

# MONTHLY LABOR REVIEW

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### The January Review

January is the month when we typically publish updates on changes in State labor and unemployment insurance legislation, and our first issue for 2008 is no exception.

John J. Fitzpatrick, Jr., and James L. Perine from the U.S. Department of Labor's Employment Standards Administration (ESA) provide a detailed and comprehensive overview of State labor legislation in 2007. Developments in more than 30 categories of labor-related legislation at the State level are routinely tracked by ESA, including those in such topical areas as agriculture, child labor, immigrant protections, prevailing and minimum wages, and worker privacy. The authors note that there was a larger volume of legislation in 2007 than in the previous year, and that 46 States enacted laws of consequence in one or more of the 30 categories.

Loryn Lancaster of the U.S. Department of Labor's Employment and Training Administration reviews developments in unemployment insurance (UI) legislation among the various States in 2007. She pays particular emphasis to how some States last year enacted legislative changes or modified existing rules in response to the issuance in late 2006 of a Departmental rule governing the confidentiality and disclosure of State unemployment compensation information. She also describes new UI provisions designed to address fraud and nonfraud benefit overpayments, in addition to other legislative developments.

Also in this issue is a look at recent trends in workforce participation by older workers. Murray Gendell of Georgetown University examines labor force participation rates and patterns of employment for workers in various age cohorts starting at age 50. He finds that there have been noteworthy changes in recent years in historical patterns of workforce activity for both men and women in these age groups, and illuminates some of the changes in retirement and pension planning behavior that are influencing these trends.

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### BLS budget

As announced in this space last month, the availability of this publication in a print edition has temporarily been curtailed due to budget constraints. More information about the impacts of the Bureau of Labor Statistics' Fiscal Year 2008 budget may be found at <http://www.bls.gov/bls/budgetimpact.htm>

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### CWC Online and The Editor's Desk

There are precedents for periodicals such as the MLR being published by the Bureau of Labor Statistics only in an online format. *Compensation and Working Conditions Online* (known more commonly as *CWC Online*) has just marked its fifth anniversary of monthly publication. Over this span, it has published about 100 pieces, including articles and table and chart presentations, on many aspects of occupational pay, employee benefits, workplace injuries and illnesses, major

work stoppages, and other subjects relating to the general world of employee compensation and workplace safety.

The current edition of *CWC Online* may be found at <http://www.bls.gov/opub/cwc/cm20080122ar01p1.htm>

As regular *MLR* readers may be aware, the Bureau also posts each business day an online feature called *Monthly Labor Review: The Editor's Desk* (or "*TED*," as it is commonly known.) The goal of *TED* is to publish timely information from around BLS in a concise, easy-to-digest format, usually in the form of a chart and a few paragraphs of text. Items selected for *TED* typically highlight intriguing data or trends published in fuller Bureau reports and analyses, to which links are provided. Print-edition compilations of the "best" of *TED* are available from BLS. (You can contact us at [ted@bls.gov](mailto:ted@bls.gov).) *The Editor's Desk* will be reaching an anniversary of its own later this year (its 10th birthday, in fact).

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### Cell phone expenditures

Data from the BLS Consumer Expenditure Survey show that spending by consumers on cellular telephones has risen rapidly in recent years. While that will not be a surprise, given the now-ubiquitous presence of these little devices throughout society, the fact that cell phone expenditures are now about equal to those of landline phone services has caught many people's attention. A brief analysis of this phenomenon posted on the Bureau's Web site—at <http://www.bls.gov/cex/cellphones.htm>—received quite a bit of media attention. □

## State labor legislation enacted in 2007

*Laws concerning the minimum wage, prevailing wages, equal employment opportunity, wages paid, time off, drug and alcohol testing, child labor, and worker privacy were among the most active areas with new or amended legislation enacted during the year*

John J. Fitzpatrick, Jr.,  
and  
James L. Perine

**T**he Wage and Hour Division of the U.S. Department of Labor is responsible for tracking various categories of labor legislation and reporting on any amendments or new laws falling under those categories and enacted by States. More than 30 categories are tracked during this yearly process. Among the categories tracked are agriculture, child labor, State departments of labor, the discharge of employees, drug and alcohol testing, equal employment opportunity, employment agencies, employer leasing, family issues, genetic testing, handicapped workers, hours worked, human trafficking, immigrant protections, inmate labor, living wages, the minimum wage, offsite work, overtime, plant closings, prevailing wages, the right to work, time off, unfair labor practices, wages paid, whistleblower protections, worker privacy, and workplace security. Not every piece of enacted legislation that comes within the purview of one of these categories is addressed in this article. Among the laws that are not addressed are those which (1) amend existing State law, but are strictly technical in nature, (2) affect only a limited number of individuals, (3) require the initiation, completion, or distribution of a study

of an issue, or (4) deal with funding matters related to an issue. Also not covered are areas of labor legislation that concentrate on issues relating to 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-area living wage ordinances.

A larger volume of State labor legislation was enacted during 2007 than during the previous year. The increase was due in part to the fact that, unlike the situation in 2006, all 50 State legislatures and the District of Columbia met in regularly scheduled sessions in 2007. The labor legislation that was enacted or amended by the States and the District last year addressed a variety of issues in 26 employment standards areas and included many important measures.

Most State legislation in 2007 occurred in eight categories: child labor, drug and alcohol testing, equal employment opportunity, the minimum wage, prevailing wages, time off, wages paid, and worker privacy. Forty-six of the 50 States and Puerto Rico enacted labor legislation of consequence in one or more of the 30 categories tracked. The legislatures of

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Illinois, Hawaii, Maine, New York, North Carolina, Oregon, Texas, and Virginia enacted above-average numbers of labor-related pieces of legislation in the categories tracked. At the time this article was sent off for publication, only Arkansas, Mississippi, Pennsylvania, South Carolina, and the District of Columbia had not enacted labor legislation within any of the 30 categories tracked.

For the second year in a row, minimum-wage legislation was the “hot-button” issue. The substantial level of activity in State minimum-wage legislation was due in part to an increase in the Federal minimum wage. Effective July 24, 2007, the Federal minimum wage for covered nonexempt employees was raised to \$5.85 per hour. The minimum wage increases to \$6.55 per hour effective July 24, 2008, and \$7.25 per hour effective July 24, 2009. The Federal increase resulted in increases in a number of State minimum-wage rates, because several States previously had enacted legislation that required them to maintain a minimum wage at least equal to, or even greater than, the Federal minimum wage. More than 40 States now have such minimum-wage requirements. A few States have minimum-wage rates that are less than the Federal minimum wage. Finally, 5 States—Alabama, Louisiana, Mississippi, South Carolina, and Tennessee—have not yet established a minimum-wage requirement, although Tennessee does enforce a promised-wage law.<sup>1</sup>

The remainder of this article comprises two sections. The first provides a brief overview of several of the most active legislative categories tracked and discusses some, but not nearly all, of the pieces of legislation that resulted in laws which were amended or enacted by the individual State legislatures during 2007. The second section consists of a more comprehensive description of each State’s labor-related legislative activities, again subdivided by legislative category, that resulted in laws amended or enacted by the individual State legislatures during the course of the past year.

*Child labor.* California extended the expiration date of an exemption for 16- and 17-year-old minors employed in one particular county to work up to 60 hours per week during peak harvest season when school is not in session. Illinois amended the State hazardous orders so that they now prohibit persons under the age of 16 from working in occupations handling human blood, body fluids, or body tissues. Massachusetts amended the hours of work permitted for

16-year-old minors in some occupations and now requires an adult to be present on the jobsite if a minor is employed after 8:00 p.m. New Hampshire employers may employ 16- and 17-year-old youths who are still in school, as long as the employer maintains a file copy of a signed written document from a parent or guardian of the child in question that permits the youth’s employment. The requirements for work permits for minors in various occupations and the hours of work permitted for performers less than 18 years of age in New Mexico were modified. The child labor code does not now apply to minors in Texas who are engaged in the direct sale of newspapers to the general public. Virginia increased the fines assessed against employers who incur the death of a child in their employ. In addition, minors under 18 years of age may not be employed in any capacity in the manufacturing of paint or of goods with alcoholic content. Minors in the State of Washington who are under 14 years of age may not work without the written permission of a judge of the superior court of the county wherein the child resides.

*Drug and alcohol testing.* Drivers in Arkansas who are covered by the Federal Motor Carrier Safety Act must submit to drug and alcohol testing, and the appropriate database must be checked by employers to determine applicants’ eligibility for employment. Florida licensees of slot machine gaming must implement drug and alcohol programs for employees. Hawaii employers whose employees test positive in an onsite screening test must have their employees report to a licensed laboratory within 4 hours of having completed the test. Employers in Maine may no longer require, request, or suggest that an employee or applicant sign consent forms absolving employers from, among other things, potential liabilities due to the imposition of substance abuse testing. In North Carolina, operators who have commercial driver’s licenses and who have tested positive in a substance abuse test must be disqualified from operating a commercial motor vehicle until the employer obtains a receipt of proof of successful completion by the employee of assessment and treatment. Motor carriers for hire in Tennessee who provide passenger transportation in vehicles designed to transport eight or more passengers must conduct a mandatory drug-testing program.

*Equal employment opportunity.* Colorado added the two categories of religion and sexual orientation to its list of grounds upon which employers may not discriminate.



Now employers may not refuse to hire, discharge, promote or demote, harass during the course of employment, or discriminate in matters of compensation against any otherwise qualified person on the basis of his or her religion or sexual orientation. In Illinois, it is now considered a civil rights violation for a public employer to refuse to temporarily transfer a pregnant peace officer or firefighter to a less strenuous or hazardous position for the duration of the pregnancy if so requested by the employee under the advice of a physician and if the request can be reasonably accommodated. In addition, the State Civil Rights Act now includes gender among those characteristics that cannot be used by any unit of State, county, or local government to exclude a person from participation in, deny a person any benefits from, or subject a person to discrimination under any program or activity. Iowa added sexual orientation and gender identity to the group of factors that are prohibited from being used by persons to discriminate in the area of employment activities. North Dakota amended the definition of “discriminatory practice” in the State Century Code. Oregon amended its State laws so that they now encourage the fullest utilization of the available workforce. The State removed arbitrary standards of race, sexual orientation, disability, and marital status that were acting as a barrier to employment.

*Minimum wage.* Nearly 190 pieces of legislation pertaining to the minimum wage were introduced in 46 States. Changes in the State minimum wage laws were brought about either on account of newly enacted or amended legislation that occurred during the year, because changes were required as a result of legislation which had been enacted in previous years and that called for specific actions to occur in subsequent years, or because of ballot issues that had been approved by public vote.

Arizona statutes regarding employer liability for non-payment of the minimum wage were amended, while Arkansas amended the minimum-wage allowance for gratuities and also refined the definition of an employee. Idaho now requires that the State minimum wage conform to and track with the Federal minimum wage. The Illinois minimum wage was increased to \$7.50 per hour, with additional increases scheduled for July 1, 2008, 2009, and 2010. Employers in Indiana who employ two or more employees during a workweek shall pay the employees wages not less than the Federal minimum wage. Iowa increased the State minimum wage to \$6.20 per hour in April, while Kentucky increased its State minimum wage to \$5.85 per hour in June 2007, to be followed by increases to \$6.55 per hour in July 2008 and \$7.25 in July 2009. Maine amended

the coverage portion of the State minimum-wage law by extending coverage to (1) individuals employed in domestic service in or about a private home and engaged directly by the resident or owner of the home or (2) individuals in the family or residence of the homeowner. Montana now requires the State minimum wage to exclude the value of tips received by an employee. In addition, the minimum-wage requirement in Montana will now be subject to an annual cost-of-living adjustment. Among other changes in the Nevada minimum-wage law, tips or gratuities received by employees shall neither be credited as being any part of, nor be offset against, the wage rates required by the State law. The New Hampshire minimum wage was increased to \$6.50 per hour, with an additional increase scheduled for September 2008. The minimum wage in New Mexico increased to \$6.50 per hour on January 1, 2008, and will be increased further to \$7.25 per hour on January 1, 2009. In addition, New Mexico enacted legislation that prohibits any city, town, county, home rule municipality, or other political subdivision from adopting or continuing in effect any law or ordinance that mandates a minimum wage higher than that set forth in the State Minimum Wage Act. The New Mexico legislation is effective for a period of 2 years from January 1, 2008. The North Dakota and South Dakota minimum-wage rates were increased to \$5.85 per hour, the same as the newly increased Federal minimum wage, and will match the next two Federal minimum-wage rate increases set for 2008 and 2009. Vermont employers in the hotel, motel, tourist place, and restaurant industry must pay a service or tipped employee at a basic hourly wage of not less than \$3.65 per hour, and this basic rate shall be increased at the same percentage as the minimum-wage rate. The definition of a service or tipped employee in the State was redefined to mean an employee in any of the aforesaid industries who customarily and regularly receives more than \$120 per month in tips for direct and personal services performed. Virginia redefined the definition of an employee to clarify who is excluded from being considered an employee.

*Prevailing wage.* Hawaii revised the definition of a public work to include work performed under a construction contract between private persons if more than 50 percent of the assignable square feet of a project is leased or assigned for use by the State, any county in the State, or any agency of the State or any county, whether or not the property is privately owned. The Illinois Prevailing Wage Act was amended to clarify the fact that the Act applies to the wages of laborers, mechanics, and other workers employed in any public works, by any public body, and to anyone un-

der contract for public works. In Illinois, no employee may use, possess, distribute, deliver, or be under the influence of a drug or alcohol while performing work on a public works project. Before employers in the State begin work on public works projects, they must have in place a written program that meets or exceeds State requirements and that must be filed with the public body engaged in the public works and made available to the general public for the prevention of substance abuse among their employees. Legislation in New Jersey has strengthened the prohibition against any contractor or subcontractor who has been debarred from public work due to violations of the prevailing-wage law from using a firm, corporation, or partnership in which the contractor has an interest. Construction employers in New Jersey, and their representatives who fail to properly classify an individual as an employee for purposes of the State Prevailing Wage Act and other State statutes, who fail to pay wages, benefits, taxes, or other contributions required by those acts shall be guilty of a disorderly person's offense and shall, upon conviction, be fined not less than \$100 or more than \$1,000, or be imprisoned for not less than 10 days or more than 90 days, or both. Each week, any day of which employees are misclassified, constitutes a separate offense. The size of the contract may affect the size of the fine and the length of imprisonment. Texas no longer requires that the prevailing-wage rate determined by a survey conducted by the U.S. Department of Labor be no more than 3 years of age. Wyoming increased the State prevailing-wage threshold to encompass \$100,000 contracts for the entire State, with the exception of any area defined as a metropolitan statistical area as delineated under specific U.S. codes.

*Time off.* Arizona employers who have 50 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year are required to allow an employee who is a victim of a crime to leave work in order to obtain or attempt to obtain an order of protection, an injunction against harassment, or any other injunctive relief to help ensure the health, safety, or welfare of the victim or the victim's child. California enacted legislation that requires qualified employers to allow a qualified employee who is the spouse of a qualified member of the Armed Forces of the United States, the National Guard, or the Reserves to take up to 10 days of unpaid leave while the qualified member is home on leave. In an amendment, Hawaii State law now stipulates that the employee is the only one entitled to make a decision to take family leave as unpaid leave or to substitute the unpaid leave with accrued vacation, personal, or paid

family leave time. Employees in Illinois who are subject to the Employee Blood Donation Leave Act may be entitled to blood donation leave with pay. Employees in Montana who terminate their employment for a reason not reflecting discredit upon them are entitled, upon the date of termination, to cash compensation for unused vacation leave, assuming that they have worked the qualifying length of time. Nebraska employers who employ between 15 and 50 employees are required to provide up to 15 days of unpaid family military leave to an employee during the time Federal or State deployment orders are in effect. Employers who have more than 50 employees shall provide 30 days of leave. Employees in Nevada who are summoned for jury duty may not be required by their employers to use sick leave or vacation time for their jury service. Employers in New York must grant a leave of absence of 3 hours in any 12-month period to an employee who seeks to donate blood. In Vermont, duly qualified members of the "Reserve components of the Armed Forces," of the Ready Reserve, or of an organized unit of the National Guard shall, upon request, be entitled to leaves of absence for a total of 15 days in any calendar year for the purpose of engaging in military drill, training, or other temporary duty under military authority. Virginia employers shall allow any employee who is a victim of a crime to leave work to be present at all criminal proceedings relating to the crime against the employee.

*Wages paid.* If an employer in Colorado disputes the amount of wages or compensation claimed by an employee who has been terminated under the State Revised Statutes, and if, within 14 days after the employee's demand, the employer makes a legal tender of the amount that the employer, in good faith, believes is due, the employer shall not be liable for any penalty, unless, in a legal action, the employee recovers a greater amount than the amount tendered. Employees in Illinois may file a complaint with the State Department of Labor alleging violations of the State Wage Payment and Collection Act within 1 year after the wages, final compensation, or wage supplements were due. Iowa employers who fail to send an employee's wages for direct deposit on or by the regular payday are liable for the amount of any overdraft charges if the overdraft is created on the employee's account because of the employer's failure to send the wages by the regular payday. Kansas employers are now permitted to designate the method of payment by which employees receive wages, provided that all wages are paid by one of four specific methods. Nebraska amended its State Wage Payment and Collection Act so that whenever an employer separates an

employee from the payroll, the unpaid wages constituting commissions shall become due on the next regular payday following the employer's receipt of payment for the goods or services from the customer who generated the commission. New Hampshire expanded the list of reasons for which employers are authorized to withhold wages. In addition, employers in the State are now authorized to pay employees via payroll card. It is now an unlawful practice for a temporary help service firm in New Jersey to willfully withhold or divert wages for any purpose not expressly permitted by statute. Deductions from employees' wages by an employer in Oregon, as required and authorized by law or agreement, shall be paid to the appropriate recipients within the time required by the law or agreement. If such a time requirement is not specified, payment must be made within 7 days after the date the wages from which the deductions are made are due. If a business relationship between an employer in Utah and a sales representative terminates, the employer shall pay the sales representative all commissions due within 30 days after the day on which the termination is effective, and within 14 days after the day on which a commission becomes due if said commission is due after the day on which the termination is effective.

*Worker privacy.* Arizona added the position of code enforcement officer to the list of public employees, and others, who may request that the general public be prohibited from accessing the unique identifier and the recording date contained in indexes of recorded instruments maintained by the county recorder. Florida statutes were amended to exempt certain personal identifying information from the public records requirements. Now exempt is personal identifying information that is contained in records documenting an act of domestic violence and that is submitted to an agency by an agency employee. Indiana expanded

the categories of public records that may not be disclosed by a public agency unless access to the records is specifically required by a State or Federal statute or is ordered by a court under the rules of discovery. Except when data are to be released to certain Federal, State, and local government entities, Nebraska employers shall not publicly post or display, in any manner, more than the last four digits of an employee's Social Security number, or otherwise make more than the last four digits available to the general public or to an employee's coworkers. Nevada amended the exemptions from State law that authorize the release of the home address of a peace officer by a law enforcement agency. New York employers shall make reasonable efforts to provide a room or other location, in close proximity to the work area, where an employee can express milk in privacy. Confidential employment information secured by the Oregon Employment Department may be provided to the State Department of Transportation to assist that department in carrying out its duties relating to the collection of delinquent and liquidated debts, including taxes, due under the State Revised Statutes and the State Vehicle Code. In Tennessee, the residential address, as well as the personal telephone and cell phone numbers, of any State, county, municipal, or other public law enforcement officer shall now be treated as confidential and not open for inspection by members of the public. It is now unlawful in Virginia for any person to publish the name or photograph of a law enforcement officer, along with identifying information, with the intent to utilize that information to coerce, intimidate, or harass the officer. It is now unlawful in Washington State for any person, firm, or corporation to require, either directly or indirectly, that any employee or prospective employee take or be subject to any lie detector or similar tests as a condition of either employment or continued employment.

## Alabama

*Other legislation.* Active and contributing members of a city or municipal retirement system who participate in the State Employee Retirement System and who have rendered prior service as a full-time firefighter with a nonparticipating city employer which has been annexed into a city or municipality that participates in the retirement system may purchase credit, including credit for hazardous duty service in the retirement system, for prior service if the member pays to the secretary-treasurer of the retirement system, prior to the date of the member's retirement, a sum

equal to the full actuarial determined cost for each year of service purchased, as determined by the actuary for the system. The local government entity that currently employs the member shall furnish the retirement system with documentation of the prior service being claimed by the member, as requested by the retirement system.

## Arizona

*Immigrant protection.* Legislation was enacted that prohibits employers from intentionally or knowingly employing an unauthorized alien. The same legislation established penalties, be-

ginning January 1, 2008, for employers in violation. Under the legislation, all employers are required to use the Basic Employment Verification Pilot Program, which has existed since November 1997, is jointly operated by the U.S. Citizenship and Immigration Service (under the Department of Homeland Security) and the Social Security Administration, and is used to verify the authorization of all newly hired employees. Currently, an employer's participation in the project is voluntary, and participating employers may be accessed via the Internet. For a first violation of this new State law, during a 3-year period in which an employer knowingly employs an unauthorized



alien, the court may order the appropriate licensing agencies to suspend all licenses held by the employer, unless the employer files a sworn affidavit with the county attorney within 3 business days. The affidavit must state that the employer has terminated the employment of all unauthorized aliens and that the employer will not intentionally or knowingly employ an unauthorized alien. Suspended licenses will remain suspended until the employer files the signed affidavit with the county attorney. For a first intentional violation, the court will order the suspension of all of the employer's licenses for a minimum of 10 days. A second knowing or intentional violation of the new State law will result in the court ordering the permanent revocation of all of the employer's licenses that are held at the employer's place of business.

*Minimum wage.* The State Revised Statutes concerning employer liability for nonpayment of the minimum wage were amended. In any action or proceeding occurring on or after January 1, 2007, an employer or other entity is not liable if either fails to pay the minimum wage, as long as the party in question proves that the act or omission was in good faith and that it conformed with and relied on a State administrative regulation, order, ruling, approval, interpretation, administrative practice, or enforcement policy issued by the State Industrial Commission.

*Time off.* The State Revised Statutes regarding victims' rights were amended. Employers who have 50 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year, along with agents of such employers, are required to allow an employee who is a victim of a crime to leave work. The allowance to leave work is in order to provide the employee with time to obtain, or attempt to obtain, an order of protection, an injunction against harassment, or any other injunctive relief to help ensure the health, safety, or welfare of the victim or victim's child.

*Worker privacy.* The employment position of a State code enforcement officer was added to the list of public employees, and others, who may request that the general public be prohibited from accessing the unique identifier and the recording date contained in indexes of recorded instruments maintained by the county recorder. The officer (or others) may request the recorder to prohibit access to the officer's residential address and telephone number contained in instruments or writings recorded by the county recorder and made available on the Internet. The officer also may request that the general public be prohibited from accessing records maintained by any of the following county employees: assessor, treasurer, peace officer, judge, justice, commissioner, public

defender, and prosecutor. The officer must file an affidavit containing specific information in order to request the prohibition on the release of information.

### Arkansas

*Drug and alcohol testing.* Any person employed by a State employer in a safety-sensitive transportation job, or who has submitted an application for employment with an employer in the State in a safety-sensitive transportation job, for which drug and alcohol tests are required under the Federal Motor Carrier Safety Regulations and who holds a commercial driver's license shall submit to drug and alcohol testing. The employer must report to the State Office of Driver Services the results of the alcohol screening test, or the refusal to provide a specimen for the screening test, within 3 business days. The State Office of Driver Services shall maintain the information received, which is considered confidential, in a database, to be known as the Commercial Driver Alcohol and Drug Testing Database, for at least 3 years. An employer can request information from the database for each employee who is subject to drug and alcohol testing. The penalty for an employer who knowingly fails to check the database as required is \$1,000, effective July 1, 2008. The penalty for knowingly hiring an employee with a record of a positive alcohol or drug test in the database is \$5,000. The penalty for an employer who knowingly fails to report an occurrence regarding a drug test is \$500. Such penalties do not apply to the State or to an agency or political subdivision of the State.

*Immigrant protections.* No State agency may enter into or renew a public contract for services with a contractor who knows that the contractor or one of its subcontractors employs or contracts with an illegal immigrant to perform work under the contract. Before executing a public contract, each prospective contractor shall certify, in a manner that does not violate Federal law in existence on January 1, 2007, that the contractor is neither employing nor contracting with an illegal immigrant at the time of the certification. If a contractor violates this provision, the State shall require the contractor to remedy the violation within 60 days. If the contractor fails to remedy the violation within 60 days, the State shall terminate the contract for breach of contract. The contractor shall be liable to the State for actual damages if the contract is terminated under such circumstances. Subcontractors are required to submit certification on their employees within 30 days after execution of the contract.

*Minimum wage.* The State law concerning the minimum-wage allowance for gratuities

was amended. Every employer of an employee engaged in any occupation in which gratuities have been customarily and usually constituted and have been recognized as a part of remuneration for hiring purposes shall now be entitled to an allowance for gratuities as a part of the hourly wage rate in the amount of no less than \$3.62 per hour. This entitlement is based upon the proviso that the employee actually received that amount in gratuities and that the application of the foregoing gratuity allowances results in payment of wages other than gratuities to tipped employees, including full-time students, of not less than \$2.63 per hour.

*Overtime.* The State definition of an employee, as covered by minimum-wage and overtime law, was amended. The definition no longer includes (1) an employee employed in connection with the publication of a weekly, semimonthly, or daily newspaper with a circulation under 4,000; (2) one employed on a casual basis in domestic service to provide babysitting services or companionship services for those who are no longer able to care for themselves due to age or infirmity; (3) one engaged in the delivery of newspapers to retail subscribers; or (4) a homemaker engaged in making wreaths composed principally of natural holly, pine, cedar, or other evergreens and harvesting natural holly, pine, cedar, and other evergreens used in making such wreaths. In another enactment, the director of the State Department of Labor may now authorize employment in excess of the standard 40 hours per week or may authorize the calculation of overtime on a basis other than the regular rate of pay required by the law (time and one-half for hours exceeding 40 hours per week) for employment that (1) necessitates irregular hours of work; (2) is performed at a piecework rate; (3) pays on a commission basis in a retail or service establishment; (4) is performed in a hospital or enterprise engaged in the care of the sick, the aged, or the mentally ill by an independently owned and controlled local enterprise in the wholesale or bulk distribution of petroleum products; or (5) is performed under a collective bargaining agreement.

*Worker privacy.* The commercial driver's license record in effect on January 1, 2007, and released by the State Office of Driver Services to the employer or prospective employer of a commercial driver shall be a complete record that includes any convictions, disqualifications, and other licensing actions for violations required to be retained on a commercial driver's license record. If a driver operates a motor vehicle and is convicted of being intoxicated by drugs or alcohol or for refusing to submit to chemical testing, the driver shall be disqualified from operating a commercial motor vehicle



for 1 year or 3 years, depending upon the type of cargo. For a second conviction, disqualification is for life (but the driver may be reinstated after 10 years if the he or she has been subject to rehabilitation). The penalties imposed for leaving the scene of an accident are the same as those listed for operating a motor vehicle under the influence of drugs or alcohol or for refusing to submit to chemical testing.

## California

*Child labor.* Legislation was enacted that extended the authority of the State labor commissioner to allow an exemption for minors 16 or 17 years of age who reside in Lake County to work up to 60 hours per week during peak harvest season. The legislation, which is effective from January 1, 2008, to January 1, 2012, requires that work hours be extended only when school is not in session and only upon written approval of the Lake County Board of Education. The commissioner may require inspections of agricultural packing plants prior to issuing the exemption. In addition, the legislation removed the requirement that the minor be enrolled in school in Lake County for the exemption to apply. Finally, Lake County is now required to issue an annual report on working conditions of minors employed in the agricultural packing industry in the past year, notwithstanding provisions of the law that expired on January 1, 2008, making agency reports permissive.

*Overtime.* An employee in the computer software field shall be exempt from the requirement that an overtime rate of compensation be paid if (1) the employee is engaged primarily in work that is intellectual or creative and requires the exercise of discretion and independent judgment; (2) the employee's work involves the application of systems analysis techniques and procedures, including consulting with users to determine hardware, software, or system functional specifications; (3) the employee is highly skilled and is proficient in the theoretical and practical application of highly specialized information to computer systems analysis, programming, and software engineering; and (4) the employee's hourly rate of pay is not less than \$36.00 or the annualized full-time salary equivalent of that rate (\$75,000). This pay rate shall be adjusted in accordance with the State Consumer Price Index for Urban Wage Earners and Clerical Workers on October 1 of each year, to be effective January 1 of the next year. The exemption does not apply if (1) the employee is a trainee or in an entry-level position or has not attained the level of skill and expertise necessary to work independently and without close supervision; (2) the employee is engaged in the operation of computers or

in the manufacture, repair, or maintenance of computer hardware and related equipment; (3) the employee is an engineer, drafter, machinist, or other professional whose work is highly dependent upon, or facilitated by, the use of computers and computer software programs, and the employee is not in a computer systems analysis or programming occupation; or (4) the employee is a writer engaged in writing materials such as box labels, product descriptions, documentation, promotional material, setup and installation instructions, and other, similar written information.

*Time off.* Legislation was enacted that requires qualified employers to allow a qualified employee who is the spouse of a qualified member of the Armed Forces of the United States, the National Guard, or the Reserves to take up to 10 days of unpaid leave while the qualified member is home on leave. A qualified employer is defined as any individual, corporation, company, firm, State, city, county, municipal corporation, district, public authority, or any other governmental subdivision that employs 25 or more employees. A qualified employee is defined as (1) a spouse of the qualified member, (2) an employee who performs service for hire for an employer for an average of 20 or more hours per week, but is not an independent contractor, (3) an employee who, within 2 days of receiving official notice that the qualified member will be on leave from deployment, provides the employer with notice of his or her intention to take the leave provided for; and (4) an employee who submits written documentation to the employer certifying that the qualified member will be on leave from deployment during the time the leave provided for is requested. A qualified member is defined as a person who is (1) a member of the Armed Forces of the United States who, during a period of military conflict, has been deployed to an area designated as a combat theater or combat zone by the President of the United States, (2) a member of the National Guard who has been deployed during a period of military conflict, or (3) a member of the Reserves who has been deployed during a period of military conflict.

*Whistleblower.* Legislation was enacted that amended the new category of medical professionals to whom whistleblower protections were extended. Health facilities are prohibited from discriminating or retaliating against any of their patients, employees, medical staff, or other health care workers because that person (1) presented a grievance, complaint, or report to an entity or agency responsible for accrediting or evaluating the facility or any other governmental entity; or (2) initiated, participated, or cooperated in an investigation or administrative proceeding related to the quality of care, services, or conditions pro-

vided at the facility. Violators of the amended legislation shall be subject to a civil penalty of up to \$25,000. Employees who have been discriminated against shall be entitled to reinstatement, to reimbursement for lost wages and work benefits caused by the acts of the employer, or to any remedy deemed warranted by the court. A health-care worker who has been discriminated against and who prevails in court will be entitled to reimbursement for lost income and for any legal costs associated with pursuing the case or to any remedy deemed warranted by the court.

## Colorado

*Equal employment opportunity.* The category of employment nondiscriminatory protections in the State was expanded to cover two additional protection subcategories. Under State law, it shall be a discriminatory or unfair employment practice for an employer to refuse to hire, to discharge, to promote or demote, to harass during the course of employment, or to discriminate in matters of compensation against any otherwise qualified person because of disability, race, creed, color, sex, age, national origin, or ancestry. Sexual orientation and religion were added to the list of subcategories covered. In addition, employment agencies are prohibited from refusing, because of sexual orientation or religion, to list and properly classify an individual for employment, or to refer an individual for employment, in a known available job for which such individual is otherwise qualified. Finally, it shall also be a discriminatory or unfair employment practice for employers, labor organizations, joint apprenticeship committees, or vocational schools to act against any qualified person in pursuit of apprenticeship programs, or to discriminate against such person, in the terms, conditions, or privileges of such programs because of sexual orientation or religion (as well as against qualified persons in the other subcategories listed).

*Immigrant protections.* No State agency or political subdivision shall enter into or renew a public contract for services with a contractor or subcontractor who knowingly employs or contracts with an illegal alien to perform work under the contract. Prior to executing a public contract for services, each prospective contractor shall certify that, at the time of the certification, it does not knowingly employ or contract with an illegal alien and that it has participated, or attempted to participate, in the basic pilot program that confirms the employment eligibility of all employees who are newly hired for employment in the United States. If the contractor is not accepted into the basic pilot program prior to entering into a public contract for services, the contractor shall apply to participate in the program every 3 months

until the contractor is accepted or the public contract for services has been completed, whichever is earlier. This provision shall be neither required nor effective in a public contract for services if the basic pilot program is discontinued.

*Minimum wage.* The State minimum wage was increased to \$6.85 on January 1, 2007. No more than \$3.02 per hour in tip income may be used to offset the minimum wage of employees who regularly receive tips. A tipped employee is defined as an employee who is engaged in an occupation in which he or she customarily and regularly receives more than \$30.00 a month in tips.

*Wages paid.* Employers are required to pay terminated employees in a timely manner. If the employer disputes the amount of wages or compensation claimed by an employee under the State Revised Statutes, and if, within 14 days after the employee's demand, the employer makes a legal tender of the amount that the employer in good faith believes is due, the employer shall not be liable for any penalty unless, in a legal action, the employee recovers a greater amount than the amount tendered. If, within 14 days of receipt of a demand for payment, the employer fails to mail an employee's earned, vested, and determinable wages or compensation to the place specified in the demand, then the employer is liable for the wages or compensation, together with a penalty in the sum of the following amounts: (1) 125 percent of the amount of such wages or compensation, up to and including \$7,500; and (2) 50 percent of the amount of such wages or compensation that exceeds \$7,500. If the employee can show that the employer's failure to pay was willful, these penalties increase by 50 percent. Evidence of a judgment against the employer within the last 5 years for failure to pay wages or compensation shall be admissible as evidence of willful conduct. Where an action taken by the employee fails to recover a greater sum than the amount tendered by the employer, the court may, when certain conditions are met, award the employer reasonable costs and attorneys' fees incurred in such action.

*Whistleblower.* Patient safety is of paramount importance in the delivery of health care. Patients are safest when a health-care worker has the right to speak out on the patient's behalf without fear of reprisal or retaliation. Health-care workers have the right to report patient safety concerns and to advocate for a patient's well-being without the risk of disciplinary action or loss of employment. Many health-care professions are under existing legal, licensing, or ethical obligations to report unsafe practices, and it is a violation of public policy for practitioners in those professions to be fired

or penalized for fulfilling those obligations. A new section of an existing statute protects the health-care worker who makes a good-faith report or disclosure without malice or consideration of personal benefit. The health-care worker is not granted immunity for his or her own acts of medical negligence or for unprofessional conduct. Also, the health-care worker must be sure to follow the procedures that exist within his or her organization prior to pursuing any further reporting or disclosure activity.

*Worker privacy.* The State Revised Statutes were amended to remove the names of the county employees and officials from the two published reports that originally listed the name, job title, and gross monthly salary of each employee. The first report was published in August for the period prior to June of the same year, and the second report shall be published in February and shall list each employee's salary for the previous calendar year. Each publication with information on employees' salaries shall be accompanied by information on the countywide average percentage of salary that is paid in fringe benefits, including, but not limited to, insurance, medical care, retirement plans, housing, transportation, or other subsidized employee expenses.

## Connecticut

*Human trafficking.* The State established a State Trafficking in Persons Council. The council's responsibilities are to (1) hold meetings to provide updates and progress reports, (2) identify criteria for providing services to adult victims of trafficking, (3) identify criteria for providing services to children of trafficking victims, and (4) consult with governmental and nongovernmental organizations in developing recommendations to strengthen State and local efforts to prevent trafficking, protect and assist victims of trafficking, and prosecute traffickers. Trafficking is defined as all acts involved in the recruitment, abduction, transport, harboring, transfer, sale, or receipt of persons, within national or across international borders, through force, coercion, fraud, or deception, to place persons in situations of slavery or slaverylike conditions, forced labor, or forced services, such as forced prostitution or sexual services, domestic servitude, bonded slavery labor, or other debt-related bondage.

## Delaware

*Drug and alcohol testing.* Any State Department of Education employee working in the prison education program and whose permanent work assignment location resides within or on the campus of a State Department of Correction Level 5 or Level 4 facility must submit to the same random drug-testing pro-

cedure required of State Department of Correction employees.

*Human trafficking.* The State Code was amended through the addition of a new section on human trafficking recognizing the aspects of the crime of human trafficking, defining prohibited activities, and making it more likely that the crime will be charged. A person is guilty of involuntary servitude when the person knowingly subjects, or attempts to subject, another person to forced labor or services by (1) causing or threatening to cause physical harm (a Class B felony), (2) physically restraining or threatening to physically restrain the other person (a Class B felony), (3) abusing or threatening to abuse the law or legal process (a Class C felony), (4) knowingly destroying, concealing, removing, confiscating, or possessing any actual or purported passport or other immigration document, or other actual or purported government document, of the other person (a Class E felony), (5) using blackmail, or using or threatening to cause financial harm or financial control, over the other person (a Class F felony). A person is guilty of trafficking of persons for forced labor or services (a Class B felony) when a person knowingly (1) recruits, entices, harbors, provides, transports, or obtains, by any means, another person, intending or knowing that the person will be subjected to forced labor or services, or (2) profits, in a financial manner or by receiving anything of value, from participation in a venture that has engaged in an act that is a violation of the State Code. A person is guilty of sexual servitude of a minor when the person knowingly (1) recruits, entices, harbors, transports, provides, or obtains by any means, a minor under 18 years of age, knowing that the minor will engage in commercial sexual activity, a sexually explicit performance, or the production of pornography, or (2) causes a minor to engage in commercial sexual activity or a sexually explicit performance. Sexual servitude of a minor between the ages of 14 and 18 is a Class C felony, while sexual servitude of a minor under 14 years of age is a Class B felony.

## Florida

*Drug and alcohol testing.* The State Division of Pari-mutuel Wagering has adopted and implemented certain rules and procedures that apply to licensees of slot machine gaming. One of those rules is that the licensees must implement a drug-testing program for employees that includes, but is not limited to, requiring each employee to sign an agreement that he or she understands that the slot machine facility is a drug-free workplace. The division may impose a civil fine of up to \$5,000 for each violation of the rules and procedures in place under the State statute affecting gaming.

*Minimum wage.* As a result of previously enacted legislation, the State minimum wage was increased to \$6.79 per hour, effective January 1, 2008.

*Worker privacy.* The State statutes were amended to provide an exemption from the public records requirements for certain records and time sheets provided to a government agency. Personal identifying information that is contained in records documenting an act of domestic violence and that is submitted to an agency by an agency employee is confidential and exempt from public disclosure. This exemption applies to records submitted to an agency that document an act of domestic violence and that are submitted in order to obtain leave. The release of such information could expose the victim of domestic violence to public humiliation and shame and could allow persons to determine the schedule and location of the employee who is the victim of domestic violence. The information is exempt from release for 1 year after the leave has been taken by the victim.

*Workplace violence.* An employer who has 50 or more employees must permit an employee who has been employed by the employer for 3 or more months to request and take up to 3 working days of leave in any 12-month period if the employee or a family or household member of the employee is the victim of domestic violence. At the discretion of the employer, the leave may be taken with or without pay. The employee may use the leave to (1) seek an injunction for protection against domestic violence or an injunction for protection in cases of repeat violence, dating violence, or sexual violence, (2) obtain medical care or medical health counseling, or both, for the employee or a family or household member in order to address physical or psychological injuries resulting from an act of domestic violence, (3) obtain services from a victim-services organization, (4) make the employee's home secure from the perpetrator of the domestic violence or seek new housing to escape the perpetrator, or (5) seek legal assistance in addressing issues arising from the act of domestic violence, or attend and prepare for court-related proceedings arising from the act of domestic violence.

## Georgia

*Immigrant protections.* The portion of the State Annotated Official Code relating to income taxes was amended. On or after January 1, 2008, no payment, compensation, or other remuneration, including, but not limited to, wages, salaries, bonuses, benefits, in-kind exchanges, expenses, or any other economic benefit, paid for labor services to an individual and totaling \$600 or more in a taxable year

may be claimed or allowed as a deductible business expense for State income taxes for the employment of certain employees. The deduction for a business expense may be claimed only if such individual is an authorized employee, defined as any individual whose hiring for employment or continuing employment in the United States does not violate 8 U.S.C., Section 1324a, having to do with the unlawful employment of aliens.

*Inmate labor.* Employers participating in prison inmate work programs under the State Code shall be prohibited from providing anything of value to the State Board of Corrections, the State Department of Corrections, the State Correctional Industries Administration, or any officer or employee thereof, other than the payments authorized by the State Code section pertaining to the inmate work programs.

## Hawaii

*Drug and alcohol testing.* The State Revised Statutes were amended by modifying the definitions of two key terms. A *substance abuse onsite screening test* is now defined as a portable substance abuse test that meets the requirements of the United States Food and Drug Administration for commercial distribution or is manufactured by a facility that is minimally certified as meeting the standards established by the International Organization for Standardization and that may be used by an employer in the workplace. A *substance abuse test* is any testing procedure designed to take and analyze body fluids or other materials from the body for the purpose of measuring the amount of drugs, alcohol, or the metabolites of drugs in the sample test. Every employer shall administer the test according to the package insert that accompanies the test. Employers shall have the employee or prospective employee report, within 4 hours after testing positive, to a laboratory licensed by State regulation, and the employers are required to bear the cost of the laboratory testing. Employers are empowered to take punitive action against any employee who fails to show up for the laboratory test. All information concerning the substance abuse onsite screening test shall be strictly confidential. Under certain circumstances, employers are prohibited from discharging, suspending, or discriminating against any employee who tests positive for the presence of drugs, alcohol, or the metabolites of drugs.

*Plant closing.* Any employer of an establishment covered by State statute shall provide, to each employee and the State director of labor and industrial relations, written notification of a closing, divestiture, partial closing, or relocation of the business establishment at least

60 days prior to its occurrence. Failure by the employer to perform such action shall result in the employer being liable to each affected employee for an amount equal to backpay and benefits for the period of violation, but not to exceed 60 days. This liability may be reduced by (1) the amount of any wages paid by the employer during the notification period and (2) any voluntary and unconditional payment not required by a legal obligation. An employer of a covered establishment that is actively seeking a buyer for a sale, transfer, or merger is not required to provide said notice until the employer has entered into a binding agreement for the sale, transfer, or merger of the covered establishment that results in a divestiture. An employer who fails to provide such notice shall be subject to a civil fine not to exceed \$500 for each day of the violation.

*Prevailing wage.* The State Revised Statutes regarding public works were amended. The issuance of special-purpose revenue bonds for a public work project not directly caused by a governmental contracting agency shall be reported promptly by the director of the State Department of Budget Finance to the director of the State Department of Labor and Industrial Relations. When the State Department of Budget and Finance enters into an agreement with a party to finance or refinance a project with the proceeds of special-purpose revenue bonds, and such party has entered into a collective bargaining agreement with a bona fide labor union governing the party's workforce, the terms of that collective bargaining agreement and associated provisions shall be deemed the prevailing wages and terms. Those terms shall serve as the basis of compliance for work on the project for the party's workforce, provided that the enforcement powers of the director of the State Department of Labor and Industrial Relations, including the power to collect and maintain certified copies of all payrolls, are not adversely affected.

The State requirements for public works private construction contracts under the State Revised Statutes were amended. The definition of a public work now shall also include a construction contract between private persons if more than 50 percent of the assignable square feet of a project is leased or assigned for use by the State, by any county, or by any agency of the State or any county, whether or not the property is privately owned and (1) the lease or other agreement is entered into prior to the contract's becoming effective or (2) construction work is performed according to a plan, specification, or criteria established by the State, by any county, or by any agency of the State or any county. The construction project owner shall submit weekly certified payrolls to the governmental leasing agency or the governmental agency that has accepted the construction project for its use, either of



which shall be the governmental contracting agency for the construction project.

Because of an amendment to the State Revised Statutes, a civil action to recover unpaid wages or overtime compensation may be filed in any court of competent jurisdiction by any one or more laborers or mechanics for, and on behalf of, the worker(s) and others similarly situated. The employees may file an action for injunctive and other relief against an employer that fails to pay the prevailing wage to its employees as required by this statute and pursuant to the Federal Labor Management Cooperation Act.

*Time off.* Under current State law, employees are entitled to 4 weeks of family leave, which shall consist of unpaid leave, paid leave, or a combination of paid leave and unpaid leave. The law originally permitted either the employer or the employee to decide which type of leave to apply to a period of family leave. As now amended, State law leaves the employee as the only one entitled to make the decision to take family leave as unpaid leave or to substitute the unpaid leave with accrued vacation, personal, or paid family leave time. There is, however, a stipulation: the employee shall not use more than 10 paid leave days per year for the purpose of family leave, unless an express provision of a valid collective bargaining agreement authorizes the use of more than 10 days of sick leave for such purpose.

*Worker privacy.* The State Uniform Information Practices Act was amended to specify that each State agency shall make available, for public inspection and duplication during regular business hours, information regarding (1) the name, address, and occupation of any person borrowing funds from a State or county loan program and (2) the amount, purpose, and current status of the loan. Certified payroll records on public works contracts shall not include Social Security numbers and home addresses. Information on contract hires and consultants hired by agencies shall contain the amount of compensation and the duration and objectives of the contract, but not the Social Security numbers or home addresses of the workers or consultants.

## **Idaho**

*Minimum wage.* The portion of the State Code concerning the minimum wage was amended. The amount of the minimum wage shall now conform to, and track with, the Federal minimum wage. In determining the wages of a tipped employee, the amount of direct wages paid by an employer to the employee shall be deemed to be increased on account of tips actually received by the employee—provided, however, that the direct wages paid to the employee by the employer shall not be in

an amount less than \$3.35 per hour. If the tips actually received by the employee, combined with the direct wages paid by the employer, do not at least equal the minimum wage, the employer must make up the difference.

## **Illinois**

*Child labor.* The Hazardous Occupations section of the State Child Labor Law was amended to include a section which states that no minor under 16 years of age shall be employed, permitted, or allowed to work in occupations that involve the handling or storage of human blood, human blood products, human body fluids, or human body tissues.

*Equal employment opportunity.* As the result of an amendment to the State Human Rights Act, it will now be considered a civil rights violation for a public employer to refuse to temporarily transfer a pregnant peace officer or firefighter to a less strenuous or hazardous position for the duration of the pregnancy. The request must be at the behest of the peace officer or firefighter acting under the advice of her physician, and the employer must be able to reasonably accommodate the request or transfer.

The State Human Rights Act also was amended to secure the right of freedom from sexual harassment in employment in institutions of elementary and secondary education, in addition to those of higher education. It is now a civil rights violation for any elementary, secondary, or higher education representative to commit or engage in sexual harassment in elementary, secondary, or higher education. It is also a civil rights violation to retaliate against a person because the person has opposed that which he or she reasonably and in good faith believes to be unlawful discrimination or sexual harassment in elementary, secondary, or higher education.

The State Civil Rights Act of 2003 now includes gender among those issues which cannot be used by any of unit of State, county, or local government to exclude a person from participation in, deny a person any benefits of, or subject a person to discrimination under any program or activity.

A charge filed with the State Equal Employment Opportunity Commission within 180 days after the date of an alleged civil rights violation shall be deemed filed with the State Department of Human Rights on the date it was filed with the State Equal Employment Opportunity Commission. The director of the commission will make a determination regarding substantial evidence, and if it is ruled that there is insufficient evidence, then the director shall give the complainant notice of his or her right to seek review before the commission or commence a civil action in the appropriate circuit court. If the complainant chooses to file

a request for review with the commission, the complainant may not later commence a civil action in a circuit court. If the complainant chooses to commence a civil action in a circuit court, the complainant must do so within 90 days after receipt of the director's notice. If the director determines that there is substantial evidence, the complainant and respondent will be notified of the determination. If the complainant chooses to have the department file a complaint with the commission on the complainant's behalf, then, within 14 days after receipt of the director's notice, the complainant must request, in writing, that the department file the complaint. If the complainant fails to request, in writing and in a timely manner, that the department file the complaint, the complainant may commence a civil action only in the appropriate circuit court. If the complainant chooses to commence a civil action in a circuit court, the complainant must do so in the circuit court in the county wherein the civil rights violation was allegedly committed. If the department has not issued its report within 365 days after the charge is filed, the complainant shall have 90 days to either file his or her own complaint with the commission or commence a civil action.

All applicants for a position in either the fire or police department of a municipality in the State shall be under 35 years of age and shall be subject to an examination that shall be public, competitive, and open to all applicants. Reasonable limitations as to residence, health, habits, and moral character shall apply. The age limitation does not apply to any person previously employed as a police officer or firefighter in a regularly constituted police or fire department of any municipality, regardless of whether the municipality is located in the State or in another state. Applicants who are 20 years of age and who have successfully completed 2 years of law enforcement studies at an accredited college or university may be considered for appointment to active duty with the police department, but shall not have the power of arrest or be permitted to carry firearms until they have reached 21 years of age. Applicants who are 18 years of age and who have successfully completed 2 years of study in fire techniques, amounting to a total of four high school credits, within the cadet program of a municipality may be considered for appointment to active duty with the fire department of any municipality in the State.

*Independent contractor.* The State Employee Classification Act was amended to address the practice of misclassifying employees as independent contractors within the State. The State Department of Labor shall post a summary of the requirements in English, Spanish, and Polish on its official Web site and on bulletin boards in each of its offices. The department shall have the power to conduct investi-



gations in connection with the administration and enforcement of the law on the issue of employee classification, with the right to inspect documents related to the determination of whether an individual is an employee. Employers may be fined up to \$1,500 for each violation of the Act uncovered during a first audit. Employers found in violation during subsequent audits conducted within 5 years of an earlier violation may be fined up to \$2,500 for each violation and shall not be awarded any State contract until 4 years have elapsed from the date of the last violation. For willful violations, the civil money penalties assessed may be double the amount of the usual assessment. Employers found to have committed first-time willful violations are guilty of a Class C misdemeanor. Employers found guilty of subsequent willful violations committed within 5 years of the previous violation have committed a Class 4 felony. The State Department of Labor, the State Department of Employment Security, the State Department of Revenue, and the State Workers' Compensation Commission shall cooperate by sharing information concerning any suspected misclassification by an employer or other entity of one or more of its employees as independent contractors. These offices and the Office of the State Comptroller shall be obliged to check such employer or other entity's compliance with the State Employee Classification Act, which takes effect January 1, 2008.

*Minimum wage.* The State minimum wage was increased to \$7.50 per hour on July 1, 2007. Further increases are scheduled. The minimum wage is scheduled to increase to \$7.75 per hour on July 1, 2008, \$8.00 per hour on July 1, 2009, and \$8.25 per hour on July 1, 2010.

During the first 90 consecutive calendar days after an employee who is 18 years of age or older and whose wages are based upon the rates described in the preceding paragraph and have not been reduced from those rates is initially employed by an employer, the employer may pay the employee a wage that is not more than 50 cents less than the applicable minimum wage described in the preceding paragraph. In addition, an employer may pay a day or temporary laborer who is 18 years of age or older at a rate that is not more than 50 cents less per hour than the applicable minimum wage if the employment is occasional or irregular and requires no more than 90 days to complete. Also, there shall be no discrimination between employees on the basis of sex or mental or physical handicap. For those occupations involving gratuities, each employer is allowed a tip credit not to exceed 40 percent of the applicable minimum wage. Finally, no camp counselor who resides on the premises of a seasonal camp of an organized not-for-profit corporation shall be subject

to the adult minimum wage if he or she (1) works 40 or more hours per week and receives a total weekly salary of not less than the adult minimum wage for a 40-hour week, (2) is paid a stipend on a one-time or periodic basis, or (3) is a minor working with parental consent that has been received in writing prior to the commencement of such employment. If the employment is for less than 40 hours per week, then the counselor shall be paid the minimum hourly wage for each hour worked.

*Prevailing wage.* The State Prevailing Wage Act was amended to clarify the fact that the Act applies to the wages of laborers, mechanics, and other workers employed in any public works, by any public body, and to anyone under contract for public works. This application of the Act includes and applies to any maintenance, repair, assembly, or disassembly work performed on equipment, whether owned, leased, or rented.

No employee may use, possess, distribute, deliver, or be under the influence of a drug or alcohol while performing work on a public works project. An employee is considered to be under the influence of alcohol if an analysis of the alcohol concentration in the employee's blood or breath indicates that the concentration is at or above 0.02 percent at the time of the alleged violation. Before an employer begins work on a public works project, the employer shall have in place a written program that meets or exceeds the requirements of the State Substance Abuse Prevention on Public Works Projects Act. The program must be filed with the public body engaged in the public works and must be made available to the general public in order to discourage substance abuse among the employer's employees. All testing must be performed by a laboratory that is certified for Federal Workplace Drug Testing Programs by the Substance Abuse and Mental Health Service Administration of the U.S. Department of Health and Human Services. The employer's program must include, at a minimum, (1) a requirement of a nine-panel urine drug test plus a test for alcohol; (2) a requirement that employees submit to prehire, random, reasonable-suspicion, and postaccident drug and alcohol testing (however, prehire testing of an employee is not required if the employee has been participating in a random-testing program during the 90 days preceding the work commencement date); (3) a procedure for notifying an employee who tests positive for the presence of a drug in his or her system or who refuses to submit to testing; and (4) reasonable-suspicion testing. An employee who is barred or removed from work for having tested positive for the presence of a drug or for refusing to take appropriate drug tests may return to work after testing negative in subsequent tests or successfully completing a rehabilitation program. The employee shall

be reinstated to his or her former employment status if work for which the employee is qualified exists.

*Time off.* Upon approval from the employee's agency, an employee may use (1) up to 30 days of organ donation leave in any 12-month period to serve as a bone marrow or organ donor, (2) up to 1 hour or more to donate blood every 56 days, and (3) up to 2 hours or more to donate blood platelets. Leave for platelet donation may not be granted more than 24 times in a 12-month period. An employee may not be required to use accumulated sick or vacation leave time before being eligible for organ donor leave and must present medical documentation before leave can be approved.

Upon request, an employee subject to the State Employee Blood Donation Leave Act may be entitled to blood donation leave with pay. An employee may use up to 1 hour, or more if authorized by the employer or a collective bargaining agreement, to donate blood every 56 days in accordance with appropriate medical standards established by the American Red Cross, America's Blood Centers, the American Association of Blood Banks, or any other nationally recognized standard.

*Wages paid.* An employee may file a complaint with the State Department of Labor alleging violations of the State Wage Payment and Collection Act within 1 year after the wages, final compensation, or wage supplements were due. Any employer or agency thereof who willfully refuses to pay is guilty of a Class C misdemeanor upon conviction, and each day during which any violation of the Act continues shall constitute a separate and distinct offense. Any employer whom the State director of labor has demanded, or whom a court has ordered to pay wages due an employee and who fails to do so within 15 days after such demand or order is entered shall be liable to pay a penalty of 1 percent of the wages due per calendar day to the employee for each day of delay in paying such wages, up to an amount equal to twice the sum of unpaid wages due the employee. Such employer shall also be liable to the State Department of Labor for 20 percent of such unpaid wages. Any employer who knowingly discharges or in any other manner knowingly discriminates against any employee because that employee has made a complaint to his employer or the State Director of Labor is guilty of a Class C misdemeanor upon conviction.

*Workplace violence.* A person commits an aggravated assault when, in committing an assault, he or she knows the individual assaulted to be a caseworker, an investigator, or another person employed by the State Department of Healthcare and Family Services

or the County Department of Public Aid and is upon the grounds of a public-aid office or grounds adjacent thereto or is in any part of a building used for public-aid purposes. If the caseworker, investigator, or other person employed and engaged in the business of the agency is violated upon the grounds of a home of a public-aid applicant or recipient, or of any other person being interviewed or investigated in connection with the employee's discharge of his or her duties, an assault is also committed. In addition, an assault is committed if the assailant knowingly accosts a utility worker while the utility worker is engaged in the execution of his or her duties or is prevented from performing those duties or if the attack is in retaliation for the utility worker's performing the said duties. This latter category also includes independent contractors working on behalf of a public utility or telecommunications entity.

### Indiana

*Minimum wage.* The State minimum-wage law was amended so that, effective June 30, 2007, employers in the State who employ two or more employees during a workweek were required to pay wages to the employees of not less than the minimum wage required under the Fair Labor Standards Act of 1938, as amended. This wage requirement does not apply to tipped employees, in relation to which the employer may claim an allowed tip credit where appropriate. In addition, the employer is not required to pay the State minimum wage for the first 90 days of employment to employees who have not yet reached 20 years of age, as long as the rate paid complies with the rate required for such employees under the Fair Labor Standards Act.

*Time off.* A new section was added to the State Code to highlight the work of the State wing of the Civil Air Patrol. No member of the Civil Air Patrol participating in an emergency service operation may be disciplined for absence from work by any public or private employer if the member has notified his or her immediate supervisor in writing that the person is a member of the Civil Air Patrol. No action may be taken against the person if he or she already has reported to work on the day of the emergency service operation and secures authorization from the supervisor to leave the duty station. The commander or any other officer in charge of the Civil Air Patrol also must present a written statement to the member's immediate supervisor indicating that the member was engaged in an emergency service operation at the time of his or her absence from work. A public employer in the State is in violation of this legislation if the employer disciplines an employee for missing work because of the employee's participation

in an emergency service operation. A public employee may bring a civil action against the employer in the county of employment in order to seek back wages, reinstatement to a former position, fringe benefits wrongly denied or withdrawn, or seniority rights wrongly denied or withdrawn.

The State Code pertaining to military service was amended. The code now contains an exemption from service on any jury in any court in the State for individuals who serve on active duty in the Armed Forces of the United States or the State National Guard. In addition, military family leave of 10 days is applicable to employers who employ at least 50 employees for each working day during each of at least 20 calendar workweeks. To be eligible, employees must have been employed by the employer for at least 12 months and have worked at least 1,500 hours during the 12-month period immediately preceding the day the leave begins. A covered employee must be the spouse, parent, grandparent, or sibling of a person who is ordered to active duty. The employee is entitled to unpaid leave, or the employee may opt to use earned paid vacation leave, personal leave, or other leave; alternatively, the employer may require that some such paid leave be utilized.

*Wages paid.* Every person, firm, corporation, or association doing business in the State shall pay each employee at least semimonthly, or bi-weekly if requested, the amount due the employee. The payment shall be made in lawful currency of the United States, by negotiable check, draft, or money order, or by electronic transfer to a financial institution designated by the employee. Payment shall be made for all wages earned up to a date not more than 10 business days prior to the date of payment. Payments may be made at shorter intervals. If an employee voluntarily leaves employment, either permanently or temporarily, the employer shall not be required to pay the employee an amount due until the next usual and regular day for payment of wages as established by the employer. If an employee leaves employment voluntarily and without the employer's knowing the employee's whereabouts or address, the employer is not subject to pay until 10 business days have elapsed after the employee has made a demand for the wages due and has furnished the employer with an address to where the wages may be sent or forwarded. A business day is any day other than Saturday, Sunday, or a legal holiday.

*Worker privacy.* The categories of public records that may not be disclosed by a public agency unless access to the records is specifically required by a State or Federal statute or is ordered by a court under the rules of discovery have been expanded. The excluded categories now comprise the name, amount of compen-

sation, job title, business address, business telephone number, job description, education and training background, previous work experience, and dates of first employment of a law enforcement officer who is operating in an undercover capacity.

### Iowa

*Drug and alcohol testing.* The State amended its policy for the employer practice of unannounced drug and alcohol testing. Employers may conduct unannounced drug or alcohol tests on employees selected from three pools. The first pool consists of the entire employee population at a particular worksite of the employer, except for employees not subject to testing pursuant to a collective bargaining agreement, those who are not scheduled to be at work at the time the testing is to be conducted because of their status (for example, those on annual or sick leave and those in training), and those who have been excused from work pursuant to the employer's work policy prior to the time the testing is announced to the employees. The second pool consists of the entire full-time active employee population at a particular worksite, minus those exempt because of a collective bargaining agreement, those not scheduled to be at work at the time testing is conducted because of their status, and those who have been excused from work pursuant to the employer's work policy. The final pool consists of all employees at a particular worksite who are in a pool of employees in a safety-sensitive position and who are scheduled to be at work at the time testing is conducted, other than employees not subject to testing pursuant to a collective bargaining agreement or employees who are not scheduled to be at work at the time testing is to be conducted or who have been excused from work pursuant to the employer's work policy prior to the time the testing is announced to the employees.

*Equal employment opportunity.* The categories of sexual orientation and gender identity were added to other discriminatory categories listed in the State Code. Employers now may not refuse to hire, accept, register, classify, or refer for employment any applicant for employment or any employee on the basis of the person's sexual orientation or gender identity. Nor may employers discharge any employee or otherwise discriminate in employment against any applicant for employment or any employee on the same basis.

*Minimum wage.* Effective April 1, 2007, the State minimum wage was increased to \$6.20 per hour. A further increase to \$7.25 will become effective on January 1, 2008. Employers may, but are not required to, pay employees the applicable State minimum wage until the employee has completed 90 calendar days of

employment with the employer. Employers, however, are required to pay those same employees an hourly wage of at least \$5.30 as of April 1, 2007, and a rate of at least \$6.35 as of January 1, 2008.

*Wages paid.* If an 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 the overdraft is created on the employee's account because of the employer's failure to send the wages on or by the regular payday. The overdraft charges may be a basis for a monetary claim and for damages under the State Code.

## Kansas

*Equal employment opportunity.* The governor signed an executive order dedicated to the principles of freedom and equality among all of the State's citizens and declared that all State entities shall make certain that the following programs are in place: (1) a diversity management program that includes outreach recruitment and hiring, support, mentoring, development, rewards, and recognitions for achievement, as well as a means of monitoring the effectiveness of the program; (2) a strong program, including training and a prompt and confidential method for expressing complaints, prohibiting discrimination and harassment on account of race, color, gender, sexual orientation, gender identity, religion, national origin, ancestry, age, military or veteran status, or disability status, and (3) a program of awareness regarding legal protections for persons with disabilities, in order to allow qualified applicants to apply for employment and to allow employees with disabilities to perform the essential functions of jobs and enjoy the privileges and benefits of employment.

*Wages paid.* Employers in the State are now permitted to designate the method by which employees receive wages, provided that all wages are paid by at least one of the following methods: (1) in lawful money of the United States; (2) by check or draft negotiable in the community wherein the place of employment is located; (3) by the transfer or deposit of electronic funds to an automated clearing-house member financial institution account designated by the employee; (4) by payroll card. Employers that elect to pay wages by one of these methods shall offer an alternative form or payment method as a default option for employees who fail to designate a financial institution account for the transfer or deposit of electronic funds. In addition, employers that elect to use one of the methods listed shall allow employees at least one means of access to their funds per pay period at no cost to the employee for an amount up to and in-

cluding the total amount of the employee's net wages, as stated on the employee's earnings statement. Finally, employers may not charge an employee initiation, loading, or other participation fees to receive wages payable in an electronic fund transfer to a payroll account, except for the cost required to replace a lost, stolen, or damaged payroll card.

## Kentucky

*Minimum wage.* The State minimum wage was increased to \$5.85 per hour in June and is scheduled for two subsequent increases: to \$6.55 per hour on July 1, 2008, and to \$7.25 per hour on July 1, 2009. If the Federal minimum wage is increased in excess of the minimum hourly rate required by State law, the State minimum wage shall be increased, on the same date, to the same amount as the required Federal hourly rate.

## Louisiana

*Whistleblower.* Persons who violate State law relating to freedom from reprisal against public employees for the disclosure of improper acts shall be subject to the fines and penalties provided by State law. If, as a result of a public hearing, there is a finding of probable cause to believe that a person has violated such a criminal law of the State, the finding shall be forwarded for appropriate action to the district attorney of the parish in which the violation occurred. Each agency head shall ensure that a notice containing an explanation, in plain language, of the rights of employees under State law is posted and maintained at some convenient and conspicuous location in each building in which more than 10 public employees are employed.

## Maine

*Discharge.* Public employers may deduct any service fees owed by an employee to a collective bargaining agent from the employee's pay, without signed authorization from the employee, and remit those fees to the bargaining agent as long as the fee obligation arises from a lawfully executed and implemented collective bargaining agreement. In the event that a fee payor owes any arrears on its fee obligations, the deductions authorized by statute may include an installment on a payment plan to reimburse all arrears, but in each pay period may not exceed 10 percent of the gross pay owed. Public employees have a right to join or refrain from joining labor organizations. Thus, public employers may not require an employee to become a member of a union, an employee organization, or a bargaining agent. Nor may such employers terminate or discipline an employee for not paying union dues or fees of any type.

*Drug and alcohol testing.* The State Employment Practices Law regarding testing for substance abuse among temporary workers was amended. The use of consent forms is prohibited. An employer may not require, request, or suggest that any employee or applicant for employment sign or agree to any form or agreement that attempts to (1) absolve the employer from any liability that may arise out of the imposition of the substance abuse test or (2) waive an employee's or applicant's rights, or eliminate or diminish an employer's obligation, under the State Revised Statutes Annotated, except as provided by State statute. An employment agency, as defined by State statute, may request a written waiver for a temporary placement from an individual already in its employ or on a roster of eligibility, as long as the client company has an approved substance abuse testing policy and the individual has not been assigned work at the client company in the 30 days previous to the request. The test must otherwise comply with both State standards and the employment agency's approved policy regarding applicant testing. The agency may not take adverse action against the individual for refusal to sign a waiver.

*Family issues.* The State expanded the reasons for which employees may utilize family medical leave. In addition to being permitted to take family medical leave for the birth of their own or their spouse's children, employees may now take leave for the birth of their domestic partners' children or for the placement of children 16 years of age or younger with their domestic partners in connection with the adoption of the children by the employees or their domestic partners. A domestic partner is defined as an employee's partner who (1) is a mentally competent adult; (2) has been legally domiciled with the employee for at least 12 months; (3) is not legally married to, or legally separated from, another individual; (4) is the sole partner of the employee and expects to remain so; and (5) is jointly responsible with the employee for each other's common welfare, as evidenced by a joint living arrangement, joint financial arrangements, or joint ownership of real or personal property.

The State Revised Statutes regarding family military leave were amended. Subject to State requirements, an employer who now employs 15 or more employees shall provide each eligible employee up to 15 days of family military leave per deployment if requested by the employee. Such family military leave authorized under the statute may be taken only within one or more of the following timeframes: (1) the 15 days immediately prior to deployment, (2) deployment if the military member is granted leave, and (3) the 15 days immediately following deployment. Family military leave granted under the statute may



consist of unpaid leave. In addition, the employee is entitled to military leave upon the death or incurrence of a serious health condition of the employee's spouse, domestic partner, parent, or child if the spouse, domestic partner, parent, or child, as a member of the State military forces or the U.S. Armed Forces, including the National Guard and Reserves, dies or incurs the serious health condition while on active duty. Finally, the definition of an employer, as amended, now no longer includes an independent contractor.

The State's Family Medical Leave Law was amended to provide for intermittent leave, as is provided under the Federal Family and Medical Leave Act. The 10 weeks of family medical leave that qualified employees are entitled to in any 2 years no longer has to be used consecutively. Family medical leave on an intermittent or reduced schedule may be taken, subject to some limitations, such as an agreement reached by the employer and the employee and medical necessity.

*Minimum wage.* Because of previously passed legislation, the State minimum wage was increased to \$7.00 per hour on October 1.

The coverage portion of the State Minimum Wage Act, as it pertains to domestic workers, was amended. Coverage now extends to an individual employed in domestic service in or about a private home and engaged directly by the resident or owner of the home or the family of the resident or homeowner.

A service employee is now defined to mean any employee engaged in an occupation in which the employee customarily and regularly receives more than \$30.00 a month in tips. Among such employees are waiters, waitresses, bellhops, counter personnel, and bartenders who serve customers. The tips received by a service employee become the property of the employee and may not be shared with the employer. Service employees may volunteer to pool their tips to be split evenly among themselves and other service employees or may volunteer to share a part of their tips with other employees who do not generally receive tips directly from the customers. Tips that are automatically included in the customer's bill or that are charged to a credit card must be given to the service employee, except that if the employer must pay the credit card company a percentage on each sale, the employer may deduct from the employee's tip a proportion of the credit card charge that is the same proportion that the tip is to the total bill. A tip that is charged to a credit card must be paid by the employer to the employee by the next regular payday and may not be held while the employer is awaiting reimbursement from a credit card company.

*Overtime.* The State labor laws regarding automobile dealerships were amended. An auto-

mobile salesperson is defined as a person who is engaged primarily in selling automobiles or trucks as an employee of an establishment engaged primarily in the business of selling those vehicles to the ultimate purchaser. The term "automobile salesperson" now includes a person who is engaged primarily in assisting in the financing and providing of insurance products to the ultimate purchaser. An automobile service writer has been newly defined as a person employed for the purpose of, and engaged primarily in, receiving, analyzing, and referencing requests for service, repair, or analysis of motor vehicles as an employee of an establishment engaged primarily in the business of selling automobiles or trucks to the ultimate purchaser, except that the term "automobile service writer" does not include an employee who is paid on an hourly basis.

*Plant closing.* Employers or persons proposing to terminate or to relocate an establishment covered by State statute outside the State shall notify employees and municipal officers of the municipality in which the plant is located, in writing, not less than 60 days prior to the termination or relocation. Persons breaching this requirement commit a civil violation for which a fine of not more than \$500 may be adjudged, except that a fine is not adjudged if the relocation is necessitated by a physical calamity or if the failure to give notice is due to unforeseen circumstances. Persons violating sections of the State statutes regarding plant closings, with the exception of the circumstances just discussed, commit a civil violation for which a fine of not more than \$1,000 per violation may be adjudged. Each employee affected constitutes a separate violation.

## Maryland

*Human trafficking.* The State statutes dealing with human trafficking and servitude were amended to include extortion. A person may not obtain, attempt to obtain, or conspire to obtain money, property, labor, services, or anything of value from another person with the person's consent if the consent is induced by the wrongful use of actual or threatened (1) force or violence; (2) economic injury; or (3) destruction, concealment, removal, confiscation, or possession of any immigration or government identification document with intent to harm the immigration status of either the person in question or another person. If the value of the property, labor, or services is \$500 or more, then the person who violates this section of the statutes is guilty of the felony of extortion and, upon conviction, is subject to imprisonment not exceeding 10 years, or a fine of \$5,000, or both. If the value of the property, labor, or services is less than \$500, then the person who violates this section of the statutes is guilty of the misdemeanor of

extortion and, upon conviction, is subject to imprisonment not exceeding 18 months, or a fine not exceeding \$500, or both. A person seeking to extort money, property, labor, services, or anything of value from someone may not falsely accuse, or threaten to falsely accuse, that person or another person of a crime or of anything that, if the accusation were true, would tend to bring either of the latter individuals in contempt or disrepute. A person who violates this section of the statutes is guilty of a misdemeanor and, upon conviction, is subject to imprisonment not exceeding 10 years, or a fine not exceeding \$10,000, or both. Parents, guardians, or persons who have permanent or temporary care, custody, or responsibility for the supervision of another may not consent to the taking or detention of the other for prostitution. Persons found guilty of such actions are guilty of human trafficking and, upon conviction, are subject to imprisonment not exceeding 10 years, or a fine of \$5,000, or both. If the victim of the trafficking is a minor, the person who is convicted is guilty of a felony and, upon conviction, is subject to imprisonment not exceeding 25 years, or a fine of \$15,000, or both.

*Living wage.* The State enacted a new law requiring that a living wage be applied to all employees working on State procurement contracts. The law requires contractors or subcontractors that employ more than 10 employees and that have a contract for \$100,000 or more to comply with the requirements of the State Living Wage Law. The law does not apply to employers who employ 10 or fewer employees and who have a State contract for services valued at less than \$500,000. The law does apply to employees of covered employers for the duration of the contract if at least one-half of the employees' time during any workweek relates to a State contract for services or a subcontract for services under a State contract. The employees must be paid at least \$11.30 per hour if the State contract services are valued at 50 percent or more of the total value of the contract and are performed in Montgomery, Prince Georges, Anne Arundel, Howard, or Baltimore counties or in Baltimore city. If the employees are performing the work in the State, but outside of these locales, the employees must be paid at least \$8.50 per hour. The commissioner of the State Department of Labor is required to assess the appropriateness of the measures used to adjust the wage rates every 3 years.

*Offsite work.* The State Department of Transportation has implemented the Telework Partnership with Employers Initiative by collaborating with several State agencies to allow employees to work outside the traditional environment, either at home or in a satellite office. Telework affords employees flexible work



arrangements and reduced commuting costs, with an eye toward providing for a better work-family balance, reduced stress, improved job satisfaction, and reduced travel time and expense. On or before December 31, 2007, the State Department of Transportation shall evaluate the State Department's Telework Partnership with Employers Initiative and issue a report of its findings and recommendations regarding the initiative to the governor.

## Massachusetts

*Child labor.* A person shall not employ a child or permit a child to work in, about, or in connection with any establishment or occupation before 6:00 a.m. or after 10:00 p.m., except as an operator in a regular-service telephone exchange or a telegraph office until, but not after, 11:00 p.m. A child 16 years of age or older may be employed until, but not after, 11:30 p.m. on any night other than a night preceding a regularly scheduled schoolday. In addition, a child 16 years of age or older may be employed in a restaurant or racetrack until, but not after, 12 midnight on any night other than a night preceding a regularly scheduled schoolday. An establishment that stops serving clients or customers at 10:00 p.m. may employ a child until, but not after, 10:15 p.m. A child employed after 8:00 p.m. must be under the direct and immediate supervision of an adult acting in a supervisory capacity who is situated in the workplace and is reasonably accessible to the child. This stipulation does not apply to a child employed at a kiosk, cart, or stand located within the common areas of an enclosed shopping mall that employs security personnel every night from 8:00 p.m. until the mall is closed to the public. Whoever employs or permits any minor to work contrary to the preceding legislative requirements shall be punished by a fine of not less than \$500 or more than \$5,000, or by imprisonment of not more than 1 month, or both. As an alternative to initiating criminal proceedings to enforce any violation of the statute, the State attorney general may issue a written warning or citation and may impose a separate civil money penalty of not more than \$250 for the first violation, not more than \$500 for the second violation, and not more than \$2,500 for the third and each subsequent violation. If said person employing such a minor has been notified in writing by any authorized inspector or supervisor, the violations shall be considered to constitute a separate offense for every day during which the employment continues. If a minor 16 years of age or older fails to meet the requirements for completion of the sixth grade, a person shall not employ that minor while a public evening school is maintained in the town where the minor resides or is employed if said minor is authorized to attend a public

evening school. If the minor regularly attends the evening school or a day school, then each week the minor must present his or her employer with a school record demonstrating proper attendance. When the record shows unexcused absences, the minor's attendance shall be deemed irregular and insufficient. Appropriate teachers or authorized persons who issue permits may excuse justifiable absence or waive the school attendance requirements if the physical or mental condition of the minor is such as to render his or her attendance at school harmful or impracticable.

*Independent contractor.* By Executive order of the State Governor, it shall be the policy of all agencies in the Executive Branch of the State government to prohibit the use of undocumented workers in connection with the performance of State contracts. As a condition of receiving Commonwealth funds, all contracts entered into by the executive branch shall require the associated contractors to certify that they shall not knowingly use undocumented workers in connection with the performance of the contract and that they shall verify the immigration status of all workers assigned to the contract without engaging in unlawful discrimination. The employer further shall not recklessly alter, falsify, or accept altered or falsified documents from any such worker. All contracts shall specify that a breach of any of the terms of this Executive order during the period of the contract may be regarded as a material breach subjecting the contractor to sanctions including, but not limited to, monetary penalties, withholding of payments, or suspension or termination of the contract.

## Michigan

*Minimum wage.* The State minimum wage was increased to \$7.15 per hour on July 1, 2007.

## Minnesota

*Overtime.* The commissioner of the State Department of Labor and Industry may issue an order requiring an employer to comply with the State statute prohibiting the employer from taking action against a nurse solely on the grounds that the nurse fails to accept an assignment of additional consecutive work hours in excess of a normal work period at the facility at which the nurse is employed. The nurse may decline to perform the additional work because doing so may, in the nurse's judgment, jeopardize patient safety. Notwithstanding the prohibition, the nurse may be scheduled for duty or required to continue on duty for more than one normal work period in an emergency. The prohibition does not apply to a nursing facility, an intermediate-care

facility, any persons with developmental disabilities, a licensed boarding-care facility, or a "Housing with Services Establishment."<sup>2</sup>

*Other laws.* Upon the hiring of a job applicant, an employer is required to provide the applicant with written notice of the rights and remedies afforded employees by State law.

## Missouri

*Discharge.* Any employer in the State that is found, in any State court or in any U.S. district court located in the State, to have terminated, demoted, or taken an adverse employment action toward a veteran of the war on terror during his or her deployment shall be subject to an administrative penalty in the amount of \$35,000 when certain conditions are met. The director of the State Division of Employment Security shall take judicial notice of judgments in suits brought under the Uniformed Services Employment and Reemployment Rights Act.

*Time off.* No public or private employer shall terminate an employee for joining, as a volunteer firefighter, any fire department or fire protection district, including, but not limited to, any municipal, volunteer, rural, or subscription fire department or organization, volunteer fire protection association, State Disaster Medical Assistance Team, State Task Force One, or Urban Search and Rescue Team. No public or private employer shall terminate an employee who is a volunteer firefighter or a member of any of the aforementioned agencies and who is absent from, or late to, his or her employment in order to respond to an emergency that arises before the time the employee is to report to his or her place of employment. An employer may charge, against an employee's regular pay, any time that the employee loses from employment because of the employee's response to an emergency in the course of performing his or her duties as a volunteer firefighter or member of any of the aforementioned agencies. The employer may request the employee to provide a written statement from the supervisor or acting supervisor of the volunteer fire department, or any of the other aforementioned agencies, stating that the employee responded to an emergency and citing the time and date of the emergency.

## Montana

*Minimum wage.* State law now requires that the State minimum wage of \$6.15 per hour exclude both the value of tips received by the employee and the special provisions for a training wage. In addition, the minimum wage is now subject to the following annual cost-of-living adjustment: no later than September 30 of each year, an adjustment of the wage amount specified in the first sentence of this

section shall be based upon the increase, if any, from August of the preceding year to August of the year in which the calculation is made, in the Consumer Price Index for All Urban Consumers, U.S. city average, for all items, as published by the Bureau of Labor Statistics of the U.S. Department of Labor. The wage amount established by means of this formula, rounded to the nearest 5 cents, becomes effective on January 1 of the following year.

*Offsite work.* A joint resolution of the State Senate and House of Representatives urged the executive and judicial branches of the State to implement telecommuting policies within those branches' agencies, identifying functions that may be performed by employees who work offsite, adopting policies and procedures, and implementing strategies for the policy initiatives. Offsite work is seen as a means of reducing energy usage, the Nation's dependency on foreign oil, and funding for terrorists and as a means of improving highway safety by reducing traffic. Further, telecommuting has been shown to increase worker productivity, improve retention of employees, and bring efficiency to the use of employer assets. Another benefit of such a policy is a reduction in the number of children without parents at home.

*Time off.* An employee who terminates employment for a reason not reflecting discredit upon him- or herself is entitled, upon the date of termination, to cash compensation for unused vacation leave, assuming that the employee has worked the qualifying period. Vacation leave contributed to the sick leave fund is nonrefundable and is not eligible for cash compensation upon termination. An employee may contribute accumulated vacation leave to a nonrefundable sick leave fund. In consultation with the State employee group benefits council, the State Department of Administration shall adopt rules for implementing such a policy.

## **Nebraska**

*Time off.* The State legislature enacted the Family Military Leave Act, under whose authority and requirements any employer that employs between 15 and 50 employees shall provide up to 15 days of unpaid family military leave to an employee during the time Federal or State deployment orders pertaining to that employee are in effect. If the employer employs more than 50 employees, then the employer shall provide up to 30 days of unpaid family military leave. The employee shall give at least 14 days' notice of the intended date upon which the family military leave will commence if the leave will consist of 5 or more consecutive workdays. Employees taking family military leave for fewer than 5 consecutive

days shall give the employer as much advance notice thereof as is practicable. The employer may require certification from the proper military authority to verify the employee's eligibility. Any employee who exercises the right to family military leave shall, upon expiration of the leave, be entitled to be restored to the position held by the employee when the leave began or to a position with equivalent seniority status, benefits, pay, and other terms and conditions of employment. This stipulation does not apply to an employee who has not been so restored if the employer proves that the employee was not restored because of conditions unrelated to the employee's exercise of his or her rights under the Act.

*Wages paid.* The section of the State Wage Payment and Collection Act concerned with commissions was amended. Paid leave, other than earned but unused vacation leave, provided as a fringe benefit by the employer shall not be included in the wages due and payable at the time of separation, unless the employer and the employee (or the employer and the collective bargaining representative) have specifically agreed otherwise. In addition, wages include commissions on all orders delivered and on all orders on file with the employer at the time of separation, less the dollar amount for any returned or canceled orders. Whenever an employer separates an employee from the payroll, the unpaid wages constituting commissions shall become due on the next regular payday following the employer's receipt of payment for the goods or services from the customer from which the commission was generated. The employer shall provide the employee a periodic accounting of outstanding commissions until all commissions have been paid or the orders have been returned or canceled by the customer. If an employee establishes a claim for unpaid wages and secures judgment on such claim, an amount equal to the judgment may be recovered from the employer. If the nonpayment of wages is found to be willful, an amount equal to 2 times the amount of unpaid wages shall be recovered from the employer and shall be remitted to the State treasurer for distribution.

*Worker privacy.* The State Revised Statutes Cumulative Supplement concerning information that may be withheld from release to the public by the lawful custodian of the records, unless publicly disclosed in an open court, open administrative proceeding, or open meeting, or disclosed by a public entity pursuant to its duties, was amended in order to include an additional category of materials that may be withheld from release. Job application materials submitted by applicants, other than finalists who have applied for employment by any public body, may be withheld from release. Job application materials are defined

as applications, resumes, reference letters, and school transcripts. A finalist (1) is any applicant who reaches the final pool of applicants, numbering four or more, from which the successful applicant is to be selected, (2) is an original applicant when the final pool of applicants numbers fewer than four, or (3) is an original applicant among four or fewer original applicants.

Legislation was enacted that established the State Credit Report Protection Act. The Act excludes the release of data to certain Federal, State, and local government entities and stipulates that employers shall not publicly post or publicly display, in any manner, more than the last four digits of an employee's Social Security number. Specifically proscribed by the Act is intentionally communicating more than the last four digits of the Social Security number or otherwise making available more than the last four digits to the general public or to an employee's coworkers. Nor may employers require an employee to (1) transmit more than the last four digits over the Internet, unless the connection is secure or the information is encrypted; (2) use more than the last four digits to access an Internet Web site, unless a password, unique personal identification number, or other identification device is also required for access; or (3) use the last four digits as an employee number for any type of employment-related activity.

## **Nevada**

*Hours worked.* The State has revised the definition of "intrastate driver." Under the State Revised Statutes, the term now excludes drivers who work for a public utility. In addition, the exemption for commercial intrastate drivers from the hours-of-service limitations in certain emergencies was repealed.

*Minimum wage.* As a result of a ballot measure vote, the State minimum wage was increased on November 28, 2006, to \$6.15 per hour if the employer does not provide health benefits or \$5.15 per hour if the employer provides health benefits at a total cost for premiums to the employee of not more than 10 percent of the employee's gross taxable income from the employer. A 2007 amendment to State law now requires that these wage rates be adjusted by the amount of increases in the Federal minimum wage that exceed \$5.15 per hour or, if greater than \$5.15 per hour, by the cumulative increase in the cost of living. The increase in the cost of living shall be measured by the percent increase as of December 31 in any year, over the level as of December 31, 2004, of the Consumer Price Index, as published by the Bureau of Labor Statistics, or of the successor index of that same Federal agency. No Consumer Price Index adjustment for any 1-year period may

be greater than 3 percent. Tips or gratuities received by employees shall not be credited as being any part of, or offset against, the wage rates required by the State law.

Because of previously passed legislation calling for increases in the cost of living, the minimum wage in the State was increased to \$6.33 per hour for employees without a qualified health plan as defined by the State. For those employees whose employer has offered them a qualified health plan, the basic hourly rate is set at \$5.30 per hour.

With regard to State statutes and State constitutional provisions governing the minimum wage paid to an employee, two types of relationships do not constitute employment relationships and are therefore not subject to those minimum-wage provisions. The first type is a relationship between a rehabilitation facility or workshop established by the State Department of Employment, Training, and Rehabilitation under the statutes and a handicapped individual participating in a training or rehabilitative program of such a facility or workshop. The second type is the relationship between a community-based training center that has been issued a certificate of qualification by the State Department of Health and Human Services, Division of Mental Health and Developmental Services, and an enrollee participating in a training or rehabilitative program of such a center.

*Time off.* The issue of employees having to use leave to serve time on jury duty was amended in the State Revised Statutes. If a person is summoned to appear for jury duty, the employer and any employee, agent, or officer of the employer shall not, as a consequence of the person's service as a juror or prospective juror, require the employee to use sick leave or vacation time. Nor shall the employer require the employee to work (1) within 8 hours before the time at which the employee is to appear for jury duty or (2) between 5 p.m. on the day of the employee's appearance for jury duty and 3 a.m. the following day if the employee's service has lasted for 4 or more hours (including the time taken to go to and return from the place where court is held) on the day of his or her appearance for jury duty. Persons who violate these revised statutes are guilty of a misdemeanor.

*Worker privacy.* The exceptions that authorize the release of the home address of a peace officer by a law enforcement agency in certain circumstances were amended. The home address of a peace officer may be released if the officer has been arrested and the home address is included in any of the following: (1) a report of a 911 call; (2) a police report, an investigative report, or a complaint that a person has filed with a law enforcement agency; (3) a statement made by a witness; (4) a report prepared

pursuant to specific State Revised Statutes by an agency that provides child welfare services when such report details a plan for the placement of a child.

The destination for the release of information about past and present employees by both public and private employers is no longer restricted to a law enforcement agency. The information may now be released to a public safety agency if the past or present employee is an applicant for the position of either firefighter or peace officer.

## New Hampshire

*Child labor.* No youth 16 or 17 years of age, except such a youth who has graduated from high school or obtained a general equivalency diploma, shall be employed by an employer, unless the employer obtains and maintains on file a signed, written document from the youth's parent or legal guardian permitting the youth's employment. Employers who violate this requirement may be fined an amount not to exceed \$2,500 for each violation.

*Minimum wage.* The State minimum wage was increased to \$6.50 per hour on September 1, 2007. The rate is scheduled for a subsequent increase, to \$7.25 per hour, on September 1, 2008. If, at any time, the Federal minimum-wage rate is higher than the State minimum-wage rate, then the employer shall pay the greater rate. Employees of a restaurant, hotel, motel, inn, or cabin who customarily and regularly receive tips must now earn at least \$30 per month to be considered a tipped employee. Employers of tipped employees must pay the employees at least 45 percent of the applicable minimum wage.

*Overtime.* Legislation was enacted regulating mandatory overtime for nurses and assistants and providing penalties for violations thereof. With certain exceptions, a registered nurse, licensed practical nurse, or licensed nursing assistant licensed under State statutes shall not be disciplined or lose any right, benefit, or privilege for refusing to work more than 12 consecutive hours. The exceptions are (1) nurses participating in surgery, until the surgery is completed; (2) nurses working in critical care units, until another employee beginning a scheduled work shift relieves the nurse; (3) nurses working in home health care settings, until another qualified nurse or customary caregiver relieves the nurse; (4) nurses working to meet a public health emergency; and (5) nurses covered by collective bargaining agreements containing provisions addressing the issue of mandatory overtime. A nurse may be disciplined for refusing to work mandatory overtime in any of the preceding five situations. Any nurse who is mandated to work more than 12 consecutive hours, as

permitted by the statute, shall be allowed at least 8 consecutive hours of off-duty time immediately following the overtime hours worked. Employers who willfully violate State statutes regarding this issue shall be subject to civil penalties.

*Wages paid.* The list of reasons for which employers are authorized to withhold wages was expanded. Employers are required or authorized, by State or Federal law, to withhold wages for the purpose of paying payroll taxes; paying union dues; making health welfare, pension, and apprenticeship contributions; making voluntary contributions to charities; paying for housing and utilities; paying into savings funds held by someone other than the employer; paying voluntary rental fees for nonrequired clothing; paying for voluntary cleaning of uniforms and nonrequired clothing; paying for the employee's use of a vehicle under State statutes; paying for medical, surgical, hospital, or other group insurance benefits without financial advantage to the employer when the employee has given his or her written authorization and deductions are duly recorded; and paying for required clothing not covered by the definition of a uniform.

Employers in the State are now permitted to pay employees by payroll card. In doing so, the employer shall provide the employee at least one free means of withdrawing up to, and including, the full amount of the balance in the employee's payroll card or payroll card account during each pay period at a financial institution or other location convenient to the place of employment. None of the employer's costs associated with a payroll card or payroll card account shall be passed on to the employee. Employers may initiate payment of wages to an employee by electronic fund transfer to a payroll card account only after the employee has voluntarily consented in writing to that method of payment. Consent to payment of wages by electronic fund transfer to a payroll card account shall not be a condition of either hiring or continued employment. The written consent signed by the employee shall include the terms and conditions of the payroll card option. Employers also must offer the employee the option to discontinue receipt of wages by a payroll card or payroll card account at any time, without penalty to the employee.

*Worker privacy.* The commissioner of the State Department of Employment Security may enter into a reciprocal electronic data-exchange agreement with the Social Security Administration. The exchange of such information is permitted so long as the information is limited to detecting and preventing fraud, waste, and abuse in Social Security Administration programs and in the entitlement, eligibility, and benefit payment amounts of individuals under specific titles of the Social



Security Act. Authorized Federal employees shall be granted access by State statute on a case-by-case basis. The information shall be provided only upon a finding by the commissioner that sufficient guarantees of continued confidentiality are in place.

### New Jersey

*Employment agencies.* Legislation was enacted that regulates the use of certain transportation services utilized in connection with the placement of individuals in employment by temporary-service firms. The legislation requires employees to obtain transportation services to get to or from the site of work. When the firm provides transportation services with any vehicle owned, leased, or otherwise under its control, the firm is responsible for compliance with the relevant laws regarding the vehicle and its use and with recordkeeping as required by the attorney general. If the firm does not provide transportation services, but refers, directs, or requires the individuals to use any other provider of transportation services, or offers no practical alternative to the use of the services of the provider, the firm is required to obtain and keep on file documentation that each provider is in compliance with the relevant laws. Such firms may not require the individuals to use transportation provided by the firm or another provider of transportation services if those individuals have other transportation available. Firms failing to comply with this legislation on more than one occasion may have their registration as a temporary-help service firm suspended or revoked by the State attorney general. This regulatory requirement does not apply (1) if the firm requires the employees to use their own vehicles or other transportation of their choice to and from work or (2) if public transportation is available at the times needed and the firm permits the employees to use the public transportation.

*Prevailing wage.* The prohibition against any contractor or subcontractor who has been debarred from public work due to violations of the prevailing-wage law by having used a firm, corporation, or partnership in which the contractor had an interest has been strengthened by legislation. The legislation provides that when certain conditions are met, a rebuttable presumption may arise asserting that a contractor or subcontractor who is debarred from prevailing-wage work has an interest in another firm, corporation, or partnership. The presumption shifts the burden of proof from the State Department of Labor and Workforce Development to the individual contractor to prove otherwise under certain circumstances. The department is permitted to immediately suspend a contractor's registration prior to a formal hearing on the matter if the director of

the State Division of Wage and Hour Compliance determines that an immediate suspension is in the public interest. The contractor must be afforded an opportunity to contest the immediate suspension.

The State requirements for prevailing wages to be paid for construction work on State-owned properties were amended. Every contract in excess of the prevailing-wage contract threshold amount for any public work to which any public body is a party, or for public work to be done on property or premises owned by, leased to, or leased by a public body, shall contain a provision stating the prevailing-wage rate that can be paid to the workers employed in performance of the contract. Such a contract shall also contain a provision whereby, if it is found that any worker employed by the contractor or any subcontractor covered by such contract, then the public body, the lessee to whom the public body is leasing a property or premises, or the lessor from whom the public body is leasing or will be leasing a property or premises may terminate the contractor's or subcontractor's right to proceed with the work. The contractor and his or her sureties shall be liable for any excess costs occasioned thereby to the public body, to any lessee to whom the public body is leasing a property or premises, or to any lessor from whom the public body is leasing or will be leasing a property or premises.

Employers in the construction industry who improperly classify employees as independent contractors not only deprive these workers of Social Security and other benefits while reducing the employers' State and Federal tax withholdings and related obligations, but also make other businesses bear higher costs for complying with employment law at a competitive disadvantage. Accordingly, an employer, or any officer, agent, superintendent, foreman, or employee of the employer, who fails to properly classify an individual as an employee for purposes of the State Prevailing Wage Act and other State statutes, and who fails to pay wages, benefits, taxes, or other contributions required by those acts, shall be guilty of a disorderly person's offense and shall, upon conviction, be fined not less than \$100 or more than \$1,000, or be imprisoned for not less than 10 or more than 90 days, or both. Each week during any day of which an employee is misclassified, and each employee so misclassified, shall constitute a separate offense. Any knowing violation is a crime of the second degree if the contract is for \$75,000 or more, a crime of the third degree if the contract is between \$2,500 and \$75,000, and a crime of the fourth degree if the contract is for \$2,500 or less. Any violation, even if not done knowingly or willfully, renders the violator guilty of a disorderly person's offense and may, in addition, subject the violator to administrative penalties for up to \$2,500 for a

first violation and up to \$5,000 for each subsequent violation.

*Wages paid.* State legislation was enacted that made it an unlawful practice for a temporary-help service firm to willfully withhold or divert wages for any purpose not expressly permitted by statute. In addition to imposing a fine or a penalty, the attorney general may refuse to issue or renew, and may suspend or revoke, a firm's registration to operate as a temporary-help service firm. No refusal, suspension, or revocation shall be made, except upon reasonable notice to, and the opportunity to be heard by, the applicant or registrant.

*Workplace security.* The State Department of Law and Public Safety shall perform criminal history record background checks on any applicants employed by, or applicants to be employed by, independent contractors in a critical position at a designated facility. The State attorney general, in consultation with the State director of the Office of Homeland Security and Preparedness, the State commissioner of environmental protection, and industry representatives, shall determine the titles and qualifications for all positions that shall be designated as critical positions. The department shall perform a thorough identity verification check on these applicants, to include, at a minimum, a credit investigation, an examination of the applicant's Social Security number to detect informational inconsistencies, and a cross-referencing of all applicants against appropriate law enforcement advisories and terror watch lists. The information obtained cannot be released to any non-criminal justice agency, unless authorized by the Federal Bureau of Investigation. Criminal history background checks and all identity verification checks shall be repeated for previously qualified employees at least once every 5 years, for as long as they are employed by an independent contractor in a critical position.

### New Mexico

*Child labor.* A child under the age of 16 may be employed without obtaining a work permit and without any restrictions on the age of the child or time of employment if the child is employed by a parent in an occupation other than manufacturing, mining, or any other occupation found to be particularly hazardous or detrimental to the health of the child; or is employed as an actor or performer in motion picture, theatrical, radio, or television productions; or is employed to sell or deliver newspapers, with the parent's consent, during the school term or during vacation. The child must be attending school as required and may not engage in such employment except at times when he or she is not required at school. The employer of a child employed in one of



the aforementioned activities is not required to obtain and preserve a work permit in accordance with other sections of the Child Labor Act. A performer under 18 years of age who is participating in the performing arts, including motion picture, theatrical, radio, or television products, is considered a child subject to the State Child Labor Act, unless the performer (1) has satisfied the compulsory education laws of the State, (2) is married, (3) is a member of the U.S. Armed Forces, or (4) is legally emancipated. Such child may not begin work earlier than 5:00 a.m., and the workday must end no later than 10:00 p.m. on evenings preceding school days and 12:00 a.m. on mornings of nonschool days. A child performer's working hours are restricted as follows: under 6 years of age, the child shall work for no more than 6 hours in 1 day; over 6 years of age and under 9 years of age, the child shall work for no more than 8 hours in 1 day; (c) over 9 years of age and under 16 years of age, the child shall not work for no more than 9 hours in 1 day; and (d) between 16 years of age and under 18 years of age, the child shall work for no more than 10 hours in 1 day. No child under 14 years of age shall be employed or permitted to labor at any gainful occupation unless otherwise provided for in the Child Labor Act. No child over 14 years of age and under 16 years of age shall be employed or permitted to labor at any gainful occupation without procuring and filing a work permit, unless otherwise provided for in the Child Labor Act. Employers who employ a child in violation of the State Child Labor Act are guilty of a petty misdemeanor for a first violation and a misdemeanor for second or subsequent convictions.

*Drug and alcohol testing.* A new section was added to the State Motor Carrier Safety Act. A motor carrier (a vehicle that carries freight or passengers) is now required to have an in-house drug and alcohol testing program or be a member of a consortium which provides testing that meets Federal requirements. At the time of registration or renewal of registration of a commercial motor vehicle, a motor carrier shall certify to the State Department of Motor Vehicles and to the Motor Vehicle Division of the State Taxation and Revenue Department that the motor carrier is in compliance with the testing protocol. If the motor carrier is a member of a consortium, the carrier shall provide the names of the persons who operate the consortium. When a medical review officer of either the motor carrier's or the consortium's testing program determines that a positive test result is valid, the officer shall report the findings to the Motor Vehicle Division of the State Taxation and Revenue Department. The division shall then enter the positive test results into the commercial driver's license information system pursuant to

the State Commercial Driver's License Act.

*Minimum wage.* Legislation was enacted that increased the State minimum wage in two stages. The first increase, effective January 1, 2008, raises the minimum wage to \$6.50 per hour. The second increase, effective on January 1, 2009, raises the minimum wage to \$7.50 per hour. Tipped employees must still receive at least \$2.13 per hour in cash wages. Employers may consider tips as part of wages, but the total of the tips and the employer's cash wage shall not equal less than the minimum-wage rates just mentioned. Agricultural employers who furnish food, utilities, supplies, or housing to an employee engaged in agriculture may deduct the reasonable value of such furnished items from any wages due the employee. For a period of 2 years, cities, counties, home-rule municipalities, and other political subdivisions of the State shall neither adopt nor continue in effect any law or ordinance that would mandate a minimum wage higher than the wage set forth in the State Minimum Wage Act. This prohibition expires on January 1, 2010. A local law or ordinance, whether advisory or self-executing, that is in effect on January 1, 2007, and that provides for a higher minimum-wage rate than the rate set forth in the State Minimum Wage Act shall continue in full force until repealed.

*Time off.* Nursing mothers have a right to use a breast pump in the workplace and to have a flexible break time in which to use it. Certain stipulations are contingent upon this right of the nursing mother who is an employee, and the employer shall provide a clean, private space near the employee's workspace, and not a bathroom, for using the breast pump. The employer is not liable for storage or refrigeration of breast milk, payment for a nursing mother's break time in addition to established employee breaks, or payment of overtime while a nursing mother is using a breast pump.

#### **New York**

*Child labor.* The legislature enacted legislation to amend the State Labor Law, the State Arts and Cultural Affairs Law, and the State General Business Law in relation to certain dancers. It is now unlawful for any person to employ, use, or exhibit any person under 18 years of age as a dancer or performer in any portion of a facility open to the public wherein performers appear and dance or otherwise perform unclothed. Any operator of such a facility who knowingly violates the provisions of the State statutes shall be subject to a civil penalty of up to \$500.

*Human trafficking.* The definition of human trafficking includes the victims of sex trafficking and labor trafficking as defined by State

statutes. A person is guilty of labor trafficking if he or she compels or induces another person to engage in labor or recruits, entices, or harbors another person by, among other activities, (1) requiring that the labor be performed to retire, repay, or service a real or purported debt that the actor has caused by a systematic ongoing course of conduct to defraud such person; (2) withholding, destroying, or confiscating any actual or purported passport, immigration document, or other actual or purported government identification document of another person with intent to impair said person's freedom of movement; or (3) using force or engaging in any scheme, plan, or pattern to compel or induce such person to engage, or continue to engage, in labor activity by means of instilling fear in such person that if the demand is not complied with, the actor or another person will perform one or more of certain types of actions, including, but not limited to, (a) causing physical injury, serious physical injury, or death to a person; (b) causing damage to property, other than the property of the actor; (c) engaging in other conduct constituting a felony or unlawful imprisonment in the second degree; and (d) causing criminal charges or deportation proceedings to be instituted against a person. Labor trafficking is a Class D felony, while sex trafficking is a Class B felony. The State Office of Temporary and Disability Assistance may coordinate with and assist law enforcement agencies and district attorney's offices to access appropriate services for victims of human trafficking.

*Prevailing wage.* The State Prevailing Wage Law was amended to require contractors and subcontractors to provide written notice to all laborers, workers, or mechanics of the prevailing wage for their particular job classification on each pay stub and, on a biannual basis, to provide the telephone number and address of the State Department of Labor. The biannual notice must also contain a statement asserting that it is the laborer's, worker's, or mechanic's right to contact the department or some other representative if the laborer, worker, or mechanic is not receiving the proper prevailing rate of wages or supplements for his or her particular job classification. Failure to comply shall result in the assessment of a civil money penalty of \$50 for the first violation, \$250 for a second violation, and \$500 for each subsequent violation.

*Time off.* The definition of an employer under State labor law, wherein an employer is defined as a person or entity that employs 20 or more employees at at least one site, was amended to now include the State itself, in addition to counties, towns, cities, school districts, public authorities, or other governmental subdivisions of any kind, as an employer.

An employer must grant 3 hours of leave of absence in any 12-month period to an employee who seeks to donate blood. The leave of absence may not exceed 3 hours, unless otherwise agreed to by the employer, and must comply with appropriate requirements of notice. An employer may not retaliate against an employee for requesting or obtaining a leave of absence. The employer is not prevented from providing leave for blood donation in addition to any leave allowed under this law, which does not affect an employee's rights to any other employee benefit.

*Wages paid.* State law relating to the payment of wages and penalties for violations was amended. The phrase "clerical and other workers" includes all employees, except commission salespersons and any person employed in a bona fide executive, administrative, or professional capacity whose earnings exceed \$900 per week. The agreed-upon terms of employment of a salesperson shall be reduced to writing, signed by employer and employee, kept on file by the employer for not less than 3 years, and made available to the commissioner of labor upon request. The failure by an employer to produce such written terms of employment upon request by the commissioner shall give rise to a presumption that the terms of employment presented by the commissioned salesperson are the agreed-upon terms of employment. If an employer has violated a provision of the State statutes regarding the day of rest or of meal periods, the commissioner may issue an order directing the payment of a civil penalty in an amount not to exceed \$1,000 for a first violation, \$2,000 for a second violation, and \$3,000 for a third or subsequent violation.

*Worker privacy.* An employer shall provide reasonable unpaid break time or permit an employee to use paid break time or meal time each day to allow the employee to express breast milk for her nursing child for up to 3 years following the child's birth. The employer shall make reasonable efforts to provide a room or other location, in close proximity to the work area, where the employee can express milk in privacy. No employer shall discriminate in any way against an employee who chooses to express breast milk in the workplace.

### North Carolina

*Agriculture.* The State commissioner of labor has the power and duty (1) to delegate, to the State director of the Agriculture Safety and Health Bureau, the power and duties necessary to ensure safe and healthy migrant housing conditions; (2) to supervise the director; (3) to issue preoccupancy certificates to certify that housing for migrant workers has been found to be in compliance with the law;

and (4) to conduct postoccupancy inspections of migrant housing in accordance with the provisions of the State General Statutes. If an operator receives a preoccupancy inspection rating from the State Department of Labor of 100-percent compliance for a particular migrant housing unit for 2 consecutive years, then, in the third year, the operator shall have the right to conduct the preoccupancy inspection for that particular migrant housing unit for him- or herself. Such operators must register the migrant housing with the State Department of Labor 45 days prior to occupancy and must notify, in writing, the appropriate local health department, which shall then inspect the housing for compliance with specific State General Statutes. Such operators also shall request a preoccupancy inspection in the year following a year in which the operator conducted a self-inspection.

*Drug and alcohol testing.* Upon receipt of a notice of a positive drug or alcohol test, or of a refusal to participate in a drug or alcohol test, the State Division of Motor Vehicles, pursuant to State General Statute 20-37.19, must disqualify a commercial driver's license holder from operating a commercial motor vehicle until receipt of proof of successful completion of assessment and treatment by a substance abuse professional in accordance with 49 Code of Federal Regulations Section 382.503. Employers of employees or applicants for employment who test positive, or employers of any employee who refuses to participate, in a drug or alcohol test required under 49 Code of Federal Regulations Parts 382 and 655 must notify the division, in writing, within 5 business days following the employer's receipt of confirmation of a positive drug or alcohol test or of an employee's refusal to participate in the test. The notification must include the driver's name, address, driver's license number, and Social Security number, as well as the results of the drug or alcohol test or documentation from the employer of the refusal by the employee to take the test.

*Inmate labor.* The State General Statutes were amended to permit the State Department of Correction to establish work assignments for inmates or allow inmates to volunteer in service projects that benefit units of State or local government (or tax-exempt) entities that serve the citizens of the State. Such work assignments may include the use of inmate labor and the use of department resources in the production of finished goods. Any products so produced may be donated to the government unit or tax-exempt organization at no cost. An additional amendment to the statutes struck the exclusion of female convicts from working on public roads or streets and the restriction of male prisoners from working in any buildings utilized by any State department, agency,

or institution where women are housed or employed. Proper supervision by a duly designated custodial agent assigned by the State secretary of corrections allows for more flexibility in the kinds of inmate placements.

*Worker privacy.* Information contained in personnel files and that is relevant to possible criminal misconduct may be made available to law enforcement and the district attorney in order to assist in the investigation of (1) a report made to law enforcement pursuant to State statutes or (2) any report to law enforcement regarding an incident of arson, attempted arson, destruction of, theft from, theft of, embezzlement from, or embezzlement of any personal or real property owned by the local board of education. Employees shall be given 5 working days' prior written notice of any disclosure under State statute, to permit the employees to apply to the district attorney for an in-camera review prior to the date of disclosure to determine whether the information is relevant to the possible criminal misconduct. Failure of the employee to apply for a review shall constitute a waiver by the employee of any relief under the State statute.

Notwithstanding any other law relating to the privacy of personnel records, the Retirement Systems Division of the Department of State Treasurer shall furnish the State Fiscal Records Division direct online read-only access to information on active and retired members or to records maintained by the division in online information systems. Direct online read-only access shall not include access to medical records of individual members.

Local boards of education shall maintain records of each of their employees, showing the following: name; age; date of original employment or appointment; terms of the contract by which the employee is employed, whether written or oral, past and current, to the extent that the board has the written contract or a record of the oral contract in its possession; current position; title; current salary; date and amount of most recent increase or decrease in salary; date of most recent promotion, demotion, transfer, suspension, separation, or other change in position classification; and office or station to which the employee is currently assigned. These records are subject only to rules and regulations for their safekeeping adopted by the local board of education, and every person having custody of the records shall permit them to be inspected and examined by any person during regular business hours. Persons denied access to any record for the purpose of inspecting, examining, or copying the record shall have the right to compel compliance by application to a court of competent jurisdiction for a writ of mandamus or other appropriate relief.

*Workplace security.* The State chief informa-

tion officer may require background investigations of any employee or prospective employee, including a criminal history record check, which may include a search, based on a person's fingerprints, of the State and National Repositories of Criminal Histories. The background report is not a public record under the State General Statutes. The State Department of Justice may provide, to the State Office of Information Technology Services, the criminal history, from the State and National Repositories of Criminal Histories, of any current or prospective employee, volunteer, or contractor consenting to the criminal record check and the use of fingerprints and other identifying information required by the State and National Repositories, as well as any additional information required by the State Department of Justice. The State Office of Information Technology shall keep all such information that it receives confidential.

### North Dakota

*Equal employment opportunity.* The definition of the term "discriminatory practice" in the State Century Code was amended. A discriminatory practice is now defined as an act or attempted act that, because of race, color, religion, sex, national origin, age, physical or mental disability, status with regard to marriage or public assistance, or participation in lawful activity off the employer's premises during nonworking hours that is not in direct conflict with the essential business-related interests of the employer, results in the unequal treatment, separation, or segregation of any persons or denies, prevents, limits, or otherwise adversely affects, or, if accomplished, would deny, prevent, limit, or otherwise adversely affect, the benefit of enjoyment by any person of employment, labor union membership, public accommodations, public services, or credit transactions.

The State Century Code pertaining to the duties and powers of the State Department of Labor, as related to human rights enforcement, was amended. Upon receiving and investigating complaints alleging violations of the code, the department shall emphasize conciliation to resolve the complaints. During the process of thoroughly investigating a complaint, the department may require the attendance of a witness and the production of certain records or objects at any hearing or with reference to any matter the department has the authority to investigate. If a witness fails to appear or refuses to produce the records or objects in question, the department may issue a subpoena to compel the witness to appear, or a *subpoena duces tecum* to compel the witness to appear and produce a relevant book, record, document, data, or other object. If a person refuses to obey a subpoena, the district court, upon application by the department, may is-

sue an order to the person requiring him or her to appear and give evidence, or otherwise produce documentary evidence, requested by the department regarding the matter under investigation.

*Minimum wage.* The State legislature enacted a series of minimum-wage increases, effective the same dates as the effective dates for the anticipated increases in the Federal minimum wage. When the Federal minimum-wage rate rose on July 24, the State minimum-wage rate was increased from \$5.15 per hour to \$5.85 per hour. The next State increase, set at \$6.55 per hour, is scheduled for implementation 1 year after the first, and the final increase in the series, set at \$7.25 per hour, is scheduled for implementation 1 year after the second increase.

*Worker privacy.* Employee retirement records are now confidential. A contributor to a State retirement program may purchase up to 5 years of service credit with either pretax or after-tax monies, at the Public Employees Retirement System Board's discretion. If an employer has purchased service credit for an employee, the following elements, and only the following elements, of information may be obtained from the employer: the employee's and employer's names, the name of the retirement program in which the employer participates, the amount of service credit purchased by the employer, and the total amount expended by the employer for that purchase of the service credit.

### Ohio

*Prevailing wage.* By law, threshold amounts for contract coverage under the State prevailing-wage law are adjusted every 2 years in accordance with the change in the Census Bureau's Implicit Price Deflator for Construction, provided that no increase exceeds 6 percent for the 2-year period. As a result, effective January 1, 2008, the threshold amount for new construction rose from \$69,853 to \$73,891, and the threshold amount for reconstruction, remodeling, or renovation increased from \$20,955 to \$22,166.

*Worker privacy.* Public records are those records defined as being kept by any public office, such as the State, county, city, village, township, and school district units. Public records pertaining to the delivery of educational services by an alternative school in the State and kept by a nonprofit or for-profit entity operating alternative schools were the focus of a legislative amendment. The law was expanded to provide parole officers, prosecuting and assistant prosecuting attorneys, and certain correctional and youth services employees with the same options as peace

officers with respect to the confidentiality of certain personnel information. The legislation expanded the materials excluded from the definition of "public record." Now excluded are photographs of a peace officer who holds a position or has an assignment that may include undercover or plainclothes positions. Also excluded are the individual's home address, Social Security number, and personal telephone number; bank account, debit card, and charge card or credit card numbers; the name of any beneficiary of employment benefits; the identity of any charitable organizations to which the person contributes and the amounts of the contributions thereto; and the identity and amounts of any employment benefit deductions.

### Oklahoma

*Drug and alcohol testing.* The sections of the law relating to the State Employment Security Act of 1980 and the State Standards for Workplace Drug and Alcohol Testing Act were amended. In any claim for compensation brought by a discharged employee, a copy of the results of the drug or alcohol test undergone by the employee shall be accepted as prima facie evidence of the administration and results of the test. No employer may request or require an applicant or employee to undergo drug or alcohol testing, unless the employer has first adopted a written, detailed policy setting forth the specifics of the testing program, which employees are subject to testing, and the circumstances under which testing may be requested or required. It shall be sufficient for the employer to state in the written policy that the substances tested for shall be drugs and alcohol, as defined in the Standards for Workplace Drug and Alcohol Testing Act, including controlled substances approved for testing by the State commissioner of health. The employer's drug-testing policy must explain the testing methods and collection procedures, the consequences of refusing to undergo testing, and the potential adverse personnel actions ensuing upon a positive result. An applicant or employee has the right to have explained, in confidence, the test results; his or her rights to obtain information and records related to the testing; confidentiality requirements; and all appeal procedures, remedies, and sanctions. Any employer implementing a drug-testing policy for the first time or implementing changes in an already existing policy shall provide at least 30 days' notice prior to the implementation. The policy shall be prominently posted and shall be given in written form to each employee, as well as to each applicant upon receipt of a conditional offer of employment.

*Immigrant protections.* The State Taxpayer and Citizen Protection Act of 2007 was en-



acted. Under the Act, after July 1, 2008, no public employer shall enter into a contract for the physical performance of services within the State, unless the contractor registers and participates in the Federal Status Verification System to verify the work eligibility of all of its new employees. In addition, after July 1, 2008, no contractor or subcontractor who enters into a contract with a public employer shall enter into such a contract or subcontract in connection with the physical performance of services within the State, unless the contractor or subcontractor registers and participates in the Federal Status Verification System to verify information on all of its new employees. Under the law, it shall be a discriminatory practice for an employing entity to discharge an employee working in the State who is a United States citizen or permanent resident alien while retaining an employee who the employing entity knows, or reasonably should have known, is an unauthorized alien hired after July 1, 2008, and who is working in the State in a job category which requires skill, effort, and responsibility equal to that possessed by the discharged employee and which is performed under working conditions similar to those of the job category held by the discharged employee, as defined by 29 U.S.C., Section 206 (d)(1).

## Oregon

*Agriculture.* The commissioner of the State Bureau of Labor and Industries, or any other person, may bring suit in any court of competent jurisdiction to enjoin any person from using the services of an unlicensed farm labor contractor or to enjoin any person acting as a farm labor contractor from violating certain State statutes or rules promulgated pursuant thereto. The court may award costs and disbursements, as well as reasonable attorneys' fees, to the prevailing party. In addition, the amount of damages recoverable from a person acting as a farm labor contractor and who violated certain State statutes is actual damages or a now-increased amount of \$2,000, whichever is greater.

The section of the State Revised Statutes concerning the issue of service of process on a farmworker camp operator was amended. During the course of any action arising out of the activities of a farmworker camp operator who is operating an unregistered farmworker camp within the State and who is not in the State or is otherwise unavailable to accept service of process in the State, the operator may be served by other means—specifically, by mailing a certified true copy of the summons and complaint to (1) the State commissioner of the Bureau of Labor and Industries; (2) the last known address, if any, of the farmworker camp operator; and (3) any other address, the use of which the plaintiff knows or, on the basis of reasonable

inquiry, has reason to believe is most likely to result in actual notice.

*State Department of Labor.* The commissioner of the State Bureau of Labor and Industries shall adopt rules regarding meal periods for employees who serve food or beverages, receive tips, and report the tips to the employer. In rules adopted by the commissioner, the commissioner shall permit an employee to waive a meal period. However, an employer may not coerce an employee into waiving a meal period. In addition to prescribing any other penalty provided by law, the commissioner may assess a civil penalty not to exceed \$2,000 against an employer that the commissioner finds has coerced an employee into waiving a meal period in violation of State statutes. Each violation is a separate and distinct offense. In the case of a continuing violation, each day's continuance is a separate and distinct violation.

The State commissioner of the Bureau of Labor and Industries may conduct investigations, issue subpoenas and *subpoenas duces tecum*, administer oaths, obtain evidence, and take testimony in all matters relating to the commissioner's duties when the information sought is relevant to a lawful investigative purpose and reasonable in scope. The commissioner shall adopt rules for gathering information through subpoenas or testimony. If, after being served with a subpoena, a person refuses, without reasonable cause, to be examined, to answer any question, or to produce any document or other thing as required by the subpoena, the commissioner may petition the circuit court in the county in which the investigation is pending for an order directing the person to show cause why the person has not complied with the subpoena and should not be held in contempt.

*Discharge.* Employers may not discharge or in any other manner discriminate against an employee because (1) the employee has made a wage claim or has discussed, inquired about, or consulted an attorney or agency about a wage claim; (2) the employee has caused wage proceedings under or related to specific State statutes to be instituted; or (3) the employee has testified or is about testify in any such wage claim proceedings. A violation of the State Revised Statute prohibiting such discharge or discrimination as a result of wage claim issues is an unlawful employment practice. Persons unlawfully discriminated against in this manner may file a complaint with the State commissioner of the Bureau of Labor and Industries. Employees aggrieved by such a practice also may file a civil action in circuit court. The court may award compensatory damages or \$200, whichever is greater, and punitive damages, in addition to the relief authorized by the statutes.

*Equal employment opportunity.* The State's Revised Statutes regarding discrimination were amended by the addition of various prohibited types of discrimination. Employers are now prohibited from refusing to hire or employ an individual or from barring or discharging the individual from employment because of the individual's color or sexual orientation. However, discrimination is not an unlawful employment practice if it results from a bona fide occupational qualification reasonably necessary to the normal operation of the employer's business.

*Family issues.* State law was amended to prohibit covered employers from reducing the amount of an employee's available family leave when the employee is unable to work because of a disabling compensable injury.

Employees in the State who take family leave are now entitled to use any paid accrued sick leave, in addition to any paid accrued vacation leave, during a period of family leave or to use any other paid leave that is offered by the employer in lieu of vacation leave during the period of family leave.

The State's Revised Statutes relating to family leave were amended. The definition of "family member" was expanded and now includes the grandparent or grandchild of the employee. In addition, it is an unlawful practice for an employer to deny family leave to which an eligible employee is entitled under the aforesaid statutes. It is also unlawful for an employer to retaliate or in any way discriminate against an individual with respect to hiring, tenure, or any other term or condition of employment because the individual inquired about the provisions of family leave, submitted a request for family leave, or invoked any provisions of the State's Revised Statutes regarding family leave.

*Human trafficking.* The State's Revised Statutes were amended by the creation of new provisions relating to the trafficking of persons and involuntary servitude. A person commits the crime of human trafficking, a Class B felony, if the person (1) knowingly performs actions or attempts to perform actions aimed at recruiting, enticing, harboring, transporting, providing, or obtaining by any means another person, knowing that the other person will be subjected to involuntary servitude as described by the statute, or (2) benefits financially or receives something of value from participation in a venture that involves acts prohibited by the statute. A person commits the crime of subjecting another person to involuntary servitude in the first degree, also a Class B felony, if the person knowingly and without lawful authority forces or attempts to force the other person to engage in services by causing or threatening to cause death or serious physical injury to a person

or by physically restraining or threatening to physically restrain a person. A person commits the crime of subjecting another person to involuntary servitude in the second degree, a Class C felony, if the person knowingly and without lawful authority forces or attempts to force the other person to engage in services by (1) abusing or threatening to abuse the law or the legal process; (2) destroying, concealing, removing, confiscating, or possessing an actual or purported government identification document of a person; (3) threatening to report a person to a government agency for the purpose of arrest or deportation; (4) threatening to collect an unlawful debt; or (5) instilling in the other person a fear that the actor will withhold from the other person the necessities of life, including, but not limited to, lodging, food, and clothing. Irrespective of any criminal prosecution or of the result of any criminal prosecution, a person injured by a violation of the kind described in this paragraph may bring a civil action for damages against a person whose actions are unlawful under the statute.

*Minimum wage.* On the basis of previously enacted legislation that called for cost-of-living increases, the minimum wage in the State for calendar-year 2008 was increased to \$7.95 per hour.

*Plant closing.* Under a State Department of Aviation rule, a person responsible for the operation of a public-use airport shall notify the department of the planned closure of the airport at least 180 days before its permanent closure.

*Preference.* Public employers shall grant a preference to veterans (including disabled veterans) who successfully complete an initial application screening or an application examination or who successfully complete a civil service test the employer administers to establish eligibility for a vacant civil service position. Different amounts of preference points are to be added by the employer to the veterans' scores. Public employers shall appoint an otherwise qualified veteran (who may be a disabled veteran) to a vacant civil service position if the results of the veteran's application examination, combined with the preference points awarded such individuals, are equal to or higher than the results of an application examination for a nonveteran. If a public employer does not appoint a veteran (who may be a disabled veteran) to a vacant civil service position, then, upon written request of the veteran, the employer shall provide, in writing, the employer's reasons for his or her decision. The employer may base a decision not to appoint the veteran (who may be a disabled veteran) solely on the veteran's merits or qualifications with respect to the vacant

civil service position.

*Prevailing wage.* The State prevailing-wage law was amended. When the prevailing rates of wages required are available electronically or are accessible on the Internet, the rates may be incorporated into a project's specifications by reference to the electronically accessible or Internet-accessible rates and by the provision of adequate information about how to access the rates. The commissioner of the State Bureau of Labor and Industries shall determine the site of a public works project in accordance with the Davis-Bacon Act, as well as on the basis of whether workers transporting materials and supplies to and from the site are subject to the Act and are entitled to be paid the prevailing wage. When a public works project is subject to the Davis-Bacon Act and a public agency fails to include the State and Federal prevailing rates in the specifications for the contract or fails to include information showing which rate is higher for workers in each trade or occupation, the public agency is liable to each affected worker for the worker's unpaid minimum wages, including fringe benefits, in an amount that, for each hour worked, equals the difference between the applicable higher rate and the lower rate and an additional amount equal to the amount of unpaid minimum wages as liquidated damages. The commissioner shall, by rule, establish a fee to be paid by the public agency that awards a public works contract. Such fee shall be used to pay the costs of (1) conducting surveys to determine the prevailing rates of wages, (2) administering and providing investigation under State statutes, and (3) providing educational programs on public contracting law under the State Public Contracting Code. Fees shall be set at 0.1 percent of the contract price. However, in no event may the fees be more than \$5,000 or less than \$100.

The State's Revised Statutes were amended by the addition of three sections to the discussion of public contracts. Upon the request of a public agency or other interested person, the State commissioner of the Bureau of Labor and Industries shall now make a determination about whether a project or proposed project is or would be a public work on which payment of the prevailing wage is or would be required under State statute. The requester shall provide the commissioner with the information necessary to make the determination. The commissioner shall make the determination within 60 days after receiving the request or 60 days after the requester has provided the commissioner with the information necessary to enable the commissioner to make the determination, whichever is later. The commissioner may take additional time to make the determination if the commissioner and the requester mutually agree that

the commissioner may do so.

*Wages paid.* Persons engaged in a business or enterprise of any kind in the State may not issue any order, check, memorandum, or other instrument of indebtedness in payment of, or as evidence of, indebtedness for wages due an employee, unless the instrument is negotiable and payable without discount in cash on demand at some bank or other established place of business in the county where the employee lives or works and where sufficient funds are available for payment of the instrument. An employer and employee may agree that the employer may pay wages through a direct-deposit system, automated teller machine card, payroll card, or other means of electronic transfer if the employee may (1) make an initial withdrawal of the entire amount of net pay without cost to the employee and (2) choose to use another means of payment of wages that involves no expense to the employee. The agreement must be in the language that the employer principally uses to communicate with the employee. To revoke such an agreement, except in specific circumstances, the employee shall give the employer written notice of its revocation. Unless agreed to otherwise, the agreement is revoked 30 days after the date the notice is received by the employer. Seasonal farmworkers may provide notice of revocation of an agreement either orally or in writing, and unless agreed to otherwise, the agreement is revoked 10 days after the notice is received by the employer.

If an employer has received notice that an employee has not been paid the full amount the employee is owed on a regular payday and there is no dispute between the employer and the employee regarding the amount of the unpaid wages, then (1) if the unpaid amount is less than 5 percent of the employee's gross wages due on the regular payday, the employer shall pay the employee the unpaid amount not later than the next regular payday; or (2) if the unpaid amount is 5 percent or more of the employee's gross wages due on the regular payday, the employer shall pay the employee the unpaid amount within 3 days after the employer has received notice of the unpaid amount, excluding Saturdays, Sundays, and holidays.

When an employer deducts an amount from an employee's wages as required or authorized by law or agreement, the employer shall pay the amount deducted to the appropriate recipient as required by the law or agreement. The employer shall pay the amount deducted within the time required by the law or the agreement or, if the time for payment is not specified by the law or agreement, within 7 days after the date the wages from which the deductions are made are due. Failure to pay the amount as required constitutes an unlawful decision, which may be penalized under penalty provided by law, where the

State commissioner of the Bureau of Labor and Industries may assess a civil penalty not to exceed \$1,000 against any person who commits such an act.

*Worker privacy.* Confidential employment information secured by the State Employment Department may be provided to the State Department of Transportation to assist that department in carrying out its duties relating to the collection of delinquent and liquidated debts, including taxes, due under the State's Revised Statutes and the State Vehicle Code. The information provided may include names and addresses of employers and employees, as well as payroll data. The information provided is confidential and may not be released by the State Department of Transportation in any manner that would identify any employing unit or employee, except to the extent necessary to carry out the department's duties or in auditing or reviewing any report or return required to be filed under the revenue and tax laws administered by the department. The information may not be disclosed to any private collection agency.

The worker privacy issue regarding school employees has been amended under the State's Revised Statutes. If a former school employee is convicted of a crime under specific statutes, the education provider that was the employer of the former employee when the crime was committed shall disclose the disciplinary records of the former employee to any person upon request.

The State's Revised Statutes regarding mediation were amended. If the only parties to mediation are public bodies, then communications or agreements made during the mediation are not confidential, except to the extent that those communications or agreements are exempt from disclosure. Mediation of workplace interpersonal disputes between employees of a public body is not subject to disclosure under the statute and is therefore confidential. If two or more public bodies are parties to a mediation in which a private person is also a party, then mediation communications are not confidential if the policies governing confidentiality of mediation communications for at least one of the public bodies provide that those communications are not confidential. Finally, if two or more public bodies are parties to a mediation in which a private person is also a party, then any communications made during the mediation are not confidential if the policies governing confidentiality for at least one of the public bodies provide that those communications are not confidential.

The State's Revised Statutes relating to personnel records were amended. Personnel records no longer include records relating to the conviction, arrest, or investigation of individuals for conduct constituting a violation of

the criminal laws of this State, another State, or the United States; confidential reports from previous employers; or records maintained in compliance with State statutes. Upon receipt of a request from an employee, the employer shall provide, within 45 days, a reasonable opportunity for the employee to inspect the employee's personal records that have been used to determine the employee's qualification for employment, promotion, additional compensation, termination, or some other disciplinary action. Employers shall keep a terminated employee's personnel records for not less than 60 days. Upon an employee's request, copies must be furnished within 45 days. If the records are not readily available, the employer and the employee may agree to extend the time within which the employer must provide the records to the employee.

Any employee returning to work after a pregnancy leave must provide reasonable notice to the employer that the employee intends to express milk for a child who is 18 months of age or younger. Unless otherwise agreed to by the employer and employee, the employer shall provide the employee with a 30-minute rest period to express milk during each 4-hour work period or during the major part of a 4-hour work period, to be taken by the employee approximately in the middle of the work period. The employee shall, if feasible, take the rest periods to express milk at the same time as that provided to other employees for their rest or meal periods. When an employer's contribution to the employee's health insurance is influenced by the number of hours the employee works, the employer shall treat any unpaid rest periods used by the employee to express milk as paid work time for the purpose of measuring the number of hours the employee works. An employer is not required to provide rest periods as a result of this legislation if doing so would impose a hardship on the employer's business operation. This employee entitlement applies only to employers who employ 25 or more employees in the State during each of the calendar workweeks of the year in which the rest periods are to be taken or of the year immediately preceding the year in which the rest periods are to be taken.

*Workplace violence.* Employers covered by State law shall allow an employee to take reasonable leave from employment for any of the following reasons: (1) to seek legal or law enforcement assistance or remedies to ensure the health and safety of the employee or the employee's minor child or dependent, including preparing for and participating in protective order proceedings or other civil or criminal legal proceedings related to domestic violence, sexual assault, or stalking; (2) to seek medical treatment for, or to recover from, injuries caused by domestic violence or sexual assault to, or stalking of, the eligible employee or the

employee's minor child or dependent; (3) to obtain, or to assist a minor child or dependent in obtaining, counseling from a licensed mental health professional for the effects related to an experience of domestic violence, sexual assault, or stalking; (4) to obtain services from a victim services provider for the eligible employee or the employee's minor child or dependent; and (5) to relocate or to take steps to secure an existing home in order to ensure the health and safety of the eligible employee or the employee's minor child or dependent. A covered employer may limit the amount of leave an eligible employee takes for the aforesaid activities if the employee's leave creates an undue hardship on the employer's business. It is unlawful for a covered employer to deny leave to an eligible employee or to discharge, threaten to discharge, demote, suspend, or in any manner discriminate or retaliate against an employee with regard to promotion, compensation, or other terms, conditions, or privileges of employment because the employee takes such leave.

## Pennsylvania

*Minimum wage.* As a result of legislation enacted in previous years, the minimum wage in the State was increased to \$7.15 per hour on July 1, 2007.

## Rhode Island

*Hours worked.* In order to pursue the health, efficiency, and general well-being of employees, as well as the health and general well-being of the persons to whom those employees provide services, the State declared a public policy that established a maximum workday for certain hourly-wage employees beyond which the employees cannot be required to perform overtime work. Health care facilities may not require employees to work overtime in excess of an agreed-upon, predetermined scheduled work shift of 8, 10, or 12 hours, except in unforeseeable circumstances. In no case shall a health care facility require an employee to work in excess of 12 consecutive hours. The refusal of any employee to accept such overtime work shall not be grounds for discrimination, dismissal, discharge, or any other penalty or employment decision adverse to the employee. Voluntary overtime in excess of these limitations is not to be construed as prohibited.

*Human trafficking.* The State General Law titled "Criminal Offenses" added a new chapter titled "Trafficking of Persons and Involuntary Servitude." Language within the chapter established and defined both the trafficking of persons and involuntary servitude as criminal offenses related to the activities of intimidation; forced labor; commercial sexual activity;



and knowingly destroying, concealing, removing, confiscating, or possessing any actual or purported passport or other immigration document. Fines and penalties for conviction of involuntary servitude may range from 20 years' imprisonment and \$20,000 in fines to 40 years' imprisonment and \$40,000 in fines, depending upon the age of the victim(s). Human trafficking may result in penalties of 20 years' imprisonment and \$20,000 in fines.

*Independent contractor.* The section of the State General Laws entitled "Causes of Action" was amended. A section dealing with misclassification of employees was added to the laws. Any person, firm, or corporation that suffers damages as a result of a competitive bid for a contract not being accepted due to another person, firm, or corporation knowingly misclassifying employees as independent subcontractors may bring an action for damages in the appropriate district or superior court. For the purposes of these actions, an employee's status shall be determined by the applicable provisions of the appropriate Internal Revenue Code of 1986 or any subsequent corresponding Internal Revenue Code of the United States, as amended from time to time.

*Overtime.* State law requires that work performed by employees on Sundays and holidays be paid for at a rate at least time-and-one-half the normal rate for the work, provided that an employee's refusing to work on any Sunday or holiday enumerated by State statute is not grounds for discharge or meting out any other penalty upon the employee. Any manufacturer that operates for 7 continuous days per week is exempt from this requirement. Thus, any and all employees of a chauffer-driven limousine or taxicab company that operates 7 continuous days per week, 24 hours per day, are newly listed as exempt from the State-required time-and-one-half provisions. In addition, any car rental company that operates a car rental agency at T. F. Green Airport and is required, pursuant to its lease agreement with the State Airport Corporation, to operate on Sundays and/or holidays is exempt from overtime provisions for Sunday and holiday work with respect to work performed at that airport location.

*Prevailing wage.* Contractors in the State who are awarded a public works contract are now required to contact the Department of Labor and Training on or before July 1 of each year for the duration of the contract, in order to ascertain the prevailing rate of wages on an hourly basis and the amount of payment or contributions paid or payable on behalf of each mechanic, laborer, or worker performing the work contracted to be done each year. Every July 1, the contractor shall make any

necessary adjustments to the prevailing rate of wages and to the payment or contributions paid or payable on behalf of each employee.

### **South Dakota**

*Minimum wage.* The State minimum-wage law was amended. On the effective date, July 24, 2007, of the increase in the Federal minimum wage under the Federal Fair Labor Standards Act, the State minimum wage was increased to \$5.85 per hour for every employer. Twelve months later, the State minimum wage will be increased to \$6.55 per hour, and effective 12 months after that, the State minimum wage will be increased to \$7.25 per hour. Employers in violation of the requirement for the payment of these minimum wages are guilty of a Class 2 misdemeanor.

*Workplace security.* Each person hired in any capacity by the Division of Banking of the State Department of Revenue and Regulation shall agree to submit to a background investigation by means of fingerprint checks performed by the State Division of Criminal Investigation and the Federal Bureau of Investigation. Completed fingerprint cards shall be submitted to the division before the prospective new employee enters into service. If no disqualifying record is identified at the State level, the fingerprints shall be forwarded by the division to the Federal Bureau of Investigation for a national criminal history record check. Any person whose employment is contingent on satisfying this requirement may enter into service on a temporary basis pending receipt of the results of the background investigation. The division may, without liability, withdraw its offer of employment or terminate the temporary employment without notice if the report reveals that the person has been convicted of any financial crime or any crime that otherwise reveals circumstances which reasonably suggest that the person should not be employed by the division.

### **Tennessee**

*Drug and alcohol testing.* For-hire motor carriers providing passenger transportation service in a motor vehicle or motor vehicles designed or constructed to accommodate and transport eight or more passengers, exclusive of the driver, shall conduct a program of mandatory random drug testing for the operators of their motor vehicles in accordance with regulations promulgated by the U.S. Department of Transportation.

*Equal employment opportunity.* Most fire stations in use today were planned and built with a single-sex workforce in mind. Many of these buildings are now being used by a workforce that includes both men and women. Any fire

station constructed after June 26, 2007, is encouraged to have separate restroom facilities, showers, and locker rooms for men and women. Each municipal or county fire department and each volunteer fire department or company are urged to develop plans that, to the greatest extent possible, will create gender-friendly conditions in existing facilities. Existing facilities that cannot be upgraded to gender-friendly stations should be made gender friendly to the greatest extent possible.

*Immigrant protections.* No person in the State is permitted to accept an individual taxpayer identification number as a form of identification. Any person, including any contractor, in the State who is presented with an individual taxpayer identification number by a potential employee or subcontractor as a form of identification or to prove immigration status shall reject such number and request the lawful resident verification information that the person is required to obtain pursuant to Federal law. The phrase "lawful resident verification information" is defined as the documentation required by the U.S. Department of Homeland Security in completing the employment eligibility verification form commonly referred to as the Federal "Form I-9."

*Worker privacy.* The State Code Annotated was amended by treating additional types of personal information as confidential. The residential address, as well as the personal telephone and cell phone numbers, of any State, county, municipal, or other public law enforcement officer shall now be treated as confidential and not open for inspection by members of the public.

### **Texas**

*Child labor.* The State Child Labor Code does not apply to the employment of a minor 16 years of age or older who is engaged in the direct sale of newspapers to the general public.

*Prevailing wage.* Any contract for a public work project awarded by a political subdivision of the State shall follow the general prevailing rate of per diem wages in the locality in which the public work is to be performed, for each craft or type of worker needed to execute the contract, and shall also follow the prevailing rate for legal holiday and overtime work. Those rates are established by (1) conducting a survey of the wages received by classes of workers employed on projects of a character similar to the contract work in the political subdivision of the State in which the public work is to be performed or (2) using the prevailing wage rate as determined by the U.S. Department of Labor in accordance with the Davis-Bacon Act (40 U.S.C. Section 27a

*et seq.*) and its subsequent amendments. There no longer exists a State requirement that the prevailing wage rate must have been determined by a survey conducted no more than 3 years earlier by the Department of Labor.

**Whistleblower.** A school district grievance policy must permit a school district employee to report a grievance against a supervisor that alleges a violation of the law in the workplace or the supervisor's unlawful harassment of the employee to a supervisor other than the supervisor against whom the employee intends to report the grievance.

**Worker privacy.** Two categories of employees were added to the group of employees about whom information such as the home address, home telephone number, or Social Security number of the person or information that reveals whether the person has family members is not required to be placed into the public domain. The categories added are those officers and other employees who conduct presentence investigations, supervise and rehabilitate defendants placed on community supervision, and enforce the conditions of community supervision and staff community corrections facilities.

Peace officers of the State Department of Public Safety are now entitled to the same protection provided to peace officers who operate under a civil service system of the State Local Government Code, which renders the personnel records of the civil-service peace officers confidential, except for information relating to commendations, confirmed complaints, disciplinary actions, and details about basic employment. In addition, a release of exempted information does not waive the right to assert in the future that the information is exempted from required disclosure. The State Workforce Commission shall remove the home address of a judge or justice from a financial statement filed under State requirements before permitting a member of the public to view the statement or providing a copy of the statement to a member of the public.

**Workplace security.** The State Department of Public Safety may require a commissioned or noncommissioned officer or employee of the department to submit to the administration of a polygraph examination administered by the polygraph examiner if (1) the officer or employee is assigned to a position that requires him or her to work with a Federal Agency on national security issues and (2) the Federal Agency requires that the officer or employee submit to a polygraph examination. If an officer of the department does not submit to a polygraph examination as required by the department, the department may (1) assign

the officer or employee to another position or (2) refuse to assign the officer or employee to the position in question that requires working with a Federal Agency on national security issues.

## Utah

**Inmate labor.** When an inmate is incarcerated in a county jail or in a detention facility, the custodial authority may allow the inmate to work outside of the jail or facility as part of a supervised work detail, to seek employment, or to attend an educational institution. This proviso is contingent upon whether or not the offense the inmate has committed (1) is an offense for which the State prohibits the inmate's release or (2) is for a misdemeanor and the sentencing judge has not entered an order prohibiting the inmate's release. Any inmate so employed may be released from jail during those hours which the custodial authority deems reasonable and necessary to accomplish the objectives of the employment, the seeking of employment, attendance at an educational institution, the obtaining of necessary medical treatment, or any other reasonable purpose. All prisoners so released are in the custody of the custodial authority and are subject to being returned to jail at any time. The judge may order that the prisoner pay monies earned from employment during the jail term to those persons he or she is legally responsible for supporting and may order the inmate to retain sufficient money to pay the costs of transportation, meals, and other incidental and necessary expenses related to his or her special release.

**Wages paid.** The State Sales Representative Commission Act was amended to indicate that if a business relationship between a principal and a sales representative terminates, the principal shall pay the sales representative all commissions due within 30 days after the day on which the termination is effective and within 14 days after the day on which a commission becomes due if said commission is due after the day on which the termination is effective. The acceptance by a sales representative of a partial commission payment from the principal does not constitute a release as to the balance of any commission that the sales representative claims is due because of the business relationship. If a principal makes a revocable offer of a commission to a sales representative and the principal revokes the offer of commission, then the sales representative is entitled to the commission agreed upon under the business relationship if (1) the sales representative establishes that the revocation is for the purpose of avoiding payment of the commission or (2) the revocation occurs after the principal obtains an order for the principal's product or service through the efforts of the

sales representative, and the order is paid for by a customer. When the employer fails to pay the commission, the sales representative may bring a civil action in a court of competent jurisdiction against a principal for failure by the principal to comply with the provisions of the agreement. If a principal is found liable, the principal is liable for 3 times the amount of the unpaid commission, plus reasonable attorney fees and court costs, minus monies owed by the sales representative to the principal.

**Workplace security.** A concurrent resolution was passed by the legislature and signed by the Governor urging the U.S. Congress to pass legislation to resolve Federal identity theft and fraud issues. The resolution urged that the legislation include increased and effective verification requirements by companies, accompanied by the tools and resources necessary to verify whether a Social Security number is fraudulent, and also include increased penalties for individuals who intentionally use fraudulent Social Security numbers to obtain employment, to avoid child support obligations, or for other personal gain. In addition, the resolution urged that the legislation include increased penalties on companies that repeatedly report wages of employees with fraudulent Social Security numbers.

## Vermont

**Minimum wage.** On account of previously enacted legislation, the State minimum wage was increased to \$7.68 per hour on January 1, 2008.

An employer in a hotel, motel, tourist attraction, or restaurant industry shall not employ a service or tipped employee at a basic wage rate less than \$3.65 an hour, and beginning January 1, 2008, and on each January 1 thereafter, this basic tip rate shall be increased by the same percentage as the minimum-wage rate. A "service or tipped employee" is defined as an employee of a hotel, motel, tourist place, or restaurant who customarily and regularly receives more than \$120 per month in tips for direct and personal service.

**Time off.** Upon request, any duly qualified member of the "Reserve components of the Armed Forces," of the Ready Reserve, or of an organized unit of the National Guard, shall be entitled to leaves of absence for a total of 15 days in any calendar year for the purpose of engaging in military drill, military training, or some other temporary duty under military authority. A leave of absence shall be with or without pay, as determined by the employer. Upon completion of the military drill, training, or other temporary duty under military authority, a permanent employee shall be reinstated in that same position, with the same status, pay, and seniority, including seniority

that accrued during the period of absence.

## Virginia

*Child labor.* The State Code relating to child labor was amended to specify that no child under 18 years of age shall be employed, permitted, or suffered to work in any capacity in the manufacturing of paints, colors, white lead, brick tile, or kindred products, or in any place where goods of alcoholic content are manufactured, bottled, or sold for consumption on the premises, except farm wineries. In these instances, the alcoholic beverages (containing 18 percent or less alcohol by volume) may be sold for on-premises consumption and in closed containers for off-premises consumption; however, no child employed at the farm winery shall serve or dispense alcoholic beverages.

The State Code was amended to stipulate that any person who employs, procures, or, having under his control, permits a child to be employed, or who issues an employment certificate that results in the child being seriously injured or dying in the course of that employment, shall be subject to a civil penalty not to exceed \$10,000 for each violation. The determination by the State commissioner of labor and industry shall be final, unless, within 15 days after receipt of such notice, the person charged with the violation notifies the commissioner by certified mail that he or she intends to contest the proposed penalty before the appropriate general district court.

*Human trafficking.* The portion of the State Code relating to the extortion of immigrants was amended by the addition of a type of action to a previous listing of prohibited actions and by a definition of the seriousness of such an action. Any person who threatens another person with injury, accuses another person of an offense, or confiscates, withholds, or threatens to withhold any actual or purported passport, immigration document, or other government identification document, and thereby extorts money, property, or pecuniary benefit or any note, bond, or other evidence of debt from another person, is guilty of a Class 5 felony.

*Minimum wage.* The State Minimum Wage Act was amended through a redefinition of the term "employee." Persons who have reached their 65th birthday are no longer automatically considered nonemployees.

*Offsite work.* The State secretary of administration, in conjunction with the heads of each State agency, established a telecommuting and alternative-work policy outlining the types of employees eligible, the broad categories of positions determined to be ineligible for telecommuting, and the justifications for

exclusion. The policy encourages the use of alternative work locations that are separate from the agency's central workplace. The policy also promotes the use of Commonwealth information technology assets where feasible, but may allow eligible employees who telecommute to use computers, computing devices, or related electronic equipment not owned or leased by the Commonwealth. This aspect of the policy requires technical and economic feasibility, and the telecommuting sites must meet information security standards established by the State Information Technologies Agency or must receive an exception from the State chief information officer of the Commonwealth or his or her designee.

*Time off.* The State Code regarding reemployment rights for members of the State National Guard, the State Defense Force, and the Naval Militia called to State active duty or military duty pursuant to Title 32 of the U.S. Code was amended. Upon honorable release from State active duty or military duty pursuant to Title 32 of the U.S. Code, a member of any of the aforementioned bodies shall make written application to his or her previous employer within 14 days of release from active duty or from hospitalization following release. The employee's restoration rights to a previously held position, to a position of like seniority, status, and pay, or to a comparable vacant position shall not apply when the cumulative length of the absence and of all previous absences from a position of employment with the employer in question exceeds 5 years by reason of service in the uniformed services.

Every employer shall allow an employee who is a victim of a crime to leave work to be present at all criminal proceedings relating to the crime. The employee must have provided the employer with a copy of the form furnished to the employee by the law enforcement agency and, if applicable, with a copy of the notice of each scheduled criminal proceeding, such copy also provided to the employee-victim. An employer may limit the leave granted if the employee's leave creates an undue hardship on the employer's business. An employer shall not dismiss an employee who is a victim of a crime because the employee exercises the right to leave work. The employer is not required to compensate an employee for the time off. Finally, an employer shall not refuse to hire or employ, shall not bar or discharge from employment, and shall not discriminate against an individual in compensation or any other terms of employment because the individual leaves work to attend a criminal proceeding involving an employee-victim.

*Worker privacy.* The State Code concerned with the release of criminal history record in-

formation was amended. An additional entity is now entitled to receive such information either directly or through an intermediary. The State Department of Medical Assistance Services or its designee is entitled to receive criminal history record information in the circumstances described for the purpose of screening individuals who, through contracts, subcontracts, or direct employment, volunteer, apply for, are offered, or have accepted a position related to the provision of transportation services to enrollees in the Medicaid Program, the Family Access to Medical Insurance Security Program, or any other program administered by the State Department of Medical Assistance Services.

It shall be unlawful for any person to publish the name or photograph of a law enforcement officer, along with identifying information, including the officer's primary residential address, with the intent to utilize that information in order to coerce, intimidate, or harass the officer. A person who violates this amended section of the State Code is guilty of a Class 1 misdemeanor. If the violator knew or had reason to know that the person about whom the information was being printed was a law enforcement officer, then the violator shall be guilty of a Class 6 felony with a mandatory minimum term of confinement of 6 months.

## Washington

*Child labor.* The State Revised Code asserts that every person who shall employ, and every parent, guardian, or other person having the care, custody, or control of such child, who shall permit to be employed, by another, any child under 14 years of age at any labor whatever, in or in connection with any store, shop, factory, mine, or any inside employment not connected with farmwork or housework, without the written permit thereto of a judge of a superior court of the county wherein such child may live shall be guilty of a misdemeanor. This prohibition does not apply to youth soccer referees who have been certified by a national referee association.

*Equal employment opportunity.* The State Revised Code was amended to direct the director of the State Department of Personnel to adopt rules establishing guidelines for policies, procedures, and mandatory training programs on sexual harassment for State employees. The amended Code also (1) directed State agencies to adopt the rules pertaining to compliance with the department's policies and procedures and (2) established reporting requirements for State agencies regarding such compliance. All agencies and units of State government shall develop and disseminate, among all agency employees and contractors, a policy that (1) defines and prohibits sexual



harassment in the workplace, (2) includes procedures that describe how the agency will address concerns of employees who are affected by sexual harassment in the workplace, (3) identifies appropriate sanctions and disciplinary actions, and (4) complies with guidelines adopted by the director. The agencies shall also (1) respond promptly and effectively to sexual harassment concerns, (2) conduct training and education for all employees in order to prevent and eliminate sexual harassment in the organization, (3) inform employees of their right to file a complaint with the State human rights commission, and (4) report to the director of personnel regarding their compliance with the requirements.

*Family issues.* Effective October 1, 2009, a new family leave insurance or partial wage replacement program is established by the State. An individual employee is eligible to receive benefits if he or she has worked 680 hours in employment covered by unemployment compensation during the first four of the last five calendar quarters or during the last four calendar quarters completed before beginning family leave. An employer or a self-employed person not mandatorily covered may elect coverage. The amount of the weekly benefit is \$250 for a maximum of 5 weeks for an individual who was regularly working 35 or more hours per week and is on leave for the same number of hours. Benefits are prorated for an individual who was regularly working fewer than 35 hours per week and is on leave for fewer hours per week than he or she was regularly working. Individuals are entitled to be restored to a position of employment in the same manner that an employee entitled to leave under the State Family Leave Law is restored to a position of employment. However, to be reinstated, the individual must have worked for an employer with more than 25 employees for a total of at least 12 months and for at least 1,250 hours over the 12 months prior to the reinstatement.

*Prevailing wage.* As amended, the Revised Code of the State now authorizes port districts, either individually or jointly with any other municipality, person, or any combination thereof, to acquire and operate tourism-related facilities. Such port district, or such municipality or other entity involved in a joint venture or project with a port district, shall comply with the provisions of Chapter 39.12 of the Revised Code of the State—that is, those dealing with prevailing-wage requirements.

*Worker privacy.* It shall be unlawful for any person, firm, or corporation to require, either directly or indirectly, that any employee or prospective employee take or be subject to any lie detector or similar test as a condition of

either employment or continued employment. This restriction does not apply if the person is applying for employment with any law enforcement agency or with the juvenile court services agency or if the person is returning to work after a break of more than 24 consecutive months in service as a fully commissioned law enforcement officer. Nor does the restriction apply to either the initial application for employment or the continued employment of persons who manufacture, distribute, or dispense controlled substances or who hold sensitive positions directly involving national security. Psychological tests are permitted.

### West Virginia

*Immigrant protections.* Effective January 1, 2008, no wages or remuneration of \$600 or more per annum for services paid to an unauthorized worker may be claimed and allowed as a deductible business expense for State income tax purposes by a taxpayer if the employer has been convicted under this article for employing, hiring, recruiting, or referring the unauthorized worker. Under State law, the commissioner of labor shall notify the State Department of Revenue of any conviction of an employer regarding the aforementioned activities, and the department is to take the appropriate action against the taxpayer. If, upon examination of the record or records of convictions, the commissioner determines that an employer has been convicted of a third or subsequent offense under the State Code, the commissioner may enter an order to (1) permanently revoke, or file an action to revoke, any license held by the employer or (2) suspend, or move for a suspension, for a specified time, of any license held by the employer.

*Inmate labor.* The executive director of the State Regional Jail and Correctional Facility Authority is authorized to establish guidelines and qualifications to allow inmates at each regional jail facility to be gainfully employed with local businesses and governmental entities in a work program and to establish an inmate trustee account. The executive director of the State Division of Corrections or a designee thereof shall determine the eligibility of each inmate for participation in the work program and shall consent to the participation of eligible inmates. An inmate convicted of a sexual offense or a violent felony is disqualified from the program. The administrator or designee of each regional jail facility shall receive and take charge of all money earned by the inmates as compensation for work performed, shall credit the money and earnings to the entitled inmate, and shall keep an accurate account of all monies received. At least 10 percent of all monies earned during the inmate's incarceration shall be paid to the inmate at the time of release, and the inmate

may withdraw money from his or her mandatory savings for the purpose of preparing for reentry into society. The participating inmate shall reimburse the Authority toward the cost of his or her incarceration in accordance with the inmate's ability to pay, the nature and extent of the inmate's responsibilities to dependents, and any other court-ordered financial obligations.

*Overtime.* The State Code was amended in order to modify the Nurse Overtime and Patient Safety Act. Hospitals are now required to designate an anonymous process for patients and nurses to register complaints related to safety. In addition, hospitals are required to post, in one or more conspicuous places where notices to employee nurses are customarily posted, a notice, in a form approved by the commissioner of labor, setting forth nurses' rights under the amended Act. The State commissioner of labor is to keep each complaint anonymous until he or she finds that the complaint has merit. The commissioner shall establish a process for notifying a hospital of a complaint and shall also establish an appeals procedure and a notification procedure, including any signs that must be posted by the facility.

*Plant closing.* Any hospital, any extended-care facility operated in connection with a hospital, any ambulatory health care facility, or any ambulatory surgical facility, either freestanding or operated in connection with a hospital, that intends to terminate operations shall provide at least 3 weeks' notice of such intent to the public prior to its termination of operations. In addition, at least 3 weeks prior to the date of termination of services, the hospital or health care facility shall place a Class III legal advertisement in all qualified newspapers of general circulation where the operation is geographically located.

### Wisconsin

*Prevailing wage.* On January 1, 2007, the prevailing-wage threshold amount for coverage under the State prevailing-wage laws for State and municipal contracts was changed administratively from \$209,000 to \$216,000 for contracts in which more than one trade is involved and from \$43,000 to \$44,000 for contracts in which a single trade is involved. On January 1, 2008, these amounts were changed administratively to \$221,000 for contracts in which more than one trade is involved and \$45,000 for contracts in which a single trade is involved.

### Wyoming

*Equal employment opportunity.* The State statutes regarding discriminatory or unfair

employment practices were amended. It is a discriminatory or unfair employment practice for an employer to refuse to hire, to discharge, to promote or demote, or to discriminate against a qualified disabled person, or any persons otherwise qualified, due to age, sex, race, creed, color, national origin or ancestry, and (the newest category) pregnancy in matters of compensation or in the terms, conditions, or privileges of employment. This statutory amendment became effective July 1, 2007.

*Prevailing wage.* The prevailing-wage threshold for State construction contracts was increased to \$100,000 for the entire State, with the exception of any area defined as a metropolitan statistical area pursuant to 44 U.S.C. 3504(e)(3) and 31 U.S.C. 1104(d). Upon a complaint of a violation of the prevailing-wage act, or upon a reasonable suspicion that a violation of this act has occurred, the director of the State Department of Employment shall investigate and shall institute actions for penalties for proven violations that he or she considers intentional and willful in nature. When reviewing bids for public works contracts, the public body reviewing the bids shall award a bid preference, in the percentage

specified by State statutes and for the period applicable to the contract being awarded, only to those prospective contractors who participated, as certified by the department, in the department's wage survey. All others are precluded from bidding.

*Workplace security.* The State Department of Transportation shall not issue, renew, upgrade, or transfer a hazardous-materials endorsement for a commercial driver's license to any person, unless the U.S. Transportation Security Administration has completed a security threat assessment of the person seeking the endorsement and determined that the person does not pose a security risk warranting denial of the endorsement.

The State Statutes were amended to require that criminal history record information shall now be disseminated by criminal justice agencies in the State, either directly or through an intermediary, to the State Military Department. The department is now entitled to receive such information if, as a condition for employment, the department requires prospective employees or volunteers, or both, to submit to fingerprinting in order to obtain State and national criminal history record information.

## Puerto Rico

*Worker privacy.* Legislation was enacted that prohibits employers of private enterprises or public corporations of the Commonwealth from showing or displaying the Social Security number of an employee on the employee's identification card, regardless of the nature of the employee's position or appointment. In addition, the number may not be shown or displayed in a place visible to the general public or in a document of general circulation. Finally, the number may not be included in any personnel directory or in any similar list made available to persons who have no need or authority to access such data. □

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## Notes

<sup>1</sup> For a listing of the current State minimum-wage requirements that were effective on January 1, 2008, visit [www.dol.gov/esa/minwage/america.htm](http://www.dol.gov/esa/minwage/america.htm).

<sup>2</sup> For a definition of "Housing with Services Establishment," visit <http://www.state.mn.us/license/content.do?mode=license&LicenseID=4791>.

## Changes in State unemployment insurance legislation in 2007

*State enactments include provisions that relate to confidentiality and disclosure of unemployment compensation information, exclude “services” from the definition of employment, change rate schedules, address fraud and nonfraud benefit overpayments, provide for noncharging employers’ accounts for benefits paid, and address requirements for filing and reporting contributions*

Loryn Lancaster

To meet Federal requirements, some States enacted conforming legislation in 2007 relating to confidentiality and disclosure of unemployment compensation information. In 2006, the Department of Labor issued a final rule governing the confidentiality and disclosure of State unemployment compensation information. This rule, which became effective October 27, 2006, requires that State laws meet the confidentiality requirements, if necessary by enacting new legislation or modifying rules and practices. States have 2 years to make any necessary conforming changes.

During 2007, two Federal legislative enactments affected the Federal-State unemployment compensation program. First, the Revised Continuing Appropriations Resolution, 2007 (P.L. 110–5) amended the Workforce Investment Act of 1998 (a) to transfer Federal equity in State employment security real property to the States, (b) to provide that such property and proceeds from their sale may be used only for unemployment insurance (UI), employment service (ES), or Workforce Investment Act (WIA) activities, and (c) to provide that

States may no longer use UI, ES, or WIA funds to amortize costs of future real property purchases. Second, the Energy Independence and Security Act of 2007 (P.L. 110–140) included a 1-year extension of the 0.2-percent Federal Unemployment Tax Act (FUTA) surtax through 2008.

The Department of Labor issued a final rule (effective February 15, 2007) specifying that only unemployed individuals who are “able and available” to work are eligible for unemployment compensation. Among other issues, the final rule addresses the meaning of “able and available” in relation to local labor markets and an individual’s temporary unavailability for work because of injury, illness, jury duty, or involvement in job training. Another relevant part of the rule states that active search for work is not required, but that individuals whose actions indicate a “withdrawal” from the labor market are not eligible for unemployment compensation.

Following is a summary of some significant changes in State UI laws that occurred during 2007:

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## Arizona

*Appeals.* All appeal tribunal hearings must be recorded, and the tribunal is allowed to secure a court reporter or an electronic means to create a clear and accurate record of the proceeding at the Department's expense. Hearings will be transcribed at the Department's expense when an application for appeal to the court of appeals has been made. A scheduled hearing date may be postponed or advanced if the parties agree to do so or upon showing of good cause. (Previously, postponement was granted if requested at least 5 calendar days prior to the hearing for the first request or upon showing of good cause.)

## Arkansas

*Financing.* An employer who discharges an individual for testing positive for an illegal drug screen will not be charged for benefits paid to the individual if the benefits are based upon wages prior to the discharge. The Arkansas Revenue Stabilization Law provides that the Employment Security Special Fund will also consist of unemployment compensation contribution interest and penalty payments collected as a result of State Unemployment Tax Act (SUTA) dumping.

*Nonmonetary eligibility.* Individuals discharged for misconduct as a result of testing positive for an illegal drug will be disqualified from the date of filing the claim until they have worked 10 weeks and in each week earned wages equal to their weekly benefit amount and until they pass a U.S. Department of Transportation (DOT)-qualified drug screen by testing negative for illegal drugs.

An individual applying for benefits after March 27, 2007, who was rejected for offered employment for failing to appear for a U.S. DOT-qualified drug screen after receiving a bona fide job offer of suitable work subject to passage of the drug screen, or who fails to pass a U.S. DOT-qualified drug screen by testing positive for an illegal drug after having received a bona fide job offer of suitable work, is disqualified for benefits. The disqualification must continue until a U.S. DOT-qualified drug screen is passed.

## Colorado

*Administration.* An individual applying for UI benefits through an interstate agreement who is not a Colorado resident and is unable to produce a Colorado driver's license or identification card (ID) must produce one of the other documents required by law or a valid driver's license or State ID issued in another State, or in the case of individuals residing in Canada, a valid Canadian ID or valid Canadian driver's

license, and execute an affidavit stating that he or she is a U.S. citizen, a legal permanent resident, or otherwise lawfully present in the U.S. pursuant to Federal law (applicable to claims filed on or after August 8, 2007).

*Financing.* For purposes of determination of employment-based tax credits, such as economic development, enterprise zone, development zone, and other such economic incentives provided by the State or any other governmental entity, work-site employees will be deemed employees solely of the work-site employer.

## Connecticut

*Monetary entitlement.* The alternative base period, which was to expire on December 31, 2007, is now permanent.

## Florida

*Coverage.* New law provides that employment by a public employer is not subject to the Florida UI law if the service is performed by an individual in a position that, under State law, is designated as a major nontenured policy making or advisory position, including any major nontenured policy making or advisory position in the Senior Management Service, or a policy making or advisory position for which the duties do not ordinarily require more than 8 hours of work per week.

## Hawaii

*Coverage.* An individual on work furlough is considered an employee or employed. Services performed by an inmate or any person committed to a penal institution will not be considered employment.

## Iowa

*Administration.* The Department must hold confidential UI information received by the Department from an UI agency of another State.

A public official or an agent or contractor of a public official who receives unemployment information, or a third party other than an agent acting on behalf of a claimant or employer and who violates the confidentiality requirements, is guilty, upon conviction, of a serious misdemeanor. For purposes of this provision, "public official" means an official or employee within the executive branch of Federal, State, or local government, or an elected official of Federal, State, or local government. (Previously, this provision applied to an employee of the Department, an administrative law judge, or a member of the appeal board.)

## Kansas

*Coverage.* The definition of "employment" excludes service performed by an owner-operator of a motor vehicle that is leased from a licensed motor carrier, provided that under the terms of the lease agreement, the owner-operator is not treated as an employee under Federal law. Additionally, the employees or agents of the owner-operator will not be considered employees of the licensed motor carrier.

The definition of "employment" excludes service performed by an owner-operator of a motor vehicle that is leased or contracted to a licensed motor carrier with the services of a driver and is not treated under the terms of the lease agreement or contract with the licensed motor carrier as an employee for purposes of certain Federal law provisions; employees or agents of the owner-operator must not be considered employees of the licensed motor carrier for purposes of employment security taxation or compensation.

## Kentucky

*Financing.* An application must contain a certificate from the Division of UI reciting that all employer contributions, interest, penalties, and service capacity upgrade fund assessments have been paid before a corporation can be reinstated. The deadline for recovery of contributions, interest, or penalties has been extended from 5 years to 10 years. The time limit (within a worker's benefit year) to make determinations of a worker's eligibility for benefits based on new information, or due to clerical error in the case of determining the insured status of a worker, has been removed. The deadline for commencing proceedings to collect contributions, interest, or penalties via levy has been extended from 5 years to 10 years.

## Louisiana

*Administration.* The Secretary may require certain employers to file both contribution and wage reports on magnetic media or by other electronic means according to the following: (a) employers employing 250 or more employees for contribution and wage reports due after January 31, 2008; (b) employers employing 200 or more employees for contribution and wage reports due after January 31, 2010; (c) employers employing 100 or more employees for contribution and wage reports due after January 31, 2012; and (d) employers employing fewer than 100 employees for contribution and wage reports due after January 31, 2014. The Secretary may prescribe the types of media and record layout to be used in the submission of these reports. The reporting

requirements may be waived by the Secretary if the employer is able to show hardship in a request for a waiver.

*Financing.* The administrator must establish by October 14 of each year the amount to be collected for the Incumbent Worker Training Account. The administrator must notify employers by December 31 of each year of their contribution rate for the subsequent year.

## Maine

*Coverage.* The definition of “employment” excludes service performed by an individual in the employ of that individual’s son, daughter, or spouse, and service performed by a child under the age of 18 in the employ of that child’s father or mother, except for periods of such service for which UI contributions are paid.

*Financing.* The provision stating that a successor employer’s contribution rate must remain as previously determined prior to the acquisition until the end of the current rate period to conform with requirements of the SUTA Dumping Prevention Act of 2004 has been repealed.

## Maryland

*Administration.* The Joint Committee on UI Oversight has been reestablished, and the membership and staffing of the Committee have been established. The committee must examine the condition of the UI system as a result of the implementation of the 2005 amendments to Chapter 169 and the examination of additional alterations, including charging and taxation provisions and the eligibility and benefit provisions that are allowed. The committee must report its findings and recommendations on December 31 of each year. The committee will dissolve on December 31, 2007, unless it is reestablished by action of the General Assembly.

*Financing.* The definition of the “taxable wage base” has been modified to include the first \$8,500 in wages that (a) an employing unit pays to each employee for covered employment in this State and another State during a calendar year, if the employee was continuously employed immediately before and after a transfer of a business from another State during a calendar year; (b) a reorganized employer pays to each employee for covered employment if the employee was continuously employed immediately before and after the reorganization in a calendar year and if the contribution rate of the reorganized employer is based on the experience with payrolls and benefit charges of the employing unit before the reorganization; or (c) an employing unit

or predecessor employer or combination of both pays to each employee for covered employment during a calendar year if the payrolls and benefit charges of the predecessor employing unit are transferred to the successor employing unit.

*Monetary entitlement.* The maximum weekly benefit amount increased from \$340 to \$380; the minimum qualifying wages needed in the base period to qualify for the maximum weekly benefit amount increased from \$12,240 to \$13,680; and the high quarter wages needed in the base period to qualify for the maximum weekly benefit amount increased from \$8,136.01 to \$9,096.01 (applicable to claims filed establishing a new benefit year on or after October 7, 2007).

## Minnesota

*Administration.* The UI telephone system now must have an option available to any individual calling in to the system to allow them to speak to an UI specialist who can provide direct assistance or can direct the caller to the person or office that is able to respond to the caller’s needs.

*Financing.* The special assessment due from contributing employers will be levied at the rate of 0.10 percent per year on all taxable wages. Previously, the rate was 0.10 percent for calendar years 2006 and 2007, and 0.085 percent beginning January 1, 2008.

## Missouri

*Extensions and special programs.* The definition of “war on terror veteran” has been modified by limiting the term to Missouri residents—that is, members of the Missouri National Guard or U.S. Armed Forces reserve units officially domiciled in Missouri before deployment—who, as found by a Missouri court or U.S. district court in Missouri, were discharged or laid off from their regular jobs while they were deployed. Erroneously paid benefits to war on terror veterans must be collected.

## Montana

*Administration.* Effective October 1, 2007, a “licensed and practicing health care provider” is defined as a health care provider who is primarily responsible for the treatment of a person seeking UI benefits and who is licensed to practice in Montana as one of the following: a physician, a dentist, an advanced practice registered nurse who is recognized as a nurse practitioner or certified nurse specialist by the board of nursing, a physical therapist, a chiropractor, a clinical psychologist, or a physician assistant; or with respect to a person seeking

UI benefits who resides outside of Montana, a health care provider licensed or certified as a member of one of the aforementioned professions in the jurisdiction where the person seeking the benefit lives.

Effective October 1, 2007, in the aftermath of a disaster, the Department may waive, suspend, or modify its rules concerning the filing of a claim for benefits, filing continued claims, registering for work, or searching for work if the following conditions are met: the President of the United States declares a disaster pursuant to 42 U.S.C. 5170, et seq.; and the Governor issues an executive order directing the Department to waive, suspend, or modify rules relating to claims. In the aftermath of a disaster that meets these conditions, the Department may waive, suspend, or modify its rules relating to claims in portions of the State named by the Department as appropriate to address the nature of the disaster and for the purposes of UI laws (effective October 1, 2007).

*Coverage.* Effective January 1, 2008, the definition of “employment” has been modified to mean service—including service in interstate commerce—by an individual, a manager or member of a limited liability company treated as a corporation pursuant to the UI law, or an officer of a corporation performed for wages or under any contract of hire, written or oral, express or implied. Effective January 1, 2008, the exclusions from the definition of “employment” for service performed by sole proprietors, working members of a partnership, members of a limited liability company treated as a partnership or sole proprietorship pursuant to the UI law, or partners in a limited liability partnership that has filed with the Secretary of State also have been modified.

*Extensions and special programs.* The extended benefits provision has been modified. The total extended benefit amount payable to an eligible individual with respect to that individual’s applicable benefit year must be the least of the following three amounts (formerly the first two amounts): 50 percent of the total amount of regular benefits that were payable to the individual in the individual’s applicable benefit year; 13 times the individual’s weekly benefit amount that was payable to the individual for a week of total unemployment in the individual’s applicable benefit year; or 39 times the individual’s weekly benefit amount, less the amount of regular benefits paid or considered paid during the individual’s applicable benefit year.

*Financing.* Effective October 1, 2007, the UI administration account will no longer consist of all money appropriated by the State from the general fund for the purpose of administering the UI law; all money, trust funds,

supplies, facilities, or services furnished, deposited, paid, and received from: the State of Montana or any agency of the State; any other State or any of its agencies; political subdivisions of the State; or any other source for administrative expense and purpose. The provision for giving a bond in connection with the UI administration account and payment for the bond from money in such account has been removed, effective October 1, 2007.

Effective July 1, 2007, an employer's account will not be charged for benefits paid to an employee who is laid off as a result of the return to work of a permanent employee who was called to military service, and had completed 4 or more weeks of military service and exercised certain reemployment rights. The corporate bankruptcy provisions have been modified to provide that the liability imposed upon an individual remains unaffected by the bankruptcy of a business entity to which a discharge cannot be granted under Federal law, and the individual is liable for the unpaid amount of taxes, penalties and interest, effective January 1, 2008.

Effective January 1, 2008, the liability provisions are modified to provide that in the case of a limited liability company treated as a partnership pursuant to the unemployment law, the liability for UI taxes, penalties, and interest owed extends jointly and severally to each member; not treated as a partnership pursuant to the unemployment law, liability for UI taxes, penalties, and interest owed extends jointly and severally to the managers of the limited liability company. In addition, effective October 1, 2007, the contribution rate schedule IX has been modified to add (.0025) as the minimum ratio of fund to total wages. Benefits paid are not chargeable to the employer's account when an individual leaves employment because of the mandatory military transfer of spouse.

Effective January 1, 2008, the provisions relating to assessments for administrative expenses have been revised by providing that the following assessments must be levied against and paid by the indicated employers: beginning January 1, 2008, 0.13 percent of all taxable wages paid by employers assigned a rate class 1, Schedules I and II, and rate class 2, schedule I, contribution rate; 0.18 percent of all taxable wages paid by employers assigned a contribution rate other than rate class 1, Schedules I and II, and rate class 2, schedule I; 0.18 percent of all taxable wages paid by employers assigned an industrial rate; 0.08 percent of total wages paid by all employers; beginning July 1, 2008, 0.09 percent of total wages paid by all employers. (Formerly, the law provided that an assessment equal to 0.13 percent of all taxable wages provided and 0.05 percent of total wages paid by employers not covered by an

experience rating must be levied against and paid by all employers.)

Effective January 1, 2008, all assessments and investment income must be deposited in the employment security account. In addition, effective January 1, 2008, the following assessments and investment income from those assessments are designated to be used for the administration of the UI program: 0.05 percent of all taxable wages paid by all employers; 0.05 percent of all taxable wages paid by employers assigned an industry rate; 0.03 percent of total wages paid by all employers; and beginning July 1, 2008, 0.04 percent of total wages paid by all employers.

Effective January 1, 2008, if UI funding sources exceed the needs of the UI program, all or a portion of the excess may be appropriated and used for other specific expenses. Effective October 1, 2007, money is permitted to be deposited in the employment security account to be appropriated for payment of expenses incurred in the administration of the UI program. Effective July 1, 2008, the language concerning payments of contributions specific to newly covered governmental entities and that currently requires all governmental entities to make payments at the median rate will be removed. Effective July 1, 2008, the minimum rate for experience-rated governmental entities may not be less than 0.06 percent (previously, 0.1 percent).

Effective January 1, 2008, the ratios that are used to calculate UI contribution rates have been revised, resulting in the following rates: for eligible employers, the most favorable rates range from 0.00 percent to 1.42 percent. The least favorable rates for eligible employers range from 1.62 percent to 3.42 percent. For deficit employers, the most favorable rates range from 2.92 percent to 6.12 percent. The least favorable rates for deficit employers range from 4.92 percent to 6.12 percent. Also effective January 1, 2008, the provisions for determining uncollectible debts, transferring debts to the Department of Revenue for collection, collection fees and costs, and debtor liability for repayment of debt, the costs and fees will be removed.

*Monetary entitlement.* The maximum weekly benefit amount increases from 66.5 percent to 67.5 percent of the average weekly wage and the minimum weekly benefit amount increases from 19 percent to 20 percent of the average weekly wage during years the UI contribution schedule I is in effect. An individual may not be disqualified for benefits if the individual leaves employment because of the mandatory military transfer of his or her spouse.

*Nonmonetary eligibility.* The provision for disqualification for failure to apply for or to accept suitable work has been modified such that an individual is disqualified for benefits

if he or she fails without good cause to accept an offer from a former employer or a new employer of suitable work that the individual is physically able and mentally qualified to perform, effective October 1, 2007. In addition, effective October 1, 2007, the provision that an individual is disqualified for benefits for any week with respect to which the individual receives payment in the form of compensation for disability under the Social Security disability law has been removed.

## Nebraska

*Administration.* An employee of the Commission who violates any provision concerning information obtained and disclosed under certain circumstances and any person who receives certain information that has been disclosed to them and rediscloses such information for any purpose other than the purpose for which it was originally obtained, is guilty of a class III misdemeanor. Confidential information obtained under certain circumstances, not limited to but including, the following may be disclosed: for the proper presentation of the contest of an unemployment benefit claim or tax appeal to any claimant or employer or representative of a claimant or employer, as a party before an appeal tribunal or court; in appeals records and decisions on coverage of employers, employment, wages, and benefit eligibility if all Social Security numbers have been removed and such disclosure is otherwise consistent with Federal and State law; or to public officials or their agent/contractor for use in the performance of their official duties.

Confidential information obtained about an individual or employer may be disclosed under certain conditions to certain agents acting for the individual or employer, including elected officials, attorneys, a third party or its agent. Confidential information obtained may be disclosed under the following circumstances: information about an individual or employer must only be disclosed to the respective individual or employer; to a local State or Federal governmental official; disclosures to a Federal official for purposes of unemployment compensation program oversight and audits, including disclosures under certain Codes of Federal Regulations, as they existed on January 1, 2007. Costs must be recovered for providing information unrelated to the administration of the Employment Security Law or the UI compensation program prior to providing the information, unless costs are nominal or the entity is a governmental agency that provides reciprocal service.

*Financing.* The term "wages" has been redefined for purposes of service performed in employment in agricultural labor to mean cash remuneration and the cash value of commodities not intended for personal consump-



tion by the worker and his or her immediate family for such services. The Commissioner is permitted to assess a fee to recover payments for returned check charges and electronic payments not accepted. The provision has been removed that stated that if the State's reserve ratio on September 30, 2008, or September 30, 2009, is less than 0.4 percent and an emergency solvency surcharge is imposed for such year, then the maximum weekly benefit amount for the following calendar year will not be increased over the then current maximum weekly benefit amount.

The law has been modified to provide that for any employer who has not been subject to the payment of contributions during each of the two 4-calendar-quarter periods ending on September 30 of any year, but has been subject to the payment of contributions in any two 4-calendar-quarter periods regardless of whether such 4-calendar-quarter periods are consecutive, such employer's combined tax rate for the following tax year must be one of the following: the highest combined tax rate for employers with a positive experience account balance if the employer's experience account balance exhibits a positive balance as of September 30 of the year of rate computation; or the standard rate if the employer's experience account exhibits a negative balance as of September 30 of the year of rate computation.

(The law previously provided that for any employer who has been subject to the payment of contributions for any eight preceding calendar quarters, regardless of whether such calendar quarters are consecutive, and whose experience account exhibits a negative balance as of September 30 of the year of rate computation, the rate on its annual payroll must be equal to or greater than the highest combined tax rate for employers whose experience account balance is positive—but not greater than the standard rate—until such time as the experience account exhibits a positive balance.)

The experience factor has been changed from 0.15 to 0.00 for eligible experience-rated employers in the lowest rate category, making the minimum rate 0.00 percent. The experience factors for categories 15, 16, and 17 also were changed. Employers delinquent in filing their combined tax reports as of October 31 of any year must be assigned to category 20 for the following calendar year unless the delinquency is corrected prior to December 31 of the year of rate calculation. All voluntary contributions must be received on or before January 10 (previously March 10) of any year to be considered as paid at the beginning of the calendar year. An individual employer, partner, corporate officer, or member of a limited liability company or limited liability partnership who willfully fails or refuses to make any combined tax payment must be jointly

and severally liable for the payment of such combined tax and any penalties and interest owed.

*Overpayments.* Individuals liable to repay an overpayment of benefits because they willfully fail to disclose amounts earned at the same time benefits are claimed, or because they willfully fail to disclose or have falsified facts, and who fail or refuse to repay such overpayment within 12 months after the final determination may be subject to a levy on their salary, wages, or other regular payment either due to or received by them; the levy will be continuous from the date the levy is served until the amount of the levy is satisfied. The law provides for appeal of a levy, and it provides that any person failing or refusing to honor the levy without cause may be held liable for the amount of the levy up to the value of the total assets of the person liable to repay the overpayment.

#### Nevada

*Appeals.* The Administrator (formerly, the Board of Review) is required to (a) appoint one or more impartial Appeal Tribunals consisting in each case of a selected salaried examiner; or (b) enter into an interlocal agreement with another public agency for the appointment of a single hearing officer to hear and decide appealed claims. The option of having an Appeal Tribunal consisting of three members has been eliminated. The position of the Chairman of the Appeal Tribunal has been removed. The provision stating that, while engaged in the business of the tribunal, each tribunal member is entitled to receive the per diem allowance and travel expenses has been removed. The provision requiring the Administrator to provide the Board of Review and the Appeal Tribunal with proper facilities and assistants for the execution of their functions also has been removed.

*Financing.* If a claimant leaves his last or next to last employer (previously, "an employer") to take other employment and leaves or is discharged by the latter employer, benefits paid to him must not be charged against the record for experience rating of the former employer.

#### New Hampshire

*Administration.* The Social Security Administration and the Department of Unemployment Security are permitted to establish a reciprocal electronic data exchange agreement, provided that data exchanged through this agreement are used for establishing and verifying eligibility and payment amounts and for preventing and detecting waste, abuse, fraud and identity theft. Access will be granted to authorized Federal employees on a case-by-

case basis upon a finding by the Commissioner that sufficient guarantees of continued confidentiality are in place.

*Financing.* Effective April 1, 2007, each contributing employer's rate will be reduced by two-tenths of 1 percent (previously one-tenth of 1 percent) beginning in the second quarter of 2007. All employers are required to pay an administrative contribution equal to the amount of this reduction. Also effective April 1, 2007, the provision has been removed that stated that in the event the unemployment compensation trust fund fails to equal or exceed \$275,000,000 throughout the preceding calendar quarter, the administrative contribution funds will not be deposited quarterly in the training fund as required, but shall be deposited in the contingent fund and expended only as needed for the contingent fund purposes and not for any other purposes.

#### New Jersey

*Nonmonetary eligibility.* Unemployment benefits will not be reduced if there has been an eligible rollover distribution from a qualified trust to an eligible retirement plan within 60 days of receipt. Any distributions subject to Federal income tax will require reduction in unemployment benefits by the amount of the distribution.

#### New Mexico

*Administration.* The New Mexico Workforce Solutions Department replaces the (New Mexico) Department of Labor. The title of the Secretary of the Department of Labor has been changed to the Secretary of Workforce Solutions. The Employment Security division is renamed the Workforce Transition Services division. The Department will have access to all records, data and information of other departments, and agencies and institutions not specifically held confidential by law.

#### New York

*Administration.* The New York Department of Labor is allowed to receive and redisclose UI information from quarterly combined withholding, wage reporting, and UI returns filed by employers for the administration of the UI program, the employment services program, and Federal and State employment and training programs, employment statistics and labor market information programs, worker protection programs, other Federal programs for which the Department of Labor has responsibility, or other purposes deemed appropriate by the Commissioner of Labor. (The law previously allowed the disclosure of such information for employment security programs, evaluation of employment and training pro-

grams, reporting, and monitoring.) Information is allowed to be used in court in actions pursuant to disclosures to Federal, State, or local agencies, or to adjudicate a claim for benefits. Information must be disclosed upon request to any Federal, State, or local agency entitled to such information under the Social Security Act or any other Federal law in the manner prescribed by such law or its implementing regulations.

The Commissioner is allowed to require written agreements with requesting Federal, State, or local agencies consistent with Federal regulations—including the regulation concerning the confidentiality and disclosure of State unemployment compensation information—and assurances that the requesting agency has adequate security safeguards in place. Information is allowed to be disclosed to Federal, State, or local agencies for the following legitimate governmental purposes: investigation of fraud or misuse of public funds; programmatic purposes of workforce agencies, workforce investment boards and their agents, one-stop operating partners; U.S. Department of Labor requirements for receipt of Federal administrative funding; carrying out statutory functions of State and local economic development agencies; and determining coverage compliance of the Worker's Compensation Board, the State Insurance Fund, and the State Insurance Department.

Wage reporting information obtained from the Department of Taxation and Information from quarterly combined withholding, wage reporting, and UI returns filed by employers must be confidential and must be used for the administration of the UI program, the employment services program, Federal and State employment and training programs, employment statistics and labor market information programs, employer services program, worker protection programs, other Federal programs for which the Department of Labor has responsibility, or other purposes deemed appropriate by the Commissioner of Labor.

### North Dakota

*Administration.* Employers with more than 99 employees at any time must file contribution and wage reports via an electronic method approved by the North Dakota Department of Labor beginning with the calendar quarter in which the 99-employee requirement is met. Employers not complying with the electronic filing of reports requirements are deemed to have failed to submit their contribution and wage reports. All payers making payments on behalf of more than one employer must make all payments electronically.

*Financing.* The calculation of the tax rate necessary to generate the amount of income needed to reach a solvency balance has been

modified by adding that the negative rate arrays must have a minimum multiplier of 100 percent. Appropriation for the Federal advance interest repayment fund will continue to be provided, and use of monies in this fund is authorized for the purposes of reemployment programs to ensure the integrity of the UI program.

Design and engineering firms connected with construction projects estimated at a cost of at least \$50 million planned for completion or discontinuance within a 7-year period are excluded from posting a bond or an irrevocable letter of credit. The computations of the amount of bond or irrevocable letter of credit, the estimation of contributions expected, and the estimation of benefits paid have been changed. The general or prime contractor, or the owner when there is no general or prime contractor, must remain liable for any amount of benefits paid to the employees working on the project that exceeds the amount of contributions collected from the employers who worked on the project and not covered by the amount of the bond or irrevocable letter of credit.

The provision on determination of rates has been modified by providing that the positive employer minimum rate in the first rate schedule is 0.01 percent and in each subsequent rate schedule the rate is the previous rate schedule's positive employer minimum rate plus 0.01 percent; the negative employer minimum rate required to generate the amount of income needed to pay benefits is the positive employer minimum (previously maximum) rate plus 6 percent (previously 5.1 percent); the positive employer minimum (previously maximum) rate necessary to generate the amount of income needed to pay benefits must be set so that all rates combined generate the average required rate for income needed to pay benefits; and new employers must be assigned a rate that is 90 percent (previously 150 percent) of the positive employer maximum rate or a rate of 1 percent, whichever is greater, unless classified in construction services.

The provisions on how the variations in standard rate of contributions are determined have been amended to provide that in the schedule of positive employer rate groups, each successive rate group for positive employers must be assigned a rate equal to 120 percent of the previous group's rate, with a minimum increase of 0.1 percent and a maximum increase of 0.4 percent; there must be 10 rate groups in the positive employer schedule; after assigning rates on the basis of ranking employers with the highest reserve ratio, each successively ranked positive employer must be assigned to a rate such that the first rate in the schedule is assigned 60 percent of the positive employer's prior year's taxable wages and each of the remaining nine rates within the rate

schedule are assigned the same proportion of the remaining 40 percent of the positive employer's prior year's taxable wages (previously the rates in the schedule were assigned in the same proportion); and an employer with a quarterly taxable payroll in excess of \$50,000 and at least 3 times its established average annual payroll or the average annual payroll is zero, the employer's cumulative lifetime reserve balance is positive, then the employer's tax rate is 90 percent (previously 150 percent) of the positive employer maximum rate in effect that year or a rate of 1 percent, whichever is greater, beginning the first day of the calendar quarter in which it occurred and for the remainder of the calendar year.

### Oklahoma

*Administration.* Information may be released to any State or Federal law enforcement authority when necessary in the investigation of any crime of which the Commission is a victim. Confidential information will be held confidential by the law enforcement authority unless and until it is required for use in court in the prosecution of a defendant in a criminal prosecution. A representative from the Oklahoma Department of Career and Technology Education has been added to the Worker Safety Policy Council. This representative will be appointed by the Commissioner of Labor and will serve at the pleasure of the Commissioner.

*Appeals.* If an employer fails to file an appeal to the district court within the time allowed, the order will be final and no further appeal will be allowed for determinations on any aspect of an employer's account. If a Petition for Review is not filed within the time allowed by law, the administrative order, ruling or finding will become final and the district court will not have jurisdiction to consider the appeal.

*Financing.* An employer's account will not be charged if the Commission receives a notice of amounts paid as benefits by another State under a reciprocal agreement, and the notice is received after 3 years from the effective date of the underlying benefit claim. The employer will be relieved of the charge when the facts are brought before the commission, if a charge is made based on such notice. The Commission will make its assessments or amend its assessments for payments in lieu of contributions within 3 years of the ending date of the calendar quarter to which the assessment or amendment applies.

*Nonmonetary eligibility.* An individual's receipt of payments from a pension, retired or retirement pay, annuity, or other similar payment plan that the employee contributed to in any amount will not result in a reduction in

his or her weekly benefit amount.

If a person filing a claim was discharged for misconduct by his or her employer after testing positive for an illegal drug or for alcohol, a copy of the drug or alcohol test will be accepted as prima facie evidence of the administration and results of the drug or alcohol test. The employer's written drug or alcohol testing policy on the substances tested for need only state that the substances tested for are drugs and alcohol as defined in the Standards for Workplace Drug and Alcohol Testing Act, including controlled substances approved for testing by rule by the State Commissioner of Health.

## Oregon

*Administration.* The Oregon Department of Labor may provide confidential information, including names and addresses of employers and employees and payroll data to the Department of Transportation in order to assist in debt collection, including unpaid taxes. The Department of Transportation is proscribed from releasing such information in any manner that would identify any employing unit or employee except as required to carry out Department of Transportation duties; disclosing this information to any private collection agency also is prohibited.

The circumstances under which the director may reconsider a determination of employer subjectivity, tax rate, or tax assessment is expanded to include determinations when there is evidence of computation errors, clerical errors, misinformation provided to a party by the Employment Department, facts not previously known to the Department, or errors by the Department caused by misapplication of the law.

*Coverage.* The term "employer" is redefined to mean any employing unit that employs one or more individuals employed in each of 18 separate weeks during any calendar year, or in which the employing unit's total payroll during any calendar quarter amounts to \$1,000 or more (previously, \$225). In addition, the term "services excluded from employment" is redefined to exclude service not in the course of the employer's trade or business that does not promote or advance the trade or business of the employer, unless the service is performed in each of 18 weeks in a calendar year or total payroll for the service during any calendar quarter is \$1,000 or more (previously, \$225).

*Financing.* The provision that specifies that a business entity that has a single owner and is disregarded as an entity separate from its owner for Federal tax purposes and is deemed to be the same employing unit as its owner for unemployment compensation tax purposes has been repealed.

*Nonmonetary eligibility.* New legislation modifies the conditions under which an individual may be eligible for UI benefits when the individual is unemployed due to a lockout resulting from a labor dispute. (This applies to UI claims made on or after June 26, 2007.)

## South Dakota

*Financing.* As of January 1, 2006, new legislation excludes from the definition of "wages" the employer's contributions to retirement or pension payments, if the payment is made to certain qualified plans provided by Federal law (other than certain elective contributions).

## Texas

*Administration.* An offense of the law pertaining to disclosure of information is now a class A misdemeanor; previously, the penalty was a fine of \$20 to \$200 or 90 days in jail (or both). The term "unemployment compensation information" is defined as records of the Commission that pertain to the administration of the unemployment compensation program, including all information collected, received, developed, and maintained in the administration of both the unemployment compensation benefits and tax systems.

The Commission must adopt and enforce reasonable rules governing the confidentiality, custody, use, preservation, and disclosure of unemployment compensation information consistent with Federal law. These rules must include safeguards to protect the confidentiality of identifying information regarding any individual or any past or present employer or employing unit contained in unemployment compensation information. Unemployment compensation information is not public information. A person has committed an offense if the person solicits, discloses, receives, uses, authorizes, permits, participates in, or acquiesces in another person's use of unemployment compensation information if doing so reveals identifying information regarding any individual or any past or present employer, or if the information could be paired with other publicly available information that could reveal identifying information regarding any individual or past or present employer or employing unit.

*Financing.* Benefits computed on benefit wage credits of an employee or former employee may not be charged to the account of an employer if the employee's last separation from the employer before his or her benefit year resulted from the employee leaving his or her workplace to care for the employee's terminally ill spouse, as evidenced by a physician's statement or other medical documentation—but only if no reasonable alternative

care was available.

*Nonmonetary eligibility.* Specific information is required in a physician's statement or other medical documentation for it to be considered evidence that an individual left the workplace to protect the individual from family violence or stalking, in which case the individual would not be disqualified from benefits. The law now stipulates that an individual is not disqualified from benefits if the individual leaves the workplace to care for the individual's terminally ill spouse as evidenced by a physician's statement or other medical documentation, but only if no reasonable, alternative care was available.

## Utah

*Administration.* The State agency may require employers to file contribution reports on electronic media as well as on magnetic media or in other machine-readable form. Rules must be prescribed to provide standards for determining which contribution reports must be filed on electronic media. An employer may not be required to file contribution reports on magnetic or electronic media unless the employer is required to file wage data on at least 250 employees during any calendar quarter or is an authorized employer representative who files quarterly tax reports on behalf of 100 or more employers during any calendar quarter.

The Department of Workforce Services may disclose to an individual the suspected misuse of the individual's personal identifying information and report suspected abuse to appropriate law enforcement agencies responsible for investigating identity fraud violations. An employee of Workforce Services who makes a disclosure of information obtained from an employing unit or individual or uses the list of applicants for work or claimant information for political purposes has committed a violation under a class C misdemeanor instead of a violation under class A.

*Financing.* The provision that employers not be charged for benefits paid due to the 50-percent Social Security benefits offset to an individual's weekly unemployment benefit amount has been removed. The provision that these costs be funded from Federal Reed Act money also has been removed.

*Nonmonetary eligibility.* The disqualification provisions related to unreported or underreported work or earnings have been clarified. If a fraud determination is based solely on a claimant's unreported or underreported work or earnings and the claimant would have been eligible for benefits that week, the claimant does not lose eligibility for that week, but is liable for the overpayment and subject to



disqualification of benefits for subsequent weeks.

## Virginia

*Administration.* Employers who report 100 or more employees in any calendar quarter must file quarterly reports on an electronic medium in a format prescribed by the Commissioner beginning January 1, 2009. A penalty of \$75 will be imposed for failure to file electronically without good cause for employers who do not obtain a waiver. Penalties collected must be paid to the Special Unemployment Compensation Administration Fund.

*Financing.* Payroll and tax reports and payment of taxes may be filed annually if the employment is exclusively domestic service in a private home and quarterly payroll does not exceed \$5,000, regardless of the number of persons providing such service.

*Monetary entitlement.* The maximum weekly benefit amount increased from \$347 to \$363, effective July 1, 2007.

## Washington

*Administration.* The Department of Labor of the State of Washington must provide to new employers printed material of all recommended or required postings and a copy of any printed material that has substantive changes to each employer. Churches, church conventions and associations, and organizations operated primarily for religious purposes must provide written notification, at the time of hire, to each individual performing services exempt from the definition of "employment" that they may not be eligible to receive unemployment benefits based upon such services. In addition, the employer must display a poster, as provided by the Employment Security Department, giving notice of the exclusion.

*Coverage.* A corporation that is a public company (other than nonprofit, governmental, or tribal) may exempt from coverage an officer who is voluntarily elected or appointed, consistent with articles of incorporation or bylaws; is a shareholder; exercises substantial control in daily management; and whose primary responsibilities do not include the performance of manual labor. In a nonpublic company, the law allows a corporation to exempt from coverage eight or fewer officers who agree to be exempted, are voluntarily elected or appointed, and who exercise substantial control in the daily management of the company without regard to performance of manual labor if the officer is a shareholder. It may also exempt from coverage any number of officers if all of the exempted officers are

related by blood within the third degree or by marriage.

The requirements for corporations to file exemptions from or reinstatements of coverage for corporate officers have been defined. In addition, personal services provided by corporate offices are not considered services in employment unless the corporation registers and elects to provide coverage. An officer or family member who owns 10 percent or more of company stock and whose claim for benefits is based on wages with the corporation is not considered unemployed in any week during the individual's term of office or ownership, but the officer is considered unemployed upon dissolution of the corporation or if the officer resigns or is permanently removed from his or her appointment.

*Extensions and special programs.* A self-employment assistance (SEA) program has been established. Unemployed individuals are eligible to participate in the SEA program if they are otherwise eligible for regular benefits; likely to exhaust regular unemployment benefits under a profiling program; and enrolled in an SEA program approved by the Commissioner. Individuals participating in an SEA program are eligible to receive regular unemployment benefits. The requirements relating to availability for work, active search for work, and refusal to accept suitable work are not applicable for the first 52 weeks of an individual's participation in the program.

Failure to participate in an approved SEA program disqualifies the individual from continuation in the program. Individuals completing the program may not compete with their separating employer for a period of up to 1 year based on identified factors. The Commissioner is not obligated to expend funds for the operation of the SEA program unless specific funding is provided through Federal or State appropriation. Individuals enrolled in a course of study of 12 or more hours per week in an approved SEA program are not disqualified from receiving benefits. The Department must report to the House and Senate Committees by December 1, 2011, on the performance of the SEA program, including an analysis of the self-employment impacts, wage and salary outcomes, benefit payment outcomes, and a cost-benefit analysis. The program is effective January 1, 2008, and expires July 1, 2012.

*Financing.* Employers must register, obtain an employment security account number, and provide specific information to the Department. Any changes in owners, partners, members or corporate officers must be reported to the Department at intervals prescribed by the Commissioner. New requirements for employer reports have been added to include the full names, Social Security numbers and total

hours worked for each worker. Benefits paid using computed hours are not considered an overpayment and are not subject to collection when the correction of computed hours results in an invalid or reduced claim. However, contribution paying employers who fail to report the number of hours worked will have their experience rating account charged based on the number of computed hours, and reimbursing employers who fail to report the number of hours worked will have to reimburse the trust fund for benefits paid based on the number of hours computed. When a benefit claim becomes invalid due to an employer failing to report or inaccurately reporting hours worked, remuneration paid, or both, the employer will be charged or reimbursed based on the originally filed incomplete or inaccurate report.

A penalty of \$25 per violation will be imposed for an employer who fails to file timely reports. (Previously, the imposed penalty was up to the lesser of \$250 or 10 percent of the employer's quarterly contribution.) New penalties have been added for employers who file incomplete or incorrectly formatted tax and wage reports as follows: for the first occurrence, the employer must receive a warning letter; for subsequent occurrences within 5 years of the last occurrence, the penalties, when no contribution is due, will result in increasing penalties (second, \$75; third, \$150; and fourth and each occurrence thereafter, \$250). When contributions are due, the penalties are as follows: for a second occurrence, 10 percent of the quarterly contribution due (not less than \$75 and not more than \$250); for third, 10 percent (not less than \$150 or more than \$250); and for fourth and each occurrence thereafter, \$250. Penalties may be waived for good cause if the employer is not at fault.

Definitions for a professional employer organization, client employer, covered employee, professional employer services, co-employment relationship, and professional employer agreement have been added. Professional employer organizations must register; provide the Department with specific information regarding client employers; notify the Department within 30 days each time it adds or terminates a relationship with a client employer; provide proof it is authorized to act on behalf of the client employer for UI purposes; ensure separate and distinct information for each client employer is filed in quarterly wage and contribution reports; and maintain and make available for review accurate payroll records for each client employer. A professional employer organization's authority may be revoked if it fails to comply with these requirements. Each client employer is assigned its individual contribution rate based on its own experience and is liable for payment of any taxes, interest, or penalties due. Professional employer organizations may collect and pay taxes for client employers. Collection proce-

dures for late payments have been specified.

The definition of a temporary staffing services company has changed. The temporary staffing services company is now considered the employer. The employee leasing agency definition has been removed. The services referral agency definition has changed. A definition for third-party payers has been added. A definition for common paymasters has been added, and the common paymaster is not considered the employer. Joint accounts may not be established for professional employer organizations or third-party payers and their clients.

Any officer, member, or owner of a company that is dissolved who willfully evades contributions, willfully destroys or falsifies any record, or fails to account truthfully for the condition of the company is personally liable for any unpaid contributions and interest and penalties on those contributions. A limited liability company has been added to the definition of employer. A corporation is not an employing unit when all personal services are performed only by bona fide corporate officers, unless the corporation registers and elects to provide coverage. The Department must report on the impact of this act on professional employer organizations, small businesses, and the integrity of the UI system by December 1, 2010.

The language has been removed that formerly required that all penalties and interest collected for State Unemployment Tax Act (SUTA) dumping activities be expended solely for prevention, detection, and collection activities related to evasion of the successorship provisions, and for no other purposes. The Commissioner must engage in prevention, detection, and collection activities related to evasion of the successorship provisions.

The provision has been modified that formerly required that any amount of contributions payable to finance the Employment Security Department's administrative account in the administrative contingency fund that

exceeded the amount that would have been collected at a rate of 0.004 of 1 percent be deposited into the unemployment compensation trust fund by requiring the excess instead to be deposited in the account that finances the special programs to assist the unemployed.

The requirement for using the 1 percent interest penalty imposed for failing to repay an overpayment assessment or arranging for repayment terms for fully funding either Social Security number cross match audits or other more effective activities, and to fund other detection and recovery of overpayment and collection activities, but that requires the Department to continue to conduct such activities has been removed.

*Overpayments.* Effective January 1, 2008, the former disqualification provision for individuals who knowingly made a false statement or representation involving a material fact or knowingly failed to report a material fact and obtained or attempted to obtain benefits has changed as follows: the first time an individual is disqualified, he or she is disqualified for an additional 26 weeks; the second time an individual is disqualified, he or she is disqualified for an additional 52 weeks and is subject to an additional penalty of 25 percent of the benefits overpaid; in subsequent disqualifications, the individual is disqualified for an additional 104 weeks and is subject to an additional penalty of 50 percent of the benefits overpaid. (Previously, the disqualification was for an additional 26 weeks, but not applicable after 2 years from the date of mailing of the disqualification determination.) All penalties must be collected, and collected penalties must be used for UI administration.

### Wyoming

*Financing.* The Department must by rule and regulation establish an additional formula to apportion the positive fund balance adjustment factor between employers whose

accounts have incurred a benefit ratio of zero and employers whose accounts have incurred a benefit ratio that is greater than zero. For purposes of the apportionment, employers who have no established experience period must be treated the same as employers whose accounts have incurred a benefit ratio that is greater than zero. The apportionment formula must reflect the proportion of contribution revenue received from each of the two groups of employers during the previous calendar year and an additional surcharge for employers whose accounts have incurred a benefit ratio that is greater than zero.

The provision concerning delinquent rates has been modified to provide that an employer satisfies his or her delinquent account by paying all contributions, interest, and penalties due and submitting all contribution reports that are due. The estimated construction cost of any project in Wyoming that requires incremental bond payments for impact industries has increased from at least \$25,000,000 to at least \$100,000,000.

*Overpayments.* The overpayment provisions have been modified to provide permit recoupment, without civil action, of benefits liable for repayment by offsetting against future benefits within 5 years from the effective date of the claim resulting in the overpayment, if the claim was nonfraudulent; the provisions now state that the limitation on recoupment extends beyond the 5-year limitation, if the claim resulting in the overpayment was fraudulent; and they permit the cancellation of amounts of overpayments or penalty due on any overpayments after the expiration of the aforementioned time period, when the individual cannot be located. (Previously, cancellation of amounts of overpayments or penalty due on any overpayments were permitted 5 years after the effective date of the claim resulting in an overpayment, when the individual could not be located within the State of Wyoming.) □

## Older workers: increasing their labor force participation and hours of work

*Over the past dozen or so years, older men—especially those 65 years or older—have increased their labor force participation and full-time employment, thereby reversing long-run declines; increases for older women also have occurred and have been proportionately greater*

Murray Gendell

**M**ajor changes in the movement of labor force participation rates and full-time employment of older workers have occurred during the past dozen years. A closer examination of available data reveals different trends in the labor force participation rates between workers aged 60 and older and workers aged 50–59, as well as varied trends by gender.

This article updates two time series of data on the average age at retirement of men and women aged 50 years or older. One series uses the median age at exit from the labor force (hereafter, median age at exit), and the other uses the mean age at initial receipt of the retirement or disability benefit provided by the Social Security Administration (hereafter, the Social Security mean). The addition of the most recent 5-year period in the series, 2000–05, provides a 50-year perspective. The latest data show a continuation of the leveling off of the Social Security average age, but a further drop in the median age at exit. The reason for this decline is the same as it was for the decline between 1990–95 and 1995–2000, namely, that workers aged 60 years or older withdrew from the labor force at a lower rate than workers 50–59 years old, shifting the age distribution of the estimated number of net exits toward the younger ages. The reason for this difference in exit rates is that the labor force participation rates of men and women aged 60 years

or older have increased considerably since at least 1994, while there has been little or no change at ages 50–59. For workers 60 years or older, the increases are a major reversal of men's long-run decline and a marked change from the previously flat trend among women. Furthermore, not only have these workers' participation rates risen impressively, but this age group also has been increasingly working full time—and doing so throughout the year.

The sections that follow update the two time series, as well as the estimates of changes in the duration of postwork retirement, and provide an analysis of the changes that have occurred in the 50-year history of the median age at exit. But the main objective of the article is to present the findings concerning the substantial increase in the labor force engagement of men and women 60 years or older, as well as the reasons for its occurrence. The article closes with comments about some of the implications of the increase, the likelihood of its continuation, and associated issues that need further study.

### Data and methods

Every year, the Social Security Administration publishes the mean age of men and women initially awarded their retirement benefit or their disability benefit, along with

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the number of awardees and a frequency distribution of their ages.<sup>1</sup> To obtain the combined mean age of these two types of beneficiaries, first the mean age of the disability awardees aged 50–64 years was calculated (at age 65, their award is converted to the retirement benefit), and then the weighted average of that mean and the retirement mean was computed. This weighted average was obtained for every fifth year of data from 1960 to 2004, the latest year for which data were available at the time this article was written. (Because disability data were first reported in 1957, the averages shown in table 1 for 1950–55 are limited to the mean of the retirement awards.) Then the weighted average of the means at the beginning and end of each 5-year interval was calculated to obtain the average for the interval. The last interval is limited to the period 2000–04.

The median age at exit of workers aged 50 years or older is calculated from annual averages of the number in the labor force and of the labor force participation rate derived from the monthly Current Population Survey, for every fifth

year from 1950 through 2005, arrayed in 5-year age groups from 45–49 years through 75 years or older (used as a proxy for 75–79 years). Estimates of the number of net withdrawals from the labor force for reasons other than death during each 5-year interval are given by the equation:

$$W = L_1 \left(1 - \frac{R_2}{R_1}\right) \sqrt{s}, \quad (1)$$

where  $L_1$  is the number in the labor force at the beginning of the interval,  $R_1$  is the labor force participation rate of a birth cohort at the beginning of the interval,  $R_2$  is the labor force participation rate of the same cohort at the end of the interval (hence, 5 years older), and  $s$  is the survival rate of the cohort during the interval. (Survival rates are calculated from the official national life tables.<sup>2</sup>) The equation applies to each of six cohorts aged 45–49 years through 70–74 years at the beginning of each interval and 50–54 years through 75–79 years at the end of the interval. In order to calculate the median, this analysis converts

**Table 1. Estimated average age of retirement and expected years of postwork retirement, by gender, for selected periods, 1950–2005 and projected 2005–10**

Period	Social Security data <sup>1</sup>		Labor force data <sup>2</sup>		Expected years of postwork retirement <sup>3</sup>	
	Men	Women	Men	Women	Men	Women
1950–55 .....	468.5	467.9	66.9	67.6	12.0	13.6
1965–70 .....	63.4	64.3	64.2	64.2	13.5	16.7
1980–85 .....	62.9	62.8	62.8	62.7	16.0	20.5
1985–90 .....	62.8	62.8	62.6	62.8	16.3	20.3
1990–95 .....	62.7	62.6	<sup>6</sup> 62.4	<sup>6</sup> 62.3	17.2	21.3
1995–2000 .....	<sup>5</sup> 62.6	<sup>5</sup> 62.6	<sup>6</sup> 62.0	<sup>6</sup> 61.4	18.0	22.0
2000–05 .....	<sup>5</sup> 62.6	<sup>5</sup> 62.5	<sup>6</sup> 61.6	<sup>6</sup> 60.5	19.0	23.1
2005–10 <sup>7</sup> .....	( <sup>8</sup> )	( <sup>8</sup> )	<sup>6</sup> 61.6	<sup>6</sup> 62.0	18.6	21.6

<sup>1</sup>Mean age at initial award of benefit for disability or retirement, calculated as the weighted average of the mean ages of those receiving awards for retirement and disability. The mean for individuals awarded disability benefits is limited to those 50 to 64 years of age.

<sup>2</sup>Median age at exit from the labor force of 5-year cohorts aged 50–54 years through 75 or older for reasons other than death.

<sup>3</sup>Average remaining life expectancy at the median age at exit from the labor force.

<sup>4</sup>Age data for disability awards are not available. If they were, the means would be lower.

<sup>5</sup>The mean retirement age for women in 1997 was 65.4, much higher than the means since the 1960s or in 1998 or 1999. It was, therefore, regarded as an anomaly and disregarded. The data for both women and men is limited to the period 2000–04, the latest period available.

<sup>6</sup>Calculated from data for 1995, 2000, 2005, and 2010 which were adjusted to the levels prior to the 1994 revision of the Current

Population Survey. For information about the adjustment, see Murray Gendell, “Retirement age declines again in 1990s,” *Monthly Labor Review*, October 2001, pp. 12–21.

<sup>7</sup>Data for 2010 were projected by the Bureau of Labor Statistics in 2007. See *Monthly Labor Review*, November 2007, for a description of the projection. More detailed age data than those in the published report were provided to the author by BLS.

<sup>8</sup>Not available.

SOURCE: Gendell, *Monthly Labor Review*, October 2001, p. 20, endnote 6 and table 1; Life expectancy estimates calculated from national life tables for 1952, 1967, 1982, 1997, and 2002. Estimates for 2007 obtained by linear interpolation between life expectancies at specified ages for 2000 and 2010 in *Life Tables for the U.S. Social Security Area 1900–2100*, Actuarial Study No. 116, Social Security Administration, Office of the Chief Actuary, August 2002, table 6. *Annual Statistical Supplement to the Social Security Bulletin*, 2005, tables 6.B5 and 6.C2.

the cohorts (for example, 45–49 becoming 50–54, 50–54 becoming 55–59, and so forth) to age groups (50–54 years, 55–59 years, and so forth). The conversion was done with the use of the Karup-King third-difference formula for osculatory interpolation.<sup>3</sup>

## Findings

*Average age at retirement and duration of postwork retirement.* The Social Security mean (for those aged 50–64) has been essentially flat for both men and women since the early 1990s at about 62.5 (table 1). However, the median age at exit fell in the 1990s and continued to drop in the 2000–05 period, after flattening in the 1980s, with the decline greater for women than men. In the 2000–05 period, the median age at exit was 61.6 for men and 60.5 for women, a decline from the medians in the 1995–2000 period of 0.4 and 0.9 for men and women, respectively. Since the 1995–2000 interval, the median age at exit has been notably lower than the Social Security mean. With more than 80 percent of these Social Security beneficiaries receiving retirement awards, the minimum age for which is 62, it is much more difficult for this measure to decline from a level (aged 62.5) close to this minimum than for the median age at exit to do so.

The median age at exit estimated for the 2005–10 period, based on the labor force data for 2010 projected by the Bureau of Labor Statistics (BLS) in 2007, indicates no change for men, but a large reversal for women (from age 60.5 to age 62.0). Whether this will in fact happen is uncertain. For example, the BLS 1999 projection for 2005 implied a similar reversal of the declines of the 1990s, but this did not occur.<sup>4</sup> The cohort-specific labor force net withdrawal rates prior to 2000–05 had declined more among the older cohorts than the younger ones, lowering the median age at exit. The 1999 projection of labor data for 2005 implied a reversal of this pattern, but it did not occur.<sup>5</sup> The 2007 projection for 2010 implies a similar reversal in the pattern of changes in the net withdrawal rates.

Even as the median age at exit fell between 1995 and 2000 and 2000 and 2005, longevity continued to rise. Consequently, the duration of post-work retirement lengthened, increasing by a year for men, from 18.0 to 19.0 years, and by scarcely more for women, from 22.0 to 23.1 years. Compared with the estimates for 1950–55, these gains mean that the duration of post-work retirement has increased over the past half century by 7 years for men, a rise of 58 percent (19.0/12.0), and 9.5 years for women, a gain of 70 percent (23.1/13.6). However, if

the median ages at exit implied in the 2010 projection do occur, there will be a decline in the length of post-work retirement, especially among women.

Changes in the median age at exit are mainly the result of the pattern of changes in the cohort-specific net withdrawal rates. Table 2 presents the pattern of the actual change between 1995–2000, 2000–05, and projected 2005–10. It also shows the pattern of the projected change between 2000–05 and 2005–10 as measured by the cohort-specific ratios of the later to the earlier period. Starting with the actual change, we see that the ratios are less than 1.00 for all cohorts but the youngest, indicating declines in the net withdrawal rates. The patterns are somewhat irregular, but there is a tendency for the declines to be greater among the older than the younger cohorts, more so for the women than the men, which is why the women's median age at exit fell more than the men's. The exception to this pattern of declines, namely, the increases experienced by the youngest cohort, reinforces the effect of the differential decline.

As for the projected change, the pattern among women is a clear reversal of the pattern described in the preceding paragraph: the ratios are smaller among the younger than the older cohorts, indicating a greater decline in net exits from the labor force in the younger cohorts. This pattern of differences is the main reason for the large rise of 1.5 years projected for women's median age at exit. Among men, however, the slightly greater decline in net withdrawal rates in the two oldest cohorts than in the younger cohorts is not enough to produce a change in the median age. The impact of changes in the withdrawal rates in cohorts aged 65–69 and 70–74 at the beginning of the 5-year interval is small because the numbers in the labor force at those ages are comparatively little. As noted earlier, there is no assurance that the projected reversal of the pattern of changes in the net withdrawal rate will actually take place.

It is instructive to put these recent changes in the median age at exit and the net withdrawal rate in the context of the longer run changes. Table 3 presents these changes for three 15-year periods from 1950–55 through 1995–2000. As in table 2, the changes in the net withdrawal rates are shown as ratios of the later to the earlier net withdrawal rate. With only minor exceptions among the two oldest male cohorts in the first 15-year interval, the ratios exceed 1.00, indicating increases in the net withdrawal rates, during the first 30 years. However, the increases were smaller during the second than the first interval, indicating a deceleration in the rate at which older men and women were leaving the labor force. In addition, with only minor

**Table 2. Changes in the 5-year cohort net withdrawal rates from the labor force for reasons other than death, by gender, 1995–2000, 2000–05, and projected 2005–10**

Cohort	Net withdrawal rates <sup>1</sup>			Ratios of net withdrawal rates	
	1995–2000	2000–05	2005–10 <sup>2</sup>	2000–05 divided by 1995–2000	2005–10 divided by 2000–05
<b>Men</b>					
45–49 to 50–54 .....	0.0433	0.0479	0.0440	1.11	0.92
50–54 to 55–59 .....	.1096	.1070	.0991	.98	.93
55–59 to 60–64 .....	.2813	.2393	.2191	.85	.92
60–64 to 65–69 .....	.4501	.4139	.3994	.92	.96
65–69 to 70–74 .....	.3081	.2940	.2097	.95	.71
70–74 to 75–79 <sup>3</sup> .....	.4585	.4235	.3655	.92	.86
<b>Women</b>					
45–49 to 50–54 .....	.0390	.0634	.0245	1.63	.39
50–54 to 55–59 .....	.1566	.1413	.1012	.90	.72
55–59 to 60–64 .....	.3182	.2499	.2341	.79	.94
60–64 to 65–69 .....	.5007	.4304	.4309	.86	1.00
65–69 to 70–74 .....	.4099	.3247	.3654	.79	1.13
70–74 to 75–79 <sup>3</sup> .....	.5629	.5051	.5128	.90	1.02

<sup>1</sup>The labor force participation rates used to calculate the net withdrawal rates  $[(1-R_2/R_1)\sqrt{S}]$ ; see equation (1) in text] have been adjusted to pre-1994 levels because of a revision of the Current Population Survey introduced in 1994.

<sup>2</sup>The 2010 labor force participation rates are from the 2007

Bureau of Labor Statistics projection.

<sup>3</sup>Age 75 or more is used as an approximation of age 75–79.

SOURCE: Calculated by the author from published BLS data and unpublished 5-year age-specific labor force participation rates for 2010 projected in 2007 and supplied to the author by BLS.

deviations, in both periods, the younger the cohort, the greater the change in the net withdrawal rate. This pattern is the main reason for the declines in the median age at exit during these two periods. The range of variation was greater in the first 15-year interval than in the second period, causing a drop in the median age at exit about twice as great in the first as in the second period. In the third interval, however, most of the ratios were less than 1.00, indicating declines in the net withdrawal rates, a big change from the preceding 30 years. Yet, the median age at exit continued to fall, even if more slowly, because the declines in men's net withdrawal rates were greater in the older men than in the younger cohorts. Among women, the net withdrawal rates of the younger cohorts continued to rise even as the net withdrawal rates of the older cohorts fell.

*Impact of older workers leaving the labor force.* Did the decline in the net withdrawal rates after 1980–85 reduce the impact of the net withdrawals of older workers on the size of the labor force? Again, it is helpful to consider this issue in the context of the trend since the early 1950s. In addition, it is useful to take into account the relative number of older workers in the labor force. Table 4 presents

the data. (The numbers in the labor force were published by the Bureau of Labor Statistics, and the number of net exits were estimated by the author. The latter should be regarded as approximations.)

The number of net exits increased rapidly during the first two 15-year intervals, especially among women. The number of women in the labor force in the early 1950s was less than half that of men and the number of female workers aged 50 years or older was a third of that of men. In addition, the net withdrawal rates of these women at that time were substantially lower than those of the men, except among the two oldest cohorts. It is, therefore, not surprising that the number of net exits of older women was much smaller in the early 1950s than that of older men. From this low level, however, the increase in the number of net exits was much more rapid among women than men, an eight-fold rise by 1980–85 versus a doubling among the men. Thereafter, the numbers have been much more similar, in line with the more rapid increase of the numbers in the labor force among women than among men.

The ratio of net exits to the total labor force in 1950–55 was twice as large among men as among women because both their relative number of net withdrawals among



**Table 3. Changes in the 5-year cohort net withdrawal rates from the labor force for reasons other than death over 15-year intervals, by gender, 1950–55 through 1995–2000**

Cohort	Ratios of net withdrawal rates		
	1965–70 divided by 1950–55	1980–85 divided by 1965–70	1995–2000 divided by 1980–85
<b>Men</b>			
45–49 to 50–54 .....	3.91	1.54	0.89
50–54 to 55–59 .....	2.20	1.87	1.05
55–59 to 60–64 .....	2.08	1.92	.92
60–64 to 65–69 .....	1.48	1.30	.81
65–69 to 70–74 .....	.99	1.18	.71
70–74 to 75–79 <sup>2</sup> .....	.93	1.22	.87
Decline in median age at exit from the labor force (in years) .....	2.7	1.4	.8
<b>Women</b>			
45–49 to 50–54 .....	( <sup>3</sup> )	( <sup>3</sup> )	1.88
50–54 to 55–59 .....	8.00	5.94	1.22
55–59 to 60–64 .....	9.97	1.34	1.05
60–64 to 65–69 .....	1.97	1.21	.87
65–69 to 70–74 .....	1.19	1.05	.87
70–74 to 75–79 <sup>2</sup> .....	1.29	1.21	.86
Decline in median age at exit from the labor force (in years) .....	3.4	1.5	1.3

<sup>1</sup>Calculated from labor force participation rates adjusted to pre-1994 levels. Data for 2000 are based on 2000 census population controls.

<sup>2</sup>The age group, 75 and older is used as an approximation of the

age group, 75–79.

<sup>3</sup>Net accession.

SOURCE: Calculated by the author from published Bureau of Labor Statistics data and estimates of pre-1994 adjustment factors.

workers aged 50 years and older and the percentage of workers of this age group in the labor force were considerably greater. By 1965–70, however, these ratios were essentially the same among women and men, and they have remained quite similar since then. The ratio of net exits to the total labor force peaked around 1980–85 at about 6.5 percent to 7.0 percent and then declined to between 5 percent and 6 percent. BLS labor force projections for 2005–10 indicate an increase to about 6 percent among women.<sup>6</sup> The fluctuations in this ratio after the early 1950s have been similar for men and women.

The data for the three periods after 2000–05 shown in table 4 are based on projections of the numbers in the labor force made by the BLS in 2007. (Footnote 3 in table 4 describes how the numbers of net exits for these periods were estimated.) The data show the continued aging of the labor force (the fraction of persons in the labor force aged 50 years and older increased from about one-fifth in 1995 to about one-fourth in 2005 and is then projected to reach about one-third by 2015) after 2005, especially among women, as the baby-boom cohorts reach these ages. Since the ratio of net exits to the total labor force is the product

of the other two ratios, the increased aging of the labor force, other things equal, will raise the ratio of net exits to the labor force. To get some sense of the numerical impact of the aging effect, it has been assumed that the percentage of net exits in the elderly labor force estimated for the period 2005–10 would remain unchanged thereafter. By 2015–20, the ratio of net exits to the labor force rises 1.2 percentage points among men and 1.9 percentage points among women, reaching levels of approximately 7 percent to 8 percent, which exceeds the previous peak of 6 percent to 7 percent in the 1980–85 period. The greater rise among women than men in this exercise is mainly because of the greater increase in the number of older workers among women (about 80 percent between 2000–05 and 2015–20) than among men (about 60 percent). The rise in the number of all workers in the total labor force is the same for women as for men (14.5 percent).

These specific results are hypothetical and should not be taken literally. However, it is highly likely that the labor force will become older, more so among women than men. But the extent to which this will take place is uncertain. The aging of the labor force will cause the ratio of net

**Table 4. Estimated number and percentage of net exits from the civilian labor force, by gender, 1950–55 through 2000–05 and projected 2005–2020**

[Number in thousands]

Period	Net exits (1)	In civilian labor force <sup>1</sup>		Ratios in percent		
		Age 50 and older (2)	All ages (3)	Column 1 divided by column 2	Column 2 divided by column 3	Column 1 divided by column 3
<b>Men</b>						
1950–55 .....	1,942	12,145	43,819	16.0	27.7	4.4
1965–70 .....	2,888	13,699	48,255	21.1	28.4	6.0
1980–85 .....	4,332	14,101	61,453	30.7	22.9	7.0
1995–2000 <sup>2</sup> .....	3,672	14,212	71,360	25.8	19.9	5.1
2000–05 <sup>2</sup> .....	4,028	17,584	76,280	22.9	23.1	5.3
2005–10 <sup>2</sup> .....	4,490	21,114	80,033	21.3	26.4	5.6
2010–15 <sup>3</sup> .....	5,368	25,204	84,633	21.3	29.8	6.3
2015–20 <sup>3</sup> .....	5,979	28,072	87,344	21.3	32.1	6.8
<b>Women</b>						
1950–55 .....	371	3,921	18,389	9.5	21.3	2.0
1965–70 .....	1,557	7,256	26,200	21.5	27.7	5.9
1980–85 .....	2,968	9,395	45,487	31.6	20.7	6.5
1995–2000 <sup>2</sup> .....	3,500	11,451	60,944	30.6	18.8	5.7
2000–05 <sup>2</sup> .....	3,725	14,566	66,303	25.6	22.0	5.6
2005–10 <sup>2</sup> .....	4,201	18,119	69,288	23.2	26.2	6.1
2010–15 <sup>3</sup> .....	5,282	22,768	73,062	23.2	31.2	7.2
2015–20 <sup>3</sup> .....	6,059	26,115	75,950	23.2	34.4	8.0

<sup>1</sup>The civilian labor force at the beginning of each 5-year period.<sup>2</sup>Data adjusted to pre-1994 levels.<sup>3</sup>Numbers in the labor force after 2005 projected by the Bureau of Labor Statistics in 2007, but not adjusted to pre-1994 levels. The terminal date of the projection is 2015. It is assumed that the ratio of net exits to the labor force age 50 and older does not change after 2005–2010. The number of net exits in 2010–2015 and 2015–2020

is the product of the ratio of net exits to the labor force age 50 and older and the projected number of the latter.

SOURCE: Numbers in the labor force, 1950–2005 from BLS publications. Numbers of net exits 1950–2005 estimated by the author. Footnote 3 describes how the numbers for 2010–2015 and 2015–2020 were obtained.

exits to the total labor force to rise, unless there is a decline in the ratio of net exits to the elderly labor force large enough to offset the aging effect. The future course of the latter ratio depends greatly on the future trajectory of the age-specific labor force participation rates of elderly men and women. To judge what that trajectory might be, this study examines the major changes in the elderly labor force participation rates since 1994. This part of the analysis starts by examining the nature and magnitude of these changes over several years. Afterwards, the discussion section reviews what appears to have brought about those changes.

*Trends in the labor force participation rates.* It is helpful to see what has happened during the past 50 years. Starting with the trends of elderly men, we see in table 5 that there were declines in the labor force participation rates at all the ages from ages 45–49 to ages 75 and older, between 1955 and 1985, and that the magnitude of the

proportional declines increased from small to very large as the age groupings increased. At ages 65 and older, they were about 60 percent in 1955. Around 1985, the pace of these declines slowed greatly, except at ages 45–49, until about the mid-1990s. Thereafter (1994–2007), there were marked reversals of the declining trend at ages 60–64 and older. The percentage rise in the rates was especially pronounced at ages 65–69 (28 percent) and 70–74 (34 percent). At ages below 60, the changes since 1994 have been very small and gradual, with a persistent decline at ages 45–49 and 50–54.

The trend of older women's labor force participation rates has been quite different than that of older men. Between 1955 and 1985, the rates for women aged 45 through 59 increased by more than 40 percent. There was a much more modest gain (15 percent) among women aged 60–64. At ages 65–69 and older there were substantial percentage declines from very low levels. However, these declines ended around 1985 and rates rose subsequently.

**Table 5. Change in the labor force participation rates of older workers, by age and gender, selected years and periods, 1955–2007**

Year	Labor force participation rates, by age group						
	45–49	50–54	55–59	60–64	65–69	70–74	75 and older
<b>Men</b>							
1955 .....	97.1	95.7	92.5	82.6	57.0	37.1	19.4
1985 .....	93.3	88.6	79.6	55.6	24.5	14.9	7.0
1993 .....	91.7	88.1	78.2	54.1	25.4	14.7	6.9
1994 <sup>1</sup> .....	91.0	86.7	76.9	52.8	26.8	15.8	8.6
2007 .....	89.8	86.4	77.8	59.2	34.3	21.2	10.0
<b>Women</b>							
1955 .....	45.8	41.5	35.6	29.0	17.8	9.2	4.0
1985 .....	67.8	60.8	50.3	33.4	13.5	7.6	2.2
1993 .....	76.5	69.9	57.1	37.1	16.1	7.9	2.8
1994 <sup>1</sup> .....	77.6	70.7	59.2	37.8	17.9	8.7	3.5
2007 .....	77.2	74.7	66.6	47.9	25.7	14.0	4.8
Period	Percentage change in labor force participation rates						
<b>Men</b>							
1955–85 .....	–3.9	–7.4	–13.9	–32.7	–57.0	–59.2	–63.9
1985–93 .....	–1.7	–6	–1.8	–2.7	3.7	–1.3	–1.4
1994–2007 .....	–1.3	–3	1.3	12.1	28.0	34.2	11.6
<b>Women</b>							
1955–85 .....	48.0	46.5	41.3	15.2	–24.2	–17.4	–45.0
1985–93 .....	12.8	15.0	13.5	11.1	19.3	3.9	27.3
1994–2007 .....	–5	5.7	12.5	26.7	43.6	60.9	37.1

<sup>1</sup>The revision of the Current Population Survey (CPS) in 1994 raised the labor force participation rates relative to those obtained before 1994 by an estimated 4.3 percent for women age 55–64 and 10.6 percent for women 65 or more. Similarly, it raised the rate 8.4 percent for men 65 or more. The data for 1994 and 2007 have not

been adjusted to pre-1994 levels because the intervals in which the percentage changes are shown are either pre-1994 or post-1993.

SOURCE: Annual average CPS data published by the Bureau of Labor Statistics.

At ages under 60, the pace of increases accelerated relatively more between 1985 and 1993. After 1993, there was no further gain at ages 45–49, a small rise among those 50–54, and successively larger percentage increases with age, through ages 70–74, peaking at about 60 percent.

*Full-time employment.* Another important finding is that, in addition to the notable increases in the labor force participation rates of men and women at ages 62 and older, there were striking gains at these ages between 1994 and 2007 in the percentage of employed workers who worked full-time (table 6). The percentage increases rose with age through ages 66–69. There were double-digit percentage gains among men aged 65 and older and among women aged 62 and older. The rise in women’s full-time employment was greater than for men.

The source of these data (in table 6) does not provide information on full-time employment prior to 1994, perhaps because of the 1994 revision of the Current Population Survey. However, there is evidence that full-time employment declined among older workers from about 1970 to 1993. From the March CPS data files, Franco Peracchi and Finis Welch calculated the change between 1968–71 and 1987–90 in the full-time “participation” of older men and women at ages 55, 60, 62, 63, 64, 65 and 68.<sup>7</sup> There were declines at every age except among women aged 55 years. The declines were much larger for men than women, especially at ages 60–65. In another study, Philip L. Ronces and others calculated the average annual percentage distribution of nonagricultural wage and salary workers by weekly hours, by age and gender, in 1976, 1985, 1989 and 1993.<sup>8</sup> Among those 55 years of age and



**Table 6. Percentage of employed older workers employed full time, by age and gender, selected years and periods, 1994–2007**

Year	Percentage employed full-time, by age group					
	55–61	62–64	65	66–69	65–69	70 and older
<b>Men</b>						
1994 .....	91.4	77.0	62.3	52.4	54.9	47.5
1999 .....	92.3	79.1	65.4	54.6	57.3	46.0
2000 .....	92.3	80.0	69.6	57.2	60.4	48.5
2007 .....	92.0	82.2	76.1	67.6	70.1	55.1
<b>Women</b>						
1994 .....	73.7	59.3	48.4	36.0	39.4	34.7
1999 .....	77.2	60.0	47.2	42.6	43.7	32.6
2000 .....	77.9	61.4	50.8	42.5	44.7	35.7
2007 .....	79.2	68.4	63.7	49.2	53.3	40.9
<b>Period</b>						
<b>Percentage change in percentage employed full-time</b>						
<b>Men</b>						
1994–99 .....	1.0	2.7	5.0	4.2	4.4	–3.2
1999–2000 .....	.0	1.1	6.4	4.8	5.4	5.4
2000–07 .....	–.3	2.8	9.3	18.2	16.1	13.6
1994–2007 .....	.7	6.8	22.2	29.0	27.7	16.0
<b>Women</b>						
1994–99 .....	4.7	1.2	–2.5	18.3	10.9	–6.1
1999–2000 .....	.9	2.3	7.6	–.2	2.3	9.5
2000–07 .....	1.7	11.4	25.4	15.8	19.2	14.6
1994–2007 .....	7.5	15.3	31.6	36.7	35.3	17.9

SOURCE: Calculated by the author from unpublished annual average Current Population Survey single-year-of-age data provided by

the Bureau of Labor Statistics.

older, the percentage working 35 hours or more (that is, full-time work) declined slowly but steadily. Therefore, the increases in the full-time employment of elderly workers since 1994 constitute a notable reversal of the trend during at least the preceding two decades or so.

In addition, the prevalence of full-time work for the full year (defined by BLS as 50–52 weeks) has also gone up substantially among older workers since at least 1994. (See table 7.) The patterns in this table are similar to those in table 6: declining prevalence with age within the year or period, the relative gains over time become greater as age increases, and larger increases among older women than among older men. The increase was especially large among women aged 65 and older. It is also striking that only at ages 65–69 were the gains between 2000 and 2005 much larger than the gains between 1994 and 2000. Among men, 74 percent of the total increase of 10.2 percentage points between 1994 and 2005 occurred after 1999. Among women, the comparable figure is 64 percent. A likely reason for the accelerated pace is the elimination

in 2000 of the Social Security earnings test between the normal retirement age (then 65) and age 70.<sup>9</sup>

Given these increases in full-time work for 50 to 52 weeks, the average number of hours worked rose between 1994 and 2006 at ages 55–64 among women and at ages 65–69 and 70–74 among women and men. (See table 8.) The gains were greater at ages 65–69 and 70–74 than at ages 55–64. There were no increases in the averages among those who usually worked full time. The gains in average hours usually worked part time were offset to at least some extent by the decline in the percentages employed part time. Hence, the increases in the average hours worked must be largely the result of the increases in the percentage working full time.

Another indication of the strengthened commitment to labor market activity among older workers is the increase between 1994 and 2006 in the percentage of the employed that were at work. (See table 9.) Despite the already high level (over 90 percent) reached in 1994, there were further gains of between 0.8 and 2.0 percent-

**Table 7. Annual average percentage and percent change of older workers employed full-time for 50–52 weeks of the year, by age and gender, selected years, 1994–2005<sup>1</sup>**

Year	Age group					
	45–54	55–59	60–61	62–64	65–69	75 and older
<b>Men</b>						
1994 .....	83.6	77.6	69.1	58.4	44.0	30.6
2000 .....	86.0	81.3	75.7	63.6	46.7	35.3
2005 .....	84.9	80.4	77.4	67.9	54.2	37.3
2005/1994 (percent) .....	1.6	3.6	12.0	16.3	23.2	21.9
<b>Women</b>						
1994 .....	63.0	59.4	57.2	42.3	27.0	18.4
2000 .....	69.7	66.5	59.7	51.7	32.7	23.8
2005 .....	70.0	68.2	61.6	54.8	42.5	30.8
2005/1994 (percent) .....	11.1	14.8	7.7	29.6	57.4	67.4

<sup>1</sup>These data are from the March Current Population Survey of the following year. Respondents are asked about their work experience during the preceding year.

SOURCE: Calculated by the author from unpublished annual

average Current Population Survey work experience data, by number of weeks of employment. These data were provided by the Bureau of Labor Statistics on request from [cpsinfo@bls.gov](mailto:cpsinfo@bls.gov).

**Table 8. Average hours worked by older persons at work by actual hours of work during the reference week, by age and gender, 1994–2006**

Year	Ages 55–64 <sup>1</sup>			Ages 65–69			Ages 70–74		
	Total at work	Usually full time <sup>2</sup>	Usually part time <sup>2</sup>	Total at work	Usually full time <sup>2</sup>	Usually part time <sup>2</sup>	Total at work	Usually full time <sup>2</sup>	Usually part time <sup>2</sup>
<b>Men</b>									
1994 .....	41.9	44.6	20.3	31.8	42.4	18.5	29.5	42.2	17.6
2000 .....	42.6	44.8	21.0	33.7	42.9	19.4	30.9	42.8	19.3
2006 .....	42.1	44.4	21.4	35.9	42.9	19.6	32.7	42.3	19.1
2006/1994 (percent).....	.5	-.4	5.4	12.9	1.2	5.9	10.8	.2	8.5
<b>Women</b>									
1994 .....	34.8	40.7	20.2	26.6	39.9	17.5	24.7	41.2	16.8
2000 .....	36.4	41.4	20.6	28.5	40.4	18.7	26.1	39.3	18.1
2006 .....	36.6	40.9	21.3	30.1	40.0	19.1	27.6	39.7	18.5
2006/1994 (percent).....	5.2	.5	5.4	13.2	.3	9.1	11.7	-3.6	10.1

<sup>1</sup>This age group is not disaggregated in the source table into smaller age categories.

<sup>2</sup> "In order to differentiate a person's normal schedule from his or her activity during the reference week, persons also are classified according to their usual full- or part-time status." From *Employment*

and *Earnings*, Bureau of Labor Statistics, February 2006, p. 184, on the Internet at [www.bls.gov/cps/eetech\\_methods.pdf](http://www.bls.gov/cps/eetech_methods.pdf).

SOURCE: Unpublished Current Population Survey data on persons at work by actual hours at work at all jobs during the reference week. Percentage change calculated by the author.

age points. It is also worth noting that during this period, there were large increases in the numbers employed and at work (table 9). The gains at ages 55–64 were larger than at ages 65–74 because the younger group contained the leading edge of the baby boom. There will be, of course, even greater increases as the rest of the larger baby-boom birth cohorts reach these ages. Thus, men and women in their fifties, sixties, and perhaps their seventies also, will be in a position to make an even more substantial contribution to the American economy than they have since 1994, especially if their increases in labor force participation rates and full-time employment continue.

*Social Security retirement awards.* Since the mid-1990s, the increases in the labor force participation rates and full-time employment of older workers, especially at ages 65–69, have been accompanied by a large shift in the incidence of Social Security retirement awards away from ages 62–64 to those ages 65 and 66. (See table 10.) To get a clear picture of these shifts, this analysis examines just Social Security awards and eliminates from the published award data (as much as is feasible) the number of beneficiaries of other types of awards who have, at various times, had their benefits converted to a retired-worker award. For decades, the number of disability beneficiaries, who

are automatically converted at age 65, has been recorded, so it has been easy to isolate those data. However, from 1997 through 2003, many beneficiaries of nondisabled widows' or widowers' benefits were converted to higher retirement awards, but the Social Security Administration has not been able to ascertain their number and ages. The published data suggest that there were more than 100,000 widow conversions in 1997 and about 30,000 in 1998, preponderantly at ages 68, 69, and 70 years and older, with smaller numbers in subsequent years. The number of widower conversions has been negligible. Consequently, the data in table 10 are more approximate for women than for men.

What do these data tell us? There were fairly steady declines between 1995 and 2005 in the award rates at ages 62, 63, and 64 of about 20 percent to 25 percent. In 2000, there were large increases in the rates at ages 65 through 69, very likely in response to the elimination of the earnings test (which reduced benefits by 1 dollar for every 3 dollars earned above a modest specified limit) for beneficiaries between the normal retirement age, then 65, and 69. (The test had already been eliminated for beneficiaries aged 70 and older, but not for those aged 62–64.) For the next 3 years, the impact of this legislative change appears to have been mainly at age 65. By then (2003), the

**Table 9. Percentage of the employed at work in the reference week and percentage increase in the number of older workers employed and at work, by age and gender, 1994–2006**

Year	Age group					
	55–64		65–69		70–74	
<b>Men</b>						
1994 .....	94.4		92.9		92.4	
2006 .....	95.5		94.5		93.4	
<b>Women</b>						
1994 .....	92.7		91.6		90.8	
2006 .....	94.0		92.4		92.8	
Gender	Percentage increases in the number					
	Employed			At work		
	55–64	65–69	70–74	55–64	65–69	70–74
Men .....	66	42	41	68	45	42
Women .....	81	40	45	83	42	49

SOURCE: Calculated by the author from unpublished annual average Current Population Survey data provided by the Bureau of Labor Statistics.



**Table 10. Retired worker awards as a percentage of the Social Security population eligible for the award, by single years of age (62–69) and gender, 1995–2005<sup>1</sup>**

[Percentages as of December 31]

Year	Age							
	62	63	64	65	66	67	68	69
<b>Men</b>								
1995 .....	45.6	30.5	19.4	73.9	43.5	29.3	26.6	25.6
1996 .....	44.1	27.7	17.9	65.5	42.2	27.4	24.6	24.1
1997 .....	43.3	27.0	16.4	68.4	40.0	26.7	23.7	24.1
1998 .....	42.5	26.0	15.6	62.6	39.7	26.0	26.0	24.7
1999 .....	41.4	26.7	17.0	62.3	39.0	25.8	23.3	27.6
2000 .....	42.5	26.4	18.1	84.8	70.0	62.0	59.8	59.6
2001 .....	39.9	26.2	15.6	86.5	47.7	33.3	30.2	29.1
2002 .....	38.9	24.5	16.2	82.8	45.6	27.2	26.6	24.5
2003 .....	37.4	22.9	14.3	77.2	38.5	22.8	18.7	17.9
2004 .....	36.3	22.4	13.8	55.6	61.3	23.5	20.9	18.3
2005 .....	36.2	22.8	14.6	47.9	67.6	23.7	20.9	21.0
<b>Women</b>								
1995 .....	50.8	32.3	18.9	71.2	25.8	14.6	13.8	11.9
1996 .....	49.5	30.0	18.0	63.8	25.5	13.1	10.7	11.4
1997 .....	48.9	29.3	17.4	69.2	26.7	19.4	20.9	24.3
1998 .....	48.6	28.0	16.0	61.4	24.8	15.1	15.9	16.3
1999 .....	46.7	29.0	16.6	59.1	24.8	15.6	13.8	14.8
2000 .....	48.0	28.9	19.4	75.2	41.6	27.8	25.7	22.5
2001 .....	45.6	28.2	15.6	78.7	26.0	16.6	15.2	15.7
2002 .....	44.0	26.5	16.6	74.3	24.1	12.1	13.6	12.8
2003 .....	42.9	24.5	14.8	71.1	19.4	11.4	11.6	12.6
2004 .....	41.3	24.0	14.0	50.8	36.0	12.7	13.7	14.4
2005 .....	41.1	24.8	15.2	45.4	46.3	13.2	15.1	16.3

<sup>1</sup>The numerator is the number of retired-worker awards. Disability beneficiaries, who are automatically converted to the retired-worker award at age 65, have been *excluded*. However, many nondisabled widows who received a higher retired-worker award between 1997 and 2003 are *included*. Widower conversions are also included, but their number is negligible. The denominator is the number of fully insured workers less the number of insured beneficiaries. The latter

includes retired workers, insured widows and widowers, and insured spouses.

SOURCE: Unpublished data supplied September 2006 by the Office of the Chief Actuary, Social Security Administration. A similar, but more inclusive, set of “retirement” rates can be seen in *Short-Range Actuarial Projections of the Old-Age, Survivors, and Disability Insurance Program, 2005*, Actuarial Study No. 119, August 2005, table III.B9.

normal retirement age had begun to rise (another legislative change), by 2 months per year, from 65 to 66 (to be reached in 2008). Thus, men and women who wanted to earn money unconstrained by the earnings test had to be at least 65 years and 2 months in 2003, 65 and 4 months in 2004, and 65 and 6 months in 2005. By the end of the year, when the data that are used to calculate the rates are compiled, more and more of workers who reached the normal retirement age earlier in the year became 66. As a result, a shift in the incidence of the awards took place from age 65 to age 66.

This pattern of changes in the award rates is quite similar for men and women, but it is somewhat less pronounced for women, perhaps partly because of the widower conversions included in the data. The latter are clearly evident in table 10 only in 1997 at ages 67–69 and in 1998 at

ages 68–69. Hence, it is difficult to judge the extent of the impact of the conversions.

There are also indications that the removal of the earnings test contributed to the increases in the labor force participation rates and full-time employment described earlier. A recent study, which analyzed Social Security administrative data of annual earnings and retirement benefit claims over a period 4 years prior to, as well as 4 years after the test’s elimination, found evidence of some increase in the labor force participation rates of workers 65–69 years old.<sup>10</sup> The authors also concluded that the increase in the labor force participation rates was mainly because these older workers remained at work rather than returned to it. In addition, they found “large and significant” increases in earnings only at levels above the test threshold, but whether this increase implies a rise in full-

time work among these better paid workers is not clear. However, another study using data from the Health and Retirement Study found a larger proportional increase in full-time employment among workers 65–67 years old than those aged 62–64 between 1998 and 2002, suggesting that the removal of the earnings test contributed to the rise in full-time employment.<sup>11</sup> This finding is consistent with the data shown in table 6.

## Discussion

The post-war period can be divided into approximately two 30-year periods. In the first period, conditions became increasingly favorable to early retirement, whether measured by the average age of older workers at their exit from the labor force or at their initial receipt of the Social Security retirement or disability benefit. In the second period, changes took place that weakened the favorable conditions and then produced incentives to delay retirement.

Real income rose more rapidly in the first period than in the second. For example, family income (measured in 2001 dollars) grew from about \$20,000, on average, in 1947 to about \$52,000, on average in 2000, but most of that gain occurred by the early 1970s, when family income reached an average of \$40,000.<sup>12</sup> Another indication of this difference in enhanced economic well-being between the two periods may be seen in the much greater decline in the poverty rate in the first period than in the second. The rate fell sharply from about 40 percent in 1950 to about 12 percent in 1972, with little change occurring thereafter. Among the elderly (65 and older), the early decline was even more rapid, from 59 percent in 1950 to about 19 percent in 1972.<sup>13</sup>

There were larger increases in Social Security, pension, and health benefits in the earlier than the later period.<sup>14</sup> Wage controls during World War II led many companies to increase compensation by providing substantial pension and health care benefits. Defined benefit pension plans expanded up to about the late 1970s, but a subsequent expansion of defined contribution plans greatly reduced the share of workers with a pension plan who had defined benefit coverage, from 80 percent in 1985 to 33 percent in 2003.<sup>15</sup> In 1956, Congress allowed female workers to receive reduced Social Security retirement benefits at age 62 and then granted the same opportunity to men in 1961. In 1965, Medicare, providing considerable health care insurance to those aged 65 and older, was established. Defined benefit plans, but not defined contribution plans, provided strong incentives for early retirement, as did the early retirement age introduced into the Social Security program. The health care insurance provided by Medicare facilitated

retirement by age 65.

By the late 1970s, however, projections began to show large future shortfalls in Social Security funding, necessitating program reforms. Large increases in benefits ended, and other efforts culminated in the major revisions of the 1983 legislation: the normal retirement age would gradually rise from 65 to 67, beginning with those born in 1938 and the actuarial reductions in benefits for early retirement would be increased, as would the benefit for delaying retirement beyond the normal retirement age (up to age 70). The restrictions of the earnings test were gradually reduced, and in 2000, the test was completely eliminated for those who had reached the normal retirement age. (It had already been eliminated for those older than age 69.) The legally permissible age for mandatory retirement was increased in 1978 from 65 to 70 and then eliminated entirely in 1986 for nearly everyone. In addition to its direct effect, this change may have had a symbolic effect of indicating the propriety of continuing to work as long as one was willing and able to do so.

Increasing competition from foreign and new domestic companies, which did not have the burden of the large cost of the fringe benefits provided to employees and retirees of the older domestic firms, led the latter to shift from defined benefit to defined contribution pension plans and to reduce or eliminate health care benefits for retirees. This circumstance was exacerbated by the rapid rate of growth in the cost of health care. These higher health care costs also became an incentive for older workers to continue working full time in order to have affordable health care insurance until at least age 65, when Medicare coverage would become available. The increased competition also led many companies to move jobs abroad, where labor was much cheaper. For this and other reasons, the share of the labor force in manufacturing declined substantially with a concomitant rise in the service sector, which generally provides less pay and fringe benefits than manufacturing jobs. These changes contributed to increases in income inequality, income volatility, and job insecurity.<sup>16</sup> (Anxiety about job loss was much greater in 1996 and 2005 than in 1982 even though the unemployment rate was twice as high in 1982.)<sup>17</sup> It thus became increasingly difficult for many workers to accumulate sufficient resources to maintain their standard of living in retirement. The significant rise in longevity, which had also been taking place, contributed to the challenge because it meant that workers had to plan for a retirement that could last 25 years or more, with the increasingly likely threat, among other things, of the need for very expensive long-term care during the

latter part of that period. As a result, there has been a growing recognition of the value of delaying retirement for some years. Doing that would delay the drawdown of retirement assets, increase accumulations in defined contribution plans, and, if not claimed already, enhance Social Security benefits, as well as shorten the period for which the retirement resources would be needed. This is what financial planners have been advising, and it appears that many older workers have been taking their advice.

Though these changes indicate why increasing numbers of older workers have felt the need to remain in or reenter the labor force and to work full-time for the full year at ages that relatively few of their predecessors had done, a number of puzzles remain. There is much discussion in the literature about older workers' desire to ease into retirement by moving from full-time to part-time employment before leaving the work force entirely. And the percentage working full time does decline with age. But, as we have seen, at each age there have been substantial gains since 1994 in the percent working, not just 35 or more hours per week, but doing so 50–52 weeks a year. What does this mean? Is the gradual transition to the complete withdrawal from the labor force just occurring later in life, or has a new transition pattern begun to develop? Why have the reversals in the declines in labor force participation rates and full-time employment not taken place among men age 50–59? Why have they not been affected by the changing conditions described in the preceding paragraph, which motivated men aged 60 years or more to work increasingly and do so full time throughout the year? Similarly, why has there been a marked deceleration in the rise of the labor force participation rates of women under age 60 during the past 12 years, while it has been accelerating among women over age 59? Why have the recent gains in labor force participation rates and full-time employment been greater among older women than older men? What do these changes, especially the increase in full-time employment, imply about the demand for older workers? Has there been a change in employers' belief that the productivity of older workers is too low to justify their compensation? If so, is it because of the increases in health and educational attainment that have been occur-

ring, or are employers becoming more concerned about an anticipated labor shortage?

It is difficult to judge whether the recent labor force trends among men and women in their fifties will change in the future. Among those older than 59, however, it is likely that labor force participation rates and full-time employment will keep rising as the shift from defined benefit to defined contribution plans continues, health care costs keep climbing, further increases in health and educational attainment take place, the pressure on employers from ongoing globalization to reduce the cost of fringe benefits persists, and the changes in the Social Security program continue to shift the balance of incentives from the early to the normal retirement age. As a result, tax revenue will be greater, economic growth will be enhanced, and the retirement security of older workers and their families will be improved. Moreover, in democratic societies, delaying retirement has been found to be “the only viable solution to pension problems in the face of aging societies.”<sup>18</sup>

As for the financial status of the Social Security system, the implications are less clear. Increased payroll taxes could be offset by a gain in benefits earned. Also, how much the system worker/retiree ratio rises depends on the extent to which the additional older workers delay claiming the Social Security retirement benefit until they stop working.

IN THE PAST 12 YEARS, A MAJOR REVERSAL of the long-run decline has occurred in the supply of labor at ages 60 and older and apparently in the demand also. Though it is difficult to judge the pace and extent of further gains in the labor force participation rates and full-time employment of these older men and women, there is reason to believe these trends will continue. There is, however, a need to provide a firmer basis for judging what to expect from the labor force participation rates of older persons by identifying the reasons for these increases in greater detail, as well as why they have taken place at ages 50–59 to a much smaller degree among women and not at all among men. The additional insight would also enhance efforts to facilitate further gains in the supply of and demand for the employment of older men and women. □



## Notes

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<sup>1</sup> *Annual Statistical Supplement to the Social Security Bulletin, 2005* (Social Security Administration, 2006), tables 6.B5 and 6.C2.

<sup>2</sup> National Vital Statistics Reports, "United States Life Tables, 2004 vol. 56, no. 9 (U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, Dec. 28, 2007), table 1, on the Internet at [http://www.cdc.gov/nchs/data/nvsr/nvsr56/nvsr56\\_09.pdf](http://www.cdc.gov/nchs/data/nvsr/nvsr56/nvsr56_09.pdf) (visited Jan. 28, 2007).

<sup>3</sup> Jacob S. Siegel and David A. Swanson, eds., *The Methods and Materials of Demography*, 2nd ed. (San Diego, Elsevier/Academic Press, 2004), Appendix C. The formula also appears in the first edition.

<sup>4</sup> Mitra Toossi, "Labor force projections to 2016: more workers in their golden years," *Monthly Labor Review*, November 2007, pp. 33–52.

<sup>5</sup> Murray Gendell, "Retirement age declines again in 1990s," *Monthly Labor Review*, October 2001, p. 18.

<sup>6</sup> Toossi, "Labor force projections to 2016," November 2007, and more detailed age data were provided to the author by BLS.

<sup>7</sup> Franco Peracchi and Finis Welch, "Trends in labor force transitions of older men and women," *Journal of Labor Economics*, 1994, vol. 12, no. 2, pp. 223–225.

<sup>8</sup> Philip L. Rones, Randy E. Ilg, and Jennifer M. Gardner, "Trends in hour of work since the mid-1970s," *Monthly Labor Review*, April 1997, table 2, p. 7.

<sup>9</sup> The Social Security earnings test required a reduction in benefits if earnings exceeded a specified amount. See *Annual Statistical Supplement to the Social Security Bulletin*, 2005, table 2.A29 for a history of the changes in the test.

<sup>10</sup> Jae G. Song and Joyce Manchester, "New evidence on earnings and benefit claims following changes in the retirement earnings test in 2000," Working Paper 107 (Office of Research, Evaluation, and Statistics, Office of Policy, Social

Security Administration, July 2006). See also Leora Friedberg, "The Recent Trend Towards Later Retirement," *Work Opportunities for Older Americans*, Series 9 (Chesnut Hill, MA, Center for Retirement Research at Boston College, March 2007), p. 3. On the Internet at [http://crr.bc.edu/images/stories/Briefs/wob\\_9.pdf](http://crr.bc.edu/images/stories/Briefs/wob_9.pdf) (visited Jan. 28, 2008).

<sup>11</sup> Alan L. Gustman and Thomas L. Steinmeier, "The Social Security Retirement Earnings Test, Retirement and Benefit Claiming," Working Paper No. 2004–090 (Ann Arbor, MI, University of Michigan Retirement Research Center, 2004) pp. 7–8. On the Internet at <http://www.mrrc.isr.umich.edu/publications/papers/pdf/wp090.pdf> (visited Jan. 28, 2008).

<sup>12</sup> Alan J. Auerbach, David Card, and John M. Quigley, eds., *Public Policy and the Income Distribution* (New York, NY, Russell Sage Foundation, 2006), figure 2 and p. 2.

<sup>13</sup> Robert L. Clark, Richard V. Burkhauser, Marilyn Moon, Joseph F. Quinn, and Timothy M. Smeeding, *The Economics of an Aging Society* (Malden, MA, Blackwell Publishing, 2004), p. 182.

<sup>14</sup> Clark, et al, *Economics of an Aging Society* p. 43.

<sup>15</sup> Federal Interagency Forum on Aging-Related Statistics, *Older Americans 2004: Key Indicators of Well-Being* (Washington, D.C., United States Government Printing Office, November 2004), p. 15.

<sup>16</sup> Jacob S. Hacker, *The Great Risk Shift: The Assault on American Jobs, Families, Health Care, and Retirement and How You Can Fight Back* (New York, NY, Oxford University Press, 2006).

<sup>17</sup> Hacker, *The Great Risk Shift*, p.18.

<sup>18</sup> Vincenzo Galasso, *The Political Future of Social Security in Aging Societies* (Cambridge, MA, MIT Press, 2006), p. xvi.

## Urban economics

What can economics tell us about cities? What can be learned by applying the tools of economics to urban issues such as housing and poverty? Why do people choose to live so close to each other?

Edward L. Glaeser gives an overview of urban economics in, “The Economics Approach to Cities” (National Bureau of Economic Research, Working Paper 13696).

Urban economics, the author says, is based on the study of the spatial equilibrium that develops as employers, workers, and builders answer the question, “Where?”: Where to live, where to do business, where to build? Much like the old real estate maxim — “location, location, location” — location choice is central to urban economics.

In a spatial equilibrium, the advantages (for a worker or employer) of a given location are balanced by that location’s disadvantages; something good is offset by something bad. For a worker, a residential location with a short commute will be expensive; for an employer, high productivity is offset by high wages.

In the urban economist’s models, no benefit is gained by a change of location once spatial equilibrium is reached. The worker seeking a less expensive home will endure a longer commute. The firm moving to a lower-wage location will end up with lower productivity. Such urban economic models can be used to analyze housing prices at varying distances from the city center.

Some geographical advantages have changed with changes in technology. As transportation technology has made shipping costs relatively lower, the advantages associated with

locations around inland waterways have diminished. Witness the decline in manufacturing employment in cities that were centers of manufacturing in decades past, and note the concomitant decline in wages.

Today’s high-wage cities are those that attract professionals in business services. With teeming populations of highly-educated people, these cities become “incubators of innovation.” How to attract firms in these industries is the problem for forward-looking mayors. Not an easy thing to do. As the author concedes, no one really knows exactly what things attract a skilled population to a city.

## The high school graduation rate

The U.S. high school graduation rate—the proportion of the population that has graduated from high school—is an important social and economic statistic. It has long been understood that more education generally means greater prosperity, on both an individual and societal level. A high school diploma is often considered the minimum level of education needed in today’s competitive labor market. Throughout much of the 20th century, the high school graduation rate steadily increased, with the members of each successive generation more likely to have graduated from high school than those in the preceding one. In the last several decades, however, the rate has risen more slowly and, according to some measures, it has even declined. In addition, since the early 1970s, the gap in earnings between high school graduates and dropouts has grown considerably. Not surprisingly, then, education as an issue features promi-

nently in public debate.

In a recent study from National Bureau of Economic Research, economists James J. Heckman and Paul A. LaFontaine of the University of Chicago examine the issue from a variety of perspectives. The authors analyze data from several prominent national surveys in an attempt to measure the high school graduation rate more accurately. According to the National Center for Education Statistics, for example—whose statistic the authors call the “official rate”—U.S. high schools graduated nearly 88 percent of students in recent years. But Heckman and LaFontaine cite other sources that show the rate as low as 66 percent, which they say is an “astoundingly wide range for such a basic statistic.” One important difference among the rates pertains to whether or not GED recipients are counted as high school graduates. In addition, the gap in the graduation rates of the majority population and those of minorities has grown. Among their other findings, the authors conclude that the high school graduation rate actually peaked at about 80 percent in the late 1960s and has dropped by 4 or 5 percentage points since then. They also find that the rate for blacks and Hispanics, at around 65 percent, is substantially lower than the rate for non-Hispanic whites. □

We are interested in your feedback on this column. Please let us know what you have found most interesting and what essential readings we may have missed. Write to: Executive Editor, *Monthly Labor Review*, Bureau of Labor Statistics, Washington, DC 20212, or e-mail, [mlr@bls.gov](mailto:mlr@bls.gov)

### Making health care decisions for employees

*Ensuring Fairness in Health Care Coverage.* By Matthew K. Wynia, MD and Abraham P. Schwab, Ph.D., New York, NY, American Medical Association, 2007, 225 pp., \$29.95/ hardback.

The majority of Americans under age 65 get their health care coverage through an employer, either as an employee or a dependent. Health care coverage attracts much attention, whether through political campaigns, concerns about rising costs, identification of the uninsured population, or in other ways. Employees may come to expect health care coverage from their jobs, or may consider “good jobs” to be those that provide such coverage. But there is much that goes into employer decisions on health care coverage, as Wynia and Schwab point out in *Ensuring Fairness in Health Care Coverage*.

The Bureau of Labor Statistics has a long history of providing data on various health care issues. For example, the Consumer Price Index tracks the change in the price of medical care commodities and services to consumers, while the Consumer Expenditure Survey reports the share of annual household expenditures that go toward health care. The National Compensation Survey tracks employer costs for health care benefits along with the proportion of employees covered by such benefits. Employee premiums, deductibles, and covered expenses are also tracked. These statistics and more are frequently cited to demonstrate rising health care costs, shifts to managed care, and expanded out-of-pocket expenses requirements.

Wynia and Schwab take us behind the scenes of many of these statistics, identifying the issues that enter into employer decisions on health care coverage.

The volume is divided into two parts—some background and identification of issues followed by “guideposts” for ethical decisionmaking. Throughout the book, case studies offer real-life examples of some of the issues that employers face, and some suggested solutions. Included in the background is a brief history of employer involvement in health care coverage, bluntly titled “Why is health insurance for employees my problem anyway?” This short history lesson is a good reminder of some of the steps that led to the system we have today—early company-sponsored health plans, passage of Social Security and later Medicare and Medicaid, changes in compensation packages during World War II, union influence and legislation, and, finally, recent legislation to regulate and encourage employee benefit offerings. The chapter also includes a good glossary of the alphabet soup that is our current health care landscape (PPOs, HMOs, IPAs, and so forth). For those employers new to the health care world, this background could provide a firm foundation for the decisions ahead.

The crux of the volume is the “Five Ethical Guideposts of Fair Decision-Making.” These guideposts read somewhat like your standard management primer—transparent, participatory, consistent, sensitive to value, compassionate—but the details, and especially the case studies, bring to light a number of everyday issues related to an employer’s health care decisions. “Joe Employer” chooses not to reveal the company’s new health plan or its major change in provisions until after the company’s annual celebra-

tion, even though the plan actually goes into effect several weeks earlier. To no one’s surprise, employees who receive care are shocked by their new payment requirements, and turn their anger toward those who made the decision in secret. This provides the perfect backdrop to encourage transparency, not only in the final decisions, but in how those decisions are made. The authors suggest that, if fully explained, employees will understand trade-offs that have to be made between cost, coverage, and other concerns. This leads to a related guidepost encouraging employee participation in the health plan selection process. Strategies such as including employees on benefit decision committees and holding regular meetings and open forums to identify and address concerns are among the ideas offered to ensure employee participation.

A theme that runs through the book and the guideposts is the need to treat employees equitably. Issues such as the types of medical procedures and services that might be covered, varying employee premiums by salary, and treatment of mental versus physical ailments provide a good perspective for the need to be consistent in providing health care benefits. The fourth guidepost, having coverage that is sensitive to value, includes a case study about substance abuse rehabilitation benefits. “Jane Retailer” pushed to maintain comprehensive rehabilitation benefits in her company’s plan, but excluded alternative approaches. From a company survey, she discovered that several employees felt that participation in a long-term rehabilitation program came with a certain stigma that would put them in a negative light. Rather, several chose a long-weekend of intensive rehabilitation, even though it was not



covered by the plan. This guidepost suggests that the medical outcomes, and the concerns of employees about certain procedures, are as important as cost and coverage when designing health care plans for employees.

The final guidepost—compassion—addresses the flexibility needed to handle unique needs. Compassion can be demonstrated by considering the effect of plan design on particularly vulnerable employees and dependents, by addressing catastrophic medical needs, and by providing supplemental benefits. Even though the decision to switch health insurance providers may be transparent and participatory, such a decision may have a particularly negative effect on

those with long-term chronic conditions, who have built a relationship and trust with certain providers. The authors recommend having in place clear and consistent processes for employees to express their concerns, appeal decisions, and propose alternative solutions.

While health care coverage is often looked at as a “dollars-and-sense” issue, Wynia and Schwab open our eyes to many different issues that employers face. By encouraging an ethical approach to tough decisions, they are providing a service that employers large and small can use to make the best possible health care decisions for all employees. Their guideposts, when

considered together, are intended to put employees in a position to understand and appreciate their health care benefits.

Our headlines continue to be filled with health care coverage and cost issues, and a variety of alternative “solutions” have been proposed or tested. *Ensuring Fairness* provides a good credo to follow as our country continues to debate these issues. □

—William Wiatrowski  
Office of Compensation and  
Working Conditions  
Bureau of Labor Statistics

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

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

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

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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 and seasonally adjusted establishment survey data shown in tables 1, 12–14, and 17 are revised in the March 2007 *Review*. A brief explanation of the seasonal adjustment methodology appears in “Notes on the data.”

Revisions in the productivity data in table 54 are usually introduced in the September issue. Seasonally adjusted indexes and percent changes from month-to-month and quarter-to-quarter are published for numerous Consumer and Producer Price Index series. However, seasonally adjusted indexes are not published for the U.S. average All-Items CPI. Only seasonally adjusted percent changes are available for this series.

**Adjustments for price changes.** Some data—such as the “real” earnings shown in table 14—are adjusted to eliminate the effect of changes in price. These adjustments are made by dividing current-dollar values by the Consumer Price Index or the appropriate component of the index, then multiplying by 100. For example, given a current hourly wage rate of \$3 and a current price index number of 150, where 1982 = 100, the hourly rate expressed in 1982 dollars is \$2 ( $\$3/150 \times 100 = \$2$ ). The \$2 (or any other resulting

values) are described as “real,” “constant,” or “1982” dollars.

## Sources of information

Data that supplement the tables in this section are published by the Bureau in a variety of sources. Definitions of each series and notes on the data are contained in later sections of these Notes describing each set of data. For detailed descriptions of each data series, see *BLS Handbook of Methods*, Bulletin 2490. Users also may wish to consult *Major Programs of the Bureau of Labor Statistics*, Report 919. News releases provide the latest statistical information published by the Bureau; the major recurring releases are published according to the schedule appearing on the back cover of this issue.

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

[www.bls.gov/cps/](http://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/](http://www.bls.gov/ces/)

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

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

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

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

[www.bls.gov/lpc/](http://www.bls.gov/lpc/)

For additional information on international comparisons data, see *Internation-*

*tional Comparisons of Unemployment*, Bulletin 1979.

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

Finally, the *Monthly Labor Review* carries analytical articles on annual and longer term developments in labor force, employment, and unemployment; employee compensation and collective bargaining; prices; productivity; international comparisons; and injury and illness data.

## Symbols

n.e.c. = not elsewhere classified.

n.e.s. = not elsewhere specified.

p = preliminary. To increase the timeliness of some series, preliminary figures are issued based on representative but incomplete returns.

r = revised. Generally, this revision reflects the availability of later data, but also may reflect other adjustments.

## Comparative Indicators

(Tables 1–3)

Comparative indicators tables provide an overview and comparison of major BLS statistical series. Consequently, although many of the included series are available monthly, all measures in these comparative tables are presented quarterly and annually.

**Labor market indicators** include employment measures from two major surveys and information on rates of change in compensation provided by the Employment Cost Index (ECI) program. The labor force participation rate, the employment–population ratio, and unemployment rates for major demographic groups based on the Current Population (“household”) Survey are presented, while measures of employment and average weekly hours by major industry sector are given using nonfarm payroll data. The Employment Cost Index (compensation), by major sector and by bargaining status, is chosen from a variety of BLS compensation and wage measures because it provides a comprehensive measure of employer costs for hiring labor, not just outlays for wages, and it is not affected by employment shifts among occupations and industries.

Data on **changes in compensation, prices, and productivity** are presented in table 2. Measures of rates of change of compensation

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

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

### Notes on the data

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

## Employment and Unemployment Data

(Tables 1; 4–29)

### Household survey data

#### Description of the series

Employment data in this section are obtained from the Current Population Survey, a program of personal interviews conducted monthly by the Bureau of the Census for the Bureau of Labor Statistics. The sample consists of about 60,000 households selected to represent the U.S. population 16 years of age and older. Households are interviewed on a rotating basis, so that three-fourths of the sample is the same for any 2 consecutive months.

#### Definitions

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

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

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

The **civilian labor force** consists of all employed or unemployed persons in the civilian noninstitutional population. Persons **not in the labor force** are those not classified as employed or unemployed. This group includes discouraged workers, defined as persons who want and are available for a job and who have looked for work sometime in the past 12 months (or since the end of their last job if they held one within the past 12 months), but are not currently looking, because they believe there are no jobs available or there are none for which they would qualify. The **civilian noninstitutional population** comprises all persons 16 years of age and older who are not inmates of penal or mental institutions, sanitariums, or homes for the aged, infirm, or needy. The **civilian labor force participation rate** is the proportion of the civilian noninstitutional population that is in the labor force. The **employment-population ratio** is employment as a percent of the civilian noninstitutional population.

#### Notes on the data

From time to time, and especially after a decennial census, adjustments are made in the Current Population Survey figures to correct for estimating errors during the intercensal years. These adjustments affect the comparability of historical data. A description of these adjustments and their effect on the various data series appears in the Explanatory Notes of *Employment and Earnings*. For a discussion of changes introduced in January 2003, see “Revisions to the Current Population Survey Effective in January 2003” in the February 2003 issue of *Employment and Earnings* (available on the BLS Web site at [www.bls.gov/cps/rvcps03.pdf](http://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](http://www.bls.gov/cps/cpsrs.pdf)) for a discussion of the introduction of the use of X-12 ARIMA for seasonal adjustment of the labor force data and the effects that it had on the data.

At the beginning of each calendar year, historical seasonally adjusted data usually are revised, and projected seasonal adjustment factors are calculated for use during the

January–June period. The historical seasonally adjusted data usually are revised for only the most recent 5 years. In July, new seasonal adjustment factors, which incorporate the experience through June, are produced for the July–December period, but no revisions are made in the historical data.

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

## Establishment survey data

### Description of the series

Employment, hours, and earnings data in this section are compiled from payroll records reported monthly on a voluntary basis to the Bureau of Labor Statistics and its cooperating State agencies by about 160,000 businesses and government agencies, which represent approximately 400,000 individual worksites and represent all industries except agriculture. The active CES sample covers approximately one-third of all nonfarm payroll workers. Industries are classified in accordance with the 2002 North American Industry Classification System. In most industries, the sampling probabilities are based on the size of the establishment; most large establishments are therefore in the sample. (An establishment is not necessarily a firm; it may be a branch plant, for example, or warehouse.) Self-employed persons and others not on a regular civilian payroll are outside the scope of the survey because they are excluded from establishment records. This largely accounts for the difference in employment figures between the household and establishment surveys.

### Definitions

An **establishment** is an economic unit which produces goods or services (such as a factory or store) at a single location and is engaged in one type of economic activity.

**Employed persons** are all persons who received pay (including holiday and sick pay) for any part of the payroll period including the 12th day of the month. Persons holding more than one job (about 5 percent of all persons in the labor force) are counted in each establishment which reports them.

**Production workers** in the goods-producing industries cover employees, up through the level of working supervisors, who engage directly in the manufacture or construction of the establishment’s product. In private service-providing industries, data are collected for nonsupervisory workers, which include most employees except those

in executive, managerial, and supervisory positions. Those workers mentioned in tables 11–16 include production workers in manufacturing and natural resources and mining; construction workers in construction; and nonsupervisory workers in all private service-providing industries. Production and nonsupervisory workers account for about four-fifths of the total employment on private nonagricultural payrolls.

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

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

The **Diffusion Index** represents the percent of industries in which employment was rising over the indicated period, plus one-half of the industries with unchanged employment; 50 percent indicates an equal balance between industries with increasing and decreasing employment. In line with Bureau practice, data for the 1-, 3-, and 6-month spans are seasonally adjusted, while those for the 12-month span are unadjusted. Table 17 provides an index on private nonfarm employment based on 278 industries, and a manufacturing index based on 84 industries. These indexes are useful for measuring the dispersion of economic gains or losses and are also economic indicators.

### Notes on the data

Establishment survey data are annually adjusted to comprehensive counts of employment (called “benchmarks”). The March 2003 benchmark was introduced in February 2004 with the release of data for January 2004, published in the March 2004 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** information for the last business day of the reference month. A job opening requires that (1) a specific position exists and there is work available for that position; and (2) work could start within 30 days regardless of whether a suitable candidate is found; and (3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

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

job openings, and multiplying that quotient by 100.

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

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

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

## Notes on the data

The JOLTS data series on job openings, hires, and separations are relatively new. The full sample is divided into panels, with one panel enrolled each month. A full complement of panels for the original data series based on the 1987 Standard Industrial Classification (SIC) system was not completely enrolled in the survey until January 2002. The supplemental panels of establishments needed to

create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

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

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

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

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

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

## Producer Price Indexes

### Description of the series

**Producer Price Indexes** (PPI) measure average changes in prices received by domestic producers of commodities in all stages of processing. The sample used for calculating these indexes currently contains about 3,200 commodities and about 80,000 quotations per month, selected to represent the movement of prices of all commodities produced in the manufacturing; agriculture, forestry, and fishing; mining; and gas and electricity

and public utilities sectors. The stage-of-processing structure of PPI organizes products by class of buyer and degree of fabrication (that is, finished goods, intermediate goods, and crude materials). The traditional commodity structure of PPI organizes products by similarity of end use or material composition. The industry and product structure of PPI organizes data in accordance with the 2002 North American Industry Classification System and product codes developed by the U.S. Census Bureau.

To the extent possible, prices used in calculating Producer Price Indexes apply to the first significant commercial transaction in the United States from the production or central marketing point. Price data are generally collected monthly, primarily by mail questionnaire. Most prices are obtained directly from producing companies on a voluntary and confidential basis. Prices generally are reported for the Tuesday of the week containing the 13th day of the month.

Since January 1992, price changes for the various commodities have been averaged together with implicit quantity weights representing their importance in the total net selling value of all commodities as of 1987. The detailed data are aggregated to obtain indexes for stage-of-processing groupings, commodity groupings, durability-of-product groupings, and a number of special composite groups. All Producer Price Index data are subject to revision 4 months after original publication.

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

## International Price Indexes

### Description of the series

The **International Price Program** produces monthly and quarterly export and import price indexes for nonmilitary goods and services traded between the United States and the rest of the world. The export price index provides a measure of price change for all products sold by U.S. residents to foreign buyers. ("Residents" is defined as in the national income accounts; it includes corporations, businesses, and individuals, but does not require the organizations to be U.S. owned nor the individuals to have U.S. citizenship.) The import price index provides a measure of price change for goods purchased from other countries by U.S. residents.

The product universe for both the import and export indexes includes raw materials, agricultural products, semifinished manu-



factures, 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, con-

tact 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 compensa-

tion 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](http://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](http://www.bls.gov/opub/mlr/2000/06/art1full.pdf)).

## Definitions

For the principal U.S. definitions of the labor force, employment, and unemployment, see the Notes section on Employment and Unemployment Data: Household survey data.

### Notes on the data

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

Data for the United States relate to the population 16 years of age and older. The U.S. concept of the working age population has no upper age limit. The adjusted to U.S. concepts statistics have been adapted, insofar as possible, to the age at which compulsory schooling ends in each country, and the Swedish statistics have been adjusted to include persons older than the Swedish upper age limit of 64 years. The adjusted statistics presented here relate to the population 16 years of age and older in France, Sweden, and the United Kingdom; 15 years of age and older in Australia, Japan, Germany, Italy, and the Netherlands. An exception to this rule is that the Canadian statistics are adjusted to cover the population 16 years of age and older, whereas the age at which compulsory schooling ends remains at 15 years. In the labor force participation rates and employment-population ratios, the denominator is the civilian noninstitutionalized working age population, except 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](mailto: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, The Republic of Korea, Taiwan, and 10 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 employees (wage and salary earners) in Belgium and Taiwan. For all other economies, the measures refer to all employed persons, including employees, self-employed persons, and unpaid family workers.

### Definitions

**Output.** For most economies, the output measures are real value added in manufacturing from national accounts. However, output for Japan prior to 1970 and for the Netherlands prior to 1960 are indexes of industrial production. The manufacturing value-added measures for the United Kingdom are essentially identical to their indexes of industrial production.

For the United States, the output measure for the manufacturing sector is a

chain-weighted index of real gross product originating (deflated value added) produced by the Bureau of Economic Analysis of the U.S. Department of Commerce. Most of the other economies 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 of 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 48 and 50 in this section). The quarterly measures are on a “sectoral output” basis, rather than a value-added basis. Sectoral output is gross output less intrasector transactions.

**Total hours** refer to hours worked in all economies. The measures are developed from statistics of manufacturing employment and average hours. For most other economies, recent years’ aggregate hours series are obtained from national statistical offices, usually from national accounts. However, for some economies and for earlier years, BLS calculates the aggregate hours series using employment figures published with the national accounts, or other comprehensive employment series, and data on average hours worked.

**Hourly compensation** is total compensation divided by total hours. Total compensation 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 important taxes on payroll or employment. For the United Kingdom, compensation is reduced between 1967 and 1991 to account for subsidies.

**Unit labor costs** are defined as the costs of labor input required to produce one unit of output. They are computed as compensation in nominal 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 to-

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

**Occupational injury** is any injury such as a cut, fracture, sprain, or amputation that



results from a work-related event or a single, instantaneous exposure in the work environment.

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

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

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

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

### Notes on the data

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

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

The survey continues to measure the number of new work-related illness cases which are recognized, diagnosed, and reported during the year. Some conditions, for example, long-term latent illnesses caused by exposure to carcinogens, often are difficult to relate to the workplace and are not

adequately recognized and reported. These long-term latent illnesses are believed to be understated in the survey's illness measure. In contrast, the overwhelming majority of the reported new illnesses are those which are easier to directly relate to workplace activity (for example, contact dermatitis and carpal tunnel syndrome).

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

Comparable data for more than 40 States and territories are available from the BLS Office of Safety, Health and Working Conditions. Many of these States publish data on State and local government employees in 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/](http://www.bls.gov/iif/)



## 1. Labor market indicators

Selected indicators	2005	2006	2005		2006				2007		
			III	IV	I	II	III	IV	I	II	III
<b>Employment data</b>											
Employment status of the civilian noninstitutional population (household survey): <sup>1</sup>											
Labor force participation rate.....	66.0	66.2	66.2	66.1	66.0	66.1	66.2	66.3	66.2	66.0	66.0
Employment-population ratio.....	62.7	63.1	62.9	62.8	62.9	63.1	63.1	63.3	63.3	63.1	62.9
Unemployment rate.....	5.1	4.6	5.0	5.0	4.7	4.7	4.7	4.5	4.5	4.5	4.7
Men.....	5.1	4.6	5.0	4.9	4.7	4.7	4.6	4.5	4.6	4.6	4.7
16 to 24 years.....	12.4	11.2	12.0	11.7	11.2	11.2	11.4	11.1	10.7	11.3	11.7
25 years and older.....	3.8	3.5	3.8	3.7	3.6	3.6	3.5	3.3	3.6	3.5	3.6
Women.....	5.1	4.6	5.0	5.0	4.7	4.6	4.7	4.4	4.3	4.4	4.6
16 to 24 years.....	10.1	9.7	9.8	9.9	9.6	9.2	10.2	9.8	9.1	9.0	9.8
25 years and older.....	4.2	3.7	4.2	4.2	3.9	3.8	3.8	3.5	3.5	3.5	3.7
Employment, nonfarm (payroll data), in thousands: <sup>1</sup>											
Total nonfarm.....	133,703	136,171	134,244	134,904	135,659	136,030	136,636	137,161	137,594	137,973	138,255
Total private.....	111,899	114,181	112,400	113,031	113,753	114,062	114,560	115,053	115,397	115,739	115,959
Goods-producing.....	22,190	22,569	22,239	22,410	22,573	22,613	22,625	22,520	22,497	22,436	22,318
Manufacturing.....	14,226	14,197	14,182	14,209	14,212	14,238	14,206	14,131	14,090	14,050	13,984
Service-providing.....	111,513	113,602	112,005	112,494	113,086	113,417	114,011	114,647	115,097	115,537	115,937
Average hours:											
Total private.....	33.8	33.9	33.7	33.8	33.8	33.9	33.8	33.9	33.9	33.9	33.8
Manufacturing.....	40.7	41.1	40.6	40.9	41.0	41.2	41.3	41.1	41.2	41.4	41.3
Overtime.....	4.6	4.4	4.5	4.6	4.5	4.5	4.4	4.2	4.1	4.1	4.1
<b>Employment Cost Index<sup>1, 2, 3</sup></b>											
Total compensation:											
Civilian nonfarm <sup>4</sup> .....	3.1	3.3	.8	.6	.7	.9	1.1	.6	.9	.8	1.0
Private nonfarm.....	2.9	3.2	.6	.5	.8	.9	.8	.7	.8	.9	.8
Goods-producing <sup>5</sup> .....	3.2	2.5	.8	.2	.3	1.0	.7	.5	.4	1.0	.5
Service-providing <sup>5</sup> .....	2.8	3.4	.6	.5	1.0	.8	.9	.7	.9	.9	.9
State and local government.....	4.1	4.1	2.0	.9	.5	.4	2.3	.9	1.0	.6	1.8
Workers by bargaining status (private nonfarm):											
Union.....	2.8	3.0	.8	.4	.5	1.3	.6	.6	-.3	1.2	.5
Nonunion.....	2.9	3.2	.6	.5	.9	.8	.9	.6	1.0	.9	.8

<sup>1</sup> Quarterly data seasonally adjusted.

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

<sup>3</sup> 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.

<sup>4</sup> Excludes Federal and private household workers.

<sup>5</sup> 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	2005	2006	2005		2006				2007		
			III	IV	I	II	III	IV	I	II	III
<b>Compensation data<sup>1, 2, 3</sup></b>											
Employment Cost Index—compensation:											
Civilian nonfarm.....	3.1	3.3	0.8	0.6	0.7	0.9	1.1	0.6	0.9	0.8	1.0
Private nonfarm.....	2.9	3.2	.6	.5	.8	.9	.8	.7	.8	.9	.8
Employment Cost Index—wages and salaries:											
Civilian nonfarm.....	2.6	3.2	.7	.6	.7	.8	1.1	.6	1.1	.7	1.0
Private nonfarm.....	2.5	3.2	.6	.5	.7	1.0	.8	.7	1.1	.8	.9
<b>Price data<sup>1</sup></b>											
Consumer Price Index (All Urban Consumers): All Items.....	3.4	3.2	2.2	-1.0	1.5	1.6	.0	-5	1.8	1.5	.7
Producer Price Index:											
Finished goods.....	4.8	3.0	3.0	-1	.3	1.7	-9	.1	2.2	1.8	.2
Finished consumer goods.....	5.7	3.4	4.0	-4	.2	2.1	-1.3	-2	3.9	-1	1.3
Capital equipment.....	2.3	1.5	.2	.6	.8	.2	.0	1.3	.3	.2	-3
Intermediate materials, supplies, and components.....	8.0	6.5	4.2	1.0	1.0	3.0	-4	-8	1.5	3.4	.1
Crude materials.....	14.6	1.8	19.9	.2	-11.1	1.6	1.4	4.0	5.7	3.2	-1.8
<b>Productivity data<sup>4</sup></b>											
Output per hour of all persons:											
Business sector.....	2.1	1.7	2.7	2.4	2.5	.8	-1.5	1.2	.2	3.6	5.3
Nonfarm business sector.....	2.1	1.6	2.7	2.5	2.5	.8	-1.6	1.8	.7	2.2	4.9
Nonfinancial corporations <sup>5</sup> .....	2.3	2.5	2.1	2.2	3.1	-1.8	3.1	1.3	.7	3.8	-

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

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

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> Output per hour of all employees.

**3. Alternative measures of wage and compensation changes**

Components	Quarterly change					Four quarters ending—					
	2006		2007			2006		2007			
	III	IV	I	II	III	III	IV	I	II	III	
Average hourly compensation: <sup>1</sup>											
All persons, business sector.....	1.6	11.4	5.5	5.8	5.1	2.8	4.8	4.4	6.0	6.9	
All persons, nonfarm business sector.....	1.3	12.2	5.9	4.4	4.7	2.7	5.0	4.7	5.9	6.7	
Employment Cost Index—compensation: <sup>2</sup>											
Civilian nonfarm <sup>3</sup> .....	1.1	.6	.9	.8	1.0	3.3	3.3	3.5	3.3	3.3	
Private nonfarm.....	.8	.7	.8	.9	.8	3.0	3.2	3.2	3.1	3.1	
Union.....	.6	.6	-.3	1.2	.5	2.8	3.0	2.2	2.1	2.0	
Nonunion.....	.9	.6	1.0	.9	.8	3.1	3.2	3.3	3.3	3.2	
State and local government.....	2.3	.9	1.0	.6	1.8	4.1	4.1	4.6	4.8	4.3	
Employment Cost Index—wages and salaries: <sup>2</sup>											
Civilian nonfarm <sup>3</sup> .....	1.1	.6	1.1	.7	1.0	3.2	3.2	3.6	3.4	3.3	
Private nonfarm.....	.8	.7	1.1	.8	.9	3.0	3.2	3.6	3.3	3.4	
Union.....	.5	.6	.5	.9	.7	2.2	2.3	2.5	2.5	2.7	
Nonunion.....	.9	.6	1.2	.8	.9	3.2	3.3	3.7	3.4	3.4	
State and local government.....	2.0	.7	.6	.5	1.7	3.7	3.5	3.8	3.8	3.5	

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

<sup>2</sup> 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.

<sup>3</sup> 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		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>TOTAL</b>															
Civilian noninstitutional															
population <sup>1</sup> .....	226,082	228,815	229,905	230,108	230,650	230,834	231,034	231,253	231,480	231,713	231,958	232,211	232,461	232,715	232,939
Civilian labor force.....	149,320	151,428	152,449	152,775	152,974	152,784	152,979	152,587	152,762	153,072	153,231	152,891	153,464	153,253	153,870
Participation rate.....	66.0	66.2	66.3	66.4	66.3	66.2	66.2	66.0	66.0	66.1	66.1	65.8	66.0	65.9	66.1
Employed.....	141,730	144,427	145,623	145,926	145,957	145,919	146,254	145,786	145,943	146,140	146,110	145,794	146,257	146,007	146,703
Employment-pop- ulation ratio <sup>2</sup> .....	62.7	63.1	63.3	63.4	63.3	63.2	63.3	63.0	63.0	63.1	63.0	62.8	62.9	62.7	63.0
Unemployed.....	7,591	7,001	6,826	6,849	7,017	6,865	6,724	6,801	6,819	6,933	7,121	7,097	7,207	7,245	7,167
Unemployment rate.....	5.1	4.6	4.5	4.5	4.6	4.5	4.4	4.5	4.5	4.5	4.6	4.6	4.7	4.7	4.7
Not in the labor force.....	76,762	77,387	77,456	77,333	77,676	78,050	78,055	78,666	78,718	78,641	78,727	79,319	78,997	79,462	79,069
<b>Men, 20 years and over</b>															
Civilian noninstitutional															
population <sup>1</sup> .....	100,835	102,145	102,656	102,751	102,956	103,046	103,143	103,248	103,361	103,477	103,598	103,723	103,847	103,973	104,087
Civilian labor force.....	76,443	77,562	78,123	78,334	78,384	78,375	78,452	78,459	78,524	78,502	78,651	78,512	78,636	78,654	79,104
Participation rate.....	75.8	75.9	76.1	76.2	76.1	76.1	76.1	76.0	76.0	75.9	75.9	75.7	75.7	75.6	76.0
Employed.....	73,050	74,431	75,088	75,235	75,158	75,138	75,323	75,313	75,380	75,312	75,362	75,284	75,296	75,276	75,851
Employment-pop- ulation ratio <sup>2</sup> .....	72.4	72.9	73.1	73.2	73.0	72.9	73.0	72.9	72.9	72.8	72.7	72.6	72.5	72.4	72.9
Unemployed.....	3,392	3,131	3,036	3,100	3,226	3,237	3,129	3,146	3,144	3,190	3,289	3,228	3,340	3,378	3,253
Unemployment rate.....	4.4	4.0	3.9	4.0	4.1	4.1	4.0	4.0	4.0	4.1	4.2	4.1	4.2	4.3	4.1
Not in the labor force.....	24,392	24,584	24,533	24,417	24,572	24,671	24,691	24,789	24,837	24,975	24,948	25,211	25,211	25,318	24,982
<b>Women, 20 years and over</b>															
Civilian noninstitutional															
population <sup>1</sup> .....	108,850	109,992	110,445	110,528	110,803	110,880	110,964	111,057	111,157	111,259	111,367	111,479	111,590	111,703	111,805
Civilian labor force.....	65,714	66,585	67,024	67,132	67,361	67,267	67,487	67,083	67,281	67,474	67,579	67,628	67,814	67,599	67,803
Participation rate.....	60.4	60.5	60.7	60.7	60.8	60.7	60.8	60.4	60.5	60.6	60.7	60.7	60.8	60.5	60.6
Employed.....	62,702	63,834	64,333	64,491	64,654	64,703	64,912	64,502	64,701	64,855	64,808	64,845	65,068	64,826	65,027
Employment-pop- ulation ratio <sup>2</sup> .....	57.6	58.0	58.2	58.3	58.4	58.4	58.5	58.1	58.2	58.3	58.2	58.2	58.3	58.0	58.2
Unemployed.....	3,013	2,751	2,691	2,641	2,707	2,564	2,576	2,581	2,580	2,619	2,771	2,783	2,746	2,773	2,777
Unemployment rate.....	4.6	4.1	4.0	3.9	4.0	3.8	3.8	3.8	3.8	3.9	4.1	4.1	4.0	4.1	4.1
Not in the labor force.....	43,136	43,407	43,420	43,396	43,442	43,612	43,477	43,974	43,875	43,785	43,788	43,851	43,776	44,103	44,001
<b>Both sexes, 16 to 19 years</b>															
Civilian noninstitutional															
population <sup>1</sup> .....	16,398	16,678	16,804	16,829	16,891	16,908	16,927	16,948	16,962	16,977	16,993	17,009	17,024	17,040	17,048
Civilian labor force.....	7,164	7,281	7,301	7,309	7,228	7,142	7,039	7,045	6,957	7,096	7,002	6,751	7,014	6,999	6,962
Participation rate.....	43.7	43.7	43.5	43.4	42.8	42.2	41.6	41.6	41.0	41.8	41.2	39.7	41.2	41.1	40.8
Employed.....	5,978	6,162	6,202	6,200	6,145	6,078	6,019	5,970	5,862	5,972	5,940	5,665	5,894	5,905	5,825
Employment-pop- ulation ratio <sup>2</sup> .....	36.5	36.9	36.9	36.8	36.4	35.9	35.6	35.2	34.6	35.2	35.0	33.3	34.6	34.7	34.2
Unemployed.....	1,186	1,119	1,099	1,108	1,083	1,064	1,020	1,075	1,095	1,124	1,062	1,086	1,120	1,094	1,137
Unemployment rate.....	16.6	15.4	15.1	15.2	15.0	14.9	14.5	15.3	15.7	15.8	15.2	16.1	16.0	15.6	16.3
Not in the labor force.....	9,234	9,397	9,502	9,520	9,662	9,766	9,888	9,903	10,005	9,881	9,991	10,257	10,010	10,041	10,086
<b>White<sup>3</sup></b>															
Civilian noninstitutional															
population <sup>1</sup> .....	184,446	186,264	186,988	187,115	187,471	187,582	187,704	187,843	187,993	188,148	188,312	188,479	188,644	188,813	188,956
Civilian labor force.....	122,299	123,834	124,536	124,783	124,908	124,676	124,888	124,450	124,618	124,922	124,966	124,593	125,245	125,109	125,427
Participation rate.....	66.3	66.5	66.6	66.7	66.6	66.5	66.5	66.3	66.3	66.4	66.4	66.1	66.4	66.3	66.4
Employed.....	116,949	118,833	119,636	119,813	119,767	119,669	120,115	119,547	119,724	119,872	119,747	119,349	119,948	119,875	120,209
Employment-pop- ulation ratio <sup>2</sup> .....	63.4	63.8	64.0	64.0	63.9	63.8	64.0	63.6	63.7	63.7	63.6	63.3	63.6	63.5	63.6
Unemployed.....	5,350	5,002	4,900	4,970	5,141	5,007	4,773	4,904	4,893	5,050	5,219	5,243	5,297	5,233	5,218
Unemployment rate.....	4.4	4.0	3.9	4.0	4.1	4.0	3.8	3.9	3.9	4.0	4.2	4.2	4.2	4.2	4.2
Not in the labor force.....	62,148	62,429	62,452	62,333	62,562	62,905	62,817	63,393	63,375	63,226	63,346	63,887	63,399	63,705	63,529
<b>Black or African American<sup>3</sup></b>															
Civilian noninstitutional															
population <sup>1</sup> .....	26,517	27,007	27,193	27,231	27,276	27,310	27,346	27,385	27,422	27,459	27,498	27,541	27,584	27,627	27,666
Civilian labor force.....	17,013	17,314	17,444	17,512	17,639	17,549	17,436	17,510	17,433	17,493	17,645	17,523	17,493	17,422	17,457
Participation rate.....	64.2	64.1	64.2	64.3	64.7	64.3	63.8	63.9	63.6	63.7	64.2	63.6	63.4	63.1	63.1
Employed.....	15,313	15,765	15,950	16,045	16,226	16,154	15,988	16,065	15,946	16,005	16,229	16,175	16,077	15,938	15,993
Employment-pop- ulation ratio <sup>2</sup> .....	57.7	58.4	58.7	58.9	59.5	59.2	58.5	58.7	58.2	58.3	59.0	58.7	58.3	57.7	57.8
Unemployed.....	1,700	1,549	1,494	1,466	1,412	1,395	1,448	1,444	1,487	1,488	1,416	1,349	1,416	1,484	1,464
Unemployment rate.....	10.0	8.9	8.6	8.4	8.0	7.9	8.3	8.2	8.5	8.5	8.0	7.7	8.1	8.5	8.4
Not in the labor force.....	9,504	9,693	9,749	9,719	9,637	9,761	9,910	9,875	9,988	9,966	9,854	10,018	10,090	10,204	10,208

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		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>Hispanic or Latino ethnicity</b>															
Civilian noninstitutional population <sup>1</sup> .....	29,133	30,103	30,508	30,596	30,877	30,965	31,055	31,147	31,238	31,329	31,423	31,520	31,617	31,714	31,809
Civilian labor force.....	19,824	20,694	20,994	21,176	21,439	21,318	21,390	21,445	21,425	21,404	21,602	21,795	21,901	21,775	21,895
Participation rate.....	68.0	68.7	68.8	69.2	69.4	68.8	68.9	68.9	68.6	68.3	68.7	69.1	69.3	68.7	68.8
Employed.....	18,632	19,613	19,953	20,131	20,221	20,204	20,288	20,284	20,189	20,191	20,331	20,599	20,654	20,563	20,656
Employment-population ratio <sup>2</sup> .....	64.0	65.2	65.4	65.8	65.5	65.2	65.3	65.1	64.6	64.4	64.7	65.4	65.3	64.8	64.9
Unemployed.....	1,191	1,081	1,042	1,045	1,218	1,115	1,101	1,161	1,237	1,212	1,271	1,196	1,247	1,212	1,239
Unemployment rate.....	6.0	5.2	5.0	4.9	5.7	5.2	5.1	5.4	5.8	5.7	5.9	5.5	5.7	5.6	5.7
Not in the labor force.....	9,310	9,409	9,513	9,419	9,438	9,647	9,665	9,702	9,813	9,926	9,821	9,725	9,716	9,939	9,914

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

<sup>2</sup> Civilian employment as a percent of the civilian noninstitutional population.

<sup>3</sup> 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		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>Characteristic</b>															
Employed, 16 years and older..	141,730	144,427	145,623	145,926	145,957	145,919	146,254	145,786	145,943	146,140	146,110	145,794	146,257	146,007	146,703
Men.....	75,973	77,502	78,148	78,311	78,237	78,172	78,344	78,344	78,323	78,281	78,292	78,082	78,207	78,179	78,614
Women.....	65,757	66,925	67,475	67,615	67,720	67,747	67,911	67,442	67,620	67,859	67,819	67,712	68,050	67,828	68,089
Married men, spouse present.....	45,483	45,700	45,802	45,864	46,066	46,231	46,527	46,500	46,531	46,527	46,330	46,192	46,238	46,176	46,381
Married women, spouse present.....	34,773	35,272	35,363	35,383	35,536	35,728	36,167	36,037	36,194	36,217	35,997	35,826	35,739	35,483	35,722
<b>Persons at work part time<sup>1</sup></b>															
All industries:															
Part time for economic reasons.....	4,350	4,162	4,183	4,232	4,246	4,212	4,278	4,374	4,484	4,290	4,313	4,516	4,512	4,335	4,494
Slack work or business conditions.....	2,684	2,658	2,711	2,706	2,753	2,729	2,769	2,849	2,963	2,790	2,724	2,933	2,986	2,781	2,983
Could only find part-time work.....	1,341	1,189	1,168	1,234	1,185	1,208	1,215	1,248	1,265	1,203	1,217	1,168	1,148	1,207	1,217
Part time for noneconomic reasons.....	19,491	19,591	19,780	19,885	19,761	19,907	20,088	19,948	19,626	20,112	20,014	19,835	19,891	19,329	19,550
Nonagricultural industries:															
Part time for economic reasons.....	4,271	4,071	4,091	4,159	4,155	4,088	4,196	4,308	4,403	4,194	4,240	4,459	4,407	4,251	4,435
Slack work or business conditions.....	2,636	2,596	2,661	2,653	2,686	2,662	2,698	2,811	2,904	2,737	2,683	2,903	2,920	2,736	2,953
Could only find part-time work.....	1,330	1,178	1,140	1,221	1,165	1,187	1,196	1,236	1,256	1,204	1,211	1,147	1,142	1,203	1,201
Part time for noneconomic reasons.....	19,134	19,237	19,423	19,512	19,410	19,521	19,677	19,570	19,200	19,758	19,660	19,569	19,570	19,121	19,249

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

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		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>Characteristic</b>															
Total, 16 years and older.....	5.1	4.6	4.5	4.5	4.6	4.5	4.4	4.5	4.5	4.5	4.6	4.6	4.7	4.7	4.7
Both sexes, 16 to 19 years.....	16.6	15.4	15.1	15.2	15.0	14.9	14.5	15.3	15.7	15.8	15.2	16.1	16.0	15.6	16.3
Men, 20 years and older.....	4.4	4.0	3.9	4.0	4.1	4.1	4.0	4.0	4.0	4.1	4.2	4.1	4.2	4.3	4.1
Women, 20 years and older.....	4.6	4.1	4.0	3.9	4.0	3.8	3.8	3.8	3.8	3.9	4.1	4.1	4.0	4.1	4.1
White, total <sup>1</sup> .....	4.4	4.0	3.9	4.0	4.1	4.0	3.8	3.9	3.9	4.0	4.2	4.2	4.2	4.2	4.2
Both sexes, 16 to 19 years.....	14.2	13.2	13.1	13.4	13.2	13.1	13.2	13.3	13.9	14.2	13.7	14.2	14.3	13.9	14.7
Men, 16 to 19 years.....	16.1	14.6	14.2	15.1	14.2	14.3	14.6	14.3	15.0	16.2	15.3	16.4	16.2	15.9	17.8
Women, 16 to 19 years.....	12.3	11.7	11.9	11.6	12.2	11.7	11.8	12.3	12.7	12.0	12.1	12.0	12.2	12.0	11.7
Men, 20 years and older.....	3.8	3.5	3.4	3.6	3.7	3.7	3.4	3.5	3.5	3.6	3.8	3.8	3.9	3.8	3.7
Women, 20 years and older.....	3.9	3.6	3.5	3.4	3.6	3.4	3.3	3.5	3.4	3.5	3.6	3.7	3.5	3.6	3.6
Black or African American, total <sup>1</sup> .....	10.0	8.9	8.6	8.4	8.0	7.9	8.3	8.2	8.5	8.5	8.0	7.7	8.1	8.5	8.4
Both sexes, 16 to 19 years.....	33.3	29.1	27.6	26.2	29.1	29.0	25.0	30.6	30.4	31.2	26.5	31.2	28.8	27.6	29.5
Men, 16 to 19 years.....	36.3	32.7	32.7	27.7	34.4	35.7	25.7	34.0	35.3	33.5	30.8	32.9	33.3	35.6	34.4
Women, 16 to 19 years.....	30.3	25.9	23.0	25.1	24.6	22.6	24.4	27.4	25.5	29.0	22.8	29.7	24.4	19.9	24.8
Men, 20 years and older.....	9.2	8.3	7.8	7.3	7.5	7.4	9.0	8.4	8.2	8.6	7.6	6.8	7.4	8.1	7.8
Women, 20 years and older.....	8.5	7.5	7.4	7.6	6.5	6.4	6.2	6.0	6.8	6.3	6.8	6.4	7.0	7.2	7.0
Hispanic or Latino ethnicity.....	6.0	5.2	5.0	4.9	5.7	5.2	5.1	5.4	5.8	5.7	5.9	5.5	5.7	5.6	5.7
Married men, spouse present.....	2.8	2.4	2.3	2.5	2.5	2.7	2.5	2.5	2.6	2.4	2.7	2.4	2.4	2.5	2.5
Married women, spouse present.....	3.3	2.9	2.7	2.7	2.8	2.7	2.5	2.7	2.7	2.7	2.8	3.1	2.8	2.9	3.0
Full-time workers.....	5.0	4.5	4.4	4.4	4.5	4.4	4.4	4.4	4.4	4.5	4.6	4.6	4.7	4.7	4.6
Part-time workers.....	5.4	5.1	5.0	4.8	5.0	4.9	4.5	5.0	4.9	4.6	5.0	4.9	4.7	4.9	5.0
<b>Educational attainment<sup>2</sup></b>															
Less than a high school diploma.....	7.6	6.8	6.5	6.6	6.8	7.1	7.0	7.2	6.7	6.7	7.1	6.7	7.4	7.3	7.6
High school graduates, no college <sup>3</sup> .....	4.7	4.3	4.3	4.3	4.2	4.3	4.1	4.1	4.5	4.1	4.4	4.3	4.6	4.6	4.5
Some college or associate degree.....	3.9	3.6	3.3	3.4	3.7	3.6	3.6	3.6	3.4	3.5	3.5	3.7	3.4	3.5	3.3
Bachelor's degree and higher <sup>4</sup> .....	2.3	2.0	1.9	1.9	2.1	1.9	1.8	1.8	2.0	2.0	2.1	2.0	2.0	2.1	2.2

<sup>1</sup> 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.

<sup>2</sup> Data refer to persons 25 years and older.

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

[Numbers in thousands]

Weeks of unemployment	Annual average		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Less than 5 weeks.....	2,667	2,614	2,517	2,707	2,642	2,600	2,327	2,432	2,450	2,488	2,473	2,595	2,518	2,480	2,589
5 to 14 weeks.....	2,304	2,121	2,135	2,037	2,283	2,192	2,159	2,141	2,204	2,125	2,213	2,166	2,332	2,459	2,158
15 weeks and over.....	2,619	2,266	2,152	2,081	2,118	2,135	2,177	2,268	2,230	2,286	2,413	2,385	2,393	2,343	2,377
15 to 26 weeks.....	1,130	1,031	1,006	991	986	905	954	1,072	1,104	1,166	1,105	1,138	1,115	1,031	987
27 weeks and over.....	1,490	1,235	1,145	1,090	1,133	1,230	1,223	1,196	1,126	1,120	1,308	1,247	1,277	1,312	1,390
Mean duration, in weeks.....	18.4	16.8	16.3	15.9	16.2	16.4	17.3	17.1	16.7	16.8	17.2	16.9	16.5	17.1	17.3
Median duration, in weeks.....	8.9	8.3	8.2	7.3	8.1	8.1	8.5	8.7	8.3	8.2	8.9	8.6	9.0	8.7	8.7

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		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Job losers <sup>1</sup> .....	3,667	3,321	3,179	3,236	3,440	3,453	3,238	3,287	3,331	3,375	3,628	3,617	3,577	3,699	3,599
On temporary layoff.....	933	921	965	958	1,021	1,022	863	1,022	1,004	866	981	979	954	1,053	984
Not on temporary layoff.....	2,734	2,400	2,214	2,278	2,420	2,430	2,375	2,265	2,327	2,509	2,648	2,638	2,623	2,647	2,615
Job leavers.....	872	827	793	807	797	816	755	748	764	810	823	793	842	791	784
Reentrants.....	2,386	2,237	2,279	2,199	2,230	2,042	2,147	2,174	2,153	2,127	2,078	2,064	2,144	2,084	2,133
New entrants.....	666	616	591	601	619	580	599	607	549	621	593	593	698	708	665
<b>Percent of unemployed</b>															
Job losers <sup>1</sup> .....	48.3	47.4	46.5	47.3	48.6	50.1	48.0	48.2	49.0	48.7	50.9	51.2	49.3	50.8	50.1
On temporary layoff.....	12.3	13.2	14.1	14.0	14.4	14.8	12.8	15.0	14.8	12.5	13.8	13.8	13.1	14.5	13.7
Not on temporary layoff.....	36.0	34.3	32.4	33.3	34.1	35.3	35.2	33.2	34.2	36.2	37.2	37.3	36.1	36.3	36.4
Job leavers.....	11.5	11.8	11.6	11.8	11.2	11.8	11.2	11.0	11.2	11.7	11.6	11.2	11.6	10.9	10.9
Reentrants.....	31.4	32.0	33.3	32.1	31.5	29.6	31.9	31.9	31.7	30.7	29.2	29.2	29.5	28.6	29.7
New entrants.....	8.8	8.8	8.6	8.8	8.7	8.4	8.9	8.9	8.1	9.0	8.3	8.4	9.6	9.7	9.3
<b>Percent of civilian labor force</b>															
Job losers <sup>1</sup> .....	2.5	2.2	2.1	2.1	2.2	2.3	2.1	2.2	2.2	2.2	2.4	2.4	2.3	2.4	2.3
Job leavers.....	.6	.5	.5	.5	.5	.5	.5	.5	.5	.5	.5	.5	.5	.5	.5
Reentrants.....	1.6	1.5	1.5	1.4	1.5	1.3	1.4	1.4	1.4	1.4	1.4	1.3	1.4	1.4	1.4
New entrants.....	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.5	.5	.4

<sup>1</sup> 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		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Total, 16 years and older.....	5.1	4.6	4.5	4.5	4.6	4.5	4.4	4.5	4.5	4.5	4.6	4.6	4.7	4.7	4.7
16 to 24 years.....	11.3	10.5	10.5	10.3	10.3	9.8	9.7	10.2	10.0	10.5	10.6	10.7	11.1	10.8	10.7
16 to 19 years.....	16.6	15.4	15.1	15.2	15.0	14.9	14.5	15.3	15.7	15.8	15.2	16.1	16.0	15.6	16.3
16 to 17 years.....	19.1	17.2	17.3	16.9	16.9	16.6	16.4	16.5	16.6	16.8	16.7	18.6	18.6	17.3	18.9
18 to 19 years.....	14.9	14.1	13.4	13.7	13.7	13.7	13.3	15.0	15.4	15.5	14.1	14.6	14.3	14.1	14.4
20 to 24 years.....	8.8	8.2	8.4	7.9	8.1	7.4	7.6	7.8	7.3	8.0	8.5	8.3	8.9	8.5	8.1
25 years and older.....	4.0	3.6	3.4	3.5	3.6	3.6	3.5	3.5	3.5	3.5	3.7	3.6	3.6	3.7	3.7
25 to 54 years.....	4.1	3.8	3.5	3.6	3.7	3.7	3.5	3.6	3.6	3.6	3.8	3.7	3.8	3.8	3.8
55 years and older.....	3.4	3.0	2.9	3.0	3.3	3.1	3.1	3.0	3.2	3.0	3.2	3.2	3.1	3.1	3.0
Men, 16 years and older.....	5.1	4.6	4.5	4.5	4.7	4.7	4.5	4.5	4.6	4.7	4.7	4.7	4.8	4.9	4.7
16 to 24 years.....	12.4	11.2	11.1	10.9	10.9	10.8	10.5	10.9	11.2	11.9	11.4	11.4	12.2	11.9	11.8
16 to 19 years.....	18.6	16.9	16.7	16.7	16.2	16.6	15.9	16.2	17.3	17.7	16.7	17.8	18.2	18.0	19.4
16 to 17 years.....	22.0	18.6	19.1	19.0	17.0	19.3	17.6	17.2	18.5	18.1	18.9	22.0	21.8	18.8	21.3
18 to 19 years.....	16.5	15.7	14.4	14.8	15.4	15.0	14.8	16.4	17.1	18.2	15.3	15.2	16.0	16.5	17.6
20 to 24 years.....	9.6	8.7	8.6	8.3	8.4	8.2	8.1	8.6	8.6	9.3	9.2	8.7	9.5	9.3	8.7
25 years and older.....	3.8	3.5	3.3	3.5	3.6	3.7	3.5	3.5	3.5	3.4	3.6	3.6	3.6	3.7	3.6
25 to 54 years.....	3.9	3.6	3.4	3.5	3.7	3.8	3.6	3.5	3.5	3.5	3.7	3.6	3.7	3.8	3.7
55 years and older.....	3.3	3.0	3.0	3.2	3.4	3.1	3.3	3.2	3.4	3.1	3.4	3.4	3.3	3.1	3.1
Women, 16 years and older.....	5.1	4.6	4.5	4.4	4.5	4.3	4.3	4.4	4.3	4.4	4.6	4.6	4.5	4.5	4.6
16 to 24 years.....	10.1	9.7	9.9	9.6	9.7	8.6	8.9	9.3	8.5	9.0	9.7	9.9	9.9	9.5	9.4
16 to 19 years.....	14.5	13.8	13.4	13.6	13.7	13.1	13.0	14.2	14.1	13.9	13.6	14.4	13.7	13.2	13.3
16 to 17 years.....	16.5	15.9	15.7	14.9	16.8	13.8	15.1	15.9	14.9	15.6	14.5	15.3	15.4	15.9	16.9
18 to 19 years.....	13.1	12.4	12.4	12.6	11.8	12.4	11.6	13.5	13.4	12.7	12.8	14.0	12.4	11.6	11.0
20 to 24 years.....	7.9	7.6	8.1	7.5	7.7	6.4	6.9	7.0	5.8	6.7	7.7	7.8	8.1	7.6	7.4
25 years and older.....	4.2	3.7	3.6	3.5	3.6	3.5	3.4	3.5	3.6	3.6	3.7	3.7	3.6	3.7	3.8
25 to 54 years.....	4.4	3.9	3.7	3.8	3.7	3.6	3.5	3.7	3.8	3.7	3.9	3.9	3.8	3.9	4.0
55 years and older <sup>1</sup> .....	3.4	2.9	2.9	2.4	3.3	3.0	2.8	2.5	2.7	3.2	3.5	3.4	3.0	3.0	2.8

<sup>1</sup> 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. 2006	Sept. 2007 <sup>P</sup>	Oct. 2007 <sup>P</sup>	State	Oct. 2006	Sept. 2007 <sup>P</sup>	Oct. 2007 <sup>P</sup>
Alabama.....	3.6	3.7	3.1	Missouri.....	5.1	5.3	5.6
Alaska.....	6.6	6.3	6.1	Montana.....	3.0	2.9	3.1
Arizona.....	4.1	3.3	3.5	Nebraska.....	3.0	3.1	3.2
Arkansas.....	5.4	5.7	5.7	Nevada.....	4.3	5.1	5.2
California.....	4.8	5.6	5.6	New Hampshire.....	3.5	3.5	3.2
Colorado.....	4.2	3.9	3.7	New Jersey.....	4.4	4.3	4.1
Connecticut.....	4.3	4.5	4.7	New Mexico.....	3.9	3.4	3.1
Delaware.....	3.5	3.0	3.4	New York.....	4.2	4.6	4.6
District of Columbia.....	6.1	5.7	5.8	North Carolina.....	4.9	4.9	4.8
Florida.....	3.2	4.0	4.2	North Dakota.....	3.3	3.4	3.4
Georgia.....	4.6	4.5	4.7	Ohio.....	5.5	5.9	5.9
Hawaii.....	2.1	2.6	2.7	Oklahoma.....	4.0	4.3	4.4
Idaho.....	3.3	2.3	2.5	Oregon.....	5.4	5.3	5.5
Illinois.....	4.1	5.1	5.3	Pennsylvania.....	4.7	4.5	4.5
Indiana.....	4.9	4.5	4.6	Rhode Island.....	5.1	4.9	4.9
Iowa.....	3.5	3.9	3.9	South Carolina.....	6.6	5.7	5.8
Kansas.....	4.5	4.5	3.8	South Dakota.....	3.3	3.1	2.9
Kentucky.....	5.7	6.1	5.6	Tennessee.....	5.1	4.7	4.6
Louisiana.....	4.3	4.4	3.3	Texas.....	4.8	4.3	4.1
Maine.....	4.7	4.8	4.8	Utah.....	2.6	2.7	2.8
Maryland.....	3.9	3.9	4.0	Vermont.....	3.7	4.2	4.3
Massachusetts.....	5.1	4.4	4.3	Virginia.....	3.0	2.9	3.1
Michigan.....	7.1	7.5	7.7	Washington.....	5.0	4.8	4.8
Minnesota.....	4.0	4.9	4.7	West Virginia.....	5.2	4.8	5.0
Mississippi.....	6.7	6.4	6.1	Wisconsin.....	4.7	5.2	5.2
				Wyoming.....	3.6	3.1	2.9

<sup>P</sup> = preliminary

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

State	Oct. 2006	Sept. 2007 <sup>P</sup>	Oct. 2007 <sup>P</sup>	State	Oct. 2006	Sept. 2007 <sup>P</sup>	Oct. 2007 <sup>P</sup>
Alabama.....	2,217,409	2,217,889	2,210,937	Missouri.....	3,052,056	3,070,652	3,067,158
Alaska.....	347,904	349,881	348,242	Montana.....	495,010	504,405	504,748
Arizona.....	3,011,480	3,048,082	3,055,244	Nebraska.....	976,970	990,656	990,612
Arkansas.....	1,366,046	1,385,510	1,377,001	Nevada.....	1,313,087	1,362,852	1,366,635
California.....	17,964,891	18,309,534	18,240,867	New Hampshire.....	739,092	747,751	747,206
Colorado.....	2,676,952	2,708,641	2,718,757	New Jersey.....	4,526,779	4,513,031	4,500,165
Connecticut.....	1,853,387	1,891,129	1,895,187	New Mexico.....	939,447	949,472	946,450
Delaware.....	442,046	444,377	445,441	New York.....	9,502,410	9,474,881	9,471,033
District of Columbia.....	317,828	318,186	318,056	North Carolina.....	4,503,568	4,546,961	4,534,074
Florida.....	9,072,950	9,269,735	9,272,637	North Dakota.....	359,654	365,906	366,134
Georgia.....	4,776,912	4,869,287	4,878,007	Ohio.....	5,948,893	6,000,145	5,980,339
Hawaii.....	646,764	652,045	646,717	Oklahoma.....	1,725,307	1,737,743	1,736,826
Idaho.....	753,873	769,725	766,479	Oregon.....	1,909,392	1,940,778	1,938,539
Illinois.....	6,666,948	6,758,850	6,739,333	Pennsylvania.....	6,322,349	6,328,474	6,332,808
Indiana.....	3,280,273	3,207,400	3,197,193	Rhode Island.....	578,731	580,578	580,356
Iowa.....	1,668,541	1,673,522	1,675,335	South Carolina.....	2,142,971	2,150,903	2,144,449
Kansas.....	1,468,667	1,492,316	1,488,757	South Dakota.....	433,246	439,050	439,350
Kentucky.....	2,049,024	2,070,859	2,060,500	Tennessee.....	3,002,983	3,048,038	3,043,296
Louisiana.....	2,013,274	1,988,288	1,987,819	Texas.....	11,541,558	11,575,239	11,562,298
Maine.....	714,697	709,099	710,699	Utah.....	1,325,048	1,363,170	1,360,463
Maryland.....	3,028,786	3,006,111	3,010,237	Vermont.....	362,729	357,887	358,456
Massachusetts.....	3,415,765	3,406,934	3,412,662	Virginia.....	4,025,121	4,064,790	4,071,430
Michigan.....	5,086,734	5,045,801	5,012,002	Washington.....	3,340,393	3,447,646	3,449,690
Minnesota.....	2,946,597	2,946,469	2,948,784	West Virginia.....	812,093	819,055	820,945
Mississippi.....	1,314,352	1,322,343	1,321,573	Wisconsin.....	3,069,175	3,086,359	3,081,920
				Wyoming.....	287,875	290,932	289,942

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

<sup>P</sup> = preliminary



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

[In thousands]

Industry	Annual average		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>
<b>TOTAL NONFARM.....</b>	133,703	136,174	136,941	137,167	137,329	137,419	137,594	137,716	137,904	137,973	138,066	138,159	138,203	138,373	138,467
<b>TOTAL PRIVATE.....</b>	111,899	114,184	114,835	115,053	115,189	115,245	115,397	115,487	115,668	115,739	115,856	115,886	115,923	116,055	116,119
<b>GOODS-PRODUCING.....</b>	22,190	22,570	22,525	22,520	22,554	22,465	22,497	22,460	22,446	22,436	22,421	22,349	22,309	22,287	22,254
<b>Natural resources and mining.....</b>	628	684	699	705	706	711	715	717	718	721	726	728	728	730	732
Logging.....	65.2	65.3	64.0	64.6	64.8	65.2	65.7	65.3	63.4	64.1	62.8	62.4	62.4	62.1	62.4
Mining.....	562.2	618.6	635.1	640.0	641.1	645.4	649.5	652.0	654.5	656.5	663.5	665.2	665.4	667.8	670.0
Oil and gas extraction.....	125.7	135.9	141.4	143.2	145.1	145.9	147.1	147.2	148.3	149.3	150.8	151.5	151.9	153.2	153.4
Mining, except oil and gas <sup>1</sup> .....	212.8	221.1	221.8	222.4	222.2	222.9	224.4	225.9	227.1	228.3	229.8	230.1	229.9	230.3	230.4
Coal mining.....	73.9	78.8	79.4	79.9	80.0	79.7	79.6	79.9	79.4	79.6	80.3	80.6	81.1	81.4	82.4
Support activities for mining.....	223.7	261.7	271.9	274.4	273.8	276.6	278.0	278.9	279.1	278.9	283.8	283.6	283.6	284.3	286.2
<b>Construction.....</b>	7,336	7,689	7,683	7,684	7,718	7,641	7,692	7,671	7,659	7,665	7,649	7,620	7,595	7,586	7,562
Construction of buildings.....	1,711.9	1,806.0	1,801.8	1,799.7	1,801.4	1,791.7	1,797.1	1,788.5	1,784.9	1,788.9	1,782.1	1,768.0	1,765.2	1,753.6	1,745.7
Heavy and civil engineering.....	951.2	983.1	993.9	993.5	1,003.8	993.2	1,001.7	1,001.6	999.9	999.4	996.2	994.2	990.3	989.7	985.2
Specialty trade contractors.....	4,673.1	4,899.6	4,887.2	4,890.5	4,912.5	4,856.1	4,893.1	4,881.0	4,874.4	4,876.3	4,870.7	4,857.7	4,839.7	4,842.3	4,831.2
<b>Manufacturing.....</b>	14,226	14,197	14,143	14,131	14,130	14,113	14,090	14,072	14,069	14,050	14,046	14,001	13,986	13,971	13,960
Production workers.....	10,060	10,168	10,117	10,126	10,121	10,114	10,096	10,093	10,105	10,091	10,098	10,062	10,064	10,044	10,043
<b>Durable goods.....</b>	8,955	9,001	8,972	8,972	8,952	8,943	8,928	8,921	8,913	8,897	8,900	8,873	8,862	8,853	8,852
Production workers.....	6,219	6,369	6,346	6,349	6,325	6,326	6,313	6,316	6,323	6,309	6,313	6,290	6,294	6,283	6,289
Wood products.....	559.2	560.2	542.9	540.4	539.4	532.6	530.6	528.0	529.0	526.5	529.2	523.2	518.3	517.4	509.7
Nonmetallic mineral products.....	505.3	507.9	503.3	504.0	504.1	501.9	500.9	499.6	500.7	500.5	499.1	495.3	495.3	495.0	492.7
Primary metals.....	466.0	462.1	455.8	454.6	454.9	454.4	453.9	453.2	452.6	449.2	450.9	447.8	446.9	446.8	447.3
Fabricated metal products.....	1,522.0	1,553.9	1,564.1	1,564.9	1,566.2	1,566.1	1,563.9	1,566.4	1,565.4	1,569.0	1,569.5	1,568.2	1,569.9	1,574.1	1,571.9
Machinery.....	1,163.3	1,191.4	1,209.9	1,210.1	1,213.3	1,215.4	1,217.9	1,216.9	1,221.8	1,224.3	1,228.2	1,223.3	1,223.3	1,227.2	1,231.5
Computer and electronic products <sup>1</sup> .....	1,316.4	1,316.4	1,320.4	1,319.9	1,319.4	1,317.5	1,313.5	1,310.6	1,308.6	1,306.4	1,304.3	1,300.5	1,296.9	1,294.2	1,296.9
Computer and peripheral equipment.....	205.1	198.8	198.7	199.8	196.4	197.8	197.8	198.7	197.9	196.2	196.5	196.5	196.9	196.5	196.7
Communications equipment.....	146.8	144.4	144.1	143.8	143.7	143.7	143.7	143.7	142.7	142.9	142.7	142.7	142.3	140.2	141.4
Semiconductors and electronic components.....	452.0	462.8	468.0	466.2	470.5	468.8	467.8	465.7	465.3	464.2	462.5	458.3	455.9	456.1	456.3
Electronic instruments.....	435.6	437.5	437.7	438.3	437.5	436.8	434.4	433.8	435.4	435.5	434.5	434.5	434.2	435.1	436.0
Electrical equipment and appliances.....	433.5	435.5	436.4	437.4	437.3	436.4	437.3	437.6	436.9	436.0	436.8	434.6	435.0	435.9	436.3
Transportation equipment.....	1,771.2	1,765.0	1,739.8	1,741.0	1,722.3	1,724.4	1,717.9	1,718.1	1,708.4	1,702.9	1,699.5	1,700.2	1,699.4	1,685.3	1,687.1
Furniture and related products.....	565.4	556.3	542.4	541.1	536.6	535.8	533.5	533.2	533.0	529.4	530.3	526.9	525.7	523.4	525.5
Miscellaneous manufacturing.....	652.2	651.6	657.1	658.2	658.2	658.9	658.9	657.7	656.3	652.9	652.1	652.5	651.6	653.2	653.5
<b>Nondurable goods.....</b>	5,272	5,197	5,171	5,159	5,178	5,170	5,162	5,151	5,156	5,153	5,146	5,128	5,124	5,118	5,108
Production workers.....	3,841	3,799	3,771	3,777	3,796	3,788	3,783	3,777	3,782	3,782	3,785	3,772	3,770	3,761	3,754
Food manufacturing.....	1,477.6	1,484.3	1,491.6	1,485.1	1,493.9	1,492.8	1,495.0	1,493.5	1,499.8	1,502.4	1,505.9	1,497.0	1,494.8	1,497.3	1,492.0
Beverages and tobacco products.....	191.9	194.7	195.4	195.5	197.0	197.8	197.3	198.2	198.5	200.4	200.2	198.5	198.0	197.6	197.7
Textile mills.....	217.6	195.6	186.3	185.0	182.3	179.1	177.3	174.6	173.5	172.5	169.9	168.3	166.7	166.9	166.1
Textile product mills.....	169.7	161.1	158.1	157.7	158.6	157.9	156.7	156.5	155.3	154.6	153.5	153.0	152.5	152.0	151.7
Apparel.....	257.2	238.4	231.4	230.4	227.7	225.2	223.7	221.4	220.1	217.8	217.7	214.4	212.5	210.3	210.7
Leather and allied products.....	39.6	37.4	36.5	36.5	36.5	36.4	36.6	36.1	35.9	35.9	35.3	35.6	36.3	35.9	35.9
Paper and paper products.....	484.2	469.3	463.9	462.6	462.4	460.5	457.4	458.4	457.8	457.3	456.7	456.3	456.0	456.1	453.9
Printing and related support activities.....	646.3	635.9	637.2	636.7	634.7	634.6	633.5	630.9	629.9	629.6	629.0	626.2	629.0	628.7	629.0
Petroleum and coal products.....	112.1	114.3	116.6	117.1	117.4	117.4	118.2	117.6	119.2	117.2	116.2	116.1	116.7	116.5	116.6
Chemicals.....	872.1	868.7	871.2	871.0	872.1	872.5	870.6	869.7	872.3	873.8	873.3	874.9	875.3	872.4	870.6
Plastics and rubber products.....	803.4	796.9	782.7	781.7	795.8	795.7	795.2	794.3	793.2	791.1	788.5	787.9	786.1	784.6	783.8
<b>SERVICE-PROVIDING.....</b>	111,513	113,605	114,416	114,647	114,775	114,954	115,097	115,256	115,458	115,537	115,645	115,810	115,894	116,086	116,213
<b>PRIVATE SERVICE-PROVIDING.....</b>	89,709	91,615	92,310	92,533	92,635	92,780	92,900	93,027	93,222	93,303	93,435	93,537	93,614	93,768	93,865
<b>Trade, transportation, and utilities.....</b>	25,959	26,231	26,320	26,345	26,378	26,393	26,436	26,427	26,459	26,465	26,489	26,494	26,518	26,521	26,555
<b>Wholesale trade.....</b>	5,764.4	5,897.6	5,934.7	5,955.0	5,949.0	5,960.0	5,961.3	5,978.7	5,990.5	6,007.4	6,016.3	6,022.5	6,033.8	6,048.2	6,053.5
Durable goods.....	2,999.2	3,076.5	3,097.7	3,104.3	3,102.5	3,112.0	3,114.0	3,124.7	3,134.5	3,141.5	3,146.5	3,147.0	3,151.5	3,158.6	3,166.8
Nondurable goods.....	2,022.4	2,040.1	2,048.5	2,055.0	2,050.5	2,049.7	2,050.1	2,052.2	2,053.4	2,061.4	2,063.1	2,068.0	2,073.8	2,079.8	2,077.6
Electronic markets and agents and brokers.....	742.8	781.0	788.5	795.7	796.0	798.3	797.2	801.8	802.6	804.5	806.7	807.5	808.5	809.8	809.1
<b>Retail trade.....</b>	15,279.6	15,319.3	15,327.9	15,323.7	15,357.5	15,364.6	15,403.7	15,376.9	15,394.5	15,383.3	15,389.8	15,385.6	15,383.0	15,368.0	15,392.2
Motor vehicles and parts dealers <sup>1</sup> .....	1,918.6	1,907.9	1,904.2	1,908.5	1,906.8	1,910.3	1,907.2	1,911.2	1,911.5	1,909.0	1,907.6	1,908.2	1,910.3	1,907.8	1,908.4
Automobile dealers.....	1,261.4	1,246.7	1,244.0	1,244.8	1,244.1	1,244.9	1,243.5	1,246.9	1,247.7	1,246.7	1,245.9	1,246.4	1,247.5	1,248.0	1,247.5
Furniture and home furnishings stores.....	576.1	588.5	586.5	591.4	588.1	587.6	585.6	586.7	585.2	584.3	584.5	586.5	583.9	585.7	591.8
Electronics and appliance stores.....	535.8	538.4	531.6	531.4	535.3	538.2	538.4	540.7	539.3	535.9	537.4	532.7	534.0	531.9	539.1

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		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>
Building material and garden supply stores.....	1,276.1	1,322.6	1,321.0	1,314.1	1,318.0	1,323.4	1,313.8	1,313.8	1,314.9	1,314.9	1,303.9	1,305.9	1,288.4	1,282.4	1,278.9
Food and beverage stores.....	2,817.8	2,827.9	2,842.4	2,843.7	2,844.0	2,849.9	2,856.3	2,858.6	2,861.1	2,867.7	2,869.3	2,873.5	2,878.8	2,881.5	2,886.0
Health and personal care stores.....	953.7	955.5	962.6	959.7	964.1	964.8	966.5	969.8	968.5	968.8	967.4	970.8	973.5	973.3	980.8
Gasoline stations.....	871.1	861.0	854.6	854.8	853.7	852.9	854.5	852.4	852.5	852.4	852.0	851.1	854.3	852.2	852.0
Clothing and clothing accessories stores.....	1,414.6	1,439.0	1,467.3	1,460.1	1,446.9	1,445.1	1,449.7	1,452.7	1,451.6	1,451.3	1,456.7	1,460.3	1,462.1	1,462.7	1,474.1
Sporting goods, hobby, book, and music stores.....	647.0	646.6	647.4	648.9	655.8	654.9	653.9	655.6	659.5	657.4	665.7	666.7	669.6	669.0	671.4
General merchandise stores <sup>1</sup> .....	2,934.3	2,912.8	2,882.9	2,885.4	2,923.9	2,917.3	2,956.4	2,915.4	2,928.5	2,920.3	2,918.9	2,906.4	2,902.6	2,900.0	2,888.8
Department stores.....	1,595.1	1,550.9	1,533.2	1,537.7	1,568.7	1,565.3	1,570.6	1,560.9	1,566.2	1,561.1	1,560.3	1,549.9	1,547.2	1,544.4	1,535.1
Miscellaneous store retailers.....	899.9	884.9	881.9	881.4	880.3	880.2	880.3	879.0	879.3	880.2	883.1	880.3	883.1	879.6	875.7
Nonstore retailers.....	434.6	434.4	445.5	444.3	440.6	440.0	441.1	441.0	442.6	441.1	443.3	443.2	442.4	441.9	445.2
<b>Transportation and warehousing.....</b>	<b>4,360.9</b>	<b>4,465.8</b>	<b>4,509.6</b>	<b>4,517.0</b>	<b>4,522.6</b>	<b>4,519.6</b>	<b>4,520.8</b>	<b>4,519.6</b>	<b>4,520.1</b>	<b>4,520.1</b>	<b>4,528.4</b>	<b>4,529.8</b>	<b>4,545.8</b>	<b>4,548.0</b>	<b>4,553.1</b>
Air transportation.....	500.8	486.5	484.5	488.3	490.8	485.5	485.5	490.0	484.4	491.4	492.2	492.5	494.6	495.6	499.5
Rail transportation.....	227.8	225.3	223.9	226.4	227.9	228.9	229.1	228.3	227.9	226.6	227.5	227.4	227.7	227.9	226.7
Water transportation.....	60.6	64.1	66.8	67.8	67.1	68.1	68.0	67.3	68.3	69.9	70.7	70.6	70.5	70.3	70.3
Truck transportation.....	1,397.6	1,437.2	1,448.9	1,453.6	1,457.9	1,454.7	1,457.2	1,452.5	1,455.5	1,449.8	1,444.3	1,443.5	1,445.6	1,440.5	1,439.0
Transit and ground passenger transportation.....	389.2	394.3	393.2	390.2	391.6	393.3	390.3	389.9	390.9	389.4	397.1	400.1	401.2	401.3	397.3
Pipeline transportation.....	37.8	39.0	39.8	39.7	40.3	40.6	41.0	40.5	40.8	40.8	40.8	41.0	41.1	41.3	41.7
Scenic and sightseeing transportation.....	28.8	27.0	28.3	27.8	27.8	28.0	27.3	27.0	26.7	26.4	27.0	27.4	27.7	28.3	28.5
Support activities for transportation.....	552.2	570.7	577.9	575.9	575.9	579.4	579.6	581.6	581.8	583.0	583.4	584.3	587.5	590.4	593.6
Couriers and messengers.....	571.4	585.3	597.2	596.4	593.0	590.6	591.0	589.8	588.5	588.7	589.3	588.1	590.3	589.9	593.1
Warehousing and storage.....	594.7	636.4	649.1	650.9	650.3	650.5	651.8	652.7	655.3	654.1	656.1	654.9	659.6	662.5	663.4
<b>Utilities.....</b>	<b>554.0</b>	<b>548.5</b>	<b>548.2</b>	<b>549.2</b>	<b>549.0</b>	<b>549.0</b>	<b>550.1</b>	<b>551.5</b>	<b>553.4</b>	<b>554.4</b>	<b>554.6</b>	<b>556.0</b>	<b>555.6</b>	<b>556.8</b>	<b>556.6</b>
<b>Information.....</b>	<b>3,061</b>	<b>3,055</b>	<b>3,057</b>	<b>3,073</b>	<b>3,071</b>	<b>3,084</b>	<b>3,086</b>	<b>3,096</b>	<b>3,097</b>	<b>3,093</b>	<b>3,091</b>	<b>3,087</b>	<b>3,093</b>	<b>3,091</b>	<b>3,085</b>
Publishing industries, except Internet.....	904.1	903.8	905.0	906.1	907.0	907.8	907.4	906.1	907.7	906.2	906.3	904.0	900.6	901.4	899.8
Motion picture and sound recording industries.....	377.5	377.5	371.9	378.3	378.2	385.2	387.1	394.2	391.9	389.3	383.6	380.3	385.9	383.2	375.8
Broadcasting, except Internet.....	327.7	331.3	333.8	335.6	335.3	337.4	337.1	337.8	336.6	337.1	336.0	336.3	337.4	335.8	338.0
Internet publishing and broadcasting.....	31.5	34.5	36.3	37.0	36.9	37.9	39.0	39.9	40.6	41.3	42.4	43.1	44.0	44.8	45.3
Telecommunications.....	992.0	972.9	973.5	978.0	975.6	976.2	973.0	974.6	973.9	972.7	973.7	973.1	974.1	973.4	975.4
ISPs, search portals, and data processing.....	377.5	383.2	384.9	386.1	386.1	387.3	390.0	390.8	394.2	394.4	396.9	397.5	398.2	398.7	398.1
Other information services.....	50.6	51.4	51.6	52.1	51.9	51.9	52.3	52.1	52.1	52.2	51.8	52.2	52.3	53.3	52.6
<b>Financial activities.....</b>	<b>8,153</b>	<b>8,363</b>	<b>8,422</b>	<b>8,438</b>	<b>8,440</b>	<b>8,446</b>	<b>8,445</b>	<b>8,448</b>	<b>8,464</b>	<b>8,460</b>	<b>8,476</b>	<b>8,463</b>	<b>8,439</b>	<b>8,437</b>	<b>8,417</b>
Finance and insurance.....	6,022.8	6,183.5	6,228.9	6,239.8	6,238.9	6,244.4	6,242.6	6,241.4	6,256.1	6,256.0	6,270.1	6,256.4	6,241.6	6,238.2	6,229.1
Monetary authorities—central bank.....	20.8	21.5	21.7	21.8	21.7	22.0	22.1	22.2	22.4	22.2	21.6	21.8	21.6	21.6	21.5
Credit intermediation and related activities <sup>1</sup> .....	2,869.0	2,936.8	2,957.4	2,959.7	2,961.5	2,962.8	2,957.6	2,945.3	2,948.7	2,939.5	2,946.5	2,926.8	2,909.2	2,901.3	2,888.3
Depository credit intermediation <sup>1</sup> .....	1,769.2	1,803.2	1,819.6	1,824.6	1,824.3	1,823.1	1,824.3	1,818.6	1,824.7	1,824.9	1,833.8	1,834.6	1,839.1	1,838.4	1,835.3
Commercial banking.....	1,296.0	1,319.3	1,333.0	1,336.9	1,336.9	1,334.7	1,335.2	1,327.7	1,332.5	1,332.1	1,338.4	1,337.7	1,340.2	1,340.5	1,338.8
Securities, commodity contracts, investments.....	786.1	816.3	829.2	829.2	831.0	831.4	834.5	836.8	841.6	844.4	845.8	848.7	849.7	852.3	854.4
Insurance carriers and related activities.....	2,259.3	2,315.9	2,326.0	2,333.9	2,329.6	2,333.2	2,333.4	2,342.4	2,348.5	2,354.5	2,361.2	2,362.6	2,365.3	2,366.7	2,369.1
Funds, trusts, and other financial vehicles.....	87.7	93.1	94.6	95.2	95.1	95.0	95.0	94.7	94.9	95.4	95.0	96.5	95.8	96.3	95.8
Real estate and rental and leasing.....	2,129.6	2,179.6	2,192.9	2,198.0	2,201.5	2,202.0	2,202.5	2,206.5	2,207.4	2,204.1	2,205.7	2,206.4	2,197.7	2,199.0	2,188.2
Real estate.....	1,456.9	1,503.3	1,512.4	1,516.4	1,518.5	1,518.4	1,523.5	1,525.4	1,527.7	1,524.5	1,525.4	1,528.1	1,521.2	1,522.1	1,514.2
Rental and leasing services.....	645.8	647.4	650.0	650.9	651.9	652.4	647.9	650.0	647.8	646.9	647.6	645.4	643.9	644.5	641.6
Lessors of nonfinancial intangible assets.....	26.9	28.9	30.5	30.7	31.1	31.2	31.1	31.1	31.9	32.7	32.7	32.9	32.6	32.4	32.4
<b>Professional and business services.....</b>	<b>16,954</b>	<b>17,552</b>	<b>17,726</b>	<b>17,792</b>	<b>17,804</b>	<b>17,840</b>	<b>17,834</b>	<b>17,859</b>	<b>17,893</b>	<b>17,886</b>	<b>17,911</b>	<b>17,942</b>	<b>17,954</b>	<b>18,018</b>	<b>18,048</b>
Professional and technical services <sup>1</sup> .....	7,053.4	7,371.7	7,469.6	7,499.8	7,515.6	7,544.3	7,553.7	7,591.3	7,625.3	7,638.5	7,666.9	7,689.0	7,731.0	7,757.7	7,781.6
Legal services.....	1,168.0	1,173.4	1,175.9	1,179.0	1,176.2	1,178.8	1,178.1	1,181.8	1,183.4	1,179.9	1,177.9	1,178.4	1,181.6	1,184.7	1,181.2
Accounting and bookkeeping services.....	849.3	889.3	914.5	925.1	922.1	927.8	924.4	927.5	934.5	941.1	951.1	957.7	968.3	974.1	980.9
Architectural and engineering services.....	1,310.9	1,385.6	1,407.2	1,411.4	1,419.2	1,422.7	1,424.0	1,426.0	1,431.4	1,433.5	1,437.1	1,440.1	1,444.5	1,451.4	1,454.9

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		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>
Computer systems design and related services.....	1,195.2	1,278.2	1,296.2	1,303.3	1,305.2	1,311.1	1,319.7	1,328.5	1,338.3	1,341.8	1,352.9	1,355.6	1,363.8	1,366.7	1,378.6
Management and technical consulting services.....	853.0	920.9	949.3	953.8	958.1	967.1	970.5	985.4	989.2	990.9	992.5	1,001.7	1,010.2	1,017.8	1,024.1
Management of companies and enterprises.....	1,758.9	1,809.4	1,823.0	1,826.0	1,830.8	1,836.7	1,837.1	1,839.9	1,841.5	1,844.6	1,847.8	1,852.1	1,853.2	1,853.9	1,856.8
Administrative and waste services.....	8,141.5	8,370.7	8,433.8	8,466.4	8,457.3	8,458.9	8,443.5	8,427.7	8,426.3	8,402.6	8,396.2	8,400.6	8,370.1	8,406.6	8,409.6
Administrative and support services <sup>1</sup> .....	7,803.8	8,023.5	8,083.8	8,117.0	8,106.1	8,107.4	8,092.5	8,076.3	8,073.4	8,048.8	8,041.8	8,045.1	8,013.7	8,050.4	8,050.4
Employment services <sup>1</sup> .....	3,578.2	3,656.6	3,665.5	3,674.2	3,667.1	3,651.6	3,637.1	3,602.1	3,584.4	3,553.3	3,525.9	3,523.4	3,484.8	3,523.5	3,526.6
Temporary help services.....	2,549.4	2,631.3	2,631.3	2,641.6	2,641.8	2,629.2	2,621.2	2,613.1	2,602.7	2,588.0	2,577.9	2,578.6	2,561.2	2,589.0	2,600.3
Business support services.....	766.4	790.7	802.2	806.9	803.6	803.3	801.9	801.6	804.8	801.3	805.5	803.4	802.5	798.7	797.4
Services to buildings and dwellings.....	1,737.5	1,797.1	1,811.2	1,817.7	1,812.1	1,823.8	1,819.7	1,829.7	1,835.1	1,840.8	1,847.3	1,848.7	1,850.4	1,851.9	1,846.1
Waste management and remediation services.....	337.6	347.2	350.0	349.4	351.2	351.5	351.0	351.4	352.9	353.8	354.4	355.5	356.4	356.2	359.2
<b>Educational and health services</b> .....	17,372	17,838	18,018	18,063	18,102	18,138	18,188	18,246	18,293	18,364	18,422	18,484	18,505	18,549	18,577
Educational services.....	2,835.8	2,918.4	2,951.4	2,948.6	2,959.5	2,955.9	2,972.4	2,978.7	2,983.4	3,014.4	3,022.8	3,039.7	3,020.0	3,025.1	3,027.1
Health care and social assistance.....	14,536.3	14,919.9	15,066.1	15,113.9	15,142.6	15,181.7	15,215.9	15,266.8	15,309.7	15,349.4	15,399.5	15,443.9	15,484.5	15,524.3	15,549.6
Ambulatory health care services <sup>1</sup> .....	5,113.5	5,283.1	5,344.6	5,369.2	5,375.3	5,395.6	5,409.2	5,428.4	5,446.7	5,455.1	5,482.5	5,507.0	5,523.4	5,549.7	5,553.8
Offices of physicians.....	2,093.5	2,153.6	2,179.4	2,185.5	2,187.4	2,196.7	2,204.3	2,210.5	2,214.7	2,213.2	2,224.6	2,232.5	2,240.6	2,246.0	2,253.1
Outpatient care centers.....	473.2	489.4	492.4	493.6	494.1	496.8	494.8	495.8	495.1	495.5	496.1	498.7	500.7	503.0	504.0
Home health care services.....	821.0	867.1	883.5	890.9	896.4	901.1	904.1	907.2	911.3	918.8	925.3	931.9	932.8	939.1	936.3
Hospitals.....	4,345.4	4,427.1	4,461.7	4,469.5	4,478.3	4,484.4	4,490.8	4,499.7	4,511.0	4,526.3	4,539.1	4,546.3	4,555.6	4,566.0	4,573.7
Nursing and residential care facilities <sup>1</sup> .....	2,855.0	2,900.9	2,927.8	2,940.5	2,947.6	2,957.5	2,961.4	2,972.4	2,973.2	2,983.7	2,984.0	2,988.5	2,992.3	2,993.5	2,996.6
Nursing care facilities.....	1,577.4	1,584.2	1,591.8	1,596.4	1,600.1	1,605.7	1,603.9	1,609.1	1,606.5	1,608.0	1,611.3	1,613.8	1,614.7	1,614.6	1,614.3
Social assistance <sup>1</sup> .....	2,222.3	2,308.9	2,332.0	2,334.7	2,341.4	2,344.2	2,354.5	2,366.3	2,378.8	2,384.3	2,393.9	2,402.1	2,413.2	2,415.1	2,425.5
Child day care services.....	789.7	806.7	805.1	803.6	804.3	802.7	804.9	810.5	812.3	811.6	815.7	815.3	819.8	817.8	820.3
<b>Leisure and hospitality</b> .....	12,816	13,143	13,324	13,373	13,396	13,425	13,449	13,481	13,537	13,554	13,566	13,589	13,630	13,676	13,702
Arts, entertainment, and recreation.....	1,892.3	1,927.0	1,947.4	1,957.2	1,960.4	1,963.3	1,963.2	1,953.5	1,968.5	1,971.1	1,962.9	1,968.0	1,977.4	1,991.0	1,989.5
Performing arts and spectator sports.....	376.3	398.8	405.7	406.4	408.0	406.0	405.9	402.8	409.5	412.1	405.6	410.7	412.6	417.3	412.9
Museums, historical sites, zoos, and parks.....	120.7	123.9	126.4	127.1	127.7	127.5	128.2	128.8	130.7	131.2	132.4	131.8	132.3	132.6	133.1
Amusements, gambling, and recreation.....	1,395.3	1,404.3	1,415.3	1,423.7	1,424.7	1,429.8	1,429.1	1,421.9	1,428.3	1,427.8	1,424.9	1,425.5	1,432.5	1,441.1	1,443.5
Accommodations and food services.....	10,923.0	11,216.2	11,376.8	11,415.9	11,435.8	11,461.3	11,486.0	11,527.9	11,568.5	11,582.5	11,602.9	11,621.4	11,652.3	11,684.6	11,712.4
Accommodations.....	1,818.6	1,833.4	1,854.4	1,863.2	1,858.1	1,860.3	1,860.0	1,860.5	1,862.8	1,852.8	1,858.1	1,850.8	1,864.3	1,873.0	1,883.9
Food services and drinking places.....	9,104.4	9,382.8	9,522.4	9,552.7	9,577.7	9,601.0	9,626.0	9,667.4	9,705.7	9,729.7	9,744.8	9,770.6	9,788.0	9,811.6	9,828.5
<b>Other services</b> .....	5,395	5,432	5,443	5,449	5,444	5,454	5,462	5,470	5,479	5,481	5,480	5,478	5,475	5,476	5,481
Repair and maintenance.....	1,236.0	1,248.5	1,250.8	1,251.6	1,246.3	1,248.9	1,255.9	1,257.4	1,260.4	1,261.9	1,256.6	1,260.6	1,261.8	1,258.6	1,259.4
Personal and laundry services.....	1,276.6	1,284.2	1,286.4	1,287.4	1,285.8	1,290.3	1,290.8	1,292.6	1,296.5	1,291.2	1,294.4	1,292.4	1,290.5	1,287.9	1,290.5
Membership associations and organizations.....	2,882.2	2,899.3	2,905.4	2,909.7	2,912.3	2,915.2	2,915.7	2,919.5	2,921.9	2,927.6	2,929.0	2,925.2	2,923.0	2,929.4	2,931.3
<b>Government</b> .....	21,804	21,990	22,106	22,114	22,140	22,174	22,197	22,229	22,236	22,234	22,210	22,273	22,280	22,318	22,348
Federal.....	2,732	2,728	2,719	2,713	2,718	2,718	2,716	2,716	2,713	2,708	2,713	2,714	2,710	2,711	2,712
Federal, except U.S. Postal Service.....	1,957.3	1,958.3	1,949.5	1,948.6	1,951.1	1,951.8	1,949.7	1,950.0	1,947.5	1,943.5	1,950.5	1,952.1	1,949.2	1,950.1	1,950.3
U.S. Postal Service.....	774.2	770.1	769.0	764.5	767.1	766.5	766.5	766.4	765.5	764.0	762.3	761.9	760.9	760.4	761.2
State.....	5,032	5,080	5,107	5,111	5,117	5,133	5,134	5,140	5,133	5,139	5,143	5,137	5,159	5,155	5,165
Education.....	2,259.9	2,294.9	2,313.1	2,311.8	2,311.4	2,324.0	2,324.5	2,326.4	2,321.7	2,326.5	2,323.3	2,320.3	2,336.9	2,332.4	2,335.4
Other State government.....	2,771.6	2,785.2	2,793.5	2,798.9	2,805.7	2,809.4	2,809.2	2,813.7	2,811.3	2,812.7	2,819.4	2,817.1	2,822.1	2,822.9	2,829.4
Local.....	14,041	14,182	14,280	14,290	14,305	14,323	14,347	14,373	14,390	14,387	14,354	14,422	14,411	14,452	14,471
Education.....	7,856.1	7,938.5	8,003.7	8,015.6	8,018.7	8,025.1	8,044.1	8,056.0	8,062.7	8,043.1	8,011.8	8,066.1	8,048.4	8,078.5	8,088.3
Other local government.....	6,184.6	6,243.0	6,276.3	6,274.1	6,286.4	6,298.0	6,302.9	6,317.0	6,327.7	6,344.0	6,342.6	6,355.7	6,363.0	6,373.0	6,382.3

<sup>1</sup> 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<sup>1</sup> on private nonfarm payrolls, by industry, monthly data seasonally adjusted**

Industry	Annual average		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>
<b>TOTAL PRIVATE</b> .....	33.8	33.9	33.8	33.9	33.8	33.7	33.9	33.8	33.8	33.9	33.8	33.8	33.8	33.8	33.8
<b>GOODS-PRODUCING</b> .....	40.1	40.5	40.4	40.7	40.2	40.2	40.6	40.4	40.5	40.7	40.6	40.6	40.6	40.6	40.6
<b>Natural resources and mining</b> .....	45.6	45.6	46.1	45.6	45.0	45.9	45.9	45.8	45.7	45.9	45.9	45.7	46.2	46.0	46.4
<b>Construction</b> .....	38.6	39.0	39.0	39.8	38.7	38.4	39.0	38.8	38.9	39.0	38.9	38.7	38.8	38.9	38.8
<b>Manufacturing</b> .....	40.7	41.1	41.0	41.0	40.9	40.9	41.2	41.1	41.1	41.4	41.3	41.4	41.3	41.2	41.3
Overtime hours.....	4.6	4.4	4.1	4.2	4.1	4.1	4.3	4.2	4.1	4.3	4.2	4.1	4.1	4.1	4.1
Durable goods.....	41.1	41.4	41.2	41.2	41.1	41.1	41.4	41.2	41.3	41.7	41.6	41.7	41.6	41.5	41.6
Overtime hours.....	4.6	4.4	4.1	4.2	4.1	4.1	4.3	4.2	4.1	4.4	4.2	4.1	4.1	4.1	4.1
Wood products.....	40.0	39.8	39.1	39.3	38.7	39.1	39.5	39.6	39.5	39.7	39.9	39.6	39.7	39.4	39.4
Nonmetallic mineral products.....	42.2	43.0	42.3	42.7	42.0	41.6	42.4	42.2	42.3	42.5	42.6	42.8	42.7	42.8	43.0
Primary metals.....	43.1	43.6	43.5	43.3	42.8	43.0	43.2	43.0	42.8	43.3	43.2	43.0	42.6	42.5	43.0
Fabricated metal products.....	41.0	41.4	41.2	41.0	41.0	41.1	41.6	41.4	41.4	41.6	41.7	41.7	41.8	41.8	41.7
Machinery.....	42.1	42.4	42.3	42.3	41.8	42.3	42.3	42.4	42.3	42.5	42.5	42.6	42.7	43.0	43.1
Computer and electronic products.....	40.0	40.5	40.2	40.4	40.3	40.3	40.4	40.4	40.4	40.7	40.2	40.7	40.7	40.6	40.9
Electrical equipment and appliances.....	40.6	41.0	40.7	40.4	40.7	40.9	40.9	41.1	41.3	41.9	41.7	41.3	41.3	40.9	41.3
Transportation equipment.....	42.4	42.7	42.5	42.5	42.8	42.5	42.8	42.3	42.9	43.3	43.2	43.2	42.7	42.6	42.5
Furniture and related products.....	39.2	38.8	39.0	39.0	38.9	38.8	38.9	38.9	38.9	39.2	39.3	39.7	39.4	39.2	39.3
Miscellaneous manufacturing.....	38.7	38.7	38.8	38.7	38.5	37.9	38.5	38.6	38.6	39.0	39.0	39.1	39.5	38.8	38.5
Nondurable goods.....	39.9	40.6	40.6	40.6	40.6	40.6	40.9	40.9	40.8	40.9	40.9	40.8	40.8	40.8	40.9
Overtime hours.....	4.4	4.4	4.2	4.3	4.1	4.2	4.3	4.2	4.1	4.2	4.1	4.1	4.1	4.1	4.1
Food manufacturing.....	39.0	40.1	40.5	40.4	40.4	40.5	41.0	40.7	40.6	40.5	40.8	40.6	40.7	40.8	40.6
Beverage and tobacco products.....	40.1	40.7	40.9	40.7	40.8	40.5	40.7	41.3	40.5	40.8	40.7	40.9	40.7	40.6	40.3
Textile mills.....	40.3	40.6	40.4	41.0	40.6	40.7	40.5	40.2	40.2	40.5	40.2	39.8	40.5	40.4	40.8
Textile product mills.....	39.0	40.0	39.8	39.2	39.3	39.5	39.6	39.9	39.8	40.5	40.6	39.9	39.9	39.0	37.8
Apparel.....	35.7	36.5	36.9	36.7	37.5	37.0	36.7	37.3	37.3	37.7	37.7	37.4	37.4	37.2	37.8
Leather and allied products.....	38.4	38.9	37.8	38.2	38.2	38.0	37.9	37.6	38.9	37.8	37.4	37.5	37.7	37.5	38.1
Paper and paper products.....	42.5	42.9	42.6	42.4	42.5	42.4	43.1	43.0	42.9	43.0	42.9	43.1	43.1	43.4	43.1
Printing and related support activities.....	38.4	39.2	39.1	39.5	39.2	39.4	39.3	39.4	39.1	39.1	38.8	39.1	38.8	38.8	39.0
Petroleum and coal products.....	45.5	45.0	44.8	44.7	45.3	45.1	44.7	44.9	44.6	44.5	44.2	43.7	43.4	42.9	43.5
Chemicals.....	42.3	42.5	41.9	42.0	41.8	41.8	41.9	42.2	42.0	42.0	42.1	42.0	41.9	41.5	41.8
Plastics and rubber products.....	40.0	40.6	40.6	40.6	40.8	40.4	40.9	41.2	41.1	41.4	41.5	41.4	41.6	41.5	42.1
<b>PRIVATE SERVICE-PROVIDING</b> .....	32.4	32.5	32.4	32.4	32.4	32.4	32.5	32.4	32.4	32.4	32.4	32.4	32.4	32.4	32.4
<b>Trade, transportation, and utilities</b> .....	33.4	33.4	33.5	33.4	33.4	33.3	33.4	33.3	33.4	33.4	33.3	33.3	33.4	33.3	33.4
Wholesale trade.....	37.7	38.0	38.0	38.0	38.0	38.1	38.2	38.1	38.3	38.3	38.1	38.2	38.2	38.0	38.3
Retail trade.....	30.6	30.5	30.5	30.4	30.4	30.2	30.2	30.2	30.2	30.2	30.1	30.1	30.3	30.2	30.3
Transportation and warehousing.....	37.0	36.9	36.9	36.9	37.1	37.1	37.2	36.9	37.0	37.0	36.8	37.0	37.0	36.8	36.7
Utilities.....	41.1	41.4	41.9	42.0	41.9	42.3	42.5	42.3	42.4	42.6	42.6	42.5	42.6	42.1	42.5
<b>Information</b> .....	36.5	36.6	36.4	36.6	36.5	36.6	36.7	36.5	36.3	36.3	36.5	36.3	36.3	36.1	36.0
<b>Financial activities</b> .....	35.9	35.8	35.8	36.0	36.0	36.0	36.0	36.0	35.9	36.0	35.9	35.8	35.7	35.7	35.7
<b>Professional and business services</b> .....	34.2	34.6	34.6	34.6	34.5	34.6	34.8	34.7	34.8	34.7	34.7	34.7	34.8	34.7	34.8
<b>Education and health services</b> .....	32.6	32.5	32.5	32.4	32.5	32.4	32.6	32.6	32.5	32.6	32.6	32.6	32.6	32.6	32.6
<b>Leisure and hospitality</b> .....	25.7	25.7	25.6	25.7	25.6	25.5	25.6	25.6	25.6	25.5	25.4	25.4	25.4	25.4	25.4
<b>Other services</b> .....	30.9	30.9	30.9	30.9	30.9	30.7	31.0	30.9	31.0	30.9	30.8	30.8	30.9	30.9	31.0

<sup>1</sup> 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<sup>1</sup> on private nonfarm payrolls, by industry, monthly data seasonally adjusted**

Industry	Annual average		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>
<b>TOTAL PRIVATE</b>															
Current dollars.....	\$16.13	\$16.76	\$16.99	\$17.07	\$17.10	\$17.16	\$17.21	\$17.25	\$17.32	\$17.40	\$17.45	\$17.50	\$17.54	\$17.55	\$17.63
Constant (1982) dollars.....	8.18	8.24	8.36	8.36	8.36	8.36	8.32	8.30	8.26	8.29	8.31	8.35	8.35	8.32	8.29
<b>GOODS-PRODUCING.....</b>	17.60	18.02	18.21	18.29	18.34	18.37	18.45	18.53	18.61	18.65	18.67	18.71	18.75	18.73	18.83
<b>Natural resources and mining.....</b>	18.72	19.90	20.43	20.52	20.60	20.77	20.77	20.81	20.85	20.90	20.95	21.11	21.00	21.05	21.12
<b>Construction.....</b>	19.46	20.02	20.37	20.44	20.55	20.57	20.68	20.73	20.91	20.92	20.94	20.99	21.10	21.06	21.27
<b>Manufacturing.....</b>	16.56	16.80	16.89	16.95	16.98	17.03	17.09	17.18	17.20	17.26	17.28	17.31	17.32	17.31	17.36
Excluding overtime.....	15.68	15.95	16.09	16.12	16.17	16.22	16.24	16.34	16.38	16.41	16.44	16.49	16.50	16.49	16.54
Durable goods.....	17.33	17.67	17.79	17.86	17.90	17.96	18.03	18.12	18.15	18.22	18.22	18.26	18.26	18.26	18.28
Nondurable goods.....	15.27	15.32	15.35	15.41	15.44	15.47	15.49	15.60	15.60	15.63	15.68	15.70	15.73	15.70	15.79
<b>PRIVATE SERVICE-PROVIDING.....</b>	15.74	16.42	16.67	16.74	16.77	16.84	16.88	16.91	16.98	17.07	17.13	17.18	17.23	17.25	17.31
<b>Trade, transportation, and utilities.....</b>	14.92	15.40	15.54	15.58	15.59	15.61	15.66	15.69	15.71	15.80	15.84	15.88	15.92	15.93	15.97
Wholesale trade.....	18.16	18.91	19.14	19.20	19.25	19.22	19.32	19.39	19.38	19.54	19.56	19.63	19.69	19.74	19.76
Retail trade.....	12.36	12.58	12.64	12.67	12.69	12.71	12.72	12.75	12.75	12.77	12.82	12.84	12.86	12.85	12.87
Transportation and warehousing.....	16.70	17.28	17.50	17.53	17.49	17.50	17.54	17.57	17.65	17.76	17.81	17.79	17.90	17.91	18.02
Utilities.....	26.68	27.42	27.47	27.33	27.40	27.50	27.66	27.68	27.71	27.77	27.84	28.01	28.18	28.37	28.27
<b>Information.....</b>	22.06	23.23	23.47	23.60	23.72	23.77	23.83	23.86	23.87	23.99	23.96	23.98	23.96	23.96	23.98
<b>Financial activities.....</b>	17.94	18.80	19.20	19.29	19.32	19.42	19.51	19.53	19.59	19.68	19.69	19.77	19.81	19.82	19.92
<b>Professional and business services.....</b>	18.08	19.12	19.51	19.64	19.63	19.80	19.83	19.84	20.03	20.13	20.18	20.28	20.36	20.35	20.48
<b>Education and health services.....</b>	16.71	17.38	17.63	17.67	17.74	17.75	17.78	17.80	17.89	17.96	18.05	18.10	18.17	18.21	18.29
<b>Leisure and hospitality.....</b>	9.38	9.75	9.94	10.02	10.08	10.16	10.19	10.29	10.32	10.38	10.45	10.50	10.53	10.59	10.60
<b>Other services.....</b>	14.34	14.77	14.94	15.02	15.03	15.06	15.07	15.10	15.14	15.20	15.26	15.29	15.31	15.34	15.38

<sup>1</sup> 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<sup>1</sup> on private nonfarm payrolls, by industry

Industry	Annual average		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>
<b>TOTAL PRIVATE</b> .....	\$16.13	\$16.76	\$16.99	\$17.07	\$17.16	\$17.21	\$17.22	\$17.34	\$17.28	\$17.30	\$17.42	\$17.40	\$17.62	\$17.58	\$17.63
Seasonally adjusted.....	—	—	16.99	17.07	17.10	17.16	17.21	17.25	17.32	17.40	17.45	17.50	17.54	17.55	17.63
<b>GOODS-PRODUCING</b> .....	17.60	18.02	18.26	18.37	18.27	18.26	18.35	18.48	18.59	18.67	18.69	18.78	18.87	18.83	18.87
<b>Natural resources and mining</b> .....	18.72	19.90	20.45	20.61	20.72	20.81	20.85	20.94	20.86	20.80	20.88	20.98	20.95	21.00	21.15
<b>Construction</b> .....	19.46	20.02	20.42	20.52	20.42	20.45	20.53	20.62	20.84	20.89	21.00	21.11	21.30	21.25	21.34
<b>Manufacturing</b> .....	16.56	16.80	16.93	17.09	17.04	17.03	17.06	17.19	17.19	17.25	17.20	17.29	17.37	17.31	17.38
Durable goods.....	17.33	17.67	17.87	18.04	17.94	17.95	18.01	18.10	18.12	18.21	18.08	18.25	18.33	18.28	18.33
Wood products.....	13.16	13.40	13.67	13.64	13.71	13.55	13.58	13.60	13.61	13.71	13.62	13.62	13.65	13.79	13.71
Nonmetallic mineral products.....	16.61	16.59	16.51	16.73	16.73	16.81	16.95	16.86	17.03	17.21	17.09	16.94	16.99	16.98	17.17
Primary metals.....	18.94	19.35	19.73	19.45	19.43	19.33	19.33	19.66	19.57	19.65	19.78	19.67	19.77	19.77	19.70
Fabricated metal products.....	15.80	16.17	16.29	16.44	16.33	16.31	16.35	16.40	16.49	16.45	16.51	16.57	16.61	16.66	16.73
Machinery.....	17.03	17.20	17.56	17.78	17.62	17.63	17.68	17.71	17.64	17.61	17.84	17.70	17.80	17.75	17.80
Computer and electronic products.....	18.39	18.96	19.22	19.57	19.59	19.57	19.62	19.84	19.91	19.96	20.06	20.02	20.17	20.25	20.20
Electrical equipment and appliances.....	15.24	15.53	15.53	15.72	15.73	15.87	15.91	15.93	15.97	15.99	16.05	15.98	16.02	15.77	15.66
Transportation equipment.....	22.10	22.41	22.57	22.76	22.47	22.53	22.62	22.87	22.85	23.13	22.62	23.30	23.39	23.18	23.30
Furniture and related products.....	13.45	13.79	14.12	14.13	14.11	14.05	14.29	14.37	14.34	14.40	14.36	14.31	14.37	14.37	14.32
Miscellaneous manufacturing.....	14.08	14.36	14.38	14.47	14.54	14.50	14.57	14.41	14.42	14.73	14.82	14.76	14.75	14.70	14.76
Nondurable goods.....	15.27	15.32	15.34	15.47	15.51	15.46	15.45	15.65	15.60	15.62	15.72	15.68	15.75	15.67	15.77
Food manufacturing.....	13.04	13.13	13.18	13.33	13.42	13.33	13.36	13.49	13.51	13.51	13.56	13.61	13.65	13.58	13.56
Beverages and tobacco products.....	18.76	18.19	18.20	18.34	17.92	17.91	18.49	18.45	18.58	18.22	18.64	17.79	18.39	18.69	19.45
Textile mills.....	12.38	12.55	12.74	12.63	12.90	12.87	12.81	13.00	12.89	12.97	13.13	13.20	13.15	12.94	13.07
Textile product mills.....	11.67	11.94	11.98	11.90	11.98	11.96	11.93	11.93	11.92	11.97	12.05	11.90	11.82	11.79	11.90
Apparel.....	10.24	10.61	10.53	10.64	10.87	10.82	10.70	10.80	10.91	10.92	11.05	11.01	11.09	11.06	11.11
Leather and allied products.....	11.50	11.44	11.58	11.70	11.89	11.82	11.81	11.87	11.85	11.97	12.17	12.08	12.22	12.07	12.28
Paper and paper products.....	17.99	18.01	18.05	18.23	18.18	18.10	18.16	18.47	18.45	18.46	18.68	18.30	18.54	18.47	18.59
Printing and related support activities.....	15.74	15.80	15.93	15.91	15.84	15.87	15.87	16.00	15.92	15.99	16.19	16.28	16.37	16.47	16.35
Petroleum and coal products.....	24.47	24.08	24.44	23.96	24.90	24.73	24.66	25.01	24.78	24.44	25.06	25.36	25.88	24.82	25.25
Chemicals.....	19.67	19.60	19.61	19.87	19.67	19.55	19.46	19.71	19.52	19.60	19.68	19.46	19.50	19.36	19.59
Plastics and rubber products.....	14.80	14.96	15.04	15.16	15.22	15.22	15.19	15.32	15.29	15.36	15.27	15.43	15.42	15.34	15.46
<b>PRIVATE SERVICE-PROVIDING</b> .....	15.74	16.42	16.65	16.73	16.87	16.94	16.92	17.05	16.93	16.94	17.09	17.03	17.29	17.25	17.30
<b>Trade, transportation, and utilities</b> .....	14.92	15.40	15.44	15.41	15.61	15.65	15.66	15.82	15.70	15.77	15.92	15.85	16.03	15.96	15.87
Wholesale trade.....	18.16	18.91	19.16	19.24	19.30	19.25	19.24	19.53	19.28	19.42	19.69	19.56	19.83	19.74	19.77
Retail trade.....	12.36	12.58	12.52	12.51	12.69	12.72	12.74	12.86	12.77	12.78	12.88	12.82	12.94	12.86	12.74
Transportation and warehousing.....	16.70	17.28	17.48	17.47	17.48	17.42	17.51	17.56	17.55	17.77	17.93	17.87	17.99	17.93	18.04
Utilities.....	26.68	27.42	27.44	27.38	27.39	27.50	27.73	27.88	27.75	27.52	27.74	27.77	28.31	28.49	28.23
<b>Information</b> .....	22.06	23.23	23.53	23.68	23.84	23.80	23.74	23.93	23.82	23.76	23.82	23.87	24.17	24.12	23.98
<b>Financial activities</b> .....	17.94	18.80	19.19	19.27	19.29	19.42	19.49	19.66	19.54	19.55	19.68	19.66	19.89	19.80	19.91
<b>Professional and business services</b> .....	18.08	19.12	19.44	19.67	19.81	19.95	19.88	20.13	19.95	19.96	20.27	20.03	20.36	20.22	20.41
<b>Education and health services</b> .....	16.71	17.38	17.62	17.68	17.78	17.76	17.79	17.80	17.84	17.92	18.08	18.10	18.22	18.20	18.31
<b>Leisure and hospitality</b> .....	9.38	9.75	10.00	10.13	10.15	10.24	10.23	10.30	10.33	10.29	10.33	10.39	10.52	10.61	10.65
<b>Other services</b> .....	14.34	14.77	14.93	15.06	15.07	15.10	15.11	15.20	15.15	15.13	15.15	15.19	15.34	15.31	15.37

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

16. Average weekly earnings of production or nonsupervisory workers <sup>1</sup> on private nonfarm payrolls, by industry

Industry	Annual average		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>
<b>TOTAL PRIVATE</b> .....	\$567.87	\$589.78	\$574.26	\$578.67	\$573.14	\$574.48	\$580.99	\$588.50	\$583.01	\$588.88	\$596.45	\$592.28	\$603.29	\$594.88	\$594.13
Seasonally adjusted.....	—	—	574.26	578.67	578.66	578.63	584.44	584.40	586.09	590.20	590.49	591.84	593.87	594.54	596.23
<b>GOODS-PRODUCING</b> .....	730.16	757.19	739.53	754.40	730.17	724.28	742.55	744.10	755.97	766.70	758.16	769.33	777.20	771.37	770.30
<b>Natural resources and mining</b> .....	907.95	961.56	942.75	940.27	927.08	945.23	947.04	954.86	955.39	963.04	957.93	962.52	979.52	981.63	969.74
<b>CONSTRUCTION</b> .....	781.21	815.94	792.30	806.83	774.68	765.58	795.29	792.58	819.41	830.52	828.19	836.75	842.14	841.50	829.14
<b>Manufacturing</b> .....	691.02	711.61	697.52	713.49	696.05	690.53	702.40	705.61	707.33	717.12	704.30	718.37	725.16	717.88	722.93
Durable goods.....	732.00	754.46	738.03	758.10	734.56	730.97	746.03	746.13	751.00	763.84	743.91	763.69	770.70	763.11	763.78
Wood products.....	532.99	539.05	533.13	539.75	520.60	515.87	532.34	536.81	541.28	553.88	546.16	543.04	548.73	548.26	534.83
Nonmetallic mineral products.....	712.71	716.62	698.37	708.50	687.19	680.00	706.84	709.80	719.95	737.45	729.31	732.59	735.20	730.11	731.45
Primary metals.....	843.59	843.28	858.26	859.07	840.67	830.97	837.22	847.96	838.20	853.01	849.58	844.02	848.72	841.93	842.73
Fabricated metal products.....	668.98	687.20	674.41	685.55	668.31	664.22	678.94	679.37	682.69	686.38	682.28	693.04	699.28	700.98	701.40
Machinery.....	728.84	754.18	744.54	768.10	736.93	740.88	750.48	752.68	745.75	749.76	753.79	750.06	761.41	762.01	762.82
Computer and electronic products.....	766.96	810.22	778.41	806.18	783.55	782.75	790.63	796.73	801.16	812.37	801.19	812.43	828.20	827.42	833.06
Electrical equipment and appliances.....	636.95	656.83	638.28	656.36	644.58	644.36	651.17	655.59	656.47	668.15	659.69	658.83	666.54	649.38	652.29
Transportation equipment.....	957.65	986.15	961.48	993.21	963.00	954.29	973.95	970.96	986.56	1,010.21	943.07	1,012.52	1,011.74	992.96	999.61
Furniture and related products.....	535.90	561.13	552.09	562.77	546.83	541.31	554.84	555.07	553.91	568.80	562.91	576.69	572.96	561.48	559.65
Miscellaneous manufacturing.....	555.90	570.21	560.82	568.67	557.95	547.72	563.86	554.02	556.61	580.76	573.53	581.94	588.24	574.77	571.14
Nondurable goods.....	621.97	639.99	627.41	636.23	630.11	620.35	629.63	638.93	634.17	639.68	639.04	641.72	651.30	644.11	653.78
Food manufacturing.....	525.99	550.65	543.02	547.86	539.48	529.60	541.08	540.95	546.21	547.56	552.30	556.65	566.48	560.73	562.92
Beverages and tobacco products.....	741.34	753.60	746.20	741.96	719.18	709.84	745.78	774.06	761.78	758.94	761.15	739.65	747.04	751.34	787.46
Textile mills.....	509.39	524.43	513.42	524.15	523.74	521.24	520.09	525.20	519.47	526.99	519.95	524.44	536.93	515.91	521.09
Textile product mills.....	472.24	467.86	480.40	471.22	466.09	463.73	468.47	467.63	460.98	481.48	477.98	468.43	468.03	457.08	457.46
Apparel.....	389.20	411.37	390.66	394.13	411.00	404.41	398.15	407.32	411.77	416.48	413.67	412.55	414.41	410.69	415.52
Leather and allied products.....	445.47	459.43	443.51	453.96	450.63	446.80	451.91	450.25	465.30	457.64	450.66	453.75	462.67	458.59	478.75
Paper and paper products.....	772.39	795.39	777.96	784.32	773.08	755.19	775.86	792.79	790.09	796.06	799.50	788.73	813.91	806.60	816.37
Printing and related support activities.....	618.92	632.08	627.64	635.21	620.93	626.87	625.67	629.19	617.70	620.80	621.70	638.18	644.98	644.37	640.14
Petroleum and coal products.....	1,085.50	1,119.05	1,109.58	1,057.76	1,122.05	1,094.56	1,089.88	1,119.91	1,106.72	1,099.39	1,117.84	1,106.21	1,144.40	1,074.05	1,204.67
Chemicals.....	833.67	819.99	823.62	842.49	824.59	817.61	815.37	834.16	818.31	822.08	823.46	819.69	821.79	801.09	823.74
Plastics and rubber products.....	608.41	635.36	609.12	627.35	625.25	611.53	622.91	633.96	627.71	642.18	624.65	635.00	647.36	642.60	652.13
<b>PRIVATE SERVICE-PROVIDING</b> .....	532.78	554.84	537.80	541.73	539.84	543.45	547.49	556.48	547.49	551.20	560.88	554.13	567.77	557.82	559.11
<b>Trade, transportation, and utilities</b> .....	514.34	526.38	515.70	517.10	512.91	513.90	517.35	525.81	520.24	527.29	535.49	529.64	542.40	529.21	525.89
Wholesale trade.....	718.63	749.00	728.08	731.50	724.13	728.03	729.95	754.24	738.81	744.55	758.45	747.96	768.20	752.48	757.81
Retail trade.....	383.02	385.20	379.36	383.44	377.27	377.19	380.03	385.88	381.90	387.60	392.90	388.51	396.34	386.79	382.27
Transportation and warehousing.....	636.97	655.07	648.51	647.77	639.40	637.21	643.26	645.10	642.62	656.38	664.09	663.65	668.11	656.56	661.99
Utilities.....	1,135.34	1,181.54	1,149.74	1,142.81	1,135.03	1,156.07	1,168.10	1,182.35	1,177.25	1,170.22	1,180.02	1,175.75	1,215.61	1,208.70	1,194.41
<b>Information</b> .....	850.42	873.55	856.49	862.32	863.01	866.32	863.77	883.76	857.16	858.30	884.24	870.53	896.14	874.23	872.78
<b>Financial activities</b> .....	672.21	705.29	683.16	687.94	686.72	695.24	695.44	719.19	693.32	699.17	717.59	699.54	721.64	702.55	705.95
<b>Professional and business services</b> .....	662.27	700.30	672.62	678.62	673.54	686.28	687.85	706.21	692.27	696.60	709.10	696.35	715.97	702.61	705.45
<b>Education and health services</b> .....	564.94	590.24	570.89	572.83	576.07	573.65	580.28	585.98	581.58	585.65	598.12	593.32	603.06	595.73	600.49
<b>Leisure and hospitality</b> .....	250.34	265.40	253.00	257.56	252.98	257.28	258.82	264.97	263.42	266.77	271.68	270.14	269.57	268.43	266.75
<b>Other services</b> .....	456.50	476.98	459.84	463.85	460.84	463.57	474.32	478.33	476.78	476.16	480.17	478.33	484.54	478.94	480.79

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

## 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.....	43.5	37.2	33.6	38.8	40.8	38.5	39.2	41.7	48.0	50.2	52.2	52.9
2003.....	51.6	50.2	62.1	64.9	59.9	57.6	56.5	51.4	56.5	55.0	51.4	55.6
2004.....	52.5	61.3	52.7	60.8	54.9	58.5	59.0	60.4	53.6	53.1	62.2	60.4
2005.....	64.2	64.6	64.0	62.8	56.7	55.9	59.4	55.9	55.8	57.7	53.6	57.6
2006.....	54.9	54.7	55.0	52.9	57.9	51.8	57.4	53.2	55.6	53.4	52.2	
Over 3-month span:												
2002.....	39.6	33.8	34.9	33.8	35.3	42.3	39.2	34.4	42.6	48.6	48.7	50.2
2003.....	55.9	53.2	57.0	64.2	70.3	65.6	59.9	55.2	57.9	59.0	60.4	55.8
2004.....	51.3	55.9	56.8	61.3	57.2	59.4	62.8	63.7	59.9	53.4	57.2	62.2
2005.....	70.5	66.7	66.0	66.9	63.3	62.4	60.3	62.6	57.7	59.0	57.7	59.9
2006.....	64.6	60.6	61.2	59.4	60.1	56.5	57.4	56.3	57.2	55.2	54.0	
Over 6-month span:												
2002.....	34.7	33.1	31.1	33.3	33.5	36.5	32.7	32.4	40.8	44.8	47.7	47.5
2003.....	49.8	51.8	55.0	60.8	63.5	63.7	63.3	62.6	58.3	62.1	55.4	55.2
2004.....	54.1	57.2	57.6	56.3	56.5	58.1	65.8	63.8	61.9	59.2	62.8	60.8
2005.....	63.8	63.3	67.1	68.2	67.1	67.1	63.5	62.9	62.6	62.1	61.5	61.0
2006.....	62.2	60.3	65.3	62.8	61.7	61.3	58.8	57.0	59.0	59.2	55.5	
Over 12-month span:												
2002.....	34.5	31.5	32.9	33.5	34.2	35.1	32.7	33.1	37.1	36.7	37.2	39.2
2003.....	40.3	42.1	44.8	48.4	50.7	57.7	57.0	55.2	56.7	58.3	60.1	60.3
2004.....	60.1	61.0	59.5	58.8	58.3	60.3	60.6	62.8	60.3	58.8	59.7	61.3
2005.....	67.3	65.3	66.0	64.7	65.8	65.3	67.6	66.4	66.5	66.4	65.5	65.1
2006.....	64.6	64.4	63.8	64.0	62.6	62.2	62.1	62.2	63.7	62.9	61.7	
Manufacturing payrolls, 84 industries												
Over 1-month span:												
2002.....	34.5	17.3	17.3	10.7	22.0	17.3	17.3	31.5	26.8	38.1	42.3	42.3
2003.....	41.1	45.2	47.0	63.1	50.0	48.2	56.5	43.5	41.7	43.5	40.5	42.3
2004.....	36.9	48.2	43.5	48.2	38.7	37.5	42.3	45.8	44.0	44.6	48.2	51.8
2005.....	63.1	48.2	56.0	53.0	47.0	58.9	51.2	44.6	40.5	47.6	43.5	38.7
2006.....	52.4	38.7	30.4	33.3	42.3	42.9	51.8	29.2	41.7	43.5	45.2	
Over 3-month span:												
2002.....	15.5	11.3	13.7	9.5	8.9	11.9	15.5	15.5	17.9	29.2	30.4	33.3
2003.....	45.2	42.9	43.5	57.7	60.1	58.3	55.4	46.4	47.0	42.9	42.9	37.5
2004.....	35.1	39.9	40.5	42.3	35.1	33.9	40.5	41.7	42.3	40.5	39.9	43.5
2005.....	56.5	52.4	52.4	51.2	47.6	54.8	48.2	52.4	39.3	42.3	35.7	39.9
2006.....	48.2	38.1	42.9	31.0	33.3	38.1	37.5	33.3	34.5	35.1	39.3	
Over 6-month span:												
2002.....	11.9	11.3	7.1	8.3	9.5	10.7	7.1	9.5	12.5	16.1	25.0	24.4
2003.....	28.0	32.7	35.1	47.0	50.0	52.4	54.2	52.4	48.8	51.2	41.1	38.7
2004.....	31.5	35.1	36.3	34.5	32.1	33.3	44.0	39.3	32.1	36.9	34.5	39.3
2005.....	42.9	41.7	50.0	50.6	51.2	53.0	45.8	45.8	47.6	45.2	44.6	39.9
2006.....	39.9	37.5	37.5	36.9	36.3	38.1	35.1	29.2	31.0	33.9	33.3	
Over 12-month span:												
2002.....	10.7	6.0	6.5	6.0	8.3	7.1	7.1	8.3	10.7	10.7	9.5	10.7
2003.....	13.1	14.3	13.1	20.2	23.2	35.7	36.9	38.1	36.3	44.0	44.6	44.6
2004.....	44.6	44.6	41.7	40.5	37.5	36.3	32.1	33.9	32.7	33.3	33.3	37.5
2005.....	44.6	40.5	40.5	40.5	39.3	42.3	48.8	48.8	44.6	45.2	43.5	41.7
2006.....	41.7	42.3	39.3	39.9	36.3	33.3	32.7	33.3	33.3	32.7	35.7	

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 <sup>1</sup> (in thousands)							Percent							
	2007							2007							
	May	June	July	Aug.	Sept.	Oct.	Nov. <sup>P</sup>	May	June	July	Aug.	Sept.	Oct.	Nov. <sup>P</sup>	
Total <sup>2</sup> .....	4,095	4,280	4,186	4,168	4,119	4,059	4,021	2.9	3.0	2.9	2.9	2.9	2.8	2.8	
<b>Industry</b>															
Total private <sup>2</sup> .....	3,627	3,810	3,711	3,709	3,664	3,597	3,571	3.0	3.2	3.1	3.1	3.1	3.0	3.0	
Construction.....	157	139	167	149	138	155	142	2.0	1.8	2.1	1.9	1.8	2.0	1.8	
Manufacturing.....	345	344	340	328	319	304	305	2.4	2.4	2.4	2.3	2.2	2.1	2.1	
Trade, transportation, and utilities.....	609	676	684	703	691	598	639	2.3	2.5	2.5	2.6	2.5	2.2	2.4	
Professional and business services.....	654	763	693	676	661	730	724	3.5	4.1	3.7	3.6	3.5	3.9	3.9	
Education and health services.....	703	711	717	700	720	701	715	3.7	3.7	3.7	3.6	3.7	3.6	3.7	
Leisure and hospitality.....	571	568	547	585	653	653	560	4.0	4.0	3.9	4.1	4.6	4.6	3.9	
Government.....	468	465	475	449	455	465	453	2.1	2.0	2.1	2.0	2.0	2.0	2.0	
<b>Region<sup>3</sup></b>															
Northeast.....	674	732	741	682	611	664	619	2.5	2.8	2.8	2.6	2.3	2.5	2.3	
South.....	1,648	1,635	1,612	1,690	1,651	1,641	1,639	3.2	3.2	3.2	3.3	3.2	3.2	3.2	
Midwest.....	799	805	754	778	828	742	792	2.4	2.5	2.3	2.4	2.5	2.3	2.4	
West.....	970	1,106	1,120	1,024	1,048	1,019	950	3.1	3.5	3.5	3.2	3.3	3.2	3.0	

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

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

<sup>3</sup> **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.

<sup>P</sup> = preliminary.

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

Industry and region	Levels <sup>1</sup> (in thousands)							Percent							
	2007							2007							
	May	June	July	Aug.	Sept.	Oct.	Nov. <sup>P</sup>	May	June	July	Aug.	Sept.	Oct.	Nov. <sup>P</sup>	
Total <sup>2</sup> .....	4,982	4,741	4,802	4,836	4,714	4,870	4,650	3.6	3.4	3.5	3.5	3.4	3.5	3.4	
<b>Industry</b>															
Total private <sup>2</sup> .....	4,503	4,335	4,443	4,369	4,355	4,507	4,277	3.9	3.7	3.8	3.8	3.8	3.9	3.7	
Construction.....	351	358	408	371	336	334	351	4.6	4.7	5.3	4.9	4.4	4.4	4.6	
Manufacturing.....	356	355	359	349	365	407	367	2.5	2.5	2.6	2.5	2.6	2.9	2.6	
Trade, transportation, and utilities.....	1,044	910	924	922	994	1,034	913	3.9	3.4	3.5	3.5	3.7	3.9	3.4	
Professional and business services.....	935	865	879	797	800	840	894	5.2	4.8	4.9	4.4	4.5	4.7	5.0	
Education and health services.....	507	493	502	501	448	514	523	2.8	2.7	2.7	2.7	2.4	2.8	2.8	
Leisure and hospitality.....	873	854	874	901	906	916	836	6.5	6.3	6.4	6.6	6.6	6.7	6.1	
Government.....	409	395	385	396	370	377	359	1.8	1.8	1.7	1.8	1.7	1.7	1.6	
<b>Region<sup>3</sup></b>															
Northeast.....	705	684	750	761	689	672	721	2.7	2.6	2.9	2.9	2.7	2.6	2.8	
South.....	1,960	1,842	1,898	1,841	1,848	1,925	1,824	4.0	3.7	3.8	3.7	3.7	3.9	3.7	
Midwest.....	1,101	1,082	1,039	1,081	1,125	1,084	1,067	3.5	3.4	3.3	3.4	3.5	3.4	3.3	
West.....	1,143	1,117	1,135	1,148	1,068	1,211	1,008	3.7	3.6	3.7	3.7	3.5	3.9	3.3	

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

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

<sup>3</sup> **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.

<sup>P</sup> = preliminary.

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

Industry and region	Levels <sup>1</sup> (in thousands)							Percent							
	2007							2007							
	May	June	July	Aug.	Sept.	Oct.	Nov. <sup>P</sup>	May	June	July	Aug.	Sept.	Oct.	Nov. <sup>P</sup>	
Total <sup>2</sup> .....	4,544	4,543	4,507	4,446	4,430	4,639	4,541	3.3	3.3	3.3	3.2	3.2	3.4	3.3	
<b>Industry</b>															
Total private <sup>2</sup> .....	4,233	4,234	4,173	4,120	4,146	4,376	4,259	3.7	3.7	3.6	3.6	3.6	3.8	3.7	
Construction.....	346	363	384	371	364	359	338	4.5	4.7	5.0	4.9	4.8	4.7	4.5	
Manufacturing.....	396	382	379	380	379	408	393	2.8	2.7	2.7	2.7	2.7	2.9	2.8	
Trade, transportation, and utilities.....	950	974	987	926	954	1,007	980	3.6	3.7	3.7	3.5	3.6	3.8	3.7	
Professional and business services.....	775	728	733	742	832	888	843	4.3	4.1	4.1	4.1	4.6	4.9	4.7	
Education and health services.....	437	473	414	430	411	428	423	2.4	2.6	2.2	2.3	2.2	2.3	2.3	
Leisure and hospitality.....	833	850	837	808	723	803	809	6.2	6.3	6.2	6.0	5.3	5.9	5.9	
Government.....	315	310	323	322	289	289	287	1.4	1.4	1.5	1.4	1.3	1.3	1.3	
<b>Region<sup>3</sup></b>															
Northeast.....	642	634	622	667	631	680	749	2.5	2.5	2.4	2.6	2.4	2.6	2.9	
South.....	1,798	1,699	1,744	1,710	1,760	1,802	1,710	3.6	3.4	3.5	3.5	3.6	3.6	3.4	
Midwest.....	1,024	1,033	1,014	1,038	998	992	1,017	3.2	3.2	3.2	3.3	3.1	3.1	3.2	
West.....	1,062	1,191	1,149	1,053	1,018	1,160	1,065	3.4	3.9	3.7	3.4	3.3	3.8	3.4	

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

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

<sup>3</sup> **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.

<sup>P</sup>= preliminary

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

Industry and region	Levels <sup>1</sup> (in thousands)							Percent							
	2007							2007							
	May	June	July	Aug.	Sept.	Oct.	Nov. <sup>P</sup>	May	June	July	Aug.	Sept.	Oct.	Nov. <sup>P</sup>	
Total <sup>2</sup> .....	2,686	2,627	2,640	2,539	2,450	2,682	2,457	1.9	1.9	1.9	1.8	1.8	1.9	1.8	
<b>Industry</b>															
Total private <sup>2</sup> .....	2,530	2,475	2,493	2,391	2,308	2,534	2,317	2.2	2.1	2.2	2.1	2.0	2.2	2.0	
Construction.....	124	129	176	145	135	137	113	1.6	1.7	2.3	1.9	1.8	1.8	1.5	
Manufacturing.....	216	195	186	202	189	208	189	1.5	1.4	1.3	1.4	1.4	1.5	1.4	
Trade, transportation, and utilities.....	606	618	572	545	559	607	547	2.3	2.3	2.2	2.1	2.1	2.3	2.1	
Professional and business services.....	424	411	418	395	420	482	412	2.4	2.3	2.3	2.2	2.3	2.7	2.3	
Education and health services.....	284	271	276	270	253	260	265	1.6	1.5	1.5	1.5	1.4	1.4	1.4	
Leisure and hospitality.....	551	595	597	557	410	558	553	4.1	4.4	4.4	4.1	3.0	4.1	4.0	
Government.....	157	152	148	148	146	147	145	.7	.7	.7	.7	.7	.7	.6	
<b>Region<sup>3</sup></b>															
Northeast.....	331	380	314	313	306	340	340	1.3	1.5	1.2	1.2	1.2	1.3	1.3	
South.....	1,162	1,049	1,097	1,070	1,012	1,121	974	2.4	2.1	2.2	2.2	2.0	2.3	2.0	
Midwest.....	551	555	553	564	543	542	542	1.7	1.7	1.7	1.8	1.7	1.7	1.7	
West.....	643	648	669	598	582	697	576	2.1	2.1	2.2	1.9	1.9	2.3	1.9	

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

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

<sup>3</sup> **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.

<sup>P</sup> = preliminary.

22. Quarterly Census of Employment and Wages: 10 largest counties, second quarter 2007.

County by NAICS supersector	Establishments, second quarter 2007 (thousands)	Employment		Average weekly wage <sup>1</sup>	
		June 2007 (thousands)	Percent change, June 2006-07 <sup>2</sup>	Second quarter 2007	Percent change, second quarter 2006-07 <sup>2</sup>
United States <sup>3</sup> .....	8,945.9	137,018.2	1.2	\$820	4.6
Private industry .....	8,655.0	115,502.9	1.2	810	4.7
Natural resources and mining .....	124.1	1,955.3	2.3	838	6.2
Construction .....	889.2	7,834.7	-6	863	5.2
Manufacturing .....	361.0	13,954.1	-2.1	993	4.3
Trade, transportation, and utilities .....	1,909.4	26,388.1	1.4	715	4.8
Information .....	143.5	3,054.6	-3	1,255	5.5
Financial activities .....	867.5	8,218.0	.0	1,206	5.8
Professional and business services .....	1,468.2	18,027.5	2.2	999	5.7
Education and health services .....	817.5	17,375.3	2.9	760	3.4
Leisure and hospitality .....	721.6	13,888.6	2.3	342	4.0
Other services .....	1,138.3	4,516.7	1.5	527	3.7
Government .....	290.8	21,515.3	1.3	875	4.5
Los Angeles, CA .....	394.6	4,229.3	.7	924	4.9
Private industry .....	390.5	3,623.3	.3	899	4.2
Natural resources and mining .....	.5	12.6	5.2	1,124	-15.2
Construction .....	14.1	161.0	.6	944	7.6
Manufacturing .....	15.3	451.1	( <sup>4</sup> )	983	( <sup>4</sup> )
Trade, transportation, and utilities .....	55.3	808.4	.3	782	4.5
Information .....	8.7	212.3	( <sup>4</sup> )	1,528	3.8
Financial activities .....	25.0	246.2	-2.0	1,420	4.1
Professional and business services .....	43.0	608.0	.1	1,048	4.6
Education and health services .....	27.9	469.5	.8	838	3.7
Leisure and hospitality .....	27.0	403.1	2.0	504	2.4
Other services .....	173.6	251.0	1.7	431	4.6
Government .....	4.0	606.0	3.0	1,078	( <sup>4</sup> )
Cook, IL .....	137.6	2,559.5	.2	981	4.1
Private industry .....	136.3	2,246.2	.5	973	4.0
Natural resources and mining .....	.1	1.4	-2.3	997	1.2
Construction .....	12.1	98.7	-1.5	1,174	2.7
Manufacturing .....	7.1	239.5	-1.6	983	2.6
Trade, transportation, and utilities .....	27.6	476.9	-4	788	2.9
Information .....	2.5	58.7	.1	1,418	7.9
Financial activities .....	15.8	218.9	-5	1,620	9.6
Professional and business services .....	28.1	442.6	1.9	1,229	3.1
Education and health services .....	13.5	366.2	2.0	826	3.1
Leisure and hospitality .....	11.5	242.4	1.5	421	1.4
Other services .....	13.8	96.9	-2	697	3.1
Government .....	1.4	313.3	-1.8	1,037	5.1
New York, NY .....	117.1	2,363.8	1.9	1,540	6.4
Private industry .....	116.8	1,913.3	2.3	1,659	6.6
Natural resources and mining .....	.0	.1	-3.1	2,638	106.3
Construction .....	2.3	35.2	7.6	1,504	9.5
Manufacturing .....	3.1	38.2	-4.5	1,265	18.1
Trade, transportation, and utilities .....	21.9	249.1	1.7	1,141	4.8
Information .....	4.3	135.5	.4	1,897	4.3
Financial activities .....	18.4	379.6	2.3	3,042	8.2
Professional and business services .....	24.3	486.5	2.6	1,771	7.2
Education and health services .....	8.5	284.7	1.1	993	3.8
Leisure and hospitality .....	11.1	209.0	3.1	732	4.0
Other services .....	17.2	87.1	1.7	897	2.4
Government .....	.3	450.6	.2	1,037	3.4
Harris, TX .....	94.7	2,023.3	4.4	1,026	6.9
Private industry .....	94.2	1,779.4	4.9	1,044	7.0
Natural resources and mining .....	1.5	78.7	10.4	2,857	6.6
Construction .....	6.5	152.9	7.6	979	7.5
Manufacturing .....	4.6	181.3	4.0	1,273	7.5
Trade, transportation, and utilities .....	21.5	421.2	3.7	917	6.4
Information .....	1.3	33.1	3.8	1,258	10.0
Financial activities .....	10.4	120.6	2.5	1,242	5.6
Professional and business services .....	18.7	339.8	5.3	1,156	7.5
Education and health services .....	9.9	210.2	4.4	841	4.1
Leisure and hospitality .....	7.2	179.2	5.0	377	2.7
Other services .....	10.9	58.7	2.0	597	8.0
Government .....	.5	243.9	1.2	894	4.6
Maricopa, AZ .....	97.7	1,798.0	.9	827	3.9
Private industry .....	97.1	1,614.4	.8	812	3.7
Natural resources and mining .....	.5	9.8	-2.8	703	9.3
Construction .....	10.3	169.4	-7.6	842	4.6
Manufacturing .....	3.5	133.5	-2.9	1,118	3.6
Trade, transportation, and utilities .....	20.9	373.0	2.7	805	4.8
Information .....	1.6	31.0	-8	1,014	7.0
Financial activities .....	12.4	150.8	-6	1,052	3.4
Professional and business services .....	21.0	316.7	1.9	803	4.3
Education and health services .....	9.4	195.9	4.8	857	3.5
Leisure and hospitality .....	7.0	179.2	1.9	390	2.1
Other services .....	7.0	51.0	3.4	564	2.0
Government .....	.7	183.6	1.6	946	5.2

See footnotes at end of table.

22. Continued—Quarterly Census of Employment and Wages: 10 largest counties, second quarter 2007.

County by NAICS supersector	Establishments, second quarter 2007 (thousands)	Employment		Average weekly wage <sup>1</sup>	
		June 2007 (thousands)	Percent change, June 2006-07 <sup>2</sup>	Second quarter 2007	Percent change, second quarter 2006-07 <sup>2</sup>
Orange, CA .....	94.7	1,519.5	-1.0	\$952	3.4
Private industry .....	93.3	1,363.2	-1.3	939	2.8
Natural resources and mining .....	.2	6.2	-6.8	588	10.7
Construction .....	7.1	105.6	-3.5	1,016	7.2
Manufacturing .....	5.4	177.1	( <sup>4</sup> )	1,150	( <sup>4</sup> )
Trade, transportation, and utilities .....	17.8	278.2	.4	892	( <sup>4</sup> )
Information .....	1.4	30.1	-2.2	1,340	7.5
Financial activities .....	11.4	128.1	-7.7	1,445	( <sup>4</sup> )
Professional and business services .....	19.2	274.6	( <sup>4</sup> )	1,000	( <sup>4</sup> )
Education and health services .....	9.8	139.6	2.9	833	3.3
Leisure and hospitality .....	7.0	175.1	1.7	410	5.1
Other services .....	14.0	48.4	-4	561	4.1
Government .....	1.4	156.3	1.1	1,062	6.7
Dallas, TX .....	67.6	1,492.6	3.2	1,011	5.4
Private industry .....	67.1	1,330.0	3.2	1,022	5.4
Natural resources and mining .....	.6	7.1	-4.7	2,879	-1.1
Construction .....	4.4	84.1	4.4	935	1.4
Manufacturing .....	3.2	144.2	-.4	1,202	8.1
Trade, transportation, and utilities .....	15.0	307.2	2.3	974	6.1
Information .....	1.7	48.6	-4.6	1,371	7.3
Financial activities .....	8.7	145.7	2.8	1,331	5.2
Professional and business services .....	14.4	274.3	5.9	1,108	5.8
Education and health services .....	6.6	144.7	6.6	968	6.8
Leisure and hospitality .....	5.2	131.2	3.6	430	2.6
Other services .....	6.4	40.6	1.2	602	2.9
Government .....	.5	162.5	2.9	920	5.0
San Diego, CA .....	91.7	1,334.7	.2	890	4.8
Private industry .....	90.4	1,108.8	-.1	868	4.7
Natural resources and mining .....	.8	11.6	-4.1	540	4.0
Construction .....	7.2	90.9	-6.5	916	6.3
Manufacturing .....	3.2	102.4	( <sup>4</sup> )	1,190	6.6
Trade, transportation, and utilities .....	14.6	219.8	.3	730	5.8
Information .....	1.3	37.5	.5	1,873	1.7
Financial activities .....	9.9	81.5	-3.3	1,108	3.5
Professional and business services .....	16.4	217.9	.6	1,076	6.0
Education and health services .....	8.0	127.1	( <sup>4</sup> )	812	4.1
Leisure and hospitality .....	6.9	163.6	2.8	389	3.5
Other services .....	22.1	56.6	1.1	482	2.8
Government .....	1.3	225.9	1.7	996	4.8
King, WA .....	75.9	1,182.2	2.9	1,028	3.8
Private industry .....	75.4	1,027.6	3.3	1,033	3.5
Natural resources and mining .....	.4	3.3	3.4	1,224	1.4
Construction .....	6.8	72.9	11.0	1,002	6.5
Manufacturing .....	2.5	112.0	1.9	1,386	.8
Trade, transportation, and utilities .....	14.8	219.5	2.0	903	6.1
Information .....	1.8	75.8	5.0	1,829	4.1
Financial activities .....	7.0	76.4	-1.0	1,272	3.3
Professional and business services .....	12.9	188.1	4.4	1,180	1.1
Education and health services .....	6.3	120.6	2.7	812	4.5
Leisure and hospitality .....	6.0	113.7	3.9	427	2.4
Other services .....	16.7	45.4	.9	571	7.9
Government .....	.5	154.6	.6	995	6.0
Miami-Dade, FL .....	85.9	1,002.1	1.0	814	3.8
Private industry .....	85.6	868.2	.8	788	3.7
Natural resources and mining .....	.5	9.2	.3	496	6.0
Construction .....	6.2	53.5	1.5	841	-1.1
Manufacturing .....	2.6	48.0	-1.7	735	1.9
Trade, transportation, and utilities .....	23.1	252.6	.9	747	2.3
Information .....	1.5	20.7	-.7	1,163	4.6
Financial activities .....	10.4	71.6	-.9	1,161	5.6
Professional and business services .....	17.3	136.4	-1.5	949	7.5
Education and health services .....	8.9	135.4	3.1	796	4.6
Leisure and hospitality .....	5.7	101.8	1.3	458	2.5
Other services .....	7.6	35.7	1.9	525	5.8
Government .....	.3	133.9	2.4	969	4.8

<sup>1</sup> Average weekly wages were calculated using unrounded data.

Virgin Islands.

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

<sup>4</sup> Data do not meet BLS or State agency disclosure standards.

<sup>3</sup> Totals for the United States do not include data for Puerto Rico or the

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 2007.**

State	Establishments, second quarter 2007 (thousands)	Employment		Average weekly wage <sup>1</sup>	
		June 2007 (thousands)	Percent change, June 2006-07	Second quarter 2007	Percent change, second quarter 2006-07
United States <sup>2</sup> .....	8,945.9	137,018.2	1.2	\$820	4.6
Alabama .....	120.1	1,965.4	1.1	697	3.6
Alaska .....	21.1	325.8	-.5	832	5.6
Arizona .....	158.9	2,612.4	1.2	786	4.4
Arkansas .....	82.7	1,186.5	.3	639	4.2
California .....	1,291.3	15,832.5	.8	935	5.4
Colorado .....	179.4	2,326.9	2.2	832	4.8
Connecticut .....	112.5	1,714.2	.9	1,033	6.4
Delaware .....	29.1	430.2	.0	870	2.2
District of Columbia .....	31.9	683.2	.8	1,357	4.3
Florida .....	604.8	7,894.2	.2	743	3.2
Georgia .....	270.4	4,091.5	1.4	792	6.5
Hawaii .....	38.6	631.2	1.4	736	4.2
Idaho .....	57.1	679.1	3.0	626	2.3
Illinois .....	358.6	5,956.3	.8	874	4.4
Indiana .....	158.2	2,933.4	.5	702	2.6
Iowa .....	93.4	1,518.6	.9	664	3.9
Kansas .....	85.7	1,370.7	2.0	702	4.8
Kentucky .....	109.8	1,828.2	1.7	700	4.2
Louisiana .....	119.9	1,880.2	3.2	711	4.1
Maine .....	50.0	619.6	.6	658	4.1
Maryland .....	164.0	2,584.9	.7	899	5.3
Massachusetts .....	210.1	3,300.7	1.2	1,008	4.8
Michigan .....	257.1	4,252.9	-1.4	807	2.9
Minnesota .....	170.7	2,730.9	.0	834	5.6
Mississippi .....	69.7	1,137.4	.9	609	3.6
Missouri .....	174.7	2,764.6	.8	727	3.4
Montana .....	42.3	449.8	1.7	611	6.3
Nebraska .....	58.7	930.9	1.6	654	3.5
Nevada .....	74.7	1,297.9	1.0	776	3.7
New Hampshire .....	49.0	643.7	.7	823	6.3
New Jersey .....	278.1	4,066.7	.4	989	4.3
New Mexico .....	53.7	833.3	1.1	686	5.2
New York .....	576.8	8,688.8	1.3	1,020	5.9
North Carolina .....	251.0	4,090.5	3.0	718	4.1
North Dakota .....	25.1	347.7	1.5	619	4.7
Ohio .....	290.5	5,384.6	-.1	740	3.4
Oklahoma .....	99.1	1,538.5	1.6	665	4.1
Oregon .....	130.8	1,761.6	1.7	742	4.5
Pennsylvania .....	338.7	5,740.3	1.1	802	4.6
Rhode Island .....	36.1	492.9	.3	774	2.5
South Carolina .....	115.8	1,917.4	3.0	665	2.9
South Dakota .....	30.1	404.3	2.1	590	4.8
Tennessee .....	140.7	2,768.7	.7	729	3.6
Texas .....	548.7	10,296.1	3.4	827	5.9
Utah .....	86.3	1,233.7	4.4	698	6.6
Vermont .....	24.7	306.6	-.5	698	5.0
Virginia .....	227.4	3,731.5	1.0	859	4.4
Washington .....	216.7	2,989.8	2.7	835	4.6
West Virginia .....	48.7	717.1	.3	659	3.6
Wisconsin .....	158.2	2,845.8	.4	709	3.7
Wyoming .....	24.4	288.3	3.3	739	8.0
Puerto Rico .....	56.9	1,020.7	-1.6	460	6.0
Virgin Islands .....	3.4	46.9	3.4	707	4.1

<sup>1</sup> Average weekly wages were calculated using unrounded data.

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

<sup>2</sup> Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

**24. Annual data: Quarterly Census of Employment and Wages, by ownership**

Year	Average establishments	Average annual employment	Total annual wages (in thousands)	Average annual wage per employee	Average weekly wage
<b>Total covered (UI and UCFE)</b>					
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
2006 .....	8,784,027	133,833,834	5,692,569,465	42,535	818
<b>UI covered</b>					
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
2006 .....	8,731,111	131,104,860	5,522,624,197	42,124	810
<b>Private industry covered</b>					
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
2006 .....	8,505,496	112,718,858	4,780,833,389	42,414	816
<b>State government covered</b>					
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
2006 .....	66,921	4,565,908	200,329,294	43,875	844
<b>Local government covered</b>					
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
2006 .....	158,695	13,820,093	541,461,514	39,179	753
<b>Federal government covered (UCFE)</b>					
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
2006 .....	52,916	2,728,974	169,945,269	62,274	1,198

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 2006**

Industry, establishments, and employment	Total	Size of establishments									
		Fewer than 5 workers <sup>1</sup>	5 to 9 workers	10 to 19 workers	20 to 49 workers	50 to 99 workers	100 to 249 workers	250 to 499 workers	500 to 999 workers	1,000 or more workers	
<b>Total all industries<sup>2</sup></b>											
Establishments, first quarter .....	8,413,125	5,078,506	1,392,481	919,182	636,264	216,815	123,061	30,375	10,965	5,476	
Employment, March .....	111,001,540	7,540,432	9,219,319	12,406,793	19,195,647	14,903,811	18,408,166	10,383,792	7,421,575	11,522,005	
<b>Natural resources and mining</b>											
Establishments, first quarter .....	123,076	69,188	23,230	15,106	9,842	3,177	1,783	516	175	59	
Employment, March .....	1,631,257	111,354	153,676	203,446	296,339	216,952	267,612	177,858	115,367	88,653	
<b>Construction</b>											
Establishments, first quarter .....	861,030	558,318	141,743	84,922	52,373	15,118	6,762	1,358	337	99	
Employment, March .....	7,299,087	823,891	929,155	1,140,245	1,565,409	1,027,718	994,696	454,918	220,788	142,267	
<b>Manufacturing</b>											
Establishments, first quarter .....	362,959	137,311	61,852	55,135	53,364	25,712	19,573	6,423	2,469	1,120	
Employment, March .....	14,098,486	240,304	415,575	757,991	1,662,309	1,798,423	3,006,794	2,207,979	1,668,696	2,340,415	
<b>Trade, transportation, and utilities</b>											
Establishments, first quarter .....	1,880,255	999,688	380,100	245,926	158,053	53,502	33,590	7,071	1,796	529	
Employment, March .....	25,612,515	1,663,203	2,529,630	3,293,292	4,772,401	3,695,250	5,001,143	2,419,416	1,166,322	1,071,858	
<b>Information</b>											
Establishments, first quarter .....	142,974	81,209	21,094	16,356	13,313	5,553	3,568	1,141	512	228	
Employment, March .....	3,037,124	113,399	140,632	223,171	411,358	384,148	544,418	392,681	355,421	471,896	
<b>Financial activities</b>											
Establishments, first quarter .....	836,365	541,333	151,952	80,853	40,558	12,146	6,245	1,890	928	460	
Employment, March .....	8,102,371	874,114	1,002,449	1,068,474	1,206,411	832,505	936,343	655,392	641,926	884,757	
<b>Professional and business services</b>											
Establishments, first quarter .....	1,403,142	948,773	192,581	121,585	80,222	30,997	20,046	5,849	2,169	920	
Employment, March .....	17,162,560	1,333,479	1,265,155	1,639,285	2,431,806	2,148,736	3,038,221	1,995,309	1,469,170	1,841,399	
<b>Education and health services</b>											
Establishments, first quarter .....	787,747	375,326	175,191	112,455	72,335	26,364	18,400	4,106	1,832	1,738	
Employment, March .....	16,838,748	684,886	1,163,519	1,512,272	2,177,055	1,835,664	2,754,731	1,400,469	1,282,903	4,027,249	
<b>Leisure and hospitality</b>											
Establishments, first quarter .....	699,767	270,143	118,147	128,663	131,168	38,635	10,459	1,602	648	302	
Employment, March .....	12,633,387	430,588	796,935	1,802,270	3,945,588	2,583,745	1,475,115	540,014	437,645	621,487	
<b>Other services</b>											
Establishments, first quarter .....	1,121,269	912,768	118,306	56,724	24,734	5,570	2,629	418	99	21	
Employment, March .....	4,326,368	1,087,667	771,276	747,842	718,557	377,961	388,231	139,473	63,337	32,024	

<sup>1</sup> Includes establishments that reported no workers in March 2006.

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

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

**26. Average annual wages for 2005 and 2006 for all covered workers<sup>1</sup> by metropolitan area**

Metropolitan area <sup>2</sup>	Average annual wages <sup>3</sup>		
	2005	2006	Percent change, 2005-06
Metropolitan areas <sup>4</sup> .....	\$42,253	\$44,165	4.5
Abilene, TX .....	27,876	29,842	7.1
Aguadilla-Isabela-San Sebastian, PR .....	18,717	19,277	3.0
Akron, OH .....	37,471	38,088	1.6
Albany, GA .....	31,741	32,335	1.9
Albany-Schenectady-Troy, NY .....	39,201	41,027	4.7
Albuquerque, NM .....	35,665	36,934	3.6
Alexandria, LA .....	30,114	31,329	4.0
Allentown-Bethlehem-Easton, PA-NJ .....	38,506	39,787	3.3
Altoona, PA .....	29,642	30,394	2.5
Amarillo, TX .....	31,954	33,574	5.1
Ames, IA .....	33,889	35,331	4.3
Anchorage, AK .....	41,712	42,955	3.0
Anderson, IN .....	31,418	32,184	2.4
Anderson, SC .....	29,463	30,373	3.1
Ann Arbor, MI .....	45,820	47,186	3.0
Anniston-Oxford, AL .....	31,231	32,724	4.8
Appleton, WI .....	34,431	35,308	2.5
Asheville, NC .....	30,926	32,268	4.3
Athens-Clarke County, GA .....	32,512	33,485	3.0
Atlanta-Sandy Springs-Marietta, GA .....	44,595	45,889	2.9
Atlantic City, NJ .....	36,735	38,018	3.5
Auburn-Opelika, AL .....	29,196	30,468	4.4
Augusta-Richmond County, GA-SC .....	34,588	35,638	3.0
Austin-Round Rock, TX .....	43,500	45,737	5.1
Bakersfield, CA .....	34,165	36,020	5.4
Baltimore-Towson, MD .....	43,486	45,177	3.9
Bangor, ME .....	30,707	31,746	3.4
Barnstable Town, MA .....	35,123	36,437	3.7
Baton Rouge, LA .....	34,523	37,245	7.9
Battle Creek, MI .....	37,994	39,362	3.6
Bay City, MI .....	33,572	35,094	4.5
Beaumont-Port Arthur, TX .....	36,530	39,026	6.8
Bellingham, WA .....	31,128	32,618	4.8
Bend, OR .....	31,492	33,319	5.8
Billings, MT .....	31,748	33,270	4.8
Binghamton, NY .....	33,290	35,048	5.3
Birmingham-Hoover, AL .....	39,353	40,798	3.7
Bismarck, ND .....	31,504	32,550	3.3
Blacksburg-Christiansburg-Radford, VA .....	32,196	34,024	5.7
Bloomington, IN .....	30,080	30,913	2.8
Bloomington-Normal, IL .....	39,404	41,359	5.0
Boise City-Nampa, ID .....	34,623	36,734	6.1
Boston-Cambridge-Quincy, MA-NH .....	54,199	56,809	4.8
Boulder, CO .....	49,115	50,944	3.7
Bowling Green, KY .....	31,306	32,529	3.9
Bremerton-Silverdale, WA .....	36,467	37,694	3.4
Bridgeport-Stamford-Norwalk, CT .....	71,095	74,890	5.3
Brownsville-Harlingen, TX .....	24,893	25,795	3.6
Brunswick, GA .....	30,902	32,717	5.9
Buffalo-Niagara Falls, NY .....	35,302	36,950	4.7
Burlington, NC .....	31,084	32,835	5.6
Burlington-South Burlington, VT .....	38,582	40,548	5.1
Canton-Massillon, OH .....	32,080	33,132	3.3
Cape Coral-Fort Myers, FL .....	35,649	37,065	4.0
Carson City, NV .....	38,428	40,115	4.4
Casper, WY .....	34,810	38,307	10.0
Cedar Rapids, IA .....	37,902	38,976	2.8
Champaign-Urbana, IL .....	33,278	34,422	3.4
Charleston, WV .....	35,363	36,887	4.3
Charleston-North Charleston, SC .....	33,896	35,267	4.0
Charlotte-Gastonia-Concord, NC-SC .....	43,728	45,732	4.6
Charlottesville, VA .....	37,392	39,051	4.4
Chattanooga, TN-GA .....	33,743	35,358	4.8
Cheyenne, WY .....	32,208	35,306	9.6
Chicago-Naperville-Joliet, IL-IN-WI .....	46,609	48,631	4.3
Chico, CA .....	30,007	31,557	5.2
Cincinnati-Middletown, OH-KY-IN .....	40,343	41,447	2.7
Clarksville, TN-KY .....	29,870	30,949	3.6
Cleveland, TN .....	32,030	33,075	3.3
Cleveland-Elyria-Mentor, OH .....	39,973	41,325	3.4
Coeur d'Alene, ID .....	28,208	29,797	5.6
College Station-Bryan, TX .....	29,032	30,239	4.2
Colorado Springs, CO .....	37,268	38,325	2.8
Columbia, MO .....	31,263	32,207	3.0
Columbia, SC .....	33,386	35,209	5.5
Columbia, GA-AL .....	31,370	32,334	3.1
Columbus, IN .....	38,446	40,107	4.3
Columbus, OH .....	39,806	41,168	3.4
Corpus Christi, TX .....	32,975	35,399	7.4
Corvallis, OR .....	39,357	40,586	3.1

See footnotes at end of table.



**26. Average annual wages for 2005 and 2006 for all covered workers<sup>1</sup> by metropolitan area — Continued**

Metropolitan area <sup>2</sup>	Average annual wages <sup>3</sup>		
	2005	2006	Percent change, 2005-06
Cumberland, MD-WV .....	\$28,645	\$29,859	4.2
Dallas-Fort Worth-Arlington, TX .....	45,337	47,525	4.8
Dalton, GA .....	32,848	33,266	1.3
Danville, IL .....	31,861	33,141	4.0
Danville, VA .....	39,449	39,870	1.5
Davenport-Moline-Rock Island, IA-IL .....	35,546	37,559	5.7
Dayton, OH .....	37,922	39,387	3.9
Decatur, AL .....	33,513	34,883	4.1
Decatur, IL .....	38,444	39,375	2.4
Deltona-Daytona Beach-Ormond Beach, FL .....	29,927	31,197	4.2
Denver-Aurora, CO .....	45,940	48,232	5.0
Des Moines, IA .....	39,760	41,358	4.0
Detroit-Warren-Livonia, MI .....	46,790	47,455	1.4
Dothan, AL .....	30,253	31,473	4.0
Dover, DE .....	33,132	34,571	4.3
Dubuque, IA .....	32,414	33,044	1.9
Duluth, MN-WI .....	32,638	33,677	3.2
Durham, NC .....	46,743	49,314	5.5
Eau Claire, WI .....	30,763	31,718	3.1
El Centro, CA .....	29,879	30,035	0.5
Elizabethtown, KY .....	30,912	32,072	3.8
Elkhart-Goshen, IN .....	35,573	35,878	0.9
Elmira, NY .....	32,989	33,968	3.0
El Paso, TX .....	28,666	29,903	4.3
Erie, PA .....	32,010	33,213	3.8
Eugene-Springfield, OR .....	32,295	33,257	3.0
Evansville, IN-KY .....	35,302	36,858	4.4
Fairbanks, AK .....	39,399	41,296	4.8
Fajardo, PR .....	20,011	21,002	5.0
Fargo, ND-MN .....	32,291	33,542	3.9
Farmington, NM .....	33,695	36,220	7.5
Fayetteville, NC .....	30,325	31,281	3.2
Fayetteville-Springdale-Rogers, AR-MO .....	34,598	35,734	3.3
Flagstaff, AZ .....	30,733	32,231	4.9
Flint, MI .....	37,982	39,409	3.8
Florence, SC .....	32,326	33,610	4.0
Florence-Muscle Shoals, AL .....	28,885	29,518	2.2
Fond du Lac, WI .....	32,634	33,376	2.3
Fort Collins-Loveland, CO .....	36,612	37,940	3.6
Fort Smith, AR-OK .....	29,599	30,932	4.5
Fort Walton Beach-Crestview-Destin, FL .....	32,976	34,409	4.3
Fort Wayne, IN .....	34,717	35,641	2.7
Fresno, CA .....	32,266	33,504	3.8
Gadsden, AL .....	28,438	29,499	3.7
Gainesville, FL .....	32,992	34,573	4.8
Gainesville, GA .....	33,828	34,765	2.8
Glens Falls, NY .....	31,710	32,780	3.4
Goldsboro, NC .....	28,316	29,331	3.6
Grand Forks, ND-MN .....	28,138	29,234	3.9
Grand Junction, CO .....	31,611	33,729	6.7
Grand Rapids-Wyoming, MI .....	36,941	38,056	3.0
Great Falls, MT .....	28,021	29,542	5.4
Greeley, CO .....	33,636	35,144	4.5
Green Bay, WI .....	35,467	36,677	3.4
Greensboro-High Point, NC .....	34,876	35,898	2.9
Greenville, NC .....	31,433	32,432	3.2
Greenville, SC .....	34,469	35,471	2.9
Guayama, PR .....	23,263	24,551	5.5
Gulfport-Biloxi, MS .....	31,688	34,688	9.5
Hagerstown-Martinsburg, MD-WV .....	33,202	34,621	4.3
Hanford-Corcoran, CA .....	29,989	31,148	3.9
Harrisburg-Carlisle, PA .....	39,144	39,807	1.7
Harrisonburg, VA .....	30,366	31,522	3.8
Hartford-West Hartford-East Hartford, CT .....	50,154	51,282	2.2
Hattiesburg, MS .....	28,568	30,059	5.2
Hickory-Lenoir-Morganton, NC .....	30,090	31,323	4.1
Hinesville-Fort Stewart, GA .....	30,062	31,416	4.5
Holland-Grand Haven, MI .....	36,362	36,895	1.5
Honolulu, HI .....	37,654	39,009	3.6
Hot Springs, AR .....	27,024	27,684	2.4
Houma-Bayou Cane-Thibodaux, LA .....	33,696	38,417	14.0
Houston-Baytown-Sugar Land, TX .....	47,157	50,177	6.4
Huntington-Ashland, WV-KY-OH .....	31,415	32,648	3.9
Huntsville, AL .....	42,401	44,659	5.3
Idaho Falls, ID .....	29,795	31,632	6.2
Indianapolis, IN .....	39,830	41,307	3.7
Iowa City, IA .....	34,785	35,913	3.2
Ithaca, NY .....	36,457	38,337	5.2
Jackson, MI .....	35,879	36,836	2.7
Jackson, MS .....	33,099	34,605	4.5

See footnotes at end of table.

**26. Average annual wages for 2005 and 2006 for all covered workers<sup>1</sup> by metropolitan area — Continued**

Metropolitan area <sup>2</sup>	Average annual wages <sup>3</sup>		
	2005	2006	Percent change, 2005-06
Jackson, TN .....	\$33,286	\$34,477	3.6
Jacksonville, FL .....	38,224	40,192	5.1
Jacksonville, NC .....	24,803	25,854	4.2
Janesville, WI .....	34,107	36,732	7.7
Jefferson City, MO .....	30,991	31,771	2.5
Johnson City, TN .....	29,840	31,058	4.1
Johnstown, PA .....	29,335	29,972	2.2
Jonesboro, AR .....	28,550	28,972	1.5
Joplin, MO .....	29,152	30,111	3.3
Kalamazoo-Portage, MI .....	36,042	37,099	2.9
Kankakee-Bradley, IL .....	31,802	32,389	1.8
Kansas City, MO-KS .....	39,749	41,320	4.0
Kennewick-Richland-Pasco, WA .....	38,453	38,750	0.8
Killeen-Temple-Fort Hood, TX .....	30,028	31,511	4.9
Kingsport-Bristol-Bristol, TN-VA .....	33,568	35,100	4.6
Kingston, NY .....	30,752	33,697	9.6
Knoxville, TN .....	35,724	37,216	4.2
Kokomo, IN .....	44,462	45,808	3.0
La Crosse, WI-MN .....	31,029	31,819	2.5
Lafayette, IN .....	35,176	35,380	0.6
Lafayette, LA .....	34,729	38,170	9.9
Lake Charles, LA .....	33,728	35,883	6.4
Lakeland, FL .....	32,235	33,530	4.0
Lancaster, PA .....	35,264	36,171	2.6
Lansing-East Lansing, MI .....	38,135	39,890	4.6
Laredo, TX .....	27,401	28,051	2.4
Las Cruces, NM .....	28,569	29,969	4.9
Las Vegas-Paradise, NV .....	38,940	40,139	3.1
Lawrence, KS .....	28,492	29,896	4.9
Lawton, OK .....	28,459	29,830	4.8
Lebanon, PA .....	30,704	31,790	3.5
Lewiston, ID-WA .....	29,414	30,776	4.6
Lewiston-Auburn, ME .....	31,008	32,231	3.9
Lexington-Fayette, KY .....	36,683	37,926	3.4
Lima, OH .....	32,630	33,790	3.6
Lincoln, NE .....	32,711	33,703	3.0
Little Rock-North Little Rock, AR .....	34,920	36,169	3.6
Logan, UT-ID .....	25,869	26,766	3.5
Longview, TX .....	32,603	35,055	7.5
Longview, WA .....	33,993	35,140	3.4
Los Angeles-Long Beach-Santa Ana, CA .....	46,592	48,680	4.5
Louisville, KY-IN .....	37,144	38,673	4.1
Lubbock, TX .....	30,174	31,977	6.0
Lynchburg, VA .....	32,025	33,242	3.8
Macon, GA .....	33,110	34,126	3.1
Madera, CA .....	29,356	31,213	6.3
Madison, WI .....	38,210	40,007	4.7
Manchester-Nashua, NH .....	45,066	46,659	3.5
Mansfield, OH .....	32,688	33,171	1.5
Mayaguez, PR .....	19,597	20,619	5.2
McAllen-Edinburg-Pharr, TX .....	25,315	26,712	5.5
Medford, OR .....	30,502	31,697	3.9
Memphis, TN-MS-AR .....	39,094	40,580	3.8
Merced, CA .....	30,209	31,147	3.1
Miami-Fort Lauderdale-Miami Beach, FL .....	40,174	42,175	5.0
Michigan City-La Porte, IN .....	30,724	31,383	2.1
Midland, TX .....	38,267	42,625	11.4
Milwaukee-Waukesha-West Allis, WI .....	40,181	42,049	4.6
Minneapolis-St. Paul-Bloomington, MN-WI .....	45,507	46,931	3.1
Missoula, MT .....	29,627	30,652	3.5
Mobile, AL .....	33,496	36,126	7.9
Modesto, CA .....	34,325	35,468	3.3
Monroe, LA .....	29,264	30,618	4.6
Monroe, MI .....	39,449	40,938	3.8
Montgomery, AL .....	33,441	35,383	5.8
Morgantown, WV .....	31,529	32,608	3.4
Morristown, TN .....	31,215	31,914	2.2
Mount Vernon-Anacortes, WA .....	31,387	32,851	4.7
Muncie, IN .....	32,172	30,691	-4.6
Muskegon-Norton Shores, MI .....	33,035	33,949	2.8
Myrtle Beach-Conway-North Myrtle Beach, SC .....	26,642	27,905	4.7
Napa, CA .....	40,180	41,788	4.0
Naples-Marco Island, FL .....	38,211	39,320	2.9
Nashville-Davidson-Murfreesboro, TN .....	38,753	41,003	5.8
New Haven-Milford, CT .....	43,931	44,892	2.2
New Orleans-Metairie-Kenner, LA .....	37,239	42,434	14.0
New York-Northern New Jersey-Long Island, NY-NJ-PA .....	57,660	61,388	6.5
Niles-Benton Harbor, MI .....	35,029	36,967	5.5
Norwich-New London, CT .....	42,151	43,184	2.5
Ocala, FL .....	30,008	31,330	4.4

See footnotes at end of table.

**26. Average annual wages for 2005 and 2006 for all covered workers<sup>1</sup> by metropolitan area — Continued**

Metropolitan area <sup>2</sup>	Average annual wages <sup>3</sup>		
	2005	2006	Percent change, 2005-06
Ocean City, NJ .....	\$31,033	\$31,801	2.5
Odessa, TX .....	33,475	37,144	11.0
Ogden-Clearfield, UT .....	31,195	32,890	5.4
Oklahoma City, OK .....	33,142	35,846	8.2
Olympia, WA .....	36,230	37,787	4.3
Omaha-Council Bluffs, NE-IA .....	36,329	38,139	5.0
Orlando, FL .....	36,466	37,776	3.6
Oshkosh-Neenah, WI .....	38,820	39,538	1.8
Owensboro, KY .....	31,379	32,491	3.5
Oxnard-Thousand Oaks-Ventura, CA .....	44,597	45,467	2.0
Palm Bay-Melbourne-Titusville, FL .....	38,287	39,778	3.9
Panama City-Lynn Haven, FL .....	31,894	33,341	4.5
Parkersburg-Marietta, WV-OH .....	30,747	32,213	4.8
Pascagoula, MS .....	34,735	36,287	4.5
Pensacola-Ferry Pass-Brent, FL .....	32,064	33,530	4.6
Peoria, IL .....	39,871	42,283	6.0
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD .....	46,454	48,647	4.7
Phoenix-Mesa-Scottsdale, AZ .....	40,245	42,220	4.9
Pine Bluff, AR .....	30,794	32,115	4.3
Pittsburgh, PA .....	38,809	40,759	5.0
Pittsfield, MA .....	35,807	36,707	2.5
Pocatello, ID .....	27,686	28,418	2.6
Ponce, PR .....	19,660	20,266	3.1
Portland-South Portland-Biddeford, ME .....	35,857	36,979	3.1
Portland-Vancouver-Beaverton, OR-WA .....	41,048	42,607	3.8
Port St. Lucie-Fort Pierce, FL .....	33,235	34,408	3.5
Poughkeepsie-Newburgh-Middletown, NY .....	38,187	39,528	3.5
Prescott, AZ .....	29,295	30,625	4.5
Providence-New Bedford-Fall River, RI-MA .....	37,796	39,428	4.3
Provo-Orem, UT .....	30,395	32,308	6.3
Pueblo, CO .....	30,165	30,941	2.6
Punta Gorda, FL .....	31,937	32,370	1.4
Racine, WI .....	37,659	39,002	3.6
Raleigh-Cary, NC .....	39,465	41,205	4.4
Rapid City, SD .....	28,758	29,920	4.0
Reading, PA .....	36,210	38,048	5.1
Redding, CA .....	32,139	33,307	3.6
Reno-Sparks, NV .....	38,453	39,537	2.8
Richmond, VA .....	41,274	42,495	3.0
Riverside-San Bernardino-Ontario, CA .....	35,201	36,668	4.2
Roanoke, VA .....	32,987	33,912	2.8
Rochester, MN .....	41,296	42,941	4.0
Rochester, NY .....	37,991	39,481	3.9
Rockford, IL .....	35,652	37,424	5.0
Rocky Mount, NC .....	30,983	31,556	1.8
Rome, GA .....	33,896	34,850	2.8
Sacramento-Arden-Arcade-Roseville, CA .....	42,800	44,552	4.1
Saginaw-Saginaw Township North, MI .....	36,325	37,747	3.9
St. Cloud, MN .....	31,705	33,018	4.1
St. George, UT .....	26,046	28,034	7.6
St. Joseph, MO-KS .....	30,009	31,253	4.1
St. Louis, MO-IL .....	39,985	41,354	3.4
Salem, OR .....	31,289	32,764	4.7
Salinas, CA .....	36,067	37,974	5.3
Salisbury, MD .....	32,240	33,223	3.0
Salt Lake City, UT .....	36,857	38,630	4.8
San Angelo, TX .....	29,530	30,168	2.2
San Antonio, TX .....	35,097	36,763	4.7
San Diego-Carlsbad-San Marcos, CA .....	43,824	45,784	4.5
Sandusky, OH .....	32,631	33,526	2.7
San Francisco-Oakland-Fremont, CA .....	58,634	61,343	4.6
San German-Cabo Rojo, PR .....	18,745	19,498	4.0
San Jose-Sunnyvale-Santa Clara, CA .....	71,970	76,608	6.4
San Juan-Caguas-Guaynabo, PR .....	23,952	24,812	3.6
San Luis Obispo-Paso Robles, CA .....	33,759	35,146	4.1
Santa Barbara-Santa Maria-Goleta, CA .....	39,080	40,326	3.2
Santa Cruz-Watsonville, CA .....	38,016	40,776	7.3
Santa Fe, NM .....	33,253	35,320	6.2
Santa Rosa-Petaluma, CA .....	40,017	41,533	3.8
Sarasota-Bradenton-Venice, FL .....	33,905	35,751	5.4
Savannah, GA .....	34,104	35,684	4.6
Scranton-Wilkes-Barre, PA .....	32,057	32,813	2.4
Seattle-Tacoma-Bellevue, WA .....	46,644	49,455	6.0
Sheboygan, WI .....	35,067	35,908	2.4
Sherman-Denison, TX .....	32,800	34,166	4.2
Shreveport-Bossier City, LA .....	31,962	33,678	5.4
Sioux City, IA-NE-SD .....	31,122	31,826	2.3
Sioux Falls, SD .....	33,257	34,542	3.9
South Bend-Mishawaka, IN-MI .....	34,086	35,089	2.9
Spartanburg, SC .....	35,526	37,077	4.4

See footnotes at end of table.

**26. Average annual wages for 2005 and 2006 for all covered workers<sup>1</sup> by metropolitan area — Continued**

Metropolitan area <sup>2</sup>	Average annual wages <sup>3</sup>		
	2005	2006	Percent change, 2005-06
Spokane, WA .....	\$32,621	\$34,016	4.3
Springfield, IL .....	39,299	40,679	3.5
Springfield, MA .....	36,791	37,962	3.2
Springfield, MO .....	30,124	30,786	2.2
Springfield, OH .....	30,814	31,844	3.3
State College, PA .....	34,109	35,392	3.8
Stockton, CA .....	35,030	36,426	4.0
Sumter, SC .....	27,469	29,294	6.6
Syracuse, NY .....	36,494	38,081	4.3
Tallahassee, FL .....	33,548	35,018	4.4
Tampa-St. Petersburg-Clearwater, FL .....	36,374	38,016	4.5
Terre Haute, IN .....	30,597	31,341	2.4
Texarkana, TX-Texarkana, AR .....	31,302	32,545	4.0
Toledo, OH .....	35,848	37,039	3.3
Topeka, KS .....	33,303	34,806	4.5
Trenton-Ewing, NJ .....	52,034	54,274	4.3
Tucson, AZ .....	35,650	37,119	4.1
Tulsa, OK .....	35,211	37,637	6.9
Tuscaloosa, AL .....	34,124	35,613	4.4
Tyler, TX .....	34,731	36,173	4.2
Utica-Rome, NY .....	30,902	32,457	5.0
Valdosta, GA .....	25,712	26,794	4.2
Vallejo-Fairfield, CA .....	38,431	40,225	4.7
Vero Beach, FL .....	32,591	33,823	3.8
Victoria, TX .....	34,327	36,642	6.7
Vineland-Millville-Bridgeton, NJ .....	36,387	37,749	3.7
Virginia Beach-Norfolk-Newport News, VA-NC .....	34,580	36,071	4.3
Visalia-Porterville, CA .....	28,582	29,772	4.2
Waco, TX .....	32,325	33,450	3.5
Warner Robins, GA .....	36,762	38,087	3.6
Washington-Arlington-Alexandria, DC-VA-MD-WV .....	55,525	58,057	4.6
Waterloo-Cedar Falls, IA .....	33,123	34,329	3.6
Wausau, WI .....	33,259	34,438	3.5
Weirton-Steubenville, WV-OH .....	30,596	31,416	2.7
Wenatchee, WA .....	27,163	28,340	4.3
Wheeling, WV-OH .....	29,808	30,620	2.7
Wichita, KS .....	35,976	38,763	7.7
Wichita Falls, TX .....	29,343	30,785	4.9
Williamsport, PA .....	30,699	31,431	2.4
Wilmington, NC .....	31,792	32,948	3.6
Winchester, VA-WV .....	33,787	34,895	3.3
Winston-Salem, NC .....	36,654	37,712	2.9
Worcester, MA .....	41,094	42,726	4.0
Yakima, WA .....	27,334	28,401	3.9
Yauco, PR .....	17,818	19,001	6.6
York-Hanover, PA .....	36,834	37,226	1.1
Youngstown-Warren-Boardman, OH-PA .....	32,176	33,852	5.2
Yuba City, CA .....	32,133	33,642	4.7
Yuma, AZ .....	27,168	28,369	4.4

<sup>1</sup> Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

<sup>2</sup> Includes data for Metropolitan Statistical Areas (MSA) as defined by OMB Bulletin No. 04-03 as of February 18, 2004.

<sup>3</sup> Each year's total is based on the MSA definition for the specific year. Annual changes include differences resulting from changes in MSA definitions.

<sup>4</sup> Totals do not include the six MSAs within Puerto Rico.



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

[Numbers in thousands]

Employment status	1996	1997 <sup>1</sup>	1998 <sup>1</sup>	1999 <sup>1</sup>	2000 <sup>1</sup>	2001	2002	2003	2004	2005	2006
Civilian noninstitutional population.....	200,591	203,133	205,220	207,753	212,577	215,092	217,570	221,168	223,357	226,082	228,815
Civilian labor force.....	133,943	136,297	137,673	139,368	142,583	143,734	144,863	146,510	147,401	149,320	151,428
Labor force participation rate.....	66.8	67.1	67.1	67.1	67.1	66.8	66.6	66.2	66	66	66.2
Employed.....	126,708	129,558	131,463	133,488	136,891	136,933	136,485	137,736	139,252	141,730	144,427
Employment-population ratio.....	63.2	63.8	64.1	64.3	64.4	63.7	62.7	62.3	62.3	62.7	63.1
Unemployed.....	7,236	6,739	6,210	5,880	5,692	6,801	8,378	8,774	8,149	7,591	7,001
Unemployment rate.....	5.4	4.9	4.5	4.2	4	4.7	5.8	6	5.5	5.1	4.6
Not in the labor force.....	66,647	66,837	67,547	68,385	69,994	71,359	72,707	74,658	75,956	76,762	77,387

<sup>1</sup> Not strictly comparable with prior years.

**28. Annual data: Employment levels by industry**

[In thousands]

Industry	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Total private employment.....	100,169	103,113	106,021	108,686	110,996	110,707	108,828	108,416	109,814	111,899	114,184
Total nonfarm employment.....	119,708	122,776	125,930	128,993	131,785	131,826	130,341	129,999	131,435	133,703	136,174
Goods-producing.....	23,410	23,886	24,354	24,465	24,649	23,873	22,557	21,816	21,882	22,190	22,570
Natural resources and mining.....	637	654	645	598	599	606	583	572	591	628	684
Construction.....	5,536	5,813	6,149	6,545	6,787	6,826	6,716	6,735	6,976	7,336	7,689
Manufacturing.....	17,237	17,419	17,560	17,322	17,263	16,441	15,259	14,510	14,315	14,226	14,197
Private service-providing.....	76,759	79,227	81,667	84,221	86,346	86,834	86,271	86,599	87,932	89,709	91,615
Trade, transportation, and utilities.....	24,239	24,700	25,186	25,771	26,225	25,983	25,497	25,287	25,533	25,959	26,231
Wholesale trade.....	5,522.00	5,663.90	5,795.20	5,892.50	5,933.20	5,772.70	5,652.30	5,607.50	5,662.90	5,764.40	5,897.60
Retail trade.....	14,142.50	14,388.90	14,609.30	14,970.10	15,279.80	15,238.60	15,025.10	14,917.30	15,058.20	15,279.60	15,319.30
Transportation and warehousing.....	3,935.30	4,026.50	4,168.00	4,300.30	4,410.30	4,372.00	4,223.60	4,185.40	4,248.60	4,360.90	4,465.80
Utilities.....	639.6	620.9	613.4	608.5	601.3	599.4	596.2	577	563.8	554	548.5
Information.....	2,940	3,084	3,218	3,419	3,631	3,629	3,395	3,188	3,118	3,061	3,055
Financial activities.....	6,969	7,178	7,462	7,648	7,687	7,807	7,847	7,977	8,031	8,153	8,363
Professional and business services.....	13,462	14,335	15,147	15,957	16,666	16,476	15,976	15,987	16,395	16,954	17,552
Education and health services.....	13,683	14,087	14,446	14,798	15,109	15,645	16,199	16,588	16,953	17,372	17,838
Leisure and hospitality.....	10,777	11,018	11,232	11,543	11,862	12,036	11,986	12,173	12,493	12,816	13,143
Other services.....	4,690	4,825	4,976	5,087	5,168	5,258	5,372	5,401	5,409	5,395	5,432
Government.....	19,539	19,664	19,909	20,307	20,790	21,118	21,513	21,583	21,621	21,804	21,990

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

Industry	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Private sector:</b>											
Average weekly hours.....	34.3	34.5	34.5	34.3	34.3	34	33.9	33.7	33.7	33.8	33.9
Average hourly earnings (in dollars).....	12.04	12.51	13.01	13.49	14.02	14.54	14.97	15.37	15.69	16.13	16.76
Average weekly earnings (in dollars).....	413.28	431.86	448.56	463.15	481.01	493.79	506.72	518.06	529.09	544.33	567.87
<b>Goods-producing:</b>											
Average weekly hours.....	40.8	41.1	40.8	40.8	40.7	39.9	39.9	39.8	40	40.1	40.5
Average hourly earnings (in dollars).....	13.38	13.82	14.23	14.71	15.27	15.78	16.33	16.8	17.19	17.6	18.02
Average weekly earnings (in dollars).....	546.48	568.43	580.99	599.99	621.86	630.04	651.61	669.13	688.17	705.31	729.87
<b>Natural resources and mining</b>											
Average weekly hours.....	46	46.2	44.9	44.2	44.4	44.6	43.2	43.6	44.5	45.6	45.6
Average hourly earnings (in dollars).....	15.1	15.57	16.2	16.33	16.55	17	17.19	17.56	18.07	18.72	19.9
Average weekly earnings (in dollars).....	695.07	720.11	727.28	721.74	734.92	757.92	741.97	765.94	803.82	853.71	908.01
<b>Construction:</b>											
Average weekly hours.....	38.9	38.9	38.8	39	39.2	38.7	38.4	38.4	38.3	38.6	39
Average hourly earnings (in dollars).....	15.11	15.67	16.23	16.8	17.48	18	18.52	18.95	19.23	19.46	20.02
Average weekly earnings (in dollars).....	588.48	609.48	629.75	655.11	685.78	695.89	711.82	726.83	735.55	750.22	781.04
<b>Manufacturing:</b>											
Average weekly hours.....	41.3	41.7	41.4	41.4	41.3	40.3	40.5	40.4	40.8	40.7	41.1
Average hourly earnings (in dollars).....	12.75	13.14	13.45	13.85	14.32	14.76	15.29	15.74	16.15	16.56	16.8
Average weekly earnings (in dollars).....	526.55	548.22	557.12	573.17	590.65	595.19	618.75	635.99	658.59	673.37	690.83
<b>Private service-providing:</b>											
Average weekly hours.....	32.6	32.8	32.8	32.7	32.7	32.5	32.5	32.4	32.3	32.4	32.5
Average hourly earnings (in dollars).....	11.59	12.07	12.61	13.09	13.62	14.18	14.59	14.99	15.29	15.74	16.42
Average weekly earnings (in dollars).....	377.37	395.51	413.5	427.98	445.74	461.08	473.8	484.81	494.22	509.58	532.84
<b>Trade, transportation, and utilities:</b>											
Average weekly hours.....	34.1	34.3	34.2	33.9	33.8	33.5	33.6	33.6	33.5	33.4	33.4
Average hourly earnings (in dollars).....	11.46	11.9	12.39	12.82	13.31	13.7	14.02	14.34	14.58	14.92	15.4
Average weekly earnings (in dollars).....	390.64	407.57	423.3	434.31	449.88	459.53	471.27	481.14	488.42	498.43	514.61
<b>Wholesale trade:</b>											
Average weekly hours.....	38.6	38.8	38.6	38.6	38.8	38.4	38	37.9	37.8	37.7	38
Average hourly earnings (in dollars).....	13.8	14.41	15.07	15.62	16.28	16.77	16.98	17.36	17.65	18.16	18.91
Average weekly earnings (in dollars).....	533.29	559.39	582.21	602.77	631.4	643.45	644.38	657.29	667.09	685	718.3
<b>Retail trade:</b>											
Average weekly hours.....	38.6	38.8	38.6	38.6	38.8	38.4	38	37.9	37.8	37.7	38
Average hourly earnings (in dollars).....	13.8	14.41	15.07	15.62	16.28	16.77	16.98	17.36	17.65	18.16	18.91
Average weekly earnings (in dollars).....	533.29	559.39	582.21	602.77	631.4	643.45	644.38	657.29	667.09	685	718.3
<b>Transportation and warehousing:</b>											
Average weekly hours.....	39.1	39.4	38.7	37.6	37.4	36.7	36.8	36.8	37.2	37	36.9
Average hourly earnings (in dollars).....	13.45	13.78	14.12	14.55	15.05	15.33	15.76	16.25	16.52	16.7	17.28
Average weekly earnings (in dollars).....	525.6	542.55	546.86	547.97	562.31	562.7	579.75	598.41	614.82	618.58	637.14
<b>Utilities:</b>											
Average weekly hours.....	42	42	42	42	42	41.4	40.9	41.1	40.9	41.1	41.4
Average hourly earnings (in dollars).....	19.78	20.59	21.48	22.03	22.75	23.58	23.96	24.77	25.61	26.68	27.42
Average weekly earnings (in dollars).....	830.74	865.26	902.94	924.59	955.66	977.18	979.09	1,017.27	1,048.44	1,095.90	1,136.08
<b>Information:</b>											
Average weekly hours.....	36.4	36.3	36.6	36.7	36.8	36.9	36.5	36.2	36.3	36.5	36.6
Average hourly earnings (in dollars).....	16.3	17.14	17.67	18.4	19.07	19.8	20.2	21.01	21.4	22.06	23.23
Average weekly earnings (in dollars).....	592.68	622.4	646.52	675.32	700.89	731.11	738.17	760.81	777.05	805	850.81
<b>Financial activities:</b>											
Average weekly hours.....	35.5	35.7	36	35.8	35.9	35.8	35.6	35.5	35.5	35.9	35.8
Average hourly earnings (in dollars).....	12.71	13.22	13.93	14.47	14.98	15.59	16.17	17.14	17.52	17.94	18.8
Average weekly earnings (in dollars).....	451.49	472.37	500.95	517.57	537.37	558.02	575.51	609.08	622.87	645.1	672.4
<b>Professional and business services:</b>											
Average weekly hours.....	34.1	34.3	34.3	34.4	34.5	34.2	34.2	34.1	34.2	34.2	34.6
Average hourly earnings (in dollars).....	13	13.57	14.27	14.85	15.52	16.33	16.81	17.21	17.48	18.08	19.12
Average weekly earnings (in dollars).....	442.81	465.51	490	510.99	535.07	557.84	574.66	587.02	597.56	618.87	662.23
<b>Education and health services:</b>											
Average weekly hours.....	31.9	32.2	32.2	32.1	32.2	32.3	32.4	32.3	32.4	32.6	32.5
Average hourly earnings (in dollars).....	12.17	12.56	13	13.44	13.95	14.64	15.21	15.64	16.15	16.71	17.38
Average weekly earnings (in dollars).....	388.27	404.65	418.82	431.35	449.29	473.39	492.74	505.69	523.78	544.59	564.95
<b>Leisure and hospitality:</b>											
Average weekly hours.....	25.9	26	26.2	26.1	26.1	25.8	25.8	25.6	25.7	25.7	25.7
Average hourly earnings (in dollars).....	6.99	7.32	7.67	7.96	8.32	8.57	8.81	9	9.15	9.38	9.75
Average weekly earnings (in dollars).....	180.98	190.52	200.82	208.05	217.2	220.73	227.17	230.42	234.86	241.36	250.11
<b>Other services:</b>											
Average weekly hours.....	32.5	32.7	32.6	32.5	32.5	32.3	32	31.4	31	30.9	30.9
Average hourly earnings (in dollars).....	10.85	11.29	11.79	12.26	12.73	13.27	13.72	13.84	13.98	14.34	14.77
Average weekly earnings (in dollars).....	352.62	368.63	384.25	398.77	413.41	428.64	439.76	434.41	433.04	443.37	456.6

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,<sup>1</sup> by occupation and industry group**

[December 2005 = 100]

Series	2005		2006				2007			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
	Sept. 2007										
<b>Civilian workers<sup>2</sup></b> .....	99.4	100.0	100.7	101.6	102.7	103.3	104.2	105.0	106.1	1.0	3.3
Workers by occupational group											
Management, professional, and related.....	99.4	100.0	100.9	101.6	103.0	103.7	104.7	105.5	106.7	1.1	3.6
Management, business, and financial.....	99.7	100.0	101.3	101.9	102.7	103.2	104.4	105.2	106.2	1.0	3.4
Professional and related.....	99.3	100.0	100.7	101.4	103.2	104.0	104.9	105.7	107.0	1.2	3.7
Sales and office.....	99.3	100.0	100.5	101.6	102.4	103.0	103.8	104.8	105.5	.7	3.0
Sales and related.....	99.2	100.0	99.9	101.1	101.7	102.3	102.4	103.6	104.1	.5	2.4
Office and administrative support.....	99.4	100.0	100.9	101.9	102.8	103.5	104.7	105.5	106.4	.9	3.5
Natural resources, construction, and maintenance.....	99.5	100.0	100.8	102.0	103.0	103.6	104.1	105.1	106.1	1.0	3.0
Construction and extraction.....	99.4	100.0	100.7	102.0	103.0	103.7	104.3	105.7	106.5	.8	3.4
Installation, maintenance, and repair.....	99.6	100.0	100.9	102.0	103.0	103.6	103.7	104.4	105.6	1.1	2.5
Production, transportation, and material moving.....	99.7	100.0	100.4	101.1	101.8	102.4	102.7	103.5	104.2	.7	2.4
Production.....	99.6	100.0	100.4	101.0	101.6	102.0	102.1	102.8	103.3	.5	1.7
Transportation and material moving.....	99.8	100.0	100.5	101.3	102.2	102.8	103.4	104.4	105.3	.9	3.0
Service occupations.....	99.4	100.0	100.8	101.4	102.5	103.5	104.8	105.5	106.9	1.3	4.3
Workers by industry											
Goods-producing.....	99.8	100.0	100.3	101.3	102.0	102.5	102.9	103.9	104.4	.5	2.4
Manufacturing.....	99.8	100.0	100.1	101.0	101.4	101.8	102.0	102.9	103.2	.3	1.8
Service-providing.....	99.3	100.0	100.9	101.6	102.9	103.5	104.4	105.2	106.4	1.1	3.4
Education and health services.....	99.1	100.0	100.6	101.3	103.5	104.2	104.9	105.5	107.2	1.6	3.6
Health care and social assistance.....	99.3	100.0	101.1	102.0	103.5	104.3	105.4	106.1	107.1	.9	3.5
Hospitals.....	99.3	100.0	101.2	101.9	103.2	104.0	105.1	105.7	106.7	.9	3.4
Nursing and residential care facilities.....	99.2	100.0	101.0	101.4	102.6	103.7	104.5	105.0	105.6	.6	2.9
Education services.....	99.0	100.0	100.2	100.7	103.4	104.1	104.5	104.9	107.3	2.3	3.8
Elementary and secondary schools.....	98.9	100.0	100.2	100.5	103.5	104.2	104.6	105.0	107.4	2.3	3.8
Public administration <sup>3</sup> .....	99.0	100.0	100.6	101.2	102.4	103.8	105.6	106.6	108.0	1.3	5.5
<b>Private industry workers</b> .....	99.5	100.0	100.8	101.7	102.5	103.2	104.0	104.9	105.7	.8	3.1
Workers by occupational group											
Management, professional, and related.....	99.6	100.0	101.1	101.9	102.9	103.5	104.6	105.5	106.4	.9	3.4
Management, business, and financial.....	99.7	100.0	101.3	102.0	102.7	103.1	104.3	105.1	106.0	.9	3.2
Professional and related.....	99.5	100.0	101.0	101.8	103.1	103.9	104.9	105.9	106.7	.8	3.5
Sales and office.....	99.3	100.0	100.5	101.6	102.3	102.9	103.7	104.7	105.3	.6	2.9
Sales and related.....	99.2	100.0	99.9	101.1	101.7	102.3	102.4	103.6	104.2	.6	2.5
Office and administrative support.....	99.5	100.0	100.9	101.9	102.7	103.4	104.5	105.4	106.0	.6	3.2
Natural resources, construction, and maintenance.....	99.5	100.0	100.8	102.1	103.0	103.6	104.0	105.0	105.9	.9	2.8
Construction and extraction.....	99.5	100.0	100.7	102.2	103.1	103.7	104.4	105.7	106.5	.8	3.3
Installation, maintenance, and repair.....	99.6	100.0	100.9	102.1	103.0	103.4	103.5	104.1	105.2	1.1	2.1
Production, transportation, and material moving.....	99.7	100.0	100.4	101.1	101.7	102.3	102.5	103.3	103.9	.6	2.2
Production.....	99.6	100.0	100.4	101.0	101.6	102.0	102.1	102.8	103.2	.4	1.6
Transportation and material moving.....	99.8	100.0	100.4	101.2	102.0	102.6	103.1	104.1	104.9	.8	2.8
Service occupations.....	99.5	100.0	100.8	101.5	102.3	103.1	104.5	105.2	106.4	1.1	4.0
Workers by industry and occupational group											
Goods-producing industries.....	99.8	100.0	100.3	101.3	102.0	102.5	102.9	103.9	104.4	.5	2.4
Management, professional, and related.....	100.2	100.0	100.2	100.7	101.6	102.0	102.7	103.8	104.3	.5	2.7
Sales and office.....	99.7	100.0	99.9	102.7	102.1	102.8	103.0	103.7	104.1	.4	2.0
Natural resources, construction, and maintenance.....	99.6	100.0	100.6	101.9	102.7	103.3	104.0	105.3	106.1	.8	3.3
Production, transportation, and material moving.....	99.8	100.0	100.3	101.0	101.6	102.0	102.1	102.9	103.3	.4	1.7
Construction.....	99.7	100.0	100.7	101.9	103.0	103.6	104.7	105.9	106.9	.9	3.8
Manufacturing.....	99.8	100.0	100.1	101.0	101.4	101.8	102.0	102.9	103.2	.3	1.8
Management, professional, and related.....	99.8	100.0	100.0	100.5	101.3	101.4	102.0	103.3	103.3	.0	2.0
Sales and office.....	99.9	100.0	99.5	102.8	101.3	102.1	102.4	103.2	103.5	.3	2.2
Natural resources, construction, and maintenance.....	99.5	100.0	100.1	100.8	101.5	102.1	101.7	102.4	102.8	.4	1.3
Production, transportation, and material moving.....	99.8	100.0	100.2	100.9	101.5	101.9	101.9	102.6	103.1	.5	1.6
Service-providing industries.....	99.5	100.0	101.0	101.8	102.7	103.4	104.3	105.2	106.1	.9	3.3
Management, professional, and related.....	99.5	100.0	101.3	102.2	103.2	103.8	105.0	105.9	106.8	.8	3.5
Sales and office.....	99.3	100.0	100.6	101.5	102.3	102.9	103.7	104.8	105.4	.6	3.0
Natural resources, construction, and maintenance.....	99.4	100.0	101.2	102.5	103.6	104.0	104.0	104.5	105.7	1.1	2.0
Production, transportation, and material moving.....	99.6	100.0	100.6	101.3	101.9	102.6	103.0	104.0	104.7	.7	2.7
Service occupations.....	99.5	100.0	100.9	101.5	102.3	103.1	104.5	105.3	106.4	1.0	4.0
Trade, transportation, and utilities.....	99.4	100.0	100.8	101.4	102.4	103.0	103.1	104.2	104.7	.5	2.2

See footnotes at end of table.

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

[December 2005 = 100]

Series	2005		2006				2007			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
	Sept. 2007										
Wholesale trade.....	99.2	100.0	100.3	100.8	102.4	102.9	103.7	104.6	104.2	-0.4	1.8
Retail trade.....	99.5	100.0	100.6	101.2	101.9	102.7	102.9	103.9	105.1	1.2	3.1
Transportation and warehousing.....	99.7	100.0	100.4	101.0	101.6	102.2	102.8	104.0	104.5	.5	2.9
Utilities.....	99.5	100.0	107.8	109.3	110.1	110.4	102.8	104.7	105.0	.3	-4.6
Information.....	99.5	100.0	100.9	102.1	103.0	103.2	104.3	105.6	105.8	.2	2.7
Financial activities.....	99.2	100.0	101.2	101.8	102.1	102.5	104.2	104.6	105.4	.8	3.2
Finance and insurance.....	99.5	100.0	101.5	102.4	102.6	102.9	104.6	104.9	105.7	.8	3.0
Real estate and rental and leasing.....	98.6	100.0	99.8	99.3	100.2	100.8	102.2	103.0	104.1	1.1	3.9
Professional and business services.....	99.6	100.0	101.1	102.2	102.9	103.5	104.7	105.9	106.9	.9	3.9
Education and health services.....	99.3	100.0	101.0	101.8	103.2	104.1	105.1	105.7	106.9	1.1	3.6
Education services.....	99.6	100.0	100.7	101.5	103.2	104.2	104.5	104.9	106.7	1.7	3.4
Health care and social assistance.....	99.3	100.0	101.1	101.9	103.2	104.1	105.2	105.9	106.9	.9	3.6
Hospitals.....	99.2	100.0	101.3	102.0	103.2	103.9	105.0	105.6	106.5	.9	3.2
Leisure and hospitality.....	99.6	100.0	100.6	101.3	102.4	103.7	105.3	106.0	107.5	1.4	5.0
Accommodation and food services.....	99.5	100.0	100.5	101.4	102.5	104.0	105.8	106.4	108.1	1.6	5.5
Other services, except public administration.....	99.9	100.0	101.4	102.7	103.6	104.0	105.7	106.1	107.1	.9	3.4
<b>State and local government workers.....</b>	<b>99.1</b>	<b>100.0</b>	<b>100.5</b>	<b>100.9</b>	<b>103.2</b>	<b>104.1</b>	<b>105.1</b>	<b>105.7</b>	<b>107.6</b>	<b>1.8</b>	<b>4.3</b>
Workers by occupational group											
Management, professional, and related.....	99.0	100.0	100.3	100.8	103.3	104.0	104.9	105.4	107.5	2.0	4.1
Professional and related.....	98.9	100.0	100.2	100.8	103.4	104.0	104.8	105.3	107.5	2.1	4.0
Sales and office.....	99.3	100.0	100.9	101.5	103.3	104.1	105.6	106.2	107.9	1.6	4.5
Office and administrative support.....	99.2	100.0	101.0	101.6	103.5	104.2	105.7	106.4	108.2	1.7	4.5
Service occupations.....	99.1	100.0	100.6	101.2	103.1	104.5	105.4	106.3	108.0	1.6	4.8
Workers by industry											
Education and health services.....	99.0	100.0	100.3	100.8	103.7	104.3	104.8	105.3	107.5	2.1	3.7
Education services.....	98.9	100.0	100.2	100.5	103.5	104.1	104.6	105.0	107.4	2.3	3.8
Schools.....	98.9	100.0	100.2	100.5	103.5	104.1	104.6	104.9	107.4	2.4	3.8
Elementary and secondary schools.....	98.8	100.0	100.2	100.5	103.6	104.2	104.7	105.0	107.4	2.3	3.7
Health care and social assistance.....	99.5	100.0	101.3	102.9	105.1	105.7	107.1	107.6	108.6	.9	3.3
Hospitals.....	99.5	100.0	100.9	101.3	103.3	104.3	105.6	106.3	107.5	1.1	4.1
Public administration <sup>3</sup> .....	99.0	100.0	100.6	101.2	102.4	103.8	105.6	106.6	108.0	1.3	5.5

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

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

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

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	2005		2006				2007			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
	Sept. 2007										
<b>Civilian workers<sup>1</sup></b>	99.4	100.0	100.7	101.5	102.6	103.2	104.3	105.0	106.0	1.0	3.3
Workers by occupational group											
Management, professional, and related	99.4	100.0	100.8	101.6	102.9	103.6	104.7	105.4	106.6	1.1	3.6
Management, business, and financial	99.6	100.0	101.2	102.0	102.7	103.1	104.7	105.4	106.4	.9	3.6
Professional and related	99.3	100.0	100.6	101.4	103.1	103.8	104.7	105.3	106.7	1.3	3.5
Sales and office	99.3	100.0	100.4	101.6	102.4	103.0	103.8	104.8	105.4	.6	2.9
Sales and related	99.2	100.0	99.8	101.3	102.0	102.5	102.7	103.9	104.3	.4	2.3
Office and administrative support	99.4	100.0	100.8	101.8	102.6	103.3	104.5	105.3	106.1	.8	3.4
Natural resources, construction, and maintenance	99.4	100.0	100.7	101.8	102.7	103.4	104.3	105.1	106.3	1.1	3.5
Construction and extraction	99.3	100.0	100.7	101.9	102.9	103.7	104.6	105.7	106.6	.9	3.6
Installation, maintenance, and repair	99.5	100.0	100.6	101.6	102.6	103.1	103.8	104.4	105.8	1.3	3.1
Production, transportation, and material moving	99.6	100.0	100.6	101.2	101.9	102.5	103.2	103.9	104.7	.8	2.7
Production	99.5	100.0	100.7	101.2	101.8	102.3	103.2	103.6	104.3	.7	2.5
Transportation and material moving	99.7	100.0	100.5	101.2	102.1	102.7	103.3	104.2	105.1	.9	2.9
Service occupations	99.5	100.0	100.5	101.2	102.2	103.2	104.6	105.3	106.5	1.1	4.2
Workers by industry											
Goods-producing	99.5	100.0	100.7	101.8	102.3	102.9	103.9	104.7	105.4	.7	3.0
Manufacturing	99.6	100.0	100.7	101.7	101.9	102.3	103.3	103.9	104.5	.6	2.6
Service-providing	99.4	100.0	100.7	101.5	102.7	103.3	104.3	105.1	106.2	1.0	3.4
Education and health services	99.1	100.0	100.4	101.1	103.1	103.8	104.4	104.9	106.6	1.6	3.4
Health care and social assistance	99.2	100.0	100.8	101.8	103.2	104.1	105.1	105.9	107.1	1.1	3.8
Hospitals	99.2	100.0	100.9	101.7	102.9	103.8	104.8	105.6	106.7	1.0	3.7
Nursing and residential care facilities	99.1	100.0	100.7	101.2	102.2	103.3	104.1	104.7	105.8	1.1	3.5
Education services	99.0	100.0	100.2	100.5	103.0	103.5	103.7	104.0	106.2	2.1	3.1
Elementary and secondary schools	98.9	100.0	100.0	100.3	102.9	103.4	103.6	103.8	106.0	2.1	3.0
Public administration <sup>2</sup>	99.3	100.0	100.5	101.1	102.0	103.5	104.5	105.2	106.4	1.1	4.3
<b>Private industry workers</b>	99.5	100.0	100.7	101.7	102.5	103.2	104.3	105.1	106.0	.9	3.4
Workers by occupational group											
Management, professional, and related	99.6	100.0	101.1	102.0	103.0	103.6	104.9	105.8	106.7	.9	3.6
Management, business, and financial	99.5	100.0	101.3	102.2	102.8	103.1	104.7	105.5	106.3	.8	3.4
Professional and related	99.6	100.0	100.9	101.8	103.1	104.0	105.1	106.0	107.0	.9	3.8
Sales and office	99.3	100.0	100.4	101.6	102.4	103.0	103.8	104.8	105.3	.5	2.8
Sales and related	99.2	100.0	99.8	101.3	102.0	102.6	102.8	104.0	104.4	.4	2.4
Office and administrative support	99.4	100.0	100.9	101.9	102.6	103.3	104.5	105.4	106.0	.6	3.3
Natural resources, construction, and maintenance	99.4	100.0	100.7	101.8	102.8	103.4	104.2	105.1	106.2	1.0	3.3
Construction and extraction	99.3	100.0	100.7	102.0	103.0	103.7	104.7	105.8	106.7	.9	3.6
Installation, maintenance, and repair	99.5	100.0	100.7	101.6	102.6	103.0	103.7	104.2	105.6	1.3	2.9
Production, transportation, and material moving	99.6	100.0	100.6	101.2	101.8	102.4	103.1	103.8	104.5	.7	2.7
Production	99.5	100.0	100.7	101.2	101.7	102.2	103.1	103.6	104.2	.6	2.5
Transportation and material moving	99.7	100.0	100.4	101.2	102.0	102.6	103.2	104.1	105.0	.9	2.9
Service occupations	99.6	100.0	100.6	101.3	102.0	102.9	104.6	105.3	106.5	1.1	4.4
Workers by industry and occupational group											
Goods-producing industries	99.5	100.0	100.7	101.8	102.3	102.9	103.9	104.7	105.4	.7	3.0
Management, professional, and related	99.7	100.0	101.1	101.7	102.4	102.8	104.4	105.3	105.9	.6	3.4
Sales and office	99.7	100.0	99.8	103.4	102.2	103.1	103.4	104.1	104.7	.6	2.4
Natural resources, construction, and maintenance	99.4	100.0	100.7	101.9	102.7	103.4	104.4	105.6	106.5	.9	3.7
Production, transportation, and material moving	99.5	100.0	100.7	101.3	101.9	102.4	103.2	103.7	104.4	.7	2.5
Construction	99.4	100.0	100.6	102.0	102.9	103.7	104.9	106.0	107.0	.9	4.0
Manufacturing	99.6	100.0	100.7	101.7	101.9	102.3	103.3	103.9	104.5	.6	2.6
Management, professional, and related	99.9	100.0	101.1	101.5	102.2	102.3	103.8	104.6	105.0	.4	2.7
Sales and office	100.0	100.0	99.5	103.8	101.1	102.0	102.4	103.2	103.9	.7	2.8
Natural resources, construction, and maintenance	99.1	100.0	100.9	101.7	102.3	103.0	103.8	104.3	105.0	.7	2.6
Production, transportation, and material moving	99.5	100.0	100.7	101.3	101.8	102.3	103.1	103.6	104.2	.6	2.4
Service-providing industries	99.5	100.0	100.8	101.7	102.6	103.3	104.4	105.3	106.1	.8	3.4
Management, professional, and related	99.6	100.0	101.1	102.0	103.1	103.7	105.0	105.9	106.8	.8	3.6
Sales and office	99.3	100.0	100.5	101.4	102.4	102.9	103.8	104.9	105.4	.5	2.9
Natural resources, construction, and maintenance	99.4	100.0	100.7	101.8	103.0	103.4	103.9	104.3	105.7	1.3	2.6
Production, transportation, and material moving	99.7	100.0	100.4	101.0	101.7	102.4	103.0	104.0	104.6	.6	2.9
Service occupations	99.6	100.0	100.6	101.3	102.0	102.9	104.6	105.3	106.6	1.2	4.5
Trade, transportation, and utilities	99.5	100.0	100.4	100.9	102.1	102.7	103.2	104.3	104.6	.3	2.4

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

[December 2005 = 100]

Series	2005		2006				2007			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2007	
Wholesale trade.....	99.0	100.0	100.2	100.7	102.7	103.0	103.8	104.8	104.0	-0.8	1.3
Retail trade.....	99.6	100.0	100.5	100.9	101.9	102.8	103.1	104.2	105.1	.9	3.1
Transportation and warehousing.....	99.9	100.0	100.1	100.7	101.4	101.9	102.5	103.7	104.1	.4	2.7
Utilities.....	99.5	100.0	100.8	102.1	103.0	103.5	104.3	105.5	106.1	.6	3.0
Information.....	99.3	100.0	101.0	101.7	102.6	102.4	103.8	104.9	105.2	.3	2.5
Financial activities.....	99.4	100.0	101.3	102.3	102.5	102.8	104.7	104.9	106.0	1.0	3.4
Finance and insurance.....	99.7	100.0	101.6	102.8	102.9	103.2	105.4	105.5	106.5	.9	3.5
Real estate and rental and leasing.....	98.3	100.0	99.8	99.9	100.8	101.4	101.6	102.4	103.6	1.2	2.8
Professional and business services.....	99.7	100.0	101.0	102.3	103.0	103.5	104.8	105.9	106.7	.8	3.6
Education and health services.....	99.3	100.0	100.7	101.6	103.0	104.0	104.8	105.6	106.9	1.2	3.8
Education services.....	99.7	100.0	100.7	101.4	103.1	104.1	104.2	104.6	106.4	1.7	3.2
Health care and social assistance.....	99.2	100.0	100.7	101.6	103.0	103.9	104.9	105.8	107.0	1.1	3.9
Hospitals.....	99.1	100.0	100.9	101.8	102.9	103.7	104.6	105.4	106.5	1.0	3.5
Leisure and hospitality.....	99.5	100.0	100.6	101.3	102.3	103.7	105.7	106.4	108.1	1.6	5.7
Accommodation and food services.....	99.3	100.0	100.5	101.3	102.2	103.8	106.0	106.5	108.4	1.8	6.1
Other services, except public administration.....	99.8	100.0	101.3	102.6	103.4	103.8	105.7	106.1	107.3	1.1	3.8
<b>State and local government workers.....</b>	<b>99.1</b>	<b>100.0</b>	<b>100.3</b>	<b>100.8</b>	<b>102.8</b>	<b>103.5</b>	<b>104.1</b>	<b>104.6</b>	<b>106.4</b>	<b>1.7</b>	<b>3.5</b>
Workers by occupational group											
Management, professional, and related.....	99.0	100.0	100.2	100.7	102.9	103.5	104.0	104.3	106.3	1.9	3.3
Professional and related.....	98.9	100.0	100.2	100.7	103.0	103.6	103.9	104.2	106.3	2.0	3.2
Sales and office.....	99.4	100.0	100.6	101.2	102.6	103.2	104.5	104.8	106.3	1.4	3.6
Office and administrative support.....	99.3	100.0	100.7	101.4	102.7	103.4	104.7	105.0	106.5	1.4	3.7
Service occupations.....	99.3	100.0	100.3	100.8	102.4	103.9	104.5	105.2	106.5	1.2	4.0
Workers by industry											
Education and health services.....	99.0	100.0	100.2	100.7	103.1	103.6	104.0	104.2	106.3	2.0	3.1
Education services.....	98.9	100.0	100.1	100.4	103.0	103.4	103.7	103.9	106.1	2.1	3.0
Schools.....	98.9	100.0	100.1	100.4	103.0	103.4	103.6	103.9	106.1	2.1	3.0
Elementary and secondary schools.....	98.9	100.0	100.0	100.3	103.0	103.4	103.6	103.8	106.0	2.1	2.9
Health care and social assistance.....	99.4	100.0	101.0	103.0	104.8	105.5	106.6	107.2	108.2	.9	3.2
Hospitals.....	99.4	100.0	100.9	101.4	103.1	104.4	105.7	106.5	107.6	1.0	4.4
Public administration <sup>2</sup> .....	99.3	100.0	100.5	101.1	102.0	103.5	104.5	105.2	106.4	1.1	4.3

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

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

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	2005		2006				2007			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
	Sept. 2007										
<b>Civilian workers</b> .....	99.5	100.0	100.9	101.6	102.8	103.6	104.0	105.1	106.1	1.0	3.2
<b>Private industry workers</b> .....	99.7	100.0	101.0	101.7	102.5	103.1	103.2	104.3	105.0	.7	2.4
Workers by occupational group											
Management, professional, and related.....	99.8	100.0	101.3	101.8	102.8	103.4	103.8	104.9	105.6	.7	2.7
Sales and office.....	99.3	100.0	100.8	101.6	102.0	102.9	103.4	104.3	105.2	.9	3.1
Natural resources, construction, and maintenance.....	99.8	100.0	101.1	102.7	103.5	104.0	103.4	104.8	105.3	.5	1.7
Production, transportation, and material moving.....	100.0	100.0	100.1	101.0	101.6	102.0	101.2	102.4	102.7	.3	1.1
Service occupations.....	99.5	100.0	101.5	102.2	103.0	103.6	104.2	105.1	106.0	.9	2.9
Workers by industry											
Goods-producing.....	100.4	100.0	99.6	100.4	101.3	101.7	100.9	102.2	102.4	.2	1.1
Manufacturing.....	100.0	100.0	99.0	99.7	100.5	100.8	99.6	101.0	100.7	-.3	.2
Service-providing.....	99.4	100.0	101.5	102.3	103.0	103.7	104.1	105.2	106.0	.8	2.9
<b>State and local government workers</b> .....	99.0	100.0	100.7	101.3	104.1	105.2	107.0	108.0	110.3	2.1	6.0

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	2005		2006				2007			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
											Sept. 2007
<b>COMPENSATION</b>											
<b>Workers by bargaining status<sup>1</sup></b>											
Union.....	99.6	100.0	100.5	101.8	102.4	103.0	102.7	103.9	104.4	0.5	2.0
Goods-producing.....	99.6	100.0	99.9	101.2	101.8	102.2	101.5	102.8	103.1	.3	1.3
Manufacturing.....	99.7	100.0	99.3	100.1	100.5	100.8	99.2	100.0	100.0	.0	-.5
Service-providing.....	99.6	100.0	101.0	102.2	102.9	103.6	103.7	104.7	105.4	.7	2.4
Nonunion.....	99.5	100.0	100.9	101.7	102.6	103.2	104.2	105.1	105.9	.8	3.2
Goods-producing.....	99.9	100.0	100.5	101.4	102.0	102.5	103.3	104.2	104.8	.6	2.7
Manufacturing.....	99.8	100.0	100.3	101.3	101.7	102.1	102.8	103.7	104.1	.4	2.4
Service-providing.....	99.4	100.0	101.0	101.8	102.7	103.4	104.4	105.3	106.2	.9	3.4
<b>Workers by region<sup>1</sup></b>											
Northeast.....	99.2	100.0	100.9	101.8	102.5	103.3	104.0	105.1	106.2	1.0	3.6
South.....	99.7	100.0	101.0	101.6	102.8	103.5	104.3	105.3	106.1	.8	3.2
Midwest.....	99.5	100.0	100.7	101.7	102.3	102.8	103.3	104.2	104.6	.4	2.2
West.....	99.7	100.0	100.6	101.8	102.5	103.0	104.2	104.9	105.7	.8	3.1
<b>WAGES AND SALARIES</b>											
<b>Workers by bargaining status<sup>1</sup></b>											
Union.....	99.5	100.0	100.3	101.2	101.7	102.3	102.8	103.7	104.4	.7	2.7
Goods-producing.....	99.2	100.0	100.5	101.6	101.9	102.3	102.7	103.6	104.3	.7	2.4
Manufacturing.....	99.0	100.0	100.6	101.2	101.4	101.7	102.0	102.5	102.9	.4	1.5
Service-providing.....	99.7	100.0	100.1	100.9	101.6	102.2	102.9	103.8	104.6	.8	3.0
Nonunion.....	99.5	100.0	100.8	101.8	102.7	103.3	104.5	105.3	106.2	.9	3.4
Goods-producing.....	99.6	100.0	100.7	101.9	102.4	103.0	104.2	105.0	105.8	.8	3.3
Manufacturing.....	99.8	100.0	100.7	101.8	102.0	102.5	103.6	104.2	104.9	.7	2.8
Service-providing.....	99.5	100.0	100.8	101.7	102.7	103.4	104.6	105.4	106.3	.9	3.5
<b>Workers by region<sup>1</sup></b>											
Northeast.....	99.2	100.0	100.8	101.7	102.5	103.1	104.0	105.0	106.1	1.0	3.5
South.....	99.7	100.0	101.0	101.6	102.9	103.6	104.6	105.6	106.5	.9	3.5
Midwest.....	99.4	100.0	100.4	101.4	102.0	102.6	103.6	104.4	105.0	.6	2.9
West.....	99.6	100.0	100.7	102.1	102.7	103.2	104.8	105.4	106.2	.8	3.4

<sup>1</sup> The indexes are calculated differently from those for the occupation and industry groups. For a detailed description of the index calculation, see the Monthly Labor Review Technical Note, "Estimation procedures for the Employment Cost Index," May 1982.

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, 2003–2007**

Series	Year				
	2003	2004	2005	2006	2007 <sup>1</sup>
<b>All retirement</b>					
<b>Percentage of workers with access</b>					
All workers.....	57	59	60	60	61
White-collar occupations <sup>2</sup> .....	67	69	70	69	-
Management, professional, and related.....	-	-	-	-	76
Sales and office.....	-	-	-	-	64
Blue-collar occupations <sup>2</sup> .....	59	59	60	62	-
Natural resources, construction, and maintenance.....	-	-	-	-	61
Production, transportation, and material moving.....	-	-	-	-	65
Service occupations.....	28	31	32	34	36
Full-time.....	67	68	69	69	70
Part-time.....	24	27	27	29	31
Union.....	86	84	88	84	84
Non-union.....	54	56	56	57	58
Average wage less than \$15 per hour.....	45	46	46	47	47
Average wage \$15 per hour or higher.....	76	77	78	77	76
Goods-producing industries.....	70	70	71	73	70
Service-providing industries.....	53	55	56	56	58
Establishments with 1-99 workers.....	42	44	44	44	45
Establishments with 100 or more workers.....	75	77	78	78	78
<b>Percentage of workers participating</b>					
All workers.....	49	50	50	51	51
White-collar occupations <sup>2</sup> .....	59	61	61	60	-
Management, professional, and related.....	-	-	-	-	69
Sales and office.....	-	-	-	-	54
Blue-collar occupations <sup>2</sup> .....	50	50	51	52	-
Natural resources, construction, and maintenance.....	-	-	-	-	51
Production, transportation, and material moving.....	-	-	-	-	54
Service occupations.....	21	22	22	24	25
Full-time.....	58	60	60	60	60
Part-time.....	18	20	19	21	23
Union.....	83	81	85	80	81
Non-union.....	45	47	46	47	47
Average wage less than \$15 per hour.....	35	36	35	36	36
Average wage \$15 per hour or higher.....	70	71	71	70	69
Goods-producing industries.....	63	63	64	64	61
Service-providing industries.....	45	47	47	47	48
Establishments with 1-99 workers.....	35	37	37	37	37
Establishments with 100 or more workers.....	65	67	67	67	66
<b>Take-up rate (all workers)<sup>3</sup>.....</b>	-	-	85	85	84
<b>Defined Benefit</b>					
<b>Percentage of workers with access</b>					
All workers.....	20	21	22	21	21
White-collar occupations <sup>2</sup> .....	23	24	25	23	-
Management, professional, and related.....	-	-	-	-	29
Sales and office.....	-	-	-	-	19
Blue-collar occupations <sup>2</sup> .....	24	26	26	25	-
Natural resources, construction, and maintenance.....	-	-	-	-	26
Production, transportation, and material moving.....	-	-	-	-	26
Service occupations.....	8	6	7	8	8
Full-time.....	24	25	25	24	24
Part-time.....	8	9	10	9	10
Union.....	74	70	73	70	69
Non-union.....	15	16	16	15	15
Average wage less than \$15 per hour.....	12	11	12	11	11
Average wage \$15 per hour or higher.....	34	35	35	34	33
Goods-producing industries.....	31	32	33	32	29
Service-providing industries.....	17	18	19	18	19
Establishments with 1-99 workers.....	9	9	10	9	9
Establishments with 100 or more workers.....	34	35	37	35	34

See footnotes at end of table.

**34. Continued—National Compensation Survey: Retirement benefits in private industry  
by access, participation, and selected series, 2003–2007**

Series	Year				
	2003	2004	2005	2006	2007 <sup>1</sup>
<b>Percentage of workers participating</b>					
All workers.....	20	21	21	20	20
White-collar occupations <sup>2</sup> .....	22	24	24	22	-
Management, professional, and related .....	-	-	-	-	28
Sales and office .....	-	-	-	-	17
Blue-collar occupations <sup>2</sup> .....	24	25	26	25	-
Natural resources, construction, and maintenance.....	-	-	-	-	25
Production, transportation, and material moving.....	-	-	-	-	25
Service occupations.....	7	6	7	7	7
Full-time.....	24	24	25	23	23
Part-time.....	8	9	9	8	9
Union.....	72	69	72	68	67
Non-union.....	15	15	15	14	15
Average wage less than \$15 per hour.....	11	11	11	10	10
Average wage \$15 per hour or higher.....	33	35	34	33	32
Goods-producing industries.....	31	31	32	31	28
Service-providing industries.....	16	18	18	17	18
Establishments with 1-99 workers.....	8	9	9	9	9
Establishments with 100 or more workers.....	33	34	36	33	32
<b>Take-up rate (all workers)<sup>3</sup>.....</b>	-	-	97	96	95
<b>Defined Contribution</b>					
<b>Percentage of workers with access</b>					
All workers.....	51	53	53	54	55
White-collar occupations <sup>2</sup> .....	62	64	64	65	-
Management, professional, and related .....	-	-	-	-	71
Sales and office .....	-	-	-	-	60
Blue-collar occupations <sup>2</sup> .....	49	49	50	53	-
Natural resources, construction, and maintenance.....	-	-	-	-	51
Production, transportation, and material moving.....	-	-	-	-	56
Service occupations.....	23	27	28	30	32
Full-time.....	60	62	62	63	64
Part-time.....	21	23	23	25	27
Union.....	45	48	49	50	49
Non-union.....	51	53	54	55	56
Average wage less than \$15 per hour.....	40	41	41	43	44
Average wage \$15 per hour or higher.....	67	68	69	69	69
Goods-producing industries.....	60	60	61	63	62
Service-providing industries.....	48	50	51	52	53
Establishments with 1-99 workers.....	38	40	40	41	42
Establishments with 100 or more workers.....	65	68	69	70	70
<b>Percentage of workers participating</b>					
All workers.....	40	42	42	43	43
White-collar occupations <sup>2</sup> .....	51	53	53	53	-
Management, professional, and related .....	-	-	-	-	60
Sales and office .....	-	-	-	-	47
Blue-collar occupations <sup>2</sup> .....	38	38	38	40	-
Natural resources, construction, and maintenance.....	-	-	-	-	40
Production, transportation, and material moving.....	-	-	-	-	41
Service occupations.....	16	18	18	20	20
Full-time.....	48	50	50	51	50
Part-time.....	14	14	14	16	18
Union.....	39	42	43	44	41
Non-union.....	40	42	41	43	43
Average wage less than \$15 per hour.....	29	30	29	31	30
Average wage \$15 per hour or higher.....	57	59	59	58	57
Goods-producing industries.....	49	49	50	51	49
Service-providing industries.....	37	40	39	40	41
Establishments with 1-99 workers.....	31	32	32	33	33
Establishments with 100 or more workers.....	51	53	53	54	53
<b>Take-up rate (all workers)<sup>3</sup>.....</b>	-	-	78	79	77

See footnotes at end of table.

**34. Continued—National Compensation Survey: Retirement benefits in private industry  
by access, participation, and selected series, 2003–2007**

Series	Year				
	2003	2004	2005	2006	2007 <sup>1</sup>
<b>Employee Contribution Requirement</b>					
Employee contribution required.....	-	-	61	61	65
Employee contribution not required.....	-	-	31	33	35
Not determinable.....	-	-	8	6	0
<b>Percent of establishments</b>					
Offering retirement plans.....	47	48	51	48	46
Offering defined benefit plans.....	10	10	11	10	10
Offering defined contribution plans.....	45	46	48	47	44

<sup>1</sup> The 2002 North American Industry Classification System (NAICS) replaced the 1987 Standard Industrial Classification (SIC) System. Estimates for goods-producing and service-providing (formerly service-producing) industries are considered comparable. Also introduced was the 2000 Standard Occupational Classification (SOC) to replace the 1990 Census of Population system. Only service occupations are considered comparable.

<sup>2</sup> The white-collar and blue-collar occupation series were discontinued effective 2007.

<sup>3</sup> 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, 2003-2007**

Series	Year				
	2003	2004	2005	2006	2007 <sup>1</sup>
<b>Medical insurance</b>					
<b>Percentage of workers with access</b>					
All workers.....	60	69	70	71	71
White-collar occupations <sup>2</sup> .....	65	76	77	77	-
Management, professional, and related .....	-	-	-	-	85
Sales and office.....	-	-	-	-	71
Blue-collar occupations <sup>2</sup> .....	64	76	77	77	-
Natural resources, construction, and maintenance.....	-	-	-	-	76
Production, transportation, and material moving.....	-	-	-	-	78
Service occupations.....	38	42	44	45	46
Full-time.....	73	84	85	85	85
Part-time.....	17	20	22	22	24
Union.....	67	89	92	89	88
Non-union.....	59	67	68	68	69
Average wage less than \$15 per hour.....	51	57	58	57	57
Average wage \$15 per hour or higher.....	74	86	87	88	87
Goods-producing industries.....	68	83	85	86	85
Service-providing industries.....	57	65	66	66	67
Establishments with 1-99 workers.....	49	58	59	59	59
Establishments with 100 or more workers.....	72	82	84	84	84
<b>Percentage of workers participating</b>					
All workers.....	45	53	53	52	52
White-collar occupations <sup>2</sup> .....	50	59	58	57	-
Management, professional, and related .....	-	-	-	-	67
Sales and office.....	-	-	-	-	48
Blue-collar occupations <sup>2</sup> .....	51	60	61	60	-
Natural resources, construction, and maintenance.....	-	-	-	-	61
Production, transportation, and material moving.....	-	-	-	-	60
Service occupations.....	22	24	27	27	28
Full-time.....	56	66	66	64	64
Part-time.....	9	11	12	13	12
Union.....	60	81	83	80	78
Non-union.....	44	50	49	49	49
Average wage less than \$15 per hour.....	35	40	39	38	37
Average wage \$15 per hour or higher.....	61	71	72	71	70
Goods-producing industries.....	57	69	70	70	68
Service-providing industries.....	42	48	48	47	47
Establishments with 1-99 workers.....	36	43	43	43	42
Establishments with 100 or more workers.....	55	64	65	63	62
<b>Take-up rate (all workers)<sup>3</sup>.....</b>	-	-	75	74	73
<b>Dental</b>					
<b>Percentage of workers with access</b>					
All workers.....	40	46	46	46	46
White-collar occupations <sup>2</sup> .....	47	53	54	53	-
Management, professional, and related .....	-	-	-	-	62
Sales and office.....	-	-	-	-	47
Blue-collar occupations <sup>2</sup> .....	40	47	47	46	-
Natural resources, construction, and maintenance.....	-	-	-	-	43
Production, transportation, and material moving.....	-	-	-	-	49
Service occupations.....	22	25	25	27	28
Full-time.....	49	56	56	55	56
Part-time.....	9	13	14	15	16
Union.....	57	73	73	69	68
Non-union.....	38	43	43	43	44
Average wage less than \$15 per hour.....	30	34	34	34	34
Average wage \$15 per hour or higher.....	55	63	62	62	61
Goods-producing industries.....	48	56	56	56	54
Service-providing industries.....	37	43	43	43	44
Establishments with 1-99 workers.....	27	31	31	31	30
Establishments with 100 or more workers.....	55	64	65	64	64

See footnotes at end of table.



**35. Continued—National Compensation Survey: Health insurance benefits in private industry by access, participation, and selected series, 2003-2007**

Series	Year				
	2003	2004	2005	2006	2007 <sup>1</sup>
<b>Percentage of workers participating</b>					
All workers.....	32	37	36	36	36
White-collar occupations <sup>2</sup> .....	37	43	42	41	-
Management, professional, and related .....	-	-	-	-	51
Sales and office.....	-	-	-	-	33
Blue-collar occupations <sup>2</sup> .....	33	40	39	38	-
Natural resources, construction, and maintenance.....	-	-	-	-	36
Production, transportation, and material moving.....	-	-	-	-	38
Service occupations.....	15	16	17	18	20
Full-time.....	40	46	45	44	44
Part-time.....	6	8	9	10	9
Union.....	51	68	67	63	62
Non-union.....	30	33	33	33	33
Average wage less than \$15 per hour.....	22	26	24	23	23
Average wage \$15 per hour or higher.....	47	53	52	52	51
Goods-producing industries.....	42	49	49	49	45
Service-providing industries.....	29	33	33	32	33
Establishments with 1-99 workers.....	21	24	24	24	24
Establishments with 100 or more workers.....	44	52	51	50	49
<b>Take-up rate (all workers)<sup>3</sup>.....</b>	-	-	78	78	77
<b>Vision care</b>					
Percentage of workers with access.....	25	29	29	29	29
Percentage of workers participating.....	19	22	22	22	22
<b>Outpatient Prescription drug coverage</b>					
Percentage of workers with access.....	-	-	64	67	68
Percentage of workers participating.....	-	-	48	49	49
<b>Percent of establishments offering healthcare benefits .....</b>	58	61	63	62	60
<b>Percentage of medical premium paid by Employer and Employee</b>					
Single coverage					
Employer share.....	82	82	82	82	81
Employee share.....	18	18	18	18	19
Family coverage					
Employer share.....	70	69	71	70	71
Employee share.....	30	31	29	30	29

<sup>1</sup> The 2002 North American Industry Classification System (NAICS) replaced the 1987 Standard Industrial Classification (SIC) System. Estimates for goods-producing and service-providing (formerly service-producing) industries are considered comparable. Also introduced was the 2000 Standard Occupational Classification (SOC) to replace the 1990 Census of Population system. Only service occupations are considered comparable.

<sup>2</sup> The white-collar and blue-collar occupation series were discontinued effective 2007.

<sup>3</sup> 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, 2003-2007**

Benefit	Year				
	2003	2004	2005	2006	2007
Life insurance.....	50	51	52	52	58
Short-term disability insurance.....	39	39	40	39	39
Long-term disability insurance.....	30	30	30	30	31
Long-term care insurance.....	11	11	11	12	12
Flexible work place.....	4	4	4	4	5
Section 125 cafeteria benefits					
Flexible benefits.....	-	-	17	17	17
Dependent care reimbursement account.....	-	-	29	30	31
Healthcare reimbursement account.....	-	-	31	32	33
Health Savings Account.....	-	-	5	6	8
Employee assistance program.....	-	-	40	40	42
Paid leave					
Holidays.....	79	77	77	76	77
Vacations.....	79	77	77	77	77
Sick leave.....	-	59	58	57	57
Personal leave.....	-	-	36	37	38
Family leave					
Paid family leave.....	-	-	7	8	8
Unpaid family leave.....	-	-	81	82	83
Employer assistance for child care.....	18	14	14	15	15
Nonproduction bonuses.....	49	47	47	46	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 average		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov. <sup>p</sup>
Number of stoppages:															
Beginning in period.....	22	20	1	0	0	1	2	3	0	2	1	1	5	3	1
In effect during period.....	24	23	5	3	2	2	3	4	0	2	1	1	6	3	2
Workers involved:															
Beginning in period (in thousands).....	99.6	70.1	1.9	.0	.0	2.8	7.8	5.5	.0	4.0	1.1	1.0	108.3	41.7	10.5
In effect during period (in thousands).....	102.2	191.0	20.6	16.3	3.7	4.6	9.6	12.0	.0	4.0	1.1	1.0	108.3	41.7	14.2
Days idle:															
Number (in thousands).....	1,736.1	2,687.5	349.2	326.0	58.8	73.4	142.8	101.1	.0	19.6	6.6	9.0	261.5	73.9	284.0
Percent of estimated working time <sup>1</sup> .....	.01	.01	.01	.01	0	0	0	0	0	0	0	0	.01	0	.01

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

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

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		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS</b>															
All items.....	195.3	201.6	201.5	201.8	202.416	203.499	205.352	206.686	207.949	208.352	208.299	207.917	208.490	208.936	210.177
All items (1967 = 100).....	585.0	603.9	603.6	604.5	606.348	609.594	615.145	619.140	622.921	624.129	623.970	622.827	624.543	625.879	629.598
Food and beverages.....	191.2	195.7	197.2	197.4	199.198	200.402	200.869	201.292	202.225	202.885	203.533	204.289	205.279	206.124	206.563
Food.....	190.7	195.2	196.8	197.0	198.812	200.000	200.403	200.820	201.791	202.441	203.121	203.885	204.941	205.796	206.277
Food at home.....	189.8	193.1	194.3	194.3	196.671	198.193	198.766	199.020	200.334	200.950	201.401	202.126	203.193	204.333	204.745
Cereals and bakery products.....	209.0	212.8	214.5	214.8	216.276	219.041	218.458	220.494	220.939	222.605	223.297	223.981	223.372	224.691	225.668
Meats, poultry, fish, and eggs.....	184.7	186.6	188.4	188.6	189.609	190.491	192.508	193.665	195.886	197.175	196.690	197.204	198.323	198.474	198.616
Dairy and related products <sup>1</sup> .....	182.4	181.4	180.6	181.0	183.453	183.779	185.724	185.821	187.266	191.435	197.899	201.739	203.541	205.319	205.959
Fruits and vegetables.....	241.4	252.9	256.8	257.2	262.949	268.565	263.910	261.967	264.710	258.337	254.616	252.845	259.100	263.648	268.407
Nonalcoholic beverages and beverage materials.....	144.4	147.4	148.9	148.5	151.127	151.716	153.894	151.799	152.869	153.104	153.384	154.791	155.007	155.545	154.299
Other foods at home.....	167.0	169.6	169.2	168.7	170.878	171.483	171.819	172.633	172.657	173.790	174.400	174.686	174.201	174.695	173.963
Sugar and sweets.....	165.2	171.5	172.7	172.4	175.151	174.300	174.633	175.932	175.453	176.665	178.235	178.256	178.172	177.236	178.600
Fats and oils.....	167.7	168.0	168.1	166.7	170.152	171.667	170.851	169.817	171.495	171.581	173.691	174.251	174.105	176.050	175.327
Other foods.....	182.5	185.0	184.0	183.5	185.499	186.358	186.962	188.103	187.921	189.353	189.518	189.781	189.076	189.695	188.340
Other miscellaneous foods <sup>1,2</sup> .....	111.3	113.9	113.8	115.1	114.655	114.939	114.331	115.310	114.692	116.101	115.017	116.072	114.628	114.850	115.396
Food away from home <sup>1</sup> .....	193.4	199.4	201.6	202.2	203.171	203.909	204.082	204.725	205.233	205.934	206.931	207.756	208.805	209.275	209.854
Other food away from home <sup>1,2</sup> .....	131.3	136.6	138.6	139.1	140.919	141.626	141.366	143.155	143.160	143.157	144.785	145.376	146.752	146.074	146.628
Alcoholic beverages.....	195.9	200.7	201.6	201.1	202.968	204.385	205.663	206.166	206.599	207.383	207.624	208.264	208.408	209.126	209.018
Housing.....	195.7	203.2	204.5	204.8	206.057	207.177	208.080	208.541	208.902	210.649	211.286	211.098	210.865	210.701	210.745
Shelter.....	224.4	232.1	234.9	235.1	236.504	237.972	238.980	239.735	239.877	240.980	242.067	242.238	241.990	242.405	242.207
Rent of primary residence.....	217.3	225.1	228.9	230.0	230.806	231.739	232.495	232.980	233.549	234.071	234.732	235.311	236.058	237.135	238.169
Lodging away from home.....	130.3	136.0	130.7	127.7	133.633	139.160	142.247	144.832	144.112	148.622	153.016	150.236	144.480	143.172	136.703
Owners' equivalent rent of primary residence <sup>3</sup> .....	230.2	238.2	242.1	242.8	243.345	244.020	244.602	244.993	245.236	245.690	246.149	246.815	247.487	248.075	248.876
Tenants' and household insurance <sup>1,2</sup> .....	117.6	116.5	118.3	117.1	117.417	117.320	117.333	117.559	116.386	117.106	116.577	116.926	117.483	116.640	116.997
Fuels and utilities.....	179.0	194.7	190.6	192.6	194.378	194.890	196.414	196.393	198.574	206.199	206.140	204.334	204.264	200.836	202.161
Fuels.....	161.6	177.1	172.1	174.2	175.718	176.092	177.635	177.515	179.798	188.400	187.624	185.453	185.306	181.509	182.725
Fuel oil and other fuels.....	208.6	234.9	227.2	233.2	227.930	231.800	236.863	240.090	241.473	241.589	245.680	246.542	252.580	261.745	291.845
Gas (piped) and electricity.....	166.5	182.1	177.0	179.0	181.064	181.232	182.624	182.283	184.737	193.911	193.184	190.710	190.158	185.337	184.753
Household furnishings and operations.....	126.1	127.0	127.2	127.0	127.093	127.495	127.655	127.423	127.309	127.361	126.894	126.520	126.193	126.233	126.252
Apparel.....	119.5	119.5	121.7	118.6	115.988	119.017	122.582	122.934	121.452	117.225	113.500	114.439	119.535	121.846	121.204
Men's and boys' apparel.....	116.1	114.1	115.6	113.2	110.327	111.233	113.685	115.190	114.342	110.869	109.568	109.032	112.380	114.953	114.807
Women's and girls' apparel.....	110.8	110.7	113.9	110.2	105.891	110.871	116.911	117.118	114.444	107.826	101.291	103.237	110.973	113.402	112.166
Infants' and toddlers' apparel <sup>1</sup> .....	116.7	116.5	117.6	114.1	112.444	115.416	117.996	115.489	113.632	111.546	108.759	110.221	113.611	117.149	117.339
Footwear.....	122.6	123.5	124.5	123.0	120.915	121.930	123.505	123.672	123.041	120.602	119.375	120.329	123.183	124.675	125.005
Transportation.....	173.9	180.9	173.9	175.4	174.463	174.799	180.346	185.231	189.961	189.064	187.690	184.480	184.532	184.952	190.677
Private transportation.....	170.2	177.0	170.0	171.8	170.562	170.775	176.468	181.478	186.376	185.175	183.619	180.408	180.586	180.919	186.839
New and used motor vehicles <sup>2</sup> .....	95.6	95.6	94.9	94.8	94.840	94.591	94.493	94.307	93.981	93.842	93.961	94.121	93.985	94.201	94.562
New vehicles.....	137.9	137.6	136.8	137.1	137.603	137.340	137.228	136.963	136.295	135.820	135.415	135.204	134.927	135.344	136.250
Used cars and trucks <sup>1</sup> .....	139.4	140.0	137.3	136.2	135.257	134.597	134.382	134.363	134.481	135.067	136.024	137.138	137.142	136.950	136.616
Motor fuel.....	195.7	221.0	191.4	199.3	193.900	195.377	220.515	242.944	265.781	260.655	252.909	238.194	239.104	239.048	262.282
Gasoline (all types).....	194.7	219.9	190.3	198.1	192.806	194.282	219.473	241.897	264.830	259.686	251.883	237.108	237.993	237.819	260.943
Motor vehicle parts and equipment.....	111.9	117.3	119.5	119.5	119.759	120.196	120.885	120.714	120.990	120.885	121.514	121.730	122.292	123.017	123.487
Motor vehicle maintenance and repair.....	206.9	215.6	218.5	218.8	219.262	220.530	221.160	221.508	221.999	222.553	223.487	224.019	224.302	224.939	225.672
Public transportation.....	217.3	226.6	220.4	217.8	221.403	224.061	225.893	227.567	228.251	233.389	235.767	233.112	230.694	232.725	233.758
Medical care.....	323.2	336.2	340.1	340.1	343.510	346.457	347.172	348.225	349.087	349.510	351.643	352.961	353.723	355.653	357.041
Medical care commodities.....	276.0	285.9	286.6	285.9	288.088	287.703	286.940	288.349	288.661	288.508	290.257	291.164	291.340	292.161	293.201
Medical care services.....	336.7	350.6	355.6	356.0	359.757	363.908	365.164	366.070	367.127	367.758	370.008	371.461	372.432	374.750	376.250
Professional services.....	281.7	289.3	291.9	292.4	295.219	298.393	298.990	299.248	299.700	300.052	301.131	302.259	302.410	303.532	303.780
Hospital and related services.....	439.9	468.1	477.7	477.2	482.258	487.881	490.104	492.110	494.122	494.916	499.400	501.026	504.206	510.006	515.359
Recreation <sup>2</sup> .....	109.4	110.9	111.2	110.8	111.012	111.174	111.244	111.481	111.659	111.563	111.347	111.139	111.400	111.753	111.842
Video and audio <sup>1,2</sup> .....	104.2	104.6	103.7	102.8	102.784	103.144	102.886	103.181	103.560	103.416	102.779	102.311	102.759	103.157	102.719
Education and communication <sup>2</sup> .....	113.7	116.8	118.1	118.0	117.815	117.971	118.231	118.301	118.787	118.734	119.025	120.311	121.273	121.557	121.409
Education <sup>2</sup> .....	152.7	162.1	167.4	167.6	167.624	167.927	168.114	168.152	168.403	168.601	169.490	172.873	175.486	176.339	176.717
Educational books and supplies.....	365.6	388.9	398.5	399.5	405.668	407.809	413.665	414.217	414.694	415.635	418.394	427.425	430.114	431.432	431.606
Tuition, other school fees, and child care.....	440.9	468.1	483.7	484.0	483.708	484.459	484.532	484.601	485.337	485.868	488.382	498.071	505.924	508.449	509.605
Communication <sup>1,2</sup> .....	84.7	84.1	83.3	83.1	82.778	82.845	83.122	83.203	83.772	83.594	83.553	83.655	83.690	83.659	83.250
Information and information processing <sup>1,2</sup> .....	82.6	81.7	80.8	80.6	80.246	80.311	80.601	80.683	81.151	80.880	80.840	80.944	80.976	80.946	80.519
Telephone services <sup>1,2</sup> .....	94.9	95.8	96.5	96.8	96.898	97.096	97.514	97.617	98.491	98.485	98.570	98.813	98.882	99.031	98.775
Information and information processing other															

**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		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Miscellaneous personal services.....	303.0	313.6	318.2	318.7	320.047	320.725	321.299	323.321	324.661	325.259	324.579	325.566	327.783	328.056	328.610
Commodity and service group:															
Commodities.....	160.2	164.0	161.8	162.1	161.978	162.890	165.710	167.777	169.767	168.921	167.938	166.955	167.952	168.664	171.043
Food and beverages.....	191.2	195.7	197.2	197.4	199.198	200.402	200.869	201.292	202.225	202.885	203.533	204.289	205.279	206.124	206.563
Commodities less food and beverages.....	142.5	145.9	142.1	142.5	141.529	142.290	146.037	148.749	151.136	149.669	148.016	146.317	147.289	147.924	151.067
Nondurables less food and beverages.....	168.4	176.7	169.7	170.9	168.788	170.479	178.548	184.555	190.075	187.249	183.947	180.480	182.902	184.091	190.560
Apparel.....	119.5	119.5	121.7	118.6	115.988	119.017	122.582	122.934	121.452	117.225	113.500	114.439	119.535	121.846	121.204
Nondurables less food, beverages, and apparel.....	202.6	216.3	203.5	207.3	205.498	206.395	217.451	227.113	237.116	235.097	231.983	225.694	226.509	227.026	238.067
Durables.....	115.3	114.5	113.5	113.3	113.263	113.210	113.163	112.989	112.637	112.375	112.177	112.036	111.746	111.889	112.103
Services.....	230.1	238.9	240.9	241.2	242.540	243.793	244.671	245.265	245.793	247.450	248.331	248.555	248.700	248.878	248.974
Rent of shelter <sup>3</sup> .....	233.7	241.9	244.7	245.0	246.476	248.024	249.087	249.877	250.055	251.200	252.358	252.530	252.272	252.713	252.495
Transportation services.....	225.7	230.8	231.5	230.8	231.367	232.077	232.200	232.217	231.777	233.202	234.632	234.563	234.322	235.458	236.449
Other services.....	268.4	277.5	281.1	280.9	281.282	281.864	282.431	283.271	284.541	284.656	284.859	286.492	288.469	289.307	289.592
Special indexes:															
All items less food.....	196.0	202.7	202.3	202.6	203.035	204.101	206.195	207.680	208.991	209.353	209.179	208.607	209.100	209.478	210.846
All items less shelter.....	186.1	191.9	190.7	191.1	191.328	192.272	194.482	196.062	197.783	197.913	197.408	196.803	197.708	198.171	199.998
All items less medical care.....	188.7	194.7	194.5	194.8	195.295	196.298	198.179	199.512	200.779	201.178	201.042	200.598	201.159	201.544	202.770
Commodities less food.....	144.5	148.0	144.3	144.7	143.775	144.558	148.240	150.894	153.228	151.825	150.225	148.591	149.541	150.180	153.234
Nondurables less food.....	170.1	178.2	171.7	172.7	170.878	172.552	180.197	185.861	191.064	188.463	185.382	182.170	184.450	185.610	191.668
Nondurables less food and apparel.....	201.2	213.9	202.5	205.8	204.403	205.347	215.400	224.126	233.150	231.414	228.641	223.057	223.802	224.338	234.241
Nondurables.....	180.2	186.7	183.8	184.5	184.284	185.751	190.212	193.570	196.916	195.749	194.326	192.869	194.616	195.646	199.253
Services less rent of shelter <sup>3</sup> .....	243.2	253.3	254.6	254.9	256.164	257.147	257.864	258.261	259.262	261.677	262.284	262.588	263.243	263.109	263.599
Services less medical care services.....	221.2	229.6	231.5	231.7	232.892	233.963	234.809	235.378	235.870	237.565	238.357	238.507	238.604	238.657	238.671
Energy.....	177.1	196.9	180.4	185.2	183.567	184.451	196.929	207.265	219.071	221.088	217.274	209.294	209.637	207.588	219.009
All items less energy.....	198.7	203.7	205.3	205.1	205.993	207.106	207.850	208.243	208.400	208.636	208.980	209.399	210.000	210.714	210.888
All items less food and energy.....	200.9	205.9	207.6	207.3	208.009	209.112	209.923	210.311	210.316	210.474	210.756	211.111	211.628	212.318	212.435
Commodities less food and energy.....	140.3	140.6	140.6	139.9	139.628	140.305	141.056	140.995	140.518	139.589	138.757	138.895	139.828	140.501	140.547
Energy commodities.....	197.4	223.0	194.6	202.4	196.983	198.617	222.620	243.957	265.562	260.739	253.696	239.885	241.120	241.642	265.420
Services less energy.....	236.6	244.7	247.5	247.5	248.836	250.199	251.026	251.714	252.050	252.955	253.998	254.491	254.706	255.385	255.549
<b>CONSUMER PRICE INDEX FOR URBAN</b>															
<b>WAGE EARNERS AND CLERICAL WORKERS</b>															
All items.....	191.0	197.1	196.8	197.2	197.559	198.544	200.612	202.130	203.661	203.906	203.700	203.199	203.889	204.338	205.891
All items (1967 = 100).....	568.9	587.2	586.1	587.3	588.467	591.403	597.561	602.083	606.643	607.374	606.759	605.267	607.324	608.662	613.287
Food and beverages.....	190.5	194.9	196.5	197.5	198.280	199.540	200.056	200.488	201.478	202.185	202.823	203.610	204.584	205.428	205.763
Food.....	190.1	194.4	196.0	196.1	197.886	199.111	199.589	200.009	201.043	201.722	202.409	203.207	204.241	205.082	205.451
Food at home.....	188.9	192.2	193.4	193.2	195.531	197.044	197.735	197.989	199.355	200.059	200.569	201.321	202.351	203.442	203.741
Cereals and bakery products.....	208.9	213.1	214.9	215.2	216.416	219.191	218.799	220.926	221.259	223.009	223.663	224.220	223.895	224.897	225.941
Meats, poultry, fish, and eggs.....	184.7	186.1	188.0	188.0	189.119	189.996	192.013	193.089	195.331	196.660	196.323	196.844	197.980	198.146	198.325
Dairy and related products <sup>1</sup> .....	182.2	180.9	179.9	180.3	182.711	183.185	185.095	185.326	186.948	191.235	198.027	201.598	203.464	205.100	205.850
Fruits and vegetables.....	238.9	251.0	255.1	254.7	260.176	266.159	261.627	260.068	262.669	256.565	252.703	251.575	257.223	261.774	265.736
Nonalcoholic beverages and beverage materials.....	143.7	146.7	148.3	147.8	150.620	150.968	153.329	150.995	152.173	152.501	152.829	154.152	154.501	154.873	153.610
Other foods at home.....	166.5	169.1	168.7	168.1	170.242	170.861	171.183	171.898	172.024	173.049	173.727	173.997	173.463	174.215	173.393
Sugar and sweets.....	164.3	170.5	171.3	171.3	173.929	173.081	173.248	174.459	174.084	175.073	176.736	176.664	176.458	176.248	176.845
Fats and oils.....	167.8	168.7	168.9	167.3	170.559	172.380	172.005	170.574	172.401	172.222	174.109	174.872	175.039	176.683	176.101
Other foods.....	182.8	185.2	184.3	183.7	185.681	186.473	187.026	188.165	188.049	189.456	189.667	189.941	189.110	189.897	188.657
Other miscellaneous foods <sup>1,2</sup> .....	111.8	114.2	114.1	115.3	114.759	115.151	114.402	115.432	115.035	116.366	115.355	116.348	114.584	115.378	115.803
Food away from home <sup>1</sup> .....	193.3	199.1	201.4	202.0	202.905	203.689	203.838	204.519	205.046	205.691	206.657	207.533	208.578	209.037	209.518
Other food away from home <sup>1,2</sup> .....	131.1	136.2	138.3	138.7	140.499	141.274	141.119	142.991	143.031	143.018	144.439	144.938	145.783	144.764	145.233
Alcoholic beverages.....	195.8	200.6	201.9	201.1	202.821	204.616	205.729	206.342	206.636	207.767	207.607	208.253	208.286	209.176	208.958
Housing.....	191.2	198.5	199.9	200.5	201.509	202.370	203.203	203.588	204.033	205.711	206.183	206.054	206.050	205.912	206.288
Shelter.....	217.5	224.8	227.8	228.3	229.359	230.472	231.315	231.957	232.181	233.040	233.848	234.169	234.275	234.816	235.069
Rent of primary residence.....	216.5	224.2	228.0	229.1	229.921	230.860	231.634	232.126	232.690	233.188	233.855	234.457	235.175	236.259	237.288
Lodging away from home <sup>2</sup> .....	130.0	135.3	129.3	127.1	132.607	138.083	141.335	144.370	143.880	148.948	153.107	149.919	143.727	142.666	136.244
Owners' equivalent rent of primary residence <sup>3</sup> .....	208.8	216.0	219.5	220.1	220.602	221.185	221.704	222.062	222.264	222.671	223.093	223.693	224.321	224.811	225.548
Tenants' and household insurance <sup>1,2</sup> .....	117.9	116.8	118.6	117.4	117.748	117.622	117.653	117.945	118.828	117.503	116.912	117.287	117.142	116.982	117.370
Fuels and utilities.....	177.9	193.1	188.9	190.9	192.895	193.300	194.963	194.974	197.052	204.396	204.272	202.397	202.304	198.796	200.151
Fuels.....	159.7	174.4	169.4	171.5	173.352	173.654	175.303	175.223	177.372	185.178	184.725	182.518	182.357	178.539	179.777
Fuel oil and other fuels.....	208.1	234.0	226.3	232.2	226.971	231.136	236.103	239.516	241.052	241.249	245.633	246.382	252.684	261.972	292.098
Gas (piped) and electricity.....	165.4	180.2	175.1	177.1	179.457	179.550	181.092	180.803	183.103	191.771	191.010	188.511	187.963	183.172	182.781
Household furnishings and operations.....	121.8	122.6	122.8	122.6	122.623	122.962	123.134	122.881	122.786	122.826	122.550	122.19			



**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		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
New vehicles.....	138.9	138.6	137.9	138.2	138.722	138.451	138.315	138.077	137.535	137.060	136.663	136.414	136.129	136.509	137.372
Used cars and trucks <sup>1</sup> .....	140.3	140.8	138.1	137.0	136.063	135.411	135.203	135.192	135.320	135.917	136.880	137.999	137.996	137.798	137.457
Motor fuel.....	196.3	221.6	192.0	199.8	194.278	195.934	221.011	243.574	266.737	261.679	253.893	239.097	240.271	240.040	263.248
Gasoline (all types).....	195.4	220.7	191.0	198.8	193.262	194.923	220.052	242.613	265.874	260.799	252.957	238.100	239.252	238.906	262.013
Motor vehicle parts and equipment.....	111.5	116.9	119.2	119.2	119.464	119.897	120.170	120.367	120.709	120.666	121.350	121.584	122.144	122.830	123.302
Motor vehicle maintenance and repair.....	209.3	218.1	221.1	221.4	221.769	223.054	223.683	224.086	224.623	225.172	226.090	226.636	226.881	227.472	228.267
Public transportation.....	215.5	225.0	219.7	217.4	220.809	223.338	224.973	226.521	227.024	231.549	233.390	231.082	229.148	231.182	231.999
Medical care.....	322.8	335.7	339.8	340.0	343.138	346.191	346.946	348.109	348.801	349.145	351.346	352.704	353.571	355.719	357.165
Medical care commodities.....	269.2	279.0	279.7	279.1	281.098	280.597	279.762	281.216	281.502	280.862	282.662	283.379	283.712	284.517	285.475
Medical care services.....	337.3	351.1	356.3	356.7	360.251	364.519	365.827	366.870	367.696	368.384	370.696	372.261	373.306	375.899	377.498
Professional services.....	284.3	291.7	294.2	294.7	297.335	300.720	301.339	301.599	301.979	302.346	303.481	304.677	304.841	306.072	306.300
Hospital and related services.....	436.1	463.6	473.9	473.0	477.603	482.895	485.074	487.336	488.523	489.292	493.563	495.191	498.532	505.077	510.836
Recreation <sup>2</sup> .....	106.8	108.2	108.5	108.1	108.281	108.484	108.461	108.680	108.905	108.681	108.403	108.179	108.495	108.793	108.805
Video and audio <sup>1,2</sup> .....	103.4	103.9	103.3	102.4	102.334	102.653	102.363	102.690	103.137	103.001	102.358	101.923	102.427	102.833	102.465
Education and communication <sup>2</sup> .....	111.4	113.9	114.9	114.8	114.703	114.870	115.161	115.280	115.830	115.746	115.980	116.981	117.707	117.891	117.686
Education <sup>2</sup> .....	151.0	160.3	165.4	165.5	165.789	166.144	166.341	166.441	166.667	166.758	167.527	170.635	173.061	173.700	174.016
Educational books and supplies.....	367.1	390.7	401.0	402.0	409.068	411.130	417.027	417.583	417.791	418.705	421.529	431.089	433.670	434.800	434.979
Tuition, other school fees, and child care... Communication <sup>1,2</sup> .....	427.1	453.3	468.0	468.3	468.417	469.284	469.224	469.472	470.148	470.329	472.395	480.960	488.199	490.061	491.022
Information and information processing <sup>1,2</sup> .....	86.4	86.0	85.4	85.2	85.030	85.112	85.408	85.523	86.140	85.999	86.015	86.148	86.184	86.182	85.807
Telephone services <sup>1,2</sup> .....	84.9	84.3	83.7	83.5	83.256	83.337	83.645	83.760	84.304	84.095	84.111	84.248	84.283	84.282	83.894
Information and information processing other than telephone services <sup>1,4</sup> .....	95.0	95.9	96.7	96.9	97.045	97.233	97.625	97.738	98.610	98.603	98.721	98.964	99.024	99.149	98.874
Personal computers and peripheral equipment <sup>1,2</sup> .....	14.2	13.0	11.9	11.6	11.321	11.272	11.292	11.322	11.243	11.062	11.001	10.965	10.958	10.877	10.710
Other goods and services.....	12.6	10.7	10.2	10.2	10.081	9.997	10.040	10.036	9.843	9.583	9.495	9.421	9.348	9.229	8.866
Tobacco and smoking products.....	322.2	330.9	332.9	335.7	339.084	340.917	341.719	342.057	343.096	343.939	344.221	344.214	345.800	346.742	347.427
Personal care <sup>1</sup> .....	504.2	521.6	521.1	528.6	544.568	550.097	551.161	548.812	550.888	553.538	555.366	556.517	561.092	562.134	563.435
Personal care products <sup>1</sup> .....	184.0	188.3	190.0	191.1	191.311	191.922	192.411	193.075	193.595	193.858	193.792	193.598	194.160	194.769	195.122
Personal care services <sup>1</sup> .....	154.5	155.7	156.0	158.6	157.505	157.992	158.528	158.578	158.566	158.739	158.445	157.813	157.654	158.408	158.579
Miscellaneous personal services.....	204.2	209.8	212.5	212.7	214.254	214.773	215.318	215.658	216.489	216.174	217.040	217.354	217.822	218.149	218.897
Commodity and service group:	303.4	314.1	318.5	318.7	319.885	321.269	322.090	324.252	325.617	326.572	326.135	327.235	329.329	329.706	330.258
Commodities.....	161.4	165.7	163.1	163.5	163.212	164.171	167.350	169.746	172.126	171.216	170.252	169.122	170.141	170.865	173.489
Food and beverages.....	190.5	194.9	196.5	196.5	198.280	199.540	200.056	200.488	201.478	202.185	202.823	203.610	204.584	205.428	205.763
Commodities less food and beverages.....	144.7	148.7	144.4	145.0	143.764	144.567	148.836	152.034	154.964	153.367	151.724	149.781	150.795	151.448	155.011
Nondurables less food and beverages.....	173.2	182.6	174.6	176.1	173.542	175.371	184.604	191.650	198.237	195.053	191.603	187.515	189.981	191.230	198.661
Apparel.....	119.1	119.1	121.8	118.6	115.315	118.211	122.021	122.475	120.931	116.389	113.157	114.146	118.986	121.536	120.920
Nondurables less food, beverages, and apparel.....	210.6	226.1	211.2	215.7	213.546	214.738	227.564	238.898	250.737	248.347	244.695	237.329	238.345	238.798	251.442
Durables.....	115.1	114.6	113.6	113.3	113.270	113.178	113.107	112.945	112.686	112.485	112.425	112.362	112.114	112.241	112.413
Services.....	225.7	234.1	236.2	236.6	237.761	238.783	239.586	240.106	240.672	242.241	242.901	243.118	243.436	243.572	243.906
Rent of shelter <sup>3</sup> .....	209.5	216.6	219.5	220.0	221.062	222.150	222.970	223.590	223.833	224.655	225.455	225.760	225.867	226.393	226.636
Transportation services.....	225.9	230.6	231.9	231.4	231.783	232.362	232.332	232.218	231.542	232.623	233.737	233.831	233.868	234.848	235.874
Other services.....	260.0	268.2	271.2	270.9	271.323	271.921	272.474	273.342	274.697	274.670	274.766	276.015	277.702	278.404	278.513
Special indexes:															
All items less food.....	191.0	197.5	196.7	197.2	197.317	198.258	200.616	202.335	203.955	204.121	203.750	203.011	203.638	204.015	205.783
All items less shelter.....	183.4	189.2	187.6	188.0	188.108	189.058	191.591	193.443	195.463	195.489	194.913	194.109	195.018	195.440	197.479
All items less medical care.....	185.4	191.3	190.8	191.2	191.475	192.389	194.481	195.998	197.543	197.783	197.504	196.949	197.629	198.022	199.565
Commodities less food.....	146.5	150.6	146.4	147.0	145.822	146.653	150.856	153.999	156.872	155.339	153.730	151.846	152.837	153.499	156.977
Nondurables less food.....	174.6	183.8	176.3	177.7	175.341	177.171	185.979	192.687	198.945	195.988	192.714	188.873	191.210	192.442	199.471
Nondurables less food and apparel.....	208.4	223.0	209.5	213.5	211.702	212.940	224.712	235.083	245.886	243.806	240.471	233.817	234.745	235.233	246.726
Nondurables.....	182.5	189.5	186.1	186.9	186.434	187.995	193.028	196.887	200.781	199.476	198.000	196.266	198.017	199.075	203.081
Services less rent of shelter <sup>3</sup> .....	215.9	224.7	225.5	225.8	226.994	227.801	228.479	228.811	229.694	231.965	232.367	232.450	232.982	232.628	233.029
Services less medical care services.....	217.2	225.3	227.1	227.6	228.608	229.453	230.221	230.708	231.253	232.848	233.415	233.562	233.839	233.850	234.115
Energy.....	177.2	196.8	179.8	184.7	182.878	183.842	196.940	207.932	220.348	221.832	217.795	209.441	209.933	207.885	219.861
All items less energy.....	193.5	198.0	199.7	199.6	200.245	201.238	201.948	202.300	202.489	202.582	202.849	203.319	204.037	204.797	205.066
All items less food and energy.....	194.6	199.2	200.9	200.7	201.110	202.056	202.816	203.154	203.163	203.132	203.310	203.710	204.363	205.107	205.355
Commodities less food and energy.....	140.6	141.1	141.1	140.4	139.999	140.680	141.482	141.450	141.011	140.019	139.352	139.557	140.491	141.236	141.254
Energy commodities.....	197.7	223.0	194.4	202.1	196.605	198.398	222.509	244.148	266.260	261.460	260.282	240.247	241.692	241.955	265.598
Services less energy.....	232.3	239.9	242.8	243.0	244.080	245.211	245.923	246.539	246.894	247.606	248.434	248.977	249.398	250.127	250.546

<sup>1</sup> Not seasonally adjusted.

<sup>2</sup> Indexes on a December 1997 = 100 base.

<sup>3</sup> Indexes on a December 1982 = 100 base.

<sup>4</sup> Indexes on a December 1988 = 100 base.

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

[1982-84 = 100, unless otherwise indicated]

	Pricing schedule <sup>1</sup>	All Urban Consumers						Urban Wage Earners					
		2007						2007					
		June	July	Aug.	Sept.	Oct.	Nov.	June	July	Aug.	Sept.	Oct.	Nov.
U.S. city average.....	M	208.352	208.299	207.917	208.490	208.936	210.177	203.906	203.700	203.199	203.889	204.338	205.891
<b>Region and area size<sup>2</sup></b>													
Northeast urban.....	M	221.579	221.945	221.559	221.436	221.951	223.356	217.794	217.879	217.379	217.486	218.151	219.871
Size A—More than 1,500,000.....	M	224.036	224.229	224.246	224.274	224.636	225.766	218.624	218.523	218.445	218.791	219.275	220.710
Size B/C—50,000 to 1,500,000 <sup>3</sup> .....	M	130.893	131.391	130.519	130.206	130.761	132.049	131.234	131.521	130.684	130.447	131.080	132.485
Midwest urban <sup>4</sup> .....	M	199.263	198.989	198.551	199.714	199.455	200.762	194.538	194.219	193.663	194.828	194.384	196.056
Size A—More than 1,500,000.....	M	200.666	200.369	199.823	201.171	200.927	202.012	195.105	194.725	194.084	195.306	194.843	196.343
Size B/C—50,000 to 1,500,000 <sup>3</sup> .....	M	127.372	127.111	126.886	127.504	127.349	128.392	126.995	126.738	126.435	127.139	126.879	128.129
Size D—Nonmetropolitan (less than 50,000).....	M	194.442	194.815	194.716	195.483	195.054	196.569	192.455	192.804	192.437	193.586	193.074	194.907
South urban.....	M	201.675	201.571	201.041	201.697	202.155	203.437	198.838	198.673	198.063	198.873	199.319	200.849
Size A—More than 1,500,000.....	M	204.152	203.953	203.579	204.302	204.779	205.698	202.215	201.867	201.384	202.354	202.906	203.991
Size B/C—50,000 to 1,500,000 <sup>3</sup> .....	M	128.265	128.226	127.833	128.263	128.600	129.556	126.930	126.878	126.445	126.953	127.265	128.407
Size D—Nonmetropolitan (less than 50,000).....	M	201.445	201.576	200.771	200.898	200.712	202.550	201.709	201.809	201.006	201.250	200.942	202.913
West urban.....	M	212.680	212.542	212.406	212.920	213.917	214.904	207.311	206.927	206.624	207.164	208.304	209.629
Size A—More than 1,500,000.....	M	215.901	215.855	215.825	216.429	217.314	218.196	208.726	208.388	208.225	208.921	210.025	211.268
Size B/C—50,000 to 1,500,000 <sup>3</sup> .....	M	129.262	129.067	128.939	129.064	129.866	130.581	129.097	128.840	128.546	128.642	129.419	130.356
Size classes:													
A <sup>5</sup> .....	M	190.637	190.571	190.382	190.962	191.324	192.224	188.909	188.642	188.338	189.072	189.471	190.680
B/C <sup>3</sup> .....	M	128.628	128.601	128.216	128.506	128.869	129.848	127.942	127.866	127.419	127.759	128.103	129.268
D.....	M	200.800	200.893	200.311	200.903	200.941	202.525	199.237	199.207	198.559	199.289	199.275	201.016
<b>Selected local areas<sup>6</sup></b>													
Chicago—Gary—Kenosha, IL—IN—WI.....	M	206.092	205.561	205.813	206.454	206.696	207.821	199.279	198.700	198.630	199.419	199.558	200.887
Los Angeles—Riverside—Orange County, CA.....	M	217.273	217.454	217.330	217.697	218.696	219.943	209.614	209.444	209.240	209.849	211.259	212.844
New York, NY—Northern NJ—Long Island, NY—NJ—CT—PA.....	M	228.258	228.628	228.326	228.308	228.552	229.504	222.322	222.237	221.905	222.174	222.624	223.716
Boston—Brockton—Nashua, MA—NH—ME—CT.....	1	-	226.929	-	227.850	-	230.689	-	226.465	-	227.429	-	230.440
Cleveland—Akron, OH.....	1	-	197.010	-	197.000	-	197.726	-	187.344	-	187.784	-	188.488
Dallas—Ft. Worth, TX.....	1	-	194.286	-	194.847	-	196.465	-	196.198	-	197.027	-	198.521
Washington—Baltimore, DC—MD—VA—WV <sup>7</sup> .....	1	-	134.442	-	134.678	-	135.151	-	133.766	-	134.277	-	134.844
Atlanta, GA.....	2	202.200	-	201.258	-	201.938	-	200.943	-	200.162	-	200.714	-
Detroit—Ann Arbor—Flint, MI.....	2	201.585	-	199.679	-	201.786	-	196.701	-	194.798	-	196.237	-
Houston—Galveston—Brazoria, TX.....	2	184.529	-	183.740	-	184.922	-	183.380	-	182.425	-	183.426	-
Miami—Ft. Lauderdale, FL.....	2	212.820	-	213.127	-	215.159	-	210.938	-	211.041	-	213.454	-
Philadelphia—Wilmington—Atlantic City, PA—NJ—DE—MD.....	2	217.255	-	218.692	-	218.929	-	216.511	-	217.331	-	218.061	-
San Francisco—Oakland—San Jose, CA.....	2	216.123	-	216.240	-	217.949	-	211.422	-	211.620	-	213.133	-
Seattle—Tacoma—Bremerton, WA.....	2	215.510	-	215.978	-	218.427	-	210.550	-	210.220	-	213.107	-

<sup>1</sup> Foods, fuels, and several other items priced every month in all areas; most other goods and services priced as indicated:

M—Every month.

1—January, March, May, July, September, and November.

2—February, April, June, August, October, and December.

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

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

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

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

<sup>6</sup> In addition, the following metropolitan areas are published semiannually and appear in tables 34 and 39 of the January and July issues of the *CPI Detailed*

*Report:* Anchorage, AK; Cincinnati, OH—KY—IN; Kansas City, MO—KS; Milwaukee—Racine, WI; Minneapolis—St. Paul, MN—WI; Pittsburgh, PA; Portland—Salem, OR—WA; St. Louis, MO—IL; San Diego, CA; Tampa—St. Petersburg—Clearwater, FL.

<sup>7</sup> 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	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Consumer Price Index for All Urban Consumers:</b>											
All items:											
Index.....	156.9	160.5	163.0	166.6	172.2	177.1	179.9	184.0	188.9	195.3	201.6
Percent change.....	3.0	2.3	1.6	2.2	3.4	2.8	1.6	2.3	2.7	3.4	3.2
Food and beverages:											
Index.....	153.7	157.7	161.1	164.6	168.4	173.6	176.8	180.5	186.6	191.2	195.7
Percent change.....	3.2	2.6	2.2	2.2	2.3	3.1	1.8	2.1	3.3	2.5	2.4
Housing:											
Index.....	152.8	156.8	160.4	163.9	169.6	176.4	180.3	184.8	189.5	195.7	203.2
Percent change.....	2.9	2.6	2.3	2.2	3.5	4.0	2.2	2.5	2.5	3.3	3.8
Apparel:											
Index.....	131.7	132.9	133.0	131.3	129.6	127.3	124.0	120.9	120.4	119.5	119.5
Percent change.....	-2	.9	.1	-1.3	-1.3	-1.8	-2.6	-2.5	-4	-7	.0
Transportation:											
Index.....	143.0	144.3	141.6	144.4	153.3	154.3	152.9	157.6	163.1	173.9	180.9
Percent change.....	2.8	0.9	-1.9	2.0	6.2	0.7	-9	3.1	3.5	6.6	4.0
Medical care:											
Index.....	228.2	234.6	242.1	250.6	260.8	272.8	285.6	297.1	310.1	323.2	336.2
Percent change.....	3.5	2.8	3.2	3.5	4.1	4.6	4.7	4.0	4.4	4.2	4.0
Other goods and services:											
Index.....	215.4	224.8	237.7	258.3	271.1	282.6	293.2	298.7	304.7	313.4	321.7
Percent change.....	4.1	4.4	5.7	8.7	5.0	4.2	3.8	1.9	2.0	2.9	2.6
<b>Consumer Price Index for Urban Wage Earners and Clerical Workers:</b>											
All items:											
Index.....	154.1	157.6	159.7	163.2	168.9	173.5	175.9	179.8	184.5	191.0	197.1
Percent change.....	2.9	2.3	1.3	2.2	3.5	2.7	1.4	2.2	5.1	1.1	3.2

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

[1982 = 100]

Grouping	Annual average		2006		2007										
	2005	2006	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug. <sup>p</sup>	Sept. <sup>p</sup>	Oct. <sup>p</sup>	Nov. <sup>p</sup>
<b>Finished goods</b> .....	155.7	160.4	159.8	160.5	160.1	161.8	164.1	165.9	167.5	167.2	168.5	167.4	168.6	171.3	
Finished consumer goods.....	160.4	166.0	164.5	165.5	164.9	167.1	170.2	172.7	174.8	174.4	176.2	172.6	174.8	179.4	
Finished consumer foods.....	155.7	156.7	157.9	160.1	161.1	163.9	166.3	166.8	166.8	166.3	166.4	165.8	168.3	169.4	
Finished consumer goods excluding foods.....	161.9	169.2	166.7	167.2	166.0	167.9	171.2	174.5	177.6	177.2	179.7	174.8	176.9	182.9	
Nondurable goods less food.....	172.0	182.6	177.8	178.9	177.1	180.0	185.2	190.4	195.0	194.5	198.1	191.1	194.4	201.6	
Durable goods.....	136.6	136.9	139.1	138.5	138.3	138.4	138.2	137.7	137.7	137.7	137.6	137.4	136.9	140.1	
Capital equipment.....	144.6	146.9	148.8	148.6	148.9	149.2	149.1	149.1	149.1	149.0	149.1	149.2	149.0	150.8	
<b>Intermediate materials, supplies, and components</b> .....	154.0	164.0	163.3	164.1	163.3	164.3	166.6	169.1	171.1	172.0	173.6	171.5	172.3	176.5	
Materials and components for manufacturing.....	146.0	155.9	157.4	157.1	157.3	157.6	158.7	160.6	162.8	163.6	164.5	163.3	163.4	166.3	
Materials for food manufacturing.....	146.0	146.2	148.1	147.9	150.3	152.8	155.5	157.5	160.6	163.0	163.6	164.8	167.4	166.9	
Materials for nondurable manufacturing...	163.2	175.0	173.8	172.9	174.0	174.5	176.3	177.7	182.9	184.9	187.1	185.4	186.3	195.0	
Materials for durable manufacturing.....	158.3	180.5	185.3	185.0	183.1	183.8	186.3	192.9	195.0	194.8	195.1	191.1	188.7	189.8	
Components for manufacturing.....	129.9	134.5	136.2	136.2	136.5	136.0	135.8	136.0	136.0	136.2	136.4	136.4	136.5	136.6	
Materials and components for construction.....	176.6	188.4	189.6	189.6	190.3	190.6	191.2	192.1	192.8	193.1	193.5	193.6	193.3	192.9	
Processed fuels and lubricants.....	150.0	162.8	153.9	157.5	152.0	156.1	164.6	171.6	176.2	178.1	183.0	175.5	178.8	191.0	
Containers.....	167.1	175.0	176.8	176.8	178.1	178.1	178.1	179.2	179.6	179.7	180.2	180.7	180.7	183.1	
Supplies.....	151.9	157.0	158.6	159.3	159.6	160.1	160.4	160.7	160.8	161.4	161.9	161.8	162.1	163.9	
<b>Crude materials for further processing</b> .....	182.2	184.8	186.6	191.2	180.0	197.0	202.1	204.2	208.0	209.7	210.3	204.3	204.7	228.4	
Foodstuffs and feedstuffs.....	122.7	119.3	127.5	126.9	128.7	138.8	142.0	143.7	148.1	148.4	150.0	147.9	151.9	152.7	
Crude nonfood materials.....	223.4	230.6	227.2	235.7	212.9	235.1	241.5	243.9	246.6	249.6	249.2	240.3	237.5	279.4	
<b>Special groupings:</b>															
Finished goods, excluding foods.....	155.5	161.0	160.0	160.3	159.6	161.0	163.2	165.3	167.4	167.1	168.8	165.5	166.9	171.5	
Finished energy goods.....	132.6	145.9	137.9	139.1	135.6	139.0	147.4	155.4	161.9	160.9	166.4	155.0	159.6	170.5	
Finished goods less energy.....	155.9	157.9	159.4	159.9	160.4	161.6	162.1	162.2	162.4	162.3	162.4	162.3	163.0	164.7	
Finished consumer goods less energy.....	160.8	162.7	164.0	164.9	165.5	167.0	167.8	168.0	168.3	168.2	168.3	168.1	169.1	170.9	
Finished goods less food and energy.....	156.4	158.7	160.3	160.3	160.6	161.2	161.0	161.0	161.3	161.3	161.4	161.4	161.5	163.5	
Finished consumer goods less food and energy.....	164.3	166.7	168.1	168.1	168.5	169.2	169.0	169.0	169.5	169.6	169.7	169.7	169.9	172.1	
Consumer nondurable goods less food and energy.....	187.1	191.5	192.2	192.7	193.6	195.1	194.9	195.4	196.5	196.7	197.1	197.1	198.1	199.3	
Intermediate materials less foods and feeds.....	155.1	165.4	164.6	165.3	164.3	165.2	167.5	170.0	172.1	172.9	174.5	172.3	173.0	177.3	
Intermediate foods and feeds.....	133.8	135.2	138.6	140.4	142.6	147.2	149.8	151.0	151.6	154.5	155.9	156.4	158.5	161.3	
Intermediate energy goods.....	149.2	162.8	153.9	156.8	151.8	155.7	164.0	170.5	176.7	179.2	184.2	177.2	179.9	192.3	
Intermediate goods less energy.....	153.3	162.1	163.7	163.9	164.1	164.4	165.2	166.7	167.6	168.1	168.8	168.0	168.3	170.2	
Intermediate materials less foods and energy.....	154.6	163.8	165.3	165.4	165.5	165.5	166.2	167.7	168.6	169.0	169.6	168.8	168.9	170.8	
Crude energy materials.....	234.0	226.9	220.5	230.9	195.9	223.9	224.7	226.5	233.0	238.0	236.8	224.4	219.9	272.5	
Crude materials less energy.....	143.5	152.3	159.2	159.9	162.1	172.3	179.3	181.6	183.7	183.6	185.5	184.2	188.2	190.0	
Crude nonfood materials less energy.....	202.4	244.5	248.1	252.3	255.5	265.6	284.5	288.4	282.8	281.5	284.0	285.9	289.2	294.6	

p = preliminary.

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

[December 2003 = 100, unless otherwise indicated]

NAICS	Industry	2006					2007							
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug. <sup>P</sup>	Sept. <sup>P</sup>	Oct. <sup>P</sup>	Nov. <sup>P</sup>
	<b>Total mining industries (December 1984=100)</b> .....	205.5	212.2	188.2	207.8	210.6	214.1	221.1	222.6	222.3	213.6	212.9	225.4	253.8
211	Oil and gas extraction (December 1985=100) .....	244.5	256.2	217.7	248.3	252.4	257.1	268.2	270.9	269.6	255.7	254.5	273.8	320.6
212	Mining, except oil and gas.....	149.3	150.7	149.1	150.8	153.7	158.2	159.1	159.3	162.4	162.0	161.2	163.4	165.6
213	Mining support activities.....	177.1	175.3	172.4	177.9	175.5	172.1	172.8	171.2	168.9	167.0	168.9	171.2	168.8
	<b>Total manufacturing industries (December 1984=100)</b> .....	156.4	156.9	156.4	157.7	160.1	162.2	163.8	163.7	164.9	163.0	163.9	164.4	167.9
311	Food manufacturing (December 1984=100).....	149.0	149.8	151.6	153.8	155.8	156.9	158.7	160.3	160.4	160.1	161.1	160.7	161.3
312	Beverage and tobacco manufacturing.....	106.5	106.9	107.5	109.0	108.5	109.1	109.2	109.3	109.2	109.6	110.2	111.2	111.2
313	Textile mills.....	107.3	106.8	107.0	107.5	107.7	107.4	107.6	107.8	108.4	108.7	108.9	108.9	109.5
315	Apparel manufacturing.....	100.8	100.8	101.4	101.5	101.4	101.6	101.5	101.4	101.5	101.7	101.7	101.7	101.9
316	Leather and allied product manufacturing (December 1984=100).....	147.4	147.6	148.6	148.8	149.3	149.7	149.6	149.4	149.4	149.4	149.9	150.2	150.5
321	Wood products manufacturing.....	105.8	106.0	106.6	106.5	106.8	107.0	107.0	107.5	108.4	107.7	107.3	106.3	106.1
322	Paper manufacturing.....	114.1	114.3	114.7	114.7	114.5	114.7	114.8	115.2	115.4	115.5	116.0	117.4	117.8
323	Printing and related support activities.....	106.3	106.3	106.3	106.1	106.3	106.6	106.5	106.5	106.7	106.9	107.2	107.3	107.3
324	Petroleum and coal products manufacturing (December 1984=100).....	211.8	216.6	203.2	212.3	237.2	259.3	274.3	268.2	283.1	257.9	267.8	267.4	305.1
325	Chemical manufacturing (December 1984=100).....	196.5	197.0	197.3	198.1	199.4	201.1	201.9	202.8	203.6	205.0	205.3	205.9	208.8
326	Plastics and rubber products manufacturing (December 1984=100).....	151.1	150.6	149.9	149.6	149.4	149.4	149.8	149.9	150.4	151.0	151.1	151.6	152.3
331	Primary metal manufacturing (December 1984=100).....	186.3	186.5	183.6	184.6	187.2	194.1	197.1	196.4	196.4	190.8	188.0	187.3	189.3
332	Fabricated metal product manufacturing (December 1984=100).....	158.5	159.0	160.0	160.7	161.3	161.9	162.5	162.2	162.3	162.6	162.6	162.5	163.6
333	Machinery manufacturing.....	110.1	110.2	111.0	111.5	111.7	112.0	112.1	112.0	112.1	112.4	112.5	112.6	112.7
334	Computer and electronic products manufacturing.....	96.3	96.2	96.3	95.4	95.1	95.1	94.7	94.6	94.1	93.8	93.5	93.2	92.8
335	Electrical equipment, appliance, and components manufacturing.....	119.4	119.2	119.2	119.3	119.7	120.5	121.8	122.1	123.0	124.0	124.0	124.4	124.2
336	Transportation equipment manufacturing.....	105.1	104.8	105.0	105.0	104.8	104.5	104.4	104.4	104.4	104.3	103.9	106.0	106.4
337	Furniture and related product manufacturing (December 1984=100).....	163.6	163.6	164.5	165.3	165.2	165.5	165.7	165.9	165.6	165.6	165.9	166.2	166.4
339	Miscellaneous manufacturing.....	105.3	105.4	106.1	106.5	106.8	106.8	107.1	107.0	106.9	107.0	107.2	107.4	107.6
	<b>Retail trade</b>													
441	Motor vehicle and parts dealers.....	113.5	112.2	113.4	114.1	114.9	115.7	115.6	116.2	115.6	116.9	115.6	115.3	116.1
442	Furniture and home furnishings stores.....	115.7	115.6	115.4	115.2	115.8	115.7	115.2	116.2	116.5	117.1	118.8	118.6	121.2
443	Electronics and appliance stores.....	104.4	93.7	102.0	104.6	101.8	97.9	110.2	112.4	111.6	110.4	108.8	106.5	106.4
446	Health and personal care stores.....	119.4	119.5	121.8	121.6	122.1	122.2	123.0	123.1	123.6	124.9	124.1	123.6	123.9
447	Gasoline stations (June 2001=100).....	50.9	52.5	73.0	60.1	66.1	71.1	86.1	86.5	81.6	84.8	71.6	80.0	72.8
454	Nonstore retailers.....	123.9	130.2	134.8	131.0	128.7	130.5	129.5	127.7	123.1	129.4	128.3	130.6	127.9
	<b>Transportation and warehousing</b>													
481	Air transportation (December 1992=100).....	179.0	172.0	177.0	178.6	181.5	182.4	177.8	185.9	188.0	190.0	180.9	187.9	187.8
483	Water transportation.....	111.6	111.4	110.6	111.2	111.4	111.4	111.5	111.7	113.6	115.5	117.1	115.6	114.2
491	Postal service (June 1989=100).....	164.7	164.7	164.7	164.7	164.7	164.7	175.4	175.4	175.5	175.5	175.5	175.5	175.5
	<b>Utilities</b>													
221	Utilities.....	121.4	122.9	122.0	125.6	124.4	124.5	125.4	129.9	131.6	131.0	130.8	128.2	127.8
	<b>Health care and social assistance</b>													
6211	Office of physicians (December 1996=100).....	117.6	118.0	121.9	122.3	122.4	122.2	122.0	122.1	122.2	122.1	122.2	123.0	123.0
6215	Medical and diagnostic laboratories.....	104.5	104.6	106.7	106.7	106.7	106.7	106.4	107.2	107.0	107.7	108.3	107.6	107.5
6216	Home health care services (December 1996=100).....	122.2	122.3	122.9	123.6	123.6	123.6	123.6	123.6	123.8	123.8	123.9	124.5	125.0
622	Hospitals (December 1992=100).....	155.8	156.0	157.2	157.5	157.3	157.4	157.4	157.6	158.1	158.0	158.1	160.4	161.4
6231	Nursing care facilities.....	110.8	110.8	112.6	112.9	113.4	113.7	113.7	113.9	114.9	114.6	114.5	115.1	115.5
62321	Residential mental retardation facilities.....	109.9	110.0	111.1	111.3	111.5	111.5	112.2	112.5	112.9	112.1	113.0	113.5	113.4
	<b>Other services industries</b>													
511	Publishing industries, except Internet .....	107.2	107.0	107.5	107.7	107.8	108.0	108.2	108.1	108.2	108.1	108.5	108.5	108.6
515	Broadcasting, except Internet.....	105.2	103.8	102.7	103.1	102.5	101.1	101.6	101.8	98.7	99.1	99.4	101.1	102.1
517	Telecommunications.....	99.2	99.7	99.3	99.5	99.7	100.4	100.7	101.0	102.2	101.2	102.0	102.0	101.3
5182	Data processing and related services.....	100.0	99.9	100.1	100.1	100.2	100.1	100.4	100.3	100.4	100.5	100.4	100.5	100.4
523	Security, commodity contracts, and like activity.....	115.9	116.1	117.8	117.3	117.3	118.1	118.7	118.6	120.5	120.8	121.0	121.0	121.5
53112	Lessors or nonresidential buildings (except miniwarehouse).....	107.1	108.0	105.7	105.7	105.8	105.9	106.0	106.8	106.2	107.2	106.8	107.4	107.7
5312	Offices of real estate agents and brokers.....	110.7	110.7	110.5	110.8	111.4	111.4	110.4	110.8	111.1	111.0	110.7	111.4	110.5
5313	Real estate support activities.....	102.6	102.9	103.1	102.7	103.4	103.6	104.0	103.7	103.8	101.6	103.0	103.5	104.4
5321	Automotive equipment rental and leasing (June 2001=100).....	117.9	121.4	119.7	116.7	116.7	117.0	114.1	114.4	121.2	119.7	116.1	119.8	119.1
5411	Legal services (December 1996=100).....	146.7	146.9	151.7	152.5	152.8	153.0	153.3	153.4	153.7	153.9	153.9	154.3	155.2
541211	Offices of certified public accountants.....	108.0	110.1	110.3	109.0	109.8	110.6	110.9	111.4	112.2	112.3	112.2	114.0	113.5
5413	Architectural, engineering, and related services (December 1996=100).....	136.3	136.4	138.3	138.3	139.4	139.7	139.8	140.1	140.3	140.4	140.6	140.7	140.5
54181	Advertising agencies.....	104.7	104.7	104.4	104.4	105.1	105.1	105.1	105.1	105.1	105.1	105.1	105.1	105.1
5613	Employment services (December 1996=100).....	120.2	120.7	120.8	121.0	121.2	121.3	121.4	121.6	121.8	121.8	122.1	122.4	122.3
56151	Travel agencies.....	102.3	99.1	100.5	100.2	100.5	101.2	101.0	101.4	101.1	100.1	101.2	101.3	101.3
56172	Janitorial services.....	104.8	104.8	105.1	105.1	105.3	105.3	105.4	105.4	105.5	105.6	105.8	106.0	105.8
5621	Waste collection.....	106.1	106.0	106.1	106.2	106.6	107.2	107.2	107.2	107.3	107.9	109.3	108.7	109.6
721	Accommodation (December 1996=100).....	138.3	136.1	138.7	138.4	139.1	140.7	141.1	143.1	147.1	148.8	144.5	143.1	144.1

p = preliminary.



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

[1982 = 100]

Index	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Finished goods</b>											
Total.....	131.3	131.8	130.7	133.0	138.0	140.7	138.9	143.3	148.5	155.7	160.3
Foods.....	133.6	134.5	134.3	135.1	137.2	141.3	140.1	145.9	152.7	155.7	156.7
Energy.....	83.2	83.4	75.1	78.8	94.1	96.8	88.8	102.0	113.0	132.6	145.9
Other.....	142.0	142.4	143.7	146.1	148.0	150.0	150.2	150.5	152.7	156.4	158.6
<b>Intermediate materials, supplies, and components</b>											
Total.....	125.7	125.6	123.0	123.2	129.2	129.7	127.8	133.7	142.6	154.0	164.0
Foods.....	125.3	123.2	123.2	120.8	119.2	124.3	123.2	134.4	145.0	146.0	146.3
Energy.....	89.8	89.0	80.8	84.3	101.7	104.1	95.9	111.9	123.2	149.2	162.6
Other.....	134.0	134.2	133.5	133.1	136.6	136.4	135.8	138.5	146.5	154.6	163.9
<b>Crude materials for further processing</b>											
Total.....	113.8	111.1	96.8	98.2	120.6	121.0	108.1	135.3	159.0	182.2	185.4
Foods.....	121.5	112.2	103.9	98.7	100.2	106.1	99.5	113.5	127.0	122.7	119.3
Energy.....	85.0	87.3	68.6	78.5	122.1	122.3	102.0	147.2	174.6	234.0	228.5
Other.....	105.7	103.5	84.5	91.1	118.0	101.5	101.0	116.9	149.2	176.7	210.0

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

[2000 = 100]

Category	2006		2007										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>ALL COMMODITIES.....</b>	111.8	112.5	113.0	113.9	114.7	115.2	115.5	116.0	116.1	116.3	116.7	117.6	118.6
Foods, feeds, and beverages.....	135.8	138.7	139.0	143.5	146.9	145.3	145.1	148.6	149.2	151.4	157.8	164.1	166.0
Agricultural foods, feeds, and beverages.....	137.4	140.5	140.8	145.6	149.2	146.8	147.0	151.0	151.5	153.7	160.8	167.6	169.9
Nonagricultural (fish, beverages) food products.....	122.4	123.5	123.6	125.6	128.0	133.9	129.8	128.5	130.2	132.2	133.0	134.0	132.8
Industrial supplies and materials.....	137.8	139.4	140.3	143.0	145.5	147.2	148.3	149.0	148.6	148.8	148.8	150.4	153.8
Agricultural industrial supplies and materials.....	120.2	123.9	127.2	126.8	127.3	126.9	125.1	128.7	138.6	137.4	140.0	142.6	144.5
Fuels and lubricants.....	180.5	183.5	173.8	182.1	188.8	198.6	199.1	201.1	202.9	197.4	200.9	204.3	222.4
Nonagricultural supplies and materials, excluding fuel and building materials.....	135.5	136.8	139.1	141.3	143.5	144.3	145.7	146.1	144.6	145.7	145.0	146.4	148.1
Selected building materials.....	110.5	111.5	111.8	112.2	112.7	112.9	113.3	113.9	114.1	114.0	114.4	114.5	113.9
Capital goods.....	98.8	98.8	99.1	99.2	99.2	99.3	99.5	99.6	99.7	99.8	99.9	100.1	100.2
Electric and electrical generating equipment.....	106.0	106.2	105.9	105.9	106.0	106.5	106.4	106.5	106.6	106.7	106.7	107.1	107.1
Nonelectrical machinery.....	92.6	92.6	92.7	92.7	92.8	92.7	92.9	92.9	93.1	93.1	93.1	93.2	93.3
Automotive vehicles, parts, and engines.....	105.3	105.5	105.7	105.8	105.9	106.0	106.0	106.1	106.2	106.2	106.2	106.4	106.5
Consumer goods, excluding automotive.....	103.9	104.0	104.8	104.8	104.8	105.4	105.7	105.8	106.1	106.3	106.2	106.5	106.8
Nondurables, manufactured.....	103.7	104.0	105.0	105.1	105.0	105.7	106.4	106.7	107.0	107.2	107.0	107.5	108.2
Durables, manufactured.....	102.9	102.8	103.5	103.3	103.4	103.9	104.0	103.7	104.0	104.2	104.2	104.3	104.3
Agricultural commodities.....	134.1	137.3	138.1	142.0	145.0	142.9	142.8	146.7	149.0	150.5	156.8	162.8	165.0
Nonagricultural commodities.....	110.2	110.7	111.2	111.9	112.6	113.2	113.6	113.8	113.7	113.8	113.8	114.4	115.3

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

[2000 = 100]

Category	2006		2007										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>ALL COMMODITIES</b> .....	113.8	115.1	113.7	114.1	115.9	117.5	118.6	120.0	121.5	121.1	121.8	123.5	126.8
Foods, feeds, and beverages.....	121.6	122.6	124.5	124.8	124.6	126.3	127.4	127.8	129.4	130.1	131.8	133.2	133.0
Agricultural foods, feeds, and beverages.....	132.2	133.7	135.5	135.4	135.1	137.6	139.1	139.5	141.4	142.1	144.3	146.5	146.5
Nonagricultural (fish, beverages) food products.....	98.1	97.9	99.8	101.1	101.3	100.9	101.2	101.5	102.7	103.2	103.5	103.3	102.7
Industrial supplies and materials.....	162.2	166.6	160.4	162.0	169.8	176.4	180.5	185.6	190.9	188.5	190.6	197.1	210.1
Fuels and lubricants.....	195.5	204.3	190.1	194.0	209.6	222.1	228.2	238.2	249.8	244.0	249.6	261.9	288.2
Petroleum and petroleum products.....	199.2	207.1	193.5	196.8	213.6	228.2	234.3	245.6	260.3	256.4	263.9	277.4	304.7
Paper and paper base stocks.....	113.2	112.8	111.4	111.4	111.5	110.6	110.6	110.8	110.3	110.7	111.2	111.8	114.1
Materials associated with nondurable supplies and materials.....	123.0	123.0	123.5	123.8	124.0	124.5	125.1	125.4	126.6	127.3	128.2	131.7	133.7
Selected building materials.....	110.8	110.6	111.5	111.0	111.4	111.4	111.2	113.1	116.9	116.5	116.9	115.7	116.2
Unfinished metals associated with durable goods.....	193.7	195.9	197.9	197.7	202.9	209.4	217.1	219.7	215.1	215.3	209.0	211.0	214.7
Nonmetals associated with durable goods.....	101.6	101.7	101.9	102.0	101.8	101.6	101.7	101.6	102.1	102.2	102.5	102.9	103.3
Capital goods.....	91.4	91.5	91.5	91.2	91.1	90.9	91.1	91.3	91.6	91.8	91.9	91.9	92.1
Electric and electrical generating equipment.....	102.9	103.0	104.2	104.1	104.3	104.9	105.2	105.7	105.8	106.4	106.5	106.6	107.0
Nonelectrical machinery.....	87.8	87.9	87.8	87.4	87.2	86.9	87.0	87.2	87.4	87.6	87.6	87.6	87.8
Automotive vehicles, parts, and engines.....	104.3	104.3	104.3	104.4	104.4	104.5	104.6	104.7	104.8	105.0	105.2	105.5	105.8
Consumer goods, excluding automotive.....	100.7	101.0	101.2	101.2	101.3	101.3	101.3	101.4	101.7	102.0	102.1	102.2	102.4
Nondurables, manufactured.....	103.1	103.4	104.2	104.0	104.1	104.1	104.3	104.3	104.8	104.9	105.1	105.2	105.2
Durables, manufactured.....	98.1	98.2	98.0	98.1	98.3	98.2	98.1	98.2	98.3	98.8	98.8	98.9	99.3
Nonmanufactured consumer goods.....	101.7	101.8	102.1	102.1	102.2	102.3	102.4	102.6	103.1	103.4	103.4	103.2	103.3

**46. U.S. international price indexes for selected categories of services**

[2000 = 100, unless indicated otherwise]

Category	2005		2006				2007		
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
Air freight (inbound).....	127.5	124.6	124.6	129.2	128.9	127.1	126.6	127.3	130.9
Air freight (outbound).....	112.4	112.0	113.5	117.2	116.9	113.8	112.3	114.3	118.1
Inbound air passenger fares (Dec. 2003 = 100).....	118.3	108.5	110.5	121.0	123.9	118.5	119.5	127.2	133.2
Outbound air passenger fares (Dec. 2003 = 100).....	120.1	110.8	110.6	128.7	126.4	119.3	119.3	136.9	128.8
Ocean liner freight (inbound).....	127.9	126.8	125.4	114.9	114.2	114.0	112.6	112.5	112.4

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

[1992 = 100]

Item	2004		2005				2006				2007		
	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
<b>Business</b>													
Output per hour of all persons.....	132.7	133.4	134.4	134.3	135.9	135.5	136.4	136.6	136.1	136.5	136.6	137.8	139.6
Compensation per hour.....	157.8	160.2	161.4	161.7	164.2	165.4	168.2	168.1	168.7	173.4	175.7	178.2	180.4
Real compensation per hour.....	119.2	120.0	120.3	119.4	119.6	119.4	120.9	119.3	118.9	122.8	123.3	123.2	124.2
Unit labor costs.....	118.9	120.1	120.1	120.4	120.8	122.0	123.4	123.0	124.0	127.0	128.6	129.3	129.3
Unit nonlabor payments.....	124.7	125.4	128.2	129.8	132.0	133.0	133.0	136.5	136.6	132.2	132.9	133.6	133.7
Implicit price deflator.....	121.1	122.1	123.1	123.9	125.0	126.1	127.0	128.0	128.7	128.9	130.2	130.9	130.9
<b>Nonfarm business</b>													
Output per hour of all persons.....	132.0	132.2	133.4	133.5	135.0	134.5	135.3	135.6	135.0	135.6	135.9	136.6	138.2
Compensation per hour.....	156.8	158.9	160.3	160.9	163.2	164.2	167.1	167.0	167.5	172.4	174.9	176.8	178.8
Real compensation per hour.....	118.5	119.0	119.5	118.8	118.8	118.6	120.1	118.6	118.0	122.1	122.7	122.2	123.1
Unit labor costs.....	118.8	120.2	120.2	120.5	120.9	122.1	123.5	123.2	124.0	127.1	128.7	129.4	129.4
Unit nonlabor payments.....	125.7	126.5	129.6	131.3	133.7	134.8	135.0	138.7	138.6	133.6	133.9	134.5	134.3
Implicit price deflator.....	121.4	122.5	123.6	124.5	125.6	126.8	127.7	128.9	129.4	129.5	130.6	131.3	131.2
<b>Nonfinancial corporations</b>													
Output per hour of all employees.....	140.7	140.2	140.3	141.1	140.5	141.4	142.4	141.8	142.9	143.3	143.6	144.9	–
Compensation per hour.....	154.9	156.9	158.0	158.5	160.8	161.8	163.8	163.9	164.6	169.3	171.2	173.2	–
Real compensation per hour.....	117.1	117.6	117.8	117.0	117.1	116.9	117.8	116.4	115.9	119.9	120.1	119.8	–
Total unit costs.....	109.8	111.3	112.3	112.1	114.6	114.0	114.4	115.2	114.8	117.1	118.0	118.1	–
Unit labor costs.....	110.1	111.9	112.6	112.3	114.4	114.5	115.0	115.6	115.2	118.1	119.2	119.5	–
Unit nonlabor costs.....	109.2	109.7	111.5	111.7	115.1	112.8	112.5	114.3	113.8	114.5	114.6	114.3	–
Unit profits.....	150.6	148.4	151.9	161.7	147.5	159.5	164.4	164.8	172.6	150.0	154.3	157.5	–
Unit nonlabor payments.....	120.3	120.1	122.3	125.1	123.7	125.3	126.4	127.8	129.5	124.0	125.2	125.8	–
Implicit price deflator.....	113.5	114.6	115.9	116.6	117.6	118.1	118.8	119.7	120.0	120.1	121.2	121.6	–
<b>Manufacturing</b>													
Output per hour of all persons.....	163.8	166.4	168.3	170.9	172.4	173.7	175.4	177.0	179.8	180.7	181.5	182.6	184.6
Compensation per hour.....	163.5	165.8	166.2	167.8	170.2	168.8	172.6	170.1	170.7	176.4	180.2	181.9	182.9
Real compensation per hour.....	123.6	124.2	123.9	123.9	124.0	121.9	124.1	120.8	120.2	125.0	126.4	125.7	125.9
Unit labor costs.....	99.8	99.7	98.7	98.2	98.7	97.2	98.4	96.1	94.9	97.6	99.3	99.6	99.1

NOTE: Dash indicates data not available.

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

[2000 = 100, unless otherwise indicated]

Item	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Private business</b>													
Productivity:													
Output per hour of all persons.....	87.2	87.4	90.0	91.7	94.3	97.2	100.0	102.8	107.1	111.2	114.7	117.1	119.1
Output per unit of capital services.....	105.6	104.4	104.5	104.7	103.3	102.2	100.0	96.1	95.0	95.9	98.0	99.1	99.9
Multifactor productivity.....	93.9	93.7	95.3	96.2	97.4	98.7	100.0	100.2	101.9	104.6	107.3	109.2	110.4
Output.....	76.8	79.2	82.8	87.2	91.5	96.2	100.0	100.5	102.0	105.2	109.9	114.1	118.4
Inputs:													
Labor input.....	86.3	88.8	90.6	94.2	96.4	99.0	100.0	98.6	97.2	96.9	98.4	100.2	102.8
Capital services.....	72.8	75.8	79.2	83.3	88.5	94.2	100.0	104.5	107.4	109.7	112.2	115.1	118.6
Combined units of labor and capital input.....	81.8	84.5	86.9	90.7	93.9	97.5	100.0	100.3	100.2	100.6	102.4	104.5	107.3
Capital per hour of all persons.....	82.6	83.8	86.1	87.6	91.2	95.1	100.0	106.9	112.7	116.0	117.1	118.1	119.2
<b>Private nonfarm business</b>													
Productivity:													
Output per hour of all persons.....	87.7	88.2	90.5	92.0	94.5	97.3	100.0	102.7	107.1	111.0	114.4	116.8	118.7
Output per unit of capital services.....	106.5	105.5	105.3	105.1	103.7	102.4	100.0	96.1	94.9	95.7	97.7	99.1	99.8
Multifactor productivity.....	94.5	94.5	95.8	96.4	97.7	98.8	100.0	100.1	101.9	104.4	107.1	109.1	110.2
Output.....	76.7	79.3	82.8	87.2	91.5	96.3	100.0	100.5	102.1	105.2	109.9	114.1	118.4
Inputs:													
Labor input.....	85.7	88.2	90.2	93.9	96.2	99.0	100.0	98.7	97.2	97.1	98.6	100.4	103.0
Capital services.....	72.1	75.2	78.7	82.9	88.2	94.0	100.0	104.6	107.6	110.0	112.4	115.1	118.7
Combined units of labor and capital input.....	81.2	83.9	86.5	90.4	93.7	97.5	100.0	100.4	100.2	100.7	102.5	104.6	107.5
Capital per hour of all persons.....	82.4	83.6	86.0	87.5	91.1	95.0	100.0	106.9	112.8	116.1	117.0	117.9	119.0
<b>Manufacturing [1996 = 100]</b>													
Productivity:													
Output per hour of all persons.....	76.1	79.4	82.4	86.9	91.7	95.8	100.0	101.5	108.6	115.3	117.9	123.4	—
Output per unit of capital services.....	96.6	98.2	97.6	100.2	100.5	100.3	100.0	93.6	92.5	93.5	95.9	99.6	—
Multifactor productivity.....	89.0	90.6	91.0	93.6	95.8	96.5	100.0	98.7	102.4	105.3	109.2	113.0	—
Output.....	76.4	80.4	83.1	89.2	93.8	97.4	100.0	94.9	94.3	95.2	96.9	100.3	—
Inputs:													
Hours of all persons.....	100.3	101.2	100.8	102.6	102.3	101.6	100.0	93.5	86.8	82.6	82.2	81.3	—
Capital services.....	79.0	81.8	85.2	89.0	93.4	97.1	100.0	101.4	101.9	101.8	101.1	100.7	—
Energy.....	110.4	113.7	110.3	108.2	105.4	105.5	100.0	90.6	89.3	84.4	81.1	78.5	—
Nonenergy materials.....	74.8	78.8	86.0	92.9	97.7	102.6	100.0	93.3	88.3	87.7	85.5	86.3	—
Purchased business services.....	84.7	88.9	88.5	92.1	95.0	100.0	100.0	100.7	98.2	99.1	95.2	96.5	—
Combined units of all factor inputs.....	85.8	88.7	91.3	95.3	98.0	100.9	100.0	96.2	92.1	90.5	88.7	88.8	—

NOTE: Dash indicates data not available.

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

[1992 = 100]

Item	1961	1971	1981	1991	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Business</b>													
Output per hour of all persons.....	50.6	69.0	80.8	95.9	109.5	112.8	116.1	119.1	123.9	128.7	132.6	135.4	137.7
Compensation per hour.....	14.4	25.1	59.3	95.1	119.9	125.8	134.7	140.4	145.3	151.2	156.9	163.5	171.6
Real compensation per hour.....	63.1	80.9	89.6	97.5	105.2	108.0	112.0	113.5	115.7	117.7	119.0	119.9	121.9
Unit labor costs.....	28.5	36.3	73.5	99.1	109.5	111.5	116.0	117.9	117.3	117.5	118.3	120.7	124.6
Unit nonlabor payments.....	25.3	34.1	69.1	96.7	110.0	109.4	107.2	110.0	114.1	118.3	125.1	130.4	132.5
Implicit price deflator.....	27.3	35.5	71.8	98.2	109.7	110.7	112.7	114.9	116.1	117.8	120.8	124.3	127.5
<b>Nonfarm business</b>													
Output per hour of all persons.....	53.5	70.7	81.7	96.1	109.4	112.5	115.7	118.6	123.5	128.0	131.8	134.6	136.7
Compensation per hour.....	15.0	25.2	59.7	95.0	119.6	125.2	134.2	139.5	144.6	150.4	155.9	162.3	170.4
Real compensation per hour.....	65.3	81.4	90.2	97.4	104.9	107.5	111.6	112.8	115.1	117.1	118.2	119.1	121.0
Unit labor costs.....	28.0	35.7	73.1	98.9	109.3	111.3	116.0	117.7	117.1	117.5	118.3	120.6	124.6
Unit nonlabor payments.....	24.8	33.8	67.7	96.8	111.0	110.9	108.7	111.6	116.0	119.6	126.0	132.2	134.5
Implicit price deflator.....	26.8	35.0	71.1	98.1	109.9	111.1	113.3	115.4	116.7	118.3	121.1	124.9	128.2
<b>Nonfinancial corporations</b>													
Output per hour of all employees.....	57.9	72.7	82.9	97.4	113.7	117.9	122.4	124.7	129.7	134.6	138.8	142.0	145.5
Compensation per hour.....	16.7	27.3	62.4	95.5	118.3	124.1	133.0	138.6	143.6	149.5	154.2	160.6	168.3
Real compensation per hour.....	73.0	88.1	94.3	97.9	103.8	106.6	110.6	112.1	114.3	116.3	116.9	117.8	119.5
Total unit costs.....	27.5	36.5	74.8	99.3	102.9	104.0	107.4	111.6	110.7	111.0	110.7	113.1	114.7
Unit labor costs.....	28.8	37.6	75.3	98.0	104.1	105.3	108.6	111.2	110.7	111.0	111.1	113.1	115.6
Unit nonlabor costs.....	23.8	33.6	73.5	102.7	99.5	100.4	104.2	112.6	110.8	111.1	109.7	112.9	112.3
Unit profits.....	50.3	50.5	81.0	93.2	137.0	129.1	108.7	82.2	98.0	109.9	139.5	157.1	176.2
Unit nonlabor payments.....	30.9	38.1	75.5	100.2	109.5	108.0	105.4	104.5	107.4	110.7	117.7	124.7	129.4
Implicit price deflator.....	29.5	37.8	75.4	98.7	105.9	106.2	107.5	108.9	109.6	110.9	113.3	117.0	120.2
<b>Manufacturing</b>													
Output per hour of all persons.....	—	—	—	96.3	127.9	133.5	139.4	141.5	151.5	160.9	163.8	171.6	178.4
Compensation per hour.....	—	—	—	95.6	118.8	123.4	134.7	137.9	147.9	158.3	161.4	168.9	175.7
Real compensation per hour.....	—	—	—	98.0	104.2	106.0	112.0	111.5	117.7	123.2	122.3	123.9	124.8
Unit labor costs.....	—	—	—	99.2	92.9	92.4	96.7	97.4	97.6	98.4	98.5	98.4	98.5
Unit nonlabor payments.....	—	—	—	98.5	102.7	103.0	103.7	102.2	100.4	102.3	110.5	—	—
Implicit price deflator.....	—	—	—	98.7	99.5	99.5	101.4	100.6	99.5	101.0	106.6	—	—

Dash indicates data not available.



## 50. Annual indexes of output per hour for selected NAICS industries

[1997=100]

NAICS	Industry	1987	1990	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Mining</b>													
21	Mining.....	85.5	85.1	100.0	103.6	111.4	111.0	109.1	113.6	116.0	106.7	95.9	-
211	Oil and gas extraction.....	80.1	75.7	100.0	101.2	107.9	119.4	121.6	123.8	130.1	111.7	107.9	-
212	Mining, except oil and gas.....	69.8	79.3	100.0	104.5	105.8	106.3	109.0	111.0	113.6	115.7	113.5	-
2121	Coal mining.....	58.4	68.1	100.0	106.5	110.3	115.8	114.6	112.4	113.2	112.8	107.6	-
2122	Metal ore mining.....	71.2	79.9	100.0	109.3	112.3	122.0	131.9	139.0	142.8	136.1	130.2	-
2123	Nonmetallic mineral mining and quarrying.....	88.5	92.3	100.0	101.3	101.2	96.2	99.3	103.6	108.1	114.2	116.8	-
<b>Utilities</b>													
2211	Power generation and supply.....	65.6	71.1	100.0	103.7	103.5	107.0	106.4	102.9	105.1	107.5	114.2	-
2212	Natural gas distribution.....	67.8	71.4	100.0	99.0	102.7	113.2	110.1	115.4	114.1	118.3	123.5	-
<b>Manufacturing</b>													
3111	Animal food.....	83.6	91.5	100.0	109.0	110.9	109.7	131.4	142.7	165.8	149.5	166.0	-
3112	Grain and oilseed milling.....	81.1	88.6	100.0	107.5	116.1	113.1	119.5	122.4	123.9	130.3	137.7	-
3113	Sugar and confectionery products.....	87.6	89.5	100.0	103.5	106.5	109.9	108.6	108.0	112.5	118.2	131.3	-
3114	Fruit and vegetable preserving and specialty.....	92.4	87.6	100.0	107.1	109.5	111.8	121.4	126.9	123.0	126.2	132.1	-
3115	Dairy products.....	82.7	91.1	100.0	100.0	93.6	95.9	97.1	105.0	110.5	107.4	109.5	-
3116	Animal slaughtering and processing.....	97.4	94.3	100.0	100.0	101.2	102.6	103.7	107.3	106.6	108.0	117.4	-
3117	Seafood product preparation and packaging.....	123.1	119.7	100.0	120.2	131.6	140.5	153.0	169.8	173.2	162.2	186.2	-
3118	Bakeries and tortilla manufacturing.....	100.9	94.5	100.0	103.8	108.6	108.3	109.9	108.9	109.3	113.8	115.4	-
3119	Other food products.....	97.5	92.5	100.0	107.8	111.4	112.6	106.2	111.9	118.8	119.3	115.4	-
3121	Beverages.....	77.1	87.6	100.0	99.0	90.7	90.8	92.7	99.4	108.3	114.1	119.4	-
3122	Tobacco and tobacco products.....	71.9	79.1	100.0	98.5	91.0	95.9	98.2	67.0	78.7	82.4	93.1	-
3131	Fiber, yarn, and thread mills.....	66.5	74.4	100.0	102.1	103.9	101.3	109.1	133.3	148.8	154.1	150.4	-
3132	Fabric mills.....	68.0	75.3	100.0	104.2	110.0	110.1	110.3	125.4	137.2	138.6	150.5	-
3133	Textile and fabric finishing mills.....	91.3	82.0	100.0	101.2	102.2	104.4	108.5	119.8	125.1	127.7	139.9	-
3141	Textile furnishings mills.....	91.2	88.0	100.0	99.3	99.1	104.5	103.1	105.5	114.4	122.3	135.1	-
3149	Other textile product mills.....	92.2	91.4	100.0	96.7	107.6	108.9	103.1	105.1	104.2	120.4	127.9	-
3151	Apparel knitting mills.....	76.2	86.2	100.0	96.1	101.4	108.9	105.6	112.0	105.9	96.8	119.8	-
3152	Cut and sew apparel.....	69.8	70.1	100.0	102.3	114.6	119.8	119.5	103.9	117.2	108.4	113.1	-
3159	Accessories and other apparel.....	97.8	101.3	100.0	109.0	99.2	98.3	105.2	76.1	78.8	70.9	81.7	-
3161	Leather and hide tanning and finishing.....	79.8	64.6	100.0	100.0	104.8	115.1	114.9	83.2	80.8	82.2	90.7	-
3162	Footwear.....	76.7	78.1	100.0	102.1	117.3	122.3	130.7	102.7	104.8	100.7	107.6	-
3169	Other leather products.....	99.4	102.9	100.0	113.2	105.8	113.4	109.1	95.0	101.0	135.8	155.0	-
3211	Sawmills and wood preservation.....	77.6	79.4	100.0	100.3	104.7	105.4	108.8	114.4	121.3	118.2	127.9	-
3212	Plywood and engineered wood products.....	99.7	102.8	100.0	105.1	98.7	98.8	105.2	110.3	107.0	102.9	110.3	-
3219	Other wood products.....	103.0	105.3	100.0	101.0	104.5	103.0	104.7	113.9	113.9	119.6	125.8	-
3221	Pulp, paper, and paperboard mills.....	81.7	84.0	100.0	102.5	111.1	116.3	119.9	133.1	141.4	148.0	148.9	-
3222	Converted paper products.....	89.0	90.1	100.0	102.5	100.1	101.1	100.5	105.6	109.5	112.9	115.3	-
3231	Printing and related support activities.....	97.6	97.5	100.0	100.6	102.8	104.6	105.3	110.2	111.1	114.5	119.7	-
3241	Petroleum and coal products.....	71.1	75.4	100.0	102.2	107.1	113.5	112.1	118.0	119.2	123.4	123.8	-
3251	Basic chemicals.....	94.6	93.4	100.0	102.7	115.7	117.5	108.8	123.8	136.0	154.4	163.1	-
3252	Resin, rubber, and artificial fibers.....	77.4	76.4	100.0	106.0	109.8	109.8	106.2	123.1	122.2	121.9	127.8	-
3253	Agricultural chemicals.....	80.4	85.8	100.0	98.8	87.4	92.1	90.0	99.2	108.4	117.4	134.1	-
3254	Pharmaceuticals and medicines.....	87.3	91.3	100.0	93.8	95.7	95.6	99.5	97.4	101.5	104.1	107.8	-
3255	Paints, coatings, and adhesives.....	89.3	87.1	100.0	100.1	100.3	100.8	105.6	108.9	115.2	119.1	123.5	-
3256	Soap, cleaning compounds, and toiletries.....	84.4	84.8	100.0	98.0	93.0	102.8	106.0	124.1	118.2	135.3	152.6	-
3259	Other chemical products and preparations.....	75.4	77.8	100.0	99.2	109.3	119.7	110.4	120.8	123.0	121.3	123.5	-
3261	Plastics products.....	83.1	85.2	100.0	104.2	109.9	112.3	114.6	123.8	129.5	131.9	135.6	-
3262	Rubber products.....	75.5	83.5	100.0	99.4	100.2	101.7	102.3	107.1	111.0	114.4	119.3	-
3271	Clay products and refractories.....	86.9	89.4	100.0	101.2	102.7	102.9	98.4	99.7	103.5	109.2	116.5	-
3272	Glass and glass products.....	82.3	79.1	100.0	101.4	106.7	108.2	102.8	107.4	115.2	113.9	122.7	-
3273	Cement and concrete products.....	93.6	96.6	100.0	105.1	105.9	101.6	98.0	102.4	108.3	102.8	105.5	-
3274	Lime and gypsum products.....	88.2	85.4	100.0	114.9	104.4	98.5	101.8	99.0	107.1	104.2	116.9	-
3279	Other nonmetallic mineral products.....	83.0	79.5	100.0	99.0	95.6	96.6	98.6	106.9	113.6	110.6	118.3	-
3311	Iron and steel mills and ferroalloy production.....	64.8	70.2	100.0	101.3	104.8	106.0	104.4	125.1	130.4	164.9	160.5	-
3312	Steel products from purchased steel.....	79.7	84.4	100.0	100.6	93.8	96.4	97.9	96.8	93.9	88.6	90.4	-
3313	Alumina and aluminum production.....	90.5	90.7	100.0	101.5	103.5	96.6	96.2	124.5	126.8	137.3	153.8	-
3314	Other nonferrous metal production.....	96.8	96.3	100.0	111.3	108.4	102.3	99.5	107.6	120.5	122.9	122.2	-
3315	Foundries.....	81.4	86.5	100.0	101.2	104.5	103.6	107.4	116.7	116.3	123.9	128.0	-
3321	Forging and stamping.....	85.4	89.0	100.0	103.5	110.9	121.1	120.7	125.0	133.1	142.0	146.7	-
3322	Cutlery and hand tools.....	86.3	85.4	100.0	99.9	108.0	105.9	110.3	113.4	113.2	107.6	116.4	-
3323	Architectural and structural metals.....	88.7	87.9	100.0	101.0	102.0	100.7	101.7	106.0	108.8	105.4	108.1	-
3324	Boilers, tanks, and shipping containers.....	86.0	90.1	100.0	100.0	96.5	94.2	94.4	98.9	101.6	93.6	94.0	-
3325	Hardware.....	88.7	84.8	100.0	100.5	105.2	114.3	113.5	115.5	125.4	126.0	132.5	-
3326	Spring and wire products.....	82.2	85.2	100.0	110.6	111.4	112.6	111.9	125.7	135.3	133.8	146.3	-
3327	Machine shops and threaded products.....	76.9	79.2	100.0	99.6	104.2	108.2	108.8	114.8	115.7	114.6	115.3	-

50. Continued - Annual indexes of output per hour for selected NAICS industries

[1997=100]

NAICS	Industry	1987	1990	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
3328	Coating, engraving, and heat treating metals.....	75.5	81.3	100.0	100.9	101.0	105.5	107.3	116.1	118.3	125.3	136.0	-
3329	Other fabricated metal products.....	91.0	86.5	100.0	101.9	99.6	99.9	96.7	106.5	111.6	111.2	112.6	-
3331	Agriculture, construction, and mining machinery.....	74.6	83.3	100.0	103.3	94.3	100.3	100.3	103.7	116.1	125.4	130.8	-
3332	Industrial machinery.....	75.1	81.6	100.0	95.1	105.8	130.0	105.8	117.6	117.0	126.5	121.9	-
3333	Commercial and service industry machinery.....	86.9	95.6	100.0	105.9	109.8	100.9	94.3	97.6	104.4	106.4	113.4	-
3334	HVAC and commercial refrigeration equipment.....	84.0	90.6	100.0	106.2	110.2	107.9	110.8	118.6	130.0	132.8	137.7	-
3335	Metalworking machinery.....	85.1	86.5	100.0	99.1	100.3	106.1	103.3	112.7	115.2	117.1	126.6	-
3336	Turbine and power transmission equipment.....	80.2	85.9	100.0	105.0	110.8	114.9	126.9	130.7	143.0	126.4	131.1	-
3339	Other general purpose machinery.....	83.5	86.8	100.0	103.7	106.0	113.7	110.5	117.9	128.1	127.1	137.2	-
3341	Computer and peripheral equipment.....	11.0	14.7	100.0	140.4	195.8	234.9	252.0	297.4	373.8	416.6	576.5	-
3342	Communications equipment.....	39.8	48.4	100.0	107.1	135.4	164.1	152.9	128.2	143.1	148.4	144.4	-
3343	Audio and video equipment.....	61.7	77.0	100.0	105.4	119.6	126.3	128.4	150.1	171.0	239.3	239.2	-
3344	Semiconductors and electronic components.....	17.0	21.9	100.0	125.8	173.9	232.4	230.4	263.7	324.2	361.1	386.6	-
3345	Electronic instruments.....	70.2	78.5	100.0	102.3	106.7	116.7	119.3	118.1	125.3	145.4	139.8	-
3346	Magnetic media manufacturing and reproduction.....	85.7	83.7	100.0	106.4	108.9	105.8	99.8	110.4	126.1	142.6	143.6	-
3351	Electric lighting equipment.....	91.1	88.2	100.0	104.4	102.7	102.0	106.7	112.4	111.2	122.9	133.8	-
3352	Household appliances.....	73.3	76.5	100.0	105.2	104.0	117.2	124.6	132.3	146.7	159.6	165.1	-
3353	Electrical equipment.....	68.7	73.6	100.0	100.2	98.7	99.4	101.0	101.8	103.4	110.8	116.7	-
3359	Other electrical equipment and components.....	78.8	76.1	100.0	105.8	114.7	119.7	113.1	114.0	116.2	115.6	121.7	-
3361	Motor vehicles.....	75.4	85.6	100.0	113.4	122.6	109.7	110.0	126.0	140.7	142.1	147.0	-
3362	Motor vehicle bodies and trailers.....	85.0	75.9	100.0	102.9	103.1	98.8	88.7	105.4	109.8	110.7	114.2	-
3363	Motor vehicle parts.....	78.7	76.0	100.0	105.0	110.0	112.3	114.8	130.5	137.0	138.0	144.4	-
3364	Aerospace products and parts.....	87.2	89.1	100.0	119.1	120.8	103.4	115.7	118.6	119.0	113.0	125.8	-
3365	Railroad rolling stock.....	55.6	77.6	100.0	103.3	116.5	118.5	126.1	146.1	139.8	131.5	121.0	-
3366	Ship and boat building.....	95.5	99.6	100.0	99.3	112.0	121.9	121.5	131.0	133.9	138.7	133.2	-
3369	Other transportation equipment.....	73.7	62.9	100.0	111.5	113.8	132.4	140.2	150.9	163.0	168.3	182.8	-
3371	Household and institutional furniture.....	85.2	88.2	100.0	102.2	103.1	101.9	105.5	111.8	114.7	113.6	121.3	-
3372	Office furniture and fixtures.....	85.8	82.2	100.0	100.0	98.2	100.2	98.0	115.9	125.1	131.1	136.7	-
3379	Other furniture-related products.....	86.3	88.9	100.0	106.9	102.0	99.5	105.0	110.2	110.0	121.3	123.3	-
3391	Medical equipment and supplies.....	76.3	82.9	100.0	108.7	110.4	114.6	119.3	127.3	137.0	137.5	148.2	-
3399	Other miscellaneous manufacturing.....	85.4	90.5	100.0	102.1	105.0	113.6	111.8	118.0	124.7	128.6	139.0	-
<b>Wholesale trade</b>													
42	Wholesale trade.....	73.2	79.9	100.0	103.4	111.2	116.6	117.7	123.3	127.5	134.3	135.2	141.1
423	Durable goods.....	62.3	67.5	100.0	107.1	119.2	125.1	129.0	140.2	146.7	161.5	167.3	175.8
4231	Motor vehicles and parts.....	74.5	78.6	100.0	106.4	120.4	116.7	120.0	133.4	137.6	143.5	146.7	165.7
4232	Furniture and furnishings.....	80.5	90.1	100.0	99.9	102.3	112.5	110.7	116.0	123.9	130.0	127.2	136.6
4233	Lumber and construction supplies.....	109.1	108.4	100.0	105.4	109.3	107.7	116.6	123.9	133.0	139.4	140.2	136.7
4234	Commercial equipment.....	28.0	34.2	100.0	125.6	162.2	182.2	218.4	265.2	299.5	353.2	401.0	441.1
4235	Metals and minerals.....	101.7	103.1	100.0	100.9	94.0	93.9	94.4	96.3	97.4	106.3	103.2	99.9
4236	Electric goods.....	42.8	50.3	100.0	105.9	127.5	152.8	147.6	159.5	165.7	194.1	204.1	225.6
4237	Hardware and plumbing.....	82.2	88.0	100.0	101.8	104.4	103.7	100.5	102.6	103.9	107.3	104.9	105.8
4238	Machinery and supplies.....	74.1	81.5	100.0	104.3	102.9	105.5	102.9	100.3	103.4	112.4	118.8	123.3
4239	Miscellaneous durable goods.....	89.8	90.5	100.0	100.8	113.7	114.7	116.8	124.6	119.6	135.0	133.5	119.8
424	Nondurable goods.....	91.0	98.9	100.0	99.1	100.8	105.1	105.1	105.8	110.5	113.6	114.3	117.4
4241	Paper and paper products.....	85.6	81.0	100.0	98.4	100.1	100.9	104.6	116.6	119.7	130.9	139.0	137.2
4242	Druggists' goods.....	70.7	80.6	100.0	94.2	93.1	85.9	84.9	89.8	100.2	105.8	112.3	119.8
4243	Apparel and piece goods.....	86.3	99.3	100.0	103.6	105.1	108.8	115.2	122.8	125.9	131.0	140.4	149.9
4244	Grocery and related products.....	87.9	96.2	100.0	101.1	101.0	102.4	101.9	98.6	104.9	104.1	104.3	105.1
4245	Farm product raw materials.....	81.6	79.4	100.0	94.3	101.6	105.1	102.1	98.1	98.2	109.1	108.2	120.9
4246	Chemicals.....	90.4	101.1	100.0	97.1	93.3	87.9	85.3	89.1	92.2	91.2	87.9	89.0
4247	Petroleum.....	84.4	109.8	100.0	88.5	102.9	138.1	140.6	153.6	151.1	163.2	152.5	157.7
4248	Alcoholic beverages.....	99.3	110.0	100.0	106.5	105.6	108.4	106.4	106.8	107.9	103.1	104.8	107.5
4249	Miscellaneous nondurable goods.....	111.2	109.0	100.0	105.4	106.8	115.0	111.9	106.1	109.8	120.7	124.2	126.8
425	Electronic markets and agents and brokers.....	64.3	74.3	100.0	102.4	112.4	120.1	110.7	109.8	104.1	97.0	87.3	93.6
<b>Retail trade</b>													
44-45	Retail trade.....	79.1	81.4	100.0	105.7	112.7	116.1	120.1	125.6	131.6	137.9	141.5	148.5
441	Motor vehicle and parts dealers.....	78.3	82.7	100.0	106.4	115.1	114.3	116.0	119.9	124.3	127.3	127.0	129.8
4411	Automobile dealers.....	79.2	84.1	100.0	106.5	116.3	113.7	115.5	117.2	119.5	124.7	123.8	126.8
4412	Other motor vehicle dealers.....	70.6	69.7	100.0	109.6	114.8	115.3	124.6	133.6	133.8	143.3	135.1	136.3
4413	Auto parts, accessories, and tire stores.....	71.8	79.0	100.0	105.1	107.6	108.4	101.3	107.7	115.1	110.1	115.9	115.8
442	Furniture and home furnishings stores.....	75.1	79.0	100.0	104.1	110.8	115.9	122.4	129.3	134.6	146.7	151.4	162.6
4421	Furniture stores.....	77.3	84.8	100.0	104.3	107.5	112.0	119.7	125.2	128.8	139.2	143.4	155.5
4422	Home furnishings stores.....	71.3	71.0	100.0	104.1	115.2	121.0	126.1	134.9	142.6	156.8	161.9	172.6
443	Electronics and appliance stores.....	38.0	47.7	100.0	122.6	150.6	173.7	196.7	233.5	292.7	334.1	369.6	416.2
444	Building material and garden supply stores.....	75.8	79.5	100.0	107.4	113.8	113.3	116.8	120.8	127.1	134.5	134.9	143.6

## 50. Continued - Annual indexes of output per hour for selected NAICS industries

[1997=100]

NAICS	Industry	1987	1990	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
4441	Building material and supplies dealers.....	77.6	81.6	100.0	108.3	115.3	115.1	116.7	121.3	127.5	134.0	134.9	142.9
4442	Lawn and garden equipment and supplies stores.....	66.9	69.0	100.0	102.3	105.5	103.1	118.4	118.3	125.7	140.1	135.6	150.1
445	Food and beverage stores.....	110.8	107.4	100.0	99.9	101.9	101.0	103.8	104.7	107.2	112.9	118.3	122.1
4451	Grocery stores.....	111.1	106.9	100.0	99.6	102.5	101.1	103.3	104.8	106.7	112.2	117.1	119.2
4452	Specialty food stores.....	138.5	127.2	100.0	100.5	96.4	98.5	108.2	105.3	112.2	120.3	127.7	153.3
4453	Beer, wine and liquor stores.....	93.6	97.6	100.0	104.6	99.1	105.7	107.1	110.1	117.0	127.8	141.8	148.8
446	Health and personal care stores.....	84.0	91.0	100.0	104.0	107.1	112.2	116.2	122.9	129.5	134.3	133.2	139.7
447	Gasoline stations.....	83.9	84.2	100.0	106.7	110.7	107.7	112.9	125.1	119.9	122.2	124.6	121.8
448	Clothing and clothing accessories stores.....	66.3	69.8	100.0	106.3	114.0	123.5	126.4	131.3	138.9	139.1	147.8	163.3
4481	Clothing stores.....	67.1	70.0	100.0	108.7	114.2	125.0	130.3	136.0	141.8	140.9	153.1	169.9
4482	Shoe stores.....	65.3	70.8	100.0	94.2	104.9	110.0	111.5	125.2	132.5	124.8	132.9	149.3
4483	Jewelry, luggage, and leather goods stores.....	64.5	68.1	100.0	108.7	122.5	130.5	123.9	118.7	132.9	144.3	139.0	148.8
451	Sporting goods, hobby, book, and music stores.....	74.9	82.3	100.0	107.9	114.0	121.1	127.1	127.6	131.5	151.1	164.8	175.3
4511	Sporting goods and musical instrument stores.....	73.2	82.2	100.0	111.5	119.8	129.4	134.5	136.0	141.1	166.0	181.7	203.1
4512	Book, periodical, and music stores.....	78.9	82.3	100.0	101.0	103.2	105.8	113.0	111.6	113.7	123.6	133.7	124.9
452	General merchandise stores.....	73.5	75.1	100.0	105.3	113.4	120.2	124.8	129.1	136.9	140.7	145.0	152.3
4521	Department stores.....	87.2	83.9	100.0	100.4	104.5	106.2	103.8	102.0	106.8	109.0	109.9	113.1
4529	Other general merchandise stores.....	54.8	61.2	100.0	114.7	131.0	147.3	164.7	179.3	188.8	192.9	199.7	210.4
453	Miscellaneous store retailers.....	65.1	69.5	100.0	108.9	111.3	114.1	112.6	119.1	126.1	130.8	142.0	159.3
4531	Florists.....	77.6	73.3	100.0	102.3	116.2	115.2	102.7	113.8	108.9	103.4	120.6	125.3
4532	Office supplies, stationery and gift stores.....	61.4	66.4	100.0	111.5	119.2	127.3	132.3	141.5	153.9	172.8	187.9	215.5
4533	Used merchandise stores.....	64.5	70.4	100.0	119.1	113.4	116.5	121.9	142.0	149.7	152.6	159.5	166.6
4539	Other miscellaneous store retailers.....	68.3	75.0	100.0	105.3	103.0	104.4	96.9	94.4	99.9	96.9	103.5	118.5
454	Nonstore retailers.....	50.7	54.7	100.0	114.3	128.9	152.2	163.6	182.1	195.5	215.5	218.4	256.3
4541	Electronic shopping and mail-order houses.....	39.4	43.4	100.0	120.2	142.6	160.2	179.6	212.7	243.6	273.0	285.2	337.1
4542	Vending machine operators.....	95.5	95.1	100.0	106.3	105.4	111.1	95.7	91.2	102.3	110.5	105.1	110.7
4543	Direct selling establishments.....	70.8	74.1	100.0	101.9	104.2	122.5	127.9	135.0	127.0	130.3	121.5	135.6
<b>Transportation and warehousing</b>													
481	Air transportation.....	81.1	77.5	100.0	97.6	98.2	98.1	91.9	102.1	112.7	126.0	135.7	-
482111	Line-haul railroads.....	58.9	69.8	100.0	102.1	105.5	114.3	121.9	131.9	142.0	146.4	138.5	-
48412	General freight trucking, long-distance.....	85.7	89.2	100.0	99.4	99.1	101.9	103.2	107.0	110.7	110.7	112.6	-
48421	Used household and office goods moving.....	106.7	112.6	100.0	91.0	96.1	94.8	84.0	81.6	86.2	88.7	88.5	-
491	U.S. Postal service.....	90.9	94.2	100.0	101.6	102.8	105.5	106.3	106.4	107.8	110.0	111.2	-
492	Couriers and messengers.....	148.3	138.5	100.0	112.6	117.6	121.9	123.4	131.1	134.1	126.9	124.7	-
<b>Information</b>													
5111	Newspaper, book, and directory publishers.....	105.0	95.5	100.0	103.9	104.1	107.7	105.8	104.7	109.6	106.7	108.4	-
5112	Software publishers.....	10.2	28.5	100.0	134.8	129.2	119.2	117.4	122.1	138.1	160.7	171.0	-
51213	Motion picture and video exhibition.....	90.7	109.2	100.0	99.8	101.8	106.5	101.6	99.8	100.6	103.8	102.7	-
515	Broadcasting, except internet.....	99.5	98.2	100.0	100.8	102.9	103.6	99.2	104.0	107.9	112.5	117.6	-
5151	Radio and television broadcasting.....	98.1	97.7	100.0	91.5	92.6	92.1	89.6	95.1	94.6	96.6	101.5	-
5152	Cable and other subscription programming.....	105.6	100.3	100.0	136.2	139.1	141.2	128.1	129.8	145.9	158.6	162.4	-
5171	Wired telecommunications carriers.....	56.9	66.0	100.0	107.7	116.7	122.7	116.7	124.1	130.5	133.9	140.2	-
5172	Wireless telecommunications carriers.....	75.6	70.4	100.0	110.5	145.2	152.8	191.9	217.9	242.5	292.0	392.4	-
5175	Cable and other program distribution.....	105.2	100.0	100.0	97.1	95.8	91.6	87.7	95.0	101.2	113.7	110.4	-
<b>Finance and insurance</b>													
52211	Commercial banking.....	72.8	80.7	100.0	97.0	99.8	102.7	99.6	102.1	103.7	108.5	108.4	-
<b>Real estate and rental and leasing</b>													
532111	Passenger car rental.....	92.7	90.8	100.0	100.1	112.2	112.3	111.1	114.6	121.2	118.3	110.5	-
53212	Truck, trailer and RV rental and leasing.....	60.4	68.6	100.0	115.2	120.6	121.1	113.7	113.5	115.1	135.7	145.5	-
53223	Video tape and disc rental.....	77.0	97.1	100.0	113.2	129.4	134.9	133.3	130.3	148.5	154.5	155.6	-
<b>Professional and technical services</b>													
541213	Tax preparation services.....	82.9	76.2	100.0	107.6	105.8	100.9	94.4	111.4	110.0	100.0	106.9	-
54131	Architectural services.....	90.0	93.8	100.0	111.4	106.8	107.6	111.0	107.6	112.6	118.3	123.9	-
54133	Engineering services.....	90.2	99.4	100.0	98.2	98.0	102.0	100.1	100.5	100.5	107.8	114.2	-
54181	Advertising agencies.....	95.9	107.9	100.0	89.2	97.9	107.5	106.9	113.1	120.8	133.0	131.2	-
541921	Photography studios, portrait.....	98.1	95.9	100.0	124.8	109.8	108.9	102.2	97.6	104.2	93.2	93.6	-
<b>Administrative and waste services</b>													
56131	Employment placement agencies.....	-	-	100.0	86.8	93.2	89.8	99.6	116.8	115.4	119.8	117.9	-
56151	Travel agencies.....	89.3	94.6	100.0	111.4	115.5	119.4	115.2	127.6	147.3	167.4	188.2	-
56172	Janitorial services.....	75.1	94.3	100.0	95.3	98.6	101.0	102.1	105.6	118.8	116.6	122.0	-
<b>Health care and social assistance</b>													
6215	Medical and diagnostic laboratories.....	-	-	100.0	118.8	124.7	131.9	135.3	137.6	140.8	140.8	138.8	-
621511	Medical laboratories.....	-	-	100.0	117.2	121.4	127.4	127.7	123.1	128.6	130.7	127.1	-
621512	Diagnostic imaging centers.....	-	-	100.0	121.4	129.7	139.9	148.3	163.3	160.0	153.5	154.8	-
<b>Arts, entertainment, and recreation</b>													
71311	Amusement and theme parks.....	112.0	112.5	100.0	110.5	105.2	106.0	93.0	106.5	113.2	101.4	110.0	-
71395	Bowling centers.....	106.0	94.0	100.0	89.9	89.4	93.4	94.3	96.4	102.4	107.9	106.1	-

**50. Continued - Annual indexes of output per hour for selected NAICS industries**

[1997=100]

NAICS	Industry	1987	1990	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Accommodation and food services</b>													
7211	Traveler accommodations.....	85.2	82.1	100.0	100.0	105.5	111.7	107.6	112.0	114.3	120.8	115.8	-
722	Food services and drinking places.....	96.0	102.4	100.0	101.0	100.9	103.5	103.8	104.4	106.3	107.0	108.2	110.9
7221	Full-service restaurants.....	92.1	99.4	100.0	100.9	100.8	103.0	103.6	104.4	104.2	104.8	105.6	108.6
7222	Limited-service eating places.....	96.5	103.6	100.0	101.2	100.4	102.0	102.5	102.7	105.4	106.8	107.8	111.2
7223	Special food services.....	89.9	99.8	100.0	100.6	105.2	115.0	115.3	114.9	117.6	118.0	119.2	116.4
7224	Drinking places, alcoholic beverages.....	136.7	123.3	100.0	99.7	98.8	100.6	97.6	102.9	118.6	112.2	121.1	124.2
<b>Other services</b>													
8111	Automotive repair and maintenance.....	85.9	89.9	100.0	103.6	106.1	109.4	108.9	103.7	104.1	112.0	112.5	-
81211	Hair, nail and skin care services.....	83.5	82.1	100.0	108.6	108.6	108.2	114.6	110.4	119.7	125.0	130.4	-
81221	Funeral homes and funeral services.....	103.7	98.4	100.0	106.8	103.3	94.8	91.8	94.6	95.7	92.9	93.2	-
8123	Drycleaning and laundry services.....	97.1	94.8	100.0	100.1	105.0	107.6	110.9	112.5	103.8	110.6	120.8	-
81292	Photofinishing.....	95.8	107.7	100.0	69.3	76.3	73.8	81.2	100.5	100.5	102.0	113.2	-

NOTE: Dash indicates data are not available.

**51. Unemployment rates, approximating U.S. concepts, 10 countries, seasonally adjusted**

[Percent]

Country	2005	2006	2005				2006				2007		
			I	II	III	IV	I	II	III	IV	I	II	III
United States.....	5.1	4.6	5.3	5.1	5.0	5.0	4.7	4.7	4.7	4.5	4.5	4.5	4.7
Canada.....	6.0	5.5	6.2	6.0	6.0	5.8	5.7	5.5	5.6	5.4	5.4	5.2	5.2
Australia.....	5.1	4.8	5.1	5.1	5.0	5.0	5.0	4.9	4.7	4.6	4.5	4.3	4.3
Japan.....	4.5	4.2	4.6	4.4	4.4	4.5	4.3	4.2	4.2	4.1	4.0	3.8	-
France.....	9.9	9.7	9.8	9.9	9.9	10.0	10.0	9.8	9.6	9.4	9.1	9.0	-
Germany.....	11.2	10.4	11.5	11.4	11.1	10.9	11.0	10.6	10.1	9.7	9.2	9.0	-
Italy.....	7.8	6.9	7.9	7.8	7.7	7.6	7.3	6.9	6.7	6.5	6.2	6.1	-
Netherlands.....	5.2	4.4	5.6	5.3	5.0	5.0	4.8	4.3	4.2	4.2	4.0	3.6	-
Sweden.....	7.7	7.0	6.3	7.7	7.6	7.6	7.3	7.3	6.7	6.5	6.3	5.9	5.8
United Kingdom.....	4.8	5.5	4.7	4.8	4.8	5.1	5.3	5.5	5.6	5.5	5.5	5.4	-

NOTE: Dash indicates data not available.

Quarterly figures for Italy and quarterly and monthly figures for France, Germany, and the Netherlands 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. Quarterly and monthly figures for Sweden are BLS seasonally adjusted estimates derived from Swedish not seasonally adjusted data. 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, 1960-2006* (Bureau of Labor Statistics, October 12, 2007), available on the Internet at <http://www.bls.gov/fls/flscompare.htm>.

For further qualifications and historical annual data, see the full report, also available at this site. For monthly unemployment rates, as well as the quarterly and annual rates published in this table, see the report *Unemployment rates in ten countries, civilian labor force basis, approximating U.S. concepts, seasonally adjusted, 1995-2007*, (Bureau of Labor Statistics), available on the Internet at <ftp://ftp.bls.gov/pub/special.requests/ForeignLabor/flsjec.txt>.

Unemployment rates may differ between the two reports mentioned, because the former is updated on a bi-annual basis, whereas the latter is updated monthly and reflects the most recent revisions in source data.

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

[Numbers in thousands]

Employment status and country	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Civilian labor force</b>											
United States.....	133,943	136,297	137,673	139,368	142,583	143,734	144,863	146,510	147,401	149,320	151,428
Canada.....	14,623	14,884	15,135	15,403	15,637	15,891	16,366	16,733	16,955	17,108	17,351
Australia.....	9,115	9,204	9,339	9,414	9,590	9,744	9,893	10,079	10,221	10,506	10,699
Japan.....	66,450	67,200	67,240	67,090	66,990	66,860	66,240	66,010	65,770	65,850	65,960
France.....	24,982	25,116	25,434	25,791	26,099	26,393	26,645	26,922	26,961	27,074	27,247
Germany.....	39,142	39,415	39,752	39,375	39,302	39,459	39,413	39,276	39,711	40,760	41,250
Italy.....	22,679	22,753	23,004	23,176	23,361	23,524	23,728	24,020	24,084	24,179	24,395
Netherlands.....	7,455	7,612	7,744	7,881	8,011	8,098	8,186	8,255	8,279	8,291	8,372
Sweden.....	4,454	4,414	4,401	4,423	4,482	4,522	4,537	4,557	4,571	4,694	4,748
United Kingdom.....	28,239	28,401	28,474	28,777	28,952	29,085	29,335	29,557	29,775	30,087	30,525
<b>Participation rate<sup>1</sup></b>											
United States.....	66.8	67.1	67.1	67.1	67.1	66.8	66.6	66.2	66.0	66.0	66.2
Canada.....	64.8	65.1	65.4	65.9	66.0	66.1	67.1	67.7	67.7	67.4	67.4
Australia.....	64.6	64.3	64.3	64.0	64.4	64.4	64.3	64.6	64.6	65.3	65.6
Japan.....	63.0	63.2	62.8	62.4	62.0	61.6	60.8	60.3	60.0	60.0	60.0
France.....	55.7	55.6	56.0	56.4	56.6	56.8	56.9	57.0	56.7	56.6	56.4
Germany.....	57.1	57.3	57.7	56.9	56.7	56.7	56.4	56.0	56.4	57.6	58.2
Italy.....	47.3	47.3	47.7	47.9	48.1	48.3	48.5	49.1	49.1	48.7	48.9
Netherlands.....	60.2	61.1	61.8	62.5	63.0	63.3	63.5	63.7	63.6	63.4	63.8
Sweden.....	63.9	63.2	62.8	62.7	63.7	63.6	63.9	63.8	63.6	64.8	64.9
United Kingdom.....	62.4	62.5	62.5	62.8	62.9	62.7	62.9	63.0	63.0	63.1	63.5
<b>Employed</b>											
United States.....	126,708	129,558	131,463	133,488	136,891	136,933	136,485	137,736	139,252	141,730	144,427
Canada.....	13,338	13,637	13,973	14,331	14,681	14,866	15,223	15,586	15,861	16,080	16,393
Australia.....	8,364	8,444	8,618	8,762	8,989	9,086	9,264	9,480	9,668	9,975	10,186
Japan.....	64,200	64,900	64,450	63,920	63,790	63,460	62,650	62,510	62,640	62,910	63,210
France.....	22,036	22,176	22,597	23,080	23,714	24,167	24,311	24,337	24,330	24,392	24,600
Germany.....	35,637	35,508	36,059	36,042	36,236	36,350	36,018	35,615	35,604	36,185	36,978
Italy.....	20,124	20,169	20,370	20,617	20,973	21,359	21,666	21,972	22,124	22,290	22,721
Netherlands.....	6,966	7,189	7,408	7,605	7,781	7,875	7,925	7,895	7,847	7,860	8,005
Sweden.....	4,014	3,969	4,033	4,110	4,222	4,295	4,303	4,293	4,271	4,334	4,415
United Kingdom.....	25,941	26,413	26,686	27,051	27,368	27,599	27,812	28,073	28,358	28,628	28,859
<b>Employment-population ratio<sup>2</sup></b>											
United States.....	63.2	63.8	64.1	64.3	64.4	63.7	62.7	62.3	62.3	62.7	63.1
Canada.....	59.1	59.6	60.4	61.3	62.0	61.9	62.4	63.1	63.3	63.4	63.6
Australia.....	59.3	59.0	59.3	59.6	60.3	60.0	60.2	60.7	61.1	62.0	62.5
Japan.....	60.9	61.0	60.2	59.4	59.0	58.4	57.5	57.1	57.1	57.3	57.5
France.....	49.1	49.1	49.7	50.4	51.4	52.0	51.9	51.6	51.2	51.0	50.9
Germany.....	52.0	51.6	52.3	52.1	52.2	52.2	51.5	50.8	50.6	51.2	52.2
Italy.....	42.0	41.9	42.2	42.6	43.2	43.8	44.3	44.9	45.1	44.9	45.5
Netherlands.....	56.2	57.7	59.1	60.3	61.2	61.5	61.5	60.9	60.3	60.1	61.0
Sweden.....	57.6	56.8	57.6	58.3	60.0	60.4	60.6	60.1	59.4	59.9	60.4
United Kingdom.....	57.3	58.2	58.5	59.1	59.4	59.5	59.6	59.8	60.0	60.0	60.0
<b>Unemployed</b>											
United States.....	7,236	6,739	6,210	5,880	5,692	6,801	8,378	8,774	8,149	7,591	7,001
Canada.....	1,285	1,248	1,162	1,072	956	1,026	1,143	1,147	1,093	1,028	958
Australia.....	751	759	721	652	602	658	629	599	553	531	512
Japan.....	2,250	2,300	2,790	3,170	3,200	3,400	3,590	3,500	3,130	2,940	2,750
France.....	2,946	2,940	2,837	2,711	2,385	2,226	2,334	2,585	2,631	2,682	2,647
Germany.....	3,505	3,907	3,693	3,333	3,065	3,110	3,396	3,661	4,107	4,575	4,272
Italy.....	2,555	2,584	2,634	2,559	2,388	2,164	2,062	2,048	1,960	1,889	1,673
Netherlands.....	489	423	337	277	231	223	261	360	422	432	367
Sweden.....	440	445	368	313	260	227	234	264	300	361	332
United Kingdom.....	2,298	1,987	1,788	1,726	1,584	1,486	1,524	1,484	1,417	1,459	1,666
<b>Unemployment rate</b>											
United States.....	5.4	4.9	4.5	4.2	4.0	4.7	5.8	6.0	5.5	5.1	4.6
Canada.....	8.8	8.4	7.7	7.0	6.1	6.5	7.0	6.9	6.4	6.0	5.5
Australia.....	8.2	8.3	7.7	6.9	6.3	6.8	6.4	5.9	5.4	5.1	4.8
Japan.....	3.4	3.4	4.1	4.7	4.8	5.1	5.4	5.3	4.8	4.5	4.2
France.....	11.8	11.7	11.2	10.5	9.1	8.4	8.8	9.6	9.8	9.9	9.7
Germany.....	9.0	9.9	9.3	8.5	7.8	7.9	8.6	9.3	10.3	11.2	10.4
Italy.....	11.3	11.4	11.5	11.0	10.2	9.2	8.7	8.5	8.1	7.8	6.9
Netherlands.....	6.6	5.6	4.4	3.5	2.9	2.8	3.2	4.4	5.1	5.2	4.4
Sweden.....	9.9	10.1	8.4	7.1	5.8	5.0	5.2	5.8	6.6	7.7	7.0
United Kingdom.....	8.1	7.0	6.3	6.0	5.5	5.1	5.2	5.0	4.8	4.8	5.5

<sup>1</sup> Labor force as a percent of the working-age population.

<sup>2</sup> 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, 1960-2006*

(Bureau of Labor Statistics, October 12, 2007), available on the Internet at <http://www.bls.gov/fls/flscomparef.htm>. For further qualifications and historical annual data, see the full report, also available at this site. Data in this report may not be consistent with data in *Unemployment rates in ten countries, civilian labor force basis, approximating U.S. concepts, seasonally adjusted, 1995-2007*, (Bureau of Labor Statistics), because the former is updated on a bi-annual basis, whereas the latter is updated monthly and reflects the most recent revisions in source data.



### 53. Annual indexes of manufacturing productivity and related measures, 16 economies

[1992 = 100]

Measure and economy	1980	1990	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Output per hour</b>																
United States.....	68.4	93.5	102.8	108.2	112.3	116.7	121.7	130.1	136.7	147.1	148.6	164.4	174.8	186.8	193.2	197.9
Canada.....	74.0	94.7	104.5	110.4	111.7	111.2	116.3	121.8	127.0	134.7	132.2	134.8	134.0	134.1	139.1	139.1
Australia.....	68.5	92.4	104.5	107.0	106.4	112.3	115.4	118.5	119.7	128.1	131.4	137.1	140.1	142.3	143.7	144.1
Japan.....	63.6	94.4	101.7	103.3	111.0	116.1	120.2	121.4	124.7	131.4	128.6	133.3	142.4	152.2	158.2	161.9
Korea.....	—	82.7	108.3	118.1	129.7	142.6	160.8	179.3	199.4	216.4	214.8	235.8	252.2	281.2	300.4	332.7
Taiwan.....	49.1	89.8	101.3	105.2	112.9	121.5	126.5	132.7	140.9	148.4	155.1	169.0	174.5	183.2	196.5	209.9
Belgium.....	65.4	96.8	102.5	107.9	112.7	114.3	121.5	122.9	121.5	125.7	126.9	131.1	134.5	141.0	144.9	147.9
Denmark.....	82.0	98.5	100.3	112.7	112.7	109.0	117.7	117.1	119.0	123.2	123.4	124.2	129.3	138.8	141.6	147.2
France.....	66.0	95.3	101.8	109.5	114.9	115.5	122.3	128.7	134.4	143.7	146.0	152.0	158.7	162.3	169.2	175.4
Germany.....	77.2	99.0	101.0	108.5	110.2	113.3	119.9	120.4	123.4	132.0	135.4	136.7	141.6	146.6	154.8	165.1
Italy.....	75.3	97.3	102.8	107.6	111.1	112.5	113.3	112.5	112.5	116.1	116.6	114.8	112.1	110.4	110.3	111.8
Netherlands.....	69.5	98.0	103.7	113.3	117.7	120.3	120.7	124.2	129.3	138.6	139.2	143.5	146.5	156.3	161.7	166.8
Norway.....	78.5	98.3	99.9	99.9	98.7	101.6	101.8	99.2	102.7	105.9	108.9	111.9	121.6	128.8	132.0	136.3
Spain.....	67.3	93.1	101.8	104.9	108.6	107.2	108.3	110.2	112.1	113.2	115.8	116.3	118.8	120.6	121.5	126.1
Sweden.....	73.1	94.6	107.3	118.2	125.1	130.2	142.0	150.7	164.1	176.8	172.6	190.7	204.5	227.9	241.9	257.7
United Kingdom.....	57.3	90.1	104.1	106.7	105.0	104.1	105.1	106.4	111.6	117.2	122.2	125.7	132.1	140.0	145.0	151.5
<b>Output</b>																
United States.....	73.6	98.2	104.2	112.2	117.3	121.6	129.0	137.7	143.7	152.7	144.2	148.2	149.9	159.6	163.0	168.5
Canada.....	85.6	106.7	105.4	113.5	118.7	120.3	127.8	134.3	145.5	160.1	153.9	155.2	154.2	157.1	158.3	156.2
Australia.....	89.8	104.2	103.8	109.1	108.5	111.9	114.5	117.8	117.5	123.1	121.9	127.8	130.1	130.1	130.3	128.7
Japan.....	60.8	97.1	96.3	94.9	98.9	103.0	105.6	100.1	99.7	104.9	99.1	97.6	102.8	108.8	111.7	117.1
Korea.....	28.6	88.1	105.1	117.1	130.8	139.2	146.0	134.5	163.7	191.5	195.7	210.5	222.2	246.8	264.3	286.5
Taiwan.....	45.4	91.0	100.9	106.9	112.7	118.7	125.5	129.5	139.0	149.2	138.1	150.4	158.4	173.8	185.3	198.7
Belgium.....	78.2	101.0	97.0	101.4	104.2	104.6	109.5	111.3	111.2	115.7	115.7	114.8	113.4	117.9	117.3	120.2
Denmark.....	92.0	101.7	97.0	107.5	112.7	107.5	116.3	117.2	118.2	122.5	122.5	119.0	115.7	119.6	121.6	127.7
France.....	88.3	100.5	96.6	100.7	105.2	105.2	110.1	115.4	119.3	124.8	126.0	125.9	128.3	129.4	131.2	133.2
Germany.....	85.3	99.1	92.0	94.9	94.0	92.0	96.1	97.2	98.2	104.8	106.6	104.4	105.2	108.8	112.3	118.5
Italy.....	81.0	100.5	97.6	104.1	109.1	107.8	109.6	109.9	109.6	112.9	111.8	110.4	107.8	106.4	103.7	107.6
Netherlands.....	77.3	98.3	99.4	104.7	108.6	110.2	111.7	115.5	119.8	127.8	127.6	127.7	126.2	130.6	130.6	133.7
Norway.....	105.7	101.7	102.0	104.7	105.2	109.4	114.1	113.3	113.2	112.6	111.8	111.2	114.9	121.4	125.8	131.4
Spain.....	78.6	98.4	96.1	97.8	101.5	104.0	110.7	117.4	124.1	129.6	133.7	133.5	134.7	135.2	135.6	140.0
Sweden.....	90.7	110.1	101.9	117.5	132.5	137.1	147.6	159.5	173.9	189.7	185.6	196.4	203.6	224.4	233.5	246.8
United Kingdom.....	87.3	105.3	101.4	106.2	107.9	108.6	110.6	111.3	112.3	115.0	113.5	110.5	110.7	113.0	111.6	113.1
<b>Total hours</b>																
United States.....	107.6	104.9	101.3	103.7	104.4	104.2	106.0	105.8	105.1	103.8	97.0	90.1	85.7	85.4	84.4	85.1
Canada.....	115.8	112.6	100.9	102.8	106.3	108.1	109.9	110.2	114.5	118.9	116.4	115.1	115.0	117.2	113.8	112.3
Australia.....	131.1	112.7	99.3	102.0	101.9	99.7	99.2	99.4	98.2	96.0	92.8	93.2	92.8	91.4	90.7	89.3
Japan.....	95.5	102.9	94.7	91.9	89.1	88.8	87.9	82.4	79.9	79.8	77.1	73.3	72.2	71.5	70.6	72.3
Korea.....	—	106.4	97.1	99.2	100.9	97.6	90.8	75.0	82.1	88.5	91.1	89.3	88.1	87.8	88.0	86.1
Taiwan.....	92.4	101.4	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	94.6
Belgium.....	119.7	104.3	94.7	94.0	92.4	91.5	90.2	90.5	91.5	92.1	91.2	87.5	84.3	83.6	80.9	81.3
Denmark.....	112.1	103.3	96.8	95.4	100.0	98.6	98.8	100.1	99.4	99.4	99.3	95.8	89.5	86.2	85.9	86.8
France.....	133.8	105.5	94.8	91.9	91.6	91.0	90.1	89.7	88.7	86.8	86.3	82.8	80.8	79.7	77.5	75.9
Germany.....	110.5	100.1	91.1	87.5	85.3	81.3	80.1	80.8	79.6	79.4	78.7	76.4	74.3	74.2	72.6	71.8
Italy.....	107.6	103.3	95.0	96.8	98.2	95.8	96.7	97.7	97.4	97.2	95.9	96.2	96.1	96.4	94.1	96.2
Netherlands.....	111.2	100.4	95.9	92.5	92.3	91.6	92.6	93.0	92.7	92.2	91.7	89.0	86.2	83.5	80.8	80.2
Norway.....	134.7	103.4	102.1	104.8	106.6	107.7	112.1	114.2	110.3	106.4	102.7	99.3	94.5	94.2	95.3	96.4
Spain.....	116.7	105.7	94.4	93.2	93.5	97.0	102.2	106.5	110.7	114.4	115.4	114.8	113.4	112.2	111.6	111.0
Sweden.....	124.0	116.4	94.9	99.4	105.9	105.3	103.9	105.9	106.0	107.3	107.5	103.0	99.6	98.5	96.5	95.8
United Kingdom.....	152.3	116.9	97.4	99.5	102.7	104.4	105.2	104.6	100.6	98.1	92.9	88.0	83.8	80.7	77.0	74.6
<b>Hourly compensation (national currency basis)</b>																
United States.....	55.9	90.5	102.0	105.3	107.3	109.3	112.2	118.7	123.4	134.7	137.8	147.8	158.2	161.5	168.3	172.4
Canada.....	47.4	89.2	101.2	104.1	106.6	108.2	110.8	116.5	119.0	123.0	126.7	131.2	135.2	136.9	142.1	145.9
Australia.....	—	87.5	105.2	106.1	113.5	121.7	126.0	128.4	132.9	140.2	149.2	156.0	161.4	169.1	177.6	189.2
Japan.....	58.6	90.6	102.7	104.7	108.3	109.1	112.8	115.6	115.5	114.9	116.4	117.2	114.6	115.7	117.0	117.6
Korea.....	—	68.0	115.9	133.1	161.6	188.1	204.5	222.7	223.9	239.1	246.7	271.6	285.0	325.5	351.5	375.5
Taiwan.....	29.6	85.2	105.9	111.1	120.2	128.2	132.1	137.1	139.6	142.3	151.4	146.7	149.1	151.6	158.2	161.5
Belgium.....	52.5	90.1	104.8	105.6	108.6	110.6	114.7	116.5	118.0	120.1	126.4	131.9	135.8	138.8	144.6	147.7
Denmark.....	44.5	93.6	102.4	106.0	108.2	112.6	116.5	119.6	122.6	125.0	130.9	136.5	145.7	150.6	153.7	157.6
France.....	36.7	88.5	104.3	108.0	110.7	112.5	116.3	117.2	121.0	127.0	130.6	136.9	141.0	144.6	143.7	147.5
Germany.....	53.6	89.4	106.2	111.0	117.0	122.5	124.9	126.7	129.6	136.3	140.6	146.0	147.2	148.0	149.7	153.2
Italy.....	30.6	87.7	105.7	107.3	112.0	120.0	124.1	123.3	125.6	128.7	134.0	137.5	141.6	145.7	150.2	152.9
Netherlands.....	60.6	89.8	104.4	108.9	111.8	113.8	116.4	121.4	125.7	132.1	138.1	146.1	151.9	158.1	161.3	165.8
Norway.....	39.0	92.3	101.5	104.5	109.2	113.8	118.8	125.8	133.0	140.5	149.0	157.9	164.3	169.7	176.2	184.3
Spain.....	28.0	79.9	109.4	113.4	118.3	121.1	124.0	124.9	124.7	126.6	131.6	135.4	142.2	147.0	153.0	158.3
Sweden.....	37.3	87.8	97.4	99.8	106.8	115.2	121.0	125.5	130.1	136.7	143.8	151.6	159.2	163.4	167.2	172.1
United Kingdom.....	35.8	88.7	104.5	107.0	108.9	108.7	112.3	121.2	128.3	133.8	140.7	149.0	156.9	165.1	172.2	184.2

**53. Continued— Annual indexes of manufacturing productivity and related measures, 16 economies**

Measure and economy	1980	1990	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Unit labor costs</b>																
(national currency basis)																
United States.....	81.8	96.7	99.2	97.3	95.5	93.7	92.2	91.2	90.3	91.6	92.7	89.9	90.5	86.4	87.1	87.2
Canada.....	64.1	94.2	96.9	94.3	95.4	97.3	95.3	95.6	93.7	91.3	95.8	97.4	100.9	102.0	102.2	104.9
Australia.....	—	94.6	100.6	99.2	106.6	108.4	109.2	108.4	111.0	109.4	113.6	113.8	115.2	118.9	123.6	131.2
Japan.....	92.1	95.9	101.0	101.4	97.6	94.0	93.8	95.2	92.7	87.5	90.5	87.9	80.5	76.0	73.9	72.6
Korea.....	44.4	82.1	107.0	112.7	124.6	131.9	127.1	124.2	112.3	110.5	114.8	115.2	113.0	115.8	117.0	112.8
Taiwan.....	60.3	94.9	104.6	105.6	106.5	105.5	104.5	103.4	99.1	95.9	97.6	86.8	85.5	82.7	80.5	76.9
Belgium.....	80.3	93.0	102.3	97.9	96.4	96.8	94.5	94.8	97.2	95.6	99.6	100.6	101.0	98.4	99.8	99.9
Denmark.....	54.3	95.0	102.2	94.1	96.0	103.3	98.9	102.1	103.0	101.4	106.1	109.9	112.7	108.5	108.5	107.0
France.....	55.6	92.8	102.4	98.6	96.3	97.4	95.0	91.0	90.0	88.4	89.4	90.1	88.9	89.1	85.0	84.1
Germany.....	69.4	90.3	105.2	102.4	106.2	108.2	104.2	105.2	105.1	103.3	103.8	105.3	104.0	100.9	96.7	92.8
Italy.....	40.7	90.2	102.9	99.8	100.8	106.6	109.5	109.6	111.7	110.9	114.9	119.8	126.3	132.0	136.2	136.7
Netherlands.....	87.1	91.7	100.7	96.2	95.0	94.6	96.5	97.7	97.3	95.3	99.2	101.8	103.7	101.2	99.8	99.4
Norway.....	49.7	93.9	101.6	104.6	110.7	112.0	116.7	126.8	129.5	132.7	136.8	141.0	135.1	131.7	133.5	135.2
Spain.....	41.5	85.8	107.4	108.1	108.9	112.9	114.5	113.4	111.2	111.8	113.6	116.4	119.7	122.0	125.9	125.5
Sweden.....	51.0	92.9	90.8	84.5	85.3	88.5	85.2	83.3	79.3	77.3	83.3	79.5	77.8	71.7	69.1	66.8
United Kingdom.....	62.4	98.5	100.4	100.2	103.7	104.4	106.8	113.9	115.0	114.2	115.1	118.6	118.8	117.9	118.7	121.6
<b>Unit labor costs</b>																
(U.S. dollar basis)																
United States.....	81.8	96.7	99.2	97.3	95.5	93.7	92.2	91.2	90.3	91.6	92.7	89.9	90.5	86.4	87.1	87.2
Canada.....	66.3	97.5	90.7	83.4	84.0	86.3	83.2	77.9	76.2	74.3	74.8	74.9	87.1	94.7	102.0	111.8
Australia.....	—	100.5	93.0	98.7	107.4	115.4	110.4	92.7	97.5	86.5	79.8	84.1	102.2	119.1	128.2	134.5
Japan.....	51.5	83.9	115.3	125.8	131.7	109.6	98.3	92.2	103.3	102.9	94.4	89.0	88.0	89.1	85.1	79.2
Korea.....	57.3	90.7	104.2	109.6	126.5	128.6	105.3	69.6	74.0	76.7	69.7	72.3	74.4	79.3	89.7	92.8
Taiwan.....	42.1	88.7	99.6	100.4	101.1	96.7	91.3	77.5	77.2	77.2	72.6	63.2	62.5	62.4	63.0	59.5
Belgium.....	88.3	89.5	95.1	94.2	105.2	100.4	84.8	83.9	82.5	70.3	71.1	75.8	91.1	97.5	99.0	100.0
Denmark.....	58.1	92.7	95.1	89.4	103.5	107.6	90.4	92.0	89.0	75.6	76.9	84.2	103.4	109.4	109.3	108.7
France.....	69.6	90.2	95.7	94.1	102.2	100.7	86.2	81.7	77.4	65.8	64.6	68.7	81.2	89.5	85.4	85.3
Germany.....	59.6	87.3	99.3	98.6	115.8	112.3	93.8	93.4	89.4	76.2	74.2	79.5	94.0	100.2	96.1	93.1
Italy.....	58.5	92.7	80.6	76.3	76.2	85.2	79.2	77.7	75.7	65.1	65.5	72.1	91.0	104.5	107.9	109.3
Netherlands.....	77.1	88.5	95.2	93.0	104.1	98.6	86.9	86.6	82.7	70.2	70.9	76.8	93.7	100.4	99.1	99.7
Norway.....	62.6	93.3	88.9	92.1	108.6	107.7	102.3	104.3	103.1	93.6	94.5	109.8	118.6	121.4	128.8	131.1
Spain.....	59.3	86.2	86.3	82.6	89.5	91.3	80.0	77.7	72.9	63.5	62.6	67.7	83.4	93.3	96.4	97.0
Sweden.....	70.3	91.4	67.9	63.8	69.6	76.8	64.9	61.0	55.9	49.1	46.9	47.6	56.1	56.9	53.9	52.8
United Kingdom.....	82.2	99.5	85.3	86.9	92.7	92.3	99.0	106.9	105.3	98.0	93.8	100.9	109.9	122.4	122.3	126.9

NOTE: Data for Germany for years before 1993 are for the former West Germany. Data for 1993 onward are for unified Germany. Dash indicates data not available.

54. Occupational injury and illness rates by industry,<sup>1</sup> United States

Industry and type of case <sup>2</sup>	Incidence rates per 100 full-time workers <sup>3</sup>												
	1989 <sup>1</sup>	1990	1991	1992	1993 <sup>4</sup>	1994 <sup>4</sup>	1995 <sup>4</sup>	1996 <sup>4</sup>	1997 <sup>4</sup>	1998 <sup>4</sup>	1999 <sup>4</sup>	2000 <sup>4</sup>	2001 <sup>4</sup>
<b>PRIVATE SECTOR<sup>5</sup></b>													
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	-	-	-	-	-	-	-	-	-
<b>Agriculture, forestry, and fishing<sup>5</sup></b>													
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	-	-	-	-	-	-	-	-	-
<b>Mining</b>													
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	-	-	-	-	-	-	-	-	-
<b>Construction</b>													
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	-	-	-	-	-	-	-	-	-
<b>General building contractors:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Heavy construction, except building:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Special trades contractors:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Manufacturing</b>													
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	-	-	-	-	-	-	-	-	-
<b>Durable goods:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Lumber and wood products:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Furniture and fixtures:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Stone, clay, and glass products:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Primary metal industries:</b>													
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
<b>Fabricated metal products:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Industrial machinery and equipment:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Electronic and other electrical equipment:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Transportation equipment:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Instruments and related products:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Miscellaneous manufacturing industries:</b>													
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,<sup>1</sup> United States**

Industry and type of case <sup>2</sup>	Incidence rates per 100 workers <sup>3</sup>												
	1989 <sup>1</sup>	1990	1991	1992	1993 <sup>4</sup>	1994 <sup>4</sup>	1995 <sup>4</sup>	1996 <sup>4</sup>	1997 <sup>4</sup>	1998 <sup>4</sup>	1999 <sup>4</sup>	2000 <sup>4</sup>	2001 <sup>4</sup>
<b>Nondurable goods:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Food and kindred products:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Tobacco products:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Textile mill products:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Apparel and other textile products:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Paper and allied products:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Printing and publishing:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Chemicals and allied products:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Petroleum and coal products:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Rubber and miscellaneous plastics products:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Leather and leather products:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Transportation and public utilities</b>													
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	-	-	-	-	-	-	-	-	-
<b>Wholesale and retail trade</b>													
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	-	-	-	-	-	-	-	-	-
<b>Wholesale trade:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Retail trade:</b>													
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	-	-	-	-	-	-	-	-	-
<b>Finance, insurance, and real estate</b>													
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	-	-	-	-	-	-	-	-	-
<b>Services</b>													
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	-	-	-	-	-	-	-	-	-

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

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

<sup>3</sup> The incidence rates represent the number of injuries and illnesses or lost workdays per 100 full-time workers and were calculated as (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).

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

<sup>5</sup> Excludes farms with fewer than 11 employees since 1976.

NOTE: Dash indicates data not available.

**55. Fatal occupational injuries by event or exposure, 1996-2005**

Event or exposure <sup>1</sup>	1996-2000 (average)	2001-2005 (average) <sup>2</sup>	2005 <sup>3</sup>	
			Number	Percent
All events .....	6,094	5,704	5,734	100
<b>Transportation incidents</b> .....	2,608	2,451	2,493	43
Highway .....	1,408	1,394	1,437	25
Collision between vehicles, mobile equipment .....	685	686	718	13
Moving in same direction .....	117	151	175	3
Moving in opposite directions, oncoming .....	247	254	265	5
Moving in intersection .....	151	137	134	2
Vehicle struck stationary object or equipment on side of road .....	264	310	345	6
Noncollision .....	372	335	318	6
Jack-knifed or overturned--no collision .....	298	274	273	5
Nonhighway (farm, industrial premises) .....	378	335	340	6
Noncollision accident .....	321	277	281	5
Overturned .....	212	175	182	3
Worker struck by vehicle, mobile equipment .....	376	369	391	7
Worker struck by vehicle, mobile equipment in roadway .....	129	136	140	2
Worker struck by vehicle, mobile equipment in parking lot or non-road area .....	171	166	176	3
Water vehicle .....	105	82	88	2
Aircraft .....	263	206	149	3
<b>Assaults and violent acts</b> .....	1,015	850	792	14
Homicides .....	766	602	567	10
Shooting .....	617	465	441	8
Suicide, self-inflicted injury .....	216	207	180	3
<b>Contact with objects and equipment</b> .....	1,005	952	1,005	18
Struck by object .....	567	560	607	11
Struck by falling object .....	364	345	385	7
Struck by rolling, sliding objects on floor or ground level .....	77	89	94	2
Caught in or compressed by equipment or objects .....	293	256	278	5
Caught in running equipment or machinery .....	157	128	121	2
Caught in or crushed in collapsing materials .....	128	118	109	2
<b>Falls</b> .....	714	763	770	13
Fall to lower level .....	636	669	664	12
Fall from ladder .....	106	125	129	2
Fall from roof .....	153	154	160	3
Fall to lower level, n.e.c. ....	117	123	117	2
<b>Exposure to harmful substances or environments</b> .....	535	498	501	9
Contact with electric current .....	290	265	251	4
Contact with overhead power lines .....	132	118	112	2
Exposure to caustic, noxious, or allergenic substances	112	114	136	2
Oxygen deficiency .....	92	74	59	1
<b>Fires and explosions</b> .....	196	174	159	3
Fires--unintended or uncontrolled .....	103	95	93	2
Explosion .....	92	78	65	1

<sup>1</sup> Based on the 1992 BLS Occupational Injury and Illness Classification Manual.

<sup>2</sup> Excludes fatalities from the Sept. 11, 2001, terrorist attacks.

<sup>3</sup> The BLS news release of August 10, 2006, reported a total of 5,702 fatal work injuries for calendar year 2005. Since then, an additional 32 job-related fatalities were identified, bringing the total job-related fatality count for 2005 to 5,734.

NOTE: Totals for all years are revised and final. Totals for major categories may include subcategories not shown separately. Dashes indicate no data reported or data that do not meet publication criteria. N.e.c. means "not elsewhere classified."

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, in cooperation with State, New York City, District of Columbia, and Federal agencies, Census of Fatal Occupational Injuries.



## Aging Wage Survey Data Using the Employment Cost Index

by [Wayne M. Shelly](#)

Bureau of Labor Statistics

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*The Employment Cost Index provides a valuable tool that can be used to adjust wage survey data—a process known as "aging"—to account for the time lag between the last published survey data and the present. Making such adjustments is critical for many users, such as human resource professionals, who use the data to set wage levels at their firms, and job seekers, who use the data to evaluate job offers.*

Among their other uses, wage survey data are used by human resource professionals to set wage levels, by job seekers to evaluate job offers, and by employees to compare their wages to those of other workers. One of the problems these users face is the lag between the time the survey is collected and the time it is applied for pay setting and other purposes. Data users are, in effect, evaluating tomorrow's pay with yesterday's data. When labor markets are stable, wage growth is more predictable and thus the time lag is of less concern to users. But when competition for workers with specific skills translates into rapidly changing wages, the need for current wage data is very important. Using a process known as "aging," the [Employment Cost Index \(ECI\)](#), which is part of the BLS [National Compensation Survey \(NCS\)](#), is one data source that can be used to help minimize the effect of the time lag between published wage data and current market conditions. The ECI is well suited for aging wage survey data to account for time lags, because it measures percent change and is conducted quarterly.

The NCS collects data using a statistically valid, nationally and locally representative sample of approximately 36,000 establishments. From these data, BLS publishes:

- detailed occupational wage estimates for metropolitan and nonmetropolitan areas, broad geographic regions, and the Nation (published annually);
- the Employment Cost Index, a measure of change in the cost of compensation—wages and benefits—over time (published quarterly)<sup>1</sup>
- Employer Costs for Employee Compensation (ECEC), an estimate of cost per hour worked for wages and specific benefits (published quarterly); and
- benefit incidence and provisions—specifically, the percent of workers with access to, and/or participating in, specific employer provided benefits, as well as detailed benefit plan provisions (published annually).

The NCS collects data on wages and benefits by occupation within a randomly selected sample of establishments. Each occupation is further defined by its bargaining status, pay method (time or incentive), and full- or part-time status. The NCS publishes wage survey data by means, medians, and percentile estimates. Standard errors are also published to assist data users in determining the reliability of the data.<sup>2</sup>

As with most wage surveys, the NCS wage data are published well after the time period that they represent. Once BLS field economists contact and meet with respondents, time is needed to collect and process the data, review the estimates, and prepare the data for publication. The frequency of the survey—the NCS is usually conducted annually—also impacts the time lag. Wage estimates from the NCS for the Nation as a whole are released approximately 15 months after the reference period. For metropolitan areas, the lag is typically 9 or 10 months. Changes that occur after data collection are not reflected until the next round of the survey. To minimize the impact of this time lag, data users can use the ECI to age survey data to more recent time periods. Although this article focuses on using the ECI to adjust wage data from the NCS, the process can be applied to almost any wage survey.<sup>3</sup>

The ECI is computed from a subsample of the NCS. In recent publications, the ECI was computed using data from approximately 13,000 establishments. Rather than report on wage *rates*, the ECI measures the *percent change* in employer cost of compensation over time. Unlike percent change estimates that use wage data from the NCS and Employer Costs for Employee Compensation data, the ECI estimates are free of the influence of changes in the occupational and industry mix

because it uses fixed weights to control for shifts among occupations and industries. The ECI is published quarterly, with the reference months being March, June, September, and December. The data are available 1 month after the reference month--for example, the data for March are published in April.

In the ECI, compensation has two components: wages and benefits. For the purpose of aging wage data to account for time lags, only the wage component of the ECI is needed. Unique ECI wage series are published for all civilian workers,<sup>4</sup> all private industry workers, all State and local government workers, and for more than 160 other series--by sector, industry, occupation, bargaining status, and metropolitan area status.<sup>5</sup> Currently, indexes are produced for the Nation as a whole, 4 census regions, and 9 census divisions.

Each ECI series that is published includes the 3-month percent change, the 12-month percent change, and an index number for that series. It is the index number that allows one to calculate percent changes between any 2 reference months. By using the ECI to calculate the change from the reference period to the most current period and then applying that change to the estimate, a more current estimate can be obtained.

For example, when the NCS published its June 2005 national wage estimates in September 2006, the mean hourly earnings for all workers in private industry was \$17.82. If a data user, in August 2007, wanted to calculate a more current estimate, the user could use the ECI to calculate a percent change from June 2005 to June 2007 and thus reduce the time lag from 26 months to 2 months. Using the ECI in this way, a data user could learn that wages for all private industry workers in the United States increased by 6.3 percent during that 2-year period. Applying that increase to the June 2005 wage estimate would yield a June 2007 wage estimate of \$18.94 ( $17.82 \times 1.063$ ). The result is not as precise as an estimate produced directly from a wage survey, but it provides an estimate closer to the current time period than would otherwise be possible. (See the exhibits below for detailed instructions and examples.)

## Limitations

When using the ECI to age wage survey data to account for time lags, one should be aware of certain limitations. First, in the ECI, the occupational mix of employees is held constant. If the proportion of all occupations that are higher wage occupations increases over the time period that wages are being updated, the ECI will not reflect that change. This should have little practical effect, however, because such changes tend to be small over short periods of time. Second, establishments in the ECI survey remain in the sample for several years, with only a portion replaced each year.<sup>6</sup> Structural changes that occur in the economy may only be partially reflected in the ECI sample until all sample members are replaced. Again, this should have minimal impact because such changes that affect wages tend to occur gradually over time. Third, the ECI is reported for broad occupational groups at the national level or for all workers in a geographic region. The rate of change in wages for individual occupations in a specific area may differ from these broader trends. Finally, the ECI is a sample-based survey and thus is subject to sampling and nonsampling errors inherent in all such surveys.

Sampling errors are measured by calculating [standard errors](#), which are published on the NCS page at <http://www.bls.gov/ncs/ect/ectvar.htm>. Standard errors can be used to assess the reliability of the estimates. Nonsampling errors, which include survey nonresponses, data collection errors, and data processing errors, cannot be measured, but they are thought to be small because several procedures are in place to minimize them, such as staff training, computer microdata and macrodata edits, and structured review.

## Conclusion

The ECI does not eliminate the need for wage surveys, because over longer periods of time the estimates obtained using the aging process become less reliable. Nevertheless, using the Employment Cost Index to age wage survey data to account for time lags is a valuable technique that improves the quality of the data used for determining pay scales and other purposes when current wage data are critical.

**Exhibits**

Exhibit 1 provides detailed instructions for how to use the ECI to adjust wage survey data to account for time lags. Exhibit 2 shows step-by-step instructions for the example used in the text. Exhibit 3 is a sample worksheet that users can use for adjusting the data. Exhibit 4 gives instructions on how to interpolate data when the user wants to calculate an index number for a month other than the ECI reference month. Exhibit 5 shows an example of interpolating data.

**Exhibit 1. How to use the ECI to age wage survey data to account for time lags.**

1. **Select an appropriate ECI series.** For general wage increases, an aggregate series--such as private industry, all workers--is an appropriate choice because it is easy to use and less likely to fluctuate greatly. If there is reason to believe that the data to be adjusted trend differently than the overall average, then it might be better to choose a more specific series, such as one that is occupation or industry specific. The sector--meaning, whether the ECI data pertain to private industry, State and local government, or civilian workers--is also an important factor to consider. Bargaining status, census region, or census division also can be used. To view a complete list of possible series, see tables 8-11 of the [Employment Cost Index news release](#), available on the Internet at [www.bls.gov/news.release/pdf/eci.pdf](http://www.bls.gov/news.release/pdf/eci.pdf). Users might also want to review historical data of specific series to see how they have performed in the past. Historical data series can be obtained by using the [Create Customized Tables](#) tool, which is located at <http://data.bls.gov/cgi-bin/dsrv?ci>.
2. **Determine the beginning and ending time periods.** Typically, the beginning period will be the reference period of the wage survey you wish to update, and the ending period will be the most current month for which ECI data are available. If the beginning period or the ending period is not one of the ECI reference months (March, June, September, or December), use the closest reference month or else interpolate the data.
3. **Retrieve the ECI index values.** There are several ways to retrieve ECI data, but the [Create Customized Tables](#) option, mentioned previously, is the easiest to use. Use this tool to request the selected series index numbers for the appropriate time periods.
4. **Calculate an adjustment factor.** To calculate an adjustment factor, the user will need the index numbers for the beginning and ending time periods for the selected series. The factor is calculated as follows: Ending period index number ÷ beginning period index number. The quotient should be rounded to three decimal places.
5. **Apply the adjustment factor to the original data.** Multiply the adjustment factor by the original estimate. The product should be rounded to two decimal places.

**Exhibit 2. Example of how to age wage survey data using the ECI (based on the example used in the text).**

1. **Select an appropriate ECI series.**  
*Private industry, all workers*
2. **Determine the beginning and ending time periods.**  
*Beginning period = June 2005; ending period = June 2007*
3. **Retrieve ECI index values.**  
*Request Screen:*

**Employment Cost Index** HELP

**1 Select a Compensation Component**      **2 Select Economy Sector**      **3 Select Index Number or Change Periodicity**

Total compensation       All Civilian       12-month percent change  
 Wages and salaries       Private industry       Index number  
 Total benefits       State and local government       3-month percent change

**4 Select one or more Series**

000000001 OCCUPATIONAL GROUP

000000000 All workers

000000000 All workers, excluding sales

0000000710 All workers, excluding incentive paid

0000W00000 White-collar occupations

0000W0X000 White-collar, excluding sales

0000100000 Management, professional, and related

0000100710 Management, professional, and related; excluding incentive p:

**5 Select Seasonal Adjustment**

Seasonally Adjusted  
 Not Seasonally Adjusted

**6**       **Your Selection: (1 series selected) NOTE: Select a maximum of 200 series.**

OR for Multiple Queries

Wages and salaries Private industry Index number All workers Not Seasonally Adjusted

Larger

Results Screen:

Bureau of Labor Statistics Data  
[www.bls.gov](http://www.bls.gov) Advanced Search | A-Z Index

BLS Home | Programs & Surveys | Get Detailed Statistics | Glossary | What's New | Find It! In DOL

Change Output Options: From: 2001 To: 2007

include graphs [view](#)      [More Formatting Options](#)

Data extracted on: January 3, 2008 (8:51:50 AM)

**Employment Cost Index**

Series Id: CIU20200000000001  
 Not Seasonally Adjusted  
 compensation: Wages and salaries  
 sector: Private industry  
 periodicity: Index number  
 Industryoc: All workers

Year	Qtr1	Qtr2	Qtr3	Qtr4	Annual
2001	87.6	88.4	89.2	89.9	
2002	90.7	91.6	92.0	92.2	
2003	93.3	94.0	94.8	95.1	
2004	95.7	96.5	97.3	97.6	
2005	98.3	98.9	99.5	100.0	
2006	100.7	101.7	102.5	103.2	
2007	104.3	105.1	106.0		

Larger

Beginning period index number = 98.9; ending period index number = 105.1

4. Calculate an adjustment factor and round to three decimal places.



- A.  $105.1 \div 98.9 = 1.0626895$
- B.  $1.063$  (rounded)

**5. Apply the adjustment factor to the original data and round to two decimal places.**

- A. Original data = \$17.82
- B.  $\$17.82 \times 1.063 = \$18.94266$
- C. \$18.94 (rounded)

**Exhibit 3. Worksheet: Aging Wage Survey data using the Employment Cost Index.**

1. **Select ECI Series:** \_\_\_\_\_
2. **Determine the beginning and ending time periods:**  
 \_\_\_\_\_ Beginning month and year  
 \_\_\_\_\_ Ending month and year
3. **Retrieve ECI index values:**  
 \_\_\_\_\_ Index number for beginning month and year  
 \_\_\_\_\_ Index number for ending month and year
4. A. \_\_\_\_\_ **Calculate adjustment factor (unrounded)**  
 (Ending month divided by beginning month)
- B. \_\_\_\_\_ **Round value in 4.A to 3 decimal places**
5. A. \$ \_\_\_\_\_ **Original wage data value**  
 B. \$ \_\_\_\_\_ **Updated wage value (unrounded)**  
 (The value in 5.A multiplied by the adjustment factor in 4.B)
- C. \$ \_\_\_\_\_ **Round value in 5.B to two decimal places**

**Exhibit 4. Interpolating data**

To calculate an index number for a month other than an ECI reference month, you can interpolate the number if you assume that the change over the 3-month period occurred at the same rate each month.<sup>7</sup>

1. **Retrieve the index numbers for the ECI reference month immediately before and immediately after the time period needed.**
2. **Calculate the change between the two index numbers, as follows:**  
 Latter reference period - earlier reference period
3. **Divide the difference obtained in the above step by 3 (for the 3 months between reference periods).**
4. **Calculate index numbers for the interpolated months.**
  - A. For the *first* month between the 2 reference months, add the quotient calculated in step 3 to the index number for the reference month immediately before the desired month.
  - B. For the *second* month between the two reference months, multiply the quotient calculated in step 3 by 2, and then add that product to the reference month immediately before the desired month.
  - C. Round the results to one decimal place.
5. **Use the interpolated index number(s) in step 3 of exhibits 1, 2, and 3.**



**Exhibit 5. Example of interpolating data**

Interpolate index numbers for July 2007 and August 2007 for the series private industry, all workers:

1. **Retrieve the index numbers for the ECI reference month immediately before and immediately after the time period needed.**

$$June\ 2007 = 105.1 \quad September\ 2007 = 106.0$$

2. **Calculate the change between the two index numbers, as follows:**

$$106.0 - 105.1 = 0.9$$

3. **Divide the difference obtained in the above step by 3 (for the 3 months between reference periods).**

$$0.9 \div 3 = 0.3$$

4. **Calculate index numbers for the interpolated months.**

A.  $July\ 2007 = 105.1 + 0.3 = 105.4$

B.  $August\ 2007 = 105.1 + (2 \times 0.3) = 105.1 + 0.6 = 105.7$

5. **Use the interpolated index number(s) in step 3 of exhibit 1.**

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**Notes**

1 For a more thorough discussion of the ECI, see John W. Ruser, "The Employment Cost Index: what is it?," *Monthly Labor Review*, September 2001; available on the Internet at <http://www.bls.gov/opub/mlr/2001/09/art1full.pdf>.

2 For more technical information on the National Compensation Survey, see "National Compensation Measures," *BLS Handbook of Methods* (online version, 2007), ch. 8; available on the Internet at <http://www.bls.gov/opub/hom/pdf/homch8.pdf>.

3 For more information on BLS wage surveys, see Natalie Kramer, "Earnings and Other Compensation Data at BLS: What Users Seek and What We Offer," *Compensation and Working Conditions Online*, February 26, 2003; available on the Internet at <http://www.bls.gov/opub/cwcl/cm20030224ar01p1.htm>.

4 The National Compensation Survey defines civilian workers as the sum of all private industry and State and local government workers. Members of the U.S. military, Federal Government employees, and agricultural workers are excluded.

5 Although seasonally adjusted data are available for some series, only not seasonally adjusted data should be used for aging wage survey data.

6 Private industry establishments remain in the sample for approximately 5 years, with approximately 20 percent of the private industry establishments replaced each year. State and local government establishments are replaced less frequently. Unlike the private industry establishments, the State and local government establishments are all replaced at the same time.

7 This exhibit is a simplified procedure that does not take into account the effects of compounding. Because of the relatively small changes between quarters and the short time period, compounding will have very little impact on the interpolated data and does not improve its precision.