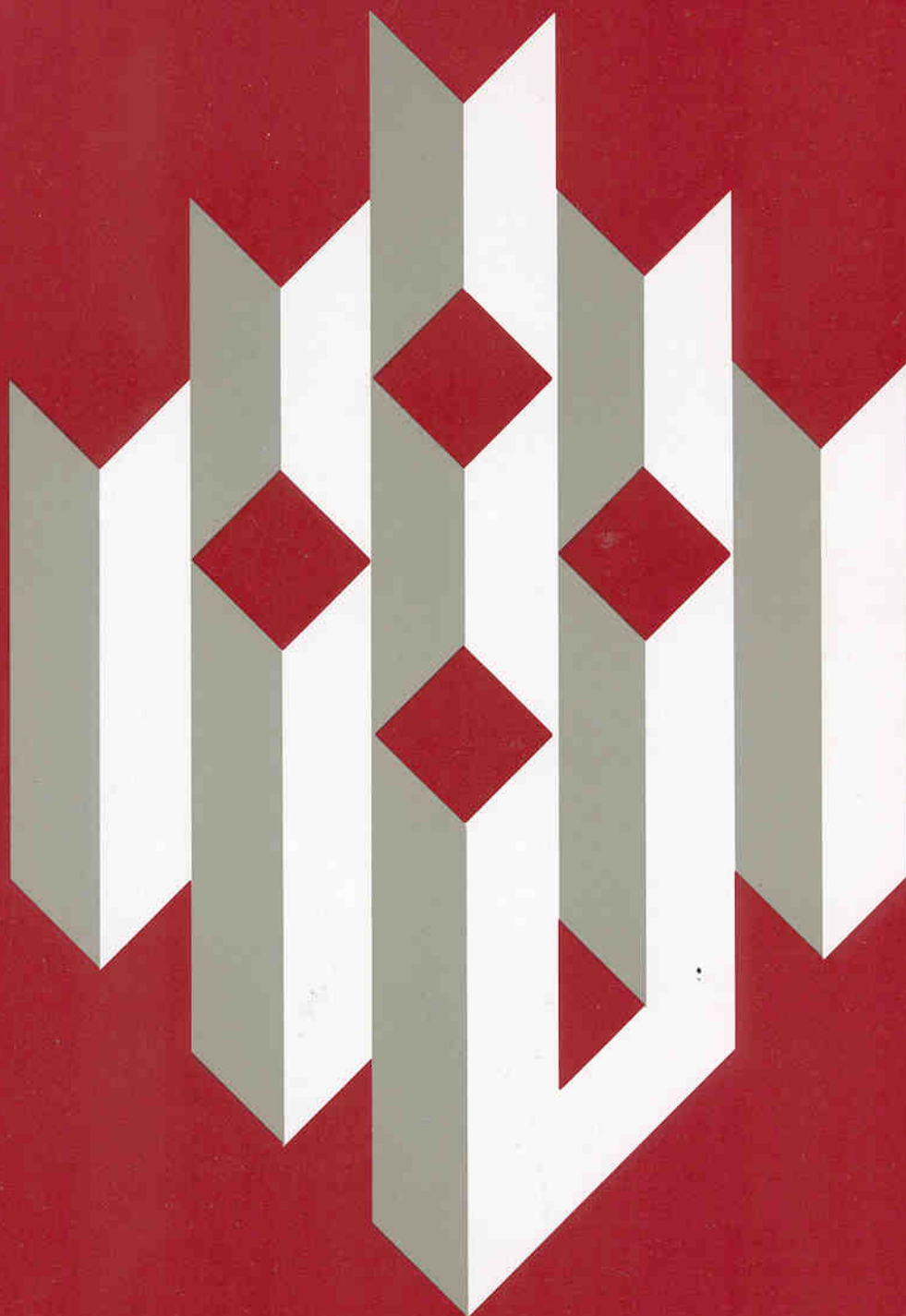


Employer Layoff and Recall Practices



Unemployment Insurance
Occasional Paper 92-3

U.S. Department of Labor
Employment and Training Administration
Unemployment Insurance Service



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Occasional Paper 92-3

U.S. Department of Labor
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Employment and Training Administration
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Unemployment Insurance Service
Mary Ann Wyrsh, Director
1992

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Employer Layoff and Recall Practices

U.S. Department of Labor
Bureau of Labor Statistics

Prepared for
Employment and Training Administration
January 1992

Executive Summary

The Employment and Training Administration (ETA) is responsible for the administration of the Job Training Partnership Act of 1982, as amended by the Economic Dislocation and Worker Adjustment Assistance Act of 1988. In that capacity, ETA responds to the needs of dislocated workers by devising and implementing strategies for identifying them, assessing their employment and training needs, and providing services to best assist them.

As part of a continuing effort to explore the needs of dislocated workers, i.e., those who have been laid off from their jobs, ETA asked the Bureau of Labor Statistics to conduct a supplemental survey to the Bureau's Mass Layoff Statistics (MLS) program. That survey attempts to answer the questions, "When workers are laid off, how many are recalled, and, of those recalled, how many choose to return to the employer that laid them off?" It is also an attempt to gather additional information, from an employer's perspective, regarding the planning and implementation of layoffs, including the employer's expectations prior to the onset of the layoff and the method and timing of providing layoff information to workers.

Conducted by mail, the survey examined layoffs that occurred during the last 6 months of 1988--a quite different economic environment than in late 1991, when this report was assembled. During 1988, the economy completed its sixth year of expansion, as employment continued to rise and the unemployment rate fell to a 14-year low. In the fourth quarter, the rate had edged down to 5.3 percent. Therefore, caution should be used in generalizing from the research findings of this one-time study.

The survey results indicate that the workers covered in the study were highly likely to be recalled by their former employers. To the extent that patterns emerge in terms of demographic characteristics of the workers, industry attachment, reason for separation, or length of unemployment, as developed through the analysis of MLS and survey data, this information could be useful in developing better strategies to assist dislocated workers. Additional survey findings include:

- Nearly three-fourths of the survey respondents had a recall following layoff.
- Just over half of the workers were offered reemployment through recalls, and four-fifths returned to work.

- Over one-third of the employers recalled all of their former employees.
- About 57 percent of the employers laid off at least half of their workforce.
- Nearly three-fourths of the establishments provided a general notice of layoff.
- On average, a specific notice on layoff was provided 49 days in advance.
- Layoffs averaged over 5 months in duration, about twice as long as employers had expected.
- Proportionately more workers laid off in manufacturing returned to work than in other industries.

Preface

This report on employer layoff and recall practices is part of a continuing effort by the Employment and Training Administration (ETA) to explore the needs of dislocated workers, i.e., those who have been laid off from their jobs. It attempts to answer the questions, "When workers are laid off, how many are recalled, and, of those recalled, how many choose to return to the employer that laid them off?" It is also an attempt to gather additional information, from an employer's perspective, regarding the planning and implementation of layoffs, including the employer's expectations prior to the onset of the layoff and the method and timing of providing layoff information to workers.

The Employment and Training Administration is responsible for the administration of the Job Training Partnership Act of 1982, as amended by the Economic Dislocation and Worker Adjustment Assistance Act of 1988. In that capacity, ETA responds to the needs of dislocated workers by devising and implementing strategies for

To address this issue, this report uses data from the Bureau's 1988 survey of Mass Layoff Statistics. It supplements these data with data from a special mail questionnaire sent to a sample of employers from the MLS to determine their layoff and recall practices. (See appendixes C and D.)

The mail survey examined layoffs that occurred during the last 6 months of 1988--a quite different economic environment than in late 1991, when this report was assembled. During 1988, the economy completed its sixth year of expansion, as employment continued to rise and the unemployment rate fell to a 14-year low. In the fourth quarter, the rate had edged down to 5.3 percent. Therefore, caution should be used in generalizing from the research findings of this one-time study.

The survey results indicate that the workers covered in the study were highly likely to be recalled by their former employers. To the extent that patterns emerge in terms of demographic characteristics of the workers, industry attachment, reason for separation, or length of unemployment, as developed through the analysis of MLS and survey data, this information could be useful in developing better strategies to assist dislocated workers.

Preparation of this research report was directed by Lewis B. Siegel, a supervisory labor economist in the Division of Local Area Unemployment Statistics, Sharon P. Brown, Chief. Participating in its preparation were W. Michael Murphy, Bryan Roslund, and Sheila Watkins. Data collection was performed by Reginald Cunningham, Bryan Padgett, Patricia A. Ptacek, and Gary Sapperstein, and data production was performed by Mary-Alice Berlin and Cheng-Dong Chang, all in the Division of Federal/State Monthly Surveys, Brendan J. Powers, Chief. Assisting in the development and testing of the survey materials were Kennon R. Copeland and Ruth McKay of the Statistical Methods Division, Alan R. Tupek, Chief.

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MLS program description

The Mass Layoff Statistics program uses a standardized, automated approach to identifying, describing, and tracking major job cutbacks. It was developed in response to the Job Training Partnership Act of 1982 (JTPA) and begun in 1984; it is a cooperative effort with State Employment Security Agencies. The MLS program uses data from each State's unemployment insurance database. Establishments which have at least 50 initial claims for unemployment insurance filed against them during a consecutive 3-week period are targeted for contact by the State agency to determine whether these separations are of at least 31 days duration, the total number of workers separated, and the reasons for these separations. Establishments are identified by industry and location, and detailed socioeconomic characteristics on unemployment insurance claimants--such as age, race, gender, ethnic group, and place of residence--are also provided.

The MLS program yields information on an individual's spell of insured unemployment, thereby affording a unique opportunity to analyze the job loss and reemployment experience of these workers. Claimants are tracked during their spell of insured unemployment through the monitoring of certifications for unemployment (continued claims) filed under regular State unemployment insurance programs.

Additional technical information concerning the MLS program is provided in appendix A.

Highlights

- Nearly three-fourths of the survey respondents had a recall following layoff.
- Just over half of the workers were offered reemployment through recalls, and four-fifths returned to work.
- Over one-third of the employers recalled all of their former employees.
- About 57 percent of the employers laid off at least half of their workforce.
- Nearly three-fourths of the establishments provided a general notice of layoff.
- On average, a specific notice on layoff was provided 49 days in advance.

- Layoffs averaged over 5 months in duration, about twice as long as employers had expected.
- Proportionately more workers laid off in manufacturing returned to work than in other industries.

Procedures and research design

The survey universe for this research project was made up of 948 establishments in 42 States, each having a single layoff, as identified through the MLS program, during the period July-December 1988. The 948 establishments were 82 percent of the total number of establishments (1,152) and accounted for 76 percent of the mass layoff events (1,242) identified in the MLS program in the 42 States during that 6-month period. The MLS data for these 948 establishments have been combined with information on employer recall practices collected through a separate mail survey.

The intent of the mail survey was to learn more about the degree of worker attachment. It contained a series of questions about the number of workers originally on the job site, the number of workers involved in the layoff, and their occupation. Additional questions focused on employer notification, recall practices, and the duration of the layoff.

The survey was designed as a census. The accuracy of the statistical estimates depend primarily on the response rates achieved. Nonrespondents received follow-up telephone calls. The combination mail and telephone follow-up produced a survey response rate of 82 percent. To control nonsampling errors, quality control procedures were incorporated, including telephone validation of all edit failures and telephone verification of the reported data for approximately 100 of the mail respondents. The following methods were used to maximize the response rate for this survey:

- Trained telephone interviewers conducted nonresponse follow-up in a timely fashion.
- Respondents were provided a pledge of confidentiality.
- Potential respondents were provided an explanation of both the importance of the survey's estimates and the need for their cooperation.

Survey results

Size of layoff event. Establishments in the survey employed, on average, 962 workers in the pay period preceding the layoff. In establishments with 300 or fewer

workers, the average employment size was 174, compared to 1,761 in establishments with more than 300 workers. Layoff events included in the survey involved an average of 225 workers, although over one-third affected 100 workers or fewer. Employers of 300 workers or fewer separated 120 workers per event, on average, compared to 330 per layoff in establishments with more than 300 workers. (For the purposes of this report, large establishments are considered as those with over 300 employees.)

Layoffs in nonmanufacturing industries, at 277 workers per event, involved 57 percent more workers per layoff than those in manufacturing. (See appendix B, table 1). In manufacturing, the average number of workers separated per event was 176, with the range extending from 92 in the chemicals industry to 332 in transportation equipment. (See appendix B, table 2.)

Establishments in nonmanufacturing industries, which employed 1,320 workers on average, were considerably larger than those in manufacturing, which employed, on average, 713 workers. Government entities averaged a disproportionately large 10,157 employees.

The average number of separations was highest in layoffs attributed to "contract completion" and "import competition." Layoffs due to "natural disaster,"

"automation," "material shortages," and "environment related," on average, affected fewer than 100 workers per event. (See appendix B, table 3.)

Percent of workforce laid off. Almost 57 percent of the employers laid off at least 50 percent of their workers. Nearly 10 percent laid off their entire workforce. Tables 4 and 5 in appendix B show that manufacturing establishments had smaller layoff events relative to employment size compared to those in nonmanufacturing. Two in every 3 events within each nonmanufacturing industry involved 50 percent or more of the workforce, except in finance, insurance, and real estate and in government.

About two-thirds of the events attributed to "contract completion" and "seasonal work" involved 50 percent or more of the workforce. All of the events due to "bankruptcy" resulted in the layoff of the entire workforce. (See appendix B, table 6.)

In establishments with 300 or fewer workers, layoffs were generally large relative to employment size, involving over half of the workforce in almost four-fifths of the events. Employers of 50 to 100 workers laid off their entire workforce in 26 percent of the events. Layoffs in establishments with more than 300 workers affected at least 50 percent of the workers in one-third of the events. Shown

below are the percent of establishments by employment size and percent of workforce laid off.

| <i>Employment size</i> | <i>Percent of workforce laid off</i> | | |
|------------------------|--------------------------------------|---------------|------------|
| | <i>Less than 50</i> | <i>50-100</i> | <i>100</i> |
| 300 or fewer workers | 20.1 | 79.9 | 14.2 |
| Over 300 workers | 66.7 | 33.3 | 4.5 |

Notification. Nearly three-fourths of the employers provided a general notification of layoff to affected workers. General notification, as defined in this survey, is the notification of workers, and possibly others in the community, that a layoff is expected to occur, without either the specification of the exact date of the layoff or the workers to be laid off.

All employers in retail trade establishments provided general notice. (See appendix B, table 7.) All employers who had layoffs attributed to "automation," "labor-management dispute," or "plant repairs" provided general notification. Employers provided notice in about three-fourths of the events due to "seasonal work" and in about two-thirds of those resulting from "slack work." Only one-third of the employers having layoffs due to "bankruptcy" or "overseas relocation" gave general notice. (See appendix B, table 8.)

On average, employers provided specific or individual notification of the layoff 49 days in advance. In manufacturing, individual notice was provided an average of 41 days before the layoff event. Employers in fabricated metals gave workers 90-days notice, and manufacturers of textiles, tobacco, and petroleum products provided notice at least 60 days in advance, on average. However, half of the industries in manufacturing informed workers of their specific layoff dates fewer than 30 days before the action. (See appendix B, table 9.)

Within nonmanufacturing, employers informed workers in transportation and public utilities and finance, insurance, and real estate nearly 4 months in advance of the layoff action. Employers in trade and government notified individuals 2 months before the event, on average. In construction and mining, workers were notified less than a month before the layoffs occurred.

Workers laid off due to "domestic relocation" and "vacation period" received the longest notification period. Workers cutback due to "seasonal work" received about 2 months notification, slightly longer than the average. Workers laid off for "slack work" received notification approximately 1 month ahead of the layoff.

About 1 in 4 employers informed workers of the impending layoff by more than one method of notification. Personal, face-to-face notification was by far the most common channel of communication. Eighty-five percent of the employers notified workers in person, and 30 percent used posted notices.

Most employers who expected to recall workers after a layoff provided information to employees about the expected duration of the layoff. Employers with layoffs due to "model changeover," "seasonal work," "weather-related curtailment," or "vacation period" were the most likely to inform all of the affected workers regarding the anticipated duration of the layoff. Employers whose layoffs were attributed to "business ownership change," "contract completion," "material shortages," and "overseas relocation," generally did not provide layoff information to all workers involved.

Regardless of the reason for the layoff, however, most employers *not* expecting to recall workers informed all affected workers that a recall was not expected.

Recalls. Two-thirds of the employers expected--at the time of the layoff--to recall some or all of their workers, and a slightly larger proportion actually had recalls. (See appendix B, table 10.)

Agricultural employers, who typically have seasonal layoffs, expected to recall workers in 82 percent of the events, the highest proportion among the major industrial groupings. Nearly three-fourths of the employers engaged in nondurable goods production thought they would be able to recall workers and three-fifths of those in durable goods expected a recall. In nonmanufacturing industries, construction firms expected to call workers back in over three-fourths of the layoff events, while only about half of the mining companies expected recalls.

In most industries, regardless of the employers' expectations, more recalls took place than employers expected. The exceptions were in trade, where recalls occurred as employers expected, and in agriculture and transportation and public utilities, where recalls occurred less often than expected. A slightly higher proportion of employers in nondurable goods manufacturing recalled workers than those in durables. Within manufacturing, all employers in primary metals and instruments had recalls, in contrast to only half of those in fabricated metals, tobacco, and petroleum products. (See appendix B, table 11.) In nonmanufacturing industries, employers in services and construction recalled workers the most frequently, while establishments in finance, insurance, and real estate and retail trade had the lowest proportions of recalls.

Employers who attributed layoff events to "seasonal work" planned to call back workers in 93 percent of such layoffs. Not surprisingly, employers involved in events due to "contract cancellation" and "bankruptcy" were the least optimistic about recalling workers, with only about 1 in 7 expecting to recall previous employees. Generally, employers' recall expectations were accurate in terms of their reasons for layoff; however, for events caused by "business ownership change," "contract completion," and "slack work," recalls occurred more often than expected.

Worker attachment. The degree of attachment to former employers is analyzed from two perspectives. This section reviews the likelihood of employees to return to work for their former employer using the entire survey universe of establishment respondents. The next section explores the degree of attachment only among establishments that recalled workers.

Just over half of the workers were offered reemployment as a result of employer recalls, and more than four-fifths of those recalled returned to work. (See appendix B, table 12.)

Among all manufacturing businesses, employers recalled about 58 percent of the workers, and 87 percent of those

recalled accepted reemployment. (See appendix B, table 13.) The proportion of workers recalled varied widely within the individual manufacturing industries. For example, employers recalled all workers in the instruments, tobacco, and paper products industries and virtually none in leather products.

In nonmanufacturing industries, employers recalled 44 percent of the laid-off workers, and about 80 percent of them returned to their previous job. Again, there was a fairly sizable range: Employers in services and trade recalled about three-fourths of their employees, while employers in transportation and public utilities and government recalled only 1 in 5. Eighty-eight percent of the service workers returned to work for their previous employers, while only 45 percent of the trade workers returned to work. Over 90 percent of the former employees in construction and government returned to work for their former employer.

"Seasonal work," in which impending layoffs are often predictable, and "slack work," which may be translated as insufficient demand for the product or service of the employer, accounted for nearly three-fifths of the layoff events reported. Employers recalled four-fifths of the workers involved in events due to "seasonal work," and three-fifths of those laid off because of "slack work." The high proportion of layoff events attributed to these reasons

contributed to the overall high recall rate reported in the survey. (See appendix B, table 14.)

Smaller establishments--those with fewer than 300 employees--tended to recall greater proportions of their workforce than did larger establishments. Also, the smaller the establishment, the more likely workers were to return to work for their previous employer. (See appendix B, table 15.)

Establishments recalling workers. Employers in this survey collectively recalled about half of their workers who were previously separated in mass layoff events. But, if only those establishments which recalled any workers are examined, two-thirds of the former employees were recalled to their jobs. (See appendix B, table 16.) About half of these employers recalled all their workers. (See chart 1.)

In the manufacturing establishments where recalls occurred, employers recalled nearly 80 percent of their workers, on average. The recall rate was slightly higher for workers employed in the nondurable goods sector than for those in durable goods. (See appendix B, table 17.) In nonmanufacturing industries, employers who recalled workers called back 57 percent of their laid-off employees. Trade and services establishments recalled over 90 percent, while those in government and transportation and public utilities

offered reemployment to about one-fourth of their former employees.

Duration. Layoffs tended to last considerably longer than employers initially anticipated. Only about 45 percent of the establishments expected layoffs to continue beyond 90 days. However, 62 percent of the recalls took place after 90 days, nearly half of which occurred after 180 days. About 30 percent of the layoff events were expected to end within 45 days, but only 17 percent of the recalls occurred within that time frame.

Tables 18 and 19 in appendix B show the expected and actual duration of layoffs by major industry group and within the individual manufacturing industries. Employer expectations of layoff duration in a few industries were very accurate.

Events due to "seasonal work" lasted about 6 months, but employers anticipated layoffs would last about 3-1/2 months. Similarly, for layoff events attributed to "slack work," the layoff lasted 5 months instead of the 3 months anticipated by the employers.

Survey summary. Based on data collected from the establishments during the time period covered by the survey, workers were highly likely to be recalled by their former

employers. Sixty-seven percent of the employers expected a recall to take place, and 73 percent of the establishments actually recalled workers. Overall, employers offered reemployment to 51 percent of the workers they laid off, 84 percent of whom returned to work for their previous employer. Over one-fourth of the establishments in the survey knew a recall would not occur. Most of these establishments either discontinued, downsized, or relocated their operations; the workers laid off from these establishments had little or no chance of being recalled.

Employers in the services and construction industries were the most likely to recall workers among the major industrial groupings, while establishments in finance, insurance, and real estate and retail trade were the least likely to recall workers. Most employers provided some form of notification of layoff to affected workers. In general, the average layoff event lasted twice as long as its expected duration.

APPENDIX A

National coverage

The 42 States which reported MLS data in 1988 accounted for about 70 percent of the Nation's civilian workforce and the unemployed. Employment in these States, as measured by the Bureau's regular monthly survey of nonagricultural establishments, accounted for about the same proportion--72 percent--of the U.S. total. The 42 States also accounted for 72 percent of the establishments that employed 50 persons or more and were covered by unemployment insurance laws--and thus were within the scope of the data collection program--as well as 70 percent of employment in the establishments of this size.

State coverage

The 42 States providing data were Alabama, Alaska, Arizona, Arkansas, Colorado, Connecticut, Delaware, Florida, Georgia, Hawaii, Idaho, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Massachusetts, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Oklahoma, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, and Wisconsin. Currently all States and the

District of Columbia are participating in the program, with the exception of California.

Nonsampling error

The survey of employer layoff and recall practices was a census and involved no sampling. However, as in all surveys, there are errors which are known as nonsampling errors. The principal types of nonsampling errors affecting the survey can be attributed to many sources and are described below.

There may be undercoverage or overcoverage of establishments due to misidentifying or entirely missing establishments having mass layoffs.

For some establishments, no usable questionnaire may be obtained due to noncontact, inability or unwillingness to respond, or loss of the survey form in the mail, among others. This type of nonsampling error is referred to as "total nonresponse."

Some respondents may not answer particular questions because, for example, they are withholding the answer, they have an inability to recall or retrieve the information, inadvertent omission, confusion, or partial destruction of

the survey form. This type of nonsampling error is referred to as "item nonresponse."

There may also be response error due to an unwillingness to provide the proper answer, misunderstanding the questions, obtaining incorrect information from records, or even making errors on the survey form itself.

Even correct answers, correctly recorded and returned to the survey manager undamaged, are subject to keying and data processing errors. Errors of this type are referred to as "data capture errors."

The full extent of nonsampling error is unknown. Care was taken in obtaining data in the mass layoff statistics program to properly identify establishments involved in mass layoffs. Standard quality control methods were used to monitor data keying and various administrative checks were made to ensure that data were tabulated according to specifications. The major potential errors are those of total and item response and nonresponse error.

As detailed in the procedures and research design section, above, specific measures were taken to minimize these errors. Data editing was used to detect probable response errors. Telephone followup was used to recruit total nonrespondents and resolve item nonresponses and

probable response errors. Virtually all item nonresponses and edit failures were resolved. An 82 percent total response rate was obtained. Total nonresponse is the chief remaining source of error in the data.

APPENDIX B

Table B-1. Employment size and average number of workers laid off by industry, July-December 1988

| Industry | Layoff events (percent) | Number of employed prior to layoff | Average number of workers laid off | Percent of workforce laid off |
|---|----------------------------|--|--|-------------------------------------|
| Total, all industries | 100.0 | 962 | 225 | 23.4 |
| Agriculture | 2.1 | 638 | 428 | 67.1 |
| Nonagriculture | 97.9 | 970 | 219 | 22.6 |
| Manufacturing | 56.0 | 713 | 176 | 24.7 |
| Durable goods | 29.0 | 877 | 180 | 20.5 |
| Nondurable goods | 26.9 | 506 | 171 | 33.8 |
| Nonmanufacturing | 42.0 | 1,320 | 277 | 21.0 |
| Mining | 4.1 | 624 | 182 | 29.2 |
| Construction | 16.1 | 318 | 207 | 65.1 |
| Transportation and public utilities | 6.7 | 1,601 | 426 | 26.6 |
| Wholesale and retail trade | 3.6 | 477 | 348 | 73.0 |
| Wholesale trade | 2.6 | 287 | 151 | 52.6 |
| Retail trade | 1.0 | 698 | 577 | 82.7 |
| Finance, insurance, and real estate | .5 | 535 | 224 | 41.9 |
| Services | 8.8 | 1,912 | 264 | 13.8 |
| Government | 2.1 | 10,157 | 406 | 4.0 |

NOTE: Items may not add to totals because of rounding.

Table B-2. Employment size and average number of workers laid off by manufacturing industry, July-December 1988

| Industry | Layoff events (percent) | Average number of workers-- | | Percent of workforce laid off |
|--|-------------------------|-----------------------------|---------------------|-------------------------------|
| | | Employed, prior to layoff | Laid off, per event | |
| Total, manufacturing..... | 56.0 | 713 | 176 | 24.7 |
| Durable goods..... | 31.2 | 877 | 180 | 20.5 |
| Lumber and wood products..... | 3.0 | 331 | 139 | 42.0 |
| Furniture and fixtures..... | 1.5 | 322 | 132 | 41.0 |
| Stone, clay, and glass products..... | 1.9 | 532 | 179 | 33.6 |
| Primary metal industries..... | 1.1 | 181 | 122 | 67.4 |
| Fabricated metal products..... | 6.4 | 666 | 155 | 23.3 |
| Industrial machinery and equipment..... | 5.6 | 874 | 150 | 17.2 |
| Electronic and other electrical equipment..... | 5.6 | 860 | 203 | 23.6 |
| Transportation equipment..... | 3.4 | 2,552 | 332 | 13.0 |
| Instruments and related products..... | .4 | 2,526 | 103 | 4.1 |
| Miscellaneous manufacturing industries..... | 2.3 | 467 | 170 | 36.4 |
| Nondurable goods..... | 24.8 | 506 | 171 | 33.8 |
| Food and kindred products..... | 7.9 | 348 | 191 | 54.9 |
| Tobacco products..... | .4 | 156 | 114 | 73.1 |
| Textile mill products..... | 2.6 | 398 | 184 | 46.2 |
| Apparel and other textile products..... | 4.9 | 258 | 159 | 61.6 |
| Paper and allied products..... | .8 | 236 | 149 | 63.1 |
| Printing and publishing..... | 1.9 | 1,096 | 228 | 20.8 |
| Chemicals and allied products..... | 2.6 | 885 | 92 | 10.4 |
| Petroleum and coal products..... | - | - | - | - |
| Rubber and miscellaneous plastic products..... | 2.6 | 992 | 167 | 16.8 |
| Leather and leather products..... | 1.1 | 241 | 193 | 80.1 |

NOTE: Dash represents zero.

Table B-3. Employment size and average number of workers laid off by reason for layoff, July-December 1988

| Reason | Layoff events (percent) | Average number of workers-- | | Percent of workforce laid off |
|----------------------------------|-------------------------|-----------------------------|---------------------|-------------------------------|
| | | Employed, prior to layoff | Laid off, per event | |
| Total, all reasons..... | 100.0 | 962 | 225 | 23.4 |
| Automation..... | .4 | 1,169 | 60 | 5.1 |
| Bankruptcy..... | 3.0 | 225 | 225 | 100.0 |
| Business ownership change..... | 1.9 | 294 | 106 | 36.1 |
| Contract cancellation..... | 1.5 | 262 | 117 | 44.7 |
| Contract completion..... | 6.4 | 635 | 340 | 53.5 |
| Domestic relocation..... | 3.0 | 886 | 293 | 33.1 |
| Environmental..... | .8 | 106 | 85 | 80.2 |
| Import competition..... | .8 | 440 | 340 | 77.3 |
| Material shortages..... | 2.3 | 619 | 83 | 13.4 |
| Model changeover..... | 1.9 | 1,473 | 285 | 19.3 |
| Natural disaster..... | .4 | 75 | 56 | 74.7 |
| Overseas relocation..... | .8 | 163 | 102 | 62.6 |
| Plant or machine repairs..... | 1.1 | 391 | 153 | 39.1 |
| Seasonal work..... | 36.8 | 575 | 238 | 41.4 |
| Slack work..... | 22.2 | 738 | 175 | 23.7 |
| Vacation period..... | .8 | 158 | 110 | 69.6 |
| Weather-related curtailment..... | 3.0 | 332 | 125 | 37.7 |
| Other reasons..... | 9.4 | 4,501 | 369 | 8.2 |
| Not reported..... | 3.8 | 325 | 119 | 36.6 |

NOTE: Items may not add to totals because of rounding.

Table B-4. Percent of workforce laid off by industry, July-December 1988

| Industry | Layoff events (percent) | Percent of establishments that laid off-- | | |
|---|-------------------------|---|-----------------------------|-------------|
| | | Less than half their workers | At least half their workers | All workers |
| Total, all industries | 100.0 | 43.2 | 56.8 | 9.4 |
| Agriculture | 2.6 | 28.6 | 71.4 | - |
| Nonagriculture | 97.4 | 43.6 | 56.4 | 9.7 |
| Manufacturing | 56.0 | 56.4 | 43.6 | 6.7 |
| Durable goods | 31.2 | 66.3 | 33.7 | 3.6 |
| Nondurable goods | 24.8 | 43.9 | 56.1 | 10.6 |
| Nonmanufacturing | 41.4 | 26.4 | 73.6 | 13.6 |
| Mining | 3.8 | 30.0 | 70.0 | 10.0 |
| Construction | 15.0 | 12.5 | 87.5 | 5.0 |
| Transportation and public utilities | 6.8 | 33.3 | 66.7 | 27.8 |
| Wholesale and retail trade | 4.9 | 15.4 | 84.6 | 15.4 |
| Wholesale trade | 2.6 | 28.6 | 71.4 | - |
| Retail trade | 2.3 | - | 100.0 | 33.3 |
| Finance, insurance, and real estate | 1.5 | 75.0 | 25.0 | 25.0 |
| Services | 7.5 | 25.0 | 75.0 | 20.0 |
| Government | 1.9 | 100.0 | - | - |

NOTE: Dash represents zero.

Table B-5. Percent of workforce laid off by manufacturing industry, July-December 1988

| Industry | Layoff events (percent) | Percent of establishments that laid off-- | | |
|--|-------------------------|---|-----------------------------|-------------|
| | | Less than half their workers | At least half their workers | All workers |
| Total, manufacturing..... | 56.0 | 56.4 | 43.6 | 6.7 |
| Durable goods..... | 31.2 | 66.3 | 33.7 | 3.6 |
| Lumber and wood products..... | 3.0 | 37.5 | 62.5 | 12.5 |
| Furniture and fixtures..... | 1.5 | 75.0 | 25.0 | - |
| Stone, clay, and glass products..... | 1.9 | 60.0 | 40.0 | - |
| Primary metal industries..... | 1.1 | 33.3 | 66.7 | - |
| Fabricated metal products..... | 6.4 | 64.7 | 35.3 | 5.9 |
| Industrial machinery and equipment..... | 5.6 | 86.7 | 13.3 | - |
| Electronic and other electrical equipment..... | 5.6 | 73.3 | 26.7 | - |
| Transportation equipment..... | 3.4 | 66.7 | 33.3 | - |
| Instruments and related products..... | .4 | 100.0 | - | - |
| Miscellaneous manufacturing industries..... | 2.3 | 50.0 | 50.0 | 16.7 |
| Nondurable goods..... | 24.8 | 43.9 | 56.1 | 10.6 |
| Food and kindred products..... | 7.9 | 33.3 | 66.7 | - |
| Tobacco products..... | .4 | - | 100.0 | - |
| Textile mill products..... | 2.6 | 28.6 | 71.4 | 28.6 |
| Apparel and other textile products..... | 4.9 | 38.5 | 61.5 | 15.4 |
| Paper and allied products..... | .8 | - | 100.0 | - |
| Printing and publishing..... | 1.9 | 100.0 | - | - |
| Chemicals and allied products..... | 2.6 | 42.9 | 57.1 | 14.3 |
| Petroleum and coal products..... | - | - | - | - |
| Rubber and miscellaneous plastic products..... | 2.6 | 85.7 | 14.3 | - |
| Leather and leather products..... | 1.1 | 33.3 | 66.7 | 66.7 |

NOTE: Dash represents zero.

Table B-6. Percent of workforce laid off by reason for layoff, July-December 1988

| Reason | Layoff events (percent) | Percent of establishments that laid off-- | | |
|----------------------------------|-------------------------|---|-----------------------------|-------------|
| | | Less than half their workers | At least half their workers | All workers |
| Total, all reasons..... | 100.0 | 43.2 | 56.8 | 9.4 |
| Automation..... | .4 | 100.0 | - | - |
| Bankruptcy..... | 3.0 | - | 100.0 | 100.0 |
| Business ownership change..... | 1.9 | 60.0 | 40.0 | - |
| Contract cancellation..... | 1.5 | 50.0 | 50.0 | - |
| Contract completion..... | 6.4 | 29.4 | 70.6 | 5.9 |
| Domestic relocation..... | 3.0 | 37.5 | 62.5 | 12.5 |
| Environmental..... | .8 | - | 100.0 | 50.0 |
| Import competition..... | .8 | - | 100.0 | 50.0 |
| Material shortages..... | 2.3 | 66.7 | 33.3 | - |
| Model changeover..... | 1.9 | 100.0 | - | - |
| Natural disaster..... | .4 | - | 100.0 | - |
| Overseas relocation..... | .8 | - | 100.0 | - |
| Plant or machine repairs..... | 1.1 | 33.3 | 66.7 | - |
| Seasonal work..... | 36.8 | 34.7 | 65.3 | 4.1 |
| Slack work..... | 22.2 | 61.0 | 39.0 | 3.4 |
| Vacation period..... | .8 | - | 100.0 | - |
| Weather-related curtailment..... | 3.0 | 50.0 | 50.0 | - |
| Other reasons..... | 9.4 | 60.0 | 40.0 | 16.0 |
| Not reported..... | 3.8 | 20.0 | 80.0 | 30.0 |

NOTE: Items may not add to totals because of rounding. Dash represents zero.

Table B-7. Establishments providing general layoff notice and average length of notice by industry, July-December 1988

| Industry | Percent of establishments | | Average length of specific notice (in days) |
|---|---------------------------|---------------------------------|---|
| | Total | Providing general layoff notice | |
| Total, all industries | 100.0 | 71.9 | 49 |
| Agriculture | 2.4 | 90.9 | 63 |
| Nonagriculture | 97.6 | 71.4 | 49 |
| Manufacturing | 55.8 | 69.2 | 41 |
| Durable goods | 32.6 | 66.4 | 38 |
| Nondurable goods | 23.2 | 73.1 | 45 |
| Nonmanufacturing | 41.8 | 74.4 | 58 |
| Mining | 4.3 | 75.0 | 24 |
| Construction | 14.2 | 68.2 | 21 |
| Transportation and public utilities | 7.1 | 63.6 | 119 |
| Wholesale and retail trade | 4.3 | 95.0 | 53 |
| Wholesale trade | 1.7 | 87.5 | 39 |
| Retail trade | 2.6 | 100.0 | 60 |
| Finance, insurance, and real estate | .9 | 50.0 | 109 |
| Services | 8.4 | 87.2 | 88 |
| Government | 2.8 | 69.2 | 53 |

NOTE: Items may not add to totals because of rounding.

Table B-8. Establishments providing general layoff notice and average length of notice by reason for layoff, July-December 1988

| Reason | Percent of establishments | | Average length of specific notice (in days) |
|----------------------------------|---------------------------|---------------------------------|---|
| | Total | Providing general layoff notice | |
| Total, all reasons..... | 100.0 | 71.9 | 49 |
| Automation..... | .2 | 100.0 | 14 |
| Bankruptcy..... | 2.6 | 33.3 | 39 |
| Business ownership change..... | 3.9 | 66.7 | 63 |
| Contract cancellation..... | 1.9 | 88.9 | 24 |
| Contract completion..... | 5.8 | 77.8 | 20 |
| Domestic relocation..... | 2.1 | 90.0 | 126 |
| Environmental..... | .4 | 50.0 | 2 |
| Import competition..... | 1.1 | 80.0 | 60 |
| Labor-management dispute..... | .4 | 100.0 | 23 |
| Material shortages..... | 1.3 | 66.7 | 17 |
| Model changeover..... | 1.3 | 66.7 | 25 |
| Natural disaster..... | .2 | - | - |
| Overseas relocation..... | .6 | 33.3 | 7 |
| Plant or machine repairs..... | .6 | 100.0 | 47 |
| Seasonal work..... | 35.6 | 78.3 | 64 |
| Slack work..... | 21.9 | 63.7 | 27 |
| Vacation period..... | 1.3 | 83.3 | 97 |
| Weather-related curtailment..... | 3.4 | 62.5 | 16 |
| Other reasons..... | 10.1 | 72.3 | 43 |
| Not reported..... | 5.2 | 70.8 | 63 |

NOTE: Items may not add to totals because of rounding. Dash represents zero.

Table B-9. Establishments providing general layoff notice and average length of notice by manufacturing industry, July-December 1988

| Industry | Percent of establishments | | Average length of specific notice (in days) |
|--|---------------------------|---------------------------------|---|
| | Total | Providing general layoff notice | |
| Total, manufacturing..... | 55.8 | 69.2 | 41 |
| Durable goods..... | 32.6 | 66.4 | 38 |
| Lumber and wood products..... | 3.2 | 60.0 | 21 |
| Furniture and fixtures..... | 1.5 | 28.6 | 9 |
| Stone, clay, and glass products..... | 2.1 | 50.0 | 24 |
| Primary metal industries..... | 1.5 | 71.4 | 9 |
| Fabricated metal products..... | 5.2 | 58.3 | 89 |
| Industrial machinery and equipment..... | 5.6 | 69.2 | 23 |
| Electronic and other electrical equipment..... | 5.6 | 84.6 | 37 |
| Transportation equipment..... | 5.4 | 72.0 | 44 |
| Instruments and related products..... | .4 | 50.0 | 22 |
| Miscellaneous manufacturing industries..... | 2.1 | 70.0 | 20 |
| Nondurable goods..... | 23.2 | 73.1 | 45 |
| Food and kindred products..... | 7.5 | 74.3 | 54 |
| Tobacco products..... | .4 | 100.0 | 63 |
| Textile mill products..... | 2.4 | 72.7 | 68 |
| Apparel and other textile products..... | 4.3 | 65.0 | 49 |
| Paper and allied products..... | 1.3 | 50.0 | 41 |
| Printing and publishing..... | 1.7 | 75.0 | 12 |
| Chemicals and allied products..... | 1.9 | 88.9 | 48 |
| Petroleum and coal products..... | .4 | 50.0 | 62 |
| Rubber and miscellaneous plastic products..... | 1.7 | 75.0 | 12 |
| Leather and leather products..... | 1.5 | 85.7 | 27 |

NOTE: Items may not add to totals because of rounding.

Table B-11. Expected and actual recalls by manufacturing industry, July-December 1988

| Industry | Layoff events (percent) | Percent of employers who-- | |
|--|-------------------------|----------------------------|---------------------------|
| | | Expected a recall to occur | Actually recalled workers |
| Total, manufacturing..... | 55.3 | 66.0 | 73.0 |
| Durable goods..... | 32.0 | 60.8 | 68.9 |
| Lumber and wood products..... | 3.2 | 80.0 | 80.0 |
| Furniture and fixtures..... | 1.5 | 85.7 | 85.7 |
| Stone, clay, and glass products..... | 2.2 | 70.0 | 70.0 |
| Primary metal industries..... | 1.5 | 71.4 | 100.0 |
| Fabricated metal products..... | 5.2 | 45.8 | 50.0 |
| Industrial machinery and equipment..... | 5.6 | 65.4 | 76.9 |
| Electronic and other electrical equipment..... | 5.2 | 37.5 | 58.3 |
| Transportation equipment..... | 5.2 | 58.3 | 58.3 |
| Instruments and related products..... | .4 | 100.0 | 100.0 |
| Miscellaneous manufacturing industries..... | 1.9 | 77.8 | 88.9 |
| Nondurable goods..... | 23.3 | 73.1 | 78.7 |
| Food and kindred products..... | 7.6 | 88.6 | 88.6 |
| Tobacco products..... | .4 | 50.0 | 50.0 |
| Textile mill products..... | 2.4 | 45.5 | 54.5 |
| Apparel and other textile products..... | 4.5 | 76.2 | 85.7 |
| Paper and allied products..... | 1.1 | 100.0 | 80.0 |
| Printing and publishing..... | 1.7 | 75.0 | 87.5 |
| Chemicals and allied products..... | 1.9 | 55.6 | 66.7 |
| Petroleum and coal products..... | .4 | 50.0 | 50.0 |
| Rubber and miscellaneous plastic products..... | 1.7 | 75.0 | 75.0 |
| Leather and leather products..... | 1.5 | 42.9 | 71.4 |

NOTE: Items may not add to totals because of rounding.

Table B-12. Mass layoff events and laid off workers who were recalled to their jobs by industry, July-December 1988

(In percent)

| Industry | Layoff events | | Percent of workers-- | |
|---|---------------|---------|----------------------------|-----------------------|
| | Total | Recalls | Laid off who were recalled | Recalled who returned |
| Total, all industries | 100.0 | 72.8 | 51.0 | 84.1 |
| Agriculture | 2.3 | 66.7 | 61.2 | 86.6 |
| Nonagriculture | 97.7 | 73.0 | 50.6 | 83.6 |
| Manufacturing | 56.2 | 72.5 | 58.1 | 87.2 |
| Durable goods | 31.3 | 67.5 | 53.6 | 89.5 |
| Nondurable goods | 24.9 | 78.8 | 64.0 | 84.9 |
| Nonmanufacturing | 41.5 | 73.6 | 44.4 | 79.6 |
| Mining | 3.8 | 80.0 | 45.7 | 87.5 |
| Construction | 15.1 | 77.5 | 38.6 | 96.1 |
| Transportation and public utilities | 6.8 | 72.2 | 21.5 | 89.8 |
| Wholesale and retail trade | 4.9 | 53.8 | 74.6 | 44.8 |
| Wholesale trade | 2.6 | 71.4 | 49.7 | 91.4 |
| Retail trade | 2.3 | 33.3 | 82.3 | 36.1 |
| Finance, insurance, and real estate | 1.5 | 25.0 | .4 | 100.0 |
| Services | 7.5 | 85.0 | 76.6 | 88.2 |
| Government | 1.9 | 80.0 | 20.5 | 98.1 |

Table B-13. Mass layoff events and laid off workers who were recalled to their jobs by manufacturing industry, July-December 1988

(In percent)

| Industry | Layoff events | | Percent of workers-- | |
|--|---------------|---------|----------------------------|-----------------------|
| | Total | Recalls | Laid off who were recalled | Recalled who returned |
| Total, manufacturing..... | 56.2 | 72.5 | 58.1 | 87.2 |
| Durable goods..... | 31.3 | 67.5 | 53.6 | 89.5 |
| Lumber and wood products..... | 3.0 | 62.5 | 45.4 | 96.0 |
| Furniture and fixtures..... | 1.5 | 75.0 | 17.6 | 83.9 |
| Stone, clay, and glass products..... | 1.9 | 60.0 | 23.8 | 98.6 |
| Primary metal industries..... | 1.1 | 100.0 | 79.5 | 94.8 |
| Fabricated metal products..... | 6.4 | 52.9 | 54.6 | 96.9 |
| Industrial machinery and equipment..... | 5.7 | 80.0 | 78.4 | 90.5 |
| Electronic and other electrical equipment..... | 5.7 | 66.7 | 39.1 | 86.6 |
| Transportation equipment..... | 3.4 | 55.6 | 58.7 | 80.3 |
| Instruments and related products..... | .4 | 100.0 | 100.0 | 100.0 |
| Miscellaneous manufacturing industries..... | 2.3 | 83.3 | 65.2 | 88.0 |
| Nondurable goods..... | 24.9 | 78.8 | 64.0 | 84.9 |
| Food and kindred products..... | 7.9 | 95.2 | 82.3 | 83.0 |
| Tobacco products..... | .4 | 100.0 | 100.0 | 100.0 |
| Textile mill products..... | 2.6 | 28.6 | 9.5 | 91.8 |
| Apparel and other textile products..... | 4.9 | 84.6 | 87.8 | 87.9 |
| Paper and allied products..... | .8 | 100.0 | 100.0 | 55.7 |
| Printing and publishing..... | 1.9 | 100.0 | 80.3 | 91.8 |
| Chemicals and allied products..... | 2.6 | 71.4 | 33.4 | 90.7 |
| Petroleum and coal products..... | - | - | - | - |
| Rubber and miscellaneous plastic products..... | 2.6 | 71.4 | 37.2 | 82.8 |
| Leather and leather products..... | 1.1 | 33.3 | .9 | 100.0 |

NOTE: Items may not add to totals because of rounding. Dash represents zero.

Table B-14. Mass layoff events and laid off workers who were recalled to their jobs by reason for layoff, July-December 1988

(In percent)

| Reason | Layoff events | | Percent of workers-- | |
|----------------------------------|---------------|---------|----------------------------|-----------------------|
| | Total | Recalls | Laid off who were recalled | Recalled who returned |
| Total, all reasons..... | 100.0 | 72.8 | 51.0 | 84.1 |
| Automation..... | .4 | - | - | - |
| Bankruptcy..... | 3.0 | 12.5 | 5.6 | 100.0 |
| Business ownership change..... | 1.9 | 40.0 | 2.6 | 100.0 |
| Contract cancellation..... | 1.5 | 50.0 | 47.0 | 73.6 |
| Contract completion..... | 6.4 | 52.9 | 19.6 | 90.5 |
| Domestic relocation..... | 3.0 | 12.5 | 16.7 | 79.8 |
| Environmental..... | .8 | 100.0 | 47.1 | 97.5 |
| Import competition..... | .8 | - | - | - |
| Material shortages..... | 2.3 | 66.7 | 67.5 | 100.0 |
| Model changeover..... | 1.9 | 80.0 | 71.3 | 99.2 |
| Natural disaster..... | .4 | 100.0 | 100.0 | 94.6 |
| Overseas relocation..... | .8 | 50.0 | 43.1 | 100.0 |
| Plant or machine repairs..... | 1.1 | 100.0 | 79.7 | 100.0 |
| Seasonal work..... | 36.6 | 93.8 | 80.6 | 79.7 |
| Slack work..... | 22.3 | 78.0 | 59.3 | 88.0 |
| Vacation period..... | .8 | 100.0 | 100.0 | 100.0 |
| Weather-related curtailment..... | 3.0 | 87.5 | 77.0 | 96.4 |
| Other reasons..... | 9.4 | 48.0 | 8.6 | 81.8 |
| Not reported..... | 3.8 | 50.0 | 20.6 | 71.4 |

NOTE: Items may not add to totals because of rounding. Dash represents zero.

Table B-15. Mass layoff events and laid off workers who were recalled to their jobs by employment size, July-December 1988

(In percent)

| Employment size | Layoff events | | Percent of workers-- | |
|----------------------------------|---------------|---------|----------------------------|-----------------------|
| | Total | Recalls | Laid off who were recalled | Recalled who returned |
| Total, all employment sizes..... | 100.0 | 72.8 | 51.0 | 84.1 |
| 100 or fewer workers..... | 7.2 | 68.4 | 59.2 | 94.8 |
| 101 to 200 workers..... | 27.5 | 71.2 | 54.1 | 92.9 |
| 201 to 300 workers..... | 15.8 | 76.2 | 58.0 | 87.6 |
| 301 to 400 workers..... | 11.7 | 61.3 | 49.9 | 87.5 |
| 401 to 500 workers..... | 5.7 | 73.3 | 50.2 | 76.4 |
| Over 500 workers..... | 32.1 | 77.6 | 49.2 | 79.8 |
| 300 or fewer workers..... | 50.6 | 72.4 | 56.1 | 90.8 |
| Over 300 workers..... | 49.4 | 73.3 | 49.4 | 80.7 |

Table B-16. Average number of workers laid off and recalled in the establishments that recalled workers by industry, July-December 1988

| Industry | Layoff events (percent) | Average number of workers per event-- | | Percent of workers recalled |
|---|-------------------------|---------------------------------------|----------|-----------------------------|
| | | Laid off | Recalled | |
| Total, all industries | 100.0 | 234 | 157 | 67.1 |
| Agriculture | 2.1 | 546 | 382 | 70.0 |
| Nonagriculture | 97.9 | 227 | 152 | 67.0 |
| Manufacturing | 56.0 | 179 | 141 | 78.8 |
| Durable goods | 29.0 | 192 | 143 | 74.5 |
| Nondurable goods | 26.9 | 165 | 139 | 84.2 |
| Nonmanufacturing | 42.0 | 292 | 167 | 57.2 |
| Mining | 4.1 | 157 | 104 | 66.2 |
| Construction | 16.1 | 188 | 103 | 54.8 |
| Transportation and public utilities | 6.7 | 506 | 127 | 25.1 |
| Wholesale and retail trade | 3.6 | 495 | 482 | 97.4 |
| Wholesale trade | 2.6 | 111 | 105 | 94.6 |
| Retail trade | 1.0 | 1,455 | 1,425 | 97.9 |
| Finance, insurance, and real estate | .5 | 81 | 4 | 4.9 |
| Services | 8.8 | 262 | 238 | 90.8 |
| Government | 2.1 | 490 | 104 | 21.2 |

NOTE: Items may not add to totals because of rounding.

Table B-17. Average number of workers laid off and recalled in the establishments that recalled workers by manufacturing industry, July-December 1988

| Industry | Layoff events (percent) | Average number of workers per event-- | | Percent of workers recalled |
|--|-------------------------|---------------------------------------|----------|-----------------------------|
| | | Laid off | Recalled | |
| Total, manufacturing..... | 56.0 | 179 | 141 | 78.8 |
| Durable goods..... | 29.0 | 192 | 143 | 74.5 |
| Lumber and wood products..... | 2.6 | 157 | 101 | 64.3 |
| Furniture and fixtures..... | 1.6 | 76 | 31 | 40.8 |
| Stone, clay, and glass products..... | 1.6 | 127 | 71 | 55.9 |
| Primary metal industries..... | 1.6 | 122 | 97 | 79.5 |
| Fabricated metal products..... | 4.7 | 172 | 160 | 93.0 |
| Industrial machinery and equipment..... | 6.2 | 157 | 147 | 93.6 |
| Electronic and other electrical equipment..... | 5.2 | 255 | 119 | 46.7 |
| Transportation equipment..... | 2.6 | 401 | 351 | 87.5 |
| Instruments and related products..... | .5 | 103 | 103 | 100.0 |
| Miscellaneous manufacturing industries..... | 2.6 | 175 | 133 | 76.0 |
| Nondurable goods..... | 26.9 | 165 | 139 | 84.2 |
| Food and kindred products..... | 10.4 | 189 | 165 | 87.3 |
| Tobacco products..... | .5 | 114 | 114 | 100.0 |
| Textile mill products..... | 1.0 | 78 | 61 | 78.2 |
| Apparel and other textile products..... | 5.7 | 174 | 165 | 94.8 |
| Paper and allied products..... | 1.0 | 149 | 149 | 100.0 |
| Printing and publishing..... | 2.6 | 228 | 183 | 80.3 |
| Chemicals and allied products..... | 2.6 | 94 | 43 | 45.7 |
| Petroleum and coal products..... | - | - | - | - |
| Rubber and miscellaneous plastic products..... | 2.6 | 122 | 87 | 71.3 |
| Leather and leather products..... | .5 | 98 | 5 | 5.1 |

NOTE: Items may not add to totals because of rounding. Dash represents zero.

Table B-18. Expected and actual duration of layoffs by industry, July-December 1988

| Industry | Layoff events (percent) | Duration of layoff (in days) | |
|---|----------------------------|------------------------------|--------|
| | | Expected | Actual |
| Total, all industries | 100.0 | 93 | 162 |
| Agriculture | 2.7 | 83 | 246 |
| Nonagriculture | 97.3 | 94 | 159 |
| Manufacturing | 53.5 | 87 | 146 |
| Durable goods | 27.0 | 95 | 132 |
| Nondurable goods | 26.6 | 79 | 160 |
| Nonmanufacturing | 43.8 | 101 | 176 |
| Mining | 2.3 | 79 | 101 |
| Construction | 17.6 | 116 | 185 |
| Transportation and public utilities | 6.6 | 63 | 165 |
| Wholesale and retail trade | 4.7 | 117 | 162 |
| Wholesale trade | 2.3 | 97 | 155 |
| Retail trade | 2.3 | 138 | 169 |
| Finance, insurance, and real estate | - | - | - |
| Services | 9.8 | 91 | 201 |
| Government | 2.7 | 131 | 146 |

NOTE: Items may not add to totals because of rounding. Dash represents zero.

Table B-19. Expected and actual duration of layoffs by manufacturing industry, July-December 1988

| Industry | Layoff events (percent) | Duration of layoff (in days) | |
|--|-------------------------|------------------------------|--------|
| | | Expected | Actual |
| Total, manufacturing..... | 53.5 | 87 | 146 |
| Durable goods..... | 27.0 | 95 | 132 |
| Lumber and wood products..... | 4.7 | 103 | 106 |
| Furniture and fixtures..... | 1.2 | 72 | 291 |
| Stone, clay, and glass products..... | 2.3 | 89 | 109 |
| Primary metal industries..... | 1.6 | 118 | 150 |
| Fabricated metal products..... | 2.7 | 63 | 95 |
| Industrial machinery and equipment..... | 5.1 | 93 | 140 |
| Electronic and other electrical equipment..... | 2.7 | 157 | 179 |
| Transportation equipment..... | 3.9 | 91 | 112 |
| Instruments and related products..... | .4 | 61 | 68 |
| Miscellaneous manufacturing industries..... | 2.3 | 63 | 134 |
| Nondurable goods..... | 26.6 | 79 | 160 |
| Food and kindred products..... | 10.5 | 109 | 197 |
| Tobacco products..... | .4 | 31 | 51 |
| Textile mill products..... | 1.6 | 74 | 126 |
| Apparel and other textile products..... | 6.3 | 53 | 155 |
| Paper and allied products..... | 1.6 | 99 | 110 |
| Printing and publishing..... | 2.3 | 61 | 95 |
| Chemicals and allied products..... | .8 | 69 | 264 |
| Petroleum and coal products..... | .4 | 92 | 128 |
| Rubber and miscellaneous plastic products..... | 1.6 | 28 | 72 |
| Leather and leather products..... | 1.2 | 50 | 191 |

NOTE: Items may not add to totals because of rounding.

APPENDIX C

Establishment responses to the 11 survey questions

For a composite picture of establishment layoff and recall practices, this study relied heavily on a questionnaire that was mailed to 948 establishments. Responses to the survey questions were evaluated for validity based on applied logical edits, including comparisons with responses to other related survey questions and to MLS program data, and, if necessary, via employer telephone recontact.

The average response, the number of establishments which provided a valid response to each question, and the valid response rate are provided below. The valid response rate is the number of establishments which provided a valid response divided by 948, the number of establishments in the survey universe.

Survey Questions

1. **What was the total employment at the affected worksite in the pay period prior to the layoff?**

| | |
|---------------------------|--------------|
| Average response: | 924 workers |
| Number of establishments: | 476 |
| Valid response rate: | 50.2 percent |

2. **How many employees were laid off in the layoff indicated above?**

Average response: 222 workers
Number of establishments: 288
Valid response rate: 30.4 percent

3. **Which of the following groups of employees experienced layoffs? (percent of establishments)**

Craft workers.....41.5
Services.....27.7
Operators/assemblers.....60.1
Sales.....10.5
Other "blue collar" workers...50.2
Managerial/professional.....32.7
Clerical.....38.6

Number of establishments: 542
Valid response rate: 57.2 percent

4. **At the time of the layoff, did your company expect to recall any of the employees that were laid off? (percent of establishments)**

YES: 65.1 NO: 34.9

Number of establishments: 542
Valid response rate: 57.2 percent

4a. **How many of the laid-off employees were informed of the expected duration of the layoff? (percent of establishments)**

All: 75.6 Some: 11.9 None: 12.5
Number of establishments: 344

4b. **What was the expected duration of the layoff?**

Average response: 83 days
Number of establishments: 344

4c. **How many of the laid-off employees were notified that there was no expectation of a recall? (percent of establishments)**

All: 87.6 Some: 2.7 None: 9.7
Number of establishments: 185

5. **On average, how far in advance were employees informed of their individual separation dates?**

Average response: 36 days
Number of establishments: 533
Valid response rate: 56.2 percent

6. **How were employees informed of their individual separation dates? (percent of establishments)**

Posted notice.....29.4
In person.....86.1
Phone.....7.4
Mail.....9.6

Number of establishments: 540
Valid response rate: 57.0 percent

7. **Were employees provided a general notification of the layoff prior to receiving individual notices? (percent of establishments)**

YES: 72.0 **NO:** 28.0

Number of establishments: 539
Valid response rate: 56.9 percent

8. **Has there been a recall of any employees? (percent of establishments)**

YES: 70.8 **NO:** 29.2

Number of establishments: 541
Valid response rate: 57.1 percent

9. **How many laid-off employees were recalled?**

Average response: 166 workers
Number of establishments: 373

10. **How many returned to work?**

Average response: 137 workers
Number of establishments: 373

11. **When did the recall occur?**

| | |
|---------------------------|----------|
| Average response: | 171 days |
| Number of establishments: | 373 |

U. S. Department of Labor

Commissioner for
Bureau of Labor Statistics
Washington, D.C. 20212



Dear Employer:

Your firm has been selected by the Bureau of Labor Statistics to participate in a nationwide survey to determine characteristics of layoffs and employee recalls. This survey is being conducted on behalf of the Department of Labor's Employment and Training Administration. Firms selected for this survey experienced a layoff which involved at least 50 people and lasted more than 30 days over the period from April to September 1988. These firms were identified through the Bureau's Mass Layoff Statistics program.

Please complete the enclosed questionnaire and return it to us in the postpaid envelope we have provided, answering all questions as they pertain to the establishment identified by the mailing label on the questionnaire. If another individual at your establishment is better qualified to respond to these questions, please send this letter and questionnaire to that person. If at all possible, I would appreciate your providing a response within the next 7 days.

The information you provide us will be held in strict confidence; that is, survey data will not be released to the public or other government agencies except as statistical summaries. In no way will your responses be identified with your firm. Your responses will help ensure that the survey provides complete and useful information. Your voluntary cooperation in this survey is appreciated. If you have any questions about the purpose of the survey that are not addressed in the enclosed factsheet, please do not hesitate to call on Area Code 202--523-

Sincerely yours,

JANET L. NORWOOD
Commissioner

Enclosures

FACT SHEET

WHAT IS THE REPORT OF EMPLOYER LAYOFF AND RECALL PRACTICES?

The Report of Employer Layoff and Recall Practices collects information from establishments that have experienced a layoff involving 50 or more employees and lasted more than 30 days, to determine whether any of those employees subsequently returned to work.

WHY WERE YOU SELECTED?

You were selected to participate in this nationwide survey because your establishment was identified as having experienced a layoff between April and September 1988.

HOW IS YOUR RESPONSE USED?

We combine your response with information from other establishments which have also had layoffs. The information will be used to determine patterns of layoffs and employee recalls and occupational characteristics of the affected workers, (e.g., clerical, managerial/professional). Your participation is strongly encouraged, since the data will be analyzed with other establishments who have also experienced layoffs. The survey results will be useful to the business and labor communities and government agencies with interest in labor market studies focusing on plant closings and worker dislocation.

YOUR RESPONSE IS CONFIDENTIAL

In order to obtain accurate economic data that might not otherwise be available, the Bureau holds the data it collects in strict confidence. Data will not be released in any form that will allow your firm to be identified.

HELPFUL HINTS FOR COMPLETING THE QUESTIONNAIRE

1. This is your unique report control number.
2. *Report for unit at:* This is the location of the business establishment(s) for which a report is requested.
3. *Layoff date:* This is approximately when the layoff started.
4. *For assistance contact:* If you need help with this form, call the BLS contact person listed on your questionnaire.
5. *Total employment:* Report all employees, both supervisory and nonsupervisory, who worked at the establishment during the pay period immediately preceding the layoff.
6. Please remember to give us your name and telephone number so that we can contact you if we have questions concerning your responses.

| | | | | | | | | | | | | | |
|---|---|--|---|--|-----------------------------------|-------------------------------------|----------------------------------|--|--|--|--------------------------------------|----------------------------------|---------------------------------|
| <p>Bureau of Labor Statistics Report of Employer Layoff and Recall Practices</p> <p><small>This report is authorized by law 26 U.S.C. 2. Your voluntary cooperation is needed to make the results of the survey comprehensive, accurate, and timely. The information collected on this form by the Bureau of Labor Statistics will be held in confidence and will be used for statistical purposes only.</small></p> | <p>U.S. Department of Labor</p> <p style="font-size: small;">SEE ESTIMATED TIME FOR COMPLETION ON REVERSE SIDE</p> <p style="font-size: x-small;">Form Approved C M B No. 0000-0000 Approval Expires 06-01-92</p> | | | | | | | | | | | | |
| <p>1 1</p> <p>2 2 <small>(Change name & mailing address if incorrect)</small></p> | <p>RETURN TO:</p> <p>BUREAU OF LABOR STATISTICS Room 2058 Main Case 13 441 G Street, N.W. Washington, D.C. 20212</p> <p>For Assistance call Tel. No.</p> <p>3 3</p> <p>4 4</p> | | | | | | | | | | | | |
| <p>BLS Use Only</p> <p>EDIT <input type="checkbox"/> <input type="checkbox"/></p> <p>KEYED <input type="checkbox"/> <input type="checkbox"/></p> <p>VERIFY <input type="checkbox"/> <input type="checkbox"/></p> <p>RAS <input type="checkbox"/> <input type="checkbox"/></p> <p>ST CD <input type="checkbox"/> <input type="checkbox"/></p> | | | | | | | | | | | | | |
| <p><small>See back of form for survey definitions</small></p> <p>THIS REPORT COVERS THE PERIOD BETWEEN APRIL - SEPTEMBER 1988</p> | | | | | | | | | | | | | |
| <p>5 5</p> <p>1. What was the total employment at the affected worksite in the pay period prior to the layoff?</p> <p>2. How many employees were laid off between April - September 1988?</p> <p>3. Which of the following groups of employees experienced layoffs? (Please check all that apply):</p> <table border="0" style="width: 100%; font-size: small;"> <tr> <td>1 <input type="checkbox"/> Craft workers</td> <td>3 <input type="checkbox"/> Operators/assemblers</td> <td>5 <input type="checkbox"/> Other "blue-collar" workers</td> <td>7 <input type="checkbox"/> Clerks</td> </tr> <tr> <td>2 <input type="checkbox"/> Services</td> <td>4 <input type="checkbox"/> Sales</td> <td>6 <input type="checkbox"/> Managerial/professional</td> <td></td> </tr> </table> <p>4. At the time of layoff, did your company expect to recall any of the employees that were laid off? YES <input type="checkbox"/> NO <input type="checkbox"/></p> <p>IF YOU ANSWERED "NO" TO QUESTION 4, SKIP TO 4c. IF "YES," ANSWER 4a AND 4b.</p> <p>4a. Were the laid-off employees informed of the expected duration of the layoff? YES <input type="checkbox"/> NO <input type="checkbox"/></p> <p>4b. What was the expected duration of the layoff? _____ weeks <input type="checkbox"/> _____ months <input type="checkbox"/></p> <p>4c. Were the laid-off employees notified that there was no expectation of a recall? YES <input type="checkbox"/> NO <input type="checkbox"/></p> <p>5. On average, how far in advance were employees informed of their individual separation dates? (For example: same day, 3 days, 2 weeks, 1 month) _____ Days <input type="checkbox"/> _____ Weeks <input type="checkbox"/> _____ Months <input type="checkbox"/></p> <p>6. How were employees informed of their individual separation dates? (Please check all that apply):</p> <table border="0" style="width: 100%; font-size: small;"> <tr> <td>1 <input type="checkbox"/> Posted notice</td> <td>2 <input type="checkbox"/> In person</td> <td>3 <input type="checkbox"/> Phone</td> <td>4 <input type="checkbox"/> Mail</td> </tr> </table> <p>7. Were employees provided a general notification of the layoff prior to receiving individual notices? YES <input type="checkbox"/> NO <input type="checkbox"/></p> <p>8. Has there been a recall of any employees? YES <input type="checkbox"/> NO <input type="checkbox"/></p> <p>IF YOU ANSWERED "NO" TO QUESTION 8, STOP HERE AND COMPLETE QUESTION 12.</p> <p>9. Were all of the laid-off employees recalled? YES <input type="checkbox"/> NO <input type="checkbox"/></p> <p>10. How many of the employees were recalled and how many subsequently returned?</p> <p style="font-size: x-small;">Number of workers recalled _____ Number of workers who returned to jobs _____</p> <p>11. When did the recall occur? (For example: May 1989 or from January to March 1989) _____</p> <p>12. If questions arise concerning the report, whom should we contact?</p> <p>NAME _____ TELEPHONE (_____) _____ EXTENSION _____</p> <p>6 6</p> <p>TITLE _____ DATE _____ PREFERRED TIME FOR CALL (circle one): AM PM</p> <p><small>PLEASE PROVIDE ANY COMMENTS OR FURTHER INFORMATION YOU FEEL WOULD HELP THE BUREAU OF LABOR STATISTICS ANALYZE YOUR RESPONSES TO THESE QUESTIONS. YOU MAY USE THE BACK OF THIS PAGE TO MAKE THOSE COMMENTS.</small></p> <p style="font-size: x-small;">BLS 000 X (November 1989)</p> | | 1 <input type="checkbox"/> Craft workers | 3 <input type="checkbox"/> Operators/assemblers | 5 <input type="checkbox"/> Other "blue-collar" workers | 7 <input type="checkbox"/> Clerks | 2 <input type="checkbox"/> Services | 4 <input type="checkbox"/> Sales | 6 <input type="checkbox"/> Managerial/professional | | 1 <input type="checkbox"/> Posted notice | 2 <input type="checkbox"/> In person | 3 <input type="checkbox"/> Phone | 4 <input type="checkbox"/> Mail |
| 1 <input type="checkbox"/> Craft workers | 3 <input type="checkbox"/> Operators/assemblers | 5 <input type="checkbox"/> Other "blue-collar" workers | 7 <input type="checkbox"/> Clerks | | | | | | | | | | |
| 2 <input type="checkbox"/> Services | 4 <input type="checkbox"/> Sales | 6 <input type="checkbox"/> Managerial/professional | | | | | | | | | | | |
| 1 <input type="checkbox"/> Posted notice | 2 <input type="checkbox"/> In person | 3 <input type="checkbox"/> Phone | 4 <input type="checkbox"/> Mail | | | | | | | | | | |

Bureau of Labor Statistics
**Report of Employer
 Layoff and Recall Practices**

U.S. Department of Labor



SEE ESTIMATED TIME FOR COMPLETION ON REVERSE SIDE

This report is authorized by law 29 U.S.C.2. Your voluntary cooperation is needed to make the results of this survey comprehensive, accurate, and timely. **The information collected on this form by the Bureau of Labor Statistics will be held in confidence and will be used for statistical purposes only.**

Form approved
 O.M.B. No. 1220-0132
 Approval expires 08/31/90

RETURN TO:

BUREAU OF LABOR STATISTICS
 Room 2068, Mail Code 13
 441 G Street, N.W.
 Washington, D.C. 20212

For Assistance call Tel. No.:

(202) 523-1807

| BLS Use Only | |
|--------------|---|
| EDIT | <input type="checkbox"/> <input type="checkbox"/> |
| KEYED | <input type="checkbox"/> |
| VERIFY | <input type="checkbox"/> <input type="checkbox"/> |
| RAS | <input type="checkbox"/> <input type="checkbox"/> |
| ST CD | <input type="checkbox"/> |

(Change name & mailing address if incorrect.)

See back of form for survey definitions

THIS REPORT APPLIES TO THE LAYOFF THAT INVOLVED 50 OR MORE WORKERS AND LASTED MORE THAN 30 DAYS IN THE PERIOD INDICATED BY THE LAYOFF DATE ON THE ADDRESS LABEL

1. What was the total employment at the affected worksite in the pay period prior to the layoff?

2. How many employees were laid off in the layoff indicated above ?

3. Which of the following groups of employees experienced layoffs? (Please check all that apply)

- | | | | |
|--|---|--|-------------------------------------|
| 1 <input type="checkbox"/> Craft workers | 3 <input type="checkbox"/> Operators/assemblers | 5 <input type="checkbox"/> Other "blue-collar" workers | 7 <input type="checkbox"/> Clerical |
| 2 <input type="checkbox"/> Services | 4 <input type="checkbox"/> Sales | 6 <input type="checkbox"/> Managerial/professional | |

4. At the time of layoff, did your company expect to recall any of the employees that were laid off? YES NO

IF YOU ANSWERED "YES" TO QUESTION 4, ANSWER 4a AND 4b. IF "NO", SKIP TO 4c.

4a. How many of the laid-off employees were informed of the expected duration of the layoff? All Some None

4b. What was the expected duration of the layoff? _____ weeks _____ months

4c. How many of the laid-off employees were notified that there was no expectation of a recall? All Some None

5. On average, how far in advance were employees informed of their individual separation dates?
 (For example: same day, 3 days, 2 weeks, 1 month) Days Weeks Months

6. How were employees informed of their individual separation dates? (Please check all that apply)

- | | | | |
|--|--------------------------------------|----------------------------------|---------------------------------|
| 1 <input type="checkbox"/> Posted notice | 2 <input type="checkbox"/> In person | 3 <input type="checkbox"/> Phone | 4 <input type="checkbox"/> Mail |
|--|--------------------------------------|----------------------------------|---------------------------------|

7. Were employees provided a general notification of the layoff prior to receiving individual notices? YES NO

8. Has there been a recall of any employees? YES NO

IF YOU ANSWERED "NO" TO QUESTION 8, STOP HERE AND COMPLETE QUESTION 12.

9. How many of the laid-off employees were recalled?

10. How many returned to work?.....

11. When did the recall occur? (For example, May 1989 or from January to March 1989.)

12. If questions arise concerning this report, whom should we contact?

NAME: _____ TELEPHONE: (_____) EXTENSION: _____

TITLE: _____ DATE: _____ PREFERRED TIME FOR CALL: (circle one) AM PM

PLEASE PROVIDE ANY COMMENTS OR FURTHER INFORMATION YOU FEEL WOULD HELP THE BUREAU OF LABOR STATISTICS ANALYZE YOUR RESPONSES TO THESE QUESTIONS. YOU MAY USE THE BACK OF THIS PAGE TO MAKE THOSE COMMENTS.

DEFINITION OF TERMS

CLERICAL OCCUPATIONS — These include secretaries and stenographers, typists, keypunchers, telephone operators, bank tellers, cashiers, bookkeepers, accounting and auditing clerks, mail clerks, computer and peripheral equipment operators, office machine operators, and employees performing other clerical duties.

CRAFT WORKER OCCUPATIONS — These include construction or building trades (bricklayers, electricians, carpenters, plumbers, and painters); mechanics and repairers; extractive (mining) occupations; and precision production workers (tool and die makers, precision assemblers of metal products, machinists, precision grinders, filers, and tool sharpeners, patternmakers, lithographers, tailors and dressmakers, upholsterers, shoemakers, electronic equipment assemblers, butchers, bakers, and the inspectors and testers of the products produced by these precision production workers.)

GENERAL NOTIFICATION OF THE LAYOFF — This is defined as the notification of workers and possibly others in the community that a layoff is expected to occur, without either the specification of the exact date of the layoff or the workers to be laid off.

LAYOFF — This is defined as a suspension of employment for part or all of the establishment workforce for some period of time to reduce the number of persons on the establishment payroll.

MANAGERIAL/PROFESSIONAL OCCUPATIONS — These include top and middle management occupations concerned with organizing, policymaking, planning, financing, staffing, directing, or controlling activities common to many types of organizations; and other occupations where substantial post-secondary educational preparation, or equivalent on-the-job training or experience is required. Examples include accountants, auditors, and financial specialists; engineers and architects; counselors and social workers; natural and social scientists; mathematicians; and computer related occupations, except clerical.

OPERATOR/ASSEMBLER OCCUPATIONS — These include workers whose chief duties include the setting up, operation, and tending of machines to do specific tasks; and workers whose occupations concern assembling products, other than precision assemblers who are defined as craft workers.

OTHER "BLUE COLLAR" WORK OCCUPATIONS — These include manufacturing production line workers who are not skilled craft workers or machine operators or assemblers; construction workers who are not craftsmen (helpers or laborers); and other unskilled workers performing routine non-machine production tasks involving minimal judgement (material handlers, equipment cleaners, and laborers).

RECALL — This is defined as a call to return to work after a period of unemployment resulting from a layoff.

SALES OCCUPATIONS — These include employees concerned with wholesale or retail selling of commodities or services on own or owner's behalf; and supervising and coordinating activities of workers directly involved in selling commodities or services.

SERVICE OCCUPATIONS — These include employees concerned with the protection of persons and/or properties; the maintenance of personal and public health; legal assistance; education or training; food and hotel services; agricultural services; and the maintenance and cleaning of properties; and others involved in providing personal or public services.

TOTAL EMPLOYMENT — This includes all persons on the establishment's payroll who worked full- or part-time at the affected worksite for pay.

ESTIMATED TIME FOR COMPLETION

We estimate that it will take an average of 15 minutes to complete this information collection including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing this information. If you have any comments regarding these estimates or any other aspect of this survey, send them to: Bureau of Labor Statistics, Division of Management Systems (1220-0132), 441 G Street NW, Washington, DC 20212, and to the Office of Management and Budget, Paperwork Reduction Project (1220-0132), Washington, DC 20503.

RESPONDENT COMMENTS

APPENDIX D

Survey data and the MLS universe

The analysis presented in this report can be extrapolated to the entire MLS universe since, for the most part, characteristics of layoffs and separated workers in the 948 survey establishments and the full MLS universe were almost identical.

As shown in the tabulation below, for the last half of 1988, the 948 establishments in the survey represent 82 percent of the establishments which had mass layoffs and about 75 percent of the events and worker separations. The remainder of this appendix compares the characteristics of the survey establishments with the characteristics of all MLS establishments who had a qualifying layoff during the last six months of 1988.

Totals: all industries - July-December 1988

| | <i>Establish- ments</i> | <i>Events</i> | <i>Separations</i> | <i>Initial claims</i> |
|---|-----------------------------|---------------|--------------------|---------------------------|
| MLS universe | 1,152 | 1,242 | 240,121 | 189,294 |
| Survey subset | 948 | 948 | 179,300 | 127,972 |
| Survey data as a percent of MLS data | 82.3 | 76.3 | 74.7 | 67.6 |

There were more layoff events and workers separated in manufacturing than nonmanufacturing in both the MLS universe and the 948 establishment survey subset (see chart D-1.)

Sixty percent of the separations and initial claims for unemployment insurance benefits within durable goods manufacturing occurred in transportation equipment, electronics equipment, and machinery. Among nondurable goods industries, layoff activity was heavily concentrated within food and apparel production in both the MLS universe and the survey subset. In nonmanufacturing industries, layoffs were predominantly in construction, transportation, and services in each case.

The similarities between the MLS universe and the survey sample continue when the data are analyzed by reason for layoff. "Seasonal work" and "slack work" were given as the reason for half of all layoff events and separations in each case. Also, the majority of the initial claimants within most industry divisions were from events attributed to these reasons.

As can be seen in chart D-2, the distribution of events by layoff size in the 948 survey establishments closely follows the size distribution for the MLS universe. About one-third of the new layoff events involved fewer than 100 workers, 37 percent of the events involved 100 to 199 workers, about 23 percent affected 200 to 499 workers, and only about 6 percent of the layoff events involved 500 or more workers.

The gender, race, and ethnicity characteristics of those filing for unemployment insurance were approximately the same in the MLS data and the survey subset. (See tables D-1 thru D-8.)

Chart D-1. MLS versus survey data: Comparison of the distribution of worker separations by industry, July-December 1988

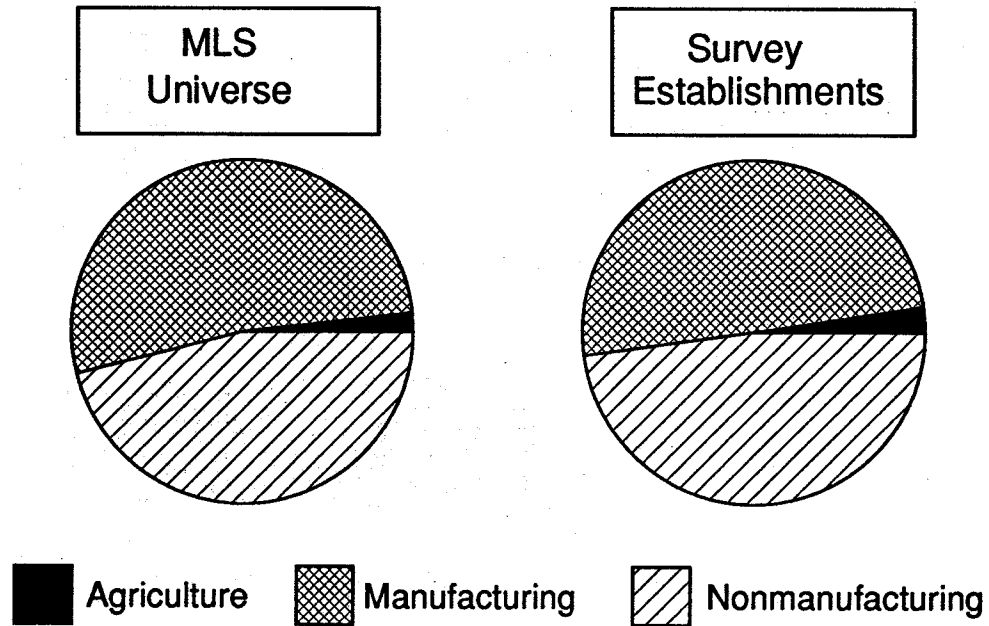


Chart D-2. MLS versus survey data: Comparison of the number of worker separations per layoff event, July-December 1988

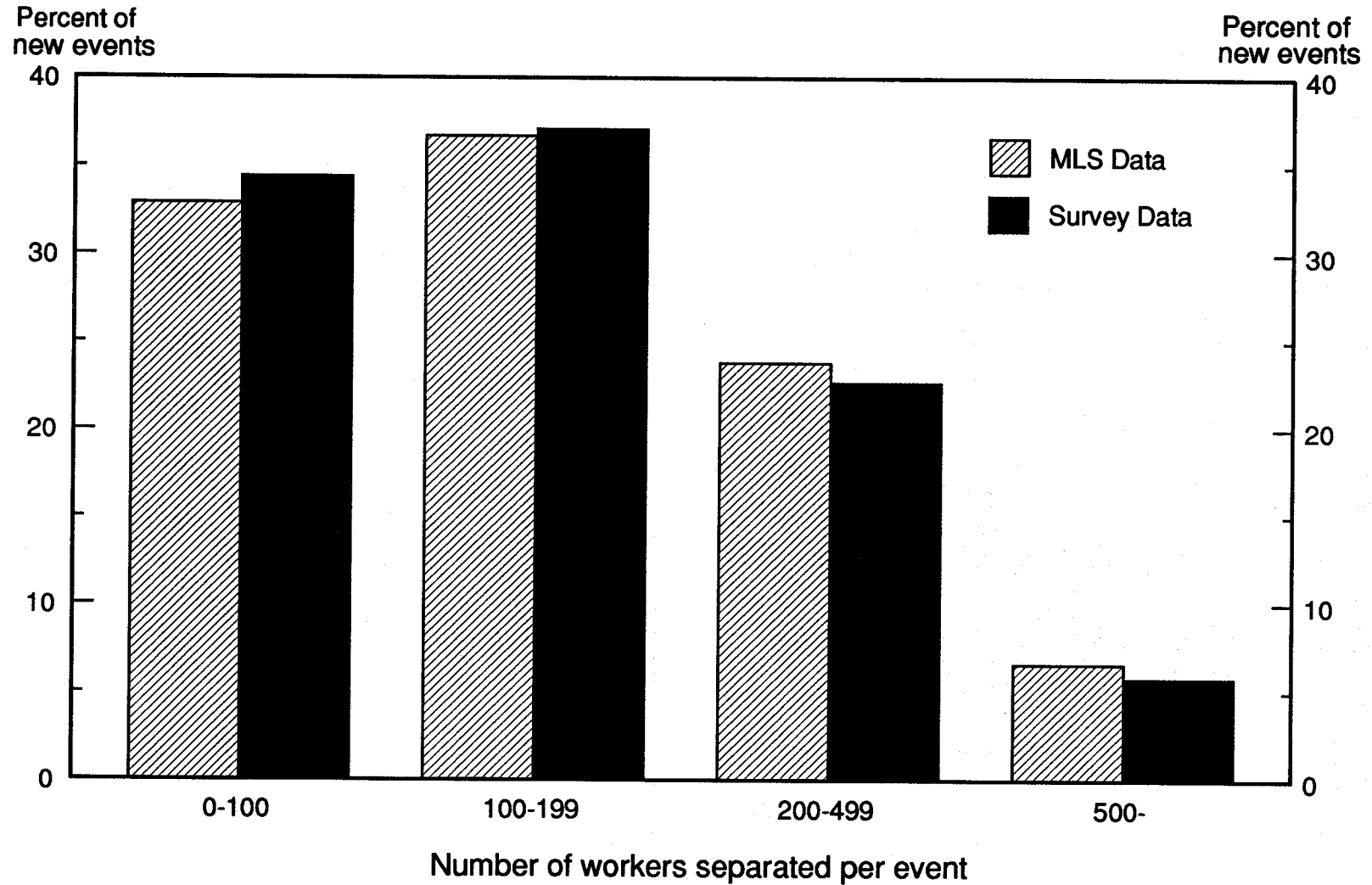


Table D-1. MLS establishments: Mass layoff events, separations, and initial claimants for unemployment insurance by industry, 42 states, July-December 1988

| Industry | Establishments | Layoff events | | | Separations | Initial claimants for unemployment insurance |
|---|----------------|---------------|-------|--------------------------|-------------|--|
| | | Total | New | Related to prior layoffs | | |
| Total, all industries ^{1/} | 1,152 | 1,242 | 1,091 | 151 | 240,121 | 189,294 |
| Agriculture..... | 23 | 23 | 16 | 7 | 4,400 | 2,667 |
| Nonagriculture..... | 1,129 | 1,219 | 1,075 | 144 | 235,721 | 186,627 |
| Manufacturing..... | 593 | 638 | 575 | 63 | 125,263 | 109,995 |
| Durable goods..... | 339 | 368 | 329 | 39 | 72,828 | 68,586 |
| Nondurable goods..... | 254 | 270 | 246 | 24 | 52,435 | 41,409 |
| Nonmanufacturing..... | 536 | 581 | 500 | 81 | 110,458 | 76,632 |
| Mining..... | 35 | 36 | 32 | 4 | 4,939 | 3,975 |
| Construction..... | 168 | 189 | 176 | 13 | 36,668 | 26,441 |
| Transportation and public utilities... | 93 | 95 | 76 | 19 | 20,672 | 13,252 |
| Wholesale and retail trade..... | 86 | 92 | 72 | 20 | 16,906 | 10,496 |
| Wholesale trade..... | 21 | 22 | 20 | 2 | 3,054 | 2,112 |
| Retail trade..... | 65 | 70 | 52 | 18 | 13,852 | 8,384 |
| Finance, insurance, and real estate... | 10 | 10 | 9 | 1 | 2,256 | 1,223 |
| Services..... | 104 | 108 | 86 | 22 | 18,749 | 12,620 |
| Government..... | 40 | 51 | 49 | 2 | 10,268 | 8,625 |

^{1/} Data on layoffs were reported by employers in Alabama, Alaska, Arizona, Arkansas, Colorado, Connecticut, Delaware, Florida, Georgia, Hawaii, Idaho, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Massachusetts, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire,

New Jersey, New Mexico, New York, North Carolina, Oklahoma, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, and Wisconsin.

Table D-2. MLS establishments: Mass layoff events, separations, and initial claimants for unemployment insurance by manufacturing, 42 states, July-December 1988

| Industry | Establishments | Layoff events | Separations | Initial claimants for unemployment insurance |
|---|----------------|---------------|-------------|--|
| Total manufacturing ^{1/} | 593 | 638 | 125,263 | 109,995 |
| Durable goods..... | 339 | 368 | 72,828 | 68,586 |
| Lumber and wood products..... | 37 | 38 | 4,732 | 3,583 |
| Furniture and fixtures..... | 15 | 15 | 1,544 | 1,522 |
| Stone, clay, and glass products..... | 22 | 23 | 2,744 | 1,958 |
| Primary metal industries..... | 17 | 18 | 2,693 | 3,559 |
| Fabricated metal products..... | 34 | 40 | 5,798 | 5,375 |
| Industrial and commercial machinery and computer equipment..... | 58 | 62 | 9,198 | 8,337 |
| Electronic and other electrical equipment.... | 60 | 63 | 10,381 | 10,264 |
| Transportation equipment..... | 64 | 75 | 29,471 | 28,947 |
| Instruments and related products..... | 8 | 9 | 1,348 | 1,182 |
| Miscellaneous manufacturing industries..... | 24 | 25 | 4,919 | 3,859 |
| Nondurable goods..... | 254 | 270 | 52,435 | 41,409 |
| Food and kindred products..... | 84 | 94 | 20,915 | 15,136 |
| Tobacco manufactures..... | 2 | 2 | 430 | 323 |
| Textile mill products..... | 24 | 26 | 3,820 | 3,502 |
| Apparel and other textile products..... | 63 | 66 | 13,677 | 11,169 |
| Paper and allied products..... | 15 | 15 | 2,090 | 1,730 |
| Printing and publishing..... | 15 | 15 | 3,477 | 2,665 |
| Chemicals and allied products..... | 12 | 12 | 1,461 | 1,169 |
| Petroleum and coal products..... | 8 | 8 | 1,235 | 943 |
| Rubber and miscellaneous plastics products... | 15 | 15 | 2,366 | 2,161 |
| Leather and leather products..... | 16 | 17 | 2,964 | 2,611 |

^{1/} See footnote 1, Table D-1.

Table D-3. MLS establishments: Mass layoff events, separations, and initial claimants for unemployment insurance by reason for layoff, 42 states, July-December 1988

| Reason | Layoff events | Separations | Initial claimants for unemployment insurance |
|--|---------------|-------------|--|
| Total, all reasons ^{1/} | 1,242 | 240,121 | 189,294 |
| Automation..... | 4 | 307 | 344 |
| Bankruptcy..... | 48 | 9,357 | 6,192 |
| Business ownership change..... | 53 | 9,657 | 6,545 |
| Contract cancellation..... | 24 | 3,039 | 2,541 |
| Contract completion..... | 111 | 31,295 | 21,181 |
| Domestic relocation..... | 33 | 5,479 | 4,112 |
| Import competition..... | 20 | 6,612 | 5,032 |
| Labor-management dispute..... | 14 | 967 | 934 |
| Material shortages..... | 11 | 1,186 | 1,021 |
| Model changeover..... | 12 | 6,027 | 8,182 |
| Overseas relocation..... | 5 | 505 | 510 |
| Plant or machine repairs..... | 6 | 633 | 598 |
| Seasonal work..... | 387 | 75,199 | 51,312 |
| Slack work..... | 227 | 33,608 | 31,047 |
| Vacation period..... | 12 | 886 | 1,297 |
| Weather-related curtailment..... | 31 | 3,635 | 3,639 |
| Other reasons..... | 235 | 52,433 | 39,089 |
| Not reported..... | 113 | 24,275 | 24,293 |

^{1/} See footnote 1, Table D-1.

Table D-4. MLS establishments: Mass layoff events, separations, and initial claimants for unemployment insurance by state, 42 states, July-December 1988

| State | Establishments | Layoff events | Separations | Initial claimants for unemployment insurance |
|-----------------------|----------------|---------------|-------------|--|
| Total, 42 States..... | 1,152 | 1,242 | 240,121 | 189,294 |
| Alabama..... | 49 | 56 | 13,642 | 11,382 |
| Alaska..... | 8 | 8 | 1,210 | 1,007 |
| Arizona..... | 31 | 36 | 7,765 | 7,100 |
| Arkansas..... | 19 | 19 | 4,087 | 3,360 |
| Colorado..... | 15 | 15 | 2,728 | 1,968 |
| Connecticut..... | 21 | 22 | 5,164 | 4,783 |
| Delaware..... | (1) | (1) | (1) | (1) |
| Florida..... | 68 | 71 | 10,521 | 7,407 |
| Georgia..... | 38 | 39 | 12,064 | 7,827 |
| Hawaii..... | 6 | 6 | 864 | 1,037 |
| Idaho..... | 16 | 17 | 4,032 | 2,813 |
| Indiana..... | 27 | 29 | 8,101 | 5,657 |
| Iowa..... | 30 | 33 | 4,312 | 4,201 |
| Kansas..... | 14 | 14 | 2,678 | 1,948 |
| Kentucky..... | 26 | 27 | 4,215 | 3,313 |
| Louisiana..... | 40 | 44 | 10,949 | 5,156 |
| Maine..... | 12 | 13 | 2,452 | 1,734 |
| Massachusetts..... | 51 | 51 | 6,620 | 5,852 |
| Minnesota..... | 63 | 65 | 10,474 | 7,957 |
| Mississippi..... | 24 | 24 | 3,374 | 2,898 |
| Missouri..... | 19 | 26 | 5,730 | 4,248 |
| Montana..... | 6 | 7 | 733 | 650 |
| Nebraska..... | 3 | 3 | 251 | 241 |
| Nevada..... | 11 | 11 | 1,701 | 1,531 |
| New Hampshire..... | 5 | 5 | 506 | 313 |
| New Jersey..... | 49 | 51 | 5,516 | 5,426 |
| New Mexico..... | 11 | 13 | 3,042 | 1,059 |
| New York..... | 36 | 36 | 7,415 | 6,677 |
| North Carolina..... | 26 | 26 | 4,279 | 2,512 |
| Oklahoma..... | 8 | 8 | 725 | 762 |
| Pennsylvania..... | 125 | 146 | 24,284 | 23,693 |
| Rhode Island..... | 8 | 9 | 1,785 | 1,212 |
| South Carolina..... | 9 | 11 | 1,914 | 1,632 |
| South Dakota..... | (1) | (1) | (1) | (1) |
| Tennessee..... | 16 | 16 | 6,845 | 3,492 |
| Texas..... | 91 | 96 | 19,584 | 17,813 |
| Utah..... | 11 | 14 | 2,877 | 2,203 |
| Vermont..... | 4 | 4 | 354 | 389 |
| Virginia..... | 27 | 29 | 5,330 | 4,832 |
| Washington..... | 27 | 29 | 4,405 | 3,759 |
| West Virginia..... | 13 | 14 | 1,751 | 919 |
| Wisconsin..... | 85 | 95 | 24,832 | 18,140 |

1/ Data do not meet BLS or State agency disclosure standards.

Table D-5. Survey establishments: Mass layoff events, separations, and initial claimants for unemployment insurance by industry, 42 States, July-December 1988

| Industry | Establishments | Layoff events | | | Separations | Initial claimants for unemployment insurance |
|---|----------------|---------------|-----|--------------------------|-------------|--|
| | | Total | New | Related to prior layoffs | | |
| Total, all industries ^{1/} | 948 | 948 | 939 | 9 | 179,300 | 127,972 |
| Agriculture..... | 16 | 16 | 16 | - | 4,294 | 1,764 |
| Nonagriculture..... | 932 | 932 | 923 | 9 | 175,006 | 126,208 |
| Manufacturing..... | 496 | 496 | 494 | 2 | 89,232 | 70,257 |
| Durable goods..... | 278 | 278 | 278 | - | 48,880 | 40,380 |
| Nondurable goods..... | 218 | 218 | 216 | 2 | 40,352 | 29,877 |
| Nonmanufacturing..... | 436 | 436 | 429 | 7 | 85,774 | 55,951 |
| Mining..... | 30 | 30 | 30 | - | 4,696 | 3,711 |
| Construction..... | 147 | 147 | 143 | 4 | 27,352 | 20,123 |
| Transportation and public utilities... | 74 | 74 | 73 | 1 | 17,352 | 10,502 |
| Wholesale and retail trade..... | 62 | 62 | 61 | 1 | 12,924 | 7,078 |
| Wholesale trade..... | 18 | 18 | 18 | - | 2,722 | 1,692 |
| Retail trade..... | 44 | 44 | 43 | 1 | 10,202 | 5,386 |
| Finance, insurance, and real estate... | 9 | 9 | 9 | - | 1,666 | 677 |
| Services..... | 80 | 80 | 79 | 1 | 14,683 | 8,338 |
| Government..... | 34 | 34 | 34 | - | 7,101 | 5,522 |

^{1/} See footnote 1, Table D-1.

Table D-6. Survey establishments: Mass layoff events, separations, and initial claimants for unemployment insurance by manufacturing industry, 42 States, July-December 1988

| Industry | Establishments | Layoff events | Separations | Initial claimants for unemployment insurance |
|---|----------------|---------------|-------------|--|
| Total manufacturing ^{1/} | 496 | 496 | 89,232 | 70,257 |
| Durable goods..... | 278 | 278 | 48,880 | 40,380 |
| Lumber and wood products..... | 34 | 34 | 4,533 | 3,316 |
| Furniture and fixtures..... | 11 | 11 | 1,475 | 1,092 |
| Stone, clay, and glass products..... | 19 | 19 | 2,414 | 1,728 |
| Primary metal industries..... | 12 | 12 | 2,196 | 1,897 |
| Fabricated metal products..... | 30 | 30 | 4,346 | 3,667 |
| Industrial and commercial machinery and computer equipment..... | 47 | 47 | 7,583 | 5,920 |
| Electronic and other electrical equipment.... | 51 | 51 | 8,254 | 7,846 |
| Transportation equipment..... | 46 | 46 | 13,155 | 11,099 |
| Instruments and related products..... | 7 | 7 | 1,064 | 709 |
| Miscellaneous manufacturing industries..... | 21 | 21 | 3,860 | 3,106 |
| Nondurable goods..... | 218 | 218 | 40,352 | 29,877 |
| Food and kindred products..... | 65 | 65 | 15,713 | 10,112 |
| Tobacco manufactures..... | 2 | 2 | 430 | 323 |
| Textile mill products..... | 19 | 19 | 3,270 | 2,887 |
| Apparel and other textile products..... | 58 | 58 | 9,518 | 7,238 |
| Paper and allied products..... | 14 | 14 | 2,090 | 1,673 |
| Printing and publishing..... | 14 | 14 | 2,602 | 1,824 |
| Chemicals and allied products..... | 12 | 12 | 1,426 | 1,127 |
| Petroleum and coal products..... | 8 | 8 | 1,235 | 943 |
| Rubber and miscellaneous plastics products... | 13 | 13 | 2,145 | 1,921 |
| Leather and leather products..... | 13 | 13 | 1,923 | 1,829 |

^{1/} See footnote 1, Table D-1.

Table D-7. Survey establishments: Mass layoff events, separations, and initial claimants for unemployment insurance by reason for layoff, 42 States, July-December 1988

| Reason | Layoff events | Separations | Initial claimants for unemployment insurance |
|--|---------------|-------------|--|
| Total, all reasons ^{1/} | 948 | 179,300 | 127,972 |
| Automation..... | 3 | 240 | 201 |
| Bankruptcy..... | 42 | 9,122 | 5,906 |
| Business ownership change..... | 44 | 6,885 | 4,956 |
| Contract cancellation..... | 22 | 2,755 | 1,982 |
| Contract completion..... | 71 | 17,517 | 11,977 |
| Domestic relocation..... | 27 | 4,563 | 3,037 |
| Import competition..... | 17 | 5,729 | 4,259 |
| Labor-management dispute..... | 8 | 755 | 661 |
| Material shortages..... | 11 | 1,186 | 1,021 |
| Model changeover..... | 8 | 3,428 | 2,924 |
| Overseas relocation..... | 4 | 505 | 468 |
| Plant or machine repairs..... | 5 | 633 | 582 |
| Seasonal work..... | 293 | 63,312 | 37,958 |
| Slack work..... | 172 | 27,563 | 22,467 |
| Vacation period..... | 9 | 886 | 872 |
| Weather-related curtailment..... | 26 | 3,035 | 3,161 |
| Other reasons..... | 234 | 52,403 | 39,054 |
| Not reported..... | 80 | 10,947 | 11,287 |

^{1/} See footnote 1, Table D-1.

Table D-8. Survey establishments: Mass layoff events, separations, and initial claimants for unemployment insurance by state, 42 States, July-December 1988

| State | Establishments | Layoff events | Separations | Initial claimants for unemployment insurance |
|------------------------------|----------------|---------------|----------------|--|
| Total, 42 States..... | 948 | 948 | 179,300 | 127,972 |
| Alabama..... | 42 | 42 | 8,164 | 6,073 |
| Alaska..... | 6 | 6 | 1,210 | 957 |
| Arizona..... | 22 | 22 | 3,846 | 2,551 |
| Arkansas..... | 18 | 18 | 3,543 | 2,638 |
| Colorado..... | 15 | 15 | 2,663 | 1,919 |
| Connecticut..... | 19 | 19 | 2,926 | 2,569 |
| Delaware..... | (1) | (1) | (1) | (1) |
| Florida..... | 41 | 41 | 8,324 | 3,769 |
| Georgia..... | 30 | 30 | 5,391 | 3,379 |
| Hawaii..... | 6 | 6 | 864 | 1,037 |
| Idaho..... | 12 | 12 | 2,791 | 2,110 |
| Indiana..... | 19 | 19 | 6,410 | 4,356 |
| Iowa..... | 24 | 24 | 3,442 | 3,380 |
| Kansas..... | 14 | 14 | 2,585 | 1,867 |
| Kentucky..... | 25 | 25 | 3,836 | 2,931 |
| Louisiana..... | 31 | 31 | 7,699 | 3,746 |
| Maine..... | 9 | 9 | 1,838 | 1,298 |
| Massachusetts..... | 48 | 48 | 6,464 | 5,741 |
| Minnesota..... | 58 | 58 | 9,796 | 7,065 |
| Mississippi..... | 23 | 23 | 3,316 | 2,786 |
| Missouri..... | 11 | 11 | 2,406 | 1,394 |
| Montana..... | 4 | 4 | 443 | 427 |
| Nebraska..... | 3 | 3 | 251 | 233 |
| Nevada..... | 10 | 10 | 1,701 | 1,472 |
| New Hampshire..... | (1) | (1) | (1) | (1) |
| New Jersey..... | 36 | 36 | 5,030 | 4,231 |
| New Mexico..... | 6 | 6 | 1,900 | 562 |
| New York..... | 34 | 34 | 6,640 | 5,974 |
| North Carolina..... | 24 | 24 | 4,279 | 2,326 |
| Oklahoma..... | 5 | 5 | 673 | 674 |
| Pennsylvania..... | 99 | 99 | 17,327 | 15,476 |
| Rhode Island..... | 7 | 7 | 836 | 617 |
| South Carolina..... | 7 | 7 | 1,277 | 1,014 |
| South Dakota..... | (1) | (1) | (1) | (1) |
| Tennessee..... | 14 | 14 | 4,608 | 2,172 |
| Texas..... | 79 | 79 | 16,793 | 13,524 |
| Utah..... | 7 | 7 | 1,407 | 885 |
| Vermont..... | 3 | 3 | 354 | 332 |
| Virginia..... | 23 | 23 | 4,080 | 3,432 |
| Washington..... | 25 | 25 | 3,155 | 2,565 |
| West Virginia..... | 11 | 11 | 1,076 | 770 |
| Wisconsin..... | 72 | 72 | 18,501 | 9,119 |

1/ Data do not meet BLS or State agency disclosure standards.

APPENDIX E

Definitions

Establishment. An economic unit which produces goods or services, generally found at a single physical location, and engages primarily in one type of economic activity. Each reporting unit is usually identified by a distinct account number for unemployment insurance purposes. Exceptions include companies engaged in a single economic activity at a number of locations and statewide reporters. All establishments are within the scope of the program if their layoffs meet or exceed the qualifying criteria.

Exhaustees. Persons who have exhausted all of the unemployment insurance benefits to which they are entitled within a benefit year.

Initial claim. Any notice of unemployment filed by an individual to initiate (1) a determination of entitlement to and eligibility for compensation--a new claim; or (2) a subsequent period of unemployment within a benefit year or period of eligibility.

Layoff. The separation of persons from an employer as part of a mass layoff event. (See below.) Such layoffs involve both persons subject to recall and those who are terminated by the establishment. Information is not

available of the breakdown between those who are recalled and those who do not return to their old jobs.

Mass layoff event. A layoff in which 50 initial claims or more have been filed against an establishment during a 3-week period, with the separations expected to last longer than 30 days.

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