, to an hourly rate of $7.00. When the highest Federal minimum wage is increased in excess of the State's minimum wage, the State's minimum wage will be increased to the same amount, effective on the same date as the increase in the Federal level.

Other. Teachers who retire, but whose previous service was terminated due to the elimination of their teaching position as a result of a school closing, and who have at least 25 years of creditable service, may make a one-time election at retirement to rejoin the teacher group plan.

Time off. An employer that employs 50 or more employees shall provide each eligible employee up to 15 days of family military leave per deployment. Family military leave may be taken only during the 15 days immediately prior to deployment or the 15 days immediately following the period of deployment, or both. Family military leave granted by the employer may consist of unpaid leave. The employee must give at least 14 days' notice of the intended date upon which the family military leave will begin if it will consist of 5 or more consecutive days, or practicable notice if fewer than 5 consecutive workdays will be taken. Leave should be scheduled so as not to unduly disrupt the operations of the employer. An employer may require certification from the proper military authority to verify the employee's eligibility for the requested leave. An employee who uses family military leave is to be restored to the position he or she held when the leave began, with equivalent seniority status, employee benefits, pay, and other terms and conditions of employment, upon expiration of the leave. The employer shall make it possible for an employee to continue receiving benefits, at the employee's expense, during any family military leave taken. Alternatively, the parties may negotiate for the employer to maintain the benefits at the employer's expense. Taking family military leave does not result in the loss of any employee benefit accrued before the date on which the leave began. If the employee is under a collective bargaining agreement that provides greater benefits than are specified in this legislation, then the employer is obligated to comply with the bargaining agreement. An employee may bring a civil action to enforce the law should the employer attempt to discharge, fine, suspend, expel, discipline, or in any other manner discriminate against an employee for using family military leave.

Maryland

Equal employment opportunity. New legislation established a commercial nondiscrimination policy that prohibits the State from entering into a procurement contract with a business entity that has discriminated against

subcontractors, suppliers, vendors, or commercial customers on the basis of race, color, religion, ancestry, national origin, sex, age, marital status, sexual orientation, or disability. A procedure also was established to process the adjudication of complaints filed within 4 years of the alleged occurrence. Under the procedure, penalties will be assessed against any business that is found to have violated the commercial nondiscrimination policy.

Inmate labor. The State Code was amended to include an additional reason whereby goods and services produced by State correctional services could be sold on the open market, namely, when the goods or services pertain to the preparation or distribution of food or services related to agriculture or seafood processing and, in addition, meet the following conditions: (1) the State labor pools are diminished; (2) it has been determined that inmate labor is the only available source of labor; (3) wages paid to inmates under the State Code may not be less than wages paid for similar work in the private sector of the same locality, as determined by the State secretary of labor, licensing, and regulation; (4) in this instance, inmate labor applies only to inmates at the minimum, prerelease, and work release security levels; and (5) the State secretary of labor, licensing, and regulation shall adopt regulations that specify how to determine the need for inmate labor.

Minimum wage. Each employer shall pay each employee who is subject to both the Federal Minimum Wage Act and the State Minimum Wage Act at least the greater of the two wages. Effective January 1, 2007, the wage for employees in the State will be $6.15 per hour. The tip credit that employers may apply against wages paid to an employee who receives tips may not exceed 50 percent of the State or Federal minimum wage, whichever is higher. The State may adopt a training wage that complies with the conditions and limitations authorized under the Federal Fair Labor Standards Amendments of 1989.

Additional legislation requires the new minimum wage to apply to each employee who is engaged in an occupation in which the employee customarily and regularly receives more than $30 each month in tips and keeps it all. Although an employer may pool the tips of the employee and set an amount that represents those tips as part of calculating the employee's wage, the tip credit amount that the employer may include may not exceed 50 percent of the minimum wage established under this new legislation.

Worker privacy. Upon written request of an exclusive representative representing each employee in a bargaining unit, the State Labor Relations Board shall provide the representative with the employees' names, position classifications, units, home and worksite addresses where the employees receive interoffice or U.S. mail, and home and worksite telephone numbers. Before providing an employee's name, address, telephone numbers, and work information to an exclusive representative, the employer shall notify the employee at least 30 days prior to such action. If the employee does not want the information given to the representative, the employee must reply to that effect within 15 days of the employer's notice, after which the employer may not provide the information to the representative. Information received shall be considered confidential and may not be released to any person.

The State statute concerning wage payments was amended to prohibit certain employers, including governmental units (that is, the State, a county, a municipal corporation, or some other political subdivision of the State; or a unit of State government or of a political subdivision thereof), from printing or causing to be printed an employee's Social Security number on a wage payment check, on an attachment to an employee's wage payment check, on a notice of direct deposit of an employee's wage, or on a notice of credit of an employee's wage to a debit card or card account.

Massachusetts

Minimum wage. The State minimum wage rate was increased to $7.50 per hour, effective January 1, 2007. An additional increase, to $8.00 per hour, is scheduled to go into effect on January 1, 2008.

Michigan

Human trafficking. State law was amended to require that a person shall not knowingly subject or attempt to subject another person to forced labor or services through physical harm or the threat of physical harm. Such activity shall be considered a felony punishable by imprisonment for not more than 10 years. If the one person causes the other injury, the first person is guilty of a felony punishable by imprisonment for not more than 15 years. If the one person causes the death of the other, the first person shall be imprisoned for life or any term of years. In addition, a person cannot force someone into service by physically restraining him or her, by threatening to abuse the law or a legal process, or by knowingly destroying, concealing, removing, confiscating, or possessing an actual passport or other immigration or identification document. Nor can a person use blackmail or threaten to cause financial harm. Children cannot be recruited, enticed, harbored, or transported by anyone knowing that the minor will be sexually abused. Further, a person who attempts to kill another person or kidnap or recruit another person for forced labor or services is in violation of the law.

Minimum wage. The minimum wage in the State was raised to $6.95 per hour, effective October 1, 2006. Effective July 1, 2007, the minimum wage in the State shall be increased to $7.15 per hour, and effective July 1, 2008, the minimum wage shall again be increased, this time to $7.40 per hour.

Legislation was enacted to fix minimum wages for employees within the State, to prohibit wage discrimination, to provide for the administration and enforcement of the legislation, and to prescribe penalties for violations of the Act. An employer operating in the State is subject to the Federal minimum-wage provisions of the Fair Labor Standards Act, unless those provisions would result in a lower minimum hourly wage than that provided by the State. The State rate, however, does not apply to an employee who is exempt from the Federal minimum-wage requirements. Notwithstanding the Federal minimum-wage exemption, an employee shall be paid at the State minimum-wage and overtime compensation rates if the employee is employed in domestic service to provide companionship services for individuals who, because of age or infirmity, are unable to care for themselves and if the employee is not a live-in domestic service employee. This legislation does not apply if the employee is employed to provide childcare, is not a live-in domestic service employee under 18 years of age, and provides services on a casual basis not exceeding 20 hours per week. Agricultural fruit growers, pickle growers, tomato growers, or other agricultural employees working for harvesting on a piecework basis are exempt from the new legislation until a scale equivalent to the prevailing minimum wage for that type of employment is established.

An employer may pay a new employee who is under 20 years of age a training wage of $4.25 per hour for the first 90 days of that worker's employment. The minimum hourly wage for an employee who is less than 18 years of age is 85 percent of the general minimum hourly wage. An employer shall not terminate any employee or reduce the hours, wages, or employment benefits of any employee in order to hire an individual at the reduced hourly rate. Any employer who violates this ruling is subject to a civil fine of not more than $1,000.

Other. As part of an omnibus effort to promote economic growth and job creation in the State, legislation was enacted to create the Michigan Economic Growth Authority,

prescribing the powers and duties thereof, as well as those of State and local officials. The legislation also defined a full-time job as a job performed by an individual for 35 or more hours each week whose income and Social Security taxes are withheld from the gross amount of wages paid. Finally, the legislation identified a list of occupations and agencies eligible to provide income and withhold Social Security taxes.

Minnesota

Equal employment opportunity. It was resolved that all State departments and agencies examine their current policies, rules, and procedures, as well as governing statutes, in order to identify any impediments and barriers to veterans seeking employment or education in the State. Agencies are instructed to forward any proposed statutory changes necessary to achieve these goals to the Governor's office for coordination. State departments and agencies must identify, describe, and provide recommendations regarding any impediments and barriers to veterans' employment, education, and access to agency services and benefits that lie beyond the control of the State government. The University of Minnesota and private colleges and universities are strongly encouraged to review their policies (including policies relating to providing credit for prior military training and experience), procedures, and rules in order to identify and remove barriers to veterans' employment and education.

Wages paid. At the end of each pay period, an employer shall provide each employee an earnings statement, either in writing or by electronic means, covering that pay period. An employer who chooses to provide the statement by electronic means must give employees access to an employer-owned computer during the employees' regular working hours in order for the employees to review and print their earnings statements. An employer must provide earnings statements in writing, rather than by electronic means, to any employee from whom the employer has received at least 24 hours' notice that the employee would like to receive earnings statements in written form. Once an employer has received such notice, the employer must comply with the employee's request on an ongoing basis.

Missouri

Family issues. The State has adopted a "Guard at Home" program whose purpose is to assist the spouse of an active-duty National Guardsman or -woman or of a member of a reserve component of the U.S. Armed Forces in addressing immediate needs and employment in an attempt to keep the family from falling into poverty while the primary income earner is on active duty. Further, the program will assist returning National Guard troops with finding work in situations where an individual needs to rebuild business clientele or where an individual's job has been eliminated while he or she was deployed. In situations where (1) the primary income earner was called to active duty in defense of the United States for a period of more than 4 months, (2) the family's primary income is no longer available, (3) the family is experiencing significant hardship due to financial burdens, and (4) there is no outside resource available to assist with such hardships, the program's services will be aimed at ameliorating the immediate crisis and providing a path toward economic stability.

Minimum wage. Due to a ballot initiative passed in the November 2006 election, effective January 1, 2007, employers in Missouri must pay a State minimum wage of $6.50 per hour to employees for all hours worked in a workday.

Montana

Minimum wage. Due to a ballot initiative passed in the November 2006 election, effective January 1, 2007, employers in Montana must pay a State minimum wage of $6.15 per hour to employees for all hours worked in a workday.

Nevada

Minimum wage. With the passage of a State constitutional amendment due to a vote in the November 2006 election, the State minimum wage was increased to $6.15 per hour, effective November 28, 2006. Employers who make a qualified health insurance plan available to their employees can pay a minimum wage of $5.15 per hour.

Overtime. Due to the passage of the aforementioned State constitutional amendment, employees who are paid less than 1½ times the minimum wage must be paid at overtime rates when they work more than 8 hours in a workday. Employees who are offered qualifying health insurance plans will be entitled to daily overtime pay if they earn $7.725 or less per hour. Employees who are not offered a qualifying health plan will receive daily overtime pay if their hourly rate is less than $9.925 per hour.

New Hampshire

Equal employment opportunity. The State policy on sexual harassment was updated through an executive order that promulgated a Policy on Sexual Harassment for the State. The policy governs the conduct of all employees working for the executive branch of the State.

Employees of charitable organizations are now protected against discrimination. This statutory protection, however, does not apply to (1) employers with fewer than six employees, (2) an exclusively social or fraternal organization not operating for profit, or (3) religious organizations, including religious educational entities.

The State law was amended so that it is now an unlawful discriminatory practice to fail to make a reasonable accommodation for an employee with a disability if the employee is otherwise qualified to perform the essential functions of the job and if providing the accommodation would not pose an undue hardship on the employer. "Reasonable accommodation" includes (1) making existing facilities readily accessible to, and usable by, individuals with disabilities and (2) restructuring jobs; assigning part-time or modified work schedules; reassigning personnel to vacant positions; acquiring or modifying equipment or devices; adjusting or modifying examinations, training materials, or policies; providing qualified readers or interpreters; and other accommodations. An "undue hardship" is an action requiring a significant duty or expense. Factors to be considered in whether the employer must make a reasonable accommodation in a particular case are (1) the nature and cost of the accommodation, (2) the financial resources of the facility, (3) the financial resources of the employer, (4) the size of the business, and (5) the number, type, and location of facilities. Among the resources to be considered is the type of operation or operations of the employer, including the composition, structure, and function of the employer's workforce, the geographic separation between the employer and the facility, and the administrative or fiscal relationship of the facility to the employer.

New Jersey

Department of labor. The commissioner of the State Department of Labor is now authorized to investigate any claim of wages due an employee and, during the course of such investigation, may summon the defendant, subpoena witnesses, administer oaths, take testimony, and make a decision or award when the sum in controversy, exclusive of costs, does not exceed $30,000.

Minimum wage. On the basis of previously enacted legislation, the minimum wage in the State increased to $7.15 per hour, effective October 1, 2006.

Plant closing. At least 60 days prior to the proposed date of the closing or relocation of a nursing home or an assisted-living residence, the facility administrator shall notify, in writing, a resident of the facility, the resident's legal representative, if applicable, and the Department of Health and Senior Services of the closing or relocation. The commissioner of the State Department of Labor may waive the 60-day's-notice requirement if it is determined that an emergency warrants a more immediate closing of the facility.

Prevailing wage. It is the public policy of the State to establish prevailing-wage levels for the employees of contractors or subcontractors furnishing building services for any property or premises owned or leased by the State. The State commissioner of labor has the authority to investigate and ascertain the wages of any employees and to enter the place of business or employment to examine and inspect any or all books, registers, payrolls, and other records that in any way relate to the question of wages. The commissioner also may require from contractors full and correct statements, in writing, regarding wages, hours, names, addresses, and other information about workers and may require any contractor to file records pertaining to employment within 10 days of receipt of a request to do so. Failing to file may result in the State treasurer immediately withholding up to 25 percent (and not to exceed $100,000) of the funds to be paid to the employer. The amount withheld shall be immediately released upon receipt by the State treasurer of a notice from the commissioner indicating that the request for records has been satisfied. Any contractor who willfully hinders or delays the enforcement of this provision shall be guilty of a disorderly persons offense and shall, upon conviction, be fined not less than $100.00 or more than $1,000 and/or be imprisoned for not less than 10 days or more than 90 days. Each week that a worker is paid less than the applicable rate shall constitute a separate offense. As an alternative, or in addition, to any other sanctions, the commissioner is authorized to assess and collect administrative penalties up to a maximum of $250 for a first violation and up to a maximum of $500 for each subsequent violation. The contractor also may be requested to pay the applicable wages to the commissioner, who will subsequently disperse the funds to the employee. Workers may bargain collectively through representatives in order to establish wages in excess of any applicable minimum.

Unfair labor practice. In newly enacted legislation, no employer or employer's agent, representative, or designee may require its employees to attend an employer-sponsored meeting or participate in any activity or event intended to communicate the employer's opinion about religious or political matters. The Act does not prohibit the employer from permitting its employees to attend such meetings voluntarily if the employer has notified the employees that they may refuse to attend such meetings without penalty. The employer may communicate religious or political matters only to the extent required by law. An employee shall not be discharged, disciplined, or otherwise penalized or threatened for making a good-faith report, verbally or in writing, of a violation or suspected violation of this Act. Any aggrieved employee may enforce the provisions of the Act by means of a civil action. If the employee was wrongfully terminated, he or she may be reinstated, with payment of any lost wages, benefits, or other remuneration. In addition, the court may award punitive damages not greater than treble the damages of an assessment of a civil fine of not more than $1,000 for a first violation and not more than $5,000 for each subsequent violation.

New Mexico

Discharge. Legislation was enacted to provide employment protection to volunteer emergency responders. If an employee is serving as a volunteer emergency responder (a member in good standing of a volunteer fire department, an emergency medical service, a search-and-rescue team, or a law enforcement agency; or a person who is enrolled by the State or a political subdivision thereof for the purpose of responding to an emergency or a disaster) and is absent from his or her place of employment in order to respond to an emergency or a disaster, the employee shall not be terminated, demoted, or in any other manner discriminated against in terms and conditions of employment. This legislation does not apply if the employee, while acting as a volunteer emergency responder, is absent from his or her place of employment for a period of more than 10 regular business days in a calendar year. It is incumbent upon the employee serving in this capacity to make reasonable efforts to notify the employer over the course of the absence. The employer may request an employee to provide written verification from the State's office of emergency management, or from a State or local official, of the dates and time of the employee's service as a volunteer emergency responder. The employer may charge an absence of this nature against an employee's regular pay time. Finally, an employee who has been terminated, demoted, or in any other manner discriminated against may bring a cause of action seeking reinstatement to his or her former position, payment of back wages, reinstatement of fringe benefits, or reinstatement of seniority rights if the action is initiated within 1 year from the date of the violation.

New York

Minimum wage. Due to previously enacted legislation, the State minimum wage was increased from $6.75 per hour to $7.15 per hour on January 1, 2007.

Time off. The spouse of a member of the U.S. Armed Forces, National Guard, or Reserves who has been deployed to a combat theater or combat zone of operations during a period of military conflict shall be allowed up to 10 days of unpaid leave by his or her employer. Such leave shall be used only when the member of the armed services is deployed to a combat theater or combat zone of operations during a period of military conflict and is on leave. An employer shall not retaliate against an employee for requesting or obtaining a leave of absence. This provision is in addition to any other leave allowed by the employer.

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 authorized by court order. No recording made in violation of this law 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 the plaintiff injunctive relief against any employer that commits or proposes to commit a violation of this law.

Wage-reporting information obtained from the State Department of Taxation and Finance shall be considered confidential and shall not be disclosed to persons or agencies other than those considered entitled to such information under the Social Security Act or some other Federal law. However, such information may be disclosed to the U.S. Census Bureau, upon request to the State commissioner of labor, for statistical analyses related to population and employment measurements and trends. The information provided must be considered necessary for the evaluation of the effect of earnings on participation in training programs related to the department's reporting, monitoring, or evaluating responsibilities. When the information is used for such purposes, access to it, obtained from the department, shall be limited to that which concerns individuals who applied to, or participated in, the aforementioned programs. Any reports concerning employment security and training programs submitted to a State or Federal

agency shall also be submitted to the Governor and/or other State officials.

North Carolina

Human trafficking. The State legislature met to effect changes to an omnibus bill titled "Protect North Carolina's Children/Sex Offender Law Changes." Among the changes was the addition or creation of the criminal offenses of human trafficking and sexual servitude. According to the new bill, a person commits the offense of human trafficking when that person knowingly recruits, entices, harbors, or transports another person, or obtains another person by any means, with the intent that the other person be held in involuntary or sexual servitude. A person commits the offense of involuntary servitude when that person knowingly and willfully holds another in involuntary servitude. A person commits the offense of sexual servitude when that person knowingly subjects another person to, or maintains another person in, sexual servitude. If the victim of any of these offenses is an adult, the perpetrator is guilty of a Class F felony; if the victim is a minor, the perpetrator is guilty of a Class C felony. Each violation constitutes a separate offense and shall not merge with any other offense.

Minimum wage. Effective January 1, 2007, employers in the State must pay each employee who performs any work in any workweek wages of at least $6.15 per hour or the wage rate listed in the Fair Labor Standards Act, whichever is greater.

Ohio

Minimum wage. The State amended its minimum-wage laws to require that every employer pay each of its employees at a wage rate not less than the $5.15-per-hour rate specified in the Federal Fair Labor Standards Act. The amendment became effective on March 28, 2006. However, as the result of a ballot initiative that was passed in the November 2006 election, the minimum wage was increased again, this time to $6.85 per hour, effective January 1, 2007.

Oklahoma

Time off. Employers may now provide reasonable unpaid break time each day to an employee who needs to breast-feed, or express breast milk for, her child in order to maintain a milk supply and comfort. The break time, if possible, shall run concurrently with any break time, paid or unpaid, already provided to the employee. An employer is not required to provide break time if doing so would create an undue hardship on the its operations. The employer shall provide a private, secure, and sanitary room or other location in close proximity to the work area, other than a toilet stall, where the employee can express her milk or breast-feed her child.

Wages paid. The State statute concerning payment of wages to employees was amended. Employees must still be paid at least once per month, but employers may now pay them by electronic means. Employers that adopt electronic payment must furnish employees a brief itemized statement of all deductions made.

Workplace violence. The State adopted a resolution urging employers to support victims of domestic violence, dating violence, and sexual assault. According to the resolution, the State has an interest both in minimizing victims' physical and emotional injuries from such experiences and in reducing the devastating economic consequences to employers and employees. State employers are urged to offer employees adequate unpaid leave, without penalty, for appointments with their counselors, doctors, attorneys, or ministers. Victims are encouraged to seek medical attention for, or recovery from, physical or psychological injuries and to plan for and seek legal assistance or remedies to ensure their health and safety. The State House of Representatives encourages employers to show compassion, contribute to their employees' well-being, and help those employees who are victims of violence and abuse by allowing them leave without fear of reprisal.

Oregon

Minimum wage. As a result of legislation that was passed in 2002, the minimum wage rate in the State increased from $7.50 per hour to $7.80 per hour, effective January 1, 2007.

Pennsylvania

Minimum wage. The State-required minimum wage has been increased and is scheduled for a further increase. Effective January 1, 2007, the State minimum wage was set at $6.25 per hour. Effective July 1, 2007, the State minimum wage will be set at $7.15 per hour. If the minimum wage set forth in the Fair Labor Standards Act is increased above the minimum wage set by the State, the minimum wage set by the State shall be increased by the same amount and shall become effective as of the date of the increase under the Federal Act.

Human trafficking. The sections of the State Consolidated Statutes titled "Crimes and Offenses and Judiciary and Judicial Procedures" were amended. The law now calls for a term of life imprisonment for individuals convicted of trafficking in persons and of coercing the victims of trafficking into involuntary deviate sexual intercourse.

Rhode Island

Family issues. The State Parental and Family Medical Leave Act was amended to include an expansion of the definition of "family member." A family member is now a parent, spouse, child, or mother- or father-in-law, the employee himself or herself, or the domestic partner of an employee of the State.

Minimum wage. Effective March 1, 2006, the State minimum wage was increased to $7.10 per hour. Commencing January 1, 2007, the State minimum wage was increased again, this time to $7.40 per hour.

Prevailing wage. The section of the State General Law titled "Labor and Payment of Debts by Contractors" was amended to include the requirement that any employer who violates or fails to comply with the provisions contained therein shall be guilty of a misdemeanor and shall be punished by a fine of not less than $500 and not more than $1,000 for each separate offense, or by imprisonment for not less than 10 or more than 90 days, or by both fine and imprisonment. Each day of failure to pay wages due to an employee at the specified time shall constitute a separate and distinct violation. In addition, any person, firm, or corporation found in violation of the law shall be ineligible to bid on or be awarded work by an awarding authority, or to perform any such work, for a period of not less than 18 months and no more than 36 months. Any succeeding violation not arising from the same incident within a period of 18 months shall result in the entity being ineligible to bid on or be awarded work for a period of 60 months from the date of the second violation.

Time off. The State General Laws regarding breaks for meals during hours of employment were amended. All employees now are entitled to a 20-minute mealtime break within a 6-hour work shift and a 30-minute mealtime break within an 8-hour work shift. No employer shall be required to compensate an employee for this mealtime. These provisions do not apply to an employer of a health care facility licensed in accordance with the State General Laws or an employer who has fewer than three people on any shift at the worksite.

Wages paid. Effective January 1, 2007, all childcare providers shall have the option to be paid every 2 weeks, to receive their wages by automatic direct deposit, and to have any

reimbursement payments owed them transferred to their accounts electronically.

South Carolina

Human trafficking. The State Code was amended to create the offense of trafficking in persons for "forced labor or services," defined as any type of labor or services performed or provided by a person and rendered through another person's exertion of physical, financial, or other means of control over the person providing the labor or services. As amended, the code now states that a person who knowingly subjects another person to forced labor or services, or who recruits, entices, harbors, transports, provides, or obtains another person by any means, knowing that the latter person will be subjected to forced labor or services, or who aids, abets, attempts, or conspires to do any of the aforesaid acts is guilty of a felony known as trafficking in persons for forced labor or services and, upon conviction, must be imprisoned for not more than 15 years.

South Dakota

Inmate labor. Under new legislation, the earnings of inmates participating in a work release program shall be assigned and paid to the Department of Corrections. For each inmate scheduled to be released, the department shall place all earnings in the inmate's account and make disbursements for the following purposes, in order: (1) room-and-board charges; (2) necessary travel expenses and other incidental expenses related to the inmate's release program; (3) support of the inmate's legal dependents; (4) payments on fines and restitution; and (5) payments of personal debts and obligations, upon proper proof and at the discretion of the inmate. Any balance is to be retained in the inmate's account and paid to the inmate upon parole or discharge.

Tennessee

Child labor. The State commissioner of environment and conservation is encouraged to employ persons younger than 19 years of age to work in State parks and recreation areas. These individuals should be employed only in nonhazardous duties that enhance the viability and purpose of the State's pristine parks. An annual report on the number of persons under 19 years of age who are employed to work in State parks and recreation areas, and in which State parks and recreation areas such persons are employed, shall be prepared by the commissioner and provided to the Senate Environment, Conservation, and Tourism Committee and to the House Environment Committee.

Equal employment opportunity. The State code was amended by the addition of a section which states that it is unlawful for a board of education or a director of schools to fail or refuse to hire, or to discharge, a teacher, or to otherwise discriminate on the basis of compensation, terms, conditions, or privileges of employment, because of that individual's age. This prohibition is limited to those who are at least 40 years of age.

Workplace security. Blasting firms in the State are now required to submit any letter of denial of issuance of a permit or license required by the Bureau of Alcohol, Tobacco, Firearms and Explosives and that is received from the Bureau to the State fire marshal within 5 calendar days of receipt. Failure to comply with this requirement may lead to the assessment of a civil money penalty of $2,500 against an individual or $5,000 against a firm.

Utah

Worker privacy. The Government Records Access and Management Act was amended to provide for access to certain information for government employees or officers. The public has a right to be able to contact governmental agencies for the purpose of conducting necessary and relevant business. The amended Act defines a dedicated business address, business e-mail address, and business telephone number as legitimate avenues by means of which the public may contact an employer or officer of the governmental entity, and therefore as part of the public record, separate and apart from the individual telephone numbers, e-mail addresses, or business addresses of specific governmental employees. In addition, the name, gender, gross compensation, job description, job title, number of hours worked per pay period, dates of employment, relevant education, previous employment, and similar job qualifications of current or former employees can be considered part of the public record.

Workplace security. The State Public Safety and Transportation Codes were amended to permit certain cities to require a criminal background check as a condition of providing ground transportation service to the city's airport. Ground transportation service is defined as the service of a driver who picks up or drops off passengers at an airport under a city's authority. Each ground transportation service provider who is required to submit a background check shall submit a fingerprint card in a form acceptable to the State Criminal Investigation and Technical Services Division and shall consent to a fingerprint background check by the State Bureau of Criminal Identification and the Federal Bureau of Investigation. For each background check requested by the city, the division shall in turn request the Department of Public Safety to complete a Federal Bureau of Investigation criminal background check through a national criminal history system. If a criminal background check reveals that a ground transportation service provider failed to disclose a criminal history, the city may deny or, if already conditionally given, immediately terminate the provider's right to provide ground transportation service at an airport. If the ground transportation service provider has disclosed a criminal history, and the background check reveals that the provider has been convicted of a crime which indicates a risk for the safety or well-being of the patrons or employees of the airport, the city may deny or, if already conditionally given, immediately terminate the person's right to provide ground transportation service. If a city denies or terminates the right of an individual to provide ground transportation service because of information obtained through a criminal background check, the city shall notify the individual, in writing, of the reasons for the denial or termination and shall give the person an opportunity to respond to the reasons and seek review through the administrative procedures established by the city.

Vermont

Department of labor. The State Department of Labor and Industry was renamed the State Department of Labor. With the advice and consent of the senate, the Governor shall biannually appoint a State commissioner of labor.

Minimum wage. Because of previously enacted legislation, the State minimum wage was increased to $7.53 per hour, effective January 1, 2007.

Virginia

Equal employment opportunity. An order was issued which stipulates that the State has a firm and unwavering policy to ensure equal opportunity in all facets of State government. The policy specifically prohibits discrimination against otherwise qualified persons on the basis of race, sex, color, national origin, religion, sexual orientation, age, political affiliation, or disability. Allegations of violations of this policy shall be brought to the attention of the Office of Equal Employment Services of the Department of Human Resource Management. No State appointing authority, other management principal, or supervisor shall take retaliatory actions against persons making such allegations. State employees found in violation of the policy shall be subject to ap-

propriate disciplinary action.

Human trafficking. The State Code was amended to include the stipulation that any person who threatens injury to the character, person, or property of another person, accuses that person of any offense, or threatens to report the person as being illegally present in the United States and thereby extort money, property, or pecuniary benefit, or any note, bond, or other evidence of debt from that or any other person, shall be guilty of a Class 5 felony. It is further amended that any violation of this legislation may result in a net increase in periods of imprisonment or confinement.

Other. An individual's retirement system assets are exempted from any State, county, or municipal tax and shall not be subject to execution, attachment, garnishment, or any other process whatsoever, except a process for repaying a debt to the employer. Assets deemed marital property may be divided or transferred by the court to the spouse or former spouse. An employee may elect to have any portion of an eligible rollover distribution paid directly to an eligible retirement plan specified by the employee in a direct rollover. In the event of a mandatory cash-out, if the employee does not elect to have such distribution paid directly to an eligible retirement plan specified by the employee, then the Board of Trustees of the Virginia Retirement System shall designate an individual retirement plan and pay the distribution in a direct rollover to that plan.

Offsite work. The State Governor has established the Office of Telework Promotion and Broadband Assistance within the State Office of the Secretary of Technology, effective September 12, 2006. The office will promote and encourage the use of telework alternatives for public and private employees in order to enhance or facilitate the deployment of, and access to, competitively priced advanced electronic communications and Internet access services. This initiative is viewed as family- and business-friendly public policy that will promote workplace efficiency and reduce strain on the State's transportation infrastructure.

The head of each State agency shall report annually to the State secretary of administration regarding specifics on the statewide telecommuting and alternative work schedule program. The specifics shall include connectivity, additional telephone lines, and online collaborative tools or other equipment or services needed to increase opportunities for telecommuting and working at alternative work locations.

Plant closing. The State Code was amended to require that any person displaced from a place of business or farm operation as a result of the State's eminent domain authority and who is eligible under criteria established by the State agency may elect to accept the payment authorized by the State Code. Such payment shall be a fixed amount established by the State agency and shall be not less than $1,000 or more than $75,000. Any person who is being displaced, but was only renting the property, shall not qualify for the payment.

Prevailing wage. The State Code concerning prevailing wages for contracts let under the State Governor's Development Opportunity Fund was amended. If a project is to be located in a county or city whose annual average unemployment rate for the most recent calendar year is greater than the final statewide average unemployment rate for the most recent calendar year, a grant or loan may be awarded from the fund if the average wage of the new jobs, excluding fringe benefits, will be no less than 85 percent of the prevailing average wage. If there is a finding that the economic circumstances in an area are sufficiently distressed (high unemployment or underemployment and negative economic forecasts), a grant or loan paying less than 85 percent of the prevailing average wage may be awarded.

Worker privacy. Legislation was enacted to amend the State Code relating to employee personnel records. Personnel files of all school board employees may be produced and maintained in digital or paper format. Information determined to be unfounded after a reasonable administrative review shall not be maintained in any employee personnel file, but may be retained in a separate, sealed file by the administration if the information alleges civil or criminal offenses. Any dispute over such unfounded information exclusive of the State Privacy Protection Act shall be settled through the employee grievance procedure.

Justices and judges are now required to complete a detailed financial statement, including information about close financial associations, businesses, and trusts in which they have significant interests, employment, and compensation for services, so as to disprove any conflicts of interest. They are no longer required to disclose the address or telephone number of their principal residence or the names or occupations of any immediate family members.

Workplace security. The State Code also was amended to permit the dissemination of criminal histories to shipyards, to the extent permitted by Federal law or regulation, engaged in the design, construction, overhaul, or repair of nuclear vessels for the U.S. Navy, including their subsidiary companies, for the conduct of investigations of applications for employment or for access to facilities by contractors, leased laborers, and other visitors.

Washington

Equal employment opportunity. The Revised Code of the State was amended to provide persons with the right to obtain and hold employment without discrimination in a number of areas, now also including sexual orientation and gender expression.

Family issues. The State legislature, after determining that the demands of the workplace and of families need to be balanced to promote family stability and economic security, enacted legislation that stated, "Our culture is one that is rising in its number of dual-career couples, working single parents, and an aging population. Given that ours is a mobile society, sufficient community or family support networks do not exist and employees need more flexibility in the workplace. It is in the public interest to provide reasonable leave for medical reasons, for the birth or placement of a child, and for the care of a family member who has a serious health condition." Under the State Family Medical Leave Act, as amended, an employee is now entitled to a total of 12 workweeks of leave during any 12-month period for one or more of the following reasons: (1) because of the birth of a child of the employee and in order to care for the child, (2) because of the placement of a child with the employee for adoption or foster care, (3) to care for a seriously ill family member of the employee, or (4) because of a serious health condition that makes the employee unable to perform the functions of his or her position. When leave is taken after the birth of a child or the placement of a child for adoption or foster care, an employee may take leave intermittently or on a reduced-leave schedule, provided that the employer has agreed. The employer's agreement is not required, however, for leave taken during which the employee has a serious health condition in connection with the birth of a child or if the newborn child has a serious health condition. Among additional changes to the Act were some that affected the issues of unpaid leave, foreseeable leave, medical certification of illness by a health care provider, spouses employed by the same employer, and employment protection.

Minimum wage. Because of previously enacted legislation, the minimum wage in the State was increased to $7.93 per hour, effective January 1, 2007.

Wages paid. When an employee files a wage complaint with the State Department of Labor and Industries and the complaint is inves-

tigated, unless it is otherwise resolved, a citation shall be issued and notice of assessment or a determination of compliance shall be rendered to both the employee and employer no later than 60 days after the date on which the department received the wage complaint and no later than 3 years after the date on which the cause of action accrued. If the department determines that an employer has violated a wage payment requirement, the department may order the employer to pay the employee all wages owed, including interest of 1 percent per month. A civil penalty for a willful violation of wage payment requirements shall not be less than $500 or an amount equal to 10 percent of the total amount of unpaid wages, whichever is greater. The maximum civil penalty for a willful violation shall be $20,000. The department shall waive any civil penalty assessed against an employer if the director determines that the employer has provided payment to the employee of all wages owed, including interest, within 10 business days of the employer's receipt of the citation and notice of assessment. A citation and notice of assessment or a determination of compliance that is not appealed within 30 days is final and binding and not subject to further appeal. An employer who fails to allow adequate inspection of records in an investigation may not use such records in any appeal to challenge the correctness of any determination by the department of wages owed. If the employee elects to terminate the department's administrative action, then (1) the department shall immediately discontinue its action against the employer; (2) the department shall vacate a citation and notice of assessment already issued to the employer; and (3) the citation and notice of assessment, any related findings of fact or conclusions of law, and any payment or offer of payment by the employer of the wages, including interest, assessed by the department shall not be admissible in any court action or other judicial or administrative proceeding.

Workplace security. The Equipment and Standards Review Unit of the State Patrol shall require a record check of all applicants and drivers applying for an authorized emergency vehicle permit before issuing such a permit. The record check shall be carried out by the State Patrol Criminal Identification Section and the Federal Bureau of Investigation. The record check shall include a fingerprint check using a complete State criminal identification fingerprint card. When necessary, applicants may be employed on a conditional basis, pending completion of the investigation. The applicant, driver, or employer shall pay all costs associated with the record check.

West Virginia

Minimum wage. The State Code was amended, increasing the State minimum and training wages and linking them to the Federal minimum and training wages. An employer who employs, during any calendar week, six or more employees in any one separate, distinct, and permanent location and who is not subject to the Federal minimum wage is subject to the State minimum-wage law, as are all individuals employed by the State, its agencies, and its departments. Effective July 1, 2006, every employer began paying each of its employees wages at a rate not less than $5.85 per hour. After July 1, 2007, each employee shall be paid at a rate not less than $6.55 per hour. After July 1, 2008, each employee shall be paid at a rate not less than $7.25 per hour. Anytime the Federal minimum hourly wage is equal to or greater than the rate paid by the State, every employer shall pay its employees wages at a rate not less than the Federal rate. When certain specific conditions are met, an employer may pay an employee who is younger than 20 years of age a training wage of not less than $5.15 per hour for a cumulative period of not more than 90 days.

Prevailing wage. Legislation was enacted that amended the State Code applying to expenditures for construction projects by any public authority for public improvement. For such projects, the public authority (the employer) shall file copies of the waiver certificates and certified payrolls, or other comparable documents, with the State Division of Labor. The documents filed include information on the number of employees, the county and State wherein the employees reside, and the employees' occupations. The State Division of Labor shall compile the information required and submit it annually to the Joint Committee on Government and Finance by October 15 of each year. The joint committee may forward these reports to the legislative auditor for review and commentary regarding the usefulness of the information collected and for suggested changes to the division's method of reporting in order to ensure that the information collected will prove useful in evaluating the effectiveness of the legislation. Every public-improvement contract or subcontract let by a public authority shall contain provisions conforming to the requirements of this legislation.

Wages paid. The State Code relating to the calculation of the State adjusted gross income for personal income tax purposes was amended. For the 2006 taxable year only, as a result of a reduction in force, severance wages (monetary compensation, in excess of regular annual wages or salary, paid by the employer in the taxable year as a result of the employee's permanent termination from employment) received by a taxpayer from an employer cannot exceed $30,000. A reduction in force is a net reduction in the number of workers employed by the employer and in which the worker is deemed unemployed through no fault of his or her own.

The State Code was amended so that if a person, firm, or corporation fails to pay an employee wages as required by the Code, such person, firm, or corporation shall, in addition to the amount already due, be liable to the employee for 3 times that amount as liquidated damages.

Worker privacy. Any employer or designated agent thereof who discloses job-related information (information concerning a person's education, training, experience, qualifications, conduct, and job performance offered for the purpose of providing criteria for evaluating the person's suitability for employment) that may be reasonably considered adverse about a former or current employee to a prospective employer of that employee is presumed to be acting in good faith and is immune from civil liability for the disclosure or its consequences. Any disclosure of such information shall be in writing, and a copy of the disclosure shall be provided to the former or current employee at the time of its issuance. The presumption of good faith is rebutted upon a showing, by a preponderance of the evidence, that the information disclosed was knowingly false, disclosed with reckless disregard for the truth, deliberately misleading, rendered with malicious purpose toward the former or current employee, or disclosed in violation of a nondisclosure agreement or applicable law. If negative, false, or misleading information was given, and if the current or former employee so requests, then the employer shall give corrected information to every person or entity that is in the employer's records as having received the original information, including the former or current employee.

Wisconsin

Drug and alcohol testing. No employee may use, possess, attempt to possess, distribute, deliver, or be under the influence of a drug, or use or be under the influence of alcohol, while performing work on approved public projects. Before an employer may commence work on a project, it shall have in place a written program for the prevention of substance abuse among its employees. The program shall require that employees performing work on a project submit to random, reasonable-suspicion, and postaccident drug and alcohol testing and that employees slated to work on a project submit to drug and alcohol testing before commencing work on the project, except that testing of an employee falling into the latter category is not required if the employee

has been participating in a random-testing program during the 90 days preceding the date on which he or she begins work on the new project. There also must be a procedure for notifying an employee who tests positive for the presence of a drug or who refuses to submit to drug or alcohol testing that that employee may not perform work on a project until he or she meets the criterion for compliance. Each employer shall be responsible for the cost of developing, implementing, and enforcing its substance abuse prevention program. The contracting agency is not responsible for those costs or for the cost of any medical review of a test result or any rehabilitation provided to an employee. No employer may permit an employee who tests positive for the presence of a drug or who refuses to submit to drug or alcohol testing to perform work on a project until the employee tests negative and presents all relevant documentation. An employee may be removed from a project for testing positive, for refusing to submit to a test, or if another employee of the contracting agency has a reasonable suspicion that the first employee is in violation of the drug and alcohol behavior requirements.

Prevailing wage. On January 1, 2006, the prevailing-wage threshold amount for coverage under the State prevailing-wage laws for State and municipal contracts was changed administratively from $200,000 to $209,000 for contracts in which more than one trade is involved and from $41,000 to $43,000 for contracts in which a single trade is involved. On January 1, 2007, these amounts were changed administratively to $216,000 for contracts in which more than one trade is involved and $44,000 for contracts in which a single trade is involved.

Guam

Minimum wage. Effective July 1, 2007, the minimum wage in Guam is increased to $5.75 per hour. □

Note

[1]Several tables displaying information on State labor laws, including tables on current and historical State minimum-wage rates and a table on State prevailing-wage laws, along with tables concerning child labor issues, are available on the Internet at the Employment Standards Administration website, **www.dol.gov/esa/programs/whd/state/state.htm**.

Changes in Federal and State unemployment insurance legislation, 2006

State enactments include provisions relating to appeals, contribution rates, experience rating, financing, and overpayments

Loryn Lancaster

One Federal enactment affected the Federal-State unemployment insurance program during 2006. The Katrina Emergency Assistance Act of 2006 (P.L. 109-176) was signed on March 6, 2006. The act provides that unemployment assistance as a result of disaster declarations made for Hurricanes Katrina and Rita (on or after August 29, 2005) will be made available for 39 weeks (an additional 13 weeks beyond the 26 weeks allowed) after the date of the disaster declarations.

The following is a summary of some significant changes in State unemployment insurance legislation enacted in 2006:

Alabama

Coverage. A covered employee is a co-employee of both the professional employer organization (PEO) and the client. The PEO is required to pay wages and collect, report, and pay employment-related taxes and report and pay unemployment taxes for covered employees to the extent that the client employer has funded those obligations.

Financing. The quarterly 0.06-percent special assessment used to fund the Employment Security Enhancement Fund, applicable to certain employers, is extended from March 31, 2006, to March 31, 2008.

The current tax rate structure for determining an employer's contribution rate also is extended from March 31, 2006, to March 31, 2008.

Monetary Entitlement. The weekly maximum benefit amount increased from $220 to $230, for benefit years beginning on or after July 2, 2006, and increases to $235 for benefit years beginning on or after July 1, 2007.

The weekly benefit amount is computed as 1/26 (previously 1/24) of the average of wages during the two highest quarters of the base period for benefit years beginning on or after July 2, 2006.

Alaska

Financing. Effective, July 1, 2006, the State law is amended to include SUTA dumping prevention provisions which

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

The "rates for successors in business" provision has been modified to provide that this provision does not apply to an acquisition, transfer of a trade or business, or transfer of an employer's workforce conducting the trade or business if the acquisition or transfer is determined by the commissioner (1) to have been primarily for the purpose of obtaining a more favorable rate of contributions, (2) to be inequitable to the parties, (3) to be contrary to the public interest, or (4) to be in violation of the SUTA Dumping Prevention Act of 2004 (effective July 1, 2006).

California

Coverage. The definition of "employer" has been modified to include any employing unit that is a motion picture payroll services company that pays and controls the payment of wages to a motion picture production worker for services either to a motion picture production company or to an allied motion picture services company.

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Financing. A penalty is assessed of not less than 2 nor more than 10 times the claimant's weekly benefit amount against an employer who willfully makes a false statement or representation or willfully fails to report a material fact concerning the termination of a claimant who performed services for an educational institution. The penalty must be deposited into the Employment Development Department Contingent Fund.

State law was amended to provide penalties for each rating period beginning on or after January 1, 2007, for employers operating as motion picture payroll services companies who obtain or attempt to obtain more favorable rates of contributions due to deliberate ignorance, reckless disregard, fraud, intent to evade, misrepresentation, or willful nondisclosure (effective until January 1, 2012).

On and after January 1, 2007, whenever a motion picture payroll services company creates or acquires a motion picture payroll services company, or acquires substantially all of the assets of a motion picture payroll services company, the created or acquired motion picture payroll services company must constitute a separate employing unit, notwithstanding certain other provisions of the UI law (effective until January 1, 2012).

When a motion picture payroll services company transfers all or part of its business or payroll to another motion picture payroll services company, the reserve account attributable to the first company also must be transferred to the new motion picture payroll services company (effective until January 1, 2012).

Colorado

Financing. New legislation modifies the SUTA dumping prevention provisions concerning the transfer of experience to conform to Federal law.

Nonmonetary eligibility. The new law deletes the requirement for an individual quitting to relocate because of a spouse in the military transferred for medical-related purposes in time of war or armed conflict to submit an affidavit stating residence in Colorado for a period of at least 2 years.

The new law also deletes the requirements that the State agency certify and notify the employer and hearing officer that an individual had been awarded benefits

- within the preceding 10 years under the intoxicating beverages or controlled substances provisions; and
- under the domestic abuse provisions within the preceding 3 years.

Connecticut

Nonmonetary eligibility. Notwithstanding certain other provisions of law, new State legislation allows disabled individuals to limit their availability for work to part-time employment provided that certain conditions are met and that such limitation does not effectively remove such individuals from the labor force. In determining whether such individuals have remained in the labor market, their work history, efforts to find work, the hours they are medically permitted to work, and their availability during such hours for work that is suitable in light of their impairment must be considered.

Delaware

Financing. New legislation deletes the provision stating that the State experience factor cannot be increased by more than 2.0 percent from the previous calendar year when the balance in the Unemployment Insurance Trust Fund is equal to or greater than $200 million as of September 30 and that the State experience factor cannot be increased by more than 4.0 percent from the previous calendar year in any case (effective for the tax rate determination process for calendar year 2007 and thereafter).

Prior tax rate tables have been replaced with new tax rate tables that expand the State experience factor range. The employer's basic assessment rates are unchanged, ranging from 0.0 percent to 7.9 percent, in intervals of 1 percentage point; and the employer's benefit wage ratios are unchanged, ranging from 0.0 percent to 7.9 percent, in intervals of 2 percentage points (effective for the tax rate determination process for calendar year 2007 and thereafter).

Georgia

Financing. The suspension of the overall rate increase has been extended to include the period from January 1, 2007, to December 31, 2007. If the statewide reserve ratio is less than 1.25 percent on the computation date with respect to rates applicable to calendar year 2007, then the Commissioner of Labor shall have the option of imposing an increase in the overall rate of up to 35 percent, as of the date of computation for each employer.

Idaho

Financing. The 3-percent Workforce Development Training Fund tax is extended from January 1, 2007, to January 1, 2012.

New legislation adds the option of refunding overpayments to the employer when payments from reimbursable employers exceed benefit costs. When payments are not sufficient to pay benefit costs, it adds an option that such an employer's advance payment rate for the next taxable year will be set at a rate that will cover the costs.

Amounts owed for penalty and interest on debts owed to the Department or the State Tax Commission are permitted to be offset against refunds owed to the debtor by either agency.

Illinois

Administration. New legislation amends the "disclosure of information" provision to require the Director to make available to the Department of State Police, upon request, any information concerning the place or former places of employment of a registered sex offender that may be useful in enforcing the registration provisions requiring disclosure of places of employment to the law enforcement agency.

Indiana

Appeals. The finding and the assessment, if any, by the liability administrative law judge from an appeal of an employing unit protesting an assessment becomes final 30 days (formerly 15 days) after the finding, absent further appeals.

Financing. The normal contribution rate—that is, the rate from which reduced rates are computed—changed from 5.4 percent to 5.6 percent of wages.

Except as otherwise provided, the contribution rate increased from 5.4 percent to 5.6 percent for experience-rated employers who fail to file all required contribution and wage reports and pay all contributions, penalties, and interest due in a timely fashion (effective July 1, 2006).

The State Unemployment Tax Act dumping prevention provisions have been amended. The meaning of violating or attempting to violate the law's requirements (the transfer of a trade or business solely or primarily for the purpose of obtaining a lower employer contribution rate) and the civil and criminal penalties have been clarified (effective July 1, 2006).

A special employment and training services fund has been established. An annual allocation of up to $2 million from the fund to establish reemployment training accounts to provide training and reemployment services to department employees dislocated under certain conditions is now allowed. Interest and civil penalties collected on overpayments must be deposited in the special employment and training services fund.

The department may grant an application for adjustment or refund, make an adjust-

ment or refund, or set off a refund for not later than 4 years after the date upon which any contributions, "skills 2016" training assessments, or interest were paid. The department may grant such application in whole or in part and may make an adjustment without interest in connection with subsequent contribution payments or skills 2016 training assessments, or refund such amounts, without interest from the fund.

The department may set off any refund available to an employer against any delinquent contributions, payments in lieu of contributions, skills 2016 training assessments, and the interest and penalties, if any, related to the delinquent payments and assessments.

Any decision by the department to grant an application for adjustment or refund, make an adjustment or refund on its own initiative, or set off a refund constitutes an initial determination and is subject to hearing and review.

Nonmonetary eligibility. Individuals receiving unemployment benefits determined under the domestic or family violence provisions may restrict their availability for work because of the need to address the physical, psychological, or legal effects of being a victim of domestic or family violence (effective July 1, 2006).

Overpayments. When individuals receive unemployment benefits, extended benefits, or any other Federal unemployment benefits to which they are not entitled, an overpayment and the amount of the overpayment must be established, and such individuals are liable to repay the overpayment amount (effective July 1, 2006).

A monthly interest rate of 0.5 percent is charged on the amount of the overpayment for fraudulent overpayments—such as when an individual knowingly makes, or causes to be made by another, a false statement or a representation of a material fact knowing it to be false or fails, or causes another to fail, to disclose a material fact that results in receipt of benefits to which he or she is not entitled.

The time period for offsetting fraudulent overpayments from any benefits received is changed *from* within the 6-year period following the filing of a claim *to* within the 6-year period following the later of the date the overpayment was established or becomes final following exhaustion of all appeals.

The time period for offsetting nonfraudulent overpayments from any benefits received is changed *from* within the 3-year period following the date of the filing of a claim *to* within the 3-year period following the later of the date the overpayment was established or becomes final following exhaustion of all appeals.

Overpayments are permitted to be waived upon request by certain individuals because of an employer or department error.

The disqualification for misrepresentation or failure to disclose has been modified to provide that the individual forfeits any wage credits earned—formerly wage credits were cancelled—or any benefits or extended benefits that might otherwise be payable for the period in which failure to disclose earnings or facts or falsification occurs.

Civil penalties for knowingly failing to disclose or falsifying any fact in addition to the amounts forfeited are established as follows: for the first instance, 25 percent; for the second, 50 percent; and for the third and each subsequent infraction, 100 percent of the benefit overpayment.

Kansas

Coverage. An independent contractor relationship may exist between an owner-operator and a licensed motor carrier under certain conditions. A licensed motor carrier does not exercise control over a driver because such carriers require the driver to comply with applicable regulations.

Financing. Any person is prohibited from knowingly and intentionally misclassifying an employee as an independent contractor for the sole or primary purpose of avoiding State unemployment insurance contributions reporting requirements. Penalties are imposed for violating such law.

Louisiana

Financing. Benefits paid pursuant to specific executive orders and hurricane-related layoffs that are chargeable and reimbursable must be deferred, without assessment of penalty and interest, until January 1, 2007, to allow time for such benefit charges to be identified and quantified and for payment arrangements to be made through loans, grants, or State or Federal legislation.

The administrator is authorized, by request of the employing unit, to negotiate payment terms for benefit charges assessed as a result of hurricanes Katrina and Rita and the specific executive orders. Such payment terms, without penalty and interest assessment, must be made quarterly for periods not to exceed 2 years beginning January 1, 2007.

Charging experience-rated employers for benefits paid pursuant to the governor-issued executive orders dealing with layoffs resulting from hurricanes Katrina and Rita is prohibited; recoupment of such benefits by spreading the noncharged benefits to all employers through the social charge account is prohibited.

The time period has been extended from January 1, 2007, to July 1, 2007, for deferring, without assessment of penalty and interest, the reimbursement of benefits paid pursuant to specific executive orders and hurricane-related layoffs that are chargeable to the accounts of nonprofit organizations, the State, its political subdivisions and Indian tribes or tribal units to allow time for such benefit charges to be identified and quantified and for payment arrangements to be made through loans, grants, or State or Federal legislation.

The beginning time for quarterly payments for benefit charges assessed as a result of hurricanes Katrina and Rita and the specific executive orders has been changed from January 1, 2007, to July 1, 2007.

New Hampshire

Administration. The way employer liability determinations are sent has been changed *from* registered mail *to* certified mail, return receipt requested, or first class mail, whichever the commissioner determines to be most appropriate. The liability determinations are sent to the last known address of each employing unit or employer affected, according to the records of the department, (effective July 1, 2006).

Financing. The percentage point de-crease in the contribution rates changes based on the amounts in the unemployment fund on September 30 of the preceding calendar year. The reduction in the contribution rate occurs for the four calendar quarters during a calendar year. The range is a decrease of 0.5 percent if the fund equals or exceeds $225,000,000, a decrease of 1.0 percent (formerly 0.5 percent) if the fund equals or exceeds $250,000,000, and a decrease of 1.5 percent (formerly 0.5 percent) if the fund equals or exceeds $275,000,000 (effective July 1, 2006). The minimum contribution rate cannot be less than 0.01 percent, effective July 1, 2006, and not less than 0.10 percent, effective January 1, 2007.

Any employing unit, officer or employee of a corporation, or member or employee of a partnership or limited liability company commits falsity, when, as such an officer, employee, or member, is under a duty to perform and who fails or refuses to furnish a report that includes every individual who performed services in employment for the time period applicable to such report. The new regulations provide that a penalty may be imposed of up to $25 for each such individual not reported for each calendar day such a violation continues.

An amnesty is applied from the assessment or payment of all penalties and of interest greater than ½ a percentage point per month for unpaid contributions reported and paid in full during the period from July

1, 2006, through and including October 31, 2006, regardless of whether previously assessed; amnesty applies to contributions due but unpaid on or before October 31, 2006.

The unemployment fund—rather than the most recent employer—is charged whenever unemployment benefits are paid and a chargeable employer has not been established following a determination that an individual who previously was disqualified, but now is eligible due to monetarily requalifying.

For purposes of being totally unemployed and partially unemployed, the term "wages" has been modified to add that the application of longevity, stay, retention, attendance, and similar payments commencing with a period of 1 or more weeks of partial or total unemployment must be presumed reasonable if such payment was received 90 or fewer days prior to the commencement of such a period.

The employing unit must make restitution to the unemployment compensation fund in full for any and all unemployment benefits paid to an employee for a period covered by, or reasonably deemed to be, included in any arbitration award, back pay award, settlement agreement, or jury verdict.

The provisions concerning payment of contributions by the State, county, city, town or other political subdivision of New Hampshire have been modified to provide that if during the base period a claimant was employed by the State, county, city, town or other political subdivision of New Hampshire, and by certain other employers, the amount to be paid into the fund by such State, county, city, town or other political subdivision of New Hampshire with respect to such a claimant will be prorated among the liable employers in proportion to the wages paid to such an individual by such an employer during the base period. The law previously required the State, county, city, town or other political subdivisions of New Hampshire to pay the fund the amount of benefits received by the claimant that were in addition to such amount as the claimant was entitled to receive on the basis of the wages paid by the other employers.

The provision concerning proration of payments has been repealed and reenacted to provide that if the base period wages of an individual include wages from one or more reimbursing employers and one or more additional employers, reimburser or taxpayer, benefits paid to such individual must be charged to any such reimbursing employer in the same proportion as the wages from such reimbursing employers bears to the total amount of all wages in the individual's base period. Any benefit not charged to a reimbursing employer shall be charged to the most recent employer or as otherwise required by the state unemployment compensation law.

The provision pertaining to charging when an individual performed employment for more than one employer simultaneously has been modified by defining "performed employment" as including the receipt of wages or earnings found to apply to such time period.

Monetary entitlement. The maximum weekly benefit amount increases from $372 to $427 and the maximum benefits payable from $9,672 to $11,102, effective July 1, 2007.

The minimum wage credits required in the base period to qualify for the maximum weekly benefit amount increases from $36,500 to $41,500, effective July 1, 2007.

Nonmonetary eligibility. The term "most recent employer" is redefined to mean the last employer prior to the effective date of the initial claim with whom an individual's work record exceeded 4 consecutive weeks of employment while such individual received no benefits. (Previous definition was the last employer with whom an individual's work record exceeded 4 consecutive weeks of employment or exceeded 9 weeks of employment in the immediately preceding 13-week period while such individual received no benefits.)

The introductory paragraph of the provision's "disqualifications for benefits" section has been modified. In this section, the term "date" means the last calendar day on which the individual performed services for his or her employer.

The definition of "gross misconduct" as it pertains to unemployment insurance has been amended. An an unemployed individual who is discharged for assault that causes bodily injury or who is discharged for criminal threatening will suffer loss of all wage credits earned prior to the date of his or her dismissal.

North Carolina

Appeals. Employers must receive written notice of the employer's appeal rights and any forms that are required to allow the employer to protest the claim. All forms must contain a section referencing the appropriate rules pertaining to appeals and the instructions on how to file an appeal (applies to claims filed on or after October 1, 2006).

Financing. For the purpose of determining an employer's rate of contributions, no experience will be transferred to the successor employing unit when the assets of the predecessor are acquired in a sale in bankruptcy, unless the successor employing unit shares common ownership with the predecessor. (Applies to acquisitions made on or after August 1, 2003.)

Nonmonetary eligibility. The interested employer's protest period has decreased from 15 to 10 days from the earlier of mailing or delivery of the notice of filing a claim. A copy of the notice of claim filing must be sent contemporaneously to the employer by telefacsimile if a fax number is on file (applies to claims filed on or after October 1, 2006).

Oklahoma

Administration. The Commission is permitted to release employer tax information and benefit claim information to the State Department of Rehabilitation Services for use in assessing results and outcomes of clients served.

Appeals. The Board of Review must certify and file with the court a certified copy of the record of the case within 60 days of the filing of the petition.

The appeal of determinations provisions is modified to allow employers to file a written request for a review and redetermination on determinations regarding any aspect of an employer's account; determination becomes final for failure to file such request. The Commission must provide for a review and issue a Notice of Redetermination. The employer is allowed to appeal in a written protest the redetermination within 14 days of the date of the mailing of the notice; redetermination becomes final for failing to appeal, and no further appeal is allowed.

The Commission must provide for an oral hearing *de novo* to allow evidence to be presented in support of the protest. The order issued pursuant to the hearing may be appealed via Petition of Review by the employer or the Commission to the district court of the county in which the employer has its principal place of business, and if the employer does not have a principal place of business in any county in Oklahoma, then the Petition for Review must be filed with the Oklahoma County District Court.

Determinations made under the following unemployment insurance law provisions may be appealed by employers under the appeal (formerly protest) of determinations provisions: successor and predecessor employers, election by employer, and assessments.

Coverage. The definition of employer is amended to include any individual or employing unit which acquires substantially all of the employees of an employer or an employing unit.

Financing. New legislation defines "experience period" to mean for any tax year occurring

- before January 1, 2007, the most recent 3 consecutive completed calendar years

occurring before the calendar year for which a tax rate is being calculated; and

- after December 31, 2006, the most recent 12 consecutive completed calendar quarters occurring before July 1 of the year immediately preceding the year for which the employer's contribution rate is being calculated.

The new law adds that the provisions pertaining to payment of contributions by employers do not apply to Indian Tribes or Tribal Units electing to make payments in lieu of additional contributions to certain nonprofit organizations that make payments in lieu of contributions and State and political subdivisions and their instrumentalities.

The date for notifying employers of their contribution rate is changed *from* the calendar year before March 31 of such year, *to* a given calendar year on or before September 30, of the previous calendar year.

The base period employer has 20 days (formerly 14) from the date on the notice to file written objections from the written notice showing the benefit wages charged; this 20-day time period may be waived for good cause shown.

The time period is decreased *from* 20 days *to* 14 days after mailing of the determination by the Commission as to whether or not the employer will be charged for benefit wages for the employer to protest and request an oral hearing; the determination becomes final for failure by the employer to file within 14 days.

The current provisions that calculate the benefit wage ratio to apply to any tax year occurring before January 1, 2007 has been modified.

An additional calculation of the benefit wage ratio applicable to any tax year occurring after December 21, 2006 has been provided. The benefit wage ratio of each employer will be a percentage equal to the total of the employer's benefit wages in the experience period divided by the employer's total taxable payroll for the experience period on which contributions have been paid to the Commission on or before July 31 of the calendar year immediately preceding the year for which the contribution rate is being calculated.

The calculation of the State experience factor is modified to reflect the experience period instead of the most recent 3 consecutive completed calendar years. The date is changed *from* at the beginning of each year *to* July 1 of any given year for conditions a through d (in the original document) when a contribution rate increase is due for employers for the next calendar year.

The period for looking at net benefits paid is changed *from* the most recent 5 consecutive completed calendar years *to* the most recent 20 consecutive completed calendar quarters for conditions a through d (in the original document) when a contribution rate increase is due.

The definition of "net benefits paid" has been modified to change *from* using the most recent 5 consecutive completed calendar years *to* using the most recent 20 consecutive completed calendar quarters.

The provision creating a Special Surtax Fund is deleted. The provision imposing a special surtax for employers assigned a contribution rate in excess of 5.4 percent, which is required to be transferred to the Special Surtax Fund, is deleted.

A total of $6,945,383.39 of Reed Act funds transferred to the State on March 13, 2002, has been appropriated to pay for administrative expenses for the following programs in the following amounts:

- Employment Service Program, $3,930,571.88
- One-Stop Career Center expenses attributable to the employment service and the unemployment insurance program, $300,000
- Unemployment Insurance Program, $2,713,811.51

The appropriated Reed Act funds must be expended on or before December 31, 2007.

Nonmonetary eligibility. The meaning of "supplemental unemployment benefit plan" is modified to include, in addition to payments made during a temporary layoff, payments made during a permanent layoff.

The purpose of a supplemental unemployment benefit plan is changed *from* a plan that allows an employer the opportunity to keep its employees intact during a temporary layoff *to* a plan that allows an employer to sustain the purchasing power of its employees or former employees during a layoff.

The requirements that a supplemental unemployment benefit plan must meet for a temporary layoff are modified, and the requirements that a supplemental unemployment benefit plan must meet for a permanent layoff are established.

The requirements to seek and accept work will be waived *only* for unemployment compensation claimants receiving supplemental benefits due to a temporary layoff.

The seek-and-accept work disqualification requirements are modified to provide that an individual will be disqualified for failing to make application for work with employers who could reasonably be expected to have work available. (Formerly, work had to be available within that general geographic area of the State.)

The seek-and-accept work disqualification requirements are waived if the individual has been summoned to appear for jury duty; the waiver continues for as long as the individual remains on jury duty according to the summons.

The "good cause for voluntarily leaving" provision is amended to provide that it is good cause when the claimant was separated from employment with the employer because a physician diagnosed or treated a medically verifiable illness or medical condition of the claimant or the minor child of the claimant, and based on available information, the Oklahoma Employment Security Commission finds that it was medically necessary for the claimant to stop working or change occupations. (Formerly the physician had to find that it was medically necessary.)

No person drawing unemployment benefits on or after January 1, 2006, will be disqualified from benefits, nor will any overpayment recoupment action be taken against any person who receives benefits on or after January 1, 2006, if the claim of disqualification or recoupment is based upon such a person's receipt of payment under a supplemental unemployment benefit plan that meets the requirements of the Oklahoma unemployment insurance law.

South Dakota

Financing. The taxable wage base increases from $7,000 to $8,500 for calendar year 2007; to $9,000 for calendar year 2008; to $9,500 for calendar year 2009; and to $10,000 on or after January 1, 2010.

For calendar years 2007 and thereafter, the maximum contribution rate increases from 7.0 percent to 8.5 percent and the minimum contribution rate increases from 1.0 percent to 1.5 percent for employers with a negative reserve ratio. The maximum contribution rate increases from 0.9 percent to 1.0 percent for employers with a positive reserve ratio. The minimum contribution rate remains at 0.0 percent for employers with a positive reserve ratio.

Beginning January 1, 2009, under certain conditions, the new law assesses interest on experienced employers with negative reserve balances. The interest rate will be the average of the quarterly interest rates paid by the U.S. Treasury on the unemployment insurance trust fund reserves in the calendar year ending on the interest calculation date and will be applied to the amount by which the negative balance increased from December 31, 2006, or from the date the employer became subject to a negative reserve balance, if later, to the computation date used for the

interest calculation date for the year. Interest payments are not credited to the employers' accounts.

The adjustment percentage application changes from an annual basis to a quarterly basis; it does not apply to wages paid from July 1, 2006, to June 30, 2009, unless the fund balance at the end of any quarter in that period is $2 million or less; the rates must 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 $11 million; the increased rate must be 0.1 percent if the fund balance is 100 percent or more, but less than 150 percent of $11 million.

Nonmonetary eligibility. The pension offset provision is amended to provide that the weekly benefit amount will not be reduced due to receipt of Federal Social Security retirement benefits or payments made under the Railroad Retirement Act of 1974, if the unemployment trust fund balance reaches $30 million at the end of any calendar quarter.

Tennessee

Financing. New legislation modifies tax rates by adding a new rate table to replace the most favorable table when the Tennessee job skills fee sunsets (effective July 1, 2006). The minimum and maximum rates are unchanged, but some rates within the table have been raised.

Employers must have filed an application for an adjustment or refund by the final day of February (formerly March 31) for an employer's assigned premium rate to be changed once an adjustment or refund has been approved (effective July 1, 2006).

Utah

Coverage. The definition of "employment" excludes service

- performed as a student nurse in the employ of a hospital or a nurses' training school by an individual who is enrolled and is regularly attending classes in a nurses' training school chartered or approved under State law;

- in the employ of a governmental entity or Indian Tribe as an election official or election worker, if the amount of remuneration received as such an official or worker during the calendar year is less than $1,000.

Nonmonetary eligibility. New legislation reduces the weekly benefit amount by 50 percent of Social Security payments, from July 1, 2007, to July 1, 2011.

Vermont

Coverage. Service performed by an individual as a direct seller if the individual meets certain conditions is excluded from coverage.

Virginia

Monetary Entitlement. The maximum weekly benefit amount increases from $330 to $347 for claims effective on or after July 2, 2006.

Washington

Administration. Requires liberal construction of the Employment Security Act to reduce hardship of the unemployed person (due to be removed June 30, 2007).

Financing. The new law modifies the flat social cost factor provisions by

- deleting the special requirements for 2007;

- changing the maximum reduction in the flat social cost factor from 0.2 percent to 0.4 percent when the balance in the unemployment compensation fund is equal to more than 10 months of benefits (effective January 1, 2007); and

- changing the minimum flat social cost factor from 0.6 percent to 0.5 percent when the balance in the unemployment compensation fund is equal to at least 12 months of benefits, but less than 14 months of benefits, or 0.45 percent for rate class 1 employers only, when the balance in the unemployment compensation fund is equal to at least 14 months of benefits, and 0.5 percent for employers in all other rate classes (effective, January 1, 2007).

The new law also modifies the graduated social cost factor provisions for employers in certain industries by

- extending the zero rate from June 30, 2007, to December 31, 2007; and

- establishing a maximum rate of 5.7 percent beginning in 2008.

The law modifies the provisions for determining whether a solvency surcharge is applicable and how much revenue needs to be generated by the solvency surcharge.

It makes permanent the provision for noncharging contributing employer's accounts for benefits paid that exceed the benefits that would have been paid if the weekly benefit amount had been determined as 1 percent of total wages.

Applicable retroactively to January 1, 2006, the State law is amended to include SUTA dumping prevention provisions which

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

- prohibit transfer of experience if a person becomes an employer by acquiring an existing business and if the purpose of the acquisition is to obtain a lower contribution rate; and apply to persons, who prior to the acquisition of the business, (a) had no employees and (b) had some employees, but not enough to be an employer for State law purposes;

- provide meaningful civil and criminal penalties for knowingly violating or attempting to violate the law's requirements, and for knowingly advising to violate the law; and

- establish procedures to identify the transfer or acquisition of a business for purposes of the law.

Monetary entitlement. The law makes permanent the calculating of the weekly benefit amount at 3.85 percent of the average of the two highest quarters of earnings (due to expire July 2007 and return to 1 percent of base year wages).

Nonmonetary eligibility. The law provides that a military spouse can transfer to any location outside the local labor market and will not be disqualified for voluntarily quitting. (Previously, the person was only eligible if he or she moved to a State that had similar allowance laws for military spouses.)

Wisconsin

Nonmonetary eligibility. The law excludes certain volunteer wages from determination of what constitutes deductible income for determining an individual's entitlement to partial benefits for weeks beginning March 19, 2006. □

Productivity in real time

Worker productivity is an important economic measure. Economists have long agreed that increased productivity is the principal factor leading to increased living standards for the overall population. As workers become more efficient at producing output, they can be compensated accordingly. In addition, monetary policy officials analyze trends in labor productivity—defined as output per hour worked—to predict gross domestic product (GDP) growth and set interest rates. Because productivity growth rates can vary markedly from quarter to quarter, however, it has proved difficult for policymakers and analysts to distinguish between long-term trends and short-term cyclical trends. In a recent article published in the Federal Reserve Bank of New York's Current Issues in Economics and Finance, bank officials James A. Kahn and Robert W. Rich present a methodology "designed to distinguish between permanent and transitory movements" in productivity growth.

Kahn and Rich apply their methodology to historical productivity data from 1948 to 2005. They note that while productivity increased at an average annual rate of 2.3 percent over that entire period, there were times when it grew slower than that and times when it grew faster. From 1948 to 1973, for example, the average growth rate of nonfarm output per hour was nearly 3 percent per year. From 1973 to 1995, by contrast, the average growth rate was just 1.5 percent annually. Then, from 1995 to 2005, the growth rate returned to about 3 percent per year. But these changes in productivity growth were difficult to detect when they occurred. Misunderstanding long-term trends can have major policy implications. Kahn and Rich argue that because policymakers were not able to recognize the slowdown in productivity growth in the early 1970s, they overestimated GDP growth and set interest rates too low, which in turn contributed to the high inflation of the next several years.

The authors construct a statistical model to analyze productivity growth during the 1948–2005 period. They include not only productivity as a variable in their model, but real (inflation-adjusted) consumption expenditures and real labor compensation costs as well. Economic theory predicts that these three series will track similarly over the long term, and the model allows the common trend in these three variables "to shift periodically between high-growth and low-growth states." Kahn and Rich look at how well their model would have predicted the change in the common trend that occurred in the 1990s. They find that the model would have detected the change within 2 years of when it actually occurred. In general, the model provides a useful tool for policymakers to distinguish between short- and long-term trends in productivity growth and thus make more informed decisions regarding macroeconomic policy.

Analyzing individual worker productivity

When workers produce more output and the amount of labor stays the same, they are more valuable to their employers and can be compensated accordingly. As productivity increases, both wages and profits tend to rise. Most productivity measures (including those produced by BLS) focus on the workers as a group and thus do not capture the differences in productivity among individual workers. But in a recent study published by the National Bureau of Economic Research ("Peers at Work," NBER Working Paper 12508), economists Alexandre Mas and Enrico Moretti analyze individual, "worker-level" productivity and reach some interesting conclusions.

Mas and Moretti begin by asking the following question: In a group production process, how and why does an individual worker's productivity vary as a function of the productivity of his or her co-workers? Theoretically, when a high-productivity worker is introduced, incumbent workers might exert greater effort due to "peer effects" (socialization or learning, for example); alternatively, the introduction of a more productive worker might result in less effort by incumbents due to what economists call free riding. The study looks at individual productivity by analyzing scanner data for workers at a large grocery store chain. Because of the nature of the work, the precise quantity of "output" produced by each individual worker (the number of items scanned) can be measured precisely. Thus, the authors are able to compare the productivity differences among individual workers and quantify the changes in individual productivity when a highly efficient worker is introduced.

In their investigation of these changes, Mas and Moretti find strong evidence of "positive productivity spillovers." In other words, they find that the introduction of a more productive worker into a given shift results in increased effort by the incumbent workers due to peer effects. The authors then examine whether the increased effort is due primarily to the workers being in close proximity to one another ("spatial arrangement") or if it is more connected to them having worked together previously. Interestingly, they find that an individual worker's effort is positively related to the efforts of more productive co-workers when such co-workers face the individual, but not when the individual faces the more productive workers. They also find that employees tend to work harder when working with people they've worked with before in the same or another area of the store.

As a result of these findings, the authors conclude that individual workers "are motivated by social pressure and mutual monitoring," which suggests that social preferences play an important role in encouraging greater worker effort, even in the absence of economic incentives. Moreover, Mas and Moretti conclude that overall worker efficiency in a given shift is maximized when the various skills of workers are most diverse. ☐

Immigration economics

The Economics of Immigration: Selected Papers of Barry R. Chiswick, Barry R. Chiswick, Cheltenham, U.K., Edward Elgar Publishing, 2005. 400 pp., $25 bound.

In the media, some labor market issues, like immigration, seem to have cycles. Adopted by politicians, topics become popular subjects of debate, but only until elections. This past year, immigration was again in the forefront, and, as this wide-ranging collection demonstrates, the topic is very broad and complex. Barry Chiswick, chairman of the University of Illinois at Chicago Economics Department, showcases some of his writings on the subject, spanning from 1978 to 2003. His work clearly demonstrates that though immigration may have been a 2006 political issue, the underlying concepts of the current debate have been analyzed for more than a decade.

Chiswick studies earnings differentials between native born and foreign workers, human capital theory, and migration. Other major themes include labor market adjustment, selectivity, impact on the host economy, illegal migration, English language skills, employment, income transfers, and immigration policy. The author writes that his intent was to "include the papers that were path-breaking, offered the most important theoretical and empirical analyses, and had the greatest impact on the literature."

Aside from presenting previously published articles, Chiswick provides a good introduction, personalizing the research and discussing his entry into the field. Chiswick also supplements the text with an excellent 12-page bibliography of immigration research from 1974 to 2004. This collection would be that much more valuable if some of the research were brought up-to-date. Beyond being dated, the articles appear in the typeface of their original publication, making for an occasionally uneven read. Despite these drawbacks, the book serves as a valuable resource.

Historical background and comparative descriptions of other countries' immigration policies flesh out Chiswick's analyses. He describes the open door policy practiced by the United States from colonial times until the late 19th century, with the only restrictions excluding those who would "lower the nation's productivity." The thrust of U.S. immigration policy has been "humane," recognizing the importance of kinship and refugee relief. In a 1909 survey of over a half-million wage and salary workers in manufacturing and mining, the U.S. Immigration Commission reported that 60 percent were foreign-born. That report was issued in 1911, and it factored into literacy requirements introduced in 1917 along with quota systems in the 1920s. Until the amended Immigration and Nationality Act in 1965, immigration was determined largely by a "national origins" quota system. The 1965 amendment made kinship the primary criterion used to ration visas. In addition to the 1965 amendment, Chiswick summarizes recommendations from the "Select Commission on Immigration and Refugee Policy (SCIRP), created by Congress in 1978. Beyond employer sanctions, the commission emphasized border control because "it is more humane and more cost effective." Chiswick also traces the immigration experiences in Canada, Great Britain, and Israel. With regard to these nations and the U.S. Chiswick discusses re-emigration, when immigrants return to their native countries.

The lead study from 1978 introduces major concepts that recur throughout Chiswick's work, deriving from a model of immigrant earnings adjustment based on skill transferability and favorable selectivity. "Among immigrants who are not refugees, earnings tend to catch up to and subsequently surpass those of the native-born at about 10 to 20 years in the United States, other variables, including race and ethnicity, being the same." Another interesting conclusion (when years-since-migration are held constant) is that for the same number of years in the U.S. whether a foreign-born person is an alien or naturalized citizen has no effect on earnings. Chiswick finds the "greater ability, work motivation, or investments in training of the foreign-born more than offset whatever earnings disadvantages persist from discrimination against them or from their initially having less knowledge and skills relevant in U.S. labor markets."

In an article on immigrant earnings and language skills (2002), Chiswick applies the human capital earnings function to immigrant earnings. "This equation suggests that variations of earnings across individuals can be explained by variations in the amount of schooling individuals have acquired and their labor market experience." His study suggests that fluency in English provides a definite monetary advantage for immigrant workers. "These findings have important implications for public policy," asserts Chiswick, in advocating the use of English language fluency in the criteria for rationing visas. If nothing else, it would also seem to encourage English-as-a-second-language training prior to or after arrival.

His research also explores the earnings of migrants and the children of immigrants—Chiswick found that "native-born children of immigrants (second generation Americans) tend to earn more than the native born with native-born parents (third- and higher- generation Americans)." The author concludes with "the overall favorable selectivity of immigrants, therefore, depends on the favorable selectivity of the supply of immigrants and the criteria used to ration admissions."

What does economics tell us about language and the foreign-born? The foreign-born, writes Chiswick, may have a "propensity to cluster in communities formed on the basis of language and ethnicity." The full price of "ethnic goods," the unique market basket for that group, is lower the larger the size of the community. Chiswick defines linguistic concentration as an area where many speak an immigrant's origin language. For immigrants with poor language skills, the language characteristics of the labor market will be a factor in deciding where to live and where to work, because "the economic penalty for not speaking English is smaller among those who live in a linguistic concentration area."

In an article on employment (2000), Chiswick found that longer employment duration and lower unemployment rates exist for those with more schooling. Regarding total labor market experience, however, weeks worked increase, but unemployment rates are invariant. He concludes that unemployment problems among immigrants appear to be "largely short-term, transitional adjustments not unlike those experienced by native-born new entrants and re-entrants to the labor market."

In evaluating the impact of immigration (1982), Chiswick discusses immigration as part of a two- and three- factor production model, as well as impacts on saving, income, and income transfer systems. Chiswick's research suggests that economic migrants have a "favorable net effect on the overall economic well-being of the native population." However, the net impact on the native population is likely to change from positive to negative for illegal aliens with low levels of skill and nonworking dependents.

How does Chiswick account for the current immigrant situation? "Trends in the demand for immigrants can be related to the criteria for rationing immigrant visas and the effectiveness with which immigration law is enforced." Because of declining transportation and communication costs, as well as widening wage gaps between countries, immigration, both legal and illegal, has increased. At the same time there has been a "decline in resources (financial and otherwise) for the enforcement of immigration law relative to the extent of the violations," leading to an increase in resident illegal aliens with limited skills.

Chiswick believes that a continuation of present policies will only intensify illegal migration from developing countries to high income countries. He cites (in true economist fashion) both positive and negative potential ramifications of the issue: "It is the low-income native-born (and legal immigrant) population that pays the highest economic price from low-skilled illegal migration. On the other hand, a greater supply of low-skilled workers, whether illegal or legal migrants, increases the wages of high-skilled workers and the return to capital." He also discusses dirty jobs and the work (and working conditions) that the stereotypical illegal migrant might have to endure. "If employers have to pay the cost of attracting native-born workers to the less desirable jobs, they will have an incentive to invest in making these jobs less undesirable. A cleaner, safer, more pleasant workplace would emerge." Chiswick theorizes that a likely outcome could also be capital substitution (for the higher priced labor), with some jobs eventually disappearing from the destination labor market.

Illegal immigration as it exists today, according to Chiswick, is the result of "benevolent ambiguity" which is tolerated. With the undesirable policy implications of deportation or amnesty, strict enforcement may exist at the border, but minimal enforcement occurs in the interior. An example of this is the recent media report that 40 percent of the nearly 12 million illegal immigrants living in the United States entered the country legally on visas. Nevertheless, despite illegal immigrants having an adverse labor market effect on the wages of low-skilled natives, Chiswick observes that they are likely to contribute more to the economy than they take in the form of wages and transfer benefits. Compounding all of this are the limited resources for enforcing immigration law. Thus, the net result is a "toothless tiger" of enforcement.

The solution to illegal immigration, contends Chiswick, is not employer sanctions. Costly documentation-verification procedures and potential discrimination suits resulting from employers' attempts to confirm legality are problematic. "What is perhaps most remarkable about the decade-old debate regarding sanctions as a means of reducing illegal immigration," writes Chiswick, "is the nearly exclusive focus on employers, and the absence of a discussion of sanctions on the illegal aliens themselves."

In a University of Miami Law Journal article from 1981, Chiswick asks the question, "Who bears the burden of immigration policy," and discusses whether alternative and equally non-racist policies could have a more favorable economic impact. Chiswick expands the discussion by describing a skill-based rationing system (similar to Canada). The essay concludes with his recommendation for a two-pronged approach to immigration control: more stringent enforcement not only at the border but in the interior, along with a skill point system for rationing visas. In a similar article, Chiswick states, "The public policy issue is not whether immigration per se is beneficial but, rather, whether increased benefits to the United States can be obtained from changes in the number of immigrants and the rationing criteria."

"With the falling cost of data analysis there is the danger in this field," contends Chiswick "of 'computing' substituting for 'thinking.'" Throughout this collection of research, he demonstrates not just clear thought in data analysis, but also a purposeful view of both past and future policy implications. The author hopes "that the continuing research on the economics of immigration will result in a clearer understanding of the issues and tradeoffs, and wiser public policies, in the face of ever-changing economic, demographic, social and political circumstances."

—Bruce Bergman
New York Regional Office
Bureau of Labor Statistics

Current Labor Statistics
Monthly Labor Review
January 2007

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

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

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

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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 x 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 international 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 noninstitu-tional 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/rvcps03.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 issue 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 subject to State unemployment insurance (UI) laws and from Federal, agencies subject to the Unemployment Compensation for Federal Employees (UCFE) program. Each quarter, State agencies edit and process the data and send the information to the Bureau of Labor Statistics.

The Quarterly Census of Employment and Wages (QCEW) data, also referred as ES-202 data, are the most complete enumeration of employment and wage information by industry at the national, State, metropolitan area, and county levels. They have broad economic significance in evaluating labor

market trends and major industry developments.

Definitions

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

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

Federal employment data are based on reports of monthly employment and quarterly wages submitted each quarter to State agencies for all Federal installations with employees covered by the Unemployment Compensation for Federal Employees (UCFE) program, except for certain national security agencies, which are omitted for security reasons. Employment for all Federal agencies for any given month is based on the number of persons who worked during or received pay for the pay period that included the 12th of the month.

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

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

For the Federal Government, the reporting unit is the **installation**: a single location at which a department, agency, or other government body has civilian employees. Federal agencies follow slightly different criteria than do private employers when breaking down their reports by installation. They are permitted to combine as a single statewide unit: 1) all installations with 10 or fewer workers, and 2) all installations that have a combined total in the State of fewer than 50 workers. Also, when there are fewer than 25 workers in all secondary installations in a State, the secondary installations may be combined and reported with the major installation. Last, if a Federal agency has fewer than five employees in a State, the agency headquarters office (regional office, district office) serving each State may consolidate the employment and wages data for that State with the data reported to the State in which the headquarters is located. As a result of these reporting rules, the number of reporting units is always larger than the number of employers (or government agencies) but smaller than the number of actual establishments (or installations).

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

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

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

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

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

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

Notes on the data

Beginning with the release of data for 2001, publications presenting data from the Covered Employment and Wages program have switched to the 2002 version of the North

American Industry Classification System (NAICS) as the basis for the assignment and tabulation of economic data by industry. NAICS is the product of a cooperative effort on the part of the statistical agencies of the United States, Canada, and Mexico. Due to difference in NAICS and Standard Industrial Classification (SIC) structures, industry data for 2001 is not comparable to the SIC-based data for earlier years.

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

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

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

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

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

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

Job Openings and Labor Turnover Survey

Description of the series

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

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

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

Definitions

Establishments submit **job openings** in-for-mation 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 available. 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; 30–37)

The National Compensation Survey (NCS) produces a variety of compensation data. These include: The Employment Cost Index (ECI) and NCS benefit measures of the incidence and provisions of selected employee benefit plans. Selected samples of these measures appear in the following tables. NCS also compiles data on occupational wages and the Employer Costs for Employee Compensation (ECEC).

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 is a Laspeyres Index that uses fixed employment weights to measure change in labor costs free from the influence of employment shifts among occupations and industries.

The ECI provides data for the civilian economy, which includes the total private nonfarm economy excluding private households, and the public sector excluding the Federal government. Data are collected each quarter for the pay period including the 12th day of March, June, September, and December.

Sample establishments are classified by industry categories based on the 2002 North American Classification System (NAICS). Within a sample establishment, specific job categories are selected and classified into

about 800 occupations according to the 2000 Standard Occupational Classification (SOC) System. Individual occupations are combined to represent one of ten intermediate aggregations, such as professional and related occupations, or one of five higher level aggregations, such as management, professional, and related occupations.

Fixed employment weights are used each quarter to calculate the most aggregate series—civilian, private, and State and local government. These fixed weights are also used to derive all of the industry and occupational series indexes. Beginning with the March 2006 estimates, 2002 fixed employment weights from the Bureau's Occupational Employment Statistics survey were introduced. From March 1995 to December 2005, 1990 employment counts were used. These fixed weights 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 series based on bargaining status, census region and division, and metropolitan area status, fixed employment data are not available. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable with those for aggregate, occu-pational, and industry 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 ECI data in these tables reflect the con-version to the 2002 North American Industry Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. ECI series based on NAICS and SOC became the official BLS estimates starting in March 2006.

The ECI 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 (December 2005=100) are available on the Internet: **www.bls.gov/ect/**

ADDITIONAL INFORMATION on the Employment Cost Index is available at **http://www.bls.gov/ncs/ect/home.htm** or by telephone at (202) 691–6199.

National Compensation Survey Benefit Measures

Description of the series

NCS benefit measures of employee benefits are published in two separate reports. The annual summary provides data on the incidence of (access to and participation in) selected benefits and provisions of paid holidays and vacations, life insurance plans, and other selected benefit programs. Data on percentages of establishments offering major employee benefits, and on the employer and employee shares of contributions to medical care premiums also are presented. Selected benefit data appear in the following tables. A second publication, published later, contains more detailed information about health and retirement plans.

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 paid entirely by the employee are included because the guarantee of insurability and availability at group premium rates are considered a benefit.

Employees are considered as having **access** to a benefit plan if it is available for their use. For example, if an employee is permitted to participate in a medical care plan offered by the employer, but the employee declines to do so, he or she is placed in the category with those having access to medical care.

Employees in contributory plans are considered as **participating** in an insurance or retirement plan if they have paid required contributions and fulfilled any applicable service requirement. Employees in noncontributory plans are counted as participating regardless of whether they have fulfilled the service requirements.

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

ADDITIONAL INFORMATION ON THE NCS benefit measures is available at **http://www.bls.gov/ncs/ebs/home.htm** or by telephone at (202) 691–6199.

Work stoppages

(Table 37)

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 37.

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.

ADDITIONAL INFORMATION on work stop-pages data is available at **http://www.bls.gov/cba/home.htm** or by telephone at (202) 691–6199.

Price Data

(Tables 2; 38–46)

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 noninstitutional population of the United States at that time, compared with 32 percent represented in the CPI-W. In addition to wage earners and clerical workers, the CPI-U covers professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, retirees, and others not in the labor force.

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

Data collected from more than 23,000 retail establishments and 5,800 housing units in 87 urban areas across the country are used to develop the "U.S. city average." Separate estimates for 14 major urban centers are presented in table 39. 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 meaured 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 completed during the first week of the month. Survey respondents are asked to indicate all discounts, allowances, and rebates applicable to the reported prices, so that the price used in the calculation of the indexes is the actual price for which the product was bought or sold.

In addition to general indexes of prices for U.S. exports and imports, indexes are also published for detailed product categories of exports and imports. These categories are defined according to the five-digit level of detail for the Bureau of Economic Analysis End-use Classification, 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; 47–50)

Business and major sectors

Description of the series

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

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

Definitions

Output per hour of all persons (labor productivity) is the quantity of goods and services produced per hour of labor input. **Output per unit of capital services** (capital productivity) is the quantity of goods and services produced per unit of capital services input. **Multifactor productivity** is the quantity of goods and services produced per combined inputs. For private business and private nonfarm business, inputs include labor and capital units. For manufacturing, inputs include labor, capital, energy, 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 47–50 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 producing 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 Web site at: **www.bls.gov/lpc/home.htm**

International Comparisons

(Tables 51–53)

Labor force and unemployment

Description of the series

Tables 51 and 52 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 Bureau adjusts the figures for these 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 additional 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 un-employed, 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 for Japan and Germany, which include the institutionalized working age population.

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. 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. 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. Persons without work and waiting to start a new job are counted as unemployed under U.S. concepts if they were actively seeking work during the reference period; if they were not actively seeking work, they are not counted in the labor force. Persons without work and waiting to start a new job are counted among the unemployed for all other countries, whether or not they were actively seeking work.

For more qualifications and historical annual data, see *Comparative Civilian Labor Force Statistics, Ten Countries,* on the Internet at **http:/www.bls.gov/fls/flscomparelf.htm**

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 53 presents comparative indexes of manufacturing output per hour (labor productivity), 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. BLS does not recommend using these series for level comparisons because of technical problems.

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, for most economies, is real value added in manufacturing taken from national accounts. However, output for Japan prior to 1970 and for the Netherlands prior to 1960 is from an index of industrial production. Manufacturing value added for the United Kingdom is essentially identical to its indexes of industrial production.

Real output for manufacturing in the United States is the chain-weighted index of real gross product originating (deflated value added), produced by the Bureau of Economic Analysis (BEA) of the U.S. Department of Commerce. Most of the other economics now also use chain-weighted as opposed to fixed-year weights that are periodically updated.

The data for recent years are based on the United Nations System of National Accounts 1993 (SNA 93). Manufacturing is generally defined according to the International Standard Industrial Classification (ISIC). For the United States and Canada, it is defined according to the North American Industry Classification System (NAICS 97).

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. The gross product originating series differs from the manufacturing output series that BLS publishes in its quarterly news releases on U.S. productivity and costs (and that underlies the measures that appear in tables 49 and 51 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 hours refer to hours worked in all economies. The measures are developed from statistics of manufacturing employment and average hours. The series used for Canada, Denmark, France (from 1970 forward), Norway, and Sweden are official series published with the national accounts. 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.

Hourly compensation is total compensation divided by total hours. Total com-pensation 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. 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.

United labor costs are the cost of labor input required to produce one unit of output. They are computed as compensation in norminal terms divided by real output. Unit labor costs can also be computed by dividing hourly compensation by output per hour, that is, by labor productivity.

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.

FOR ADDITIONAL INFORMATION on these series, go to **http://www.bls.gov/news.release/prod4.toc.htm and http://www.bls.gov/fls/prodsupptabletoc.htm** or contact the Division of Foreign Labor Statistics: (202) 691–5654.

Occupational Injury and Illness Data

(Tables 54–55)

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 in-

volve one or more of the following: loss of consciousness, restriction of work or motion, transfer to another job, or medical treatment other than first aid.

Occupational injury is any injury such as a cut, fracture, sprain, or amputation that results from a work-related event or a single, instantaneous exposure in the work environment.

Occupational illness is an abnormal condition or disorder, other than one resulting from an occupational injury, caused by exposure to factors associated with employment. It includes acute and chronic illnesses or disease which may be caused by inhalation, absorption, ingestion, or direct contact.

Lost workday injuries and illnesses are cases that involve days away from work, or days of restricted work activity, or both.

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

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

Notes on the data

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

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

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

Most of the estimates are in the form of incidence rates, defined as the number of injuries and illnesses per 100 equivalent full-time workers. For this purpose, 200,000 employee hours represent 100 employee years (2,000 hours per employee). Full detail on the available measures is presented in the annual bulletin, *Occupational Injuries and Illnesses: Counts, Rates, and Characteristics.*

Comparable data for more than 40 States and territories are available from the BLS Office of Safety, Health and Working Conditions. Many of these States publish data on State and local government employees in 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	2004	2005	2004		2005				2006		
			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	66.0	66.0	66.0	66.0	65.8	66.1	66.2	66.1	66.0	66.1	66.2
Employment-population ratio	62.3	62.7	62.4	62.4	62.4	62.7	62.9	62.8	62.9	63.0	63.1
Unemployment rate	5.5	5.1	5.5	5.4	5.2	5.1	5.0	5.0	4.7	4.7	4.7
Men	5.6	5.1	5.6	5.6	5.4	5.0	5.0	4.9	4.7	4.7	4.6
16 to 24 years	12.6	12.4	12.5	12.6	13.2	12.5	12.1	11.7	11.2	11.1	11.4
25 years and older	4.4	3.8	4.4	4.3	4.1	3.8	3.8	3.7	3.6	3.6	3.5
Women	5.4	5.1	5.3	5.2	5.1	5.1	5.1	5.1	4.8	4.6	4.7
16 to 24 years	11.0	10.1	10.9	10.9	10.4	10.4	9.8	10.0	9.6	9.2	10.1
25 years and older	4.4	4.2	4.3	4.2	4.1	4.2	4.2	4.2	3.9	3.8	3.8
Employment, nonfarm (payroll data), in thousands: [1]											
Total nonfarm	131,435	133,463	131,602	132,244	132,694	133,230	133,750	134,161	134,722	135,125	135,577
Total private	109,814	111,660	109,981	110,533	110,960	111,454	111,907	112,291	112,849	113,198	113,564
Goods-producing	21,882	22,133	21,932	22,001	22,039	22,126	22,140	22,242	22,363	22,419	22,423
Manufacturing	14,315	14,232	14,336	14,307	14,271	14,247	14,208	14,211	14,226	14,245	14,229
Service-providing	109,553	111,330	109,670	110,243	110,655	111,104	11,610	111,920	112,359	112,706	113,154
Average hours:											
Total private	33.7	33.8	33.7	33.7	33.7	33.7	33.8	33.8	33.8	33.9	33.8
Manufacturing	40.8	40.7	40.8	40.5	40.6	40.4	40.6	40.9	41.0	41.2	41.3
Overtime	4.6	4.6	4.6	4.5	4.5	4.4	4.5	4.6	4.5	4.6	4.4
Employment Cost Index[1, 2, 3]											
Total compensation:											
Civilian nonfarm[4]	3.7	3.1	1.0	.5	1.0	.6	.8	.6	.7	.9	1.1
Private nonfarm	3.8	2.9	.8	.5	1.0	.7	.6	.5	.8	.9	.8
Goods-producing[5]	4.6	3.2	1.2	.4	1.1	1.0	.8	.2	.3	1.0	.7
Service-providing[5]	3.5	2.8	.7	.5	1.0	.6	.6	.5	1.0	.8	.9
State and local government	3.6	4.1	1.6	.7	.8	.3	2.0	.9	.5	.4	2.3
Workers by bargaining status (private nonfarm):											
Union	5.4	2.8	.8	.6	.6	.9	.8	.4	.5	1.3	.6
Nonunion	3.5	2.9	.8	.5	1.1	.6	.6	.5	.9	.8	.9

[1] Quarterly data seasonally adjusted.

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

[3] The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

[4] Excludes Federal and private household workers.

[5] 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	2004	2005	2004		2005				2006		
			III	IV	I	II	III	IV	I	II	III
Compensation data[1, 2, 3]											
Employment Cost Index—compensation:											
Civilian nonfarm	3.7	3.1	1.0	0.5	1.0	0.6	0.8	0.6	0.7	0.9	1.1
Private nonfarm	3.8	2.9	.8	.5	1.0	.7	.6	.5	.8	.9	.8
Employment Cost Index—wages and salaries:											
Civilian nonfarm	2.5	2.6	.9	.3	.6	.6	.7	.6	.7	.8	1.1
Private nonfarm	2.6	2.5	.8	.3	.7	.6	.6	.5	.7	1.0	.8
Price data[1]											
Consumer Price Index (All Urban Consumers): All Items	3.3	3.4	.2	.2	1.0	.5	2.2	–1.0	1.5	1.6	.0
Producer Price Index:											
Finished goods	4.1	5.4	.0	1.1	2.0	.3	3.2	.0	.1	1.7	.9
Finished consumer goods	4.6	6.8	–1.7	.9	–2.6	1.4	4.1	–.4	.1	2.1	1.1
Capital equipment	2.4	1.3	.4	1.6	2.1	–.2	.3	.7	.5	.3	.1
Intermediate materials, supplies, and components	9.1	8.4	1.9	.9	3.5	.8	3.9	1.1	1.1	3.0	.2
Crude materials	18.0	22.1	–5.1	8.3	9.7	–2.5	–1.4	2.0	–11.7	1.5	.6
Productivity data[4]											
Output per hour of all persons:											
Business sector	3.5	2.6	.5	1.6	3.1	1.2	5.0	.2	4.5	1.1	.1
Nonfarm business sector	3.4	2.7	.2	.4	3.6	2.3	4.4	–.1	4.3	1.1	.0
Nonfinancial corporations[5]	4.0	5.0	5.5	1.6	5.0	4.9	3.0	3.2	7.2	.2	–

[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] The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

[4] 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.

[5] Output per hour of all employees.

3. Alternative measures of wage and compensation changes

Components	Quarterly change					Four quarters ending—				
	2005		2006			2005		2006		
	III	IV	I	II	III	III	IV	I	II	III
Average hourly compensation:[1]										
All persons, business sector	8.3	3.1	13.6	6.4	4.0	4.9	4.0	6.4	7.8	6.7
All persons, nonfarm business sector	7.8	2.9	13.7	6.6	3.7	4.8	4.1	6.4	7.7	6.7
Employment Cost Index—compensation:[2]										
Civilian nonfarm[3]	.8	.6	.7	.9	1.1	3.0	3.1	2.8	3.0	3.3
Private nonfarm	.6	.5	.8	.9	.8	2.9	2.9	2.6	2.8	3.0
Union	.8	.4	.5	1.3	.6	3.0	2.8	2.7	3.0	2.8
Nonunion	.6	.5	.9	.8	.9	2.9	2.9	2.6	2.8	3.1
State and local government	2.0	.9	.5	.4	2.3	3.9	4.1	3.7	3.8	4.1
Employment Cost Index—wages and salaries:[2]										
Civilian nonfarm[3]	.7	.6	.7	.8	1.1	2.3	2.6	2.7	2.8	3.2
Private nonfarm	.6	.5	.7	1.0	.8	2.3	2.5	2.4	2.8	3.0
Union	.8	.5	.3	.9	.5	2.5	2.5	2.5	2.5	2.2
Nonunion	.6	.5	.8	1.0	.9	2.3	2.5	2.5	2.9	3.2
State and local government	1.3	.9	.3	.5	2.0	2.6	3.1	2.8	3.1	3.7

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

[2] The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

[3] Excludes Federal and private household workers.

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

[Numbers in thousands]

Employment status	Annual average		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
TOTAL															
Civilian noninstitutional population[1]	226,082	228,815	227,204	227,425	227,553	227,763	227,975	228,199	228,428	228,671	228,912	229,167	229,420	229,675	229,905
Civilian labor force	149,320	151,428	150,145	150,113	150,122	150,477	150,689	150,862	151,051	151,370	151,558	151,734	151,818	152,052	152,449
Participation rate	66.0	66.2	66.1	66.0	66.0	66.1	66.1	66.1	66.1	66.2	66.2	66.2	66.2	66.2	66.3
Employed	141,730	144,427	142,597	142,782	143,099	143,319	143,680	143,763	144,045	144,386	144,330	144,618	144,906	145,337	145,623
Employment-population ratio[2]	62.7	63.1	62.8	62.8	62.9	62.9	63.0	63.0	63.1	63.1	63.1	63.1	63.2	63.3	63.3
Unemployed	7,591	7,001	7,548	7,331	7,023	7,158	7,009	7,098	7,006	6,984	7,228	7,116	6,912	6,715	6,826
Unemployment rate	5.1	4.6	5.0	4.9	4.7	4.8	4.7	4.7	4.6	4.6	4.8	4.7	4.6	4.4	4.5
Not in the labor force	76,762	77,387	77,058	77,312	77,431	77,287	77,285	77,338	77,378	77,301	77,354	77,433	77,602	77,623	77,456
Men, 20 years and over															
Civilian noninstitutional population[1]	100,835	102,145	101,383	101,489	101,560	101,657	101,754	101,857	101,963	102,075	102,187	102,308	102,428	102,549	102,656
Civilian labor force	76,443	77,562	76,734	76,799	76,927	77,115	77,310	77,390	77,457	77,319	77,339	77,616	77,823	77,936	78,123
Participation rate	75.8	75.9	75.7	75.7	75.7	75.9	76.0	76.0	76.0	75.7	75.7	75.9	76.0	76.0	76.1
Employed	73,050	74,431	73,447	73,503	73,837	73,880	74,180	74,163	74,208	74,233	74,105	74,421	74,868	74,924	75,088
Employment-population ratio[2]	72.4	72.9	72.4	72.4	72.7	72.7	72.9	72.8	72.8	72.7	72.5	72.7	73.1	73.1	73.1
Unemployed	3,392	3,131	3,287	3,296	3,090	3,235	3,130	3,228	3,249	3,087	3,234	3,195	2,954	3,012	3,036
Unemployment rate	4.4	4.0	4.3	4.3	4.0	4.2	4.0	4.2	4.2	4.0	4.2	4.1	3.8	3.9	3.9
Not in the labor force	24,392	24,584	24,648	24,690	24,632	24,542	24,444	24,467	24,506	24,756	24,848	24,692	24,606	24,613	24,533
Women, 20 years and over															
Civilian noninstitutional population[1]	108,850	109,992	109,332	109,425	109,478	109,562	109,646	109,736	109,829	109,927	110,026	110,134	110,241	110,349	110,445
Civilian labor force	65,714	66,585	66,152	66,141	66,016	66,098	66,089	66,249	66,356	66,644	66,872	66,856	66,754	66,851	67,024
Participation rate	60.4	60.5	60.5	60.4	60.3	60.3	60.3	60.4	60.4	60.6	60.8	60.7	60.6	60.6	60.7
Employed	62,702	63,834	63,135	63,198	63,172	63,286	63,349	63,432	63,622	63,901	64,029	64,118	63,978	64,252	64,333
Employment-population ratio[2]	57.6	58.0	57.7	57.8	57.7	57.8	57.8	57.8	57.9	58.1	58.2	58.2	58.0	58.2	58.2
Unemployed	3,013	2,751	3,017	2,944	2,844	2,811	2,739	2,818	2,735	2,743	2,843	2,738	2,776	2,599	2,691
Unemployment rate	4.6	4.1	4.6	4.5	4.3	4.3	4.1	4.3	4.1	4.1	4.3	4.1	4.2	3.9	4.0
Not in the labor force	43,136	43,407	43,180	43,283	43,461	43,464	43,557	43,487	43,472	43,284	43,154	43,277	43,487	43,498	43,420
Both sexes, 16 to 19 years															
Civilian noninstitutional population[1]	16,398	16,678	16,489	16,511	16,515	16,545	16,575	16,606	16,637	16,668	16,700	16,725	16,751	16,776	16,804
Civilian labor force	7,164	7,281	7,259	7,173	7,178	7,264	7,290	7,222	7,237	7,407	7,347	7,262	7,242	7,264	7,301
Participation rate	43.7	43.7	44.0	43.4	43.5	43.9	44.0	43.5	43.5	44.4	44.0	43.4	43.2	43.3	43.5
Employed	5,978	6,162	6,015	6,081	6,090	6,153	6,150	6,169	6,215	6,253	6,197	6,079	6,060	6,161	6,202
Employment-population ratio[2]	36.5	36.9	36.5	36.8	36.9	37.2	37.1	37.1	37.4	37.5	37.1	36.3	36.2	36.7	36.9
Unemployed	1,186	1,119	1,244	1,091	1,089	1,111	1,140	1,053	1,022	1,154	1,151	1,183	1,182	1,104	1,099
Unemployment rate	16.6	15.4	17.1	15.2	15.2	15.3	15.6	14.6	14.1	15.6	15.7	16.3	16.3	15.2	15.1
Not in the labor force	9,234	9,397	9,230	9,338	9,337	9,281	9,285	9,384	9,399	9,261	9,352	9,464	9,509	9,512	9,502
White[3]															
Civilian noninstitutional population[1]	184,446	186,264	185,187	185,327	185,436	185,570	185,704	185,849	186,002	186,166	186,329	186,500	186,669	186,840	186,988
Civilian labor force	122,299	123,834	122,818	122,931	123,146	123,036	123,131	123,394	123,508	123,782	123,983	124,149	124,062	124,364	124,536
Participation rate	66.3	66.5	66.3	66.3	66.4	66.3	66.3	66.4	66.4	66.5	66.5	66.6	66.5	66.6	66.6
Employed	116,949	118,833	117,588	117,710	118,075	117,961	118,228	118,397	118,482	118,760	118,885	119,023	119,164	119,511	119,636
Employment-population ratio[2]	63.4	63.8	63.5	63.5	63.7	63.6	63.7	63.7	63.7	63.8	63.8	63.8	63.8	64.0	64.0
Unemployed	5,350	5,002	5,231	5,220	5,072	5,075	4,903	4,997	5,026	5,021	5,098	5,127	4,898	4,853	4,900
Unemployment rate	4.4	4.0	4.3	4.2	4.1	4.1	4.0	4.0	4.1	4.1	4.1	4.1	3.9	3.9	3.9
Not in the labor force	62,148	62,429	62,369	62,396	62,290	62,533	62,573	62,454	62,493	62,384	62,346	62,350	62,607	62,476	62,452
Black or African American[3]															
Civilian noninstitutional population[1]	26,517	27,007	26,705	26,744	26,788	26,826	26,865	26,905	26,943	26,982	27,021	27,065	27,109	27,153	27,193
Civilian labor force	17,013	17,314	17,157	16,970	16,990	17,271	17,337	17,318	17,309	17,248	17,369	17,361	17,225	17,378	17,444
Participation rate	64.2	64.1	64.2	63.5	63.4	64.4	64.5	64.4	64.2	63.9	64.3	64.1	63.5	64.0	64.2
Employed	15,313	15,765	15,323	15,394	15,489	15,656	15,721	15,699	15,770	15,704	15,731	15,839	15,659	15,902	15,950
Employment-population ratio[2]	57.7	58.4	57.4	57.6	57.8	58.4	58.5	58.3	58.5	58.2	58.2	58.5	57.8	58.6	58.7
Unemployed	1,700	1,549	1,834	1,576	1,501	1,615	1,616	1,619	1,539	1,544	1,638	1,522	1,565	1,476	1,494
Unemployment rate	10.0	8.9	10.7	9.3	8.8	9.3	9.3	9.3	8.9	9.0	9.4	8.8	9.1	8.5	8.6
Not in the labor force	9,504	9,693	9,548	9,775	9,798	9,556	9,529	9,588	9,634	9,734	9,652	9,705	9,884	9,774	9,749

See footnotes at end of table.

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

[Numbers in thousands]

Employment status	Annual average		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Hispanic or Latino ethnicity															
Civilian noninstitutional population[1]	29,133	30,103	29,552	29,645	29,622	29,707	29,793	29,880	29,966	30,053	30,140	30,232	30,324	30,416	30,508
Civilian labor force	19,824	20,694	20,230	20,283	20,478	20,466	20,445	20,566	20,559	20,723	20,667	20,652	20,738	20,825	20,994
Participation rate	68.0	68.7	68.5	68.4	69.1	68.9	68.6	68.8	68.6	69.0	68.6	68.3	68.4	68.5	68.8
Employed	18,632	19,613	19,004	19,068	19,310	19,341	19,376	19,466	19,531	19,630	19,580	19,551	19,611	19,860	19,953
Employment-population ratio[2]	64.0	65.2	64.3	64.3	65.2	65.1	65.0	65.1	65.2	65.3	65.0	64.7	64.7	65.3	65.4
Unemployed	1,191	1,081	1,226	1,215	1,169	1,125	1,069	1,100	1,029	1,093	1,087	1,101	1,127	965	1,042
Unemployment rate	6.0	5.2	6.1	6.0	5.7	5.5	5.2	5.3	5.0	5.3	5.3	5.3	5.4	4.6	5.0
Not in the labor force	9,310	9,409	9,322	9,362	9,143	9,241	9,347	9,314	9,406	9,330	9,473	9,581	9,586	9,591	9,513

[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		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Characteristic															
Employed, 16 years and older	141,730	144,427	142,597	142,782	143,099	143,319	143,680	143,763	144,045	144,386	144,330	144,618	144,906	145,337	145,623
Men	75,973	77,502	76,432	76,564	76,864	76,922	77,259	77,234	77,315	77,361	77,176	77,482	77,920	77,985	78,148
Women	65,757	66,925	66,166	66,218	66,235	66,397	66,421	66,530	66,730	67,026	67,154	67,136	66,986	67,352	67,475
Married men, spouse present	45,483	45,700	45,491	45,511	45,696	45,683	45,791	45,809	45,781	45,714	45,564	45,514	45,645	45,548	45,802
Married women, spouse present	34,773	35,272	34,892	34,968	35,166	35,070	35,110	35,298	35,192	35,355	35,309	35,304	35,421	35,277	35,363
Persons at work part time[1]															
All industries:															
Part time for economic reasons	4,350	4,162	4,205	4,133	4,137	4,167	4,009	3,964	4,152	4,272	4,250	4,157	4,099	4,305	4,183
Slack work or business conditions	2,684	2,658	2,596	2,556	2,649	2,662	2,502	2,467	2,715	2,729	2,668	2,683	2,630	2,770	2,711
Could only find part-time work	1,341	1,189	1,255	1,215	1,217	1,218	1,188	1,179	1,161	1,190	1,190	1,163	1,151	1,203	1,168
Part time for noneconomic reasons	19,491	19,591	19,594	19,515	19,646	19,547	19,394	19,494	19,696	19,653	19,513	19,625	19,631	19,467	19,780
Nonagricultural industries:															
Part time for economic reasons	4,271	4,071	4,130	4,041	4,063	4,074	3,902	3,891	4,053	4,165	4,139	4,083	3,981	4,233	4,091
Slack work or business conditions	2,636	2,596	2,560	2,510	2,603	2,590	2,404	2,436	2,631	2,662	2,594	2,638	2,563	2,717	2,661
Could only find part-time work	1,330	1,178	1,244	1,204	1,193	1,209	1,180	1,170	1,154	1,185	1,187	1,155	1,142	1,196	1,140
Part time for noneconomic reasons	19,134	19,237	19,219	19,163	19,291	19,183	19,074	19,142	19,285	19,272	19,179	19,235	19,289	19,170	19,423

[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		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Characteristic															
Total, 16 years and older	5.1	4.6	5.0	4.9	4.7	4.8	4.7	4.7	4.6	4.6	4.8	4.7	4.6	4.4	4.5
Both sexes, 16 to 19 years	16.6	15.4	17.1	15.2	15.2	15.3	15.6	14.6	14.1	15.6	15.7	16.3	16.3	15.2	15.1
Men, 20 years and older	4.4	4.0	4.3	4.3	4.0	4.2	4.0	4.2	4.2	4.0	4.2	4.1	3.8	3.9	3.9
Women, 20 years and older	4.6	4.1	4.6	4.5	4.3	4.3	4.1	4.3	4.1	4.1	4.3	4.1	4.2	3.9	4.0
White, total [1]	4.4	4.0	4.3	4.2	4.1	4.1	4.0	4.0	4.1	4.1	4.1	4.1	3.9	3.9	3.9
Both sexes, 16 to 19 years	14.2	13.2	13.8	13.2	13.1	12.7	12.8	12.4	12.8	13.5	13.0	14.2	13.8	13.4	13.1
Men, 16 to 19 years	16.1	14.6	15.1	13.7	14.4	14.6	14.1	14.3	15.0	14.9	14.3	15.1	14.8	14.4	14.2
Women, 16 to 19 years	12.3	11.7	12.4	12.7	11.7	10.8	11.5	10.4	10.5	12.1	11.7	13.2	12.7	12.4	11.9
Men, 20 years and older	3.8	3.5	3.7	3.8	3.6	3.6	3.5	3.6	3.6	3.5	3.6	3.6	3.3	3.4	3.4
Women, 20 years and older	3.9	3.6	3.8	3.8	3.7	3.8	3.6	3.7	3.6	3.6	3.7	3.6	3.6	3.5	3.5
Black or African American, total [1]	10.0	8.9	10.7	9.3	8.8	9.3	9.3	9.3	8.9	9.0	9.4	8.8	9.1	8.5	8.6
Both sexes, 16 to 19 years	33.3	29.1	38.4	24.7	30.7	30.4	33.1	29.3	25.2	28.1	31.6	28.9	31.6	26.3	27.6
Men, 16 to 19 years	36.3	32.7	44.6	24.3	29.8	31.6	32.6	32.2	30.0	32.7	35.9	32.2	38.8	34.0	32.7
Women, 16 to 19 years	30.3	25.9	31.9	25.0	31.4	29.4	33.6	26.5	20.3	23.8	27.6	26.0	26.2	19.7	23.0
Men, 20 years and older	9.2	8.3	9.5	8.8	7.6	8.6	8.5	8.9	9.0	8.5	8.8	8.3	8.2	8.2	7.8
Women, 20 years and older	8.5	7.5	9.0	8.3	7.9	7.7	7.6	7.7	7.2	7.5	7.8	7.2	7.7	6.9	7.4
Hispanic or Latino ethnicity	6.0	5.2	6.1	6.0	5.7	5.5	5.2	5.3	5.0	5.3	5.3	5.3	5.4	4.6	5.0
Married men, spouse present	2.8	2.4	2.6	2.6	2.4	2.4	2.4	2.5	2.5	2.5	2.5	2.5	2.3	2.3	2.3
Married women, spouse present	3.3	2.9	3.3	3.1	3.0	2.9	2.6	2.9	3.0	2.9	3.2	2.9	2.9	2.8	2.7
Full-time workers	5.0	4.5	4.9	4.8	4.7	4.7	4.5	4.6	4.5	4.5	4.7	4.6	4.5	4.3	4.4
Part-time workers	5.4	5.1	5.7	5.5	4.8	5.2	5.1	5.1	5.2	5.2	5.4	5.1	5.1	5.1	5.0
Educational attainment [2]															
Less than a high school diploma	7.6	6.8	7.4	7.3	7.0	7.1	7.0	7.1	6.9	7.0	7.1	6.9	6.5	5.8	6.5
High school graduates, no college [3]	4.7	4.3	4.7	4.5	4.4	4.4	4.2	4.4	4.4	4.0	4.4	4.6	4.2	4.1	4.3
Some college or associate degree	3.9	3.6	3.8	3.9	3.5	3.7	3.8	3.8	3.7	3.5	3.6	3.6	3.6	3.4	3.3
Bachelor's degree and higher [4]	2.3	2.0	2.3	2.2	2.1	2.2	2.2	2.2	2.1	2.1	2.1	1.8	2.0	1.9	1.9

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		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Less than 5 weeks	2,667	2,614	2,828	2,655	2,549	2,604	2,671	2,632	2,517	2,676	2,686	2,615	2,582	2,588	2,517
5 to 14 weeks	2,304	2,121	2,231	2,239	2,242	2,100	2,002	2,123	2,234	2,061	2,171	2,198	2,077	2,064	2,135
15 weeks and over	2,619	2,266	2,478	2,422	2,255	2,498	2,323	2,365	2,307	2,129	2,343	2,345	2,264	2,062	2,152
15 to 26 weeks	1,130	1,031	1,091	1,069	1,085	1,136	1,029	1,036	984	1,010	1,028	1,036	1,010	974	1,006
27 weeks and over	1,490	1,235	1,387	1,353	1,170	1,361	1,295	1,329	1,323	1,120	1,315	1,309	1,254	1,088	1,145
Mean duration, in weeks	18.4	16.8	17.5	17.4	16.8	17.8	17.0	16.9	17.1	16.1	17.3	17.3	17.2	16.4	16.3
Median duration, in weeks	8.9	8.3	8.4	8.5	8.5	8.9	8.5	8.5	8.5	7.6	8.2	8.4	8.1	8.0	8.2

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		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Job losers[1]	3,667	3,321	3,486	3,482	3,374	3,379	3,414	3,476	3,463	3,373	3,351	3,289	3,195	3,088	3,179
On temporary layoff	933	921	888	923	874	889	920	912	955	976	924	892	872	958	965
Not on temporary layoff	2,734	2,400	2,599	2,560	2,500	2,491	2,493	2,564	2,508	2,396	2,427	2,398	2,323	2,130	2,214
Job leavers	872	827	919	829	826	852	811	845	876	817	854	851	804	783	793
Reentrants	2,386	2,237	2,484	2,389	2,277	2,280	2,161	2,183	2,128	2,150	2,361	2,276	2,292	2,249	2,279
New entrants	666	616	680	640	619	685	626	585	519	643	630	646	635	593	591
Percent of unemployed															
Job losers[1]	48.3	47.4	46.1	47.4	47.5	47.0	48.7	49.0	49.6	48.3	46.6	46.6	46.1	46.0	46.5
On temporary layoff	12.3	13.2	11.7	12.6	12.3	12.4	13.1	12.9	13.7	14.0	12.8	12.6	12.6	14.3	14.1
Not on temporary layoff	36.0	34.3	34.3	34.9	35.2	34.6	35.6	36.2	35.9	34.3	33.7	34.0	33.5	31.7	32.4
Job leavers	11.5	11.8	12.1	11.3	11.6	11.8	11.6	11.9	12.5	11.7	11.9	12.1	11.6	11.7	11.6
Reentrants	31.4	32.0	32.8	32.5	32.1	31.7	30.8	30.8	30.5	30.8	32.8	32.2	33.1	33.5	33.3
New entrants	8.8	8.8	9.0	8.7	8.7	9.5	8.9	8.3	7.4	9.2	8.8	9.1	9.2	8.8	8.6
Percent of civilian labor force															
Job losers[1]	2.5	2.2	2.3	2.3	2.2	2.2	2.3	2.3	2.3	2.2	2.2	2.2	2.1	2.0	2.1
Job leavers	.6	.5	.6	.6	.6	.6	.5	.6	.6	.5	.6	.6	.5	.5	.5
Reentrants	1.6	1.5	1.7	1.6	1.5	1.5	1.4	1.4	1.4	1.4	1.6	1.5	1.5	1.5	1.5
New entrants	.4	.4	.5	.4	.4	.5	.4	.4	.3	.4	.4	.4	.4	.4	.4

[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		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Total, 16 years and older	5.1	4.6	5.0	4.9	4.7	4.8	4.7	4.7	4.6	4.6	4.8	4.7	4.6	4.4	4.5
16 to 24 years	11.3	10.5	11.1	10.6	10.5	10.7	10.2	10.3	10.0	10.4	10.9	10.8	10.7	10.6	10.5
16 to 19 years	16.6	15.4	17.1	15.2	15.2	15.3	15.6	14.6	14.1	15.6	15.7	16.3	16.3	15.2	15.1
16 to 17 years	19.1	17.2	21.4	17.7	16.3	17.7	18.4	15.7	15.2	17.2	17.0	19.4	18.0	17.6	17.3
18 to 19 years	14.9	14.1	14.4	13.4	14.3	13.8	13.7	14.3	13.6	14.4	14.7	14.5	15.1	13.3	13.4
20 to 24 years	8.8	8.2	8.3	8.5	8.2	8.4	7.6	8.2	8.1	7.9	8.6	8.2	8.0	8.4	8.4
25 years and older	4.0	3.6	3.9	3.9	3.7	3.8	3.7	3.7	3.7	3.6	3.7	3.6	3.5	3.3	3.4
25 to 54 years	4.1	3.8	4.1	4.1	3.8	4.0	3.9	3.9	3.9	3.7	3.8	3.8	3.7	3.4	3.5
55 years and older	3.4	3.0	3.1	3.2	3.1	2.9	2.7	3.0	3.0	3.0	3.2	2.9	2.9	3.0	2.9
Men, 16 years and older	5.1	4.6	5.0	4.8	4.6	4.8	4.6	4.7	4.8	4.6	4.8	4.7	4.4	4.4	4.5
16 to 24 years	12.4	11.2	12.3	11.3	11.1	11.5	11.0	11.1	11.4	11.0	11.4	11.5	11.3	11.3	11.1
16 to 19 years	18.6	16.9	19.2	16.1	16.2	17.0	16.8	16.3	16.3	17.1	17.1	17.1	17.7	16.7	16.7
16 to 17 years	22.0	18.6	23.4	19.5	16.7	20.9	20.0	17.9	17.7	18.0	17.2	18.6	19.4	19.8	19.1
18 to 19 years	16.5	15.7	15.9	13.7	15.5	14.7	14.5	16.3	15.8	16.7	17.5	16.5	16.8	14.0	14.4
20 to 24 years	9.6	8.7	9.1	9.2	8.9	9.0	8.4	8.8	9.1	8.2	8.8	8.9	8.3	8.9	8.6
25 years and older	3.8	3.5	3.7	3.7	3.5	3.7	3.6	3.6	3.6	3.5	3.6	3.5	3.3	3.2	3.3
25 to 54 years	3.9	3.6	3.8	3.8	3.6	3.9	3.8	3.7	3.8	3.6	3.7	3.7	3.4	3.3	3.4
55 years and older	3.3	3.0	3.1	3.2	3.2	2.8	2.6	3.1	3.1	3.1	3.2	3.0	2.6	3.0	3.0
Women, 16 years and older	5.1	4.6	5.1	5.0	4.8	4.7	4.7	4.7	4.5	4.6	4.8	4.7	4.7	4.4	4.5
16 to 24 years	10.1	9.7	9.9	9.9	9.7	9.7	9.4	9.3	8.6	9.8	10.4	10.1	10.1	9.9	9.9
16 to 19 years	14.5	13.8	15.0	14.3	14.1	13.5	14.4	12.8	11.8	14.0	14.2	15.4	14.8	13.6	13.4
16 to 17 years	16.5	15.9	19.5	16.1	16.0	14.7	16.7	13.6	12.6	16.4	16.8	20.1	16.7	15.6	15.7
18 t0 19 years	13.1	12.4	12.7	13.1	13.0	12.8	12.9	12.1	11.2	12.0	11.7	12.3	13.3	12.5	12.4
20 to 24 years	7.9	7.6	7.4	7.6	7.4	7.7	6.7	7.6	6.9	7.6	8.4	7.4	7.6	7.9	8.1
25 years and older	4.2	3.7	4.2	4.1	4.0	3.8	3.8	3.9	3.7	3.7	3.8	3.7	3.8	3.4	3.6
25 to 54 years	4.4	3.9	4.5	4.3	4.1	4.1	4.0	4.1	4.0	3.9	4.0	4.0	4.0	3.5	3.7
55 years and older[1]	3.4	2.9	3.1	2.9	3.3	3.1	2.5	2.6	2.6	3.0	3.5	3.2	3.3	2.9	2.9

[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. 2005	Sept. 2006p	Oct. 2006p	State	Oct. 2005	Sept. 2006p	Oct. 2006p
Alabama	4.0	3.3	3.2	Missouri	5.2	5.0	5.4
Alaska	6.9	6.6	6.4	Montana	3.9	3.6	3.6
Arizona	4.8	3.7	3.9	Nebraska	3.6	3.1	3.0
Arkansas	4.9	5.2	5.1	Nevada	3.9	4.0	4.2
California	5.2	4.8	4.5	New Hampshire	3.6	3.2	3.3
Colorado	4.9	4.4	4.4	New Jersey	4.4	5.2	4.4
Connecticut	4.9	4.7	4.2	New Mexico	5.1	4.2	4.3
Delaware	4.4	3.7	3.6	New York	5.0	4.4	4.0
District of Columbia	6.1	5.9	5.9	North Carolina	5.3	4.9	4.7
Florida	3.5	3.2	3.1	North Dakota	3.4	3.1	3.2
Georgia	5.4	4.5	4.7	Ohio	5.8	5.3	5.1
Hawaii	2.8	2.5	2.1	Oklahoma	4.4	4.0	3.8
Idaho	3.6	3.3	3.2	Oregon	5.9	5.4	5.1
Illinois	5.4	4.4	4.1	Pennsylvania	4.8	4.6	4.3
Indiana	5.4	5.1	5.0	Rhode Island	5.1	5.2	5.0
Iowa	4.5	3.4	3.6	South Carolina	7.2	6.4	6.6
Kansas	5.0	4.3	4.3	South Dakota	3.8	3.2	3.3
Kentucky	6.4	5.3	5.2	Tennessee	5.6	4.6	4.5
Louisiana	12.1	3.7	4.2	Texas	5.4	4.8	4.8
Maine	4.9	4.7	4.7	Utah	4.2	2.8	2.5
Maryland	4.1	4.0	4.0	Vermont	3.7	3.7	3.6
Massachusetts	4.8	5.1	4.6	Virginia	3.5	3.2	2.9
Michigan	6.4	7.1	6.9	Washington	5.5	5.3	4.8
Minnesota	3.9	3.8	3.9	West Virginia	5.1	5.4	5.1
Mississippi	9.6	7.2	6.7	Wisconsin	4.6	4.7	4.6
				Wyoming	3.9	3.6	3.3

p = preliminary

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

State	Oct. 2005	Sept. 2006p	Oct. 2006p	State	Oct. 2005	Sept. 2006p	Oct. 2006p
Alabama	2,166,805	2,203,527	2,212,404	Missouri	3,027,727	3,068,637	3,077,775
Alaska	341,073	348,263	348,655	Montana	495,942	504,068	505,290
Arizona	2,872,234	2,968,682	2,970,734	Nebraska	986,367	989,963	992,164
Arkansas	1,376,339	1,383,226	1,387,190	Nevada	1,226,759	1,300,985	1,304,768
California	17,779,003	17,800,903	17,827,601	New Hampshire	734,266	741,268	745,516
Colorado	2,556,892	2,647,149	2,652,580	New Jersey	4,456,492	4,476,816	4,472,241
Connecticut	1,821,031	1,851,783	1,856,700	New Mexico	942,328	954,344	951,427
Delaware	441,241	446,915	449,735	New York	9,448,825	9,446,650	9,452,433
District of Columbia	293,409	289,002	295,800	North Carolina	4,368,824	4,466,723	4,476,259
Florida	8,721,816	9,043,199	9,096,828	North Dakota	360,256	364,888	365,755
Georgia	4,626,473	4,707,669	4,745,076	Ohio	5,906,498	5,971,001	5,981,518
Hawaii	642,297	658,982	657,713	Oklahoma	1,751,626	1,766,587	1,768,367
Idaho	744,711	762,793	757,440	Oregon	1,866,887	1,892,250	1,902,969
Illinois	6,483,680	6,636,591	6,663,619	Pennsylvania	6,292,456	6,289,972	6,305,766
Indiana	3,222,640	3,261,831	3,274,079	Rhode Island	572,313	579,039	578,219
Iowa	1,665,528	1,701,990	1,700,733	South Carolina	2,101,370	2,124,711	2,136,028
Kansas	1,478,650	1,481,052	1,483,817	South Dakota	433,850	435,820	437,178
Kentucky	2,010,733	2,035,007	2,044,466	Tennessee	2,917,026	2,991,263	3,005,655
Louisiana	2,021,538	1,859,347	1,870,152	Texas	11,300,632	11,541,605	11,603,227
Maine	716,849	718,871	720,877	Utah	1,279,520	1,315,916	1,311,529
Maryland	2,955,543	3,010,551	3,028,312	Vermont	358,360	366,157	367,960
Massachusetts	3,365,970	3,387,378	3,387,365	Virginia	3,957,708	4,022,472	4,027,316
Michigan	5,093,059	5,111,881	5,110,164	Washington	3,322,948	3,336,749	3,336,016
Minnesota	2,953,779	2,955,748	2,970,394	West Virginia	804,846	823,365	822,367
Mississippi	1,329,722	1,323,455	1,324,800	Wisconsin	3,039,474	3,090,009	3,099,591
				Wyoming	287,003	292,625	291,359

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

p = preliminary

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

[In thousands]

Industry	Annual average		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
TOTAL NONFARM	133,463	135,371	134,231	134,376	134,530	134,730	134,905	135,017	135,117	135,251	135,374	135,604	135,807	135,893	136,047
TOTAL PRIVATE	111,660	113,381	112,351	112,498	112,686	112,854	113,006	113,099	113,193	113,300	113,404	113,584	113,731	113,795	113,939
GOODS-PRODUCING	22,133	22,379	22,264	22,282	22,335	22,373	22,381	22,419	22,407	22,435	22,420	22,427	22,419	22,355	22,314
Natural resources and mining	625	676	641	644	648	653	661	670	672	677	680	683	685	690	694
Logging	64.2	62.2	62.1	62.0	62.1	62.3	63.0	63.8	63.7	63.0	62.3	61.6	60.7	60.8	61.1
Mining	560.7	613.8	579.3	582.1	585.6	590.8	597.7	606.2	608.5	613.5	617.7	621.0	624.5	629.6	632.9
Oil and gas extraction	125.9	136.6	128.9	128.7	129.9	130.9	131.9	133.5	134.6	136.7	137.2	139.1	139.5	141.3	142.3
Mining, except oil and gas [1]	212.1	218.7	215.0	214.3	214.4	216.0	217.6	218.2	218.5	219.2	220.1	218.9	219.9	220.4	219.7
Coal mining	73.8	78.3	75.1	75.4	76.0	77.2	78.3	78.7	78.4	78.3	78.2	78.5	78.4	79.1	78.6
Support activities for mining	222.7	258.5	235.4	239.1	241.3	243.9	248.2	254.5	255.4	257.6	260.4	263.0	265.1	267.9	270.9
Construction	7,277	7,488	7,409	7,416	7,460	7,494	7,495	7,505	7,501	7,499	7,504	7,512	7,511	7,483	7,458
Construction of buildings	1,694.6	1,749.3	1,722.4	1,727.2	1,742.5	1,745.1	1,749.2	1,756.0	1,756.1	1,752.6	1,756.9	1,755.8	1,757.2	1,748.5	1,739.7
Heavy and civil engineering	952.8	988.7	977.1	974.8	987.0	992.4	990.5	987.5	985.4	981.5	983.0	985.0	990.9	996.8	994.4
Speciality trade contractors	4,629.1	4,750.1	4,709.4	4,714.3	4,730.8	4,756.3	4,755.7	4,761.5	4,759.7	4,765.0	4,764.1	4,771.4	4,762.6	4,737.3	4,723.8
Manufacturing	14,232	14,215	14,214	14,222	14,227	14,226	14,225	14,244	14,234	14,259	14,236	14,232	14,223	14,182	14,162
Production workers	10,062	10,174	10,103	10,123	10,155	10,164	10,170	10,192	10,198	10,221	10,212	10,212	10,187	10,146	10,126
Durable goods	8,953	8,996	8,960	8,970	8,977	8,981	8,992	9,017	9,014	9,033	9,011	9,014	9,011	8,987	8,970
Production workers	6,217	6,363	6,274	6,299	6,323	6,331	6,347	6,370	6,380	6,400	6,394	6,397	6,381	6,357	6,343
Wood products	554.9	546.3	556.7	558.9	560.7	557.5	558.3	554.5	555.5	551.6	550.8	546.0	541.0	533.6	526.5
Nonmetallic mineral products	503.2	501.7	502.0	500.7	505.1	506.5	507.2	506.6	502.7	502.3	501.4	500.7	496.5	498.4	497.7
Primary metals	468.7	471.0	471.5	469.4	472.9	470.9	473.1	472.9	473.7	475.6	474.6	473.4	469.8	468.0	465.4
Fabricated metal products	1,519.0	1,544.2	1,524.1	1,526.7	1,527.7	1,531.8	1,534.1	1,538.0	1,540.5	1,544.4	1,551.0	1,551.8	1,555.2	1,551.5	1,552.7
Machinery	1,161.8	1,186.4	1,164.4	1,166.9	1,163.4	1,168.7	1,171.5	1,174.9	1,179.6	1,184.3	1,191.4	1,194.8	1,197.0	1,199.8	1,200.0
Computer and electronic products [1]	1,320.4	1,327.2	1,322.0	1,322.2	1,317.3	1,321.9	1,322.0	1,329.0	1,327.5	1,334.5	1,327.6	1,329.4	1,329.0	1,327.1	1,331.3
Computer and peripheral equipment	206.5	203.2	206.3	205.7	201.7	201.8	202.7	203.1	202.7	203.3	203.1	203.2	202.8	203.6	204.1
Communications equipment	148.1	148.3	148.0	149.2	147.3	148.8	149.3	149.6	149.6	149.7	147.1	147.4	147.7	146.6	148.1
Semiconductors and electronic components	451.1	459.4	450.6	451.0	451.2	453.1	453.1	457.8	458.5	461.4	462.7	463.0	462.9	462.3	463.6
Electronic instruments	438.1	445.7	442.0	441.7	443.1	445.0	444.3	446.4	445.6	448.7	445.4	446.4	446.8	446.1	447.1
Electrical equipment and appliances	435.6	442.6	434.3	434.4	436.5	437.6	439.3	441.4	442.4	445.1	444.0	445.1	445.5	445.7	444.7
Transportation equipment	1,772.3	1,769.6	1,771.8	1,776.7	1,781.6	1,771.7	1,772.6	1,785.2	1,779.8	1,786.7	1,765.1	1,766.9	1,770.6	1,759.1	1,751.9
Furniture and related products	563.3	549.7	558.4	558.0	557.4	557.5	557.6	558.5	556.8	555.1	550.4	547.3	545.4	542.0	537.1
Miscellaneous manufacturing	654.0	657.3	654.7	655.8	654.1	656.5	656.7	655.5	655.0	653.6	655.0	658.5	660.6	661.9	662.7
Nondurable goods	5,278	5,219	5,254	5,252	5,250	5,245	5,233	5,227	5,220	5,226	5,225	5,218	5,212	5,195	5,192
Production workers	3,846	3,811	3,829	3,824	3,832	3,833	3,823	3,822	3,818	3,821	3,818	3,815	3,806	3,789	3,783
Food manufacturing	1,472.0	1,467.3	1,465.0	1,466.0	1,463.4	1,462.6	1,460.7	1,462.4	1,461.7	1,466.2	1,468.8	1,468.0	1,474.0	1,471.2	1,472.6
Beverages and tobacco products	191.9	196.0	193.4	192.3	194.4	194.3	194.4	195.0	194.9	195.6	196.5	197.1	197.7	198.6	197.5
Textile mills	217.9	196.5	210.9	209.0	208.6	206.3	203.7	201.7	199.9	197.2	195.8	193.4	190.0	188.4	187.5
Textile product mills	172.3	169.1	174.5	173.9	175.4	173.9	170.5	168.1	168.2	168.3	169.1	168.4	167.9	167.3	166.6
Apparel	260.2	247.4	253.7	253.5	253.7	253.1	252.8	252.3	250.8	249.6	249.0	243.6	243.2	242.0	241.0
Leather and allied products	39.5	37.5	39.5	39.7	38.9	38.4	37.5	37.7	37.5	37.2	37.1	36.8	37.2	37.2	37.0
Paper and paper products	484.4	469.9	478.5	478.1	477.7	477.3	475.2	472.8	472.9	471.0	470.2	467.2	465.4	464.3	463.4
Printing and related support activities	648.1	641.0	644.8	644.0	643.4	644.1	644.1	643.0	640.9	641.8	639.0	640.3	638.1	639.3	640.5
Petroleum and coal products	112.7	115.4	112.3	112.3	111.5	112.9	113.3	114.0	114.6	115.7	116.6	116.8	117.2	117.6	116.9
Chemicals	879.2	891.9	881.5	884.0	886.4	885.8	887.0	887.1	887.7	891.1	893.0	897.5	895.8	896.7	896.7
Plastics and rubber products	800.3	786.9	799.4	798.9	796.2	796.4	793.6	792.5	791.1	791.9	790.1	788.9	785.5	772.4	772.2
SERVICE-PROVIDING	111,330	112,992	111,967	112,094	112,195	112,357	112,524	112,598	112,710	112,816	112,954	113,177	113,388	113,538	113,733
PRIVATE SERVICE-PROVIDING	89,527	91,002	90,087	90,216	90,351	90,481	90,625	90,680	90,786	90,865	90,984	91,157	91,312	91,440	91,625
Trade, transportation, and utilities	25,909	26,072	26,006	26,015	26,042	26,048	26,075	26,053	26,039	26,040	26,052	26,052	26,073	26,092	26,153
Wholesale trade	5,749.5	5,846.6	5,782.7	5,783.8	5,801.8	5,810.6	5,824.0	5,833.5	5,842.1	5,848.1	5,847.0	5,854.6	5,868.0	5,866.9	5,878.3
Durable goods	2,992.0	3,052.1	3,010.5	3,017.6	3,028.5	3,032.2	3,039.7	3,044.7	3,047.0	3,050.7	3,051.0	3,058.0	3,069.0	3,068.2	3,069.4
Nondurable goods	2,022.3	2,038.8	2,028.9	2,023.9	2,025.6	2,030.4	2,032.9	2,034.4	2,039.8	2,040.2	2,039.6	2,039.5	2,040.6	2,039.2	2,047.3
Electronic markets and agents and brokers	735.2	755.7	743.3	742.3	747.7	748.0	751.4	754.4	755.3	757.2	756.4	757.1	758.4	759.5	761.6
Retail trade	15,254.9	15,245.1	15,292.9	15,300.3	15,300.4	15,289.4	15,306.6	15,260.4	15,225.7	15,221.2	15,222.2	15,212.3	15,207.3	15,213.2	15,251.7
Motor vehicles and parts dealers [1]	1,918.9	1,908.6	1,914.3	1,914.7	1,910.2	1,911.6	1,911.8	1,911.0	1,909.6	1,909.7	1,907.3	1,906.7	1,907.3	1,906.7	1,906.6
Automobile dealers	1,260.6	1,244.4	1,254.5	1,252.4	1,248.0	1,247.6	1,244.6	1,245.6	1,245.3	1,245.6	1,245.7	1,243.6	1,242.6	1,241.7	1,242.0
Furniture and home furnishings stores	577.8	593.1	583.3	583.0	589.6	590.7	591.3	595.3	595.2	595.3	594.8	594.3	592.2	594.0	592.3
Electronics and appliance stores	532.8	529.6	541.2	540.5	534.2	536.5	535.1	534.8	533.1	534.0	530.5	527.1	525.8	523.6	522.9

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		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
Building material and garden supply stores	1,272.3	1,310.9	1,281.6	1,290.9	1,300.1	1,309.1	1,312.4	1,313.9	1,317.2	1,315.5	1,316.5	1,313.2	1,313.9	1,312.1	1,307.9
Food and beverage stores	2,813.6	2,814.6	2,806.6	2,805.9	2,805.9	2,807.4	2,809.6	2,808.8	2,803.4	2,804.2	2,808.8	2,813.5	2,818.2	2,823.9	2,827.4
Health and personal care stores	955.2	960.3	964.7	966.1	959.4	955.9	960.3	956.8	959.8	958.4	959.3	960.0	962.4	960.0	968.2
Gasoline stations	871.3	862.0	869.1	869.6	869.4	870.2	866.0	867.0	859.5	863.2	863.3	858.5	859.1	855.0	857.9
Clothing and clothing accessories stores	1,414.1	1,436.0	1,434.5	1,448.1	1,434.3	1,432.2	1,423.1	1,418.6	1,412.3	1,423.3	1,434.0	1,437.5	1,436.9	1,443.6	1,464.3
Sporting goods, hobby, book, and music stores	642.1	631.0	641.5	640.0	641.3	637.8	634.5	632.8	628.7	628.1	624.2	628.1	622.6	623.3	633.5
General merchandise stores[1]	2,919.1	2,870.0	2,920.4	2,906.9	2,919.1	2,907.0	2,929.4	2,892.0	2,880.0	2,866.0	2,859.8	2,850.8	2,841.6	2,840.9	2,837.3
Department stores	1,602.8	1,576.1	1,595.2	1,595.6	1,597.5	1,596.7	1,607.4	1,591.4	1,584.1	1,574.4	1,571.4	1,565.0	1,560.2	1,556.0	1,558.0
Miscellaneous store retailers	902.9	893.6	897.3	899.0	901.5	900.7	902.5	899.5	896.3	892.2	892.7	889.9	889.7	889.4	886.1
Nonstore retailers	434.9	435.3	438.4	435.6	435.4	430.3	430.6	429.9	430.6	431.3	431.0	432.7	437.6	440.7	447.3
Transportation and warehousing	4,346.7	4,420.7	4,370.2	4,371.6	4,380.0	4,387.4	4,384.4	4,398.1	4,410.8	4,411.0	4,423.2	4,425.3	4,437.4	4,452.1	4,462.7
Air transportation	501.3	488.1	488.9	486.9	489.0	489.1	487.6	489.0	486.7	486.7	487.7	488.1	488.8	490.8	487.7
Rail transportation	228.3	226.8	227.8	227.3	227.4	227.4	227.5	227.4	227.8	227.5	227.3	226.7	226.1	226.3	226.1
Water transportation	60.6	64.6	63.6	63.7	63.4	63.0	62.5	62.8	62.9	62.8	64.2	64.6	66.0	66.4	68.0
Truck transportation	1,393.0	1,422.6	1,403.7	1,404.0	1,406.0	1,407.5	1,409.2	1,417.4	1,417.5	1,419.3	1,427.1	1,427.4	1,430.8	1,433.0	1,433.7
Transit and ground passenger transportation	388.5	391.4	394.9	392.2	394.1	394.6	394.5	391.0	394.8	393.5	391.6	388.7	391.3	389.4	389.1
Pipeline transportation	37.6	38.1	37.2	37.0	37.4	37.5	37.7	37.8	38.1	38.1	38.4	38.6	38.2	38.9	38.4
Scenic and sightseeing transportation	29.9	31.3	31.4	31.1	30.3	31.5	32.4	31.8	31.9	31.3	30.5	31.5	31.2	31.0	31.1
Support activities for transportation	550.6	565.7	553.9	556.2	560.7	564.7	562.2	564.2	566.4	567.7	564.9	565.4	566.9	568.7	570.5
Couriers and messengers	571.7	586.2	576.8	579.7	576.8	576.5	575.2	577.6	581.2	580.5	583.6	584.4	587.4	593.7	602.1
Warehousing and storage	585.2	605.9	592.0	593.5	594.9	595.6	595.6	599.1	603.5	603.6	607.9	609.9	610.7	613.9	616.0
Utilities	557.6	560.0	560.1	559.7	559.3	560.4	559.5	560.5	560.3	559.4	559.8	559.8	560.1	559.8	560.4
Information	3,066	3,064	3,064	3,066	3,065	3,073	3,072	3,070	3,061	3,062	3,052	3,062	3,060	3,062	3,059
Publishing industries, except Internet	903.7	902.4	902.8	902.5	901.5	903.9	903.5	904.4	902.9	901.4	900.8	901.2	898.9	901.1	903.3
Motion picture and sound recording industries	379.3	379.3	383.5	387.7	391.2	389.7	389.5	384.4	377.3	380.3	375.7	379.8	375.7	375.0	368.2
Broadcasting, except Internet	326.6	327.9	325.7	325.1	323.4	325.3	325.5	327.1	327.0	327.6	328.0	328.2	329.1	328.9	330.2
Internet publishing and broadcasting	30.4	30.7	30.1	30.4	29.6	30.7	30.3	30.4	30.5	30.3	29.5	30.6	31.0	31.4	31.6
Telecommunications	998.7	992.2	995.1	993.3	991.3	994.6	993.2	993.5	993.1	989.2	986.3	990.1	991.9	994.5	993.0
ISPs, search portals, and data processing	376.8	381.4	376.7	377.8	377.4	378.7	380.7	380.0	380.4	383.8	381.8	382.8	383.2	381.0	382.9
Other information services	50.1	50.0	49.9	49.6	50.4	49.6	49.4	49.7	50.1	49.8	50.0	49.4	49.9	50.2	50.0
Financial activities	8,141	8,320	8,217	8,223	8,244	8,268	8,282	8,308	8,315	8,315	8,321	8,333	8,360	8,359	8,367
Finance and insurance	6,012.0	6,144.5	6,066.7	6,068.2	6,081.8	6,103.8	6,120.1	6,134.5	6,139.0	6,130.5	6,142.3	6,150.9	6,172.7	6,177.3	6,184.9
Monetary authorities—central bank	20.8	21.6	20.9	21.0	21.2	21.2	21.3	21.4	21.5	21.7	21.7	21.7	21.8	21.8	21.8
Credit intermediation and related activities[1]	2,865.8	2,928.3	2,895.8	2,894.2	2,896.7	2,906.7	2,914.7	2,921.3	2,924.3	2,920.0	2,925.7	2,927.2	2,942.9	2,946.9	2,950.6
Depository credit intermediation[1]	1,774.4	1,820.0	1,793.3	1,793.2	1,793.0	1,803.3	1,810.6	1,813.6	1,816.8	1,816.1	1,818.3	1,821.4	1,828.2	1,835.2	1,838.1
Commercial banking	1,297.9	1,325.5	1,309.0	1,306.0	1,303.3	1,311.4	1,318.3	1,320.1	1,321.7	1,322.7	1,322.9	1,325.7	1,332.3	1,340.0	1,341.1
Securities, commodity contracts, investments	783.2	799.3	790.7	790.4	792.9	795.9	798.8	800.7	800.8	797.6	798.7	799.4	802.1	803.1	803.1
Insurance carriers and related activities	2,255.4	2,304.9	2,271.8	2,274.8	2,283.5	2,292.2	2,297.1	2,302.5	2,302.9	2,301.0	2,304.9	2,310.9	2,313.7	2,313.4	2,316.8
Funds, trusts, and other financial vehicles	86.8	90.5	87.5	87.8	87.5	87.8	88.2	88.6	89.5	90.2	91.3	91.7	92.2	92.1	92.6
Real estate and rental and leasing	2,129.3	2,175.7	2,150.2	2,154.5	2,161.7	2,164.2	2,162.3	2,173.8	2,176.4	2,184.0	2,178.6	2,182.0	2,187.2	2,181.5	2,182.5
Real estate	1,455.8	1,497.2	1,478.4	1,481.6	1,490.5	1,492.3	1,489.2	1,499.3	1,498.0	1,503.2	1,499.7	1,500.3	1,501.1	1,497.4	1,500.8
Rental and leasing services	646.4	649.3	643.9	645.0	643.3	643.9	644.9	646.1	650.2	651.9	649.3	651.9	656.0	654.0	651.2
Lessors of nonfinancial intangible assets	27.1	29.2	27.9	27.9	27.9	28.0	28.2	28.4	28.2	28.9	29.6	29.8	30.1	30.1	30.5
Professional and business services	16,882	17,324	17,061	17,121	17,127	17,156	17,199	17,211	17,276	17,319	17,364	17,402	17,415	17,444	17,491
Professional and technical services[1]	7,013.0	7,251.4	7,087.2	7,118.9	7,133.8	7,147.1	7,170.3	7,192.0	7,220.6	7,240.9	7,281.1	7,295.5	7,306.0	7,322.9	7,345.8
Legal services	1,164.1	1,160.6	1,160.0	1,160.8	1,161.8	1,161.0	1,162.5	1,162.5	1,159.6	1,157.7	1,158.5	1,160.5	1,159.3	1,160.6	1,162.2
Accounting and bookkeeping services	840.0	866.4	847.5	859.0	847.0	846.2	849.9	852.7	860.4	867.2	870.8	869.4	880.7	881.4	885.3
Architectural and engineering services	1,307.2	1,374.9	1,335.3	1,335.6	1,340.5	1,348.3	1,356.5	1,360.6	1,369.3	1,372.9	1,382.2	1,386.6	1,388.2	1,390.1	1,396.4

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		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
Computer systems design and related services	1,189.3	1,259.7	1,204.9	1,212.1	1,226.0	1,230.5	1,235.2	1,243.1	1,255.5	1,258.8	1,267.8	1,274.6	1,278.2	1,280.0	1,280.5
Management and technical consulting services	843.6	890.3	861.4	865.4	867.8	871.7	875.4	878.0	879.4	880.0	886.5	892.0	896.4	912.7	918.3
Management of companies and enterprises	1,751.6	1,784.8	1,743.2	1,756.7	1,772.6	1,771.0	1,774.9	1,775.4	1,779.7	1,783.0	1,789.1	1,790.7	1,795.9	1,795.5	1,796.5
Administrative and waste services	8,117.0	8,287.9	8,230.5	8,245.1	8,220.1	8,237.5	8,253.7	8,244.0	8,276.1	8,294.9	8,294.2	8,315.4	8,313.0	8,325.6	8,348.5
Administrative and support services[1]	7,782.8	7,951.6	7,897.8	7,911.0	7,884.9	7,903.1	7,917.9	7,908.5	7,941.1	7,960.8	7,959.1	7,983.4	7,977.7	7,986.4	8,007.5
Employment services[1]	3,575.3	3,645.1	3,663.7	3,671.0	3,638.3	3,636.8	3,644.0	3,633.9	3,653.8	3,659.2	3,648.1	3,663.8	3,649.6	3,641.3	3,654.2
Temporary help services	2,538.9	2,597.0	2,616.2	2,628.1	2,605.6	2,602.0	2,604.6	2,596.8	2,613.4	2,602.7	2,596.6	2,600.5	2,589.4	2,592.2	2,597.6
Business support services	759.8	769.5	754.7	751.8	760.7	760.6	761.3	761.6	765.8	766.5	766.8	770.5	772.3	778.9	780.7
Services to buildings and dwellings	1,729.8	1,771.6	1,755.4	1,751.1	1,750.0	1,761.6	1,765.8	1,766.0	1,767.4	1,773.4	1,777.9	1,775.9	1,773.6	1,781.6	1,783.8
Waste management and remediation services	334.2	336.3	332.7	334.1	335.2	334.4	335.8	335.5	335.0	334.1	335.1	332.0	335.3	339.2	341.0
Educational and health services	17,342	17,746	17,481	17,507	17,544	17,585	17,622	17,650	17,676	17,704	17,735	17,805	17,863	17,883	17,919
Educational services	2,818.9	2,869.5	2,820.2	2,827.5	2,828.5	2,840.1	2,845.4	2,849.2	2,853.1	2,852.2	2,856.9	2,889.1	2,907.6	2,894.4	2,901.8
Health care and social assistance	14,522.9	14,876.6	14,661.2	14,679.6	14,715.6	14,744.9	14,776.5	14,800.4	14,823.3	14,852.1	14,877.6	14,915.7	14,955.3	14,988.7	15,017.4
Ambulatory health care services[1]	5,110.0	5,271.4	5,172.7	5,181.4	5,202.1	5,216.1	5,232.5	5,240.1	5,249.1	5,257.1	5,271.7	5,287.0	5,311.0	5,320.7	5,334.7
Offices of physicians	2,101.1	2,177.2	2,128.4	2,135.8	2,143.3	2,148.2	2,154.8	2,162.1	2,168.6	2,173.7	2,180.3	2,182.8	2,197.5	2,199.3	2,205.2
Outpatient care centers	473.5	491.0	482.4	484.1	485.9	486.9	488.6	488.8	488.8	490.3	489.2	491.5	492.9	495.0	495.8
Home health care services	814.1	844.8	824.3	822.1	829.1	831.9	835.8	835.5	839.9	839.4	845.6	850.9	856.1	857.3	859.3
Hospitals	4,346.9	4,432.0	4,379.2	4,382.5	4,387.3	4,393.0	4,402.5	4,409.6	4,417.6	4,427.4	4,434.0	4,445.1	4,456.1	4,463.0	4,467.0
Nursing and residential care facilities[1]	2,856.2	2,903.2	2,871.9	2,871.9	2,876.5	2,881.2	2,881.3	2,888.4	2,894.8	2,900.9	2,909.9	2,910.6	2,911.1	2,920.7	2,926.8
Nursing care facilities	1,579.3	1,589.7	1,582.5	1,582.5	1,583.5	1,583.4	1,582.6	1,585.4	1,590.1	1,588.6	1,593.0	1,590.3	1,590.7	1,594.9	1,596.3
Social assistance[1]	2,209.8	2,269.9	2,237.4	2,243.8	2,249.7	2,254.6	2,260.2	2,262.3	2,261.8	2,266.7	2,262.0	2,273.0	2,277.1	2,284.3	2,288.9
Child day care services	784.5	790.6	792.9	793.3	795.1	795.8	795.6	797.0	793.7	790.6	781.9	789.7	787.1	787.5	787.5
Leisure and hospitality	12,802	13,071	12,881	12,898	12,932	12,955	12,976	12,989	13,014	13,023	13,062	13,099	13,129	13,181	13,220
Arts, entertainment, and recreation	1,890.7	1,914.9	1,907.5	1,905.9	1,903.5	1,906.5	1,903.1	1,911.5	1,910.2	1,911.8	1,913.7	1,916.1	1,911.3	1,926.8	1,925.2
Performing arts and spectator sports	369.1	371.6	362.8	362.1	356.3	364.9	364.4	369.2	374.3	374.3	376.5	375.1	372.2	375.6	373.6
Museums, historical sites, zoos, and parks	120.7	124.0	121.0	121.6	121.4	121.9	121.5	122.8	124.1	123.8	123.9	124.4	125.2	125.9	126.0
Amusements, gambling, and recreation	1,400.9	1,419.2	1,423.7	1,422.2	1,425.8	1,419.7	1,417.2	1,419.5	1,411.8	1,413.7	1,413.3	1,416.6	1,413.9	1,425.3	1,425.6
Accommodations and food services	10,911.4	11,155.7	10,973.9	10,992.3	11,028.0	11,048.9	11,072.8	11,077.7	11,104.0	11,110.8	11,148.0	11,182.6	11,217.3	11,254.2	11,294.8
Accommodations	1,812.0	1,810.5	1,811.1	1,809.2	1,808.0	1,804.2	1,803.1	1,795.4	1,799.3	1,798.0	1,806.5	1,809.9	1,821.6	1,825.4	1,830.7
Food services and drinking places	9,099.4	9,345.1	9,162.8	9,183.1	9,220.0	9,244.7	9,269.7	9,282.3	9,304.7	9,312.8	9,341.5	9,372.7	9,395.7	9,428.8	9,464.1
Other services	5,386	5,404	5,377	5,386	5,397	5,396	5,399	5,399	5,405	5,402	5,398	5,404	5,412	5,419	5,416
Repair and maintenance	1,236.2	1,249.3	1,232.0	1,241.4	1,240.7	1,242.8	1,245.8	1,249.8	1,251.5	1,251.8	1,245.9	1,252.5	1,254.3	1,253.5	1,253.1
Personal and laundry services	1,272.9	1,271.6	1,271.1	1,270.3	1,278.4	1,275.5	1,270.7	1,269.7	1,269.8	1,267.9	1,271.2	1,268.2	1,273.3	1,273.8	1,271.8
Membership associations and organizations	2,877.1	2,883.5	2,873.6	2,874.5	2,877.7	2,877.6	2,882.4	2,879.3	2,883.8	2,882.5	2,880.9	2,883.0	2,884.8	2,891.6	2,890.9
Government	21,803	21,990	21,880	21,878	21,844	21,876	21,899	21,918	21,924	21,951	21,970	22,020	22,076	22,098	22,108
Federal	2,724	2,706	2,728	2,713	2,705	2,707	2,706	2,704	2,708	2,708	2,716	2,708	2,707	2,700	2,696
Federal, except U.S. Postal Service	1,950.8	1,938.2	1,953.1	1,941.2	1,935.6	1,938.8	1,937.0	1,937.9	1,938.1	1,942.7	1,943.2	1,940.3	1,940.0	1,934.3	1,930.3
U.S. Postal Service	773.4	767.5	774.9	772.1	769.1	767.9	769.3	766.2	769.7	764.9	772.9	767.5	767.4	765.6	765.2
State	5,021	5,050	5,032	5,036	5,007	5,024	5,024	5,032	5,032	5,038	5,039	5,055	5,079	5,075	5,081
Education	2,249.7	2,265.5	2,256.6	2,258.1	2,232.4	2,248.1	2,248.0	2,255.0	2,254.7	2,258.3	2,256.1	2,268.6	2,291.1	2,282.0	2,284.5
Other State government	2,770.9	2,784.2	2,775.8	2,777.4	2,774.9	2,775.7	2,776.2	2,777.3	2,776.9	2,779.8	2,783.0	2,786.1	2,788.0	2,792.8	2,796.2
Local	14,058	14,234	14,120	14,129	14,132	14,145	14,169	14,182	14,184	14,205	14,215	14,257	14,290	14,323	14,331
Education	7,864.1	7,961.4	7,899.3	7,906.9	7,902.6	7,911.9	7,922.1	7,927.3	7,922.9	7,934.1	7,940.2	7,973.2	7,995.5	8,021.9	8,027.6
Other local government	6,193.7	6,272.9	6,220.6	6,222.2	6,228.9	6,233.2	6,246.7	6,254.3	6,260.9	6,270.7	6,274.7	6,284.0	6,294.6	6,300.7	6,303.0

[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 workers[1] on private nonfarm payrolls, by industry, monthly data seasonally adjusted

Industry	Annual average		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.p	Nov.p
TOTAL PRIVATE	33.8	33.9	33.8	33.8	33.8	33.8	33.8	33.9	33.8	33.9	33.9	33.8	33.8	33.9	33.9
GOODS-PRODUCING	40.1	40.5	40.4	40.2	40.4	40.4	40.4	40.6	40.4	40.6	40.7	40.6	40.3	40.6	40.5
Natural resources and mining	45.6	45.6	45.0	45.6	46.1	45.2	45.2	45.5	44.9	46.0	46.0	45.3	45.1	45.8	45.8
Construction	38.6	39.1	39.2	38.7	39.1	38.9	38.9	39.1	38.5	39.0	38.8	39.0	38.5	39.3	39.1
Manufacturing	40.7	41.1	40.8	40.8	40.9	41.0	41.1	41.2	41.2	41.3	41.4	41.3	41.1	41.1	41.0
Overtime hours	4.6	4.4	4.6	4.5	4.5	4.6	4.5	4.6	4.6	4.6	4.5	4.4	4.3	4.3	4.2
Durable goods	41.1	41.4	41.3	41.2	41.3	41.4	41.4	41.6	41.5	41.6	41.8	41.6	41.3	41.4	41.3
Overtime hours	4.6	4.4	4.7	4.5	4.5	4.6	4.6	4.6	4.6	4.6	4.6	4.4	4.3	4.3	4.2
Wood products	40.0	39.8	40.5	40.1	40.1	40.3	40.4	40.4	40.1	39.6	40.1	39.9	39.4	39.6	39.4
Nonmetallic mineral products	42.2	42.9	43.5	42.7	43.1	42.9	43.0	43.3	43.1	43.6	43.6	43.3	43.0	42.5	42.3
Primary metals	43.1	43.6	43.5	43.5	43.7	43.6	43.4	43.4	43.7	43.8	44.0	43.7	43.6	43.6	43.7
Fabricated metal products	41.0	41.4	41.2	41.1	41.2	41.3	41.5	41.7	41.4	41.5	41.6	41.7	41.4	41.4	41.2
Machinery	42.1	42.4	42.0	41.9	41.8	42.1	42.1	42.6	42.5	42.5	42.9	42.7	42.3	42.7	42.5
Computer and electronic products	40.0	40.5	40.3	40.3	40.5	40.4	40.5	40.7	40.5	40.8	40.6	40.5	40.4	40.4	40.2
Electrical equipment and appliances	40.6	41.1	41.0	40.9	41.2	41.4	41.3	41.4	41.2	41.3	41.5	41.0	40.9	40.9	40.8
Transportation equipment	42.5	42.7	42.7	42.6	42.6	42.7	42.8	43.0	43.0	42.9	43.5	42.9	42.6	42.5	42.6
Furniture and related products	39.2	38.8	38.5	38.3	38.2	38.5	38.5	38.5	38.7	38.7	38.6	39.0	38.8	39.1	39.1
Miscellaneous manufacturing	38.7	38.8	38.6	38.5	38.5	38.6	38.5	38.7	38.7	38.9	38.7	38.7	38.6	38.8	39.0
Nondurable goods	39.9	40.6	40.0	40.2	40.3	40.4	40.4	40.5	40.6	40.7	40.8	40.7	40.7	40.7	40.6
Overtime hours	4.4	4.4	4.4	4.6	4.4	4.5	4.4	4.5	4.5	4.5	4.4	4.3	4.2	4.3	4.2
Food manufacturing	39.0	40.0	39.0	39.3	39.6	39.7	39.8	39.7	39.9	39.9	40.1	39.8	40.2	40.4	40.4
Beverage and tobacco products	40.0	40.5	40.1	40.0	39.9	39.9	40.2	40.1	40.9	41.2	41.7	41.1	40.8	40.7	40.4
Textile mills	40.3	40.6	40.6	41.0	40.6	40.5	40.3	40.3	40.4	40.8	40.8	41.1	40.7	40.7	40.9
Textile product mills	39.0	40.0	39.6	40.0	40.1	40.4	39.6	40.2	40.2	40.2	40.3	40.4	39.8	39.2	40.3
Apparel	35.7	36.6	35.9	35.6	36.0	35.8	36.0	36.5	36.7	36.8	36.7	36.6	36.6	37.0	37.0
Leather and allied products	38.4	39.2	39.5	39.4	39.4	39.3	39.5	38.8	39.3	39.1	39.2	39.6	38.8	39.0	38.7
Paper and paper products	42.5	42.9	42.5	42.6	42.4	42.5	42.4	42.9	43.1	43.3	43.5	43.4	42.9	42.8	42.6
Printing and related support activities	38.4	39.2	38.3	38.4	38.8	39.0	39.0	39.3	39.2	39.3	39.1	39.1	39.2	39.5	39.2
Petroleum and coal products	45.6	45.2	45.8	44.5	45.0	44.6	45.0	45.1	45.4	45.6	45.6	45.4	45.1	45.2	45.5
Chemicals	42.3	42.5	42.3	42.5	42.6	42.8	42.7	42.7	42.4	42.6	42.8	42.7	43.0	42.4	41.8
Plastics and rubber products	40.0	40.6	40.1	40.5	40.5	40.5	40.8	40.8	40.7	40.8	41.0	40.9	40.7	40.6	40.6
PRIVATE SERVICE-PROVIDING	32.4	32.5	32.4	32.4	32.4	32.4	32.3	32.4	32.4	32.4	32.4	32.4	32.4	32.5	32.4
Trade, transportation, and utilities	33.4	33.4	33.4	33.4	33.3	33.3	33.3	33.4	33.3	33.4	33.4	33.4	33.4	33.4	33.5
Wholesale trade	37.7	38.0	37.8	37.9	37.8	37.9	37.8	38.1	37.9	38.0	38.0	38.0	37.9	38.0	37.9
Retail trade	30.6	30.4	30.6	30.5	30.5	30.4	30.4	30.5	30.4	30.4	30.4	30.3	30.4	30.4	30.5
Transportation and warehousing	37.0	36.9	36.8	36.7	36.6	36.7	36.7	36.6	36.7	36.9	36.9	37.0	36.8	36.9	37.1
Utilities	41.1	41.5	41.2	41.4	41.0	41.1	41.0	41.2	41.3	41.3	41.6	41.7	41.3	41.9	42.1
Information	36.5	36.7	36.5	36.6	36.6	36.5	36.6	36.6	36.5	36.6	36.8	36.8	36.8	36.8	36.6
Financial activities	35.9	35.7	35.9	35.9	36.0	35.7	35.6	35.7	35.5	35.6	35.7	35.5	35.7	35.7	35.7
Professional and business services	34.2	34.6	34.3	34.3	34.6	34.5	34.4	34.7	34.4	34.6	34.6	34.7	34.7	34.7	34.6
Education and health services	32.6	32.5	32.5	32.5	32.5	32.5	32.5	32.5	32.6	32.6	32.5	32.4	32.5	32.5	32.5
Leisure and hospitality	25.7	25.7	25.7	25.6	25.7	25.6	25.6	25.6	25.6	25.6	25.6	25.6	25.8	25.8	25.7
Other services	30.9	30.9	30.9	30.9	30.9	30.9	30.9	31.0	30.9	30.9	30.8	30.9	30.8	30.9	30.8

[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 workers[1] on private nonfarm payrolls, by industry, monthly data seasonally adjusted

Industry	Annual average		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
TOTAL PRIVATE															
Current dollars	$16.11	$16.73	$16.28	$16.35	$16.40	$16.47	$16.51	$16.61	$16.62	$16.69	$16.76	$16.81	$16.85	$16.91	$16.96
Constant (1982) dollars	8.17	8.23	8.15	8.20	8.17	8.20	8.19	8.18	8.15	8.17	8.16	8.16	8.24	8.32	8.35
GOODS-PRODUCING	17.60	18.01	17.74	17.77	17.79	17.80	17.82	17.87	17.92	17.99	18.00	18.06	18.07	18.16	18.21
Natural resources and mining	18.73	19.90	18.95	19.12	19.33	19.40	19.52	19.71	19.79	19.85	19.89	20.06	20.16	20.31	20.31
Construction	19.46	20.03	19.59	19.65	19.63	19.66	19.65	19.70	19.86	20.02	20.06	20.11	20.18	20.27	20.39
Manufacturing	16.56	16.82	16.68	16.70	16.71	16.72	16.74	16.78	16.79	16.80	16.80	16.85	16.84	16.90	16.92
Excluding overtime	15.69	15.97	15.79	15.83	15.84	15.83	15.87	15.89	15.90	15.91	15.93	16.00	16.00	16.06	16.10
Durable goods	17.34	17.69	17.50	17.52	17.53	17.54	17.57	17.60	17.65	17.68	17.69	17.74	17.75	17.80	17.83
Nondurable goods	15.27	15.34	15.29	15.31	15.33	15.33	15.33	15.37	15.33	15.30	15.28	15.32	15.29	15.36	15.38
PRIVATE SERVICE-PROVIDING	15.71	16.38	15.89	15.97	16.03	16.11	16.16	16.27	16.27	16.34	16.43	16.47	16.53	16.58	16.62
Trade,transportation, and utilities	14.93	15.39	15.04	15.10	15.13	15.19	15.20	15.30	15.30	15.38	15.48	15.49	15.51	15.53	15.51
Wholesale trade	18.16	18.90	18.45	18.56	18.53	18.61	18.66	18.69	18.79	18.84	18.94	19.00	19.10	19.07	19.12
Retail trade	12.36	12.59	12.35	12.39	12.44	12.46	12.47	12.58	12.54	12.60	12.66	12.65	12.66	12.68	12.65
Transportation and warehousing	16.71	17.19	16.85	16.87	16.91	16.99	16.98	17.10	17.04	17.19	17.36	17.34	17.37	17.37	17.33
Utilities	26.70	27.46	27.15	27.34	27.48	27.54	27.53	27.44	27.34	27.47	27.57	27.47	27.37	27.46	27.40
Information	22.07	23.30	22.40	22.60	22.98	22.82	23.00	23.13	23.16	23.24	23.34	23.40	23.49	23.57	23.62
Financial activities	17.94	18.79	18.20	18.27	18.33	18.45	18.49	18.64	18.64	18.69	18.79	18.86	19.02	19.09	19.18
Professional and business services	18.07	19.11	18.29	18.42	18.54	18.66	18.80	18.98	18.93	18.98	19.15	19.17	19.29	19.42	19.50
Education and health services	16.72	17.35	16.95	17.00	17.04	17.13	17.16	17.22	17.26	17.33	17.36	17.44	17.46	17.51	17.58
Leisure and hospitality	9.14	9.60	9.24	9.27	9.27	9.36	9.42	9.49	9.54	9.57	9.61	9.67	9.72	9.78	9.84
Other services	14.33	14.60	14.46	14.47	14.48	14.50	14.48	14.49	14.52	14.56	14.60	14.61	14.68	14.70	14.73

[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 workers[1] on private nonfarm payrolls, by industry

Industry	Annual average		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
TOTAL PRIVATE	$16.11	$16.73	$16.30	$16.37	$16.52	$16.51	$16.51	$16.68	$16.58	$16.60	$16.71	$16.70	$16.88	$16.99	$16.96
Seasonally adjusted	–	–	16.28	16.35	16.40	16.47	16.51	16.61	16.62	16.69	16.76	16.81	16.85	16.91	16.96
GOODS-PRODUCING	17.60	18.01	17.76	17.82	17.73	17.72	17.72	17.82	17.89	17.99	18.02	18.12	18.19	18.26	18.26
Natural resources and mining	18.73	19.90	18.90	19.23	19.47	19.41	19.61	19.82	19.79	19.77	19.83	19.93	20.05	20.30	20.30
Construction	19.46	20.03	19.61	19.68	19.50	19.57	19.53	19.61	19.78	19.99	20.13	20.23	20.35	20.45	20.47
Manufacturing	16.56	16.82	16.70	16.81	16.76	16.71	16.71	16.76	16.76	16.78	16.72	16.81	16.90	16.91	16.95
Durable goods	17.34	17.69	17.54	17.67	17.56	17.54	17.54	17.56	17.60	17.64	17.54	17.71	17.82	17.83	17.89
Wood products	13.16	13.41	13.32	13.23	13.17	13.16	13.17	13.27	13.35	13.49	13.46	13.48	13.56	13.64	13.62
Nonmetallic mineral products	16.61	16.61	16.55	16.53	16.51	16.55	16.61	16.72	16.60	16.56	16.58	16.73	16.52	16.60	16.58
Primary metals	18.94	19.37	19.21	19.16	19.37	19.22	19.18	19.34	19.10	19.12	19.14	19.32	19.64	19.37	19.85
Fabricated metal products	15.80	16.17	16.01	16.18	16.12	16.06	16.09	16.04	16.09	16.13	16.18	16.10	16.21	16.26	16.26
Machinery	17.03	17.19	17.01	17.07	17.07	17.01	16.99	16.95	17.03	17.03	17.13	17.14	17.26	17.46	17.58
Computer and electronic products	18.40	18.99	18.60	18.72	18.71	18.75	18.61	18.76	18.71	18.81	19.06	19.12	19.22	19.29	19.27
Electrical equipment and appliances	15.25	15.52	15.42	15.56	15.47	15.48	15.42	15.37	15.42	15.47	15.55	15.65	15.61	15.63	15.56
Transportation equipment	22.10	22.41	22.55	22.71	22.33	22.30	22.32	22.28	22.40	22.50	21.92	22.45	22.59	22.51	22.57
Furniture and related products	13.44	13.77	13.45	13.52	13.53	13.48	13.50	13.70	13.66	13.65	13.74	13.82	13.96	14.02	14.02
Miscellaneous manufacturing	14.08	14.37	14.12	14.20	14.08	14.08	14.30	14.37	14.40	14.29	14.53	14.52	14.48	14.48	14.36
Nondurable goods	15.27	15.34	15.28	15.35	15.39	15.31	15.29	15.38	15.31	15.29	15.33	15.27	15.33	15.34	15.37
Food manufacturing	13.04	13.12	13.06	13.13	13.08	13.01	13.02	13.08	13.11	13.13	13.09	13.14	13.15	13.10	13.20
Beverages and tobacco products	18.79	18.26	18.76	18.59	18.41	18.24	18.19	18.39	18.24	17.99	18.19	17.96	18.23	18.46	18.54
Textile mills	12.38	12.55	12.48	12.45	12.50	12.38	12.41	12.42	12.42	12.55	12.54	12.65	12.59	12.82	12.74
Textile product mills	11.66	11.89	11.78	11.89	11.75	11.74	11.74	11.90	11.97	11.98	12.07	11.90	11.97	11.80	11.93
Apparel	10.24	10.58	10.41	10.47	10.62	10.59	10.61	10.61	10.58	10.63	10.68	10.56	10.60	10.59	10.49
Leather and allied products	11.50	11.45	11.57	11.33	11.25	11.00	11.11	11.25	11.45	11.72	11.58	11.66	11.44	11.64	11.58
Paper and paper products	17.98	17.98	17.87	17.91	17.87	17.74	17.78	17.98	17.88	17.93	18.24	17.91	18.12	18.07	18.06
Printing and related support activities	15.75	15.81	15.73	15.92	15.90	15.69	15.77	15.72	15.77	15.65	15.76	15.81	15.81	15.88	15.99
Petroleum and coal products	24.54	24.34	24.64	24.62	24.74	24.78	24.81	24.74	24.32	23.91	23.66	23.53	24.12	24.41	24.51
Chemicals	19.67	19.57	19.68	19.85	19.95	19.92	19.63	19.76	19.51	19.34	19.25	19.18	19.41	19.56	19.58
Plastics and rubber products	14.82	15.02	14.78	14.84	15.00	14.89	14.90	14.93	14.93	15.00	15.05	15.08	15.09	15.02	15.05
PRIVATE SERVICE-PROVIDING	15.71	16.38	15.90	15.98	16.20	16.19	16.19	16.38	16.23	16.21	16.36	16.31	16.52	16.64	16.61
Trade, transportation, and utilities	14.93	15.39	15.00	14.96	15.20	15.23	15.23	15.44	15.29	15.35	15.52	15.44	15.56	15.58	15.41
Wholesale trade	18.16	18.90	18.46	18.58	18.64	18.65	18.60	18.86	18.71	18.73	19.06	18.92	19.08	19.13	19.14
Retail trade	12.36	12.59	12.28	12.25	12.47	12.47	12.50	12.70	12.57	12.61	12.69	12.63	12.71	12.71	12.53
Transportation and warehousing	16.71	17.19	16.88	16.86	16.92	16.95	16.96	17.11	16.97	17.17	17.42	17.36	17.42	17.40	17.31
Utilities	26.70	27.46	27.37	27.44	27.53	27.60	27.60	27.69	27.33	27.19	27.48	27.19	27.52	27.56	27.46
Information	22.07	23.30	22.45	22.61	23.08	22.84	22.89	23.19	23.10	23.00	23.20	23.32	23.65	23.72	23.69
Financial activities	17.94	18.79	18.17	18.23	18.45	18.45	18.46	18.76	18.59	18.57	18.80	18.78	19.02	19.21	19.16
Professional and business services	18.07	19.11	18.25	18.44	18.85	18.77	18.82	19.20	18.86	18.84	19.22	18.94	19.16	19.48	19.41
Education and health services	16.72	17.35	16.94	17.04	17.10	17.14	17.16	17.23	17.21	17.27	17.38	17.41	17.48	17.50	17.57
Leisure and hospitality	9.14	9.60	9.29	9.39	9.33	9.41	9.43	9.48	9.55	9.49	9.49	9.58	9.73	9.81	9.89
Other services	14.33	14.60	14.46	14.52	14.55	14.54	14.49	14.58	14.55	14.51	14.48	14.51	14.70	14.71	14.74

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 workers [1] on private nonfarm payrolls, by industry

Industry	Annual average		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
TOTAL PRIVATE	543.65	566.79	550.94	551.67	558.38	553.09	554.74	565.45	558.75	564.40	571.48	569.47	572.23	581.06	573.25
Seasonally adjusted			550.26	552.63	554.32	556.69	558.04	563.08	561.76	565.79	568.16	568.18	569.53	573.25	574.94
GOODS-PRODUCING	705.28	729.87	721.06	719.93	710.97	708.80	712.34	711.02	724.55	735.79	729.81	741.11	742.15	746.83	739.53
Natural resources and mining	853.89	907.20	854.28	876.89	887.83	869.57	876.57	901.81	892.53	915.35	908.21	912.79	914.28	941.92	929.74
CONSTRUCTION	750.63	782.39	768.71	749.81	744.90	747.57	749.95	753.02	769.44	791.60	793.12	807.18	799.76	813.91	796.28
Manufacturing	673.61	691.44	688.04	695.93	685.48	680.10	685.11	677.10	690.51	693.01	683.85	694.25	699.66	698.38	698.34
Durable goods	713.05	732.57	731.42	738.61	723.47	720.89	726.16	714.69	730.40	735.59	722.65	736.74	741.31	741.73	740.65
Wood products	526.91	533.84	544.79	533.17	521.53	517.19	526.80	530.80	539.34	540.95	539.75	543.24	536.98	544.24	532.54
Nonmetallic mineral products	700.62	712.54	731.51	699.22	698.37	695.10	704.26	717.29	718.78	728.64	719.57	732.77	718.62	715.46	698.02
Primary metals	815.52	844.84	839.48	843.04	854.22	839.91	834.33	823.88	832.76	833.63	830.68	838.49	858.27	842.60	867.45
Fabricated metal products	647.32	668.94	664.42	674.71	665.76	660.07	666.13	649.62	666.13	669.40	665.00	669.76	674.34	679.67	674.79
Machinery	716.48	728.28	719.52	728.89	716.94	712.72	716.98	705.12	723.78	723.78	729.74	725.02	733.55	745.54	747.15
Computer and electronic products	735.82	768.34	760.74	763.78	754.01	753.75	753.71	752.28	755.88	765.57	768.12	768.62	780.33	783.17	780.44
Electrical equipment and appliances	619.19	637.97	641.47	645.74	638.91	631.58	633.76	613.26	630.68	634.27	636.00	641.65	644.69	645.52	641.07
Transportation equipment	938.37	957.57	967.40	990.16	949.03	949.98	957.53	926.85	965.44	969.75	916.26	963.11	973.63	961.18	963.74
Furniture and related products	527.11	533.92	520.52	529.98	514.14	516.28	518.40	520.60	524.54	533.72	530.36	545.89	548.63	548.18	548.18
Miscellaneous manufacturing	545.19	557.07	547.86	552.38	542.08	544.90	554.84	547.50	557.28	558.74	555.05	563.38	560.38	561.82	561.48
Nondurable goods	609.13	622.43	617.31	624.75	620.22	613.93	616.19	613.66	620.06	622.30	620.87	621.49	630.06	627.41	628.63
Food manufacturing	508.03	524.57	515.87	522.57	515.35	507.39	511.69	506.20	521.78	525.20	522.29	525.60	536.52	534.48	541.20
Beverages and tobacco products	752.39	740.39	757.90	738.02	721.67	720.48	729.42	733.76	755.14	751.98	765.80	747.14	743.78	745.78	750.87
Textile mills	498.47	510.00	511.68	515.43	510.00	498.91	503.85	498.04	501.77	509.53	504.11	519.92	514.93	516.65	522.34
Textile product mills	455.19	475.09	470.02	483.92	473.53	473.12	466.08	468.86	478.80	482.79	479.18	478.38	477.60	461.38	485.55
Apparel	366.11	386.89	375.80	376.92	379.13	380.18	385.14	379.84	388.29	391.18	387.68	387.55	386.90	393.95	390.23
Leather and allied products	442.16	449.30	460.49	449.80	438.75	430.10	443.29	429.75	451.13	459.42	449.30	460.57	441.58	452.80	452.78
Paper and paper products	763.36	770.80	766.62	779.09	761.26	745.08	746.76	758.76	770.63	778.16	789.79	775.50	784.60	777.01	776.58
Printing and related support activities	604.80	619.18	608.75	617.70	618.51	611.91	616.61	609.94	613.45	610.35	609.91	615.01	627.66	632.02	628.41
Petroleum and coal products	1,117.94	1,101.34	1,148.22	1,095.59	1,100.93	1,087.84	1,104.05	1,125.67	1,101.70	1,090.30	1,083.63	1,056.50	1,107.11	1,110.66	1,134.81
Chemicals	831.40	831.72	838.37	853.55	855.86	854.57	840.16	843.75	823.32	821.95	816.20	815.15	832.69	825.43	818.44
Plastics and rubber products	592.50	610.27	597.11	611.41	609.00	601.56	607.92	597.20	607.65	613.50	606.52	615.26	618.69	611.31	611.03
PRIVATE SERVICE-PROVIDING	508.66	531.73	513.57	516.15	526.50	521.32	519.70	533.99	522.61	526.83	538.24	531.71	535.25	544.13	536.50
Trade, transportation, and utilities	498.59	514.00	498.00	499.66	501.60	501.07	502.59	517.24	509.16	514.23	526.13	518.78	521.26	523.49	514.69
Wholesale trade	684.91	717.58	697.79	702.32	706.46	701.24	699.36	722.34	707.24	711.74	731.90	718.96	723.13	734.59	725.41
Retail trade	377.68	383.37	372.08	376.08	375.35	372.85	375.00	388.62	382.13	385.87	393.39	387.74	388.93	386.38	379.66
Transportation and warehousing	618.64	634.10	624.56	623.82	615.89	611.90	615.65	624.52	619.41	633.57	651.51	645.79	644.54	649.02	647.39
Utilities	1,097.16	1,139.57	1,141.33	1,133.27	1,120.47	1,128.84	1,123.32	1,146.37	1,131.46	1,122.95	1,143.17	1,133.82	1,147.58	1,163.03	1,161.56
Information	805.89	855.26	821.67	827.53	849.34	831.38	830.91	855.71	836.22	841.80	865.36	860.51	870.32	882.38	867.05
Financial activities	644.71	671.65	648.67	650.81	673.43	654.98	651.64	680.99	654.37	657.38	682.44	664.81	673.31	697.32	680.18
Professional and business services	618.46	661.82	625.98	632.49	652.21	645.69	645.53	666.24	646.90	653.75	670.78	659.11	662.94	681.80	671.59
Education and health services	544.80	564.15	550.55	553.80	560.88	555.34	554.27	561.70	557.60	561.28	570.06	565.83	568.10	572.25	569.27
Leisure and hospitality	235.29	246.93	235.97	236.63	236.05	238.07	238.58	243.64	242.57	245.79	253.38	251.95	249.09	255.06	251.21
Other services	443.06	451.29	445.37	447.22	451.05	447.83	444.84	451.98	448.14	449.81	451.78	451.26	452.76	456.01	452.52

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:												
2002	40.8	36.5	38.3	38.7	40.1	46.0	43.7	43.3	41.7	41.9	41.5	36.0
2003	44.1	37.9	34.9	38.3	42.8	38.8	37.6	39.7	50.7	49.8	52.0	51.3
2004	51.6	49.5	62.4	65.5	62.4	57.7	52.7	52.0	57.0	54.3	55.0	54.1
2005	50.7	57.7	56.7	54.7	54.5	56.7	59.2	54.1	51.4	53.4	61.7	58.6
2006	61.0	59.9	58.5	64.4	55.8	56.8	53.8	53.1	55.2	56.8	58.8	
Over 3-month span:												
2002	34.5	36.2	35.6	35.8	34.9	38.8	38.5	44.8	37.6	39.7	37.2	39.6
2003	40.6	34.2	34.7	32.7	35.3	41.7	38.5	33.8	42.6	47.8	49.8	50.5
2004	54.3	53.4	57.6	63.1	69.4	68.3	58.8	55.6	57.4	56.5	59.9	55.2
2005	52.9	56.7	59.2	60.4	56.8	60.8	60.4	59.7	57.9	52.2	57.0	63.7
2006	66.2	65.5	63.3	63.7	63.8	59.7	56.7	58.8	55.0	57.7	57.7	
Over 6-month span:												
2002	30.2	30.6	31.5	30.9	32.0	36.3	35.8	37.6	34.5	36.0	36.7	35.3
2003	34.4	31.8	31.8	34.0	32.7	36.2	33.3	32.4	40.5	45.3	46.4	47.7
2004	49.8	52.3	54.7	60.8	63.3	63.8	63.1	63.5	59.0	61.3	55.9	55.6
2005	55.4	57.7	57.4	58.8	55.2	58.6	60.8	59.5	60.6	57.7	58.5	60.6
2006	61.2	61.5	63.1	67.6	65.5	65.8	62.9	59.9	60.3	59.2	59.2	
Over 12-month span:												
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	48.4	50.7	57.7	57.0	55.2	56.7	58.3	60.1	60.3
2005	60.1	61.0	59.5	58.6	58.6	59.4	60.8	61.0	60.8	58.3	58.8	62.1
2006	61.3	61.0	62.2	62.6	64.0	65.3	60.8	62.6	64.0	66.0	63.3	
	Manufacturing payrolls, 84 industries											
Over 1-month span:												
2002	19.6	21.4	18.5	29.2	25.0	30.4	36.9	25.6	28.6	17.9	17.9	19.6
2003	32.7	19.6	19.6	10.7	23.2	19.0	19.6	29.2	28.6	36.3	42.3	40.5
2004	44.0	47.6	44.6	64.9	53.6	45.8	56.5	52.4	41.7	42.3	39.9	39.3
2005	39.3	38.7	38.7	42.3	44.6	34.5	47.6	35.7	45.2	43.5	50.0	52.4
2006	59.5	48.8	49.4	57.7	50.0	60.7	45.2	39.9	44.6	46.4	48.2	
Over 3-month span:												
2002	9.5	9.5	11.3	17.9	14.9	17.9	22.6	25.6	22.6	17.3	9.5	11.9
2003	18.5	11.3	12.5	8.3	7.7	11.3	14.9	15.5	16.7	27.4	32.1	35.7
2004	43.5	42.3	43.5	53.6	57.7	58.9	53.6	48.8	48.2	40.5	38.1	31.0
2005	35.7	39.9	42.9	39.9	37.5	41.1	39.3	35.7	39.9	36.3	36.9	50.0
2006	56.0	51.8	48.8	50.6	48.8	51.2	48.8	49.4	39.9	38.7	40.5	
Over 6-month span:												
2002	7.1	8.3	7.7	8.3	8.3	11.9	12.5	11.9	13.7	8.9	7.1	7.7
2003	11.3	11.3	8.3	9.5	10.7	9.5	6.0	8.9	13.7	18.5	24.4	23.8
2004	28.6	33.3	33.3	45.8	47.6	51.2	56.0	51.8	48.2	49.4	39.3	35.7
2005	36.9	36.9	35.1	33.3	33.3	32.7	36.9	36.9	41.1	41.7	39.3	42.3
2006	37.5	45.8	45.2	51.2	48.2	51.8	45.2	45.2	49.4	44.6	48.2	
Over 12-month span:												
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	20.2	23.2	35.7	36.9	38.1	36.3	44.0	44.6	44.6
2005	44.6	44.6	41.7	40.5	39.9	33.3	32.7	31.0	32.1	39.3	35.7	40.5
2006	41.1	39.9	39.9	42.9	41.7	46.4	42.9	42.9	45.8	47.6	44.6	

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						
	2006							2006						
	May	June	July	Aug.	Sept.	Oct.	Nov.[p]	May	June	July	Aug.	Sept.	Oct.	Nov.[p]
Total[2]	3,945	3,960	3,844	4,061	4,154	4,248	4,238	2.8	2.8	2.8	2.9	3.0	3.0	3.0
Industry														
Total private[2]	3,496	3,476	3,363	3,604	3,659	3,790	3,795	3.0	3.0	2.9	3.1	3.1	3.2	3.2
Construction	119	161	148	162	140	134	96	1.6	2.1	1.9	2.1	1.8	1.8	1.3
Manufacturing	311	301	305	310	307	364	338	2.1	2.1	2.1	2.1	2.1	2.5	2.3
Trade, transportation, and utilities	687	640	605	686	736	639	637	2.6	2.4	2.3	2.6	2.7	2.4	2.4
Professional and business services	693	616	651	661	728	805	790	3.9	3.4	3.6	3.7	4.0	4.4	4.3
Education and health services	651	659	643	678	691	754	707	3.6	3.6	3.5	3.7	3.7	4.0	3.8
Leisure and hospitality	496	487	482	501	520	573	622	3.7	3.6	3.6	3.7	3.8	4.2	4.5
Government	452	467	478	464	492	476	455	2.0	2.1	2.1	2.1	2.2	2.1	2.0
Region[3]														
Northeast	670	699	699	747	824	791	807	2.6	2.7	2.7	2.8	3.1	3.0	3.0
South	1,591	1,507	1,498	1,548	1,582	1,630	1,532	3.2	3.0	3.0	3.1	3.2	3.3	3.1
Midwest	787	777	739	809	783	764	769	2.4	2.4	2.3	2.5	2.4	2.4	2.4
West	918	935	911	955	991	1,062	1,142	3.0	3.0	3.0	3.1	3.2	3.4	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 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						
	2006							2006						
	May	June	July	Aug.	Sept.	Oct.	Nov.[p]	May	June	July	Aug.	Sept.	Oct.	Nov.[p]
Total[2]	4,949	4,899	4,995	4,831	4,803	4,988	5,003	3.7	3.6	3.7	3.6	3.5	3.7	3.7
Industry														
Total private[2]	4,573	4,508	4,741	4,396	4,395	4,615	4,646	4.0	4.0	4.2	3.9	3.9	4.1	4.1
Construction	374	366	365	351	338	356	382	5.0	4.9	4.9	4.7	4.5	4.8	5.1
Manufacturing	385	378	380	353	325	358	361	2.7	2.7	2.7	2.5	2.3	2.5	2.5
Trade, transportation, and utilities	1,018	1,099	1,045	1,070	968	984	980	3.9	4.2	4.0	4.1	3.7	3.8	3.8
Professional and business services	1,006	905	967	860	988	994	1,073	5.8	5.2	5.6	4.9	5.7	5.7	6.1
Education and health services	549	465	521	482	465	531	489	3.1	2.6	2.9	2.7	2.6	3.0	2.7
Leisure and hospitality	811	846	850	794	827	886	877	6.2	6.5	6.5	6.1	6.3	6.7	6.6
Government	379	392	338	409	380	353	348	1.7	1.8	1.5	1.9	1.7	1.6	1.6
Region[3]														
Northeast	852	729	841	738	718	731	721	3.3	2.9	3.3	2.9	2.8	2.9	2.8
South	1,849	1,877	1,849	1,907	1,993	1,944	1,930	3.8	3.9	3.8	3.9	4.1	4.0	4.0
Midwest	1,133	1,072	1,123	1,008	997	1,096	1,043	3.6	3.4	3.6	3.2	3.1	3.5	3.3
West	1,114	1,207	1,177	1,160	1,122	1,204	1,274	3.7	4.0	3.9	3.9	3.7	4.0	4.2

[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						
	2006							2006						
	May	June	July	Aug.	Sept.	Oct.	Nov.[p]	May	June	July	Aug.	Sept.	Oct.	Nov.[p]
Total[2]	4,811	4,631	4,479	4,386	4,380	4,524	4,660	3.6	3.4	3.3	3.2	3.2	3.3	3.4
Industry														
Total private[2]	4,488	4,299	4,168	4,083	4,050	4,246	4,367	4.0	3.8	3.7	3.6	3.6	3.7	3.8
Construction	478	324	415	348	332	351	406	6.4	4.3	5.5	4.6	4.4	4.7	5.4
Manufacturing	381	370	358	364	391	344	343	2.7	2.6	2.5	2.6	2.8	2.4	2.4
Trade, transportation, and utilities	1,046	1,082	935	997	1,004	962	1,011	4.0	4.2	3.6	3.8	3.9	3.7	3.9
Professional and business services	833	755	735	705	781	933	1,008	4.8	4.4	4.2	4.1	4.5	5.3	5.8
Education and health services	487	424	431	460	390	413	428	2.8	2.4	2.4	2.6	2.2	2.3	2.4
Leisure and hospitality	799	802	818	801	711	762	783	6.1	6.2	6.3	6.1	5.4	5.8	5.9
Government	324	315	306	304	322	278	292	1.5	1.4	1.4	1.4	1.5	1.3	1.3
Region[3]														
Northeast	779	724	763	695	766	763	685	3.1	2.8	3.0	2.7	3.0	3.0	2.7
South	1,828	1,858	1,687	1,703	1,659	1,599	1,928	3.8	3.8	3.5	3.5	3.4	3.3	4.0
Midwest	1,045	871	1,087	942	904	1,028	990	3.3	2.8	3.4	3.0	2.9	3.2	3.1
West	1,136	1,137	979	1,070	1,031	1,101	1,044	3.8	3.8	3.3	3.6	3.4	3.7	3.5

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

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

[3] **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia; **Midwest:** Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The 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						
	2006							2006						
	May	June	July	Aug.	Sept.	Oct.	Nov.[p]	May	June	July	Aug.	Sept.	Oct.	Nov.[p]
Total[2]	2,723	2,699	2,623	2,597	2,473	2,606	2,806	2.0	2.0	1.9	1.9	1.8	1.9	2.1
Industry														
Total private[2]	2,565	2,554	2,469	2,442	2,309	2,461	2,661	2.3	2.3	2.2	2.2	2.0	2.2	2.3
Construction	207	154	157	143	131	135	143	2.8	2.0	2.1	1.9	1.7	1.8	1.9
Manufacturing	202	190	189	194	182	195	213	1.4	1.3	1.3	1.4	1.3	1.4	1.5
Trade, transportation, and utilities	622	615	586	604	594	571	659	2.4	2.4	2.3	2.3	2.3	2.2	2.5
Professional and business services	434	386	412	388	401	425	500	2.5	2.2	2.4	2.2	2.3	2.4	2.9
Education and health services	276	290	277	300	262	278	280	1.6	1.6	1.6	1.7	1.5	1.6	1.6
Leisure and hospitality	533	622	549	542	495	544	557	4.1	4.8	4.2	4.1	3.8	4.1	4.2
Government	159	146	156	153	159	143	145	.7	.7	.7	.7	.7	.6	.7
Region[3]														
Northeast	370	358	378	404	383	366	407	1.5	1.4	1.5	1.6	1.5	1.4	1.6
South	1,152	1,153	1,081	1,095	1,029	1,047	1,149	2.4	2.4	2.2	2.3	2.1	2.2	2.4
Midwest	581	552	562	551	522	605	577	1.8	1.8	1.8	1.7	1.6	1.9	1.8
West	612	631	598	553	544	579	628	2.0	2.1	2.0	1.8	1.8	1.9	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, second quarter 2006.

County by NAICS supersector	Establishments, second quarter 2006 (thousands)	Employment		Average weekly wage[1]	
		June 2006 (thousands)	Percent change, June 2005-06[2]	Second quarter 2006	Percent change, second quarter 2005-06[2]
United States[3]	8,774.8	135,481.1	2.0	$784	4.4
Private industry	8,496.4	114,201.0	2.2	774	4.6
Natural resources and mining	123.8	1,904.1	2.7	790	13.3
Construction	875.1	7,870.8	5.5	820	5.8
Manufacturing	364.2	14,256.1	-.1	952	4.2
Trade, transportation, and utilities	1,895.9	26,042.5	1.5	682	4.0
Information	144.2	3,065.0	-.1	1,188	4.7
Financial activities	846.1	8,219.2	1.9	1,141	5.4
Professional and business services	1,425.8	17,646.2	4.2	944	4.4
Education and health services	794.6	16,871.9	2.7	735	4.4
Leisure and hospitality	708.1	13,570.7	2.0	330	4.8
Other services	1,109.9	4,446.1	1.2	509	4.3
Government	278.3	21,280.1	1.0	836	3.3
Los Angeles, CA	387.2	4,196.7	2.0	882	3.6
Private industry	383.3	3,607.8	2.3	864	4.2
Natural resources and mining	.6	12.0	4.8	1,317	20.6
Construction	14.1	158.4	6.1	876	3.9
Manufacturing	15.9	468.3	-1.0	938	5.2
Trade, transportation, and utilities	55.8	804.7	1.8	749	4.3
Information	8.9	210.4	4.6	1,433	-2.9
Financial activities	25.1	249.3	1.9	1,368	5.6
Professional and business services	43.2	600.9	([4])	1,007	6.3
Education and health services	28.2	463.3	2.0	810	4.0
Leisure and hospitality	27.1	394.2	2.4	491	4.9
Other services	164.3	246.0	4.0	410	2.8
Government	3.9	588.9	.1	993	.5
Cook, IL	134.0	2,565.5	1.4	942	4.3
Private industry	132.8	2,246.9	1.6	936	4.8
Natural resources and mining	.1	1.5	-2.4	998	7.3
Construction	11.7	100.6	5.3	1,147	6.2
Manufacturing	7.3	246.7	-2.2	960	4.9
Trade, transportation, and utilities	27.4	480.5	.7	771	4.6
Information	2.5	59.5	-2.5	1,308	6.9
Financial activities	15.0	220.8	1.1	1,477	7.4
Professional and business services	27.5	436.6	3.7	1,186	2.0
Education and health services	13.2	360.2	1.9	799	4.6
Leisure and hospitality	11.3	240.1	3.3	416	8.9
Other services	13.4	96.5	.0	676	6.0
Government	1.2	318.7	.0	983	.8
New York, NY	115.7	2,312.6	2.2	1,453	7.8
Private industry	115.5	1,860.5	2.8	1,557	7.4
Natural resources and mining	.0	.1	4.2	1,272	11.2
Construction	2.2	31.6	7.1	1,386	7.9
Manufacturing	3.0	39.8	-6.2	1,066	-.8
Trade, transportation, and utilities	21.3	241.4	1.5	1,100	6.6
Information	4.2	132.1	1.4	1,826	6.8
Financial activities	17.6	369.5	3.2	2,810	10.8
Professional and business services	23.1	466.0	3.2	1,660	4.5
Education and health services	8.1	279.5	2.1	956	6.5
Leisure and hospitality	10.5	201.2	2.5	711	6.6
Other services	16.7	85.2	-.1	876	7.4
Government	.2	452.1	-.3	1,028	9.4
Harris, TX	92.0	1,941.2	4.1	959	7.5
Private industry	91.6	1,695.4	4.6	976	7.6
Natural resources and mining	1.4	71.2	8.7	2,680	17.2
Construction	6.3	141.6	8.7	912	7.5
Manufacturing	4.6	176.3	5.4	1,189	4.7
Trade, transportation, and utilities	21.2	406.2	3.4	862	5.6
Information	1.3	32.2	.0	1,150	4.5
Financial activities	10.0	116.8	1.6	1,180	7.2
Professional and business services	17.9	317.6	6.3	1,075	6.6
Education and health services	9.6	201.9	3.9	806	4.5
Leisure and hospitality	7.0	170.6	2.3	366	9.3
Other services	10.7	57.1	1.6	553	4.3
Government	.4	245.8	.9	843	6.3
Maricopa, AZ	91.2	1,784.4	5.7	794	4.5
Private industry	90.7	1,601.1	6.0	782	5.2
Natural resources and mining	.5	9.8	-2.7	644	18.4
Construction	9.2	181.4	11.6	806	6.1
Manufacturing	3.4	137.5	2.8	1,076	6.0
Trade, transportation, and utilities	19.3	361.7	4.7	765	3.9
Information	1.5	31.9	-2.7	942	3.6
Financial activities	11.0	149.7	4.8	1,020	3.4
Professional and business services	19.5	311.5	5.9	769	5.2
Education and health services	8.7	185.1	6.0	829	6.4
Leisure and hospitality	6.4	175.9	6.0	383	9.4
Other services	6.4	48.2	3.6	556	7.8
Government	.6	183.4	2.8	892	.2

See footnotes at end of table.

22. Continued—Quarterly Census of Employment and Wages: 10 largest counties, second quarter 2006.

County by NAICS supersector	Establishments, second quarter 2006 (thousands)	Employment		Average weekly wage[1]	
		June 2006 (thousands)	Percent change, June 2005-06[2]	Second quarter 2006	Percent change, second quarter 2005-06[2]
Orange, CA	95.5	1,530.4	1.8	$916	6.3
Private industry	94.1	1,375.7	1.7	907	6.1
Natural resources and mining	.2	6.9	.2	549	-6.8
Construction	7.1	109.0	5.8	945	4.8
Manufacturing	5.6	183.8	.3	1,137	11.8
Trade, transportation, and utilities	18.0	270.6	.8	845	3.8
Information	1.4	31.4	-2.6	1,226	3.2
Financial activities	11.4	139.5	-1.1	1,381	4.2
Professional and business services	19.3	275.6	2.8	966	8.7
Education and health services	9.9	136.5	3.2	811	4.1
Leisure and hospitality	7.1	173.4	3.2	392	5.7
Other services	14.1	49.0	-.1	542	4.2
Government	1.4	154.6	2.6	995	7.7
Dallas, TX	66.6	1,462.9	3.3	956	4.9
Private industry	66.1	1,304.6	3.7	966	5.0
Natural resources and mining	.5	7.5	4.7	2,925	39.2
Construction	4.3	80.4	3.0	924	8.5
Manufacturing	3.2	148.0	2.7	1,118	5.5
Trade, transportation, and utilities	14.9	303.9	2.5	916	4.3
Information	1.7	53.0	-1.4	1,271	5.0
Financial activities	8.4	140.3	3.8	1,249	5.4
Professional and business services	13.9	261.4	6.5	1,039	.8
Education and health services	6.3	137.0	4.2	906	7.6
Leisure and hospitality	5.1	129.7	3.1	422	5.0
Other services	6.5	40.5	1.0	604	6.3
Government	.4	158.3	.5	874	4.0
San Diego, CA	91.6	1,327.9	1.4	850	4.7
Private industry	90.2	1,105.9	1.7	830	4.3
Natural resources and mining	.8	11.6	-5.3	522	.6
Construction	7.3	95.9	2.9	862	3.0
Manufacturing	3.3	105.1	-.4	1,117	4.5
Trade, transportation, and utilities	14.7	218.9	2.4	691	2.1
Information	1.3	37.2	-1.3	1,839	19.9
Financial activities	10.1	84.8	1.2	1,065	1.9
Professional and business services	16.5	215.4	1.0	1,013	5.0
Education and health services	8.0	122.9	1.1	785	4.7
Leisure and hospitality	6.8	157.8	3.9	376	3.3
Other services	21.3	56.3	2.7	468	2.6
Government	1.4	222.0	.1	949	6.5
King, WA	74.7	1,160.2	3.7	988	6.1
Private industry	74.2	1,006.5	4.3	996	6.8
Natural resources and mining	.4	3.4	2.8	1,172	5.7
Construction	6.6	67.6	14.5	940	5.5
Manufacturing	2.5	111.6	4.6	1,368	8.7
Trade, transportation, and utilities	14.7	220.2	2.3	859	5.3
Information	1.7	72.9	5.0	1,754	4.7
Financial activities	6.8	76.8	2.3	1,232	6.9
Professional and business services	12.4	180.6	7.5	1,156	8.3
Education and health services	6.2	117.9	2.5	774	4.0
Leisure and hospitality	5.8	110.0	1.9	417	5.6
Other services	17.1	45.5	.1	532	6.0
Government	.5	153.7	.0	939	2.1
Miami-Dade, FL	84.1	993.7	1.8	786	3.0
Private industry	83.8	860.3	2.0	763	5.0
Natural resources and mining	.5	8.9	4.1	459	1.1
Construction	5.7	51.9	14.6	850	7.7
Manufacturing	2.6	47.9	-3.2	727	7.4
Trade, transportation, and utilities	22.9	248.7	2.8	731	5.3
Information	1.7	21.8	-5.5	1,108	5.4
Financial activities	10.0	71.8	4.8	1,096	4.2
Professional and business services	16.8	138.8	-3.8	888	1.8
Education and health services	8.5	131.1	3.4	764	5.8
Leisure and hospitality	5.6	99.8	-1.1	457	([4])
Other services	7.6	35.0	3.8	497	2.9
Government	.3	133.4	.1	924	-4.8

[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, second quarter 2006.

State	Establishments, second quarter 2006 (thousands)	Employment		Average weekly wage[1]	
		June 2006 (thousands)	Percent change, June 2005-06	Second quarter 2006	Percent change, second quarter 2005-06
United States[2]	8,774.8	135,481.1	2.0	$784	4.4
Alabama	116.5	1,944.8	2.3	672	4.3
Alaska	20.8	327.2	3.8	788	4.2
Arizona	148.7	2,581.3	5.7	753	4.1
Arkansas	81.1	1,185.3	2.4	612	3.2
California	1,249.0	15,733.0	2.4	888	4.5
Colorado	174.2	2,277.7	2.8	794	3.3
Connecticut	111.5	1,700.6	1.5	971	2.8
Delaware	30.0	430.4	2.0	851	6.8
District of Columbia	31.2	677.9	.4	1,300	5.3
Florida	586.6	7,889.6	3.2	722	4.8
Georgia	263.8	4,054.1	3.2	743	3.1
Hawaii	37.4	621.8	2.5	704	4.0
Idaho	54.7	660.0	5.7	612	7.4
Illinois	347.4	5,912.4	1.7	837	4.1
Indiana	154.6	2,917.5	.9	684	3.0
Iowa	92.5	1,502.9	1.9	639	4.1
Kansas	84.8	1,339.5	1.2	667	5.0
Kentucky	109.2	1,797.2	1.2	672	3.4
Louisiana	122.2	1,831.7	-3.9	680	10.2
Maine	49.1	616.0	.8	632	3.8
Maryland	162.9	2,567.8	1.6	855	4.7
Massachusetts	207.8	3,256.7	1.1	963	5.1
Michigan	256.7	4,320.8	-1.0	783	1.8
Minnesota	173.0	2,731.9	2.3	789	4.0
Mississippi	68.6	1,127.4	.9	587	5.6
Missouri	171.7	2,743.6	1.6	703	3.7
Montana	41.2	442.8	4.3	575	4.0
Nebraska	57.4	915.6	1.1	632	5.7
Nevada	70.7	1,284.6	5.2	748	1.4
New Hampshire	48.6	639.1	1.2	774	2.5
New Jersey	277.5	4,053.9	1.0	948	5.1
New Mexico	52.6	824.4	5.0	653	4.6
New York	570.4	8,566.2	1.0	962	5.4
North Carolina	241.1	3,965.0	3.0	690	3.8
North Dakota	25.3	342.4	2.7	591	5.3
Ohio	291.5	5,396.5	.4	716	3.3
Oklahoma	96.2	1,512.5	3.0	639	7.4
Oregon	127.9	1,732.5	3.0	710	3.3
Pennsylvania	332.2	5,675.5	1.0	766	3.9
Rhode Island	35.9	490.7	.6	755	4.7
South Carolina	125.0	1,858.5	1.5	646	4.2
South Dakota	29.6	396.1	2.3	563	4.3
Tennessee	136.1	2,749.2	2.2	703	4.9
Texas	532.8	9,965.6	3.8	781	5.8
Utah	86.4	1,182.9	5.6	655	5.3
Vermont	24.6	307.7	1.1	665	3.1
Virginia	219.6	3,697.5	2.1	822	4.4
Washington	210.9	2,911.9	3.0	799	5.1
West Virginia	48.3	714.3	1.6	636	3.9
Wisconsin	162.6	2,828.3	1.1	685	3.3
Wyoming	23.9	278.6	5.1	685	10.3
Puerto Rico	60.0	1,039.6	-.4	435	4.1
Virgin Islands	3.4	45.3	3.2	679	5.6

[1] Average weekly wages were calculated using unrounded data.

[2] Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

NOTE: Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs. Data are preliminary.

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)				
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
2003	8,228,840	127,795,827	4,826,251,547	37,765	726
2004	8,364,795	129,278,176	5,087,561,796	39,354	757
2005	8,571,144	131,571,623	5,351,949,496	40,677	782
	UI covered				
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
2003	8,177,087	125,031,551	4,676,319,378	37,401	719
2004	8,312,729	126,538,579	4,929,262,369	38,955	749
2005	8,518,249	128,837,948	5,188,301,929	40,270	774
	Private industry covered				
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
2003	7,963,340	107,065,553	4,015,823,311	37,508	721
2004	8,093,142	108,490,066	4,245,640,890	39,134	753
2005	8,294,662	110,611,016	4,480,311,193	40,505	779
	State government covered				
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
2003	64,467	4,481,845	179,528,728	40,057	770
2004	64,544	4,484,997	184,414,992	41,118	791
2005	66,278	4,527,514	191,281,126	42,249	812
	Local government covered				
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
2003	149,281	13,484,153	480,967,339	35,669	686
2004	155,043	13,563,517	499,206,488	36,805	708
2005	157,309	13,699,418	516,709,610	37,718	725
	Federal government covered (UCFE)				
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
2003	51,753	2,764,275	149,932,170	54,239	1,043
2004	52,066	2,739,596	158,299,427	57,782	1,111
2005	52,895	2,733,675	163,647,568	59,864	1,151

NOTE: Data are final. Detail may not add to total due to rounding.

25. Annual data: Quarterly Census of Employment and Wages, establishment size and employment, private ownership, by supersector, first quarter 2005

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 industries[2]										
Establishments, first quarter	8,203,193	4,937,585	1,368,471	900,660	620,350	210,747	119,647	29,663	10,633	5,437
Employment, March	108,400,665	7,342,119	9,060,122	12,154,050	18,712,178	14,484,991	17,908,651	10,135,444	7,202,266	11,400,844
Natural resources and mining										
Establishments, first quarter	122,314	69,037	23,171	15,130	9,542	3,024	1,679	505	170	56
Employment, March	1,591,414	110,672	153,458	203,615	285,777	207,152	254,726	175,153	114,603	86,258
Construction										
Establishments, first quarter	831,198	541,438	136,884	81,651	49,546	13,963	6,186	1,178	279	73
Employment, March	6,801,693	788,401	897,445	1,095,463	1,480,278	946,712	911,056	393,664	185,993	102,681
Manufacturing										
Establishments, first quarter	365,703	139,265	62,539	55,531	53,217	25,598	19,498	6,468	2,432	1,155
Employment, March	14,154,939	241,424	419,954	763,046	1,655,600	1,792,309	2,996,843	2,232,678	1,644,836	2,408,249
Trade, transportation, and utilities										
Establishments, first quarter	1,857,536	986,399	378,634	243,020	154,658	53,059	32,572	6,921	1,746	527
Employment, March	25,178,580	1,648,596	2,519,528	3,253,554	4,670,426	3,660,431	4,845,270	2,356,307	1,132,759	1,091,709
Information										
Establishments, first quarter	141,249	80,206	20,516	16,131	13,347	5,569	3,553	1,153	518	256
Employment, March	3,044,649	111,997	136,803	220,670	410,443	384,425	539,896	393,212	352,742	494,461
Financial activities										
Establishments, first quarter	801,843	514,145	145,932	80,803	39,849	11,798	6,105	1,872	884	455
Employment, March	7,920,659	838,192	961,226	1,069,124	1,186,061	805,249	917,119	647,897	614,198	881,593
Professional and business services										
Establishments, first quarter	1,352,317	914,425	186,219	116,874	77,281	29,848	19,141	5,588	2,075	866
Employment, March	16,461,563	1,277,785	1,223,193	1,575,508	2,339,310	2,069,104	2,908,692	1,909,120	1,412,210	1,746,641
Education and health services										
Establishments, first quarter	758,591	356,913	171,672	109,414	69,888	25,217	17,969	3,985	1,810	1,723
Employment, March	16,369,857	659,950	1,139,990	1,470,423	2,099,073	1,757,066	2,693,346	1,355,658	1,260,059	3,934,292
Leisure and hospitality										
Establishments, first quarter	683,022	265,161	115,748	124,094	128,070	37,122	10,332	1,563	624	308
Employment, March	12,325,005	421,191	780,979	1,739,011	3,861,338	2,485,398	1,460,338	528,449	422,549	625,752
Other services										
Establishments, first quarter	1,097,218	889,756	117,854	56,303	24,642	5,518	2,603	429	95	18
Employment, March	4,284,985	1,069,170	769,066	741,466	715,321	375,264	380,117	143,056	62,317	29,208

[1] Includes establishments that reported no workers in March 2005.

[2] Includes data for unclassified establishments, not shown separately.

NOTE: Data are final. Detail may not add to total due to rounding.

Table 26. Average annual wages for 2004 and 2005 for all covered workers[1] by metropolitan area

Metropolitan area[2]	Average annual wages[3]		
	2004	2005	Percent change, 2004-05
Metropolitan areas[4]	$40,917	$42,253	3.3
Abilene, TX	27,103	27,876	2.9
Aguadilla-Isabela-San Sebastian, PR	18,579	18,717	0.7
Akron, OH	36,548	37,471	2.5
Albany, GA	30,930	31,741	2.6
Albany-Schenectady-Troy, NY	38,557	39,201	1.7
Albuquerque, NM	34,530	35,665	3.3
Alexandria, LA	29,003	30,114	3.8
Allentown-Bethlehem-Easton, PA-NJ	37,461	38,506	2.8
Altoona, PA	29,115	29,642	1.8
Amarillo, TX	30,780	31,954	3.8
Ames, IA	32,689	33,889	3.7
Anchorage, AK	40,652	41,712	2.6
Anderson, IN	31,719	31,418	-0.9
Anderson, SC	28,937	29,463	1.8
Ann Arbor, MI	44,926	45,820	2.0
Anniston-Oxford, AL	29,915	31,231	4.4
Appleton, WI	33,618	34,431	2.4
Asheville, NC	29,989	30,926	3.1
Athens-Clarke County, GA	31,702	32,512	2.6
Atlanta-Sandy Springs-Marietta, GA	43,250	44,595	3.1
Atlantic City, NJ	35,700	36,735	2.9
Auburn-Opelika, AL	28,785	29,196	1.4
Augusta-Richmond County, GA-SC	33,513	34,588	3.2
Austin-Round Rock, TX	42,144	43,500	3.2
Bakersfield, CA	33,707	34,165	1.4
Baltimore-Towson, MD	41,815	43,486	4.0
Bangor, ME	29,882	30,707	2.8
Barnstable Town, MA	34,598	35,123	1.5
Baton Rouge, LA	33,162	34,523	4.1
Battle Creek, MI	36,576	37,994	3.9
Bay City, MI	32,386	33,572	3.7
Beaumont-Port Arthur, TX	34,675	36,530	5.3
Bellingham, WA	29,957	31,128	3.9
Bend, OR	30,084	31,492	4.7
Billings, MT	30,290	31,748	4.8
Binghamton, NY	32,168	33,290	3.5
Birmingham-Hoover, AL	37,983	39,353	3.6
Bismarck, ND	30,825	31,504	2.2
Blacksburg-Christiansburg-Radford, VA	30,906	32,196	4.2
Bloomington, IN	29,288	30,080	2.7
Bloomington-Normal, IL	38,823	39,404	1.5
Boise City-Nampa, ID	33,614	34,623	3.0
Boston-Cambridge-Quincy, MA-NH	52,976	54,199	2.3
Boulder, CO	47,264	49,115	3.9
Bowling Green, KY	30,695	31,306	2.0
Bremerton-Silverdale, WA	35,599	36,467	2.4
Bridgeport-Stamford-Norwalk, CT	67,223	71,095	5.8
Brownsville-Harlingen, TX	24,222	24,893	2.8
Brunswick, GA	30,408	30,902	1.6
Buffalo-Niagara Falls, NY	34,923	35,302	1.1
Burlington, NC	30,218	31,084	2.9
Burlington-South Burlington, VT	37,319	38,582	3.4
Canton-Massillon, OH	31,304	32,080	2.5
Cape Coral-Fort Myers, FL	33,932	35,649	5.1
Carson City, NV	36,799	38,428	4.4
Casper, WY	32,284	34,810	7.8
Cedar Rapids, IA	36,546	37,902	3.7
Champaign-Urbana, IL	32,595	33,278	2.1
Charleston, WV	34,236	35,363	3.3
Charleston-North Charleston, SC	32,233	33,896	5.2
Charlotte-Gastonia-Concord, NC-SC	41,897	43,728	4.4
Charlottesville, VA	35,743	37,392	4.6
Chattanooga, TN-GA	32,701	33,743	3.2
Cheyenne, WY	31,007	32,208	3.9
Chicago-Naperville-Joliet, IL-IN-WI	45,181	46,609	3.2
Chico, CA	29,082	30,007	3.2
Cincinnati-Middletown, OH-KY-IN	39,170	40,343	3.0
Clarksville, TN-KY	28,353	29,870	5.4
Cleveland, TN	31,529	32,030	1.6
Cleveland-Elyria-Mentor, OH	39,172	39,973	2.0
Coeur d'Alene, ID	27,505	28,208	2.6
College Station-Bryan, TX	27,716	29,032	4.7
Colorado Springs, CO	36,318	37,268	2.6
Columbia, MO	30,462	31,263	2.6
Columbia, SC	32,619	33,386	2.4
Columbus, GA-AL	30,263	31,370	3.7
Columbus, IN	38,076	38,446	1.0
Columbus, OH	38,687	39,806	2.9
Corpus Christi, TX	31,907	32,975	3.3
Corvallis, OR	37,248	39,357	5.7

See footnotes at end of table.

Table 26. Average annual wages for 2004 and 2005 for all covered workers[1] by metropolitan area — Continued

Metropolitan area[2]	Average annual wages[3]		
	2004	2005	Percent change, 2004-05
Cumberland, MD-WV	$28,143	$28,645	1.8
Dallas-Fort Worth-Arlington, TX	43,925	45,337	3.2
Dalton, GA	31,972	32,848	2.7
Danville, IL	31,218	31,861	2.1
Danville, VA	27,855	28,449	2.1
Davenport-Moline-Rock Island, IA-IL	34,555	35,546	2.9
Dayton, OH	36,996	37,922	2.5
Decatur, AL	32,772	33,513	2.3
Decatur, IL	36,487	38,444	5.4
Deltona-Daytona Beach-Ormond Beach, FL	29,346	29,927	2.0
Denver-Aurora, CO	44,568	45,940	3.1
Des Moines, IA	38,499	39,760	3.3
Detroit-Warren-Livonia, MI	45,798	46,790	2.2
Dothan, AL	29,492	30,253	2.6
Dover, DE	32,358	33,132	2.4
Dubuque, IA	31,596	32,414	2.6
Duluth, MN-WI	32,512	32,638	0.4
Durham, NC	45,892	46,743	1.9
Eau Claire, WI	30,161	30,763	2.0
El Centro, CA	28,935	29,879	3.3
Elizabethtown, KY	30,144	30,912	2.5
Elkhart-Goshen, IN	34,626	35,573	2.7
Elmira, NY	31,048	32,989	6.3
El Paso, TX	27,988	28,666	2.4
Erie, PA	31,247	32,010	2.4
Eugene-Springfield, OR	31,344	32,295	3.0
Evansville, IN-KY	34,388	35,302	2.7
Fairbanks, AK	37,847	39,399	4.1
Fajardo, PR	20,331	20,011	-1.6
Fargo, ND-MN	31,571	32,291	2.3
Farmington, NM	32,281	33,695	4.4
Fayetteville, NC	29,506	30,325	2.8
Fayetteville-Springdale-Rogers, AR-MO	33,678	34,598	2.7
Flagstaff, AZ	29,121	30,733	5.5
Flint, MI	38,243	37,982	-0.7
Florence, SC	31,838	32,326	1.5
Florence-Muscle Shoals, AL	28,586	28,885	1.0
Fond du Lac, WI	31,760	32,634	2.8
Fort Collins-Loveland, CO	35,522	36,612	3.1
Fort Smith, AR-OK	28,251	29,599	4.8
Fort Walton Beach-Crestview-Destin, FL	31,163	32,976	5.8
Fort Wayne, IN	34,204	34,717	1.5
Fresno, CA	31,429	32,266	2.7
Gadsden, AL	27,904	28,438	1.9
Gainesville, FL	30,832	32,992	7.0
Gainesville, GA	32,849	33,828	3.0
Glens Falls, NY	30,288	31,710	4.7
Goldsboro, NC	27,461	28,316	3.1
Grand Forks, ND-MN	27,601	28,138	1.9
Grand Junction, CO	29,965	31,611	5.5
Grand Rapids-Wyoming, MI	36,302	36,941	1.8
Great Falls, MT	27,060	28,021	3.6
Greeley, CO	32,593	33,636	3.2
Green Bay, WI	34,861	35,467	1.7
Greensboro-High Point, NC	34,129	34,876	2.2
Greenville, NC	30,592	31,433	2.7
Greenville, SC	33,557	34,469	2.7
Guayama, PR	22,359	23,263	4.0
Gulfport-Biloxi, MS	28,857	31,688	9.8
Hagerstown-Martinsburg, MD-WV	32,088	33,202	3.5
Hanford-Corcoran, CA	29,655	29,989	1.1
Harrisburg-Carlisle, PA	38,204	39,144	2.5
Harrisonburg, VA	29,145	30,366	4.2
Hartford-West Hartford-East Hartford, CT	48,381	50,154	3.7
Hattiesburg, MS	27,973	28,568	2.1
Hickory-Lenoir-Morganton, NC	29,568	30,090	1.8
Hinesville-Fort Stewart, GA	28,058	30,062	7.1
Holland-Grand Haven, MI	35,505	36,362	2.4
Honolulu, HI	36,618	37,654	2.8
Hot Springs, AR	26,176	27,024	3.2
Houma-Bayou Cane-Thibodaux, LA	31,689	33,696	6.3
Houston-Baytown-Sugar Land, TX	44,656	47,157	5.6
Huntington-Ashland, WV-KY-OH	30,434	31,415	3.2
Huntsville, AL	40,964	42,401	3.5
Idaho Falls, ID	28,937	29,795	3.0
Indianapolis, IN	38,968	39,830	2.2
Iowa City, IA	33,777	34,785	3.0
Ithaca, NY	36,071	36,457	1.1
Jackson, MI	35,031	35,879	2.4
Jackson, MS	32,178	33,099	2.9

See footnotes at end of table.

Table 26. Average annual wages for 2004 and 2005 for all covered workers[1] by metropolitan area — Continued

Metropolitan area[2]	Average annual wages[3]		
	2004	2005	Percent change, 2004-05
Jackson, TN	$32,525	$33,286	2.3
Jacksonville, FL	36,870	38,224	3.7
Jacksonville, NC	23,969	24,803	3.5
Janesville, WI	34,022	34,107	0.2
Jefferson City, MO	30,027	30,991	3.2
Johnson City, TN	29,293	29,840	1.9
Johnstown, PA	28,315	29,335	3.6
Jonesboro, AR	27,540	28,550	3.7
Joplin, MO	28,386	29,152	2.7
Kalamazoo-Portage, MI	36,113	36,042	-0.2
Kankakee-Bradley, IL	31,322	31,802	1.5
Kansas City, MO-KS	38,650	39,749	2.8
Kennewick-Richland-Pasco, WA	37,611	38,453	2.2
Killeen-Temple-Fort Hood, TX	28,883	30,028	4.0
Kingsport-Bristol-Bristol, TN-VA	33,100	33,568	1.4
Kingston, NY	29,506	30,752	4.2
Knoxville, TN	34,718	35,724	2.9
Kokomo, IN	44,394	44,462	0.2
La Crosse, WI-MN	30,445	31,029	1.9
Lafayette, IN	34,064	35,176	3.3
Lafayette, LA	33,042	34,729	5.1
Lake Charles, LA	32,077	33,728	5.1
Lakeland, FL	31,163	32,235	3.4
Lancaster, PA	34,296	35,264	2.8
Lansing-East Lansing, MI	36,706	38,135	3.9
Laredo, TX	25,954	27,401	5.6
Las Cruces, NM	27,492	28,569	3.9
Las Vegas-Paradise, NV	37,066	38,940	5.1
Lawrence, KS	27,665	28,492	3.0
Lawton, OK	27,276	28,459	4.3
Lebanon, PA	30,239	30,704	1.5
Lewiston, ID-WA	28,995	29,414	1.4
Lewiston-Auburn, ME	30,415	31,008	1.9
Lexington-Fayette, KY	36,051	36,683	1.8
Lima, OH	31,618	32,630	3.2
Lincoln, NE	32,108	32,711	1.9
Little Rock-North Little Rock, AR	34,019	34,920	2.6
Logan, UT-ID	25,281	25,869	2.3
Longview, TX	29,925	32,603	8.9
Longview, WA	32,742	33,993	3.8
Los Angeles-Long Beach-Santa Ana, CA	45,085	46,592	3.3
Louisville, KY-IN	36,466	37,144	1.9
Lubbock, TX	29,061	30,174	3.8
Lynchburg, VA	30,956	32,025	3.5
Macon, GA	32,275	33,110	2.6
Madera, CA	28,108	29,356	4.4
Madison, WI	37,250	38,210	2.6
Manchester-Nashua, NH	43,638	45,066	3.3
Mansfield, OH	32,352	32,688	1.0
Mayaguez, PR	19,066	19,597	2.8
McAllen-Edinburg-Pharr, TX	24,529	25,315	3.2
Medford, OR	29,786	30,502	2.4
Memphis, TN-MS-AR	38,292	39,094	2.1
Merced, CA	29,122	30,209	3.7
Miami-Fort Lauderdale-Miami Beach, FL	38,557	40,174	4.2
Michigan City-La Porte, IN	30,065	30,724	2.2
Midland, TX	35,566	38,267	7.6
Milwaukee-Waukesha-West Allis, WI	39,315	40,181	2.2
Minneapolis-St. Paul-Bloomington, MN-WI	45,064	45,507	1.0
Missoula, MT	28,625	29,627	3.5
Mobile, AL	31,925	33,496	4.9
Modesto, CA	33,127	34,325	3.6
Monroe, LA	27,917	29,264	4.8
Monroe, MI	39,106	39,449	0.9
Montgomery, AL	32,694	33,441	2.3
Morgantown, WV	30,516	31,529	3.3
Morristown, TN	31,112	31,215	0.3
Mount Vernon-Anacortes, WA	30,016	31,387	4.6
Muncie, IN	30,742	32,172	4.7
Muskegon-Norton Shores, MI	32,578	33,035	1.4
Myrtle Beach-Conway-North Myrtle Beach, SC	26,074	26,642	2.2
Napa, CA	39,026	40,180	3.0
Naples-Marco Island, FL	34,856	38,211	9.6
Nashville-Davidson--Murfreesboro, TN	37,394	38,753	3.6
New Haven-Milford, CT	43,007	43,931	2.1
New Orleans-Metairie-Kenner, LA	34,487	37,239	8.0
New York-Northern New Jersey-Long Island, NY-NJ-PA	55,431	57,660	4.0
Niles-Benton Harbor, MI	34,718	35,029	0.9
Norwich-New London, CT	41,443	42,151	1.7
Ocala, FL	29,013	30,008	3.4

See footnotes at end of table.

Table 26. Average annual wages for 2004 and 2005 for all covered workers[1] by metropolitan area — Continued

Metropolitan area[2]	Average annual wages[3]		
	2004	2005	Percent change, 2004-05
Ocean City, NJ	$30,227	$31,033	2.7
Odessa, TX	31,744	33,475	5.5
Ogden-Clearfield, UT	30,406	31,195	2.6
Oklahoma City, OK	32,328	33,142	2.5
Olympia, WA	35,033	36,230	3.4
Omaha-Council Bluffs, NE-IA	35,208	36,329	3.2
Orlando, FL	35,041	36,466	4.1
Oshkosh-Neenah, WI	38,135	38,820	1.8
Owensboro, KY	30,606	31,379	2.5
Oxnard-Thousand Oaks-Ventura, CA	42,805	44,597	4.2
Palm Bay-Melbourne-Titusville, FL	37,912	38,287	1.0
Panama City-Lynn Haven, FL	30,257	31,894	5.4
Parkersburg-Marietta, WV-OH	30,427	30,747	1.1
Pascagoula, MS	32,323	34,735	7.5
Pensacola-Ferry Pass-Brent, FL	30,361	32,064	5.6
Peoria, IL	37,182	39,871	7.2
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	45,008	46,454	3.2
Phoenix-Mesa-Scottsdale, AZ	38,816	40,245	3.7
Pine Bluff, AR	29,892	30,794	3.0
Pittsburgh, PA	37,821	38,809	2.6
Pittsfield, MA	34,672	35,807	3.3
Pocatello, ID	26,784	27,686	3.4
Ponce, PR	19,430	19,660	1.2
Portland-South Portland-Biddeford, ME	34,983	35,857	2.5
Portland-Vancouver-Beaverton, OR-WA	39,973	41,048	2.7
Port St. Lucie-Fort Pierce, FL	31,726	33,235	4.8
Poughkeepsie-Newburgh-Middletown, NY	36,773	38,187	3.8
Prescott, AZ	27,906	29,295	5.0
Providence-New Bedford-Fall River, RI-MA	36,841	37,796	2.6
Provo-Orem, UT	29,501	30,395	3.0
Pueblo, CO	30,463	30,165	-1.0
Punta Gorda, FL	29,998	31,937	6.5
Racine, WI	37,082	37,659	1.6
Raleigh-Cary, NC	38,450	39,465	2.6
Rapid City, SD	27,945	28,758	2.9
Reading, PA	35,414	36,210	2.2
Redding, CA	31,036	32,139	3.6
Reno-Sparks, NV	37,260	38,453	3.2
Richmond, VA	39,629	41,274	4.2
Riverside-San Bernardino-Ontario, CA	34,287	35,201	2.7
Roanoke, VA	32,801	32,987	0.6
Rochester, MN	40,176	41,296	2.8
Rochester, NY	37,243	37,991	2.0
Rockford, IL	34,150	35,652	4.4
Rocky Mount, NC	30,569	30,983	1.4
Rome, GA	32,930	33,896	2.9
Sacramento--Arden-Arcade--Roseville, CA	41,317	42,800	3.6
Saginaw-Saginaw Township North, MI	36,322	36,325	0.0
St. Cloud, MN	31,693	31,705	0.0
St. George, UT	24,518	26,046	6.2
St. Joseph, MO-KS	29,047	30,009	3.3
St. Louis, MO-IL	38,640	39,985	3.5
Salem, OR	30,490	31,289	2.6
Salinas, CA	34,681	36,067	4.0
Salisbury, MD	31,118	32,240	3.6
Salt Lake City, UT	35,562	36,857	3.6
San Angelo, TX	28,990	29,530	1.9
San Antonio, TX	33,919	35,097	3.5
San Diego-Carlsbad-San Marcos, CA	42,382	43,824	3.4
Sandusky, OH	32,586	32,631	0.1
San Francisco-Oakland-Fremont, CA	55,793	58,634	5.1
San German-Cabo Rojo, PR	18,158	18,745	3.2
San Jose-Sunnyvale-Santa Clara, CA	69,637	71,970	3.4
San Juan-Caguas-Guaynabo, PR	23,219	23,952	3.2
San Luis Obispo-Paso Robles, CA	32,942	33,759	2.5
Santa Barbara-Santa Maria-Goleta, CA	37,471	39,080	4.3
Santa Cruz-Watsonville, CA	37,386	38,016	1.7
Santa Fe, NM	32,590	33,253	2.0
Santa Rosa-Petaluma, CA	38,512	40,017	3.9
Sarasota-Bradenton-Venice, FL	32,118	33,905	5.6
Savannah, GA	32,839	34,104	3.9
Scranton--Wilkes-Barre, PA	31,329	32,057	2.3
Seattle-Tacoma-Bellevue, WA	45,095	46,644	3.4
Sheboygan, WI	34,844	35,067	0.6
Sherman-Denison, TX	31,623	32,800	3.7
Shreveport-Bossier City, LA	31,435	31,962	1.7
Sioux City, IA-NE-SD	30,830	31,122	0.9
Sioux Falls, SD	32,030	33,257	3.8
South Bend-Mishawaka, IN-MI	33,812	34,086	0.8
Spartanburg, SC	34,984	35,526	1.5

See footnotes at end of table.

Table 26. Average annual wages for 2004 and 2005 for all covered workers[1] by metropolitan area — Continued

Metropolitan area[2]	Average annual wages[3]		
	2004	2005	Percent change, 2004-05
Spokane, WA	$31,643	$32,621	3.1
Springfield, IL	38,256	39,299	2.7
Springfield, MA	35,793	36,791	2.8
Springfield, MO	29,298	30,124	2.8
Springfield, OH	30,287	30,814	1.7
State College, PA	33,042	34,109	3.2
Stockton, CA	34,175	35,030	2.5
Sumter, SC	26,770	27,469	2.6
Syracuse, NY	35,863	36,494	1.8
Tallahassee, FL	32,610	33,548	2.9
Tampa-St. Petersburg-Clearwater, FL	35,328	36,374	3.0
Terre Haute, IN	29,839	30,597	2.5
Texarkana, TX-Texarkana, AR	30,185	31,302	3.7
Toledo, OH	35,122	35,848	2.1
Topeka, KS	32,071	33,303	3.8
Trenton-Ewing, NJ	50,467	52,034	3.1
Tucson, AZ	33,992	35,650	4.9
Tulsa, OK	34,014	35,211	3.5
Tuscaloosa, AL	32,223	34,124	5.9
Tyler, TX	33,704	34,731	3.0
Utica-Rome, NY	30,174	30,902	2.4
Valdosta, GA	24,779	25,712	3.8
Vallejo-Fairfield, CA	37,118	38,431	3.5
Vero Beach, FL	31,812	32,591	2.4
Victoria, TX	33,316	34,327	3.0
Vineland-Millville-Bridgeton, NJ	36,228	36,387	0.4
Virginia Beach-Norfolk-Newport News, VA-NC	33,458	34,580	3.4
Visalia-Porterville, CA	27,927	28,582	2.3
Waco, TX	30,709	32,325	5.3
Warner Robins, GA	34,535	36,762	6.4
Washington-Arlington-Alexandria, DC-VA-MD-WV	53,134	55,525	4.5
Waterloo-Cedar Falls, IA	32,322	33,123	2.5
Wausau, WI	32,399	33,259	2.7
Weirton-Steubenville, WV-OH	30,173	30,596	1.4
Wenatchee, WA	26,440	27,163	2.7
Wheeling, WV-OH	28,772	29,808	3.6
Wichita, KS	34,618	35,976	3.9
Wichita Falls, TX	28,144	29,343	4.3
Williamsport, PA	30,050	30,699	2.2
Wilmington, NC	30,379	31,792	4.7
Winchester, VA-WV	32,396	33,787	4.3
Winston-Salem, NC	36,559	36,654	0.3
Worcester, MA	40,428	41,094	1.6
Yakima, WA	26,497	27,334	3.2
Yauco, PR	18,274	17,818	-2.5
York-Hanover, PA	34,966	36,834	5.3
Youngstown-Warren-Boardman, OH-PA	31,943	32,176	0.7
Yuba City, CA	30,913	32,133	3.9
Yuma, AZ	25,978	27,168	4.6

[1] Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

[2] 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.

[3] Each year's total is based on the MSA definition for the specific year. Annual changes include differences resulting from changes in MSA definitions.

[4] Totals do not include the six MSAs within Puerto Rico.

27. Annual data: Employment status of the population

[Numbers in thousands]

Employment status	1995	1996	1997[1]	1998[1]	1999[1]	2000[1]	2001	2002	2003	2004	2005
Civilian noninstitutional population	198,584	200,591	203,133	205,220	207,753	212,577	215,092	217,570	221,168	223,357	226,082
Civilian labor force	132,304	133,943	136,297	137,673	139,368	142,583	143,734	144,863	146,510	147,401	149,320
Labor force participation rate	66.6	66.8	67.1	67.1	67.1	67.1	66.8	66.6	66.2	66.0	66.0
Employed	124,900	126,708	129,558	131,463	133,488	136,891	136,933	136,485	137,736	139,252	141,730
Employment-population ratio	62.9	63.2	63.8	64.1	64.3	64.4	63.7	62.7	62.3	62.3	62.7
Unemployed	7,404	7,236	6,739	6,210	5,880	5,692	6,801	8,378	8,774	8,149	7,591
Unemployment rate	5.6	5.4	4.9	4.5	4.2	4.0	4.7	5.8	6.0	5.5	5.1
Not in the labor force	66,280	66,647	66,836	67,547	68,385	69,994	71,359	72,707	74,658	75,956	76,762

[1] Not strictly comparable with prior years.

28. Annual data: Employment levels by industry

[In thousands]

Industry	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Total private employment	97,866	100,169	103,113	106,021	108,686	110,996	110,707	108,828	108,416	109,862	111,836
Total nonfarm employment	117,298	119,708	122,770	125,930	128,993	131,785	131,826	130,341	129,999	131,480	133,631
Goods-producing	23,156	23,410	23,886	24,354	24,465	24,649	23,873	22,557	21,816	21,884	22,141
Natural resources and mining	641	637	654	645	598	599	606	583	572	591	629
Construction	5,274	5,536	5,813	6,149	6,545	6,787	6,826	6,716	6,735	6,964	7,233
Manufacturing	17,241	17,237	17,419	17,560	17,322	17,263	16,441	15,259	14,510	14,329	14,279
Private service-providing	74,710	76,759	79,227	81,667	84,221	86,346	86,834	86,271	86,599	87,978	89,696
Trade, transportation, and utilities	23,834	24,239	24,700	25,186	25,771	26,225	25,983	25,497	25,287	25,510	25,833
Wholesale trade	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	5,724.0
Retail trade	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	15,174.1
Transportation and warehousing	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	4,358.6
Utilities	666.2	639.6	620.9	613.4	608.5	601.3	599.4	596.2	577.0	570.2	576.0
Information	2,843	2,940	3,084	3,218	3,419	3,631	3,629	3,395	3,188	3,138	3,142
Financial activities	6,827	6,969	7,178	7,462	7,648	7,687	7,807	7,847	7,977	8,052	8,227
Professional and business services	12,844	13,462	14,335	15,147	15,957	16,666	16,476	15,976	15,987	16,414	16,935
Education and health services	13,289	13,683	14,087	14,446	14,798	15,109	15,645	16,199	16,588	16,954	17,344
Leisure and hospitality	10,501	10,777	11,018	11,232	11,543	11,862	12,036	11,986	12,173	12,479	12,748
Other services	4,572	4,690	4,825	4,976	5,087	5,168	5,258	5,372	5,401	5,431	5,467
Government	19,432	19,539	19,664	19,909	20,307	20,790	21,118	21,513	21,583	21,618	21,795

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

Industry	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Private sector:											
Average weekly hours	34.3	34.3	34.5	34.5	34.3	34.3	34.0	33.9	33.7	33.7	33.8
Average hourly earnings (in dollars)	11.64	12.03	12.49	13.00	13.47	14.00	14.53	14.95	15.35	15.67	16.11
Average weekly earnings (in dollars)	399.53	412.74	431.25	448.04	462.49	480.41	493.20	506.07	517.30	528.56	543.86
Goods-producing:											
Average weekly hours	40.8	40.8	41.1	40.8	40.8	40.7	39.9	39.9	39.8	40.0	40.1
Average hourly earnings (in dollars)	12.96	13.38	13.82	14.23	14.71	15.27	15.78	16.33	16.80	17.19	17.60
Average weekly earnings (in dollars)	528.62	546.48	568.43	580.99	599.99	621.86	630.04	651.61	669.13	688.03	705.38
Natural resources and mining											
Average weekly hours	45.3	46.0	46.2	44.9	44.2	44.4	44.6	43.2	43.6	44.5	45.6
Average hourly earnings (in dollars)	14.78	15.10	15.57	16.20	16.33	16.55	17.00	17.19	17.56	18.08	18.73
Average weekly earnings (in dollars)	670.32	695.07	720.11	727.28	721.74	734.92	757.92	741.97	765.94	804.03	854.42
Construction:											
Average weekly hours	38.8	38.9	38.9	38.8	39.0	39.2	38.7	38.4	38.4	38.3	38.6
Average hourly earnings (in dollars)	14.73	15.11	15.67	16.23	16.80	17.48	18.00	18.52	18.95	19.23	19.48
Average weekly earnings (in dollars)	571.57	588.48	609.48	629.75	655.11	685.78	695.89	711.82	726.83	735.70	751.56
Manufacturing:											
Average weekly hours	41.3	41.3	41.7	41.4	41.4	41.3	40.3	40.5	40.4	40.8	40.7
Average hourly earnings (in dollars)	12.34	12.75	13.14	13.45	13.85	14.32	14.76	15.29	15.74	16.14	16.56
Average weekly earnings (in dollars)	509.26	526.55	548.22	557.12	573.17	590.65	595.19	618.75	635.99	658.53	673.20
Private service-providing:											
Average weekly hours	32.6	32.6	32.8	32.8	32.7	32.7	32.5	32.5	32.4	32.3	32.4
Average hourly earnings (in dollars)	11.19	11.57	12.05	12.59	13.07	13.60	14.16	14.56	14.96	15.26	15.71
Average weekly earnings (in dollars)	364.14	376.72	394.77	412.78	427.30	445.00	460.32	472.88	483.89	493.67	508.98
Trade, transportation, and utilities:											
Average weekly hours	34.1	34.1	34.3	34.2	33.9	33.8	33.5	33.6	33.6	33.5	33.4
Average hourly earnings (in dollars)	11.10	11.46	11.90	12.39	12.82	13.31	13.70	14.02	14.34	14.59	14.95
Average weekly earnings (in dollars)	378.79	390.64	407.57	423.30	434.31	449.88	459.53	471.27	481.14	488.58	499.74
Wholesale trade:											
Average weekly hours	38.6	38.6	38.8	38.6	38.6	38.8	38.4	38.0	37.9	37.8	37.7
Average hourly earnings (in dollars)	13.34	13.80	14.41	15.07	15.62	16.28	16.77	16.98	17.36	17.66	18.16
Average weekly earnings (in dollars)	515.14	533.29	559.39	582.21	602.77	631.40	643.45	644.38	657.29	666.93	685.27
Retail trade:											
Average weekly hours	30.8	30.7	30.9	30.9	30.8	30.7	30.7	30.9	30.9	30.7	30.6
Average hourly earnings (in dollars)	8.85	9.21	9.59	10.05	10.45	10.86	11.29	11.67	11.90	12.08	12.37
Average weekly earnings (in dollars)	515.14	533.29	559.39	582.21	602.77	631.40	643.45	644.38	657.29	666.93	685.27
Transportation and warehousing:											
Average weekly hours	38.9	39.1	39.4	38.7	37.6	37.4	36.7	36.8	36.8	37.2	37.0
Average hourly earnings (in dollars)	13.18	13.45	13.78	14.12	14.55	15.05	15.33	15.76	16.25	16.53	16.73
Average weekly earnings (in dollars)	513.37	525.60	542.55	546.86	547.97	562.31	562.70	579.75	598.41	614.90	619.84
Utilities:											
Average weekly hours	42.3	42.0	42.0	42.0	42.0	42.0	41.4	40.9	41.1	40.9	41.1
Average hourly earnings (in dollars)	19.19	19.78	20.59	21.48	22.03	22.75	23.58	23.96	24.77	25.62	26.67
Average weekly earnings (in dollars)	811.52	830.74	865.26	902.94	924.59	955.66	977.18	979.09	1,017.27	1,048.82	1,096.13
Information:											
Average weekly hours	36.0	36.4	36.3	36.6	36.7	36.8	36.9	36.5	36.2	36.3	36.5
Average hourly earnings (in dollars)	15.68	16.30	17.14	17.67	18.40	19.07	19.80	20.20	21.01	21.42	22.14
Average weekly earnings (in dollars)	564.98	592.68	622.40	646.52	675.32	700.89	731.11	738.17	760.81	777.42	808.63
Financial activities:											
Average weekly hours	35.5	35.5	35.7	36.0	35.8	35.9	35.8	35.6	35.5	35.5	35.9
Average hourly earnings (in dollars)	12.28	12.71	13.22	13.93	14.47	14.98	15.59	16.17	17.14	17.53	17.97
Average weekly earnings (in dollars)	436.12	451.49	472.37	500.95	517.57	537.37	558.02	575.51	609.08	622.99	645.37
Professional and business services:											
Average weekly hours	34.0	34.1	34.3	34.3	34.4	34.5	34.2	34.2	34.1	34.2	34.2
Average hourly earnings (in dollars)	12.53	13.00	13.57	14.27	14.85	15.52	16.33	16.81	17.21	17.46	18.02
Average weekly earnings (in dollars)	426.44	442.81	465.51	490.00	510.99	535.07	557.84	574.66	587.02	596.96	616.38
Education and health services:											
Average weekly hours	32.0	31.9	32.2	32.2	32.1	32.2	32.3	32.4	32.3	32.4	32.6
Average hourly earnings (in dollars)	11.80	12.17	12.56	13.00	13.44	13.95	14.64	15.21	15.64	16.16	16.69
Average weekly earnings (in dollars)	377.73	388.27	404.65	418.82	431.35	449.29	473.39	492.74	505.69	523.83	543.70
Leisure and hospitality:											
Average weekly hours	25.9	25.9	26.0	26.2	26.1	26.1	25.8	25.8	25.6	25.7	25.7
Average hourly earnings (in dollars)	6.62	6.82	7.13	7.48	7.76	8.11	8.35	8.58	8.76	8.91	9.13
Average weekly earnings (in dollars)	171.43	176.48	185.81	195.82	202.87	211.79	215.19	221.26	224.30	228.63	234.96
Other services:											
Average weekly hours	32.6	32.5	32.7	32.6	32.5	32.5	32.3	32.0	31.4	31.0	30.9
Average hourly earnings (in dollars)	10.51	10.85	11.29	11.79	12.26	12.73	13.27	13.72	13.84	13.98	14.25
Average weekly earnings (in dollars)	342.36	352.62	368.63	384.25	398.77	413.41	428.64	439.76	434.41	433.04	440.80

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

[December 2005 = 100]

Series	2004		2005				2006			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2006	
Civilian workers[2]	96.5	97.0	98.0	98.6	99.4	100.0	100.7	101.6	102.7	1.1	3.3
Workers by occupational group											
Management, professional, and related	96.2	96.8	98.0	98.5	99.4	100.0	100.9	101.6	103.0	1.4	3.6
Management, business, and financial	97.1	97.7	99.0	99.4	99.7	100.0	101.3	101.9	102.7	.8	3.0
Professional and related	95.7	96.3	97.5	98.1	99.3	100.0	100.7	101.4	103.2	1.8	3.9
Sales and office	96.6	96.8	97.7	98.4	99.3	100.0	100.5	101.6	102.4	.8	3.1
Sales and related	96.8	96.3	97.3	97.9	99.2	100.0	99.9	101.1	101.7	.6	2.5
Office and administrative support	96.4	97.1	98.0	98.7	99.4	100.0	100.9	101.9	102.8	.9	3.4
Natural resources, construction, and maintenance	96.4	97.0	97.8	98.8	99.5	100.0	100.8	102.0	103.0	1.0	3.5
Construction and extraction	96.3	97.1	97.6	98.5	99.4	100.0	100.7	102.0	103.0	1.0	3.6
Installation, maintenance, and repair	96.6	96.9	98.0	99.1	99.6	100.0	100.9	102.0	103.0	1.0	3.4
Production, transportation, and material moving	97.3	97.7	98.4	99.0	99.7	100.0	100.4	101.1	101.8	.7	2.1
Production	97.3	97.7	98.5	99.1	99.6	100.0	100.4	101.0	101.6	.6	2.0
Transportation and material moving	97.2	97.6	98.2	98.8	99.8	100.0	100.5	101.3	102.2	.9	2.4
Service occupations	96.5	97.0	97.8	98.3	99.4	100.0	100.8	101.4	102.5	1.1	3.1
Workers by industry											
Goods-producing	96.5	96.9	98.0	99.0	99.8	100.0	100.3	101.3	102.0	.7	2.2
Manufacturing	96.7	96.9	98.2	99.1	99.8	100.0	100.1	101.0	101.4	.4	1.6
Service-providing	96.5	97.0	97.9	98.5	99.3	100.0	100.9	101.6	102.9	1.3	3.6
Education and health services	95.8	96.4	97.2	97.6	99.1	100.0	100.6	101.3	103.5	2.2	4.4
Health care and social assistance	96.3	96.7	97.8	98.5	99.3	100.0	101.1	102.0	103.5	1.5	4.2
Hospitals	95.5	96.2	97.5	98.2	99.3	100.0	101.2	101.9	103.2	1.3	3.9
Nursing and residential care facilities	96.1	96.6	97.5	98.3	99.2	100.0	101.0	101.4	102.6	1.2	3.4
Education services	95.5	96.1	96.7	97.0	99.0	100.0	100.2	100.7	103.4	2.7	4.4
Elementary and secondary schools	95.3	96.0	96.4	96.7	98.9	100.0	100.2	100.5	103.5	3.0	4.7
Public administration[3]	95.1	95.8	97.1	97.5	99.0	100.0	100.6	101.2	102.4	1.2	3.4
Private industry workers	96.7	97.2	98.2	98.9	99.5	100.0	100.8	101.7	102.5	.8	3.0
Workers by occupational group											
Management, professional, and related	96.5	97.1	98.5	99.1	99.6	100.0	101.1	101.9	102.9	1.0	3.3
Management, business, and financial	97.3	97.9	99.1	99.6	99.7	100.0	101.3	102.0	102.7	.7	3.0
Professional and related	95.8	96.5	98.0	98.8	99.5	100.0	101.0	101.8	103.1	1.3	3.6
Sales and office	96.6	96.8	97.8	98.5	99.3	100.0	100.5	101.6	102.3	.7	3.0
Sales and related	96.8	96.2	97.2	97.9	99.2	100.0	99.9	101.1	101.7	.6	2.5
Office and administrative support	96.5	97.2	98.1	98.9	99.5	100.0	100.9	101.9	102.7	.8	3.2
Natural resources, construction, and maintenance	96.5	97.1	97.9	98.9	99.5	100.0	100.8	102.1	103.0	.9	3.5
Construction and extraction	96.4	97.2	97.7	98.7	99.5	100.0	100.7	102.2	103.1	.9	3.6
Installation, maintenance, and repair	96.7	97.0	98.1	99.3	99.6	100.0	100.9	102.1	103.0	.9	3.4
Production, transportation, and material moving	97.4	97.8	98.5	99.0	99.7	100.0	100.4	101.1	101.7	.6	2.0
Production	97.4	97.7	98.6	99.1	99.6	100.0	100.4	101.0	101.6	.6	2.0
Transportation and material moving	97.5	97.9	98.3	99.0	99.8	100.0	100.4	101.2	102.0	.8	2.2
Service occupations	97.2	97.7	98.5	99.0	99.5	100.0	100.8	101.5	102.3	.8	2.8
Workers by industry and occupational group											
Goods-producing industries	96.5	96.9	98.0	99.0	99.8	100.0	100.3	101.3	102.0	.7	2.2
Management, professional, and related	94.5	95.6	98.0	99.2	100.2	100.0	100.2	100.7	101.6	.9	1.4
Sales and office	97.0	95.8	96.8	98.0	99.7	100.0	99.9	102.7	102.1	-.6	2.4
Natural resources, construction, and maintenance	96.7	97.3	97.9	98.9	99.6	100.0	100.6	101.9	102.7	.8	3.1
Production, transportation, and material moving	97.5	97.8	98.6	99.2	99.8	100.0	100.3	101.0	101.6	.6	1.8
Construction	96.5	96.7	97.4	98.5	99.7	100.0	100.7	101.9	103.0	1.1	3.3
Manufacturing	96.7	96.9	98.2	99.1	99.8	100.0	100.1	101.0	101.4	.4	1.6
Management, professional, and related	94.8	95.1	97.6	98.9	99.8	100.0	100.0	100.5	101.3	.8	1.5
Sales and office	96.6	96.3	97.6	98.7	99.9	100.0	99.5	102.8	101.3	-1.5	1.4
Natural resources, construction, and maintenance	97.3	97.9	98.3	99.2	99.5	100.0	100.1	100.8	101.5	.7	2.0
Production, transportation, and material moving	97.6	97.9	98.7	99.3	99.8	100.0	100.2	100.9	101.5	.6	1.7
Service-providing industries	96.8	97.3	98.3	98.9	99.5	100.0	101.0	101.8	102.7	.9	3.2
Management, professional, and related	96.8	97.4	98.6	99.1	99.5	100.0	101.3	102.2	103.2	1.0	3.7
Sales and office	96.6	96.9	97.9	98.5	99.3	100.0	100.6	101.5	102.3	.8	3.0
Natural resources, construction, and maintenance	96.3	96.7	97.9	99.0	99.4	100.0	101.2	102.5	103.6	1.1	4.2
Production, transportation, and material moving	97.4	97.7	98.3	98.8	99.6	100.0	100.6	101.3	101.9	.6	2.3
Service occupations	97.2	97.7	98.5	99.0	99.5	100.0	100.9	101.5	102.3	.8	2.8
Trade, transportation, and utilities	96.9	97.0	98.1	98.5	99.4	100.0	100.8	101.4	102.4	1.0	3.0

See footnotes at end of table.

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

[December 2005 = 100]

Series	2004		2005				2006			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2006	
Wholesale trade	96.4	96.0	97.7	97.7	99.2	100.0	100.3	100.8	102.4	1.6	3.2
Retail trade	96.6	97.1	98.1	98.8	99.5	100.0	100.6	101.2	101.9	.7	2.4
Transportation and warehousing	98.4	98.5	98.4	98.6	99.7	100.0	100.4	101.0	101.6	.6	1.9
Utilities	95.2	95.1	98.1	99.3	99.5	100.0	107.8	109.3	110.1	.7	10.7
Information	96.6	96.8	98.3	99.2	99.5	100.0	100.9	102.1	103.0	.9	3.5
Financial activities	96.1	96.8	98.4	99.4	99.2	100.0	101.2	101.8	102.1	.3	2.9
Finance and insurance	96.9	97.8	98.7	100.0	99.5	100.0	101.5	102.4	102.6	.2	3.1
Real estate and rental and leasing	91.3	91.2	96.9	96.7	98.6	100.0	99.8	99.3	100.2	.9	1.6
Professional and business services	97.9	98.5	99.1	99.5	99.6	100.0	101.1	102.2	102.9	.7	3.3
Education and health services	96.1	96.7	97.7	98.4	99.3	100.0	101.0	101.8	103.2	1.4	3.9
Education services	95.6	96.4	97.1	97.5	99.6	100.0	100.7	101.5	103.2	1.7	3.6
Health care and social assistance	96.3	96.7	97.8	98.5	99.3	100.0	101.1	101.9	103.2	1.3	3.9
Hospitals	95.3	96.0	97.5	98.2	99.2	100.0	101.3	102.0	103.2	1.2	4.0
Leisure and hospitality	97.4	97.7	98.5	99.1	99.6	100.0	100.6	101.3	102.4	1.1	2.8
Accommodation and food services	97.2	97.9	98.7	98.9	99.5	100.0	100.5	101.4	102.5	1.1	3.0
Other services, except public administration	96.5	97.2	98.0	98.6	99.9	100.0	101.4	102.7	103.6	.9	3.7
State and local government workers	95.4	96.1	96.9	97.2	99.1	100.0	100.5	100.9	103.2	2.3	4.1
Workers by occupational group											
Management, professional, and related	95.5	96.2	97.0	97.3	99.0	100.0	100.3	100.8	103.3	2.5	4.3
Professional and related	95.5	96.1	96.8	97.1	98.9	100.0	100.2	100.8	103.4	2.6	4.6
Sales and office	95.7	96.5	97.5	97.6	99.3	100.0	100.9	101.5	103.3	1.8	4.0
Office and administrative support	95.6	96.4	97.4	97.5	99.2	100.0	101.0	101.6	103.5	1.9	4.3
Service occupations	94.9	95.5	96.2	96.7	99.1	100.0	100.6	101.2	103.1	1.9	4.0
Workers by industry											
Education and health services	95.5	96.1	96.7	97.0	99.0	100.0	100.3	100.8	103.7	2.9	4.7
Education services	95.4	96.1	96.6	96.9	98.9	100.0	100.2	100.5	103.5	3.0	4.7
Schools	95.5	96.1	96.6	96.9	98.9	100.0	100.2	100.5	103.5	3.0	4.7
Elementary and secondary schools	95.3	96.0	96.4	96.6	98.8	100.0	100.2	100.5	103.6	3.1	4.9
Health care and social assistance	96.3	96.5	97.6	98.0	99.5	100.0	101.3	102.9	105.1	2.1	5.6
Hospitals	96.1	96.7	97.6	98.0	99.5	100.0	100.9	101.3	103.3	2.0	3.8
Public administration[3]	95.1	95.8	97.1	97.5	99.0	100.0	100.6	101.2	102.4	1.2	3.4

[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.

NOTE: The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

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

[December 2005 = 100]

Series	2004		2005				2006			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2006	
Civilian workers[1]	97.2	97.5	98.1	98.7	99.4	100.0	100.7	101.5	102.6	1.1	3.2
Workers by occupational group											
Management, professional, and related	97.1	97.5	98.3	98.8	99.4	100.0	100.8	101.6	102.9	1.3	3.5
Management, business, and financial	97.9	98.4	99.1	99.5	99.6	100.0	101.2	102.0	102.7	.7	3.1
Professional and related	96.6	97.1	97.8	98.3	99.3	100.0	100.6	101.4	103.1	1.7	3.8
Sales and office	97.2	97.2	97.8	98.4	99.3	100.0	100.4	101.6	102.4	.8	3.1
Sales and related	97.4	96.6	97.3	97.8	99.2	100.0	99.8	101.3	102.0	.7	2.8
Office and administrative support	97.1	97.6	98.2	98.8	99.4	100.0	100.8	101.8	102.6	.8	3.2
Natural resources, construction, and maintenance	97.0	97.4	97.8	98.7	99.4	100.0	100.7	101.8	102.7	.9	3.3
Construction and extraction	96.8	97.4	97.8	98.4	99.3	100.0	100.7	101.9	102.9	1.0	3.6
Installation, maintenance, and repair	97.3	97.4	97.8	99.0	99.5	100.0	100.6	101.6	102.6	1.0	3.1
Production, transportation, and material moving	97.6	97.8	98.3	98.9	99.6	100.0	100.6	101.2	101.9	.7	2.3
Production	97.4	97.5	98.2	98.9	99.5	100.0	100.7	101.2	101.8	.6	2.3
Transportation and material moving	97.9	98.2	98.4	98.9	99.7	100.0	100.5	101.2	102.1	.9	2.4
Service occupations	97.1	97.6	98.2	98.7	99.5	100.0	100.5	101.2	102.2	1.0	2.7
Workers by industry											
Goods-producing	97.2	97.2	97.9	98.7	99.5	100.0	100.7	101.8	102.3	.5	2.8
Manufacturing	97.4	97.4	98.2	98.9	99.6	100.0	100.7	101.7	101.9	.2	2.3
Service-providing	97.2	97.5	98.2	98.7	99.4	100.0	100.7	101.5	102.7	1.2	3.3
Education and health services	96.6	97.0	97.6	98.0	99.1	100.0	100.4	101.1	103.1	2.0	4.0
Health care and social assistance	96.7	97.1	98.0	98.5	99.2	100.0	100.8	101.8	103.2	1.4	4.0
Hospitals	96.0	96.7	97.6	98.2	99.2	100.0	100.9	101.7	102.9	1.2	3.7
Nursing and residential care facilities	96.2	96.9	97.7	98.4	99.1	100.0	100.7	101.2	102.2	1.0	3.1
Education services	96.5	96.9	97.4	97.6	99.0	100.0	100.2	100.5	103.0	2.5	4.0
Elementary and secondary schools	96.5	96.9	97.1	97.3	98.9	100.0	100.0	100.3	102.9	2.6	4.0
Public administration[2]	96.5	97.0	97.9	98.3	99.3	100.0	100.5	101.1	102.0	.9	2.7
Private industry workers	97.3	97.6	98.3	98.9	99.5	100.0	100.7	101.7	102.5	.8	3.0
Workers by occupational group											
Management, professional, and related	97.3	97.8	98.6	99.2	99.6	100.0	101.1	102.0	103.0	1.0	3.4
Management, business, and financial	98.1	98.5	99.2	99.7	99.5	100.0	101.3	102.2	102.8	.6	3.3
Professional and related	96.7	97.2	98.2	98.8	99.6	100.0	100.9	101.8	103.1	1.3	3.5
Sales and office	97.2	97.2	97.8	98.5	99.3	100.0	100.4	101.6	102.4	.8	3.1
Sales and related	97.4	96.6	97.3	97.8	99.2	100.0	99.8	101.3	102.0	.7	2.8
Office and administrative support	97.1	97.6	98.2	99.0	99.4	100.0	100.9	101.9	102.6	.7	3.2
Natural resources, construction, and maintenance	97.1	97.5	97.8	98.7	99.4	100.0	100.7	101.8	102.8	1.0	3.4
Construction and extraction	96.9	97.5	97.8	98.5	99.3	100.0	100.7	102.0	103.0	1.0	3.7
Installation, maintenance, and repair	97.3	97.4	97.8	99.1	99.5	100.0	100.7	101.6	102.6	1.0	3.1
Production, transportation, and material moving	97.6	97.8	98.3	98.9	99.6	100.0	100.6	101.2	101.8	.6	2.2
Production	97.4	97.5	98.3	98.9	99.5	100.0	100.7	101.2	101.7	.5	2.2
Transportation and material moving	97.9	98.2	98.5	98.9	99.7	100.0	100.4	101.2	102.0	.8	2.3
Service occupations	97.4	97.9	98.6	99.0	99.6	100.0	100.6	101.3	102.0	.7	2.4
Workers by industry and occupational group											
Goods-producing industries	97.2	97.2	97.9	98.7	99.5	100.0	100.7	101.8	102.3	.5	2.8
Management, professional, and related	97.0	97.2	98.0	98.8	99.7	100.0	101.1	101.7	102.4	.7	2.7
Sales and office	98.3	96.2	96.8	97.9	99.7	100.0	99.8	103.4	102.2	-1.2	2.5
Natural resources, construction, and maintenance	97.0	97.4	97.9	98.6	99.4	100.0	100.7	101.9	102.7	.8	3.3
Production, transportation, and material moving	97.4	97.5	98.2	98.9	99.5	100.0	100.7	101.3	101.9	.6	2.4
Construction	97.0	96.9	97.3	98.3	99.4	100.0	100.6	102.0	102.9	.9	3.5
Manufacturing	97.4	97.4	98.2	98.9	99.6	100.0	100.7	101.7	101.9	.2	2.3
Management, professional, and related	97.4	97.5	98.2	98.9	99.9	100.0	101.1	101.5	102.2	.7	2.3
Sales and office	97.8	97.2	97.9	98.6	100.0	100.0	99.5	103.8	101.1	-2.6	1.1
Natural resources, construction, and maintenance	96.8	97.1	97.8	98.6	99.1	100.0	100.9	101.7	102.3	.6	3.2
Production, transportation, and material moving	97.4	97.5	98.3	99.0	99.5	100.0	100.7	101.3	101.8	.5	2.3
Service-providing industries	97.3	97.7	98.4	99.0	99.5	100.0	100.8	101.7	102.6	.9	3.1
Management, professional, and related	97.4	97.9	98.7	99.2	99.6	100.0	101.1	102.0	103.1	1.1	3.5
Sales and office	97.1	97.3	97.9	98.5	99.3	100.0	100.5	101.4	102.4	1.0	3.1
Natural resources, construction, and maintenance	97.3	97.6	97.8	98.9	99.4	100.0	100.7	101.8	103.0	1.2	3.6
Production, transportation, and material moving	97.9	98.2	98.5	98.9	99.7	100.0	100.4	101.0	101.7	.7	2.0
Service occupations	97.4	98.0	98.6	99.1	99.6	100.0	100.6	101.3	102.0	.7	2.4
Trade, transportation, and utilities	97.3	97.3	97.9	98.4	99.5	100.0	100.4	100.9	102.1	1.2	2.6

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

[December 2005 = 100]

Series	2004		2005				2006			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2006	
Wholesale trade	97.3	96.1	97.5	97.4	99.0	100.0	100.2	100.7	102.7	2.0	3.7
Retail trade	96.9	97.4	98.0	98.8	99.6	100.0	100.5	100.9	101.9	1.0	2.3
Transportation and warehousing	98.5	98.7	98.2	98.8	99.9	100.0	100.1	100.7	101.4	.7	1.5
Utilities	97.1	97.4	98.4	99.2	99.5	100.0	100.8	102.1	103.0	.9	3.5
Information	97.4	97.6	98.4	99.2	99.3	100.0	101.0	101.7	102.6	.9	3.3
Financial activities	96.9	97.8	98.7	99.8	99.4	100.0	101.3	102.3	102.5	.2	3.1
Finance and insurance	98.3	99.2	99.1	100.7	99.7	100.0	101.6	102.8	102.9	.1	3.2
Real estate and rental and leasing	90.7	90.7	96.8	96.2	98.3	100.0	99.8	99.9	100.8	.9	2.5
Professional and business services	98.5	99.0	99.5	99.7	99.7	100.0	101.0	102.3	103.0	.7	3.3
Education and health services	96.5	97.0	97.9	98.4	99.3	100.0	100.7	101.6	103.0	1.4	3.7
Education services	96.0	96.8	97.4	97.8	99.7	100.0	100.7	101.4	103.1	1.7	3.4
Health care and social assistance	96.6	97.1	97.9	98.6	99.2	100.0	100.7	101.6	103.0	1.4	3.8
Hospitals	95.7	96.5	97.4	98.1	99.1	100.0	100.9	101.8	102.9	1.1	3.8
Leisure and hospitality	97.2	97.6	98.3	98.8	99.5	100.0	100.6	101.3	102.3	1.0	2.8
Accommodation and food services	96.7	97.5	97.9	98.3	99.3	100.0	100.5	101.3	102.2	.9	2.9
Other services, except public administration	96.6	97.1	97.8	98.4	99.8	100.0	101.3	102.6	103.4	.8	3.6
State and local government workers	96.6	97.0	97.6	97.8	99.1	100.0	100.3	100.8	102.8	2.0	3.7
Workers by occupational group											
Management, professional, and related	96.6	97.0	97.5	97.8	99.0	100.0	100.2	100.7	102.9	2.2	3.9
Professional and related	96.6	96.9	97.4	97.7	98.9	100.0	100.2	100.7	103.0	2.3	4.1
Sales and office	97.3	97.6	98.1	98.0	99.4	100.0	100.6	101.2	102.6	1.4	3.2
Office and administrative support	97.1	97.5	98.0	97.9	99.3	100.0	100.7	101.4	102.7	1.3	3.4
Service occupations	96.4	96.8	97.3	97.7	99.3	100.0	100.3	100.8	102.4	1.6	3.1
Workers by industry											
Education and health services	96.6	97.0	97.4	97.6	99.0	100.0	100.2	100.7	103.1	2.4	4.1
Education services	96.6	96.9	97.3	97.5	98.9	100.0	100.1	100.4	103.0	2.6	4.1
Schools	96.6	96.9	97.3	97.5	98.9	100.0	100.1	100.4	103.0	2.6	4.1
Elementary and secondary schools	96.5	96.9	97.1	97.2	98.9	100.0	100.0	100.3	103.0	2.7	4.1
Health care and social assistance	97.1	97.3	98.1	98.5	99.4	100.0	101.0	103.0	104.8	1.7	5.4
Hospitals	97.1	97.7	98.3	98.6	99.4	100.0	100.9	101.4	103.1	1.7	3.7
Public administration [2]	96.5	97.0	97.9	98.3	99.3	100.0	100.5	101.1	102.0	.9	2.7

[1] Consists of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

NOTE: The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

32. Employment Cost Index, benefits, by occupation and industry group

[December 2005 = 100]

Series	2004		2005				2006			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2006	
Civilian workers	94.8	95.7	97.6	98.3	99.5	100.0	100.9	101.6	102.8	1.2	3.3
Private industry workers	95.4	96.2	98.1	99.0	99.7	100.0	101.0	101.7	102.5	.8	2.8
Workers by occupational group											
Management, professional, and related	94.4	95.4	98.2	99.0	99.8	100.0	101.3	101.8	102.8	1.0	3.0
Sales and office	95.2	95.8	97.6	98.5	99.3	100.0	100.8	101.6	102.0	.4	2.7
Natural resources, construction, and maintenance	95.4	96.4	98.0	99.3	99.8	100.0	101.1	102.7	103.5	.8	3.7
Production, transportation, and material moving	97.1	97.7	98.7	99.3	100.0	100.0	100.1	101.0	101.6	.6	1.6
Service occupations	96.7	97.0	98.3	98.9	99.5	100.0	101.5	102.2	103.0	.8	3.5
Workers by industry											
Goods-producing	95.0	96.3	98.3	99.6	100.4	100.0	99.6	100.4	101.3	.9	.9
Manufacturing	95.3	96.0	98.3	99.4	100.0	100.0	99.0	99.7	100.5	.8	.5
Service-providing	95.5	96.1	98.1	98.7	99.4	100.0	101.5	102.3	103.0	.7	3.6
State and local government workers	93.0	94.1	95.5	96.0	99.0	100.0	100.7	101.3	104.1	2.8	5.2

NOTE: The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

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

[December 2005 = 100]

Series	2004		2005				2006			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2006	
COMPENSATION											
Workers by bargaining status[1]											
Union	96.7	97.3	97.9	98.8	99.6	100.0	100.5	101.8	102.4	0.6	2.8
Goods-producing	96.7	97.2	97.7	98.8	99.6	100.0	99.9	101.2	101.8	.6	2.2
Manufacturing	97.5	97.8	98.3	99.1	99.7	100.0	99.3	100.1	100.5	.4	.8
Service-providing	96.6	97.3	98.1	98.8	99.6	100.0	101.0	102.2	102.9	.7	3.3
Nonunion	96.7	97.2	98.3	98.9	99.5	100.0	100.9	101.7	102.6	.9	3.1
Goods-producing	96.4	96.8	98.1	99.0	99.9	100.0	100.5	101.4	102.0	.6	2.1
Manufacturing	96.4	96.6	98.2	99.1	99.8	100.0	100.3	101.3	101.7	.4	1.9
Service-providing	96.9	97.3	98.3	98.9	99.4	100.0	101.0	101.8	102.7	.9	3.3
Workers by region[1]											
Northeast	96.3	96.6	97.6	98.5	99.2	100.0	100.9	101.8	102.5	.7	3.3
South	97.1	97.7	98.9	99.3	99.7	100.0	101.0	101.6	102.8	1.2	3.1
Midwest	96.6	96.9	97.8	98.4	99.5	100.0	100.7	101.7	102.3	.6	2.8
West	96.9	97.4	98.4	99.3	99.7	100.0	100.6	101.8	102.5	.7	2.8
WAGES AND SALARIES											
Workers by bargaining status[1]											
Union	97.1	97.6	97.9	98.7	99.5	100.0	100.3	101.2	101.7	.5	2.2
Goods-producing	96.9	97.1	97.5	98.5	99.2	100.0	100.5	101.6	101.9	.3	2.7
Manufacturing	97.0	97.1	97.6	98.3	99.0	100.0	100.6	101.2	101.4	.2	2.4
Service-providing	97.3	98.0	98.2	99.0	99.7	100.0	100.1	100.9	101.6	.7	1.9
Nonunion	97.3	97.6	98.3	98.9	99.5	100.0	100.8	101.8	102.7	.9	3.2
Goods-producing	97.3	97.3	98.0	98.7	99.6	100.0	100.7	101.9	102.4	.5	2.8
Manufacturing	97.5	97.5	98.4	99.0	99.8	100.0	100.7	101.8	102.0	.2	2.2
Service-providing	97.3	97.7	98.4	99.0	99.5	100.0	100.8	101.7	102.7	1.0	3.2
Workers by region[1]											
Northeast	97.1	97.2	97.8	98.6	99.2	100.0	100.8	101.7	102.5	.8	3.3
South	97.5	98.0	98.9	99.3	99.7	100.0	101.0	101.6	102.9	1.3	3.2
Midwest	96.9	97.1	97.8	98.2	99.4	100.0	100.4	101.4	102.0	.6	2.6
West	97.7	98.0	98.4	99.3	99.6	100.0	100.7	102.1	102.7	.6	3.1

[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.

NOTE: The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

34. National Compensation Survey: retirement benefits in private industry by access, participation, and selected series, 2003–05

Series	Year		
	2003	2004	2005
All retirement			
Percentage of workers with access			
All workers	57	59	60
White-collar occupations	67	69	70
Blue-collar occupations	59	59	60
Service occupations	28	31	32
Full-time	67	68	69
Part-time	24	27	27
Union	86	84	88
Nonunion	54	56	56
Average wage less than $15 per hour	45	46	46
Average wage $15 per hour or higher	76	77	78
Goods-producing industries	70	70	71
Service-producing industries	53	55	56
Establishments with 1–99 workers	42	44	44
Establishments with 100 or more workers	75	77	78
Percentage of workers participating			
All workers	49	50	50
White-collar occupations	59	61	61
Blue-collar occupations	50	50	51
Service occupations	21	22	22
Full-time	58	60	60
Part-time	18	20	19
Union	83	81	85
Nonunion	45	47	46
Average wage less than $15 per hour	35	36	35
Average wage $15 per hour or higher	70	71	71
Goods-producing industries	63	63	64
Service-producing industries	45	47	47
Establishments with 1–99 workers	35	37	37
Establishments with 100 or more workers	65	67	67
Take-up rate (all workers)[1]	–	–	85
Defined benefit			
Percentage of workers with access			
All workers	20	21	22
White-collar occupations	23	24	25
Blue-collar occupations	24	26	26
Service occupations	8	6	7
Full-time	24	25	25
Part-time	8	9	10
Union	74	70	73
Nonunion	15	16	16
Average wage less than $15 per hour	12	11	12
Average wage $15 per hour or higher	34	35	35
Goods-producing industries	31	32	33
Service-producing industries	17	18	19
Establishments with 1–99 workers	9	9	10
Establishments with 100 or more workers	34	35	37
Percentage of workers participating			
All workers	20	21	21
White-collar occupations	22	24	24
Blue-collar occupations	24	25	26
Service occupations	7	6	7
Full-time	24	24	25
Part-time	8	9	9
Union	72	69	72
Nonunion	15	15	15
Average wage less than $15 per hour	11	11	11

See footnotes at end of table.

34. Continued—National Compensation Survey: retirement benefits in private industry by access, participation, and selected series, 2003–05

Series	Year		
	2003	2004	2005
Average wage $15 per hour or higher	33	35	34
Goods-producing industries	31	31	32
Service-producing industries	16	18	18
Establishments with 1–99 workers	8	9	9
Establishments with 100 or more workers	33	34	36
Take-up rate (all workers)[1]	–	–	97
Defined contribution			
Percentage of workers with access			
All workers	51	53	53
White-collar occupations	62	64	64
Blue-collar occupations	49	49	50
Service occupations	23	27	28
Full-time	60	62	62
Part-time	21	23	23
Union	45	48	49
Nonunion	51	53	54
Average wage less than $15 per hour	40	41	41
Average wage $15 per hour or higher	67	68	69
Goods-producing industries	60	60	61
Service-producing industries	48	50	51
Establishments with 1–99 workers	38	40	40
Establishments with 100 or more workers	65	68	69
Percentage of workers participating			
All workers	40	42	42
White-collar occupations	51	53	53
Blue-collar occupations	38	38	38
Service occupations	16	18	18
Full-time	48	50	50
Part-time	14	14	14
Union	39	42	43
Nonunion	40	42	41
Average wage less than $15 per hour	29	30	29
Average wage $15 per hour or higher	57	59	59
Goods-producing industries	49	49	50
Service-producing industries	37	40	39
Establishments with 1–99 workers	31	32	32
Establishments with 100 or more workers	51	53	53
Take-up rate (all workers)[1]	–	–	78
Employee contribution requirement			
Employee contribution required	–	–	61
Employee contribution not required	–	–	31
Not determinable	–	–	8
Percent of establishments			
Offering retirement plans	47	48	51
Offering defined benefit plans	10	10	11
Offering defined contribution plans	45	46	48

[1]The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan.

NOTE: Where applicable, dashes indicate no employees in this category or data do not meet publication criteria.

35. National Compensation Survey: health insurance benefits in private industry by access, participation, and selected series, 2003–05

Series	Year		
	2003	2004	2005
Medical insurance			
Percentage of workers with access			
All workers	60	69	70
White-collar occupations	65	76	77
Blue-collar occupations	64	76	77
Service occupations	38	42	44
Full-time	73	84	85
Part-time	17	20	22
Union	67	89	92
Nonunion	59	67	68
Average wage less than $15 per hour	51	57	58
Average wage $15 per hour or higher	74	86	87
Goods-producing industries	68	83	85
Service-producing industries	57	65	66
Establishments with 1–99 workers	49	58	59
Establishments with 100 or more workers	72	82	84
Percentage of workers participating			
All workers	45	53	53
White-collar occupations	50	59	58
Blue-collar occupations	51	60	61
Service occupations	22	24	27
Full-time	56	66	66
Part-time	9	11	12
Union	60	81	83
Nonunion	44	50	49
Average wage less than $15 per hour	35	40	39
Average wage $15 per hour or higher	61	71	72
Goods-producing industries	57	69	70
Service-producing industries	42	48	48
Establishments with 1–99 workers	36	43	43
Establishments with 100 or more workers	55	64	65
Take-up rate (all workers)[1]	–	–	75
Dental			
Percentage of workers with access			
All workers	40	46	46
White-collar occupations	47	53	54
Blue-collar occupations	40	47	47
Service occupations	22	25	25
Full-time	49	56	56
Part-time	9	13	14
Union	57	73	73
Nonunion	38	43	43
Average wage less than $15 per hour	30	34	34
Average wage $15 per hour or higher	55	63	62
Goods-producing industries	48	56	56
Service-producing industries	37	43	43
Establishments with 1–99 workers	27	31	31
Establishments with 100 or more workers	55	64	65
Percentage of workers participating			
All workers	32	37	36
White-collar occupations	37	43	42
Blue-collar occupations	33	40	39
Service occupations	15	16	17
Full-time	40	46	45
Part-time	6	8	9
Union	51	68	67
Nonunion	30	33	33
Average wage less than $15 per hour	22	26	24

See footnotes at end of table.

35. Continued—National Compensation Survey: health insurance benefits in private industry by access, participation, and selected series, 2003–05

Series	Year		
	2003	2004	2005
Average wage $15 per hour or higher	47	53	52
Goods-producing industries	42	49	49
Service-producing industries	29	33	33
Establishments with 1–99 workers	21	24	24
Establishments with 100 or more workers	44	52	51
Take-up rate (all workers)[1]	–	–	78
Vision care			
Percentage of workers with access	25	29	29
Percentage of workers participating	19	22	22
Outpatient prescription drug coverage			
Percentage of workers with access	–	–	64
Percentage of workers participating	–	–	48
Percent of establishments offering healthcare benefits	58	61	63
Percentage of medical premium paid by employer and employee			
Single coverage			
Employer share	82	82	82
Employee share	18	18	18
Family coverage			
Employer share	70	69	71
Employee share	30	31	29

[1]The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan.

NOTE: Where applicable, dashes indicate no employees in this category or data do not meet publication criteria.

36. National Compensation Survey: percent of workers in private industry with access to selected benefits, 2003–05

Benefit	Year		
	2003	2004	2005
Life insurance	50	51	52
Short-term disabilty insurance	39	39	40
Long-term disability insurance	30	30	30
Long-term care insurance	11	11	11
Flexible work place	4	4	4
Section 125 cafeteria benefits			
Flexible benefits	–	–	17
Dependent care reimbursement account	–	–	29
Healthcare reimbursement account	–	–	31
Health Savings Account	–	–	5
Employee assistance program	–	–	40
Paid leave			
Holidays	79	77	77
Vacations	79	77	77
Sick leave	–	59	58
Personal leave	–	–	36
Family leave			
Paid family leave	–	–	7
Unpaid family leave	–	–	81
Employee assistance for childcare	18	14	14
Nonproduction bonuses	49	47	47

NOTE: Where applicable, dashes indicate no employees in this category or data do not meet publication criteria.

37. Work stoppages involving 1,000 workers or more

Measure	Annual totals		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
Number of stoppages:															
Beginning in period	17	22	1	1	0	1	2	2	1	4	1	4	1	3	1
In effect during period	18	24	5	4	3	4	5	6	5	7	4	6	6	5	5
Workers involved:															
Beginning in period (in thousands)	170.7	99.6	1.5	35.0	.0	3.6	4.2	3.1	5.0	10.8	3.0	19.6	3.9	15.0	1.9
In effect during period (in thousands)	316.5	160.7	13.8	41.5	6.5	10.1	12.9	14.2	13.9	18.2	10.4	25.8	22.2	19.9	20.6
Days idle:															
Number (in thousands)	3,344.1	1,736.1	181.5	241.5	130.0	124.3	261.5	176.1	179.8	188.0	146.8	215.4	247.7	342.7	349.2
Percent of estimated working time [1]	.01	.1	.01	.01	([2])	([2])	.01	.01	.01	.01	.01	.01	.01	.01	.01

[1] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in "Total economy measures of strike idleness," *Monthly Labor Review*, October 1968, pp. 54–56.

[2] Less than 0.005.

NOTE: p = preliminary.

38. 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		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS															
All items	195.3	201.6	197.6	196.8	198.3	198.7	199.8	201.5	202.5	202.9	203.5	203.9	202.9	201.8	201.5
All items (1967 = 100)	585.0	603.9	592.0	589.4	593.9	595.2	598.6	603.5	606.5	607.8	609.6	610.9	607.9	604.6	603.6
Food and beverages	191.2	195.7	192.8	193.2	194.5	194.4	194.5	194.2	194.7	195.1	195.6	196.0	196.7	197.5	197.2
Food	190.7	195.2	192.4	192.9	194.1	194.0	194.0	193.7	194.2	194.5	195.0	195.5	196.2	197.1	196.8
Food at home	189.8	193.1	191.0	191.7	193.4	192.6	192.3	191.5	191.9	192.2	192.6	193.1	194.1	195.1	194.3
Cereals and bakery products	209.0	212.8	209.1	208.4	210.6	210.3	210.9	210.9	211.9	212.8	214.6	214.6	213.6	214.6	214.5
Meats, poultry, fish, and eggs	184.7	186.6	185.8	185.7	185.8	185.4	185.9	185.5	184.7	186.0	185.1	187.1	188.0	188.1	188.4
Dairy and related products[1]	182.4	181.4	183.5	183.2	183.7	183.4	183.0	181.3	181.0	179.6	180.8	180.0	179.9	182.0	180.6
Fruits and vegetables	241.4	252.9	246.4	252.3	258.5	253.4	248.5	246.6	248.0	248.0	249.1	249.2	258.2	261.6	256.8
Nonalcoholic beverages and beverage materials	144.4	147.4	145.5	145.5	147.2	147.3	148.0	146.3	146.6	146.6	146.3	146.9	147.5	148.3	148.9
Other foods at home	167.0	169.6	167.3	167.6	169.1	169.1	169.2	168.8	170.0	170.0	171.0	170.6	169.8	170.1	169.2
Sugar and sweets	165.2	171.5	166.5	167.8	169.3	167.3	170.1	171.0	171.3	171.9	173.3	173.5	172.1	172.5	172.7
Fats and oils	167.7	168.0	166.2	165.2	169.9	170.4	168.5	165.0	168.6	167.3	166.9	167.5	167.9	169.1	168.1
Other foods	182.5	185.0	183.0	183.3	184.3	184.7	184.5	184.3	185.4	185.6	186.9	186.1	185.0	185.2	184.0
Other miscellaneous foods[1,2]	111.3	113.9	112.7	112.4	112.6	113.4	113.0	113.2	114.3	114.4	115.0	113.8	114.2	113.7	113.8
Food away from home[1]	193.4	199.4	195.6	196.0	196.6	197.2	197.6	198.0	198.7	199.2	199.7	200.2	200.5	201.1	201.6
Other food away from home[1,2]	131.3	136.6	133.7	133.7	134.1	134.7	135.2	135.8	136.0	136.3	136.8	137.3	137.6	138.0	138.6
Alcoholic beverages	195.9	200.7	197.1	196.4	198.0	199.5	200.1	200.1	200.8	201.6	201.3	201.2	201.4	201.9	201.6
Housing	195.7	203.2	198.5	198.3	200.0	200.5	201.3	201.7	202.2	203.7	204.7	205.1	205.0	204.4	204.5
Shelter	224.4	232.1	225.4	225.6	226.8	228.3	229.9	230.7	231.2	232.2	233.6	234.2	233.9	234.8	234.9
Rent of primary residence	217.3	225.1	220.0	220.5	220.9	221.6	222.3	222.9	223.6	224.4	225.2	226.2	227.1	228.0	228.9
Lodging away from home	130.3	136.0	125.2	122.8	127.5	133.4	140.4	140.4	137.9	139.1	142.8	141.1	135.0	135.7	130.7
Owners' equivalent rent of primary residence[3]	230.2	238.2	232.2	232.8	233.4	234.1	234.9	235.8	236.9	237.9	238.8	239.7	240.4	241.3	242.1
Tenants' and household insurance[1,2]	117.6	116.5	115.9	116.1	115.9	116.2	116.2	116.2	116.3	116.4	116.4	116.2	116.4	116.2	118.3
Fuels and utilities	179.0	194.7	194.6	191.6	198.7	194.6	192.3	190.8	192.0	197.6	198.5	199.0	199.6	190.1	190.6
Fuels	161.6	177.1	178.0	174.7	182.1	177.5	174.8	173.2	174.4	180.4	181.1	181.5	182.0	171.5	172.1
Fuel oil and other fuels	208.6	234.9	231.5	227.8	229.5	230.5	230.4	236.4	239.8	239.1	241.9	245.3	237.1	227.9	227.2
Gas (piped) and electricity	166.5	182.1	183.4	180.0	188.1	182.8	179.9	177.7	178.8	185.6	186.2	186.4	187.4	176.4	177.0
Household furnishings and operations	126.1	127.0	126.1	126.4	126.5	126.8	126.7	126.9	127.2	127.3	127.1	127.1	127.1	127.4	127.2
Apparel	119.5	119.5	121.5	117.5	114.9	116.6	122.0	123.4	122.4	118.9	113.8	116.1	121.7	123.3	121.7
Men's and boys' apparel	116.1	114.1	117.4	114.1	112.4	112.7	116.2	118.0	116.5	113.0	110.3	110.8	114.4	116.4	115.6
Women's and girls' apparel	110.8	110.7	113.9	108.9	103.0	106.3	115.0	116.3	114.4	110.3	102.3	105.7	114.6	116.4	113.9
Infants' and toddlers' apparel[1]	116.7	116.5	115.3	115.0	113.3	116.6	118.7	118.2	118.3	115.0	114.4	115.6	116.5	119.4	117.6
Footwear	122.6	123.5	124.3	121.4	122.3	122.8	125.4	126.1	125.8	123.0	119.1	120.6	124.2	125.6	124.5
Transportation	173.9	180.9	175.6	172.7	175.9	175.8	177.4	184.1	187.6	187.3	189.0	188.5	180.6	174.8	173.9
Private transportation	170.2	177.0	171.8	168.9	172.1	171.9	173.5	180.4	183.9	183.2	184.9	184.5	176.5	170.7	170.0
New and used motor vehicles[2]	95.6	95.6	95.8	95.8	96.2	96.2	96.0	96.0	95.8	95.7	95.6	95.5	95.3	95.2	94.9
New vehicles	137.9	137.6	138.0	138.3	139.3	139.3	138.8	138.4	137.7	137.2	136.9	136.4	136.3	136.8	136.8
Used cars and trucks[1]	139.4	140.0	139.4	139.2	139.3	139.5	140.0	140.4	140.9	141.5	142.1	142.4	141.0	139.3	137.3
Motor fuel	195.7	221.0	199.7	187.3	199.2	198.1	205.8	235.4	250.9	248.4	255.6	254.4	220.1	193.8	191.4
Gasoline (all types)	194.7	219.9	198.6	186.2	198.2	197.0	204.7	234.4	249.8	247.3	254.6	253.2	219.0	192.7	190.3
Motor vehicle parts and equipment	111.9	117.3	113.6	114.0	114.4	114.9	115.4	115.8	117.0	117.0	117.9	118.2	118.7	118.9	119.5
Motor vehicle maintenance and repair	206.9	215.6	210.5	210.7	211.2	212.9	213.4	213.9	214.9	215.5	216.7	216.2	217.0	218.5	218.5
Public transportation	217.3	226.6	220.8	217.6	219.9	221.3	222.6	225.3	229.2	234.3	237.4	234.3	229.5	226.9	220.4
Medical care	323.2	336.2	328.1	328.4	329.5	332.1	333.8	334.7	335.6	336.0	337.0	337.7	338.3	339.3	340.1
Medical care commodities	276.0	285.9	280.3	280.8	282.0	283.1	284.3	285.3	286.3	286.3	287.1	287.6	288.1	288.1	286.6
Medical care services	336.7	350.6	341.7	342.0	342.9	346.1	348.0	348.8	349.7	350.3	351.2	352.1	352.7	354.0	355.6
Professional services	281.7	289.3	284.5	284.9	284.7	286.5	287.8	288.5	289.0	289.2	289.8	290.2	290.6	291.4	291.9
Hospital and related services	439.9	468.1	449.6	449.7	453.6	460.4	463.3	464.6	466.1	467.6	469.3	471.1	472.0	474.2	477.7
Recreation[2]	109.4	110.9	109.8	109.7	109.9	110.2	110.6	111.1	111.2	111.2	111.3	111.3	111.1	111.2	111.2
Video and audio[1,2]	104.2	104.6	104.2	103.9	104.1	104.3	105.2	105.8	105.5	105.2	105.0	104.7	104.5	104.1	103.7
Education and communication[2]	113.7	116.8	115.3	115.3	115.7	115.7	115.6	115.8	115.7	115.9	116.3	117.5	118.4	118.5	118.1
Education[2]	152.7	162.1	157.5	157.6	158.3	158.4	158.4	158.6	158.9	159.5	160.3	163.9	166.6	167.1	167.4
Educational books and supplies	365.6	388.9	373.6	374.3	379.2	382.0	383.1	383.1	384.7	386.7	386.3	391.3	393.9	398.4	398.5
Tuition, other school fees, and child care	440.9	468.1	455.1	455.3	457.2	457.2	457.2	457.7	458.6	460.2	462.9	473.4	481.7	482.9	483.7
Communication[1,2]	84.7	84.1	84.4	84.3	84.5	84.5	84.4	84.5	84.2	84.3	84.3	84.3	84.2	84.0	83.3
Information and information processing[1,2]	82.6	81.7	82.2	82.2	82.1	82.0	81.9	82.1	81.7	81.8	81.9	81.8	81.7	81.5	80.8
Telephone services[1,2]	94.9	95.8	95.2	95.2	95.2	95.2	95.0	95.4	95.2	95.4	95.6	95.9	96.1	96.8	96.5
Information and information processing other than telephone services[1,4]	13.6	12.5	13.1	13.1	13.0	13.0	13.0	12.9	12.8	12.7	12.7	12.5	12.3	11.9	11.4
Personal computers and peripheral equipment[1,2]	12.8	10.8	12.0	11.7	11.6	11.5	11.4	11.1	10.8	10.7	10.6	10.6	10.5	10.4	10.3
Other goods and services	313.4	321.7	316.2	317.3	318.2	319.1	320.0	320.0	320.2	321.5	321.2	321.7	323.3	324.3	324.3
Tobacco and smoking products	502.8	519.9	511.2	513.1	515.1	515.9	519.0	518.1	517.5	521.5	521.5	521.1	520.8	521.1	519.4
Personal care[1]	185.6	190.2	186.9	187.6	188.1	188.6	189.1	189.1	189.4	189.9	189.7	190.1	191.3	192.0	192.2
Personal care products[1]	154.4	155.8	155.0	155.4	155.8	155.6	155.2	155.0	154.6	155.2	155.0	154.9	156.4	156.6	156.1
Personal care services[1]	203.9	209.7	205.2	206.6	206.4	207.9	208.5	208.5	208.7	209.1	209.5	210.1	210.7	211.7	212.3

See footnotes at end of table.

38. 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		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Miscellaneous personal services	303.0	313.6	305.9	306.6	308.2	309.3	310.9	311.3	312.4	313.3	312.9	314.4	316.4	317.6	318.2
Commodity and service group:															
Commodities	160.2	164.0	161.5	160.0	161.3	161.4	162.8	165.5	166.9	166.3	166.4	166.6	164.4	162.5	161.8
Food and beverages	191.2	195.7	192.8	193.2	194.5	194.4	194.5	194.2	194.7	195.1	195.6	196.0	196.7	197.5	197.2
Commodities less food and beverages	142.5	145.9	143.6	141.3	142.6	142.8	144.7	148.6	150.3	149.3	149.3	149.4	146.0	143.0	142.1
Nondurables less food and beverages	168.4	176.7	171.1	166.3	168.7	169.1	173.3	181.8	185.6	183.8	183.8	184.5	177.7	171.2	169.7
Apparel	119.5	119.5	121.5	117.5	114.9	116.6	122.0	123.4	122.4	118.9	113.8	116.1	121.7	123.3	121.7
Nondurables less food, beverages, and apparel	202.6	216.3	205.9	200.4	206.0	205.7	209.3	222.3	229.2	228.4	231.6	231.2	216.6	205.0	203.5
Durables	115.3	114.5	114.9	114.9	115.3	115.3	115.1	115.1	114.9	114.6	114.6	114.3	113.8	113.8	113.5
Services	230.1	238.9	233.5	233.2	234.9	235.7	236.6	237.1	237.7	239.2	240.2	240.9	241.1	240.9	240.9
Rent of shelter[3]	233.7	241.9	234.9	235.0	236.2	237.8	239.6	240.4	241.0	242.0	243.4	244.1	243.8	244.7	244.7
Transporatation services	225.7	230.8	228.4	227.8	228.2	228.7	228.8	229.6	230.7	231.8	232.7	232.2	231.7	232.3	231.5
Other services	268.4	277.5	272.1	272.3	273.2	273.9	274.6	275.5	275.8	276.6	277.2	279.1	280.8	281.2	281.1
Special indexes:															
All items less food	196.0	202.7	198.5	197.4	199.0	199.5	200.8	202.8	203.9	204.3	204.9	205.4	204.1	202.6	202.3
All items less shelter	186.1	191.9	189.0	187.7	189.3	189.4	190.3	192.3	193.5	193.7	194.0	194.4	193.1	191.2	190.7
All items less medical care	188.7	194.7	190.9	190.0	191.6	191.9	193.0	194.7	195.6	196.1	196.6	197.1	196.0	194.9	194.5
Commodities less food	144.5	148.0	145.6	143.3	144.7	144.9	146.8	150.6	152.3	151.3	151.3	151.4	148.0	145.1	144.3
Nondurables less food	170.1	178.2	172.7	168.1	170.5	171.0	175.0	182.9	186.5	184.9	184.9	185.5	179.1	173.1	171.7
Nondurables less food and apparel	201.2	213.9	204.2	199.2	204.3	204.2	207.5	219.2	225.5	224.8	227.6	227.3	214.2	203.8	202.5
Nondurables	180.2	186.7	182.4	180.1	182.0	182.2	184.4	188.7	191.0	190.2	190.4	191.0	187.8	184.8	183.8
Services less rent of shelter[3]	243.2	253.3	249.5	248.8	251.2	251.0	250.9	251.0	251.8	253.9	254.6	255.4	256.2	254.4	254.6
Services less medical care services	221.2	229.6	224.4	224.2	225.9	226.5	227.3	227.8	228.4	229.9	231.0	231.6	231.8	231.5	231.5
Energy	177.1	196.9	187.6	180.0	189.5	186.4	188.6	201.4	209.3	211.3	215.1	214.7	199.1	181.3	180.4
All items less energy	198.7	203.7	200.2	200.1	200.8	201.6	202.6	203.0	203.3	203.6	203.9	204.4	204.9	205.6	205.3
All items less food and energy	200.9	205.9	202.3	202.1	202.6	203.6	204.9	205.5	205.7	205.9	206.2	206.7	207.2	207.8	207.6
Commodities less food and energy	140.3	140.6	140.8	140.1	139.9	140.3	141.5	141.7	141.5	140.7	139.6	139.9	140.9	141.2	140.6
Energy commodities	197.4	223.0	202.7	190.7	202.1	201.1	208.3	236.6	251.4	249.0	256.0	255.0	222.3	196.9	194.6
Services less energy	236.6	244.7	238.6	238.7	239.7	241.1	242.4	243.2	243.7	244.7	245.8	246.5	246.6	247.5	247.5
CONSUMER PRICE INDEX FOR URBAN WAGE EARNERS AND CLERICAL WORKERS															
All items	191.0	197.1	193.4	192.5	194.0	194.2	195.3	197.2	198.2	198.6	199.2	199.6	198.4	197.0	196.8
All items (1967 = 100)	568.9	587.2	576.1	573.3	577.7	578.6	581.8	587.3	590.5	591.7	593.2	594.6	591.0	586.7	586.1
Food and beverages	190.5	194.9	192.1	192.5	193.8	193.7	193.8	193.4	193.9	194.2	194.6	195.2	195.9	196.7	196.5
Food	190.1	194.4	191.7	192.2	193.4	193.3	193.2	192.8	193.3	193.7	194.1	194.7	195.5	196.2	196.0
Food at home	188.9	192.2	190.1	190.7	192.4	191.7	191.4	190.5	190.9	191.2	191.6	192.2	193.3	194.2	193.4
Cereals and bakery products	208.9	213.1	208.9	208.4	210.8	210.5	211.1	211.2	212.2	213.1	214.9	214.8	214.1	214.9	214.9
Meats, poultry, fish, and eggs	184.7	186.1	185.8	185.6	185.4	185.1	185.8	185.1	184.4	185.4	184.7	186.7	187.5	187.5	188.0
Dairy and related products[1]	182.2	180.9	183.3	183.0	183.5	183.3	182.7	180.8	180.5	179.1	180.3	179.4	179.4	181.4	179.9
Fruits and vegetables	238.9	251.0	243.4	249.6	256.2	251.3	245.9	244.0	246.0	245.7	247.0	247.9	257.3	260.8	255.1
Nonalcoholic beverages and beverage materials	143.7	146.7	144.8	144.9	146.7	146.7	147.3	145.7	145.9	146.1	145.6	146.3	146.8	147.7	148.3
Other foods at home	166.5	169.1	166.9	167.1	168.5	168.7	168.7	168.2	169.4	169.5	170.4	170.0	169.3	169.5	168.7
Sugar and sweets	164.3	170.5	165.7	166.9	168.3	166.5	169.0	169.9	170.5	170.9	172.5	172.5	171.3	171.4	171.3
Fats and oils	167.8	168.7	166.3	165.6	170.4	171.2	169.4	165.7	169.1	167.9	167.9	168.2	168.6	169.8	168.9
Other foods	182.8	185.2	183.4	183.7	184.4	185.0	184.8	184.5	185.5	185.9	187.0	186.2	185.3	185.3	184.3
Other miscellaneous foods[1,2]	111.8	114.2	113.2	112.9	113.0	113.8	113.4	113.4	114.4	115.0	115.2	114.2	114.5	113.8	114.1
Food away from home[1]	193.3	199.1	195.5	195.8	196.4	197.0	197.4	197.8	198.4	198.9	199.4	199.9	200.2	200.8	201.4
Other food away from home[1,2]	131.1	136.2	133.5	133.6	133.7	134.4	134.8	135.6	135.8	136.0	136.3	136.7	137.1	137.5	138.3
Alcoholic beverages	195.8	200.6	197.0	196.3	198.0	199.4	200.5	200.3	200.6	201.0	200.8	200.7	200.9	201.8	201.9
Housing	191.2	198.5	194.4	194.2	195.8	196.1	196.6	196.8	197.4	198.9	199.7	200.3	200.4	199.6	199.9
Shelter	217.5	224.8	218.9	219.2	220.0	221.2	222.4	223.1	223.7	224.7	225.8	226.5	226.6	227.5	227.8
Rent of primary residence	216.5	224.2	219.1	219.7	220.1	220.8	221.4	222.0	222.7	223.5	224.3	225.3	226.2	227.1	228.0
Lodging away from home[2]	130.0	135.3	124.5	122.4	126.1	133.1	140.4	139.8	136.6	138.7	142.6	141.1	134.0	134.7	129.3
Owners' equivalent rent of primary residence[3]	208.8	216.0	210.7	211.2	211.7	212.4	213.0	213.9	214.8	215.7	216.5	217.3	218.0	218.8	219.5
Tenants' and household insurance[1,2]	117.9	116.8	116.2	116.4	116.2	116.5	116.5	116.5	116.6	116.7	116.7	116.6	116.8	116.6	118.6
Fuels and utilities	177.9	193.1	193.0	190.2	197.3	193.2	190.8	189.4	190.4	196.0	196.7	197.2	197.7	188.1	188.9
Fuels	159.7	174.4	175.5	172.4	179.7	175.0	172.4	170.8	171.8	177.8	178.3	178.6	179.0	168.7	169.4
Fuel oil and other fuels	208.1	234.0	231.3	227.4	228.9	229.7	229.8	235.8	238.9	238.3	241.3	244.6	235.8	226.6	226.3
Gas (piped) and electricity	165.4	180.2	181.6	178.3	186.4	181.1	178.3	176.1	177.1	183.7	184.1	184.3	185.3	174.3	175.1
Household furnishings and operations	121.8	122.6	121.8	121.9	122.0	122.4	122.5	122.5	122.8	122.9	122.7	122.7	122.7	122.8	122.8
Apparel	119.1	119.1	121.0	117.2	114.3	116.1	121.6	123.1	121.9	118.4	113.2	115.7	121.4	123.1	121.8
Men's and boys' apparel	115.6	114.0	116.9	113.5	112.0	112.7	115.7	117.5	116.5	113.0	110.3	110.9	114.5	116.4	115.8
Women's and girls' apparel	110.4	110.3	113.4	108.3	102.1	105.4	114.3	115.9	114.0	109.8	101.3	105.4	114.3	115.9	114.2
Infants' and toddlers' apparel[1]	119.3	118.6	117.8	117.6	115.8	118.1	120.8	120.3	120.2	116.8	115.9	117.7	118.5	121.8	120.5
Footwear	121.8	123.1	123.2	120.9	121.6	122.1	124.7	125.4	125.1	122.6	119.1	120.3	123.9	125.2	124.2
Transportation	173.0	180.3	174.7	171.6	174.9	174.8	176.6	183.9	187.7	187.1	189.0	188.6	180.1	173.7	172.7
Private transportation	170.3	177.5	171.9	168.8	172.2	172.0	173.8	181.2	184.9	184.2	186.1	185.8	177.1	170.7	169.9
New and used motor vehicles[2]	94.7	94.7	94.9	94.8	95.2	95.2	95.1	95.1	95.0	94.9	94.9	94.8	94.5	94.3	93.9

See footnotes at end of table.

38. 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		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
New vehicles	138.9	138.6	139.1	139.3	140.3	140.3	139.9	139.5	138.8	138.3	137.9	137.4	137.4	137.8	137.9
Used cars and trucks [1]	140.3	140.8	140.2	140.0	140.1	140.3	140.8	141.3	141.8	142.4	143.0	143.2	141.9	140.1	138.1
Motor fuel	196.3	221.6	200.5	188.0	199.9	198.7	206.5	236.1	251.3	248.8	256.2	255.1	220.8	194.4	192.0
Gasoline (all types)	195.4	220.7	199.4	187.0	198.9	197.7	205.6	235.2	250.3	247.8	255.3	254.1	219.7	193.4	191.0
Motor vehicle parts and equipment	111.5	116.9	113.2	113.6	113.9	114.3	114.9	115.3	116.5	116.6	117.5	117.8	118.4	118.6	119.2
Motor vehicle maintenance and repair	209.3	218.1	213.1	213.2	213.6	215.4	215.8	216.3	217.4	218.0	219.1	218.6	219.4	221.1	221.1
Public transportation	215.5	225.0	219.4	216.6	219.0	220.4	221.6	224.0	227.5	232.0	234.1	231.4	227.8	225.6	219.7
Medical care	322.8	335.7	327.9	328.2	329.1	331.5	333.2	334.2	335.0	335.5	336.5	337.3	337.8	338.9	339.8
Medical care commodities	269.2	279.0	273.4	273.9	275.0	276.3	277.3	278.4	279.4	279.4	280.3	280.6	281.1	281.0	279.7
Medical care services	337.3	351.1	342.6	342.8	343.6	346.4	348.3	349.2	350.0	350.6	351.6	352.5	353.1	354.6	356.3
Professional services	284.3	291.7	287.1	287.4	287.2	288.9	290.2	290.8	291.3	291.5	292.1	292.5	292.8	293.6	294.2
Hospital and related services	436.1	463.6	446.4	446.4	450.1	455.4	458.4	459.9	461.2	462.8	464.8	466.7	467.5	469.9	473.9
Recreation [2]	106.8	108.2	107.2	107.1	107.2	107.5	107.9	108.4	108.5	108.6	108.7	108.5	108.3	108.4	108.5
Video and audio [1,2]	103.4	103.9	103.5	103.2	103.3	103.6	104.4	104.9	104.7	104.5	104.3	104.1	103.9	103.5	103.3
Education and communication [2]	111.4	113.9	112.7	112.6	113.1	113.1	113.0	113.2	113.0	113.3	113.5	114.5	115.3	115.4	114.9
Education [2]	151.0	160.3	155.5	155.6	156.7	156.7	156.8	156.9	157.2	157.8	158.4	161.7	164.7	165.2	165.4
Educational books and supplies	367.1	390.7	374.8	375.5	380.6	383.5	384.9	384.7	386.2	388.1	387.6	393.0	395.4	400.9	401.0
Tuition, other school fees, and child care	427.1	453.3	440.3	440.5	443.3	443.2	443.1	443.5	444.4	446.1	448.0	457.7	466.6	467.4	468.0
Communication [1,2]	86.4	86.0	86.2	86.2	86.3	86.3	86.2	86.3	86.0	86.1	86.2	86.2	86.2	86.1	85.4
Information and information processing [1,2]	84.9	84.3	84.7	84.6	84.6	84.6	84.5	84.6	84.3	84.4	84.5	84.5	84.4	84.4	83.7
Telephone services [1,2]	95.0	95.9	95.3	95.3	95.3	95.4	95.2	95.6	95.3	95.5	95.7	96.0	96.2	96.9	96.7
Information and information processing other than telephone services [1,4]	14.2	13.0	13.7	13.6	13.6	13.5	13.6	13.5	13.3	13.3	13.3	13.1	12.9	12.4	11.9
Personal computers and peripheral equipment [1,2]	12.6	10.7	11.8	11.6	11.4	11.3	11.3	11.0	10.7	10.5	10.4	10.5	10.3	10.2	10.2
Other goods and services	322.2	330.9	325.4	326.6	327.6	328.4	329.4	329.3	329.3	330.8	330.7	331.0	332.2	333.1	332.9
Tobacco and smoking products	504.2	521.6	513.2	515.0	517.1	517.9	520.9	519.9	519.4	523.5	523.3	522.9	522.4	522.7	521.1
Personal care [1]	184.0	188.3	185.1	185.8	186.3	186.8	187.2	187.2	187.3	187.9	187.9	188.2	189.2	189.9	190.0
Personal care products [1]	154.5	155.7	154.9	155.4	155.8	155.6	155.2	155.0	154.7	155.1	155.0	155.0	156.3	156.5	156.0
Personal care services [1]	204.2	209.8	205.5	206.9	206.6	208.0	208.5	208.6	208.6	209.2	209.7	210.2	210.8	211.9	212.5
Miscellaneous personal services	303.4	314.1	306.2	307.0	308.6	309.7	311.4	311.8	312.7	313.8	313.9	315.1	316.8	317.9	318.5
Commodity and service group:															
Commodities	161.4	165.7	162.8	161.2	162.6	162.7	164.3	167.3	168.9	168.2	168.5	168.8	166.1	163.8	163.1
Food and beverages	190.5	194.9	192.1	192.5	193.8	193.7	193.8	193.4	193.9	194.2	194.6	195.2	195.9	196.7	196.5
Commodities less food and beverages	144.7	148.7	145.9	143.4	144.8	145.1	147.2	151.8	153.7	152.7	152.8	153.0	148.9	145.3	144.4
Nondurables less food and beverages	173.2	182.6	176.1	170.8	173.5	174.0	178.7	188.4	192.8	190.8	191.1	191.8	183.6	176.0	174.6
Apparel	119.1	119.1	121.0	117.2	114.3	116.1	121.6	123.1	121.9	118.4	113.2	115.7	121.4	123.1	121.8
Nondurables less food, beverages, and apparel	210.6	226.1	214.2	207.8	214.2	213.9	218.1	233.2	241.1	240.1	243.8	243.4	226.2	212.7	211.2
Durables	115.1	114.6	114.9	114.9	115.2	115.3	115.2	115.2	115.0	114.8	114.8	114.5	114.0	113.9	113.6
Services	225.7	234.1	229.3	229.2	230.7	231.2	231.8	232.2	232.8	234.3	235.2	235.9	236.3	235.8	236.2
Rent of shelter [3]	209.5	216.6	210.9	211.2	211.9	213.1	214.3	215.0	215.6	216.5	217.6	218.3	218.4	219.3	219.5
Transporatation services	225.9	230.6	228.5	228.3	228.6	229.0	229.0	229.5	230.3	231.0	231.4	231.1	231.3	232.2	231.9
Other services	260.0	268.2	263.2	263.5	264.4	265.0	265.7	266.6	266.8	267.6	268.1	269.6	271.0	271.4	271.2
Special indexes:															
All items less food	191.0	197.5	193.5	192.3	193.9	194.2	195.5	197.8	199.0	199.4	199.9	200.4	198.8	196.9	196.7
All items less shelter	183.4	189.2	186.2	184.8	186.6	186.5	187.6	189.8	191.1	191.3	191.6	192.0	190.3	188.0	187.6
All items less medical care	185.4	191.3	187.7	186.7	188.2	188.4	189.5	191.3	192.4	192.8	193.3	193.8	192.5	191.0	190.8
Commodities less food	146.5	150.6	147.8	145.3	146.8	147.0	149.1	153.6	155.5	154.5	154.6	154.8	150.8	147.3	146.4
Nondurables less food	174.6	183.8	177.4	172.4	175.1	175.6	180.1	189.3	193.4	191.6	191.9	192.5	184.7	177.6	176.3
Nondurables less food and apparel	208.4	223.0	211.8	205.9	211.9	211.7	215.6	229.4	236.6	235.7	239.1	238.7	223.1	210.9	209.5
Nondurables	182.5	189.5	184.7	182.2	184.2	184.5	186.9	191.8	194.2	193.4	193.8	194.4	190.5	186.9	186.1
Services less rent of shelter [3]	215.9	224.7	221.7	221.1	223.4	222.9	222.7	222.7	223.3	225.3	225.8	226.3	227.2	225.2	225.5
Services less medical care services	217.2	225.3	220.7	220.6	222.2	222.5	223.0	223.4	224.0	225.5	226.4	227.0	227.4	226.9	227.1
Energy	177.2	196.8	187.1	179.3	188.8	185.9	188.4	202.0	210.0	211.8	215.7	215.3	198.7	180.6	179.8
All items less energy	193.5	198.0	195.0	194.9	195.4	196.1	197.0	197.4	197.7	197.9	198.0	198.6	199.2	199.9	199.7
All items less food and energy	194.6	199.2	196.1	195.9	196.2	197.1	198.2	198.7	198.9	199.1	199.2	199.8	200.4	201.0	200.9
Commodities less food and energy	140.6	141.1	141.2	140.4	140.2	140.7	141.9	142.2	141.9	141.2	140.0	140.4	141.4	141.7	141.1
Energy commodities	197.7	223.0	202.8	190.7	202.0	200.9	208.4	236.9	251.4	249.1	256.2	255.4	222.3	196.7	194.4
Services less energy	232.3	239.9	234.4	234.6	235.4	236.5	237.5	238.2	238.8	239.7	240.6	241.4	241.7	242.6	242.8

[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.

39. 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 2006						Urban Wage Earners 2006					
		June	July	Aug.	Sept.	Oct.	Nov.	June	July	Aug.	Sept.	Oct.	Nov.
U.S. city average	M	202.9	203.5	203.9	202.9	201.8	201.5	198.6	199.2	199.6	198.4	197.0	196.8
Region and area size[2]													
Northeast urban	M	216.7	217.5	218.1	216.3	215.2	214.8	213.0	213.5	214.2	212.7	211.1	210.9
Size A—More than 1,500,000	M	219.3	220.1	220.7	219.1	217.7	217.4	214.0	214.3	215.1	214.0	212.1	212.2
Size B/C—50,000 to 1,500,000[3]	M	127.7	128.2	128.5	127.2	126.9	126.4	128.1	128.6	128.9	127.5	127.0	126.5
Midwest urban[4]	M	194.1	194.6	195.1	193.7	192.3	192.8	189.5	190.0	190.4	188.7	187.0	187.5
Size A—More than 1,500,000	M	195.6	196.3	196.9	195.7	194.1	194.5	190.1	190.7	191.3	189.8	187.9	188.3
Size B/C—50,000 to 1,500,000[3]	M	124.0	124.1	124.1	123.2	122.6	123.1	123.6	123.8	123.8	122.5	121.7	122.2
Size D—Nonmetropolitan (less than 50,000)	M	189.3	190.1	190.9	189.1	187.1	187.0	187.6	188.6	189.3	187.3	185.1	185.2
South urban	M	196.3	197.0	197.1	195.8	194.7	194.3	193.5	194.3	194.5	192.9	191.5	191.1
Size A—More than 1,500,000	M	198.2	198.9	199.2	198.3	197.2	196.6	196.3	197.1	197.5	196.4	195.0	194.4
Size B/C—50,000 to 1,500,000[3]	M	125.0	125.5	125.4	124.4	123.7	123.4	123.7	124.2	124.2	122.9	122.1	121.8
Size D—Nonmetropolitan (less than 50,000)	M	196.7	198.0	198.3	197.1	195.7	195.4	196.9	198.1	198.5	196.9	195.2	195.2
West urban	M	206.4	206.7	207.5	207.8	207.1	206.3	201.5	201.7	202.5	202.4	201.3	200.6
Size A—More than 1,500,000	M	209.5	210.0	210.7	211.3	210.5	209.7	203.0	203.3	204.0	204.3	203.0	202.2
Size B/C—50,000 to 1,500,000[3]	M	125.6	125.6	126.2	125.9	125.5	125.1	125.4	125.5	126.0	125.6	125.0	124.5
Size classes:													
A[5]	M	185.6	186.2	186.7	186.1	185.0	184.7	184.0	184.5	185.1	184.3	182.8	182.6
B/C[3]	M	125.3	125.6	125.7	124.8	124.2	124.1	124.6	125.0	125.1	124.0	123.3	123.1
D	M	195.3	196.0	196.6	195.6	194.3	194.2	194.1	194.8	195.4	194.1	192.5	192.5
Selected local areas[6]													
Chicago–Gary–Kenosha, IL–IN–WI	M	199.0	199.3	200.4	199.6	197.5	197.9	192.4	192.8	193.8	192.8	190.3	190.8
Los Angeles–Riverside–Orange County, CA	M	211.1	211.4	211.9	212.9	211.4	211.1	204.2	204.5	205.0	205.3	203.5	203.3
New York, NY–Northern NJ–Long Island, NY–NJ–CT–PA	M	222.6	223.1	224.1	222.9	221.7	220.9	216.7	216.8	217.8	216.9	215.3	214.7
Boston–Brockton–Nashua, MA–NH–ME–CT	1	–	225.1	–	224.5	–	223.1	–	223.9	–	224.3	–	223.4
Cleveland–Akron, OH	1	–	193.1	–	190.7	–	189.4	–	184.3	–	181.7	–	179.5
Dallas–Ft Worth, TX	1	–	191.7	–	192.0	–	188.4	–	193.9	–	193.7	–	189.6
Washington–Baltimore, DC–MD–VA–WV[7]	1	–	130.7	–	130.2	–	129.3	–	129.8	–	129.9	–	128.7
Atlanta, GA	2	196.0	–	197.3	–	192.7	–	194.4	–	195.8	–	190.9	–
Detroit–Ann Arbor–Flint, MI	2	196.8	–	198.6	–	196.6	–	192.0	–	194.0	–	191.2	–
Houston–Galveston–Brazoria, TX	2	182.4	–	182.5	–	180.4	–	181.4	–	182.0	–	178.9	–
Miami–Ft. Lauderdale, FL	2	203.8	–	205.6	–	204.8	–	202.5	–	204.6	–	203.1	–
Philadelphia–Wilmington–Atlantic City, PA–NJ–DE–MD	2	213.9	–	216.4	–	211.6	–	213.2	–	215.8	–	211.1	–
San Francisco–Oakland–San Jose, CA	2	209.1	–	210.7	–	211.0	–	205.2	–	206.7	–	206.2	–
Seattle–Tacoma–Bremerton, WA	2	208.2	–	209.6	–	209.8	–	203.8	–	205.1	–	203.9	–

[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; Cincinnatti, OH–KY–IN; Kansas City, MO–KS; Milwaukee–Racine, WI; Minneapolis–St. Paul, MN–WI; Pittsburgh, PA; Port-land–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.

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

[1982–84 = 100]

Series	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Consumer Price Index for All Urban Consumers:											
All items:											
Index	152.4	156.9	160.5	163.0	166.6	172.2	177.1	179.9	184.0	188.9	195.3
Percent change	2.8	3.0	2.3	1.6	2.2	3.4	2.8	1.6	2.3	2.7	3.4
Food and beverages:											
Index	148.9	153.7	157.7	161.1	164.6	168.4	173.6	176.8	180.5	186.6	191.2
Percent change	2.8	3.2	2.6	2.2	2.2	2.3	3.1	1.8	2.1	3.3	2.5
Housing:											
Index	148.5	152.8	156.8	160.4	163.9	169.6	176.4	180.3	184.8	189.5	195.7
Percent change	2.6	2.9	2.6	2.3	2.2	3.5	4.0	2.2	2.5	2.5	3.3
Apparel:											
Index	132.0	131.7	132.9	133.0	131.3	129.6	127.3	124.0	120.9	120.4	119.5
Percent change	–1.0	–.2	.9	.1	–1.3	–1.3	–1.8	–2.6	–2.5	–.4	–.7
Transportation:											
Index	139.1	143.0	144.3	141.6	144.4	153.3	154.3	152.9	157.6	163.1	173.9
Percent change	3.6	2.8	0.9	–1.9	2.0	6.2	0.7	–.9	3.1	3.5	6.6
Medical care:											
Index	220.5	228.2	234.6	242.1	250.6	260.8	272.8	285.6	297.1	310.1	323.2
Percent change	4.5	3.5	2.8	3.2	3.5	4.1	4.6	4.7	4.0	4.4	4.2
Other goods and services:											
Index	206.9	215.4	224.8	237.7	258.3	271.1	282.6	293.2	298.7	304.7	313.4
Percent change	4.2	4.1	4.4	5.7	8.7	5.0	4.2	3.8	1.9	2.0	2.9
Consumer Price Index for Urban Wage Earners and Clerical Workers:											
All items:											
Index	149.8	154.1	157.6	159.7	163.2	168.9	173.5	175.9	179.8	188.9	191.0
Percent change	2.9	2.9	2.3	1.3	2.2	3.5	2.7	1.4	2.2	5.1	1.1

41. Producer Price Indexes, by stage of processing

[1982 = 100]

Grouping	Annual average		2005		2006										
	2004	2005	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.[p]	Sept.[p]	Oct.[p]	Nov.[p]
Finished goods	155.7	160.3	158.3	158.7	159.9	158.0	159.1	160.7	161.2	161.8	161.7	162.3	160.3	158.4	159.7
Finished consumer goods	160.4	165.9	163.7	164.2	165.7	163.0	164.5	166.5	167.2	168.0	168.3	168.8	165.9	163.3	164.4
Finished consumer foods	155.7	156.7	156.3	157.5	157.1	153.8	154.4	154.8	154.2	156.1	156.4	158.3	159.2	158.1	157.6
Finished consumer goods excluding foods	161.9	169.1	166.1	166.5	168.7	166.2	168.0	170.7	171.9	172.3	172.5	172.5	168.2	165.0	166.7
Nondurable goods less food	172.0	182.6	178.0	178.7	181.7	177.9	180.6	184.7	186.5	187.2	188.8	188.4	181.7	176.8	177.8
Durable goods	136.6	136.8	137.1	136.6	137.3	137.5	137.4	137.1	137.1	136.7	134.1	135.1	135.6	135.9	139.0
Capital equipment	144.6	146.8	145.5	145.3	145.8	146.2	146.4	146.6	146.7	146.7	145.8	146.4	146.7	146.8	148.7
Intermediate materials, supplies, and components	154.0	164.0	159.9	159.6	161.6	160.7	161.2	163.1	164.9	166.1	166.6	167.4	165.4	163.2	163.8
Materials and components for manufacturing	146.0	156.0	149.4	149.8	151.2	151.9	152.7	153.9	156.3	157.3	158.2	158.6	158.4	158.4	158.0
Materials for food manufacturing	146.0	146.3	146.6	146.3	146.0	144.6	144.4	143.7	144.4	145.7	147.5	146.8	148.1	147.7	148.2
Materials for nondurable manufacturing	163.2	175.3	170.9	170.8	172.2	173.4	173.3	173.1	176.2	178.1	177.7	178.1	176.3	175.9	175.2
Materials for durable manufacturing	158.3	180.8	162.2	164.4	167.6	169.6	170.5	175.4	182.4	183.4	186.4	186.7	186.9	187.5	186.3
Components for manufacturing	129.9	134.5	130.8	130.8	131.4	131.7	133.1	133.8	134.0	134.4	135.0	135.7	136.0	136.0	136.1
Materials and components for construction	176.6	188.4	180.8	181.7	184.2	185.0	185.5	186.7	188.2	189.2	190.2	190.7	191.0	190.8	189.8
Processed fuels and lubricants	150.0	162.7	166.5	162.6	167.2	160.1	160.0	165.6	167.4	169.4	169.2	171.5	161.6	150.5	154.1
Containers	167.1	175.0	168.3	169.9	170.5	171.2	173.1	172.8	173.3	176.3	176.6	177.1	178.0	177.3	177.2
Supplies	151.9	157.1	153.8	154.1	155.3	155.6	155.9	156.2	156.5	156.8	157.2	157.5	157.5	158.4	159.0
Crude materials for further processing	182.2	185.4	208.5	200.6	199.0	182.9	178.4	183.0	186.9	181.6	186.2	191.1	183.8	165.1	190.8
Foodstuffs and feedstuffs	122.7	119.3	120.9	123.4	119.3	116.6	114.2	113.1	112.7	116.9	118.8	119.3	121.3	124.9	127.4
Crude nonfood materials	223.4	231.7	271.1	255.2	255.7	229.3	223.4	232.4	239.6	226.7	233.4	241.8	227.1	191.2	234.6
Special groupings:															
Finished goods, excluding foods	155.5	161.0	158.5	158.7	160.3	158.8	160.1	161.9	162.7	163.0	162.8	163.1	160.3	158.2	160.0
Finished energy goods	132.6	145.9	140.9	141.9	145.7	139.1	143.1	149.6	151.9	153.1	155.4	155.0	144.3	136.4	138.0
Finished goods less energy	155.9	157.8	156.7	156.9	157.4	156.9	157.2	157.2	157.3	157.7	156.9	157.8	158.2	158.1	159.3
Finished consumer goods less energy	160.8	162.6	161.6	162.0	162.4	161.5	161.8	161.9	161.9	162.4	161.8	162.7	163.3	163.0	163.8
Finished goods less food and energy	156.4	158.6	157.3	157.1	157.9	158.3	158.5	158.5	158.7	158.6	157.5	158.0	158.3	158.5	160.2
Finished consumer goods less food and energy	164.3	166.6	165.3	165.1	166.0	166.5	166.7	166.5	166.9	166.6	165.4	165.8	166.1	166.4	168.0
Consumer nondurable goods less food and energy	187.1	191.5	188.5	188.7	189.8	190.6	191.0	191.0	191.7	191.6	191.9	191.6	191.8	192.1	192.0
Intermediate materials less foods and feeds	155.1	165.4	161.2	160.8	163.0	162.1	162.6	164.6	166.5	167.6	168.2	169.0	166.9	164.6	165.0
Intermediate foods and feeds	133.8	135.4	133.6	134.1	135.0	133.6	133.8	133.0	133.1	133.9	135.2	134.6	135.2	135.7	139.5
Intermediate energy goods	149.2	162.6	165.8	162.1	166.5	160.5	160.4	165.9	168.1	169.9	169.3	170.9	161.3	150.3	154.1
Intermediate goods less energy	153.3	162.3	156.3	156.8	158.3	158.7	159.4	160.3	162.0	162.9	163.8	164.4	164.3	164.5	164.2
Intermediate materials less foods and energy	154.6	163.9	157.7	158.3	159.7	160.3	161.0	162.0	163.7	164.7	165.6	166.2	166.1	166.3	165.8
Crude energy materials	234.0	228.5	298.0	274.0	274.5	233.6	223.6	231.6	233.5	216.9	224.7	240.2	218.1	169.4	230.1
Crude materials less energy	143.5	152.2	145.0	147.6	144.7	144.9	144.1	146.4	151.4	153.4	155.8	153.9	156.2	157.2	159.8
Crude nonfood materials less energy	202.4	244.5	212.8	215.6	216.1	224.0	227.7	239.4	259.5	255.4	259.3	250.9	253.8	247.9	250.5

p = preliminary

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

[December 2003 = 100, unless otherwise indicated]

NAICS	Industry	2005		2006										
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.[p]	Sept.[p]	Oct.[p]	Nov.[p]
	Total mining industries (December 1984=100)	247.4	234.6	234.3	207.4	202.0	210.6	215.4	204.2	211.3	220.4	204.8	172.6	211.9
211	Oil and gas extraction (December 1985=100)	336.6	312.2	308.9	259.2	247.1	257.1	259.3	241.7	252.6	270.1	242.1	185.0	255.0
212	Mining, except oil and gas	131.8	132.5	136.8	137.4	140.0	146.1	154.8	150.3	154.0	151.8	152.9	151.8	152.1
213	Mining support activities	154.8	156.9	160.2	163.4	167.2	172.7	174.3	176.6	174.1	175.6	173.2	173.2	173.8
	Total manufacturing industries (December 1984=100)	152.7	152.8	154.1	153.5	155.0	157.2	158.5	159.5	159.4	159.8	156.8	155.8	156.5
311	Food manufacturing (December 1984=100)	146.1	146.2	146.4	145.1	145.2	144.1	144.7	146.4	147.4	147.5	147.9	147.3	148.8
312	Beverage and tobacco manufacturing	105.5	105.5	106.0	106.4	106.6	106.5	106.6	106.9	106.2	105.5	105.9	105.9	107.0
313	Textile mills	104.9	105.1	105.6	106.1	106.0	106.1	106.8	106.6	106.8	107.0	106.9	107.2	107.4
315	Apparel manufacturing	99.9	99.8	100.1	100.2	100.3	100.4	100.5	100.4	100.4	100.6	100.6	100.7	100.5
316	Leather and allied product manufacturing (December 1984=100)	144.8	144.7	144.9	145.6	145.9	146.4	146.6	146.5	146.6	146.8	147.0	146.8	147.2
321	Wood products manufacturing	107.7	108.4	109.6	109.8	110.1	110.2	110.9	109.6	108.7	107.4	107.5	105.8	105.7
322	Paper manufacturing	107.4	107.8	108.2	109.5	110.5	110.6	111.7	112.9	113.3	113.7	114.1	114.1	114.3
323	Printing and related support activities	103.7	103.9	104.5	104.8	105.2	105.3	105.4	105.5	105.6	105.8	105.9	106.5	106.3
324	Petroleum and coal products manufacturing (December 1984=100)	208.2	209.2	216.1	205.9	222.8	249.2	260.0	267.6	267.4	268.3	227.1	213.1	211.9
325	Chemical manufacturing (December 1984=100)	193.6	193.9	195.7	196.2	196.2	195.7	196.6	197.2	197.6	197.8	197.9	198.8	198.0
326	Plastics and rubber products manufacturing (December 1984=100)	147.2	148.2	149.0	149.1	148.7	148.8	148.8	148.9	149.5	150.5	150.6	151.6	150.9
331	Primary metal manufacturing (December 1984=100)	159.2	160.7	163.9	165.6	166.4	171.4	178.4	182.3	186.7	186.9	188.1	189.5	187.1
332	Fabricated metal product manufacturing (December 1984=100)	150.7	151.1	152.0	152.5	153.0	153.6	154.3	155.4	156.4	157.3	157.7	157.7	158.1
333	Machinery manufacturing	106.5	106.8	107.4	107.6	107.8	108.0	108.3	108.6	108.9	109.1	109.4	109.9	110.1
334	Computer and electronic products manufacturing	96.8	96.6	96.5	96.5	96.5	96.7	96.6	96.5	96.5	96.5	96.6	96.5	96.3
335	Electrical equipment, appliance, and components manufacturing	110.3	110.9	111.9	112.3	112.8	114.1	116.0	117.6	117.8	119.2	119.5	119.9	119.6
336	Transportation equipment manufacturing	102.9	102.5	103.1	103.2	103.4	103.4	103.4	103.1	101.1	101.9	102.2	102.3	105.1
337	Furniture and related product manufacturing (December 1984=100)	159.4	160.0	160.7	161.3	161.5	161.6	162.3	162.5	162.9	163.0	163.1	163.4	163.7
339	Miscellaneous manufacturing	103.3	103.6	104.0	103.9	104.2	104.5	104.9	104.8	105.1	105.2	104.9	104.8	105.3
	Retail trade													
441	Motor vehicle and parts dealers	107.1	107.9	109.2	109.6	112.4	113.2	114.3	114.7	113.8	113.5	113.3	112.7	112.9
442	Furniture and home furnishings stores	114.6	115.0	115.9	115.1	116.1	114.9	116.1	116.8	117.0	118.4	118.8	120.0	121.2
443	Electronics and appliance stores	99.9	95.3	98.7	97.0	102.9	105.6	103.9	96.9	97.0	96.2	100.5	100.5	97.0
446	Health and personal care stores	110.7	111.9	115.6	114.1	120.5	120.1	118.7	118.7	118.6	119.3	120.3	119.2	119.4
447	Gasoline stations (June 2001=100)	61.9	48.3	45.6	58.3	44.9	44.4	48.9	44.7	49.3	52.4	63.6	52.7	48.9
454	Nonstore retailers	118.3	114.0	120.5	120.4	112.0	111.8	111.6	113.0	108.1	120.0	134.1	118.4	125.0
	Transportation and warehousing													
481	Air transportation (December 1992=100)	178.9	173.2	177.7	180.1	182.5	182.7	179.7	185.4	186.9	185.6	176.4	175.6	175.8
483	Water transportation	108.5	108.0	109.4	109.6	111.0	110.5	111.1	110.9	111.5	111.9	112.2	113.1	111.4
491	Postal service (June 1989=100)	155.0	155.0	164.7	164.7	164.7	164.7	164.7	164.7	164.7	164.7	164.7	164.7	164.7
	Utilities													
221	Utilities	130.0	129.6	131.3	127.0	123.5	121.5	121.0	120.8	122.3	126.2	123.3	116.7	121.6
	Health care and social assistance													
6211	Office of physicians (December 1996=100)	116.7	116.7	116.9	116.9	117.2	117.1	117.2	117.6	117.8	117.8	117.7	117.9	118.1
6215	Medical and diagnostic laboratories	104.4	104.4	104.1	104.2	104.2	104.4	104.4	104.4	104.5	104.5	104.5	104.4	104.4
6216	Home health care services (December 1996=100)	121.7	121.2	121.4	121.6	121.7	121.7	121.7	121.8	121.8	121.8	121.8	122.1	122.2
622	Hospitals (December 1992=100)	149.9	149.9	151.3	151.5	151.7	152.1	152.3	152.5	153.3	153.6	153.8	155.3	154.9
6231	Nursing care facilities	107.7	107.7	108.3	108.5	108.6	108.7	108.8	109.0	110.1	110.2	110.4	110.6	110.5
62321	Residential mental retardation facilities	106.0	106.3	107.3	107.3	107.3	108.0	108.0	108.0	108.4	108.9	109.2	109.0	109.3
	Other services industries													
511	Publishing industries, except Internet	105.0	105.0	105.4	105.5	105.2	105.3	106.1	106.0	106.4	106.5	106.7	107.1	107.0
515	Broadcasting, except Internet	105.2	102.9	100.6	101.1	101.7	102.6	103.8	103.4	100.9	100.9	102.7	102.4	105.1
517	Telecommunications	97.4	97.3	97.2	97.1	97.6	97.8	97.8	98.1	98.4	98.7	99.0	99.4	98.8
5182	Data processing and related services	98.9	98.9	99.0	99.3	99.2	99.0	99.6	99.5	99.8	100.2	100.2	100.1	100.0
523	Security, commodity contracts, and like activity	109.9	110.4	111.2	111.4	111.4	111.9	113.5	114.2	114.5	114.7	114.6	115.1	115.6
53112	Lessors or nonresidental buildings (except miniwarehouse)	104.9	108.4	105.6	105.5	106.5	106.9	107.5	107.2	109.5	109.2	110.4	108.9	106.7
5312	Offices of real estate agents and brokers	110.4	110.3	110.3	110.4	111.3	111.3	110.6	110.8	111.8	111.3	110.7	110.8	110.8
5313	Real estate support activities	100.9	102.5	103.8	102.7	103.2	103.1	103.1	102.9	102.6	102.8	102.9	102.7	103.4
5321	Automotive equipment rental and leasing (June 2001=100)	112.2	112.7	112.8	114.4	114.2	114.9	111.6	114.6	116.4	112.9	113.5	112.5	115.1
5411	Legal services (December 1996=100)	139.9	140.0	143.6	144.1	144.3	144.7	144.9	144.8	144.9	145.4	146.3	145.6	146.0
541211	Offices of certified public accountants	105.1	106.6	104.4	105.9	106.7	105.3	106.5	106.6	106.7	108.2	108.9	107.3	107.2
5413	Architectural, engineering, and related services (December 1996=100)	130.4	130.6	131.8	132.7	132.8	132.9	134.1	134.4	134.7	135.5	135.5	136.1	136.2
54181	Advertising agencies	101.8	102.0	103.2	103.6	103.6	103.5	103.5	103.5	104.7	104.7	104.7	104.9	104.7
5613	Employment services (December 1996=100)	117.7	118.4	117.8	117.8	118.8	118.9	118.4	118.6	119.2	120.0	119.9	119.7	120.4
56151	Travel agencies	96.4	98.0	98.3	98.3	98.4	98.5	99.1	101.5	99.4	98.6	98.3	101.4	101.5
56172	Janitorial services	102.0	102.1	102.4	102.6	102.6	103.3	103.6	103.7	103.8	104.2	104.3	104.5	104.5
5621	Waste collection	103.4	103.4	103.4	104.0	104.0	104.0	104.0	104.2	104.2	104.5	104.5	104.8	105.3
721	Accommodation (December 1996=100)	133.1	131.7	133.8	133.5	134.9	135.7	136.3	137.3	138.1	139.1	138.1	136.2	135.4

p = preliminary.

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

[1982 = 100]

Index	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Finished goods											
Total	127.9	131.3	131.8	130.7	133.0	138.0	140.7	138.9	143.3	148.5	155.7
Foods	129.0	133.6	134.5	134.3	135.1	137.2	141.3	140.1	145.9	152.6	155.6
Energy	78.1	83.2	83.4	75.1	78.8	94.1	96.8	88.8	102.0	113.0	132.7
Other	140.0	142.0	142.4	143.7	146.1	148.0	150.0	150.2	150.5	152.7	156.4
Intermediate materials, supplies, and components											
Total	124.9	125.7	125.6	123.0	123.2	129.2	129.7	127.8	133.7	142.5	153.9
Foods	119.5	125.3	123.2	123.2	120.8	119.2	124.3	123.3	134.4	145.0	146.0
Energy	84.1	89.8	89.0	80.8	84.3	101.7	104.1	95.9	111.9	123.1	149.1
Other	135.2	134.0	134.2	133.5	133.1	136.6	136.4	135.8	138.5	146.5	154.5
Crude materials for further processing											
Total	102.7	113.8	111.1	96.8	98.2	120.6	121.3	108.1	135.3	159.0	182.1
Foods	105.8	121.5	112.2	103.9	98.7	100.2	106.2	99.5	113.5	126.9	122.6
Energy	69.4	85.0	87.3	68.6	78.5	122.1	122.8	102.0	147.5	174.7	233.8
Other	105.8	105.7	103.5	84.5	91.1	118.0	101.8	101.0	116.8	149.0	176.8

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

[2000 = 100]

Category	2005		2006										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
ALL COMMODITIES	107.6	107.7	108.5	108.6	108.8	109.6	110.4	111.2	111.6	112.1	111.7	111.4	111.9
Foods, feeds, and beverages	122.5	121.9	122.8	121.9	121.7	121.0	122.0	125.6	128.5	129.5	128.8	130.2	135.8
Agricultural foods, feeds, and beverages	122.4	121.7	122.8	121.6	121.5	120.8	121.9	125.7	128.9	129.8	129.1	130.9	137.4
Nonagricultural (fish, beverages) food products	123.2	123.6	122.7	124.2	123.2	122.5	122.9	125.0	125.6	126.9	126.0	124.5	122.4
Industrial supplies and materials	127.4	127.9	129.9	130.6	131.3	133.9	136.5	138.8	139.2	141.2	139.5	137.3	138.0
Agricultural industrial supplies and materials	117.7	117.4	116.9	117.2	116.8	117.2	116.4	117.3	116.6	118.8	118.1	117.8	120.0
Fuels and lubricants	163.1	163.4	172.0	169.7	173.5	187.0	194.9	196.3	199.0	207.2	191.1	177.5	182.5
Nonagricultural supplies and materials, excluding fuel and building materials	125.0	125.7	127.0	128.1	128.5	129.8	132.0	134.7	134.9	136.0	136.3	135.5	135.5
Selected building materials	106.1	106.5	107.2	108.4	108.5	108.6	109.0	109.8	109.8	110.1	110.0	110.5	110.5
Capital goods	97.6	97.7	98.1	98.1	98.2	98.4	98.4	98.4	98.5	98.3	98.5	98.7	98.8
Electric and electrical generating equipment	103.4	103.6	103.7	104.0	104.4	104.5	104.6	104.8	104.8	104.9	105.1	105.9	106.0
Nonelectrical machinery	92.4	92.5	92.8	92.7	92.7	92.7	92.7	92.7	92.7	92.4	92.6	92.7	92.6
Automotive vehicles, parts, and engines	104.0	103.9	104.1	104.2	104.4	104.6	104.7	104.9	105.1	105.1	105.2	105.3	105.3
Consumer goods, excluding automotive	102.0	101.9	102.3	102.4	102.3	102.6	103.2	103.5	103.7	103.9	104.0	103.9	103.9
Nondurables, manufactured	101.6	101.6	102.3	102.5	102.4	102.7	103.0	103.3	103.6	103.7	103.8	103.6	103.8
Durables, manufactured	101.5	101.5	101.5	101.4	101.3	101.4	102.2	102.4	102.5	102.9	103.1	103.0	102.8
Agricultural commodities	121.6	121.0	121.7	120.8	120.7	120.2	120.9	124.1	126.5	127.7	127.1	128.4	134.0
Nonagricultural commodities	106.6	106.8	107.6	107.8	108.0	108.8	109.6	110.3	110.5	111.0	110.6	110.1	110.3

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

[2000 = 100]

Category	2005		2006										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
ALL COMMODITIES	112.3	112.3	113.7	112.8	112.7	115.1	117.2	117.3	118.2	118.8	116.2	113.3	113.9
Foods, feeds, and beverages	115.6	117.5	119.2	116.7	117.0	116.2	118.1	118.0	118.1	120.6	120.9	121.1	121.6
Agricultural foods, feeds, and beverages	124.6	127.2	129.7	125.4	125.4	124.6	127.1	126.8	126.5	129.9	130.4	130.9	132.1
Nonagricultural (fish, beverages) food products	95.3	95.9	95.8	97.2	98.3	97.6	98.1	98.5	99.4	99.8	99.8	99.2	98.1
Industrial supplies and materials	159.1	158.6	163.8	160.8	160.4	170.1	178.2	178.1	180.9	182.8	172.2	160.4	162.3
Fuels and lubricants	204.1	202.4	211.7	203.3	201.5	221.1	233.9	230.2	237.6	240.9	216.3	192.3	195.4
Petroleum and petroleum products	197.1	196.6	208.1	206.0	207.2	230.7	245.4	242.6	251.3	253.7	225.9	202.5	199.1
Paper and paper base stocks	105.8	106.1	106.7	107.5	107.7	109.3	110.4	111.3	111.9	112.9	113.1	113.0	113.2
Materials associated with nondurable supplies and materials	117.6	117.8	118.3	118.8	119.3	119.0	119.5	120.6	121.7	121.4	121.8	122.1	123.1
Selected building materials	116.0	116.9	118.5	118.5	118.0	118.1	120.0	117.2	116.8	115.2	115.8	112.1	110.8
Unfinished metals associated with durable goods	143.5	145.8	150.8	157.4	161.1	165.4	180.2	193.2	184.2	188.7	194.4	192.4	193.6
Nonmetals associated with durable goods	100.9	100.5	100.9	101.0	100.8	101.0	101.0	101.1	101.2	101.5	101.3	101.5	101.6
Capital goods	91.1	91.0	91.1	91.1	91.1	91.0	91.0	91.2	91.3	91.3	91.3	91.3	91.4
Electric and electrical generating equipment	99.2	99.3	99.8	100.0	100.1	100.3	100.9	102.1	102.2	102.1	102.7	102.6	103.0
Nonelectrical machinery	88.3	88.1	88.1	88.0	88.0	87.8	87.7	87.8	87.9	87.9	87.8	87.8	87.9
Automotive vehicles, parts, and engines	103.7	103.6	103.4	103.5	103.5	103.6	103.7	103.9	104.1	104.1	104.1	104.3	104.3
Consumer goods, excluding automotive	99.5	99.6	99.8	99.9	99.6	99.5	99.7	99.8	100.3	100.4	100.5	100.6	100.7
Nondurables, manufactured	102.8	102.7	103.1	102.9	102.8	102.6	102.5	102.6	103.0	103.0	103.0	102.9	103.1
Durables, manufactured	95.9	96.2	96.3	96.5	96.3	96.4	96.9	97.0	97.5	97.7	97.8	98.0	98.1
Nonmanufactured consumer goods	100.0	101.2	101.6	101.4	98.2	98.4	98.4	98.6	99.7	100.1	100.5	101.8	101.7

46. U.S. international price Indexes for selected categories of services

[2000 = 100, unless indicated otherwise]

Category	2004		2005				2006		
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
Air freight (inbound)	118.7	125.1	126.3	125.6	127.5	124.6	124.6	129.2	127.7
Air freight (outbound)	100.7	104.7	103.8	107.2	112.4	112.0	113.5	117.2	116.3
Inbound air passenger fares (Dec. 2003 = 100)	110.1	112.5	114.5	116.1	118.3	108.5	110.5	121.0	122.2
Outbound air passenger fares (Dec. 2003 = 100))	114.2	105.4	105.0	120.5	120.1	110.8	110.6	128.7	121.1
Ocean liner freight (inbound)	120.3	122.7	121.3	128.5	127.9	126.8	125.4	114.9	113.9

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

[1992 = 100]

Item	2003		2004				2005				2006		
	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
Business													
Output per hour of all persons	130.8	130.3	131.4	132.8	133.0	133.5	134.5	134.9	136.6	136.7	138.2	138.6	138.6
Compensation per hour	152.5	153.6	154.4	155.8	157.5	160.1	161.6	162.0	165.2	166.5	171.9	174.6	176.3
Real compensation per hour	118.4	118.9	118.5	118.3	119.1	120.0	120.4	119.5	120.3	120.3	123.6	124.0	124.3
Unit labor costs	116.6	117.9	117.5	117.3	118.5	119.9	120.1	120.0	121.0	121.8	124.4	126.0	127.2
Unit nonlabor payments	120.2	119.5	122.9	126.2	125.5	125.8	127.9	130.0	131.1	132.3	130.2	130.1	129.1
Implicit price deflator	118.0	118.5	119.5	120.6	121.1	122.1	123.0	123.7	124.7	125.7	126.6	127.5	127.9
Nonfarm business													
Output per hour of all persons	130.1	129.9	130.5	132.2	132.2	132.4	133.5	134.3	135.8	135.8	137.2	137.6	137.6
Compensation per hour	151.7	152.9	153.4	154.8	156.6	158.7	160.4	161.0	164.1	165.3	170.6	173.4	175.0
Real compensation per hour	117.8	118.4	117.8	117.6	118.3	118.9	119.5	118.9	119.5	119.4	122.6	123.1	123.3
Unit labor costs	116.6	117.7	117.6	117.2	118.4	119.9	120.1	119.9	120.9	121.7	124.4	126.0	127.2
Unit nonlabor payments	121.5	120.5	123.6	126.8	126.6	127.0	129.4	131.8	133.1	134.3	132.2	132.3	131.1
Implicit price deflator	118.4	118.7	119.8	120.7	121.4	122.5	123.5	124.3	125.3	126.4	127.3	128.3	128.6
Nonfinancial corporations													
Output per hour of all employees	135.7	136.6	137.6	138.6	140.5	141.0	142.8	144.5	145.6	146.7	150.6	150.7	–
Compensation per hour	150.8	152.0	151.8	153.2	155.0	157.1	158.6	159.3	162.4	163.6	168.5	171.2	–
Real compensation per hour	117.1	117.7	116.5	116.4	117.1	117.7	118.2	117.6	118.3	118.2	121.1	121.5	–
Total unit costs	111.0	110.9	110.0	110.2	110.0	110.8	110.9	110.2	111.9	111.3	110.9	112.5	–
Unit labor costs	111.1	111.3	110.4	110.5	110.3	111.4	111.1	110.2	111.6	111.5	111.9	113.6	–
Unit nonlabor costs	110.8	110.0	109.1	109.3	109.2	109.3	110.3	110.2	112.6	110.5	108.3	109.6	–
Unit profits	112.9	117.8	131.2	139.2	142.3	142.4	148.5	159.0	149.9	159.6	172.9	165.9	–
Unit nonlabor payments	111.4	112.1	115.0	117.3	118.1	118.2	120.5	123.3	122.6	123.6	125.6	124.6	–
Implicit price deflator	111.2	111.6	111.9	112.8	112.9	113.7	114.2	114.6	115.3	115.6	116.5	117.3	–
Manufacturing													
Output per hour of all persons	163.0	162.6	161.8	163.3	164.0	166.1	168.1	169.7	171.2	173.2	174.8	176.0	178.5
Compensation per hour	159.4	162.0	157.5	159.8	163.0	165.5	166.1	167.8	170.7	170.9	176.3	178.0	179.3
Real compensation per hour	123.7	125.4	120.8	121.4	123.2	124.0	123.7	123.8	124.3	123.4	126.7	126.4	126.4
Unit labor costs	97.7	99.6	97.3	97.8	99.4	99.6	98.8	98.9	99.7	98.7	100.9	101.2	100.4

NOTE: Dash indicates data not available.

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

[2000 = 100, unless otherwise indicated]

Item	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Private business													
Productivity:													
Output per hour of all persons	86.4	87.3	87.5	90.1	91.8	94.4	97.2	100.0	102.8	107.0	111.2	115.0	118.0
Output per unit of capital services	102.9	104.4	103.3	103.5	103.7	103.0	102.0	100.0	96.3	95.2	96.4	98.6	98.9
Multifactor productivity	93.0	93.7	93.5	95.1	96.0	97.5	98.7	100.0	100.2	101.8	104.7	107.7	109.6
Output	73.2	76.8	79.2	82.8	87.2	91.5	96.2	100.0	100.5	102.0	105.5	110.6	115.0
Inputs:													
Labor input	82.5	86.2	88.7	90.5	94.1	96.3	98.9	100.0	98.6	97.3	97.2	98.7	100.1
Capital services	71.2	73.6	76.6	80.0	84.1	88.8	94.3	100.0	104.4	107.1	109.4	112.1	116.3
Combined units of labor and capital input	78.7	82.0	84.7	87.1	90.8	93.9	97.5	100.0	100.3	100.2	100.8	102.7	104.9
Capital per hour of all persons	84.0	83.6	84.7	87.1	88.5	91.6	95.3	100.0	106.8	112.3	115.3	116.6	119.3
Private nonfarm business													
Productivity:													
Output per hour of all persons	86.8	87.8	88.3	90.7	92.1	94.7	97.3	100.0	102.7	106.9	111.1	114.9	–
Output per unit of capital services	103.9	105.2	104.3	104.2	104.1	103.4	102.3	100.0	96.3	95.1	96.3	98.6	–
Multifactor productivity	93.5	94.3	94.3	95.6	96.3	97.7	98.8	100.0	100.1	101.8	104.6	107.7	–
Output	73.2	76.7	79.3	82.8	87.2	91.5	96.3	100.0	100.5	102.1	105.5	110.6	–
Inputs:													
Labor input	82.2	85.6	88.1	90.1	93.7	96.0	98.9	100.0	98.7	97.3	97.3	98.9	–
Capital services	70.5	72.9	76.0	79.5	83.7	88.5	94.2	100.0	104.5	107.3	109.6	112.3	–
Combined units of labor and capital input	78.3	81.4	84.1	86.6	90.5	93.7	97.5	100.0	100.4	100.2	100.9	102.8	–
Capital per hour of all persons	83.6	83.5	84.7	87.0	88.5	91.5	95.2	100.0	106.7	112.4	115.4	116.6	–
Manufacturing [1996 = 100]													
Productivity:													
Output per hour of all persons	90.2	93.0	96.5	100.0	103.8	108.9	114.0	118.3	119.7	–	–	–	–
Output per unit of capital services	96.9	99.7	100.6	100.0	101.4	101.7	101.7	101.0	95.1	–	–	–	–
Multifactor productivity	95.1	97.3	99.2	100.0	103.1	105.7	108.7	111.3	110.3	–	–	–	–
Output	88.3	92.9	96.9	100.0	105.6	110.5	114.7	117.4	112.1	–	–	–	–
Inputs:													
Hours of all persons	97.8	99.9	100.4	100.0	101.7	101.5	100.7	99.2	93.6	–	–	–	–
Capital services	91.1	93.2	96.4	100.0	104.1	108.7	112.8	116.2	117.9	–	–	–	–
Energy	96.6	99.9	102.3	100.0	97.5	100.6	102.9	104.3	98.9	–	–	–	–
Nonenergy materials	86.5	90.3	93.1	100.0	101.9	107.5	107.9	106.9	105.5	–	–	–	–
Purchased business services	92.9	96.0	100.4	100.0	103.9	103.1	105.4	106.5	97.7	–	–	–	–
Combined units of all factor inputs	92.8	95.5	97.7	100.0	102.4	104.6	105.5	105.5	101.6	–	–	–	–

NOTE: Dash indicates data not available.

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

[1992 = 100]

Item	1960	1970	1980	1990	1997	1998	1999	2000	2001	2002	2003	2004	2005
Business													
Output per hour of all persons	48.9	66.3	79.2	94.4	106.5	109.4	112.7	115.9	118.8	123.6	128.6	133.1	136.6
Compensation per hour	13.9	23.6	54.1	90.6	113.0	119.8	125.6	134.4	140.0	144.9	150.7	157.8	165.8
Real compensation per hour	60.8	78.8	89.1	96.2	100.5	105.1	107.9	111.8	113.3	115.4	117.3	119.6	121.6
Unit labor costs	28.4	35.6	68.4	96.0	106.1	109.5	111.5	116.0	117.8	117.2	117.1	118.5	121.4
Unit nonlabor payments	24.9	31.5	61.3	93.7	113.8	110.0	109.4	107.3	110.0	114.2	118.7	123.9	127.5
Implicit price deflator	27.1	34.1	65.8	95.1	109.0	109.7	110.7	112.7	114.9	116.1	117.7	120.6	123.7
Nonfarm business													
Output per hour of all persons	51.9	68.0	80.6	94.5	106.4	109.3	112.4	115.5	118.3	123.1	128.0	132.4	136.0
Compensation per hour	14.5	23.7	54.4	90.4	112.8	119.5	125.1	133.9	139.2	144.2	149.9	156.7	164.7
Real compensation per hour	63.3	79.2	89.5	96.1	100.3	104.8	107.4	111.3	112.6	114.8	116.6	118.8	120.8
Unit labor costs	27.9	34.9	67.5	95.7	106.0	109.3	111.3	115.9	117.6	117.1	117.1	118.4	121.1
Unit nonlabor payments	24.3	31.2	60.4	93.5	114.5	111.0	111.0	108.8	111.6	116.1	120.0	124.8	129.2
Implicit price deflator	26.6	33.5	64.9	94.9	109.1	109.9	111.1	113.3	115.4	116.7	118.2	120.7	124.1
Nonfinancial corporations													
Output per hour of all employees	56.2	69.8	80.8	95.4	109.9	113.5	117.3	121.5	123.5	128.2	133.7	139.1	145.9
Compensation per hour	16.2	25.7	57.2	91.1	111.7	118.1	123.5	131.9	137.3	142.0	147.6	153.6	161.8
Real compensation per hour	70.8	85.9	94.1	96.8	99.4	103.6	106.1	109.7	111.0	113.0	114.9	116.4	118.7
Total unit costs	27.3	35.6	69.2	96.0	101.1	102.9	104.0	107.4	111.6	110.7	110.5	110.4	110.1
Unit labor costs	28.8	36.9	70.8	95.5	101.7	104.1	105.3	108.6	111.2	110.7	110.4	110.4	110.9
Unit nonlabor costs	23.3	32.2	64.9	97.3	99.7	99.5	100.4	104.2	112.6	110.8	110.8	110.2	107.9
Unit profits	50.2	44.4	66.9	96.9	154.3	137.0	129.1	108.7	82.2	98.0	116.5	137.7	158.1
Unit nonlabor payments	30.5	35.4	65.5	97.2	114.3	109.5	108.0	105.4	104.5	107.4	112.3	117.6	121.3
Implicit price deflator	29.4	36.4	69.0	96.1	105.9	105.9	106.2	107.5	108.9	109.6	111.0	112.8	114.4
Manufacturing													
Output per hour of all persons	–	–	–	92.9	118.0	123.8	128.3	134.4	137.1	146.2	154.4	163.0	171.2
Compensation per hour	–	–	–	90.5	112.2	118.8	123.4	134.7	137.9	147.8	160.1	163.8	174.6
Real compensation per hour	–	–	–	96.1	99.8	104.2	106.0	112.0	111.5	117.7	124.6	124.1	128.2
Unit labor costs	–	–	–	97.4	95.1	95.9	96.2	100.3	100.6	101.1	103.7	100.5	102.2
Unit nonlabor payments	–	–	–	100.4	109.7	103.9	104.7	106.1	104.8	103.0	–	–	–
Implicit price deflator	–	–	–	99.2	104.2	100.8	101.5	103.9	103.2	102.3	–	–	–

Dash indicates data not available.

50. Annual indexes of output per hour for selected NAICS industries, 1987–2005

[1997=100]

NAICS	Industry	1987	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
	Mining													
21	Mining	85.5	85.1	101.7	101.3	100.0	103.6	111.4	111.2	109.1	113.9	116.2	107.2	–
211	Oil and gas extraction	80.1	75.7	95.3	98.1	100.0	101.2	107.9	119.4	121.6	124.0	130.3	112.4	–
212	Mining, except oil and gas	69.8	79.3	94.0	96.0	100.0	104.6	105.9	106.8	109.0	111.4	114.0	115.4	–
2121	Coal mining	58.4	68.1	88.2	94.9	100.0	106.5	110.3	115.8	114.4	112.2	113.1	112.8	–
2122	Metal ore mining	71.2	79.9	98.5	95.3	100.0	109.5	112.7	124.4	131.8	142.4	146.3	139.4	–
2123	Nonmetallic mineral mining and quarrying	88.5	92.3	97.3	97.1	100.0	101.3	101.2	96.2	99.3	103.6	108.1	112.5	–
	Utilities													
2211	Power generation and supply	65.6	71.1	88.5	95.2	100.0	103.7	103.5	107.0	106.4	102.9	105.1	107.5	–
2212	Natural gas distribution	67.8	71.4	89.0	96.0	100.0	99.0	102.7	113.2	110.1	115.4	114.1	118.6	–
	Manufacturing													
3111	Animal food	83.6	91.5	93.8	86.1	100.0	109.0	110.9	109.7	131.4	142.7	137.0	149.4	–
3112	Grain and oilseed milling	81.1	88.6	98.7	90.0	100.0	107.5	116.1	113.1	119.5	122.4	123.9	129.9	–
3113	Sugar and confectionery products	87.6	89.5	93.2	97.8	100.0	103.5	106.5	109.9	108.6	108.0	112.5	116.3	–
3114	Fruit and vegetable preserving and specialty	92.4	87.6	98.3	98.8	100.0	107.1	109.5	111.8	121.4	126.6	122.6	126.0	–
3115	Dairy products	82.7	91.1	97.6	97.8	100.0	100.0	93.6	95.9	97.1	104.9	110.6	106.8	–
3116	Animal slaughtering and processing	97.4	94.3	99.0	94.2	100.0	100.0	101.2	102.6	103.7	107.3	106.8	108.9	–
3117	Seafood product preparation and packaging	123.1	119.7	110.3	118.0	100.0	120.2	131.6	140.5	153.0	169.8	173.3	158.7	–
3118	Bakeries and tortilla manufacturing	100.9	94.5	100.7	97.3	100.0	103.8	108.6	108.3	109.9	110.7	111.1	114.3	–
3119	Other food products	97.5	92.5	104.1	105.1	100.0	107.8	111.4	112.6	106.2	112.0	118.7	118.5	–
3121	Beverages	77.1	87.6	103.2	102.0	100.0	99.0	90.7	90.8	92.7	99.8	107.9	111.5	–
3122	Tobacco and tobacco products	71.9	79.1	97.3	98.4	100.0	98.5	91.0	95.9	98.2	67.0	78.7	82.3	–
3131	Fiber, yarn, and thread mills	66.5	74.4	91.9	98.9	100.0	102.1	103.9	101.3	109.1	133.3	148.8	150.8	–
3132	Fabric mills	68.0	75.3	95.5	98.1	100.0	104.2	110.0	110.1	110.3	125.4	136.8	139.1	–
3133	Textile and fabric finishing mills	91.3	82.0	84.3	85.0	100.0	101.2	102.2	104.4	108.5	119.8	125.2	121.0	–
3141	Textile furnishings mills	91.2	88.0	92.3	93.8	100.0	99.3	99.1	104.5	103.1	105.5	114.4	120.7	–
3149	Other textile product mills	92.2	91.4	95.9	97.2	100.0	96.7	107.6	108.9	103.1	105.3	104.5	117.7	–
3151	Apparel knitting mills	76.2	86.2	109.3	122.1	100.0	96.1	101.4	108.9	105.6	112.0	106.4	92.7	–
3152	Cut and sew apparel	69.8	70.1	85.2	90.6	100.0	102.3	114.6	119.8	119.5	104.0	117.3	110.9	–
3159	Accessories and other apparel	97.8	101.3	112.1	112.6	100.0	109.0	99.2	98.3	105.2	76.1	78.9	73.3	–
3161	Leather and hide tanning and finishing	79.8	64.6	79.7	91.2	100.0	100.0	104.8	115.1	114.9	83.2	80.9	83.8	–
3162	Footwear	76.7	78.1	96.5	103.7	100.0	102.1	117.3	122.3	130.7	102.7	103.2	101.1	–
3169	Other leather products	99.4	102.9	74.4	80.3	100.0	113.2	105.8	113.4	109.1	95.1	101.3	129.0	–
3211	Sawmills and wood preservation	77.6	79.4	90.4	95.9	100.0	100.3	104.7	105.4	108.8	114.5	121.3	117.3	–
3212	Plywood and engineered wood products	99.8	102.9	101.5	101.1	100.0	105.2	98.8	98.9	105.3	110.5	107.3	101.8	–
3219	Other wood products	103.2	105.5	99.8	100.5	100.0	101.1	104.6	103.1	104.9	114.4	114.4	119.4	–
3221	Pulp, paper, and paperboard mills	81.7	84.0	98.4	95.4	100.0	102.5	111.1	116.3	119.9	133.1	141.4	145.4	–
3222	Converted paper products	89.0	90.1	97.2	97.7	100.0	102.5	100.1	101.1	100.5	105.7	109.6	112.5	–
3231	Printing and related support activities	97.7	97.6	98.8	99.9	100.0	100.6	102.8	104.6	105.3	110.2	111.2	114.0	–
3241	Petroleum and coal products	72.1	76.1	89.9	93.5	100.0	102.2	107.1	113.5	112.1	118.0	119.3	123.2	–
3251	Basic chemicals	94.6	93.4	91.3	89.4	100.0	102.7	115.7	117.5	108.8	123.7	136.1	148.7	–
3252	Resin, rubber, and artificial fibers	77.4	76.4	95.4	93.1	100.0	106.0	109.8	109.8	106.2	123.1	122.2	123.3	–
3253	Agricultural chemicals	80.4	85.8	89.9	91.7	100.0	98.8	87.4	92.1	90.0	99.2	108.2	115.6	–
3254	Pharmaceuticals and medicines	87.3	91.3	95.9	100.0	100.0	93.8	95.7	95.6	99.5	96.7	100.6	104.2	–
3255	Paints, coatings, and adhesives	89.3	87.1	92.3	99.1	100.0	100.1	100.3	100.8	105.6	108.9	115.3	119.4	–
3256	Soap, cleaning compounds, and toiletries	84.4	84.8	96.1	97.3	100.0	98.0	93.0	102.8	106.0	124.0	118.0	127.7	–
3259	Other chemical products and preparations	75.4	77.8	93.5	94.0	100.0	99.2	109.3	119.7	110.4	120.9	123.1	118.8	–
3261	Plastics products	83.1	85.2	94.5	96.6	100.0	104.2	109.9	112.3	114.6	123.8	129.4	130.6	–
3262	Rubber products	75.5	83.5	92.9	94.2	100.0	99.4	100.2	101.7	102.3	107.1	110.9	112.0	–
3271	Clay products and refractories	86.9	89.4	97.4	102.4	100.0	101.2	102.7	102.9	98.4	99.7	103.5	109.3	–
3272	Glass and glass products	82.3	79.1	87.5	94.7	100.0	101.4	106.7	108.2	102.8	107.4	114.9	113.7	–
3273	Cement and concrete products	93.6	96.6	99.7	102.0	100.0	105.1	105.9	101.6	98.0	102.4	108.2	102.0	–
3274	Lime and gypsum products	88.2	85.4	90.0	93.7	100.0	114.9	104.4	98.5	101.8	98.5	106.7	103.4	–
3279	Other nonmetallic mineral products	83.0	79.5	91.4	96.0	100.0	99.0	95.6	96.6	98.6	106.0	112.6	107.8	–
3311	Iron and steel mills and ferroalloy production	64.8	70.2	90.0	94.1	100.0	101.3	104.8	106.0	104.4	124.9	130.3	157.7	–
3312	Steel products from purchased steel	79.7	84.4	100.6	100.5	100.0	100.6	93.8	96.4	97.9	96.8	93.9	94.1	–
3313	Alumina and aluminum production	90.5	90.7	95.9	95.4	100.0	101.5	103.5	96.6	96.2	124.4	126.7	136.8	–
3314	Other nonferrous metal production	96.8	96.3	102.7	105.9	100.0	111.3	108.4	102.3	99.5	107.7	120.2	120.9	–
3315	Foundries	81.8	86.6	93.1	96.0	100.0	101.2	104.5	103.6	107.4	116.7	116.3	123.7	–
3321	Forging and stamping	85.4	89.0	93.9	97.4	100.0	103.5	110.9	121.1	120.7	125.0	133.2	140.1	–
3322	Cutlery and hand tools	86.3	85.4	97.2	103.8	100.0	99.9	108.0	105.9	110.3	113.6	113.4	111.8	–
3323	Architectural and structural metals	88.7	87.9	93.3	93.9	100.0	101.0	102.0	100.7	101.7	106.2	109.0	103.7	–
3324	Boilers, tanks, and shipping containers	86.0	90.1	97.3	100.7	100.0	100.0	96.5	94.2	94.4	105.7	108.5	99.9	–
3325	Hardware	88.7	84.8	97.2	102.2	100.0	100.5	105.2	114.3	113.5	115.4	125.3	123.6	–
3326	Spring and wire products	82.2	85.2	99.0	102.4	100.0	110.6	111.4	112.6	111.9	129.3	139.4	134.4	–
3327	Machine shops and threaded products	76.9	79.2	98.3	99.8	100.0	99.6	104.2	108.2	108.8	115.1	115.9	113.0	–

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

[1997=100]

NAICS	Industry	1987	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
3328	Coating, engraving, and heat treating metals	75.5	81.3	102.2	101.7	100.0	100.9	101.0	105.5	107.3	116.3	118.5	125.5	–
3329	Other fabricated metal products	91.0	86.5	96.3	98.2	100.0	101.9	99.6	99.9	96.7	106.5	111.6	111.4	–
3331	Agriculture, construction, and mining machinery	74.6	83.3	95.4	95.7	100.0	103.3	94.3	100.3	100.3	103.6	116.1	126.7	–
3332	Industrial machinery	75.1	81.6	97.1	98.5	100.0	95.1	105.8	130.0	105.8	117.6	117.0	125.0	–
3333	Commercial and service industry machinery	86.9	95.6	103.6	107.2	100.0	105.9	109.8	100.9	94.3	97.6	104.5	106.1	–
3334	HVAC and commercial refrigeration equipment	84.0	90.6	96.4	97.2	100.0	106.2	110.2	107.9	110.8	118.6	130.0	130.4	–
3335	Metalworking machinery	85.1	86.5	99.2	97.5	100.0	99.1	100.3	106.1	103.3	112.9	115.4	117.1	–
3336	Turbine and power transmission equipment	80.2	85.9	91.3	98.0	100.0	105.0	110.8	114.9	126.9	130.8	143.0	124.0	–
3339	Other general purpose machinery	83.5	86.8	94.0	94.9	100.0	103.7	106.0	113.7	110.5	118.1	128.3	124.0	–
3341	Computer and peripheral equipment	11.0	14.7	49.9	72.6	100.0	140.4	195.8	234.9	252.0	298.9	375.4	431.7	–
3342	Communications equipment	39.8	48.4	74.4	84.5	100.0	107.1	135.4	164.1	152.9	128.3	143.2	143.5	–
3343	Audio and video equipment	61.7	77.0	141.6	106.1	100.0	105.4	119.6	126.3	128.4	149.9	170.7	242.8	–
3344	Semiconductors and electronic components	17.0	21.9	63.8	83.1	100.0	125.8	173.9	232.4	230.4	263.9	324.4	362.4	–
3345	Electronic instruments	70.2	78.5	97.9	97.6	100.0	102.3	106.7	116.7	119.3	118.4	125.7	141.7	–
3346	Magnetic media manufacturing and reproduction	85.7	83.7	105.0	103.1	100.0	106.4	108.9	105.8	99.8	110.4	126.1	140.3	–
3351	Electric lighting equipment	91.1	88.2	91.9	95.8	100.0	104.4	102.7	102.0	106.7	112.3	111.6	120.4	–
3352	Household appliances	73.3	76.5	91.8	91.9	100.0	105.3	103.9	117.2	124.7	133.0	147.5	157.6	–
3353	Electrical equipment	68.7	73.6	98.0	100.4	100.0	100.2	98.7	99.4	101.0	101.8	103.2	110.2	–
3359	Other electrical equipment and components	78.7	76.0	92.0	96.3	100.0	105.2	113.8	119.1	112.7	114.4	116.5	116.2	–
3361	Motor vehicles	75.4	85.6	88.5	91.0	100.0	113.4	122.6	109.7	110.0	126.0	140.7	142.0	–
3362	Motor vehicle bodies and trailers	85.0	75.9	97.4	98.5	100.0	102.9	103.1	98.8	88.7	105.4	109.8	108.2	–
3363	Motor vehicle parts	78.7	76.0	92.3	93.0	100.0	105.0	110.0	112.3	114.8	130.4	136.9	138.3	–
3364	Aerospace products and parts	86.5	89.1	94.9	98.9	100.0	120.2	120.0	103.2	116.7	118.1	124.3	116.8	–
3365	Railroad rolling stock	55.6	77.6	81.8	80.8	100.0	103.3	116.5	118.5	126.1	145.9	139.8	126.1	–
3366	Ship and boat building	95.5	99.6	93.1	93.5	100.0	99.3	112.0	121.9	121.5	131.0	133.9	136.8	–
3369	Other transportation equipment	73.7	62.9	94.1	101.5	100.0	111.5	113.8	132.4	140.2	150.9	163.7	168.7	–
3371	Household and institutional furniture	85.2	88.2	97.2	99.8	100.0	102.2	103.1	101.9	105.5	112.1	115.1	118.2	–
3372	Office furniture and fixtures	85.8	82.2	84.9	86.3	100.0	100.0	98.2	100.2	98.0	115.8	126.6	129.5	–
3379	Other furniture-related products	86.3	88.9	94.8	97.6	100.0	106.9	102.0	99.5	105.0	110.2	110.0	121.1	–
3391	Medical equipment and supplies	76.3	82.9	96.6	100.5	100.0	108.7	110.4	114.6	119.3	131.2	141.1	143.4	–
3399	Other miscellaneous manufacturing	85.4	90.5	95.9	99.7	100.0	102.0	105.0	113.6	111.7	118.1	124.6	125.8	–
	Wholesale trade													
42	Wholesale trade	73.2	79.8	94.0	97.1	100.0	103.4	110.9	116.2	118.0	123.8	127.9	134.7	135.5
423	Durable goods	62.3	67.5	90.1	94.7	100.0	106.9	118.9	124.6	128.3	139.7	145.5	159.8	164.8
4231	Motor vehicles and parts	74.5	78.6	94.6	96.1	100.0	106.4	120.4	116.6	119.9	133.4	137.8	144.0	153.0
4232	Furniture and furnishings	80.5	90.1	102.7	103.2	100.0	99.9	102.3	112.4	110.5	116.0	123.9	129.8	127.2
4233	Lumber and construction supplies	109.1	108.4	101.6	103.9	100.0	105.4	109.3	107.6	116.4	123.9	133.2	138.9	131.5
4234	Commercial equipment	28.0	34.2	74.5	88.1	100.0	124.8	160.3	179.0	213.4	261.0	288.1	332.2	359.1
4235	Metals and minerals	101.7	103.1	105.2	102.3	100.0	100.9	94.0	93.9	94.4	96.3	97.8	108.9	105.0
4236	Electric goods	42.8	50.3	83.8	89.2	100.0	105.9	127.4	152.7	147.4	159.4	165.9	194.7	201.8
4237	Hardware and plumbing	82.2	88.0	99.2	99.2	100.0	101.8	104.3	103.7	100.5	102.6	104.0	107.7	105.9
4238	Machinery and supplies	74.1	81.5	90.0	94.3	100.0	104.3	102.9	105.5	102.8	100.3	103.1	111.9	118.2
4239	Miscellaneous durable goods	89.8	90.5	99.5	101.0	100.0	100.8	113.7	114.7	116.8	124.6	119.5	134.8	135.7
424	Nondurable goods	91.0	98.9	98.5	99.2	100.0	99.1	100.8	105.1	105.1	105.8	110.7	113.5	114.2
4241	Paper and paper products	85.6	81.0	95.4	95.0	100.0	98.4	100.1	100.9	104.6	116.6	119.7	131.1	144.9
4242	Druggists' goods	70.7	80.6	94.8	99.5	100.0	94.2	93.1	85.9	84.9	89.8	100.5	106.4	112.0
4243	Apparel and piece goods	86.3	99.3	90.6	97.0	100.0	103.6	105.1	108.8	115.2	122.8	125.9	130.8	144.1
4244	Grocery and related products	87.9	96.2	103.9	100.4	100.0	101.1	101.0	102.4	101.8	98.6	104.3	103.2	101.5
4245	Farm product raw materials	81.6	79.4	87.4	89.2	100.0	94.3	101.6	105.1	102.1	98.1	98.2	109.1	100.5
4246	Chemicals	90.4	101.1	98.7	98.7	100.0	97.1	93.3	87.9	85.3	89.1	91.9	90.1	88.1
4247	Petroleum	83.8	109.3	100.6	106.9	100.0	88.5	102.9	138.1	140.6	153.6	155.9	167.0	152.8
4248	Alcoholic beverages	99.3	110.0	101.5	101.2	100.0	106.5	105.6	108.4	106.4	106.8	107.9	103.0	108.9
4249	Miscellaneous nondurable goods	111.2	109.0	99.8	101.2	100.0	105.4	106.8	115.0	111.9	106.1	109.1	119.7	126.7
425	Electronic markets and agents and brokers	64.3	74.3	95.4	100.4	100.0	103.3	110.9	119.3	117.8	117.8	111.8	107.4	98.1
	Retail trade													
44-45	Retail trade	79.1	81.4	94.0	97.6	100.0	105.7	112.7	116.1	120.1	125.6	131.6	138.0	142.7
441	Motor vehicle and parts dealers	78.3	82.7	95.5	98.5	100.0	106.4	115.1	114.3	116.0	119.9	124.3	127.4	128.0
4411	Automobile dealers	79.2	84.1	95.8	98.3	100.0	106.5	116.3	113.7	115.5	117.2	119.5	124.7	123.4
4412	Other motor vehicle dealers	70.6	69.7	88.3	98.1	100.0	109.6	114.8	115.3	124.6	133.6	133.8	142.8	150.5
4413	Auto parts, accessories, and tire stores	71.8	79.0	95.2	97.8	100.0	105.1	107.6	108.4	101.3	107.7	115.1	110.3	118.6
442	Furniture and home furnishings stores	75.1	79.0	93.7	97.3	100.0	104.1	110.8	115.9	122.4	129.3	134.6	147.0	149.4
4421	Furniture stores	77.3	84.8	93.6	96.0	100.0	104.3	107.5	112.0	119.7	125.2	128.8	139.4	138.4
4422	Home furnishings stores	71.3	71.0	93.3	98.7	100.0	104.1	115.2	121.0	126.1	134.9	142.6	157.1	163.8
443	Electronics and appliance stores	38.0	47.7	87.8	93.5	100.0	122.6	150.6	173.7	196.7	233.5	292.7	334.7	365.1
444	Building material and garden supply stores	75.8	79.5	91.9	96.6	100.0	107.4	113.8	113.3	116.8	120.8	127.1	134.6	135.1

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

[1997=100]

NAICS	Industry	1987	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
4441	Building material and supplies dealers	77.6	81.6	93.4	97.1	100.0	108.3	115.3	115.1	116.7	121.3	127.5	134.0	134.6
4442	Lawn and garden equipment and supplies stores	66.9	69.0	83.9	93.8	100.0	102.3	105.5	103.1	118.4	118.3	125.7	140.2	139.4
445	Food and beverage stores	110.9	107.5	102.3	101.0	100.0	100.0	101.9	101.1	103.9	104.8	107.2	113.1	119.1
4451	Grocery stores	111.1	106.9	102.7	100.9	100.0	99.6	102.5	101.1	103.3	104.8	106.7	112.3	117.3
4452	Specialty food stores	138.5	127.2	102.9	101.0	100.0	100.5	96.4	98.5	108.2	105.3	112.2	121.1	137.4
4453	Beer, wine and liquor stores	94.7	98.7	95.4	101.7	100.0	105.9	100.3	107.0	108.3	111.4	118.4	129.9	147.6
446	Health and personal care stores	84.0	91.0	91.4	96.3	100.0	104.0	107.1	112.2	116.2	122.9	129.5	134.0	132.8
447	Gasoline stations	83.9	84.2	99.4	99.5	100.0	106.7	110.7	107.7	112.9	125.1	119.9	122.3	129.5
448	Clothing and clothing accessories stores	66.3	69.8	92.7	99.5	100.0	106.3	114.0	123.5	126.4	131.3	138.9	139.2	147.5
4481	Clothing stores	67.1	70.0	91.7	98.8	100.0	108.7	114.2	125.0	130.3	136.0	141.8	141.0	153.7
4482	Shoe stores	65.3	70.8	96.4	103.7	100.0	94.2	104.9	110.0	111.5	125.2	132.5	124.9	129.4
4483	Jewelry, luggage, and leather goods stores	64.5	68.1	94.1	98.8	100.0	108.7	122.5	130.5	123.9	118.7	132.9	144.5	137.2
451	Sporting goods, hobby, book, and music stores	74.4	82.1	95.0	95.9	100.0	107.9	114.0	121.1	127.1	127.5	131.3	151.1	164.2
4511	Sporting goods and musical instrument stores	70.5	79.5	94.7	95.1	100.0	111.6	119.3	127.8	132.4	132.7	136.7	160.1	172.8
4512	Book, periodical, and music stores	84.3	87.9	95.4	97.6	100.0	100.9	104.0	108.7	116.9	117.8	121.8	134.8	149.3
452	General merchandise stores	73.5	75.1	92.0	96.7	100.0	105.3	113.4	120.2	124.8	129.1	136.9	140.7	146.1
4521	Department stores	87.2	83.9	94.6	98.5	100.0	100.4	104.5	106.2	103.8	102.0	106.8	109.0	109.6
4529	Other general merchandise stores	54.8	61.2	87.2	93.8	100.0	114.7	131.0	147.3	164.7	179.3	188.8	192.9	203.5
453	Miscellaneous store retailers	65.1	69.5	88.8	94.8	100.0	108.9	111.3	114.1	112.6	119.1	126.1	131.2	142.0
4531	Florists	77.6	73.3	82.4	92.8	100.0	102.3	116.2	115.2	102.7	113.8	108.9	103.0	127.5
4532	Office supplies, stationery and gift stores	61.4	66.4	91.7	93.3	100.0	111.5	119.2	127.3	132.3	141.5	153.9	173.0	182.6
4533	Used merchandise stores	64.5	70.4	85.9	94.8	100.0	119.1	113.4	116.5	121.9	142.0	149.7	155.7	168.1
4539	Other miscellaneous store retailers	68.3	75.0	88.9	97.0	100.0	105.3	103.0	104.4	96.9	94.4	99.9	97.2	104.3
454	Nonstore retailers	50.7	54.7	79.8	91.4	100.0	114.3	128.9	152.2	163.6	182.1	195.5	216.1	222.3
4541	Electronic shopping and mail-order houses	39.4	43.4	72.5	85.5	100.0	120.2	142.6	160.2	179.6	212.7	243.6	272.8	284.2
4542	Vending machine operators	95.5	95.1	86.4	94.6	100.0	106.3	105.4	111.1	95.7	91.2	102.3	110.4	112.7
4543	Direct selling establishments	70.8	74.1	93.2	101.7	100.0	101.9	104.2	122.5	127.9	135.0	127.0	131.8	128.7
	Transportation and warehousing													
481	Air transportation	81.1	77.5	95.3	98.8	100.0	97.6	98.2	98.2	91.9	102.2	112.7	125.6	–
5E+05	Line-haul railroads	58.9	69.8	92.0	98.4	100.0	102.1	105.5	114.3	121.9	131.9	142.0	146.4	–
48412	General freight trucking, long-distance	85.7	89.2	95.8	95.3	100.0	99.4	99.1	101.9	103.2	107.0	110.7	109.8	–
48421	Used household and office goods moving	106.7	112.6	101.4	97.7	100.0	91.0	96.1	94.8	84.0	81.6	86.2	88.7	–
491	U.S. Postal service	90.9	94.2	97.7	96.7	100.0	101.6	102.8	105.5	106.3	106.4	107.8	110.1	–
492	Couriers and messengers	148.3	138.5	101.5	100.2	100.0	112.6	117.6	121.9	123.4	131.1	134.1	126.5	–
	Information													
5111	Newspaper, book, and directory publishers	105.9	96.3	92.7	92.5	100.0	103.9	104.1	107.7	105.8	104.7	109.6	107.0	–
5112	Software publishers	10.2	28.4	73.2	88.3	100.0	134.8	129.2	119.2	117.4	122.1	138.1	161.6	–
51213	Motion picture and video exhibition	90.7	109.2	99.4	98.9	100.0	99.8	101.8	106.5	101.6	99.8	100.6	103.9	–
515	Broadcasting, except internet	99.5	98.2	102.5	101.3	100.0	100.8	102.9	103.6	99.2	104.0	106.7	108.2	–
5151	Radio and television broadcasting	98.1	97.7	104.8	103.4	100.0	91.5	92.6	92.1	89.6	95.1	94.4	91.4	–
5152	Cable and other subscription programming	105.6	100.3	92.8	93.0	100.0	136.2	139.1	141.2	128.1	129.8	145.9	158.4	–
5171	Wired telecommunications carriers	56.9	66.0	87.6	96.5	100.0	107.7	116.7	122.7	116.7	124.1	130.2	131.3	–
5172	Wireless telecommunications carriers	75.6	70.4	90.0	101.7	100.0	110.5	145.2	152.8	191.9	217.9	242.5	288.7	–
5175	Cable and other program distribution	105.2	100.0	92.6	92.6	100.0	97.1	95.8	91.6	87.7	95.0	101.2	113.7	–
	Finance and insurance													
52211	Commercial banking	72.8	80.7	95.6	100.0	100.0	96.9	99.1	101.7	97.5	100.3	102.6	108.1	–
	Real estate and rental and leasing													
5E+05	Passenger car rental	90.5	88.5	100.2	109.0	100.0	100.0	112.2	111.9	112.2	114.1	120.4	118.3	–
53212	Truck, trailer and RV rental and leasing	60.6	68.8	88.7	96.9	100.0	115.1	120.4	119.9	114.4	112.6	113.7	134.5	–
53223	Video tape and disc rental	77.0	97.1	119.5	102.4	100.0	113.2	129.4	134.9	133.3	130.3	148.5	154.7	–
	Professional, scientific, and technical services													
5E+05	Tax preparation services	82.9	76.2	90.6	96.2	100.0	107.6	105.8	100.9	94.4	111.4	110.0	101.3	–
54181	Advertising agencies	95.9	107.9	102.5	103.4	100.0	89.2	97.9	107.5	106.9	112.9	120.7	133.0	–
5E+05	Photography studios, portrait	98.1	95.9	107.3	100.6	100.0	124.8	109.8	108.9	102.2	97.6	104.2	92.1	–
	Administrative and waste management													
56151	Travel agencies	89.3	94.6	93.0	100.1	100.0	111.4	115.5	119.4	115.2	127.6	147.3	167.7	–
56172	Janitorial services	70.1	87.0	90.4	96.4	100.0	95.6	99.0	101.4	102.5	106.0	119.2	117.5	–
	Assistance													
6215	Medical and diagnostic laboratories	-	-	90.8	94.5	100.0	118.8	124.8	131.9	135.4	137.6	141.0	141.1	–
6E+05	Medical laboratories	-	-	91.3	94.7	100.0	117.1	121.5	127.4	127.7	123.1	128.7	130.8	–
6E+05	Diagnostic imaging centers	-	-	89.8	94.1	100.0	121.4	129.7	139.9	148.6	163.3	160.3	154.3	–
	Accommodation and food services													
7211	Traveler accommodations	82.9	80.0	97.7	99.6	100.0	100.3	106.4	112.9	109.3	113.3	115.6	122.2	–
722	Food services and drinking places	96.0	102.4	100.3	99.1	100.0	101.0	100.9	103.5	103.8	104.4	106.3	107.1	108.8

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

[1997=100]

NAICS	Industry	1987	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
7221	Full-service restaurants	92.1	99.4	96.2	96.1	100.0	100.9	100.8	103.0	103.6	104.4	104.2	104.9	107.5
7222	Limited-service eating places	96.5	103.6	104.1	102.0	100.0	101.2	100.4	102.0	102.5	102.7	105.4	106.9	106.8
7223	Special food services	89.9	99.8	100.8	98.3	100.0	100.6	105.2	115.0	115.3	114.9	117.6	118.8	122.8
7224	Drinking places, alcoholic beverages	136.7	123.3	104.6	102.4	100.0	99.7	98.8	100.6	97.6	102.9	118.6	112.6	119.7
	Other services (except public administration)													
8111	Automotive repair and maintenance	85.9	89.9	103.2	99.8	100.0	103.6	106.0	109.4	108.9	103.6	104.0	112.1	-
81211	Hair, nail and skin care services	83.4	82.1	93.3	96.4	100.0	108.5	108.5	108.1	114.4	110.2	119.4	126.2	-
81221	Funeral homes and funeral services	103.7	98.4	102.4	98.6	100.0	106.8	103.3	94.8	91.8	94.6	95.7	93.3	-
8123	Drycleaning and laundry services	97.1	94.8	99.2	100.9	100.0	100.1	105.1	107.6	110.9	112.5	103.8	111.5	-
81292	Photofinishing	95.8	107.7	108.0	106.6	100.0	69.2	76.3	73.8	81.2	100.5	100.4	102.9	-

NOTE: Dash indicates data are not available.

51. Unemployment rates, approximating U.S. concepts, nine countries, seasonally adjusted

[Percent]

Country	2004	2005	2004				2005				2006		
			I	II	III	IV	I	II	III	IV	I	II	III
United States	5.5	5.1	5.7	5.6	5.5	5.4	5.2	5.1	5.0	5.0	4.7	4.7	4.7
Canada	6.4	6.0	6.6	6.5	6.3	6.4	6.2	6.0	6.0	5.8	5.7	5.5	5.6
Australia	5.5	5.1	5.7	5.6	5.6	5.2	5.1	5.1	5.1	5.2	5.2	5.0	4.8
Japan	4.8	4.5	4.9	4.7	4.8	4.6	4.6	4.4	4.4	4.5	4.3	4.1	-
France	9.8	9.7	9.8	9.8	9.8	9.8	9.9	9.8	9.7	9.5	9.4	9.0	-
Germany	10.3	11.2	10.2	10.3	10.4	10.5	11.4	11.4	11.2	10.9	10.8	10.6	10.3
Italy	8.1	7.8	8.3	8.1	8.0	8.0	7.9	7.9	7.7	7.6	7.3	7.1	-
Sweden	6.6	7.7	6.7	6.8	6.6	6.4	-	-	-	-	-	-	-
United Kingdom	4.8	4.8	4.8	4.8	4.7	4.7	4.7	4.8	4.8	5.1	5.3	5.5	-

NOTE: Dash indicates data not available.

Quarterly figures for 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.

There are breaks in series for Germany (2005) and Sweden (2005). For details on breaks in series, see the technical notes of the report *Comparative Civilian Labor Force Statistics, Ten Countries, 1960-2005* (Bureau of Labor Statistics, October 19, 2006), available on the Internet at **http://www.bls.gov/fls/flscomparelf.htm**.

For further qualifications and historical annual data, see the full report, also available at this site.

Monthly and quarterly unemployment rates, updated monthly, are available on the Internet at **ftp://ftp.bls.gov/pub/special.requests/ForeignLabor/flsjec.txt**.

52. Annual data: employment status of the working-age population, approximating U.S. concepts, 10 countries

[Numbers in thousands]

Employment status and country	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Civilian labor force											
United States	132,304	133,943	136,297	137,673	139,368	142,583	143,734	144,863	146,510	147,401	149,320
Canada	14,456	14,623	14,884	15,135	15,403	15,637	15,891	16,366	16,729	16,955	17,108
Australia	8,995	9,115	9,204	9,339	9,414	9,590	9,752	9,907	10,092	10,244	10,524
Japan	65,990	66,450	67,200	67,240	67,090	66,990	66,860	66,240	66,010	65,770	65,850
France	24,742	24,982	25,116	25,434	25,791	26,099	26,393	26,710	26,930	26,969	27,019
Germany	38,980	39,142	39,415	39,752	39,375	39,302	39,459	39,413	39,276	39,711	40,760
Italy	22,576	22,677	22,751	23,002	23,174	23,359	23,521	23,726	24,017	24,066	24,156
Netherlands	7,208	7,301	7,536	7,617	7,848	8,138	8,130	8,311	8,394	8,505	8,480
Sweden	4,460	4,459	4,418	4,402	4,430	4,489	4,530	4,544	4,567	4,576	4,693
United Kingdom	28,129	28,239	28,401	28,474	28,777	28,952	29,085	29,335	29,557	29,776	30,094
Participation rate[1]											
United States	66.6	66.8	67.1	67.1	67.1	67.1	66.8	66.6	66.2	66.0	66.0
Canada	64.8	64.7	65.0	65.3	65.8	65.8	65.9	66.7	67.3	67.3	67.0
Australia	64.5	64.6	64.3	64.3	64.0	64.4	64.4	64.4	64.6	64.7	65.4
Japan	62.9	63.0	63.2	62.8	62.4	62.0	61.6	60.8	60.3	60.0	60.0
France	55.5	55.7	55.6	56.0	56.4	56.6	56.8	57.0	57.1	56.7	56.5
Germany	57.1	57.1	57.3	57.7	56.9	56.7	56.7	56.4	56.0	56.4	57.6
Italy	47.3	47.3	47.3	47.6	47.9	48.1	48.2	48.5	49.1	49.0	48.7
Netherlands	58.8	59.2	60.8	61.1	62.6	64.4	63.9	64.9	65.2	65.7	65.4
Sweden	64.1	64.0	63.3	62.8	62.8	63.8	63.7	64.0	64.0	63.7	64.9
United Kingdom	62.4	62.4	62.5	62.5	62.8	62.9	62.7	62.9	63.0	63.0	63.1
Employed											
United States	124,900	126,708	129,558	131,463	133,488	136,891	136,933	136,485	137,736	139,252	141,730
Canada	13,210	13,338	13,637	13,973	14,331	14,681	14,866	15,223	15,579	15,861	16,080
Australia	8,256	8,364	8,444	8,618	8,762	8,989	9,091	9,271	9,481	9,677	9,987
Japan	63,900	64,200	64,900	64,450	63,920	63,790	63,460	62,650	62,510	62,640	62,910
France	21,955	22,036	22,176	22,597	23,080	23,714	24,167	24,311	24,337	24,330	24,392
Germany	35,780	35,637	35,508	36,059	36,042	36,236	36,350	36,018	35,615	35,604	36,185
Italy	20,032	20,122	20,167	20,368	20,615	20,971	21,357	21,663	21,969	22,106	22,268
Netherlands	6,730	6,858	7,163	7,321	7,595	7,908	7,947	8,079	8,083	8,118	8,078
Sweden	4,056	4,019	3,973	4,034	4,117	4,229	4,303	4,310	4,303	4,276	4,333
United Kingdom	25,691	25,941	26,413	26,686	27,051	27,368	27,599	27,812	28,073	28,358	28,637
Employment-population ratio[2]											
United States	62.9	63.2	63.8	64.1	64.3	64.4	63.7	62.7	62.3	62.3	62.7
Canada	59.3	59.1	59.6	60.4	61.3	62.0	61.9	62.4	63.0	63.3	63.4
Australia	59.2	59.3	59.0	59.3	59.6	60.3	60.1	60.3	60.7	61.2	62.1
Japan	60.9	60.9	61.0	60.2	59.4	59.0	58.4	57.5	57.1	57.1	57.3
France	49.2	49.1	49.1	49.7	50.4	51.4	52.0	51.9	51.6	51.2	51.0
Germany	52.4	52.0	51.6	52.3	52.1	52.2	52.2	51.5	50.8	50.6	51.2
Italy	42.0	42.0	41.9	42.2	42.6	43.2	43.8	44.3	44.9	45.0	44.9
Netherlands	54.9	55.6	57.8	58.7	60.6	62.6	62.5	63.1	62.8	62.7	62.3
Sweden	58.3	57.7	56.9	57.6	58.4	60.1	60.5	60.7	60.3	59.5	59.9
United Kingdom	57.0	57.3	58.2	58.5	59.1	59.4	59.5	59.6	59.8	60.0	60.0
Unemployed											
United States	7,404	7,236	6,739	6,210	5,880	5,692	6,801	8,378	8,774	8,149	7,591
Canada	1,246	1,285	1,248	1,162	1,072	956	1,026	1,143	1,150	1,093	1,028
Australia	739	751	759	721	652	602	661	636	611	567	537
Japan	2,100	2,250	2,300	2,790	3,170	3,200	3,400	3,590	3,500	3,130	2,940
France	2,787	2,946	2,940	2,837	2,711	2,385	2,226	2,399	2,593	2,639	2,627
Germany	3,200	3,505	3,907	3,693	3,333	3,065	3,110	3,396	3,661	4,107	4,575
Italy	2,544	2,555	2,584	2,634	2,559	2,388	2,164	2,062	2,048	1,960	1,889
Netherlands	478	443	374	296	253	230	183	232	311	387	402
Sweden	404	440	445	368	313	260	227	234	264	300	361
United Kingdom	2,439	2,298	1,987	1,788	1,726	1,584	1,486	1,524	1,484	1,417	1,458
Unemployment rate											
United States	5.6	5.4	4.9	4.5	4.2	4.0	4.7	5.8	6.0	5.5	5.1
Canada	8.6	8.8	8.4	7.7	7.0	6.1	6.5	7.0	6.9	6.4	6.0
Australia	8.2	8.2	8.3	7.7	6.9	6.3	6.8	6.4	6.1	5.5	5.1
Japan	3.2	3.4	3.4	4.1	4.7	4.8	5.1	5.4	5.3	4.8	4.5
France	11.3	11.8	11.7	11.2	10.5	9.1	8.4	9.0	9.6	9.8	9.7
Germany	8.2	9.0	9.9	9.3	8.5	7.8	7.9	8.6	9.3	10.3	11.2
Italy	11.3	11.3	11.4	11.5	11.0	10.2	9.2	8.7	8.5	8.1	7.8
Netherlands	6.6	6.1	5.0	3.9	3.2	2.8	2.2	2.8	3.7	4.6	4.7
Sweden	9.1	9.9	10.1	8.4	7.1	5.8	5.0	5.1	5.8	6.6	7.7
United Kingdom	8.7	8.1	7.0	6.3	6.0	5.5	5.1	5.2	5.0	4.8	4.8

[1] Labor force as a percent of the working-age population.

[2] Employment as a percent of the working-age population.

NOTE: There are breaks in series for the United States (1997, 1998, 1999, 2000, 2003, 2004), Australia (2001), Germany (1999, 2005), and Sweden (2005). For details on breaks in series, see the technical notes of the report *Comparative Civilian Labor Force Statistics, Ten Countries, 1960-2005* (Bureau of Labor Statistics, October 19, 2006), available on the Internet at **http://www.bls.gov/fls/flscomparelf.htm**. For further qualifications and historical annual data, see the full report, also available at this site.

53. Annual indexes of manufacturing productivity and related measures, 15 economies

[1992 = 100]

Measure and economy	1980	1990	1991	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Output per hour																
United States	68.4	93.5	96.3	102.7	108.1	112.1	116.8	121.7	130.2	136.7	147.7	149.2	165.0	176.8	186.3	195.7
Canada	74.2	93.4	95.3	105.8	110.8	112.4	109.7	117.0	120.7	124.5	129.8	127.4	129.8	130.6	135.9	143.7
Australia	69.4	91.6	96.6	105.8	104.9	105.5	112.8	114.7	117.6	118.9	127.1	130.7	135.2	140.7	139.7	142.4
Japan	63.6	94.4	99.0	101.7	103.3	111.0	116.1	120.7	120.4	124.9	131.7	128.9	133.1	142.3	150.4	154.1
Korea	–	82.7	92.7	108.3	118.1	129.7	142.6	160.8	179.3	199.4	216.4	214.8	235.8	252.2	281.2	305.1
Taiwan	49.1	89.8	96.8	101.3	105.2	112.9	121.5	126.5	132.7	140.9	148.4	155.1	166.7	171.7	179.9	191.4
Belgium	65.4	96.8	99.1	102.5	108.4	113.2	116.0	125.7	126.9	124.6	129.3	130.7	136.9	141.0	145.5	149.7
Denmark	82.3	98.5	99.7	100.3	112.7	112.7	109.0	117.7	117.1	119.0	123.2	123.4	124.2	124.7	125.8	125.8
France	60.5	92.7	96.4	101.2	109.4	116.0	116.7	125.8	132.6	138.7	148.2	150.7	157.4	164.2	170.0	176.7
Germany	77.2	99.0	98.3	101.0	108.5	110.2	113.3	120.0	120.4	123.4	132.0	135.4	137.0	142.4	149.0	156.9
Italy	75.5	97.7	97.0	102.8	107.6	111.1	112.5	113.3	112.5	112.5	116.0	116.2	114.2	111.3	112.4	112.4
Netherlands	69.1	98.7	99.0	102.0	113.1	117.3	120.5	121.2	124.5	129.3	138.5	139.2	143.4	146.4	153.7	160.0
Norway	77.9	98.1	98.2	99.6	99.6	100.7	102.5	102.0	99.9	103.6	106.6	109.8	112.8	122.6	128.8	132.5
Sweden	73.1	94.6	95.5	107.3	118.2	125.1	130.2	142.0	150.7	164.1	176.8	172.6	190.7	204.5	224.6	235.4
United Kingdom	57.3	90.1	94.3	102.8	105.4	103.7	102.8	104.1	105.6	110.9	117.9	121.8	125.1	130.6	137.9	141.4
Output																
United States	73.6	98.2	96.8	104.2	112.2	117.3	121.6	129.0	137.7	143.7	152.7	144.2	148.2	151.0	158.2	164.5
Canada	85.0	106.0	99.0	105.9	114.1	119.6	119.6	127.7	134.0	145.5	159.6	153.2	154.5	154.4	161.6	165.1
Australia	89.8	104.1	100.9	103.5	109.0	108.4	111.7	114.7	117.7	117.3	122.9	122.2	127.7	130.2	130.0	129.9
Japan	60.8	97.1	102.0	96.3	94.9	98.9	103.0	106.1	99.2	99.9	105.1	99.3	97.5	102.7	107.5	108.7
Korea	28.6	88.1	96.0	105.1	117.1	130.8	139.2	146.0	134.5	163.7	191.5	195.7	210.5	222.2	246.8	264.1
Taiwan	45.4	91.0	96.4	100.9	106.9	112.7	118.7	125.5	129.5	139.0	149.2	138.1	148.3	155.9	170.6	180.5
Belgium	78.2	101.0	100.7	97.0	101.4	104.2	105.6	112.5	114.1	113.3	118.3	118.3	119.1	118.1	120.8	120.3
Denmark	92.3	101.7	100.3	97.0	107.5	112.7	107.5	116.3	117.2	118.2	122.5	122.5	119.0	114.6	111.7	111.7
France	80.0	97.7	99.2	95.9	100.6	106.2	106.3	113.3	119.0	123.1	128.7	130.0	129.9	132.3	134.5	136.5
Germany	85.3	99.1	102.4	92.0	94.9	94.0	92.0	96.1	97.2	98.2	104.8	106.6	104.6	105.7	110.6	113.9
Italy	81.0	100.5	100.2	97.6	104.1	109.1	107.8	109.6	109.9	109.6	112.9	111.8	110.4	107.8	108.6	106.3
Netherlands	76.9	99.0	99.8	97.7	104.5	108.2	109.8	111.3	115.1	119.4	127.4	127.2	127.2	125.8	127.8	128.1
Norway	104.9	101.4	99.0	101.7	104.6	107.3	110.3	114.2	113.7	113.6	112.8	112.3	112.2	115.6	121.0	124.1
Sweden	90.7	110.1	104.1	101.9	117.5	132.5	137.1	147.6	159.5	173.9	189.7	185.6	196.4	203.6	223.6	229.3
United Kingdom	87.3	105.3	100.1	101.4	106.2	107.9	108.6	110.6	111.3	112.3	115.0	113.5	110.5	110.7	113.0	111.7
Total hours																
United States	107.5	105.0	100.5	101.4	103.8	104.6	104.2	106.0	105.7	105.1	103.4	96.6	89.8	85.4	84.9	84.0
Canada	114.6	113.5	103.9	100.1	103.0	106.4	109.0	109.1	111.0	116.9	122.9	120.2	119.0	118.2	118.9	114.8
Australia	129.3	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	93.0	91.2
Japan	95.5	102.9	103.1	94.7	91.9	89.1	88.8	87.9	82.4	79.9	79.8	77.1	73.3	72.2	71.5	70.5
Korea	–	106.4	103.6	97.1	99.2	100.9	97.6	90.8	75.0	82.1	88.5	91.1	89.3	88.1	87.8	86.5
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	94.9	94.3
Belgium	119.7	104.3	101.5	94.7	93.6	92.0	91.1	89.6	89.9	90.9	91.4	90.5	87.0	83.8	83.0	80.4
Denmark	112.1	103.3	100.6	96.8	95.4	100.0	98.6	98.8	100.1	99.4	99.4	99.3	95.8	91.9	88.8	88.8
France	132.3	105.5	102.9	94.8	91.9	91.6	91.0	90.1	89.7	88.7	86.8	86.3	82.5	80.6	79.1	77.2
Germany	110.5	100.1	104.1	91.1	87.5	85.3	81.2	80.1	80.7	79.6	79.4	78.7	76.4	74.3	74.2	72.6
Italy	107.4	102.9	103.3	95.0	96.8	98.2	95.8	96.7	97.7	97.4	97.3	96.2	96.7	96.8	96.6	94.5
Netherlands	111.2	100.3	100.8	95.8	92.4	92.3	91.1	91.8	92.4	92.3	91.9	91.4	88.7	85.9	83.2	80.0
Norway	134.7	103.4	100.8	102.1	105.0	106.6	107.6	112.0	113.7	109.6	105.9	102.3	99.4	94.3	94.0	93.7
Sweden	124.0	116.4	109.0	94.9	99.4	105.9	105.3	103.9	105.9	106.0	107.3	107.5	103.0	99.6	99.6	97.4
United Kingdom	152.3	116.9	106.2	98.7	100.8	104.0	105.7	106.3	105.4	101.2	97.5	93.2	88.3	84.8	81.9	79.0
Hourly compensation (national currency basis)																
United States	55.9	90.5	95.6	102.0	105.3	107.3	109.3	112.2	118.7	123.4	134.7	137.9	147.8	158.2	161.4	168.8
Canada	47.9	88.5	95.0	102.0	103.9	106.5	107.4	111.7	115.8	116.6	118.9	122.7	126.2	130.5	131.6	138.2
Australia	–	86.3	94.0	105.9	103.9	112.7	122.3	124.0	127.7	132.2	138.9	147.7	154.7	164.5	167.8	177.6
Japan	58.6	90.6	96.5	102.7	104.7	108.3	109.1	112.7	115.6	115.5	114.9	116.4	117.2	114.6	115.1	117.0
Korea	–	68.0	85.5	115.9	133.1	161.6	188.1	204.5	222.7	223.9	239.1	246.7	271.6	285.0	325.5	345.6
Taiwan	29.6	85.2	93.5	105.9	111.1	120.2	128.2	132.1	137.1	139.6	142.3	151.4	145.0	147.3	144.0	149.5
Belgium	52.5	90.1	97.3	104.8	106.1	109.2	111.1	115.5	117.3	118.8	120.9	127.3	132.8	136.7	138.9	144.8
Denmark	44.5	93.6	97.8	102.4	106.0	108.2	112.6	116.5	119.6	122.6	125.0	130.9	136.5	142.5	146.7	150.1
France	37.1	88.5	93.9	104.3	108.0	110.7	112.5	116.3	117.2	121.0	127.0	130.6	137.4	141.4	144.7	148.7
Germany	53.6	89.4	91.4	106.2	111.0	117.0	122.5	124.9	126.7	129.6	136.3	140.6	144.1	147.2	148.0	150.6
Italy	30.4	87.6	94.2	105.7	107.3	112.0	120.0	124.1	123.3	125.6	128.7	133.5	136.9	140.6	145.1	149.5
Netherlands	60.5	89.8	94.8	104.5	109.0	112.1	114.6	117.6	122.4	126.5	132.8	138.9	146.8	152.8	158.0	163.2
Norway	39.0	92.3	97.5	101.5	104.4	109.2	113.6	118.7	125.7	133.0	140.5	148.9	156.7	163.3	167.6	173.4
Sweden	37.3	87.8	95.5	97.4	99.8	106.8	115.2	121.0	125.6	130.3	136.8	143.8	151.7	159.2	162.6	169.2
United Kingdom	35.8	88.8	99.8	103.2	104.7	106.5	107.0	110.9	120.0	127.3	134.4	140.0	148.1	154.9	162.2	169.1

See notes at end of table.

53. Continued— Annual indexes of manufacturing productivity and related measures, 15 economies

Measure and economy	1980	1990	1991	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Unit labor costs (national currency basis)																
United States	81.8	96.8	99.2	99.3	97.4	95.7	93.6	92.2	91.2	90.3	91.2	92.4	89.6	89.5	86.7	86.3
Canada	64.6	94.8	99.7	96.5	93.8	94.7	97.9	95.5	95.9	93.7	91.6	96.3	97.2	99.9	96.8	96.2
Australia	–	94.2	97.3	100.1	99.1	106.8	108.4	108.1	108.5	111.1	109.3	113.0	114.4	116.9	120.1	124.7
Japan	92.1	95.9	97.4	101.0	101.4	97.6	94.0	93.4	96.1	92.5	87.3	90.3	88.0	80.5	76.5	75.9
Korea	44.4	82.1	92.2	107.0	112.7	124.6	131.9	127.1	124.2	112.3	110.5	114.8	115.2	113.0	115.8	113.3
Taiwan	60.3	94.9	96.5	104.6	105.6	106.5	105.5	104.5	103.4	99.1	95.9	97.6	87.0	85.8	80.1	78.1
Belgium	80.3	93.0	98.1	102.3	97.9	96.4	95.8	91.9	92.4	95.4	93.5	97.4	97.0	97.0	95.4	96.8
Denmark	54.1	95.0	98.1	102.2	94.1	96.0	103.3	98.9	102.1	103.0	101.4	106.1	109.9	114.3	116.6	119.3
France	61.3	95.5	97.4	103.1	98.7	95.4	96.4	92.4	88.3	87.3	85.7	86.7	87.3	86.1	85.1	84.1
Germany	69.4	90.3	93.0	105.2	102.4	106.2	108.2	104.1	105.2	105.1	103.3	103.8	105.1	103.4	99.3	96.0
Italy	40.3	89.7	97.1	102.9	99.8	100.8	106.6	109.5	109.6	111.7	110.9	114.9	119.8	126.3	129.2	133.0
Netherlands	87.6	91.1	95.7	102.4	96.4	95.6	95.1	97.1	98.3	97.8	95.9	99.8	102.4	104.3	102.8	102.0
Norway	50.0	94.1	99.2	101.9	104.8	108.4	110.8	116.4	125.7	128.3	131.9	135.6	138.8	133.3	130.2	130.9
Sweden	51.0	92.9	100.0	90.8	84.4	85.3	88.5	85.2	83.3	79.4	77.4	83.3	79.5	77.9	72.4	71.9
United Kingdom	62.4	98.5	105.9	100.4	99.4	102.7	104.1	106.5	113.6	114.8	114.0	115.0	118.4	118.6	117.6	119.6
Unit labor costs (U.S. dollar basis)																
United States	81.8	96.8	99.2	99.3	97.4	95.7	93.6	92.2	91.2	90.3	91.2	92.4	89.6	89.5	86.7	86.3
Canada	66.7	98.1	105.2	90.4	83.0	83.4	86.7	83.3	78.1	76.2	74.5	75.1	74.8	86.2	89.9	95.9
Australia	–	100.1	103.1	92.6	98.6	107.6	115.4	109.3	92.9	97.5	86.4	79.5	84.6	103.7	120.3	129.3
Japan	51.5	83.9	91.8	115.3	125.8	131.7	109.6	97.8	93.0	103.1	102.6	94.2	89.1	88.1	89.7	87.4
Korea	57.3	90.7	98.2	104.2	109.6	126.5	128.6	105.3	69.6	74.0	76.7	69.7	72.3	74.4	79.3	86.8
Taiwan	42.1	88.7	90.8	99.6	100.4	101.1	96.7	91.3	77.5	77.2	77.2	72.6	63.4	62.7	60.4	61.2
Belgium	88.3	89.5	92.3	95.1	94.2	105.2	99.4	82.5	81.8	81.0	68.8	69.5	73.1	87.5	94.6	96.0
Denmark	57.9	92.7	92.5	95.1	89.4	103.5	107.6	90.4	92.0	89.0	75.6	76.9	84.2	104.9	117.5	120.1
France	76.9	92.8	91.3	96.3	94.2	101.3	99.7	83.8	79.3	75.0	63.8	62.6	66.6	78.7	85.5	84.5
Germany	59.6	87.3	87.5	99.3	98.6	115.8	112.2	93.8	93.4	89.4	76.2	74.2	79.4	93.5	98.6	95.4
Italy	58.0	92.2	96.4	80.6	76.3	76.2	85.2	79.2	77.7	75.7	65.1	65.5	72.1	91.0	102.2	105.4
Netherlands	77.5	87.9	90.0	96.9	93.2	104.8	99.2	87.4	87.2	83.2	70.7	71.3	77.3	94.3	102.1	101.3
Norway	62.9	93.5	95.0	89.1	92.3	106.4	106.6	102.1	103.5	102.2	93.0	93.7	108.1	117.0	120.0	126.3
Sweden	70.2	91.3	96.3	67.8	63.7	69.6	76.9	64.9	61.1	55.9	49.1	46.9	47.6	56.2	57.4	56.0
United Kingdom	82.2	99.5	106.0	85.3	86.2	91.8	92.0	98.8	106.6	105.1	97.8	93.7	100.7	109.7	122.0	123.3

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.

54. 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 SECTOR[5]													
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 fishing[5]													
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.

54. Continued—Occupational injury and illness rates by industry,[1] United States

Industry and type of case[2]	Incidence rates per 100 workers [3]												
	1989 [1]	1990	1991	1992	1993 [4]	1994 [4]	1995 [4]	1996 [4]	1997 [4]	1998 [4]	1999 [4]	2000 [4]	2001 [4]
Nondurable goods:													
Total cases	11.6	11.7	11.5	11.3	10.7	10.5	9.9	9.2	8.8	8.2	7.8	7.8	6.8
Lost workday cases	5.5	5.6	5.5	5.3	5.0	5.1	4.9	4.6	4.4	4.3	4.2	4.2	3.8
Lost workdays	107.8	116.9	119.7	121.8	–	–	–	–	–	-	–	–	–
Food and kindred products:													
Total cases	18.5	20.0	19.5	18.8	17.6	17.1	16.3	15.0	14.5	13.6	12.7	12.4	10.9
Lost workday cases	9.3	9.9	9.9	9.5	8.9	9.2	8.7	8.0	8.0	7.5	7.3	7.3	6.3
Lost workdays	174.7	202.6	207.2	211.9	–	–	–	–	–	-	–	–	–
Tobacco products:													
Total cases	8.7	7.7	6.4	6.0	5.8	5.3	5.6	6.7	5.9	6.4	5.5	6.2	6.7
Lost workday cases	3.4	3.2	2.8	2.4	2.3	2.4	2.6	2.8	2.7	3.4	2.2	3.1	4.2
Lost workdays	64.2	62.3	52.0	42.9	–	–	–	–	–	-	–	–	–
Textile mill products:													
Total cases	10.3	9.6	10.1	9.9	9.7	8.7	8.2	7.8	6.7	7.4	6.4	6.0	5.2
Lost workday cases	4.2	4.0	4.4	4.2	4.1	4.0	4.1	3.6	3.1	3.4	3.2	3.2	2.7
Lost workdays	81.4	85.1	88.3	87.1	–	–	–	–	–	–	–	–	–
Apparel and other textile products:													
Total cases	8.6	8.8	9.2	9.5	9.0	8.9	8.2	7.4	7.0	6.2	5.8	6.1	5.0
Lost workday cases	3.8	3.9	4.2	4.0	3.8	3.9	3.6	3.3	3.1	2.6	2.8	3.0	2.4
Lost workdays	80.5	92.1	99.9	104.6	–	–	–	–	–	-	–	–	–
Paper and allied products:													
Total cases	12.7	12.1	11.2	11.0	9.9	9.6	8.5	7.9	7.3	7.1	7.0	6.5	6.0
Lost workday cases	5.8	5.5	5.0	5.0	4.6	4.5	4.2	3.8	3.7	3.7	3.7	3.4	3.2
Lost workdays	132.9	124.8	122.7	125.9	–	–	–	–	–	–	–	–	–
Printing and publishing:													
Total cases	6.9	6.9	6.7	7.3	6.9	6.7	6.4	6.0	5.7	5.4	5.0	5.1	4.6
Lost workday cases	3.3	3.3	3.2	3.2	3.1	3.0	3.0	2.8	2.7	2.8	2.6	2.6	2.4
Lost workdays	63.8	69.8	74.5	74.8	–	–	–	–	–	–	–	–	–
Chemicals and allied products:													
Total cases	7.0	6.5	6.4	6.0	5.9	5.7	5.5	4.8	4.8	4.2	4.4	4.2	4.0
Lost workday cases	3.2	3.1	3.1	2.8	2.7	2.8	2.7	2.4	2.3	2.1	2.3	2.2	2.1
Lost workdays	63.4	61.6	62.4	64.2	–	–	–	–	–	–	–	–	–
Petroleum and coal products:													
Total cases	6.6	6.6	6.2	5.9	5.2	4.7	4.8	4.6	4.3	3.9	4.1	3.7	2.9
Lost workday cases	3.3	3.1	2.9	2.8	2.5	2.3	2.4	2.5	2.2	1.8	1.8	1.9	1.4
Lost workdays	68.1	77.3	68.2	71.2	–	–	–	–	–	–	–	–	–
Rubber and miscellaneous plastics products:													
Total cases	16.2	16.2	15.1	14.5	13.9	14.0	12.9	12.3	11.9	11.2	10.1	10.7	8.7
Lost workday cases	8.0	7.8	7.2	6.8	6.5	6.7	6.5	6.3	5.8	5.8	5.5	5.8	4.8
Lost workdays	147.2	151.3	150.9	153.3	–	–	–	–	–	–	–	–	–
Leather and leather products:													
Total cases	13.6	12.1	12.5	12.1	12.1	12.0	11.4	10.7	10.6	9.8	10.3	9.0	8.7
Lost workday cases	6.5	5.9	5.9	5.4	5.5	5.3	4.8	4.5	4.3	4.5	5.0	4.3	4.4
Lost workdays	130.4	152.3	140.8	128.5	–	–	–	–	–	–	–	–	–
Transportation and public utilities													
Total cases	9.2	9.6	9.3	9.1	9.5	9.3	9.1	8.7	8.2	7.3	7.3	6.9	6.9
Lost workday cases	5.3	5.5	5.4	5.1	5.4	5.5	5.2	5.1	4.8	4.3	4.4	4.3	4.3
Lost workdays	121.5	134.1	140.0	144.0	–	–	–	–	–	–	–	–	–
Wholesale and retail trade													
Total cases	8.0	7.9	7.6	8.4	8.1	7.9	7.5	6.8	6.7	6.5	6.1	5.9	6.6
Lost workday cases	3.6	3.5	3.4	3.5	3.4	3.4	3.2	2.9	3.0	2.8	2.7	2.7	2.5
Lost workdays	63.5	65.6	72.0	80.1	–	–	–	–	–	–	–	–	–
Wholesale trade:													
Total cases	7.7	7.4	7.2	7.6	7.8	7.7	7.5	6.6	6.5	6.5	6.3	5.8	5.3
Lost workday cases	4.0	3.7	3.7	3.6	3.7	3.8	3.6	3.4	3.2	3.3	3.3	3.1	2.8
Lost workdays	71.9	71.5	79.2	82.4	–	–	–	–	–	–	–	–	–
Retail trade:													
Total cases	8.1	8.1	7.7	8.7	8.2	7.9	7.5	6.9	6.8	6.5	6.1	5.9	5.7
Lost workday cases	3.4	3.4	3.3	3.4	3.3	3.3	3.0	2.8	2.9	2.7	2.5	2.5	2.4
Lost workdays	60.0	63.2	69.1	79.2	–	–	–	–	–	–	–	–	–
Finance, insurance, and real estate													
Total cases	2.0	2.4	2.4	2.9	2.9	2.7	2.6	2.4	2.2	.7	1.8	1.9	1.8
Lost workday cases	.9	1.1	1.1	1.2	1.2	1.1	1.0	.9	.9	.5	.8	.8	.7
Lost workdays	17.6	27.3	24.1	32.9	–	–	–	–	–	–	–	–	–
Services													
Total cases	5.5	6.0	6.2	7.1	6.7	6.5	6.4	6.0	5.6	5.2	4.9	4.9	4.6
Lost workday cases	2.7	2.8	2.8	3.0	2.8	2.8	2.8	2.6	2.5	2.4	2.2	2.2	2.2
Lost workdays	51.2	56.4	60.0	68.6	–	–	–	–	–	–	–	–	–

[1] Data for 1989 and subsequent years are based on the *Standard Industrial Classification Manual*, 1987 Edition. For this reason, they are not strictly comparable with data for the years 1985–88, which were based on the *Standard Industrial Classification Manual*, 1972 Edition, 1977 Supplement.

[2] Beginning with the 1992 survey, the annual survey measures only nonfatal injuries and illnesses, while past surveys covered both fatal and nonfatal incidents. To better address fatalities, a basic element of workplace safety, BLS implemented the Census of Fatal Occupational Injuries.

[3] The incidence rates represent the number of injuries and illnesses or lost workdays per 100 full-time workers and were calculated as (N/EH) X 200,000, where:
N = number of injuries and illnesses or lost workdays;
EH = total hours worked by all employees during the calendar year; and
200,000 = base for 100 full-time equivalent workers (working 40 hours per week, 50 weeks per year).

[4] Beginning with the 1993 survey, lost workday estimates will not be generated. As of 1992, BLS began generating percent distributions and the median number of days away from work by industry and for groups of workers sustaining similar work disabilities.

[5] Excludes farms with fewer than 11 employees since 1976.

NOTE: Dash indicates data not available.

55. 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 attacts.

[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 subcategories not shown separately. Percentages may not add to totals because of rounding.

Change Comes to the National Compensation Survey Locality Wage Bulletins

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Originally Posted: January 24, 2007

The National Compensation Survey publishes annual wage bulletins for 78 areas nationwide. The current releases reflect the new occupation and industry classification systems, include small establishments, and reflect a revised method of adjusting for non-response.

The National Compensation Survey (NCS) is an integrated survey program that provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. Products include the Employment Cost Index (ECI), a major economic indicator providing an index of the change in employer costs for wages and benefits; the Employer Costs for Employee Compensation (ECEC), which shows employer costs per hour for wages and benefits; NCS benefits publications, which show the incidence of specific benefits and give data on provisions of benefit plans; and the wage releases, which detail occupational wages in specific localities as well as for the Nation and the 9 census divisions.

The locality pay portion of the National Compensation Survey program publishes occupational wage estimates for 78 metropolitan areas plus several nonmetropolitan areas each year. Between 1997 and August 2006, the locality wage publications classified occupations under the Occupational Classification System (OCS), based on the 1990 Census of Population, and identified establishments by the 1987 Standard Industrial Classification (SIC) system.

The locality wage publications have recently undergone a number of major changes.[1] Beginning with the bulletins published in September 2006, the new releases reflect the following:

1. The 2000 Standard Occupational Classification (SOC) system
2. The 2002 North American Industry Classification System (NAICS)
3. An expanded scope of establishments
4. Imputation for temporary nonresponse situations
5. Benchmarking of estimated employment
6. Redesigned tables

New Classification Systems

The U.S. Office of Management and Budget has mandated that all Federal statistical agencies adopt the 2000 Standard Occupational Classification (SOC) system[2] and the 2002 version of the North American Industry Classification System (NAICS).[3]

The 2000 SOC system defines more than 800 detailed occupations and is designed to reflect the current occupational structure in the United States better than previous occupational systems. Detailed occupations are combined into broad occupations, broad occupations are combined into minor groups, and minor groups are then combined into major groups. This design of several levels of aggregation is intended to meet the widely varying needs of data users.

Locality wage bulletins publish all detailed and broad occupational wage estimates that meet Bureau of Labor Statistics publication criteria, as well as the wage estimates for some minor groups and all of the major groups. In addition, some tables present wage data for high-level aggregations and intermediate aggregations, as defined in the 2000 SOC Manual.[4]

The NAICS was cooperatively developed by the United States, Mexico, and Canada so that the three countries could share data and measure economic activity on a standardized basis. Starting with the September 2006 publications, NAICS classifications are being used to apply establishment weights in the locality wage surveys, replacing the 1987 Standard Industrial Classification (SIC) system. Also, establishment sample selection is currently based on NAICS. Because only one-

fifth of the NCS sample is replaced each year, some older sample members had been selected under the SIC system.[5] The locality wage bulletins include tables providing wage data for selected NAICS sectors or aggregations.

Expanded Scope

Previous locality wage bulletins included data collected only from private industry and local government establishments employing 50 or more workers and from State government establishments employing 1 or more workers. Starting with the September 2006 bulletins, the minimum establishment size for private industry has been 1 or more workers.[6] This change was made to provide a better representation of the economy. As a result of including establishments with 1 to 49 workers, the number of civilian workers and the number of establishments represented in the survey are greatly increased. For example, for Pittsburgh, Pennsylvania, a comparison of the December 2004 survey to the December 2005 survey shows that the number of workers represented by the survey nearly doubled (increasing from 561,000 to 1,049,100) and the number of establishments represented by the survey increased by a factor of more than 14 (from 3,528 to 52,234).[7]

Caution should be used when comparing wage estimations between surveys with the old and new scope. Private industry establishments employing 1 to 49 workers often pay their workers less than establishments employing 50 or more workers, and including these small establishments may create lower wage estimations. For example, the December 2004 survey in Pittsburgh showed an average hourly rate for all workers of $18.33, and the December 2005 survey showed an average hourly rate for all workers of $17.81, after the scope of the survey was broadened to include establishments having 1 to 49 workers.

Imputation For Temporary Nonresponse Of Establishments

For the first time, the locality wage program is imputing data for temporary nonresponse situations.[8] The National Compensation Survey is voluntary, and a company official may refuse to participate in the initial survey or may be unwilling or unable to update previously collected data during a subsequent contact. For those situations where previous wage data cannot be updated, an estimate for the missing data is imputed[9] using information obtained from similar establishments and occupations. This is the same process used to update missing data for the Employment Cost Index (ECI).[10]

Benchmarking Of Estimated Employment

Post stratification, also known as benchmarking, has been introduced to adjust survey sample weights so that these weights reflect the current count of employment by industry. Initial weights are derived when the sample of establishments are selected, reflecting employment distribution by industry at that time. Those weights may be up to 7 years old for the oldest panel of five sample rotation panels at the time of publication. Benchmarking adjusts those weights to reflect the employment distribution by industry for the reference date of the data.

New Tables

In addition to presenting wage data classified according to the SOC, the former locality wage tables have been redesigned and reordered, as follows:

- The work level tables have been moved to the front of the bulletin. One unique aspect of the NCS locality wage program is that it publishes data for up to 15 work levels per occupation.[11]
- New tables combine work levels into four bands, which combine levels 1 through 4, levels 5 through 8, levels 9 through 12, and levels 13 through 15. The publication of combined levels is intended to make the wage estimates more useful to compensation analysts.
- Hourly, weekly, and annual average wages for full-time workers are now presented in a single table.
- Tables present detailed occupational data by size of establishment--specifically, those with fewer than 100 workers and those with 100 or more workers.

Locality wage bulletins also publish hourly wage percentiles to describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles. Another set of tables present wage data for union and nonunion workers and for time and incentive workers at high-level SOC aggregations.[12]

Future Changes

The National Compensation Survey program's annual national bulletin *Occupational Wages in the United States* is scheduled to switch to SOC and NAICS in summer 2007. In addition to publishing new tables similar to those published in the locality wage bulletins, the national bulletin will present wage estimates for metropolitan and nonmetropolitan areas, not-for-profit establishments, hospitals, and first-, second-, and third-line supervisors. The 2007 census division publications will also change accordingly.

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Notes

1 The 2006 wage releases for the Nation and the 9 census divisions, scheduled for publication in 2007, will include all changes made for the locality wage publications. Since the 1999 surveys, the wage releases for the Nation and for the census divisions have used a private industry minimum establishment size of 1 or more workers.

2 *Standard Occupational Classification Manual 2000* (Executive Office of the President, Office of Management and Budget, October 2000). Available on the Internet at http://www.bls.gov/soc/home.htm.

3 *North American Industry Classification System, United States 2002* (Executive Office of the President, Office of Management and Budget, 2002). Available on the Internet at http://www.bls.gov/bls/naics.htm.

4 *Standard Occupational Classification Manual 2000*, pp. xvi-xvii. The NCS uses only 5 of the 6 high-level aggregations, and 10 of the 11 intermediate aggregations, excluding 55-0000, Military Specific Occupations.

5 A new government sample using NAICS will be fully implemented in July 2007; this means that all government data collected will be from a sample based on NAICS. By July 2008, all private industry sample members will have been selected under NAICS.

6 The minimum employment for local government establishments will decrease to 1 or more workers in July 2007.

7 These percentages are based on NCS internal data provided by the Statistical Methods Group, Office of Compensation and Working Conditions, Bureau of Labor Statistics.

8 For more information on weighting and nonresponse adjustments and data estimation, see Appendix A in any of the locality wage publications from September 2006 or later; available on the Internet at http://www.bls.gov/ncs/ocs/compub.htm.

9 A rate of change is applied to the previously-collected wage data to calculate a new imputed wage rate.

10 For a description of the ECI imputation process, see Song Yi, "Accounting for missing data in the Employment Cost Index," *Monthly Labor Review*, April 2006, pp. 22-27; available on the Internet at http://www.bls.gov/opub/mlr/mlrhome.htm.

11 For a complete description of point factor leveling, see "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available on the Internet at http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf.

12 A detailed list of old and new locality wage tables is available here.