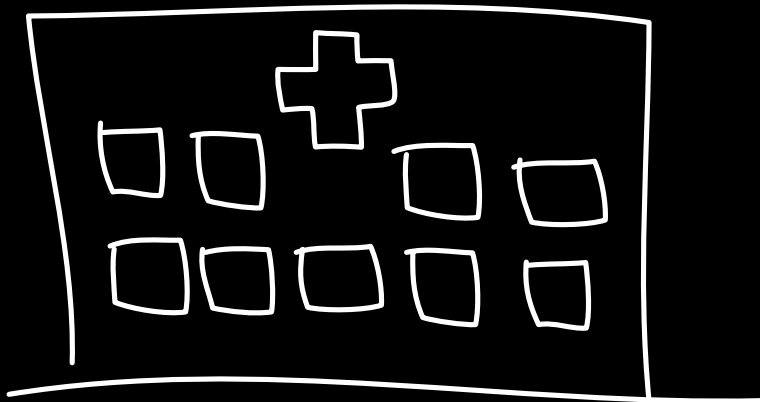
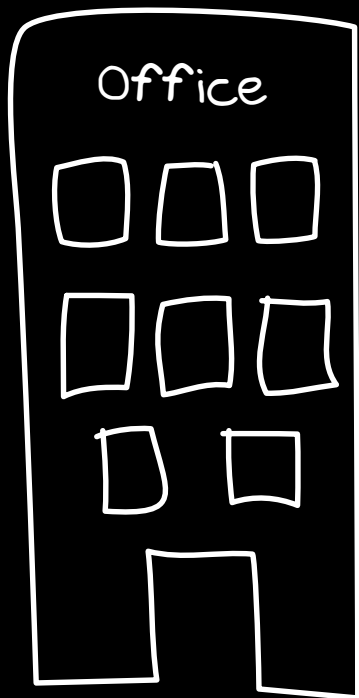




Balancing The Needs of Families and Employers

Family and Medical Leave Surveys

2000 Update



**Balancing the Needs
of Families and Employers:
Family and Medical Leave Surveys**

Containing

**A Statement by the Secretary of Labor,
Alexis M. Herman**

**A Report by Westat on Family and
Medical Leave**

“If you or any American has to choose between being a good parent and being successful in your careers, you have paid a terrible price, and so has your country.”

President Bill Clinton
May 23, 1999

**Statement from
Alexis M. Herman
Secretary of Labor**

For the past eight years, President Clinton and Vice President Gore have been guided by three core values: building a *community* of all Americans; creating *opportunity* for all Americans; and demanding *responsibility* from all Americans. Pursuing policies based on these values has resulted in tremendous progress for our nation, particularly for America's working families. This Administration has worked hard for working families – those who need help in getting a pay raise, in training for and finding good jobs, or in balancing work and family needs.

Raising Incomes

One of the President's most basic beliefs is that no one who works hard and plays by the rules should live in poverty. Work needs to pay. That is why the effort to increase the minimum wage was so important in 1996 and why it is so important today as we seek another increase. In addition to increasing the minimum wage, the Administration worked in other ways to increase family income. We dramatically expanded the Earned Income Tax Credit, which in 1998 lifted 4.3 million people out of poverty, twice as many as in 1993. The President's Welfare-to-Work initiative helped hundreds of thousands of Americans move from dependency to lives of work and self-sufficiency. And the 1998 bipartisan Work Incentives Improvement Act will allow millions of Americans with disabilities to take jobs without fear of losing their Medicare or Medicaid coverage. During these last eight years, the President also advocated equal pay for equal work -- because women cannot properly support their families as long as they earn only seventy-five cents for every dollar a man earns.

Improving Skills

Hand in hand with the push for decent wages is the effort to provide workers with the skills they need to get good jobs in today's economy. That is why at the Labor Department, we started a

Youth Opportunity Movement that is providing skills training to thousands of young people in areas of high unemployment. The Workforce Investment Act of 1998 also enabled us to build new local partnerships to deliver effective education and training to workers who need help.

All of these efforts have paid off. Over 22.3 million new jobs have been created since 1993, the most jobs ever under a single Administration. This year, the unemployment rate fell to a low of 3.9 percent, half the rate of the high eight years earlier. Not only have we had the highest but also the longest continued period of real wage growth in over three decades. Real incomes of households have risen for an unprecedented fifth year in a row. And the overall poverty rate has declined from 15.1 percent in 1993 to 11.8 percent in 1999, a twenty-year low.

Balancing work and family

Working families, however, need more than a good job at a decent wage -- they need the time and flexibility to be able to care for their families. The price of workplace success must not be family failure. As more and more women have entered the workforce, they have brought with them a deep concern about the parallel needs of their families. At this time of unprecedented prosperity in America, many workers have a sense of being harder pressed, and increasingly stressed, as they try to juggle the competing demands of work and family.

There is a growing consensus that a time of strong economic growth must also be a time for government and employers to develop new policies that strengthen families and improve the quality of life for working people. In fact, in the new economy family-friendly policies are part of the bottom line. They are about smart business. Employers who respect the legitimate needs of their employees are rewarded by increased loyalty and increased productivity.

The challenge to help families balance work and home is one that the Clinton-Gore Administration has gladly met. Federal funding for child care has more than doubled, helping parents pay for the care of about 1.9 million children in 1999. The 1996 Personal Responsibility and Work Opportunity Act increased child care funding by \$4 billion over six years to provide child care assistance to families moving from welfare to work. And the Adoption and Safe Families Act made sweeping changes in adoption law so that thousands of children in foster care can move more quickly into safe and permanent homes.

But one of the most important and successful steps taken in this Administration to help workers balance the competing demands of work and family was enactment of the Family and Medical Leave Act of 1993 (FMLA) – the first legislation signed by President Clinton. The Act allows workers to take up to 12 weeks of unpaid leave to care for a seriously ill child, spouse or parent; a newborn, newly adopted or newly placed child; or for their own serious health problem, without fear of losing their jobs. More than six in ten American workers are covered and eligible under the Act and *over 35 million covered and eligible workers have benefited from taking leave for family and medical reasons since 1993.*

Results from the 2000 family and medical leave surveys

The 1993 Family and Medical Leave Act established the bipartisan Commission on Family and Medical Leave to assess family and medical leave policies. The Commission, through its 1995 surveys, found that the FMLA was working well -- at least for those who were covered and eligible under the Act and could afford to take leave. The Commission also found that the FMLA had not been the burden to business that some had feared.

This past year, the Department of Labor commissioned updates to the 1995 employee and employer surveys. The enclosed report by Westat offers a comprehensive look at the findings of the surveys.

What do these findings mean for America's working families? First, we know that the FMLA provides important protections for millions of workers. Nearly 24 million workers took leave for FMLA reasons during the survey period. Of those, over 15 million worked for employers covered by the Act and were eligible under the Act. While on average, workers who took family and medical leave did so infrequently and for relatively short periods of time, we know that these leaves were important to them. Nearly half took their longest leave to attend to their own serious health condition, while over one-quarter needed the time off to take care of a seriously ill family member. And almost one in five used their leave to care for their newborn, newly adopted, or newly placed foster child. Without the FMLA, many of these workers might have been forced to choose between their family and their jobs.

Second, we know that many working families did *not* get enough help as they tried to balance work and family needs. While worrying about their own health or that of a family member, or

cares for their newborn child, millions of these workers were also worrying about their pay check. In fact the number one worry, cited by more than half of leave takers, was about having enough money to pay bills. The survey found that more than one-third of employees received no pay during their longest leave and that nearly two out of every five leave takers had to cut their leave short due to lost pay.

Pay was not just a worry to those on leave but was a barrier to those who needed to take leave. The current survey found that lack of pay was the number one reason workers who needed leave did not take it. In fact, it is a growing problem. In 2000, a higher proportion of those who needed leave cited this as one of the reasons they did not take leave than was the case in 1995. The importance of pay cannot be overstated -- almost 88 percent of those who needed leave said they would have taken leave if they had received some or additional pay.

In all, the survey found that there are still over three and one-half million workers who needed to take time off from work but did not do so. This need was not for an extra day off for vacation or to run errands -- almost half of these workers needed leave for their own serious health condition and nearly one in four needed to care for an ill parent.

While the Act has brought progress, many employees still worry that their job might be lost if they take time off from work. Almost one-third of all workers who needed leave but did not take it cited worries about losing their job as a reason for not taking leave. We must do better. Indeed, the 2000 survey found that more than four in five employees believed every worker should be able to have up to 12 weeks of unpaid leave in a year for family and medical problems. Unfortunately, nearly two in five workers are not protected by the FMLA.

Next steps

We know many challenges remain for working families. The 2000 surveys show that the Family and Medical Leave Act is still an important tool for workers trying to balance work and family, but that more help is needed -- so that more workers are given the protections of the Act and that help making leave affordable is provided. As President Clinton has said, all working Americans should be able to take the time they need to *care for their families* without losing the income they must have to *support their families*. Yet this must be done in a way that does not undermine our dynamic and growing economy.

The Department of Labor has already taken one step to help working families who cannot afford to take time off. In June 2000, the Department issued a rule permitting States to experiment with providing unemployment compensation to parents who take approved leave or who otherwise leave employment following the birth or adoption of a child.

But more can be done. We offer some ideas for future action:

- **Expand coverage of the FMLA to more workers.** Workers need to be able to take time off for family and medical emergencies and not worry about losing their job.
- **Find new ways to provide paid leave to workers.** Innovative ways need to be found to provide income support to those workers who cannot deal with serious family and medical emergencies because they cannot afford to take off time from work.

I believe that we can meet this challenge. Providing a work and family balance will not only help business prosper but will strengthen our families and help our nation in the global economy.

Alexis M. Herman

January 2001

**Balancing the Needs
of Families and Employers:
Family and Medical Leave Surveys**

**David Cantor¹
Jane Waldfogel²
Jeffrey Kerwin¹
Mareena McKinley Wright¹
Kerry Levin¹
John Rauch¹
Tracey Hagerty¹
Martha Stapleton Kudela¹**

A Report Submitted by:

**Westat
1650 Research Blvd.
Rockville, Maryland 20850**

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under Contract MS-23F-8144H**

¹ Westat; ² Columbia University School of Social Work

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Foreword

By the Department of Labor

The sharp increases in the number of women and single parents in the labor force in the final quarter of the 20th century set the stage for a national debate on how to balance the competing interests of work and family. A labor force comprising large numbers of family care givers inevitably demanded greater flexibility in balancing dual responsibilities. At the same time, employers worried about the increasing costs of employee benefits. Public policy makers struggled to find a middle ground that accommodated the needs of workers and employers.

In 1993, President Clinton and the Congress took a significant step towards a balanced approach with the passage of the Family and Medical Leave Act (FMLA). The Act provides covered and eligible workers with up to 12 weeks of job-protected, unpaid leave so they can care for a seriously ill child, spouse or parent; stay home to care for their newborn, newly adopted or newly placed child; or take time off when they are seriously ill. The law's signature features of guaranteed job protection upon return from leave and maintenance of health benefits address the most urgent needs of covered family care givers. Additionally, the law includes a variety of provisions to minimize the potential burdens on employers.

The law also established the bipartisan Commission on Family and Medical Leave to study legally required and voluntary family and medical leave policies and their impact on both workers and employers. The Commission, through its 1995 surveys of employers and employees, found that the Act was helping workers balance work and family, at least for those who were covered and eligible and could afford to take leave. The Commission also found that the FMLA had not been a burden to most businesses. For most employers, the costs or negative effects were non-existent or small.

This past year, the Department of Labor commissioned an update to the 1995 employee and employer surveys. The report that follows offers a first look at these survey data, offering researchers and policymakers a wealth of new information on workers' use of family and medical leave, the policies and practices of employers, and what impact such leave has on both

employers and workers.¹ The report presents the important findings, compares them to the previous surveys, and points out a number of areas for additional exploration.

This foreword highlights what the Department of Labor believes are some of the most interesting findings.² Overall the legislation has been a great success. Millions of workers are taking family and medical leave. The number of workers who were unable to take leave has decreased. Establishments not covered by the Act are offering an array of family and medical leave benefits. Workers overwhelmingly support the provisions of the Act, while most employers report no adverse effects, including effects from intermittent leave. However, the lack of paid leave continues to be a barrier to leave-taking, and awareness of the law is still far from universal.

Millions of Workers Are Taking Leave for FMLA Reasons

The total number of workers who took leave for FMLA reasons³ increased since the 1995 survey to 23.8 million, or 16.5 percent of all workers. Nevertheless, the rate of leave taking was stable due to the growing labor force. The leave-taking rate for those who were covered and eligible also did not change significantly since the 1995 survey.

**Estimated Number of Family and Medical “Leave-Takers” and “Leave-Needers”
(numbers in millions)⁴**

2000 Survey	All Employees	Leave Takers	Leave Needers
All Employees	144.0	23.8	3.5
Employees in covered worksites	110.4	18.1	2.9
Eligible employees in covered worksites	88.9	15.5	2.4

Source: Survey of Employees

¹ While the term “employer” is used in the Act and foreword, the survey sample was actually drawn and based on establishments. Some data presented in the foreword are from the survey of employees; other data are from the survey of establishments (employers). The report identifies which survey is the source of data.

² The authors (Westat) provide their own interpretation in the body of the report.

³ FMLA qualifying reasons are: leave for the birth of a child and the care of a newborn; for the placement with the employee of a child for adoption or foster care and to care for the newly placed child; to care for a child, spouse, parent with a serious health condition; and to care for themselves when they are unable to work because of a serious health condition.

⁴ These point estimates are based upon survey data and therefore may over or underestimate their true values. See Appendix C for more details.

On average, workers who took family and medical leave did so infrequently and for relatively short periods of time. These patterns of usage were basically unchanged since the 1995 survey. The 2000 survey found that most leave-takers (75%) took leave only once over the 18-month survey period. A relatively small proportion, 14 percent, took two leaves, and these second leaves were fairly short in duration. Looking at longest leaves, about one-half were for 10 days or less. The median length of leave, 10 days, did not change since the 1995 survey. Second longest leaves tended to be of even shorter duration. In fact, 43 percent lasted only 1 to 3 days.

Since the 1995 survey, the distribution of reasons for taking leave shifted, with fewer leave-takers reporting taking leave for their own serious health condition. For the longest leave, the percent of leave-takers who took it for their own serious health condition dropped from 61 percent to 47 percent. This same shift is evident for covered and eligible leave-takers.

The Number of Workers Unable to Take Needed Leave Declines

A concern for many policy makers is that many workers still need to take time off from work for family and medical emergencies but cannot do so. While leave-needers as a percent of the workforce dropped since the last survey (from 3.1% to 2.4%), about 3.5 million people still needed family or medical leave during the current survey period but did not take it.

As was true in 1995, almost half of the workers who needed leave and did not take it, needed leave for their own health condition. The next most common reason workers needed leave was to care for an ill parent (20% in 1995 and 23% in the 2000 survey).

The major reason these workers did not take needed leave was the same as in the 1995 survey—they could not afford to take unpaid leave. In fact, in the 2000 survey, even more leave-needers cited this as one of the reasons they did not take leave. (The proportion citing “lack of money” as a reason rose from 66% to 78%.) Almost 88 percent of these leave-needers said they would have taken leave if they had received some or additional pay.

Awareness of the Family and Medical Leave Act is Unchanged

In general, employers’ and employees’ awareness of whether they are covered by the Act has not changed since 1995. For those employers classified as covered,⁵ 84 percent said they

⁵ The survey questions used to determine coverage differed somewhat from coverage under the Act. This was done to ensure that the questions could be understood by the respondents. See the report for a further discussion of the differences.

knew they were covered. For employees in covered establishments, just 38 percent reported that the FMLA applied to them and about one-half did not know if it did. Less than two-thirds of covered employees and non-covered employees had heard of the FMLA (59% and 58%, respectively).

Under the Act, covered employers are required to take certain steps to notify employees of their rights and responsibilities. Yet, according to the employee survey, only 56 percent of employees at covered worksites reported that their employer posted the required notice explaining the FMLA. About 20 percent did not know if there was a notice.

Non-covered Establishments Increase Their Family and Medical Leave Benefits⁶

A larger proportion of non-covered employers provides family and medical leave than did so in the 1995 survey period. There are a number of possible reasons why more non-covered employers are offering family and medical leave benefits, for example, competition for new workers with other employers who offer these benefits, or because they found family friendly policies are good for their bottom line.

Although more non-covered establishments are offering “FMLA-type” leave than before, only one-third offer the full range of FMLA-qualifying leave and not all of them provide the other protections of the Act, such as restoration to the same or an equivalent job upon return from leave. Many employers grant family and medical leave “depending on the circumstances” and such leave may not be available all of the time or to all employees.

Workers Offer Support for Family and Medical Leave Policies

Generally, employees view family and medical leave policies favorably. The survey found that 81 percent of employees believed every worker should be able to have up to 12 weeks of unpaid leave in a year for family and medical reasons and two-thirds believed such leave was not an unfair burden on co-workers. Both of these findings were more positive in the 2000 survey than for the 1995 survey. In the 2000 survey, 85 percent of employees reported that the taking of leave by co-workers had a positive or neutral impact on them.

⁶ Note that 80 percent of non-covered establishments have 10 or less employees.

A Majority of Employers Report No Effect from FMLA

Two-thirds of covered employers reported that, overall, complying with the Act was very or somewhat easy, yet more covered employers reported that complying with the FMLA was very or somewhat difficult than did so in the 1995 survey. Nevertheless, the new survey data show that for the majority of covered employers, the Act still had a positive effect or no noticeable effect on productivity, profitability and growth.

Intermittent Leave Causes Minimal Business Effects

According to the 2000 survey, only slightly over one-quarter of leave-takers took intermittent leave (27.8%). In fact, almost 80 percent of longest leaves were uninterrupted leaves (i.e., not for intermittent leave). The findings for covered and eligible employees were very similar. Thus the availability of FMLA protected leave does not seem to significantly influence the use of intermittent leave.

About one-third of intermittent leaves were taken for the worker's own serious health condition, compared to half of the continuous leaves. The survey found that intermittent leave was about twice as likely as continuous leave to be used while caring for an ill child or parent.

The survey found that for most employers, intermittent leave had no impact on their business. Slightly more than 81 percent of employers said the use of intermittent leave had no impact on productivity and 94 percent said it had no impact on their profitability. However, large employers, those with more than 250 employees, did report more negative impact than did smaller employers (32% versus 17%).

Availability of Paid Leave is Unchanged

The availability of paid leave is very important, as is confirmed by the number of workers who needed leave but did not take it because they could not afford to do so. Even among those who took leave, their number one worry was having enough money to pay bills—54 percent of leave-takers cited it as a worry and one third of leave-takers received no pay during their longest leave. This percentage is unchanged since the 1995 survey. The survey also found that 37 percent of workers had to cut their leave short due to lost pay.

Conclusion

The data from the 2000 surveys show that the Family and Medical Leave Act is still a balanced approach to meeting the needs of workers and employers. It remains a very important tool for workers trying to balance work and family. And, for a large majority of employers, it has no noticeable effect on their overall productivity, profitability or growth.

The following report by Westat covers these findings and more. The authors do an excellent job of presenting the findings from two data-rich surveys. The Department gratefully acknowledges their efforts and those of Departmental staff, especially Lisa Stuart, Corman Franklin, and Barbara Bingham.

Background

1.1 Purpose of the Report

This report presents results on family and medical leave policies and practices from two new surveys, the 2000 Surveys of Employees and Establishments. These surveys, conducted by Westat in the summer and early fall of 2000, were commissioned by the Department of Labor to update the employee and establishment surveys that were conducted five years ago, in the summer and fall of 1995.

The report on the 1995 surveys, [A Workable Balance: Report to Congress on Family and Medical Leave Policies](#), provided the first in-depth look at family and medical leave following the implementation of the Family and Medical Leave Act (FMLA) of 1993. This new report provides an in-depth look at family and medical leave in 2000, seven years after the implementation of the FMLA and five years after the original surveys. Updating information on family and medical leave and its effects is important because results may be considerably different due to awareness of and experience with the law since 1995.

The primary purposes of this report are threefold. First, the 2000 Surveys of Employees and Establishments document the types of family and medical leave benefits establishments are currently providing and, correspondingly, the benefits that employees are using.

Second, the 2000 Survey of Employees is a unique source of information on employees' needs in the area of family and medical leave. The survey documents the extent to which current family and medical leave policies meet the needs of different types of employees as well as the areas where these needs are unmet.

Third, the 2000 Survey of Establishments provides extensive information on the impact that providing such leave has had on establishments. These experiences shed light on the extent to which the FMLA and other family and medical leave policies meet the needs of employees, and the extent to which they impose undue burden on establishments.

Together the surveys provide a window on the wide range of current family and medical leave experiences of employees and establishments.

1.2 Overview of the Report

This report presents findings on family and medical leave policies and practices from the 2000 Surveys of Employees and Establishments. The report also compares results from these surveys to the results from surveys conducted in 1995.

Chapter 2 presents findings on employees' use of leave.¹ It describes the amount of leave taken and the reasons for which leave was taken. It also provides information on employees who needed leave but did not take it.

Chapter 3 presents findings on FMLA coverage, awareness, and use. It describes the establishments that are covered by the FMLA, and characterizes the employees who work for covered establishments and are eligible to take FMLA leave. It explores both establishment and employee awareness of the Act. This chapter provides estimates of the number of employees that used FMLA leave in the 18 months prior to the 2000 surveys, and describes the eligible employees who took FMLA leave during that time.

Chapter 4 documents the impact of family and medical leave on employees. It presents detailed information on employees' experiences with family and medical leave, including financial issues, the impact that leave had on them and their families, and the satisfaction of those who took leave. This chapter also includes a section on employees with children under the age of 18 months, the group most

¹ Regardless of whether or not the leave was covered by the FMLA.

likely to need leave for maternity disability or to care for a newborn, foster or adopted child.

Chapter 5 turns to establishments and documents their family and medical leave policies and practices. It describes their provision of leave consistent with the FMLA and details the provision of additional benefits beyond those specified in the Act. This chapter also compares the policies and practices of FMLA-covered and non-covered establishments.

Chapter 6 continues the analysis of the establishment survey results. It documents how FMLA-covered establishments administer their family and medical leave programs and how they manage employees' use of leave. It also presents covered establishments' views on the impact of the FMLA on their establishments.

Chapter 7 presents more analysis of the data on establishments, considering the policies and practices for family and medical leave in establishments that are not covered by the FMLA. It describes their perceptions of the impact of their family and medical leave policies on their establishments and details the impact they anticipate the FMLA would have if they became covered.

Chapter 8 summarizes the findings of the report. This chapter highlights key results from the 2000 surveys and possible directions for further research.

The following sections of this chapter include summaries of:

- Survey procedures and analytic strategies for the 2000 study;
- Changes in the economy and labor force since the 1995 study;
- History of the Family and Medical Leave Act legislation; and
- Major findings of the 1996 Commission report.

1.3 Survey Procedures and Analytic Strategies

As noted above, the information presented in this report is based on two different telephone surveys conducted from July through mid-October of 2000, as well as the two prior surveys conducted in 1995. This section summarizes the procedures used

to conduct these two surveys. Readers interested in more information about the methodology may refer to Appendix C, as well as an upcoming methodology report which describe in greater detail the procedures, results and analytic issues.

The 2000 Survey of Employees was a telephone survey designed to sample U.S. residents who had been employed at any time since January 1, 1999. Telephone numbers were randomly generated using a list-assisted procedure (see Appendix C for more details). Once a household was contacted, the interviewer identified potential respondents who had been employed since January 1, 1999. Three unique samples of respondents were identified and interviewed: (1) those who had taken leave from work for a family or medical reason; (2) those who had needed but not taken this type of leave; and (3) those who were employed but had neither taken or needed leave during the period covered by the survey. The content of the employee interview was based largely on the 1995 Survey of Employees, with the addition of items to explore emergent issues in family and medical leave. Appendix D provides a copy of the 2000 Survey of Employees. A total of 2,558 interviews were completed. The final weighted response rate for the survey was 58.3%. Appendix C provides a discussion of the technical issues about comparing the 2000 survey results to those from the 1995 survey.

The 2000 Survey of Establishments was designed to represent U.S. private business establishments. It excluded government and quasi-government organizations (e.g., schools, post offices). For purposes of the sample, an establishment was defined as the business located at a particular address or location. Data were collected with respect to this location, even if the employer had other locations. The content of the establishment interview was based largely on the 1995 Survey of Establishments, with the addition of items to explore emergent issues in family and medical leave. Appendix E provides the 2000 establishment survey instrument. The human resources director or the person responsible for the company's benefits plan was selected to be the respondent for each establishment. A total of 1,839 interviews were completed. The final weighted response rate for the survey was 65.0%. Appendix C provides a discussion of the technical issues about comparing the 2000 survey results to those from the 1995 survey.

Appendix A provides tables with results from the two surveys. For the reader's convenience, all tables in the report are included in this appendix. The first part of Appendix A (Tables "A1") repeat tables that are displayed in the text. The second part of Appendix A (Tables "A2") contains tables referred to but not contained in the text.

Appendix B provides the standard errors and the unweighted sample sizes for each of the estimates presented in the report. The standard errors were calculated after taking into account the sample designs of each survey.

As with any study of this type, the estimates derived from the surveys are unavoidably subject to various sources of error. *Sampling error* results from only a sample of the population being interviewed, rather than every worker or every establishment in the U.S. To compensate for this type of error, discussions of the results only highlight those differences that are "statistically significant." That is, the discussion focuses on those differences where one can be reasonably certain that the pattern reflects true differences and is not due to the particular sample drawn for these surveys.² Tables in the chapters and appendices display all results, regardless of their statistical significance.

Throughout the report, data from the 2000 surveys are compared to the 1995 surveys. As noted above, the 2000 surveys were designed to be as comparable as possible to the 1995 surveys. However, some differences did occur between the surveys, including some variations in wording, as well as differences in the response rates. Appendix C discusses the main differences between the 1995 and 2000 surveys.

1.4 Changes in the Workforce Since the 1995 Study

The period between 1995 and 2000 has been one of rapid employment growth, coupled with historically low unemployment rates. Data from the Current Population Survey (CPS) indicate that the number employed rose from 124.9 million in 1995 to

² When discussing differences within the 2000 data-set, a chi-square test using a 10% significance level was used. When comparing data between the 1995 and 2000 surveys, a Z-test comparing the means with a 10% (two-tailed) significance level was used.

133.5 million in 1999,³ while the number unemployed fell from 7.4 million to 5.9 million. Between 1995 and 1999, the share of the working-age population (16 to 64 years old) that was employed rose from 72.5 percent to 74.0 percent. Over the same time period, the overall unemployment rate fell from 5.6 percent to 4.2 percent.

Employment between 1995 and 1999 rose more rapidly for some groups than for others. For instance, while employment increased among the population as a whole, it increased more dramatically for women, especially women with young children. Less-educated workers also increased their participation more than other groups. As a result, the composition of the workforce has changed at the same time that its overall size has increased. For instance, data from the CPS indicate that the proportions of female workers and Hispanic workers were larger in 1999 than they were in 1995.

This change in the number and composition of the workforce means that care must be exercised in comparing the results of the 1995 and 2000 Surveys. The changes in the composition of employees over the past five years may be associated with changes in some of the items being measured in the surveys, such as leave-taking. For instance, the 2000 Survey of Employees found that fewer employees have children under the age of 18 compared to 1995. Since employees with children are more likely to take leave than those without children, this compositional change implies that, holding everything else constant, we would find a lower rate of leave-taking in 2000 than in 1995. Over the same time period, however, the share of the workforce that is female has grown. Because women are more likely to take leave than men, this change would, in and of itself, lead to higher rates of leave-taking in 2000 than in 1995. Because of these compositional changes, we present data in this report on changes within groups as well as overall changes. In addition to seeing overall changes, tracking changes within groups allows an assessment of whether rates of leave-taking, or other behaviors, have changed for groups that share important characteristics (e.g., presence of children, gender).

³ 2000 CPS data are not yet available.

1.5 History of the FMLA Legislation

Prior to 1993, the United States had no national family and medical leave legislation (although the Pregnancy Discrimination Act of 1979 did require firms that offered temporary disability programs to cover pregnancy like any other disability). Some employees had access to leave through union contracts, employer policies, or state statutes, but coverage provided under these provisions was rarely as comprehensive as coverage provided under the FMLA. Many employees had no family or medical leave coverage prior to the FMLA.

The FMLA, which was passed by Congress and signed by President Clinton in February 1993 and went into effect in August 1993, requires certain covered establishments with 50 or more employees to provide up to 12 weeks of unpaid, job-protected leave per year to eligible employees who need leave to care for a newborn, newly adopted or newly placed foster child; a child, spouse, or parent who has a serious health condition; or the employee's own serious health condition, including maternity-related disability and prenatal care. Employees are eligible for protection under the Act if, in addition to working for a covered establishment at a location where at least 50 employees are employed within 75 miles of the worksite, they have worked for this employer for at least 12 months; and have worked at least 1,250 hours for this employer during the 12 months before leave is needed. The FMLA provides unpaid leave, but permits the use of paid leave benefits for any portion of the covered leave taken. The FMLA requires covered employers to continue to maintain group health insurance benefits for eligible employees on FMLA leave on the same terms as coverage would have been provided if the employees were working. Leave provided under the FMLA is job-protected. Upon return from FMLA leave, an employee must be restored to the same (or an equivalent) job.

The Act also set up a bipartisan commission to review family and medical leave issues. The Commission on Leave, among other activities, commissioned two surveys conducted in 1995: an Employee Survey, which was conducted by the Institute for Social Research at the University of Michigan; and an Establishment Survey, which was conducted by Westat. The results of these two surveys, and the

rest of the Commission on Leave's findings, were presented in a major report, [A Workable Balance: Report to Congress on Family and Medical Leave Policies](#), released in 1996. The key findings of this report are summarized in the next section.

A number of changes to the FMLA have been proposed since the 1993 Act was implemented. Changes that have been proposed include: lowering the establishment size threshold, so that employees at smaller establishments would be covered; allowing leave for different reasons, such as attending parent-teacher conferences at children's schools; expanding the categories of people for whom one can take leave, so that care for people other than those specified in the FMLA would be covered; redefining "serious health condition," to ensure that leave is taken only for the most serious health problems; limiting the use of intermittent leave, to minimize the burden for employers; extending the duration of leave permitted, so that employees can take longer leaves if necessary; extending coverage to currently non-eligible workers, such as part-time employees and new employees; and making some provision for paid leave, so that employees do not forego taking leave, cut their leave short, or experience financial hardship due to the lack of paid leave.

Although none of these changes to the FMLA have been enacted, in some instances, specific proposals have been advanced. For example, President Clinton proposed a series of FMLA amendments in the Family-Friendly Workplace Act of 1996. Among other changes, this proposal would have allowed eligible employees to take up to 24 hours of additional unpaid leave each year to meet specific family obligations such as routine doctor appointments, elder care needs, and parent-teacher conferences. In June 2000, the Department of Labor issued a rule permitting states to experiment with providing unemployment compensation to parents who take approved leave or who otherwise leave employment following the birth or adoption of a child. Several states are now considering such legislation.

A number of these suggested changes grew out of the findings of the 1996 report, which identified some limitations of the FMLA and pointed to some changes that might address those limitations. A major goal of this 2000 report is to provide further information on benefits and problems that employees or establishments may be experiencing with regard to family and medical leave, in hopes that this information would prove helpful in the public policy arena.

1.6 Major Findings of the 1996 Report

The 1996 report, *A Workable Balance*, concluded that the overall impact of the FMLA on employees had been positive. The report also concluded that the implementation of the 1993 Act had not caused the type of problems for employers that some had anticipated. This section summarizes the major findings of the 1996 report, which were highlighted in the Executive Summary of that report.

Coverage and Eligibility

Including both public and private sector employees, 66.1 percent of the U.S. labor force in 1995 worked for establishments who were covered by the FMLA. Among private sector workers only, 59.5 percent worked for covered establishments. Not all of these employees were eligible, however, because of the Act's requirements for length of service and hours worked in the past year. Among public and private sector employees combined, 54.9 percent were covered and eligible; the share covered and eligible was lower, 46.5 percent, when only private sector workers were considered.

Establishment Leave Practices

In 1995, the implementation of the FMLA had a measurable impact on covered establishments' leave practices. Two-thirds of covered establishments reported that they had changed some aspect of their family or medical leave policies to come into compliance with the Act, most commonly to expand the set of reasons for which employees could take leave. For instance, 69.3 percent of covered establishments changed their policies to allow fathers to take leave to care for newborn or seriously ill children. The 1996 report also found a number of differences between the leave policies of covered and non-covered establishments. Covered establishments were more likely to offer family or medical leave and more likely to offer job-protected leave.

Knowledge of the FMLA

Most covered establishments in 1995 knew about the Act. A small number of covered establishments—13.5 percent—did not. A sizable number of employees at covered establishments—41.9 percent—had not heard of the Act. Salaried

employees, union members, and more highly educated workers were more likely than other employees to know about the Act.

Ease of Administration by Establishments

More than nine in ten covered establishments said that the FMLA was relatively easy to administer. Larger worksites found the FMLA more difficult to administer than did smaller worksites. Managing intermittent leave, which represented 11.5 percent of all leave-taking in 1995, was reported to be a problem by two out of five (39.2%) establishments.

Costs and Cost-Savings

Implementing the FMLA in 1995 was associated with few or no additional costs, but also no cost savings for most covered worksites. Larger worksites reported more additional costs, but also more cost savings, than did worksites overall.

Effects on Business and Employee Performance

Most establishments in 1995 said that the Act had no noticeable effect on business performance or employee performance. However, the Commission's report also found significant positive effects on employee career advancement and employee productivity. Establishments also noted a positive effect of the Act on employees' ability to care for family members.

Expectations of Non-covered Establishments

The 1996 report described small, non-covered establishments' expectations about the likely impact of the Act if they were to be covered, and compared these to the reported experiences of small covered establishments. In general, the expectations of non-covered establishments were more negative than were the actual experiences of smaller covered establishments.

Employees' Need for Leave and Use of the FMLA

In 1995, one-fifth of the workforce (20.2%) needed leave for a family or medical reason (as defined under the FMLA) during the 18-month period prior to the survey. The survey found that 16.8 percent of all employees were "leave-takers" (employees who took leave for a covered reason) and 3.4 percent of employees were "leave-needer" (employees who needed a leave for a covered family or medical reason

but did not take one). About 7 percent of leaves were said to have been taken under FMLA. Among those needing but not taking leave, a majority (63.9%) said they could not afford to take leave. The survey also asked employees whether they anticipated needing to take family or medical leave for a covered reason during the coming five years, and 40.0 percent replied that they did. The most common reason for anticipating the need for future leave was to care for a seriously ill parent.

Employees' Experience with Leave

In exploring the experiences of all employees that took leave,⁴ the 1995 survey found that employees age 25 to 34 were more likely than other employees to take family and medical leave (although the largest number of leave-takers was found in the 35 to 49 year-old age group), as were employees with children, hourly employees, and employees with family incomes in the range of \$20,000 to \$30,000.

The single most common reason for taking leave was to care for one's own serious illness, which accounted for 61.4 percent of all leave-taking. Men were more likely than women to take leave for their own health. Women were found to be more likely than men to take leave and to take longer periods of leave, possibly because only women take maternity leave. Men, however, took comparable amounts of parental leave and were slightly more likely to take leave to care for an ill spouse. Most of the leaves reported in the 1995 survey were short. The median leave length was 10 days, and 90.0 percent of leaves lasted for 12 weeks or less. The most common method of covering the work of leave-takers was to re-assign it temporarily to other employees (this occurred 67.5% of the time).

As noted earlier, the FMLA provides for unpaid leave, but permits the use of paid leave for any portion of the covered leave taken. In the 1995 survey, a substantial proportion of employees reported receiving full pay (46.7%) or partial pay (19.6%) while they were on leave. Employees who did not receive pay during their leave were more likely to be young, old, non-salaried, non-union, never married, in the lowest education and income groups, or Hispanic. Employees who did not receive pay during their leave used a variety of methods to cover their lost wages, including borrowing money, cutting their leave short, or going on public assistance.

⁴ Regardless of whether or not the leave was covered by the FMLA.

Most employees (84%) who took leave during the 18 months prior to the 1995 survey had returned to their jobs after their leave. Only a small share (6.0%) did not return to their jobs, while 10.0% were still on leave at the time of the survey.

Overall Impact

The 1996 report concluded that the overall impact of the law on employees was positive, while for a great majority of worksites, compliance with the FMLA entailed no costs or only small costs. The Executive Summary of the report concluded: “The FMLA, with its signature features of guaranteed job protection and maintenance of health benefits, begins to emerge, even now, as a significant step in helping a larger cross-section of working Americans meet their medical and family caregiving needs while still maintaining their jobs and their economic security—achieving the workable balance intended by Congress.” ([A Workable Balance](http://www.dol.gov/dol/esa/public/regs/compliance/whd/fmla/summary.htm), Executive Summary, p. 8-9, available from <http://www.dol.gov/dol/esa/public/regs/compliance/whd/fmla/summary.htm>).

1.7 Conclusion

The passage of the FMLA in 1993 was an historic moment for the United States. National legislation was enacted for the first time that enabled working families to take leave to meet essential caregiving responsibilities without the risk of losing their jobs or imposing undue burdens on employers. Yet, even as Congress enacted the FMLA in 1993, it recognized that the work of evaluating the need for family and medical leave was not concluded with the passage of the law. In the FMLA legislation, Congress established a Commission on Leave and mandated it to report on the impact of the law on employees and employers. The earlier report, [A Workable Balance](#), was the result of that mandate.

Times change, however, and employee and establishment experiences with the FMLA may also have changed. Accordingly, Congress funded, and the Department of Labor commissioned, new 2000 surveys of employees and establishments. The results of these surveys, presented here, will also not be the last word on family and medical leave, but will hopefully advance our understanding of the needs of workers and employers and move us forward in taking the next steps toward meeting these needs.

Employees' Use of Leave

This chapter discusses leave taken from work for family or medical reasons during the 18-month period between January 1, 1999 and the time of the interview.⁵ Study findings are presented with regard to how much leave was taken, the demographic characteristics of persons taking leave, the reasons for their leave, as well as the use of intermittent leave. In addition, this chapter presents results about those who needed leave, but did not take it.

Where appropriate, this chapter also discusses how employees' use of leave has changed since 1995 using data from the 1995 Survey of Employees.

Differences between groups (including the 1995 and 2000 surveys) were analyzed for statistical significance by means of either chi-square tests or z-tests. These tests were computed taking into account the specific sample design and weighting of the data. An observed difference has been deemed "significant" if there is less than a 10 percent chance that the difference occurred by chance, given that the null hypothesis of "no difference" is true (i.e., $p < .10$). Furthermore, for all significant differences it is noted whether the significance is at the 10 percent level ($p < .10$) or the 5 percent level ($p < .05$).

In this chapter, the term "leave-takers" is used to refer to all employees who took leave for a reason that is covered by the Family and Medical Leave Act, regardless of their eligibility for the law or whether their employer is covered by the provisions of the Act.⁶ Thus, the findings presented in this chapter are not restricted to those

⁵ The reference periods for reporting leave, in both the 1995 and 2000 surveys, do not have precise end dates since survey interviews were conducted over a period of approximately 10 weeks. Since interviews began in July of 2000, the reference period covers an 18-20 month period.

⁶ This definition of leave-taker differs slightly from the definition used in the report of the 1995 projects (*A Workable Balance*, published by the Department of Labor). In the previous report, leave-takers included those who reported taking leave for non-covered reasons (e.g., to care for a sibling). For the current report, estimates from the 1995 Survey of Employees were regenerated to be consistent with this definition. Thus, the 1995 data presented in this report will differ slightly from the data presented in the previous report.

formally taking leave under the Act, nor are they restricted to those employed at covered establishments. Findings with respect to these groups are discussed in Chapter 3.

2.1 Describing Employees Taking Leave for Family or Medical Reasons

This section discusses the characteristics of employees that take leave for family or medical reasons.

2.1.1 The Amount of Family and Medical Leave Taken

Table 2.1 shows the number and percentage of employees who have taken leave since January 1, 1999, along with findings from the 1995 survey for a comparable period. It is estimated that approximately 23.8 million workers took leave for family or medical reasons (i.e., reasons covered by the FMLA) since January 1, 1999, representing 16.5 percent of persons employed during that period. The number of workers taking leave has increased to a statistically significant degree over the last five years.⁷ But it is important to note that the size of the workforce has also increased significantly in that time, from about 127 million employees to approximately 144 million. The estimate of the percentage of employees who are leave-takers (16.5%) does not reflect a significant change since 1995, when 16.0 percent of employees took this type of leave.

Table 2.1. Employees Taking Leave: 1995 and 2000 Surveys

	1995 Survey	2000 Survey
Number of employees taking leave (for a covered reason) in the previous 18 months**	20,359,000	23,830,000
Percent of employee population	16.0%	16.5%

** Difference between 1995 and 2000 is significant at $p < .05$.

Source: 1995 and 2000 Survey of Employees.

⁷ This may be an overestimate of the amount of change since 1995 in the number of employees taking leave. See Appendix C (section 1.6.3) for more details.

Data shown in Figure 2.1 indicate that most employees (75.2%) who used leave since January 1, 1999 did so only once during the reference period. Most of the remaining leave-takers used leave twice, although about 10 percent of leave-takers report taking leave 3 or more times. Analysis comparing these figures to findings from the 1995 survey did not reveal much change over time (Appendix Table A2-2.1).

**Figure 2.1. Number of Leaves Taken: 2000 Survey
(Percent of Leave-Takers)**

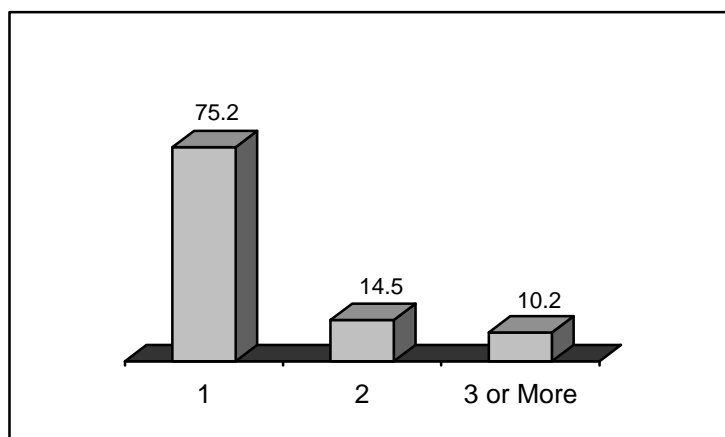
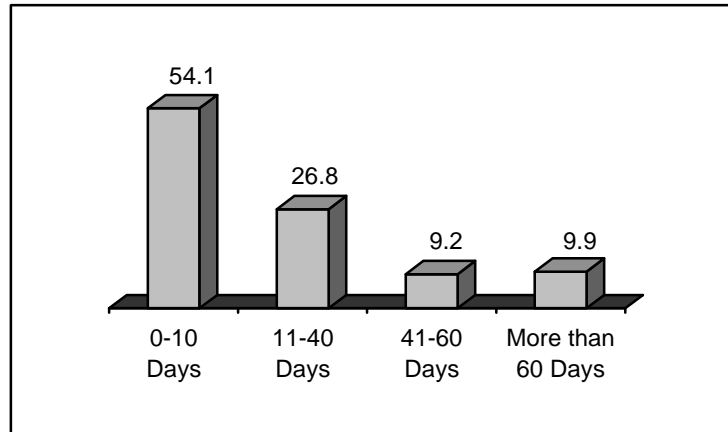


Figure 2.2 shows the length (in workdays) of longest leaves taken. Many leaves are of fairly brief duration—just over half (54.1%) of the longest leaves taken since January 1, 1999 have been for 10 or fewer workdays. About a tenth of leave-takers (9.2%), however, take between 41 and 60 days. Furthermore, another tenth (9.9%) report taking a leave that extends beyond the 12 weeks (i.e., 60 workdays) covered by FMLA. This is very consistent with data gathered in the 1995 survey (see Appendix Table A2-2.2). Furthermore, the median length of leave (10 days, not shown) has not changed in the last five years.

**Figure 2.2. Length of Longest Leave: 2000 Survey
(Percent of Leave-Takers)**



Approximately 1 in 4 leave-takers took leave more than once during the 18-month survey period. Table 2.2 shows that the length of their second longest leave tended to be quite brief. An estimated 42.9 percent of these leaves were 1 to 3 workdays long, and approximately one-quarter (26.3%) were 4 to 5 workdays.

Table 2.2. Length of Second Longest Leave: 2000 Survey

Length of Second Longest Leave	Percent of Those Taking More Than One Leave
1 – 3 days	42.9%
4 – 5 days	26.3%
6 – 10 days	14.1%
11 – 20 days	7.4%
More than 20 days	9.4%
Number of Leave-Takers Taking More Than One Leave	5,676,524

Note: Column percents may not total to 100% due to rounding.
Source: 2000 Survey of Employees.

2.1.2 Reasons for Taking Leave

In the 2000 survey, leave-takers were asked to give the reason for their leave. If respondents reported taking more than one leave, they were asked the reason for the longest leave, second longest leave, and finally all other leaves. Table 2.3 shows, for each of the reasons covered by FMLA, the percent of *leave-takers* who

took at least one leave for that reason during the reference period. Similarly, Table 2.4 shows leave-takers by reason as a percent of all *employees*. By far, the most common reason for taking leave is one's own health, a reason cited by 52.4 percent of leave-takers, or 8.7 percent of all employees. The next most common reason for leave is to care for a newborn child, or a newly adopted or foster child (18.5% of leave-takers; 3.1% of employees). Caring for an ill child (11.5% of leave-takers; 1.9% of employees) or parent (13.0% of leave-takers; 2.2% of employees) are also fairly common reasons for taking leave.

Table 2.3. Reasons for Taking Leave Across All Leaves Taken in Previous 18 Months: 2000 Survey

Reason for Leave	Percent of Leave-Takers
Own health	52.4%
Maternity-disability	7.9%
Care for a newborn, newly adopted, or newly placed foster child	18.5%
Care for ill child	11.5%
Care for ill spouse	6.4%
Care for ill parent	13.0%

Note: Percentages sum to more than 100% due to some persons taking more than one leave.

Source: 2000 Survey of Employees.

Table 2.4. Reasons for Taking Leave Across All Leaves Taken, Based on Total Employee Population: 2000 Survey

Reason for Leave	Percent of All Employees
Own health	8.7%
Maternity-disability	1.3%
Care for a newborn, newly adopted, or newly placed foster child	3.1%
Care for ill child	1.9%
Care for ill spouse	1.1%
Care for ill parent	2.2%

Source: 2000 Survey of Employees.

Table 2.5 shows the reasons for the longest leave taken, obtained in both the 2000 and 1995 surveys. Leave-taking, as reported in the 2000 survey, appears to be more dispersed among the various reasons covered under FMLA (at least with regard to longest leaves), compared to leaves taken five years ago. While one's own health remains the most frequently cited reason for leave (47.2%), it was mentioned less often than it was in 1995 (61.4%). Leave for reasons of maternity-disability (7.8%), care for an ill spouse (5.9%), and care for an ill parent (11.4%) have all increased significantly as a percentage of leave taken since 1995. It is not known why this change in the distribution of reasons has occurred.⁸

**Table 2.5. Employees' Reasons for Taking Longest Leave:
1995 and 2000 Surveys**

Reason for Longest Leave	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Own health**	61.4%	47.2%
Maternity-disability**	4.6%	7.8%
Care for a newborn, newly adopted, or newly placed foster child	14.3%	17.9%
Care for ill child	8.5%	9.8%
Care for ill spouse**	3.6%	5.9%
Care for ill parent**	7.6%	11.4%

** Difference between 1995 and 2000 surveys is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

The reasons for employees' second longest leave are shown in Table 2.6. Taking time off due to one's own health was mentioned by just over half (55.8%) of these leave-takers, while one-fifth (20.1%) reported that their second longest leave was to care for an ill child.

⁸ The shift away from "own health" reasons may be due, in part, to differences between the 1995 and 2000 surveys. See Appendix C (section 1.6.3) for more details.

Table 2.6. Employees' Reasons for Second Longest Leave: 2000 Survey

Reason for Second Longest Leave	Percent of Persons Taking More Than One Leave
Own health	55.8%
Maternity-disability	--
Care for a newborn, newly adopted, or newly placed foster child	5.1%
Care for ill child	20.1%
Care for ill spouse	4.2%
Care for ill parent	13.0%

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

There is a strong relationship between employees' reasons for leave and the length of their leaves. Table 2.7 presents the percentage of leave-takers, for each reason, that took leave for various durations (the table is restricted to longest leaves). Persons who take leave for maternity-disability reasons tend to be away from work for the longest periods of time. About one-fourth of these leave-takers (28.7%) are on leave for longer than the 12 workweeks (i.e., 60 workdays) covered by FMLA, and many of the rest are on leave for 31-60 workdays (39.7%). By contrast, persons taking leave to care for an ill family member (either a child, spouse, or parent) tend to be away from work for relatively short periods. These leave-takers are rarely on leave for more than 30 workdays. The vast majority are on leave for 10 or fewer workdays.

Table 2.7. Length of Longest Leave by Reason for Leave: 2000 Survey

Length of Longest Leave** (in work days)	Percent of Leave-Takers for Each Reason					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
1 – 3 days	8.2%	--	10.0%	26.0%	24.0%	17.4%
4 – 5 days	17.1%	--	27.5%	23.7%	38.3%	32.2%
6 – 10 days	18.7%	--	17.6%	31.9%	19.9%	30.9%
11 – 30 days	25.1%	18.1%	13.5%	14.0%	--	13.1%
31 – 60 days	19.4%	39.7%	21.7%	--	--	--
More than 60 days	11.4%	28.7%	9.8%	--	--	--

** Difference among reasons for leave is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

2.1.3 Describing Leave-Takers

Appendix Table A2-2.4 shows the demographic characteristics of leave-takers, in comparison to all other employees. The table indicates that those taking leave for family or medical reasons differ significantly from other employees in a number of ways:

- Leave-takers are more likely to be female (58.1%), relative to other employees (46.8%);
- Employees aged 18 to 24 are under-represented among leave-takers (10.0% versus 15.8% for other employees) while employees aged 25 to 34 are over-represented (27.8%, as compared to 21.8% for other employees);
- Leave-takers are more likely to be married/living with a partner (75.0%) and less likely to have never been married (12.3%) relative to other employees (65.7% and 24.2%, respectively); and
- Leave-takers are much more likely to have children living with them (59.6%) than are other employees (36.7%).

Comparisons between the 1995 and 2000 surveys (see Appendix Table A2-2.5) reveal no significant change in the percent of leave-takers by gender, race or the type of compensation (salaried, hourly or other). There are significant shifts, however, in several demographic characteristics:

- Leave-takers were more likely to be ages 50-64 in the 2000 survey than in the 1995 survey (20.4% vs. 15.1%);
- Leave-takers were more likely to be married in the 2000 survey than in the 1995 survey (75.0% vs. 70.9%);
- Leave-takers were more likely to have children in the 2000 survey than in the 1995 survey (59.6% vs. 54.5%); and
- Leave-takers were more likely to be in higher income groups in the 2000 survey than in the 1995 survey. Inflation accounts for an increase of 10% in incomes over this time period.

While the above differences may seem small in percentage terms, they can be viewed as rather large given the small number of years that have passed. The reasons for these shifts in the demographic characteristics of leave-takers should be explored in future research.

There is a relationship between the demographic characteristics of leave-takers and the reason for taking leave. This is shown in Appendix Table A2-2.6, which presents the percent of employees within demographic categories who took leave

for the FMLA reasons. The major patterns in these data show that leave-takers most likely to take leave for reasons other than their own health include females, those aged 25-34, married persons, those with a graduate school education, higher incomes and salaried workers.

2.1.4 Changes in Leave-Taking Within Groups

As noted above, the rate of leave-taking did not significantly increase between 1995 to 2000. However, as indicated in Appendix Table A2-2.7, leave-taking did increase significantly within some demographic groups over this time period. Reported rates of leave-taking were significantly higher in the 2000 survey than in the 1995 survey among older employees (age 50-64), married employees, employees with children, and those in households earning between \$50,000 and \$75,000 dollars.

Comparing survey results from the 1995 survey and the 2000 survey, changes occurred in the reasons for leave-taking within demographic groups. Appendix Tables A2-2.8 and A2-2.9 provide the distribution of the reasons for leave within demographic groups. The major pattern to note is a significant shift, among many demographic categories, from taking leave because of the employee's own health to taking leave for other family-related reasons. For example, this shift from one's own health to other reasons occurred for both men (8.5% in 1995 vs. 6.9% in 2000) and women (11.4% in 1995 vs. 8.6 % in 2000). Similarly, it occurred for those age 25-34 (9.0% in 1995 vs. 5.5% in 2000) and those age 35-49 (12.4% in 1995 vs. 5.9% in 2000).

As noted above in the discussion of Table 2.5, it is not clear why this shift occurred in the reasons for taking leave. The data in Appendix Tables A2-2.8 and A2-2.9 indicate that this shift was *not* due to the changing demographics of the employee population between 1995 and 2000. For example, as noted earlier, the proportion of leave-takers with children went up between 1995 and 2000. Since this group is most likely to take leave for reasons other than their own health (e.g., to take care of a sick child), one would expect this to explain the overall shift away from taking leave for "own-health". However, taking leave for the "own-health" reason was also significantly down for those without any children (10.7% in 1995 vs. 7.6% in 2000).

One speculation on why this trend is occurring is that the demand for taking leave for reasons other than the employee's health has gone up over this time period. As the baby-boom generation ages, there are more employees with children and parents who may also need care. Employees may be allocating their time off differently as the demands placed on them by children and parents grow. If this speculation were true, one might have expected employees to be taking more leave overall. Getting sick and needing leave should stay relatively constant over time. As noted at the beginning of this chapter, however, the reported rate of leave-taking did not significantly increase between the 1995 and 2000 surveys (16.0% vs. 16.5%). For the above speculation to be true, therefore, there would have to have been some type of substitution of leave for "own-health" with "other family" reasons while keeping constant the amount of leave taken.⁹

2.1.5 Taking Intermittent Leave

The 2000 survey collected information on the use of intermittent leave—that is, alternating between use of leave and being at work.¹⁰ This is an important issue for both employees and employers. Leave-takers no doubt find that periodic health treatments (e.g., chemotherapy) can be more easily balanced with work responsibilities if leave is taken on an intermittent basis. But from an employer's perspective, intermittent leave may be viewed as especially disruptive to the organization. Table 2.8 shows that about a fourth of leave-takers (27.8%) had at least one intermittent leave in the 18 months before the survey. Comparable data on intermittent leave from the 1995 survey are not available.¹¹ Persons reporting having taken intermittent leave were also asked if this type of leave was "less than half," "about half," or "more than half" of all their leave time. Table 2.9 shows that 53.9 percent of these leave-takers indicate that intermittent leave made up "less than half" of their leave time. About a fourth of these leave-takers say that intermittent leave was "more than half" of the leave.

⁹ For a possible methodological reason for this shift, see Appendix C.

¹⁰ The definition of intermittent leave presented to respondents was: "repeatedly tak[ing] leave for a few hours or days at a time because of ongoing family or medical reasons." This differs from FMLA regulations, which define intermittent leave as "leave taken in separate blocks of time due to a single qualifying reason."

¹¹ The 2000 Survey of Employers asked establishments about the extent to which persons using leave under the Family and Medical Leave Act did so intermittently, and what effect this leave had on profitability and productivity (see Chapter 6).

Table 2.8. Use of Intermittent Leave: 2000 Survey

Leave-Takers Who:	Percent of Leave-Takers
Took intermittent leave at least once in previous 18 months	27.8%
Did not take intermittent leave	72.2%

Source: 2000 Survey of Employees.

Table 2.9. Amount of Leave that was Intermittent: 2000 Survey

Amount of Leave that was Intermittent	Percent of Leave-Takers Taking Intermittent Leave
Less than half	53.9%
About half	19.6%
More than half	26.4%

Note: Column percents based on the 27.8% of leave-takers who reported taking intermittent leave. Percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

With respect to employees' longest leave, Table 2.10 shows that 20.8 percent of these leaves were intermittent. Leave-takers whose longest leave was intermittent were further asked whether this leave was taken on a regular routine, or as needed. As Table 2.11 indicates, the vast majority of intermittent leaves (86.6%) are taken on an "as needed" basis.

Table 2.10. Intermittent Use of Longest Leave: 2000 Survey

Leave-Takers' Longest Leave Was:	Percent of Leave-Takers
Intermittent	20.8%
Not intermittent	79.2%

Source: 2000 Survey of Employees.

Table 2.11. Use of Longest Intermittent Leave on a Routine or As-Needed Basis: 2000 Survey

Intermittent Leave was Taken as:	Percent of Those Whose (Longest) Leave was Intermittent
Regular routine	13.4%
As-needed	86.6%

Source: 2000 Survey of Employees.

Table 2.12 shows the reason for the longest leave when it was intermittent. Only about a third (35.1%) of intermittent leaves are for one's own health, compared to half (50.3%) of the leaves that were not intermittent. When employees take intermittent leave, it is more likely to be for the care of a family member, such as an ill child (19.1%) or an ill parent (18.7%), relative to leaves taken which are not intermittent (7.4% and 9.6% for ill child and ill parent, respectively).

Table 2.12. Intermittent Use of Longest Leave by Reason for Leave: 2000 Survey

Reason for Longest Leave**	Percent of Leave-Takers Whose Leave was Intermittent	Percent of Leave-Takers Whose Leave was Not Intermittent
Own health	35.1%	50.3%
Maternity-disability	4.9%	8.6%
Care for a newborn, newly adopted, or newly placed foster child	13.2%	19.1%
Care for ill child	19.1%	7.4%
Care for ill spouse	8.9%	5.1%
Care for ill parent	18.7%	9.6%

** Difference between "intermittent" and "not intermittent" categories is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

The strong relationship between one's reason for leave and the use of intermittent leave is more clearly demonstrated by the data in Table 2.13. Employees' whose (longest) leave was to care for an ill family member (either a child, spouse, or parent) were about twice as likely to take intermittent leave as those using leave for other reasons. Within the most frequently cited reason for leave (own health), intermittent leave was relatively uncommon (15%). But intermittent leave was quite common among those whose longest leave was to care for an ill child (39.5%), ill spouse (30.9%), or ill parent (33.1%). It is not known why intermittent leave is

especially common among these reasons—one reason may be that responsibility for caring for ill family members is frequently shared with other individuals.

Table 2.13. Intermittent Use of Longest Leave Within Reasons for Leave: 2000 Survey

Reason for Longest Leave**	Percent of Leave-Takers Within Each Reason Whose Longest Leave Was:	
	Intermittent	Not Intermittent
Own health	15.0%	85.0%
Maternity-disability	12.7%	87.3%
Care for a newborn, newly adopted, or newly placed foster child	14.9%	85.1%
Care for ill child	39.5%	60.5%
Care for ill spouse	30.9%	69.1%
Care for ill parent	33.1%	66.9%

** Difference between reasons categories is significant at $p < .05$.

Source: 2000 Survey of Employees.

2.2 Employees Who Needed Leave, but Could Not Take It

The findings discussed thus far pertain to employees who were able to take leave for a family or medical reason. But sometimes employees are unable to take the leave they feel is needed. This section presents findings about “leave-needers”—those who reported they needed leave for a reason covered under FMLA, yet were unable to take this leave. This section discusses the demographic characteristics of leave-needers, their reason for needing leave, their reasons for not being able to take leave, and how they dealt with their problem or situation given their inability to take leave.

2.2.1 Amount of Leave Needed

In the 18-month period prior to the 2000 survey, about 3.5 million people (2.4% of employees) needed leave without being able to take it (Table 2.14). As Table 2.14 indicates, this is a decrease from 3.1 percent of employees needing leave estimated from the 1995 survey. Reasons for this decline in need for leave not taken will hopefully be examined in further research. Most of those who said they needed

leave also reported that they needed it more than once (Table 2.15). Only 44.4 percent of leave-needers said they needed leave just once. A substantial number of leave-needers reported needing leave 3 to 4 times (18.9%) or 5 or more times (11.8%).

**Table 2.14. Employees Needing But Not Taking Leave:
1995 and 2000 Surveys**

	Persons Not Taking Leave	
	1995 Survey	2000 Survey
Number of employees needing but not taking leave (for a covered reason) in the previous 18 months	3,925,000	3,520,000
Percent of employee population**	3.1%	2.4%

** Difference between 1995 and 2000 significant at $p < .05$.

Source: 1995 and 2000 Survey of Employees.

**Table 2.15. Number of Leaves Needed But Not Taken:
2000 Survey**

	Percent of Leave-Needers
1 leave	44.4%
2 leaves	25.0%
3 – 4 leaves	18.9%
5 or more leaves	11.8%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

2.2.2 Reasons for Needing Leave

Leave-needers were asked detailed questions about their most recent need for leave, including why they had wanted to take leave. Responses from both the 2000 and 1995 surveys are shown in Table 2.16. As was found with leave-takers, one's own health was the most common reason for needing to take leave (48.1%). Needing time off to care for an ill parent (22.6%) or child (19.6%) were the next most frequently mentioned reasons. However, unlike the reasons for taking leave, the reasons for needing leave in 2000 have not changed significantly since 1995.

Table 2.16. Reasons for Needing Leave: 1995 and 2000 Surveys

Reason for Needing Leave	Percent of Leave-Needers	
	1995 Survey	2000 Survey
Own health	47.7%	48.1%
Maternity-disability	--	--
Care for a newborn, newly adopted, or newly placed foster child	9.3%	9.3%
Care for ill child	18.6%	19.6%
Care for ill spouse	10.2%	9.0%
Care for ill parent	20.2%	22.6%

-- Indicates less than 10 unweighted cases.

Note: Column percentages sum to more than 100% due to some persons needing leave for more than one reason.

Source: 1995 and 2000 Survey of Employees.

2.2.3 Leave-Needer Demographics

Appendix Table A2-2.10 presents the demographic characteristics of leave-needers, in comparison to other employees. The patterns in this table show that:

- Leave-needers are more likely to be separated, divorced, or widowed (18.6%), and less likely to have never been married (13.0%), relative to other employees (10.3% and 22.5%, respectively);
- Like those who take leave, those needing leave are more likely to have children living at home (55.0%) than are other employees (40.1%);
- Salaried workers are under-represented among leave-needers (23.8% vs. 37.6% for other employees) whereas hourly workers are over-represented (62.3% vs. 51.1% for other employees).

The above demographic patterns are largely consistent with those found in the 1995 survey results (see Appendix Table A2-2.11).

2.2.4 Reasons for Not Taking Leave

The survey included a series of questions about the reason why leave-needers did not take leave. Table 2.17 presents these results for both the 2000 and 1995 surveys.

In the 2000 survey, the most commonly noted reason for not taking leave was being unable to afford it, reported by 77.6 percent of leave-needers. Many leave-needers also feared that their work or careers would suffer if they took leave: About half (52.6%) indicated that their work was too important; 42.6 percent said their job advancement would have been hurt; and 27.8 percent reported that they did not want to lose seniority. About a third of leave-needers (31.9%) said that their job might have been lost had they taken leave, and 20.8 percent reported that their employer denied their request. Table 2.17 also shows that several of these factors were cited by more leave-needers in the 2000 survey than in the 1995 survey.¹² Future research will hopefully clarify the reasons for these important trends.

Table 2.17. Reasons for Not Taking Leave: 1995 and 2000 Surveys

Reason for Not Taking Leave	Percent of Leave-Needers	
	1995 Survey	2000 Survey
Thought job might be lost	29.7%	31.9%
Thought job advancement might be hurt**	22.8%	42.6%
Did not want to lose seniority**	15.1%	27.8%
Not eligible—worked part-time	14.3%	12.3%
Not eligible—had not worked long enough for employer	N/A	18.4%
Employer denied request**	9.9%	20.8%
Could not afford to take leave**	65.9%	77.6%
Wanted to save leave time	28.5%	34.3%
Work is too important**	40.8%	52.6%
Some other reason	N/A	13.2%

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates reason not asked about in 1995 survey.

Note: Percentages sum to more than 100% due to some persons reporting multiple reasons for not taking leave.

Source: 1995 and 2000 Survey of Employees.

Taking leave apparently posed a financial burden for many leave-needers, as evidenced by the many who said they could not afford it. To further clarify the impact of financial obstacles to leave-taking, respondents who said they could not afford to take leave were further asked: “If you had received some or additional pay,

¹² Table A2-2.10 in Appendix A-2 presents these same data with the percentages based on all employees, rather than leave-needers.

would you have taken leave?” Table 2.18 indicates that the vast majority (87.8%) of these leave-needers would have taken leave had they been able to receive some/additional pay while away from work.

Table 2.18. Perceived Impact of Pay on Leave-Needers: 2000 Survey

Perceived Impact of Pay	Percent of Leave-Needers Who Could Not Afford to Take Leave
Would have taken leave if some/additional pay had been received	87.8%
Would <u>not</u> have taken leave if some/additional pay had been received	12.2%

Source: 2000 Survey of Employees.

Finally, the sample of leave-needers were asked what they did to take care of their situation, since they did not take the leave that was desired. This question was asked in an open-ended manner and responses are summarized by the categories shown in Table 2.19. Many leave-needers (44.1%) stated that they “just lived with it” or “suffered through it.” Others (25.0%) noted that they received help from others (e.g., in caring for an ill family member). Some leave-needers (12.2%) altered their work patterns or job duties. Additionally, some persons (13.1%) indicated that they in fact did take some time off.¹³

Table 2.19. How Leave-Needers Took Care of Their Situation: 2000 Survey

	Percent of Leave-Needers
Just lived with it/Suffered through it	44.1%
Got help from others (family, friends)	25.0%
Altered work (schedule, duties, etc.)	12.2%
Took some time off	13.1%
Did something else	5.7%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

¹³ It is not clear what was meant by these responses, since these were individuals identified as needing, but not taking, leave. It may be that these leave-needers were able to take some limited time off, but less time than the amount they felt they needed.

2.3 Summary

This chapter has described persons who have either taken leave or have needed to take leave for family or medical reasons. About 23.8 million persons (an estimated 16.5 percent of employees) took leave for family or medical reasons during the period covered by the 2000 survey. The *number* of employees taking leave has increased significantly compared to a similar period measured in the 1995 survey. However, the *percentage* of employees taking leave does not represent a significant change over time. Most of the leave was taken for a fairly short period of time (i.e., less than 10 workdays) and most employees took leave only once.

Employees taking leave are more likely than other employees to be female, aged 25-34, married/living with a partner, and have children living at home. Since 1995, leave-taking has increased for some groups: older employees (age 50-64); married employees; employees with children; and those with incomes between \$50,000 and \$75,000.

In the 2000 survey, the most common reason given for taking leave was for the employee's own health. This is similar to the 1995 survey results. However, there was a significant movement away from this reason between the 1995 and 2000 surveys. In 2000, a greater portion of leave-takers reported using leave for reasons other than their "own health," such as maternity-disability, to care for a spouse, and to care for a parent.¹⁴ This shift in the reasons for taking leave occurred across many demographic groups.

About a fourth of leave-takers (27.8%) had at least one intermittent leave during the survey reference period. Only about a third (35.1%) of intermittent leaves were for one's own health, compared to half (50.3%) of the leaves that were not intermittent. Employees' whose (longest) leave was to care for an ill family member (either a child, spouse, or parent) were about twice as likely to take intermittent leave as those using leave for other reasons.

¹⁴ As noted in the more detailed discussion above, this change may have also been affected by differences between the 1995 and 2000 surveys.

Since January 1, 1999, an estimated 2.4 percent of employees needed but did not take leave. This is a significant decrease from the estimated 3.1 percent found for a comparable period five years ago. Employees who needed leave but were unable to take it were more likely to be hourly workers, separate/divorced/widowed, and have children living at home. About three-fourths of these employees said they did not take leave because they could not afford to take time off from work. Many leave-needers were also concerned about possible negative impacts on their jobs or careers if they took leave. About one-fifth of leave-needers reported being denied leave by their employers.

Use of the FMLA

The previous chapter provided an overview of employees who took leave for a family or medical reason. To take such a leave under the Family and Medical Leave Act (FMLA), an employee must not only take leave for a FMLA-qualifying reason, but must also work for a covered employer and meet certain eligibility requirements.

Private sector establishments are *covered* by the Act if they employ 50 or more employees for at least 20 workweeks in the current or preceding calendar year at one or more worksites within 75 miles.¹⁵ An employee is *eligible* if he or she: works for a covered employer; has worked for that employer for at least 12 months; has worked for at least 1,250 hours over the 12 months before leave is needed; and works at a location with 50 or more employees within 75 miles.

This chapter provides an overview of:

- Establishments covered by the FMLA and their employees;
- Employees who are eligible for FMLA leave;
- Leave-takers who are eligible for FMLA;
- Establishment and employee awareness of the FMLA; and
- Use of leave under the Act.

Differences between groups (including the 1995 and 2000 surveys) were analyzed for statistical significance by means of either chi-square tests or z-tests. These tests were computed taking into account the specific sample design and weighting of the data. An observed difference has been deemed “significant” if there is less than a 10 percent chance that the difference occurred by chance, given that the null hypothesis of “no difference” is true (i.e., $p < .10$). Furthermore, for all significant

¹⁵ All public agencies are covered by the FMLA regardless of size. The Survey of Establishments included only private sector establishments. The Survey of Employees included employees from both the private and public sector.

differences it is noted whether the significance is at the 10 percent level ($p < .10$) or the 5 percent level ($p < .05$).

3.1 Coverage of Establishments and Employees Under the FMLA

This section describes the number, proportion, and characteristics of U.S. establishments that are covered by the FMLA. It also details the number and demographic characteristics of employees who work for these establishments. For purposes of analysis in both the establishment and employee surveys, an establishment was considered an FMLA-*covered* establishment if, at the time of the survey, it had at least 50 or more employees working at locations within 75 miles. In the establishment survey, multi-establishment employers with 50 or more employees *beyond* 75 miles (but less than 50 within 75 miles) were not counted as covered, while some employers with a large number of seasonal employees may also have been classified as being non-covered. Thus, the number of covered employers is likely under-estimated by the 2000 Survey of Establishments.

Respondents from the employee survey were categorized as *eligible* for FMLA leave if they worked for an employer that was classified as covered, had worked for that covered employer for the past year, and had worked at least 1,250 hours for the covered employer in the past year.

Table 3.1 displays estimates of the distribution of private sector establishments and their employees by coverage status for 1995 and 2000, based on the establishment surveys. In 2000, a large majority of the private establishments in the U.S. are not covered under the FMLA (89.2%), but over half of U.S. employees work in covered establishments (58.3%). This is consistent with the fact that the vast majority of establishments are of relatively small size and the fact that more employees work for large establishments. Approximately the same proportion of employees was working in covered establishments in 1995 and 2000.

Table 3.1. Coverage of Establishments and Employees Under the Family and Medical Leave Act: 1995 and 2000 Surveys

	Percent of Establishments		Percent of Employees	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey
FMLA-covered establishments	10.8%	10.8%	59.5%	58.3%
Non-covered establishments	89.2%	89.2%	40.5%	41.7%

Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Establishments.

As was true in 1995, less than half of the establishments surveyed in 2000 have 50 employees at the surveyed worksite (44.2%; see Table 3.2). Slightly over half of the covered private sector employees, however, are found at smaller worksites.

In 2000, covered establishments are distributed across all economic sectors (Table 3.2). About half are in the Retail (19.6%) or Service (29.1%) sectors. The remaining covered establishments are in either Manufacturing (13.0%) or other sectors (38.2%). Changes in the distribution across industry groups between 1995 and 2000 were not statistically significant.

Table 3.2. Characteristics of FMLA-Covered Establishments: 1995 and 2000 Surveys

	Percent of Covered Establishments		Percent of Employees in Covered Establishments	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Coverage Due to 75 Mile Rule				
<i>At least 50 employees at sampled location</i>	39.1%	44.2%	90.2%	91.1%
<i>At least 50 employees within 75 miles of sampled location</i>	60.9%	55.8%	9.8%	8.9%
Number of Employees at Worksites				
<i>Up to 250 employees</i>	95.4%	94.7%	53.9%	55.7%
<i>More than 250 employees</i>	4.6%	5.3%	46.1%	44.3%
Standard Industrial Classification				
<i>Manufacturing</i>	9.4%	13.0%	24.5%	23.1%
<i>Retail</i>	27.7%	19.6%	15.7%	14.6%
<i>Services</i>	26.2%	29.1%	34.1%	35.3%
<i>All other industries</i>	36.8%	38.2%	25.7%	27.0%

Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Establishments.

3.2 Employees Eligible for Leave Under the FMLA

As discussed in the previous section, employees must work for a covered establishment for at least 1,250 hours over the previous 12 month period in order to be eligible to take FMLA leave. This section presents estimates of the number of eligible employees and describes the demographic characteristics of these employees.

3.2.1 Estimates of the Number of Eligible Employees

From the employee survey it is estimated that between 83 million and 94 million employees in the U.S. work in covered establishments and have met the eligibility criteria of the FMLA.¹⁶ An estimated 18.5 to 24.4 million work for covered establishments but are not eligible to take FMLA leave.¹⁷ Further, an estimated 30 to 37 million are not covered.¹⁸ Appendix Table A2-3.1 displays the proportion of all employees that work for covered establishments, while Appendix Table A2-3.2 displays the proportion of covered employees who are eligible to take FMLA leave.

3.2.2 Characteristics of Eligible Employees

Employees who are covered and eligible for FMLA leave differ from their non-eligible counterparts in several ways (Appendix Table A2-3.3). These differences include:

- **Age.** Over 40 percent of covered and eligible employees are age 35-49 (42.8%). Covered and eligible employees are significantly more likely to be between the ages of 25 and 64, and less likely to be younger than 25 or older than 64, compared to all other (i.e., non-covered or non-eligible) employees.
- **Race/Ethnicity.** About three-quarters of covered and eligible employees (75.3%) identify themselves as White non-Hispanic; 11.1 percent identify as Black non-Hispanic, 7.7 percent as Hispanic, and 3.3 percent as Asian. Compared to all other employees, however, covered and eligible employees are significantly more likely to identify as Black non-Hispanic, Hispanic, or Asian.

¹⁶ This may be an over-estimate of those covered and eligible. See Appendix C (Section 1.6.3) for more details. The range reflects a 95 percent confidence interval centered around a point estimate of 88.9 million.

¹⁷ This may be an overestimate of those covered but not eligible. See Appendix C for more details. The range reflects a 95 percent confidence interval centered around a point estimate of 21.4 million

¹⁸ This may be an underestimate of those not covered. See Appendix C for more details. The range reflects a 95 percent confidence interval around a point estimate of 21.5 million.

- **Marital Status.** Nearly 70 percent (69.5%) of covered and eligible employees are married or living with a partner; an additional 11.0 percent are separated, divorced, or widowed. Covered and eligible employees are somewhat less likely than other employees to be never married (19.5%).
- **Education.** Nearly all (96.3%) covered and eligible employees have at least a high school education. Compared to other employees, covered and eligible workers are significantly less likely to have less than a high school education, and significantly more likely to have graduated from college (27.0%) or to have attended graduate school (13.2%).
- **Annual Family Income.** Consistent with being married and having more education, covered and eligible employees have significantly more annual family income than do other employees.
- **Compensation Type.** Roughly half (50.3%) of covered and eligible employees are hourly workers; significantly more (42.7%) are salaried workers, compared to other employees.

Covered and eligible employees did not differ significantly from other employees in terms of gender or the presence of children under 18 in the household.

3.3 Coverage and Eligibility of Leave-Takers

The previous section provided estimates and characteristics of employees who were covered and eligible to take leave under the FMLA. In this section, similar estimates are provided for leave-takers who were covered and eligible to take leave under the FMLA. These individuals worked for a covered establishment, had worked the number of hours specified by the Act to be eligible and had taken a leave for a covered reason. Note that the leave-takers discussed in this section did not necessarily take leave under the FMLA. Those that actually took leave under the FMLA are discussed in the last section of this chapter.

From January 1, 1999 to the end of the survey period, between 14 and 16.4 million covered and eligible employees took leave.¹⁹ This is a significant increase compared to 1995 which found between 11.6 and 13.6 million took leave in the 18-month period before the 1995 survey.²⁰ The rate at which leave was taken by covered and eligible employees, however, did not change significantly. In 1995,

¹⁹ This may be an overestimate. See Appendix C (Section 1.6.3) for more details. The range reflects a 95 percent confidence interval around a point estimate of 15.2 million. The point estimate for 1995 was 12.6 million.

²⁰ The estimate of the amount of change between 1995 and 2000 may be too high since the two surveys did not use identical survey items to categorize establishments into the covered and non-covered categories. See Appendix C (section 1.6.3) for more details.

18.0 percent of covered and eligible employees took leave, while 17.1 percent took leave in 2000.

Table 3.3 compares the demographic characteristics of covered and eligible leave-takers to those of all other (i.e., not covered or not eligible) leave-takers. These include:

- **Age.** Covered and eligible leave-takers are less likely to be in the youngest or oldest age groups, compared to other leave-takers, but the overall pattern of age distribution resembles that of all leave-takers.
- **Race/Ethnicity.** Covered and eligible leave-takers, compared to other leave-takers, are less likely to be White non-Hispanic (73.6% vs. 81.1%, respectively) or Hispanic (7.9% vs. 8.7%, respectively), and significantly more likely to be Black non-Hispanic (13.6% vs. 5.1%, respectively).
- **Annual Family Income.** Covered and eligible leave-takers are less likely to be in either the lower or upper income groups, compared to other leave-takers.
- **Compensation Type.** Covered and eligible leave-takers are more likely than other leave-takers to be salaried (39.1% vs. 31.5%) or hourly workers (55.1% vs. 53.3%).

Covered and eligible leave-takers did not differ significantly from other leave-takers in terms of gender, marital status, the presence of children under age 18 in the household, or educational attainment.

Appendix Table A2-3.5 displays a comparison of the demographic characteristics of covered and eligible leave-takers by reason for leave. Reasons for leave are associated with differences in marital status and education.

Covered and eligible leave-takers did not differ from other leave-takers in the length of their leave (Appendix Table A2-3.8).

Table 3.3. Demographic Characteristics of Leave-Takers by Eligibility Status: 2000 Survey

	Percent of Covered and Eligible Leave-Takers	Percent of All Other Leave-Takers
Gender		
<i>Male</i>	42.3%	41.2%
<i>Female</i>	57.7%	58.8%
Age**		
18 – 24	8.2%	13.2%
25 – 34	25.7%	31.6%
35 – 49	40.6%	38.0%
50 – 64	23.6%	14.4%
65 or over	1.8%	2.7%
Race/Ethnicity**		
<i>White non-Hispanic</i>	73.6%	81.1%
<i>Black non-Hispanic</i>	13.6%	5.1%
<i>Hispanic</i>	7.9%	8.7%
<i>Asian</i>	2.4%	--
<i>All others</i>	2.5%	3.4%
Marital Status		
<i>Married/Living with partner</i>	74.5%	75.8%
<i>Separated/Divorced/Widowed</i>	13.0%	12.1%
<i>Never been married</i>	12.4%	12.1%
Children Under 18 in Household		
<i>None</i>	41.4%	38.6%
<i>One or more</i>	58.6%	61.4%
Education		
<i>Less than high school</i>	5.2%	7.2%
<i>High school graduate</i>	28.9%	26.1%
<i>Some college</i>	33.3%	31.7%
<i>College graduate</i>	21.3%	23.9%
<i>Graduate school</i>	11.3%	11.0%
Annual Family Income**		
<i>Less than \$20,000</i>	10.4%	23.3%
<i>\$20,000 to less than \$30,000</i>	12.4%	12.3%
<i>\$30,000 to less than \$50,000</i>	26.7%	23.2%
<i>\$50,000 to less than \$75,000</i>	28.5%	20.5%
<i>\$75,000 to less than \$100,000</i>	13.9%	6.5%
<i>\$100,000 or more</i>	8.0%	14.1%
Compensation Type**		
<i>Salaried</i>	39.1%	31.5%
<i>Hourly</i>	55.1%	53.3%
<i>Other</i>	5.8%	15.1%

** Difference between covered and eligible leave-takers and all other leave-takers is significant at p<.05.

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

3.4 Awareness of the FMLA

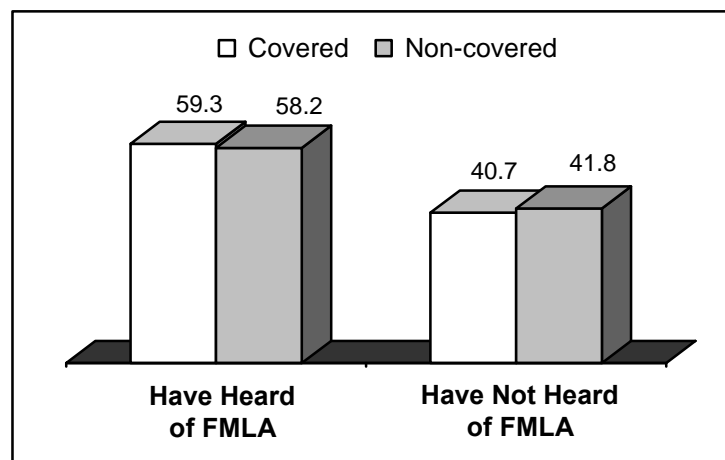
An important element of the FMLA is establishment and employee knowledge about the Act. The FMLA requires that covered employers provide employees with notification of their rights (e.g., posting Act provisions in the workplace; including provisions in employee handbooks and notices). In order for the FMLA to function well, both employers and employees must be aware of its provisions. This section discusses current level of awareness of the Act among employees and establishments, and compares awareness levels in 1995 and 2000.

3.4.1 Current Employee Awareness of the FMLA

To assess the level of awareness of the FMLA among employees, the 2000 Survey of Employees included two items. First, respondents were asked whether they had ever heard of the FMLA. Second, if they had heard of the Act, they were asked whether it applied to them personally.

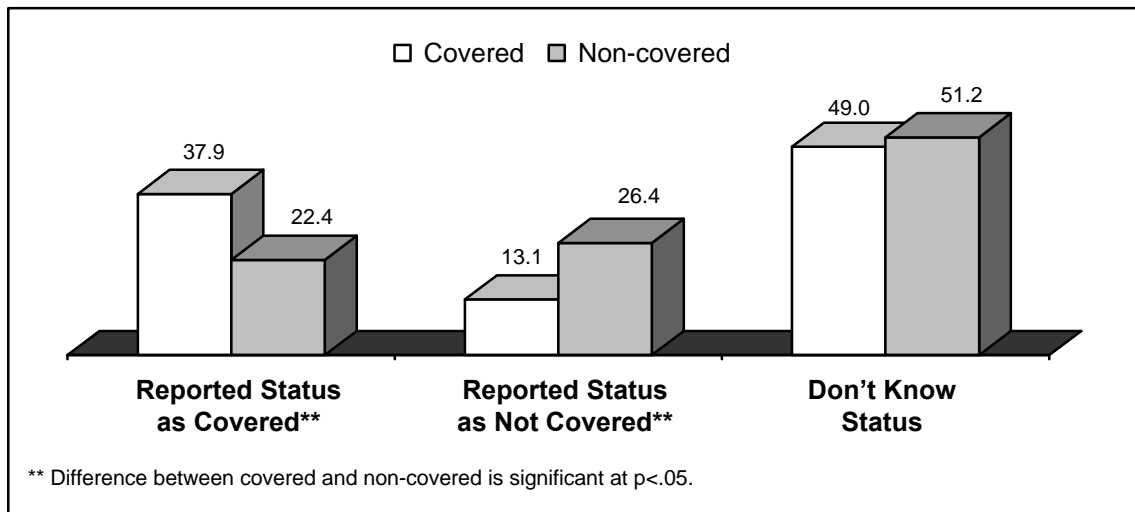
As shown in Figure 3.1, slightly over half of employees reported having heard of the Act. The extent of knowledge, however, does not seem to vary by whether or not the employee works for a covered establishment. Almost equal proportions of employees working in covered establishments and non-covered establishments reported having heard of the FMLA (59.3% covered; 58.2% non-covered).

Figure 3.1. Proportion of Employees that Have Heard of The FMLA: 2000 (Employee Survey)



Among employees of both covered and non-covered establishments, approximately half reported they do not know if the Act applies to them (49.0% in covered establishments; 51.2% in non-covered ones) (Figure 3.2). Employees in covered establishments are slightly but significantly more likely to say that the Act applies to them; 37.9 percent reported that the FMLA applies to them, compared to 22.4 percent of employees of non-covered businesses.²¹ Similarly, a significantly smaller percentage of employees in covered establishments reported the Act does not apply to them, compared to employees in non-covered worksites.

Figure 3.2. Employee Report of Coverage Status by Actual Coverage Status: 2000 (Employee Survey)



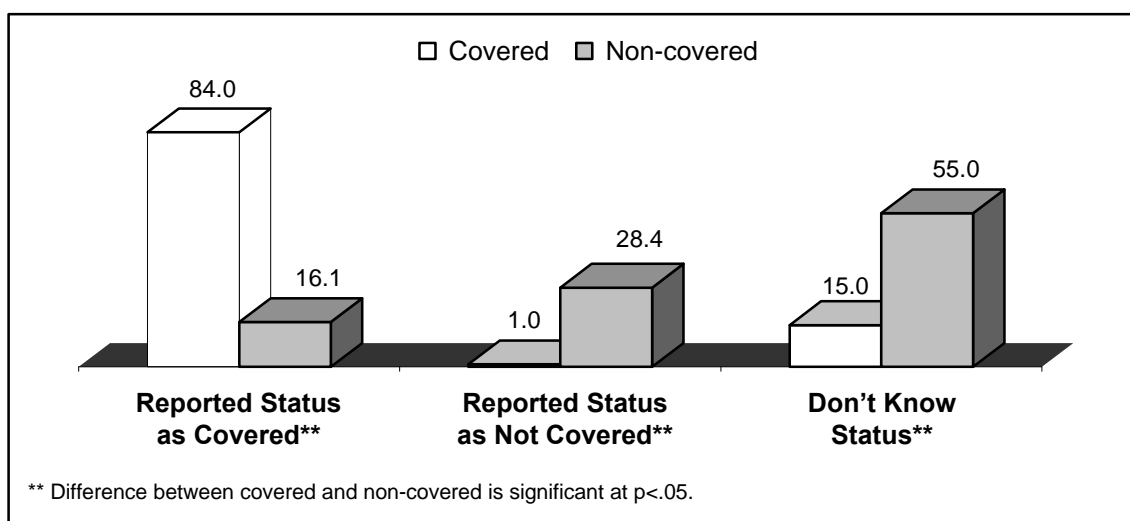
3.4.2 Current Establishment Awareness of the FMLA

The establishment survey included an item that asked whether the FMLA applied to the establishment's location. A substantial majority of those classified as covered (84.0%) reported that they are subject to the FMLA (Appendix Table A2-3.9). Most of the remainder (15.0%) did not know whether the Act applies to them. Very few covered establishments (1.0%) reported that it does *not* apply.

²¹ Bear in mind that some covered employees likely are mis-classified as not covered, due to the way the analysis measured coverage.

Figure 3.3 compares the responses of covered and non-covered establishments. As one would expect, covered establishments have a much better idea of how the Act applies to their particular location. Non-covered establishments are much more uncertain about whether the Act applies to them. The majority (55.5%) do not know whether the FMLA applies to them, and 16.1 percent reported that the Act *does* apply.²² Only 28.4 percent reported that the Act does not apply to their establishment.

Figure 3.3. Establishment Report of Coverage Status by Actual Coverage Status: 2000 (Establishment Survey)



3.4.3 Changes in Awareness of the FMLA Since 1995

Employees' general awareness of the FMLA increased slightly and significantly between 1995 and 2000, but only among those working in non-covered establishments. More than half (58.2%) had heard of the Act in 2000, a significant increase over 1995, when only 50.2 percent reported having heard of the FMLA (See columns 3 and 4 of Table 3.4). Awareness among employees in covered establishments did not change significantly; 59.0 percent in 1995 and 59.3 percent in 2000 reported having heard of the law.

²² As noted in the introduction, multi-establishment employers with 50 or more employees beyond 75 miles, but less than 50 within 75 miles, were not counted as covered in the survey. Some portion of the 16.1 percent shown in Figure 3.3 are likely these multi-unit businesses who are in fact covered under the law.

**Table 3.4. Awareness of FMLA Among Covered and Non-covered Employees:
1995 and 2000 Surveys**

	Percent of Employees					
	Covered		Non-covered		All Employees	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Employees who have heard about FMLA	59.0%	59.3%	50.2%*	58.2%	56.0%	59.1%
Employees who have not heard about FMLA	41.0%	40.7%	49.8%*	41.8%	44.0%	40.9%

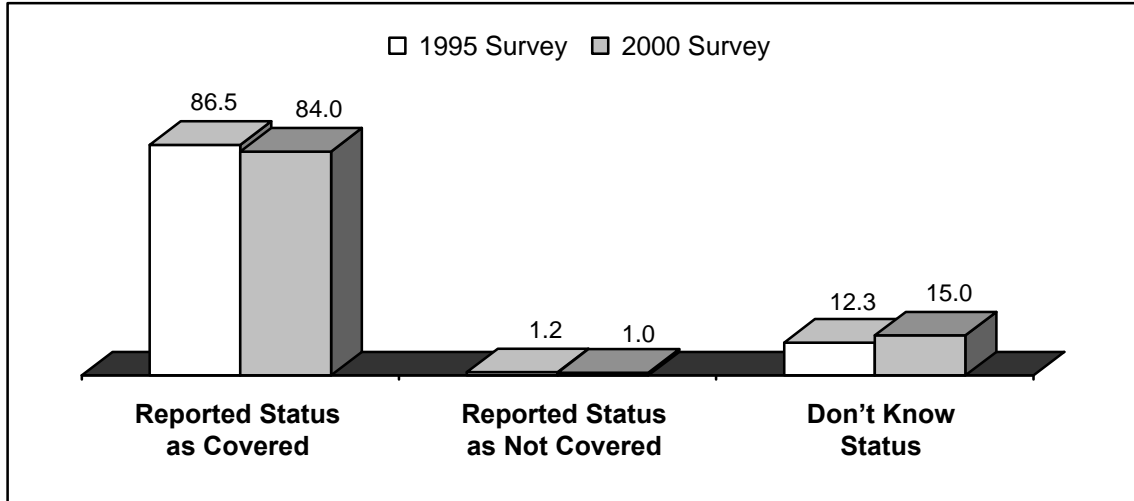
* Difference between 1995 and 2000 is significant at $p < .10$.

Source: 1995 and 2000 Survey of Employees.

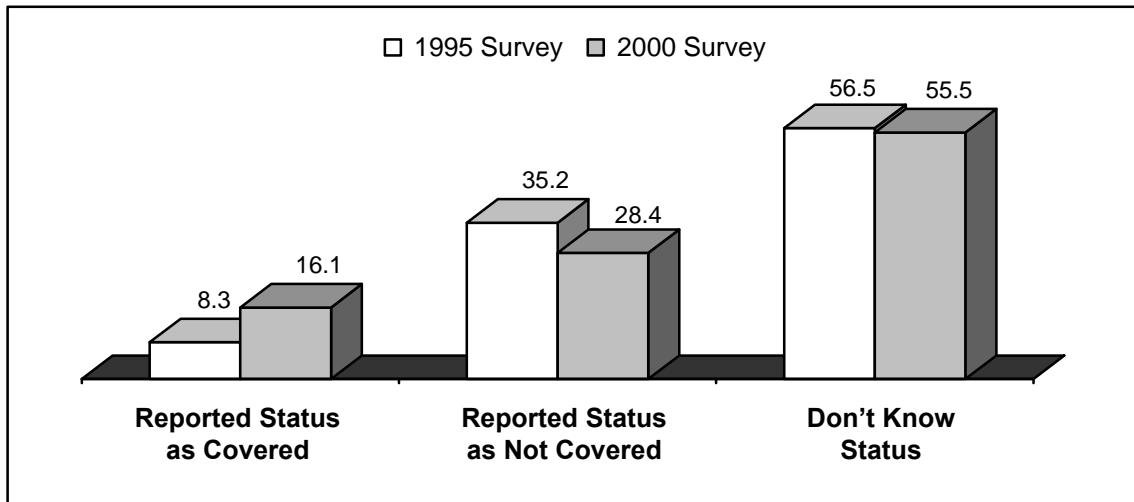
The proportion of all workers reporting that the Act applies to them personally increased slightly between 1995 and 2000 (22.7% vs. 34.3%) (Appendix Table A2-3.10). This includes significantly more employees of covered establishments reporting that the Act applies to them (37.9% in 2000 vs. 29.0% in 1995) as well as significantly more employees of *non-covered* establishments (22.4% in 2000 vs. 10.4% in 1995). Employees in general are more aware of the Act. However, this increase does not seem to come from those employees who, by the survey measures, are actually covered by the Act.

Establishment awareness of their FMLA coverage status did not change significantly, compared to 1995. In 2000, 84.0 percent of covered establishments reported that the Act applies to their organization, compared to 86.5 percent in 1995 (Figure 3.4). Among non-covered establishments (Figure 3.5), the proportion that does not know whether the Act applies to them remained approximately the same (56.5% in 1995, and 55.5% in 2000). The proportion of non-covered establishments that believe the Act does apply to their location increased slightly (see Figure 3.5).

**Figure 3.4. Covered Establishment Reported FMLA Coverage Status:
1995 and 2000 (Establishment Survey)**



**Figure 3.5. Non-covered Establishment Reported FMLA Coverage Status:
1995 and 2000 (Establishment Survey)**



3.5 Use of Leave Under the FMLA

This section discusses the use of FMLA leave since January 1, 1999. First, it presents estimates of the number of employees taking leave under the FMLA, based on both the 2000 Survey of Employees and the 2000 Survey of Establishments, including the proportion that used FMLA leave intermittently. Second, it describes the reasons employees took leave under the FMLA. Third, it estimates the percent of leave-takers who did and did not return to work after leave.

3.5.1 Estimates of the Number of Employees Taking FMLA Leave

The 2000 Surveys of Employees and Establishments provide two methods to estimate the extent to which employees take leave under the FMLA. During the employee survey, leave-takers who had heard of the Act were asked whether their longest leave was taken under the FMLA. In the Survey of Establishments, those that reported being covered by the FMLA were asked the number of employees who had taken leave under the Act since January 1, 1999.

Estimates Based on the Employee Survey. Table 3.5 provides estimates for the percent of employees, percent of all leave-takers and the percent of covered and eligible leave-takers who reported taking leave under FMLA. For purposes of this estimate, employees were counted as FMLA leave-takers if they were working in a covered establishment, were classified as being eligible to take the leave, and reported taking FMLA leave for their longest leave. These data indicate that approximately 18.3 percent of covered and eligible leave-takers took leave under the Act since January 1, 1999. This translates to between 2.2 and 3.3 million people (data not shown).²³

²³ The range reflects a 95 percent confidence interval around a point estimate of 2.7 million.

Table 3.5. Employees Taking Their Longest Leave Under FMLA:⁽¹⁾ 1995 and 2000 Surveys

Taking Longest Leave Under FMLA	Percent	
	1995 Survey	2000 Survey
Percent of all employees**	1.2%	1.9%
Percent of all leave-takers**	7.2%	11.7%
Percent of all covered and eligible leave-takers**	11.6%	18.3%

(1) Estimate derived from employees who were covered and eligible at time of longest leave.

** Difference between 1995 and 2000 is significant at $p < .05$.

Source: 1995 and 2000 Survey of Employees.

Compared to 1995, the proportion of covered and eligible leave-takers who took leave under the FMLA increased significantly. In 1995, 11.6 percent of the covered and eligible employees reported taking FMLA leave, while in 2000, 18.3 percent of covered and eligible employees reported taking FMLA leave.

Estimates Based on the Survey of Establishments. Compared to the estimates from the employee survey, the estimates from the establishment survey indicate a larger number of persons took leave under the FMLA since January 1, 1999. Table 3.6 presents these data as a ratio of the number of employees taking the leave since January 1, 1999 to the total number of employees in covered establishments. This ratio is 6.5 from the 2000 survey. Using these data, it is estimated that between 4.6 million to 6.1 million took advantage of the FMLA since January 1, 1999.²⁴ Taking FMLA leave is apparently more frequent in larger establishments (8.9 leave-takers per 100 employees) than in smaller establishments (5.5 leave-takers per 100 employees). FMLA leave is also more likely to be taken in manufacturing establishments compared to other industries. Since manufacturing establishments tend to be larger ones, this is not surprising given the higher ratio of leave-taking among larger establishments.²⁵

²⁴ This estimate was computed by adding the total number of covered employees in private businesses from the 2000 Establishment Survey to an estimate of the total number of government employees from the Department of Labor. This provides the total number of covered employees in the U.S. from the establishment survey. This estimate was then multiplied by the ratio of 6.5 (see Table 3.6) to estimate the total number of persons taking leave under FMLA (5.3 million). The range reported in the text reflects a 95 percent confidence interval around this point estimate.

²⁵ One possible reason the estimate based on establishments may be higher than the estimate from the employee survey is that the establishments may double count persons that took more than one FMLA leave. It may also be due to different types of error related to each source. Employees may not be aware their leave was counted under the FMLA. Employers may have difficulties retrieving information from their records. Approximately 45 percent of covered establishments could not provide these data when asked on the survey. The estimates reported above exclude those establishments that could not provide these data.

Table 3.6. Establishment Size and Industry Differences in Ratio of FMLA Leave-Takers:⁽¹⁾ 1995 and 2000 Surveys

	Ratio of Employees Taking Leave Under FMLA per 100 Employees	
	1995 Survey	2000 Survey
Establishment Size		
<i>Up to 250 employees**</i>	2.4	5.5
<i>More than 250 employees**</i>	5.3	8.9
Industry		
<i>Manufacturing**</i>	4.4	9.3
<i>Retail**</i>	2.0	5.9
<i>Services**</i>	3.7	6.2
<i>All other industries**</i>	3.6	6.3
All Covered Establishments	3.6	6.5

(1) Per 100 employees.

** Difference between 1995 and 2000 is significant at $p < .05$.

Source: 1995 and 2000 Survey of Establishments.

Compared to 1995, the rate of taking leave under FMLA has almost doubled, from 3.6 per hundred covered employees in 1995 to 6.5 in 2000. The increase in use of FMLA since 1995 does not seem to be due to an increase in awareness of the law. As seen in the previous section, neither the knowledge of establishments about the law, nor the extent that employees had heard of the law has changed as dramatically as usage.

Intermittent Leave. Intermittent leave is used when the employee needs to take time off repeatedly for short periods of time. Examples of these kinds of needs include receiving ongoing treatments (e.g., chemotherapy) or providing ongoing care for an immediate family member. The 12 weeks of leave allotted under the FMLA can be taken in small increments intermittently. According to the employee survey, approximately 19.1 percent of the leave taken under the FMLA is intermittent (Table 3.7).²⁶

The establishment survey also provides an estimate of the proportion of FMLA leaves that were taken on an intermittent basis. These results estimate about 20 percent of FMLA leaves were taken intermittently (data not shown).

²⁶ Comparison to the 1995 survey is not possible because it did not include a comparable question about intermittent leave.

Table 3.7. Intermittent Use of Longest Leave Taken Under FMLA:⁽¹⁾ 2000 Survey

Longest Leave Was:	Percent of Leave-Takers Under FMLA
Intermittent	19.1%
Not intermittent	80.9%

(1) Estimate derived from employees who were covered and eligible at time of longest leave.

Source: 2000 Survey of Employees.

3.5.2 Reasons for Taking Leave Under the FMLA

The reasons for which leave was taken under FMLA are shown in Table 3.8 for 1995 and 2000. The most common reason for taking FMLA leave was the employee's own health (37.8%). The next most common reason was the care for a newborn, newly adopted or placed foster child (24.4%). Taking leave to care for an ill child (13.5%), for maternity-related reasons (10.9%), and to care for an ill parent (10.6%) were the next most common reasons; caring for an ill spouse was the least common reason.

Between 1995 and 2000, the reasons for taking FMLA leave did not change significantly (Table 3.8).

Table 3.8. Reasons for Longest Leave Taken Under FMLA:⁽¹⁾ 1995 and 2000 Surveys

Reason for Longest Leave	Percent of Leave-Takers Under FMLA	
	1995 Survey	2000 Survey
Own health	48.1%	37.8%
Maternity-disability	11.3%	10.9%
Care for a newborn, newly adopted, or newly placed foster child	21.2%	24.4%
Care for ill child	--	13.5%
Care for ill spouse	--	--
Care for ill parent	--	10.6%

(1) Estimate derived from employees who were covered and eligible at time of longest leave.

-- Indicates less than 10 unweighted cases.

Source: 1995 and 2000 Survey of Employees.

Since the FMLA was enacted in 1993, there has been some concern expressed that perhaps many employees would abuse the rights granted under the Act by using leave for something other than serious health conditions. The 2000 Survey of Employees asked leave-takers who used leave for health-related reasons (excluding disability due to pregnancy) if the condition required a doctor's care or overnight hospital stay. It is worth noting that 99.1 percent of leave-takers who took leave under FMLA to address their own or a family member's serious health condition reported that the condition required a doctors' care. Furthermore, 67.0 percent indicated that they (or their family member) were in the hospital overnight. When asked to give the health condition, responses included heart attack, cancer, depression, and a variety of surgeries.

3.5.3 Returning to Work After FMLA Leave

Two central benefits of taking leave under the FMLA are the continuation of health care benefits during leave and the guarantee of the same or equivalent job upon return to work after leave. Employers fear that after taking FMLA leave an employee might decide not to return to work. If this happens, the employer has held open a job and covered the cost of continued health benefits without any real return on this investment. To better understand whether and how often this happens, FMLA leave-takers were asked whether they had returned to work for the same employer after taking leave. As seen in Table 3.9, almost all employees who took leave under the FMLA did return to work for the same employer (98.0%). This percentage has not changed significantly since 1995, when 97.8 percent of FMLA leave-takers reported that they returned to work for the same employer.

Table 3.9. Employees Choosing Not to Return to Work After Taking Longest Leave Under FMLA: 1995 and 2000 Surveys

	Percent of Leave-Takers Under FMLA	
	1995 Survey	2000 Survey
Returned to work for the same employer	97.8%	98.0%
Chose not to return after their leave ⁽¹⁾	--	--

(1) Estimate derived from employees who were covered and eligible at time of longest leave. Includes employees who went to work for another employer as well as those who chose to not return to work at all.

-- Indicates less than 10 unweighted cases.

Source: 1995 and 2000 Survey of Employees.

3.6 Summary

This chapter has described the extent to which establishments are covered by the FMLA, employees are eligible for FMLA leave, and both are aware of its provisions. A little more than 10 percent of U.S. establishments and slightly over half of all employees are covered under the Act. This rate has not changed substantially since 1995. Employees who are covered and eligible are likely to be between 25 and 64 years of age, of White non-Hispanic ethnicity, married, with at least a high school education, and with significantly higher annual family income, compared to employees who are not covered or eligible for FMLA leave.

The number of covered and eligible persons expressly taking leave under the FMLA increased significantly since 1995. The estimate of the number of people using it during the 18-month period ranges from 2.2 million to 6.1 million. Estimates from the two surveys indicate almost a doubling of the level of use among employees. This increase does not seem to be related to increased awareness on the part of the employee or increased knowledge on the part of the establishment.

Impact of Family and Medical Leave on Employees

This chapter discusses various aspects of employees' experiences with family and medical leave and the impact such leave had on them, focusing largely on findings from the 2000 Survey of Employees. Where applicable, comparisons to findings from the 1995 survey are also presented. Most comparisons pertain only to the longest leave taken (if more than one leave was taken), since data on multiple leaves was not collected in the 1995 survey. It should also be noted that results are discussed for all persons who took leave for a reason covered by the Family and Medical Leave Act, regardless of whether they were covered and eligible under the Act.

Differences between groups (including the 1995 and 2000 surveys) were analyzed for statistical significance by means of either chi-square tests or z-tests. These tests were computed taking into account the specific sample design and weighting of the data. An observed difference has been deemed "significant" if there is less than a 10 percent chance that the difference occurred by chance, given that the null hypothesis of "no difference" is true (i.e., $p < .10$). Furthermore, for all significant differences it is noted whether the significance is at the 10 percent level ($p < .10$) or the 5 percent level ($p < .05$).

4.1 Circumstances Surrounding the Use of Leave

As noted in Chapter 2, about 23.8 million employees took leave for an FMLA reason since January 1999, and roughly 3.5 million employees needed but did not take leave in this period. There are many possible reasons why employees who do take leave might be reluctant to do so. (See Chapter 2 for reasons why employees needed leave but did not take it.) They may worry about the financial burden of being without pay for a time. They may be concerned about a negative impact on their careers, or even losing their jobs (although FMLA protects covered and eligible

employees from job loss). To examine these issues, persons who had taken leave since January 1, 1999 were presented with several items describing potential worries that employees may have about taking leave, and were asked if these worries had been true for them. Table 4.1 lists these items along with the percentage of leave-takers who indicated the item had represented a worry for them. The most frequently mentioned worry was financial, in that leave-takers had been concerned they would not have enough money to pay their bills (53.8%). About one-fourth of leave-takers had been worried that either their job would be lost (26.9%) or that the leave would hurt their job advancement (26.2%). A small percentage of leave-takers (13.2%) reported they were worried for other reasons. Among these leave-takers, the most frequently specified worries had been beliefs that their work responsibilities would not be met and that their coworkers would be unduly burdened by having to take on extra work.

Table 4.1. Leave-Taker Worries About Taking Leave: 2000 Survey

Worries About Taking Leave:	Percent of Leave-Takers
Worried job might be lost	26.9%
Worried leave might hurt job advancement	26.2%
Worried seniority would be lost	12.9%
Worried about not having enough money for bills	53.8%
Worried for some other reason	13.2%

Note: Percentages do not sum to 100% because respondents could report more than one effect on health.

Source: 2000 Survey of Employees.

Leave-takers were also asked how easy or difficult it had been to get their employers to allow them time off. The majority of leave-takers found it either “very easy” (59.6%) or “somewhat easy” (18.2%) to take family or medical leave (Table 4.2). Compared to findings from the 1995 survey, the percentage of leave-takers who found it “very easy” to get leave from their employers significantly declined (from 65%).

Table 4.2. Ease of Getting Time Off: 1995 and 2000 Surveys

How easy or difficult was it for you to get your employer to let you take time off?	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Very easy**	65.0%	59.6%
Somewhat easy	16.3%	18.2%
Neither easy nor difficult	6.7%	8.2%
Somewhat difficult	6.7%	9.2%
Very difficult	5.4%	4.8%

** Difference between 1995 and 2000 is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

4.2 Financial Issues

4.2.1 Loss of Job Benefits During Leave

Benefits such as health insurance and disability insurance are an important part of the compensation package for many employees. When employees take leave, there is a risk that some or all of these benefits may not be available during the time off work.²⁷ However, as shown in Figure 4.1, only a small percentage of leave-takers (6.5%) lost benefits while on leave. In fact, this small percentage represents a significant decline since 1995, when 8.9 percent of leave-takers were found to have lost benefits.

²⁷ FMLA requires the continuation of health benefits for covered and eligible employees taking leave.

Figure 4.1. Benefit Status During Longest Leave: 1995 and 2000 Surveys (Percent of Leave-Takers)

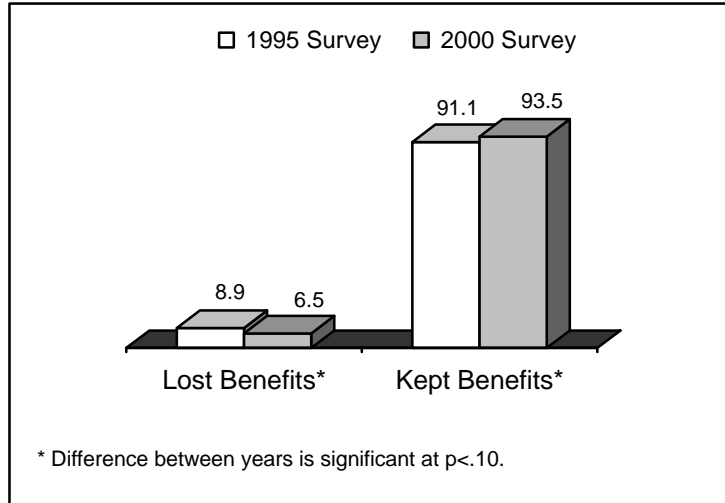


Table 4.3 shows the percentage of leave-takers reporting the loss of various types of benefits during their leave. Overall, very few leave-takers reported losing benefits. Health insurance was the most frequent lost benefit (2.0%). Much smaller percentages of leave-takers lost pension contributions (0.8%) and life or disability insurance. Some leave-takers (5.1%) reported losing “other” benefits. When asked to specify these lost benefits, most indicated lost vacation or sick time, or loss of pay for the missed workdays. No significant change was detected when comparing these data to similar data gathered in 1995.

Table 4.3. Benefits Lost During Longest Leave: 1995 and 2000 Surveys

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Health Insurance	2.9%	2.0%
Life insurance	1.0%	--
Disability insurance	0.8%	--
Pension contributions	1.1%	0.8%
Other	5.9%	5.1%

-- Indicates less than 10 unweighted cases.

Note: Respondents could report more than one benefit was lost.

Source: 1995 and 2000 Survey of Employees.

4.2.2 Paid Leave Versus Unpaid Leave

Financial concerns stemming from a possible loss of pay are an important consideration for most anyone considering taking time off work. As discussed in Chapter 2, many of those who had not taken a leave when needed (i.e., “leave-needers”) said the reason was their inability to afford time off. Data on whether leave-takers received any pay during their leaves is shown in Table 4.4. About two-thirds of leave-takers (65.8%) reported receiving some pay during their leave. This estimate has not significantly changed since 1995.

Table 4.4. Receipt of Pay During Longest Leave: 1995 and 2000 Surveys

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Received at least some pay during their longest leave	66.4%	65.8%
Received no pay during longest leave	33.6%	34.2%

Note: The data in this table are based on differently worded questions used in the 1995 and 2000 surveys. In 1995, the question asked was: “Was the leave fully paid, unpaid, or partially paid?” In 2000, the question was: “Did you receive pay for any part of your (longest) leave?”

Source: 1995 and 2000 Survey of Employees.

The receipt of pay during leave is related to demographics in a number of ways, as shown in Appendix Table A2-4.1. This table shows the percentage of leave-takers within each demographic group who did, and did not, receive any pay during their longest leave. It reveals that male leave-takers were significantly more likely to receive pay (70.4%) than have female leave-takers (62.5%). In addition, salaried workers were much more likely to receive pay (87.6%), compared to hourly workers (54%). Furthermore, about three-fourths of leave-takers of relatively high education and household income levels were paid while on leave. By contrast, younger employees (aged 18 to 24), those who have never married, those with less than a high school education, and those with household incomes of less than \$20,000 were especially unlikely to have been paid. In fact, well under half of the leave-takers within these groups reported receiving pay during their longest leave.

In the 2000 survey, leave-takers who received at least some pay during their (longest) leave were asked about the source of this pay, such as whether it was

from sick leave or disability insurance. Table 4.5 indicates that for most leave-takers (61.4%), pay was in the form of sick leave. Vacation leave (39.4%), personal leave (25.7%) and temporary disability insurance (18%) were other common sources of pay for leave-takers. It is also worth noting that 42.9 percent (not shown) of paid leave-takers received pay from more than one source.

Table 4.5. Source of Pay During Longest Leave: 2000 Survey

	Percent of Leave-Takers Receiving Pay During Longest Leave
Sick leave	61.4%
Vacation leave	39.4%
Personal leave	25.7%
Parental leave	7.7%
Temporary disability insurance	18.0%
Other benefits	11.4%
Number of Leave-Takers Receiving Pay	15,620,658

Note: Percentages do not sum to 100% because respondents could report more than one source of pay.

Source: 2000 Survey of Employees.

A related topic of interest is the extent to which leave-takers received full versus partial pay during their leave, as well as whether they were paid for the full leave period or paid for only part of their leave period. Table 4.6 presents these data. About three-fourths (72.2%) of those who were paid received their full pay, and received it for their complete leave period. Most of the remaining paid leave-takers received only partial pay, but for the full period of their leave (21.6%).

Table 4.6. Full versus Partial Pay Across the Leave Period: 2000 Survey

	Percent of Leave-Takers Receiving Pay During Longest Leave
Paid for entire leave period at full pay	72.2%
Paid for entire leave period at partial pay	21.6%
Paid for part of the leave period at full pay	2.6%
Paid for part of the leave period at partial pay	3.6%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

Leave-takers reporting that they received partial pay while on leave were asked whether they received less than half, about half, or more than half of their usual pay. As Table 4.7 shows, 43.9 percent of these leave-takers received more than half, while about a third (31.1%) reported receiving less than half. One-fourth (25%) reported receiving about half their usual pay.

Table 4.7. Proportion of Usual Pay Received by Leave-Takers Receiving Only Partial Pay: 2000 Survey

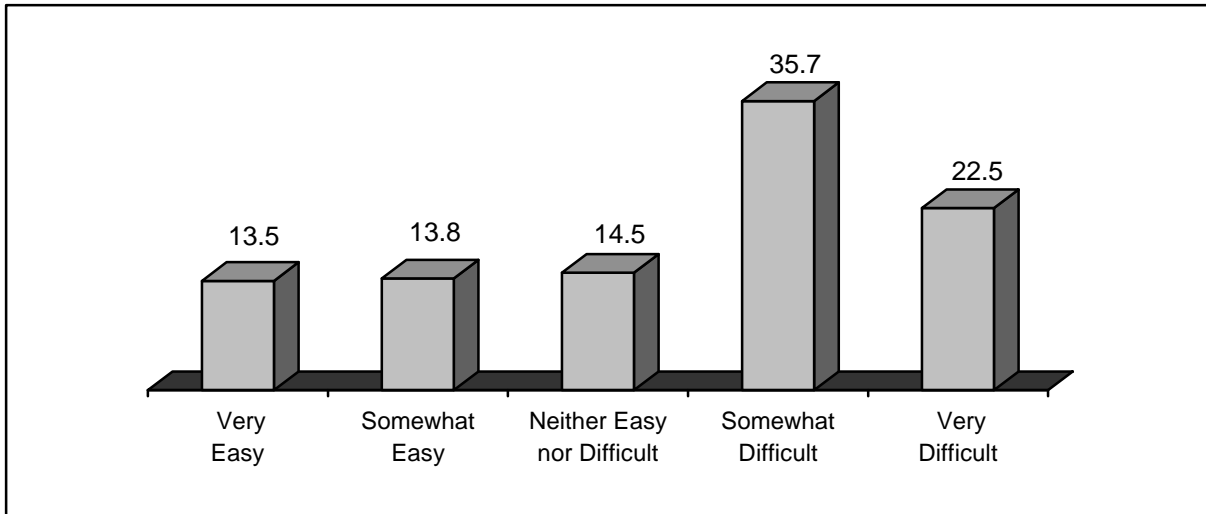
Proportion of Usual Pay Received While on Leave	Percent of Leave-Takers Receiving Partial Pay During Longest Leave
Less than half	31.1%
About half	25.0%
More than half	43.9%
Number of Leave-Takers Receiving Partial Pay	4,401,295

Note: Column percents may not total to 100% due to rounding.
Source: 2000 Survey of Employees.

4.2.3 Impact of Pay Loss on Leave-Takers

Leave-takers who received less than full pay (including no pay) during their longest leave were asked about the difficulty of making ends meet while away from work. Responses are shown in Figure 4.2. Over half of these leave-takers experienced difficulty, stating it was either “somewhat difficult” (35.7%) or “very difficult” (22.5%) to make ends meet. Only about a fourth said that it was easy, with 13.5 percent noting it was “very easy” and 13.8 percent indicating “somewhat easy” (see also Appendix A2-4.2).

**Figure 4.2. Ease of Making Ends Meet During Leave: 2000 Survey
(Percent of Leave-Takers Receiving Less than Full Pay During Longest Leave)**



Leave-takers receiving less than full pay were also asked a series of questions about the methods they relied upon in adjusting to a lower level of pay for that period. Table 4.8 indicates that leave-takers adjusted in a variety of ways. Most were inclined to “limit extras” (70.1%). Many relied on money they had saved, such as savings specially earmarked for their leave situation (47%) or savings meant for something else (35.6%). Many were also forced to put off paying bills (38.5%), borrow money (29%), or even cut short their leave time (37%). Analyses comparing these data to results from the 1995 survey revealed one significant change: the tendency to “limit extras” during leave has decreased since 1995, from 75.4 percent to 70.1 percent.

**Table 4.8. How Lost Wages were Covered During Leave:
1995 and 2000 Surveys**

	Percent of Leave-Takers Receiving Less Than Full Pay During Longest Leave	
	1995 Survey	2000 Survey
Use savings earmarked for this situation	43.7%	47.0%
Use savings earmarked for something else	40.6%	35.6%
Borrow money	25.1%	29.0%
Go on public assistance	8.9%	8.7%
Limit extras*	75.4%	70.1%
Put off paying bills	38.7%	38.5%
Cut leave time short	40.3%	37.0%
Did something else	13.0%	9.7%

* Difference between 1995 and 2000 is significant at $p < .10$.

Note: Percentages do not sum to 100% because respondents could report more than one method of covering lost wages.

Source: 1995 and 2000 Survey of Employees.

A final question asked of leave-takers who had received less than full pay during their (longest) leave concerned whether they would have taken more time off had they received some (or additional) pay. As noted above, 37 percent of these persons indicated they had cut their leave time short due to their lost (or lower level of) pay. When asked if they would have taken leave for a longer period if they had received some (or additional) pay, half of the leave-takers receiving less than full pay answered they would have taken a longer period of leave (Table 4.9).

Table 4.9. Perceived Impact of Pay on Length of Leave: 2000 Survey

Perceived Impact of Pay	Percent of Leave-Takers Receiving Less Than Full Pay During Longest Leave
Would have taken leave for a longer period if some/additional pay had been received	50.9%
Would <u>not</u> have taken leave for a longer period if some/additional pay had been received	49.1%

Source: 2000 Survey of Employees.

4.3 Impact of Leave on the Well-Being of Employees and Families

Leave-takers were asked a series of items concerning whether using family and medical leave had a “positive effect” or “no effect” on their well-being. These items are shown in Table 4.10, along with leave-takers’ responses. Not surprisingly, leave is viewed rather positively by those who took it. For example, among those who took leave to care for a family member (either a newborn, ill child, spouse, or parent), a majority (78.7%) indicated that taking leave had a positive effect on their ability to care for that person (although perhaps it is more interesting that 21.3 percent of these leave-takers replied that it had “no effect.”). Most leave-takers (70.1%) indicated that taking leave had a positive effect on their (or a family member’s) emotional well-being. Additionally, two-thirds (63%) said the leave had a positive impact on their (or a family member’s) physical health.

Table 4.10. Effects of Using Family and Medical Leave: 2000 Survey

	Percent of Leave-Takers
Ability to Care for Family Members⁽¹⁾ <i>Positive effect</i> <i>No effect</i>	78.7% 21.3%
Ability to Select a Satisfactory Childcare Provider⁽²⁾ <i>Positive effect</i> <i>No effect</i>	40.4% 59.6%
Ability to Select a Satisfactory Caretaker for Sick Family Member⁽³⁾ <i>Positive effect</i> <i>No effect</i>	47.9% 52.1%
Leave-Taker’s or Family Member’s Physical Health <i>Positive effect</i> <i>No effect</i>	63.0% 37.0%
Leave-Taker’s or Family Member’s Emotional Well-Being <i>Positive effect</i> <i>No effect</i>	70.1% 29.9%

(1) Percentages based on persons taking leave to care for newborn, newly adopted or new foster child, or an ill family member (either a child, spouse, or parent).

(2) Percentages based on persons taking leave for a newborn, or a newly adopted or new foster child.

(3) Percentages based on persons taking leave to care for an ill family member (either a child, spouse, or parent).

Source: 2000 Survey of Employees.

The 63 percent of leave-takers who indicated that leave had a positive effect on physical health (their own or that of a family member) were further asked about possible outcomes stemming from the leave. As Table 4.11 shows, almost all of these leave-takers (93.5%) felt that taking time off made it easier to comply with a doctor's instructions, and the vast majority (83.7%) also felt that taking leave resulted in a quicker recovery time. About a third (32.0%) indicated it delayed or avoided the need to enter a long-term care facility. Of the 17.0 percent who reported that the leave had "other effects," few gave very specific answers when asked to elaborate, and many of these persons referred to their emotional state (e.g., "less stress"), rather than physical health.

Table 4.11. Positive Outcomes of Effects of Using Family and Medical Leave: 2000 Survey

Effect on Employee's or Family Member's Physical Health	Percent of Leave-Takers Stating that Leave Had a Positive Effect on Physical Health
Quicker recovery time	83.7%
Easier to comply with doctor's instructions	93.5%
Delayed/avoided need to enter nursing home or other long-term care facility	32.0%
Other effects	17.0%
Number of Leave-Takers Stating that Leave had a Positive Effect on Physical Health	14,513,291

Note: Percentages do not sum to 100% because respondents could report more than one effect on health.

Source: 2000 Survey of Employees.

4.4 Circumstances Surrounding the Employee's Return to Work

Leave-takers were asked if they went back to the same employer, a new employer, or if they did not return to work at all after their leave ended. Findings are shown in Table 4.12, along with comparable data from 1995. Results indicate that almost all leave-takers (94.4%) returned to work for the same employer. Deciding to go to work for a different employer was very rare (1.9%) and declined significantly since 1995. (See also Section 3.5.3 for data on return to work for those taking leave under the FMLA.)

**Table 4.12. Returning to Work After Longest Leave:
1995 and 2000 Surveys**

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Returned to work for the same employer	93.8%	94.4%
Went to work for a new employer*	3.1%	1.9%
Did not return to work at all	3.0%	3.8%
Number of Leave-Takers ⁽¹⁾	18,288,293	21,043,859

(1) This number excludes leave-takers who were still on leave at the time of their interview (approximately 10 percent of leave-takers in 1995 and 12% in 2000).

* Difference between 1995 and 2000 is significant at $p < .10$.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

Leave-takers returning to work for the same employer were also asked whether they returned to the same (or equal) position, a higher position, or a lower position. As Table 4.13 shows, almost everyone (97.1%) returned to the same position once their leave ended, and very few (1.8%) returned to a lower position. In comparison to findings from the 1995 survey, no significant differences were found.

**Table 4.13. Position Returned to After Longest Leave:
1995 and 2000 Surveys**

	Percent of Leave-Takers Returning to Same Employer	
	1995 Survey	2000 Survey
Same or equal position	96.8%	97.1%
Higher position	1.3%	1.1%
Lower position	1.8%	1.8%
Number of Leave-Takers Returning to Same Employer	17,156,285	19,859,091

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

Leave-takers returning to the same employer were also asked about why they went back to work. They were presented with a series of items describing possible reasons why someone might go back to work, and asked to indicate if this was a reason for their own return to work. Table 4.14 lists the various reasons included in this series and shows the percentage of leave-takers indicating each as a reason for them. The most common reason for going back to work was simply no longer

needing to be on leave (77.1%). Two-thirds (66.1%) said they “just wanted to get back to work.” But half (50.4%) also mentioned an inability to afford more time off, and a third (33.7%) reported having used up all of their leave time. Furthermore, one-fourth of leave-takers (23.6%) reported that “someone else took over care.” In fact, about half (48.5%, not shown) of all those who took leave to care for a newborn or ill family indicated this as a reason for going back to work. Two reasons for going back to work are significantly more likely in 2000: just wanting to get back to work, and using up one’s allowed leave time.

**Table 4.14. Reasons for Leave-Takers’ Return to Work:
1995 and 2000 Surveys**

	Percent of Leave-Takers Returning to Same Employer	
	1995 Survey	2000 Survey
No longer needed to be on leave	74.1%	77.1%
Could not afford to take more time off	46.7%	50.4%
Just wanted to get back to work**	55.3%	66.1%
Used up all the leave time allowed**	21.8%	33.7%
Felt pressure by boss/co-workers to return	22.7%	24.2%
Had too much work to do	32.5%	30.1%
Someone else took over care	NA	23.6%

** Difference between 1995 and 2000 is significant at $p < .05$.

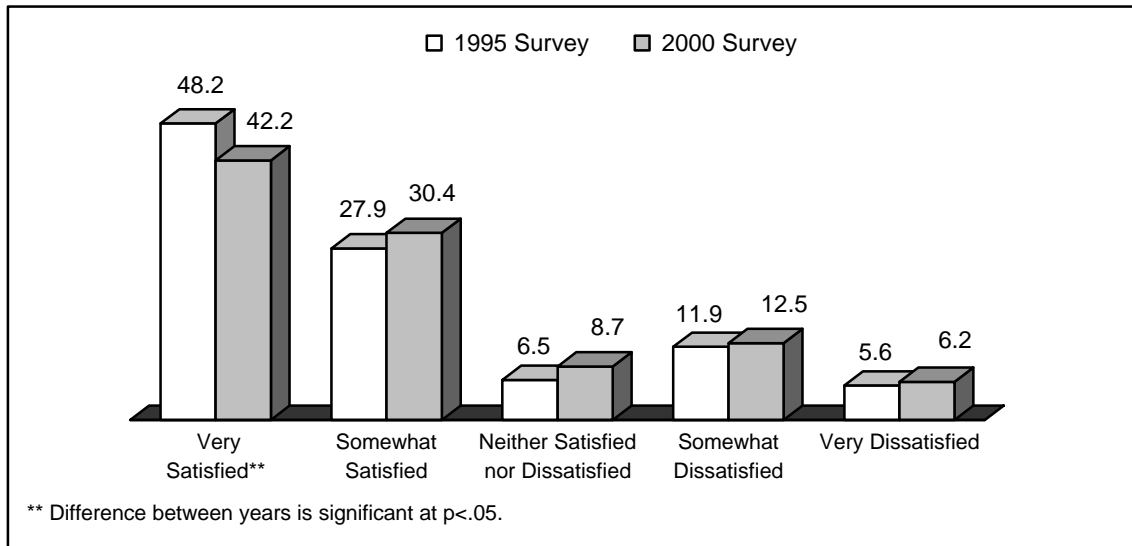
NA Indicates item not asked in 1995 survey.

Note: Percentages do not sum to 100% because respondents could report more than one reason for returning to work.

Source: 1995 and 2000 Survey of Employees.

Leave-takers were asked how satisfied they were with the amount of time they took while on leave. Figure 4.3 shows that most leave-takers were either very satisfied (42.2%) or somewhat satisfied (30.4%) with the time they took off from work. It is worth noting, however, that the percentage of those stating very satisfied has decreased to a significant degree since 1995 (See also Appendix Table A2-4.3).

Figure 4.3. Satisfaction with the Length of the Longest Leave: 1995 and 2000 Surveys (Percent of Leave-Takers)



4.5 Denial of Leave

In Chapter 2 it was noted that about a fifth of those who needed leave (but did not take it) reported being denied the opportunity to do so by their employers. However, persons in the study who did take leave were also asked if they had been denied leave at some time (since January 1, 1999) to take care of family or medical problems. Responses to this question, along with the responses for a comparable period prior to the 1995 survey, are shown in Table 4.15. It is estimated that 6.2 percent of leave-takers were denied leave at some time during this period. There was no significant change in this measure since 1995.

Table 4.15. Leave-Takers Denied Leave: 1995 and 2000 Surveys

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Denied leave	6.6%	6.2%
Not denied leave	93.4%	93.8%
Number of Leave-Takers	20,359,640	23,830,305

Source: 1995 and 2000 Survey of Employees.

4.6 Use of Leave by Employees with Young Children

This section describes the use of leave (both FMLA-covered and non-covered) by employees with young children age 18 months or younger. This group is of interest because these persons would have had a child born or perhaps placed into their family within the time covered by the survey, and thus might have needed to use leave.²⁸ Results are presented by gender because women historically have taken more responsibility for the care of young children and have taken more leave to do so.

Table 4.16 shows that among employees with a young child, three-fourths of both women (74.5%) and men (75%) are at a covered worksite. The proportion who are both covered and eligible is 56.3 percent for women and 66.7 percent for men; (this difference is not statistically significant).

Table 4.16. Coverage and Eligibility Among Female and Male Employees with Young Children: 2000 Survey

	Percent of Females	Percent of Males	Percent of All Employees with Young Children
Number of Employees with Young Children	4,146,171	5,524,516	9,670,687
Employees at FMLA-covered worksites	74.5%	75.0%	74.8%
Eligible employees at FMLA-covered worksites	56.3%	66.7%	62.2%
Employees at worksites not covered by FMLA	25.5%	25.0%	25.2%

Source: 1995 and 2000 Survey of Employees.

Not surprisingly, a high percentage of employees with young children (58.2%) took leave for a covered reason during the 18 months covered by the survey (Table 4.17). Women with young children were significantly more likely to be leave-takers relative to men with young children. Among women, 75.8 percent took leave and only a small number said they needed but did not take leave. Among men, just under half (45.1%) took leave, and 3.8 percent said they needed but did not take leave.

²⁸ Note that this does not include employees who have recently adopted or fostered an older child.

Table 4.17. Leaves Taken and Needed Among Female and Male Employees with Young Children: 2000 Survey

	Percent of Females**	Percent of Males	Percent of All Employees with Young Children
Percent taking leave (for a covered reason) since January 1, 1999	75.8%	45.1%	58.2%
Percent needing, but not taking, leave (for a covered reason) since January 1, 1999	--	3.8%	3.1%
Percent not taking or needing leave	22.0%	51.1%	38.6%

** Difference between males and females is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Source: 1995 and 2000 Survey of Employees.

Table 4.18 shows reasons for leave during the 18-month period among leave-takers with young children. By far, the most commonly cited reason for leave was to care for a newborn or a newly adopted or newly placed foster child (59.7%). But this type of leave was taken by a significantly higher share of males (75.6%) than females (47.2%). Maternity leave, for which only women are eligible, was taken by 42.8 percent of the women leave-takers. Among both men and women leave-takers, one-fifth took leave for their own health over this time period. Only small percentages of men and women leave-takers with young children took some leave to care for a seriously ill child or parent.

While Table 4.18 shows what types of leave were taken by leave-takers, it does not show what share of *all employees* with young children took various types of leave. This information is provided in Table 4.19. This table shows that among all employees with a child age 18 months or younger, about a third (35.8 percent of women and 34.1 percent of men) took some leave to care for a newborn or a newly placed adoptive or foster child. Another third of women (32.4%) took some maternity leave. Some new parents also reported taking leave for their own serious health condition (15.3 percent of women and 9.1 percent of men). Small numbers of both men and women took some leave to care for a seriously ill child or parent, but only men (and in small numbers) took any leave to care for a seriously ill spouse during this time period.

Table 4.18. Reasons for Taking Leave, Across All Leaves Taken, by Females and Males with Young Children: 2000 Survey

Reason for Leave	Percent of Leave-Takers with Young Children		
	Percent Females	Percent Males	Percent All
Own health	20.2%	20.2%	20.2%
Maternity-disability	42.8%	&	23.9%
Care for a newborn, newly adopted or newly placed foster child **	47.2%	75.6%	59.7%
Care for ill child	--	--	3.5%
Care for ill spouse	&	--	--
Care for ill parent	--	--	--

** Difference between males and females is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

& Indicates that no significance test was conducted because of zero cell.

Note: Percentages sum to more than 100% due to some persons taking more than one leave.

Source: 2000 Survey of Employees.

Table 4.19. Reasons for Taking Leave, Across All Leaves Taken, Based on Total Population of Female and Male Employees with Young Children: 2000 Survey

Reason for Leave	Percent of All Employees with Young Children		
	Percent Females	Percent Males	Percent All
Own health	15.3%	9.1%	11.8%
Maternity-disability	32.4%	&	13.9%
Care for a newborn, newly adopted, or newly placed foster child	35.8%	34.1%	34.8%
Care for ill child	--	--	2.0%
Care for ill spouse	&	--	--
Care for ill parent	--	--	--

-- Indicates less than 10 unweighted cases.

& Indicates that no significance test was conducted because of zero cell.

Source: 2000 Survey of Employees.

4.7

Employee Views of FMLA Leave and the Impact of Leave on Co-workers

This section discusses the views of employees toward family and medical leave. Results discussed here reflect the views of all employees—i.e., leave-takers, leave-needers, and those who were “employed only” (i.e., those who neither took nor needed a leave for a covered reason in the period covered by the survey). Employees were asked if they agree or disagree that: (a) Everyone should be able to take up to 12 weeks of unpaid leave per year for family or medical reasons, and (b) Having to give employees up to 12 weeks of leave for family and medical problems is an unfair burden on co-workers. The extent to which employees agreed and disagreed with these statements is shown in Table 4.20. Responses indicate that the vast majority (81.4%) of employees believe in the right to take up to 12 weeks of leave, and most (63.9%) do not feel that using leave is an unfair burden to co-workers. Both of these findings reflect significantly more positive views towards rights granted by FMLA, compared to an assessment of these views in 1995.

Table 4.20. Employees’ Opinions Toward FMLA: 1995 and 2000 Surveys

Opinion Measure	1995 Survey	2000 Survey
Every person should be able to have up to 12 weeks of unpaid leave in a year from work for family and medical problems. <i>Agree**</i> <i>Disagree**</i>	72.3% 27.7%	81.4% 18.6%
Having to provide employees with up to 12 weeks of unpaid leave in a year for family and medical problems is an unfair burden to employees’ co-workers. <i>Agree**</i> <i>Disagree**</i>	43.8% 56.2%	36.1% 63.9%

** Difference between 1995 and 2000 is significant at $p < .05$.

Source: 1995 and 2000 Survey of Employees.

All respondents were also asked if any of their co-workers took leave for family or medical reasons since January 1, 1999. Most employees (63.0%) have had a coworker take leave, as shown in Table 4.21. In order to learn about the effect of leave-taking on other employees, these respondents were asked if they worked more hours than usual, worked a shift that they did not normally work, or took on additional duties. Table 4.22 shows responses to these items. Just under half

(46.2%) of these employees took on additional duties when co-workers went on leave. About a third (32.1%) said they worked more hours than they usually do, while one-fifth (22.9%) worked a shift they would not usually work. To determine employees' views of these effects, those who reported at least one of the above effects were also asked if their co-workers' taking leave had a "positive impact," a "negative impact," or neither. Table 4.23 indicates that most employees (67.4%) reported that a coworker's leave had neither a positive or negative impact on them. The rest were roughly evenly split between viewing the impact as positive (17.4%) or negative (15.1%).

Table 4.21. Co-workers Taking Leave for Family or Medical Reasons: 2000 Survey

	Percent of Employees
Co-workers had taken leave for family or medical reasons since January 1, 1999	63.0%
Did not have co-workers take leave for family or medical reasons since January 1, 1999	37.0%

Source: 2000 Survey of Employees.

Table 4.22. Effects of Co-workers Taking Leave on Employees: 2000 Survey

Effect:	Percent of Employees Having Co-workers Take Leave
Worked more hours than usual	32.1%
Worked a shift not normally worked	22.9%
Took on additional duties	46.2%

Note: Percentages do not sum to 100% because respondents could report more than one effect.

Source: 2000 Survey of Employees.

**Table 4.23. Perceived Impact of Co-workers Taking Leave on Employees:
2000 Survey**

Perceived Impact	Percent of Employees Reporting that Co-workers' Leave Had an Effect
Employees who felt that co-workers taking leave had a positive impact on them	17.4%
Employees who felt that co-workers taking leave had a negative impact on them	15.1%
Employees who felt that co-workers taking leave had neither a positive or negative impact on them	67.4%

Note: Column percents may not total to 100% due to rounding.
Source: 2000 Survey of Employees.

4.8 Summary

This chapter discussed employees' experiences with taking leave. Employees who use leave often worry about doing so. Half of all leave-takers worry they will not have enough money to pay their bills. Others worry about negative impacts on their careers or jobs.

Employees rarely lose any benefits when they take leave. In fact, the percentage of leave-takers who lose benefits has decreased since 1995. Health insurance is the most frequently lost benefit, but this was true for only 2 percent of leave-takers.

Two-thirds of leave-takers receive at least some pay during their leave. Sick leave and vacation leave are the most frequent sources of this pay. Most of those who are paid received full pay for the entire period of their leave. Among leave-takers receiving less than full pay, most experience at least some financial difficulty during their leave. The manner in which employees cover their lost wages was largely unchanged since 1995.

Most employees return to work for the same employer (and to the same position) after ending their leave. The percentage of leave-takers going to work for a different employer has decreased since 1995.

This chapter also examined the leave-taking of parents with young children and found that about three-fourths of new mothers and almost half of new fathers have taken some leave for a covered reason in the prior 18 months. While maternity leave is used exclusively by women, leave to care for a newborn or newly placed foster or adoptive children is used by both men and women.

Most employees hold positive views about the rights granted by FMLA and do not feel it is a burden when their co-workers use it. Their views are significantly more favorable now than in 1995.

Family and Medical Leave Policies and Practices of U.S. Establishments

The cornerstone of the Family and Medical Leave Act is that covered and eligible employees can take up to 12 weeks of unpaid leave for specific family- or health-related reasons. These reasons, which this report will refer to as FMLA reasons, include:

- Employee's own serious health condition;
- Mothers for maternity-related reasons;
- Parents (mothers and fathers) to care for a newborn;
- Parents for a new adoption or foster care placement; and
- Care of employee's child, spouse, or parent for a serious health condition.

In addition, health benefits, if provided by the employer, must be continued while employees are on leave, and employees must be restored to the same or equivalent job upon return to work

This chapter describes the family and medical leave policies of U.S. establishments. First, it discusses establishments' provision of benefits consistent with the Family and Medical Leave Act. Second, it explores the provision of additional benefits beyond those specified in the Act. In describing benefits, it compares the policies of FMLA-covered and non-covered establishments, and compares policies of FMLA-covered establishments of different sizes. Finally, it describes changes in establishments' family and medical leave policies since 1995.

Differences between groups (including the 1995 and 2000 surveys) were analyzed for statistical significance by means of either chi-square tests or z-tests. These tests were computed taking into account the specific sample design and weighting of the data. An observed difference has been deemed "significant" if there is less than a 10 percent chance that the difference occurred by chance, given that the null

hypothesis of “no difference” is true (i.e., $p < .10$). Furthermore, for all significant differences it is noted whether the significance is at the 10 percent level ($p < .10$) or the 5 percent level ($p < .05$).

The analyses described in this chapter classified establishments as covered by the FMLA if they reported 50 or more employees at the sampled location, or if they reported 50 or more employees at locations within 75 miles of the sampled location.²⁹ About 15 percent of establishments classified as covered by this measure reported that they did not know if they were covered by the FMLA; these establishments are included as covered establishments in the analyses reported in this chapter. Sixteen percent of establishments classified as non-covered by this definition reported that they *were* covered by the Act. The data on these establishments are reported with the other establishments classified as non-covered.³⁰

5.1 Provision of Benefits Consistent with the FMLA

In order to assess whether establishments provided benefits consistent with the provisions of the FMLA, the establishment survey included items asking whether the establishment provides up to 12 weeks of unpaid leave for each FMLA reason. If leave is provided for a particular reason, establishments were asked whether they continue health benefits during leave for that reason and whether the employee is guaranteed a job upon return from leave. This section describes establishment policies for these FMLA requirements.

5.1.1 Policies for Leave for Family and Medical Reasons

The majority of all establishments indicated that they provide up to 12 weeks of unpaid leave for four of the five FMLA reasons (see last column of Table 5.1). Unpaid leave is provided by 69.2 percent of establishments for an employee’s own serious health condition, 68.8 percent for maternity-related reasons, 60.6 percent for care of a child, spouse or parent, and 54.5 percent for parents to care for a newborn. The only exception is for adoption or foster care placement, where only 48.1 percent provide leave for that reason.

²⁹ See page 3-1 for FMLA definition of covered employees.

³⁰ See Appendix C for implications this has for the analysis described in this chapter.

Table 5.1. Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Up to 12 Weeks of Leave is Provided: 2000 Survey

Establishment Provides Leave For: ⁽¹⁾	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Employee's Own Serious Health Condition**			
Yes	91.9%	66.4%	69.2%
No	2.8%	21.3%	19.3%
<i>Depends on circumstances</i>	5.3%	12.2%	11.5%
Mother's Maternity-Related Reasons**			
Yes	94.1%	65.7%	68.8%
No	3.4%	23.2%	21.0%
<i>Depends on circumstances</i>	2.5%	11.1%	10.1%
Parents to Care for Newborn**			
Yes	87.8%	50.5%	54.5%
No	5.1%	33.5%	30.4%
<i>Depends on circumstances</i>	7.2%	16.1%	15.1%
Parents for Adoption or Foster Care Placement**			
Yes	85.7%	43.5%	48.1%
No	6.6%	35.9%	32.7%
<i>Depends on circumstances</i>	7.7%	20.6%	19.2%
Care of Child, Spouse, or Parent for Serious Health Condition**			
Yes	88.6%	57.1%	60.6%
No	4.6%	29.3%	26.6%
<i>Depends on circumstances</i>	6.8%	13.6%	12.9%
All of Above FMLA Reasons**			
Yes	83.7%	33.5%	39.1%
<i>No or Depends on circumstances</i>	16.3%	66.5%	60.9%

(1) Order of items was changed in the 2000 survey.

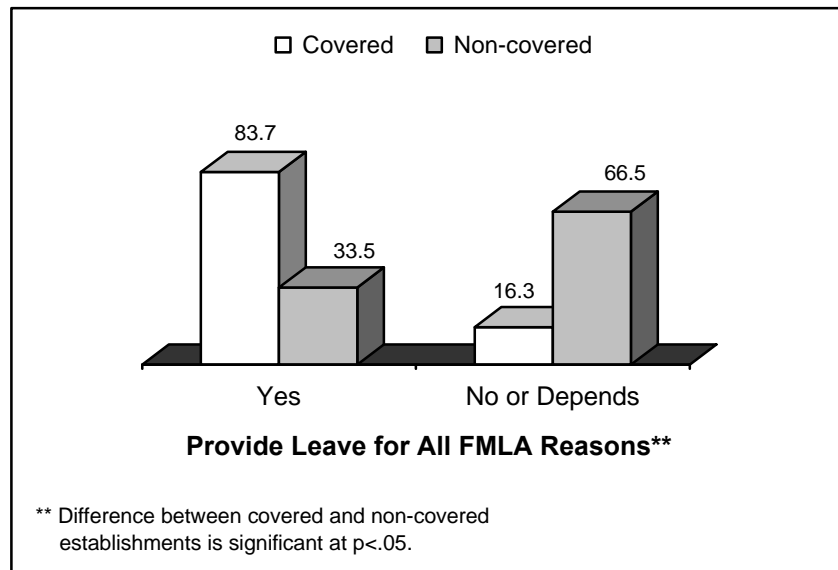
** Difference between covered and non-covered establishments is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Most establishments covered by the FMLA reported that they provide up to 12 weeks of unpaid leave for all the reasons mandated by the Act (83.7%). In contrast, non-covered establishments are significantly less likely than covered establishments to provide leave for all FMLA reasons. Fewer than half as many non-covered establishments (33.5% of non-covered vs. 83.7% of covered) provide unpaid leave for all reasons (Figure 5.1).

Figure 5.1. Comparison of Covered and Non-covered Establishment Policies for Providing Up to 12 Weeks of Unpaid Leave for All FMLA Reasons: 2000 Survey

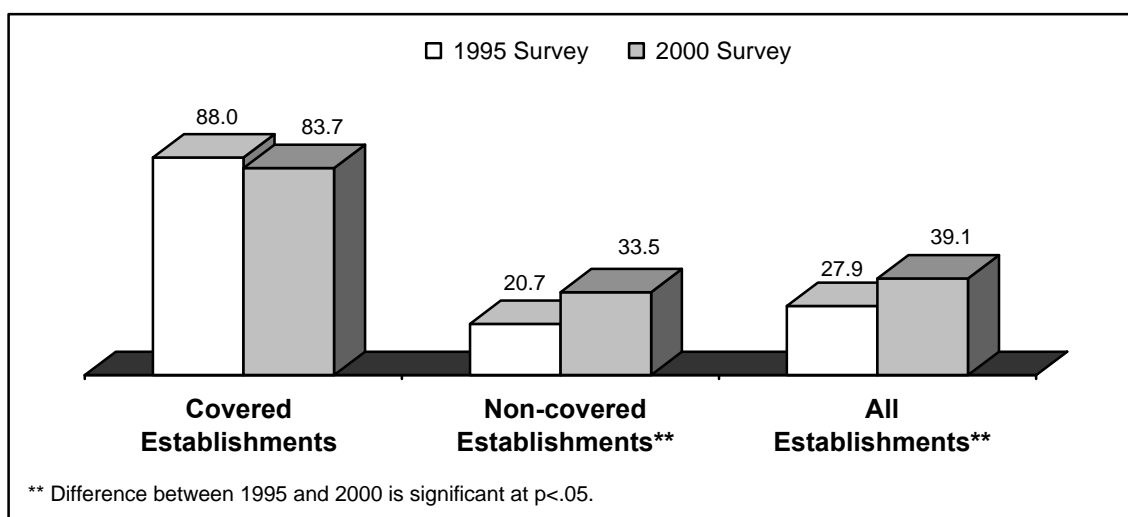


Notably, covered and non-covered establishments differ sharply in reporting that providing unpaid leave depends upon the circumstances (see first and second columns of Table 5.1). Among covered establishments, between 2.5 percent and 7.7 percent responded “depends on circumstances” to providing leave for FMLA reasons. Non-covered establishments were significantly more likely to give this response (between 11.1% and 20.6%). Within the context of the Act, the relative frequency of “depends” responses might reflect respondents’ awareness that employees also have eligibility requirements under the Act (e.g., employees must have worked at least 1,250 hours in the previous year to be eligible for FMLA leave). Employers may view decisions about leave, even FMLA leave, as depending on the circumstances of the individual situation. “Depends” responses may also reflect the tendency for smaller organizations to have informal policies for leave.

Analyses of provision of leave among covered establishments found no significant differences due to establishment size (Appendix Table A2-5.1). Covered establishments with 250 or fewer employees at the worksite did not significantly differ from establishments with more than 250 employees in providing up to 12 weeks of unpaid leave.

The proportion of all establishments reporting policies consistent with the FMLA's leave provisions has increased from 27.9 percent in the 1995 survey to 39.1 percent in the 2000 survey (Appendix Table A2-5.2). This is due primarily to a substantial increase since 1995 among those establishments that are *not* covered by the Act. As Figure 5.2 illustrates, 20.7 percent of non-covered establishments in 1995 reported providing up to 12 weeks of unpaid leave for all FMLA reasons, while in 2000 33.5 percent did so. The proportion of covered establishments providing leave for all reasons did not change significantly during the same period. However, the proportion reporting "depends on circumstances" for selected reasons significantly increased. These reasons include maternity-related leave, care for a newborn, and adoption.

Figure 5.2. Percent of Covered and Non-covered Establishments that Provided Up to 12 Weeks of Unpaid Leave for All FMLA Reasons: 1995 and 2000 Surveys



5.1.2 Policies for Continuation of Health Care Benefits During Leave

In addition to requiring up to 12 weeks of unpaid leave, the FMLA also stipulates that companies should continue an employee's health care benefits during unpaid leave, if the company provides health care benefits.³¹ To assess the availability of this benefit, survey respondents who reported that their establishment provides up to 12 weeks of unpaid leave for a particular FMLA reason (or that it depends on

³¹ The Act uses the phrase "maintain health care benefits," rather than "continue."

circumstances) were asked whether the establishment continues paying for health care benefits while employees are on unpaid leave for that reason.

Among those establishments that provide unpaid leave for a particular FMLA reason, between 78.7 percent and 89.3 percent reported that they do continue to pay for health care benefits for employees on leave for that reason (see last column of Table 5.2). As with providing up to 12 weeks of unpaid leave, a relatively high proportion of all establishments (between 8.6% and 15.7%) said that continuing health care benefits during unpaid leave depends on circumstances.

Table 5.2. Family and Medical Leave Policies by FMLA Coverage Status: Continuation of Health Care Benefits: 2000 Survey

Establishment Continues Health Care Benefits For: ⁽¹⁾	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Employee's Own Serious Health Condition			
Yes	87.0%	84.0%	84.5%
No	0.8%	4.4%	3.8%
<i>Depends on circumstances</i>	12.2%	11.6%	11.7%
Mother's Maternity-Related Reasons			
Yes	91.0%	89.0%	89.3%
No	--	2.4%	2.1%
<i>Depends on circumstances</i>	8.4%	8.6%	8.6%
Parents to Care for Newborn**			
Yes	89.4%	78.0%	80.1%
No	1.2%	7.1%	6.0%
<i>Depends on circumstances</i>	9.4%	14.9%	13.9%
Parents for Adoption or Foster Care Placement**			
Yes	89.4%	76.2%	78.7%
No	1.3%	6.6%	5.6%
<i>Depends on circumstances</i>	9.3%	17.2%	15.7%
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	85.1%	81.7%	82.3%
No	1.4%	4.0%	3.5%
<i>Depends on circumstances</i>	13.5%	14.4%	14.2%

(1) Order of items was changed in the 2000 survey.

** Difference between covered and non-covered establishments is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 2000 Survey of Establishments.

Among those establishments that provide up to 12 weeks of unpaid leave for care for a newborn or a new adoption or foster care placement, covered establishments are significantly more likely to continue health care benefits during leave than are non-covered establishments.

The larger covered establishments (i.e., more than 250 employees at the worksite) were significantly more likely than smaller ones to continue health care benefits during leaves for caring for a newborn and for a family member's serious health condition (Appendix Table A2-5.3).

Comparing the 1995 and 2000 surveys, the proportion of establishments that continue health benefits remained relatively constant (Appendix Table A2-5.4). However, this overall pattern masks the differential trends between covered and non-covered establishments. Among covered establishments, the proportion that continue health benefits has significantly decreased for three of the five FMLA reasons, including employee's own serious health condition (95.2% vs. 87.0%), parents to care for a newborn (95.7% vs. 89.4%), and care of a child, spouse or parent (95.2% vs. 85.1%). This downward trend is balanced by more covered establishments reporting that the provision of this benefit depends on the circumstances. In contrast to this downward trend among covered establishments, the proportion of non-covered establishments that continue health benefits did not change significantly, except for the care of a family member, which significantly increased (69.0% vs. 81.7%).

5.1.3 Policies for Guarantee of Job Upon Return From Leave

The final component of the FMLA is that eligible employees who need to take unpaid leave for FMLA reasons are guaranteed the same or an equivalent job with equivalent pay, benefits, and other terms of employment when they return to work. Only respondents who reported providing up to 12 weeks of unpaid leave (either always or depending on circumstances) for a particular reason were asked whether a job guarantee applied to leaves for that reason.

The overwhelming majority of all establishments that provide unpaid leave reported that they guarantee the same or equivalent job upon return from leave across all five

FMLA reasons. For each reason, less than 2 percent of all establishments said they do *not* guarantee job return (see last column of Table 5.3).

Table 5.3. Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Job Return is Guaranteed: 2000 Survey

Establishment Guarantees Job For: ⁽¹⁾	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Employee's Own Serious Health Condition			
Yes	94.1%	88.5%	89.2%
No	--	1.5%	1.3%
<i>Depends on circumstances</i>	5.5%	10.0%	9.4%
Mother's Maternity-Related Reasons*			
Yes	98.2%	93.2%	93.9%
No	--	1.3%	1.2%
<i>Depends on circumstances</i>	1.6%	5.5%	5.0%
Parents to Care for Newborn			
Yes	96.7%	93.8%	94.2%
No	--	1.9%	1.7%
<i>Depends on circumstances</i>	2.8%	4.3%	4.0%
Parents for Adoption or Foster Care Placement			
Yes	93.8%	89.7%	90.3%
No	--	--	1.3%
<i>Depends on circumstances</i>	5.6%	8.9%	8.4%
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	93.4%	87.7%	88.5%
No	--	1.4%	1.3%
<i>Depends on circumstances</i>	5.8%	10.9%	10.2%

(1) Order of items was changed in the 2000 survey.

* Difference between covered and non-covered establishments is significant at $p < .10$.

** Difference between covered and non-covered establishments is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 2000 Survey of Establishments.

Covered establishments generally do not differ significantly from non-covered establishments in guaranteeing the job upon return to work. The one exception is for mothers' maternity related reasons, where 98.2 percent of the covered establishments reported having the benefit compared to 93.2 percent of non-covered establishments.

Overall, establishments surveyed in 2000 were significantly more likely than those surveyed in 1995 to provide job guarantees for maternity-related reasons and to care for a newborn (Appendix Table A2-5.5). However, as with the other two components of FMLA discussed above, the direction of the changes differs by coverage status. On the one hand, covered establishments changed little across the reasons, except for relatively small but significant decreases for maternity related reasons (99.2% vs. 98.2%) and to care for a newborn (99.2% vs. 96.7%). On the other hand, the proportion of non-covered establishments guaranteeing job return increased significantly for these same two reasons—maternity-related (87.3% vs. 93.2%) and care for a newborn (83.8% vs. 93.8%).

Large and small covered establishments did not differ significantly in guaranteeing the job after leave (Appendix Table A2-5.6). Covered establishments of both sizes (250 employees or less and more than 250 employees) were equally likely to guarantee the job after leave.

5.2 Provision of Additional Benefits Beyond Those Consistent with FMLA

In addition to the benefits required by FMLA, the 2000 Survey of Establishments collected information about other kinds of benefits and leave policies, which included:

- Expanded leave (i.e., beyond that required by FMLA);
- Continuation of pay during leave;
- Continuation of other benefits during leave; and
- Other work-life benefits (e.g., childcare assistance, flexible work scheduling).

This section discusses findings related to these kinds of benefits.

5.2.1 Policies for Expanded Leave

To explore leave that companies provide beyond that specified in the Act, survey respondents were asked about three kinds of expanded leave: for longer than 12 weeks; for employees who are not eligible for FMLA leave (i.e., new employees, part time employees); and for reasons not currently covered by the Act.

As Table 5.4 shows, 21.4 percent of all establishments provide unpaid leave for more than 12 weeks per year; 28.1 percent provide unpaid leave to new employees; and 26.8 percent provide unpaid leave to part time employees. This pattern does not differ by FMLA coverage status. As with other kinds of leave, many respondents said that their establishments provide these leaves depending on the individual circumstances. Covered establishments of different sizes also do not differ significantly on whether they provide these types of expanded leave (Appendix Table A2-5.7).

Table 5.4. Provision of Leave Beyond that Guaranteed by FMLA by Coverage Status: 2000 Survey

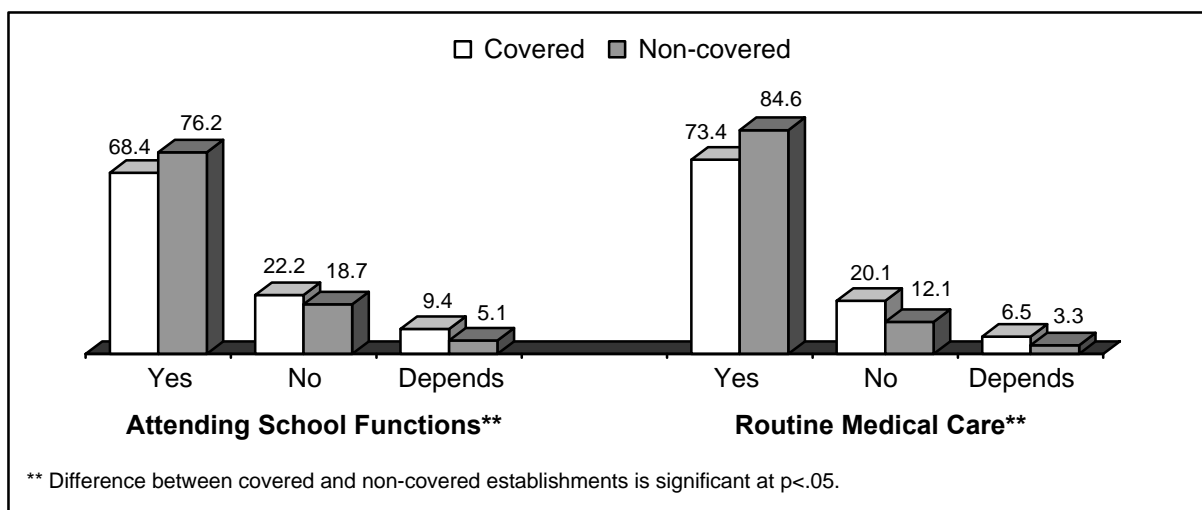
	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
More Than 12 Weeks Per Year			
Yes	22.9%	21.1%	21.4%
No	49.6%	52.7%	52.3%
<i>Depends on circumstances</i>	27.5%	26.1%	26.3%
Employees Who Have Worked for Establishment Less Than 12 Months			
Yes	28.7%	28.0%	28.1%
No	43.6%	45.0%	44.8%
<i>Depends on circumstances</i>	27.7%	27.0%	27.1%
Employees Who Have Worked for Less Than 1,250 Hours in the Past Year			
Yes	27.0%	26.8%	26.8%
No	45.9%	44.9%	45.0%
<i>Depends on circumstances</i>	27.0%	28.3%	28.2%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Respondents were asked whether their establishments provide leave to attend school functions or to get routine medical care for the employee or the employee's family members. A large majority of all establishments reported that they permit their employees to take leave for these reasons. Figure 5.3 compares covered and non-covered establishment policies to allow additional leave for attending school meetings and activities and for routine medical appointments. Significantly fewer covered establishments, compared to non-covered establishments, allowed additional leave for either attending school-related functions or routine medical appointments. Full results are displayed in Appendix Table A2-5.8.

Figure 5.3. Comparison of Covered and Non-covered Establishment Policies for Leave Not Covered by FMLA: 2000 Survey



Comparing covered establishments by size (Appendix Table A2-5.9), larger establishments are more likely than smaller ones to report that allowing leave for attending school meetings or activities depends on the circumstances (18.4% vs. 8.9%).

A majority of respondents in the employee survey also reported that their employers allow leave for school activities, routine family medical care, and elder care (Appendix Table A2-5.10).

5.2.2 Policies for Continuation of Pay During Leave

While the FMLA requires only unpaid leave, the Act also provides for substitution of paid leave for unpaid leave, and many companies provide employees with paid

leave for various circumstances. To assess the current availability of pay for leave among businesses, the establishment survey included two items about paid leave:

- Paid leave such as sick or disability leave, paid vacation, or other paid time off; and
- Full or partial pay during leave for the five FMLA reasons.

These results are discussed below.

Paid Leave for Sickness, Disability, and Vacation

Among those types of paid leave asked about in the survey, paid vacation is the most commonly provided by all establishments (81.7%), followed by paid sick leave (63.9%) and paid disability leave (42.0%). Far fewer establishments reported that they provide any other type of paid time off (21.2%). As Table 5.5 displays, covered establishments are more likely than non-covered ones to offer paid vacation, paid disability, and other paid time off. Covered establishments, however, are not any more likely than non-covered establishments to provide paid sick leave.

Table 5.5. Continuation of Pay During Leave by FMLA Coverage Status: 2000 Survey

Establishment Provides:	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Paid Sick Leave			
Yes	74.3%	62.7%	63.9%
No	17.9%	26.7%	25.7%
<i>Depends on circumstances</i>	7.9%	10.7%	10.3%
Paid Disability Leave**			
Yes	62.7%	39.4%	42.0%
No	24.6%	48.3%	45.7%
<i>Depends on circumstances</i>	12.7%	12.3%	12.3%
Paid Vacation**			
Yes	94.7%	80.1%	81.7%
No	0.9%	13.1%	11.8%
<i>Depends on circumstances</i>	4.4%	6.8%	6.5%
Other Paid Time Off**			
Yes	43.3%	18.5%	21.2%
No	54.8%	78.4%	75.8%
<i>Depends on circumstances</i>	1.9%	3.1%	2.9%

** Difference between covered and non-covered establishments is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Covered establishments of different sizes differ significantly in providing paid disability (Appendix Table A2-5.13). Approximately 80 percent of larger establishments provide paid disability leave, compared to only 61.7 percent of smaller establishments.

Continuation of Pay During Leave For FMLA Reasons

Respondents were asked whether pay is continued during leave taken for the five FMLA reasons (Table 5.6). Among all establishments, 38.6 percent reported continuing pay for the employee's own serious health condition, 34.4 percent for maternity-related reasons, 26.5 percent for care of a family member's illness, 24.0 percent for care for a newborn, and 19.8 percent for adoption or foster care placement.

Covered establishments are less likely than non-covered ones to continue providing full pay during leaves for an employee's own serious health condition, maternity-related reasons, and for employees to care for a family member with a serious health condition (see first and second columns of Table 5.6).

Size is not significantly related to whether covered establishments continue pay during leave for the FMLA reasons. These results are displayed in Appendix Table A2-5.14.

Roughly one fifth of establishments continue pay depending on the individual circumstances, for all reasons except mothers' maternity-related reasons. This does not vary by FMLA coverage status or establishment size.

Table 5.6. Continuation of Pay During Leave by FMLA Coverage Status: Reasons for Which Pay is Continued: 2000 Survey

Establishment Continues Pay During Leave For:	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Parents to Care for Newborn			
<i>Full pay</i>	17.3%	24.9%	24.0%
<i>Partial pay</i>	6.0%	7.2%	7.0%
<i>Depends on circumstances</i>	22.7%	17.6%	18.2%
<i>No Pay</i>	54.1%	50.4%	50.8%
Parents for Adoption or Foster Care Placement			
<i>Full pay</i>	16.5%	20.1%	19.8%
<i>Partial pay</i>	2.7%	3.5%	3.5%
<i>Depends on circumstances</i>	20.5%	19.8%	19.9%
<i>No Pay</i>	60.3%	56.5%	56.9%
Employee's Own Serious Health Condition*			
<i>Full pay</i>	32.9%	39.3%	38.6%
<i>Partial pay</i>	17.0%	6.5%	7.6%
<i>Depends on circumstances</i>	20.3%	19.8%	19.8%
<i>No Pay</i>	29.8%	34.5%	33.9%
Mother's Maternity-Related Reasons*			
<i>Full pay</i>	30.7%	34.9%	34.4%
<i>Partial pay</i>	18.1%	6.3%	7.6%
<i>Depends on circumstances</i>	16.3%	15.2%	15.4%
<i>No Pay</i>	35.0%	43.6%	42.7%
Care of Child, Spouse, or Parent for Serious Health Condition*			
<i>Full pay</i>	15.9%	27.8%	26.5%
<i>Partial pay</i>	3.6%	5.5%	5.3%
<i>Depends on circumstances</i>	21.1%	23.2%	23.0%
<i>No Pay</i>	59.4%	43.5%	45.3%

* Difference between covered and non-covered establishments is significant at $p < .10$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

5.2.3 Policies for Continuation of Other Benefits During Leave

The survey included questions about continuation of other benefits during leave, including contributions to pensions or retirement plans and contributions to life or disability insurance (Appendix Table A2-5.15). Slightly less than half of all establishments continue contributing to pensions or retirement plans during employee leave (45.3%), but nearly two-thirds of all establishments continue contributions to life or disability insurance. Covered establishments are significantly more likely to continue these contributions than non-covered establishments. For pensions and retirement plans, 59.1 percent of covered establishments reported continuing contributions compared to 43.2 percent of non-covered establishments. Similarly, for life and disability insurance, 82.4 percent of covered establishments reported making contributions compared to 59.8 percent of non-covered establishments.

Almost identical proportions of larger and smaller covered establishments reported that they continue these contributions (Appendix Table A2-5.16).

Between 1995 and 2000, the proportion of covered establishments that continue contributions to life and disability insurance decreased from 91.3 percent to 82.4 percent (Appendix Table A2-5.17). Over the same period, the proportion of non-covered establishments that do *not* continue contributions to pensions or retirement plans decreased from 59.0 percent to 46.2 percent. As seen with other kinds of benefits, the proportion of establishments that continue contributions depending on the circumstances increased significantly between 1995 and 2000 among both covered and non-covered establishments.

5.2.4 Policies for Additional Work-Life Benefits

To gain a better understanding of the breadth of employee benefits being provided by establishments in 2000, survey respondents were asked about a range of other work-life benefits (Appendix Table A2-5.18). These included child care assistance (e.g., day care, dependent care spending accounts), elder care assistance, flexible work schedules, employee assistance programs, adoption assistance, and workplace provisions for lactation. Approximately 70 percent of all establishments provide flexible work schedules. Roughly one in five establishments provide child-care assistance (17.2%), an employee assistance program (18.2%), or workplace

provisions for lactation (22.7%). Only about 4 percent of all establishments provide adoption or elder-care assistance. Very few establishments reported that providing these benefits depends on the circumstances.

Significantly more covered establishments provide these work-life benefits, relative to non-covered establishments. The exception is flexible work schedules; covered and non-covered establishments do not differ significantly in providing this benefit.

Larger covered establishments are more likely to provide an employee assistance program, while smaller covered establishments are more likely to offer flexible work schedules (see Appendix Table A2-5.19). Large and small establishments do not significantly differ in assistance for child care, elder care, and adoption, or workplace provisions for lactation.

Respondents in the 2000 Survey of Employees were also asked whether their employers provide additional work-life benefits (Appendix Table A2-5.20). Most frequently mentioned were flexible work schedules (44.7%), employee assistance programs (43.4%), and paid parental leave (29.0%).

5.3 Summary

This chapter described the benefits provided by U.S. establishments. The first section of the chapter concentrated on benefits consistent with the FMLA, which include providing up to 12 weeks of unpaid leave, continuing health care benefits during leave, and guaranteeing the job upon return from leave. It is estimated that about one third of U.S. companies provide up to 12 weeks of unpaid leave across the different FMLA reasons. However, policies for family and medical leave differ greatly between businesses covered by the FMLA and their non-covered counterparts. As would be expected, a relatively high proportion of covered establishments reported providing unpaid leave, as well as the two other components of the FMLA (i.e., continuation of health benefits during leave, guaranteed job upon return from leave). Establishments that are not covered by the Act were much less likely to report having these leave policies.

Between 1995 and 2000, the proportion of companies providing these benefits reflects a net upward trend, but this overall trend conceals substantial differences between covered and non-covered establishments. Compared to those surveyed in 1995, slightly fewer covered establishments surveyed in 2000 reported having these policies for selected FMLA reasons. In contrast, the proportion of non-covered companies having FMLA-consistent policies increased substantially.

The second part of the chapter described other non-FMLA leave policies of U.S. companies. The extent to which these are offered to employees varies by the particular policy. For example, only about 21 percent of establishments offer more than 12 weeks of unpaid leave, but nearly 82 percent of establishments provide paid vacation leave.

Covered and non-covered establishments differ in providing these other benefits. On the one hand, non-covered establishments are more likely than their covered counterparts to offer leave for school meetings and routine medical visits, and to continue pay for certain FMLA reasons. On the other hand, covered establishments are more likely to offer other types of paid leave (e.g., sick leave), continue other benefits during leave (e.g., disability insurance payments) and provide other work-life benefits (e.g., employee assistance programs, child care assistance).

Administering Family and Medical Leave by Covered Establishments

This chapter discusses covered establishments' practices in administering use of family and medical leave by their employees, and explores the impact of the Family and Medical Leave Act on a variety of outcomes. These include: administrative burden; business productivity, profitability, and growth; employee productivity, absenteeism, turnover, career advancement, and morale; and costs. It describes practices and impact for all establishments covered by the FMLA, makes comparisons between covered establishments of different sizes, and compares survey results in 2000 to those from the 1995 survey. Only establishments that reported they were covered by the FMLA were asked questions about administering the Act.³²

Differences between groups (including the 1995 and 2000 surveys) were analyzed for statistical significance by means of either chi-square tests or z-tests. These tests were computed taking into account the specific sample design and weighting of the data. An observed difference has been deemed "significant" if there is less than a 10 percent chance that the difference occurred by chance, given that the null hypothesis of "no difference" is true (i.e., $p < .10$). Furthermore, for all significant differences it is noted whether the significance is at the 10 percent level ($p < .10$) or the 5 percent level ($p < .05$).

6.1 Establishment Practices for Administering FMLA

The survey included a number of items about establishments' administration of FMLA. This section details these survey results. First, it explores how establishments learn about the Act, and how they inform their employees about the

³² In addition, only establishments that were classified as covered (i.e., had 50 or more employees within 75 miles) are included in these analyses. This excludes about 16 percent of establishments that said they were covered but did not say they had 50 or more employees within 75 miles. For more discussion of this issue, see Appendix C.

Act. Second, it examines how covered establishments manage employee use of FMLA leave, such as requiring documentation and providing employees with information about their use of leave. In each of these areas, significant differences between establishments of different sizes are discussed, as well as significant changes in management practices compared to those found during the 1995 survey.

6.1.1 Learning and Informing About FMLA

Establishment respondents were asked to identify their sources of information about the Act. Existing company policies or practices were mentioned most frequently (Table 6.1). Among sources outside the company, 83.1 percent of establishments indicated that they obtain FMLA information from the Department of Labor (DOL). Other important sources of information include attorneys or consultants (77.9%), trade or business groups (68.3%) and the media (54.2%). Compared to 1995, establishments surveyed in 2000 were more likely to learn about the Act from the DOL. In 1995, 53.9 percent reported learning from DOL, while in 2000 the proportion had increased to 83.1 percent. In addition, significantly more establishments in 2000 get information about the Act from attorneys or consultants.

Table 6.1. Covered Establishments' Sources of Information About FMLA: 1995 and 2000 Surveys

	Percent of Covered Establishments	
	1995 Survey	2000 Survey
U.S. Department of Labor**	53.9%	83.1%
The media	66.4%	54.2%
A trade or business group	70.3%	68.3%
An attorney or consultant**	57.0%	77.9%
A union	3.0%	3.2%
Employees	3.3%	10.0%
The Internet	NA	48.8%
Existing company policies or practices	NA	89.4%
Some other source	20.5%	12.4%

** Difference between 1995 and 2000 is significant at $p < .05$.

NA - Indicates item not asked in 1995 survey.

Notes: Percents do not total to 100% because a respondent could answer "yes" to more than one source.

The 1995 survey asked about *initial* sources of information on the FMLA.

Source: 1995 and 2000 Survey of Establishments.

Respondents also answered questions about how their establishments communicate information to employees about their rights under FMLA. As Appendix Table A2-6.1 indicates, establishments most commonly communicate with employees about FMLA by posting information on a bulletin board (92.4%) or including information about FMLA in employee handbooks (91.9%).³³ Establishments also use oral notification (81.0%) and memos (62.5%). Nearly one in five establishments reported that they use some other method besides those specifically mentioned.

Methods differ little among establishments of different sizes. However, small establishments are significantly more likely than large ones to report including FMLA information in an employee handbook.

To obtain the employee perspective on workplace communication about the Act, the 2000 Survey of Employees asked respondents who had heard of the FMLA how they first learned about the FMLA. Table 6.2 shows that the most common source of information about FMLA was from the media (e.g., newspapers, television), followed by information given out by their employers.

Table 6.2. How Employees First Learned About the Family and Medical Leave Act: 2000 Survey

	Percent of Employees Aware of FMLA
Media (TV, newspapers, etc.)	42.5%
Co-workers	5.0%
Employer gave out information	38.4%
Posters	3.6%
Internet	--
Family member	2.7%
Union gave out information	1.4%
Other way	6.3%

-- Indicates less than 10 unweighted cases.
Source: 2000 Survey of Employees.

³³ The Act requires businesses to notify employees about their rights under the Act by including information in employee handbooks and notices.

The 2000 Survey of Employees also asked respondents whether their company has a posted notice explaining the FMLA and their rights and responsibilities. Nearly 56 percent of employees who worked for covered establishments reported that their employer has a posted notice explaining FMLA (Appendix Table A2-6.2). About one in five employees reported they do not know whether a notice is posted.

6.1.2 Managing Employee Use of FMLA

To better understand the effort involved in administering FMLA, establishment survey respondents were asked how their establishments handle the application for and use of FMLA leave, and how they cover work while employees are on leave. This section describes these survey results. Where significant, establishment size differences are discussed. In addition, significant changes since the 1995 survey are also described.

FMLA Requirements and Record-Keeping

In addition to its requirements for employers, the FMLA allows employers some discretion in how they administer FMLA leave. For example, employers may require employees to provide medical documentation for a serious health condition. The survey included questions on whether establishments: (1) require employees to use paid leave before they took unpaid leave; (2) provide alternative work arrangements instead of leave; and (3) give employees written notice of how much FMLA leave they have taken and how the Act is coordinated with existing leave and benefit policies. These results are displayed in Appendix Table A2-6.3.

In describing employee requirements for leave, almost all of the covered establishments (92.0%) reported that they require employees to provide some kind of documentation in order to take FMLA leave for a serious health condition. (Appendix Table A2-6.3). Almost two-thirds of covered establishments reported that they require employees to use their paid leave before they can take unpaid leave. About 43 percent of establishments reported that at times they provide employees alternative work arrangements rather than leave. Another 33 percent never do this.

In describing what information they provide to their employees, about 82 percent of covered establishments give employees written notice of how much FMLA leave they have taken, and nearly 93 percent provide employees with written guidance on how the Act is coordinated with existing leave and benefit policies (Appendix Table A2-6.3).

Covering Work While Employees Are On Leave

A key consideration for administering leave, from the establishment’s perspective, is how work will be accomplished while the employee is on leave. Table 6.3 displays methods that establishments might use to cover work while employees are on leave. The most commonly reported method for covering the work of employees on FMLA leave is to assign work temporarily to other employees (98.3%). About 41 percent of establishments reported they hire an outside temporary replacement. Roughly 15 percent said they put work on hold until the employee returns from leave. Nine percent reported having the employee perform some work while on leave.³⁴ Among the establishments that mentioned more than one method used to cover work, 74.5 percent reported that assigning work temporarily to other workers is their most frequently used method (Appendix Table A2-6.5).

Table 6.3. Methods Used to Cover Work When an Employee Takes Leave for a Week or Longer: 1995 and 2000 Surveys

Establishment Covers Leave By:	Percent of Covered Establishments	
	1995 Survey	2000 Survey
Assigning work temporarily to other employees	97.1%	98.3%
Hiring an outside temporary replacement**	60.5%	41.3%
Hiring a permanent replacement*	11.8%	4.4%
Putting work on hold until the employee returns from leave	19.2%	15.5%
Having the employee perform some work while on leave	13.9%	9.0%
Some other method	1.9%	10.6%

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

Note: Percents do not total to 100% because a respondent could answer “yes” to more than one source.

Source: 1995 and 2000 Survey of Establishments.

³⁴ Respondents could say yes to more than one method, so percents do not add up to 100 percent.

Larger and smaller establishments do not differ in how they cover work while employees are on leave, with two exceptions. Proportionately more large establishments than small ones cover work by hiring an outside temporary replacement. Larger establishments also more frequently have the employee perform some work while on leave, compared to their smaller counterparts (Appendix Table A2-6.6).

Compared to establishments surveyed in 1995, establishments in 2000 are significantly less likely to hire an outside temporary worker or hire a permanent replacement, perhaps due to the tighter labor market in 2000 (Table 6.3). Establishments are also less likely in 2000 to have the employee perform some work while on leave (Table 6.3). However, they are no more likely than establishments in 1995 to report having the work covered by other employees.

6.2 Impact of FMLA on Establishments

An important concern expressed about the FMLA is the impact it may have on businesses. This section examines four areas of potential impact of the Act, which include:

- Usefulness of FMLA provisions for managing use of FMLA leave;
- Ease of administering FMLA;
- Effects on productivity and profitability; and
- Establishment costs.

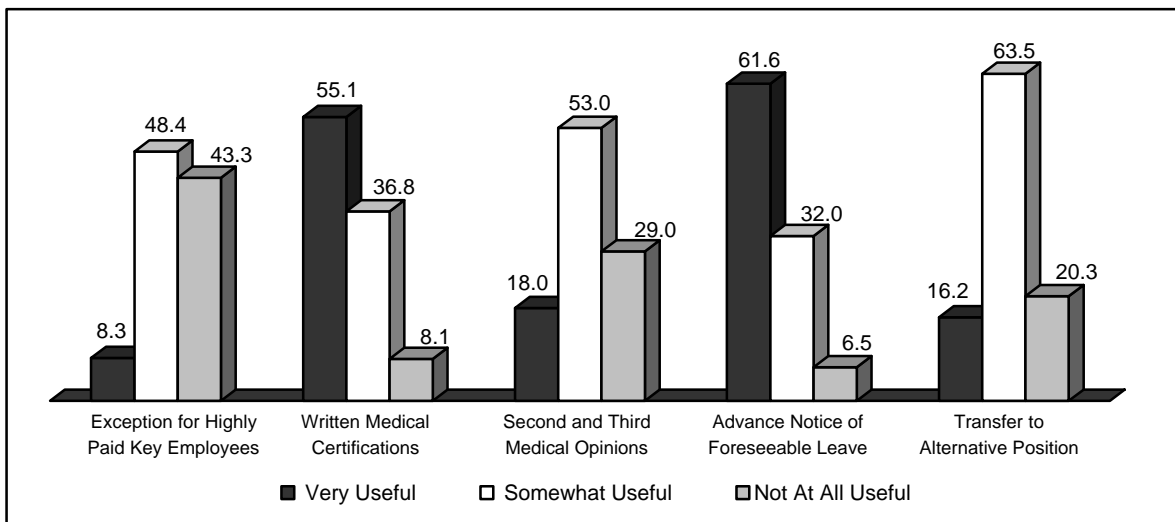
6.2.1 Usefulness of FMLA Provisions for Managing Use of FMLA Leave

The FMLA has a number of provisions designed to allow companies to minimize the impact of FMLA leave in mission-critical areas. Under limited circumstances, an employer may refuse to reinstate certain highly-paid, salaried “key” employees upon their return from leave. The Act allows employers to require written medical certification confirming that a serious health condition exists, and second and third medical opinions if needed to resolve uncertainties. The Act also allows employers to require that employees give advance notification of foreseeable leave. Finally, the Act allows employers to temporarily transfer an employee who needs

intermittent leave or leave on a reduced work schedule to an available alternative position that better accommodates the recurring periods of leave.

In general, establishments found most of these provisions at least somewhat useful, as Figure 6.1 shows (full results are displayed in Appendix Table A2-6.9). Establishments viewed as most useful the requirement to provide advance notification of foreseeable leave (61.6% very useful; 32.0% somewhat useful) and the requirement to provide written medical certification for serious health conditions (55.1% very useful; 36.8% somewhat useful). Respondents perceived as least useful the exception for highly paid key employees (8.3% very useful; 48.4% somewhat useful).

Figure 6.1. Usefulness of Provisions for Managing Employee Use of FMLA Leave: 2000 Survey



6.2.2 Ease of Administration

Establishments answered a series of questions about the ease of administering various aspects of FMLA leave. These included issues related to record-keeping, determining eligibility, and coordinating with other leave and attendance policies and state and federal laws (Table 6.4). Overall, a majority of respondents (57.7% to 86.0%) reported most aspects of administering FMLA are very or somewhat easy. However, a substantial minority of establishments reported that these tasks are somewhat or very difficult, including maintaining additional records (38%), coordinating with state and federal laws (42.9%), coordinating the Act with other

leave policies (40.1%), coordinating with employee attendance policies (34.5%) and determining whether a health condition is a serious health condition under the FMLA (42.3%). This pattern is reflected in the overall rating respondents gave for complying with the FMLA—63.6 percent find that complying with the Act is at least somewhat easy, while 36.4 percent reported it is at least somewhat difficult.

Larger establishments in general did not differ significantly from smaller ones in their perceptions of administrative ease (Appendix Table A2-6.10). However, there were two exceptions to this pattern. A majority of smaller establishments (63.4%) reported that maintaining the additional record-keeping required for FMLA leave is very or somewhat easy, while only a minority of large establishments (41.8%) reported the same way. Larger establishments were also significantly less likely than their smaller counterparts to report that determining employee eligibility is very or somewhat easy, although this difference is less striking (73.5% and 84.0%, respectively).

Establishment perceptions of administrative ease were also compared by standard industrial classification (Appendix Table A2-6.11). No statistically significant differences were found, with one exception. Retail establishments are significantly more likely than other types of establishments to report that coordinating the Act with other federal laws is very or somewhat easy.

Responses indicating administrative burden increased substantially in 2000, compared to 1995 (Table 6.4). Across the board, administrative issues are perceived to be more difficult in 2000 than they were in 1995;³⁵ this is statistically significant for all but one issue. The survey did not collect information that would explain this downward trend. It may be that as employees have used leave covered under the Act and information about it has become more widespread, establishments have experienced a greater need to understand the Act and follow its guidelines. This may have increased the number of establishments reporting greater burden.

³⁵ Questions on coordinating the Act with employee attendance policies, administering FMLA's notification, designation and certification requirements, and determining whether a health condition qualifies as serious were not asked in the 1995 survey.

Table 6.4. Effects of FMLA-Related Administrative Activities: 1995 and 2000 Surveys

	Percent of Covered Establishments	
	1995 Survey	2000 Survey
Maintaining Additional Record-Keeping		
<i>Very/Somewhat easy</i>	76.0%*	62.0%
<i>Very/Somewhat difficult</i>	24.0%*	38.0%
Determining Whether the Act Applies to the Organization		
<i>Very/Somewhat easy</i>	91.8%	86.0%
<i>Very/Somewhat difficult</i>	8.2%	14.0%
Determining Whether Certain Employees are Eligible		
<i>Very/Somewhat easy</i>	92.0%**	83.4%
<i>Very/Somewhat difficult</i>	8.0%**	16.6%
Coordinating State and Federal Leave Policies		
<i>Very/Somewhat easy</i>	81.1%**	57.1%
<i>Very/Somewhat difficult</i>	18.9%**	42.9%
Coordinating the Act with Other Federal Laws		
<i>Very/Somewhat easy</i>	74.3%**	47.2%
<i>Very/Somewhat difficult</i>	25.7%**	52.8%
Coordinating the Act with Other Leave Policies⁽¹⁾		
<i>Very/Somewhat easy</i>	78.9%**	59.9%
<i>Very/Somewhat difficult</i>	21.1%**	40.1%
Coordinating the Act with Employee Attendance Policies		
<i>Very/Somewhat easy</i>	NA	65.5%
<i>Very/Somewhat difficult</i>	NA	34.5%
Administering FMLA's Notification, Designation, and Certification Requirements		
<i>Very/Somewhat easy</i>	NA	45.6%
<i>Very/Somewhat difficult</i>	NA	54.4%
Determining if a Health Condition is a Serious Health Condition Under FMLA		
<i>Very/Somewhat easy</i>	NA	57.7%
<i>Very/Somewhat difficult</i>	NA	42.3%
Overall Ease of Complying with FMLA		
<i>Very/Somewhat easy</i>	85.1%**	63.6%
<i>Very/Somewhat difficult</i>	14.9%**	36.4%

(1) In the 1995 survey, item wording was "pre-existing" rather than "other."

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates item not asked in 1995 survey.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

6.2.3 Effects of FMLA on Establishments and Employees

To gain a better understanding of how establishments perceive FMLA's impact on their business, the survey included a number of items about business and employee effects. These included business productivity, profitability, and growth, and employee productivity, absenteeism, turnover, career advancement, and morale.

Effects on Business Productivity, Profitability, and Growth

In general, a large majority reported that the FMLA has had no noticeable effects on their establishments' productivity, profitability, and growth. As Table 6.5 shows, this ranged from 76.5 percent for productivity to 87.7 percent for growth. Among those establishments that reported some kind of effect, however, two to three times as many reported a negative effect as reported a positive effect.

Larger covered establishments were significantly more likely than smaller establishments to report that FMLA has had negative effects on business productivity (26.1% vs. 15.7%, respectively) and profitability (23.5% vs. 9.0%, respectively; Appendix Table A2-6.12). Large and small establishments did not differ significantly in perceptions of the impact of FMLA on business growth.

The proportion of establishments in 2000 reporting positive effects on business profitability increased significantly, compared to 1995 (Table 6.5). Establishments surveyed in 2000 did not differ significantly from those surveyed in 1995 in terms of positive or negative effects on productivity or growth.

Effects on Employee Productivity, Absences, Turnover, Career Advancement, and Morale

Overall, a substantial majority of covered establishments reported that FMLA has had a positive or no noticeable effect on employee productivity, absences, turnover, career advancement, and morale (Table 6.5). More respondents reported FMLA has had a positive effect rather than a negative effect on employee morale (24.2% positive vs. 11.1% negative). Conversely, more reported a negative effect than a positive effect on employee absences (4.8% positive vs. 18.9% negative).

Table 6.5. Effects of Complying with FMLA on Business and Employee Performance: 1995 and 2000 Surveys

	Percent of Covered Establishments	
	1995 Survey	2000 Survey
Business Performance		
Productivity		
<i>Positive effect</i>	6.4%	7.1%
<i>Negative effect</i>	7.2%	16.3%
<i>No noticeable effect</i>	86.4%	76.5%
Profitability		
<i>Positive effect</i>	1.2%*	2.6%
<i>Negative effect</i>	6.3%	9.8%
<i>No noticeable effect</i>	92.5%*	87.6%
Growth		
<i>Positive effect</i>	1.1%	2.6%
<i>Negative effect</i>	3.1%	9.7%
<i>No noticeable effect</i>	95.8%	87.7%
Employee Performance		
Productivity		
<i>Positive effect</i>	12.6%	15.8%
<i>Negative effect</i>	4.7%*	17.2%
<i>No noticeable effect</i>	82.7%*	67.0%
Absences		
<i>Positive effect</i>	5.9%	4.8%
<i>Negative effect</i>	4.6%**	18.9%
<i>No noticeable effect</i>	89.5%*	76.3%
Turnover		
<i>Positive effect</i>	4.9%	5.7%
<i>Negative effect</i>	--	8.4%
<i>No noticeable effect</i>	94.7%	85.9%
Career Advancement		
<i>Positive effect</i>	8.3%	3.9%
<i>Negative effect</i>	--	--
<i>No noticeable effect</i>	91.0%	95.6%
Morale		
<i>Positive effect</i>	NA	24.2%
<i>Negative effect</i>	NA	11.1%
<i>No noticeable effect</i>	NA	64.7%

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

NA Indicates item not asked in 1995 survey.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

Larger establishments were significantly more likely to report that FMLA has had a negative impact on employee absences, compared to smaller establishments (Appendix Table A2-6.12). Other employee effects did not differ significantly by establishment size.

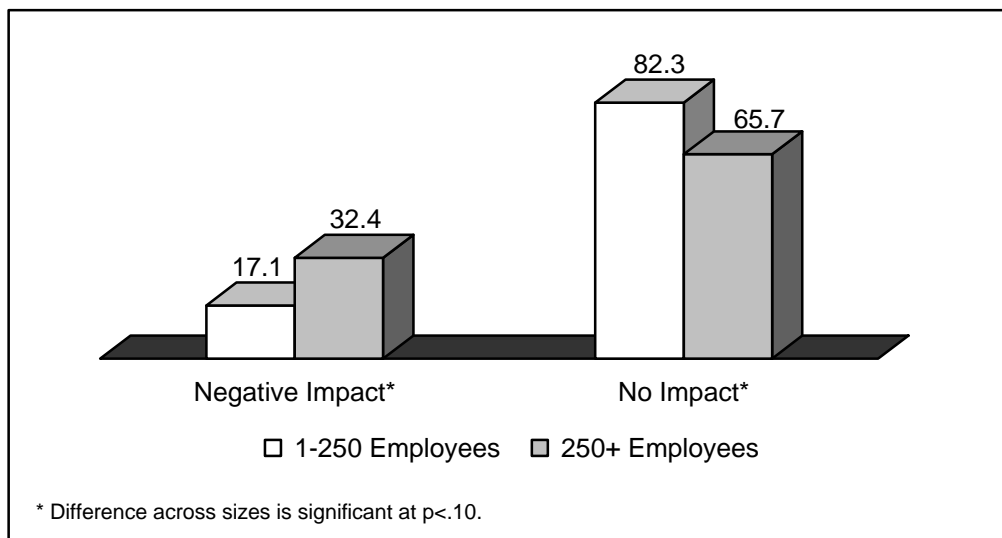
The proportion of establishments reporting no noticeable effects on employee productivity and absences decreased significantly between 1995 and 2000 (Table 6.5). While the proportion reporting both positive effects and negative effects increased, the only significant change was an increase in negative effects. No other significant changes occurred.

Effects of Intermittent Leave

The FMLA contains a provision to allow employees to take unpaid leave for a few hours or days at a time if necessary (e.g., to get chemotherapy treatments). Some establishments have expressed concern that the use of intermittent leave might pose a burden on them in terms of record-keeping and work disruptions. To explore these possible effects, the 2000 survey included items to assess the impact of intermittent leave on productivity and profitability (Appendix Table A2-6.13).

The majority of covered establishments reported that intermittent leave has had no impact on productivity (81.2%) and profitability (93.7%) (last column in Appendix Table A2-6.13). The impact of intermittent leave by the size of the establishment is illustrated in Figure 6.2 (Appendix Table A2-6.13). While establishments with 250 or fewer employees overwhelmingly report no impact of intermittent leave on productivity, significantly more establishments with more than 250 employees report that this kind of leave has had a negative impact. The reported impact of intermittent leave on profitability also differed by establishment size, with larger establishments reporting more negative impact.

Figure 6.2. Establishment Size Differences in Impact of Intermittent Leave on Establishment Productivity: 2000 Survey



6.2.4 Establishment Costs

Another measure of the impact of the FMLA is establishment costs related to the Act. These costs can be those associated with administering FMLA leave, the cost of continuing benefits during FMLA leave (e.g., health care benefits), and the costs associated with temporarily replacing employees (e.g., hiring or training costs). In addition to increased costs for these business aspects, the FMLA may reduce some costs (e.g., decreasing employee turnover, increasing employee morale).

The 2000 survey included items about costs since the establishment became covered by the Act. This period varies for establishments from as long as 6 years, for those who became covered when the Act went into effect, to as short as 6 months, for those who reported they became covered in 2000.

In addition to discussing the results from those items, this section discusses the cost savings related to the FMLA, and describes establishment efforts to recover health care costs from employees who do not return from FMLA leave.

Costs Since Becoming Covered By FMLA

The majority of respondents reported that their establishment costs have not changed since becoming covered by the FMLA (see Appendix Table A2-6.14). A

sizable minority reported increased costs, particularly for administrative costs (43.4%), but also for benefit continuation costs (28.1%) and hiring and training costs (22.5%).

Comparing covered establishments by size, larger establishments were significantly more likely than smaller ones to report that costs associated with continuing benefits during leave have increased (45.7% of large establishments vs. 26.9% of small establishments). Large and small establishments did not differ significantly in terms of administrative or hiring and training costs.

Cost Savings

Respondents were asked whether complying with the FMLA has resulted in any cost savings for their establishment. Analysis of these responses (Appendix Table A2-6.17) indicates that nearly 92 percent of establishments reported no cost savings. Although on most measures of impact large establishments appear to not have fared as well as their smaller counterparts, in terms of cost savings the larger establishments have benefited more. Significantly more larger establishments reported cost savings due to the FMLA, compared to smaller establishments.

Reported cost savings in 2000 compared to those in 1995 (Appendix Table A2-6.18) reveal an increase in costs savings. While less than 3 percent of establishments surveyed in 1995 reported any cost savings due to the FMLA, more than 8 percent reported cost savings in 2000.

Respondents who answered in the affirmative for cost savings were asked to name the specific cost savings (Appendix Table A2-6.19). More than 77 percent reported cost savings due to decreased turnover, and 21.7 percent reported some other cost savings.

Recovering Health Care Benefit Costs

For businesses that provide group health benefits, one cost associated with FMLA is that of continuing health care benefits for employees on FMLA leave. Presumably, this cost is offset by the benefit of retaining a trained employee. If, however, the employee chooses not to return to work for that employer, the establishment can ask the former employee to repay health benefit costs under certain circumstances.

Nearly 30 percent of establishments had leave-takers who did not return to work for the establishment (Appendix Table A2-6.20). This differs dramatically from the level of non-return reported in the 2000 Survey of Employees (see Table 3.9). Among establishments that had non-returning leave-takers, more than half had only one (Appendix Table A2-6.21). The proportion of establishments with two or more non-returnees increased significantly between 1995 and 2000.

More than 13 percent of establishments with non-returning leave-takers reported that they attempted to recover health care benefit costs from these employees. About 46 percent reported being successful (data not shown).

6.3 Summary

This chapter has discussed establishment practices for administering FMLA and establishment assessments of the impact of FMLA on their business. Establishment practices for administering FMLA, such as requiring documentation and providing employees with information about FMLA, indicate a high level of communication between establishments and employees. A large majority of establishments take advantage of the Act's provisions to help them manage employee use of FMLA leave, such as requiring employees to provide medical documentation for a serious health condition. By and large, establishments reported carrying out the record-keeping needed to administer FMLA.

A critical aspect of administering FMLA is getting work accomplished while the employee is on leave. Almost all establishments participating in the 2000 Survey of Establishments reported that they cover work by assigning it temporarily to other workers.

The FMLA's provisions for managing use of FMLA were perceived to be at least somewhat useful to establishments, particularly requirements to provide advanced notification of foreseeable leave and written medical certification for serious health conditions.

Three areas of impact on establishments were explored in this chapter. They include the ease of administering FMLA, effects on productivity and profitability, and establishment costs. Overall, establishments had mixed reactions to the

administrative burden. A majority of establishments find the Act to be very or somewhat easy to administer. Two exceptions are coordinating the Act with other Federal laws, and administering FMLA's notification, designation, and certification procedures, which a majority of establishments find very or somewhat difficult. On the other hand, a minority of establishments (between 35% and 45%) reported that many of the other administrative tasks are very or somewhat difficult. Furthermore, a noticeable increase occurred between 1995 and 2000 in the number of establishments reporting the administrative tasks to be very or somewhat difficult. Of the 7 administrative tasks included on both the 1995 and 2000 survey, 6 showed a statistically significant increase in the number of establishments assessing them as difficult.

In general, a large majority of respondents reported that FMLA has had no noticeable impact on business productivity, profitability, and growth, as well as no noticeable effects on employees. Further, an overwhelming majority of establishments reported that intermittent leave has had no impact on business productivity and profitability.

The costs related to implementing FMLA also provide a mixed picture. While a majority of establishments reported no cost increases due to FMLA, a substantial minority did report some type of increase in administrative costs, continuing benefits during leave, and hiring and training.

Important differences exist in the impact of the FMLA related to establishment size. Establishments with more than 250 employees were more likely to report difficulty maintaining the additional record-keeping of FMLA and determining employee eligibility for FMLA leave. They were also more likely to report more negative business and employee effects, and had somewhat more negative perceptions about the impact of intermittent leave. Further, the lack of change in costs among smaller establishments (i.e., with up to 250 employees) masks the moderate to large cost increases reported by establishments with more than 250 employees. In terms of cost savings, however, significantly more larger establishments than smaller establishments experienced cost savings due to FMLA. Nevertheless, it is still the case that the vast majority of establishments (over 90%) report no cost savings.

Impact of Family and Medical Leave on Non-covered Establishments

More than 89 percent of U.S. establishments are not covered by the Family and Medical Leave Act (FMLA) based on estimates from the 2000 Survey of Establishments, while some 33.6 million employees work for non-covered establishments. The purpose of this chapter is to describe the family and medical leave policies of these businesses, and to discuss the perceived impact of these policies on non-covered establishments.³⁶ The first section of this chapter describes family and medical leave policies and practices of these establishments. The second section describes the perceptions of the impact of their current family and medical leave policies on their businesses and employees. Finally, the chapter presents analyses to explore some of the implications of expanding the FMLA to the largest of these non-covered establishments.

Differences between groups (including the 1995 and 2000 surveys) were analyzed for statistical significance by means of either chi-square tests or z-tests. These tests were computed taking into account the specific sample design and weighting of the data. An observed difference has been deemed “significant” if there is less than a 10 percent chance that the difference occurred by chance, given that the null hypothesis of “no difference” is true (i.e., $p < .10$). Furthermore, for all significant differences it is noted whether the significance is at the 10 percent level ($p < .10$) or the 5 percent level ($p < .05$).

³⁶ Establishments were classified as not covered by the Act if they had fewer than 50 employees at the sampled location *and* if they had fewer than 50 employees in total in locations within 75 miles of the sampled location.

7.1 Non-covered Establishments and Their Family and Medical Leave Policies

This section describes the characteristics of non-covered establishments. It also briefly reviews their policies, discussed previously in Chapter 5, and describes some of their practices for managing family and medical leave.

7.1.1 Establishment Characteristics

The majority of non-covered establishments are in the service or all other industries economic sectors (Figure 7.1; Appendix Table A2-7.1). Only about 20 percent are in manufacturing or retail sectors. In terms of size, roughly 80 percent of non-covered establishments have 10 or fewer employees (Figure 7.2; Appendix Table A2-7.2). Another 16 percent have 11 to 24 employees, while only 4 percent have between 25 and 49 employees.

Figure 7.1. Standard Industrial Classification of Non-Covered Establishments: 2000 Survey

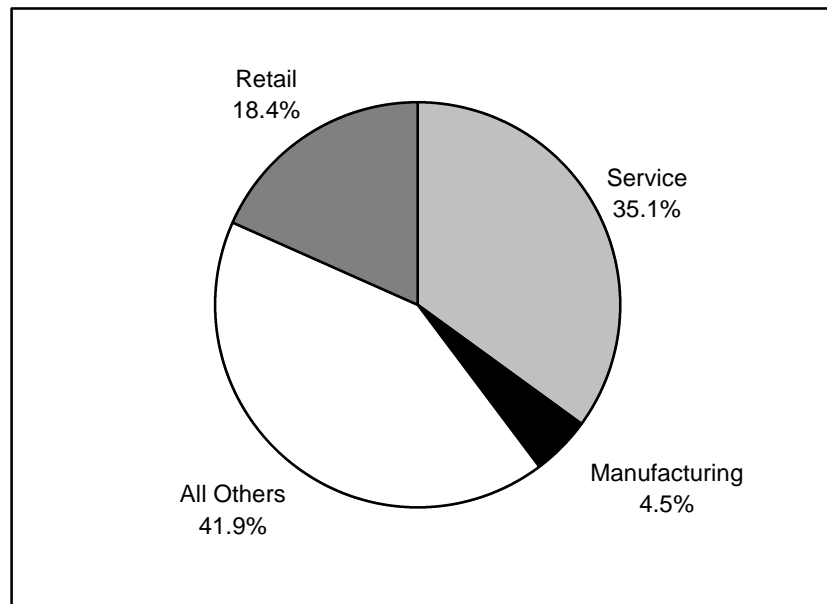
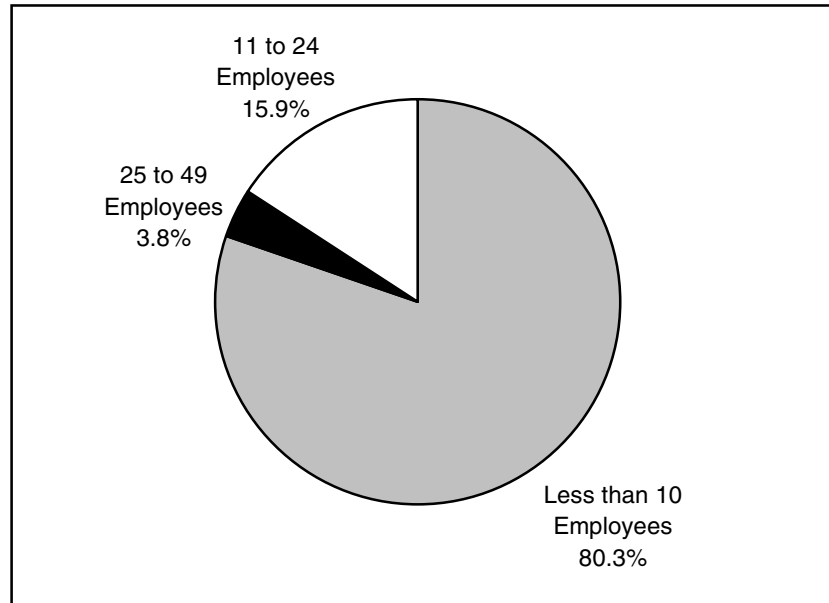


Figure 7.2. Size of Non-Covered Worksites: 2000 Survey



7.1.2 Family and Medical Leave Policies

As described in Chapter 5, some non-covered establishments do provide up to 12 weeks of unpaid leave for the five FMLA reasons, but the proportion is much less than that of covered establishments (see Table 5.1 in Chapter 5). A majority provide leave for mothers' maternity-related reasons (65.7%) and for the employee's own serious health condition (66.4%). Only about one third of non-covered establishments provide up to 12 weeks of unpaid leave for all five FMLA reasons. Non-covered establishments were more likely than covered establishments to report that providing up to 12 weeks of leave depends on the circumstances. This may indicate that these policies, in general, are more likely to be handled on an informal basis, rather than based on company-wide rules.

As discussed in Chapter 5, the leave policies of non-covered establishments have changed considerably since 1995. More non-covered establishments in 2000 reported that they provide these benefits, compared to 1995. The gap between covered and non-covered has narrowed appreciably.

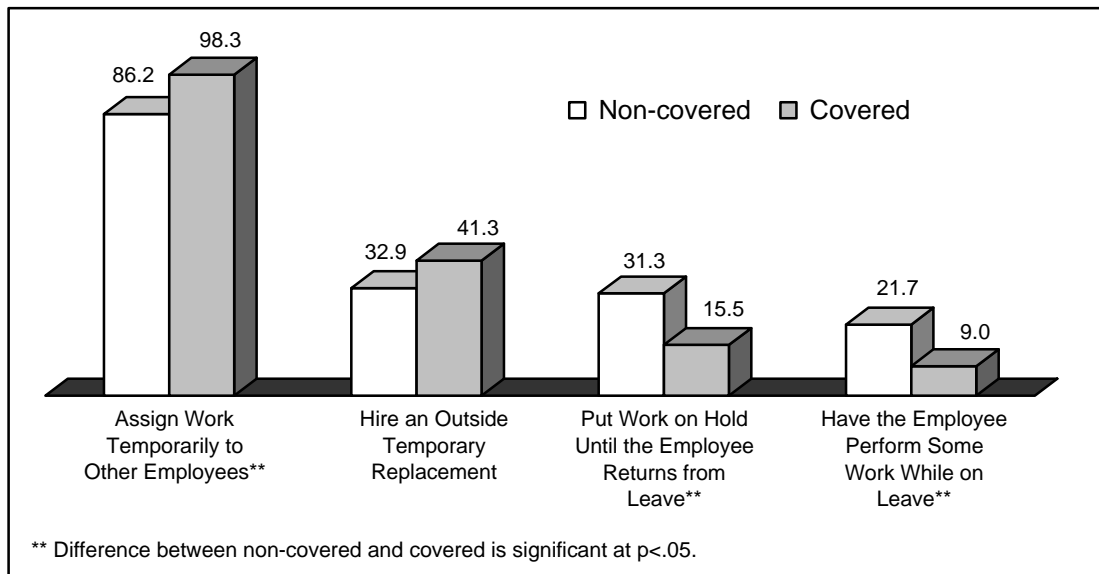
Among those non-covered establishments that provide up to 12 weeks leave for the five FMLA reasons, between 76 percent and 89 percent continue health care benefits during the unpaid leave (Appendix Table A2-5.4). Those establishments that provide leave for these reasons are quite likely to guarantee the job upon return from leave. More than 87 percent reported they guaranteed the jobs of people taking unpaid leave for the FMLA reasons (Appendix Table A2-5.5).

In terms of other leave, in some respects non-covered establishments have broader policies than their FMLA-covered counterparts (see Appendix Table A2-5.8 and Table 5.5 in Chapter 5). For example, non-covered establishments are more likely to allow employees to take leave for other reasons (e.g., attending school meetings, routine medical appointments), and proportionately more non-covered establishments continue either full or partial pay for employees taking leave for the FMLA reasons. For other benefits, particularly those involving employer payments (e.g., contributions to pension or retirement; paid sick leave), non-covered establishments provide those benefits less frequently than do covered establishments (Appendix Table A2-5.17).

7.1.3 Managing Family and Medical Leave Use

To better understand how non-covered establishments deal with work when employees take family and medical leave, respondents were asked how they typically cover work while an employee is on leave. The most common method used by non-covered establishments to accomplish the work is the same one most used by covered establishments—assign work temporarily to other employees (see Figure 7.3). However, significantly fewer non-covered establishments use this method (86.2% of non-covered establishments versus 98.3% of covered establishments; see also Appendix Table A2-7.4). Other commonly used methods include putting the work on hold while the employee is on leave (31.3%), and having the employee perform some work while on leave (21.7%). Significantly more non-covered establishments use these two methods, compared to covered establishments.

Figure 7.3. Comparison of Covered and Non-covered Establishment Methods of Covering Work While an Employee is on Leave: 2000 Survey



7.2 Impact of Current Family and Medical Leave Policies

The 2000 Survey of Establishments included items about the impact of family and medical leave policies on non-covered establishments. These items parallel those asked of covered establishments (e.g., business performance and costs).

In general, the majority of non-covered establishments reported that their family and medical leave policies have no noticeable effects on their businesses and employees (see Appendix Table A2-7.5). Among those that reported any effect, the majority reported that their leave policies had a positive effect on business productivity. In terms of profitability and growth, however, more said that their leave policies had a negative effect.

The majority of non-covered establishments reported that their family and medical leave policies had no noticeable effect on employee outcomes including productivity, absenteeism, turnover, career advancement, and morale (see Appendix Table A2-7.5). Among those establishments that reported any effects, the majority reported that their leave policies had a positive effect on these employee measures.

7.3 Implications of Expanding the FMLA to Smaller Establishments

President Clinton and other proponents of family and medical leave have considered expanding the coverage of the FMLA to smaller establishments. To explore how difficult it might be for smaller establishments to comply with the Act, this section describes two analyses. The first analysis examines non-covered establishments' expectations about the impact of the FMLA on their business if they had to comply with the Act.³⁷ It compares these anticipated effects to those actually experienced by covered establishments, and describes how non-covered establishment expectations have changed since the 1995 Survey of Establishments. The second analysis compares the family and medical leave policies of a subset of non-covered establishments, those with 25 to 49 employees, to a subset of covered establishments, those with 50 to 99 employees.

7.3.1 Anticipated Impact of Complying With the FMLA

Survey respondents from non-covered establishments were asked to imagine that the FMLA applied to their establishment, and then asked what effect complying with the Act would have on their businesses and employees.³⁸ These included questions about business impact, employee impact, and establishment costs. This subsection describes respondents' answers to these items, and compares these results to those found in the 1995 Survey of Establishments.

Business Impact

A slight majority of non-covered establishments reported that becoming covered by the FMLA would have a negative effect on their business productivity and profitability (50.5% and 51.1%, respectively; Appendix Table A2-7.6). Most of the remaining establishments reported that this would have no noticeable effect on productivity and profitability (39.6% and 42.5%, respectively). For business growth, a majority (54.2%) reported it would have no noticeable effect, while 38.6 percent anticipated a negative effect on growth.

³⁷ The survey did not collect information on non-covered establishment knowledge about the requirements of the FMLA

³⁸ Respondents were told the following about the Act: "The Federal Family and Medical leave Act of 1993...gives employees in certain organizations the right to take up to 12 weeks of unpaid, job guaranteed leave a year for various family and medical reasons."

Employee Impact

When considering employee outcomes, non-covered establishments were most likely to anticipate that complying with the FMLA would have no noticeable effect on employee productivity, absenteeism, turnover, career advancement, or morale. Among those establishments that anticipated some effect, many more anticipated a negative effect than a positive effect. For example, 40.0 percent anticipate a negative impact on employee productivity, compared to 17.2 percent that anticipate a positive impact. For employee absences, 31.5 percent anticipate a negative effect, compared to 8.2 percent that anticipate a positive effect. The exception to this pattern is the anticipated effects on morale. For this measure, about the same proportion of establishments anticipate positive and negative effects (24.6% positive vs. 23.9% negative).

Cost Impact

The survey included items about anticipated increases in administrative, hiring/training, and litigation costs due to compliance with the FMLA. Most establishments expect that becoming covered by the FMLA would increase their administrative and hiring/training costs (Appendix Table A2-7.7). For administrative costs, 14.0 percent anticipate large increases, 31.1 percent anticipate moderate increases, and 26.3 percent anticipate small increases. A similar pattern occurs for the cost of hiring and training. A majority reported that becoming covered by the Act would not increase their litigation costs. Almost 9 percent reported that becoming covered by the FMLA would result in cost savings.

Comparing Non-Covered Establishments' Anticipated Impact to Covered Establishments' Actual Impact

To better understand non-covered establishments' expectations about the impact of complying with the FMLA, an analysis was conducted to compare non-covered establishments' opinions about the *anticipated* impact of complying with the Act to covered establishments' opinions about the *actual* impact of the FMLA on their businesses. This analysis cannot provide any conclusions about the real effect that expanding the Act might have on smaller establishments. However, this comparison can provide useful insights into the concerns of non-covered establishments about the FMLA.

In general, non-covered establishments are very apprehensive about the possibility of being included under the FMLA, and for every measure of impact except employee absenteeism and employee morale, non-covered establishments expect more negative effects, compared to the effects that covered establishments actually experienced. (Appendix Table A2-7.6 for non-covered establishments, Appendix Table A2-6.12 for covered establishments.) Figure 7.4 displays these comparisons for business productivity and profitability. In terms of costs associated with complying with the FMLA, Figure 7.5 illustrates that non-covered establishments anticipate higher costs than covered establishments actually experienced (Appendix Table A2-7.7 for non-covered establishments; Appendix Table A2-6.15 for covered establishments).

One can interpret these differences in several ways. On the one hand, they indicate a great deal of apprehension on the part of small businesses about complying with the FMLA. On the other hand, these differences suggest that the impact of the FMLA is not as negative in practice as it is perceived to be in the abstract.

Figure 7.4. Non-covered Establishments' Anticipated Business Impact of FMLA, Compared to Covered Establishments' Actual Business Impact of FMLA: 2000 Survey

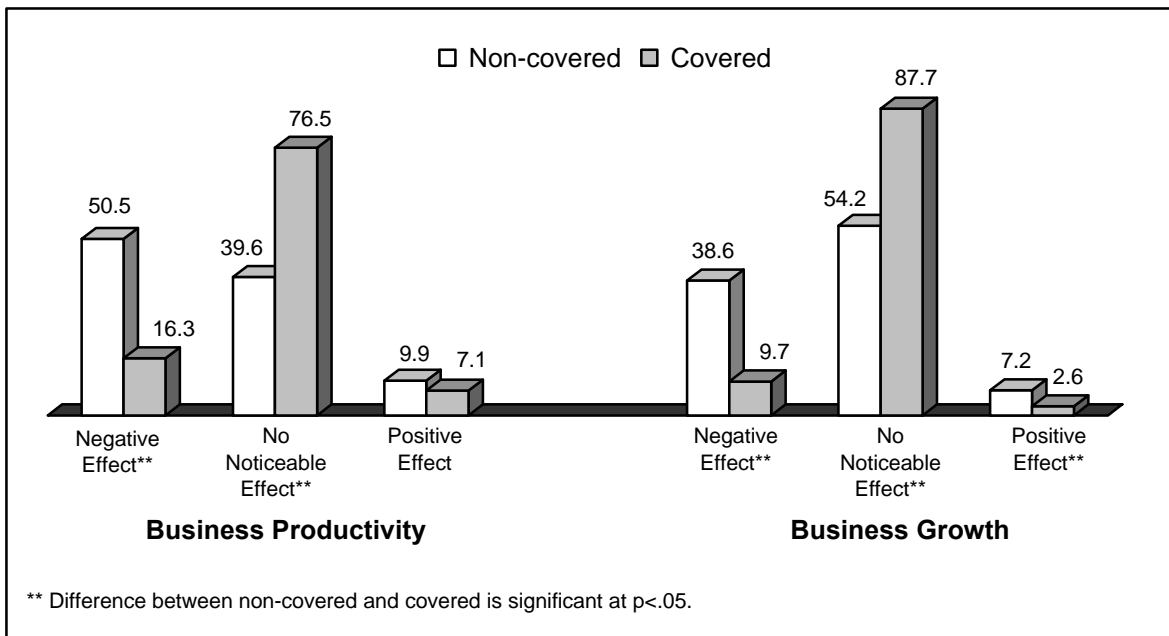
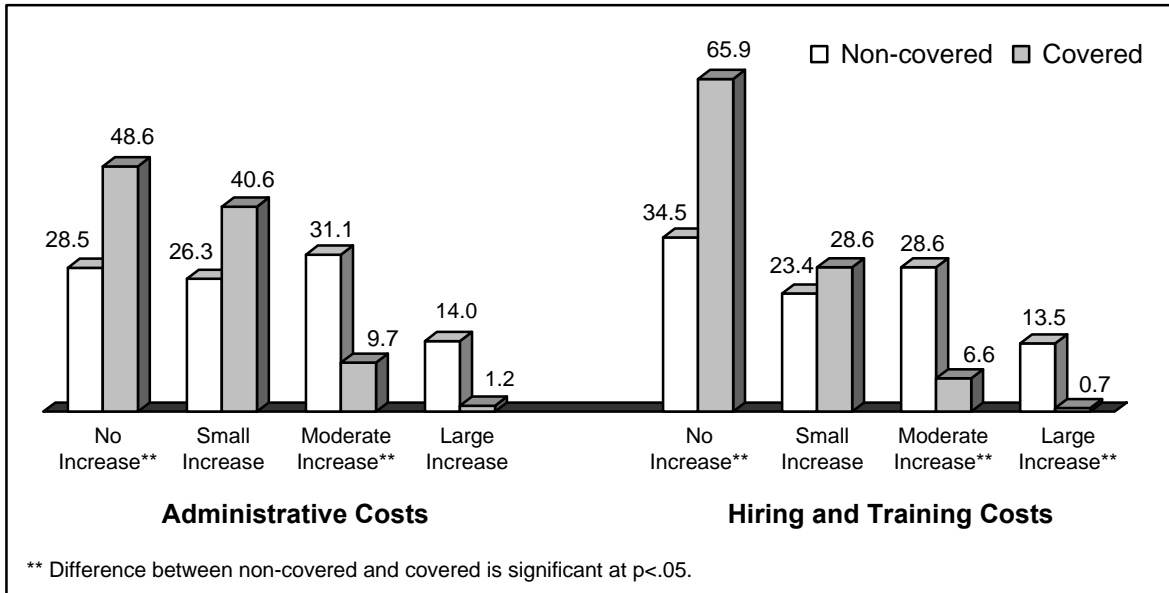


Figure 7.5. Non-covered Establishments' Anticipated Cost of FMLA, Compared to Covered Establishments' Actual Cost of FMLA: 2000 Survey



Changes Since 1995

The anticipated impact of FMLA coverage on business outcomes has changed little since the 1995 survey, except for business growth (Appendix Table A2-7.8). Significantly more non-covered establishments in 2000 reported that becoming covered by the FMLA would have a positive effect on business growth (3.6% in 1995 vs. 7.2% in 2000). Significantly fewer establishments in 2000 anticipated no noticeable effect on growth, compared to 1995. The change in anticipated employee effects suggests that non-covered establishments think more negatively in 2000 about the possibility of becoming covered by the FMLA. Significantly more establishments in 2000 thought that complying with the FMLA would negatively affect employee productivity, turnover, and career advancement, compared to establishments surveyed in 1995. Opinions of establishments on the anticipated costs of complying with the Act have not significantly changed except in terms of hiring/training costs (Appendix Table A2-7.9). Significantly more establishments in 2000 thought that complying with the FMLA would cause moderate increases in costs associated with hiring or training (17.8% in 1995 vs. 28.6% in 2000). On the other hand, significantly more establishments in 2000 thought that complying with the Act would result in cost savings, compared to 1995.

7.3.2 Comparison of Non-covered Establishments with 25 to 49 Employees to Covered Establishments with 50 to 99 Employees

In this section, non-covered establishments with 25 to 49 employees are compared to those covered establishments that are most similar in terms of size, those with 50 to 99 employees. In the remainder of this section, these establishments will be referred to as the non-covered subgroup and the covered subgroup, respectively. These two subgroups are compared in terms of their:

- Policies for family and medical leave consistent with the FMLA;
- Other leave policies and benefits beyond those consistent with the FMLA; and
- Impact of family and medical leave policies.

Policies Consistent with the FMLA

The subgroups differ on several policies consistent with the FMLA, mirroring those differences found between all covered and non-covered establishments (Appendix Table A2-7.10). Looking across all five FMLA reasons, the non-covered subgroup is significantly less likely to provide up to 12 weeks of unpaid leave for all reasons (59.6% vs. 81.6%). The non-covered subgroup (those establishments with 25 to 49 employees) is significantly less likely than the covered subgroup (those establishments with 50 to 99 employees) to provide up to 12 weeks of unpaid leave for parents to care for a newborn (68.5% vs. 88.1%) and for care of a family member's serious health condition (75.5% vs. 90.0%). The two groups do not differ significantly in providing up to 12 weeks of unpaid leave for the other FMLA reasons. Among those establishments that provide up to twelve weeks of unpaid leave, subgroup comparisons showed no significant difference in continuing health benefits during leave (Appendix Table A2-7.11). Subgroups differed significantly in guaranteeing the job upon return from leave only in the case of leave to care for a family member's serious health condition (Appendix Table A2-7.12).

Policies Beyond Those Consistent with the FMLA

In providing leave beyond that guaranteed by the FMLA, establishments in the non-covered subgroup were slightly less likely than their covered counterparts to say they provided leave to new employees and part time employees (Appendix Table A2-7.13). However, they were almost twice as likely to say that they did provide leave to these workers depending on the circumstances. The non-covered subgroup also was significantly more likely to allow additional leave for routine

medical appointments (Appendix Table A2-7.14). The covered and non-covered subgroups did not differ in terms of continuing contributions to pension or retirement accounts, or contributions to life and disability insurance (Appendix Table A2-7.15). So while non-covered establishments have less comprehensive leave policies, they may have more flexibility in administering their policies compared to covered establishments. They may also have less uniform policies (e.g., leave benefits may not be available all the time).

When all covered and non-covered establishments were compared, the covered ones were generally more likely to provide paid disability leave and paid vacation (Table 5.5). This is quite different from the pattern here, where the covered subgroup is no more likely than the non-covered subgroup to provide these kinds of paid leave (Appendix Table A2-7.16). Neither subgroup differed significantly in their likelihood to continue pay during leave for the five FMLA reasons (Appendix Table A2-7.17). These differences also diverge from those found in comparisons of all covered and non-covered establishments, as discussed in Chapter 5. In that case, non-covered establishment policies were slightly more generous than those of covered establishments.

In terms of other work-life benefits, the covered establishment subgroup was more likely than the non-covered establishment subgroup to provide work-life benefits including child care assistance, elder care assistance, employee assistance programs, and adoption assistance (Appendix Table A2-7.18). The non-covered subgroup was, however, more likely to provide flexible work schedules.

Actual Impact Versus Anticipated Impact of Family and Medical Leave Act

For this analysis, the covered subgroup's reports on the impact of the FMLA on their businesses were compared to the non-covered subgroup's opinions about the *anticipated* impact of complying with FMLA (Appendix Table A2-7.19). These results resemble those reported in Section 7.3.1, which compared all covered and non-covered establishments and found that non-covered establishments anticipate more negative impact than covered establishments actually experience. In this subgroup comparison, more establishments in the non-covered subgroup anticipated negative business impacts than were experienced by the establishments in the covered subgroup. For example, 43.1 percent of the non-covered subgroup

anticipate that becoming covered by the FMLA would have a negative effect on their business productivity, while only 10.2 percent of the covered subgroup reported that the Act had had a negative impact on their productivity. Significantly more of the non-covered subgroup anticipated negative effects on employee outcomes as well, compared to what the covered subgroup experienced.

Considering the costs associated with complying with the FMLA, establishments in the non-covered subgroup anticipated higher costs than establishments in the covered subgroup actually experienced in complying with the Act (Appendix Table A2-7.20).

7.4 Summary

This chapter examined the family and medical leave policies of non-covered establishments, and the impact of those policies on these establishments. A majority of non-covered establishments offer up to 12 weeks of unpaid leave for the five FMLA reasons, but the proportion that do so is smaller than that of covered establishments. In some respects, non-covered establishments have broader policies than do covered establishments, such as allowing leave for routine medical appointments, and providing leave with partial or full pay for a variety of reasons. Non-covered establishments may use more discretion (e.g., making decisions on a case-by-case basis) since they are not required to universally offer such leave. Non-covered establishments are more likely to cover the work of employees on leave by putting the work on hold, compared to covered establishments. Of the work *not* put on hold, the most common method of covering work is assigning it to another employee.

For the most part, non-covered establishments perceive their family and medical leave policies to have no noticeable effects on their businesses and employees (between 55% and 77%, depending on the question). Among those that reported an effect, more reported positive rather than negative effects, with two exceptions, the effects on business profitability and growth. Establishments were much more negative about the effects they anticipated if they became covered by the FMLA. In terms of business outcomes, such as productivity and profitability, a majority of businesses expected the FMLA would have negative effects. Substantial minorities

(between 25% and 40%) expected negative effects on business growth, employee productivity, absences and turnover. These negative expectations are significantly greater than those reported by covered establishments when asked about the actual impact of the Act on their businesses. Expanding coverage to these smaller establishments may thus be less costly than establishments expect.

Between 1995 and 2000, non-covered establishment expectations about the impact of the Act on employee outcomes (e.g., productivity, turnover, career advancement) became more negative.

As a way to explore potential effects of expanding the Act to smaller establishments, non-covered establishments with 25 to 49 employees were compared to covered establishments with 50 to 99 employees. In many respects these comparisons paralleled those of all covered to all non-covered establishments. The non-covered subgroup was less likely to provide up to 12 weeks of unpaid leave for the FMLA reasons, compared to the covered subgroup. Among those that did provide up to 12 weeks of unpaid leave, however, the non-covered subgroup was as likely as the covered subgroup to continue health care benefits or to guarantee the job upon return from leave, for the most part. For leave policies beyond those consistent with the Act, the non-covered subgroup was less likely to provide some kinds of leave (e.g., leave for new and part-time employees) and more likely to provide others (e.g., leave for reasons beyond those provided in the FMLA), compared to the covered subgroup.

In other respects, the policies converged somewhat more for these two subgroups. For example, the non-covered subgroup was as likely as the covered subgroup to offer a variety of paid leaves, including paid leave for the five FMLA reasons. This differs from the pattern observed in comparisons of all covered and non-covered establishments, where the covered establishments were more likely to provide this benefit. Finally, the non-covered subgroup had many of the same negative expectations about being included under the FMLA as the overall group of non-covered establishments. The non-covered subgroup anticipated more negative effects than the covered subgroup reported actually experiencing on a number of business and employee outcomes.

Summary and Conclusions

This report presents a detailed look at employee and establishment experiences with family and medical leave in 2000, seven years after the implementation of the Family and Medical Leave Act (FMLA) and five years after the last detailed report, *A Workable Balance: Report to Congress on Family and Medical Leave Policies*. This report, like the earlier one, documents the extent to which the FMLA and other family and medical leave policies are meeting the needs of employees without imposing undue burdens on employers and also points to areas where these needs are unmet or where employers are reporting significant burdens. The following sections of this chapter describe the methods and major findings of this report and identify areas for further research.

8.1 Methods

This report presents findings on family and medical leave policies and practices from two new surveys of employees and establishments. These surveys, conducted by Westat in the summer and early fall of 2000, were commissioned by the Department of Labor to update the employee and establishment surveys conducted five years ago, in the summer and early fall of 1995.

The 2000 Survey of Employees is a unique source of information on employees' needs in the area of family and medical leave. The survey documents the extent to which current family and medical leave policies meet the needs of different types of employees as well as areas where these needs are unmet. The 2000 Survey of Establishments provides extensive information on what impact providing such leave has had on establishments. This information sheds light on the extent to which the FMLA is meeting the needs of employees without imposing undue burden on employers.

The 2000 Survey of Employees was a telephone survey designed to randomly sample U.S. residents who had been employed at any time since January 1, 1999. Three unique samples of respondents were interviewed: (1) those who had taken leave from work for a family or medical reason; (2) those who had needed but not taken this type of leave; and (3) those who were employed but had neither taken or needed leave during the period covered by the survey. A total of 2,558 interviews were completed, with a final weighted response rate for the survey of 58.3 percent.

The 2000 Survey of Establishments was designed to represent U.S. private business establishments. For purposes of the sample, an establishment was defined as the business located at a particular address or location. Data were collected with respect to this location, even if the employer had other locations. The human resources director or the person responsible for the company's benefits plan was selected to be the respondent for each establishment. A total of 1,839 interviews were completed. The final weighted response rate for the survey was 65.0 percent.

8.2 Major Findings

Employees' Use of Leave

One-sixth of all employees (16.5%) took leave for a family or medical reason in the 18 months prior to the 2000 survey, about the same percentage as in the 1995 survey (16.0%). Leave-taking did increase significantly between 1995 and 2000 for some demographic groups: older employees (age 50 to 64); married employees; employees with children; and those with incomes of \$50,000 to less than \$75,000.

There was a significant shift in the reasons that individuals took leave. In both 1995 and 2000, the employee's own health was the most commonly mentioned reason for taking leave. However, employees taking leave in 2000 were less likely to take leave for their own health than were employees in 1995, and more likely to take leave for other reasons such as maternity-disability, care for a newborn or newly placed foster or adoptive child, care for a spouse, or care for a parent. The reasons for this shift are unclear. The increased use of leave for reasons other than one's own health may reflect increased awareness and acceptance of the FMLA and other

family and medical leave policies, but there is not an obvious explanation for why leave-taking for one's own health would have declined over the period.

Employees' Leave-Needing

There was a significant drop between 1995 and 2000 in "leave-needing" (i.e., the share of employees needing leave but not taking it). In 2000, only 2.4 percent of employees said they needed leave but could not take it, significantly less than the 3.1 percent who reported needing but not taking leave in 1995.

In 2000, as in 1995, the most common reason for not taking needed leave was the inability to afford it. This reason was cited by 77.6 percent of leave-needers in 2000. In addition, many leave-needers reported being concerned about possible negative impacts on their jobs or careers if they took leave.

Establishment and Employee Coverage Under the FMLA

The 2000 Survey of Establishments found that the shares of establishments and employees covered under the FMLA were about the same in 2000 as they were in 1995: 10.8 percent of establishments were covered in 2000 (10.8% in 1995); and 58.3 percent of employees worked in covered establishments in 2000 (59.5% in 1995).

Awareness of the FMLA

Although most establishments who are covered by the FMLA (84.0%) are aware of the Act, about one sixth (16%) are not, and this share has not changed since 1995. Awareness is lower among those who are not covered; more than half (55%) report not knowing whether they are covered or not.

A substantial share of employees (about 41%) in both covered and non-covered establishments have not heard of the FMLA, and about half of employees in both covered and non-covered establishments do not know whether the Act applies to them. However, there has been some increase in employee awareness and knowledge since 1995.

Use of the FMLA

Although overall leave-taking did not increase from 1995 to 2000, use of the FMLA did. The Surveys of Employees indicate that the share of employees taking leave under the FMLA rose from 1.2 percent in 1995 to 1.9 percent in 2000. The Surveys of Establishments, which find higher rates of FMLA usage in both years compared to the employee surveys, also show an increase in use, from 3.6 per 100 employees in 1995 to 6.5 per 100 employees in 2000.

Employee Experiences with Family and Medical Leave

A large majority of leave-takers said that taking leave had positive effects on their ability to care for family members (78.7%), their own or family members' emotional well-being (70.1%), and their own or family members' physical health (63.0%). Among those who cited positive effects on health, a large majority said taking leave made it easier to comply with doctor's instructions (93.5%) and led to a quicker recovery time (83.7%).

Most leave-takers (72.6%) were somewhat or very satisfied with the amount of time they took off during their longest leave. However, the share reporting being "very satisfied" was significantly lower in 2000 (42.2%) than in 1995 (48.2%).

The most frequently cited concern of leave-takers was financial, with over half (53.8%) worried about not having enough money for bills. Overall, about two-thirds of leave-takers (65.8%) received at least some pay during their leave, about the same share as in 1995 (66.4%), but the likelihood of receiving any pay varied a good deal by employee characteristics. Only 62.5 percent of women leave-takers received some pay (compared to 70.4% of men), and less than 50 percent of leave-takers who were young (age 18 to 24), were never married, had less than a high school education, or had a household income of less than \$20,000 received any pay during their leave.

More than half (58.2%) of the leave-takers who did not receive their full pay, or did not receive any pay, while on leave reported that it was somewhat or very difficult to make ends meet. Half (50.9%) said they would have taken a longer leave if some or additional pay had been available.

Use of Leave by Employees with Young Children

Among employees with children age 18 months or younger, about three quarters work at FMLA-covered worksites. Two thirds (66.7%) of the men with young children, and just over half (56.2%) of the women, additionally meet the eligibility requirements under the FMLA.

Not surprisingly, a large share of employees with young children took some leave during the 18 months prior to the survey: 75.8 percent of women; and 45.1 percent of men. Just over a third of men with young children (34.1%) and women with young children (35.8%) took some leave to care for a newborn, newly adopted, or newly placed foster child. In addition, about a third of women with young children (32.4%) took some leave for maternity-disability.

Employee Views About Family and Medical Leave

Overall, employees had very favorable views of the types of policies provided by the FMLA, and these views were more favorable in 2000 than in 1995. For instance, 81.4 percent of employees in 2000 agreed that every person should be able to have up to 12 weeks of unpaid leave per year for family and medical problems, up from 72.3 percent in 1995. Moreover, a majority of employees (67.4%) felt that co-workers taking leave had no impact on them.

Establishment Policies and Practices

A majority of establishments provide up to 12 weeks of leave for employees' own serious health conditions, mothers' maternity-related reasons, parents' care for newborns, and employees' care for a child, spouse, or parent with a serious health condition, and nearly half provide up to 12 weeks of leave for adoption or foster care placements. As one would expect, establishments that are covered by the FMLA are much more likely to offer these benefits than establishments that are not covered: the share of covered establishments offering all five types of benefits mandated by the FMLA is 83.7 percent as compared to 33.5 percent of non-covered establishments. Covered establishments are also more likely to offer other work-life benefits such as child care assistance, elder care assistance, employee assistance programs, adoption assistance, and workplace provisions for lactation.

The gap between covered and non-covered establishments has narrowed since 1995, as non-covered establishments are significantly more likely to offer FMLA-type benefits in 2000 than they were five years earlier. Non-covered establishments may be providing these benefits voluntarily as a way of keeping up with the benefits offered by covered establishments in a tight labor market. Alternatively, non-covered establishments may be offering such benefits because of increased attention to family and medical leave issues at the state level.

A sizable minority of establishments offer leave beyond that guaranteed by the FMLA, with 21.4 percent offering more than 12 weeks per year, 28.1 percent covering employees who have worked for less than 12 months, and 26.8 percent covering employees who have worked less than 1,250 hours in the past year. The share of establishments offering these additional benefits is about the same for both covered and non-covered establishments. Additionally, well over half of establishments offer leave for school-related functions or routine medical appointments, with non-covered establishments being more likely than covered establishments to offer such benefits.

Covering Work While Employees Are on Leave

In both 1995 and 2000, the most commonly reported method of covering work when an employee takes leave was to assign the work temporarily to other employees. This method was cited by 97.1 percent of establishments in 1995 and 98.3 percent of establishments in 2000. The second most commonly cited method in both years was hiring an outside temporary replacement, but this method was used by a smaller share of establishments in 2000 (41.3%) than in 1995 (60.5%). The data from the Survey of Employees tell a similar story: the most common method for covering work according to employees who had taken leave was to assign it to other workers, while the share of leave-takers who said their work had been covered by a temporary replacement was significantly lower in 2000 than it had been in 1995.

Views of Covered Establishments About the FMLA

The share of covered establishments reporting that it was somewhat or very easy to comply with the FMLA declined from 85.1 percent in 1995 to 63.6 percent in 2000. Establishments in 2000 reported more difficulty than they had in 1995 with maintaining additional records, determining whether certain employees were

eligible, coordinating state and federal leave policies, coordinating the Act with other federal laws, and coordinating the Act with other leave policies.

At the same time, however, covered establishments generally reported that the FMLA had no noticeable effect on their business in the areas of productivity, profitability, and growth, or on their employees in the areas of productivity, absences, turnover, career advancement, and morale. When asked specifically about intermittent leave, a majority of covered establishments said it had no impact on their productivity or profitability.

Policies and Views of Non-Covered Establishments

As mentioned above, the share of non-covered establishments offering family or medical leave for FMLA reasons increased from the 1995 to 2000 surveys, and the gap in the availability of leave between covered and non-covered establishments declined. Like covered establishments, non-covered establishments are most likely to cover the work of employees on leave by assigning it temporarily to other employees, although a lower share of non-covered establishments (86.2%) than covered establishments (98.3%) use this method. Other commonly used methods include putting the work on hold while the employee is on leave (31.3%) and having the employee perform some work while on leave (21.7%).

Like covered establishments, the majority of non-covered establishments said that their family and medical leave policies had no noticeable effects on their businesses or their employees. However, when asked to anticipate what the impact might be if they were covered by the FMLA, substantial numbers reported concerns, with about half anticipating that the FMLA would have a negative effect on their business productivity and profitability, and over a third (38.6%) anticipating a negative effect on growth. A comparison of the views of non-covered establishments with the reported experiences of covered establishments indicated that the non-covered establishments anticipated considerably more negative effects than the covered establishments actually experienced.

8.3 Conclusions and Next Steps

Seven years after the FMLA came into effect, this report finds that family and medical leave is becoming a more important part of the experience of establishments and employees.

On the employer side, more establishments are offering family and medical leave policies, in many instances going beyond what is required by the FMLA. Although an increasing share of establishments covered by the FMLA are reporting that the Act is difficult to administer and non-covered establishments worry about the burden that would be imposed if they became covered by the Act, a solid majority of covered establishments—two thirds—are finding the FMLA easy to administer, and an even larger majority of establishments are reporting that the FMLA has had no adverse effects on their business or their employees. These mixed reports from establishments suggest the need for further research on employers' experiences with family and medical leave policies. In this regard, it would be particularly useful to study employers' experiences with the FMLA and family and medical leave policies in the context of their experiences with other mandated benefits and other types of leave and personnel policies, in order to better understand the extent to which their reported difficulties with the FMLA are comparable to those experienced with other types of personnel policies and mandates. Additional research is also needed on the experiences and concerns expressed by non-covered establishments, which are at odds with the actual experiences reported by covered establishments. Future research should also further explore the experience of non-covered establishments that are offering FMLA-like coverage, to better understand the factors motivating these establishments to adopt such policies and their experiences with them.

On the employee side, employees are using family and medical leave in increasing numbers but at a stable rate. A declining proportion says that they needed leave for a family or medical reason but were not able to take it. Employees who have used leave generally report that they are satisfied with the leave they took and that it had a positive effect on their health and well-being and that of their families. The major problem that emerges from the employees' data is financial. Over half of leave-takers worry about not having enough money for bills. Many leave-takers report

having difficulty making ends meet during their leave, some cutting short their leave due to financial constraints. In addition, a substantial share of “leave-needers” says that they did not take the leave they needed because they could not afford it. The findings of this report suggest that there may be constraints on the total length of leave that employees can take, such that employees must cut back leave for their own health if they are to take leave for other family or medical related reasons. These are issues that should be explored in future research on employees’ experiences with family and medical leave. In this regard, specialized studies of groups with high family and medical leave needs (such as families with young children or elderly relatives) would be particularly welcome.

APPENDIX A-1

TABLES DISPLAYED IN TEXT

CHAPTER 2
TABLES DISPLAYED
IN TEXT

Table A1-2.1. Employees Taking Leave: 1995 and 2000 Surveys

	1995 Survey	2000 Survey
Number of employees taking leave (for a covered reason) in the previous 18 months**	20,359,000	23,830,000
Percent of employee population	16.0%	16.5%

** Difference between 1995 and 2000 is significant at $p < .05$.

Source: 1995 and 2000 Survey of Employees.

Table A1-2.2. Length of Second Longest Leave: 2000 Survey

Length of Second Longest Leave	Percent of Those Taking More Than One Leave
1 – 3 days	42.9%
4 – 5 days	26.3%
6 – 10 days	14.1%
11 – 20 days	7.4%
More than 20 days	9.4%
Number of Leave-Takers Taking More Than One Leave	5,676,524

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

Table A1-2.3. Reasons for Taking Leave Across All Leaves Taken in Previous 18 Months: 2000 Survey

Reason for Leave	Percent of Leave-Takers
Own health	52.4%
Maternity-disability	7.9%
Care for a newborn, newly adopted, or newly placed foster child	18.5%
Care for ill child	11.5%
Care for ill spouse	6.4%
Care for ill parent	13.0%

Note: Percentages sum to more than 100% due to some persons taking more than one leave.

Source: 2000 Survey of Employees.

Table A1-2.4. Reasons for Taking Leave Across All Leaves Taken, Based on Total Employee Population: 2000 Survey

Reason for Leave	Percent of All Employees
Own health	8.7%
Maternity-disability	1.3%
Care for a newborn, newly adopted, or newly placed foster child	3.1%
Care for ill child	1.9%
Care for ill spouse	1.1%
Care for ill parent	2.2%

Source: 2000 Survey of Employees.

Table A1-2.5. Employees' Reasons for Taking Longest Leave: 1995 and 2000 Surveys

Reason for Longest Leave	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Own health**	61.4%	47.2%
Maternity-disability**	4.6%	7.8%
Care for a newborn, newly adopted, or newly placed foster child	14.3%	17.9%
Care for ill child	8.5%	9.8%
Care for ill spouse**	3.6%	5.9%
Care for ill parent**	7.6%	11.4%

** Difference between 1995 and 2000 surveys is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

Table A1-2.6. Employees' Reasons for Second Longest Leave: 2000 Survey

Reason for Second Longest Leave	Percent of Persons Taking More Than One Leave
Own health	55.8%
Maternity-disability	--
Care for a newborn, newly adopted, or newly placed foster child	5.1%
Care for ill child	20.1%
Care for ill spouse	4.2%
Care for ill parent	13.0%

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

Table A1-2.7. Length of Longest Leave by Reason for Leave: 2000 Survey

Length of Longest Leave** (in work days)	Percent of Leave-Takers for Each Reason					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
1 – 3 days	8.2%	--	10.0%	26.0%	24.0%	17.4%
4 – 5 days	17.1%	--	27.5%	23.7%	38.3%	32.2%
6 – 10 days	18.7%	--	17.6%	31.9%	19.9%	30.9%
11 – 30 days	25.1%	18.1%	13.5%	14.0%	--	13.1%
31 – 60 days	19.4%	39.7%	21.7%	--	--	--
More than 60 days	11.4%	28.7%	9.8%	--	--	--

** Difference among reasons for leave is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

Table A1-2.8. Use of Intermittent Leave: 2000 Survey

Leave-Takers Who:	Percent of Leave-Takers
Took intermittent leave at least once in previous 18 months	27.8%
Did not take intermittent leave	72.2%

Source: 2000 Survey of Employees.

Table A1-2.9. Amount of Leave that was Intermittent: 2000 Survey

Amount of Leave that was Intermittent	Percent of Leave-Takers Taking Intermittent Leave
Less than half	53.9%
About half	19.6%
More than half	26.4%

Notes: Column percents based on the 27.8% of leave-takers who reported taking intermittent leave.

Percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

Table A1-2.10. Intermittent Use of Longest Leave: 2000 Survey

Leave-Takers' Longest Leave Was:	Percent of Leave-Takers
Intermittent	20.8%
Not intermittent	79.2%

Source: 2000 Survey of Employees.

Table A1-2.11. Use of Longest Intermittent Leave on a Routine or As-Needed Basis: 2000 Survey

Intermittent Leave was Taken as:	Percent of Those Whose (Longest) Leave was Intermittent
Regular routine	13.4%
As-needed	86.6%

Source: 2000 Survey of Employees.

Table A1-2.12. Intermittent Use of Longest Leave by Reason for Leave: 2000 Survey

Reason for Longest Leave**	Percent of Leave-Takers Whose Leave was Intermittent	Percent of Leave-Takers Whose Leave was Not Intermittent
Own health	35.1%	50.3%
Maternity-disability	4.9%	8.6%
Care for a newborn, newly adopted, or newly placed foster child	13.2%	19.1%
Care for ill child	19.1%	7.4%
Care for ill spouse	8.9%	5.1%
Care for ill parent	18.7%	9.6%

** Difference between "intermittent" and "not intermittent" categories is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

Table A1-2.13. Intermittent Use of Longest Leave Within Reasons for Leave: 2000 Survey

Reason for Longest Leave**	Percent of Leave-Takers Within Each Reason Whose Longest Leave Was:	
	Intermittent	Not Intermittent
Own health	15.0%	85.0%
Maternity-disability	12.7%	87.3%
Care for a newborn, newly adopted, or newly placed foster child	14.9%	85.1%
Care for ill child	39.5%	60.5%
Care for ill spouse	30.9%	69.1%
Care for ill parent	33.1%	66.9%

** Difference between reasons categories is significant at $p < .05$.
Source: 2000 Survey of Employees.

Table A1-2.14. Employees Needing But Not Taking Leave: 1995 and 2000 Surveys

	Persons Not Taking Leave	
	1995 Survey	2000 Survey
Number of employees needing but not taking leave (for a covered reason) in the previous 18 months	3,925,056	3,520,177
Percent of employee population**	3.1%	2.4%

** Difference between 1995 and 2000 significant at $p < .05$.
Source: 1995 and 2000 Survey of Employees.

Table A1-2.15. Number of Leaves Needed But Not Taken: 2000 Survey

	Percent of Leave-Needers
1 leave	44.4%
2 leaves	25.0%
3 – 4 leaves	18.9%
5 or more leaves	11.8%

Note: Column percents may not total to 100% due to rounding.
Source: 2000 Survey of Employees.

Table A1-2.16. Reasons for Needing Leave: 1995 and 2000 Surveys

Reason for Needing Leave	Percent of Leave-Needers	
	1995 Survey	2000 Survey
Own health	47.7%	48.1%
Maternity-disability	--	--
Care for a newborn, newly adopted, or newly placed foster child	9.3%	9.3%
Care for ill child	18.6%	19.6%
Care for ill spouse	10.2%	9.0%
Care for ill parent	20.2%	22.6%

-- Indicates less than 10 unweighted cases.

Note: Column percentages sum to more than 100% due to some persons needing leave for more than one reason.

Source: 1995 and 2000 Survey of Employees.

Table A1-2.17. Reasons for Not Taking Leave: 1995 and 2000 Surveys

Reason for Not Taking Leave	Percent of Leave-Needers	
	1995 Survey	2000 Survey
Thought job might be lost	29.7%	31.9%
Thought job advancement might be hurt**	22.8%	42.6%
Did not want to lose seniority**	15.1%	27.8%
Not eligible—worked part-time	14.3%	12.3%
Not eligible—had not worked long enough for employer	N/A	18.4%
Employer denied request**	9.9%	20.8%
Could not afford to take leave**	65.9%	77.6%
Wanted to save leave time	28.5%	34.3%
Work is too important**	40.8%	52.6%
Some other reason	N/A	13.2%

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates reason not asked about in 1995 survey.

Note: Percentages sum to more than 100% due to some persons reporting multiple reasons for not taking leave.

Source: 1995 and 2000 Survey of Employees.

Table A1-2.18. Perceived Impact of Pay on Leave-Needers: 2000 Survey

Perceived Impact of Pay	Percent of Leave-Needers Who Could Not Afford to Take Leave
Would have taken leave if some/additional pay had been received	87.8%
Would <u>not</u> have taken leave if some/additional pay had been received	12.2%

Source: 2000 Survey of Employees.

Table A1-2.19. How Leave-Needers Took Care of Their Situation: 2000 Survey

	Percent of Leave-Needers
Just lived with it/Suffered through it	44.1%
Got help from others (family, friends)	25.0%
Altered work (schedule, duties, etc.)	12.2%
Took some time off	13.1%
Did something else	5.7%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

CHAPTER 3
TABLES DISPLAYED
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Table A1-3.1. Coverage of Establishments and Employees Under the Family and Medical Leave Act: 1995 and 2000 Surveys

	Percent of Establishments		Percent of Employees	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey
FMLA-covered establishments	10.8%	10.8%	59.5%	58.3%
Non-covered establishments	89.2%	89.2%	40.5%	41.7%

Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Establishments.

Table A1-3.2. Characteristics of FMLA-Covered Establishments: 1995 and 2000 Surveys

	Percent of Covered Establishments		Percent of Employees in Covered Establishments	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Coverage Due to 75 Mile Rule				
<i>At least 50 employees at sampled location</i>	39.1%	44.2%	90.2%	91.1%
<i>At least 50 employees within 75 miles of sampled location</i>	60.9%	55.8%	9.8%	8.9%
Number of Employees at Worksites				
<i>Up to 250 employees</i>	95.4%	94.7%	53.9%	55.7%
<i>More than 250 employees</i>	4.6%	5.3%	46.1%	44.3%
Standard Industrial Classification				
<i>Manufacturing</i>	9.4%	13.0%	24.5%	23.1%
<i>Retail</i>	27.7%	19.6%	15.7%	14.6%
<i>Services</i>	26.2%	29.1%	34.1%	35.3%
<i>All other industries</i>	36.8%	38.2%	25.7%	27.0%

Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Establishments.

Table A1-3.3. Demographic Characteristics of Leave-Takers by Eligibility Status: 2000 Survey

	Percent of Covered and Eligible Leave-Takers	Percent of All Other Employees
Gender		
<i>Male</i>	42.3%	41.2%
<i>Female</i>	57.7%	58.8%
Age**		
18 – 24	8.2%	13.2%
25 – 34	25.7%	31.6%
35 – 49	40.6%	38.0%
50 – 64	23.6%	14.4%
65 or over	1.8%	2.7%
Race/Ethnicity**		
<i>White non-Hispanic</i>	73.6%	81.1%
<i>Black non-Hispanic</i>	13.6%	5.1%
<i>Hispanic</i>	7.9%	8.7%
<i>Asian</i>	2.4%	--
<i>All others</i>	2.5%	3.4%
Marital Status		
<i>Married/Living with partner</i>	74.5%	75.8%
<i>Separated/Divorced/Widowed</i>	13.0%	12.1%
<i>Never been married</i>	12.4%	12.1%
Children Under 18 in Household		
<i>None</i>	41.4%	38.6%
<i>One or more</i>	58.6%	61.4%
Education		
<i>Less than high school</i>	5.2%	7.2%
<i>High school graduate</i>	28.9%	26.1%
<i>Some college</i>	33.3%	31.7%
<i>College graduate</i>	21.3%	23.9%
<i>Graduate school</i>	11.3%	11.0%
Annual Family Income**		
<i>Less than \$20,000</i>	10.4%	23.3%
<i>\$20,000 to less than \$30,000</i>	12.4%	12.3%
<i>\$30,000 to less than \$50,000</i>	26.7%	23.2%
<i>\$50,000 to less than \$75,000</i>	28.5%	20.5%
<i>\$75,000 to less than \$100,000</i>	13.9%	6.5%
<i>\$100,000 or more</i>	8.0%	14.1%
Compensation Type**		
<i>Salaried</i>	39.1%	31.5%
<i>Hourly</i>	55.1%	53.3%
<i>Other</i>	5.8%	15.1%

** Difference between covered and eligible leave-takers and all other employees is significant at p<.05.

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

**Table A1-3.4. Awareness of FMLA Among Covered and Non-covered Employees:
1995 and 2000 Surveys**

	Percent of Employees					
	Covered		Non-covered		All Employees	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Employees who have heard about FMLA	59.0%	59.3%	50.2%*	58.2%	56.0%	59.1%
Employees who have not heard about FMLA	41.0%	40.7%	49.8%*	41.8%	44.0%	40.9%

* Difference between 1995 and 2000 is significant at $p < .10$.

Source: 1995 and 2000 Survey of Employees.

**Table A1-3.5. Employees Taking Their Longest Leave Under
FMLA:⁽¹⁾ 1995 and 2000 Surveys**

Taking Longest Leave Under FMLA	Percent	
	1995 Survey	2000 Survey
Percent of all employees**	1.2%	1.9%
Percent of all leave-takers**	7.2%	11.7%
Percent of all covered and eligible leave-takers**	11.6%	18.3%

(1) Estimate derived from employees who were covered and eligible at time of longest leave.

** Difference between 1995 and 2000 is significant at $p < .05$.

Source: 1995 and 2000 Survey of Employees.

Table A1-3.6. Establishment Size and Industry Differences in Ratio of FMLA Leave-Takers:⁽¹⁾ 1995 and 2000 Surveys

	Ratio of Employees Taking Leave Under FMLA per 100 Employees	
	1995 Survey	2000 Survey
Establishment Size		
<i>Up to 250 employees**</i>	2.4	5.5
<i>More than 250 employees**</i>	5.3	8.9
Industry		
<i>Manufacturing**</i>	4.4	9.3
<i>Retail**</i>	2.0	5.9
<i>Services**</i>	3.7	6.2
<i>All other industries**</i>	3.6	6.3
All Covered Establishments	3.6	6.5

(1) Per 100 employees.

** Difference between 1995 and 2000 is significant at $p < .05$.

Source: 1995 and 2000 Survey of Establishments.

Table A1-3.7. Intermittent Use of Longest Leave Taken Under FMLA:⁽¹⁾ 2000 Survey

Longest Leave Was:	Percent of Leave-Takers Under FMLA
Intermittent	19.1%
Not intermittent	80.9%

(1) Estimate derived from employees who were covered and eligible at time of longest leave.

Source: 2000 Survey of Employees.

**Table A1-3.8. Reasons for Longest Leave Taken Under FMLA:⁽¹⁾
1995 and 2000 Surveys**

Reason for Longest Leave	Percent of Leave-Takers Under FMLA	
	1995 Survey	2000 Survey
Own health	48.1%	37.8%
Maternity-disability	11.3%	10.9%
Care for a newborn, newly adopted, or newly placed foster child	21.2%	24.4%
Care for ill child	--	13.5%
Care for ill spouse	--	--
Care for ill parent	--	10.6%

(1) Estimate derived from employees who were covered and eligible at time of longest leave.

-- Indicates less than 10 unweighted cases.

Source: 1995 and 2000 Survey of Employees.

Table A1-3.9. Employees Choosing Not to Return to Work After Taking Longest Leave Under FMLA: 1995 and 2000 Surveys

	Percent of Leave-Takers Under FMLA	
	1995 Survey	2000 Survey
Returned to work for the same employer	97.8%	98.0%
Chose not to return after their leave ⁽¹⁾	--	--

(1) Estimate derived from employees who were covered and eligible at time of longest leave. Includes employees who went to work for another employer as well as those who chose to not return to work at all.

-- Indicates less than 10 unweighted cases.

Source: 1995 and 2000 Survey of Employees.

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Table A1-4.1. Leave-Taker Worries About Taking Leave: 2000 Survey

Worries About Taking Leave:	Percent of Leave-Takers
Worried job might be lost	26.9%
Worried leave might hurt job advancement	26.2%
Worried seniority would be lost	12.9%
Worried about not having enough money for bills	53.8%
Worried for some other reason	13.2%

Note: Percentages do not sum to 100% because respondents could report more than one effect on health.

Source: 2000 Survey of Employees.

Table A1-4.2. Ease of Getting Time Off: 1995 and 2000 Surveys

How easy or difficult was it for you to get your employer to let you take time off?	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Very easy**	65.0%	59.6%
Somewhat easy	16.3%	18.2%
Neither easy nor difficult	6.7%	8.2%
Somewhat difficult	6.7%	9.2%
Very difficult	5.4%	4.8%

** Difference between 1995 and 2000 is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

Table A1-4.3. Benefits Lost During Longest Leave: 1995 and 2000 Surveys

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Health Insurance	2.9%	2.0%
Life insurance	1.0%	--
Disability insurance	0.8%	--
Pension contributions	1.1%	0.8%
Other	5.9%	5.1%

-- Indicates less than 10 unweighted cases.

Note: Respondents could report more than one benefit was lost.

Source: 1995 and 2000 Survey of Employees.

**Table A1-4.4. Receipt of Pay During Longest Leave:
1995 and 2000 Surveys**

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Received at least some pay during their longest leave	66.4%	65.8%
Received no pay during longest leave	33.6%	34.2%

Note: The data in this table are based on differently worded questions used in the 1995 and 2000 surveys. In 1995, the question asked was: "Was the leave fully paid, unpaid, or partially paid?" In 2000, the question was: "Did you receive pay for any part of your (longest) leave?"

Source: 1995 and 2000 Survey of Employees.

Table A1-4.5. Source of Pay During Longest Leave: 2000 Survey

	Percent of Leave-Takers Receiving Pay During Longest Leave
Sick leave	61.4%
Vacation leave	39.4%
Personal leave	25.7%
Parental leave	7.7%
Temporary disability insurance	18.0%
Other benefits	11.4%
Number of Leave-Takers Receiving Pay	15,620,658

Note: Percentages do not sum to 100% because respondents could report more than one source of pay.

Source: 2000 Survey of Employees.

**Table A1-4.6. Full versus Partial Pay Across the Leave Period:
2000 Survey**

	Percent of Leave-Takers Receiving Pay During Longest Leave
Paid for entire leave period at full pay	72.2%
Paid for entire leave period at partial pay	21.6%
Paid for part of the leave period at full pay	2.6%
Paid for part of the leave period at partial pay	3.6%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

Table A1-4.7. Proportion of Usual Pay Received by Leave-Takers Receiving Only Partial Pay: 2000 Survey

Proportion of Usual Pay Received While on Leave	Percent of Leave-Takers Receiving Partial Pay During Longest Leave
Less than half	31.1%
About half	25.0%
More than half	43.9%
Number of Leave-Takers Receiving Partial Pay	4,401,295

Note: Column percents may not total to 100% due to rounding.
Source: 2000 Survey of Employees.

Table A1-4.8. How Lost Wages were Covered During Leave: 1995 and 2000 Surveys

	Percent of Leave-Takers Receiving Less Than Full Pay During Longest Leave	
	1995 Survey	2000 Survey
Use savings earmarked for this situation	43.7%	47.0%
Use savings earmarked for something else	40.6%	35.6%
Borrow money	25.1%	29.0%
Go on public assistance	8.9%	8.7%
Limit extras*	75.4%	70.1%
Put off paying bills	38.7%	38.5%
Cut leave time short	40.3%	37.0%
Did something else	13.0%	9.7%

Note: Percentages do not sum to 100% because respondents could report more than one method of covering lost wages.

* Difference between 1995 and 2000 is significant at $p < .10$.

Source: 1995 and 2000 Survey of Employees.

Table A1-4.9. Perceived Impact of Pay on Length of Leave: 2000 Survey

Perceived Impact of Pay	Percent of Leave-Takers Receiving Less Than Full Pay During Longest Leave
Would have taken leave for a longer period if some/additional pay had been received	50.9%
Would <u>not</u> have taken leave for a longer period if some/additional pay had been received	49.1%

Source: 2000 Survey of Employees.

Table A1-4.10. Effects of Using Family and Medical Leave: 2000 Survey

	Percent of Leave-Takers
Ability to Care for Family Members⁽¹⁾	
<i>Positive effect</i>	78.7%
<i>No effect</i>	21.3%
Ability to Select a Satisfactory Childcare Provider⁽²⁾	
<i>Positive effect</i>	40.4%
<i>No effect</i>	59.6%
Ability to Select a Satisfactory Caretaker for Sick Family Member⁽³⁾	
<i>Positive effect</i>	47.9%
<i>No effect</i>	52.1%
Leave-Taker's or Family Member's Physical Health	
<i>Positive effect</i>	63.0%
<i>No effect</i>	37.0%
Leave-Taker's or Family Member's Emotional Well-Being	
<i>Positive effect</i>	70.1%
<i>No effect</i>	29.9%

(1) Percentages based on persons taking leave to care for newborn, newly adopted or new foster child, or an ill family member (either a child, spouse, or parent).

(2) Percentages based on persons taking leave for a newborn, or a newly adopted or new foster child.

(3) Percentages based on persons taking leave to care for an ill family member (either child, spouse, or parent).

Source: 2000 Survey of Employees.

Table A1-4.11. Positive Outcomes of Effects of Using Family and Medical Leave: 2000 Survey

Effect on Employee's or Family Member's Physical Health	Percent of Leave-Takers Stating that Leave Had a Positive Effect on Physical Health
Quicker recovery time	83.7%
Easier to comply with doctor's instructions	93.5%
Delayed/avoided need to enter nursing home or other long-term care facility	32.0%
Other effects	17.0%
Number of Leave-Takers Stating that Leave had a Positive Effect on Physical Health	14,513,291

Note: Percentages do not sum to 100% because respondents could report more than one effect on health.

Source: 2000 Survey of Employees.

Table A1-4.12. Returning to Work after Longest Leave: 1995 and 2000 Surveys

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Returned to work for the same employer	93.8%	94.4%
Went to work for a new employer*	3.1%	1.9%
Did not return to work at all	3.0%	3.8%
Number of Leave-Takers⁽¹⁾	18,288,293	21,043,859

* Difference between 1995 and 2000 is significant at $p < .10$.

Note: Column percents may not total to 100% due to rounding.

(1) This number excludes leave-takers who were on leave at the time of their interview (approximately 10 percent of leave-takers in 1995 and 12% in 2000).

Source: 1995 and 2000 Survey of Employees.

**Table A1-4.13. Position Returned to After Longest Leave:
1995 and 2000 Surveys**

	Percent of Leave-Takers Returning to Same Employer	
	1995 Survey	2000 Survey
Same or equal position	96.8%	97.1%
Higher position	1.3%	1.1%
Lower position	1.8%	1.8%
Number of Leave-Takers Returning to Same Employer	17,156,285	19,859,091

Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Employees.

**Table A1-4.14. Reasons for Leave-takers' Return to Work:
1995 and 2000 Surveys**

	Percent of Leave-Takers Returning to Same Employer	
	1995 Survey	2000 Survey
No longer needed to be on leave	74.1%	77.1%
Could not afford to take more time off	46.7%	50.4%
Just wanted to get back to work**	55.3%	66.1%
Used up all the leave time allowed**	21.8%	33.7%
Felt pressure by boss/co-workers to return	22.7%	24.2%
Had too much work to do	32.5%	30.1%
Someone else took over care	NA	23.6%

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates item not asked in 1995 survey.

Note: Percentages do not sum to 100% because respondents could report more than one reason for returning to work.

Source: 1995 and 2000 Survey of Employees.

Table A1-4.15. Leave-Takers Denied Leave: 1995 and 2000 Surveys

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Denied leave	6.6%	6.2%
Not denied leave	93.4%	93.8%
Number of Leave-Takers	20,359,640	23,830,305

Source: 1995 and 2000 Survey of Employees.

Table A1-4.16. Coverage and Eligibility Among Female and Male Employees with Young Children: 2000 Survey

	Percent of Females	Percent of Males	Percent of All Employees with Children
Number of Employees with Young Children	4,146,171	5,524,516	9,670,687
Employees at FMLA-covered worksites	74.5%	75.0%	74.8%
Eligible employees at FMLA-covered worksites	56.3%	66.7%	62.2%
Employees at worksites not covered by FMLA	25.5%	25.0%	25.2%

Source: 1995 and 2000 Survey of Employees.

Table A1-4.17. Leaves Taken and Needed Among Female and Male Employees with Young Children: 2000 Survey

	Percent of Females**	Percent of Males	Percent of All Employees with Children
Percent taking leave (for a covered reason) since January 1, 1999	75.8%	45.1%	58.2%
Percent needing, but not taking, leave (for a covered reason) since January 1, 1999	--	3.8%	3.1%
Percent not taking or needing leave	22.0%	51.1%	38.6%

** Difference between males and females is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Source: 1995 and 2000 Survey of Employees.

Table A1-4.18. Reasons for Taking Leave, Across All Leaves Taken, by Females and Males with Young Children: 2000 Survey

Reason for Leave	Percent of Leave-Takers with Young Children		
	Percent Females	Percent Males	Percent All
Own health	20.2%	20.2%	20.2%
Maternity-disability	42.8%	&	23.9%
Care for a newborn, newly adopted or newly placed foster child **	47.2%	75.6%	59.7%
Care for ill child	--	--	3.5%
Care for ill spouse	&	--	--
Care for ill parent	--	--	--

** Difference between males and females is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

& Indicates that no significance test was conducted because of zero cell.

Note: Percentages sum to more than 100% due to some persons taking more than one leave.

Source: 2000 Survey of Employees.

Table A1-4.19. Reasons for Taking Leave, Across All Leaves Taken, Based on Total Population of Female and Male Employees with Young Children: 2000 Survey

Reason for Leave	Percent of All Employees with Young Children		
	Percent Females	Percent Males	Percent All
Own health	15.3%	9.1%	11.8%
Maternity-disability	32.4%	&	13.9%
Care for a newborn, newly adopted, or newly placed foster child	35.8%	34.1%	34.8%
Care for ill child	--	--	2.0%
Care for ill spouse	&	--	--
Care for ill parent	--	--	--

-- Indicates less than 10 unweighted cases.

& Indicates that no significance test was conducted because of zero cell.

Source: 2000 Survey of Employees.

Table A1-4.20. Employees' Opinions Toward FMLA: 1995 and 2000 Surveys

Opinion Measure	1995 Survey	2000 Survey
Every person should be able to have up to 12 weeks of unpaid leave in a year from work for family and medical problems. <i>Agree**</i> <i>Disagree**</i>	72.3% 27.7%	81.4% 18.6%
Having to provide employees with up to 12 weeks of unpaid leave in a year for family and medical problems is an unfair burden to employees' co-workers. <i>Agree**</i> <i>Disagree**</i>	43.8% 56.2%	36.1% 63.9%

** Difference between 1995 and 2000 is significant at $p < .05$.
Source: 1995 and 2000 Survey of Employees.

Table A1-4.21. Co-workers Taking Leave for Family or Medical Reasons: 2000 Survey

	Percent of Employees
Co-workers had taken leave for family or medical reasons since January 1, 1999	63.0%
Did not have co-workers take leave for family or medical reasons since January 1, 1999	37.0%

Source: 2000 Survey of Employees.

Table A1-4.22. Effects of Co-workers Taking Leave on Employees: 2000 Survey

Effect:	Percent of Employees Having Co-workers Take Leave
Worked more hours than usual	32.1%
Worked a shift not normally worked	22.9%
Took on additional duties	46.2%

Note: Percentages do not sum to 100% because respondents could report more than one effect.
Source: 2000 Survey of Employees.

**Table A1-4.23. Perceived Impact of Co-workers Taking Leave on Employees:
2000 Survey**

Perceived Impact	Percent of Employees Reporting that Co-workers' Leave Had an Effect
Employees who felt that co-workers taking leave had a positive impact on them	17.4%
Employees who felt that co-workers taking leave had a negative impact on them	15.1%
Employees who felt that co-workers taking leave had neither a positive or negative impact on them	67.4%

Note: Column percents may not total to 100% due to rounding.
Source: 2000 Survey of Employees.

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Table A1-5.1. Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Up to 12 Weeks of Leave is Provided: 2000 Survey

Establishment Provides Leave For: ⁽¹⁾	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Employee's Own Serious Health Condition**			
Yes	91.9%	66.4%	69.2%
No	2.8%	21.3%	19.3%
<i>Depends on circumstances</i>	5.3%	12.2%	11.5%
Mother's Maternity-Related Reasons**			
Yes	94.1%	65.7%	68.8%
No	3.4%	23.2%	21.0%
<i>Depends on circumstances</i>	2.5%	11.1%	10.1%
Parents to Care for Newborn**			
Yes	87.8%	50.5%	54.5%
No	5.1%	33.5%	30.4%
<i>Depends on circumstances</i>	7.2%	16.1%	15.1%
Parents for Adoption or Foster Care Placement**			
Yes	85.7%	43.5%	48.1%
No	6.6%	35.9%	32.7%
<i>Depends on circumstances</i>	7.7%	20.6%	19.2%
Care of Child, Spouse, or Parent for Serious Health Condition**			
Yes	88.6%	57.1%	60.6%
No	4.6%	29.3%	26.6%
<i>Depends on circumstances</i>	6.8%	13.6%	12.9%
All of Above FMLA Reasons**			
Yes	83.7%	33.5%	39.1%
<i>No or Depends on circumstances</i>	16.3%	66.5%	60.9%

(1) Order of items was changed in the 2000 survey.

** Difference between covered and non-covered establishments is significant at $p < .05$.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 2000 Survey of Establishments.

Table A1-5.2. Family and Medical Leave Policies by FMLA Coverage Status: Continuation of Health Care Benefits: 2000 Survey

Establishment Continues Health Care Benefits For: ⁽¹⁾	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Employee's Own Serious Health Condition			
Yes	87.0%	84.0%	84.5%
No	0.8%	4.4%	3.8%
<i>Depends on circumstances</i>	12.2%	11.6%	11.7%
Mother's Maternity-Related Reasons			
Yes	91.0%	89.0%	89.3%
No	--	2.4%	2.1%
<i>Depends on circumstances</i>	8.4%	8.6%	8.6%
Parents to Care for Newborn**			
Yes	89.4%	78.0%	80.1%
No	1.2%	7.1%	6.0%
<i>Depends on circumstances</i>	9.4%	14.9%	13.9%
Parents for Adoption or Foster Care Placement**			
Yes	89.4%	76.2%	78.7%
No	1.3%	6.6%	5.6%
<i>Depends on circumstances</i>	9.3%	17.2%	15.7%
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	85.1%	81.7%	82.3%
No	1.4%	4.0%	3.5%
<i>Depends on circumstances</i>	13.5%	14.4%	14.2%

(1) Order of items was changed in the 2000 survey.

** Difference between covered and non-covered establishments is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 2000 Survey of Establishments.

Table A1-5.3. Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Job Return is Guaranteed: 2000 Survey

Establishment Guarantees Job For: ⁽¹⁾	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Employee's Own Serious Health Condition			
Yes	94.1%	88.5%	89.2%
No	--	1.5%	1.3%
<i>Depends on circumstances</i>	5.5%	10.0%	9.4%
Mother's Maternity-Related Reasons*			
Yes	98.2%	93.2%	93.9%
No	--	1.3%	1.2%
<i>Depends on circumstances</i>	1.6%	5.5%	5.0%
Parents to Care for Newborn			
Yes	96.7%	93.8%	94.2%
No	--	1.9%	1.7%
<i>Depends on circumstances</i>	2.8%	4.3%	4.0%
Parents for Adoption or Foster Care Placement			
Yes	93.8%	89.7%	90.3%
No	--	--	1.3%
<i>Depends on circumstances</i>	5.6%	8.9%	8.4%
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	93.4%	87.7%	88.5%
No	--	1.4%	1.3%
<i>Depends on circumstances</i>	5.8%	10.9%	10.2%

(1) Order of items was changed in the 2000 survey.

* Difference between covered and non-covered establishments is significant at $p < .10$.

** Difference between covered and non-covered establishments is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 2000 Survey of Establishments.

**Table A1-5.4. Provision of Leave Beyond that Guaranteed by FMLA by Coverage Status:
2000 Survey**

	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
More Than 12 Weeks Per Year			
Yes	22.9%	21.1%	21.4%
No	49.6%	52.7%	52.3%
<i>Depends on circumstances</i>	27.5%	26.1%	26.3%
Employees Who Have Worked for Establishment Less Than 12 Months			
Yes	28.7%	28.0%	28.1%
No	43.6%	45.0%	44.8%
<i>Depends on circumstances</i>	27.7%	27.0%	27.1%
Employees Who Have Worked for Less Than 1,250 Hours in the Past Year			
Yes	27.0%	26.8%	26.8%
No	45.9%	44.9%	45.0%
<i>Depends on circumstances</i>	27.0%	28.3%	28.2%

Note: Column percents may not total to 100% due to rounding.
Source: 2000 Survey of Establishments.

Table A1-5.5. Continuation of Pay During Leave by FMLA Coverage Status: 2000 Survey

Establishment Provides:	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Paid Sick Leave			
Yes	74.3%	62.7%	63.9%
No	17.9%	26.7%	25.7%
<i>Depends on circumstances</i>	7.9%	10.7%	10.3%
Paid Disability Leave**			
Yes	62.7%	39.4%	42.0%
No	24.6%	48.3%	45.7%
<i>Depends on circumstances</i>	12.7%	12.3%	12.3%
Paid Vacation**			
Yes	94.7%	80.1%	81.7%
No	0.9%	13.1%	11.8%
<i>Depends on circumstances</i>	4.4%	6.8%	6.5%
Other Paid Time Off**			
Yes	43.3%	18.5%	21.2%
No	54.8%	78.4%	75.8%
<i>Depends on circumstances</i>	1.9%	3.1%	2.9%

** Difference between covered and non-covered establishments is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A1-5.6. Continuation of Pay During Leave by FMLA Coverage Status: Reasons for Which Pay is Continued: 2000 Survey

Establishment Continues Pay During Leave For:	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Parents to Care for Newborn			
<i>Full pay</i>	17.3%	24.9%	24.0%
<i>Partial pay</i>	6.0%	7.2%	7.0%
<i>Depends on circumstances</i>	22.7%	17.6%	18.2%
<i>No Pay</i>	54.1%	50.4%	50.8%
Parents for Adoption or Foster Care Placement			
<i>Full pay</i>	16.5%	20.1%	19.8%
<i>Partial pay</i>	2.7%	3.5%	3.5%
<i>Depends on circumstances</i>	20.5%	19.8%	19.9%
<i>No Pay</i>	60.3%	56.5%	56.9%
Employee's Own Serious Health Condition*			
<i>Full pay</i>	32.9%	39.3%	38.6%
<i>Partial pay</i>	17.0%	6.5%	7.6%
<i>Depends on circumstances</i>	20.3%	19.8%	19.8%
<i>No Pay</i>	29.8%	34.5%	33.9%
Mother's Maternity-Related Reasons*			
<i>Full pay</i>	30.7%	34.9%	34.4%
<i>Partial pay</i>	18.1%	6.3%	7.6%
<i>Depends on circumstances</i>	16.3%	15.2%	15.4%
<i>No Pay</i>	35.0%	43.6%	42.7%
Care of Child, Spouse, or Parent for Serious Health Condition*			
<i>Full pay</i>	15.9%	27.8%	26.5%
<i>Partial pay</i>	3.6%	5.5%	5.3%
<i>Depends on circumstances</i>	21.1%	23.2%	23.0%
<i>No Pay</i>	59.4%	43.5%	45.3%

* Difference between covered and non-covered establishments is significant at $p < .10$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

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**Table A1-6.1. Covered Establishments' Sources of Information About FMLA:
1995 and 2000 Surveys**

	Percent of Covered Establishments	
	1995 Survey	2000 Survey
U.S. Department of Labor**	53.9%	83.1%
The media	66.4%	54.2%
A trade or business group	70.3%	68.3%
An attorney or consultant**	57.0%	77.9%
A union	3.0%	3.2%
Employees	3.3%	10.0%
The Internet	NA	48.8%
Existing company policies or practices	NA	89.4%
Some other source	20.5%	12.4%

** Difference between 1995 and 2000 is significant at $p < .05$.

NA - Indicates item not asked in 1995 survey.

Notes: Percents do not total to 100% because a respondent could answer "yes" to more than one source.

1995 survey asked about *initial* sources of information on the FMLA.

Source: 1995 and 2000 Survey of Establishments.

Table A1-6.2. How Employees First Learned About the Family and Medical Leave Act: 2000 Survey

	Percent of Employees Aware of FMLA
Media (TV, newspapers, etc.)	42.5%
Co-workers	5.0%
Employer gave out information	38.4%
Posters	3.6%
Internet	--
Family member	2.7%
Union gave out information	1.4%
Other way	6.3%

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

Table A1-6.3. Methods Used to Cover Work When an Employee Takes Leave for a Week or Longer: 1995 and 2000 Surveys

Establishment Covers Leave By:	Percent of Covered Establishments	
	1995 Survey	2000 Survey
Assigning work temporarily to other employees	97.1%	98.3%
Hiring an outside temporary replacement**	60.5%	41.3%
Hiring a permanent replacement*	11.8%	4.4%
Putting work on hold until the employee returns from leave	19.2%	15.5%
Having the employee perform some work while on leave	13.9%	9.0%
Some other method	1.9%	10.6%

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

Note: Percents do not total to 100% because a respondent could answer "yes" to more than one source.

Source: 1995 and 2000 Survey of Establishments.

**Table A1-6.4. Effects of FMLA-Related Administrative Activities:
1995 and 2000 Surveys**

	Percent of Covered Establishments	
	1995 Survey	2000 Survey
Maintaining Additional Record-Keeping		
<i>Very/Somewhat easy</i>	76.0%*	62.0%
<i>Very/Somewhat difficult</i>	24.0%*	38.0%
Determining Whether the Act Applies to the Organization		
<i>Very/Somewhat easy</i>	91.8%	86.0%
<i>Very/Somewhat difficult</i>	8.2%	14.0%
Determining Whether Certain Employees are Eligible		
<i>Very/Somewhat easy</i>	92.0%**	83.4%
<i>Very/Somewhat difficult</i>	8.0%**	16.6%
Coordinating State and Federal Leave Policies		
<i>Very/Somewhat easy</i>	81.1%**	57.1%
<i>Very/Somewhat difficult</i>	18.9%**	42.9%
Coordinating the Act with Other Federal Laws		
<i>Very/Somewhat easy</i>	74.3%**	47.2%
<i>Very/Somewhat difficult</i>	25.7%**	52.8%
Coordinating the Act with Other Leave Policies⁽¹⁾		
<i>Very/Somewhat easy</i>	78.9%**	59.9%
<i>Very/Somewhat difficult</i>	21.1%**	40.1%
Coordinating the Act with Employee Attendance Policies		
<i>Very/Somewhat easy</i>	NA	65.5%
<i>Very/Somewhat difficult</i>	NA	34.5%
Administering FMLA's Notification, Designation, and Certification Requirements		
<i>Very/Somewhat easy</i>	NA	45.6%
<i>Very/Somewhat difficult</i>	NA	54.4%
Determining if a Health Condition is a Serious Health Condition Under FMLA		
<i>Very/Somewhat easy</i>	NA	57.7%
<i>Very/Somewhat difficult</i>	NA	42.3%
Overall Ease of Complying with FMLA		
<i>Very/Somewhat easy</i>	85.1%**	63.6%
<i>Very/Somewhat difficult</i>	14.9%**	36.4%

(1) In the 1995 survey, item wording was "pre-existing" rather than "other."

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates item not asked in 1995 survey.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

Table A1-6.5. Effects of Complying with FMLA on Business and Employee Performance: 1995 and 2000 Surveys

	Percent of Covered Establishments	
	1995 Survey	2000 Survey
Business Performance		
Productivity		
<i>Positive effect</i>	6.4%	7.1%
<i>Negative effect</i>	7.2%	16.3%
<i>No noticeable effect</i>	86.4%	76.5%
Profitability		
<i>Positive effect</i>	1.2%*	2.6%
<i>Negative effect</i>	6.3%	9.8%
<i>No noticeable effect</i>	92.5%*	87.6%
Growth		
<i>Positive effect</i>	1.1%	2.6%
<i>Negative effect</i>	3.1%	9.7%
<i>No noticeable effect</i>	95.8%	87.7%
Employee Performance		
Productivity		
<i>Positive effect</i>	12.6%	15.8%
<i>Negative effect</i>	4.7%*	17.2%
<i>No noticeable effect</i>	82.7%*	67.0%
Absences		
<i>Positive effect</i>	5.9%	4.8%
<i>Negative effect</i>	4.6%**	18.9%
<i>No noticeable effect</i>	89.5%*	76.3%
Turnover		
<i>Positive effect</i>	4.9%	5.7%
<i>Negative effect</i>	--	8.4%
<i>No noticeable effect</i>	94.7%	85.9%
Career Advancement		
<i>Positive effect</i>	8.3%	3.9%
<i>Negative effect</i>	--	--
<i>No noticeable effect</i>	91.0%	95.6%
Morale		
<i>Positive effect</i>	NA	24.2%
<i>Negative effect</i>	NA	11.1%
<i>No noticeable effect</i>	NA	64.7%

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

NA Indicates item not asked in 1995 survey.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

APPENDIX A-2

**TABLES NOT DISPLAYED
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CHAPTER 2
TABLES NOT DISPLAYED
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**Table A2-2.1. Number of Leaves Taken:
1995 and 2000 Surveys**

Number	Percent of Leave-Takers	
	1995 Survey	2000 Survey
1	73.8%	75.2%
2	16.3%	14.5%
3 or more	10.0%	10.2%

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.2. Length of Longest Leave: 1995 and 2000 Surveys

Length of Longest Leave	Percent of Leave-Takers	
	1995 Survey	2000 Survey
1- 3 days	10.0%	12.3%
4 – 5 days	24.4%	21.5%
6 – 10 days	20.2%	20.3%
11 – 20 days	12.7%	12.1%
21 – 30 days	8.0%	6.8%
31 – 40 days	7.4%	7.9%
41 – 60 days	8.0%	9.2%
More than 60 days	9.3%	9.9%
Number of Leave-Takers	20,359,640	23,830,305

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.3. Reason for Leave Within Length of Leave Groups: 2000 Survey

Length of Longest Leave**	Percent of Leave-Takers Within Each Length Category (Row Percent)						Number of Leave-Takers
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for III Child	Care for III Spouse	Care for III Parent	
1 – 3 days	33.2%	--	15.6%	22.0%	11.6%	16.9%	2,888,266
4 – 5 days	37.3%	--	23.1%	10.8%	10.0%	16.8%	5,037,080
6 – 10 days	43.4%	--	15.8%	15.5%	5.5%	17.2%	4,760,928
11 – 30 days	61.9%	7.4%	12.8%	7.3%	--	7.8%	4,444,064
31 – 60 days	53.1%	18.1%	22.9%	--	--	--	3,990,431
More than 60 days	53.7%	22.5%	17.8%	--	--	--	2,316,369

** Difference across length of leave groups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Row percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees

**Table A2-2.4. Demographic Characteristics of Leave-Takers Versus Other Employees:
2000 Survey**

	Percent of Leave-Takers	Percent of Other Employees	Percent of All Employees
Gender**			
<i>Male</i>	41.9%	53.2%	51.3%
<i>Female</i>	58.1%	46.8%	48.7%
Age**			
18 – 24	10.0%	15.8%	14.8%
25 – 34	27.8%	21.8%	22.8%
35 – 49	39.7%	39.5%	39.6%
50 – 64	20.4%	19.7%	19.8%
65 or over	2.1%	3.2%	3.0%
Race/Ethnicity			
<i>White non-Hispanic</i>	76.2%	78.2%	77.9%
<i>Black non-Hispanic</i>	10.6%	9.4%	9.6%
<i>Hispanic</i>	8.2%	7.0%	7.2%
<i>Asian</i>	2.2%	2.9%	2.8%
<i>All others</i>	2.8%	2.5%	2.6%
Marital Status**			
<i>Married/Living with partner</i>	75.0%	65.7%	67.2%
<i>Separated/Divorced/Widowed</i>	12.7%	10.1%	10.5%
<i>Never been married</i>	12.3%	24.2%	22.3%
Children Under 18 in Household**			
<i>None</i>	40.4%	63.3%	59.5%
<i>One or more</i>	59.6%	36.7%	40.5%
Education			
<i>Less than high school</i>	5.9%	5.1%	5.2%
<i>High school graduate</i>	27.9%	30.0%	29.6%
<i>Some college</i>	32.8%	27.7%	28.6%
<i>College graduate</i>	22.2%	26.2%	25.5%
<i>Graduate school</i>	11.2%	11.0%	11.1%
Annual Family Income			
<i>Less than \$20,000</i>	14.9%	16.4%	16.2%
<i>\$20,000 to less than \$30,000</i>	12.4%	14.0%	13.7%
<i>\$30,000 to less than \$50,000</i>	25.5%	24.8%	25.0%
<i>\$50,000 to less than \$75,000</i>	25.7%	22.5%	23.1%
<i>\$75,000 to less than \$100,000</i>	11.3%	12.2%	12.1%
<i>\$100,000 or more</i>	10.2%	10.0%	10.0%
Compensation Type			
<i>Salaried</i>	36.4%	37.4%	37.3%
<i>Hourly</i>	54.5%	50.8%	51.4%
<i>Other</i>	9.1%	11.8%	11.3%
Population Totals	23,830,305	120,188,991	144,019,296

** Difference between leave-takers and other employees is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

Table A2-2.5. Demographic Characteristics of Leave-Takers: 1995 and 2000 Surveys

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Gender		
<i>Male</i>	43.8%	41.9%
<i>Female</i>	56.2%	58.1%
Age		
18 – 24	11.1%	10.0%
25 – 34	30.1%	27.8%
35 – 49	40.8%	39.7%
50 – 64**	15.1%	20.4%
65 or over	2.9%	2.1%
Race/Ethnicity		
<i>White non-Hispanic</i>	78.2%	76.2%
<i>Black non-Hispanic</i>	10.9%	10.6%
<i>Hispanic</i>	8.9%	8.2%
<i>Asian</i>	NA	2.2%
<i>All others</i>	2.0%	2.8%
Marital Status		
<i>Married/Living with partner*</i>	70.9%	75.0%
<i>Separated/Divorced/Widowed*</i>	16.4%	12.7%
<i>Never been married</i>	12.7%	12.3%
Children Under 18 in Household		
<i>None*</i>	45.5%	40.4%
<i>One or more*</i>	54.5%	59.6%
Education		
<i>Less than high school**</i>	10.3%	5.9%
<i>High school graduate</i>	26.8%	27.9%
<i>Some college</i>	29.5%	32.8%
<i>College graduate</i>	19.5%	22.2%
<i>Graduate school</i>	13.8%	11.2%
Annual Family Income		
<i>Less than \$20,000*</i>	18.8%	14.9%
<i>\$20,000 to less than \$30,000**</i>	18.3%	12.4%
<i>\$30,000 to less than \$50,000**</i>	30.6%	25.5%
<i>\$50,000 to less than \$75,000**</i>	19.0%	25.7%
<i>\$75,000 to less than \$100,000</i>	8.8%	11.3%
<i>\$100,000 or more**</i>	4.5%	10.2%
Compensation Type		
<i>Salaried</i>	36.5%	36.4%
<i>Hourly</i>	54.5%	54.5%
<i>Other</i>	9.0%	9.1%
Number of Leave-Takers	20,359,640	23,830,305

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All others."

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.6. Reasons for All Leaves Taken Within Demographic Groups: 2000 Survey

	Percent of Leave-Takers in Each Demographic Category that Took at Least One Leave for Following Reasons ⁽¹⁾					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	57.6%**	&	22.8%*	10.4%	7.5%	11.0%
<i>Female</i>	48.6%	13.6%	15.3%	12.2%	5.5%	14.5%
Age						
18 – 24	57.1%**	24.2%	20.9%**	-- **	-- **	-- **
25 – 34	34.9%	13.5%	40.0%	10.7%	3.4%	6.9%
35 – 49	54.7%	4.5%	10.0%	18.1%	6.1%	16.6%
50 or over	67.7%	&	--	4.5%	12.4%	15.8%
Race/Ethnicity						
<i>White non-Hispanic</i>	52.3%	7.4%	18.4%	10.1%	6.3%	14.5%**
<i>Black non-Hispanic</i>	62.4%	9.6%	10.2%	22.4%	--	10.4%
<i>Hispanic</i>	42.1%	10.2%	31.5%	--	--	--
<i>All others</i>	49.0%	--	16.3%	--	--	--
Marital Status						
<i>Married/Living with partner</i>	47.7%**	8.9%	22.4%**	9.9%	7.9%	12.1%
<i>Separated/Divorced/Widowed</i>	61.2%	--	--	19.1%	--	15.1%
<i>Never been married</i>	70.3%	7.3%	9.8%	13.6%	&	15.8%
Children Under 18 in Household						
<i>None</i>	70.3%**	-- **	5.7%**	3.5%**	8.3%**	18.5%**
<i>One or more</i>	40.1%	13.2%	27.1%	16.9%	5.0%	9.3%
Education						
<i>High school graduate or less</i>	59.8%**	8.9%	15.6%	11.0%	6.4%	11.0%**
<i>Some college</i>	56.3%	7.1%	15.0%	13.1%	5.7%	11.3%
<i>College graduate</i>	46.4%	8.0%	24.7%	10.5%	6.2%	12.5%
<i>Graduate school</i>	29.4%	7.4%	24.9%	10.0%	8.6%	25.5%
Annual Family Income						
<i>Less than \$20,000</i>	55.4%**	17.7%**	15.5%*	11.0%	--	12.4%
<i>\$20,000 to less than \$30,000</i>	62.2%	--	13.4%	12.9%	--	11.2%
<i>\$30,000 to less than \$50,000</i>	61.5%	6.8%	13.0%	16.8%	5.6%	10.9%
<i>\$50,000 to less than \$75,000</i>	47.2%	9.8%	17.7%	8.9%	8.2%	15.7%
<i>\$75,000 to less than \$100,000</i>	40.4%	8.8%	25.4%	8.1%	5.4%	15.0%
<i>\$100,000 or more</i>	38.3%	--	41.0%	9.7%	--	14.6%
Compensation Type						
<i>Salaried</i>	41.8%**	6.5%	24.7%**	9.6%	8.9%**	15.6%*
<i>Hourly</i>	60.1%	9.3%	14.4%	12.8%	5.0%	10.5%
<i>Other</i>	47.2%	--	18.0%	11.3%	--	18.1%

(1) Rows do not sum to 100% because some respondents took more than one leave.

* Difference among demographic groups is significant at $p < .10$.

** Difference among demographic groups is significant at $p < .05$.

& No significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

Table A2-2.7. Leave-Taking Within Demographic Groups: 1995 and 2000 Surveys

	Percent of Employees Within Each Demographic Category that Took Leave (for a Covered Reason)	
	1995 Survey	2000 Survey
Gender		
<i>Male</i>	12.7%	13.5%
<i>Female</i>	20.0%	19.8%
Age		
18 – 24	12.8%	11.2%
25 – 34	21.1%	20.2%
35 – 49	15.8%	16.6%
50 – 64**	12.9%	17.0%
65 or over	14.4%	11.6%
Race/Ethnicity		
<i>White non-Hispanic</i>	15.0%	16.2%
<i>Black non-Hispanic</i>	19.7%	18.3%
<i>Hispanic</i>	20.2%	18.9%
<i>Asian</i>	NA	12.8%
<i>All others</i>	16.0%	18.2%
Marital Status		
<i>Married/Living with partner*</i>	16.4%	18.5%
<i>Separated/Divorced/Widowed</i>	19.6%	20.0%
<i>Never been married</i>	11.7%	9.2%
Children Under 18 in Household		
<i>None</i>	12.8%	11.3%
<i>One or more**</i>	20.2%	24.4%
Education		
<i>Less than high school</i>	21.4%	18.7%
<i>High school graduate</i>	14.7%	15.6%
<i>Some college</i>	16.3%	19.0%
<i>College graduate</i>	14.5%	14.4%
<i>Graduate school</i>	17.8%	16.7%
Annual Family Income		
<i>Less than \$20,000</i>	16.9%	16.5%
<i>\$20,000 to less than \$30,000</i>	19.2%	16.2%
<i>\$30,000 to less than \$50,000</i>	16.0%	18.3%
<i>\$50,000 to less than \$75,000*</i>	15.7%	19.9%
<i>\$75,000 to less than \$100,000</i>	17.5%	16.8%
<i>\$100,000 or more</i>	16.7%	18.1%
Compensation Type		
<i>Salaried</i>	15.5%	16.2%
<i>Hourly</i>	17.2%	17.6%
<i>Other</i>	12.6%	13.3%

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All others."

Source: 1995 and 2000 Survey of Employees.

Table A2-2.8. Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 2000 Survey

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	6.9%	&	2.9%	1.2%	0.9%	1.4%
<i>Female</i>	8.6%	2.6%	3.0%	2.0%	1.0%	2.4%
Age						
<i>18 – 24</i>	5.5%	2.7%	2.1%	--	--	--
<i>25 – 34</i>	5.9%	2.7%	7.9%	1.7%	0.6%	1.4%
<i>35 – 49</i>	8.0%	0.7%	1.6%	2.6%	0.9%	2.5%
<i>50 or over</i>	10.6%	&	--	0.7%	1.8%	2.1%
Race/Ethnicity						
<i>White non-Hispanic</i>	7.8%	1.2%	2.9%	1.3%	0.9%	2.0%
<i>Black non-Hispanic</i>	8.5%	1.8%	1.7%	3.8%	--	1.6%
<i>Hispanic</i>	6.3%	2.0%	6.1%	--	--	--
<i>All others</i>	7.0%	--	2.3%	--	--	--
Marital Status						
<i>Married/Living with partner</i>	7.8%	1.6%	4.0%	1.5%	1.3%	2.0%
<i>Separated/Divorced/Widowed</i>	11.5%	--	--	3.5%	--	2.7%
<i>Never been married</i>	5.5%	0.7%	0.8%	--	&	1.0%
Children Under 18 in Household**						
<i>None</i>	7.6%	--	0.6%	0.4%	0.8%	1.7%
<i>One or more</i>	7.9%	3.1%	6.4%	3.5%	1.2%	2.1%
Education*						
<i>High school graduate or less</i>	8.8%	1.4%	2.3%	1.3%	1.0%	1.3%
<i>Some college</i>	9.2%	1.3%	2.8%	2.3%	1.0%	2.0%
<i>College graduate</i>	5.9%	1.2%	3.5%	1.3%	0.8%	1.7%
<i>Graduate school</i>	4.8%	1.2%	4.2%	1.3%	1.3%	3.7%

Table A2-2.8. Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 2000 Survey (continued)

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Annual Family Income*						
<i>Less than \$20,000</i>	7.8%	2.9%	2.5%	1.5%	--	1.4%
<i>\$20,000 to less than \$30,000</i>	9.4%	--	1.9%	1.8%	--	1.7%
<i>\$30,000 to less than \$50,000</i>	9.2%	1.2%	2.1%	2.6%	0.9%	1.6%
<i>\$50,000 to less than \$75,000</i>	8.7%	1.8%	3.5%	1.6%	1.6%	2.8%
<i>\$75,000 to less than \$100,000</i>	6.7%	1.5%	4.3%	1.4%	--	2.2%
<i>\$100,000 or more</i>	5.8%	--	7.4%	1.2%	--	2.6%
Compensation Type**						
<i>Salaried</i>	6.2%	1.0%	3.9%	1.4%	1.3%	2.3%
<i>Hourly</i>	9.2%	1.6%	2.4%	1.8%	0.8%	1.5%
<i>Other</i>	6.0%	--	2.3%	1.4%	--	2.3%

* Difference between demographic groups is significant at $p < .10$.

** Difference between demographic groups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

& Indicates no significance test was conducted because of zero cell.

Source: 2000 Survey of Employees

Table A2-2.9. Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 1995 Survey

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	8.5%	&	1.9%	0.8%	0.7%	0.8%
<i>Female</i>	11.4%	1.7%	2.7%	2.0%	0.4%	1.8%
Age						
<i>18 – 24</i>	7.5%	1.3%	2.3%	1.1%	--	--
<i>25 – 34</i>	9.0%	1.9%	5.9%	2.6%	0.6%	1.1%
<i>35 – 49</i>	10.5%	--	1.5%	1.2%	0.5%	1.7%
<i>50 or over</i>	10.9%	&	--	--	0.9%	0.8%
Race/Ethnicity						
<i>White non-Hispanic</i>	9.2%	0.6%	2.3%	1.1%	0.6%	1.2%
<i>Black non-Hispanic</i>	12.4%	--	1.7%	2.4%	--	--
<i>Hispanic</i>	11.5%	--	2.7%	--	&	--
<i>All others</i>	--	--	--	--	&	--
Marital Status						
<i>Married/Living with partner</i>	8.9%	1.0%	2.9%	1.7%	0.7%	1.2%
<i>Separated/Divorced/Widowed</i>	14.9%	--	1.2%	1.1%	--	1.5%
<i>Never been married</i>	9.4%	--	--	--	&	1.0%
Children Under 18 in Household**						
<i>None</i>	10.7%	--	--	0.3%	0.5%	1.3%
<i>One or more</i>	8.7%	1.7%	5.2%	2.7%	0.7%	1.1%
Education*						
<i>High school graduate or less</i>	11.0%	0.5%	1.8%	1.4%	0.6%	0.7%
<i>Some college</i>	9.8%	0.9%	2.2%	1.4%	0.8%	1.3%
<i>College graduate</i>	7.7%	1.1%	2.8%	1.2%	--	1.3%
<i>Graduate school</i>	9.9%	--	3.1%	1.5%	--	2.2%

Table A2-2.9. Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 1995 Survey (continued)

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Annual Family Income						
<i>Less than \$20,000</i>	11.7%	--	2.3%	1.1%	--	0.9%
<i>\$20,000 to less than \$30,000</i>	12.2%	--	1.9%	2.9%	1.0%	--
<i>\$30,000 to less than \$50,000</i>	10.3%	0.8%	2.1%	1.1%	0.6%	1.1%
<i>\$50,000 to less than \$75,000</i>	8.4%	0.9%	2.8%	1.3%	0.9%	1.3%
<i>\$75,000 to less than \$100,000</i>	9.2%	--	3.2%	--	0.9%	2.2%
<i>\$100,000 or more</i>	7.1%	--	3.7%	--	&	--
Compensation Type**						
<i>Salaried</i>	8.3%	0.9%	2.9%	1.1%	0.5%	1.8%
<i>Hourly</i>	11.3%	0.7%	2.0%	1.7%	0.8%	0.8%
<i>Other</i>	8.5%	--	1.3%	--	--	--

* Difference between demographic groups is significant at $p < .10$.

** Difference between demographic groups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

& Indicates no significance test was conducted because of zero cell.

Source: 2000 Survey of Employees

Table A2-2.10. Demographic Characteristics of Leave-Needers Versus Other Employees: 2000 Survey

	Percent of Leave-Needers	Percent of Other Employees	Percent of All Employees
Gender			
<i>Male</i>	46.0%	51.5%	51.3%
<i>Female</i>	54.0%	48.5%	48.7%
Age			
18 – 24	8.6%	15.0%	14.8%
25 – 34	27.3%	22.7%	22.8%
35 – 49	41.7%	39.5%	39.6%
50 – 64	20.5%	19.8%	19.8%
65 or over	--	3.1%	3.0%
Race/Ethnicity			
<i>White non-Hispanic</i>	72.3%	78.0%	77.9%
<i>Black non-Hispanic</i>	12.7%	9.5%	9.6%
<i>Hispanic</i>	8.8%	7.1%	7.2%
<i>Asian</i>	--	2.7%	2.8%
<i>All others</i>	--	2.6%	2.6%
Marital Status**			
<i>Married/Living with partner</i>	68.5%	67.2%	67.2%
<i>Separated/Divorced/Widowed</i>	18.6%	10.3%	10.5%
<i>Never been married</i>	13.0%	22.5%	22.3%
Children Under 18 in Household**			
<i>None</i>	45.0%	59.9%	59.5%
<i>One or more</i>	55.0%	40.1%	40.5%
Education			
<i>Less than high school</i>	8.4%	5.2%	5.2%
<i>High school graduate</i>	28.2%	29.7%	29.6%
<i>Some college</i>	26.5%	28.6%	28.6%
<i>College graduate</i>	27.4%	25.5%	25.5%
<i>Graduate school</i>	9.5%	11.1%	11.1%
Annual Family Income			
<i>Less than \$20,000</i>	16.8%	16.1%	16.2%
<i>\$20,000 to less than \$30,000</i>	16.3%	13.6%	13.7%
<i>\$30,000 to less than \$50,000</i>	24.3%	25.0%	25.0%
<i>\$50,000 to less than \$75,000</i>	27.2%	22.9%	23.1%
<i>\$75,000 to less than \$100,000</i>	7.0%	12.2%	12.1%
<i>\$100,000 or more</i>	8.3%	10.1%	10.0%
Compensation Type**			
<i>Salaried</i>	23.8%	37.6%	37.3%
<i>Hourly</i>	62.3%	51.1%	51.4%
<i>Other</i>	13.9%	11.3%	11.3%

** Difference between leave-needers and other employees is significant at p<.05.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

**Table A2-2.11. Demographic Characteristics of Leave-Needers:
1995 and 2000 Surveys**

	Percent of Leave-Needers	
	1995 Survey	2000 Survey
Gender		
<i>Male</i>	53.1%	46.0%
<i>Female</i>	46.9%	54.0%
Age		
18 – 24	9.3%	8.6%
25 – 34	29.3%	27.3%
35 – 49	40.5%	41.7%
50 – 64	19.7%	20.5%
65 or over	--	--
Race/Ethnicity		
<i>White non-Hispanic</i>	71.8%	72.3%
<i>Black non-Hispanic</i>	16.9%	12.7%
<i>Hispanic</i>	8.7%	8.8%
<i>Asian</i>	NA	--
<i>All others</i>	--	--
Marital Status		
<i>Married/Living with partner</i>	64.7%	68.5%
<i>Separated/Divorced/Widowed</i>	21.8%	18.6%
<i>Never been married</i>	13.5%	13.0%
Children Under 18 in Household		
<i>None</i>	45.9%	45.0%
<i>One or more</i>	54.1%	55.0%
Education		
<i>Less than high school</i>	9.0%	8.4%
<i>High school graduate</i>	26.0%	28.2%
<i>Some college*</i>	35.8%	26.5%
<i>College graduate**</i>	17.0%	27.4%
<i>Graduate school</i>	12.3%	9.5%
Annual Family Income		
<i>Less than \$20,000</i>	23.5%	16.8%
<i>\$20,000 to less than \$30,000</i>	19.0%	16.3%
<i>\$30,000 to less than \$50,000</i>	30.6%	24.3%
<i>\$50,000 to less than \$75,000**</i>	14.9%	27.2%
<i>\$75,000 to less than \$100,000</i>	8.9%	7.0%
<i>\$100,000 or more**</i>	--	8.3%
Compensation Type		
<i>Salaried</i>	29.0%	23.8%
<i>Hourly</i>	61.3%	62.3%
<i>Other</i>	9.6%	13.9%

** Difference between 1995 and 2000 is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All others."

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.12. Reasons for Not Taking Leave, Based on Total Employee Population: 1995 and 2000 Surveys

Reason for Not Taking Leave	Percent of All Employees	
	1995 Survey	2000 Survey
Thought job might be lost	1.0%	0.8%
Thought job advancement might be hurt	0.7%	1.0%
Did not want to lose seniority	0.5%	0.7%
Not eligible—worked part-time*	0.5%	0.3%
Not eligible—had not worked long enough for employer	NA	0.4%
Employer denied request	0.3%	0.5%
Could not afford to take leave	2.2%	1.9%
Wanted to save leave time	0.9%	0.8%
Work is too important	1.3%	1.3%
Some other reason	NA	0.3%

* Difference between 1995 and 2000 is significant at $p < .10$.

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.13. Reasons for Most Recent Needed Leave: 2000 Survey

Reason for Needing Leave	Percent of Leave-Needers
Own health	47.2%
Maternity-disability	--
Care for a newborn, newly adopted, or newly placed foster child	6.9%
Care for ill child	17.4%
Care for ill spouse	7.3%
Care for ill parent	19.7%

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

Table A2-2.14. Demographic Characteristics by Reasons for All Leaves Taken, Based on Total Employee Population: 2000 Survey

	Percent of Employees in Each Demographic Category that Took at Least One Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	7.8%*	&	3.1%	1.4%**	1.0%	1.5%**
<i>Female</i>	9.6%	2.7%	3.0%	2.4%	1.1%	2.9%
Age						
18 – 24	6.4%**	2.7%	2.3%**	--**	--**	--**
25 – 34	7.0%	2.7%	8.1%	2.2%	0.7%	1.4%
35 – 49	9.1%	0.7%	1.7%	3.0%	1.0%	2.8%
50 or over	11.0%	&	--	0.7%	2.0%	2.6%
Race/Ethnicity						
<i>White non-Hispanic</i>	8.5%	1.2%	3.0%	1.6%	1.0%	2.3%*
<i>Black non-Hispanic</i>	11.4%	1.8%	1.9%	4.1%	--	1.9%
<i>Hispanic</i>	8.0%	1.9%	6.0%	--	--	--
<i>All others</i>	7.5%	--	2.5%	--	--	--
Marital Status						
<i>Married/Living with partner</i>	8.8%**	1.6%*	4.1%**	1.8%	1.5%	2.2%
<i>Separated/Divorced/Widowed</i>	12.2%	--	--	3.8%	--	3.0%
<i>Never been married</i>	6.4%	0.7%	0.9%	1.3%	&	1.4%
Children Under 18 in Household						
<i>None</i>	7.9%*	--**	0.6%**	0.4%**	0.9%	2.1%
<i>One or more</i>	9.8%	3.2%	6.6%	4.1%	1.2%	2.3%
Education						
<i>High school graduate or less</i>	9.6%**	1.4%	2.5%	1.8%	1.0%	1.8%**
<i>Some college</i>	10.7%	1.4%	2.9%	2.5%	1.1%	2.1%
<i>College graduate</i>	6.7%	1.2%	3.6%	1.5%	0.9%	1.8%
<i>Graduate school</i>	4.9%	1.2%	4.2%	1.7%	1.4%	4.3%
Annual Family Income						
<i>Less than \$20,000</i>	9.2%	2.9%**	2.6%	1.8%	--	2.0%
<i>\$20,000 to less than \$30,000</i>	10.1%	--	2.2%	2.1%	--	1.8%
<i>\$30,000 to less than \$50,000</i>	11.2%	1.2%	2.4%	3.1%	1.0%	2.0%
<i>\$50,000 to less than \$75,000</i>	9.4%	1.9%	3.5%	1.8%	1.6%	3.1%
<i>\$75,000 to less than \$100,000</i>	6.8%	1.5%	4.3%	1.4%	0.9%	2.5%
<i>\$100,000 or more</i>	6.9%	--	7.4%	1.8%	--	2.6%
Compensation Type						
<i>Salaried</i>	6.8%**	1.0%*	4.0%*	1.6%	1.4%**	2.5%
<i>Hourly</i>	10.6%	1.6%	2.5%	2.2%	0.9%	1.8%
<i>Other</i>	6.3%	--	2.4%	1.5%	--	2.4%

* Differences among demographic groups is significant at $p < .10$.

** Differences among demographic groups is significant at $p < .05$.

& Indicates no significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

Table A2-2.15. Demographic Characteristics by Reason for Longest Leave: 2000 Survey

	Percent of Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	51.9%	&	21.8%	9.0%	6.9%	10.3%
<i>Female</i>	43.9%	13.3%	15.2%	10.3%	5.1%	12.1%
Age						
18 – 24	49.3%	24.4%	18.5%	--	--	--
25 – 34	29.1%	13.2%	39.2%	8.5%	3.1%	6.9%
35 – 49	49.0%	4.2%	9.8%	15.8%	5.7%	15.5%
50 or over	65.7%	&	--	4.3%	11.3%	13.1%
Race/Ethnicity						
<i>White non-Hispanic</i>	48.5%	7.3%	17.7%	8.2%	5.7%	12.6%
<i>Black non-Hispanic</i>	46.6%	9.7%	9.5%	21.1%	--	9.0%
<i>Hispanic</i>	36.1%	11.2%	34.6%	--	--	--
<i>All others</i>	46.5%	--	15.0%	--	--	--
Marital Status						
<i>Married/Living with partner</i>	43.0%	8.8%	21.8%	8.1%	7.2%	11.1%
<i>Separated/Divorced/Widowed</i>	58.0%	--	--	17.4%	--	13.4%
<i>Never been married</i>	60.0%	7.3%	9.2%	--	&	11.0%
Children Under 18 in Household**						
<i>None</i>	68.2%	--	5.5%	3.3%	7.4%	15.4%
<i>One or more</i>	32.9%	13.0%	26.4%	14.3%	4.8%	8.6%
Education						
<i>High school graduate or less</i>	54.8%	8.5%	14.1%	8.3%	6.0%	8.4%
<i>Some college</i>	49.5%	7.1%	15.0%	12.6%	5.3%	10.6%
<i>College graduate</i>	41.3%	8.0%	24.5%	9.0%	5.6%	11.6%
<i>Graduate school</i>	28.9%	7.5%	25.3%	8.1%	7.7%	22.5%
Annual Family Income**						
<i>Less than \$20,000</i>	47.3%	17.7%	14.9%	8.9%	--	8.4%
<i>\$20,000 to less than \$30,000</i>	59.1%	--	12.0%	11.0%	--	10.7%
<i>\$30,000 to less than \$50,000</i>	52.3%	6.8%	11.7%	14.8%	5.1%	9.2%
<i>\$50,000 to less than \$75,000</i>	43.8%	9.1%	17.4%	7.9%	7.8%	14.0%
<i>\$75,000 to less than \$100,000</i>	40.1%	8.8%	25.4%	8.1%	--	13.2%
<i>\$100,000 or more</i>	32.1%	--	41.2%	6.6%	--	14.7%
Compensation Type**						
<i>Salaried</i>	38.6%	6.5%	24.2%	8.6%	8.1%	14.1%
<i>Hourly</i>	53.3%	9.0%	13.9%	10.6%	4.7%	8.4%
<i>Other</i>	44.9%	--	17.1%	10.5%	--	17.7%

** Differences among demographic groups is significant at $p < .05$.

& Indicates no significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

Table A2-2.16. Demographic Characteristics by Reason for Longest Leave: 1995 Survey

	Percent of Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	66.8%	&	15.1%	6.6%	5.5%	6.0%
<i>Female</i>	57.1%	8.3%	13.6%	10.0%	2.2%	8.8%
Age						
18 – 24	58.5%	9.8%	17.9%	8.2%	--	--
25 – 34	42.5%	9.1%	27.8%	12.3%	2.9%	5.4%
35 – 49	66.6%	2.0%	9.4%	7.9%	3.5%	10.6%
50 or over	82.9%	&	--	--	6.6%	6.4%
Race/Ethnicity						
<i>White non-Hispanic</i>	61.4%	4.3%	15.2%	7.3%	3.9%	7.8%
<i>Black non-Hispanic</i>	62.8%	--	8.5%	12.4%	--	--
<i>Hispanic</i>	57.1%	--	13.2%	--	&	--
<i>All others</i>	--	--	--	--	&	--
Marital Status						
<i>Married/Living with partner</i>	54.5%	5.8%	17.8%	10.2%	4.3%	7.4%
<i>Separated/Divorced/Widowed</i>	75.8%	--	6.0%	5.7%	--	7.8%
<i>Never been married</i>	80.5%	--	--	--	&	8.6%
Children Under 18 in Household**						
<i>None</i>	83.4%	--	--	2.5%	3.6%	9.9%
<i>One or more</i>	43.1%	8.3%	25.8%	13.5%	3.6%	5.7%
Education**						
<i>High school graduate or less</i>	68.7%	3.0%	11.2%	8.7%	3.8%	4.6%
<i>Some college</i>	59.8%	5.5%	13.4%	8.4%	4.8%	8.1%
<i>College graduate</i>	53.3%	7.9%	19.4%	8.5%	--	9.3%
<i>Graduate school</i>	55.8%	--	17.2%	8.7%	--	12.2%
Annual Family Income						
<i>Less than \$20,000</i>	69.3%	--	13.4%	6.3%	--	5.3%
<i>\$20,000 to less than \$30,000</i>	63.6%	--	9.9%	14.9%	5.2%	--
<i>\$30,000 to less than \$50,000</i>	64.1%	5.3%	13.2%	7.0%	3.5%	6.9%
<i>\$50,000 to less than \$75,000</i>	53.7%	5.5%	18.2%	8.4%	5.7%	8.6%
<i>\$75,000 to less than \$100,000</i>	52.7%	--	18.4%	--	--	12.6%
<i>\$100,000 or more</i>	42.6%	--	22.0%	--	&	--
Compensation Type**						
<i>Salaried</i>	53.3%	5.9%	18.8%	7.1%	3.2%	11.7%
<i>Hourly</i>	65.6%	3.9%	11.9%	9.8%	4.4%	4.4%
<i>Other</i>	67.6%	--	10.4%	--	--	--

** Differences among demographic groups is significant at $p < .05$.

& Indicates no significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

Table A2-2.17. Use of Intermittent leave, Based on Total Employee Population: 2000 Survey

Leave-Takers Who:	Percent of All Employees
Took intermittent leave at least once in previous 18 months	4.6%
Did not take intermittent leave	95.4%

Source: 2000 Survey of Employees.

Table A2-2.18. Needing Leave Within Demographic Groups: 1995 and 2000 Surveys

	Percent of Employees Within Each Demographic Category that Needed (But Did Not Take) Leave	
	1995 Survey	2000 Survey
Gender		
<i>Male*</i>	3.0%	2.2%
<i>Female</i>	3.2%	2.7%
Age		
18 – 24	2.1%	1.4%
25 – 34	4.0%	2.9%
35 – 49	3.0%	2.6%
50 – 64	3.3%	2.5%
65 or over	--	--
Race/Ethnicity		
<i>White non-Hispanic</i>	2.7%	2.3%
<i>Black non-Hispanic*</i>	5.9%	3.3%
<i>Hispanic</i>	3.9%	3.0%
<i>Asian</i>	NA	--
<i>All others</i>	--	--
Marital Status		
<i>Married/Living with partner</i>	2.9%	2.5%
<i>Separated/Divorced/Widowed</i>	5.0%	4.3%
<i>Never been married</i>	2.4%	1.4%
Children Under 18 in Household		
<i>None*</i>	2.5%	1.9%
<i>One or more</i>	3.9%	3.3%
Education		
<i>Less than high school</i>	3.6%	3.9%
<i>High school graduate</i>	2.8%	2.3%
<i>Some college**</i>	3.8%	2.3%
<i>College graduate</i>	2.4%	2.6%
<i>Graduate school</i>	3.0%	2.1%
Annual Family Income		
<i>Less than \$20,000</i>	4.2%	2.8%
<i>\$20,000 to less than \$30,000</i>	4.0%	3.2%
<i>\$30,000 to less than \$50,000</i>	3.2%	2.6%
<i>\$50,000 to less than \$75,000</i>	2.5%	3.2%
<i>\$75,000 to less than \$100,000*</i>	3.5%	1.6%
<i>\$100,000 or more</i>	--	2.3%
Compensation Type		
<i>Salaried**</i>	2.4%	1.6%
<i>Hourly</i>	3.7%	3.0%
<i>Other</i>	2.6%	3.0%

* Difference between demographic groups is statistically significant at $p < .10$.

** Difference between demographic groups is statistically significant at $p < .05$.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."

-- Indicates less than 10 unweighted cases.

Source: 1995 and 2000 Survey of Employees

Table A2-2.19. Reasons for Needing Leave, Based on Total Employee Population: 1995 and 2000 Surveys

Reason for Needing Leave	Percent of All Employees	
	1995 Survey	2000 Survey
Own health	1.5%	1.2%
Maternity-disability	--	--
Care for a newborn, newly adopted, or newly placed foster child	0.3%	0.2%
Care for ill child	0.6%	0.5%
Care for ill spouse	0.3%	0.2%
Care for ill parent	0.6%	0.6%

-- Indicates less than 10 unweighted cases.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.20. Reasons for Most Recent Needed Leave: 2000 Survey

Reason for Needing Leave	Percent of All Employees
Own health	1.1%
Maternity-disability	--
Care for a newborn, newly adopted, or newly placed foster child	0.2%
Care for ill child	0.4%
Care for ill spouse	0.2%
Care for ill parent	0.5%

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

**Table A2-2.21. Perceived Future Need for Family or Medical Leave:
1995 and 2000 Surveys**

Employees' Likelihood of Taking Leave for Family or Medical Reasons in the Next 5 years:	Percent of Employees	
	1995 Survey	2000 Survey
Very likely**	17.8%	22.2%
Somewhat likely	21.5%	23.8%
Somewhat unlikely**	26.1%	20.3%
Very unlikely	34.6%	33.8%

** Difference between years is significant at $p < .05$.

Source: 2000 Survey of Employees.

**Table A2-2.22. Expected Reasons for Needing Future Leaves :
1995 and 2000 Surveys**

Expected Reason:	Percent of Employees Who Say it is Likely They Will Take Leave in the Next 5 Years	
	1995 Survey	2000 Survey
Own self	34.0%	36.4%
Newborn	20.6%	19.5%
Newly adopted	--	--
New foster child	--	--
Child**	14.3%	19.3%
Spouse**	11.1%	17.4%
Parent	34.9%	33.0%
Other relative	6.9%	8.6%
Other non-relative	1.7%	2.2%

** Difference between years is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Percentages do not sum to 100% because respondents could choose more than one reason.

Source: 1995 and 2000 Survey of Employees.

CHAPTER 3
TABLES NOT DISPLAYED
IN TEXT

Table A2-3.1. Coverage and Eligibility of Employees Under the Family and Medical Leave Act: 2000 Survey

	Percent of All Employees
Eligible Employees at FMLA-Covered Worksites	61.7%
Non-eligible Employees at Covered Worksites	14.9%
Employees at Non-covered Worksites	23.3%

Source: 2000 Survey of Employees.

Table A2-3.2. Eligibility of Employees Under the Family and Medical Leave Act: 2000 Survey

	Percent of Covered Employees
Eligible Employees	80.5%
Non-eligible Employees	19.5%

Source: 2000 Survey of Employees.

Table A2-3.3 Demographic Profiles of Covered, Covered and Eligible, and Non-covered Employees: 2000 Survey

	Percent of Employees			
	Covered	Covered and Eligible	Non-covered	All Employees
Total Weighted Number	110,398,726	88,920,791	33,620,570	144,019,296
Gender*				
<i>Male</i>	50.1%	51.8%	55.3%	51.3%
<i>Female</i>	49.9%	48.2%	44.7%	48.7%
Age***				
18 – 24	16.1%	10.5%	10.6%	14.8%
25 – 34	23.0%	23.3%	22.2%	22.8%
35 – 49	39.5%	42.8%	39.7%	39.6%
50 – 64	19.1%	21.4%	22.1%	19.8%
65 and over	2.3%	2.1%	5.4%	3.0%
Race/Ethnicity***				
<i>White non-Hispanic</i>	74.8%	75.3%	88.0%	77.9%
<i>Black non-Hispanic</i>	11.6%	11.1%	2.7%	9.6%
<i>Hispanic</i>	7.5%	7.7%	6.1%	7.2%
<i>Asian</i>	3.4%	3.3%	--	2.8%
<i>All others</i>	2.7%	2.5%	2.2%	2.6%
Marital Status***				
<i>Married/Living with partner</i>	65.1%	69.5%	74.1%	67.2%
<i>Separated/Divorced/Widowed</i>	10.9%	11.0%	9.3%	10.5%
<i>Never been married</i>	24.0%	19.5%	16.6%	22.3%
Children Under 18 in Household				
<i>None</i>	60.6%	58.6%	55.9%	59.5%
<i>One or more</i>	39.4%	41.4%	44.1%	40.5%
Education***				
<i>Less than high school</i>	4.3%	3.7%	8.1%	5.2%
<i>High school graduate</i>	27.8%	27.4%	35.5%	29.6%
<i>Some college</i>	29.5%	28.7%	25.4%	28.6%
<i>College graduate</i>	25.6%	27.0%	25.2%	25.5%
<i>Graduate school</i>	12.7%	13.2%	5.7%	11.1%

Table A2-3.3 Demographic Profiles of Covered, Covered and Eligible, and Non-covered Employees: 2000 Survey (continued)

	Percent of Employees			
	Covered	Covered and Eligible	Non-covered	All Employees
Annual Family Income⁺⁺				
<i>Less than \$20,000</i>	14.8%	9.9%	20.9%	16.2%
<i>\$20,000 to less than \$30,000</i>	13.8%	14.0%	13.3%	13.7%
<i>\$30,000 to less than \$50,000</i>	24.9%	25.2%	25.3%	25.0%
<i>\$50,000 to less than \$75,000</i>	23.5%	25.6%	21.5%	23.1%
<i>\$75,000 to less than \$100,000</i>	12.5%	13.6%	10.5%	12.1%
<i>\$100,000 or more</i>	10.5%	11.8%	8.6%	10.0%
Compensation Type^{**++}				
<i>Salaried</i>	38.3%	42.7%	34.0%	37.3%
<i>Hourly</i>	54.0%	50.3%	42.7%	51.4%
<i>Other</i>	7.7%	6.9%	23.3%	11.3%

* Difference between covered and non-covered employees is significant at $p < .10$.

** Difference between covered and non-covered employees is significant at $p < .05$.

+ Difference between covered and eligible employees and all other employees is significant at $p < .10$.

++ Difference between covered and eligible employees and all other employees is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

Table A2-3.4 Coverage Under FMLA Within Demographic Groups: 2000 Survey

	Percent of Employees Within Each Demographic Category Who Are:			Total Weighted Number
	Covered	Covered and Eligible ⁽¹⁾	Non-covered	
Gender*				
<i>Male</i>	74.9%	62.3%	25.1%	73,924,070
<i>Female</i>	78.5%	61.2%	21.5%	70,095,226
Age***				
18 – 24	83.3%	43.8%	16.7%	21,153,991
25 – 34	77.3%	63.0%	22.7%	32,561,862
35 – 49	76.7%	66.8%	23.3%	56,504,145
50 – 64	74.0%	66.7%	26.0%	28,259,470
65 and over	58.7%	42.8%	41.3%	4,351,449
Race/Ethnicity***				
<i>White non-Hispanic</i>	73.5%	59.7%	26.5%	111,083,972
<i>Black non-Hispanic</i>	93.3%	71.8%	6.7%	13,627,195
<i>Hispanic</i>	80.2%	66.2%	19.8%	10,236,269
<i>Asian</i>	92.0%	73.4%	--	4,004,675
<i>All others</i>	79.8%	60.3%	20.2%	3,671,119
Marital Status***				
<i>Married/Living with partner</i>	74.3%	63.8%	25.7%	96,298,974
<i>Separated/Divorced/Widowed</i>	79.3%	64.3%	20.7%	15,065,817
<i>Never been married</i>	82.6%	54.1%	17.4%	31,888,960
Children Under 18 in Household				
<i>None</i>	78.2%	60.9%	21.8%	85,333,367
<i>One or more</i>	74.8%	63.2%	25.2%	58,076,078
Education***				
<i>Less than high school</i>	63.8%	44.2%	36.2%	7,509,891
<i>High school graduate</i>	72.1%	57.1%	27.9%	42,531,907
<i>Some college</i>	79.4%	62.2%	20.6%	40,985,586
<i>College graduate</i>	77.1%	65.3%	22.9%	36,647,973
<i>Graduate school</i>	88.0%	73.8%	12.0%	15,880,292

Table A2-3.4 Coverage Under FMLA Within Demographic Groups: 2000 Survey (continued)

	Percent of Employees Within Each Demographic Category Who Are:			Total Weighted Number
	Covered	Covered and Eligible ⁽¹⁾	Non-covered	
Annual Family Income⁺⁺				
<i>Less than \$20,000</i>	71.8%	38.6%	28.2%	19,347,474
<i>\$20,000 to less than \$30,000</i>	78.8%	64.5%	21.2%	16,390,438
<i>\$30,000 to less than \$50,000</i>	77.9%	63.9%	22.1%	29,880,436
<i>\$50,000 to less than \$75,000</i>	79.7%	70.2%	20.3%	27,611,099
<i>\$75,000 to less than \$100,000</i>	81.1%	70.9%	18.9%	14,460,432
<i>\$100,000 or more</i>	81.4%	74.0%	18.6%	12,023,351
Compensation Type^{**+++}				
<i>Salaried</i>	78.7%	70.8%	21.3%	53,468,194
<i>Hourly</i>	80.6%	60.5%	19.4%	73,725,383
<i>Other</i>	52.1%	37.7%	47.9%	16,278,079

(1) The "Covered and Eligible" column is a subset of the "Covered" column.

* Difference between covered and non-covered employees is significant at $p < .10$.

** Difference between covered and non-covered employees is significant at $P < .05$.

+ Difference between covered and eligible employees and all other employees is significant at $p < .10$.

++ Difference between covered and eligible employees and all other employees is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

Table A2-3.5. Demographic Characteristics of Covered and Eligible Leave-Takers by Reason for Longest Leave: 2000 Survey

	Percent of Covered and Eligible Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	45.0%	&	44.3%	39.1%	55.8%	41.3%
<i>Female</i>	55.0%	100.0%	55.7%	60.9%	44.2%	58.7%
Age						
18 – 24	8.7%	--	10.2%	--	--	--
25 – 34	15.6%	50.4%	57.4%	26.3%	--	20.3%
35 – 49	39.7%	28.7%	20.5%	62.6%	35.4%	54.4%
50 or over	36.1%	&	--	--	42.0%	20.5%
Race/Ethnicity						
<i>White non-Hispanic</i>	76.2%	59.8%	82.4%	57.2%	73.5%	80.8%
<i>Black non-Hispanic</i>	12.3%	--	--	32.4%	--	10.3%
<i>Hispanic</i>	6.3%	--	--	--	--	--
<i>All others</i>	5.1%	--	--	--	--	--
Marital Status**						
<i>Married/Living with partner</i>	70.6%	82.8%	90.2%	55.3%	94.5%	71.4%
<i>Separated/Divorced/Widowed</i>	15.9%	--	--	23.5%	--	13.2%
<i>Never been married</i>	13.6%	--	--	--	--	15.3%
Children Under 18 in Household						
<i>None</i>	58.5%	&	--	13.0%	54.5%	51.3%
<i>One or more</i>	41.5%	100.0%	86.8%	87.0%	45.5%	48.7%
Education**						
<i>High school graduate or less</i>	41.1%	35.1%	29.8%	20.3%	37.5%	25.5%
<i>Some college</i>	33.1%	26.0%	27.7%	50.9%	29.5%	25.9%
<i>College graduate</i>	18.0%	28.2%	31.5%	18.8%	22.2%	22.7%
<i>Graduate school</i>	7.9%	--	11.0%	10.0%	--	25.9%
Annual Family Income						
<i>Less than \$20,000</i>	9.4%	--	12.4%	--	--	--
<i>\$20,000 to less than \$30,000</i>	16.8%	--	--	--	--	--
<i>\$30,000 to less than \$50,000</i>	27.3%	26.8%	12.0%	41.2%	22.6%	23.4%
<i>\$50,000 to less than \$75,000</i>	27.2%	32.6%	30.3%	24.5%	37.4%	32.1%
<i>\$75,000 to less than \$100,000</i>	11.5%	23.0%	23.2%	11.7%	--	13.8%
<i>\$100,000 or more</i>	7.6%	--	14.3%	--	--	9.2%
Compensation Type						
<i>Salaried</i>	33.4%	43.3%	47.5%	35.4%	53.4%	47.9%
<i>Hourly</i>	61.4%	55.0%	44.8%	59.9%	45.6%	39.8%
<i>Other</i>	5.2%	--	--	--	--	12.4%

** Difference among demographic groups is significant at p<.05.

& No significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

**Table A2-3.6. Covered and Eligible Leave-Takers Within Demographic Groups:
1995 and 2000 Surveys**

	Percent of Leave-Takers Within Demographic Category Who Were Covered and Eligible⁽¹⁾	
	1995 Survey	2000 Survey
Gender		
<i>Male</i>	60.7%	65.6%
<i>Female</i>	62.7%	64.5%
Age		
18 – 24	52.4%	53.5%
25 – 34	63.3%	60.1%
35 – 49	62.0%	66.4%
50 – 64	68.3%	75.1%
65 and over	47.0%	55.3%
Race/Ethnicity		
<i>White non-Hispanic</i>	59.9%	62.6%
<i>Black non-Hispanic</i>	74.3%	83.1%
<i>Hispanic</i>	65.4%	62.7%
<i>Asian</i>	NA	72.4%
<i>All others</i>	57.3%	57.9%
Marital Status		
<i>Married/Living with partner*</i>	59.8%	64.5%
<i>Separated/Divorced/Widowed</i>	68.9%	66.6%
<i>Never been married</i>	64.1%	65.5%
Children Under 18 in Household		
<i>None</i>	64.2%	66.5%
<i>One or more</i>	60.0%	63.9%
Education		
<i>Less than high school</i>	66.6%	57.0%
<i>High school graduate**</i>	57.0%	67.2%
<i>Some college</i>	60.6%	66.0%
<i>College graduate</i>	59.1%	62.3%
<i>Graduate school</i>	74.4%	65.4%
Annual Family Income		
<i>Less than \$20,000</i>	53.7%	45.3%
<i>\$20,000 to less than \$30,000</i>	61.9%	65.2%
<i>\$30,000 to less than \$50,000**</i>	57.3%	68.1%
<i>\$50,000 to less than \$75,000</i>	69.4%	72.1%
<i>\$75,000 to less than \$100,000</i>	75.8%	80.0%
<i>\$100,000 or more</i>	70.0%	51.5%
Compensation Type		
<i>Salaried</i>	66.6%	69.8%
<i>Hourly</i>	63.9%	65.8%
<i>Other</i>	31.4%	41.8%

(1) Table includes leave-takers who were covered and eligible at the time they took their (longest) leave.

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."

Source: 1995 and 2000 Survey of Employees.

Table A2-3.7. Demographic Characteristics of Covered and Eligible Leave-Takers: 1995 and 2000 Surveys

	Percent of Leave-Takers Within Demographic Category Who Were Covered and Eligible ⁽¹⁾	
	1995 Survey	2000 Survey
Gender		
<i>Male</i>	43.0%	42.3%
<i>Female</i>	57.0%	57.7%
Age		
18 – 24	9.4%	8.2%
25 – 34*	30.8%	25.7%
35 – 49	40.9%	40.6%
50 – 64**	16.7%	23.6%
65 and over	2.2%	1.8%
Race/Ethnicity		
<i>White non-Hispanic</i>	75.6%	73.6%
<i>Black non-Hispanic</i>	13.1%	13.6%
<i>Hispanic</i>	9.4%	7.9%
<i>Asian</i>	NA	2.4%
<i>All others</i>	1.9%	2.5%
Marital Status		
<i>Married/Living with partner*</i>	68.5%	74.5%
<i>Separated/Divorced/Widowed**</i>	18.3%	13.0%
<i>Never been married</i>	13.2%	12.4%
Children Under 18 in Household		
<i>None*</i>	47.2%	41.4%
<i>One or more*</i>	52.8%	58.6%
Education		
<i>Less than high school**</i>	11.1%	5.2%
<i>High school graduate</i>	24.7%	28.9%
<i>Some college</i>	28.9%	33.3%
<i>College graduate</i>	18.6%	21.3%
<i>Graduate school**</i>	16.6%	11.3%
Annual Family Income		
<i>Less than \$20,000**</i>	16.3%	10.4%
<i>\$20,000 to less than \$30,000**</i>	18.2%	12.4%
<i>\$30,000 to less than \$50,000</i>	28.3%	26.7%
<i>\$50,000 to less than \$75,000**</i>	21.3%	28.5%
<i>\$75,000 to less than \$100,000</i>	10.8%	13.9%
<i>\$100,000 or more*</i>	5.1%	8.0%
Compensation Type		
<i>Salaried</i>	39.3%	39.1%
<i>Hourly</i>	56.2%	55.1%
<i>Other</i>	4.6%	5.8%

(1) Table includes leave-takers who were covered and eligible at the time they took their (longest) leave.

*Difference between years is statistically significant at $p < .10$.

**Difference between years is statistically significant at $p < .05$.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."

Source: 1995 and 2000 Surveys of Employees.

**Table A2-3.8. Length of Longest Leave by Eligibility Status:
2000 Survey**

Length of Longest Leave	Percent by Eligibility Status	
	Covered and Eligible Leave-Takers	All Other Leave-Takers
1- 3 days	13.0%	11.1%
4 – 5 days	20.8%	22.7%
6 – 10 days	20.2%	20.5%
11 – 30 days	20.5%	16.0%
31 – 60 days	15.9%	19.2%
More than 60 days	9.6%	10.5%

Source: 2000 Survey of Employees.

**Table A2-3.9 Establishment Awareness of FMLA Coverage Status:
1995 and 2000 Surveys**

Does the Family and Medical Leave Act apply to this location?	Percent of Covered Establishments		Percent of Non-covered Establishments	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Yes	86.5%	84.0%	8.3%**	16.1%
No	--	1.0%	35.2%	28.4%
Don't know	12.3%	15.0%	56.5%	55.5%

** Difference between 1995 and 2000 is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

**Table A2-3.10 Awareness of Eligibility for FMLA Among Covered and Non-covered Employees:
1995 and 2000 Surveys**

	Percent of Employees					
	Covered		Non-covered		All Employees	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Employees who believe they are/were eligible to take advantage of FMLA	29.0%**	37.9%	10.4%**	22.4%	22.7%**	34.3%
Employees who believe they are/were <u>not</u> eligible to take advantage of FMLA	11.4%	13.1%	21.4%	26.4%	14.7%	16.2%
Employees who do not know if they are/were eligible to take advantage of FMLA	59.6%**	49.0%	68.2%**	51.2%	62.5%**	49.5%

** Difference between 1995 and 2000 is significant at $p < .05$.

Source: 1995 and 2000 Survey of Employees.

CHAPTER 4
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**Table A2-4.1. Receipt of Pay During Longest Leave Within Demographic Groups:
2000 Survey**

	Percent of Employees Within Each Demographic Category	
	Received Pay During Longest Leave	Received No Pay During Longest Leave
Gender**		
<i>Male</i>	70.4%	29.6%
<i>Female</i>	62.5%	37.5%
Age**		
18 – 24	30.3%	69.7%
25 – 34	65.0%	35.0%
35 – 49	68.5%	31.5%
50 – 64	80.3%	19.7%
65 or over	55.8%	44.2%
Race/Ethnicity		
<i>White non-Hispanic</i>	66.4%	33.6%
<i>Black non-Hispanic</i>	58.8%	41.2%
<i>Hispanic</i>	72.6%	27.4%
<i>Asian</i>	62.6%	37.4%
<i>All others</i>	56.6%	43.4%
Marital Status**		
<i>Married/Living with partner</i>	69.1%	30.9%
<i>Separated/Divorced/Widowed</i>	73.5%	26.5%
<i>Never been married</i>	37.4%	62.6%
Children Under 18 in Household		
<i>None</i>	66.2%	33.8%
<i>One or more</i>	65.6%	34.4%
Education**		
<i>Less than high school</i>	39.8%	60.2%
<i>High school graduate</i>	58.7%	41.3%
<i>Some college</i>	62.3%	37.7%
<i>College graduate</i>	80.9%	19.1%
<i>Graduate school</i>	77.2%	22.8%
Annual Family Income**		
<i>Less than \$20,000</i>	26.2%	73.8%
<i>\$20,000 to less than \$30,000</i>	62.4%	37.6%
<i>\$30,000 to less than \$50,000</i>	67.7%	32.3%
<i>\$50,000 to less than \$75,000</i>	76.2%	23.8%
<i>\$75,000 to less than \$100,000</i>	81.2%	18.8%
<i>\$100,000 or more</i>	79.4%	20.6%
Compensation Type**		
<i>Salaried</i>	87.7%	12.3%
<i>Hourly</i>	54.0%	46.0%
<i>Other</i>	49.2%	50.8%

** Difference among demographic groups is significant at $p < .05$.

Source: 2000 Survey of Employees.

Table A2-4.2. Ease of Making Ends Meet During Leave: 2000 Survey

How easy or difficult was it for you to make ends meet during your longest leave?	Percent of Leave-Takers Receiving Less Than Full Pay
Very easy	13.5%
Somewhat easy	13.8%
Neither easy nor difficult	14.5%
Somewhat difficult	35.7%
Very difficult	22.5%

Note: Column percents may not total to 100% due to rounding.
Source: 2000 Survey of Employees.

Table A2-4.3. Satisfaction with the Length of the Longest Leave: 1995 and 2000 Surveys

How satisfied were you with the amount of time you took?	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Very satisfied**	48.2%	42.2%
Somewhat satisfied	27.9%	30.4%
Neither satisfied nor dissatisfied	6.5%	8.7%
Somewhat dissatisfied	11.9%	12.5%
Very dissatisfied	5.6%	6.2%

** Difference between 1995 and 2000 is significant at $p < .05$.
Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Employees.

Table A2-4.4. Reasons for Leave-Takers' Not Returning to Work: 2000 Survey

Reason for Not Returning to Work:	Percent of Leave-Takers Not Returning to Work
Obtained other income source	&
Health condition continued	21.9%
Laid off/Fired/Replaced	--
Did not want to return to work	29.0%
Could not find child care	--
Other reason	--

-- Indicates less than 10 unweighted cases.
& Indicates zero cell.
Source: 2000 Survey of Employees.

Table A2-4.5. Reasons for Being Denied Leave: 1995 and 2000 Surveys

Reason:	Percent of Leave-Takers Denied Leave ⁽¹⁾	
	1995 Survey	2000 Survey
Employer does not offer family/medical leave	46.2%	35.5%
Had not worked for employer long enough	16.5%	17.6%
Had worked too few hours in the previous year	NA	13.9%
Had no leave left	NA	19.5%
Reached the FMLA limit	NA	13.5%
Other reason	NA	65.5%

(1) Percentages do not sum to 100% because respondents could report more than one reason for being denied leave.

NA Indicates item was not asked in 1995 Survey.

Source: 1995 and 2000 Survey of Employees.

Table A2-4.6. Benefit Status During Longest Leave: 1995 and 2000 Surveys

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Lost benefits during longest leave*	8.9%	6.5%
Kept benefits during longest leave*	91.1%	93.5%

* Difference between 1995 and 2000 significant at $p < .10$.

Source: 1995 and 2000 Survey of Employees.

CHAPTER 5
TABLES NOT DISPLAYED
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Table A2-5.1. Family and Medical Leave Policies by Establishment Size: Reasons for Which Up to 12 Weeks of Leave is Provided: 2000 Survey

Establishment Provides Leave For: ⁽¹⁾	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Employee's Own Serious Health Condition			
Yes	91.5%	98.8%	91.9%
No	2.9%	--	2.8%
<i>Depends on circumstances</i>	5.6%	--	5.3%
Mother's Maternity-Related Reasons			
Yes	93.9%	96.0%	94.1%
No	3.5%	--	3.4%
<i>Depends on circumstances</i>	2.6%	--	2.5%
Parents to Care for Newborn			
Yes	87.3%	96.0%	87.8%
No	5.2%	--	5.1%
<i>Depends on circumstances</i>	7.5%	--	7.2%
Parents for Adoption or Foster Care Placement			
Yes	85.2%	94.2%	85.7%
No	6.8%	--	6.6%
<i>Depends on circumstances</i>	8.0%	--	7.7%
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	88.2%	95.4%	88.6%
No	4.7%	--	4.6%
<i>Depends on circumstances</i>	7.1%	--	6.8%
All FMLA Reasons			
Yes	83.3%	90.2%	83.7%
<i>No or Depends on circumstances</i>	16.7%	9.8%	16.3%

(1) Order of items was changed in 2000 survey.

-- Indicates less than 10 unweighted cases.

Notes: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-5.2. Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Up to 12 Weeks of Leave is Provided: 1995 and 2000 Surveys

Establishment Provides Leave For: ⁽¹⁾	Percent of Covered Establishments		Percent of Non-covered Establishments		Percent of All Establishments	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Employee's Own Serious Health Condition						
Yes	92.6%	91.9%	45.7%**	66.4%	50.8%**	69.2%
No	3.6%	2.8%	41.8%**	21.3%	37.5%**	19.3%
<i>Depends on circumstances</i>	3.8%	5.3%	12.6%	12.2%	11.6%	11.5%
Mother's Maternity-Related Reasons						
Yes	96.6%	94.1%	42.3%**	65.7%	48.4%**	68.8%
No	2.9%	3.4%	46.9%**	23.2%	42.0%**	21.0%
<i>Depends on circumstances</i>	--**	2.5%	10.9%	11.1%	9.7%	10.1%
Parents to Care for Newborn						
Yes	92.4%	87.8%	32.3%**	50.5%	38.9%**	54.5%
No	6.0%	5.1%	53.8%**	33.5%	48.6%**	30.4%
<i>Depends on circumstances</i>	1.6%*	7.2%	13.9%	16.1%	12.5%	15.1%
Parents for Adoption or Foster Care Placement						
Yes	91.3%	85.7%	29.0%**	43.5%	35.5%**	48.1%
No	7.7%	6.6%	57.4%**	35.9%	52.2%**	32.7%
<i>Depends on circumstances</i>	1.0%**	7.7%	13.7%**	20.6%	12.4%**	19.2%
Care of Child, Spouse, or Parent for Serious Health Condition						
Yes	94.2%	88.6%	41.6%**	57.1%	47.4%**	60.6%
No	4.4%	4.6%	46.8%**	29.3%	42.2%**	26.6%
<i>Depends on circumstances</i>	1.4%	6.8%	11.6%	13.6%	10.5%	12.9%
All FMLA Reasons						
Yes	88.0%	83.7%	20.7%**	33.5%	27.9%**	39.1%
<i>No or Depends on circumstances</i>	12.0%	16.3%	79.3%**	66.5%	72.1%**	60.9%

(1) Order of items was changed in 2000 survey.

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Notes: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

Table A2-5.3. Family and Medical Leave Policies by Establishment Size: Reasons for Which Health Benefits Are Continued During FMLA Leave: 2000 Survey

Establishment Continues Health Benefits During Leave For: ⁽¹⁾	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Employee's Own Serious Health Condition			
Yes	86.5%	96.5%	87.0%
No	0.9%	&	0.8%
<i>Depends on circumstances</i>	12.7%	3.5%	12.2%
Mother's Maternity-Related Reasons			
Yes	90.6%	98.3%	91.0%
No	--	&	--
<i>Depends on circumstances</i>	8.7%	--	8.4%
Parents to Care for Newborn**			
Yes	89.0%	97.1%	89.4%
No	1.2%	--	1.2%
<i>Depends on circumstances</i>	9.8%	--	9.4%
Parents for Adoption or Foster Care Placement			
Yes	89.0%	96.0%	89.4%
No	1.3%	--	1.3%
<i>Depends on circumstances</i>	9.6%	3.4%	9.3%
Care of Child, Spouse, or Parent for Serious Health Condition**			
Yes	84.4%	97.3%	85.1%
No	1.5%	--	1.4%
<i>Depends on circumstances</i>	14.1%	--	13.5%

(1) Order of items was changed in 2000 survey.

** Difference between sizes categories is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

& Indicates no significance test was conducted because of zero cell.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 2000 Survey of Establishments.

Table A2-5.4. Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Health Benefits are Continued During Leave: 1995 and 2000 Surveys

Establishment Continues Health Benefits During Leave For: ⁽¹⁾	Percent of Covered Establishments		Percent of Non-covered Establishments		Percent of All Establishments	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Employee's Own Serious Health Condition						
Yes	95.2%*	87.0%	77.9%	84.0%	82.2%	84.5%
No	1.3%	0.8%	9.1%	4.4%	7.2%	3.8%
<i>Depends on circumstances</i>	3.5%**	12.2%	13.0%	11.6%	10.6%	11.7%
Mother's Maternity-Related Reasons						
Yes	96.3%	91.0%	86.3%	89.0%	88.9%	89.3%
No	1.2%	--	4.3%	2.4%	3.5%	2.1%
<i>Depends on circumstances</i>	2.5%*	8.4%	9.4%	8.6%	7.6%	8.6%
Parents to Care for Newborn						
Yes	95.7%*	89.4%	72.4%	78.0%	78.8%	80.1%
No	0.9%	1.2%	7.7%	7.1%	5.9%	6.0%
<i>Depends on circumstances</i>	3.4%*	9.4%	19.8%	14.9%	15.3%	13.9%
Parents for Adoption or Foster Care Placement						
Yes	95.8%	89.4%	75.9%	76.2%	81.7%	78.7%
No	1.0%	1.3%	10.4%	6.6%	7.7%	5.6%
<i>Depends on circumstances</i>	3.2%	9.3%	13.7%	17.2%	10.6%	15.7%
Care of child, Spouse, or Parent for Serious Health Condition						
Yes	95.2%**	85.1%	69.0%*	81.7%	75.9%	82.3%
No	1.5%	1.4%	11.7%*	4.0%	9.0%*	3.5%
<i>Depends on circumstances</i>	3.3%**	13.5%	19.3%	14.4%	15.1%	14.2%

(1) Order of items was changed in 2000 survey.

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 1995 and 2000 Survey of Establishments.

Table A2-5.5. Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Job Return is Guaranteed: 1995 and 2000 Surveys

Establishment Guarantees Same or Equivalent Job on Return from Leave For: ⁽¹⁾	Percent of Covered Establishments		Percent of Non-covered Establishments		Percent of All Establishments	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Employee's Own Serious Health Condition						
Yes	94.7%	94.1%	86.8%	88.5%	88.1%	89.2%
No	--	--	--	1.5%	--	1.3%
<i>Depends on circumstances</i>	4.6%	5.5%	11.6%	10.0%	10.4%	9.4%
Mother's Maternity-Related Reasons						
Yes	99.2%*	98.2%	87.3%**	93.2%	89.5%*	93.9%
No	&	--	--	1.3%	--	1.2%
<i>Depends on circumstances</i>	0.8%	1.6%	10.6%*	5.5%	8.8%	5.0%
Parents to Care for Newborn						
Yes	99.2%**	96.7%	83.8%**	93.8%	86.9%**	94.2%
No	&	--	--	1.9%	--	1.7%
<i>Depends on circumstances</i>	0.8%**	2.8%	14.2%**	4.3%	11.5%**	4.0%
Parents for Adoption or Foster Care Placement						
Yes	99.0%	93.8%	85.5%	89.7%	88.2%	90.3%
No	&	--	--	--	--	1.3%
<i>Depends on circumstances</i>	1.0%	5.6%	11.2%	8.9%	9.2%	8.4%
Care of child, Spouse, or Parent for Serious Health Condition						
Yes	98.9%	93.4%	86.0%	87.7%	88.3%	88.5%
No	&	--	--	1.4%	--	1.3%
<i>Depends on circumstances</i>	1.1%	5.8%	11.4%	10.9%	9.5%	10.2%

(1) Order of items was changed in 2000 survey.

* Difference between 1995 and 2000 is significant at p<.10.

** Difference between 1995 and 2000 is significant at p<.05.

-- Indicates less than 10 unweighted cases.

& Indicates no significance test was conducted because of zero cell.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 1995 and 2000 Survey of Establishments.

Table A2-5.6. Family and Medical Leave Policies by Establishment Size: Reasons for Which Job Return is Guaranteed: 2000 Survey

Establishment Guarantees Same or Equivalent Job on Return from Leave For: ⁽¹⁾	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Employee's Own Serious Health Condition			
Yes	94.0%	96.5%	94.1%
No	--	&	--
<i>Depends on circumstances</i>	5.6%	--	5.5%
Mother's Maternity-Related Reasons			
Yes	98.3%	96.5%	98.2%
No	--	&	--
<i>Depends on circumstances</i>	1.5%	--	1.6%
Parents to Care for Newborn			
Yes	96.6%	98.1%	96.7%
No	--	&	--
<i>Depends on circumstances</i>	2.8%	--	2.8%
Parents for Adoption or Foster Care Placement			
Yes	93.6%	97.6%	93.8%
No	--	&	--
<i>Depends on circumstances</i>	5.7%	--	5.6%
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	93.2%	97.6%	93.4%
No	--	&	--
<i>Depends on circumstances</i>	6.0%	--	5.8%

(1) Order of items was changed in 2000 survey.

-- Indicates less than 10 unweighted cases.

& Indicates no significance test was conducted because of zero cell.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 2000 Survey of Establishments.

Table A2-5.7. Provision of Leave Beyond that Guaranteed by FMLA by Establishment Size: 2000 Survey

Establishment Provides Guaranteed Leave For:	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
More Than 12 Weeks Per Year			
Yes	22.5%	30.1%	22.9%
No	50.0%	42.6%	49.6%
<i>Depends on circumstances</i>	27.5%	27.3%	27.5%
Employees Who Have Worked for Establishment Less Than 12 Months			
Yes	29.0%	24.3%	28.7%
No	42.8%	56.6%	43.6%
<i>Depends on circumstances</i>	28.2%	19.2%	27.7%
Employees Who Have Worked for Less Than 1,250 Hours in the Past Year			
Yes	27.1%	26.1%	27.0%
No	45.4%	54.0%	45.9%
<i>Depends on circumstances</i>	27.5%	19.9%	27.0%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-5.8. Provision of Leave for Additional Reasons by FMLA Coverage Status: 2000 Survey

Establishment Allows Additional Leave For:	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Attending School Meetings or Activities**			
Yes - <i>Separate from other leave</i>	40.9%	60.5%	58.3%
Yes - <i>Not separate from other leave</i>	27.5%	15.7%	17.0%
No	22.2%	18.7%	19.1%
<i>Depends on circumstances</i>	9.4%	5.1%	5.6%
Routine Medical Appointments for Self and Family**			
Yes - <i>Separate from other leave</i>	30.9%	62.0%	58.6%
Yes - <i>Not separate from other leave</i>	42.5%	22.6%	24.8%
No	20.1%	12.1%	12.9%
<i>Depends on circumstances</i>	6.5%	3.3%	3.7%

** Difference between covered and non-covered establishments is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-5.9. Provision of Leave for Additional Reasons by Establishment Size: 2000 Survey

Establishment Allows Additional Leave For:	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Attending School Meetings or Activities*			
<i>Yes - Separate from other leave</i>	41.0%	39.3%	40.9%
<i>Yes - Not separate from other leave</i>	27.5%	27.2%	27.5%
<i>No</i>	22.6%	15.1%	22.2%
<i>Depends on circumstances</i>	8.9%	18.4%	9.4%
Routine Medical Appointments for Self and Family			
<i>Yes - Separate from other leave</i>	31.0%	28.9%	30.9%
<i>Yes - Not separate from other leave</i>	42.5%	42.6%	42.5%
<i>No</i>	20.2%	17.3%	20.1%
<i>Depends on circumstances</i>	6.3%	11.2%	6.5%

* Difference between size categories is significant at $p < .10$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-5.10. Employee Access to Leave for Additional Reasons:
2000 Survey**

Does/Did your employer allow you to take leave for the following reason:	Percent of Employees		
	Yes	No	Depends
Taking part in children's school and early childhood educational activities	59.5%	35.3%	5.2%
Attending to routine family medical needs	84.3%	14.1%	1.6%
Helping with elderly relatives' health care needs	56.6%	40.2%	3.1%

Source: 2000 Survey of Employees.

Table A2-5.11. Employee Use of Additional Leave: 2000 Survey

Has employee taken this kind of leave?	Percent of Employees With Access to Leave for this Reason	
	Yes	No
Taking part in children's school and early childhood educational activities	35.4%	64.6%
Attending to routine family medical needs	49.4%	50.6%
Helping with elderly relatives' health care needs	22.4%	77.6%

Source: 2000 Survey of Employees.

Table A2-5.12. Employee Need of Additional Leave: 2000 Survey

Has employee needed this kind of leave?	Percent of Employees Without Access to Leave for this Reason	
	Yes	No
Taking part in children's school and early childhood educational activities	14.8%	85.2%
Attending to routine family medical needs	23.1%	76.9%
Helping with elderly relatives' health care needs	7.1%	92.9%

Source: 2000 Survey of Employees.

Table A2-5.13. Continuation of Pay During Leave by Establishment Size: 2000 Survey

Establishment Provides:	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Paid Sick Leave			
Yes	73.8%	82.7%	74.3%
No	18.4%	7.7%	17.9%
<i>Depends on circumstances</i>	7.8%	9.6%	7.9%
Paid Disability Leave**			
Yes	61.7%	80.3%	62.7%
No	25.5%	8.0%	24.6%
<i>Depends on circumstances</i>	12.8%	11.7%	12.7%
Paid Vacation			
Yes	94.8%	92.6%	94.7%
No	1.0%	--	0.9%
<i>Depends on circumstances</i>	4.2%	6.8%	4.4%
Other Paid Time Off			
Yes	43.5%	40.9%	43.3%
No	54.6%	57.6%	54.8%
<i>Depends on circumstances</i>	1.9%	--	1.9%

** Difference between size categories is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-5.14. Continuation of Pay During Leave by Establishment Size: Reasons for Which Pay is Continued: 2000 Survey

Establishment Continues Pay During Leave For:	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Parents to Care for Newborn			
<i>Full pay</i>	17.3%	16.8%	17.3%
<i>Partial pay</i>	5.8%	9.7%	6.0%
<i>Depends on circumstances</i>	22.6%	23.9%	22.7%
<i>No Pay</i>	54.3%	49.6%	54.1%
Parents for Adoption or Foster Care Placement			
<i>Full pay</i>	16.5%	17.1%	16.5%
<i>Partial pay</i>	2.5%	6.0%	2.7%
<i>Depends on circumstances</i>	20.7%	17.2%	20.5%
<i>No Pay</i>	60.3%	59.7%	60.3%
Employee's Own Serious Health Condition			
<i>Full pay</i>	32.7%	38.0%	32.9%
<i>Partial pay</i>	16.7%	22.0%	17.0%
<i>Depends on circumstances</i>	20.1%	22.2%	20.3%
<i>No Pay</i>	30.5%	17.8%	29.8%
Mother's Maternity-Related Reasons			
<i>Full pay</i>	30.5%	33.2%	30.7%
<i>Partial pay</i>	17.7%	25.4%	18.1%
<i>Depends on circumstances</i>	16.0%	22.3%	16.3%
<i>No Pay</i>	35.9%	19.0%	35.0%
Care of Child, Spouse, or Parent for Serious Health Condition			
<i>Full pay</i>	15.9%	14.8%	15.9%
<i>Partial pay</i>	3.6%	5.0%	3.6%
<i>Depends on circumstances</i>	21.2%	18.8%	21.1%
<i>No Pay</i>	59.3%	61.4%	59.4%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-5.15. Continuation of Other Benefits During Leave by FMLA Coverage Status:
2000 Survey**

Establishment Continues:	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Contributions to Pension or Retirement**			
Yes	59.1%	43.2%	45.3%
No	25.6%	46.2%	43.5%
<i>Depends on circumstances</i>	15.4%	10.5%	11.1%
Contributions to Life or Disability Insurance**			
Yes	82.4%	59.8%	62.7%
No	10.2%	33.8%	30.8%
<i>Depends on circumstances</i>	7.4%	6.4%	6.5%

** Difference between covered and non-covered establishments is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-5.16. Continuation of Other Benefits During Leave by Establishment Size:
2000 Survey**

Establishment Continues::	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Contributions to Pension or Retirement			
Yes	59.1%	58.2%	59.1%
No	26.1%	17.9%	25.6%
<i>Depends on circumstances</i>	14.8%	23.9%	15.4%
Contributions to Life or Disability Insurance			
Yes	82.4%	81.6%	82.4%
No	10.4%	7.0%	10.2%
<i>Depends on circumstances</i>	7.2%	11.4%	7.4%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-5.17. Continuation of Other Benefits During Leave by FMLA Coverage Status:
1995 and 2000 Surveys**

	Percent of Covered Establishments		Percent of Non-covered Establishments		Percent of All Establishments	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Establishment Continues:						
Contributions to Pension or Retirement						
Yes	62.5%	59.1%	38.1%	43.2%	41.7%	45.3%
No	20.4%	25.6%	59.0%**	46.2%	53.2%*	43.5%
<i>Depends on circumstances</i>	17.1%	15.4%	3.0%**	10.5%	5.1%**	11.1%
Contributions to Life or Disability Insurance						
Yes	91.3%**	82.4%	62.0%	59.8%	66.0%	62.7%
No	5.9%	10.2%	35.5%	33.8%	31.4%	30.8%
<i>Depends on circumstances</i>	2.8%**	7.4%	2.5%**	6.4%	2.5%**	6.5%

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

Table A2-5.18. Provision of Other Work-Life Benefits by FMLA Coverage Status: 2000 Survey

	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Child Care Assistance**			
Yes	47.2%	13.5%	17.2%
No	51.0%	83.8%	80.2%
<i>Depends on circumstances</i>	1.8%	2.7%	2.6%
Elder Care Assistance**			
Yes	16.9%	3.0%	4.5%
No	82.1%	94.8%	93.4%
<i>Depends on circumstances</i>	1.0%	2.2%	2.1%
Flexible Work Schedules			
Yes	61.3%	71.6%	70.5%
No	26.0%	23.0%	23.4%
<i>Depends on circumstances</i>	12.7%	5.4%	6.2%
Employee Assistance Program**			
Yes	53.3%	13.9%	18.2%
No	45.1%	84.1%	79.8%
<i>Depends on circumstances</i>	1.5%	2.0%	2.0%
Adoption Assistance**			
Yes	20.5%	1.9%	3.9%
No	77.5%	97.0%	94.9%
<i>Depends on circumstances</i>	1.9%	1.1%	1.2%
Workplace Provisions for Lactation*			
Yes	35.5%	21.2%	22.7%
No	53.0%	76.7%	74.2%
<i>Depends on circumstances</i>	11.6%	2.1%	3.1%

* Difference between covered and non-covered establishments is significant at $p < .10$.

** Difference between covered and non-covered establishments is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-5.19. Provision of Other Work-Life Benefits by Size of Covered Establishment:
2000 Survey**

Establishment Provides Leave For:	Percent of Covered Establishments With:		All Covered Establishments
	1-250 Employees	251+ Employees	
Child Care Assistance			
Yes	46.6%	58.5%	47.2%
No	51.6%	39.7%	51.0%
<i>Depends on circumstances</i>	1.8%	--	1.8%
Elder Care Assistance			
Yes	16.4%	25.8%	16.9%
No	82.7%	71.9%	82.1%
<i>Depends on circumstances</i>	0.9%	--	1.0%
Flexible Work Schedules*			
Yes	61.6%	56.7%	61.3%
No	26.1%	24.1%	26.0%
<i>Depends on circumstances</i>	12.3%	19.2%	12.7%
Employee Assistance Program**			
Yes	52.1%	74.9%	53.3%
No	46.4%	22.1%	45.1%
<i>Depends on circumstances</i>	1.5%	--	1.5%
Adoption Assistance			
Yes	20.5%	21.6%	20.5%
No	77.6%	76.2%	77.5%
<i>Depends on circumstances</i>	1.9%	--	1.9%
Workplace Provisions for Lactation			
Yes	34.9%	45.5%	35.5%
No	53.2%	49.9%	53.0%
<i>Depends on circumstances</i>	12.0%	4.6%	11.6%

** Difference between covered and non-covered establishments is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note. Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-5.20. Additional Benefits Offered by Employers (as Reported by Employees): 2000 Survey

	Percent of Employees		
	Yes	No	Depends
Flextime	44.7%	53.4%	1.9%
Flexplace/telecommuting	16.1%	82.3%	1.6%
Job sharing	24.6%	74.7%	0.7%
Referral services for child care	18.5%	81.4%	--
Vouchers for child care	6.2%	93.6%	--
Onsite child care	8.7%	91.1%	--
Referral services for elder care	12.6%	87.3%	--
Adoption assistance	8.4%	91.5%	--
Employee Assistance Program	43.4%	56.3%	--
Paid parental leave	29.0%	69.9%	1.1%
Workplace provisions for lactation	13.9%	85.4%	0.7%

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

Table A2-5.21. Benefits Perceived as Most Important by Employees: 2000 Survey

Which two are most important to you?	Percent of Employees Reporting that Three or More Benefits are Offered ⁽¹⁾
Flextime	60.1%
Flexplace/telecommuting	16.4%
Job sharing	18.3%
Referral services for child care	11.7%
Vouchers for child care	3.3%
Onsite child care	7.1%
Referral services for elder care	7.1%
Adoption assistance	--
Employee Assistance Program	38.4%
Paid parental leave	25.0%
Workplace provisions for lactation	3.3%

(1) Percentages do not sum to 100% because respondents were asked to indicate two benefits as most important.

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

CHAPTER 6
TABLES NOT DISPLAYED
IN TEXT

Table A2-6.1. Methods Used to Inform Employees of Their Rights Under FMLA by Establishment Size: 2000 Survey

	Percent of Covered Establishments With: ⁽¹⁾		All Covered Establishments
	1- 250 Employees	251+ Employees	
Employee handbook*	92.2%	87.3%	91.9%
Notice on bulletin board	92.4%	92.4%	92.4%
Memos	62.4%	64.0%	62.5%
Computer network, Intranet, or e-mail	31.2%	43.8%	32.0%
Oral notification	80.9%	83.9%	81.0%
Some other method	20.5%	26.1%	20.9%

(1) Does not total to 100% because respondent could select more than one.

* Difference between size categories is significant at $p < .10$.

Source: 2000 Survey of Establishments.

Table A2-6.2. Awareness of FMLA Notice Among Covered Employees: 2000 Survey

	Percent of Covered Employees Aware of FMLA
Employees reporting there is/was a notice posted that explains FMLA	55.8%
Employees reporting there is/was not a notice posted that explains FMLA	23.6%
Employees who do not know if there is/was a notice posted that explains FMLA	20.6%

Source: 2000 Survey of Employees.

Table A2-6.3. Management Practices for FMLA Leave: 2000 Survey

	Percent of Covered Establishments
Establishment Requires Employees To:	
Provide medical documentation for covered leave due to a serious health condition	
Yes	92.0%
No	3.4%
<i>Depends on circumstances</i>	4.6%
Use their paid leave before taking unpaid leave	
Yes	63.2%
No	30.8%
<i>Depends on circumstances</i>	5.9%
Establishment Provides Employees:	
Alternative work arrangements instead of leave	
Yes	43.4%
No	33.4%
<i>Depends on circumstances</i>	23.2%
Written notice of how much FMLA leave they have taken	
Yes	82.3%
No	15.0%
<i>Depends on circumstances</i>	2.7%
Written notice of how the Act is coordinated with preexisting leave and benefit policies	
Yes	92.6%
No	6.1%
<i>Depends on circumstances</i>	1.3%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.4. Frequency That a Leave for Family and Medical Reason is Not Classified as FMLA Leave: 2000 Survey

Leave is <i>Not</i> Classified as FMLA:	Percent of Covered Establishments
All of the time	0.7%
Most of the time	3.8%
Some of the time	27.8%
Rarely	36.0%
Never	27.6%
Establishment does not maintain records	4.2%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.5. Most Frequently Used Method to Cover Work When an Employee Takes Leave for a Week or Longer: 2000 Survey

Establishment Covers Work By:	Percent of Covered Establishments That Reported More Than One Method
Assigning work temporarily to other employees	74.5%
Hiring an outside temporary replacement	18.0%
Hiring a permanent replacement	--
Putting work on hold until the employee returns from leave	2.4%
Having the employee perform some work while on leave	--
Some other method	4.3%

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Note: Limited to establishments that reported more than one method.

Source: 2000 Survey of Establishments.

Table A2-6.6. Comparing Covered Establishments with 50-99 Employees to Non-covered Establishments with 25-49 Employees: Methods Used to Cover Work When Employees Take Leave: 2000 Survey

	Percent of Covered Establishments With: ⁽¹⁾		All Covered Establishments
	1- 250 Employees	251+ Employees	
Assign work temporarily to other employees	98.2%	99.1%	98.3%
Hire an outside temporary replacement**	39.8%	68.5%	41.3%
Hire a permanent replacement	4.3%	6.6%	4.4%
Put work on hold until the employee return from leave	15.1%	23.9%	15.5%
Have the employee perform some work while on leave*	8.7%	13.3%	9.0%
Cover work some other way	10.9%	5.2%	10.6%

(1) Does not total to 100% because respondent could select more than one.

* Difference between size categories is significant at $p < .10$.

** Difference between size categories is significant at $p < .05$.

Source: 2000 Survey of Establishments.

Table A2-6.7. How Work is Covered When Employees Take Leave: 1995 and 2000 Surveys

Work Was Covered By:	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Assigning it to other employees*	72.3%	76.5%
Hiring a permanent employee**	6.3%	9.0%
Hiring an outside temporary employee**	16.8%	12.7%
Leaving work for when employee returned	NA	47.1%

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Employees.

Table A2-6.8. Methods Used Most Often When Employees Take Leave: 2000 Survey

Method Most Often Used	Percent of Leave-Takers Reporting More than One Method of Covering Work
Assigning it to other employees	55.2%
Hiring a permanent employee	9.1%
Hiring an outside temporary employee	13.4%
Leaving work for when employee returned	22.3%

Source: 2000 Survey of Employees.

Table A2-6.9. Usefulness of Provisions in Managing Employee Use of Leave by FMLA-Covered Establishments: 2000 Survey

	Percent of Covered Establishments
Exception for Highly Paid Key Employees	
<i>Very useful</i>	8.3%
<i>Somewhat useful</i>	48.4%
<i>Not at all useful</i>	43.3%
Written Medical Certifications	
<i>Very useful</i>	55.1%
<i>Somewhat useful</i>	36.8%
<i>Not at all useful</i>	8.1%
Second and Third Medical Opinions	
<i>Very useful</i>	18.0%
<i>Somewhat useful</i>	53.0%
<i>Not at all useful</i>	29.0%
Advance Notice of Foreseeable Leave	
<i>Very useful</i>	61.6%
<i>Somewhat useful</i>	32.0%
<i>Not at all useful</i>	6.5%
Transfer to Alternative Position	
<i>Very useful</i>	16.2%
<i>Somewhat useful</i>	63.5%
<i>Not at all useful</i>	20.3%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-6.10. Effects of FMLA-Related Administrative Activities by Establishment Size:
2000 Survey**

Establishment Provides Leave For:	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Maintaining Additional Record-Keeping**			
<i>Very/Somewhat easy</i>	63.4%	41.8%	62.0%
<i>Very/Somewhat difficult</i>	36.6%	58.2%	38.0%
Determining Whether the Act Applies to the Organization			
<i>Very/Somewhat easy</i>	85.4%	93.8%	86.0%
<i>Very/Somewhat difficult</i>	14.6%	6.2%	14.0%
Determining Whether Certain Employees are Eligible**			
<i>Very/Somewhat easy</i>	84.0%	73.5%	83.4%
<i>Very/Somewhat difficult</i>	16.0%	26.5%	16.6%
Coordinating State and Federal Leave Policies			
<i>Very/Somewhat easy</i>	56.7%	63.1%	57.1%
<i>Very/Somewhat difficult</i>	43.3%	36.9%	42.9%
Coordinating the Act with Other Federal laws			
<i>Very/Somewhat easy</i>	47.2%	47.2%	47.2%
<i>Very/Somewhat difficult</i>	52.8%	52.8%	52.8%
Coordinating the Act with Other Leave Policies			
<i>Very/Somewhat easy</i>	60.0%	58.9%	59.9%
<i>Very/Somewhat difficult</i>	40.0%	41.1%	40.1%
Coordinating the Act with Employee Attendance Policies			
<i>Very/Somewhat easy</i>	66.2%	54.9%	65.5%
<i>Very/Somewhat difficult</i>	33.8%	45.1%	34.5%
Administering FMLA's Notification, Designation, and Certification Requirements			
<i>Very/Somewhat easy</i>	45.5%	47.2%	45.6%
<i>Very/Somewhat difficult</i>	54.5%	52.8%	54.4%
Determining if a Health Condition is a Serious Health Condition Under FMLA			
<i>Very/Somewhat easy</i>	57.8%	56.2%	57.7%
<i>Very/Somewhat difficult</i>	42.2%	43.8%	42.3%
Overall Ease of Complying with FMLA			
<i>Very/Somewhat easy</i>	64.0%	57.0%	63.6%
<i>Very/Somewhat difficult</i>	36.0%	43.0%	36.4%

** Difference between size categories is significant at p<.05.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.11. Effects of FMLA-Related Administrative Activities by Standard Industrial Classification: 2000 Survey

	Percent of Covered Establishments				
	Manufacturing	Retail	Service	All Other Industries	All Establishments
Maintaining Additional Record-Keeping					
<i>Very/Somewhat easy</i>	61.6%	54.6%	70.9%	58.7%	62.0%
<i>Very/Somewhat difficult</i>	38.4%	45.4%	29.1%	41.3%	38.0%
Determining Whether the Act Applies to the Organization					
<i>Very/Somewhat easy</i>	86.7%	78.1%	82.2%	92.0%	86.0%
<i>Very/Somewhat difficult</i>	13.3%	21.9%	17.8%	8.0%	14.0%
Determining Whether Certain Employees are Eligible					
<i>Very/Somewhat easy</i>	82.1%	72.3%	91.8%	82.3%	83.4%
<i>Very/Somewhat difficult</i>	17.9%	27.7%	8.2%	17.7%	16.6%
Coordinating State and Federal Leave Policies					
<i>Very/Somewhat easy</i>	66.5%	53.1%	63.9%	51.4%	57.1%
<i>Very/Somewhat difficult</i>	33.5%	46.9%	36.1%	48.6%	42.9%
Coordinating the Act with Other Federal Laws**					
<i>Very/Somewhat easy</i>	55.3%	51.1%	65.4%	29.7%	47.2%
<i>Very/Somewhat difficult</i>	44.7%	48.9%	34.6%	70.3%	52.8%
Coordinating the Act with Other Leave Policies					
<i>Very/Somewhat easy</i>	65.9%	71.2%	57.9%	55.0%	59.9%
<i>Very/Somewhat difficult</i>	34.1%	28.8%	42.1%	45.0%	40.1%
Coordinating the Act with Employee Attendance Policies					
<i>Very/Somewhat easy</i>	69.4%	63.1%	74.9%	58.5%	65.5%
<i>Very/Somewhat difficult</i>	30.6%	36.9%	25.1%	41.5%	34.5%
Administering FMLA's Notification, Designation, and Certification Requirements					
<i>Very/Somewhat easy</i>	54.0%	51.0%	58.7%	31.2%	45.6%
<i>Very/Somewhat difficult</i>	46.0%	49.0%	41.3%	68.8%	54.4%

Table A2-6.11. Effects of FMLA-Related Administrative Activities by Standard Industrial Classification: 2000 Survey (continued)

	Percent of Covered Establishments				
	Manufacturing	Retail	Service	All Other Industries	All Establishments
Determining if a Health Condition is a Serious Health Condition Under FMLA					
<i>Very/Somewhat easy</i>	60.7%	57.8%	67.7%	49.3%	57.7%
<i>Very/Somewhat difficult</i>	39.3%	42.2%	32.3%	50.7%	42.3%
Overall Ease of Complying with FMLA					
<i>Very/Somewhat easy</i>	67.4%	72.4%	62.9%	59.2%	63.6%
<i>Very/Somewhat difficult</i>	32.6%	27.6%	37.1%	40.8%	36.4%

** Difference between economic sectors is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.12. Effects of Complying with FMLA on Business and Employee Performance by Establishment Size: 2000 Survey

	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Business Effects			
Productivity*			
<i>Positive effect</i>	6.7%	14.3%	7.1%
<i>Negative effect</i>	15.7%	26.1%	16.3%
<i>No noticeable effect</i>	77.6%	59.6%	76.5%
Profitability**			
<i>Positive effect</i>	2.5%	4.6%	2.6%
<i>Negative effect</i>	9.0%	23.5%	9.8%
<i>No noticeable effect</i>	88.6%	71.9%	87.6%
Growth			
<i>Positive effect</i>	2.5%	4.1%	2.6%
<i>Negative effect</i>	10.0%	4.9%	9.7%
<i>No noticeable effect</i>	87.5%	91.0%	87.7%
Employee Effects			
Productivity			
<i>Positive effect</i>	15.9%	14.1%	15.8%
<i>Negative effect</i>	16.9%	22.2%	17.2%
<i>No noticeable effect</i>	67.2%	63.8%	67.0%
Absences*			
<i>Positive effect</i>	4.5%	10.3%	4.8%
<i>Negative effect</i>	18.1%	30.7%	18.9%
<i>No noticeable effect</i>	77.4%	59.0%	76.3%
Turnover			
<i>Positive effect</i>	5.4%	9.7%	5.7%
<i>Negative effect</i>	8.7%	2.8%	8.4%
<i>No noticeable effect</i>	85.8%	87.5%	85.9%
Career Advancement			
<i>Positive effect</i>	3.8%	5.5%	3.9%
<i>Negative effect</i>	--	--	--
<i>No noticeable effect</i>	95.8%	93.5%	95.6%
Morale			
<i>Positive effect</i>	23.4%	36.7%	24.2%
<i>Negative effect</i>	11.0%	13.8%	11.1%
<i>No noticeable effect</i>	65.7%	49.5%	64.7%

* Difference between size categories is significant at $p < .10$.

** Difference between size categories is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.13. The Impact of Intermittent Leave Taken Under FMLA on Covered Establishments by Size: 2000 Survey

	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Productivity			
<i>Large negative impact</i>	--	3.2%	0.5%
<i>Moderate negative impact</i>	12.0%	14.6%	12.2%
<i>Small negative impact**</i>	4.8%	14.5%	5.4%
<i>No impact*</i>	82.3%	65.7%	81.2%
<i>Small positive impact</i>	--	--	--
<i>Moderate positive impact</i>	--	--	--
<i>Large positive impact</i>	&	&	&
Profitability			
<i>Large negative impact**</i>	--	1.2%	0.1%
<i>Moderate negative impact**</i>	1.5%	5.5%	1.7%
<i>Small negative impact**</i>	3.8%	10.7%	4.2%
<i>No impact**</i>	94.5%	81.7%	93.7%
<i>Small positive impact</i>	--	--	--
<i>Moderate positive impact</i>	&	--	--
<i>Large positive impact</i>	&	&	&

* Significant at $p < .10$, using a t-test.

** Significant at $p < .05$, using a t-test.

& Indicates no significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Note. Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-6.14. Changes in Costs Due to FMLA Since Coverage Began by Establishment Size:
2000 Survey**

	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Administrative Costs			
<i>Increased</i>	41.9%	63.3%	43.4%
<i>Decreased</i>	--	&	--
<i>Did not change</i>	58.0%	36.7%	56.6%
Cost of Continuing Benefits During Leave (e.g., health plans)**			
<i>Increased</i>	26.9%	45.7%	28.1%
<i>Decreased</i>	--	--	--
<i>Did not change</i>	73.0%	54.0%	71.8%
Hiring/Training Costs			
<i>Increased</i>	21.6%	35.6%	22.5%
<i>Decreased</i>	--	--	--
<i>Did not change</i>	78.3%	64.3%	77.4%

** Difference between size categories is significant at $p < .05$.

& Indicates no significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.15. Changes in Costs Due to FMLA in Past 18 Months by Size: 2000 Survey

	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Administrative Costs**			
<i>No increase</i>	50.2%	24.0%	48.6%
<i>Small increase</i>	40.5%	41.2%	40.6%
<i>Moderate increase</i>	8.5%	28.6%	9.7%
<i>Large increase</i>	--	6.2%	1.2%
Cost of Continuing Benefits During Leave (e.g., health plans)**			
<i>No increase</i>	65.0%	43.9%	63.7%
<i>Small increase</i>	25.2%	23.8%	25.1%
<i>Moderate increase</i>	9.0%	31.6%	10.3%
<i>Large increase</i>	--	--	0.8%
Hiring/Training Costs**			
<i>No increase</i>	67.1%	48.3%	65.9%
<i>Small increase</i>	26.6%	28.9%	26.8%
<i>Moderate increase</i>	5.7%	20.4%	6.6%
<i>Large increase</i>	--	2.4%	0.7%

** Difference between size categories is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-6.16. Change in Costs Due to FMLA in Past 18 Months:
1995 and 2000 Surveys**

	Percent of Covered Establishments	
	1995 Survey	2000 Survey
Administrative Costs		
<i>No increase</i>	52.8%	48.6%
<i>Small Increase</i>	36.4%	40.6%
<i>Moderate Increase</i>	9.4%	9.7%
<i>Large Increase</i>	1.4%	1.2%
Cost of Continuing Benefits During Leave (e.g., health plans)		
<i>No increase</i>	65.8%	63.7%
<i>Small Increase</i>	27.6%	25.1%
<i>Moderate Increase</i>	5.2%**	10.3%
<i>Large Increase</i>	1.5%	0.8%
Hiring/Training Costs		
<i>No increase</i>	76.3%	65.9%
<i>Small Increase</i>	18.5%	26.8%
<i>Moderate Increase</i>	4.2%	6.6%
<i>Large Increase</i>	1.0%	0.7%

** Difference between 1995 and 2000 is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

Table A2-6.17. FMLA-Related Cost Savings by Establishment Size: 2000 Survey

Cost Savings:**	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Yes	7.5%	16.3%	8.1%
No	92.5%	83.7%	91.9%

** Difference between size categories is significant at $p < .05$.

Source: 2000 Survey of Establishments.

Table A2-6.18. FMLA-Related Cost Savings: 1995 and 2000 Surveys

Cost Savings:	Percent of Covered Establishments	
	1995 Survey	2000 Survey
Yes	2.5%**	8.1%
No	97.5%**	91.9%

** Difference between 1995 and 2000 is significant at $p < .05$.

Source: 1995 and 2000 Survey of Establishments.

Table A2-6.19. Cost Savings Associated with FMLA Compliance: 2000 Survey

	Percent of Covered Establishments
Decreased turnover	77.4%
Increased employee morale	--
Other cost savings	21.7%

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.20. Establishments Having FMLA Leave-Takers Not Returning to Work: 1995 and 2000 Surveys

Establishments Had Leave-Takers That Did Not Return to Work	Percent of Covered Establishments	
	1995 Survey	2000 Survey
Yes	33.0%	29.8%
No	67.0%	70.2%

Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Establishments.

Table A2-6.21. Number of FMLA Leave-Takers Not Returning to Work: 1995 and 2000 Surveys

Number of Leave-Takers Who Did Not Return to Work	Percent of Covered Establishments With Nonreturning Leave-Takers	
	1995 Survey	2000 Survey
One**	85.4%	52.6%
Two**	7.8%	22.0%
More than two**	6.8%	25.4%

** Difference between 1995 and 2000 is significant at $p < .05$.
Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Establishments.

CHAPTER 7
TABLES NOT DISPLAYED
IN TEXT

**Table A2-7.1. Standard Industrial Classification of Establishments
Not Covered Under FMLA: 1995 and 2000 Surveys**

Establishment Standard Industrial Classification	1995 Survey		2000 Survey	
	%	(N)	%	(N)
Manufacturing	6.2%	404,609	4.5%	283,506
Retail	22.1%	1,450,036	18.4%	1,159,619
Service	38.1%	2,497,445	35.1%	2,211,895
All other industries	33.5%	2,195,718	41.9%	2,640,982

Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Establishments.

**Table A2-7.2. Size of Establishments Not Covered Under FMLA:
1995 and 2000 Surveys**

Establishments With:	1995 Survey		2000 Survey	
	%	(N)	%	(N)
Less than 10 employees	82.5%	5,403,060	80.3%	5,056,694
11 – 24 employees	12.4%	812,378	15.9%	999,829
25 – 49 employees	5.1%	332,370	3.8%	239,479

Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Establishments.

Table A2-7.3. Family and Medical Leave Policies by State Laws: Reasons for Which Up to 12 Weeks of Leave is Provided: 2000 Survey

Establishment Provides Leave For:	Percent of Establishments in a State:	
	With Family and Medical Leave Laws	Without Family and Medical Leave Laws
Employee's Own Serious Health Condition		
Yes	65.3%	68.7%
No	21.5%	20.9%
<i>Depends on circumstances</i>	13.2%	10.4%
Mother's Maternity-Related Reasons		
Yes	68.9%	59.7%
No	22.0%	25.5%
<i>Depends on circumstances</i>	9.1%	14.8%
Parents to Care for Newborn		
Yes	51.8%	47.9%
No	33.6%	33.2%
<i>Depends on circumstances</i>	14.6%	18.9%
Parents for Adoption or Foster Care Placement		
Yes	43.8%	42.9%
No	36.6%	34.6%
<i>Depends on circumstances</i>	19.6%	22.4%
Care of Child, Spouse, or Parent for Serious Health Condition		
Yes	56.2%	59.0%
No	29.6%	28.6%
<i>Depends on circumstances</i>	14.2%	12.4%
All FMLA Reasons		
Yes	33.1%	34.4%
No	66.9%	65.6%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.4. Methods Used to Cover Work When an Employee Takes Leave for a Week or Longer by Coverage Status: 2000 Survey

Establishment Covers Leave By:	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Assigning work temporarily to other employees**	98.3%	86.2%	87.5%
Hiring an outside temporary replacement	41.3%	32.9%	33.8%
Hiring a permanent replacement	4.4%	7.3%	6.9%
Putting work on hold until the employee returns from leave**	15.5%	31.3%	29.6%
Having the employee perform some work while on leave**	9.0%	21.7%	20.3%
Some other method	10.6%	9.6%	9.7%

** Difference between covered and non-covered establishments is significant at $p < .05$.

Note: Percents do not total to 100% because a respondent could answer "yes" to more than one source.

Source: 2000 Survey of Establishments.

Table A2-7.5. Effects of Current Family and Medical Leave Policies on Establishment and Employee Performance Among Non-covered Establishments: 2000 Survey

	Percent of Non-covered Establishments
Business Performance	
Productivity	
<i>Positive effect</i>	23.3%
<i>Negative effect</i>	5.8%
<i>No noticeable effect</i>	70.9%
Profitability	
<i>Positive effect</i>	11.3%
<i>Negative effect</i>	17.5%
<i>No noticeable effect</i>	71.2%
Growth	
<i>Positive effect</i>	9.8%
<i>Negative effect</i>	13.0%
<i>No noticeable effect</i>	77.2%
Employee Performance	
Productivity	
<i>Positive effect</i>	25.6%
<i>Negative effect</i>	9.3%
<i>No noticeable effect</i>	65.1%
Absences	
<i>Positive effect</i>	17.2%
<i>Negative effect</i>	9.6%
<i>No noticeable effect</i>	73.2%
Turnover	
<i>Positive effect</i>	18.2%
<i>Negative effect</i>	5.1%
<i>No noticeable effect</i>	76.8%
Career Advancement	
<i>Positive effect</i>	15.1%
<i>Negative effect</i>	--
<i>No noticeable effect</i>	83.5%
Morale	
<i>Positive effect</i>	37.3%
<i>Negative effect</i>	5.0%
<i>No noticeable effect</i>	57.7%

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-7.6. Non-covered Establishments' Anticipated
Impact of FMLA on Business and Employee Performance:
2000 Survey**

	Percent of Non-covered Establishments
Business Performance	
Productivity	
<i>Positive effect</i>	9.9%
<i>Negative effect</i>	50.5%
<i>No noticeable effect</i>	39.6%
Profitability	
<i>Positive effect</i>	6.4%
<i>Negative effect</i>	51.1%
<i>No noticeable effect</i>	42.5%
Growth	
<i>Positive effect</i>	7.2%
<i>Negative effect</i>	38.6%
<i>No noticeable effect</i>	54.2%
Employee Performance	
Productivity	
<i>Positive effect</i>	17.2%
<i>Negative effect</i>	40.0%
<i>No noticeable effect</i>	42.8%
Absences	
<i>Positive effect</i>	8.2%
<i>Negative effect</i>	31.5%
<i>No noticeable effect</i>	60.4%
Turnover	
<i>Positive effect</i>	9.0%
<i>Negative effect</i>	25.2%
<i>No noticeable effect</i>	65.9%
Career Advancement	
<i>Positive effect</i>	11.8%
<i>Negative effect</i>	17.6%
<i>No noticeable effect</i>	70.5%
Morale	
<i>Positive effect</i>	24.6%
<i>Negative effect</i>	23.9%
<i>No noticeable effect</i>	51.5%

Note: Column percents may not total to 100% due to rounding.
Source: 2000 Survey of Establishments.

Table A2-7.7. Non-covered Establishments' Anticipated Cost of FMLA: 2000 Survey

	Percent of Non-covered Establishments
Administrative Costs	
<i>No increase</i>	28.5%
<i>Small Increase</i>	26.3%
<i>Moderate Increase</i>	31.1%
<i>Large Increase</i>	14.0%
Hiring/Training Costs	
<i>No increase</i>	34.5%
<i>Small Increase</i>	23.4%
<i>Moderate Increase</i>	28.6%
<i>Large Increase</i>	13.5%
Litigation Costs	
<i>No increase</i>	57.7%
<i>Small Increase</i>	18.8%
<i>Moderate Increase</i>	12.6%
<i>Large Increase</i>	10.9%
Would There Be Any Cost Savings?	
<i>Yes</i>	8.9%
<i>No</i>	91.9%

Note: Column percents may not total to 100% due to rounding.
Source: 2000 Survey of Establishments.

**Table A2-7.8. Anticipated Effects of Complying with FMLA Among
Non-covered Establishments: Business and Employee Performance:
1995 and 2000 Surveys**

	Percent of Non-covered Establishments	
	1995 Survey	2000 Survey
Business Effects		
Productivity		
<i>Positive effect</i>	7.0%	9.9%
<i>Negative effect</i>	46.8%	50.5%
<i>No noticeable effect</i>	46.1%	39.6%
Profitability		
<i>Positive effect</i>	5.5%	6.4%
<i>Negative effect</i>	46.5%	51.1%
<i>No noticeable effect</i>	48.0%	42.5%
Growth		
<i>Positive effect*</i>	3.6%	7.2%
<i>Negative effect</i>	33.8%	38.6%
<i>No noticeable effect*</i>	62.6%	54.2%
Employee Effects		
Productivity		
<i>Positive effect</i>	12.2%	17.2%
<i>Negative effect*</i>	31.0%	40.0%
<i>No noticeable effect**</i>	56.8%	42.8%
Absences		
<i>Positive effect</i>	7.8%	8.2%
<i>Negative effect</i>	28.1%	31.5%
<i>No noticeable effect</i>	64.0%	60.4%
Turnover		
<i>Positive effect</i>	11.4%	9.0%
<i>Negative effect**</i>	14.9%	25.2%
<i>No noticeable effect*</i>	73.7%	65.9%
Career Advancement		
<i>Positive effect*</i>	6.0%	11.8%
<i>Negative effect**</i>	8.5%	17.6%
<i>No noticeable effect**</i>	85.5%	70.5%
Morale		
<i>Positive effect</i>	NA	24.6%
<i>Negative effect</i>	NA	23.9%
<i>No noticeable effect</i>	NA	51.5%

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates item was not asked in 1995 survey.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

Table A2-7.9. Anticipated Impact of Complying with FMLA: Business Costs: 1995 and 2000 Surveys

	Percent of Non-covered Establishments	
	1995 Survey	2000 Survey
Administrative Costs		
<i>No increase</i>	35.2%	28.5%
<i>Small increase</i>	22.4%	26.3%
<i>Moderate increase</i>	25.5%	31.1%
<i>Large increase</i>	16.9%	14.0%
Hiring or Training Costs		
<i>No increase</i>	43.2%	34.5%
<i>Small increase</i>	20.8%	23.4%
<i>Moderate increase**</i>	17.8%	28.6%
<i>Large increase</i>	18.2%	13.5%
Litigation Costs		
<i>No increase</i>	NA	57.7%
<i>Small increase</i>	NA	18.8%
<i>Moderate increase</i>	NA	12.6%
<i>Large increase</i>	NA	10.9%
Cost Savings		
<i>Yes**</i>	4.2%	8.9%
<i>No**</i>	95.8%	91.1%

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates item was not asked in 1995 survey.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

**Table A2-7.10. Family and Medical Leave Policies by FMLA Coverage Subgroup
Status: Reasons for Providing Up to 12 Weeks of Unpaid Leave: 2000 Survey**

Reasons for Providing Leave:	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Employee's Own Serious Health Condition		
Yes	90.9%	82.2%
No	--	11.8%
<i>Depends on circumstances</i>	4.6%	6.0%
Mother's Maternity-Related Reasons		
Yes	90.3%	75.7%
No	5.5%	11.6%
<i>Depends on circumstances</i>	4.2%	12.6%
Parents to Care for Newborn*		
Yes	88.1%	68.5%
No	6.5%	17.0%
<i>Depends on circumstances</i>	5.4%	14.5%
Parents for Adoption or Foster Care Placement		
Yes	83.1%	67.8%
No	10.5%	22.1%
<i>Depends on circumstances</i>	6.4%	10.1%
Care of Child, Spouse, or Parent for Serious Health Condition*		
Yes	90.0%	75.5%
No	4.5%	16.0%
<i>Depends on circumstances</i>	5.5%	8.5%
All FMLA Reasons**		
Yes	81.6%	59.6%
<i>No or Depends on circumstances</i>	18.4%	40.4%

* Difference between subgroups is significant at $p < .10$.

** Difference between subgroups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-7.11. Family and Medical Leave Policies by FMLA Covered Subgroup
Status: Continuation of Health Benefits: 2000 Survey**

	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Employee's Own Serious Health Condition		
Yes	89.0%	89.2%
No	--	--
<i>Depends on circumstances</i>	8.8%	8.6%
Mother's Maternity-Related Reasons		
Yes	90.5%	90.6%
No	--	--
<i>Depends on circumstances</i>	8.2%	6.7%
Parents to Care for Newborn		
Yes	88.2%	89.5%
No	--	3.5%
<i>Depends on circumstances</i>	9.1%	7.0%
Parents for Adoption or Foster Care Placement		
Yes	87.5%	88.7%
No	--	--
<i>Depends on circumstances</i>	9.4%	7.9%
Care of Child, Spouse, or Parent for Serious Health Condition		
Yes	85.8%	85.9%
No	--	--
<i>Depends on circumstances</i>	9.9%	11.9%

-- Indicates less than 10 unweighted cases.

Notes: Includes establishments that provide up to 12 weeks of leave for each reason.

Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-7.12. Family and Medical Leave Policies by FMLA Coverage Status:
Reasons for Which Job Return is Guaranteed: 2000 Survey**

	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Employee's Own Serious Health Condition		
Yes	95.6%	82.9%
No	--	--
<i>Depends on circumstances</i>	4.1%	14.2%
Mother's Maternity-Related Reasons		
Yes	96.9%	94.9%
No	--	--
<i>Depends on circumstances</i>	2.9%	3.5%
Parents to Care for Newborn		
Yes	95.1%	94.4%
No	--	--
<i>Depends on circumstances</i>	4.6%	3.7%
Parents for Adoption or Foster Care Placement		
Yes	94.9%	86.0%
No	--	--
<i>Depends on circumstances</i>	4.2%	13.1%
Care of Child, Spouse, or Parent for Serious Health Condition*		
Yes	93.5%	72.3%
No	--	--
<i>Depends on circumstances</i>	3.7%	25.6%

* Difference between subgroups is significant at $p < .10$.

-- Indicates less than 10 unweighted cases.

Notes: Includes establishments that provide up to 12 weeks of leave for each reason.

Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.13. Provision of Leave Beyond that Guaranteed by FMLA by Coverage Subgroup Status: 2000 Survey

	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
More Than 12 Weeks Per Year		
Yes	18.2%	17.9%
No	55.9%	36.0%
<i>Depends on circumstances</i>	25.8%	46.2%
Employees Who Have Worked for Establishment Less Than 12 Months*		
Yes	25.1%	17.9%
No	54.1%	40.2%
<i>Depends on circumstances</i>	20.9%	41.9%
Employees Who Have Worked for Less Than 1,250 Hours in the Past Year**		
Yes	22.9%	17.7%
No	56.6%	38.6%
<i>Depends on circumstances</i>	20.5%	43.7%

* Difference between subgroups is significant at $p < .10$.

** Difference between subgroups is significant at $p < .05$.

Note: Percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.14. Provision of Additional Leave for Additional Reasons by FMLA Coverage Subgroup Status: 2000 Survey

Establishment Allows Additional Leave For:	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Attending School Meetings or Activities		
<i>Yes - Separate from other leave</i>	46.8%	59.9%
<i>Yes - Not separate from other leave</i>	24.5%	17.7%
<i>No</i>	16.1%	12.5%
<i>Depends on circumstances</i>	12.5%	9.9%
Routine Medical Appointments for Self and Family**		
<i>Yes - Separate from other leave</i>	40.8%	62.4%
<i>Yes - Not separate from other leave</i>	40.1%	30.7%
<i>No</i>	8.3%	4.6%
<i>Depends on circumstances</i>	10.7%	--

** Difference between covered and non-covered establishments is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.15. Continuation of Other Benefits During Leave by FMLA Coverage Subgroup Status: 2000 Survey

Establishment Continues:	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Contributions to Pension or Retirement		
<i>Yes</i>	43.8%	44.8%
<i>No</i>	39.8%	43.8%
<i>Depends on circumstances</i>	16.4%	11.4%
Contributions to Life or Disability Insurance		
<i>Yes</i>	74.8%	75.8%
<i>No</i>	16.0%	15.8%
<i>Depends on circumstances</i>	9.2%	8.4%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-7.16. Continuation of Pay During Leave by FMLA Coverage Subgroup Status:
2000 Survey**

Establishment Continues Pay For:	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Paid Sick Leave		
Yes	68.3%	67.6%
No	21.1%	19.4%
<i>Depends on circumstances</i>	10.6%	13.0%
Paid Disability Leave		
Yes	56.2%	53.3%
No	22.9%	30.9%
<i>Depends on circumstances</i>	21.0%	15.9%
Paid Vacation		
Yes	90.3%	87.8%
No	--	--
<i>Depends on circumstances</i>	8.1%	--
Other Paid Time Off**		
Yes	44.3%	26.7%
No	52.0%	71.1%
<i>Depends on circumstances</i>	3.6%	--

** Difference between subgroups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-7.17. Continuation of Pay During Leave by FMLA Coverage Subgroup Status:
Reasons for Which Pay is Continued: 2000 Survey**

Establishment Continues Pay During Leave For:	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Parents to Care for Newborn		
<i>Full pay</i>	19.8%	26.5%
<i>Partial pay</i>	4.1%	14.4%
<i>Depends on circumstances</i>	21.0%	25.5%
<i>No Pay</i>	55.1%	33.6%
Parents for Adoption or Foster Care Placement		
<i>Full pay</i>	15.3%	20.3%
<i>Partial pay</i>	2.7%	--
<i>Depends on circumstances</i>	20.7%	17.8%
<i>No Pay</i>	61.4%	48.6%
Employee's Own Serious Health Condition		
<i>Full pay</i>	37.8%	31.0%
<i>Partial pay</i>	10.0%	16.6%
<i>Depends on circumstances</i>	22.5%	29.1%
<i>No Pay</i>	29.7%	23.3%
Mother's Maternity-Related Reasons		
<i>Full pay</i>	32.3%	31.9%
<i>Partial pay</i>	10.2%	13.0%
<i>Depends on circumstances</i>	19.4%	25.8%
<i>No Pay</i>	38.1%	29.3%
Care of Child, Spouse, or Parent for Serious Health Condition		
<i>Full pay</i>	22.0%	25.7%
<i>Partial pay</i>	--	11.6%
<i>Depends on circumstances</i>	21.8%	28.7%
<i>No Pay</i>	53.9%	34.0%

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.18. Provision of Other Work-Life Benefits by FMLA Coverage Status: 2000 Survey

	Percent of Covered Establishments with 50-99 Employees	Percent of Non-Covered Establishments with 25-49 Employees
Child Care Assistance*		
Yes	35.2%	18.2%
No	62.4%	81.4%
<i>Depends on circumstances</i>	--	--
Elder Care Assistance**		
Yes	9.4%	3.2%
No	89.8%	96.1%
<i>Depends on circumstances</i>	--	--
Flexible Work Schedules**		
Yes	60.5%	76.2%
No	27.6%	16.2%
<i>Depends on circumstances</i>	12.0%	7.6%
Employee Assistance Program**		
Yes	41.0%	17.4%
No	56.1%	81.1%
<i>Depends on circumstances</i>	2.9%	--
Adoption Assistance**		
Yes	7.7%	--
No	90.2%	97.0%
<i>Depends on circumstances</i>	--	--
Workplace Provisions for Lactation		
Yes	26.2%	9.5%
No	65.7%	79.4%
<i>Depends on circumstances</i>	8.1%	--

* Difference between subgroups is significant at $p < .10$.

** Difference between subgroups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.19. Comparison of Non-covered Subgroup's Anticipated Impact of FMLA to Covered Subgroup's Actual Impact of FMLA: 2000 Survey

Business Effects	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Productivity		
<i>Positive effect</i>	10.1%	--
<i>Negative effect**</i>	10.2%	43.1%
<i>No noticeable effect**</i>	79.7%	49.8%
Profitability		
<i>Positive effect*</i>	4.6%	--
<i>Negative effect**</i>	12.8%	43.9%
<i>No noticeable effect**</i>	82.6%	54.2%
Growth		
<i>Positive effect</i>	--	--
<i>Negative effect**</i>	4.0%	33.5%
<i>No noticeable effect**</i>	92.8%	64.9%
Employee Effects		
Productivity		
<i>Positive effect</i>	11.7%	13.2%
<i>Negative effect*</i>	14.4%	35.1%
<i>No noticeable effect*</i>	73.9%	51.6%
Absences		
<i>Positive effect</i>	5.8%	6.2%
<i>Negative effect</i>	15.6%	33.1%
<i>No noticeable effect</i>	78.6%	60.7%
Turnover		
<i>Positive effect</i>	7.5%	6.7%
<i>Negative effect*</i>	--	23.4%
<i>No noticeable effect*</i>	89.8%	69.9%
Career Advancement		
<i>Positive effect</i>	4.1%	5.4%
<i>Negative effect**</i>	--	6.8%
<i>No noticeable effect*</i>	94.8%	87.8%
Morale		
<i>Positive effect</i>	26.9%	22.7%
<i>Negative effect</i>	7.3%	21.1%
<i>No noticeable effect</i>	65.7%	56.2%

* Difference between subgroups is significant at $p < .10$.

** Difference between subgroups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.20. Comparison of Non-covered Subgroups' Anticipated Cost of FMLA to Covered Subgroups' Actual Cost of FMLA: 2000 Survey

	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Administrative Costs		
<i>No increase**</i>	46.8%	17.3%
<i>Small Increase</i>	39.2%	49.3%
<i>Moderate Increase</i>	13.2%	26.4%
<i>Large Increase**</i>	--	7.0%
Hiring/Training Costs		
<i>No increase**</i>	70.1%	29.0%
<i>Small Increase</i>	18.6%	15.8%
<i>Moderate Increase**</i>	9.3%	43.7%
<i>Large Increase**</i>	--	11.5%

** Difference between subgroups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

APPENDIX B-1

STANDARD ERRORS

FOR TABLES DISPLAYED

IN TEXT

**STANDARD ERRORS
FOR CHAPTER 2 TABLES
DISPLAYED IN TEXT**

**Table 2.1SE. Standard Errors for Table 2.1: Employees Taking Leave:
1995 and 2000 Surveys**

	1995 Survey SE (N)	2000 Survey SE (N)
Number of employees taking leave (for a covered reason) in the previous 18 months	657,248.17 (1,172)	876,388.45 (1,229)
Percent of employee population	0.75 (1,172)	0.63 (1,229)

Source: 1995 and 2000 Survey of Employees.

**Table 2.2SE. Standard Errors for Table 2.2: Length of Second Longest Leave:
2000 Survey**

Length of Second Longest Leave	Those Taking More Than One Leave SE (N)
1 – 3 days	4.81 (101)
4 – 5 days	3.35 (76)
6 – 10 days	2.07 (48)
11 – 20 days	1.12 (23)
More than 20 days	1.63 (31)
Number of Leave-Takers Taking More Than One Leave	525,052.51 (288)

Source: 2000 Survey of Employees.

**Table 2.3SE. Standard Errors for Table 2.3: Reasons for Taking Leave
Across All Leaves Taken in Previous 18 Months: 2000 Survey**

Reason for Leave	Leave-Takers SE (N)
Own health	2.40 (630)
Maternity-disability	1.10 (98)
Care for a newborn, newly adopted, or newly placed foster child	1.99 (203)
Care for ill child	1.35 (135)
Care for ill spouse	0.61 (93)
Care for ill parent	1.33 (172)

Source: 2000 Survey of Employees.

**Table 2.4SE. Standard Errors for Table 2.4: Reasons for Taking Leave
Across All Leaves Taken, Based on Total Employee Population:
2000 Survey**

Reason for Leave	All Employees SE (N)
Own health	0.52 (630)
Maternity-disability	0.18 (98)
Care for a newborn, newly adopted, or newly placed foster child	0.37 (203)
Care for ill child	0.24 (135)
Care for ill spouse	0.10 (93)
Care for ill parent	0.22 (172)

Source: 2000 Survey of Employees.

Table 2.5SE. Standard Errors for Table 2.5: Employees' Reasons for Taking Longest Leave: 1995 and 2000 Surveys

Reason for Longest Leave	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Own health	1.92 (704)	1.88 (582)
Maternity-disability	0.61 (62)	1.10 (95)
Care for a newborn, newly adopted, or newly placed foster child	1.26 (176)	2.04 (194)
Care for ill child	1.15 (95)	1.30 (112)
Care for ill spouse	0.45 (46)	0.56 (84)
Care for ill parent	0.94 (89)	1.19 (152)

Source: 1995 and 2000 Survey of Employees.

Table 2.6SE. Standard Errors for Table 2.6: Employees' Reasons for Second Longest Leave: 2000 Survey

Reason for Second Longest Leave	Persons Taking More Than One Leave SE (N)
Own health	4.82 (140)
Maternity-disability	0.73 (6)
Care for a newborn, newly adopted, or newly placed foster child	1.43 (13)
Care for ill child	4.18 (48)
Care for ill spouse	1.20 (15)
Care for ill parent	2.29 (45)

Source: 2000 Survey of Employees.

Table 2.7SE. Standard Errors for Table 2.7: Length of Longest Leave by Reason for Leave: 2000 Survey

Length of Longest Leave (in work days)	Leave-Takers for Each Reason					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
1 – 3 days	1.58 (44)	1.10 (1)	2.53 (22)	3.69 (37)	5.28 (19)	3.52 (26)
4 – 5 days	1.55 (83)	2.50 (5)	6.16 (34)	5.09 (32)	6.28 (30)	4.51 (51)
6 – 10 days	2.26 (103)	2.42 (8)	4.27 (29)	8.41 (24)	4.31 (17)	5.22 (42)
11 – 30 days	2.08 (159)	4.39 (20)	2.70 (31)	6.40 (11)	3.30 (8)	2.91 (19)
31 – 60 days	2.34 (108)	6.20 (40)	3.42 (54)	1.72 (6)	2.11 (2)	1.65 (7)
More than 60 days	1.20 (72)	9.22 (20)	1.51 (23)	0.33 (1)	2.35 (5)	1.47 (4)

Source: 2000 Survey of Employees.

Table 2.8SE. Standard Errors for Table 2.8: Use of Intermittent Leave: 2000 Survey

Leave-Takers Who:	Leave-Takers SE (N)
Took intermittent leave at least once in previous 18 months	1.72 (329)
Did not take intermittent leave	1.72 (898)

Source: 2000 Survey of Employees.

Table 2.9SE. Standard Errors for Table 2.9: Percent of Leave that was Intermittent: 2000 Survey

	Leave-Takers Taking Intermittent Leave SE (N)
Less than half	3.99 (164)
About half	3.37 (62)
More than half	2.84 (96)

Source: 2000 Survey of Employees.

Table 2.10SE. Standard Errors for Table 2.10: Intermittent Use of Longest Leave: 2000 Survey

Leave-Takers' Longest Leave Was:	Leave-Takers SE (N)
Intermittent	1.63 (254)
Not intermittent	1.63 (970)

Source: 2000 Survey of Employees.

Table 2.11SE. Standard Errors for Table 2.11: Use of Longest Intermittent Leave on a Routine or As-Needed Basis: 2000 Survey

Intermittent Leave was Taken as:	Those Whose (Longest) Leave was Intermittent SE (N)
Regular routine	5.20 (15)
As-needed	5.20 (155)

Source: 2000 Survey of Employees.

Table 2.12SE. Standard Errors for Table 2.12: Intermittent Use of Longest Leave by Reason for Leave: 2000 Survey

Reason for Longest Leave	Leave-Takers Whose Leave was Intermittent	Leave-Takers Whose Leave was Not Intermittent
	SE (N)	SE (N)
Own health	3.81 (94)	2.13 (486)
Maternity-disability	1.46 (13)	1.25 (82)
Care for a newborn, newly adopted, or newly placed foster child	3.73 (25)	2.20 (168)
Care for ill child	3.87 (40)	1.33 (71)
Care for ill spouse	1.91 (25)	0.53 (58)
Care for ill parent	2.71 (53)	1.24 (99)

Source: 2000 Survey of Employees.

Table 2.13SE. Standard Errors for Table 2.13: Intermittent Use of Longest Leave by Reason for Leave: 2000 Survey

Reason for Longest Leave	Leave-Takers Within Each Reason Whose Longest Leave Was:	
	Intermittent	Not Intermittent
	SE (N)	SE (N)
Own health	1.80 (94)	1.80 (486)
Maternity-disability	3.56 (13)	3.56 (82)
Care for a newborn, newly adopted, or newly placed foster child	3.87 (25)	3.87 (168)
Care for ill child	7.56 (40)	7.56 (71)
Care for ill spouse	5.19 (25)	5.19 (58)
Care for ill parent	4.34 (53)	4.34 (99)

Source: 2000 Survey of Employees.

Table 2.14SE. Standard Errors for Table 2.14: Employees Needing But Not Taking Leave: 1995 and 2000 Surveys

	Not Taking Leave	
	1995 Survey SE (N)	2000 Survey SE (N)
Number of employees needing but not taking leave (for a covered reason) in the previous 18 months	294,462.50 (187)	279,270.38 (203)
Percent of employee population	0.24 (187)	0.20 (203)

Source: 1995 and 2000 Survey of Employees.

Table 2.15SE. Standard Errors for Table 2.15: Number of Leaves Needed But Not Taken: 2000 Survey

	Leave-Needers SE (N)
1 leave	4.18 (77)
2 leaves	3.24 (45)
3 – 4 leaves	3.09 (31)
5 or more leaves	2.22 (22)

Source: 2000 Survey of Employees.

**Table 2.16SE. Standard Errors for Table 2.16: Reasons for Needing Leave:
1995 and 2000 Surveys**

Reason for Needing Leave	Leave-Needers	
	1995 Survey SE (N)	2000 Survey SE (N)
Own health	4.28 (92)	3.92 (96)
Maternity-disability	0.51 (1)	0.89 (3)
Care for a newborn, newly adopted, or newly placed foster child	2.65 (17)	2.52 (19)
Care for ill child	3.32 (37)	3.24 (40)
Care for ill spouse	1.86 (19)	1.71 (19)
Care for ill parent	4.09 (33)	3.19 (47)

Source: 1995 and 2000 Survey of Employees.

**Table 2.17SE. Standard Errors for Table 2.17: Reasons for Not Taking Leave:
1995 and 2000 Surveys**

Reason for Not Taking Leave	Leave-Needers	
	1995 Survey SE (N)	2000 Survey SE (N)
Thought job might be lost	3.35 (58)	3.38 (62)
Thought job advancement might be hurt	3.71 (44)	3.27 (83)
Did not want to lose seniority	2.60 (30)	3.52 (56)
Not eligible—worked part-time	2.54 (28)	2.24 (22)
Not eligible—had not worked long enough for employer ⁽¹⁾		2.87 (33)
Employer denied request	2.23 (18)	2.94 (39)
Could not afford to take leave	4.13 (123)	3.35 (155)
Wanted to save leave time	3.44 (55)	3.41 (71)
Work is too important	3.68 (78)	4.07 (104)
Some other reason	NA	2.33 (28)

NA Indicates reason not asked about in 1995 survey.

Source: 1995 and 2000 Survey of Employees.

**Table 2.18SE. Standard Errors for Table 2.18: Perceived Impact of Pay on
Leave-Needers: 2000 Survey**

Perceived Impact of Pay	Leave-Needers Who Could Not Afford to Take Leave SE (N)
Would have taken leave if some/additional pay had been received	2.84 (132)
Would <u>not</u> have taken leave if some/additional pay had been received	2.84 (19)

Source: 2000 Survey of Employees.

Table 2.19SE. Standard Errors for Table 2.19: How Leave-Needers Took Care of Their Situation: 2000 Survey

	Leave-Needers SE (N)
Just lived with it/Suffered through it	3.2 (92)
Got help from others (family, friends)	2.8 (62)
Altered Work (schedule, duties, etc.)	2.6 (24)
Took some time off	2.3 (28)
Did something else	1.6 (10)

Source: 2000 Survey of Employees.

**STANDARD ERRORS
FOR CHAPTER 3 TABLES
DISPLAYED IN TEXT**

Table 3.1SE. Standard Errors for Table 3.1: Coverage of Establishments and Employees Under the Family and Medical Leave Act: 1995 and 2000 Surveys

	Establishments		Employees	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
FMLA-covered establishments	1.18 (736)	1.30 (1070)	1.6 (736)	1.51 (1070)
Non-covered establishments	1.18 (470)	1.30 (731)	1.6 (470)	1.51 (731)

Source: 1995 and 2000 Survey of Establishments.

Table 3.2SE. Standard Error for Table 3.2: Characteristics of FMLA-Covered Establishments: 1995 and 2000 Surveys

	Covered Establishments		Employees in Covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Eligibility Criteria				
<i>At least 50 employees at sampled location</i>	4.45 (645)	5.64 (901)	1.40 (645)	1.03 (901)
<i>At least 50 employees within 75 miles of sampled location</i>	4.45 (91)	5.64 (169)	1.40 (91)	1.03 (169)
Number of Employees at Worksites				
<i>Up to 250 employees</i>	0.53 (447)	0.69 (757)	2.2 (447)	1.60 (757)
<i>More than 250 employees</i>	0.53 (289)	0.69 (313)	2.2 (289)	1.60 (313)
Standard Industrial Classification				
<i>Manufacturing</i>	1.35 (200)	3.46 (241)	1.35 (200)	1.32 (241)
<i>Retail</i>	4.91 (130)	3.15 (202)	4.91 (130)	0.91 (202)
<i>Services</i>	5.11 (233)	3.59 (377)	5.11 (233)	1.67 (377)
<i>All other industries</i>	7.11 (173)	5.28 (250)	7.11 (173)	1.10 (250)

Source: 1995 and 2000 Survey of Establishments.

Table 3.3SE. Standard Errors for Table 3.3: Demographic Characteristics of Leave-Takers by Eligibility Status: 2000 Survey

	Covered and Eligible Leave-Takers SE (N)	All Other Leave-Takers SE (N)
Gender		
<i>Male</i>	2.44 (316)	3.98 (145)
<i>Female</i>	2.44 (489)	3.98 (279)
Age		
18 – 24	1.46 (46)	3.29 (41)
25 – 34	1.78 (199)	4.11 (127)
35 – 49	2.33 (334)	3.34 (167)
50 – 64	1.61 (201)	1.48 (74)
65 or over	0.40 (17)	0.69 (12)
Race/Ethnicity		
<i>White non-Hispanic</i>	2.37 (595)	2.59 (344)
<i>Black non-Hispanic</i>	2.20 (97)	0.94 (27)
<i>Hispanic</i>	1.35 (58)	2.54 (27)
<i>Asian</i>	0.54 (22)	0.62 (8)
<i>All others</i>	0.62 (23)	0.95 (15)
Marital Status		
<i>Married/Living with partner</i>	2.18 (602)	2.87 (317)
<i>Separated/Divorced/Widowed</i>	1.43 (113)	1.70 (58)
<i>Never been married</i>	1.80 (85)	2.59 (47)
Children Under 18 in Household		
<i>None</i>	2.05 (339)	2.77 (179)
<i>One or more</i>	2.05 (465)	2.77 (245)

Table 3.3SE. Standard Errors for Table 3.3: Demographic Characteristics of Leave-Takers by Eligibility Status: 2000 Survey (continued)

	Covered and Eligible Leave-Takers SE (N)	All Other Employees SE (N)
Education		
<i>Less than high school</i>	1.01 (38)	2.56 (24)
<i>High school graduate</i>	2.19 (228)	2.57 (116)
<i>Some college</i>	2.59 (247)	2.83 (137)
<i>College graduate</i>	1.53 (190)	3.48 (104)
<i>Graduate school</i>	1.39 (100)	3.05 (43)
Annual Family Income		
<i>Less than \$20,000</i>	1.51 (74)	3.55 (74)
<i>\$20,000 to less than \$30,000</i>	1.67 (86)	2.23 (49)
<i>\$30,000 to less than \$50,000</i>	2.37 (180)	2.70 (91)
<i>\$50,000 to less than \$75,000</i>	2.20 (206)	2.40 (87)
<i>\$75,000 to less than \$100,000</i>	1.74 (106)	1.14 (30)
<i>\$100,000 or more</i>	1.38 (72)	4.19 (41)
Compensation Type		
<i>Salaried</i>	2.16 (318)	3.79 (128)
<i>Hourly</i>	2.42 (437)	3.54 (220)
<i>Other</i>	1.00 (49)	1.95 (73)

Source: 2000 Survey of Employees.

Table 3.4SE. Standard Errors for Table 3.4: Awareness of FMLA Among Covered and Non-covered Employees: 1995 and 2000 Surveys

	Employees					
	Covered		Non-covered		All Employees	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Employees who have heard about FMLA	1.91 (875)	1.72 (1244)	3.04 (327)	2.85 (328)	1.60 (1202)	1.43 (1572)
Employees who have not heard about FMLA	1.91 (663)	1.72 (713)	3.04 (346)	2.85 (255)	1.60 (1009)	1.43 (968)

Source: 1995 and 2000 Survey of Employees.

Table 3.5SE. Standard Errors for Table 3.5: Employees Taking Their Longest Leave Under FMLA⁽¹⁾: 1995 and 2000 Surveys

	1995 Survey SE (N)	2000 Survey SE (N)
Taking Longest Leave Under FMLA		
Percent of all employees	0.16 (85)	0.19 (153)
Percent of all leave-takers	0.94 (85)	1.02 (153)
Percent of all covered and eligible leave-takers	1.49 (85)	1.53 (153)

(1) Estimate derived from employees who were covered and eligible at time of longest leave.

Source: 1995 and 2000 Survey of Employees.

Table 3.6SE. Standard Errors for Table 3.6: Establishment Size and Industry Differences in Ratio of FMLA Leave-Takers:⁽¹⁾ 1995 and 2000 Surveys

	Ratio of Employees Taking Leave Under FMLA per 100 Employees	
	1995 Survey SE (N)	2000 Survey SE (N)
Establishment Size		
<i>Up to 250 employees</i>	0.30 (359)	0.55 (573)
<i>More than 250 employees</i>	0.50 (229)	0.68 (249)
Industry		
<i>Manufacturing</i>	0.90 (170)	1.39 (211)
<i>Retail</i>	0.40 (92)	0.82 (136)
<i>Services</i>	0.50 (194)	0.52 (292)
<i>All other industries</i>	0.50 (132)	0.99 (183)
All Covered Establishments	0.30 (588)	0.44 (1015)

(1) Per 100 employees.

Source: 1995 and 2000 Survey of Establishments.

Table 3.7SE. Standard Errors for Table 3.7: Intermittent Use of Longest Leave Taken Under FMLA:⁽¹⁾ 2000 Survey

Longest Leave Was:	Leave-Takers Under FMLA
	SE (N)
Intermittent	5.39 (25)
Not intermittent	5.39 (128)

(1) Estimate derived from employees who were covered and eligible at time of longest leave.

Source: 2000 Survey of Employees.

Table 3.8SE. Standard Errors for Table 3.8: Reasons for Longest Leave Taken Under FMLA:⁽¹⁾ 1995 and 2000 Surveys

Reason for Longest Leave	Leave-Takers Under FMLA	
	1995 Survey SE (N)	2000 Survey SE (N)
Own health	7.62 (36)	4.64 (57)
Maternity-disability	3.46 (11)	2.76 (19)
Care for a newborn, newly adopted, or newly placed foster child	4.59 (20)	3.86 (37)
Care for ill child	2.75 (7)	4.86 (14)
Care for ill spouse	2.36 (4)	1.17 (7)
Care for ill parent	2.74 (7)	2.91 (19)

(1) Estimate derived from employees who were covered and eligible at time of longest leave.

Source: 1995 and 2000 Survey of Employees.

Table 3.9SE. Standard Errors for Table 3.9: Employees Choosing Not to Return to Work After Taking Longest Leave Under FMLA: 1995 and 2000 Surveys

	Leave-Takers Under FMLA	
	1995 Survey SE (N)	2000 Survey SE (N)
Returned to work for the same employer	1.49 (72)	1.22 (124)
Chose not to return after their leave ⁽¹⁾	1.49 (2)	1.22 (4)

(1) Estimate derived from employees who were covered and eligible at time of longest leave. Includes employees who went to work for another employer as well as those who chose to not return to work at all.

Source: 1995 and 2000 Survey of Employees.

**STANDARD ERRORS
FOR CHAPTER 4 TABLES
DISPLAYED IN TEXT**

Table 4.1SE. Standard Errors for Table 4.1: Leave-Taker Worries About Taking Leave: 2000 Survey

Worries About Taking Leave:	Leave-Takers
	SE (N)
Worried job might be lost	1.85 (324)
Worried leave might hurt job advancement	1.62 (328)
Worried seniority would be lost	0.97 (167)
Worried about not having enough money for bills	2.04 (655)
Worried for some other reason	0.91 (192)

Source: 2000 Survey of Employees.

Table 4.2SE. Standard Errors for Table 4.2: Ease of Getting Time Off: 1995 and 2000 Surveys

How easy or difficult was it for you to get your employer to let you take time off?	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Very easy	1.55 (742)	2.12 (752)
Somewhat easy	1.16 (192)	1.51 (218)
Neither easy nor difficult	0.68 (84)	1.12 (94)
Somewhat difficult	0.93 (78)	1.52 (95)
Very difficult	0.92 (58)	0.72 (62)

Source: 1995 and 2000 Surveys of Employees.

Table 4.3SE. Standard Errors for Table 4.3: Benefits Lost During Longest Leave: 1995 and 2000 Surveys

	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Health Insurance	0.53 (37)	0.39 (27)
Life insurance	0.28 (12)	0.21 (9)
Disability insurance	0.26 (10)	0.15 (5)
Pension contributions	0.33 (14)	0.24 (13)
Other	0.80 (76)	0.83 (63)

Source: 1995 and 2000 Surveys of Employees.

Table 4.4SE. Standard Errors for Table 4.4: Receipt of Pay During Longest Leave:⁽¹⁾ 1995 and 2000 Surveys

	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Received at least some pay during their longest leave	1.91 (776)	1.73 (803)
Received no pay during longest leave	1.91 (387)	1.73 (421)

(1) The data in this table is based on different question wordings used in the 1995 and 2000 surveys. In 1995, the question asked was: "Was the leave fully paid, unpaid, or partially paid?" In 2000, the question was: "Did you receive pay for any part of your (longest) leave?".

Source: 1995 and 2000 Surveys of Employees.

Table 4.5SE. Standard Errors for Table 4.5: Source of Pay During Longest Leave: 2000 Survey

	Leave-Takers Receiving Pay During Longest Leave SE (N)
Sick leave	2.82 (505)
Vacation leave	2.78 (314)
Personal leave	1.75 (223)
Parental leave	1.63 (59)
Temporary disability insurance	1.55 (151)
Other benefits	1.56 (89)
Number of Leave-Takers Receiving Pay	679,728.46 (803)

Source: 2000 Survey of Employees.

Table 4.6SE. Standard Errors for Table 4.6: Full versus Partial Pay Across the Leave Period: 2000 Survey

	Leave-Takers Receiving Pay During Longest Leave SE (N)
Paid for entire leave period at full pay	2.46 (560)
Paid for entire leave period at partial pay	2.24 (172)
Paid for part of the leave period at full pay	0.45 (24)
Paid for part of the leave period at partial pay	0.58 (33)

Source: 2000 Survey of Employees.

Table 4.7SE. Standard Errors for Table 4.7: Proportion of Usual Pay Received by Leave-Takers Receiving Only Partial Pay: 2000 Survey

Proportion of Usual Pay Received While on Leave	Leave-Takers Receiving Partial Pay During Longest Leave
	SE (N)
Less than half	3.55 (78)
About half	2.99 (60)
More than half	4.12 (97)
Number of Leave-Takers Receiving Partial Pay	374,492.53 (237)

Source: 2000 Survey of Employees.

Table 4.8SE. Standard Errors for Table 4.8: How Lost Wages were Covered During Leave: 1995 and 2000 Surveys

	Leave-Takers Receiving Less Than Full Pay	
	1995 Survey SE (N)	2000 Survey SE (N)
Use savings earmarked for this situation	2.48 (279)	2.74 (304)
Use savings earmarked for something else	2.16 (259)	2.24 (251)
Borrow money	1.87 (161)	2.10 (187)
Go on public assistance	1.08 (62)	1.39 (61)
Limit extras	2.19 (471)	2.27 (487)
Put off paying bills	2.31 (233)	2.26 (240)
Cut leave time short	2.76 (224)	2.61 (241)
Did something else	1.52 (80)	1.44 (63)

Source: 1995 and 2000 Surveys of Employees.

Table 4.9SE. Standard Errors for Table 4.9: Perceived Impact of Pay on Length of Leave: 2000 Survey

Perceived Impact of Pay	Leave-Takers Receiving Less Than Full Pay During Longest Leave SE (N)
Would have taken leave for a longer period if some/additional pay had been received	2.26 (312)
Would <u>not</u> have taken leave for a longer period if some/additional pay had been received	2.26 (326)

Source: 2000 Survey of Employees.

**Table 4.10SE. Standard Errors for Table 4.10: Effects of Using Family and Medical Leave:
2000 Survey**

	Leave-Takers SE (N)
Ability to Care for Family Members⁽¹⁾	
<i>Positive effect</i>	2.46 (456)
<i>No effect</i>	2.46 (119)
Ability to Select a Satisfactory Childcare Provider⁽²⁾	
<i>Positive effect</i>	4.47 (101)
<i>No effect</i>	4.47 (119)
Ability to Select a Satisfactory Caretaker for Sick Family Member⁽³⁾	
<i>Positive effect</i>	3.29 (167)
<i>No effect</i>	3.29 (170)
Leave-Taker's or Family Member's Physical Health	
<i>Positive effect</i>	2.10 (774)
<i>No effect</i>	2.10 (420)
Leave-Taker's or Family Member's Emotional Well-Being	
<i>Positive effect</i>	1.59 (832)
<i>No effect</i>	1.59 (354)

(1) Percentages based on persons taking leave to care for newborn, newly adopted or new foster child, or an ill family member (either a child, spouse, or parent).

(2) Percentages based on persons taking leave for a newborn, or a newly adopted or new foster child.

(3) Percentages based on persons taking leave to care for an ill family member (either child, spouse, or parent).

Source: 2000 Survey of Employees.

Table 4.11SE. Standard Errors for Table 4.11: Positive Outcomes of Effects of Using Family and Medical Leave: 2000 Survey

Effect on Employee's or Family Member's Physical Health	Leave-Takers Stating that Leave had a Positive Effect on Physical Health SE (N)
Quicker recovery time	1.24 (604)
Easier to comply with doctor's instructions	1.49 (723)
Delayed/avoided need to enter nursing home or other long-term care facility	2.20 (246)
Other effects	2.27 (126)
Number of Leave-Takers Stating that Leave Had a Positive Effect on Physical Health	632,521.10 (774)

Source: 2000 Survey of Employees.

Table 4.12SE. Standard Errors for Table 4.12: Returning to Work after Longest Leave: 1995 and 2000 Surveys

	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Returned to work for the same employer	0.78 (967)	0.73 (1006)
Went to work for a new employer	0.48 (37)	0.41 (23)
Did not return to work at all	0.52 (36)	0.60 (46)
Number of Leave-Takers	634,960.82 (1,040)	836,863.59 (1,075)

Source: 1995 and 2000 Surveys of Employees.

Table 4.13SE. Standard Errors for Table 4.13: Position Returned to After Leave: 1995 and 2000 Surveys

	Leave-Takers Returning to Same Employer	
	1995 Survey SE (N)	2000 Survey SE (N)
Same or equal position	0.51 (931)	0.50 (971)
Higher position	0.30 (15)	0.30 (14)
Lower position	0.48 (20)	0.39 (20)
Number of Leave-Takers Returning to Same Employer	631,924.63 (967)	804,220.02 (1,006)

Source: 1995 and 2000 Surveys of Employees.

Table 4.14SE. Standard Errors for Table 4.14: Reasons for Leave-Takers' Return to Work: 1995 and 2000 Surveys

	Leave-Takers Returning to Same Employer	
	1995 Survey SE (N)	2000 Survey SE (N)
No longer needed to be on leave	2.13 (728)	1.75 (759)
Could not afford to take more time off	2.12 (440)	2.37 (496)
Just wanted to get back to work	1.94 (535)	1.92 (683)
Used up all the leave time allowed	1.31 (224)	2.28 (334)
Felt pressure by boss/co-workers to return	2.05 (208)	2.12 (226)
Had too much work to do	1.72 (309)	2.02 (304)
Someone else took over care	NA	1.97 (230)

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Surveys of Employees.

**Table 4.15SE. Standard Errors for Table 4.15: Leave-Takers Denied Leave:
1995 and 2000 Surveys**

	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Denied leave	0.98 (78)	0.76 (77)
Not denied leave	0.98 (1093)	0.76 (1147)
Number of Leave-Takers	657,248.17 (1,172)	876,388.45 (1,229)

Source: 1995 and 2000 Surveys of Employees.

**Table 4.16SE. Standard Errors for Table 4.16: Coverage and Eligibility Among Female and Male
Employees with Young Children: 2000 Survey**

	Females SE (N)	Males SE (N)	All Employees with Children SE (N)
Number of Employees with Young Children	446,658.91 (193)	706,619.86 (139)	844,594.86 (332)
Employees at FMLA-covered worksites	5.57 (149)	7.28 (105)	3.93 (254)
Eligible employees at FMLA-covered worksites	5.18 (113)	7.71 (93)	3.93 (206)
Employees at worksites not covered by FMLA	5.57 (44)	7.28 (34)	3.93 (78)

Source: 2000 Survey of Employees.

Table 4.17SE. Standard Errors for Table 4.17: Leaves Taken and Needed Among Female and Male Employees with Young Children: 2000 Survey

	Females SE (N)	Males SE (N)	All Employees with Children SE (N)
Percent taking leave (for a covered reason) since January 1, 1999	6.12 (173)	6.28 (99)	3.89 (272)
Percent needing, but not taking, leave (for a covered reason) since January 1, 1999	0.75 (5)	1.22 (12)	0.72 (17)
Percent not taking or needing leave	6.12 (15)	6.28 (28)	4.01 (43)

Source: 2000 Survey of Employees.

Table 4.18SE. Standard Errors for Table 4.18: Reasons for Taking Leave, Across All Leaves Taken, by Females and Males with Young Children: 2000 Survey

Reason for Leave	Leave-Takers with Young Children		
	Females SE (N)	Males SE (N)	All SE (N)
Own health	5.96 (28)	7.19 (19)	4.94 (47)
Maternity-disability	5.81 (66)	. (0)	4.43 (66)
Care for a newborn, newly adopted or newly placed foster child	5.73 (87)	7.50 (75)	5.53 (162)
Care for ill child	1.21 (6)	1.84 (5)	1.01 (11)
Care for ill spouse	. (0)	2.33 (7)	0.97 (7)
Care for ill parent	0.72 (1)	1.06 (2)	0.61 (3)

Source: 2000 Survey of Employees.

Table 4.19SE. Standard Errors for Table 4.19: Reasons for Taking Leave, Across All Leaves Taken, Based on Total Population of Female and Male Employees with Young Children: 2000 Survey

Reason for Leave	All Employees with Young Children		
	Females SE (N)	Males SE (N)	All SE (N)
Own health	4.79 (28)	3.31 (19)	2.87 (47)
Maternity-disability	5.20 (66)	. (0)	2.41 (66)
Care for a newborn, newly adopted, or newly placed foster child	5.17 (87)	6.26 (75)	4.59 (162)
Care for ill child	0.92 (6)	0.83 (5)	0.60 (11)
Care for ill spouse	. (0)	1.04 (7)	0.57 (7)
Care for ill parent	0.55 (1)	0.47 (2)	0.34 (3)

Source: 2000 Survey of Employees.

Table 4.20SE. Standard Errors for Table 4.20: Employees' Opinions Toward FMLA: 1995 and 2000 Surveys

Opinion Measure	1995 Survey SE (N)	2000 Survey SE (N)
Every person should be able to have up to 12 weeks of unpaid leave in a year from work for family and medical problems.		
<i>Agree</i>	1.15 (1684)	1.06 (2052)
<i>Disagree</i>	1.15 (519)	1.06 (423)
Having to provide employees with up to 12 weeks of unpaid leave in a year for family and medical problems is an unfair burden to employees' co-workers.		
<i>Agree</i>	1.57 (848)	1.24 (859)
<i>Disagree</i>	1.57 (1321)	1.24 (1542)

Source: 1995 and 2000 Surveys of Employees.

Table 4.21SE. Standard Errors for Table 4.21: Co-workers Taking Leave for Family or Medical Reasons: 2000 Survey

	Employees SE (N)
Co-workers had taken leave for family or medical reasons since January 1, 1999	1.34 (1670)
Did not have co-workers take leave for family or medical reasons since January 1, 1999	1.34 (705)

Source: 2000 Survey of Employees.

Table 4.22SE. Standard Errors for Table 4.22: Effects of Co-workers Taking Leave on Employees: 2000 Survey

Effect:	Employees Having Co-workers Take Leave SE (N)
Worked more hours than usual	1.53 (601)
Worked a shift not normally worked	1.70 (410)
Took on additional duties	1.68 (854)

Source: 2000 Survey of Employees.

Table 4.23SE. Standard Errors for Table 4.23: Perceived Impact of Co-workers Taking Leave on Employees: 2000 Survey

Perceived Impact	Employees Reporting that Co-workers' Leave Had an Effect SE (N)
Employees who felt that co-workers taking leave had a positive impact on them	2.08 (179)
Employees who felt that co-workers taking leave had a negative impact on them	2.08 (149)
Employees who felt that co-workers taking leave had neither a positive or negative impact on them	2.54 (677)

Source: 2000 Survey of Employees.

**STANDARD ERRORS
FOR CHAPTER 5 TABLES
DISPLAYED IN TEXT**

Table 5.1SE. Standard Errors for Table 5.1: Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Up to 12 Weeks of Leave is Provided: 2000 Survey

	Covered Establishments SE (N)	Non-covered Establishments SE (N)	All Establishments SE (N)
Employee's Own Serious Health Condition			
Yes	3.38 (1016)	3.62 (521)	3.33 (1537)
No	1.15 (17)	2.94 (116)	2.62 (133)
<i>Depends on circumstances</i>	3.26 (31)	2.44 (85)	2.23 (116)
Mother's Maternity-Related Reasons			
Yes	1.49 (1011)	3.39 (513)	3.07 (1524)
No	1.30 (23)	3.27 (130)	2.92 (153)
<i>Depends on circumstances</i>	0.73 (32)	2.17 (76)	1.97 (108)
Parents to Care for Newborn			
Yes	3.76 (973)	3.48 (414)	3.36 (1387)
No	1.65 (39)	3.07 (197)	2.78 (236)
<i>Depends on circumstances</i>	3.29 (50)	2.59 (107)	2.32 (157)
Parents for Adoption or Foster Care Placement			
Yes	4.03 (937)	3.69 (357)	3.55 (1294)
No	2.00 (57)	3.62 (216)	3.28 (273)
<i>Depends on circumstances</i>	3.32 (51)	2.33 (128)	2.14 (179)
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	3.72 (977)	3.62 (436)	3.37 (1413)
No	1.50 (35)	3.29 (166)	2.99 (201)
<i>Depends on circumstances</i>	3.33 (47)	2.51 (113)	2.26 (160)
All FMLA Reasons			
Yes	4.16 (889)	3.27 (285)	3.25 (1174)
<i>No or Depends on Circumstances</i>	4.16 (146)	3.27 (395)	3.25 (541)

Source: 2000 Survey of Establishments.

Table 5.2SE. Standard Errors for Table 5.2: FMLA Coverage Status Differences in Family and Medical Leave Policies: Continuation of Health Benefits: 2000 Survey

	Covered Establishments SE (N)	Non-covered Establishments SE (N)	All Establishments SE (N)
Employee's Own Serious Health Condition			
Yes	4.12 (955)	3.32 (416)	2.82 (1371)
No	0.27 (12)	1.86 (27)	1.56 (39)
<i>Depends on circumstances</i>	4.22 (68)	3.02 (68)	2.60 (136)
Mother's Maternity-Related Reasons			
Yes	3.11 (969)	2.47 (430)	2.19 (1399)
No	0.24 (9)	1.02 (23)	0.85 (32)
<i>Depends on circumstances</i>	3.17 (55)	2.32 (51)	2.12 (106)
Parents to Care for Newborn			
Yes	3.18 (933)	4.14 (352)	3.35 (1285)
No	0.42 (18)	2.42 (33)	1.98 (51)
<i>Depends on circumstances</i>	3.31 (61)	3.67 (60)	3.05 (121)
Parents for Adoption or Foster Care Placement			
Yes	3.76 (909)	3.44 (332)	2.83 (1241)
No	0.43 (16)	2.56 (26)	2.09 (42)
<i>Depends on circumstances</i>	3.74 (66)	3.11 (65)	2.56 (131)
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	4.10 (926)	3.94 (356)	3.27 (1282)
No	0.66 (12)	1.80 (23)	1.51 (35)
<i>Depends on circumstances</i>	4.23 (73)	3.54 (81)	2.97 (154)

Source: 2000 Survey of Establishments.

Table 5.3SE. Standard Errors for Table 5.3: Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Job Return is Guaranteed: 2000 Survey

	Covered Establishments SE (N)	Non-covered Establishments SE (N)	All Establishments SE (N)
Employee's Own Serious Health Condition			
Yes	3.33 (1005)	2.78 (528)	2.42 (1533)
No	0.17 (6)	1.00 (19)	0.87 (25)
<i>Depends on circumstances</i>	3.34 (39)	2.64 (63)	2.31 (102)
Mother's Maternity-Related Reasons			
Yes	0.34 (1012)	1.96 (549)	1.70 (1561)
No	0.12 (5)	1.01 (12)	0.88 (17)
<i>Depends on circumstances</i>	0.32 (28)	1.77 (36)	1.53 (64)
Parents to Care for Newborn			
Yes	0.97 (988)	2.13 (479)	1.82 (1467)
No	0.22 (7)	1.24 (13)	1.06 (20)
<i>Depends on circumstances</i>	0.84 (33)	1.66 (36)	1.42 (69)
Parents for Adoption or Foster Care Placement			
Yes	3.44 (967)	2.67 (450)	2.29 (1417)
No	0.27 (7)	1.16 (8)	0.98 (15)
<i>Depends on circumstances</i>	3.45 (34)	2.49 (47)	2.14 (81)
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	3.47 (987)	2.45 (474)	2.11 (1461)
No	0.62 (5)	1.08 (12)	0.93 (17)
<i>Depends on circumstances</i>	3.45 (37)	2.35 (68)	2.01 (105)

Source: 2000 Survey of Establishments.

Table 5.4SE. Standard Errors for Table 5.4: Provision of Leave Beyond that Guaranteed by FMLA by Coverage Status: 2000 Survey

	Covered Establishments SE (N)	Non-covered Establishments SE (N)	All Establishments SE (N)
More Than 12 Weeks Per Year			
Yes	6.37 (248)	3.37 (101)	3.02 (349)
No	5.45 (471)	4.23 (311)	3.62 (782)
<i>Depends on circumstances</i>	5.56 (287)	3.34 (162)	2.89 (449)
Employees Who Have Worked for Establishment Less Than 12 Months			
Yes	6.51 (256)	3.71 (142)	3.50 (398)
No	5.45 (508)	4.31 (290)	3.75 (798)
<i>Depends on circumstances</i>	6.86 (230)	3.30 (147)	2.96 (377)
Employees Who Have Worked for Less Than 1,250 Hours in the Past Year			
Yes	6.79 (250)	3.44 (143)	3.06 (393)
No	6.33 (495)	4.00 (277)	3.38 (772)
<i>Depends on circumstances</i>	6.25 (236)	3.50 (146)	3.18 (382)

Source: 2000 Survey of Establishments.

Table 5.5SE. Standard Errors for Table 5.5: Continuation of Pay During Leave by FMLA Coverage Status: 2000 Survey

Establishment Provides:	Covered Establishments SE (N)	Non-covered Establishments SE (N)	All Establishments SE (N)
Paid Sick Leave			
Yes	4.60 (795)	3.79 (470)	3.35 (1265)
No	3.91 (178)	3.19 (199)	2.80 (377)
<i>Depends on circumstances</i>	1.65 (95)	2.28 (56)	2.04 (151)
Paid Disability Leave			
Yes	4.05 (723)	3.79 (318)	3.40 (1041)
No	4.18 (202)	4.20 (313)	3.77 (515)
<i>Depends on circumstances</i>	2.14 (136)	2.44 (81)	2.11 (217)
Paid Vacation			
Yes	1.12 (996)	3.26 (633)	2.92 (1629)
No	0.39 (12)	2.89 (58)	2.58 (70)
<i>Depends on circumstances</i>	1.03 (61)	1.67 (35)	1.48 (96)
Other Paid Time Off			
Yes	4.50 (423)	3.26 (173)	2.94 (596)
No	4.42 (616)	3.33 (529)	3.00 (1145)
<i>Depends on circumstances</i>	0.37 (30)	1.05 (23)	0.95 (53)

Source: 2000 Survey of Establishments.

Table 5.6SE. Standard Errors for Table 5.6: Continuation of Pay During Leave by FMLA Coverage Status: Reasons for Which Pay is Continued: 2000 Survey

Establishment Continues Pay During Leave For:	Covered Establishments SE (N)	Non-covered Establishments SE (N)	All Establishments SE (N)
Parents to Care for Newborn			
<i>Full pay</i>	4.01 (216)	2.78 (173)	2.53 (389)
<i>Partial pay</i>	1.46 (86)	1.68 (44)	1.44 (130)
<i>Depends on circumstances</i>	5.29 (230)	2.88 (107)	2.51 (337)
<i>No pay</i>	4.91 (529)	3.78 (390)	3.22 (919)
Parents for Adoption or Foster Care Placement			
<i>Full pay</i>	4.01 (187)	2.77 (132)	2.48 (319)
<i>Partial pay</i>	0.57 (48)	1.15 (29)	1.02 (77)
<i>Depends on circumstances</i>	6.26 (196)	3.04 (110)	2.69 (306)
<i>No pay</i>	6.01 (617)	3.93 (441)	3.43 (1058)
Employee's Own Serious Health Condition			
<i>Full pay</i>	6.35 (396)	3.72 (242)	3.39 (638)
<i>Partial pay</i>	5.07 (149)	1.66 (60)	1.80 (209)
<i>Depends on circumstances</i>	3.54 (244)	2.15 (145)	1.97 (389)
<i>No pay</i>	4.00 (278)	3.67 (274)	3.28 (552)
Mother's Maternity-Related Reasons			
<i>Full pay</i>	6.31 (379)	4.00 (228)	3.54 (607)
<i>Partial pay</i>	4.93 (154)	1.97 (46)	1.91 (200)
<i>Depends on circumstances</i>	2.94 (209)	2.24 (115)	1.96 (324)
<i>No pay</i>	3.98 (322)	3.39 (326)	3.03 (648)

Table 5.6SE. Standard Errors for Table 5.6: Continuation of Pay During Leave by FMLA Coverage Status: Reasons for Which Pay is Continued: 2000 Survey (continued)

Establishment Continues Pay During Leave For:	Covered Establishments SE (N)	Non-covered Establishments SE (N)	All Establishments SE (N)
Care of Child, Spouse, or for Serious Health Condition			
<i>Full pay</i>	4.08 (188)	3.65 (161)	3.29 (349)
<i>Partial pay</i>	0.87 (48)	2.00 (33)	1.75 (81)
<i>Depends on circumstances</i>	5.44 (222)	3.12 (149)	2.83 (371)
<i>No pay</i>	5.19 (604)	3.43 (373)	3.03 (977)

Source: 2000 Survey of Establishments.

**STANDARD ERRORS
FOR CHAPTER 6 TABLES
DISPLAYED IN TEXT**

Table 6.1SE. Standard Errors for Table 6.1: Covered Establishments' Initial Source of Information About FMLA: 1995 and 2000 Surveys

	Covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
U.S. Department of Labor	5.50 (355)	3.38 (754)
The media	8.10 (462)	8.25 (452)
A trade or business group	5.02 (426)	5.68 (670)
An attorney or consultant	4.92 (385)	3.31 (748)
A union	1.36 (26)	1.28 (48)
Employees	1.16 (38)	4.27 (89)
The Internet	NA	5.50 (490)
Existing company policies or practices	NA	2.83 (849)
Some other source	5.11 (128)	2.21 (177)

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Establishments.

Table 6.2SE. Standard Errors for Table 6.2: How Employees First Learned About the Family and Medical Leave Act: 2000 Survey

	Employees Aware of FMLA SE (N)
Media (TV, newspapers, etc.)	1.82 (601)
Co-workers	0.84 (71)
Employer gave out information	1.77 (613)
Posters	0.70 (67)
Internet	0.16 (5)
Family member	0.60 (56)
Union gave out information	0.41 (27)
Other way	0.82 (97)

Source: 2000 Survey of Employees.

Table 6.3SE. Standard Errors for Table 6.3: Methods Used to Cover Work When an Employee Takes Leave for a Week or Longer: 2000 Survey

	Covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Establishment Covers Leave By:		
Assigning work temporarily to other employees	1.13 (712)	0.47 (1024)
Hiring an outside temporary replacement	4.70 (462)	6.22 (559)
Hiring a permanent replacement	4.00 (101)	0.97 (71)
Putting work on hold until the employee returns from leave	5.28 (108)	3.60 (196)
Having the employee perform some work while on leave	2.78 (158)	1.22 (143)
Some other method	0.77 (30)	5.86 (60)

Source: 1995 and 2000 Survey of Establishments.

**Table 6.4SE. Standard Errors for Table 6.4: Effects of FMLA-Related Administrative Activities:
1995 and 2000 Surveys**

	Covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Maintaining Additional Record-Keeping		
<i>Very/Somewhat easy</i>	4.07 (365)	6.81 (483)
<i>Very/Somewhat difficult</i>	4.07 (297)	6.81 (439)
Determining Whether the Act Applies to the Organization		
<i>Very/Somewhat easy</i>	4.32 (615)	4.59 (827)
<i>Very/Somewhat difficult</i>	4.32 (59)	4.59 (107)
Determining Whether Certain Employees are Eligible		
<i>Very/Somewhat easy</i>	2.05 (531)	2.90 (740)
<i>Very/Somewhat difficult</i>	2.05 (138)	2.90 (198)
Coordinating State and Federal Leave Policies		
<i>Very/Somewhat easy</i>	4.31 (468)	8.33 (553)
<i>Very/Somewhat difficult</i>	4.31 (150)	8.33 (345)
Coordinating the Act with Other Federal Laws ⁽¹⁾		
<i>Very/Somewhat easy</i>	4.60 (399)	6.06 (454)
<i>Very/Somewhat difficult</i>	4.60 (236)	6.06 (463)
Coordinating the Act with Other Leave Policies		
<i>Very/Somewhat easy</i>	5.99 (488)	5.48 (569)
<i>Very/Somewhat difficult</i>	5.99 (177)	5.48 (355)
Coordinating the Act with Employee Attendance Policies		
<i>Very/Somewhat easy</i>	NA	7.07 (573)
<i>Very/Somewhat difficult</i>	NA	7.07 (356)

Table 6.4SE. Standard Errors for Table 6.4: Effects of FMLA-Related Administrative Activities: 1995 and 2000 Surveys (continued)

	Covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Administering FMLA's Notification, Designation, and Certification Requirements		
<i>Very/Somewhat easy</i>	NA	5.58 (471)
<i>Very/Somewhat difficult</i>	NA	5.58 (452)
Determining if a Health Condition is a Serious Health Condition Under FMLA		
<i>Very/Somewhat easy</i>	NA	5.27 (517)
<i>Very/Somewhat difficult</i>	NA	5.27 (404)
Overall Ease of Complying with FMLA		
<i>Very/Somewhat easy</i>	2.75 (459)	5.95 (584)
<i>Very/Somewhat difficult</i>	2.75 (215)	5.95 (357)

(1) In the 1995 survey, the wording was slightly different. "Pre-existing" was used instead of "Other."
 NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Establishments.

Table 6.5SE. Standard Errors for Table 6.5: Effects of Complying with FMLA on Business and Employee Performance: 1995 and 2000 Surveys

	Covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Business Effects		
Productivity		
<i>Positive effect</i>	3.08 (47)	1.45 (109)
<i>Negative effect</i>	1.71 (107)	6.62 (155)
<i>No noticeable effect</i>	3.42 (509)	6.67 (657)
Profitability		
<i>Positive effect</i>	0.53 (19)	0.56 (44)
<i>Negative effect</i>	1.51 (87)	1.72 (156)
<i>No noticeable effect</i>	1.67 (523)	1.97 (690)
Growth		
<i>Positive effect</i>	0.55 (16)	0.89 (32)
<i>Negative effect</i>	1.41 (20)	7.20 (46)
<i>No noticeable effect</i>	1.53 (607)	7.28 (817)
Employee Effects		
Productivity		
<i>Positive effect</i>	3.84 (90)	6.31 (124)
<i>Negative effect</i>	1.17 (82)	6.51 (169)
<i>No noticeable effect</i>	4.17 (483)	7.14 (617)
Absences		
<i>Positive effect</i>	1.90 (46)	1.30 (82)
<i>Negative effect</i>	1.01 (105)	6.78 (192)
<i>No noticeable effect</i>	2.33 (504)	6.67 (640)

Table 6.5SE. Standard Errors for Table 6.5: Effects of Complying with FMLA on Business and Employee Performance: 1995 and 2000 Surveys (continued)

	Covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Turnover		
<i>Positive effect</i>	1.65 (42)	1.66 (92)
<i>Negative effect</i>	0.26 (9)	7.21 (28)
<i>No noticeable effect</i>	1.68 (612)	6.88 (798)
Career Advancement		
<i>Positive effect</i>	4.22 (33)	1.06 (58)
<i>Negative effect</i>	0.39 (7)	0.21 (8)
<i>No noticeable effect</i>	4.21 (629)	1.08 (856)
Morale		
<i>Positive effect</i>	NA	2.98 (292)
<i>Negative effect</i>	NA	6.90 (87)
<i>No noticeable effect</i>	NA	5.40 (541)

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Establishments.

APPENDIX B-2

STANDARD ERRORS

FOR TABLES NOT

DISPLAYED IN TEXT

**STANDARD ERRORS
FOR CHAPTER 2
TABLES NOT DISPLAYED IN
TEXT**

Table A2-2.1SE. Standard Errors for Table A2-2.1: Number of Leaves Taken: 1995 and 2000 Surveys

Number	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
1	1.52 (855)	2.12 (895)
2	1.28 (191)	1.69 (165)
3 or more	0.94 (126)	1.43 (123)

Source: 1995 and 2000 Survey of Employees.

Table A2-2.2SE. Standard Errors for Table A2-2.2: Length of Leave: 1995 and 2000 Surveys

Length of Longest Leave (in work days)	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
1- 3 days	1.26 (113)	1.02 (152)
4 – 5 days	1.88 (264)	1.77 (237)
6 – 10 days	1.74 (232)	1.86 (226)
11 – 20 days	0.98 (159)	1.05 (156)
21 – 30 days	1.02 (99)	0.77 (94)
31 – 40 days	0.96 (89)	1.02 (98)
41 – 60 days	0.93 (96)	0.88 (119)
More than 60 days	0.75 (120)	1.12 (125)
Number of Leave-Takers	657,248.17 (1,172)	876,388.45 (1,229)

Source: 1995 and 2000 Survey of Employees.

**Table A2-2.3SE. Standard Errors for Table A2-2.3: Reason for Leave Within Length of Leave Groups:
2000 Survey**

Length of Longest Leave (in work days)	Leave-Takers Within Each Length Category						Number of Leave-Takers SE (N)
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)	
1 – 3 days	5.06 (44)	0.73 (1)	3.66 (22)	3.26 (37)	2.90 (19)	3.49 (26)	285,556.67 (152)
4 – 5 days	3.63 (83)	0.88 (5)	5.56 (34)	2.00 (32)	1.96 (30)	3.06 (51)	455,295.99 (237)
6 – 10 days	5.14 (103)	1.00 (8)	4.03 (29)	4.84 (24)	1.26 (17)	3.61 (42)	479,710.83 (226)
11 – 30 days	4.51 (159)	1.80 (20)	2.28 (31)	3.23 (11)	0.99 (8)	1.53 (19)	291,544.97 (250)
31 – 60 days	4.18 (108)	2.68 (40)	3.13 (54)	0.90 (6)	0.67 (2)	1.01 (7)	369,477.18 (217)
More than 60 days	5.77 (72)	7.65 (20)	3.86 (23)	0.34 (1)	1.38 (5)	1.61 (4)	258,078.21 (125)

Source: 2000 Survey of Employees.

Table A2-2.4SE. Standard Errors for Table A2-2.4: Demographic Characteristics of Leave-Takers Versus Other Employees: 2000 Survey

	Leave-Takers SE (N)	Other Employees SE (N)	All Employees SE (N)
Gender			
<i>Male</i>	1.97 (461)	1.40 (646)	1.24 (1107)
<i>Female</i>	1.97 (768)	1.40 (683)	1.24 (1451)
Age			
18 – 24	1.44 (87)	1.08 (176)	0.93 (263)
25 – 34	1.86 (326)	1.32 (274)	1.11 (600)
35 – 49	1.95 (501)	1.69 (556)	1.41 (1057)
50 – 64	1.21 (275)	1.22 (274)	1.05 (549)
65 or over	0.36 (29)	0.55 (35)	0.46 (64)
Race/Ethnicity			
<i>White non-Hispanic</i>	1.91 (939)	1.35 (1031)	1.22 (1970)
<i>Black non-Hispanic</i>	1.50 (124)	1.02 (130)	0.93 (254)
<i>Hispanic</i>	1.33 (85)	0.76 (95)	0.68 (180)
<i>Asian</i>	0.39 (30)	0.62 (34)	0.51 (64)
<i>All others</i>	0.55 (38)	0.65 (28)	0.55 (66)
Marital Status			
<i>Married/Living with partner</i>	1.72 (919)	1.63 (908)	1.45 (1827)
<i>Separated/Divorced/Widowed</i>	1.13 (171)	1.03 (145)	0.90 (316)
<i>Never been married</i>	1.43 (132)	1.37 (270)	1.23 (402)

Table A2-2.4SE. Standard Errors for Table A2-2.4: Demographic Characteristics of Leave-Takers Versus Other Employees: 2000 Survey (continued)

	Leave-Takers SE (N)	Other Employees SE (N)	All Employees SE (N)
Children Under 18 in Household			
<i>None</i>	1.78 (518)	1.42 (771)	1.27 (1289)
<i>One or more</i>	1.78 (710)	1.42 (553)	1.27 (1263)
Education			
<i>Less than high school</i>	1.15 (62)	0.91 (75)	0.78 (137)
<i>High school graduate</i>	1.67 (344)	1.95 (390)	1.62 (734)
<i>Some college</i>	1.91 (384)	1.56 (376)	1.31 (760)
<i>College graduate</i>	1.64 (294)	1.42 (345)	1.20 (639)
<i>Graduate school</i>	1.38 (143)	1.11 (139)	0.96 (282)
Annual Family Income			
<i>Less than \$20,000</i>	1.57 (148)	1.43 (168)	1.16 (316)
<i>\$20,000 to less than \$30,000</i>	1.38 (135)	1.45 (144)	1.22 (279)
<i>\$30,000 to less than \$50,000</i>	1.62 (271)	1.60 (283)	1.32 (554)
<i>\$50,000 to less than \$75,000</i>	1.64 (293)	1.81 (273)	1.48 (566)
<i>\$75,000 to less than \$100,000</i>	1.23 (136)	1.15 (125)	1.00 (261)
<i>\$100,000 or more</i>	1.67 (113)	0.96 (111)	0.86 (224)
Compensation Type			
<i>Salaried</i>	2.02 (446)	1.44 (461)	1.28 (907)
<i>Hourly</i>	2.11 (657)	1.38 (705)	1.19 (1362)
<i>Other</i>	0.97 (122)	1.14 (157)	0.97 (279)
Population Totals	876,388.45 (1,229)	2,973,287.67 (1,329)	3,044,208.49 (2,558)

Source: 2000 Survey of Employees.

Table A2-2.5SE. Standard Errors for Table A2-2.5: Demographic Characteristics of Leave-Takers: 1995 and 2000 Surveys

	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Gender		
<i>Male</i>	1.82 (484)	1.97 (461)
<i>Female</i>	1.82 (688)	1.97 (768)
Age		
18 – 24	1.02 (143)	1.44 (87)
25 – 34	1.62 (369)	1.86 (326)
35 – 49	1.72 (451)	1.95 (501)
50 – 64	1.50 (170)	1.21 (275)
65 or over	0.44 (39)	0.36 (29)
Race/Ethnicity		
<i>White non-Hispanic</i>	1.70 (902)	1.91 (939)
<i>Black non-Hispanic</i>	1.20 (120)	1.50 (124)
<i>Hispanic</i>	1.27 (92)	1.33 (85)
<i>Asian</i>	NA	0.39 (30)
<i>All others</i>	0.49 (22)	0.55 (38)
Marital Status		
<i>Married/Living with partner</i>	1.78 (850)	1.72 (919)
<i>Separated/Divorced/Widowed</i>	1.60 (178)	1.13 (171)
<i>Never been married</i>	1.38 (141)	1.43 (132)

Table A2-2.5SE. Standard Errors for Table A2-2.5: Demographic Characteristics of Leave-Takers: 1995 and 2000 Surveys (continued)

	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Children Under 18 in Household		
<i>None</i>	2.13 (507)	1.78 (518)
<i>One or more</i>	2.13 (663)	1.78 (710)
Education		
<i>Less than high school</i>	1.33 (102)	1.15 (62)
<i>High school graduate</i>	1.66 (314)	1.67 (344)
<i>Some college</i>	1.76 (363)	1.91 (384)
<i>College graduate</i>	1.44 (242)	1.64 (294)
<i>Graduate school</i>	1.49 (147)	1.38 (143)
Annual Family Income		
<i>Less than \$20,000</i>	1.46 (208)	1.57 (148)
<i>\$20,000 to less than \$30,000</i>	1.77 (182)	1.38 (135)
<i>\$30,000 to less than \$50,000</i>	1.59 (317)	1.62 (271)
<i>\$50,000 to less than \$75,000</i>	1.66 (207)	1.64 (293)
<i>\$75,000 to less than \$100,000</i>	1.09 (95)	1.23 (136)
<i>\$100,000 or more</i>	0.66 (49)	1.67 (113)
Compensation Type		
<i>Salaried</i>	1.75 (427)	2.02 (446)
<i>Hourly</i>	1.90 (643)	2.11 (657)
<i>Other</i>	1.26 (100)	0.97 (122)
Number of Leave-Takers	657,248.17 (1,172)	876,388.45 (1,229)

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."
Source: 1995 and 2000 Survey of Employees.

Table A2-2.6SE. Standard Errors for Table A2-2.6: Reasons for All Leaves Taken Within Demographic Groups: 2000 Survey

	Leave-Takers in Each Demographic Category that Took at Least One Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	3.54 (262)	. (0)	3.51 (88)	2.14 (47)	1.21 (42)	1.96 (57)
<i>Female</i>	2.66 (368)	1.80 (98)	2.07 (115)	1.58 (88)	0.78 (51)	1.60 (115)
Age						
18 – 24	7.84 (41)	8.18 (20)	4.99 (22)	1.71 (4)	1.18 (2)	5.74 (4)
25 – 34	3.73 (122)	1.97 (49)	4.32 (117)	1.75 (39)	1.08 (11)	2.56 (18)
35 – 49	2.98 (258)	0.86 (28)	1.38 (54)	3.17 (77)	0.97 (34)	1.93 (95)
50 or over	4.02 (203)	. (0)	3.34 (9)	1.34 (14)	2.00 (45)	2.12 (54)
Race/Ethnicity						
<i>White non-Hispanic</i>	2.55 (483)	1.29 (68)	2.18 (155)	1.14 (96)	0.70 (72)	1.47 (141)
<i>Black non-Hispanic</i>	6.22 (71)	2.98 (12)	2.46 (14)	9.19 (19)	1.43 (7)	2.93 (17)
<i>Hispanic</i>	9.48 (37)	2.99 (11)	10.21 (21)	2.87 (8)	2.99 (7)	2.25 (6)
<i>All others</i>	5.78 (33)	3.39 (6)	5.22 (11)	3.56 (8)	4.10 (7)	3.89 (7)
Marital Status						
<i>Married/Living with partner</i>	2.88 (430)	1.31 (81)	2.61 (182)	1.13 (98)	0.80 (85)	1.50 (120)
<i>Separated/Divorced/Widowed</i>	4.42 (108)	1.36 (6)	1.38 (8)	4.40 (26)	1.41 (8)	2.71 (28)
<i>Never been married</i>	4.99 (86)	2.65 (11)	3.45 (13)	7.61 (11)	. (0)	4.65 (22)

Table A2-2.6SE. Standard Errors for Table A2-2.6: Reasons for All Leaves Taken Within Demographic Groups: 2000 Survey (continued)

	Leave-Takers in Each Demographic Category that Took at Least One Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Children Under 18 in Household						
<i>None</i>	2.37 (353)	0.12 (2)	2.04 (19)	0.91 (21)	1.16 (52)	2.04 (103)
<i>One or more</i>	3.44 (276)	1.82 (96)	2.81 (184)	2.26 (114)	0.82 (41)	1.68 (69)
Education						
<i>High school graduate or less</i>	3.12 (237)	2.60 (30)	2.00 (66)	1.88 (43)	1.00 (31)	2.21 (41)
<i>Some college</i>	4.06 (205)	1.34 (31)	2.93 (53)	3.49 (41)	1.06 (28)	1.60 (56)
<i>College graduate</i>	3.78 (136)	1.61 (26)	4.73 (58)	1.75 (33)	1.37 (20)	1.89 (42)
<i>Graduate school</i>	4.75 (50)	2.28 (11)	6.63 (26)	2.71 (18)	2.53 (14)	5.57 (33)
Annual Family Income						
<i>Less than \$20,000</i>	5.07 (74)	6.16 (21)	3.22 (25)	2.73 (20)	1.30 (5)	4.44 (14)
<i>\$20,000 to less than \$30,000</i>	5.82 (86)	0.66 (2)	2.89 (19)	4.52 (14)	1.83 (9)	3.19 (15)
<i>\$30,000 to less than \$50,000</i>	4.29 (160)	1.66 (20)	2.34 (37)	4.33 (33)	1.39 (18)	1.81 (37)
<i>\$50,000 to less than \$75,000</i>	4.18 (132)	1.87 (31)	2.39 (55)	1.69 (27)	1.63 (27)	3.27 (45)
<i>\$75,000 to less than \$100,000</i>	5.28 (58)	2.59 (13)	6.22 (26)	2.35 (12)	1.80 (10)	2.79 (23)
<i>\$100,000 or more</i>	8.51 (53)	1.10 (2)	10.79 (22)	2.75 (15)	2.00 (9)	4.01 (20)
Compensation Type						
<i>Salaried</i>	4.16 (194)	1.13 (34)	3.72 (85)	2.07 (42)	1.43 (47)	2.47 (75)
<i>Hourly</i>	2.87 (372)	1.79 (56)	1.49 (101)	2.11 (77)	0.73 (39)	1.59 (75)
<i>Other</i>	5.56 (61)	2.08 (8)	4.22 (17)	2.90 (16)	1.73 (7)	4.13 (21)

Source: 2000 Survey of Employees.

Table A2-2.7SE. Standard Errors for Table A2-2.7: Leave-Taking Within Demographic Groups: 1995 and 2000 Surveys

	Employees Within Each Demographic Category that Took Leave (for a Covered Reason)	
	1995 Survey SE (N)	2000 Survey SE (N)
Gender		
<i>Male</i>	0.87 (484)	0.81 (461)
<i>Female</i>	1.24 (688)	1.01 (768)
Age		
18 – 24	1.25 (143)	1.69 (87)
25 – 34	1.83 (369)	1.63 (326)
35 – 49	1.13 (451)	1.22 (501)
50 – 64	1.43 (170)	1.18 (275)
65 or over	2.59 (39)	2.76 (29)
Race/Ethnicity		
<i>White non-Hispanic</i>	0.84 (902)	0.72 (939)
<i>Black non-Hispanic</i>	2.30 (120)	2.60 (124)
<i>Hispanic</i>	3.31 (92)	3.12 (85)
<i>Asian</i>	NA	3.23 (30)
<i>All others</i>	4.79 (22)	4.82 (38)
Marital Status		
<i>Married/Living with partner</i>	0.85 (850)	0.79 (919)
<i>Separated/Divorced/Widowed</i>	2.60 (178)	2.15 (171)
<i>Never been married</i>	1.31 (141)	1.10 (132)

Table A2-2.7SE. Standard Errors for Table A2-2.7: Leave-Taking Within Demographic Groups: 1995 and 2000 Surveys (continued)

	Employees Within Each Demographic Category that Took Leave (for a Covered Reason)	
	1995 Survey SE (N)	2000 Survey SE (N)
Children Under 18 in Household		
<i>None</i>	0.87 (507)	0.64 (518)
<i>One or more</i>	1.16 (663)	1.21 (710)
Education		
<i>Less than high school</i>	3.00 (102)	3.98 (62)
<i>High school graduate</i>	1.21 (314)	1.42 (344)
<i>Some college</i>	1.48 (363)	1.61 (384)
<i>College graduate</i>	1.30 (242)	1.29 (294)
<i>Graduate school</i>	2.18 (147)	2.05 (143)
Annual Family Income		
<i>Less than \$20,000</i>	1.77 (208)	2.25 (148)
<i>\$20,000 to less than \$30,000</i>	1.95 (182)	2.08 (135)
<i>\$30,000 to less than \$50,000</i>	1.38 (317)	1.66 (271)
<i>\$50,000 to less than \$75,000</i>	1.53 (207)	1.81 (293)
<i>\$75,000 to less than \$100,000</i>	2.39 (95)	2.00 (136)
<i>\$100,000 or more</i>	3.07 (49)	2.92 (113)
Compensation Type		
<i>Salaried</i>	1.19 (427)	1.04 (446)
<i>Hourly</i>	0.95 (643)	0.96 (657)
<i>Other</i>	1.87 (100)	1.73 (122)

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."
Source: 1995 and 2000 Survey of Employees.

Table A2-2.8SE. Standard Errors for Table A2-2.8: Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 2000 Survey

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	0.47 (248)	. (0)	0.55 (81)	0.30 (39)	0.16 (38)	0.26 (52)
<i>Female</i>	0.71 (334)	0.37 (95)	0.43 (113)	0.31 (73)	0.14 (46)	0.26 (100)
Age						
18 – 24	1.26 (40)	1.01 (20)	0.54 (19)	0.14 (3)	0.13 (2)	0.35 (2)
25 – 34	0.60 (104)	0.42 (48)	1.31 (114)	0.32 (31)	0.21 (10)	0.52 (18)
35 – 49	0.78 (239)	0.14 (26)	0.24 (52)	0.59 (64)	0.15 (31)	0.29 (86)
50 or over	0.72 (193)	. (0)	0.59 (8)	0.22 (13)	0.34 (40)	0.35 (45)
Race/Ethnicity						
<i>White non-Hispanic</i>	0.49 (452)	0.21 (66)	0.40 (148)	0.21 (77)	0.10 (64)	0.21 (126)
<i>Black non-Hispanic</i>	1.75 (59)	0.53 (12)	0.39 (13)	1.89 (17)	0.26 (7)	0.42 (15)
<i>Hispanic</i>	1.12 (35)	0.52 (11)	2.40 (21)	0.47 (6)	0.55 (6)	0.35 (4)
<i>All others</i>	1.67 (31)	0.52 (5)	0.77 (10)	0.65 (8)	0.62 (7)	0.62 (6)
Marital Status						
<i>Married/Living with partner</i>	0.48 (396)	0.24 (79)	0.57 (174)	0.22 (80)	0.13 (76)	0.26 (106)
<i>Separated/Divorced/Widowed</i>	1.45 (101)	0.25 (5)	0.27 (8)	1.08 (23)	0.30 (8)	0.53 (25)
<i>Never been married</i>	0.92 (79)	0.23 (11)	0.30 (12)	0.72 (9)	. (0)	0.21 (20)
Children Under 18 in Household						
<i>None</i>	0.49 (335)	0.01 (2)	0.24 (18)	0.10 (19)	0.14 (47)	0.19 (92)
<i>One or more</i>	0.72 (246)	0.43 (93)	0.83 (176)	0.58 (93)	0.18 (37)	0.36 (60)

Table A2-2.8SE. Standard Errors for Table A2-2.8: Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 2000 Survey (continued)

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Education						
<i>High school graduate or less</i>	0.89 (222)	0.43 (28)	0.33 (60)	0.30 (31)	0.17 (29)	0.27 (35)
<i>Some college</i>	1.00 (186)	0.27 (30)	0.66 (51)	0.69 (37)	0.20 (25)	0.30 (50)
<i>College graduate</i>	0.68 (124)	0.25 (26)	0.85 (57)	0.26 (29)	0.17 (18)	0.25 (39)
<i>Graduate school</i>	0.83 (48)	0.41 (11)	1.45 (26)	0.39 (15)	0.43 (12)	1.00 (28)
Annual Family Income						
<i>Less than \$20,000</i>	1.47 (69)	1.11 (21)	0.56 (24)	0.40 (16)	0.21 (5)	0.50 (13)
<i>\$20,000 to less than \$30,000</i>	1.38 (79)	0.11 (2)	0.51 (17)	0.80 (11)	0.35 (9)	0.56 (14)
<i>\$30,000 to less than \$50,000</i>	0.97 (143)	0.32 (19)	0.47 (32)	0.88 (26)	0.26 (16)	0.30 (30)
<i>\$50,000 to less than \$75,000</i>	1.23 (120)	0.37 (29)	0.54 (54)	0.39 (24)	0.33 (26)	0.66 (40)
<i>\$75,000 to less than \$100,000</i>	1.15 (57)	0.43 (13)	1.37 (26)	0.40 (12)	0.27 (8)	0.49 (20)
<i>\$100,000 or more</i>	1.03 (50)	0.20 (2)	2.81 (22)	0.41 (11)	0.32 (7)	0.62 (20)
Compensation Type						
<i>Salaried</i>	0.73 (181)	0.19 (34)	0.76 (82)	0.33 (37)	0.21 (42)	0.38 (67)
<i>Hourly</i>	0.75 (341)	0.31 (53)	0.29 (96)	0.38 (60)	0.13 (36)	0.20 (64)
<i>Other</i>	0.88 (57)	0.28 (8)	0.72 (16)	0.37 (15)	0.23 (6)	0.69 (20)

Source: 2000 Survey of Employees.

Table A2-2.9SE. Standard Errors for Table A2-2.9: Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 1995 Survey

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	0.69 (323)	. (0)	0.34 (74)	0.22 (28)	0.11 (29)	0.15 (30)
<i>Female</i>	0.86 (381)	0.24 (62)	0.30 (102)	0.35 (67)	0.10 (17)	0.29 (59)
Age						
18 – 24	0.85 (83)	0.30 (15)	0.51 (26)	0.31 (12)	0.13 (2)	0.24 (5)
25 – 34	0.83 (153)	0.36 (37)	0.66 (107)	0.60 (40)	0.19 (11)	0.27 (21)
35 – 49	0.92 (298)	0.10 (10)	0.37 (42)	0.28 (36)	0.13 (17)	0.30 (48)
50 or over	1.20 (170)	. (0)	0.05 (1)	0.19 (7)	0.21 (16)	0.21 (15)
Race/Ethnicity						
<i>White non-Hispanic</i>	0.58 (538)	0.10 (44)	0.28 (141)	0.15 (71)	0.08 (39)	0.18 (69)
<i>Black non-Hispanic</i>	1.98 (77)	0.40 (7)	0.57 (12)	1.15 (11)	0.44 (5)	0.46 (8)
<i>Hispanic</i>	2.32 (54)	0.56 (7)	0.68 (14)	1.65 (9)	. (0)	0.55 (8)
<i>All others</i>	2.64 (9)	0.96 (2)	1.90 (6)	1.47 (2)	. (0)	1.28 (3)
Marital Status						
<i>Married/Living with partner</i>	0.57 (462)	0.14 (55)	0.32 (154)	0.24 (80)	0.10 (39)	0.19 (60)
<i>Separated/Divorced/Widowed</i>	2.12 (129)	0.13 (2)	0.34 (13)	0.47 (11)	0.28 (7)	0.45 (16)
<i>Never been married</i>	1.20 (110)	0.18 (5)	0.21 (9)	0.17 (4)	. (0)	0.29 (13)
Children Under 18 in Household						
<i>None</i>	0.75 (419)	0.03 (2)	0.03 (2)	0.08 (13)	0.11 (21)	0.25 (50)
<i>One or more</i>	0.70 (285)	0.25 (60)	0.52 (173)	0.39 (81)	0.13 (25)	0.17 (39)

Table A2-2.9SE. Standard Errors for Table A2-2.9: Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 1995 Survey (continued)

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Education						
<i>High school graduate or less</i>	0.92 (283)	0.13 (15)	0.26 (53)	0.44 (26)	0.16 (17)	0.17 (22)
<i>Some college</i>	0.87 (223)	0.19 (21)	0.49 (44)	0.21 (33)	0.19 (19)	0.42 (23)
<i>College graduate</i>	0.81 (123)	0.25 (21)	0.45 (49)	0.32 (21)	0.12 (4)	0.31 (24)
<i>Graduate school</i>	1.88 (71)	0.22 (5)	0.59 (30)	0.45 (15)	0.23 (6)	0.54 (20)
Annual Family Income						
<i>Less than \$20,000</i>	1.48 (141)	0.25 (8)	0.49 (30)	0.29 (13)	0.16 (5)	0.25 (11)
<i>\$20,000 to less than \$30,000</i>	1.67 (119)	0.18 (5)	0.41 (22)	1.04 (17)	0.32 (10)	0.32 (9)
<i>\$30,000 to less than \$50,000</i>	1.10 (194)	0.18 (20)	0.45 (40)	0.22 (26)	0.16 (13)	0.21 (24)
<i>\$50,000 to less than \$75,000</i>	0.98 (111)	0.27 (12)	0.50 (40)	0.32 (19)	0.25 (13)	0.60 (12)
<i>\$75,000 to less than \$100,000</i>	1.77 (46)	0.45 (6)	0.91 (19)	0.40 (6)	0.40 (5)	0.63 (13)
<i>\$100,000 or more</i>	1.82 (20)	0.77 (6)	1.06 (11)	0.92 (6)	. (0)	0.83 (6)
Compensation Type						
<i>Salaried</i>	0.75 (219)	0.19 (28)	0.46 (79)	0.23 (32)	0.12 (15)	0.27 (54)
<i>Hourly</i>	0.76 (413)	0.13 (29)	0.20 (85)	0.32 (56)	0.13 (30)	0.13 (30)
<i>Other</i>	1.52 (70)	0.24 (5)	0.41 (12)	0.30 (7)	0.10 (1)	0.91 (5)

Source: 2000 Survey of Employees.

Table A2-2.10SE. Standard Errors for Table A2-2.10: Demographic Characteristics of Leave-Needers Versus Other Employees: 2000 Survey

	Leave-Needers SE (N)	Other Employees SE (N)	All Employees SE (N)
Gender			
<i>Male</i>	3.94 (86)	1.29 (1021)	1.24 (1107)
<i>Female</i>	3.94 (117)	1.29 (1334)	1.24 (1451)
Age			
18 – 24	1.98 (16)	0.96 (247)	0.93 (263)
25 – 34	4.04 (52)	1.10 (548)	1.11 (600)
35 – 49	3.88 (86)	1.44 (971)	1.41 (1057)
50 – 64	2.63 (43)	1.08 (506)	1.05 (549)
65 or over	0.89 (4)	0.46 (60)	0.46 (64)
Race/Ethnicity			
<i>White non-Hispanic</i>	3.97 (151)	1.23 (1819)	1.22 (1970)
<i>Black non-Hispanic</i>	2.50 (26)	0.94 (228)	0.93 (254)
<i>Hispanic</i>	2.21 (19)	0.70 (161)	0.68 (180)
<i>Asian</i>	3.23 (4)	0.52 (60)	0.51 (64)
<i>All others</i>	0.61 (2)	0.57 (64)	0.55 (66)
Marital Status			
<i>Married/Living with partner</i>	3.65 (139)	1.49 (1688)	1.45 (1827)
<i>Separated/Divorced/Widowed</i>	2.65 (41)	0.92 (275)	0.90 (316)
<i>Never been married</i>	2.71 (23)	1.27 (379)	1.23 (402)

Table A2-2.10SE. Standard Errors for Table A2-2.10: Demographic Characteristics of Leave-Needers Versus Other Employees: 2000 Survey (continued)

	Leave-Needers SE (N)	Other Employees SE (N)	All Employees SE (N)
Children Under 18 in Household			
<i>None</i>	3.73 (93)	1.29 (1196)	1.27 (1289)
<i>One or more</i>	3.73 (110)	1.29 (1153)	1.27 (1263)
Education			
<i>Less than high school</i>	2.61 (14)	0.78 (123)	0.78 (137)
<i>High school graduate</i>	2.86 (57)	1.65 (677)	1.62 (734)
<i>Some college</i>	3.44 (54)	1.34 (706)	1.31 (760)
<i>College graduate</i>	3.20 (57)	1.23 (582)	1.20 (639)
<i>Graduate school</i>	2.12 (21)	0.97 (261)	0.96 (282)
Annual Family Income			
<i>Less than \$20,000</i>	3.35 (29)	1.19 (287)	1.16 (316)
<i>\$20,000 to less than \$30,000</i>	2.95 (31)	1.26 (248)	1.22 (279)
<i>\$30,000 to less than \$50,000</i>	2.74 (45)	1.35 (509)	1.32 (554)
<i>\$50,000 to less than \$75,000</i>	3.27 (52)	1.52 (514)	1.48 (566)
<i>\$75,000 to less than \$100,000</i>	1.80 (17)	1.02 (244)	1.00 (261)
<i>\$100,000 or more</i>	2.77 (13)	0.87 (211)	0.86 (224)
Compensation Type			
<i>Salaried</i>	2.91 (51)	1.32 (856)	1.28 (907)
<i>Hourly</i>	3.32 (121)	1.23 (1241)	1.19 (1362)
<i>Other</i>	2.17 (30)	0.99 (249)	0.97 (279)

Source: 2000 Survey of Employees.

Table A2-2.11SE. Standard Errors for Table A2-2.11: Demographic Characteristics of Leave-Needers: 1995 and 2000 Surveys

	Leave-Needers	
	1995 Survey SE (N)	2000 Survey SE (N)
Gender		
<i>Male</i>	3.57 (93)	3.94 (86)
<i>Female</i>	3.57 (94)	3.94 (117)
Age		
18 – 24	2.20 (18)	1.98 (16)
25 – 34	3.48 (55)	4.04 (52)
35 – 49	3.99 (74)	3.88 (86)
50 – 64	2.88 (38)	2.63 (43)
65 or over	0.81 (2)	0.89 (4)
Race/Ethnicity		
<i>White non-Hispanic</i>	3.37 (130)	3.97 (151)
<i>Black non-Hispanic</i>	2.77 (32)	2.50 (26)
<i>Hispanic</i>	1.74 (16)	2.21 (19)
<i>Asian</i>	NA	3.23 (4)
<i>All others</i>	1.15 (5)	0.61 (2)
Marital Status		
<i>Married/Living with partner</i>	3.27 (118)	3.65 (139)
<i>Separated/Divorced/Widowed</i>	3.03 (44)	2.65 (41)
<i>Never been married</i>	2.65 (25)	2.71 (23)

Table A2-2.11SE. Standard Errors for Table A2-2.11: Demographic Characteristics of Leave-Needers: 1995 and 2000 Surveys (continued)

	Leave-Needers	
	1995 Survey SE (N)	2000 Survey SE (N)
Children Under 18 in Household		
<i>None</i>	4.03 (88)	3.73 (93)
<i>One or more</i>	4.03 (99)	3.73 (110)
Education		
<i>Less than high school</i>	1.86 (18)	2.61 (14)
<i>High school graduate</i>	3.67 (51)	2.86 (57)
<i>Some college</i>	4.33 (64)	3.44 (54)
<i>College graduate</i>	2.92 (31)	3.20 (57)
<i>Graduate school</i>	3.00 (23)	2.12 (21)
Annual Family Income		
<i>Less than \$20,000</i>	3.58 (43)	3.35 (29)
<i>\$20,000 to less than \$30,000</i>	3.33 (34)	2.95 (31)
<i>\$30,000 to less than \$50,000</i>	3.96 (51)	2.74 (45)
<i>\$50,000 to less than \$75,000</i>	2.60 (27)	3.27 (52)
<i>\$75,000 to less than \$100,000</i>	2.26 (16)	1.80 (17)
<i>\$100,000 or more</i>	1.39 (6)	2.77 (13)
Compensation Type		
<i>Salaried</i>	3.57 (55)	2.91 (51)
<i>Hourly</i>	3.87 (114)	3.32 (121)
<i>Other</i>	2.16 (18)	2.17 (30)

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."

Source: 1995 and 2000 Survey of Employees.

Table A2-2.12SE. Standard Errors for Table A2-2.12: Reasons for Not Taking Leave, Based on Total Employee Population: 1995 and 2000 Surveys

Reason for Not Taking Leave	All Employees	
	1995 Survey SE (N)	2000 Survey SE (N)
Thought job might be lost	0.12 (63)	0.11 (62)
Thought job advancement might be hurt	0.13 (47)	0.13 (83)
Did not want to lose seniority	0.09 (31)	0.10 (56)
Not eligible—worked part-time	0.09 (30)	0.06 (22)
Not eligible—had not worked long enough for employer	NA	0.08 (33)
Employer denied request	0.07 (20)	0.10 (39)
Could not afford to take leave	0.22 (131)	0.18 (155)
Wanted to save leave time	0.13 (58)	0.11 (71)
Work is too important	0.15 (83)	0.16 (104)
Some other reason	NA	0.06 (28)

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.13SE. Standard Errors for Table 2.13: Reasons for Most Recent Needed Leave: 2000 Survey

Reason for Needing Leave	Leave-Needers SE (N)
Own health	3.94 (91)
Maternity-disability	0.92 (3)
Care for a newborn, newly adopted, or newly placed foster child	1.98 (14)
Care for ill child	2.99 (34)
Care for ill spouse	1.72 (15)
Care for ill parent	3.31 (40)

Source: 2000 Survey of Employees.

Table A2-2.14SE. Standard Errors for Table A2-2.14: Demographic Characteristics by Reasons for All Leaves Taken, Based on Total Employee Population: 2000 Survey

	Employees in Each Demographic Category that Took at Least One Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	0.62 (262)	. (0)	0.55 (88)	0.31 (47)	0.17 (42)	0.27 (57)
<i>Female</i>	0.81 (368)	0.38 (98)	0.43 (115)	0.33 (88)	0.15 (51)	0.34 (115)
Age						
18 – 24	1.54 (41)	1.01 (20)	0.55 (22)	0.18 (4)	0.13 (2)	0.72 (4)
25 – 34	0.74 (122)	0.43 (49)	1.31 (117)	0.36 (39)	0.23 (11)	0.52 (18)
35 – 49	0.97 (258)	0.15 (28)	0.24 (54)	0.62 (77)	0.15 (34)	0.32 (95)
50 or over	0.73 (203)	. (0)	0.59 (9)	0.22 (14)	0.36 (45)	0.38 (54)
Race/Ethnicity						
<i>White non-Hispanic</i>	0.59 (483)	0.21 (68)	0.40 (155)	0.20 (96)	0.12 (72)	0.24 (141)
<i>Black non-Hispanic</i>	2.38 (71)	0.52 (12)	0.42 (14)	1.90 (19)	0.26 (7)	0.49 (17)
<i>Hispanic</i>	1.87 (37)	0.52 (11)	2.37 (21)	0.57 (8)	0.57 (7)	0.43 (6)
<i>All others</i>	1.72 (33)	0.58 (6)	0.83 (11)	0.65 (8)	0.62 (7)	0.64 (7)
Marital Status						
<i>Married/Living with partner</i>	0.61 (430)	0.24 (81)	0.56 (182)	0.24 (98)	0.15 (85)	0.28 (120)
<i>Separated/Divorced/Widowed</i>	1.50 (108)	0.27 (6)	0.27 (8)	1.10 (26)	0.30 (8)	0.57 (28)
<i>Never been married</i>	1.07 (86)	0.23 (11)	0.31 (13)	0.72 (11)	. (0)	0.47 (22)

Table A2-2.14SE. Standard Errors for Table A2-2.14: Demographic Characteristics by Reasons for All Leaves Taken, Based on Total Employee Population: 2000 Survey (continued)

	Employees in Each Demographic Category that Took at Least One Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Children Under 18 in Household						
<i>None</i>	0.50 (353)	0.01 (2)	0.24 (19)	0.10 (21)	0.15 (52)	0.26 (103)
<i>One or more</i>	1.03 (276)	0.43 (96)	0.82 (184)	0.61 (114)	0.20 (41)	0.38 (69)
Education						
<i>High school graduate or less</i>	0.98 (237)	0.44 (30)	0.34 (66)	0.33 (43)	0.16 (31)	0.40 (41)
<i>Some college</i>	1.18 (205)	0.27 (31)	0.67 (53)	0.70 (41)	0.21 (28)	0.31 (56)
<i>College graduate</i>	0.79 (136)	0.25 (26)	0.85 (58)	0.24 (33)	0.18 (20)	0.28 (42)
<i>Graduate school</i>	0.83 (50)	0.41 (11)	1.44 (26)	0.48 (18)	0.45 (14)	1.02 (33)
Annual Family Income						
<i>Less than \$20,000</i>	1.76 (74)	1.11 (21)	0.56 (25)	0.45 (20)	0.21 (5)	0.83 (14)
<i>\$20,000 to less than \$30,000</i>	1.40 (86)	0.11 (2)	0.54 (19)	0.84 (14)	0.35 (9)	0.57 (15)
<i>\$30,000 to less than \$50,000</i>	1.32 (160)	0.32 (20)	0.48 (37)	0.90 (33)	0.26 (18)	0.35 (37)
<i>\$50,000 to less than \$75,000</i>	1.26 (132)	0.40 (31)	0.53 (55)	0.42 (27)	0.35 (27)	0.68 (45)
<i>\$75,000 to less than \$100,000</i>	1.15 (58)	0.43 (13)	1.37 (26)	0.40 (12)	0.30 (10)	0.49 (23)
<i>\$100,000 or more</i>	1.54 (53)	0.20 (2)	2.81 (22)	0.49 (15)	0.32 (9)	0.62 (20)
Compensation Type						
<i>Salaried</i>	0.78 (194)	0.19 (34)	0.75 (85)	0.34 (42)	0.23 (47)	0.39 (75)
<i>Hourly</i>	0.86 (372)	0.32 (56)	0.28 (101)	0.40 (77)	0.13 (39)	0.27 (75)
<i>Other</i>	0.91 (61)	0.28 (8)	0.72 (17)	0.38 (16)	0.24 (7)	0.70 (21)

Source: 2000 Survey of Employees.

Table A2-2.15SE. Standard Errors for Table A2-2.15: Demographic Characteristics by Reason for Longest Leave: 2000 Survey

	Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care For Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	3.16 (248)	. (0)	3.54 (81)	2.16 (39)	1.19 (38)	1.92 (52)
<i>Female</i>	2.43 (334)	1.78 (95)	2.08 (113)	1.49 (73)	0.73 (46)	1.25 (100)
Age						
18 – 24	8.45 (40)	8.25 (20)	4.94 (19)	1.33 (3)	1.19 (2)	3.00 (2)
25 – 34	3.08 (104)	1.91 (48)	4.37 (114)	1.57 (31)	0.98 (10)	2.57 (18)
35 – 49	2.93 (239)	0.80 (26)	1.46 (52)	3.11 (64)	0.96 (31)	1.77 (86)
50 or over	3.80 (193)	. (0)	3.37 (8)	1.35 (13)	1.94 (40)	1.97 (45)
Race/Ethnicity						
<i>White non-Hispanic</i>	2.01 (452)	1.29 (66)	2.22 (148)	1.19 (77)	0.63 (64)	1.35 (126)
<i>Black non-Hispanic</i>	7.45 (59)	3.00 (12)	2.31 (13)	9.34 (17)	1.45 (7)	2.55 (15)
<i>Hispanic</i>	7.65 (35)	3.22 (11)	10.18 (21)	2.53 (6)	3.14 (6)	1.96 (4)
<i>All others</i>	6.08 (31)	3.22 (5)	4.69 (10)	3.63 (8)	4.12 (7)	3.88 (6)
Marital Status						
<i>Married/Living with partner</i>	2.24 (396)	1.31 (79)	2.67 (174)	1.08 (80)	0.73 (76)	1.44 (106)
<i>Separated/Divorced/Widowed</i>	4.37 (101)	1.25 (5)	1.39 (8)	4.44 (23)	1.42 (8)	2.51 (25)
<i>Never been married</i>	7.42 (79)	2.67 (11)	3.35 (12)	7.70 (9)	. (0)	2.37 (20)

Table A2-2.15SE. Standard Errors for Table A2-2.15: Demographic Characteristics by Reason for Longest Leave: 2000 Survey (continued)

	Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care For Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Children Under 18 in Household						
<i>None</i>	2.40 (335)	0.12 (2)	2.06 (18)	0.89 (19)	1.14 (47)	1.49 (92)
<i>One or more</i>	2.48 (246)	1.82 (93)	2.87 (176)	2.18 (93)	0.78 (37)	1.63 (60)
Education						
<i>High school graduate or less</i>	3.34 (222)	2.59 (28)	1.98 (60)	1.76 (31)	1.06 (29)	1.62 (35)
<i>Some college</i>	3.93 (186)	1.38 (30)	3.02 (51)	3.51 (37)	1.04 (25)	1.57 (50)
<i>College graduate</i>	3.43 (124)	1.62 (26)	4.74 (57)	1.80 (29)	1.31 (18)	1.81 (39)
<i>Graduate school</i>	4.86 (48)	2.32 (11)	6.71 (26)	2.27 (15)	2.46 (12)	5.58 (28)
Annual Family Income						
<i>Less than \$20,000</i>	5.90 (69)	6.16 (21)	3.17 (24)	2.37 (16)	1.30 (5)	2.79 (13)
<i>\$20,000 to less than \$30,000</i>	5.92 (79)	0.67 (2)	2.74 (17)	4.43 (11)	1.86 (9)	3.20 (14)
<i>\$30,000 to less than \$50,000</i>	4.10 (143)	1.70 (19)	2.42 (32)	4.47 (26)	1.44 (16)	1.60 (30)
<i>\$50,000 to less than \$75,000</i>	4.12 (120)	1.71 (29)	2.48 (54)	1.57 (24)	1.59 (26)	3.21 (40)
<i>\$75,000 to less than \$100,000</i>	5.27 (57)	2.59 (13)	6.22 (26)	2.35 (12)	1.58 (8)	2.86 (20)
<i>\$100,000 or more</i>	6.34 (50)	1.11 (2)	10.80 (22)	2.31 (11)	1.95 (7)	4.04 (20)
Compensation Type						
<i>Salaried</i>	3.96 (181)	1.13 (34)	3.80 (82)	2.06 (37)	1.31 (42)	2.44 (67)
<i>Hourly</i>	2.93 (341)	1.80 (53)	1.55 (96)	2.07 (60)	0.71 (36)	1.20 (64)
<i>Other</i>	5.56 (57)	2.08 (8)	4.31 (16)	2.63 (15)	1.67 (6)	4.09 (20)

Source: 2000 Survey of Employees.

Table A2-2.16SE. Standard Errors for Table A2-2.16: Demographic Characteristics by Reason for Longest Leave: 1995 Survey

	Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	3.29 (323)	. (0)	2.35 (74)	1.70 (28)	0.80 (29)	1.12 (30)
<i>Female</i>	1.97 (381)	1.06 (62)	1.28 (102)	1.70 (67)	0.51 (17)	1.30 (59)
Age						
18 – 24	4.02 (83)	2.22 (15)	3.35 (26)	2.31 (12)	0.97 (2)	1.83 (5)
25 – 34	2.72 (153)	1.42 (37)	2.59 (107)	2.31 (40)	0.84 (11)	1.17 (21)
35 – 49	3.21 (298)	0.62 (10)	2.18 (42)	1.77 (36)	0.80 (17)	1.72 (48)
50 or over	2.38 (170)	. (0)	0.38 (1)	1.47 (7)	1.70 (16)	1.49 (15)
Race/Ethnicity						
<i>White non-Hispanic</i>	2.21 (538)	0.63 (44)	1.51 (141)	0.94 (71)	0.53 (39)	1.06 (69)
<i>Black non-Hispanic</i>	6.55 (77)	2.07 (7)	2.80 (12)	5.62 (11)	2.23 (5)	2.23 (8)
<i>Hispanic</i>	6.53 (54)	2.70 (7)	3.59 (14)	7.65 (9)	. (0)	2.59 (8)
<i>All others</i>	10.97 (9)	5.92 (2)	10.45 (6)	8.96 (2)	. (0)	6.52 (3)
Marital Status						
<i>Married/Living with partner</i>	2.22 (462)	0.75 (55)	1.64 (154)	1.44 (80)	0.58 (39)	1.12 (60)
<i>Separated/Divorced/Widowed</i>	3.65 (129)	0.68 (2)	1.60 (13)	2.26 (11)	1.40 (7)	1.98 (16)
<i>Never been married</i>	3.50 (110)	1.46 (5)	1.79 (9)	1.45 (4)	. (0)	2.48 (13)

Table A2-2.16SE. Standard Errors for Table A2-2.16: Demographic Characteristics by Reason for Longest Leave: 1995 Survey (continued)

	Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Children Under 18 in Household						
<i>None</i>	1.74 (419)	0.22 (2)	0.23 (2)	0.67 (13)	0.80 (21)	1.76 (50)
<i>One or more</i>	2.45 (285)	1.05 (60)	2.13 (173)	1.81 (81)	0.68 (25)	0.76 (39)
Education						
<i>High school graduate or less</i>	3.29 (283)	0.82 (15)	1.50 (53)	2.64 (26)	0.95 (17)	0.95 (22)
<i>Some college</i>	3.34 (223)	1.08 (21)	2.34 (44)	1.24 (33)	1.01 (19)	2.47 (23)
<i>College graduate</i>	3.66 (123)	1.42 (21)	2.79 (49)	2.10 (21)	0.81 (4)	1.75 (24)
<i>Graduate school</i>	5.66 (71)	1.24 (5)	3.22 (30)	2.61 (15)	1.37 (6)	2.89 (20)
Annual Family Income						
<i>Less than \$20,000</i>	3.93 (141)	1.39 (8)	2.64 (30)	1.63 (13)	0.94 (5)	1.59 (11)
<i>\$20,000 to less than \$30,000</i>	6.01 (119)	0.92 (5)	2.24 (22)	5.07 (17)	1.57 (10)	1.66 (9)
<i>\$30,000 to less than \$50,000</i>	3.18 (194)	1.09 (20)	2.62 (40)	1.34 (26)	0.93 (13)	1.30 (24)
<i>\$50,000 to less than \$75,000</i>	4.75 (111)	1.49 (12)	2.80 (40)	1.99 (19)	1.50 (13)	3.60 (12)
<i>\$75,000 to less than \$100,000</i>	6.48 (46)	2.48 (6)	4.52 (19)	2.22 (6)	2.19 (5)	3.69 (13)
<i>\$100,000 or more</i>	8.62 (20)	4.03 (6)	5.57 (11)	4.64 (6)	. (0)	4.57 (6)
Compensation Type						
<i>Salaried</i>	3.19 (219)	1.13 (28)	2.50 (79)	1.38 (32)	0.77 (15)	1.38 (54)
<i>Hourly</i>	2.07 (413)	0.70 (29)	1.16 (85)	1.81 (56)	0.73 (30)	0.73 (30)
<i>Other</i>	6.87 (70)	1.89 (5)	3.26 (12)	2.49 (7)	0.82 (1)	7.05 (5)

Source: 1995 Survey of Employees.

Table A2-2.17SE. Standard Errors for Table A2-2.17: Use of Intermittent Leave, Based on Total Employee Population: 2000 Survey

Leave-Takers Who:	All Employees SE (N)
Took intermittent leave at least once in previous 18 months	0.37 (329)
Did not take intermittent leave	0.37 (2227)

Source: 2000 Survey of Employees.

Table A2-2.18SE. Standard Errors for Table A2-2.18: Needing Leave Within Demographic Groups: 1995 and 2000 Surveys

	Employees Within Each Demographic Category that Needed (But Did Not Take) Leave	
	1995 Survey SE (N)	2000 Survey SE (N)
Gender		
<i>Male</i>	0.34 (93)	0.30 (86)
<i>Female</i>	0.35 (94)	0.28 (117)
Age		
18 – 24	0.51 (18)	0.38 (16)
25 – 34	0.62 (55)	0.47 (52)
35 – 49	0.39 (74)	0.30 (86)
50 – 64	0.54 (38)	0.41 (43)
65 or over	0.80 (2)	0.71 (4)
Race/Ethnicity		
<i>White non-Hispanic</i>	0.25 (130)	0.20 (151)
<i>Black non-Hispanic</i>	1.12 (32)	0.73 (26)
<i>Hispanic</i>	0.97 (16)	0.82 (19)
<i>Asian</i>	NA	3.02 (4)
<i>All others</i>	1.88 (5)	0.63 (2)
Marital Status		
<i>Married/Living with partner</i>	0.27 (118)	0.25 (139)
<i>Separated/Divorced/Widowed</i>	0.85 (44)	0.74 (41)
<i>Never been married</i>	0.53 (25)	0.37 (23)

Table A2-2.18SE. Standard Errors for Table A2-2.18: Needing Leave Within Demographic Groups: 1995 and 2000 Surveys (continued)

	Employees Within Each Demographic Category that Needed (But Did Not Take) Leave	
	1995 Survey SE (N)	2000 Survey SE (N)
Children Under 18 in Household		
<i>None</i>	0.26 (88)	0.22 (93)
<i>One or more</i>	0.46 (99)	0.36 (110)
Education		
<i>Less than high school</i>	0.81 (18)	1.29 (14)
<i>High school graduate</i>	0.44 (51)	0.30 (57)
<i>Some college</i>	0.61 (64)	0.35 (54)
<i>College graduate</i>	0.44 (31)	0.40 (57)
<i>Graduate school</i>	0.75 (23)	0.47 (21)
Annual Family Income		
<i>Less than \$20,000</i>	0.69 (43)	0.71 (29)
<i>\$20,000 to less than \$30,000</i>	0.79 (34)	0.65 (31)
<i>\$30,000 to less than \$50,000</i>	0.56 (51)	0.38 (45)
<i>\$50,000 to less than \$75,000</i>	0.40 (27)	0.49 (52)
<i>\$75,000 to less than \$100,000</i>	0.97 (16)	0.41 (17)
<i>\$100,000 or more</i>	1.12 (6)	0.76 (13)
Compensation Type		
<i>Salaried</i>	0.34 (55)	0.20 (51)
<i>Hourly</i>	0.40 (114)	0.33 (121)
<i>Other</i>	0.60 (18)	0.59 (30)

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."
Source: 1995 and 2000 Survey of Employees.

Table A2-2.19SE. Standard Errors for Table A2-2.19: Reasons for Needing Leave, Based on Total Employee Population: 1995 and 2000 Surveys

Reason for Needing Leave	All Employees	
	1995 Survey SE (N)	2000 Survey SE (N)
Own health	0.16 (92)	0.15 (96)
Maternity-disability	0.02 (1)	0.02 (3)
Care for a newborn, newly adopted, or newly placed foster child	0.08 (17)	0.06 (19)
Care for ill child	0.11 (37)	0.09 (40)
Care for ill spouse	0.06 (19)	0.05 (19)
Care for ill parent	0.14 (33)	0.08 (47)

Source: 1995 and 2000 Survey of Employees.

Table A2-2.20SE. Standard Errors for Table A2-2.20: Reasons for Most Recent Needed Leave: 2000 Survey

Reason for Needing Leave	All Employees SE (N)
Own health	0.14 (91)
Maternity-disability	0.02 (3)
Care for a newborn, newly adopted, or newly placed foster child	0.05 (14)
Care for ill child	0.08 (34)
Care for ill spouse	0.04 (15)
Care for ill parent	0.08 (40)

Source: 2000 Survey of Employees.

Table A2-2.21SE. Standard Errors for Table A2-2.21: Perceived Future Need for Family or Medical Leave: 1995 and 2000 Surveys

Employees' Likelihood of Taking Leave for Family or Medical Reasons in the Next 5 Years:	Employees	
	1995 Survey SE (N)	2000 Survey SE (N)
Very likely	1.02 (639)	1.18 (744)
Somewhat likely	1.19 (536)	1.16 (656)
Somewhat unlikely	1.26 (471)	1.16 (441)
Very unlikely	1.14 (557)	1.26 (647)

Source: 2000 Survey of Employees.

Table A2-2.22SE. Standard Errors for Table A2-2.22: Expected Reasons for Needing Future Leaves : 1995 and 2000 Surveys

Expected Reason:	Employees Who Say it is Likely They Will Take Leave in the Next 5 Years	
	1995 Survey SE (N)	2000 Survey SE (N)
Own self	2.30 (474)	1.93 (537)
Newborn	1.65 (247)	1.71 (255)
Newly adopted	0.27 (7)	0.37 (9)
New foster child	0.27 (3)	0.03 (4)
Child	1.42 (230)	1.49 (265)
Spouse	1.31 (142)	1.56 (240)
Parent	1.68 (320)	2.18 (423)
Other relative	1.08 (80)	1.19 (123)
Other non-relative	0.60 (12)	0.67 (28)

Source: 2000 Survey of Employees.

**STANDARD ERRORS
FOR CHAPTER 3
TABLES NOT DISPLAYED IN
TEXT**

Table A2-3.1SE. Standard Errors for Table A2-3.1: Coverage and Eligibility of Employees Under the Family and Medical Leave Act: 2000 Survey

	All Employees
Eligible Employees at FMLA-Covered Worksites	1.33 (1625)
Non-eligible Employees at Covered Worksites	0.98 (346)
Employees at Non-covered Worksites	1.22 (587)

Source: 2000 Survey of Employees.

Table A2-3.2SE. Standard Errors for Table A2-3.2: Eligibility of Employees Under the Family and Medical Leave Act: 2000 Survey

	Covered Employees
Eligible Employees	1.22 (1625)
Non-eligible Employees	1.22 (346)

Source: 2000 Survey of Employees.

Table A2-3.3SE. Standard Errors for Table A2-3.3: Demographic Profiles of Covered, Covered and Eligible, and Non-covered Employees: 2000 Survey

	Employees			
	Covered SE (N)	Covered and Eligible SE (N)	Non-covered SE (N)	All Employees SE (N)
Total Weighted Number	3,050,059.94 (1,971)	2,721,023.77 (1,625)	1,828,512.55 (587)	3,044,208.49 (2,558)
Gender				
<i>Male</i>	1.48 (833)	1.67 (719)	2.52 (274)	1.24 (1107)
<i>Female</i>	1.48 (1138)	1.67 (906)	2.52 (313)	1.24 (1451)
Age				
18 – 24	1.09 (210)	1.18 (118)	1.90 (53)	0.93 (263)
25 – 34	1.30 (471)	1.32 (377)	2.46 (129)	1.11 (600)
35 – 49	1.51 (810)	1.73 (704)	2.93 (247)	1.41 (1057)
50 – 64	1.09 (420)	1.18 (380)	2.30 (129)	1.05 (549)
65 and over	0.43 (41)	0.50 (31)	1.05 (23)	0.46 (64)
Race/Ethnicity				
<i>White non-Hispanic</i>	1.51 (1469)	1.65 (1210)	1.95 (501)	1.22 (1970)
<i>Black non-Hispanic</i>	1.20 (231)	1.30 (190)	0.93 (23)	0.93 (254)
<i>Hispanic</i>	0.83 (142)	0.86 (122)	1.42 (38)	0.68 (180)
<i>Asian</i>	0.68 (56)	0.72 (46)	0.40 (8)	0.51 (64)
<i>All others</i>	0.65 (53)	0.66 (40)	1.00 (13)	0.55 (66)
Marital Status				
<i>Married/Living with partner</i>	1.45 (1378)	1.77 (1184)	2.92 (449)	1.45 (1827)
<i>Separated/Divorced/Widowed</i>	1.03 (252)	1.11 (205)	1.85 (64)	0.90 (316)
<i>Never been married</i>	1.26 (329)	1.41 (226)	2.47 (73)	1.23 (402)

Table A2-3.3SE. Standard Errors for Table A2-3.3: Demographic Profiles of Covered, Covered and Eligible, and Non-covered Employees: 2000 Survey (continued)

	Employees			
	Covered SE (N)	Covered and Eligible SE (N)	Non-covered SE (N)	All Employees SE (N)
Children Under 18 in Household				
<i>None</i>	1.62 (992)	1.90 (800)	2.86 (297)	1.27 (1289)
<i>One or more</i>	1.62 (976)	1.90 (822)	2.86 (287)	1.27 (1263)
Education				
<i>Less than high school</i>	0.74 (97)	0.69 (72)	2.18 (40)	0.78 (137)
<i>High school graduate</i>	1.86 (540)	1.89 (442)	3.64 (194)	1.62 (734)
<i>Some college</i>	1.47 (599)	1.68 (485)	2.70 (161)	1.31 (760)
<i>College graduate</i>	1.44 (498)	1.69 (420)	2.52 (141)	1.20 (639)
<i>Graduate school</i>	1.09 (233)	1.24 (202)	1.30 (49)	0.96 (282)
Annual Family Income				
<i>Less than \$20,000</i>	1.32 (239)	1.08 (139)	2.82 (77)	1.16 (316)
<i>\$20,000 to less than \$30,000</i>	1.38 (214)	1.60 (175)	2.63 (65)	1.22 (279)
<i>\$30,000 to less than \$50,000</i>	1.51 (431)	1.53 (367)	2.65 (123)	1.32 (554)
<i>\$50,000 to less than \$75,000</i>	1.68 (447)	1.91 (395)	2.59 (119)	1.48 (566)
<i>\$75,000 to less than \$100,000</i>	1.11 (212)	1.24 (191)	2.59 (49)	1.00 (261)
<i>\$100,000 or more</i>	1.01 (173)	1.11 (157)	2.04 (51)	0.86 (224)
Compensation Type				
<i>Salaried</i>	1.44 (722)	1.69 (658)	2.49 (185)	1.28 (907)
<i>Hourly</i>	1.37 (1098)	1.67 (853)	2.46 (264)	1.19 (1362)
<i>Other</i>	0.99 (147)	0.92 (110)	2.49 (132)	0.97 (279)

Source: 2000 Survey of Employees.

Table A2-3.4SE. Standard Errors for Table A2-3.4: Coverage Under FMLA Within Demographic Groups: 2000 Survey

	Employees Within Each Demographic Category Who Are:			Total Weighted Number SE (N)
	Covered SE (N)	Covered and Eligible ⁽¹⁾ SE (N)	Non-covered SE (N)	
Gender				
<i>Male</i>	1.88 (833)	2.02 (719)	1.88 (274)	2,589,974.53 (1,107)
<i>Female</i>	1.34 (1138)	1.81 (906)	1.34 (313)	2,085,339.99 (1,451)
Age				
18 – 24	2.79 (210)	4.03 (118)	2.79 (53)	1,497,632.72 (263)
25 – 34	2.70 (471)	2.93 (377)	2.70 (129)	1,614,070.63 (600)
35 – 49	1.77 (810)	2.00 (704)	1.77 (247)	2,341,091.20 (1,057)
50 – 64	2.67 (420)	2.97 (380)	2.67 (129)	1,575,533.61 (549)
65 and over	6.04 (41)	6.49 (31)	6.04 (23)	672,677.41 (64)
Race/Ethnicity				
<i>White non-Hispanic</i>	1.56 (1469)	1.59 (1210)	1.56 (501)	2,706,425.00 (1,970)
<i>Black non-Hispanic</i>	2.18 (231)	4.49 (190)	2.18 (23)	1,422,910.41 (254)
<i>Hispanic</i>	4.58 (142)	5.04 (122)	4.58 (38)	1,016,591.01 (180)
<i>Asian</i>	3.64 (56)	7.49 (46)	3.64 (8)	733,321.26 (64)
<i>All others</i>	8.39 (53)	10.01 (40)	8.39 (13)	783,540.56 (66)
Marital Status				
<i>Married/Living with partner</i>	1.50 (1378)	1.54 (1184)	1.50 (449)	2,751,918.79 (1,827)
<i>Separated/Divorced/Widowed</i>	3.84 (252)	4.20 (205)	3.84 (64)	1,303,663.02 (316)
<i>Never been married</i>	2.29 (329)	3.35 (226)	2.29 (73)	2,007,522.12 (402)
Children Under 18 in Household				
<i>None</i>	1.62 (992)	2.06 (800)	1.62 (297)	2,693,704.27 (1,289)
<i>One or more</i>	2.01 (976)	2.07 (822)	2.01 (287)	2,072,023.93 (1,263)

Table A2-3.4SE. Standard Errors for Table A2-3.4: Coverage Under FMLA Within Demographic Groups: 2000 Survey (continued)

	Employees Within Each Demographic Category Who Are:			Total Weighted Number SE (N)
	Covered SE (N)	Covered and Eligible ⁽¹⁾ SE (N)	Non-covered SE (N)	
Education				
<i>Less than high school</i>	6.89 (97)	5.75 (72)	6.89 (40)	1,157,887.52 (137)
<i>High school graduate</i>	3.12 (540)	3.12 (442)	3.12 (194)	2,331,715.08 (734)
<i>Some college</i>	2.09 (599)	2.73 (485)	2.09 (161)	2,044,893.48 (760)
<i>College graduate</i>	2.32 (498)	3.03 (420)	2.32 (141)	1,938,801.41 (639)
<i>Graduate school</i>	2.58 (233)	4.00 (202)	2.58 (49)	1,467,951.22 (282)
Annual Family Income				
<i>Less than \$20,000</i>	3.82 (239)	4.23 (139)	3.82 (77)	1,602,762.22 (316)
<i>\$20,000 to less than \$30,000</i>	3.66 (214)	4.31 (175)	3.66 (65)	1,537,454.10 (279)
<i>\$30,000 to less than \$50,000</i>	2.59 (431)	2.62 (367)	2.59 (123)	1,607,628.00 (554)
<i>\$50,000 to less than \$75,000</i>	2.59 (447)	3.04 (395)	2.59 (119)	1,836,397.22 (566)
<i>\$75,000 to less than \$100,000</i>	4.32 (212)	4.44 (191)	4.32 (49)	1,266,504.78 (261)
<i>\$100,000 or more</i>	3.93 (173)	4.26 (157)	3.93 (51)	1,136,055.01 (224)
Compensation Type				
<i>Salaried</i>	1.84 (722)	2.28 (658)	1.84 (185)	2,259,559.84 (907)
<i>Hourly</i>	1.43 (1098)	1.63 (853)	1.43 (264)	2,145,307.49 (1,362)
<i>Other</i>	4.46 (147)	4.04 (110)	4.46 (132)	1,448,352.40 (279)

(1) The "Covered and Eligible" column is a subset of the "Covered" column.

Source: 2000 Survey of Employees.

Table A2-3.5SE. Standard Errors for Table A2-3.5: Demographic Characteristics of Covered and Eligible Leave-Takers by Reason for Longest Leave: 2000 Survey

	Covered and Eligible Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	3.42 (173)	. (0)	5.83 (48)	9.20 (24)	7.21 (30)	6.20 (38)
<i>Female</i>	3.42 (222)	0.00 (53)	5.83 (67)	9.20 (52)	7.21 (28)	6.20 (63)
Age						
18 – 24	2.55 (18)	6.34 (9)	2.60 (12)	1.55 (2)	3.07 (2)	3.59 (2)
25 – 34	1.64 (62)	7.39 (25)	6.05 (66)	5.80 (24)	5.77 (8)	7.08 (14)
35 – 49	2.97 (164)	6.21 (18)	3.65 (29)	8.90 (41)	6.74 (20)	6.02 (59)
50 or over	2.51 (148)	. (0)	6.70 (7)	4.72 (8)	7.73 (27)	4.11 (25)
Race/Ethnicity						
<i>White non-Hispanic</i>	3.00 (299)	7.48 (33)	3.46 (92)	13.15 (47)	5.19 (43)	4.37 (78)
<i>Black non-Hispanic</i>	2.70 (43)	4.93 (9)	1.91 (9)	13.92 (16)	2.91 (6)	2.96 (13)
<i>Hispanic</i>	1.14 (26)	4.91 (8)	2.54 (9)	2.74 (5)	4.22 (4)	1.85 (4)
<i>All others</i>	1.30 (22)	2.47 (3)	1.44 (4)	2.07 (5)	3.90 (5)	2.25 (5)
Marital Status						
<i>Married/Living with partner</i>	2.90 (277)	5.38 (45)	2.63 (102)	10.52 (53)	2.62 (54)	4.54 (66)
<i>Separated/Divorced/Widowed</i>	2.01 (69)	2.95 (3)	1.27 (5)	8.48 (15)	2.62 (4)	2.87 (16)
<i>Never been married</i>	2.37 (45)	5.33 (5)	2.29 (8)	13.06 (8)	. (0)	3.12 (18)
Children Under 18 in Household						
<i>None</i>	3.01 (221)	. (0)	6.61 (9)	5.24 (12)	8.09 (34)	6.14 (60)
<i>One or more</i>	3.01 (173)	0.00 (53)	6.61 (106)	5.24 (64)	8.09 (24)	6.14 (41)

Table A2-3.5SE. Standard Errors for Table A2-3.5: Demographic Characteristics of Covered and Eligible Leave-Takers by Reason for Longest Leave: 2000 Survey (continued)

	Covered and Eligible Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Education						
<i>High school graduate or less</i>	3.98 (148)	6.64 (18)	4.59 (36)	5.68 (18)	6.64 (21)	5.41 (24)
<i>Some college</i>	3.34 (126)	6.23 (13)	6.89 (28)	10.79 (29)	6.65 (18)	4.99 (30)
<i>College graduate</i>	2.13 (81)	6.67 (16)	5.79 (36)	4.86 (18)	4.58 (13)	4.52 (26)
<i>Graduate school</i>	1.47 (38)	4.42 (6)	3.12 (15)	3.87 (11)	4.47 (6)	7.08 (21)
Annual Family Income						
<i>Less than \$20,000</i>	2.23 (30)	4.77 (7)	3.49 (15)	4.27 (9)	4.86 (5)	4.45 (8)
<i>\$20,000 to less than \$30,000</i>	2.85 (54)	1.71 (1)	2.99 (8)	2.52 (7)	5.40 (6)	4.42 (9)
<i>\$30,000 to less than \$50,000</i>	2.64 (99)	7.46 (12)	3.48 (13)	11.94 (17)	6.44 (11)	4.60 (24)
<i>\$50,000 to less than \$75,000</i>	3.27 (91)	7.38 (16)	4.77 (35)	6.16 (20)	7.47 (19)	7.38 (25)
<i>\$75,000 to less than \$100,000</i>	1.88 (44)	6.17 (12)	7.49 (19)	4.75 (11)	3.46 (5)	3.15 (15)
<i>\$100,000 or more</i>	1.51 (37)	0.88 (1)	6.01 (13)	2.50 (4)	3.27 (6)	3.07 (10)
Compensation Type						
<i>Salaried</i>	3.74 (137)	6.04 (24)	5.62 (50)	9.32 (26)	7.19 (31)	6.51 (47)
<i>Hourly</i>	3.68 (235)	6.25 (28)	5.34 (56)	9.55 (45)	7.11 (26)	6.38 (43)
<i>Other</i>	1.20 (22)	1.70 (1)	2.61 (9)	2.33 (5)	0.99 (1)	4.29 (11)

Source: 2000 Survey of Employees.

**Table A2-3.6SE. Standard Errors for Table A2-3.6: Covered and Eligible Leave-Takers
Within Demographic Groups: 1995 and 2000 Surveys**

	Leave-Takers Within Demographic Category Who Were Covered and Eligible ⁽¹⁾	
	1995 Survey SE (N)	2000 Survey SE (N)
Gender		
<i>Male</i>	3.29 (305)	3.61 (316)
<i>Female</i>	2.16 (427)	2.07 (489)
Age		
18 – 24	3.70 (75)	8.56 (46)
25 – 34	2.86 (228)	4.08 (199)
35 – 49	3.68 (296)	2.74 (334)
50 – 64	4.92 (115)	2.43 (201)
65 and over	7.50 (18)	7.95 (17)
Race/Ethnicity		
<i>White non-Hispanic</i>	2.11 (547)	1.91 (595)
<i>Black non-Hispanic</i>	5.98 (92)	3.49 (97)
<i>Hispanic</i>	7.06 (55)	8.52 (58)
<i>Asian</i>	NA	9.07 (22)
<i>All others</i>	10.49 (12)	8.65 (23)
Marital Status		
<i>Married/Living with partner</i>	2.08 (525)	1.96 (602)
<i>Separated/Divorced/Widowed</i>	4.82 (121)	3.97 (113)
<i>Never been married</i>	5.03 (84)	6.66 (85)

Table A2-3.6SE. Standard Errors for Table A2-3.6: Covered and Eligible Leave-Takers Within Demographic Groups: 1995 and 2000 Surveys (continued)

	Leave-Takers Within Demographic Category Who Were Covered and Eligible ⁽¹⁾	
	1995 Survey SE (N)	2000 Survey SE (N)
Children Under 18 in Household		
<i>None</i>	3.19 (320)	2.38 (339)
<i>One or more</i>	2.38 (412)	2.10 (465)
Education		
<i>Less than high school</i>	6.51 (57)	10.66 (38)
<i>High school graduate</i>	3.81 (197)	2.94 (228)
<i>Some college</i>	2.86 (220)	3.01 (247)
<i>College graduate</i>	3.23 (146)	4.61 (190)
<i>Graduate school</i>	5.13 (110)	6.71 (100)
Annual Family Income		
<i>Less than \$20,000</i>	3.60 (106)	5.45 (74)
<i>\$20,000 to less than \$30,000</i>	4.08 (107)	5.47 (86)
<i>\$30,000 to less than \$50,000</i>	3.89 (201)	3.70 (180)
<i>\$50,000 to less than \$75,000</i>	3.75 (146)	3.14 (206)
<i>\$75,000 to less than \$100,000</i>	4.89 (70)	3.49 (106)
<i>\$100,000 or more</i>	6.31 (33)	9.44 (72)
Compensation Type		
<i>Salaried</i>	2.62 (293)	3.38 (318)
<i>Hourly</i>	2.75 (410)	2.20 (437)
<i>Other</i>	7.44 (29)	5.01 (49)

(1) Table includes leave-takers who were covered and eligible at the time they took their (longest) leave.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."

Source: 1995 and 2000 Survey of Employees.

Table A2-3.7SE. Standard Errors for Table A2-3.7: Demographic Characteristics of Covered and Eligible Leave-Takers: 1995 and 2000 Surveys

	Leave-Takers Within Demographic Category Who Were Covered and Eligible ⁽¹⁾	
	1995 Survey SE (N)	2000 Survey SE (N)
Gender		
<i>Male</i>	2.07 (305)	2.44 (316)
<i>Female</i>	2.07 (427)	2.44 (489)
Age		
18 – 24	1.03 (75)	1.46 (46)
25 – 34	2.38 (228)	1.78 (199)
35 – 49	2.29 (296)	2.33 (334)
50 – 64	2.14 (115)	1.61 (201)
65 and over	0.52 (18)	0.40 (17)
Race/Ethnicity		
<i>White non-Hispanic</i>	2.43 (547)	2.37 (595)
<i>Black non-Hispanic</i>	1.66 (92)	2.20 (97)
<i>Hispanic</i>	1.91 (55)	1.35 (58)
<i>Asian</i>	NA	0.54 (22)
<i>All others</i>	0.58 (12)	0.62 (23)
Marital Status		
<i>Married/Living with partner</i>	2.31 (525)	2.18 (602)
<i>Separated/Divorced/Widowed</i>	1.95 (121)	1.43 (113)
<i>Never been married</i>	1.95 (84)	1.80 (85)
Children Under 18 in Household		
<i>None</i>	2.62 (320)	2.05 (339)
<i>One or more</i>	2.62 (412)	2.05 (465)

Table A2-3.7SE. Standard Errors for Table A2-3.7: Demographic Characteristics of Covered and Eligible Leave-Takers: 1995 and 2000 Surveys (continued)

	Leave-Takers Within Demographic Category Who Were Covered and Eligible ⁽¹⁾	
	1995 Survey SE (N)	2000 Survey SE (N)
Education		
<i>Less than high school</i>	2.05 (57)	1.01 (38)
<i>High school graduate</i>	1.36 (197)	2.19 (228)
<i>Some college</i>	2.15 (220)	2.59 (247)
<i>College graduate</i>	1.58 (146)	1.53 (190)
<i>Graduate school</i>	1.92 (110)	1.39 (100)
Annual Family Income		
<i>Less than \$20,000</i>	1.68 (106)	1.51 (74)
<i>\$20,000 to less than \$30,000</i>	2.08 (107)	1.67 (86)
<i>\$30,000 to less than \$50,000</i>	1.82 (201)	2.37 (180)
<i>\$50,000 to less than \$75,000</i>	2.23 (146)	2.20 (206)
<i>\$75,000 to less than \$100,000</i>	1.63 (70)	1.74 (106)
<i>\$100,000 or more</i>	0.95 (33)	1.38 (72)
Compensation Type		
<i>Salaried</i>	1.91 (293)	2.16 (318)
<i>Hourly</i>	2.09 (410)	2.42 (437)
<i>Other</i>	1.26 (29)	1.00 (49)

(1) Table includes leave-takers who were covered and eligible at the time they took their (longest) leave.

NA Indicates Asian was not a race category in the 1995 survey (Asians are included in "All Others").

Source: 1995 and 2000 Survey of Employees.

Table A2-3.8SE. Standard Errors for Table A2-3.8: Length of Longest Leave by Eligibility Status: 2000 Survey

Length of Longest Leave	Eligibility Status	
	Covered and Eligible Leave-Takers SE (N)	All Other Leave-Takers SE (N)
1- 3 days	1.47 (100)	1.62 (52)
4 – 5 days	1.95 (160)	3.99 (77)
6 – 10 days	2.36 (146)	2.80 (80)
11 – 30 days	1.64 (170)	1.57 (80)
31 – 60 days	1.57 (133)	2.27 (84)
More than 60 days	1.10 (86)	2.58 (39)

Source: 2000 Survey of Employees.

Table A2-3.9SE. Standard Errors for Table A2-3.9: Establishment Awareness of FMLA Coverage Status: 1995 and 2000 Surveys

Does the Family and Medical Leave Act apply to this location?	Covered Establishments		Non-covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Yes	4.23 (680)	3.98 (947)	1.35 (74)	2.33 (198)
No	0.77 (4)	0.34 (13)	2.46 (154)	3.57 (205)
Don't know	4.09 (52)	3.92 (110)	2.77 (242)	3.63 (328)

Source: 1995 and 2000 Survey of Establishments.

Table A2-3.10SE. Standard Errors for Table A2-3.10: Awareness of Eligibility for FMLA Among Covered and Non-covered Employees: 1995 and 2000 Surveys

	Employees					
	Covered		Non-covered		All Employees	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Employees who believe they are/were eligible to take advantage of FMLA	1.72 (461)	1.46 (761)	1.83 (81)	2.56 (125)	1.38 (542)	1.30 (886)
Employees who believe they are/were <u>not</u> eligible to take advantage of FMLA	1.16 (119)	1.20 (299)	2.16 (115)	2.60 (150)	1.08 (234)	1.09 (449)
Employees who do not know if they are/were eligible to take advantage of FMLA	1.93 (958)	1.84 (897)	2.59 (477)	3.09 (307)	1.54 (1435)	1.58 (1204)

Source: 1995 and 2000 Survey of Employees.

**STANDARD ERRORS
FOR CHAPTER 4
TABLES NOT DISPLAYED IN
TEXT**

**Table A2-4.1SE. Standard Errors for Table A2-4.1: Receipt of Pay During Longest Leave
Within Demographic Groups: 2000 Survey**

	Employees Within Each Demographic Category	
	Received Pay During Longest Leave SE (N)	Received No Pay During Longest Leave SE (N)
Gender		
<i>Male</i>	3.02 (326)	3.02 (132)
<i>Female</i>	1.79 (477)	1.79 (289)
Age		
18 – 24	7.86 (27)	7.86 (60)
25 – 34	3.13 (200)	3.13 (125)
35 – 49	2.80 (339)	2.80 (159)
50 – 64	2.51 (214)	2.51 (61)
65 or over	10.76 (16)	10.76 (12)
Race/Ethnicity		
<i>White non-Hispanic</i>	2.02 (618)	2.02 (316)
<i>Black non-Hispanic</i>	7.16 (77)	7.16 (47)
<i>Hispanic</i>	5.40 (58)	5.40 (27)
<i>Asian</i>	9.79 (20)	9.79 (10)
<i>All others</i>	8.59 (21)	8.59 (17)
Marital Status		
<i>Married/Living with partner</i>	1.69 (613)	1.69 (301)
<i>Separated/Divorced/Widowed</i>	3.24 (124)	3.24 (47)
<i>Never been married</i>	6.51 (61)	6.51 (71)
Children Under 18 in Household		
<i>None</i>	2.74 (346)	2.74 (169)
<i>One or more</i>	2.47 (457)	2.47 (251)

Table A2-4.1SE. Standard Errors for Table A2-4.1: Receipt of Pay During Longest Leave Within Demographic Groups: 2000 Survey (continued)

	Employees Within Each Demographic Category	
	Received Pay During Longest Leave	Received No Pay During Longest Leave
	SE (N)	SE (N)
Education		
<i>Less than high school</i>	9.05 (28)	9.05 (34)
<i>High school graduate</i>	3.18 (202)	3.18 (141)
<i>Some college</i>	3.80 (232)	3.80 (150)
<i>College graduate</i>	2.26 (232)	2.26 (61)
<i>Graduate school</i>	3.35 (107)	3.35 (35)
Annual Family Income		
<i>Less than \$20,000</i>	4.47 (44)	4.47 (104)
<i>\$20,000 to less than \$30,000</i>	5.25 (78)	5.25 (57)
<i>\$30,000 to less than \$50,000</i>	3.79 (182)	3.79 (88)
<i>\$50,000 to less than \$75,000</i>	2.46 (217)	2.46 (74)
<i>\$75,000 to less than \$100,000</i>	4.06 (113)	4.06 (22)
<i>\$100,000 or more</i>	4.12 (85)	4.12 (27)
Compensation Type		
<i>Salaried</i>	1.47 (383)	1.47 (62)
<i>Hourly</i>	2.43 (360)	2.43 (295)
<i>Other</i>	5.22 (59)	5.22 (61)

Source: 2000 Survey of Employees.

Table A2-4.2SE. Standard Errors for Table A2-4.2: Ease of Making Ends Meet During Leave: 2000 Survey

How easy or difficult was it for you to make ends meet during your longest leave?	Leave-Takers Receiving Less Than Full Pay SE (N)
Very easy	2.45 (67)
Somewhat easy	1.83 (91)
Neither easy nor difficult	1.41 (108)
Somewhat difficult	2.32 (247)
Very difficult	1.91 (145)

Source: 2000 Survey of Employees.

Table A2-4.3SE. Standard Errors for Table A2-4.3: Satisfaction with the Length of the Longest Leave: 1995 and 2000 Surveys

How satisfied were you with the amount of time you took?	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Very satisfied	1.99 (563)	1.91 (552)
Somewhat satisfied	1.80 (317)	2.13 (356)
Neither satisfied nor dissatisfied	0.86 (74)	1.04 (106)
Somewhat dissatisfied	1.35 (130)	1.31 (140)
Very dissatisfied	0.55 (72)	1.19 (63)

Source: 1995 and 2000 Surveys of Employees.

Table A2-4.4SE. Standard Errors for Table A2-4.4: Reasons for Leave-takers' Not Returning to Work: 2000 Survey

Reason for Not Returning to Work:	Leave-Takers Not Returning to Work SE (N)
Obtained other income source	. (0)
Health condition continued	6.67 (10)
Laid off/Fired/Replaced	5.69 (8)
Did not want to return to work	7.01 (14)
Could not find child care	4.59 (5)
Other reason	6.88 (9)

Source: 2000 Survey of Employees.

Table A2-4.5SE. Standard Errors for Table A2-4.5: Reasons for Being Denied Leave: 1995 and 2000 Surveys

Reason:	Leave-Takers Denied Leave	
	1995 Survey SE (N)	2000 Survey SE (N)
Employer does not offer family/medical leave	9.39 (30)	8.41 (21)
Had not worked for employer long enough	4.42 (15)	4.40 (14)
Had worked too few hours in the previous year	NA	3.84 (12)
Had no leave left	NA	4.73 (16)
Reached the FMLA limit	NA	4.30 (11)
Other reason	NA	5.74 (47)

NA Indicates item not asked in 1995 Survey.
Source: 1995 and 2000 Surveys of Employees.

Table A2-4.6SE. Standard Errors for Table A2-4.6: Benefit Status During Longest Leave: 1995 and 2000 Surveys

	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Lost benefits during longest leave	0.93 (115)	0.88 (81)
Kept benefits during longest leave	0.93 (1060)	0.88 (1144)

Source: 1995 and 2000 Surveys of Employees.

**STANDARD ERRORS
FOR CHAPTER 5
TABLES NOT DISPLAYED IN
TEXT**

Table A2-5.1SE. Standard Errors for Table A2-5.1: Family and Medical Leave Policies by Establishment Size: Reasons for Which Up to 12 Weeks of Leave is Provided: 2000 Survey

Establishment Provides Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Employee's Own Serious Health Condition			
Yes	3.59 (706)	0.70 (310)	3.38 (1016)
No	1.22 (15)	0.58 (2)	1.15 (17)
<i>Depends on circumstances</i>	3.45 (30)	0.42 (1)	3.26 (31)
Mother's Maternity-Related Reasons			
Yes	1.55 (706)	1.83 (305)	1.49 (1011)
No	1.34 (20)	1.67 (3)	1.30 (23)
<i>Depends on circumstances</i>	0.78 (27)	0.89 (5)	0.73 (32)
Parents to Care for Newborn			
Yes	4.00 (670)	1.36 (303)	3.76 (973)
No	1.75 (33)	1.24 (6)	1.65 (39)
<i>Depends on circumstances</i>	3.50 (46)	0.71 (4)	3.29 (50)
Parents for Adoption or Foster Care Placement			
Yes	4.29 (641)	2.47 (296)	4.03 (937)
No	2.13 (49)	1.29 (8)	2.00 (57)
<i>Depends on circumstances</i>	3.54 (46)	1.74 (5)	3.32 (51)
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	3.93 (674)	1.68 (303)	3.72 (977)
No	1.60 (31)	1.09 (4)	1.50 (35)
<i>Depends on circumstances</i>	3.53 (42)	1.45 (5)	3.33 (47)
All FMLA Reasons			
Yes	4.42 (603)	2.99 (286)	4.16 (889)
No	4.42 (123)	2.99 (23)	4.16 (146)

Source: 2000 Survey of Establishments.

Table A2-5.2SE. Standard Errors for Table A2-5.2: Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Up to 12 Weeks of Leave is Provided: 1995 and 2000 Surveys

Establishment Provides Leave For:	Covered Establishments		Non-covered Establishments		All Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Employee's Own Serious Health Condition						
Yes	2.75 (703)	3.38 (1016)	2.94 (229)	3.62 (521)	2.76 (932)	3.33 (1537)
No	1.21 (14)	1.15 (17)	3.31 (159)	2.94 (116)	2.97 (173)	2.62 (133)
<i>Depends on circumstances</i>	2.61 (13)	3.26 (31)	1.77 (71)	2.44 (85)	1.67 (84)	2.23 (116)
Mother's Maternity-Related Reasons						
Yes	1.32 (712)	1.49 (1011)	3.08 (223)	3.39 (513)	2.95 (935)	3.07 (1524)
No	1.32 (12)	1.30 (23)	3.37 (167)	3.27 (130)	3.11 (179)	2.92 (153)
<i>Depends on circumstances</i>	0.19 (8)	0.73 (32)	1.64 (58)	2.17 (76)	1.48 (66)	1.97 (108)
Parents to Care for Newborn						
Yes	1.75 (685)	3.76 (973)	2.68 (169)	3.48 (414)	2.54 (854)	3.36 (1387)
No	1.67 (24)	1.65 (39)	2.80 (204)	3.07 (197)	2.51 (228)	2.78 (236)
<i>Depends on circumstances</i>	0.61 (11)	3.29 (50)	2.09 (62)	2.59 (107)	1.90 (73)	2.32 (157)
Parents for Adoption or Foster Care Placement						
Yes	2.08 (648)	4.03 (937)	2.57 (142)	3.69 (357)	2.59 (790)	3.55 (1294)
No	2.02 (38)	2.00 (57)	2.93 (215)	3.62 (216)	2.73 (253)	3.28 (273)
<i>Depends on circumstances</i>	0.46 (12)	3.32 (51)	1.79 (64)	2.33 (128)	1.65 (76)	2.14 (179)

Table A2-5.2SE. Standard Errors for Table A2-5.2: Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Up to 12 Weeks of Leave is Provided: 1995 and 2000 Surveys (continued)

Establishment Provides Leave For:	Covered Establishments		Non-covered Establishments		All Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Care of Child, Spouse, or Parent for Serious Health Condition						
Yes	1.63 (692)	3.72 (977)	3.10 (201)	3.62 (436)	2.99 (893)	3.37 (1413)
No	1.56 (17)	1.50 (35)	3.30 (173)	3.29 (166)	3.07 (190)	2.99 (201)
<i>Depends on circumstances</i>	0.57 (11)	3.33 (47)	2.03 (61)	2.51 (113)	1.86 (72)	2.26 (160)
All FMLA Reasons						
Yes	3.26 (622)	4.16 (889)	2.26 (109)	3.27 (285)	2.32 (731)	3.25 (1174)
No	3.26 (67)	4.16 (146)	2.26 (292)	3.27 (395)	2.32 (359)	3.25 (541)

Source: 2000 Survey of Establishments.

Table A2-5.3SE. Standard Errors for Table A2-5.3: Family and Medical Leave Policies by Establishment Size: Reasons for Which Health Benefits Are Continued During FMLA Leave: 2000 Survey

Establishment Continues Health Benefits During Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Employee's Own Serious Health Condition			
Yes	4.31 (655)	1.39 (300)	4.12 (955)
No	0.29 (12)	. (0)	0.27 (12)
<i>Depends on circumstances</i>	4.42 (58)	1.39 (10)	4.22 (68)
Mother's Maternity-Related Reasons			
Yes	3.26 (667)	0.71 (302)	3.11 (969)
No	0.25 (9)	. (0)	0.24 (9)
<i>Depends on circumstances</i>	3.32 (48)	0.71 (7)	3.17 (55)
Parents to Care for Newborn			
Yes	3.33 (639)	1.02 (294)	3.18 (933)
No	0.44 (15)	0.17 (3)	0.42 (18)
<i>Depends on circumstances</i>	3.47 (52)	1.04 (9)	3.31 (61)
Parents for Adoption or Foster Care Placement			
Yes	4.00 (619)	1.18 (290)	3.76 (909)
No	0.46 (14)	0.54 (2)	0.43 (16)
<i>Depends on circumstances</i>	3.97 (55)	1.11 (11)	3.74 (66)
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	4.28 (629)	1.01 (297)	4.10 (926)
No	0.71 (11)	0.09 (1)	0.66 (12)
<i>Depends on circumstances</i>	4.42 (64)	1.01 (9)	4.23 (73)

Source: 2000 Survey of Establishments.

Table A2-5.4SE. Standard Errors for Table A2-5.4: Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Health Benefits are Continued During Leave: 1995 and 2000 Surveys

Establishment Continues Health Benefits During Leave For:	Covered Establishments		Non-covered Establishments		All Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Employee's Own Serious Health Condition ⁽¹⁾						
Yes	1.31 (657)	4.12 (955)	4.33 (162)	3.32 (416)	3.08 (819)	2.82 (1371)
No	0.59 (14)	0.27 (12)	3.53 (15)	1.86 (27)	2.55 (29)	1.56 (39)
<i>Depends on circumstances</i>	1.03 (38)	4.22 (68)	2.92 (35)	3.02 (68)	2.18 (73)	2.60 (136)
Mother's Maternity-Related Reasons						
Yes	1.17 (667)	3.11 (969)	3.53 (166)	2.47 (430)	2.65 (833)	2.19 (1399)
No	0.59 (11)	0.24 (9)	1.69 (17)	1.02 (23)	1.26 (28)	0.85 (32)
<i>Depends on circumstances</i>	0.95 (34)	3.17 (55)	3.39 (24)	2.32 (51)	2.52 (58)	2.12 (106)
Parents to Care for Newborn						
Yes	1.46 (634)	3.18 (933)	4.62 (124)	4.14 (352)	3.51 (758)	3.35 (1285)
No	0.47 (11)	0.42 (18)	3.17 (13)	2.42 (33)	2.29 (24)	1.98 (51)
<i>Depends on circumstances</i>	1.19 (41)	3.31 (61)	3.99 (31)	3.67 (60)	3.04 (72)	3.05 (121)
Parents for Adoption or Foster Care Placement						
Yes	1.39 (600)	3.76 (909)	6.05 (111)	3.44 (332)	4.65 (711)	2.83 (1241)
No	0.50 (13)	0.43 (16)	4.37 (11)	2.56 (26)	3.20 (24)	2.09 (42)
<i>Depends on circumstances</i>	1.21 (38)	3.74 (66)	4.24 (23)	3.11 (65)	3.17 (61)	2.56 (131)
Care of child, Spouse, or Parent for Serious Health Condition						
Yes	1.58 (637)	4.10 (926)	5.71 (130)	3.94 (356)	4.32 (767)	3.27 (1282)
No	0.62 (15)	0.66 (12)	3.71 (15)	1.80 (23)	2.74 (30)	1.51 (35)
<i>Depends on circumstances</i>	1.13 (42)	4.23 (73)	4.33 (38)	3.54 (81)	3.30 (80)	2.97 (154)

(1) Order of items was changed in 2000 survey.

Source: 1995 and 2000 Survey of Establishments.

Table A2-5.5SE. Standard Errors for Table A2-5.5: Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Job Return is Guaranteed: 1995 and 2000 Surveys

Establishment Guarantees Same or Equivalent Job on Return from Leave For:	Covered Establishments		Non-covered Establishments		All Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Employee's Own Serious Health Condition ⁽¹⁾						
Yes	3.63 (688)	3.33 (1005)	2.33 (254)	2.78 (528)	1.94 (942)	2.42 (1533)
No	0.43 (4)	0.17 (6)	1.09 (3)	1.00 (19)	0.91 (7)	0.87 (25)
<i>Depends on circumstances</i>	3.61 (23)	3.34 (39)	2.17 (40)	2.64 (63)	1.82 (63)	2.31 (102)
Mother's Maternity-Related Reasons						
Yes	0.43 (708)	0.34 (1012)	2.25 (243)	1.96 (549)	1.92 (951)	1.70 (1561)
No	. (0)	0.12 (5)	1.22 (4)	1.01 (12)	0.99 (4)	0.88 (17)
<i>Depends on circumstances</i>	0.43 (11)	0.32 (28)	2.11 (31)	1.77 (36)	1.79 (42)	1.53 (64)
Parents to Care for Newborn						
Yes	0.45 (684)	0.97 (988)	3.09 (192)	2.13 (479)	2.55 (876)	1.82 (1467)
No	. (0)	0.22 (7)	1.41 (2)	1.24 (13)	1.12 (2)	1.06 (20)
<i>Depends on circumstances</i>	0.45 (12)	0.84 (33)	3.03 (36)	1.66 (36)	2.48 (48)	1.42 (69)
Parents for Adoption or Foster Care Placement						
Yes	0.48 (645)	3.44 (967)	3.03 (174)	2.67 (450)	2.46 (819)	2.29 (1417)
No	. (0)	0.27 (7)	1.87 (3)	1.16 (8)	1.50 (3)	0.98 (15)
<i>Depends on circumstances</i>	0.48 (15)	3.45 (34)	2.65 (28)	2.49 (47)	2.13 (43)	2.14 (81)
Care of child, Spouse, or Parent for Serious Health Condition						
Yes	0.47 (686)	3.47 (987)	2.47 (217)	2.45 (474)	2.09 (903)	2.11 (1461)
No	. (0)	0.62 (5)	1.47 (3)	1.08 (12)	1.21 (3)	0.93 (17)
<i>Depends on circumstances</i>	0.47 (16)	3.45 (37)	2.31 (40)	2.35 (68)	1.94 (56)	2.01 (105)

(1) Order of items was changed in 2000 survey.

Source: 1995 and 2000 Survey of Establishments.

Table A2-5.6SE. Standard Errors for Table A2-5.6: Family and Medical Leave Policies by Establishment Size: Reasons for Which Job Return is Guaranteed: 2000 Survey

Establishment Guarantees Same or Equivalent Job on Return from Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Employee's Own Serious Health Condition			
Yes	3.51 (702)	1.46 (303)	3.33 (1005)
No	0.18 (6)	. (0)	0.17 (6)
<i>Depends on circumstances</i>	3.52 (31)	1.46 (8)	3.34 (39)
Mother's Maternity-Related Reasons			
Yes	0.36 (709)	1.50 (303)	0.34 (1012)
No	0.13 (5)	. (0)	0.12 (5)
<i>Depends on circumstances</i>	0.35 (21)	1.50 (7)	0.32 (28)
Parents to Care for Newborn			
Yes	1.03 (685)	1.36 (303)	0.97 (988)
No	0.24 (7)	. (0)	0.22 (7)
<i>Depends on circumstances</i>	0.90 (29)	1.36 (4)	0.84 (33)
Parents for Adoption or Foster Care Placement			
Yes	3.66 (667)	1.41 (300)	3.44 (967)
No	0.29 (7)	. (0)	0.27 (7)
<i>Depends on circumstances</i>	3.67 (29)	1.41 (5)	3.45 (34)
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	3.69 (683)	1.39 (304)	3.47 (987)
No	0.66 (5)	. (0)	0.62 (5)
<i>Depends on circumstances</i>	3.66 (32)	1.39 (5)	3.45 (37)

Source: 2000 Survey of Establishments.

Table A2-5.7SE. Standard Errors for Table A2-5.7: Provision of Leave Beyond that Guaranteed by FMLA by Establishment Size: 2000 Survey

Establishment Provides Guaranteed Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
More Than 12 Weeks Per Year			
Yes	6.73 (149)	2.49 (99)	6.37 (248)
No	5.79 (350)	3.61 (121)	5.45 (471)
<i>Depends on circumstances</i>	5.91 (204)	3.74 (83)	5.56 (287)
Employees Who Have Worked for Establishment Less Than 12 Months			
Yes	6.88 (176)	4.27 (80)	6.51 (256)
No	5.77 (349)	4.27 (159)	5.45 (508)
<i>Depends on circumstances</i>	7.34 (165)	3.20 (65)	6.86 (230)
Employees Who Have worked for Less Than 1,250 Hours in the Past Year			
Yes	7.18 (168)	3.81 (82)	6.79 (250)
No	6.66 (342)	4.50 (153)	6.33 (495)
<i>Depends on circumstances</i>	6.68 (171)	4.53 (65)	6.25 (236)

Source: 2000 Survey of Establishments.

Table A2-5.8SE. Standard Errors for Table A2-5.8: Provision of Leave for Additional Reasons by FMLA Coverage Status: 2000 Survey

Establishment Allows Additional Leave For:	Covered Establishments SE (N)	Non-covered Establishments SE (N)	All Establishments SE (N)
Attending School Meetings or Activities			
<i>Yes - Separate from other leave</i>	7.06 (433)	3.31 (351)	3.04 (784)
<i>Yes - Not separate from other leave</i>	3.52 (298)	2.41 (164)	2.23 (462)
<i>No</i>	5.89 (146)	2.80 (117)	2.64 (263)
<i>Depends on circumstances</i>	1.41 (164)	1.34 (73)	1.20 (237)
Routine Medical Appointments for Self and Family			
<i>Yes - Separate from other leave</i>	4.93 (363)	3.36 (377)	3.21 (740)
<i>Yes - Not separate from other leave</i>	4.93 (444)	3.05 (238)	2.70 (682)
<i>No</i>	5.80 (137)	2.23 (68)	2.08 (205)
<i>Depends on circumstances</i>	1.16 (102)	0.98 (28)	0.87 (130)

Source: 2000 Survey of Establishments.

Table A2-5.9SE. Standard Errors for Table A2-5.9: Provision of Leave for Additional Reasons by Establishment Size: 2000 Survey

Establishment Allows Additional Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Attending School Meetings or Activities			
<i>Yes - Separate from other leave</i>	7.47 (314)	4.07 (119)	7.06 (433)
<i>Yes - Not separate from other leave</i>	3.73 (212)	2.61 (86)	3.52 (298)
<i>No</i>	6.21 (100)	2.38 (46)	5.89 (146)
<i>Depends on circumstances</i>	1.47 (110)	2.46 (54)	1.41 (164)
Routine Medical Appointments for Self and Family			
<i>Yes - Separate from other leave</i>	5.19 (280)	3.46 (83)	4.93 (363)
<i>Yes - Not separate from other leave</i>	5.23 (318)	3.14 (126)	4.93 (444)
<i>No</i>	6.13 (82)	2.45 (55)	5.80 (137)
<i>Depends on circumstances</i>	1.21 (58)	2.39 (44)	1.16 (102)

Source: 2000 Survey of Establishments.

Table A2-5.10SE. Standard Errors for Table A2-5.10: Employee Access to Leave for Additional Reasons: 2000 Survey

Does/Did your employer allow you to take leave for the following reason:	Employees					
	Yes		No		Depends	
	SE	(N)	SE	(N)	SE	(N)
Taking part in children's school and early childhood educational activities	1.57	(1213)	1.37	(1063)	0.69	(100)
Attending to routine family medical needs	1.05	(2032)	0.99	(407)	0.33	(61)
Helping with elderly relatives' health care needs	1.48	(1260)	1.51	(1047)	0.57	(67)

Source: 2000 Survey of Employees.

Table A2-5.11SE. Standard Errors for Table A2-5.11: Employee Use of Additional Leave: 2000 Survey

Has employee taken this kind of leave?	Employees With Access to Leave for this Reason			
	Yes		No	
	SE	(N)	SE	(N)
Taking part in children's school and early childhood educational activities	2.06	(472)	2.06	(741)
Attending to routine family medical needs	1.52	(1212)	1.52	(816)
Helping with elderly relatives' health care needs	1.55	(396)	1.55	(863)

Source: 2000 Survey of Employees.

Table A2-5.12SE. Standard Errors for Table A2-5.12: Employee Need of Additional Leave: 2000 Survey

Has employee needed this kind of leave?	Employees Without Access to Leave for this Reason			
	Yes		No	
	SE	(N)	SE	(N)
Taking part in children's school and early childhood educational activities	1.62	(179)	1.62	(883)
Attending to routine family medical needs	3.02	(127)	3.02	(280)
Helping with elderly relatives' health care needs	1.12	(111)	1.12	(936)

Source: 2000 Survey of Employees.

Table A2-5.13SE. Standard Errors for Table A2-5.13: Continuation of Pay During Leave by Establishment Size: 2000 Survey

Establishment Provides:	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Paid Sick Leave			
Yes	4.93 (535)	2.74 (260)	4.60 (795)
No	4.17 (152)	2.05 (26)	3.91 (178)
<i>Depends on circumstances</i>	1.74 (69)	1.94 (26)	1.65 (95)
Paid Disability Leave			
Yes	4.31 (466)	2.59 (257)	4.05 (723)
No	4.42 (181)	1.70 (21)	4.18 (202)
<i>Depends on circumstances</i>	2.25 (102)	2.03 (34)	2.14 (136)
Paid Vacation			
Yes	1.18 (699)	1.96 (297)	1.12 (996)
No	0.42 (11)	0.62 (1)	0.39 (12)
<i>Depends on circumstances</i>	1.08 (46)	1.87 (15)	1.03 (61)
Other Paid Time Off			
Yes	4.75 (284)	4.95 (139)	4.50 (423)
No	4.69 (446)	5.01 (170)	4.42 (616)
<i>Depends on circumstances</i>	0.39 (26)	0.91 (4)	0.37 (30)

Source: 2000 Survey of Establishments.

Table A2-5.14SE. Standard Errors for Table A2-5.14: Continuation of Pay During Leave by Establishment Size: Reasons for Which Pay is Continued: 2000 Survey

Establishment Continues Pay During Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Parents to Care for Newborn			
<i>Full pay</i>	4.24 (156)	2.79 (60)	4.01 (216)
<i>Partial pay</i>	1.49 (56)	2.04 (30)	1.46 (86)
<i>Depends on circumstances</i>	5.63 (155)	2.85 (75)	5.29 (230)
<i>No pay</i>	5.18 (382)	3.22 (147)	4.91 (529)
Parents for Adoption or Foster Care Placement			
<i>Full pay</i>	4.24 (129)	3.02 (58)	4.01 (187)
<i>Partial pay</i>	0.56 (31)	1.69 (17)	0.57 (48)
<i>Depends on circumstances</i>	6.66 (138)	2.49 (58)	6.26 (196)
<i>No pay</i>	6.39 (442)	3.55 (175)	6.01 (617)
Employee's Own Serious Health Condition			
<i>Full pay</i>	6.71 (255)	3.52 (141)	6.35 (396)
<i>Partial pay</i>	5.38 (94)	2.98 (55)	5.07 (149)
<i>Depends on circumstances</i>	3.73 (171)	3.13 (73)	3.54 (244)
<i>No pay</i>	4.25 (234)	2.78 (44)	4.00 (278)
Mother's Maternity-Related Reasons			
<i>Full pay</i>	6.66 (249)	2.98 (130)	6.31 (379)
<i>Partial pay</i>	5.28 (93)	3.08 (61)	4.93 (154)
<i>Depends on circumstances</i>	3.10 (137)	2.74 (72)	2.94 (209)
<i>No pay</i>	4.28 (272)	3.16 (50)	3.98 (322)

Table A2-5.14SE. Standard Errors for Table A2-5.14: Continuation of Pay During Leave by Establishment Size: Reasons for Which Pay is Continued: 2000 Survey (Continued)

Establishment Continues Pay During Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Care of Child, Spouse, or Parent for Serious Health Condition			
<i>Full pay</i>	4.30 (136)	2.79 (52)	4.08 (188)
<i>Partial pay</i>	0.92 (36)	1.69 (12)	0.87 (48)
<i>Depends on circumstances</i>	5.74 (152)	2.75 (70)	5.44 (222)
<i>No pay</i>	5.49 (425)	3.21 (179)	5.19 (604)

Source: 2000 Survey of Establishments.

Table A2-5.15SE. Standard Errors for Table A2-5.15: Continuation of Other Benefits During Leave by FMLA Coverage Status: 2000 Survey

Establishment Continues:	Covered Establishments	Non-covered Establishments	All Establishments
	SE (N)	SE (N)	SE (N)
Contributions to Pension or Retirement			
Yes	5.47 (488)	4.74 (214)	4.20 (702)
No	4.02 (234)	4.81 (220)	4.30 (454)
<i>Depends on circumstances</i>	2.50 (195)	2.61 (71)	2.21 (266)
Contributions to Life or Disability Insurance			
Yes	2.71 (764)	4.00 (350)	3.65 (1114)
No	1.91 (125)	4.10 (166)	3.64 (291)
<i>Depends on circumstances</i>	1.22 (113)	1.55 (51)	1.35 (164)

Source: 2000 Survey of Establishments.

Table A2-5.16SE. Standard Errors for Table A2-5.16: Continuation of Other Benefits During Leave by Establishment Size: 2000 Survey

Establishment Continues	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Contributions to Pension or Retirement			
Yes	5.82 (306)	4.29 (182)	5.47 (488)
No	4.29 (196)	3.81 (38)	4.02 (234)
<i>Depends on circumstances</i>	2.62 (131)	3.68 (64)	2.50 (195)
Contributions to Life or Disability Insurance			
Yes	2.88 (516)	2.73 (248)	2.71 (764)
No	2.04 (106)	2.09 (19)	1.91 (125)
<i>Depends on circumstances</i>	1.27 (76)	2.46 (37)	1.22 (113)

Source: 2000 Survey of Establishments.

Table A2-5.17SE. Standard Errors for Table A2-5.17: Continuation of Other Benefits During Leave by FMLA Coverage Status: 1995 and 2000 Surveys

	Covered Establishments		Non-covered Establishments		All Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Establishment Continues:						
Contributions to Pension or Retirement						
Yes	5.69 (388)	5.47 (488)	3.92 (117)	4.74 (214)	3.38 (505)	4.20 (702)
No	4.04 (126)	4.02 (234)	4.13 (122)	4.81 (220)	3.51 (248)	4.30 (454)
<i>Depends on circumstances</i>	5.24 (102)	2.50 (195)	1.37 (15)	2.61 (71)	1.44 (117)	2.21 (266)
Contributions to Life or Disability Insurance						
Yes	2.41 (606)	2.71 (764)	2.52 (246)	4.00 (350)	2.13 (852)	3.65 (1114)
No	1.93 (43)	1.91 (125)	2.68 (97)	4.10 (166)	2.27 (140)	3.64 (291)
<i>Depends on circumstances</i>	1.14 (43)	1.22 (113)	1.00 (11)	1.55 (51)	0.86 (54)	1.35 (164)

Source: 1995 and 2000 Survey of Establishments.

**Table A2-5.18SE. Standard Errors for Table A2-5.18: Provision of Other Work-Life Benefits
by FMLA Coverage Status: 2000 Survey**

	Covered Establishments SE (N)	Non-covered Establishments SE (N)	All Establishments SE (N)
Child Care Assistance			
Yes	6.97 (507)	2.78 (105)	2.73 (612)
No	6.87 (533)	2.76 (609)	2.64 (1142)
<i>Depends on circumstances</i>	0.41 (28)	1.24 (14)	1.11 (42)
Elder Care Assistance			
Yes	5.65 (198)	1.18 (33)	1.18 (231)
No	5.76 (839)	1.49 (682)	1.38 (1521)
<i>Depends on circumstances</i>	0.26 (21)	1.18 (10)	1.06 (31)
Flexible Work Schedules			
Yes	5.32 (666)	3.65 (471)	3.43 (1137)
No	4.69 (240)	3.87 (187)	3.59 (427)
<i>Depends on circumstances</i>	3.88 (155)	1.50 (67)	1.37 (222)
Employee Assistance Program			
Yes	6.63 (610)	2.47 (145)	2.40 (755)
No	6.59 (429)	2.59 (564)	2.45 (993)
<i>Depends on circumstances</i>	0.45 (26)	0.97 (15)	0.86 (41)
Adoption Assistance			
Yes	7.03 (167)	0.75 (24)	1.07 (191)
No	6.80 (863)	0.92 (683)	1.12 (1546)
<i>Depends on circumstances</i>	0.74 (23)	0.56 (11)	0.50 (34)
Workplace Provisions for Lactation			
Yes	4.65 (355)	3.31 (147)	2.99 (502)
No	6.99 (622)	3.46 (539)	3.16 (1161)
<i>Depends on circumstances</i>	5.60 (67)	0.74 (32)	0.88 (99)

Source: 2000 Survey of Establishments.

Table A2-5.19SE. Standard Errors for Table A2-5.19: Provision of Other Work-Life Benefits by Size of Covered Establishment: 2000 Survey

Establishment Provides Leave For:	Covered Establishments With:		All Covered Establishments
	1-250 Employees	251+ Employees	
Child Care Assistance			
Yes	7.48 (293)	3.37 (214)	6.97 (507)
No	7.36 (441)	3.47 (92)	6.87 (533)
<i>Depends on circumstances</i>	0.44 (21)	0.77 (7)	0.41 (28)
Elder Care Assistance			
Yes	5.99 (103)	3.33 (95)	5.65 (198)
No	6.11 (636)	3.32 (203)	5.76 (839)
<i>Depends on circumstances</i>	0.28 (12)	0.92 (9)	0.26 (21)
Flexible Work Schedules			
Yes	5.64 (481)	3.05 (185)	5.32 (666)
No	4.95 (171)	3.29 (69)	4.69 (240)
<i>Depends on circumstances</i>	4.04 (99)	2.23 (56)	3.88 (155)
Employee Assistance Program			
Yes	7.08 (352)	3.15 (258)	6.63 (610)
No	7.04 (383)	3.21 (46)	6.59 (429)
<i>Depends on circumstances</i>	0.46 (18)	1.50 (8)	0.45 (26)
Adoption Assistance			
Yes	7.49 (77)	2.80 (90)	7.03 (167)
No	7.25 (652)	2.87 (211)	6.80 (863)
<i>Depends on circumstances</i>	0.76 (16)	0.90 (7)	0.74 (23)
Workplace Provisions for Lactation			
Yes	4.91 (199)	3.72 (156)	4.65 (355)
No	7.43 (488)	4.01 (134)	6.99 (622)
<i>Depends on circumstances</i>	5.91 (53)	1.98 (14)	5.60 (67)

Source: 2000 Survey of Establishments.

**Table A2-5.20SE. Standard Errors for Table A2-5.20: Additional Benefits Offered by Employers
(as Reported by Employees): 2000 Survey**

	Employees					
	Yes		No		Depends	
	SE	(N)	SE	(N)	SE	(N)
Flextime	1.37	(1016)	1.29	(1419)	0.39	(39)
Flexplace/telecommuting	1.11	(347)	1.13	(2089)	0.42	(33)
Job sharing	1.36	(518)	1.40	(1955)	0.27	(12)
Referral services for child care	1.37	(348)	1.36	(2023)	0.06	(3)
Vouchers for child care	0.84	(125)	0.85	(2231)	0.12	(5)
Onsite child care	0.76	(178)	0.77	(2319)	0.10	(7)
Referral services for elder care	1.02	(239)	1.01	(2123)	0.07	(3)
Adoption assistance	0.90	(152)	0.91	(2176)	0.12	(4)
Employee Assistance Program	1.37	(939)	1.38	(1474)	0.13	(6)
Paid parental leave	1.42	(568)	1.45	(1739)	0.33	(20)
Workplace provisions for lactation	1.14	(303)	1.16	(2021)	0.27	(14)

Source: 1995 and 2000 Survey of Employees.

Table A2-5.21SE. Standard Errors for Table A2-5.21: Benefits Perceived as Most Important by Employees: 2000 Survey

Which two are most important to you?	Employees Reporting that Three or More Benefits are Offered SE (N)
Flextime	2.23 (440)
Flexplace/telecommuting	1.93 (128)
Job sharing	2.03 (118)
Referral services for child care	1.85 (74)
Vouchers for child care	1.02 (28)
Onsite child care	1.41 (47)
Referral services for elder care	1.38 (42)
Adoption assistance	0.79 (7)
Employee Assistance Program	2.18 (273)
Paid parental leave	1.97 (199)
Workplace provisions for lactation	0.82 (37)

Source: 2000 Survey of Employees.

**STANDARD ERRORS
FOR CHAPTER 6
TABLES NOT DISPLAYED IN
TEXT**

Table A2-6.1SE. Standard Errors for Table A2-6.1: Methods Used to Inform Employees of Their Rights Under FMLA by Establishment Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Employee handbook	1.92 (558)	2.19 (258)	1.80 (816)
Notice on bulletin board	2.03 (579)	2.67 (278)	1.88 (857)
Memos	7.66 (367)	3.63 (203)	7.11 (570)
Computer network, Intranet, or e-mail	7.34 (194)	3.99 (159)	6.89 (353)
Oral notification	3.70 (493)	4.09 (263)	3.43 (756)
Some other method	7.06 (116)	2.69 (97)	6.58 (213)

Source: 2000 Survey of Establishments.

Table A2-6.2SE. Standard Errors for Table A2-6.2: Awareness of FMLA Notice among Covered Employees: 2000 Survey

	Covered Employees Aware of FMLA SE (N)
Employees reporting there is/was a notice posted that explains FMLA	2.11 (656)
Employees reporting there is/was not a notice posted that explains FMLA	2.01 (346)
Employees who do not know if there is/was a notice posted that explains FMLA	1.66 (242)

Source: 2000 Survey of Employees.

Table A2-6.3SE. Standard Errors for Table A2-6.3: Management Practices for FMLA Leave: 2000 Survey

	Covered Establishments SE (N)
Establishment Requires Employees To:	
Provide Medical Documentation for Covered Leave Due to a Serious Health Condition	
Yes	1.97 (872)
No	1.01 (36)
<i>Depends on circumstances</i>	1.55 (35)
Use Their Paid Leave Before Taking Unpaid Leave	
Yes	7.26 (536)
No	7.20 (319)
<i>Depends on circumstances</i>	1.64 (76)
Establishment Provides Employees:	
Alternative Work Arrangements Instead of Leave	
Yes	5.38 (417)
No	7.10 (323)
<i>Depends on circumstances</i>	6.30 (171)
Written Notice of How Much FMLA Leave They Have Taken	
Yes	3.18 (673)
No	2.89 (193)
<i>Depends on circumstances</i>	0.48 (46)
Written Notice on How the Act is Coordinated With Existing Leave and Benefits Policies	
Yes	1.81 (860)
No	1.62 (60)
<i>Depends on circumstances</i>	0.39 (19)

Source: 2000 Survey of Establishments.

Table A2-6.4SE. Standard Errors for Table A2-6.4: Frequency That a Leave for Family and Medical Reason is Not Classified as FMLA Leave: 2000 Survey

	Covered Establishments SE (N)
Leave is <i>Not</i> Classified as FMLA:	
All of the time	0.22 (10)
Most of the time	1.14 (46)
Some of the time	7.25 (237)
Rarely	5.66 (402)
Never	4.98 (168)
Establishment does not maintain records	1.12 (48)

Source: 2000 Survey of Establishments.

Table A2-6.5SE. Standard Errors for Table A2-6.5: Most Frequently Used Method to Cover Work When an Employee Takes Leave for a Week or Longer: 2000 Survey

	Covered Establishments SE (N)
Establishment Covers Work By:	
Assigning work temporarily to other employees	4.31 (486)
Hiring an outside temporary replacement	3.72 (121)
Hiring a permanent replacement	0.23 (7)
Putting work on hold until the employee returns from leave	1.05 (17)
Having the employee perform some work while on leave	0.18 (3)
Some other method	2.17 (19)

Source: 2000 Survey of Establishments.

Table A2-6.6SE. Standard Errors for Table A2-6.6: Comparing Covered Establishments with 50-99 Employees to Non-covered Establishments with 25-49 Employees: Methods Used to Cover Work When Employees Take Leave: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Leave is <i>Not</i> Classified as FMLA:			
Assign work temporarily to other employees	0.51 (722)	0.61 (302)	0.47 (1024)
Hire an outside temporary replacement	6.47 (339)	3.87 (220)	6.22 (559)
Hire a permanent replacement	1.02 (46)	1.42 (25)	0.97 (71)
Put work on hold until the employee return from leave	3.88 (124)	3.76 (72)	3.60 (196)
Have the employee perform some work while on leave	1.27 (102)	2.33 (41)	1.22 (143)
Cover work some other way	6.19 (37)	1.53 (23)	5.86 (60)

Source: 2000 Survey of Establishments.

Table A2-6.7SE. Standard Errors for Table A2-6.7: How Work is Covered When Employees Take Leave: 1995 and 2000 Surveys

	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Work Was Covered By:		
Assigning it to other employees	1.62 (830)	1.73 (896)
Hiring a permanent employee	0.79 (80)	0.84 (117)
Hiring an outside temporary employee	1.55 (187)	1.14 (166)
Leaving work for when employee returned	NA	1.63 (560)

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Employees.

Table A2-6.8SE. Standard Errors for Table A2-6.8: Methods Used Most Often When Employees Take Leave: 2000 Survey

Method Most Often Used	Leave-Takers Reporting More than One Method of Covering Work SE (N)
Assigning it to other employees	3.10 (233)
Hiring a permanent employee	1.45 (47)
Hiring an outside temporary employee	1.72 (71)
Leaving work for when employee returned	3.11 (105)

Source: 2000 Survey of Employees.

Table A2-6.9SE. Standard Errors for Table A2-6.9: Usefulness of Provisions to Manage FMLA Leave: 2000 Survey

	Covered Establishments SE (N)
Exception for Highly Paid Key Employees	
<i>Very useful</i>	2.0 (92)
<i>Somewhat useful</i>	8.7 (320)
<i>Not at all useful</i>	8.0 (471)
Written Medical Certifications	
<i>Very useful</i>	5.1 (605)
<i>Somewhat useful</i>	7.0 (292)
<i>Not at all useful</i>	4.1 (39)
Second and Third Medical Opinions	
<i>Very useful</i>	5.8 (196)
<i>Somewhat useful</i>	9.0 (452)
<i>Not at all useful</i>	7.6 (274)
Advance Notice of Foreseeable Leave	
<i>Very useful</i>	6.5 (629)
<i>Somewhat useful</i>	6.8 (228)
<i>Not at all useful</i>	1.4 (80)
Transfer to Alternative Position	
<i>Very useful</i>	3.4 (183)
<i>Somewhat useful</i>	6.8 (454)
<i>Not at all useful</i>	4.0 (270)

Source: 2000 Survey of Establishments.

Table A2-6.10SE. Standard Errors for Table A2-6.10: Effects of FMLA-Related Administrative Activities by Establishment Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Maintaining Additional Record-Keeping			
<i>Very/Somewhat easy</i>	7.25 (374)	3.47 (109)	6.81 (483)
<i>Very/Somewhat difficult</i>	7.25 (247)	3.47 (192)	6.81 (439)
Determining Whether the Act Applies to the Organization			
<i>Very/Somewhat easy</i>	4.92 (548)	1.79 (279)	4.59 (827)
<i>Very/Somewhat difficult</i>	4.92 (84)	1.79 (23)	4.59 (107)
Determining Whether Certain Employees are Eligible			
<i>Very/Somewhat easy</i>	3.01 (511)	4.01 (229)	2.90 (740)
<i>Very/Somewhat difficult</i>	3.01 (122)	4.01 (76)	2.90 (198)
Coordinating State and Federal Leave Policies			
<i>Very/Somewhat easy</i>	8.95 (374)	3.74 (179)	8.33 (553)
<i>Very/Somewhat difficult</i>	8.95 (240)	3.74 (105)	8.33 (345)
Coordinating the Act with Other Federal laws			
<i>Very/Somewhat easy</i>	6.46 (317)	4.69 (137)	6.06 (454)
<i>Very/Somewhat difficult</i>	6.46 (305)	4.69 (158)	6.06 (463)
Coordinating the Act with Other Leave Policies			
<i>Very/Somewhat easy</i>	5.89 (397)	3.87 (172)	5.48 (569)
<i>Very/Somewhat difficult</i>	5.89 (228)	3.87 (127)	5.48 (355)

Table A2-6.10SE. Standard Errors for Table A2-6.10: Effects of FMLA-Related Administrative Activities by Establishment Size: 2000 Survey (continued)

	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Coordinating the Act with Employee Attendance Policies			
<i>Very/Somewhat easy</i>	7.56 (426)	3.37 (147)	7.07 (573)
<i>Very/Somewhat difficult</i>	7.56 (204)	3.37 (152)	7.07 (356)
Administering FMLA's Notification, Designation, and Certification Requirements			
<i>Very/Somewhat easy</i>	5.95 (339)	3.93 (132)	5.58 (471)
<i>Very/Somewhat difficult</i>	5.95 (283)	3.93 (169)	5.58 (452)
Determining if a Health Condition is a Serious Health Condition Under FMLA			
<i>Very/Somewhat easy</i>	5.67 (355)	4.28 (162)	5.27 (517)
<i>Very/Somewhat difficult</i>	5.67 (267)	4.28 (137)	5.27 (404)
Overall Ease of Complying with FMLA			
<i>Very/Somewhat easy</i>	6.42 (423)	4.93 (161)	5.95 (584)
<i>Very/Somewhat difficult</i>	6.42 (213)	4.93 (144)	5.95 (357)

Source: 2000 Survey of Establishments.

Table A2-6.11SE. Standard Errors for Table A2-6.11: Effects of FMLA-Related Administrative Activities by Standard Industrial Classification: 2000 Survey

	Covered Establishments				
	Manufac- turing SE (N)	Retail SE (N)	Service SE (N)	All Other Industries SE (N)	All Estab- lishments SE (N)
Maintaining Additional Record-Keeping					
<i>Very/Somewhat easy</i>	4.78 (113)	6.43 (81)	6.42 (175)	15.30 (114)	6.81 (483)
<i>Very/Somewhat difficult</i>	4.78 (111)	6.43 (77)	6.42 (153)	15.30 (98)	6.81 (439)
Determining Whether the Act Applies to the Organization					
<i>Very/Somewhat easy</i>	4.90 (200)	5.38 (127)	13.22 (309)	3.99 (191)	4.59 (827)
<i>Very/Somewhat difficult</i>	4.90 (27)	5.38 (30)	13.22 (24)	3.99 (26)	4.59 (107)
Determining Whether Certain Employees are Eligible					
<i>Very/Somewhat easy</i>	3.56 (171)	6.68 (121)	2.44 (279)	6.42 (169)	2.90 (740)
<i>Very/Somewhat difficult</i>	3.56 (55)	6.68 (37)	2.44 (56)	6.42 (50)	2.90 (198)
Coordinating State and Federal Leave Policies					
<i>Very/Somewhat easy</i>	4.25 (136)	6.72 (82)	12.68 (217)	15.33 (118)	8.33 (553)
<i>Very/Somewhat difficult</i>	4.25 (73)	6.72 (72)	12.68 (105)	15.33 (95)	8.33 (345)
Coordinating the Act with Other Federal Laws					
<i>Very/Somewhat easy</i>	4.64 (108)	6.31 (77)	7.56 (174)	10.53 (95)	6.06 (454)
<i>Very/Somewhat difficult</i>	4.64 (112)	6.31 (77)	7.56 (156)	10.53 (118)	6.06 (463)
Coordinating the Act with Other Leave Policies					
<i>Very/Somewhat easy</i>	4.02 (140)	4.16 (98)	11.16 (209)	15.67 (122)	5.48 (569)
<i>Very/Somewhat difficult</i>	4.02 (85)	4.16 (58)	11.16 (119)	15.67 (93)	5.48 (355)

Table A2-6.11SE. Standard Errors for Table A2-6.11: Effects of FMLA-Related Administrative Activities by Standard Industrial Classification: 2000 Survey (continued)

	Covered Establishments				
	Manufac- turing SE (N)	Retail SE (N)	Service SE (N)	All Other Industries SE (N)	All Estab- lishments SE (N)
Coordinating the Act with Employee Attendance Policies					
<i>Very/Somewhat easy</i>	3.90 (133)	5.96 (87)	5.77 (219)	15.82 (134)	7.07 (573)
<i>Very/Somewhat difficult</i>	3.90 (93)	5.96 (69)	5.77 (112)	15.82 (82)	7.07 (356)
Administering FMLA's Notification, Designation, and Certification Requirements					
<i>Very/Somewhat easy</i>	4.88 (113)	6.61 (75)	11.18 (177)	11.15 (106)	5.58 (471)
<i>Very/Somewhat difficult</i>	4.88 (111)	6.61 (78)	11.18 (152)	11.15 (111)	5.58 (452)
Determining if a Health Condition is a Serious Health Condition Under FMLA					
<i>Very/Somewhat easy</i>	4.32 (124)	6.20 (86)	7.34 (198)	16.23 (109)	5.27 (517)
<i>Very/Somewhat difficult</i>	4.32 (99)	6.20 (69)	7.34 (132)	16.23 (104)	5.27 (404)
Overall Ease of Complying with FMLA					
<i>Very/Somewhat easy</i>	4.20 (132)	4.60 (102)	10.90 (211)	16.84 (139)	5.95 (584)
<i>Very/Somewhat difficult</i>	4.20 (95)	4.60 (57)	10.90 (124)	16.84 (81)	5.95 (357)

Source: 2000 Survey of Establishments.

Table A2-6.12SE. Standard Errors for Table A2-6.12: Effects of Complying with FMLA on Business and Employee Performance by Establishment Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Business Effects			
Productivity			
<i>Positive effect</i>	1.43 (70)	2.72 (39)	1.45 (109)
<i>Negative effect</i>	7.09 (70)	2.89 (85)	6.62 (155)
<i>No noticeable effect</i>	7.11 (484)	4.08 (173)	6.67 (657)
Profitability			
<i>Positive effect</i>	0.60 (29)	1.41 (15)	0.56 (44)
<i>Negative effect</i>	1.72 (80)	3.10 (76)	1.72 (156)
<i>No noticeable effect</i>	1.98 (496)	3.26 (194)	1.97 (690)
Growth			
<i>Positive effect</i>	0.95 (20)	1.67 (12)	0.89 (32)
<i>Negative effect</i>	7.67 (28)	1.46 (18)	7.20 (46)
<i>No noticeable effect</i>	7.75 (562)	2.37 (255)	7.28 (817)
Employee Effects			
Productivity			
<i>Positive effect</i>	6.78 (88)	2.61 (36)	6.31 (124)
<i>Negative effect</i>	6.97 (92)	3.05 (77)	6.51 (169)
<i>No noticeable effect</i>	7.65 (437)	4.34 (180)	7.14 (617)
Absences			
<i>Positive effect</i>	1.35 (49)	2.18 (33)	1.30 (82)
<i>Negative effect</i>	7.30 (87)	3.15 (105)	6.78 (192)
<i>No noticeable effect</i>	7.17 (481)	3.72 (159)	6.67 (640)

Table A2-6.12SE. Standard Errors for Table A2-6.12: Effects of Complying with FMLA on Business and Employee Performance by Establishment Size: 2000 Survey (continued)

	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Turnover			
<i>Positive effect</i>	1.73 (55)	2.01 (37)	1.66 (92)
<i>Negative effect</i>	7.69 (14)	0.90 (14)	7.21 (28)
<i>No noticeable effect</i>	7.35 (555)	2.04 (243)	6.88 (798)
Career Advancement			
<i>Positive effect</i>	1.12 (37)	1.45 (21)	1.06 (58)
<i>Negative effect</i>	0.22 (5)	0.60 (3)	0.21 (8)
<i>No noticeable effect</i>	1.14 (581)	1.56 (275)	1.08 (856)
Morale			
<i>Positive effect</i>	3.14 (183)	4.43 (109)	2.98 (292)
<i>Negative effect</i>	7.38 (37)	1.83 (50)	6.90 (87)
<i>No noticeable effect</i>	5.84 (402)	4.98 (139)	5.40 (541)

Source: 2000 Survey of Establishments.

Table A2-6.13SE. Standard Errors for Table A2-6.13: The Impact of Intermittent Leave Taken Under FMLA on Covered Establishments by Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Productivity			
<i>Large negative impact</i>	0.19 (5)	0.88 (18)	0.20 (23)
<i>Moderate negative impact</i>	7.79 (44)	2.73 (50)	7.29 (94)
<i>Small negative impact</i>	0.79 (55)	3.31 (42)	0.82 (97)
<i>No impact</i>	7.53 (493)	3.92 (167)	7.01 (660)
<i>Small positive impact</i>	0.17 (3)	0.47 (3)	0.16 (6)
<i>Moderate positive impact</i>	0.20 (3)	0.81 (4)	0.19 (7)
<i>Large positive impact</i>	. (0)	. (0)	
Profitability			
<i>Large negative impact</i>	0.04 (1)	0.54 (8)	0.05 (9)
<i>Moderate negative impact</i>	0.47 (15)	1.85 (20)	0.47 (35)
<i>Small negative impact</i>	1.02 (40)	2.06 (38)	1.01 (78)
<i>No impact</i>	1.38 (533)	2.85 (206)	1.40 (739)
<i>Small positive impact</i>	0.13 (2)	0.70 (2)	0.13 (4)
<i>Moderate positive impact</i>	. (0)	0.14 (1)	0.01 (1)
<i>Large positive impact</i>	. (0)	. (0)	. (0)

Table A2-6.14SE. Standard Errors for Table A2-6.14: Changes in Costs Due to FMLA Since Coverage Began by Establishment Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Administrative Costs			
<i>Increased</i>	5.35 (268)	4.13 (199)	4.89 (467)
<i>Decreased</i>	0.08 (1)	. (0)	0.08 (1)
<i>Did not change</i>	5.34 (324)	4.13 (87)	4.88 (411)
Cost of Continuing Benefits During Leave (e.g., health plans)			
<i>Increased</i>	5.06 (226)	4.85 (137)	4.84 (363)
<i>Decreased</i>	0.07 (1)	0.17 (2)	0.07 (3)
<i>Did not change</i>	5.08 (385)	4.87 (148)	4.85 (533)
Hiring/Training Costs			
<i>Increased</i>	7.71 (155)	3.75 (123)	7.19 (278)
<i>Decreased</i>	0.09 (2)	0.09 (1)	0.08 (3)
<i>Did not change</i>	7.71 (463)	3.75 (168)	7.19 (631)

Source: 2000 Survey of Establishments.

Table A2-6.15SE. Standard Errors for Table A2-6.15: Changes in Costs Due to FMLA in Past 18 Months by Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Administrative Costs			
<i>No increase</i>	8.97 (279)	3.07 (61)	8.31 (340)
<i>Small increase</i>	9.95 (241)	4.03 (120)	9.27 (361)
<i>Moderate increase</i>	1.90 (94)	4.07 (83)	1.91 (177)
<i>Large increase</i>	0.30 (8)	2.12 (26)	0.31 (34)
Cost of Continuing Benefits During Leave (e.g., health plans)			
<i>No increase</i>	3.20 (338)	5.02 (121)	3.15 (459)
<i>Small increase</i>	3.11 (171)	3.09 (81)	2.96 (252)
<i>Moderate increase</i>	1.92 (99)	4.11 (82)	2.02 (181)
<i>Large increase</i>	0.36 (9)	0.25 (7)	0.34 (16)
Hiring/Training Costs			
<i>No increase</i>	6.79 (414)	3.83 (135)	6.28 (549)
<i>Small increase</i>	6.99 (134)	3.30 (92)	6.51 (226)
<i>Moderate increase</i>	1.33 (63)	3.07 (55)	1.34 (118)
<i>Large increase</i>	0.32 (7)	1.00 (12)	0.31 (19)

Source: 2000 Survey of Establishments.

Table A2-6.16SE. Standard Errors for Table A2-6.16: Change in Costs Due to FMLA in Past 18 Months: 1995 and 2000 Surveys

	Covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Administrative Costs		
<i>No increase</i>	7.98 (240)	8.31 (340)
<i>Small Increase</i>	7.88 (254)	9.27 (361)
<i>Moderate Increase</i>	2.16 (134)	1.91 (177)
<i>Large Increase</i>	0.45 (33)	0.31 (34)
Cost of Continuing Benefits During Leave (e.g., health plans)		
<i>No increase</i>	6.00 (368)	3.15 (459)
<i>Small Increase</i>	5.72 (166)	2.96 (252)
<i>Moderate Increase</i>	1.09 (97)	2.02 (181)
<i>Large Increase</i>	0.63 (24)	0.34 (16)
Hiring/Training Costs		
<i>No increase</i>	4.60 (435)	6.28 (549)
<i>Small Increase</i>	4.49 (155)	6.51 (226)
<i>Moderate Increase</i>	1.16 (61)	1.34 (118)
<i>Large Increase</i>	0.55 (14)	0.31 (19)

Source: 1995 and 2000 Survey of Establishments.

Table A2-6.17SE. Standard Errors for Table A2-6.17: FMLA-Related Cost Savings by Establishment Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Cost Savings:			
Yes	2.01 (69)	2.59 (42)	1.93 (111)
No	2.01 (536)	2.59 (240)	1.93 (776)

Source: 2000 Survey of Establishments.

Table A2-6.18SE. Standard Errors for Table A2-6.18. FMLA-Related Cost Savings: 1995 and 2000 Surveys

	1995 Survey SE (N)	2000 Survey SE (N)
Cost Savings:		
Yes	0.81 (32)	1.93 (111)
No	0.81 (616)	1.93 (776)

Source: 1995 and 2000 Survey of Establishments.

Table A2-6.19SE. Standard Errors for Table A2-6.19: Cost Savings Associated with FMLA Compliance: 2000 Survey

	Covered Establishments SE (N)
Decreased turnover	8.99 (94)
Increased employee morale	1.91 (6)
Other cost savings	9.08 (19)

Source: 2000 Survey of Establishments.

Table A2-6.20SE. Standard Errors for Table A2-6.20: Establishments Having FMLA Leave-Takers Not Returning to Work: 1995 and 2000 Surveys

Establishments Had Leave-Takers That Did Not Return to Work	Covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Yes	7.42 (160)	4.16 (287)
No	7.42 (270)	4.16 (320)

Source: 1995 and 2000 Survey of Establishments.

Table A2-6.21SE. Standard Errors for Table A2-6.21: Number of FMLA Leave-Takers Not Returning to Work: 1995 and 2000 Surveys

Number of Leave-Takers Who Did Not Return to Work	Covered Establishments With Nonreturning Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
One	6.25 (84)	4.83 (109)
Two	4.17 (27)	3.70 (61)
More than two	2.83 (48)	5.42 (111)

Source: 1995 and 2000 Survey of Establishments.

**STANDARD ERRORS
FOR CHAPTER 7
TABLES NOT DISPLAYED IN
TEXT**

Table A2-7.1SE. Standard Errors for Table A2-7.1: Standard Industrial Classification of Establishments Not Covered Under FMLA: 1995 and 2000 Surveys

Establishment Standard Industrial Classification	1995 Survey		2000 Survey	
	% SE (N)	(N) SE (N)	% SE (N)	(N) SE (N)
Manufacturing	0.13 (51)	6362.54 (51)	0.51 (87)	33345.09 (87)
Retail	1.60 (103)	107435.66 (103)	0.91 (144)	61118.35 (144)
Service	2.28 (159)	145304.01 (159)	1.23 (277)	69998.56 (277)
All other industries	2.40 (157)	166211.30 (157)	0.77 (223)	82423.19 (223)

Source: 1995 and 2000 Survey of Establishments.

Table A2-7.2SE. Standard Errors for Table A2-7.2: Size of Establishments Not Covered Under FMLA: 1995 and 2000 Surveys

Establishments With:	1995 Survey		2000 Survey	
	% SE (N)	(N) SE (N)	% SE (N)	(N) SE (N)
Less than 10 employees	1.68 (262)	136650.31 (262)	2.00 (252)	150721.59 (252)
11 – 24 employees	1.40 (141)	91617.13 (141)	1.98 (266)	124454.71 (266)
25 – 49 employees	1.17 (67)	76807.19 (67)	0.43 (213)	28333.52 (213)

Source: 1995 and 2000 Survey of Establishments.

Table A2-7.3SE. Standard Errors for Table A2-7.3: Family and Medical Leave Policies by State Laws: Reasons for Which Up to 12 Weeks of Leave is Provided: 2000 Survey

	Establishments in a State:	
	With Family and Medical Leave Laws SE (N)	Without Family and Medical Leave Laws SE (N)
Establishment Provides Leave For:		
Employee's Own Serious Health Condition		
Yes	4.74 (344)	4.80 (177)
No	4.10 (79)	4.77 (37)
<i>Depends on circumstances</i>	3.04 (53)	3.70 (32)
Mother's Maternity-Related Reasons		
Yes	4.80 (339)	4.77 (174)
No	4.50 (87)	4.62 (43)
<i>Depends on circumstances</i>	3.08 (46)	3.91 (30)
Parents to Care for Newborn		
Yes	4.25 (268)	5.84 (146)
No	3.85 (133)	6.07 (64)
<i>Depends on circumstances</i>	3.05 (69)	4.13 (38)
Parents for Adoption or Foster Care Placement		
Yes	4.99 (232)	4.96 (125)
No	4.32 (141)	6.16 (75)
<i>Depends on circumstances</i>	2.88 (86)	4.71 (42)
Care of Child, Spouse, or Parent for Serious Health Condition		
Yes	4.88 (282)	5.03 (154)
No	4.60 (116)	4.63 (50)
<i>Depends on circumstances</i>	3.50 (73)	3.80 (40)
All FMLA Reasons		
Yes	4.06 (185)	4.59 (100)
No	4.06 (263)	4.59 (132)

Source: 2000 Survey of Establishments.

Table A2-7.4SE. Standard Errors for Table A2-7.4: Methods Used to Cover Work When an Employee Takes Leave for a Week or Longer by Coverage Status: 2000 Survey

Establishment Covers Leave By:	Covered Establishments SE (N)	Non-covered Establishments SE (N)	All Establishments SE (N)
Assigning work temporarily to other employees	0.47 (1024)	2.55 (665)	2.31 (1689)
Hiring an outside temporary replacement	6.22 (559)	3.18 (280)	2.94 (839)
Hiring a permanent replacement	0.97 (71)	2.24 (53)	2.00 (124)
Putting work on hold until the employee returns from leave	3.60 (196)	3.14 (154)	2.88 (350)
Having the employee perform some work while on leave	1.22 (143)	2.53 (141)	2.29 (284)
Some other method	5.86 (60)	1.98 (43)	1.72 (103)

Source: 2000 Survey of Establishments.

Table A2-7.5SE. Standard Errors for Table A2-7.5: Effects of Current Family and Medical Leave Policies on Establishment and Employee Performance Among Non-covered Establishments: 2000 Survey

	Non-covered Establishments SE (N)
Business Effects	
Productivity	
<i>Positive effect</i>	3.74 (108)
<i>Negative effect</i>	1.82 (34)
<i>No noticeable effect</i>	4.32 (383)
Profitability	
<i>Positive effect</i>	2.70 (48)
<i>Negative effect</i>	3.59 (63)
<i>No noticeable effect</i>	4.08 (400)
Growth	
<i>Positive effect</i>	2.48 (50)
<i>Negative effect</i>	3.27 (37)
<i>No noticeable effect</i>	3.65 (429)
Employee Effects	
Productivity	
<i>Positive effect</i>	4.02 (119)
<i>Negative effect</i>	2.07 (53)
<i>No noticeable effect</i>	4.41 (346)
Absences	
<i>Positive effect</i>	3.41 (74)
<i>Negative effect</i>	1.84 (44)
<i>No noticeable effect</i>	4.13 (398)

Table A2-7.5SE. Standard Errors for Table A2-7.5: Effects of Current Family and Medical Leave Policies on Establishment and Employee Performance Among Non-covered Establishments: 2000 Survey (continued)

	Non-covered Establishments SE (N)
Turnover	
<i>Positive effect</i>	3.39 (81)
<i>Negative effect</i>	1.49 (26)
<i>No noticeable effect</i>	3.48 (412)
Career Advancement	
<i>Positive effect</i>	3.41 (69)
<i>Negative effect</i>	0.75 (9)
<i>No noticeable effect</i>	3.73 (442)
Morale	
<i>Positive effect</i>	4.51 (190)
<i>Negative effect</i>	1.44 (32)
<i>No noticeable effect</i>	4.39 (300)

Source: 2000 Survey of Establishments.

Table A2-7.6SE. Standard Errors for Table A2-7.6: Non-covered Establishments' Anticipated Impact of FMLA: 2000 Survey

	Non-covered Establishments SE (N)
Business Effects	
Productivity	
<i>Positive effect</i>	2.37 (39)
<i>Negative effect</i>	4.49 (238)
<i>No noticeable effect</i>	3.92 (247)
Profitability	
<i>Positive effect</i>	1.59 (24)
<i>Negative effect</i>	4.32 (241)
<i>No noticeable effect</i>	4.08 (252)
Growth	
<i>Positive effect</i>	1.73 (24)
<i>Negative effect</i>	4.02 (166)
<i>No noticeable effect</i>	4.22 (328)
Employee Effects	
Productivity	
<i>Positive effect</i>	2.85 (77)
<i>Negative effect</i>	3.59 (175)
<i>No noticeable effect</i>	3.68 (262)
Absences	
<i>Positive effect</i>	3.00 (49)
<i>Negative effect</i>	4.43 (130)
<i>No noticeable effect</i>	4.86 (331)

Table A2-7.6SE. Standard Errors for Table A2-7.6: Non-covered Establishments' Anticipated Impact of FMLA: 2000 Survey (continued)

	Non-covered Establishments SE (N)
Turnover	
<i>Positive effect</i>	2.68 (54)
<i>Negative effect</i>	3.45 (91)
<i>No noticeable effect</i>	3.56 (362)
Career Advancement	
<i>Positive effect</i>	2.48 (48)
<i>Negative effect</i>	2.73 (71)
<i>No noticeable effect</i>	3.37 (395)
Morale	
<i>Positive effect</i>	3.16 (133)
<i>Negative effect</i>	3.13 (102)
<i>No noticeable effect</i>	3.86 (279)

Source: 2000 Survey of Establishments.

Table A2-7.7SE. Standard Errors for Table A2-7.7: Non-covered Establishments' Anticipated Cost of FMLA: 2000 Survey

	Non-covered Establishments SE (N)
Administrative Costs	
<i>No increase</i>	3.54 (145)
<i>Small increase</i>	3.30 (163)
<i>Moderate increase</i>	3.63 (143)
<i>Large increase</i>	3.27 (64)
Hiring or Training Costs	
<i>No increase</i>	4.54 (179)
<i>Small increase</i>	3.26 (134)
<i>Moderate increase</i>	4.00 (145)
<i>Large increase</i>	3.44 (64)
Litigation Costs	
<i>No increase</i>	4.15 (285)
<i>Small increase</i>	3.22 (85)
<i>Moderate increase</i>	2.92 (67)
<i>Large increase</i>	3.92 (47)
Would There be Any Cost Savings?	
<i>Yes</i>	1.88 (51)
<i>No</i>	1.88 (456)

Source: 2000 Survey of Establishments.

**Table A2-7.8SE. Standard Errors for Table A2-7.8: Anticipated Effects of
Complying with FMLA Among Non-covered Establishments: Business and
Employee Performance: 1995 and 2000 Surveys**

	Non-covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Business Effects		
Productivity		
<i>Positive effect</i>	1.90 (29)	2.37 (39)
<i>Negative effect</i>	2.68 (176)	4.49 (238)
<i>No noticeable effect</i>	3.14 (168)	3.92 (247)
Profitability		
<i>Positive effect</i>	1.70 (22)	1.59 (24)
<i>Negative effect</i>	2.46 (170)	4.32 (241)
<i>No noticeable effect</i>	3.15 (181)	4.08 (252)
Growth		
<i>Positive effect</i>	1.16 (14)	1.73 (24)
<i>Negative effect</i>	2.53 (126)	4.02 (166)
<i>No noticeable effect</i>	2.66 (237)	4.22 (328)
Employee Effects		
Productivity		
<i>Positive effect</i>	2.51 (49)	2.85 (77)
<i>Negative effect</i>	3.08 (118)	3.59 (175)
<i>No noticeable effect</i>	3.37 (206)	3.68 (262)
Absences		
<i>Positive effect</i>	1.88 (30)	3.00 (49)
<i>Negative effect</i>	2.98 (103)	4.43 (130)
<i>No noticeable effect</i>	3.61 (235)	4.86 (331)

Table A2-7.8SE. Standard Errors for Table A2-7.8: Anticipated Effects of Complying with FMLA Among Non-covered Establishments: Business and Employee Performance: 1995 and 2000 Surveys (continued)

	Non-covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Turnover		
<i>Positive effect</i>	2.28 (43)	2.68 (54)
<i>Negative effect</i>	1.99 (61)	3.45 (91)
<i>No noticeable effect</i>	2.79 (259)	3.56 (362)
Career Advancement		
<i>Positive effect</i>	1.65 (24)	2.48 (48)
<i>Negative effect</i>	1.87 (37)	2.73 (71)
<i>No noticeable effect</i>	1.89 (314)	3.37 (395)
Morale		
<i>Positive effect</i>	NA	3.16 (133)
<i>Negative effect</i>	NA	3.13 (102)
<i>No noticeable effect</i>	NA	3.86 (279)

Source: 1995 and 2000 Survey of Establishments.

Table A2-7.9SE. Standard Errors for Table A2-7.9: Anticipated Impact of Complying with FMLA: Business Costs: 1995 and 2000 Surveys

	Non-covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Administrative Costs		
<i>No increase</i>	2.91 (115)	3.54 (145)
<i>Small increase</i>	2.85 (96)	3.30 (163)
<i>Moderate increase</i>	3.42 (96)	3.63 (143)
<i>Large increase</i>	2.86 (60)	3.27 (64)
Hiring or Training Costs		
<i>No increase</i>	3.08 (142)	4.54 (179)
<i>Small increase</i>	2.55 (87)	3.26 (134)
<i>Moderate increase</i>	2.56 (68)	4.00 (145)
<i>Large increase</i>	2.51 (67)	3.44 (64)
Litigation Costs		
<i>No increase</i>	NA	4.15 (285)
<i>Small increase</i>	NA	3.22 (85)
<i>Moderate increase</i>	NA	2.92 (67)
<i>Large increase</i>	NA	3.92 (47)
Cost Savings		
Yes	1.25 (16)	1.88 (51)
No	1.25 (358)	1.88 (456)

Source: 1995 and 2000 Survey of Establishments.

**Table A2-7.10SE. Standard Errors for Table A2-7.10: Family and Medical Leave Policies by
FMLA Coverage Subgroup Status: Reasons for Providing Up to
12 Weeks of Unpaid Leave: 2000 Survey**

Reasons for Providing Leave:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Employee's Own Serious Health Condition		
Yes	2.76 (297)	5.37 (161)
No	2.52 (7)	3.92 (29)
<i>Depends on circumstances</i>	1.38 (16)	2.19 (19)
Mother's Maternity-Related Reasons		
Yes	3.10 (297)	7.76 (159)
No	3.07 (10)	3.85 (33)
<i>Depends on circumstances</i>	1.36 (15)	6.85 (21)
Parents to Care for Newborn		
Yes	2.77 (286)	8.56 (131)
No	2.55 (14)	5.27 (49)
<i>Depends on circumstances</i>	1.25 (21)	6.80 (28)
Parents for Adoption or Foster Care Placement		
Yes	3.66 (263)	8.74 (111)
No	3.28 (25)	6.61 (58)
<i>Depends on circumstances</i>	1.36 (23)	2.81 (34)

Table A2-7.10SE. Standard Errors for Table A2-7.10: Family and Medical Leave Policies by FMLA Coverage Subgroup Status: Reasons for Providing Up to 12 Weeks of Unpaid Leave: 2000 Survey (continued)

Reasons for Providing Leave:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Care of Child, Spouse, or Parent for Serious Health Condition		
<i>Yes</i>	2.04 (284)	7.14 (132)
<i>No</i>	1.31 (14)	5.10 (46)
<i>Depends on circumstances</i>	1.36 (20)	2.85 (30)
All FMLA Reasons		
<i>Yes</i>	2.83 (246)	10.41 (88)
<i>No</i>	2.83 (61)	10.41 (108)

Source: 2000 Survey of Establishments.

Table B2-7.11SE. Standard Errors for Table A2-7.11: Family and Medical Leave Policies by FMLA Covered Subgroup Status: Continuation of Health Benefits: 2000 Survey

	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Employee's Own Serious Health Condition		
Yes	2.07 (276)	4.26 (127)
No	0.94 (7)	1.17 (8)
<i>Depends on circumstances</i>	2.00 (28)	3.58 (24)
Mother's Maternity-Related Reasons		
Yes	1.98 (281)	3.59 (130)
No	0.76 (4)	1.32 (8)
<i>Depends on circumstances</i>	1.80 (25)	2.70 (21)
Parents to Care for Newborn		
Yes	2.11 (265)	5.04 (106)
No	0.91 (9)	1.74 (10)
<i>Depends on circumstances</i>	1.92 (27)	3.64 (19)
Parents for Adoption or Foster Care Placement		
Yes	2.38 (252)	4.92 (102)
No	1.20 (8)	1.81 (9)
<i>Depends on circumstances</i>	2.05 (27)	3.41 (20)
Care of Child, Spouse, or Parent for Serious Health Condition		
Yes	3.34 (264)	5.56 (102)
No	2.63 (6)	1.19 (7)
<i>Depends on circumstances</i>	2.37 (31)	4.81 (32)

Source: 2000 Survey of Establishments.

Table A2-7.12SE. Standard Errors for Table A2-7.12: Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Job Return is Guaranteed: 2000 Survey

	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Employee's Own Serious Health Condition		
Yes	1.27 (300)	7.83 (154)
No	0.24 (1)	1.41 (8)
<i>Depends on circumstances</i>	1.23 (15)	7.49 (21)
Mother's Maternity-Related Reasons		
Yes	1.10 (301)	2.15 (164)
No	0.24 (1)	0.94 (5)
<i>Depends on circumstances</i>	1.05 (11)	1.63 (11)
Parents to Care for Newborn		
Yes	1.35 (293)	2.44 (147)
No	0.24 (1)	1.02 (5)
<i>Depends on circumstances</i>	1.32 (15)	1.90 (11)
Parents for Adoption or Foster Care Placement		
Yes	1.44 (280)	8.59 (138)
No	0.74 (2)	0.72 (2)
<i>Depends on circumstances</i>	1.29 (14)	8.53 (13)
Care of Child, Spouse, or Parent for Serious Health Condition		
Yes	2.66 (293)	10.72 (136)
No	2.55 (2)	1.12 (5)
<i>Depends on circumstances</i>	1.24 (13)	11.13 (22)

Source: 2000 Survey of Establishments.

Table A2-7.13SE. Standard Errors for Table A2-7.13: Provision of Leave Beyond that Guaranteed by FMLA by Coverage Subgroup Status: 2000 Survey

	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
More Than 12 Weeks Per Year		
Yes	2.23 (57)	9.92 (22)
No	3.76 (161)	11.49 (93)
<i>Depends on circumstances</i>	3.66 (82)	9.17 (54)
Employees Who Have Worked for Establishment Less Than 12 Months		
Yes	2.93 (73)	6.06 (38)
No	3.97 (154)	7.96 (89)
<i>Depends on circumstances</i>	3.55 (65)	10.03 (40)
Employees Who Have Worked for Less Than 1,250 Hours in the Past Year		
Yes	2.86 (68)	6.65 (44)
No	3.75 (153)	7.75 (87)
<i>Depends on circumstances</i>	2.17 (71)	9.98 (33)

Source: 2000 Survey of Establishments.

Table A2-7.14SE. Standard Errors for Table A2-7.14: Provision of Additional Reasons by FMLA Coverage Status: 2000 Survey

Establishment Allows Additional Leave For:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Attending School Meetings or Activities		
<i>Yes - Separate from other leave</i>	3.77 (145)	6.93 (92)
<i>Yes - Not separate from other leave</i>	2.15 (86)	4.09 (51)
<i>No</i>	3.04 (44)	2.91 (34)
<i>Depends on circumstances</i>	2.06 (43)	2.68 (27)
Routine Medical Appointments for Self and Family		
<i>Yes - Separate from other leave</i>	3.62 (130)	7.00 (105)
<i>Yes - Not separate from other leave</i>	2.78 (133)	5.88 (81)
<i>No</i>	1.93 (29)	1.70 (14)
<i>Depends on circumstances</i>	2.74 (25)	0.99 (6)

Source: 2000 Survey of Establishments.

Table A2-7.15SE. Standard Errors for Table A2-7.15: Continuation of Other Benefits During Leave by FMLA Coverage Status: 2000 Survey

Establishment Continues:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Contributions to Pension or Retirement		
Yes	4.65 (123)	4.61 (63)
No	4.57 (101)	4.84 (62)
<i>Depends on circumstances</i>	3.41 (50)	5.87 (20)
Contributions to Life or Disability Insurance		
Yes	2.68 (219)	9.74 (113)
No	2.23 (51)	6.94 (40)
<i>Depends on circumstances</i>	1.61 (31)	3.89 (17)

Source: 2000 Survey of Establishments.

Table A2-7.16SE. Standard Errors for Table A2-7.16: Continuation of Pay During Leave by FMLA Coverage Subgroup Status: 2000 Survey

Establishment Continues Pay For:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Paid Sick Leave		
Yes	3.29 (222)	8.28 (134)
No	2.56 (71)	5.63 (61)
<i>Depends on circumstances</i>	1.89 (30)	6.76 (18)
Paid Disability Leave		
Yes	3.32 (194)	13.69 (91)
No	2.79 (73)	8.28 (100)
<i>Depends on circumstances</i>	3.29 (51)	10.05 (20)
Paid Vacation		
Yes	1.70 (295)	7.67 (199)
No	0.93 (4)	7.55 (8)
<i>Depends on circumstances</i>	1.61 (24)	0.89 (6)
Other Paid Time Off		
Yes	2.80 (136)	5.76 (51)
No	3.14 (175)	5.39 (154)
<i>Depends on circumstances</i>	1.08 (13)	1.24 (7)

Source: 2000 Survey of Establishments.

Table A2-7.17SE. Standard Errors for Table A2-7.17: Continuation of Pay During Leave by FMLA Subgroup Status: Reasons for Which Pay is Continued: 2000 Survey

Establishment Continues Pay During Leave For:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Parents to Care for Newborn		
<i>Full pay</i>	2.27 (70)	7.11 (47)
<i>Partial pay</i>	1.31 (15)	9.12 (12)
<i>Depends on circumstances</i>	2.56 (69)	12.04 (33)
<i>No pay</i>	3.68 (166)	9.63 (118)
Parents for Adoption or Foster Care Placement		
<i>Full pay</i>	2.16 (52)	7.34 (36)
<i>Partial pay</i>	0.74 (12)	9.28 (8)
<i>Depends on circumstances</i>	2.96 (66)	10.35 (28)
<i>No pay</i>	3.53 (187)	11.53 (139)
Employee's Own Serious Health Condition		
<i>Full pay</i>	4.03 (118)	6.90 (64)
<i>Partial pay</i>	1.45 (34)	8.75 (21)
<i>Depends on circumstances</i>	3.13 (74)	12.13 (42)
<i>No pay</i>	3.19 (97)	6.71 (84)
Mother's Maternity-Related Reasons		
<i>Full pay</i>	3.22 (115)	6.87 (60)
<i>Partial pay</i>	1.50 (34)	8.98 (14)
<i>Depends on circumstances</i>	2.85 (55)	11.88 (33)
<i>No pay</i>	3.86 (117)	8.62 (103)

Table A2-7.17SE. Standard Errors for Table A2-7.17: Continuation of Pay During Leave by FMLA Subgroup Status: Reasons for Which Pay is Continued: 2000 Survey (continued)

Establishment Continues Pay During Leave For:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Care of Child, Spouse, or Parent for Serious Health Condition		
<i>Full pay</i>	3.16 (69)	7.00 (42)
<i>Partial pay</i>	0.72 (8)	9.31 (10)
<i>Depends on circumstances</i>	3.56 (63)	11.95 (39)
<i>No pay</i>	3.99 (180)	9.70 (119)

Source: 2000 Survey of Establishments.

Table A2-7.18SE. Standard Errors for Table A2-7.18: Provision of Other Work-Life Benefits by FMLA Coverage Status: 2000 Survey

	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments 25-49 Employees SE (N)
Child Care Assistance		
Yes	3.07 (120)	8.35 (35)
No	3.24 (194)	8.19 (176)
<i>Depends on circumstances</i>	0.78 (9)	0.39 (2)
Elder Care Assistance		
Yes	1.51 (37)	1.31 (13)
No	1.57 (281)	1.34 (197)
<i>Depends on circumstances</i>	0.42 (4)	0.51 (2)
Flexible Work Schedules		
Yes	3.39 (200)	6.05 (134)
No	2.63 (83)	4.23 (51)
<i>Depends on circumstances</i>	2.19 (41)	2.56 (27)
Employee Assistance Program		
Yes	3.53 (143)	5.29 (46)
No	3.66 (171)	5.63 (161)
<i>Depends on circumstances</i>	0.92 (10)	0.79 (5)
Adoption Assistance		
Yes	1.54 (31)	1.15 (7)
No	1.69 (282)	1.40 (201)
<i>Depends on circumstances</i>	0.81 (7)	0.64 (4)

Table A2-7.18SE. Standard Errors for Table A2-7.18: Provision of Other Work-Life Benefits by FMLA Coverage Status: 2000 Survey (continued)

	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments 25-49 Employees SE (N)
Workplace Provisions for Lactation		
Yes	3.85 (82)	3.43 (35)
No	4.18 (210)	10.66 (168)
<i>Depends on circumstances</i>	1.55 (27)	9.68 (9)

Source: 2000 Survey of Establishments.

Table A2-7.19SE. Standard Errors for Table A2-7.19: Comparison of Non-covered Subgroup's Anticipated Impact of FMLA to Covered Subgroup's Actual Impact of FMLA: 2000 Survey

	Covered Establishments with 50-99 Employees SE (N)	Non-Covered Establishments with 25-49 Employees SE (N)
Business Effects		
Productivity		
<i>Positive effect</i>	2.43 (29)	4.05 (9)
<i>Negative effect</i>	3.08 (23)	10.99 (59)
<i>No noticeable effect</i>	3.88 (207)	11.50 (67)
Profitability		
<i>Positive effect</i>	1.36 (13)	0.98 (5)
<i>Negative effect</i>	3.29 (28)	11.35 (57)
<i>No noticeable effect</i>	3.27 (213)	11.50 (72)
Growth		
<i>Positive effect</i>	1.24 (9)	0.92 (4)
<i>Negative effect</i>	1.41 (10)	11.49 (39)
<i>No noticeable effect</i>	1.95 (239)	11.57 (91)
Employee Effects		
Productivity		
<i>Positive effect</i>	2.31 (33)	4.84 (22)
<i>Negative effect</i>	3.16 (36)	10.78 (41)
<i>No noticeable effect</i>	3.81 (187)	12.31 (71)
Absences		
<i>Positive effect</i>	1.88 (18)	2.17 (14)
<i>Negative effect</i>	3.46 (33)	11.00 (37)
<i>No noticeable effect</i>	3.71 (207)	11.19 (82)

Table A2-7.19SE. Standard Errors for Table A2-7.19: Comparison of Non-covered Subgroup's Anticipated Impact of FMLA to Covered Subgroup's Actual Impact of FMLA: 2000 Survey (continued)

	Covered Establishments with 50-99 Employees SE (N)	Non-Covered Establishments with 25-49 Employees SE (N)
Turnover		
<i>Positive effect</i>	1.95 (23)	2.58 (16)
<i>Negative effect</i>	1.02 (7)	11.41 (18)
<i>No noticeable effect</i>	2.54 (232)	11.32 (97)
Career Advancement		
<i>Positive effect</i>	0.96 (14)	2.13 (12)
<i>Negative effect</i>	0.69 (3)	2.61 (13)
<i>No noticeable effect</i>	1.26 (243)	4.12 (109)
Morale		
<i>Positive effect</i>	3.28 (77)	6.65 (43)
<i>Negative effect</i>	3.10 (13)	10.82 (19)
<i>No noticeable effect</i>	3.70 (171)	10.91 (68)

Source: 2000 Survey of Establishments.

Table A2-7.20SE. Standard Errors for Table A2-7.20: Comparison of Non-covered Subgroup's Anticipated Cost of FMLA to Covered Subgroup's Actual Cost of FMLA: 2000 Survey

	Covered Establishments with 50-99 Employees SE (N)	Non-Covered Establishments with 25-49 Employees SE (N)
Administrative Costs		
<i>No increase</i>	4.63 (119)	5.56 (28)
<i>Small increase</i>	4.76 (99)	13.06 (44)
<i>Moderate increase</i>	2.33 (41)	7.75 (45)
<i>Large increase</i>	0.59 (2)	2.52 (13)
Hiring or Training Costs		
<i>No increase</i>	2.99 (176)	9.19 (46)
<i>Small increase</i>	2.02 (53)	4.55 (34)
<i>Moderate increase</i>	2.24 (26)	13.78 (38)
<i>Large increase</i>	1.20 (5)	4.69 (17)

Source: 2000 Survey of Establishments.

APPENDIX C

METHODOLOGICAL

ISSUES

Methodological Issues

This appendix summarizes the methods used by Westat to conduct the 2000 Surveys of Employee and Establishments.¹ For both surveys, summaries of the questionnaires, sample designs, data collection procedures, response rate calculations, and weighting activities are presented. In addition, this Appendix includes a discussion of issues related to comparing the surveys to the 1995 Surveys of Employees² and Establishments³ as well as the methods used to define key measures used in the analysis (e.g., coverage and eligibility under the Family and Medical Leave Act).

1. 2000 Survey of Employees

1.1 Questionnaire

The instrument for the 2000 Survey of Employees consisted of five major sections: (a) the screener, which served to classify potential respondents as being either “leave-takers,” “leave-needers,” or “employed only” since January 1, 1999; (b) a series of items specifically for leave-takers which asked about their experience with leave; (c) items for leave-needers regarding why they needed leave and did not take it; (d) items asked of all respondents, including items about their employment and their opinions about family and medical leave; and (e) items obtaining demographic information on respondents. The questionnaire for the 2000 Survey of Employees is shown in Appendix D.

¹ A more detailed description of the technical characteristics of each survey is provided in the full methodological report (in press) for this project.

² The 1995 Survey of Employees was conducted by the University of Michigan.

³ The 1995 Survey of Establishments was conducted by Westat.

1.2 Sample Design and Population Universe

The survey was conducted with a sample of individuals aged 18 or older in U.S. households who were employed at any time between January 1, 1999 and the time of the survey (between 18 and 20 months, depending on when the interview occurred). The sample was drawn from the universe of all known U.S. households with telephones. The sample frame represented all employees that had a telephone. This includes those employed in both the public and private sectors. Approximately 24,500 telephone numbers were selected using a list-assisted Random Digit Dial (RDD) method.

For each telephone number, an interviewer attempted to screen for eligibility by determining whether the household contained at least one person 18 years of age or older who had been employed since January 1, 1999. Furthermore, for all persons within a household meeting these criteria, the interviewer attempted to determine if they had taken (or needed without taking) family or medical leave since January 1, 1999. All persons said to have taken or needed this type of leave were eligible for the extended interview. Those not having taken or needed leave (i.e., those who were employed only) were sub-sampled for the extended interview.

1.3 Data Collection and Response Rates

Data for the Survey of Employees were collected by interviewers specially trained for the project using a Computer Assisted Telephone Interviewing (CATI) system. Interviewing began on July 15, 2000 and continued for approximately 10 weeks. A total of 2,558 interviews were completed: 1,229 with persons who took leave (for reasons covered by FMLA) since January 1, 1999; 203 with persons who needed leave (for a covered reason) but did not take it; and 1,126 with persons that were employed only and had not taken any family or medical leave.

The response rate for the Survey of Employees was computed in three steps. In the first step, a response rate was calculated for the screening interview, which identified eligible respondents in the household. In the second step, a response rate was calculated for the extended interview, which collected the data from the selected household respondent. In the third step, the two response rates were combined to produce the overall survey response rate.

Calculating the Screening Interview Response Rate. The weighted response rate for the screener ranged from 67.5 percent to 69.3 percent. The range reflects different assumptions made about the eligibility of those telephone numbers where no respondent ever answered the telephone.

The lower screener weighted response rate (67.5%) was calculated using the following formula:

$$C/(C+R+.27NA+.6M + ONR)$$

where C=complete,
R=refusal,
NA=no answer,
M=message machine,
ONR=other non-response

This assumes that a residential household existed for 27 percent of those calls where someone never answered the telephone and for 60 percent of those calls where the interviewers only encountered an answering machine. This is the standard formula used by Westat when computing response rates for random digit dial surveys. It is based, in part, on guidelines published by the Council of American Survey Research Organizations (CASRO). It modifies these guidelines by reducing the number of “no answers” that are classified as eligible, based on research tracking telephone numbers through the telephone company.

The higher response rate of 69.3 percent was computed using the following formula:

$$C/(C+R+M + ONR)$$

This formula excludes the calls where someone did not answer the telephone (NAs above), but includes calls that reached an answering machine. This rate is comparable to the method used by the University of Michigan for the 1995 survey.

Calculating the Extended Interview Response Rate. The final weighted response rates for completing the extended interviews represent the proportion of

interviews that were completed among those eligible and selected for the study. The rates, calculated separately for each type of respondent, were:

<u>Extended Interview Response Rate</u>	
Overall:	84.2%
Leave-taker	83.9%
Leave-needer	85.3%
Employed only	84.2%

Calculating the Final Response Rate. The final response rate is computed by multiplying each respective extended interview response rate by the screener response rate. For this step, the higher screener response rate of 69.3 percent was used to maintain comparability with the 1995 survey. The final weighted response rates for each type of respondent were:

<u>Final</u>	
Overall:	58.3%
Leave-taker	58.1%
Leave-needer	59.1%
Employed only	58.3%

1.4 Weighting

For each interview, a sampling weight was attached which was derived from the following components:

- a. A base weight reflecting the overall probability of selection of the household;
- b. An adjustment for the number of telephones in the household;
- c. A non-response adjustment for the household (i.e., screener) based on census data for the telephone exchange;
- d. The probability of selection of the person within the household;
- e. A non-response adjustment for the person, based on age and gender; and
- f. A post-stratification adjustment to the gender distribution of the U.S. non-institutional population, based on U.S. Census figures.

The post-stratification adjustment was done for several reasons. First, it inflated the population estimates from the survey to reflect all households in the country, including those without telephones. Second, by using the U.S. Census totals, the estimates incorporate a correction for undercounting particular subgroups in the population.

The 1995 Survey of Employees followed a very similar process in the weighting with two exceptions. It did not adjust for the number of telephones in the household (step b), and it did not implement a poststratification adjustment (step f).

In order to maintain comparability for analyses between 1995 and 2000 data, both of these adjustments were done for the 1995 survey weights. All of the 1995 weights were globally down-weighted using an estimate of the average number of telephones per household in U.S. households in 1995 (approximately a factor of 92.5%). The weights were then inflated separately by gender to reflect the same post-stratification factors used for the 2000 data-set (factor 1.06 for females and 1.12 for males).

1.5 Estimates of Variances

Appendix B provides the standard errors and unweighted sample sizes for each of the estimates published in the report. The standard errors were computed using replicate variance estimation methods. The program used to estimate the standard errors was a Westat-authored program, WESVAR. The variance estimation procedures account for both the complex sample design and the use of weights in the estimation process.

1.6 Comparisons Between 1995 and 2000 Surveys of Employees

As noted above, efforts were made to keep the 1995 and 2000 surveys as comparable as possible. Nevertheless, the comparisons between the surveys may still have been affected by several differences between the two surveys. This section discusses two of these differences: (1) differences in the response rates, and (2) differences in question wording for key items. This section also discusses the implications of these differences for comparing the 1995 and 2000 surveys.

1.6.1 Differences in Response Rates

The 1995 survey had a combined response rates of 73.1 percent for leave-takers, 75.9 percent for leave-needers, and 70.6 percent for those who were employed but did not take any leave. This is between 11 and 16 percentage points higher than

the 2000 survey, depending on the group.⁴ The differences in response rates may have led to different patterns of non-response error across the two surveys.⁵ In order to investigate the extent that comparisons are affected by the response rate differentials, several analyses related to the non-response were conducted. The results of these analyses are reported in full detail in the main methodology report for the survey (in press). In this section, the primary results from these analyses are reported.

Three different types of non-response analyses were conducted. Each provides a different perspective on the potential non-response problems in the 2000 survey. The analyses, and the non-response problem they are designed to address, include:

- **Demographic distribution comparison.** This should reveal any differences in the types of respondents captured in each survey.
- **Non-response follow-up survey.** A survey of a sample of non-respondents to the 2000 survey was completed. This provides a direct measure of a sample of persons that the main survey missed.
- **Level-of-effort comparison.** A comparison of differences between respondents to the 2000 survey by the level of effort it took to complete the interview. The assumption in this analysis is that those that required the most effort to interview resemble those that the survey was unable to interview.

In the section that follows, the comparison of the 1995 and 2000 demographic distributions is discussed. In the last part of the section, the results from the other two analyses are described, along with conclusions related to the potential non-response error.

⁴ It is important to note the difference between non-response error and a low response rate. A low response rate increases the chances that significant non-response error exists. However, non-response error occurs only when the non-respondents actually differ from the respondents along the characteristics that are important to the survey. For example, a recent analysis comparing two surveys which differed by approximately 20 percentage points did not find significant evidence of more non-response error for the survey with the lower response rate (Keeter, et al., 2000). Similarly, analysis of a large survey on welfare reform came to similar conclusions when comparing results among estimates based on response rates that differed by as much as 20 percentage points (Groves, et al., 1997).

⁵ For example, it is possible that the 2000 survey missed more employed males in the populations that took leave for family and medical reasons. This would affect the comparison of leave-takers by gender between the 1995 and 2000 surveys. The extent that this may be the case depends on the differentials in response rates by gender between the two surveys.

Comparing Demographic Distributions

Table C-1 displays the weighted levels of the three groups analyzed in the 1995 and 2000 surveys (i.e., leave-taker, leave-needer, and all employees) by whether they work for a covered establishment and by their eligibility status. Table C-2 displays the unweighted demographic distributions of the three groups. The unweighted responses are used so that none of the non-response or post-stratification adjustments embedded in the weighting influence the observed distributions. The “all employees” column was standardized to the distribution observed in the 2000 survey.⁶

**Table C.1. Distribution by Study Groups (Weighted Sample)
1995 and 2000 Surveys, (In Millions)**

	Leave-Takers		Leave-Neederers		All Employees	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
All Employees	20.4	23.8	3.9	3.5	127.3	144.0
Employees in covered worksites	14.9	18.1	2.6	2.9	84.0	110.4
Eligible employees in covered worksites	12.6	15.5	2.3	2.4	69.8	88.9

Source: Survey of Employees

These distributions show relatively small differences across the demographic groups. The largest differences are for gender and income. The 2000 survey found more females and higher income groups. Both of these differences can be partially explained by trends over the five year period between the two surveys. As noted in the introduction to the report, women constitute a greater proportion of the workforce in 2000, relative to 1995. Similarly, the higher income of those in 2000 reflects inflation and actual growth in income over this time period.

⁶ For this purpose, the leave-takers were counted as 16.5 percent of the total employed population, leave-neederers as 2.4 percent and employed-only as 81.1 percent. These percentages approximate what was observed for the 2000 distribution across these groups.

**Table C.2. Demographic Distributions by Study Groups (Unweighted Sample):
1995 and 2000 Surveys**

	Percent of Leave-Takers		Percent of Leave-Needers		Percent of All Employees	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Gender * xx						
Female	58.7%	62.5%	50.3%	57.6%	48.0%	52.5%
Male	41.3%	37.5%	49.7%	42.4%	52.0%	47.5%
Age * +						
18-24	12.2%	7.1%	9.6%	8.0%	12.9%	13.0%
25-34	31.5%	26.8%	29.4%	25.9%	23.2%	21.2%
35-49	38.5%	41.1%	39.6%	42.8%	42.6%	42.0%
50-64	14.5%	22.6%	20.3%	21.4%	18.2%	21.1%
65+	3.3%	2.4%	1.1%	2.0%	3.2%	2.7%
Race * ++						
White, Non-Hispanic	79.4%	77.2%	71.0%	74.7%	81.1%	78.5%
Black, Non-Hispanic	10.6%	10.2%	17.5%	12.9%	9.5%	9.5%
Hispanic	8.1%	7.0%	8.7%	9.4%	7.5%	6.9%
Asian	(1)	2.5%	(1)	2.0%	(1)	2.7%
Other	1.9%	3.1%	2.7%	1.0%	1.9%	2.4%
Married xx						
Married	72.7%	75.2%	63.1%	68.5%	70.9%	69.8%
Separated/Divorced	15.2%	14.0%	23.5%	20.2%	13.1%	10.2%
Never married	12.0%	10.8%	13.4%	11.3%	16.0%	20.0%
Family with Children						
No	43.3%	42.2%	47.1%	45.8%	55.0%	57.1%
Yes	56.7%	57.8%	52.9%	54.2%	45.0%	42.9%
Education ** + xx						
Less than high school	8.7%	5.0%	9.6%	6.9%	8.4%	5.4%
High school graduate	26.9%	28.0%	27.3%	28.1%	28.8%	29.4%
Some college	31.0%	31.3%	34.2%	26.6%	29.8%	29.2%
College graduate	20.8%	24.0%	16.6%	28.1%	20.9%	25.4%
Graduate school	12.6%	11.6%	12.3%	10.3%	12.1%	10.7%

(1) Asian was not a race category in the 1995 survey. Asians are included in "All Others."

* Difference between years for leave-takers is significant at $p < .10$; ** is significant at $p < .05$.

+ Difference between years for leave-needers is significant at $p < .10$; ++ is significant at $p < .05$.

x Difference between years for all employees is significant at $p < .10$; xx is significant at $p < .05$.

Note: "All employees" was calculated by weighting leave-takers by 16.5%, leave-needers by 2.4% and employed-only by 81.1%. Column percents may not total to 100% due to rounding.

**Table C.2. Demographic Distributions by Study Groups (Unweighted Sample):
1995 and 2000 Surveys (continued)**

	Percent of Leave-Takers		Percent of Leave-Neederers		Percent of All Employees	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Income ** ++ xx						
Less than \$20,000	19.6%	13.5%	24.3%	15.5%	18.8%	14.8%
\$20,000 to less than \$30,000	17.3%	12.3%	19.2%	16.6%	16.1%	12.3%
\$30,000 to less than \$50,000	29.9%	24.7%	28.8%	24.1%	32.2%	25.7%
\$50,000 to less than \$75,000	19.6%	26.7%	15.2%	27.8%	20.2%	24.6%
\$75,000 to less than \$100,000	9.0%	12.4%	9.0%	9.1%	8.2%	11.9%
\$100,000 or more	4.6%	10.3%	3.4%	6.9%	4.6%	10.6%
Compensation						
Salaried	36.5%	36.4%	29.4%	25.2%	37.0%	36.5%
Hourly	55.0%	53.6%	61.0%	59.9%	51.6%	52.4%
Other	8.5%	10.0%	9.6%	14.8%	11.5%	11.1%

(1) Asian was not a race category in the 1995 survey. Asians are included in "All Others."

* Difference between years for leave-takers is significant at $p < .10$; ** is significant at $p < .05$.

+ Difference between years for leave-neederers is significant at $p < .10$; ++ is significant at $p < .05$.

x Difference between years for all employees is significant at $p < .10$; xx is significant at $p < .05$.

Note: "All employees" was calculated by weighting leave-takers by 16.5%, leave-neederers by 2.4% and employed-only by 81.1%. Column percents may not total to 100% due to rounding.

There are several differences that are not as easily explained by trends in employment. Leave-takers for the 2000 Survey were more likely to be in the older age groups. In addition, the 2000 survey has a lower proportion of persons that are white (for employees 78.5% vs. 81.1%), a lower proportion with less than high school education (5.4% vs. 8.4%), and a higher proportion that are never-married (20% vs. 16%).

Overall, therefore, the 1995 and 2000 survey samples differ in terms of demographics. However, considering shifts in the economy over the time period, these differences are relatively small and do not indicate large differences in non-response error between the 1995 and 2000 employee surveys.

Results of Other Analyses and Comparisons to the 1995 Data

Two other analyses were conducted to assess non-response error. One analysis was based on a survey of persons that did not respond to the 2000 survey. The other analysis was of the 2000 survey information by the amount of effort it took to

complete the interviews (i.e., number of contacts to complete and whether respondent initially refused to complete).

These analyses did not find a great deal of evidence that non-response error significantly affects the comparisons between the 1995 and 2000 surveys. Two general patterns were detected. The first was that non-response to the screener was slightly more likely to have occurred among households without employed persons. This could have led to overestimating the number of employed persons on the 2000 survey. The second pattern was that non-response at the extended level may have been more likely among selected demographic groups. The most significant differences implied that non-respondents were more likely to be age 18-24 and male. Other, less consistent patterns implied that non-respondents to the extended interview were employees with children and with less than a college degree. No consistent differences were found across a number of outcome variables, such as coverage status, eligibility status, whether the employee heard of FMLA and whether the leave-taker reported a serious health condition for their longest leave.

Comparing the 1995 and 2000 surveys should be done with caution. While the analyses summarized above are standard ways to assess potential non-response error, these methods all rely on untested assumptions about those persons that are never interviewed. With this caveat in mind, the analyses discussed above provide little indication that significant non-response bias exists when comparing the 1995 and 2000 employee surveys.

1.6.2 Differences in Survey Instruments

The 1995 and 2000 survey instruments are very similar. In most cases, comparable items are worded identically in both surveys. The primary differences between the two surveys are additional questions included in the 2000 survey. For example, the 2000 survey included items about the details for the longest and second longest leaves reported by the respondent. The 1995 survey only asked detailed questions about the longest leave.

There are two exceptions to this general rule. First, the initial items used to classify respondents as a leave-taker or leave-needer were modified in 2000.⁷ In 1995, the item read:

Since January 1, 1994, have you taken leave from work to care for a newborn, newly adopted, or new foster child; for your own serious health condition or the serious health condition of your child, spouse, or parent that lasted more than three days or required an overnight hospital stay?

In 2000, the item was changed to read:

Since January 1, 1999, have you taken leave from work

- to care for a newborn, newly adopted, or new foster child;
- for reasons related to your or a family member's pregnancy; or
- for your own serious health condition or the serious health condition of your child, spouse, or parent? A serious health condition is one that lasted more than 3 days or required an overnight hospital stay.

One difference between the two surveys is that the 2000 item included the extra condition "for reasons related to your or a family member's pregnancy" (see second bullet above). This change was made to clarify that pregnancy disability leave is covered by the FMLA.

A second difference is the modification of the sentences defining a serious health condition. In 2000, this definition was split out as a separate sentence (see second sentence in the last bullet above). In 1995, this was stated as part of the last phrase of the item. This change was made to clarify that such leave is conditioned upon taking time off for more than three days or for an overnight hospital stay.

The second questionnaire item that was changed asked about the size of the establishment for which the respondent worked. These items were used to classify respondents into a covered and non-covered status with respect to the FMLA. In 1995, this item read:

⁷ These items were asked during the screener (referring to each person living in the household) and the extended interview (referring to the respondent).

At the place where you work(ed) (i.e., the site—store, building) would you say there were fewer than 50 permanent employees or 50 or more permanent employees?

In 2000, the word “permanent” was dropped from the item. This change was made because the Act does not require that employees be permanent for the establishment to be covered by the Act.

1.6.3 Caveats for Comparing the 1995 and 2000 Survey of Employees

Given the differences in response rates between 1995 and 2000, as well as the above questionnaire changes, some caution should be exercised when estimating change between the two surveys. The areas of concern related to the analyses discussed in this report are described below.

Changes in the Number of Employees

Households that refused to complete the 2000 screener tended to consist of persons that were not employed during the reference period. All other things being equal, this would lead to a higher estimate of the total number of employed persons in the 2000 survey. As a result, comparing the 1995 and 2000 surveys may overestimate the amount of growth in employment over this time period. This is reflected in changes observed in the Current Population Survey (CPS). The CPS, which measures employment over a one week period in each month, estimated growth in employment from 125 million in 1995 to 133 million in 2000 (difference of 8 million). Comparing the two FMLA surveys, which measure employment over an 18-20 month period, the growth is from 127 million to 144 million, a growth of approximately 17 million.

A larger estimate of the growth in the number of employees may lead to overestimates of growth in important subgroups, such as covered employees and covered and eligible employees.

Estimates of Covered Employees

The proportion of persons who were covered by the FMLA increased from 66 percent to 77 percent, based on estimates from the 1995 and 2000 employee surveys. This increase diverges from results from the 1995/2000 Survey of

Establishments and data published by the Bureau of Labor Statistics, neither of which found a change in the proportion covered by FMLA.

The change observed between 1995 and 2000 may reflect the more inclusive wording of the item on establishment size in the 2000 Survey,⁸ rather than a true increase in covered employees. A comparison of this estimate to that from the 2000 Survey of Establishments suggests that the estimate from the Employee survey is too high, although it is difficult to estimate the magnitude of any over-estimate because the two sources of information are not directly comparable.

Regardless of the precise accuracy of the number of covered employees estimated from the 2000 Survey of Employees, it is likely that the estimate of change between 1995 and 2000 using these data is an over-estimate.

Covered and Eligible Employees

The estimates of covered and eligible employees are computed by restricting the covered population to those that worked at least 1,250 hours over the previous 12 month period and had worked for the same employer for 12 months or longer.⁹ As noted above, the estimate of change for the proportion and number of covered employees may be an over-estimate. Consequently, the estimate of change for the number of covered and eligible employees may also be an overestimate.

Covered and Eligible Leave-Takers

The estimates of covered and eligible leave-takers is computed by restricting the covered leave-takers to those that worked at least 1,250 hours over the previous 12 month period and had worked for the same employer for 12 months or longer. As noted above, the estimate for the proportion and number of covered employees may be an over-estimate. Consequently, the estimate for the number of covered and eligible leave-takers may also be an overestimate. Comparisons between 1995 and 2000 of these also over-estimate the change.

⁸ The definition used in the survey is not in precise conformance with the requirements of the FMLA. The Act defines an employer as covered only when the employer has 50 or more employees *for at least 20 workweeks* in the current or preceding calendar year. The survey, however, counted as covered *all* establishments with at least 50 employees within 75 miles of the sampled location. Thus, the survey did *not* count as covered those employers with at least 50 employees beyond 75 miles of the sampled location.

⁹ The employee eligibility test also requires employees to work at a location where at least 50 employees are employed within 75 miles. This part of the eligibility requirement was actually applied when classifying *establishments* as covered or not covered.

Characteristics of Leave-Takers

The non-response analysis suggested that some of the changes in the characteristics of leave-takers were due to differential non-response patterns across demographic groups. While the analysis did not find a great deal of evidence of a large non-response bias in this regard, it does not totally rule it out either. For example, some of the observed increase in the proportion of female leave-takers may be due to the lower response rate for males in the 2000 survey.

The change in the screening instrument (described above) may have also affected the reasons respondents reported they took leave. As noted in the report, the proportion of persons that reported taking leave for a serious health reason decreased between 1995 and 2000 (61.4% in 1995 vs. 47.2% in 2000; see Table 2.7). One possible explanation for this pattern is the addition of the extra phrase in the screener referring to "...reasons related to your or a family member's pregnancy" (see above discussion). Respondents in 1995 might have reported pregnancy-related leave as their own serious health condition.

Analysis of the data from the survey does not seem to indicate that this change was major reason for the decrease in the proportion reporting a leave for a serious health condition. First, while the reasons for leave shifted, the demographic distributions of the samples did not shift significantly (as discussed above). If the screener was the cause of the shift, one would have expected those individuals who tend to take this type of leave (e.g., women, married persons) would constitute a larger portion of the sample than expected. More women were interviewed in 2000. However, most of this increase can be explained by changes in the labor force. Furthermore, the decrease in the number of leaves taken for personal health related reasons occurred across almost all demographic groups (see Chapter 2). For example, while females are less likely to take leave for their own health condition, both females and males showed a significant decrease in taking this type of leave between 1995 and 2000. If the screener affected how leave-takers were initially identified, this effect seems to have occurred across all demographic groups.

Second, if this change were responsible for the decrease in leaves taken for the employee's own health, then one would expect the shift to occur primarily in the categories related to pregnancy and maternity. However, as described in Chapter

2, this shift occurred across all of the other reasons, including care for ill parent and care for ill spouse (e.g., see Table 2.7).

It is also possible that the shift in the distribution of the reasons for leave is at least partly due to re-structuring the screening item that defined a “serious health condition.” As noted above (section 1.6.2), the statement defining a serious health condition was changed by separating the definition into a separate sentence to clarify that this type of leave is dependent on specific conditions. These conditions were in the 1995 question, but were not separated into a separate sentence as in 2000. One possible scenario is that this change resulted in respondents in 2000 using a more restrictive definition for serious health condition (e.g., reporting leave as a result of more severe conditions). If true, then respondents may have reported relatively fewer leaves for their own illnesses in 2000 relative to 1995.

If the restructuring of the item in 2000 had this type of effect, one would have expected some change in the demographic distribution of leave-takers between the two surveys, since certain groups are more likely to take leave for this type of reason (e.g., younger, males, non-married employees). As noted above, the changes observed in the demographics were relatively small. On its face, therefore, the change in the questions is not clearly related to the changes observed on the two surveys. However, analysis of changes in the demographics is not definitive and more research into this hypothesis needs to be conducted.

In summary, it is possible that changing the screening question, and the associated questions on the extended interview, did affect the reasons employees reported for taking leave. Analysis reported above does not find strong evidence for this. However, as noted in chapter 2, there also is not a clear substantive explanation for why there was a decrease in reports of “serious health conditions” between 1995 and 2000. Further research, investigating both the substantive and methodological causes for the change, needs to be conducted before definitively explaining this trend.

2.0 2000 Survey of Establishments

2.1 Questionnaires

The 2000 Survey of Establishments was conducted using two instruments, administered at separate points in time (both questionnaires are shown in Appendix D). First, the screener served to confirm that the establishment still existed and, if necessary, obtain the correct name, address, and phone number for the business. Second, the screening instrument obtained the name, address, telephone number, and fax number of the person most knowledgeable about employee benefits for that establishment. This person was then recruited for the extended interview. Often, this individual was at a location other than the sampled establishment. Finally the screener confirmed that the establishment did in fact have employees and was neither a government nor a quasi-governmental organization.

The second instrument, the extended questionnaire, collected the data of interest for the project. This questionnaire was similar to that used in the 1995 project and repeated many of the same questions. The wording of most items remained the same so that valid comparisons could be made between the two surveys. The discussion below points to several key changes that may affect the comparisons between the surveys.

2.2 Sample Design and Population Universe

The sample for the 2000 Survey of Establishments was designed to cover all private business establishments excluding self-employed without employees, government and quasi-government units (federal, state, and local governments, public educational institutions, and post offices). Note this universe differs from the employee survey, which includes both private and public employees. The sample frame was the Dun and Bradstreet's Dun's Market Identifiers (DMI). This is considered to be the most comprehensive commercially available list of U.S. businesses. Most out-of-scope establishments could be identified using information available on the DMI.

The sample frame was stratified by establishment size and by industry grouping (five groups). The five industry groups were formed by grouping establishments using their Standard Industrial Classification (SIC) codes as given below:

- (1) SIC group I: Agriculture, forestry, and fishery (SICs 01-09); Mining (SICs 10-14); Construction (SICs 15-17);
- (2) SIC group II: Manufacturing (SICs 20-39);
- (3) SIC group III: Transportation, communication, and utilities (SICs 40-49 except SIC 43, U.S. postal service); Wholesale (SICs 50-51); Finance, insurance, and real estate (SICs 60-67);
- (4) SIC group IV: Retail (SICs 52-59);
- (5) SIC group V: Services (SICs 70-89 except public units from SIC 82).

The sampling strata were then defined by cross-classification of the size classes and 5 SIC groups.

As is commonly done in an establishment survey, larger establishments were sampled with a higher probability than smaller establishments. This ensured that enough large establishments would be available for analysis. All estimates in this report adjust for over-sampling large establishments by weighting establishments by their probability of selection in order to produce unbiased estimates of establishments in the United States (see Section 2.4).

2.3 Data Collection and Response Rates

The 2000 Survey of Establishments was conducted in two phases. As noted above, establishments were first screened to confirm their eligibility and obtain contact information for the person said to be most knowledgeable about employee benefits. This person was contacted a few weeks later for the main survey interview. All data were collected by interviewers who were specially trained for the project. Interviewing for the main study began on July 13, 2000 and continued for approximately 10 weeks. A total of 1,839 interviews were completed.

The final weighted response rate for the 2000 Survey of Establishments was 65.0 percent. This combines both the screener and extended interview response rates.

2.4 Weighting

Weighting for the 2000 Survey of Establishments involved three main steps:

- a. Assigning sampling base weights equal to the reciprocal of the probabilities of selection;
- b. Adjusting the base weights to compensate for non-response in the screener and extended interviews; and
- c. Post-stratifying the weights so that weighted counts from the survey agreed with Bureau of Labor Statistics (BLS) establishment counts¹⁰ within broad size and industry groups.

2.5 Estimates of Variance

Appendix B provides the standard errors and unweighted sample sizes for each of the estimates published in the report. The standard errors were computed using replicate variance estimation methods. The program used to estimate the standard errors was a Westat-authored program, WESVAR. The variance estimation procedures account for both the complex sample design and the use of weights in the estimation process.

2.6 Comparing the 1995 and 2000 Surveys of Establishments

This section describes the issues related to comparing the 1995 and 2000 Surveys of Establishments, including their response rates and survey instruments.

Response Rates

The weighted response rate for the 1995 survey was 73.2 percent. This is 8.2 percent higher than the 65.0 percent achieved on the 2000 survey. At the time of writing this report, a detailed analysis of the possible effects these differences have on the estimates has not been completed. The reader should therefore be cautious when making comparisons between the two surveys.

¹⁰ BLS data used for this purpose are derived from the Covered Employment Wages program.

Survey Instruments

The 2000 survey instrument was based primarily on that used for the 1995 survey. In most cases, differences between the two instruments reflect questions added to the 2000 instrument. Two questions were changed, however.

The first change was to reorder responses to the series of items about benefits provided under the FMLA by employers (Q6 series; see instrument in Appendix E). This question asked employers about policies covering five of the reasons employees could take leave under the FMLA (e.g., own serious health reason). In 2000, the order of reasons was:

1. To care for a newborn;
2. For adoption or foster care placement;
3. For the employee's own serious health condition other than maternity-related conditions;
4. For mothers for maternity related reasons; and
5. For care of a child, spouse, or parent with a serious health condition.

In 1995, the order of these items had been (3), (4), (1), (2), and (5). Items were reordered to help respondents understand the question by grouping together the health related conditions.

The second change was made to one item within the series that asked whether different administrative activities were easy or difficult (Question 28 series; see Appendix E). In the 1995 survey, this item read: "coordinating the Act with *pre-existing* leave policies," while in the 2000 survey, the item was changed to read: "coordinating the Act with *other* leave policies." This change was made because coordinating with pre-Act leave policies was no longer relevant in 2000.

3. Survey Definitions of Coverage, Eligibility and Use of FMLA

Throughout the report, estimates are presented on worksites that are covered by the FMLA, employees who are eligible under the FMLA and leave-takers who have taken leave under the FMLA. This section describes how these were defined for purposes of the analysis.

3.1 Employee Survey

The employee survey identified persons who were employed between January 1, 1999 and the time the interview was completed (between 18 and 20 months). This subsection describes how FMLA-related estimates were defined in the analysis of the Survey of Employees.

Coverage and Eligibility

To determine coverage under the FMLA, the respondent was asked whether his/her employer had at least 50 employees within 75 miles of the worksite (Question C15). If the answer to this question was “yes,” the respondent was defined as covered under the Act. This operational definition is not in precise conformance with the requirements of the FMLA. The Act defines an employee as working for a covered employer when the business has at least 50 employees. The definition used on the survey, however, did not include those situations when a worksite did not have 50 employees within a 75-mile radius, but was part of a business that did have employees at other worksites and thus would have met this criteria. This may have pushed the estimate of the number of covered employees downward.

Employees were classified as being eligible under the Act if the respondent reported working at least 1,250 hours in the previous 12 months (Question C17, C18, or C19a) and had worked for the same employer for at least 12 months (Question C16 or C19).

Characteristics of Leave-Takers and Leave-Needers

Leave-takers were asked to report about any leaves that occurred since January 1, 1999 and the time of the interview (Section A of the questionnaire). Leave-takers were asked detailed questions about the two longest leaves that occurred during this period (e.g., reason for leave and length of leave). Summary information was collected for any other leaves that were taken during the reference period. To determine whether the leave-taker was covered under the FMLA, the respondent was asked about the size of their employer at the time of the longest leave (Question C15). To determine eligibility, the respondent was asked about the number of hours worked at the time of the longest leave (Question C17, C18,

or C19a) and whether they had worked for the same employer for at least 12 months (Question C16 or C19).

A similar definition was followed for leave-needers. These respondents were asked about all of the times they needed but did not take leave during the survey reference period (Question B1). If more than one leave was needed, the respondent was asked detailed questions about their most recent need for leave. To determine whether the person was covered under the FMLA, the respondent was asked about the size of the employer he/she was working for at the time the most recent leave was needed (Question C15). To determine eligibility under FMLA, the respondent was asked about the number of hours worked for the employer at the time the most recent leave was needed (Question C17, C18, or C19a) and whether they had worked for the same employer for at least 12 months (Question C16 or C19).

Characteristics of Employed Population

The employed population was defined as all of the leave-takers, leaven-needers, and all others who were employed but did not take or need leave between January 1, 1999 and the survey. To determine the coverage and eligibility of the “employed-only” group, the respondent was asked about his/her current employer (Question C15). If the respondent was not currently employed, he/she was asked about the employer he/she had worked for the longest period of time since January 1, 1999 (Question C16-C19a).

Leaves Taken Under the FMLA

To determine if a leave-taker had taken leave under the FMLA, the respondent was first asked if he/she had heard of the FMLA (Question C3). If the respondent said “yes” to this question, he/she was then asked if the longest leave reported was taken under the FMLA (Question C6). The number of persons that took leave under the FMLA was estimated by counting those persons who:

1. Reported taking leave under the FMLA;
2. Were defined as working in a covered worksite; and
3. Were classified as being eligible under the law.

3.2 Establishment Survey

The Establishment Survey also provided estimates of the number of FMLA-covered establishments and the number of persons taking leave under the FMLA. This sub-section briefly describes how these were defined for the estimates discussed in the report.

Coverage

An establishment was classified as being covered under the FMLA if the respondent reported as having at least 50 employees within a 75 mile radius of the worksite. As with the employee survey, this definition is not in strict conformance to the definitions under the Act. See the discussion of coverage for the Employee Survey above for more details.

Note that this definition defines as “non-covered” those establishments that report fewer than 50 employees within a 75-mile radius of the worksite but reported on the survey as being covered under the Act. Some of these establishments actually may be covered because the business has some other worksite that meets the coverage criteria. As indicated above, 16 percent of establishments that were classified as non-covered by this definition reported in the survey that they were covered by the Act. To be consistent with the 1995 analysis, these establishments were not classified as covered. To the extent that these firms are in fact covered, estimates of FMLA coverage of employee and employers based on the establishment survey are too low.

Exploratory analyses were conducted that examined the characteristics of these establishments and the implications of including them as “covered” for selected findings discussed in the report. These analyses found that:

1. Approximately half of these establishments reported having more than one worksite. Theoretically, then, somewhere between 50 percent and 100 percent of this group of establishments could be covered under the law because they have more than 50 employees across all sites.¹¹

¹¹ This group of establishments was defined as non-covered in the report because they have fewer than 50 employees within 75 miles of the worksite. For these establishments to qualify as covered under the FMLA, there would have to be another worksite that increased the total number of employees for the business over the minimum of 50 required by the law.

2. The leave policies for these establishments resemble those that were defined as “covered” in the report. A majority of them report providing up to 12 weeks of leave for many of the FMLA reasons (e.g., see Table 5.1). Counting all of these establishments within the covered category decreases the estimate of the number of non-covered establishments providing leave consistent with the FMLA requirements. This also reduces the estimate of the number of covered establishments that provide this type of leave.
3. The finding that the proportion of non-covered establishments with leave policies consistent with the FMLA has increased between 1995 and 2000 is not affected when re-classifying these establishments as covered (e.g., see discussion in section 5.1.1; Appendix Table A5.2).

Leaves Taken Under the FMLA

To estimate the number of leaves taken under the FMLA, the respondent was asked to provide data for the period between January 1, 1999 and the interview. The establishment’s estimated number of leaves taken could include multiple leaves for the same person. The estimate uses these data by aggregating this item for those establishments that reported they were covered by the law and that were classified as being covered based on the size of their establishment.

As noted in the report (Section 3.5.1), a number of establishments had difficulties retrieving this information from their records. Approximately 45 percent of covered establishments did not provide these data at all. These establishments were excluded from the estimates for the amount of leave taken under the FMLA.

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- Keeter, S., Miller, C., Kohut, A., Groves, R.M., and Presser, S. (2000). "Consequences of Reducing Nonresponse in a National Telephone Survey." Public Opinion Quarterly, 64:125-148.

APPENDIX D

**2000 SURVEY OF
EMPLOYEES**

MATERIALS

Advance Letter

SECRETARY OF LABOR
WASHINGTON

Dear Respondent:

I am writing to encourage your participation in a major study being conducted by the Department of Labor that will collect information on family and medical leave policies and benefits. You have been randomly selected for participation in this study. The results of this research will provide critical information on employees' perspectives on the costs and benefits of both formal and informal policies regarding family and medical leave. I strongly urge your support in this important study.

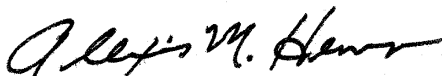
Data for this study are being collected for the Department of Labor by Westat, a private research firm in Rockville, Maryland. A Westat telephone interviewer will call you regarding your participation. Participation is voluntary, and Westat is required to protect the confidentiality of all information collected, including the identity of respondents. In addition, the data turned over by Westat to the Department will not contain any identifying information.

The interview will last about 10 minutes. If an interviewer calls at an inconvenient time, he or she will be glad to call back at a better time. We appreciate your assistance.

Surveys require clearance from the Office of Management and Budget (OMB) in accordance with the Paperwork Reduction Act of 1995. The OMB approval number is 1225-0078 and the expiration date is October 31, 2000. Without OMB approval, the Department of Labor could not conduct this survey.

Thank you in advance for your participation. If you should have any questions, comments, or data confidentiality concerns, please contact Martha Kudela, at Westat on 888-249-3878.

Sincerely,



Alexis M. Herman

**2000 Survey of
Employees
Screening
Instrument**

2000 SURVEY OF EMPLOYEES SCREENER

SINTRO_1. Hello, my name is {INTERVIEWER} and I'm calling for a study that is being conducted for the U.S. Department of Labor.

RESIDENTIAL

Are you a member of this household and at least 18 years old?

YES 1 (BUSINESS COL.)
 NO 2 (S3A)
 PROBABLE BUSINESS 3 (BUSINESS COL.)
 ANSWERING MACHINE AM (READMSG)
 RETRY AUTODIALER RT (AUTODIALER)
 NONWORKING, DISCONNECTED
 CHANGED.....NW
 GO TO RESULT..... GT

BUSINESS

Is this phone number used for...

Home use 4 (S5)
 Home and business use, or 5 (S5)
 Business use only?..... 6 (THANK01)
 GO TO RESULTGT

[HOME USE EXCLUDES PHONES IN DORMITORIES, NURSING HOMES, VACATION HOMES (UNLESS PRIMARY RESIDENCE), AND ANY LIVING QUARTERS WITH 10 OR MORE UNRELATED ROOMMATES. SEE KEY CONCEPTS SHEET]

S3A. May I speak to a household member who is at least 18 years old?

AVAILABLE 1 (S4)
 NOT AVAILABLE 2 (RESULTS)
 THERE ARE NONE 3
 GO TO RESULT GT

[HOUSEHOLD (HH) MEMBERS INCLUDE PEOPLE WHO THINK OF THIS HH AS THEIR PRIMARY PLACE OF RESIDENCE. IT INCLUDES PERSONS WHO USUALLY STAY IN THE HH BUT ARE TEMPORARILY AWAY ON BUSINESS, VACATION, IN A HOSPITAL, OR LIVING AT SCHOOL IN A DORM, FRATERNITY, OR SORORITY.]

S3OV [IF RESPONDENT IS A CHILD, ASK FOR AN OLDER HOUSEHOLD MEMBER]

NO ONE LIVING IN HH IS 18 OR OLDER 1 (P20)
 THERE ARE HH MEMBERS 18 OR OLDER 2
 GO TO RESULT GT

S5. We are conducting this study for the U.S. Department of Labor to find out about people's use of and attitudes about workplace family and medical leave. Study results will be used to assess the impact of family and medical leave policies on employees. Your participation is voluntary and all information you provide will be kept confidential. If we should come to any question that you don't want to answer, just let me know and we'll go on to the next question.

I now have a few questions that, altogether, should take between 3 and 5 minutes to answer.

WU1. Does anyone in your household have more than one job?

- YES..... 1
- NO 2
- REFUSED -7
- DON'T KNOW -8

WU2. Does anyone in your household ever take public transportation to work?

- YES..... 1
- NO 2
- REFUSED -7
- DON'T KNOW -8

S6. We're interested in talking to someone in the household in more depth about workplace family and medical leave. In order to do that, I need to list all the first names of members of your household, their ages, and genders. Let's start with you. May I have your name?

	FIRST NAME	AGE	SEX
1			
2			
3			
4			
5			
6			
7			
8			

S6VERF1 AND S6VERF2 OVERLAY ON BOTTOM OF S6 MATRIX

S6VERF1. [VERIFY THE NUMBER OF HOUSEHOLD MEMBERS LISTED ABOVE]

NUMBER OF HH MEMBERS IN MATRIX CORRECT 1
RETURN TO MATRIX 2 [RETURN TO MATRIX]
GO TO RESULT GT

ASK P30 FOR EVERY HH MEMBER WHERE AGE IS MISSING

P30 {Are you/Is this person} 18 years old or older?

YES..... 1 [GO TO P31b]
NO 2
REFUSED -7
DON'T KNOW -8

ASK P31 FOR EVERY HH MEMBER WHERE AGE < 3 OR P30 = 2

P31. What is {PERSON FROM MATRIX}'s month and year of birth?

MONTH [][] [HR: 00-12]
YEAR [][][][] [HR: 1997-2000]
REFUSED -7
DON'T KNOW -8

ASK P31b FOR EVERY HH MEMBER WHO IS 18 OR OLDER

P31b {Have you/Has this person} been employed at all since January 1, 1999?

YES..... 1
NO 2 | [R IS INELIGIBLE]
REFUSED -7
DON'T KNOW -8

REPEAT P32 AND P33 FOR EVERYONE LISTED IN MATRIX WHO IS 18 YEARS OLD OR OLDER AND HAS BEEN EMPLOYED AT ALL SINCE JANUARY 1, 1999

P32. Since January 1, 1999, {have you/has this person} taken leave from work

- to care for a newborn, newly adopted, or new foster child;
- for reasons related to your or a family member's pregnancy; or
- for {your/their} own serious health condition or the serious health condition of {your/their} child, spouse, or parent? A serious health condition is one that lasted more than 3 days or required an overnight hospital stay.

YES..... 1
NO 2
REFUSED -7
DON'T KNOW -8

P33. Since January 1, 1999, {have you/has this person} needed to take leave from work but did not

- to care for a newborn, newly adopted, or new foster child;
- for reasons related to your or a family member's pregnancy; or
- for {your/their} own serious health condition or the serious health condition of {your/their} child, spouse, or parent? [A serious health condition is one that lasted more than 3 days or required an overnight hospital stay.]

YES..... 1
NO 2
REFUSED -7
DON'T KNOW -8

**IF P32 = 1 AND P33 = 1, 2, -7, -8, PERSON IS LEAVE TAKER
(FMLAFLG = 1).
IF P32 = 2, -7, -8 AND P33 = 1, PERSON IS LEAVE NEEDER
(FMLAFLG = 2).
IF P32 = 2, -7, -8 AND P33 = 2, -7, -8, PERSON IS EMPLOYED ONLY
(FMLAFLG = 3).**

SAMPLE EMPLOYED ONLY RESPONDENTS.

S15AD. In addition to {THIS TELEPHONE NUMBER}, are there any other telephone numbers in your household?

YES..... 1
NO 2 (BOX A)
NOT MY PHONE NUMBER 91

**IF CODED "91" OVERLAY
[What number have I reached? () -]**

S16. {Is this/Are these} number(s) for...

Home use, 1
Business and home use or..... 2
Business use only?..... 3

BOX A

**IF RESPONDENT SELECTED FOR EXTENDED, CODE
RESULT = CS
AND SKIP TO NO CHOICE OR HHSELECT SCREEN**

IF NO RESPONDENT SELECTED, SKIP TO THANK02

TERMINATIONS:

READMSG [PLEASE READ THE FOLLOWING MESSAGE INTO THE ANSWERING MACHINE]

This is {INTERVIEWER} calling on behalf of the U.S. Department of Labor. We are conducting a survey to ask you about workplace family and medical leave. Results will be used by the U.S. Department of Labor and others in assessing the impact of family and medical leave policies on employees, so your opinions are important. Your phone number was randomly selected and your answers will be kept confidential. We will call back within the next day or two. Thank you.

P20. Thank you very much, we are only interviewing in households with members who are 18 and over.

THANK 02 Thank you very much for the information. These are all the questions I have at this time.

**2000 Survey of
Employees
Questionnaire**

2000 SURVEY OF EMPLOYEES QUESTIONNAIRE

INTRO2. [Hello] May I speak to {SELECTED RESPONDENT}?

[I'm calling on behalf of the U.S. Department of Labor. We're conducting a study about workplace family and medical leave.]

SUBJECT SPEAKING/COMING TO PHONE.....	1	
SUBJECT LIVES HERE - NEEDS APPOINTMENT	2	[SKIP TO RESULTS SCREEN]
SUBJECT KNOWN LIVES AT ANOTHER NUMBER	3	
 NEVER HEARD OF SUBJECT.....	 4	
TELEPHONE COMPANY RECORDING.....	5	
ANSWERING MACHINE.....	AM	
GO TO RESULT CODES	GT	
RETRY AUTODIALER	RT	[RETURN TO AUTODIALER]

NAME1. We are conducting this study for the U.S. Department of Labor to find out about people's use of and attitudes about workplace family and medical leave. Results will be used to study the impact of family and medical leave policies on employees. Your participation is voluntary and all information you provide will be kept confidential. If we should come to any question that you don't want to answer, just let me know and we'll go on to the next question.

IF RESPONDENT WANTS STATEMENT, COMPLETE ADDRESS FORM

[PRESS ENTER TO CONTINUE]

SECTION A

PROGRAMMING NOTE:

- IF LEAVE TAKER (QP32 = 1), GO TO QA1a.
- IF LEAVE NEEDEE (QP32=2, -7, -8 AND QP33 = 1), GO TO SECTION B.
- IF EMPLOYED ONLY (QP32 = 2 AND QP33 = 2), GO TO SECTION C.

A1a. I want to confirm with you that since January 1, 1999, you have taken leave from work:

- for the care of a newborn, newly adopted or new foster child;
- for reasons related to your or a family member's pregnancy; or
- for yourself, your child, spouse, or parent because of a serious health condition. A serious health condition is one that lasted more than 3 days or required an overnight hospital stay.

Is this correct? [Have you taken leave from work for one or more of these reasons?]

YES..... 1 [GO TO QA1d]
NO..... 2
REFUSED..... -7
DON'T KNOW -8

A1b. Since January 1, 1999, did you need but not take leave from work:

- for the care of a new child;
- for reasons related to your or a family member's pregnancy; or
- for yourself, your child, spouse, or parent because of a serious health condition? [A serious health condition is one that lasted more than 3 days or required an overnight hospital stay.]

YES..... 1 [GO TO QB1b]
NO..... 2 [GO TO QC0]
REFUSED..... -7 [R INELIGIBLE]
DON'T KNOW -8

A1d. Are you currently on this type of leave from work?

YES..... 1
NO..... 2
REFUSED..... -7
DON'T KNOW -8

A2. How many leaves of this type have you taken since January 1, 1999?

___ [SR: 00-08]
[HR: 00-20]
REFUSED..... -7
DON'T KNOW -8

A2a. How about just since January 1, 2000, through today?

	[SR: 00-04]
	[HR: 00-10]
REFUSED.....	-7
DON'T KNOW.....	-8

PROGRAMMING NOTE:
IF QA3 = 1, 8-12, IMMEDIATELY ASK FOLLOW-UP QUESTION IN OVERLAY SCREEN.

PROGRAMMING NOTE:
IF QA2 = 1, -7, -8, DISPLAY "leave" and "leave"
IF QA2 = 2 OR MORE, DISPLAY "leaves" and "longest leave"

A3. Now I'm going to ask you some questions about the {leave/leaves} you have taken since January 1, 1999. What was the reason for the {leave/longest leave}?

OWN HEALTH CONDITION, EXCEPT	
MATERNITY-RELATED ILLNESS	1
[WOMEN ONLY] FOR MATERNITY-RELATED DISABILITY, OR OTHER PREGNANCY-RELATED AILMENT PRIOR TO DELIVERY	2
[WOMEN ONLY] FOR MATERNITY-RELATED DISABILITY AND TO CARE FOR A NEWBORN	3
[WOMEN ONLY] MISCARRIAGE.....	4
TO CARE FOR NEWBORN	5
TO CARE FOR NEWLY ADOPTED CHILD	6
TO CARE FOR NEWLY PLACED FOSTER CHILD	7
CHILD'S HEALTH CONDITION	8
SPOUSE'S HEALTH CONDITION	9
PARENT'S HEALTH CONDITION.....	10
OTHER RELATIVE'S HEALTH CONDITION	11
OTHER NON-RELATIVE'S HEALTH CONDITION.....	12
REFUSED.....	-7
DON'T KNOW.....	-8

**A3a/1 OVERLAY. [SPECIFY R'S HEALTH CONDITION OR ASK] What health condition did you have?
 [RECORD RESPONSE VERBATIM; 90 CHARACTERS/2 LINES]**

REFUSED.....	-7
DON'T KNOW.....	-8

A3a/8 OVERLAY. [SPECIFY CHILD'S HEALTH CONDITION OR ASK] What health condition did your child have? [RECORD VERBATIM; 90 CHARACTERS/2 LINES]

REFUSED..... -7
DON'T KNOW..... -8

A3a/9 OVERLAY. [SPECIFY SPOUSE'S HEALTH CONDITION OR ASK] What health condition did your spouse have? [RECORD VERBATIM; 90 CHARACTERS/2 LINES]

REFUSED..... -7
DON'T KNOW..... -8

A3a/10 OVERLAY. [SPECIFY PARENT'S HEALTH CONDITION OR ASK] What health condition did your parent have? [RECORD VERBATIM; 90 CHARACTERS/2 LINES]

REFUSED..... -7
DON'T KNOW..... -8

A3a/11 OVERLAY. [SPECIFY RELATION TO R OR ASK] What is that person's relationship to you?

GRANDCHILD..... 1
GRANDPARENT..... 2
SIBLING..... 3
OTHER (SPECIFY)__(35 CHAR)____ 91
REFUSED..... -7
DON'T KNOW..... -8

A3a/12 OVERLAY. [SPECIFY RELATION TO R OR ASK] What is that person's relationship to you?

DOMESTIC PARTNER..... 1
OTHER (SPECIFY)__(35 CHAR)____ 91
REFUSED..... -7
DON'T KNOW..... -8

PROGRAMMING NOTE:
IF QA3 = 1, 8-10 CONTINUE.
OTHERWISE, SKIP TO QA3d.

PROGRAMMING NOTE:
IF QA3 = 1, DISPLAY "you"
IF QA3 = 8, DISPLAY "your child"
IF QA3 = 9, DISPLAY "your spouse"
IF QA3 = 10, DISPLAY "your parent"

A3b. Did {you/your child/your spouse/your parent} require a doctor's care?

- YES..... 1
 - NO..... 2
 - REFUSED..... -7
 - DON'T KNOW..... -8
- [SKIP TO QA3d]

A3c. {Were/Was} {you/your child/your spouse/your parent} in the hospital overnight?

- YES..... 1
- NO..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

**PROGRAMMING NOTE:
IF QA1d = 1, DISPLAY "so far"**

A3d. Over how long a period of time did this leave last? [IF STILL ON THIS LEAVE, STATE "so far."]

- ____ [HR: 00-999]
- DAYS 1
 - WEEKS 2
 - MONTHS 3
 - REFUSED..... -7
 - DON'T KNOW..... -8
- [GO TO QA3f]

A3e. Were you off work that entire time?

- YES..... 1 [SKIP TO NEXT PROGRAMMING NOTE]
- NO..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

A3f. How much time were you actually away from work? [ENTRY SHOULD BE LESS THAN {ANSEWR FROM QA3d}. IF RESPONSE IS GREATER, PLEASE VERIFY.]

- ____ [HR: 00-999]
- DAYS 1
 - WEEKS 2
 - MONTHS 3
 - REFUSED..... -7
 - DON'T KNOW..... -8

**PROGRAMMING NOTE:
IF QA3 = 2, 3, OR 5, CONTINUE
OTHERWISE, SKIP TO NEXT PROGRAMMING NOTE.**

A3g. How much time were you away from work after the birth of your child?

- [HR: 00-999]
 DAYS 1
 WEEKS 2
 MONTHS 3
 REFUSED -7
 DON'T KNOW -8

PROGRAMMING NOTE:
IF QA2 = 1, -7, -8 SKIP TO QA5b.
OTHERWISE CONTINUE.

PROGRAMMING NOTE:
IF QA4 = 1, 8-12, IMMEDIATELY ASK FOLLOW-UP QUESTION IN
OVERLAY SCREEN.

PROGRAMMING NOTE:
IF QA2 = 2, DISPLAY "leave"
IF QA2 = 3 OR MORE, DISPLAY "leaves"

A4. Now I'm going to briefly ask you about your other leave{s}. What was the reason for the second longest leave you have taken since January 1, 1999?

- OWN HEALTH CONDITION, EXCEPT
 MATERNITY-RELATED ILLNESS 1
 [WOMEN ONLY] FOR MATERNITY-RELATED DISABILITY,
 OR OTHER PREGNANCY-RELATED AILMENT PRIOR
 TO DELIVERY 2
 [WOMEN ONLY] FOR MATERNITY-RELATED DISABILITY
AND TO CARE FOR A NEWBORN 3
 [WOMEN ONLY] MISCARRIAGE..... 4
 TO CARE FOR NEWBORN 5
 TO CARE FOR NEWLY ADOPTED CHILD 6
 TO CARE FOR NEWLY PLACED FOSTER CHILD 7
 CHILD'S HEALTH CONDITION 8
 SPOUSE'S HEALTH CONDITION 9
 PARENT'S HEALTH CONDITION..... 10
 OTHER RELATIVE'S HEALTH CONDITION 11
 OTHER NON-RELATIVE'S HEALTH CONDITION..... 12
 REFUSED -7
 DON'T KNOW -8

A4a/1 OVERLAY. [SPECIFY R'S HEALTH CONDITION OR ASK] What health condition did you have? [RECORD RESPONSE VERBATIM; 90 CHARACTERS/2 LINES]

REFUSED..... -7
DON'T KNOW..... -8

A4a/8 OVERLAY. [SPECIFY CHILD'S HEALTH CONDITION OR ASK] What health condition did your child have? [RECORD VERBATIM; 90 CHARACTERS/2 LINES]

REFUSED..... -7
DON'T KNOW..... -8

A4a/9 OVERLAY. [SPECIFY SPOUSE'S HEALTH CONDITION OR ASK] What health condition did your spouse have? [RECORD VERBATIM; 90 CHARACTERS/2 LINES]

REFUSED..... -7
DON'T KNOW..... -8

A4a/10 OVERLAY. [SPECIFY PARENT'S HEALTH CONDITION OR ASK] What health condition did your parent have? [RECORD VERBATIM; 90 CHARACTERS/2 LINES]

REFUSED..... -7
DON'T KNOW..... -8

A4a/11 OVERLAY. [SPECIFY RELATION TO R OR ASK] What is that person's relationship to you?

GRANDCHILD..... 1
GRANDPARENT..... 2
SIBLING..... 3
OTHER (SPECIFY)__(35 CHAR)_____ 91
REFUSED..... -7
DON'T KNOW..... -8

A4a/12 OVERLAY. [SPECIFY RELATION TO R OR ASK] What is that person's relationship to you?

DOMESTIC PARTNER..... 1
OTHER (SPECIFY)__(35 CHAR)_____ 91
REFUSED..... -7
DON'T KNOW..... -8

PROGRAMMING NOTE:
IF QA4 = 1, 8-10 CONTINUE.
OTHERWISE, SKIP TO QA4d.

PROGRAMMING NOTE:
IF QA4 = 1, DISPLAY "you"
IF QA4 = 8, DISPLAY "your child"
IF QA4 = 9, DISPLAY "your spouse"
IF QA4 = 10, DISPLAY "your parent"

A4b. Did {you/your child/your spouse/your parent} require a doctor's care?

- YES..... 1
 - NO..... 2
 - REFUSED..... -7
 - DON'T KNOW..... -8
- [SKIP TO QA4d]

A4c. {Were/Was} {you/your child/your spouse/your parent} in the hospital overnight?

- YES..... 1
- NO..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

**PROGRAMMING NOTE:
IF QA1d = 1, DISPLAY "so far"**

A4d. Over how long a period of time did this leave last? [IF STILL ON THIS LEAVE, STATE "so far."]

- ____ [HR: 00-999]
- DAYS 1
 - WEEKS 2
 - MONTHS 3
 - REFUSED..... -7
 - DON'T KNOW..... -8
- [GO TO QA4f]

A4e. Were you off work that entire time?

- YES..... 1 [SKIP TO NEXT PROGRAMMING NOTE]
- NO..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

A4f. How much time were you actually away from work? [ANSWER SHOULD BE LESS THAN {ANSWER FROM QA4d}. IF GREATER, PLEASE VERIFY.]

- ____ [HR: 00-999]
- DAYS 1
 - WEEKS 2
 - MONTHS 3
 - REFUSED..... -7
 - DON'T KNOW..... -8

**PROGRAMMING NOTE:
IF QA4 = 2, 3, OR 5, CONTINUE
OTHERWISE, SKIP TO NEXT PROGRAMMING NOTE.**

A4g. How much time were you away from work after the birth of your child?

- | | | |
|------------------|--------------|----|
| □□□□ | [HR: 00-999] | |
| DAYS | | 1 |
| WEEKS | | 2 |
| MONTHS | | 3 |
| REFUSED | | 7 |
| DON'T KNOW | | 8 |
| REFUSED | | -7 |
| DON'T KNOW | | -8 |

<p>PROGRAMMING NOTE: IF QA2 = 3 OR MORE, CONTINUE. OTHERWISE, SKIP TO QA5b.</p>
--

<p>PROGRAMMING NOTE: IF QA2 = 3, DISPLAY "was," "reason," "other," AND "leave" IF QA2 = 4 OR MORE, DISPLAY "were," "reasons," "other {NUMBER FROM QA2 MINUS 2}," AND "leaves"</p>
--

A5. You said before that you took {NUMBER FROM QA2} leaves since January 1, 1999. We just asked you about your two longest leaves. What {was/were} the reason{s} for the {other/other {NUMBER FROM QA2 MINUS 2}} leave{s} you took since January 1, 1999? [CODE UP TO 4 RESPONSES.]

- | | |
|---|----|
| OWN HEALTH CONDITION, EXCEPT MATERNITY-RELATED ILLNESS | 1 |
| [WOMEN ONLY] FOR MATERNITY-RELATED DISABILITY, OR OTHER PREGNANCY-RELATED AILMENT PRIOR TO DELIVERY | 2 |
| [WOMEN ONLY] FOR MATERNITY-RELATED DISABILITY AND TO CARE FOR A NEWBORN | 3 |
| [WOMEN ONLY] MISCARRIAGE..... | 4 |
| TO CARE FOR NEWBORN | 5 |
| TO CARE FOR NEWLY ADOPTED CHILD | 6 |
| TO CARE FOR NEWLY PLACED FOSTER CHILD | 7 |
| CHILD'S HEALTH CONDITION | 8 |
| SPOUSE'S HEALTH CONDITION | 9 |
| PARENT'S HEALTH CONDITION..... | 10 |
| OTHER RELATIVE'S HEALTH CONDITION | 11 |
| OTHER NON-RELATIVE'S HEALTH CONDITION..... | 12 |
| REFUSED | -7 |
| DON'T KNOW | -8 |

A5b. Sometimes people alternate between work and leave. That is, they repeatedly take leave for a few hours or days at a time because of ongoing family or medical reasons. Have you taken this kind of leave since January 1, 1999?

- YES..... 1
 - NO..... 2
 - REFUSED..... -7
 - DON'T KNOW..... -8
- [GO TO PROGRAMMING NOTE BEFORE QA6]

A5c. Was this kind of leave less than half, about half, or more than half of all the time you spent on family or medical leave since January 1, 1999?

- LESS THAN HALF..... 1
- ABOUT HALF..... 2
- MORE THAN HALF..... 3
- REFUSED..... -7
- DON'T KNOW..... -8

PROGRAMMING NOTE:
IF QA1d = 1, CONTINUE.
OTHERWISE, GO TO QA7.

A6. Is your current leave the longest leave you have taken since January 1, 1999?

- YES..... 1
- NO..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

A7. I'm going to read you some reasons why some people might be worried about taking family or medical leave. For each of these, please tell me if you were worried. Were you worried about taking family or medical leave...

	<u>YES</u>	<u>NO</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
a. Because you thought you might lose your job if you took leave?.....	1	2	-7	-8
b. Because you thought taking leave might hurt your job advancement?	1	2	-7	-8
c. Because you would lose your seniority?.....	1	2	-7	-8
d. Because you worried about not having enough money to pay bills.....	1	2	-7	-8
e. For some other reason? (SPECIFY) _____ (35 CHAR) _____	1	2	-7	-8

PROGRAMMING NOTE:
IF QA2 = 1, -7, -8, SKIP TO PROGRAMMING NOTE BEFORE QA8a.

A8. Please think about the leave that lasted the longest when you answer the rest of the questions during this interview. Did you take the leave all at once or did you alternate between work and leave?

- ALL AT ONCE..... 1 [GO TO QA9]
- ALTERNATED 2
- BOTH 3
- REFUSED..... -7 [GO TO QA9]
- DON'T KNOW -8

PROGRAMMING NOTE:
IF QA5b = 2, -7, -8, SKIP TO QA9.

A8a. Did you take leave on a regular routine or as needed?

- REGULAR ROUTINE 1
- AS NEEDED 2
- REFUSED..... -7
- DON'T KNOW -8

A9. Did you lose any of your benefits during your leave or didn't you have any?

- YES..... 1
- NO..... 2
- DIDN'T HAVE ANY 3 [GO TO QA10]
- REFUSED..... -7
- DON'T KNOW -8

A9a. What benefits did you lose? [PROBE: Anything else?] [CODE ALL THAT APPLY.]

- HEALTH INSURANCE 1
- LIFE INSURANCE 2
- DISABILITY INSURANCE 3
- PENSION CONTRIBUTIONS..... 4
- OTHER (SPECIFY)__(35 CHAR)_____ 91
- REFUSED..... -7
- DON'T KNOW -8

PROGRAMMING NOTE:
FOR QA10, IF QA2 = 2 OR MORE, DISPLAY "longest"

A10. Did you receive pay for any part of your {longest} leave?

YES.....	1	
NO.....	2	
REFUSED.....	-7	[GO TO QA11]
DON'T KNOW.....	-8	

A10a. Was the pay you received part of...

	<u>YES</u>	<u>NO</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
a. Your sick leave?	1	2	-7	-8
b. Your vacation leave?	1	2	-7	-8
c. Personal leave?.....	1	2	-7	-8
d. Parental leave?	1	2	-7	-8
e. Temporary disability insurance?	1	2	-7	-8
f. Some other benefit?	1	2	-7	-8

PROGRAMMING NOTE:
IF QA10a_f = 1, CONTINUE.
OTHERWISE, GO TO QA10c.

A10b. OVERLAY What benefit is that? [RECORD BENEFIT VERBATIM; 135 CHARACTERS/3 LINES]

REFUSED.....	-7
DON'T KNOW.....	-8

PROGRAMMING NOTE:
FOR QA10c, IF QA2 = 2 OR MORE, DISPLAY “[your longest]”

A10c. Did you receive your full pay for the entire time you were on {[your longest]} leave?

YES.....	1	[GO TO PROGRAMMING NOTE BEFORE QA12]
NO.....	2	
REFUSED.....	-7	[GO TO PROGRAMMING NOTE BEFORE QA12]
DON'T KNOW.....	-8	

A10d. Did you receive at least some pay for each pay period that you were on {[your longest]} leave?

YES.....	1	[GO TO QA10f]
NO.....	2	
REFUSED.....	-7	
DON'T KNOW.....	-8	

A10e. When you received this pay, was it for your full salary or only for part of your salary?

- FULL 1
- PART 2
- REFUSED..... -7
- DON'T KNOW -8

PROGRAMMING NOTE:
FOR QA10f, IF QA2 = 2 OR MORE, DISPLAY “[your longest]”

A10f. Over the entire time you were on {[your longest]} leave, about how much of your usual pay did you receive in total? Would you say...

- Less than half,..... 1
- About half, or..... 2
- More than half? 3
- REFUSED -7
- DON'T KNOW -8

A11. In order to cover lost wages or salary during the leave, did you...

	<u>YES</u>	<u>NO</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
a. Use savings that you had earmarked for this situation?	1	2	-7	-8
b. Use savings earmarked for something else?	1	2	-7	-8
c. Borrow money to cover lost wages?	1	2	-7	-8
d. Go on public assistance?	1	2	-7	-8
e. Limit extras?	1	2	-7	-8
f. Put off paying your bills?	1	2	-7	-8
g. Cut your leave time short?	1	2	7	-8
h. Do anything else? (SPECIFY)____(35 CHAR)_____	1	2	-7	8

PROGRAMMING NOTE:
FOR QA11b, IF QA2 = 2 OR MORE, DISPLAY “[longest]”

A11b. How easy or difficult was it for you to make ends meet during your {[longest]} leave? Would you say...

- Very easy, 1
- Somewhat easy, 2
- Neither easy nor difficult, 3
- Somewhat difficult, or 4
- Very difficult? 5
- REFUSED -7
- DON'T KNOW -8

PROGRAMMING NOTE:

**IF QA10 = 2, -7, -8, ASK QA11c AND DISPLAY "some."
IF QA10c = 2, ASK QA11c AND DISPLAY "additional."**

A11c. If you had received {some/additional} pay, would you have taken leave for a longer period of time?

YES..... 1
NO..... 2
REFUSED..... -7
DON'T KNOW..... -8

PROGRAMMING NOTE:

**ASK QA12a IF QA3 = 3, 5-11
ASK QA12b IF QA3 = 3, 5-7
ASK QA12c IF QA3 = 8 - 11
ASK QA12d IF QA3 = 1 - 11
ASK QA12e IF QA3 = 1 - 11
IF QA3 = 12, -7, -8, SKIP TO QA14**

A12. Would you say using family and medical leave had a positive effect or no effect at all on...

	<u>POSITIVE</u>	<u>NO EFFECT</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
a. Your ability to care for family members?.....	1	2	-7	-8
b. Your ability to select a satisfactory childcare provider?	1	2	-7	-8
c. Your ability to select a satisfactory caretaker for a sick family member?	1	2	-7	-8
d. Your or your family member's physical health?	1	2	-7	-8
e. Your or your family member's emotional well-being?	1	2	-7	-8

PROGRAMMING NOTE:

**IF QA12d = 1, ASK QA13.
OTHERWISE, SKIP TO QA14.**

A13. Which effects did your family and medical leave have on your or your family member's physical health? Would you say...

	<u>YES</u>	<u>NO</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
a. A quicker recovery time,.....	1	2	-7	-8
b. It was easier to comply with doctor's instructions,	1	2	-7	-8
c. It delayed or avoided need to enter nursing home or other long-term care facility, or	1	2	-7	-8
d. Was there another effect (SPECIFY)?__(35 CHAR) _____	1	2	-7	-8

A14. Now I'm going to ask you some questions about how your work was covered while you were away on your leave. By cover your work, we mean what your employer did while you were away on leave to make sure that the work you usually did was completed. Did your employer:

	<u>YES</u>	<u>NO</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
a. Cover your work by assigning it to other employees?	1	2	-7	-8
b. Hire a permanent employee?	1	2	-7	-8
c. Hire an outside temporary worker?	1	2	-7	-8
d. Leave your work for you when you returned?	1	2	-7	-8

PROGRAMMING NOTE: IF R SAYS YES TO MORE THAN ONE ITEM IN QA14, CONTINUE AND DISPLAY IN QA14a ONLY THOSE ITEMS FROM Q14 WHERE RESPONSE = 1. OTHERWISE, SKIP TO NEXT PROGRAMMING NOTE.

A14a. Which method was used most often?

WORK ASSIGNED TO OTHER EMPLOYEES	1
PERMANENT EMPLOYEE HIRED	2
OUTSIDE TEMPORARY WORKER HIRED	3
EMPLOYER LEFT WORK FOR LEAVE WORK FOR YOUR RETURN	4
REFUSED	-7
DON'T KNOW	-8

PROGRAMMING NOTE: IF QA1d = 1, GO TO QA19. OTHERWISE CONTINUE

A15. After your leave ended, did you go back to work for the same employer, a new employer, or did you not return to work at all?

SAME EMPLOYER.....	1	[GO TO QA16]
NEW EMPLOYER.....	2	[GO TO QA16]
NOT RETURN TO WORK.....	3	
REFUSED.....	-7	[GO TO QA19]
DON'T KNOW	-8	

A15a. Why didn't you return to work?

OBTAINED OTHER INCOME SOURCE (SELF-EMPLOYED)	1	
HEALTH CONDITION CONTINUED (ILLNESS CONTINUES)	2	
LAI D OFF / FIRED / REPLACED	3	[GO TO QA19]
DIDN'T WANT TO RETURN TO WORK	4	
COULDN'T FIND CHILD CARE.....	5	
Other (SPECIFY)__(35 CHAR)_____	91	
REFUSED	-7	
DON'T KNOW	-8	

I'm going to read some reasons that people give for returning to work after taking leave.

A16. Was a reason you returned to work because you no longer needed to be on leave?

- YES..... 1
- NO..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

PROGRAMMING NOTE:
DO NOT ASK QA17f IF QA3 = 1, 2, 3, OR 4.
IF QA15 = 2, ASK QA17a-c AND QA17f ONLY.

A17. Was a reason you returned to work because...

	<u>YES</u>	<u>NO</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
a. You could not afford financially to take more time off?	1	2	-7	-8
b. You just wanted to get back to work?	1	2	-7	-8
c. You used up all the leave time you were allowed?	1	2	-7	-8
d. You felt pressured by your boss or co-workers to return?	1	2	-7	-8
e. You had too much work to do to stay away longer?.....	1	2	-7	-8
f. Someone else took over care?	1	2	-7	-8

PROGRAMMING NOTE: IF QA15 = 1, CONTINUE.
OTHERWISE, GO TO QA19.

A18. After your leave, did you return to the same or an equal position, a higher position, or a lower position than you had before the leave?

- SAME OR EQUAL POSITION..... 1 [GO TO QA19]
- HIGHER POSITION..... 2 [GO TO QA19]
- LOWER POSITION 3
- REFUSED..... -7 [GO TO QA19]
- DON'T KNOW..... -8

A18a. Did you choose to take a lower position or did your employer ask you to take a lower position?

- CHOSE LOWER POSITION..... 1
- EMPLOYER ASKED..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

A19. Now I'm going to ask you some questions about your feelings regarding your leave. How easy or difficult was it to get your employer to let you take time off? Would you say it was...

- Very easy, 1
- Somewhat easy, 2
- Neither easy nor difficult, 3
- Somewhat difficult, or 4
- Very difficult? 5
- REFUSED..... -7
- DON'T KNOW -8

A20. How satisfied were you with the amount of time you took off? Would you say you were...

- Very satisfied, 1
- Somewhat satisfied, 2
- Neither satisfied nor dissatisfied, 3
- Somewhat dissatisfied, or 4
- Very dissatisfied? 5
- REFUSED..... -7
- DON'T KNOW -8

A21. Since January 1, 1999, have you ever been denied leave to take care of family or medical problems?

- YES..... 1
- NO..... 2 | [GO TO QC1]
- REFUSED..... -7
- DON'T KNOW -8

A22. Were you denied leave...

	<u>YES</u>	<u>NO</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
a. Because your employer does not offer family or medical leave?.....	1	2	-7	-8
b. Because you hadn't worked for your employer long enough to be eligible for family or medical leave?	1	2	-7	-8
c. Because you had worked too few hours in the previous year?.....	1	2	-7	-8
d. Because you had no leave left?	1	2	-7	-8
e. For other reasons? (SPECIFY)____(90 CHAR)_____	1	2	-7	-8

(GO TO QC1)

SECTION B – LEAVE NEEDEER

B1. I want to confirm with you that since January 1, 1999 you wanted to take leave from work but did not for an event in your family such as:

- the arrival of a newborn, newly adopted or new foster child;
- reasons related to your or a family member’s pregnancy; or
- the serious health condition of yourself, your child, spouse, or parent. A serious health condition is one that lasted more than 3 days or required an overnight hospital stay.

Is that correct? [Have you wanted but not taken leave from work for one or more of these reasons?]

YES..... 1 [GO TO QB1b]
 NO..... 2
 REFUSED..... -7
 DON'T KNOW -8

B1a. Did you actually take leave since January 1, 1999 for any of the events I just described?

YES..... 1 [GO TO QA1d]
 NO..... 2 [GO TO QC0]
 REFUSED..... -7 [R INELIGIBLE; TERMINATE]
 DON'T KNOW -8

B1b. Was there an event like this since January 1, 2000?

YES..... 1
 NO..... 2
 REFUSED..... -7
 DON'T KNOW -8

PROGRAMMING NOTE:
IF QB1b = 1, -7, -8, DISPLAY “Thinking of the times...”

PROGRAMMING NOTE:
IF QB2 = 1, 8-12, IMMEDIATELY ASK FOLLOW-UP QUESTION IN OVERLAY SCREEN.

B2. {Thinking of the times you needed leave since January 1, 1999, what/What} were the reasons you needed to take leave from work? [CODE UP TO 4 RESPONSES]

- OWN HEALTH CONDITION, EXCEPT MATERNITY-RELATED ILLNESS 1
- [WOMEN ONLY] FOR MATERNITY-RELATED DISABILITY, OR OTHER PREGNANCY-RELATED AILMENT PRIOR TO DELIVERY 2
- [WOMEN ONLY] FOR MATERNITY-RELATED DISABILITY AND TO CARE FOR A NEWBORN 3
- [WOMEN ONLY] MISCARRIAGE..... 4
- TO CARE FOR NEWBORN 5
- TO CARE FOR NEWLY ADOPTED CHILD 6
- TO CARE FOR NEWLY PLACED FOSTER CHILD 7
- CHILD'S HEALTH CONDITION 8
- SPOUSE'S HEALTH CONDITION 9
- PARENT'S HEALTH CONDITION..... 10
- OTHER RELATIVE'S HEALTH CONDITION 11
- OTHER NON-RELATIVE'S HEALTH CONDITION..... 12
- REFUSED..... -7 | [SKIP TO QB3]
- DON'T KNOW -8

B2a/1 OVERLAY. [SPECIFY R'S HEALTH CONDITION OR ASK] What health condition did you have? [RECORD RESPONSE VERBATIM; 90 CHARACTERS/2 LINES]

- REFUSED..... -7
- DON'T KNOW -8

B2a/8 OVERLAY. [SPECIFY CHILD'S HEALTH CONDITION OR ASK] What health condition did your child have? [RECORD VERBATIM; 90 CHARACTERS/2 LINES]

- REFUSED..... -7
- DON'T KNOW -8

B2a/9 OVERLAY. [SPECIFY SPOUSE'S HEALTH CONDITION OR ASK] What health condition did your spouse have? [RECORD VERBATIM; 90 CHARACTERS/2 LINES]

- REFUSED..... -7
- DON'T KNOW -8

B2a/10 OVERLAY. [SPECIFY PARENT'S HEALTH CONDITION OR ASK] What health condition did your parent have? [RECORD VERBATIM; 90 CHARACTERS/2 LINES]

- REFUSED..... -7
- DON'T KNOW -8

B2a/11 OVERLAY. [SPECIFY RELATION TO R OR ASK] What is that person's relationship to you?

- GRANDCHILD 1
- GRANDPARENT 2
- SIBLING 3
- OTHER (SPECIFY)__(35 CHAR)_____ 91
- REFUSED -7
- DON'T KNOW -8

B2a/12 OVERLAY. [SPECIFY RELATION TO R OR ASK] What is that person's relationship to you?

- DOMESTIC PARTNER 1
- OTHER (SPECIFY)__(35 CHAR)_____ 91
- REFUSED -7
- DON'T KNOW -8

B2a. How many different times did you need leave but not take it, since January 1, 1999?

- |_|_| [HR: 00-99]
- REFUSED -7
- DON'T KNOW -8

PROGRAMMING NOTE:
IF R GAVE ONLY ONE REASON IN QB2, SKIP TO PROGRAMMING NOTE BEFORE QB2d
IF R GAVE 2 OR MORE REASONS IN QB2, CONTINUE AND DISPLAY AT QB2b ONLY THOSE REASONS GIVEN IN QB2.

B2b. What was the most recent reason you needed to take leave from work? [CODE ONLY ONE]

- OWN HEALTH CONDITION, EXCEPT MATERNITY-RELATED ILLNESS 1
- [WOMEN ONLY] FOR MATERNITY-RELATED DISABILITY, OR OTHER PREGNANCY-RELATED AILMENT PRIOR TO DELIVERY 2
- [WOMEN ONLY] FOR MATERNITY-RELATED DISABILITY **AND** TO CARE FOR A NEWBORN 3
- [WOMEN ONLY] MISCARRIAGE..... 4
- TO CARE FOR NEWBORN 5
- TO CARE FOR NEWLY ADOPTED CHILD 6
- TO CARE FOR NEWLY PLACED FOSTER CHILD 7
- CHILD'S HEALTH CONDITION 8
- SPOUSE'S HEALTH CONDITION 9
- PARENT'S HEALTH CONDITION..... 10
- OTHER RELATIVE'S HEALTH CONDITION 11
- OTHER NON-RELATIVE'S HEALTH CONDITION..... 12
- REFUSED -7
- DON'T KNOW -8

B2c. How many different times did you need leave for the {first/second/third/fourth} reason you mentioned? [REASON FROM QB2]

- [HR: 00-99]
- REFUSED..... -7
- DON'T KNOW -8

PROGRAMMING NOTE:
FOR EACH RESPONSE IN QB2 THAT = 1, 8-10, ASK QB2d - QB2e.
OTHERWISE, SKIP TO NEXT PROGRAMMING NOTE.

PROGRAMMING NOTE:
IF QB2 = 1, DISPLAY "you"
IF QB2 = 8, DISPLAY "your child"
IF QB2 = 9, DISPLAY "your spouse"
IF QB2 = 10, DISPLAY "your parent"

B2d. Did {you/your child/your spouse/your parent} require a doctor's care?

- YES..... 1
 - NO..... 2
 - REFUSED..... -7
 - DON'T KNOW -8
- | [GO TO QB2c FOR THE NEXT REASON
OR SKIP TO QB3]

B2e. {Were/Was} {you/your child/your spouse/your parent} in the hospital overnight?

YES..... 1
NO..... 2
REFUSED..... -7
DON'T KNOW..... -8

PROGRAMMING NOTE:
IF QB2a = 1, -7, -8, DISPLAY "a leave"
IF QB2a = 2 OR MORE, DISPLAY "the leaves you needed"

B3. I'm going to read some reasons people don't take leave from work. Please answer yes or no to all that apply. Was a reason you didn't take {a leave/the leaves you needed} because...

	<u>YES</u>	<u>NO</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
a. You thought you might lose your job?.....	1	2	-7	-8
b. You thought you might hurt your job advancement?	1	2	-7	-8
c. You didn't want to lose your seniority?.....	1	2	-7	-8
d. You weren't eligible because you only worked part-time?	1	2	-7	-8
e. You hadn't worked for your employer long enough to be eligible?	1	2	-7	-8
f. Your employer denied your request?	1	2	-7	-8
g. You couldn't afford to?	1	2	-7	-8
h. You wanted to save your leave time?	1	2	-7	-8
i. Your work is too important? or	1	2	-7	-8
j. Was there some other reason you didn't take leave (SPECIFY/35)	1	2	-7	-8

PROGRAMMING NOTE:
IF QB3g = 1, CONTINUE.
OTHERWISE, SKIP TO QB4.

B3a. If you had received some or additional pay, would you have taken leave?

YES..... 1
NO..... 2
REFUSED..... -7
DON'T KNOW..... -8

B4. Since you did not take leave, what did you do to take care of your situation? [RECORD RESPONSE VERBATIM; 135 CHARACTERS/3 LINES]

REFUSED..... -7
DON'T KNOW..... -8

[GO TO QC1]

SECTION C

START AT QC0a IF R IS EMPLOYED ONLY AND NOT: A SCREENER R AND STARTING THE EXTENDED ON THE SAME DAY AS COMPLETING THE SCREENER.

C0a. I want to confirm with you that since January 1, 1999, you have not taken or needed to take a leave from work:

- for the care of a newborn, newly adopted or new foster child;
- for reasons related to your or a family member's pregnancy; or
- for yourself, your child, spouse, or parent because of a serious health condition. A serious health condition is one that lasted more than 3 days or required an overnight hospital stay.

Is this correct? [You have not needed or taken leave from work for any of these reasons?]

YES	1	
NO	2	[GO TO QA1a]
REFUSED.....	-7	[THANK AND TERMINATE]
DON'T KNOW	-8	

IFQA1B = 2 OR QB1A = 2, START AT QC0.

C0. Have you been employed at all since January 1, 1999?

YES	1	
NO	2	
REFUSED.....	-7	[R INELIGIBLE; TERMINATE]
DON'T KNOW	-8	

START AT QC1 WHEN RESPONDENT IS A LEAVE TAKER WHO COMPLETES SECTION A OR A LEAVE NEEDER WHO COMPLETES SECTION B.

C1. Do you currently take care of a newborn, newly adopted or new foster child, or a relative with a serious health condition on a daily basis?

YES	1	
NO	2	
REFUSED.....	-7	[GO TO QC1d]
DON'T KNOW	-8	

**PROGRAMMING NOTE:
IF QC1a = 7, 8, IMMEDIATELY ASK FOLLOW-UP QUESTION IN OVERLAY SCREEN.**

C1a. Whom do you care for? [CODE UP TO 3 RESPONSES]

NEWBORN	1	
NEWLY ADOPTED	2	
NEW FOSTER CHILD	3	[GO TO QC1d]
CHILD	4	
SPOUSE	5	
PARENT.....	6	
OTHER RELATIVE	7	
OTHER NON-RELATIVE	8	
REFUSED	-7	[GO TO QC1d]
DON'T KNOW	-8	[GO TO QC1d]

C1a/7 OVERLAY. [SPECIFY RELATION TO R OR ASK] What is that person's relationship to you?

GRANDCHILD	1
GRANDPARENT	2
SIBLING.....	3
OTHER (SPECIFY)__(35 CHAR)_____	91
REFUSED	-7
DON'T KNOW	-8

C1a/8 OVERLAY. [SPECIFY RELATION TO R OR ASK] What is that person's relationship to you?

DOMESTIC PARTNER.....	1
OTHER (SPECIFY)__(35 CHAR)_____	91
REFUSED	-7
DON'T KNOW	-8

C1d. For the next question, please think about time you took off from work since January 1, 1999, because you were sick. What was the largest number of sick days in a row that you took off from work in this time period?

	[HR: 00-999]
REFUSED.....	-7
DON'T KNOW	-8

C1e. Earlier we discussed whether you had taken leave from work for a family or medical reason since January 1, 1999. Now think about the period from 1995 through 1998. During that time, did you take leave from work:

- for the care of a newborn, newly adopted or new foster child;
- for reasons related to your or a family member's pregnancy; or
- for yourself, your child, spouse, or parent because of a serious health condition? A serious health condition is one that lasted more than 3 days or required an overnight hospital stay.

YES	1
NO	2
REFUSED.....	-7
DON'T KNOW	-8

C2. Over the next 5 years, how likely do you think it is that you will need to take a leave from work for your own serious health condition, the serious health condition of your child, spouse, or parent, or for the arrival of a newborn, newly adopted, or new foster child. Would you say it was...

- Very likely, 1
- Somewhat likely, 2
- Somewhat unlikely, or 3
- Very unlikely? 4 [GO TO QC3]
- REFUSED..... -7
- DON'T KNOW -8

**PROGRAMMING NOTE:
IF QC2a = 8, 9, IMMEDIATELY ASK FOLLOW-UP QUESTION IN
OVERLAY SCREEN.**

C2a. Who do you think that person or persons will be? [CODE UP TO 4 RESPONSES]

- YOURSELF 1
- NEWBORN 2
- NEWLY ADOPTED 3
- NEW FOSTER CHILD 4 [GO TO QC3]
- CHILD 5
- SPOUSE 6
- PARENT 7
- OTHER RELATIVE 8
- OTHER NON-RELATIVE 9
- REFUSED..... -7 [GO TO QC3]
- DON'T KNOW -8 [GO TO QC3]

C2a/8 OVERLAY. [SPECIFY RELATION TO R OR ASK] What is that person's relationship to you?

- GRANDCHILD 1
- GRANDPARENT 2
- SIBLING..... 3
- OTHER (SPECIFY)____(35 CHAR)_____ 91
- REFUSED..... -7
- DON'T KNOW -8

C2a/9 OVERLAY. [SPECIFY RELATION TO R OR ASK] What is that person's relationship to you?

- DOMESTIC PARTNER..... 1
- OTHER (SPECIFY)__(35 CHAR)_____ 91
- REFUSED..... -7
- DON'T KNOW -8

C3. Have you ever heard about the federal Family and Medical Leave Act?

- YES..... 1
- NO..... 2 | [GO TO QC8]
- REFUSED..... -7
- DON'T KNOW..... -8

C4. How did you first learn about the federal Family and Medical Leave Act?

- MEDIA (TV, NEWSPAPERS, ETC.)..... 1
- CO-WORKERS..... 2
- EMPLOYER GAVE OUT INFORMATION..... 3
- POSTERS..... 4
- INTERNET..... 5
- FAMILY MEMBER..... 6
- UNION GAVE OUT INFORMATION..... 7
- OTHER (SPECIFY)____(35 CHAR)..... 91
- REFUSED..... -7
- DON'T KNOW..... -8

PROGRAMMING NOTE:
 IF QA2 = 1, -7, -8, DISPLAY “took”
 IF QA2 = 2 OR MORE, DISPLAY “took your longest”
 IF QB2a = 1, -7, -8, DISPLAY “needed”
 IF QB2a = 2 OR MORE, DISPLAY INTRO FILL AND “most recently needed”
 IF QC0a = 1, DISPLAY “Do you think you are...”

C5. {Please think about the most recent time you needed leave}. At the time you {took/took your longest/needed/most recently needed} leave, {do you think you were/Do you think you are} eligible to take advantage of the federal Family and Medical Leave Act?

- YES..... 1
- NO..... 2 | [GO TO QC7]
- REFUSED..... -7
- DON'T KNOW..... -8

PROGRAMMING NOTE:
 IF LEAVE TAKER (QA1a = 1), CONTINUE.
 OTHERWISE SKIP TO QC7.

C6. Was the leave you just told me about taken under the federal Family and Medical Leave Act?

- YES..... 1
- NO..... 2 | [GO TO QC8]
- REFUSED..... -7
- DON'T KNOW..... -8

C7. Prior to January 1, 1999, had you ever taken leave from a job under the federal Family and Medical Leave Act?

- YES..... 1
- NO..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

C8. Are you currently employed?

- YES..... 1
- NO..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

PROGRAMMING NOTE:
IF QC3 = 1, CONTINUE.
OTHERWISE, SKIP TO QC11.

IF R IS LEAVE-TAKER OR LEAVE NEEDER (QA1a = 1 OR QA1b = 1 OR QB1 = 1), READ:
Now I'm going to ask you some questions about your employment situation during the time you {took your/took your longest/needed/most recently needed} leave.

IF QA2 = 1, -7, -8, DISPLAY "took your"
IF QA2 = 2 OR MORE, DISPLAY "took your longest"
IF QB2a = 1, -7, -8, DISPLAY "needed"
IF QB2a = 2 OR MORE, DISPLAY "most recently needed"

IF R IS EMPLOYED ONLY AND NOT CURRENTLY EMPLOYED (QC0a = 1 AND QC8 = 2, -7, -8), READ:
For the next questions, think of the employer you worked for the longest in the period from Jan. 1, 1999 to the present.

PROGRAMMING NOTE:
IF EMPLOYED ONLY AND CURRENTLY EMPLOYED (QC0a = 1 AND QC8 = 1),
DISPLAY "is"
OTHERWISE, DISPLAY "was"

C9. At your place of employment, {is/was} there a notice posted that explains the federal Family and Medical Leave Act?

- YES..... 1
- NO..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

PROGRAMMING NOTE:
IF QC3 = 1, AND QA21 = 1, CONTINUE.
OTHERWISE, SKIP TO QC11.

C10. You told me earlier that you had been denied leave. Were you denied leave because you reached the FMLA limit of 12 weeks?

- YES..... 1
- NO..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

PROGRAMMING NOTE:
RANDOMIZE READING OF a AND b AT QC11.
IF HRAND01 = 1 (.00 - .49), ASK QC11a THEN QC11b.
IF HRAND01 = 2 (.50 - .99), ASK QC11b THEN QC11a.

C11. Please tell me whether you agree or disagree with the following statements:

	<u>AGREE</u>	<u>DISAGREE</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
a. Every employee should be able to have up to 12 weeks of unpaid leave in a year from work for family and medical problems.....	1	2	-7	-8
b. Having to provide employees with up to 12 weeks of unpaid leave in a year for family and medical problems is an unfair burden to employees' co-workers.....	1	2	-7	-8

PROGRAMMING NOTE:
IF EMPLOYED ONLY AND CURRENTLY EMPLOYED (QC0a = 1 AND QC8 = 1),
DISPLAY "work"
OTHERWISE, DISPLAY "worked"

C11c. Since January 1, 1999, have any co-workers where you work{ed} taken leave for family or medical reasons?

- YES..... 1
- NO..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

PROGRAMMING NOTE:
IF QC11c = 1, CONTINUE.
OTHERWISE, SKIP TO PROGRAMMING NOTE BEFORE QC12.

C11d. As a result of these co-workers taking leave, did you...

	<u>YES</u>	<u>NO</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
a. Work more hours than you usually do?.....	1	2	-7	-8
b. Work a shift that you do not normally work?	1	2	-7	-8
c. Take on additional duties?	1	2	-7	-8

PROGRAMMING NOTE:
IF R SAYS YES TO ONE OR MORE ITEMS IN QC11d, CONTINUE.
OTHERWISE, SKIP TO NEXT PROGRAMMING NOTE.

C11e. Would you say that your co-workers taking leave had a positive impact on you, a negative impact on you, or neither?

POSITIVE	1
NEGATIVE.....	2
NEITHER	3
REFUSED.....	-7
DON'T KNOW	-8

PROGRAMMING NOTE:

IN QC12, IF QA2 = 1, -7, -8, “was offered by your employer when you took leave.”
IF QA2 = 2 OR MORE, “ was offered by your employer when you took your longest leave.”
IF QB2a = 1, -7, -8 “was offered by you employer when you needed leave.”
IF QB2a = 2 OR MORE, “was offered by your employer when you most recently needed leave.”
IF QC0a = 1 AND QC8 = 1, “is offered by your current employer.”
IF QC0a = 1 AND QC8 = 2, 7, 8, “was offered by the employer you worked for the longest since January 1, 1999.”

C12. I'm going to read a list of benefits that some employers offer to their employees. For each, please tell me if it {USE DISPLAY FROM PROGRAMMING NOTE}.

	<u>YES</u>	<u>NO</u>	<u>DEPENDS ON CIRCUMSTANCES</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
a. Flextime.....	1	2	3	-7	-8
b. Flexplace or telecommuting	1	2	3	-7	-8
c. Job sharing.....	1	2	3	-7	-8
d. Referral services for child care.....	1	2	3	-7	-8
e. Vouchers for child care.....	1	2	3	-7	-8
f. Onsite child care.....	1	2	3	-7	-8
g. Referral services for elder care	1	2	3	-7	-8
h. Adoption assistance	1	2	3	-7	-8
i. Employee Assistance Program	1	2	3	-7	-8
j. Paid parental leave.....	1	2	3	-7	-8
k. Workplace provision for lactation	1	2	3	-7	-8

PROGRAMMING NOTE:
IF R ANSWERS YES TO THREE OR MORE ITEMS IN QC12, CONTINUE AND DISPLAY IN QC12a ONLY THOSE BENEFITS NAMED IN QC12. OTHERWISE, SKIP TO QC13.

C12a. Of those offered, which two are the most important to you?

FLEXTIME	1
FLEXPLACE/TELECOMMUTING	2
JOB SHARING.....	3
REFERRAL SERVICES FOR CHILD CARE	4
VOUCHERS FOR CHILD CARE	5
ONSITE CHILD CARE.....	6
REFERRAL SERVICES FOR ELDER CARE.....	7
ADOPTION ASSISTANCE	8
EMPLOYEE ASSISTANCE PROGRAM.....	9
PAID PARENTAL LEAVE	10
WORKPLACE PROVISION FOR LACTATION.....	11
REFUSED.....	-7
DON'T KNOW	-8

PROGRAMMING NOTE:
IF EMPLOYED ONLY AND CURRENTLY EMPLOYED (QC0a = 1 AND QC8 = 1), DISPLAY "Does"
OTHERWISE, DISPLAY "Did"

C13. {Does/Did} your employer allow you to take leave for the following reasons?

PROGRAMMING NOTE:
AFTER EACH YES (1) RESPONSE, ASK QC13a BUT NOT QC13b.
AFTER EACH NO (2) OR DEPENDS (3) RESPONSE, ASK QC13b.
IF ALL RESPONSES ARE REFUSED (-7) OR DON'T KNOW (-8), SKIP TO
PROGRAMMING NOTE BEFORE QC14.

	<u>YES</u>	<u>NO</u>	<u>DEPENDS</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
a. To take part in children's school and early childhood educational activities?	1	2	3	-7	-8
b. To attend to routine family medical needs?	1	2	3	-7	-8
c. To help with elderly relatives' health care needs? ..	1	2	3	-7	-8

C13a. Since January 1, 1999, have you taken this type of leave?

- YES..... 1
- NO..... 2
- REFUSED..... -7
- DON'T KNOW -8

C13b. Have you needed to take this kind of leave?

- YES..... 1
- NO..... 2
- REFUSED..... -7
- DON'T KNOW -8

IF R IS LEAVE-TAKER OR LEAVE NEEDER (QA1a = 1 OR QA1b = 1 OR QB1 = 1), READ:
Please continue to think about your employment situation during the time you {took your/took your longest/needed/most recently needed} leave.

IF QA2 = 1, -7, -8, DISPLAY "took"
IF QA2 = 2 OR MORE, DISPLAY "took your longest"
IF QB2a = 1, -7, -8, DISPLAY "needed"
IF QB2a = 2 OR MORE, DISPLAY "most recently needed"

IF R IS EMPLOYED ONLY AND NOT CURRENTLY EMPLOYED (QC0a = 1 AND QC8 = 2, -7, -8), READ:
Please continue to think about the employer you worked for the longest in the period from Jan. 1, 1999 to the present.

PROGRAMMING NOTE:
IF EMPLOYED ONLY AND CURRENTLY EMPLOYED (QC0a = 1 AND QC8 = 1),
DISPLAY "Are" AND "this"
OTHERWISE, DISPLAY "Were" AND "that"

C14. {Were/Are} you salaried on {that/this} job, paid by the hour, or what? [CODE ALL THAT APPLY]

- SALARIED 1
- HOURLY 2
- PIECEWORK/COMMISSION 3
- OTHER/COMBINATION 4
- REFUSED -7
- DON'T KNOW -8

PROGRAMMING NOTE:
IF EMPLOYED ONLY AND CURRENTLY EMPLOYED (QC0a = 1 AND QC8 = 1),
DISPLAY "Are"
OTHERWISE, DISPLAY "Were"

C14a. {Were/Are} you a contract worker?

- YES 1
- NO 2
- REFUSED -7
- DON'T KNOW -8

PROGRAMMING NOTE:
AT QC15, QC15a, AND QC15b, IF EMPLOYED ONLY AND CURRENTLY EMPLOYED
(QC0a = 1 AND QC8 = 1), DISPLAY "are" AND "work"
OTHERWISE, DISPLAY "were" AND "worked"

C15. At the place where you work{ed}, (for example the site – store, building) would you say there {were/are} 50 or more employees?

- YES 1 [GO TO QC16]
- NO 2
- REFUSED -7
- DON'T KNOW -8

C15a. Counting all of the sites in your organization, would you say there {were/are} 50 or more employees within 75 miles of where you work{ed}?

- YES 1 [GO TO QC16]
- NO 2
- REFUSED -7
- DON'T KNOW -8

C15b. Counting all of the sites in your organization, would you say there {were/are} 25 or more employees within 75 miles of where you work{ed}?

- YES..... 1
- NO..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

PROGRAMMING NOTE:
 AT QC16 AND QC17, IF QC8 = 1, DISPLAY "Since" AND "have"
 OTHERWISE, DISPLAY "During the time..." AND "had"
 IF R IS LEAVE TAKER (QA1a = 1), ALSO DISPLAY "except for the leave you just told me about"

C16. {Since/During the time you were employed between} January 1, 1999 and the present, {have/had} you worked continuously for the same employer {except for the leave you just told me about}?

- YES..... 1
- NO..... 2 [GO TO QC19]
- REFUSED..... -7
- DON'T KNOW..... -8

C17. ({Since/During the time you were employed between} January 1, 1999 and the present, {have/had} you always been a full-time employee {except for the leave you just told me about}?

- YES..... 1 [GO TO SECTION D]
- NO..... 2
- REFUSED..... -7
- DON'T KNOW..... -8

C18. {Since/During the time you were employed between} January 1, 1999 and the present, how many hours per week did you work on average?

- [HR: 00 -99]
- REFUSED..... -7
- DON'T KNOW..... -8

PROGRAMMING NOTE:
 IF QC8 = 1 AND QC16 = 1, SKIP TO QD1.
 OTHERWISE, CONTINUE.

PROGRAMMING NOTE:
 IN QC19, IF QC8 = 1 AND QC16 = 2, -7, -8 AND R IS LEAVE TAKER (QA1a = 1),
 DISPLAY: "Thinking back to when you took your {longest} leave,"
 IF QA2 = 2 OR MORE, DISPLAY "longest"

 IF QC8 = 1 AND QC16 = 2, 7, 8 AND R IS LEAVE NEEDER (QA1b = 1 OR QB1 = 1),
 DISPLAY: "Thinking back to when you {most recently} needed leave,"
 IF QB2a = 2 OR MORE, DISPLAY "most recently"

 OTHERWISE, DISPLAY: "During the time you were employed,"

C19. {DISPLAY FILL FROM PROGRAMMING NOTE}, for how many months from January 1, 1999 to the present did you work for that employer?

|_|_| [HR: 00-22]
REFUSED..... -7
DON'T KNOW..... -8

PROGRAMMING NOTE:
IF QC16 = 2, CONTINUE.
OTHERWISE, SKIP TO SECTION D.

C19a. On average, how many hours a week did you work for that employer?

|_|_| [HR: 00-99]
REFUSED..... -7
DON'T KNOW..... -8

SECTION D - DEMOGRAPHICS

D1. Are you currently...

Married;.....	1
Living with a partner;.....	2
Separated;	3
Divorced;.....	4
Widowed; or	5
Never married?	6
REFUSED.....	-7
DON'T KNOW	-8

D2. Are you Spanish, Hispanic or Latino?

YES.....	1
NO.....	2
REFUSED.....	-7
DON'T KNOW	-8

D2b. Please tell me which of the following best describes your race. Would you say...

White,.....	1
Black or African American,	2
American Indian or Alaska Native,.....	3
Asian	4
Native Hawaiian or Pacific Islander?	5
SOMETHING ELSE (SPECIFY)__(35 CHAR)___	91
REFUSED.....	-7
DON'T KNOW	-8

D3. How many of your own children under 18 years old do you have living with you?

_ _	[HR: 00-20]
REFUSED.....	-7
DON'T KNOW	-8

D4. What is the highest level of education you have completed?

LESS THAN HIGH SCHOOL.....	1
SOME HIGH SCHOOL	2
HIGH SCHOOL GRADUATE OR GED	3
SOME COLLEGE	4
COLLEGE GRADUATE.....	5
GRADUATE SCHOOL.....	6
REFUSED.....	-7
DON'T KNOW	-8

PROGRAMMING NOTE:

IF QCOa = 1 AND QC8 = 1, DISPLAY "Are" and "are"
OTHERWISE, DISPLAY "Were" and "were"

D5. {Were/Are} you employed by government, by a private company, a non-profit organization or {were/are} you self-employed?

- GOVERNMENT 1
- PRIVATE FOR PROFIT..... 2
- NON-PROFIT ORGANIZATION INCLUDING
TAX EXEMPT AND CHARITABLE ORGANIZATIONS... 3
- SELF EMPLOYED..... 4 [GO TO QD6]
- WORKING IN FAMILY BUSINESS 5
- REFUSED..... -7
- DON'T KNOW -8

D5a. Would that be the federal, state or local government?

- FEDERAL 1
- STATE 2
- LOCAL (COUNTY, CITY, TOWNSHIP)..... 3
- REFUSED..... -7
- DON'T KNOW -8

PROGRAMMING NOTE:
IF QD1 = 1, DISPLAY "and your spouse's job"

D6. To get a picture of people's financial situation we need to know the general range of income of all people we interview. Now, thinking about your total family income before taxes from all sources including your job {and your spouse's job}, how much did you receive in 1999?

- _____|_____|_____|_____|_____| [GO TO END] [HR: 00- 9999999]
- REFUSED..... -7
 - DON'T KNOW -8

D6a. Was your family income \$35,000 or more in 1999?

- YES..... 1
- NO..... 2 [GO TO QD6f]
- REFUSED..... -7 [GO TO END]
- DON'T KNOW -8

D6b. Was it \$40,000 or above?

- YES..... 1
- NO..... 2
- REFUSED..... -7 [GO TO END]
- DON'T KNOW -8

D6c. Was it \$50,000 or above?

- YES..... 1
- NO..... 2
- REFUSED..... -7 [GO TO END]
- DON'T KNOW -8

D6d. Was it \$75,000 or above?

YES.....	1	
NO.....	2	
REFUSED.....	-7	[GO TO END]
DON'T KNOW.....	-8	

D6e. Was it \$100,000 or above?

YES.....	1	[GO TO END]
NO.....	2	
REFUSED.....	-7	
DON'T KNOW.....	-8	

D6f. Was it \$30,000 or above?

YES.....	1	[GO TO END]
NO.....	2	
REFUSED.....	-7	[GO TO END]
DON'T KNOW.....	-8	

D6g. Was it \$20,000 or above?

YES.....	1	[GO TO END]
NO.....	2	
REFUSED.....	-7	[GO TO END]
DON'T KNOW.....	-8	

D6h. Was it \$10,000 or above?

YES.....	1	[GO TO END]
NO.....	2	
REFUSED.....	-7	[GO TO END]
DON'T KNOW.....	-8	

D6j. Was it \$5,000 or above?

YES.....	1	[GO TO END]
NO.....	2	
REFUSED.....	-7	
DON'T KNOW.....	-8	

THAT CONCLUDES THE INTERVIEW

THANK YOU VERY MUCH FOR YOUR PARTICIPATION

APPENDIX E

**2000 SURVEY OF
ESTABLISHMENTS**

MATERIALS

Advance Letter

SECRETARY OF LABOR
WASHINGTON

Dear Respondent:

I am writing to encourage your participation in a major study being conducted by the Department of Labor that will collect information on employers' family and medical leave policies and benefits. Your establishment has been randomly selected for this study. The results of this research will provide critical information on employer perspectives on the costs and benefits of both formal and informal policies regarding family and medical leave. I strongly urge you to participate in this study.

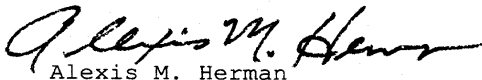
Data for this study are being collected for the Department of Labor by Westat, a private research firm in Rockville, Maryland. A Westat telephone interviewer will call you regarding your participation. Participation is voluntary, and Westat is required to protect the confidentiality of all information collected, including the identity of respondents. In addition, the data turned over by Westat to the Department will not contain any identifying information.

The interview will last about 20 minutes. We are enclosing a list of some of the information you will be asked about in the interview. If an interviewer calls at an inconvenient time, he or she will be glad to call back at a better time. We appreciate your assistance.

Surveys require clearance from the Office of Management and Budget (OMB) in accordance with the Paperwork Reduction Act of 1995. The OMB approval number is 1225-0078 and the expiration date is October 31, 2000. Without OMB approval, the Department of Labor could not conduct this survey.

Thank you in advance for your participation.

Sincerely,



Alexis M. Herman

Enclosure

WORKING TO IMPROVE THE LIVES OF AMERICA'S WORKING FAMILIES

**2000 Survey of
Establishments**

**Screening
Instrument**

2000 SURVEY OF ESTABLISHMENTS SCREENER

Hello, my name is _____, and I'm calling from Westat, a research firm in Rockville, Maryland, on behalf of the U.S. Department of Labor. We are preparing for an important nationwide study regarding businesses' leave policies.

1. Have I reached (NAME OF BUSINESS)?
- YES (PRIMARY NAME MATCH) 1 (Q4)
 - YES (SECONDARY NAME MATCH)..... 2 (Q4)
 - BUSINESS CHANGED NAME..... 3
 - NO, ANOTHER BUSINESS 4
 - RESIDENCE ONLY (NOT A BUSINESS)..... 5 (Q8)
 - REFUSED..... 7 (CODE 2)
 - DON'T KNOW 8 (CODE 10)

2. What is the name of your business?
[VERIFY SPELLING OF BUSINESS NAME.]
-
- RESIDENCE ONLY (NOT A BUSINESS)..... 5 (Q8)
 - REFUSED 7
 - DON'T KNOW 8

3. Is this business the same as (NAME OF BUSINESS ON RIS)? [PROBE: Do you consider it the same business?]
- YES..... 1
 - NO 2 (Q5)
 - REFUSED..... 7
 - DON'T KNOW 8

[IF BUSINESS NAME CHANGED AND BUSINESS IS THE SAME AS BUSINESS ON RIS (Q1 = 3 AND Q3 = 1) RECORD NAME IN Q2 ON RIS.]

4. Are you located at (ADDRESS ON RIS)? [IF YES AND P.O. BOX, OBTAIN STREET ADDRESS AND NOTE ON RIS. VERIFY SPELLING OF ADDRESS.]
- YES..... 1 (Q14a)
 - NO 2 (Q12)
 - REFUSED..... 7 (CODE 10)
 - DON'T KNOW 8 (CODE 10)

5. Are you located at (ADDRESS ON RIS)? [IF YES AND P.O. BOX, OBTAIN STREET ADDRESS AND NOTE ON RIS.]
- YES..... 1
 - NO 2 (Q7)
 - REFUSED..... 7 (Q7)
 - DON'T KNOW 8 (Q7)

6. Do you know what happened to (NAME OF BUSINESS ON RIS)?
- YES, IT CLOSED/OUT OF BUSINESS 1 (CODE S1 & THANK)
 - YES, IT MOVED 2 (Q10)
 - YES, SOMETHING ELSE..... 4 (Q10)
 - NO/DON'T KNOW 3 (CODE 10)
 - REFUSED..... 7 (CODE 10)

7. Do you know anything about (NAME OF BUSINESS ON RIS) at (ADDRESS ON RIS)?
- YES, IT CLOSED/OUT OF BUSINESS 1 (CODE S1 & THANK)
 YES, IT MOVED 2 (Q10)
 YES, SOMETHING ELSE..... 4 (Q10)
 NO/DON'T KNOW 3 (CODE 10)
 REFUSED..... 7 (CODE 10)
8. Are you located at (ADDRESS ON RIS)?
- YES..... 1
 NO 2 (CODE 10)
 REFUSED..... 7 (CODE 10)
 DON'T KNOW 8 (CODE 10)
9. Do you know what happened to (NAME OF BUSINESS ON RIS)?
- YES, IT CLOSED/OUT OF BUSINESS 1 (CODE S1 & THANK)
 YES, IT MOVED 2 (Q10)
 YES, SOMETHING ELSE..... 4 (Q10)
 NO/DON'T KNOW 3 (CODE 10)
 REFUSED..... 7 (CODE 10)
10. Do you know the phone number or address of (NAME OF BUSINESS ON RIS)?
- YES..... 1
 NO/DON'T KNOW 2 (CODE 10)
 REFUSED..... 7 (CODE 10)
11. What is the phone number or address of (NAME OF BUSINESS ON RIS)?
 [VERIFY PHONE NUMBER AND SPELLING OF ADDRESS.]
- PHONE NUMBER: (_____) _____
 ADDRESS: _____

[IF PHONE NUMBER WAS GIVEN, CALL TO CONDUCT INTERVIEW. IF ONLY ADDRESS WAS GIVEN, CODE 10]

12. Does (NAME OF BUSINESS ON RIS) have an office at (ADDRESS OF BUSINESS ON RIS)?
- YES..... 1
 NO (RECORD NEW ADDRESS ON RIS) 2 (Q14)
 REFUSED..... 7 (CODE 2)
 DON'T KNOW 8 (CODE 10)
13. Can you give me the telephone number (IF MOVED: ASK "and address") for that location?
 [VERIFY PHONE NUMBER AND SPELLING OF ADDRESS.]
- YES..... 1
 (_____) _____
 NO 2 (CODE 10)
 REFUSED..... 7 (CODE 10)
 DON'T KNOW 8 (CODE 10)

ADDRESS: _____

[TRANSFER THIS NEW INFORMATION ONTO THE RIS AND CALL THE NEW PHONE NUMBER. IF BUSINESS MOVED OUT OF STATE, CODE S3]

14a. Are you a government organization at the federal, state, or local level? YES..... 1 (CODE S2 & THANK)
 NO 2
 REFUSED..... 7
 DON'T KNOW 8

14b. Are you a public school, public university or post office? YES..... 1 (CODE S2 & THANK)
 NO 2
 REFUSED..... 7 (CODE 10)
 DON'T KNOW 8 (CODE 10)

15a. We would like to send some information regarding this study to your company. Could I please have the name, address, telephone number and fax number of your human resources director or the person responsible for your company's benefit plans for (LOCATION ON RIS). [VERIFY SPELLING OF NAME, ADDRESS, PHONE NUMBER AND FAX NUMBER.]

Mr.	Ms.	Dr. / Title	_____		
			(FIRST NAME	LAST NAME)	

			(COMPANY NAME)		

			(ADDRESS)		

			(ADDRESS)		

			(CITY	STATE	ZIP)

Direct Telephone and Fax Number

PHONE (_____) _____ Extension _____

FAX (_____) _____

15b. And if I could just verify the spelling of the business name. Is it (READ SPELLING AS IT APPEARS ON RIS)?

INTERVIEWER: MAKE ANY CORRECTIONS ON RIS

16. To verify that I have spoken to someone at this company, may I please get your name?

17. INTERVIEWER: IS THIS PERSON LOCATED AT THE SAME ADDRESS ON RIS? YES..... 1
 NO 2

Thank you. Those are all the questions I have at this time.

**2000 Survey of
Establishments
Questionnaire**

**2000 SURVEY OF ESTABLISHMENTS
QUESTIONNAIRE**

Hello, may I speak to {CONTACT NAME}? My name is {INTERVIEWER NAME} and I'm calling from Westat, a social science research firm in Rockville, MD. Your organization was recently sent a letter signed by Labor Secretary Alexis Herman, regarding a study we are conducting for the U.S. Department of Labor.

Do you remember receiving this letter?

YES..... 1 (SKIP TO LETTER)
NO..... 2 (SKIP TO NO LETTER)

NO LETTER.

The letter from the Secretary of Labor encouraged your participation in a major study being conducted by the Department of Labor that will collect information on employers' family and medical leave policies and benefits. The letter described the information we are collecting, such as the number of employees on the payroll, the number of female employees, and the number of employees who may have taken leave in 1999. (INTRO2)

LETTER.

This study asks about your organization's policies with regard to employees taking leave for family reasons or serious medical reasons, and your employees' use of this leave.

INTRO2.

Most of our questions request information about your work site at {LOCATION ADDRESS}. The information will be used to develop national estimates regarding family and medical leave. (IF NECESSARY: By family and medical leave, we mean employees taking time off for any of the following reasons: a serious health problem either their own or that of a family member, pregnancy, to give birth to a child, for the placement of a child for adoption or foster care, or to care for a newborn, adopted or foster care child.)

Your responses to this survey will remain confidential. No information tied specifically to your organization will be shared or released in any form. The interview will take about 20 minutes.

BACKGROUND INFORMATION ABOUT THE ESTABLISHMENT'S EMPLOYEES

Q1. First, we would like some information that describes your organization and the employees at this location. How many employees are currently on the payroll at {LOCATION ADDRESS}? Please include full-time, part-time, and seasonal, or stand-by employees.

|_|_|_|_|_|_|_|

REFUSED 999997
DON'T KNOW 999998

If there are 0 employees, conclude the interview.

Q2. How many of your employees at this location are female?

|_|_|_|_|_|_|_|

|_|_|_| PERCENT

REFUSED 999997
DON'T KNOW 999998

Q3. How many of your employees at this location are unionized?

|_|_|_|_|_|_|_|

|_|_|_| PERCENT

REFUSED 999997
DON'T KNOW 999998

Q4. How many of your employees at this location worked at least 1,250 hours for your organization in the past 12 months?

|_|_|_|_|_|_|_|

|_|_|_| PERCENT

REFUSED 999997
DON'T KNOW 999998

Q5. Are there people who work for your organization at other locations? (IF NO, PROBE: "So you have no other locations?")

- YES 1
- NO 2 (SKIP TO Q6INTRO)
- REFUSED 7 (SKIP TO Q6INTRO)
- DON'T KNOW 8 (SKIP TO Q6INTRO)

If there are 50 or more employees, skip to Q6INTRO.

Q5A. Does your organization have other work sites within 75 miles of this location?

- YES 1
- NO 2 (SKIP TO Q6INTRO)
- REFUSED 7 (SKIP TO Q6INTRO)
- DON'T KNOW 8 (SKIP TO Q6INTRO)

Q5B. INCLUDING THIS LOCATION, how many people are employed, in total, at sites within 75 miles? Would you say...

- Fewer than 25, 1
- 25 to 49, 2
- 50 to 99, 3
- 100 to 249 4
- 250 to 499, or 5
- 500 or more? 6
- REFUSED 7
- DON'T KNOW 8

Q6INTRO. For employees at this location, please tell me whether your organization's policies designate up to 12 weeks of leave for the following reasons.

Q6A1. Is up to 12 weeks of leave available for parents, including fathers as well as mothers, to care for a newborn?

- YES 1
- NO 2 (SKIP TO Q6B1)
- DEPENDS ON CIRCUMSTANCES 3
- REFUSED 7
- DON'T KNOW 8

Q6A2. Are health benefits continued during leave (for parents, including fathers as well as mothers, to care for a newborn)?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- DON'T OFFER HEALTH BENEFITS..... 4
- REFUSED 7
- DON'T KNOW 8

Q6A3. Are employees guaranteed the same or equivalent job upon return (for parents, including fathers as well as mothers, to care for a newborn)?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

Q6B1. Is up to 12 weeks of leave available for mothers and fathers for adoption or foster care placement?

- YES 1
- NO 2 (SKIP TO Q6C1)
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

If respondent answered "don't offer health benefits" in Q6A2, skip to Q6B3.

Q6B2. Are health benefits continued during leave (for mothers and fathers for adoption or foster care placement)?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- DON'T OFFER HEALTH BENEFITS..... 4
- REFUSED 7
- DON'T KNOW 8

Q6B3. Are employees guaranteed the same or equivalent job upon return (for mothers and fathers for adoption or foster care placement)?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

Q6C1. Is up to 12 weeks of leave available for employee's own serious health condition other than maternity-related reasons? (IF NECESSARY: "This includes workman's compensation.")

- YES 1
- NO 2 (SKIP TO Q6D1)
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

If respondent answered "don't offer health benefits" in Q6A2 or Q6B2, skip to Q6C3.

Q6C2. Are health benefits continued during leave (for an employee's own serious health condition other than maternity-related reasons)?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- DON'T OFFER HEALTH BENEFITS..... 4
- REFUSED 7
- DON'T KNOW 8

Q6C3. Are employees guaranteed the same or equivalent job upon return (for an employee's own serious health condition other than maternity-related reasons)?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

Q6D1. Is up to 12 weeks of leave available for mothers for maternity-related reasons?

- YES 1
- NO 2 (SKIP TO Q6E1)
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

If respondent answered "don't offer health benefits" in Q6A2, Q6B2, or Q6C2 skip to Q6D3.

Q6D2. Are health benefits continued during leave (for mothers for maternity-related reasons)?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- DON'T OFFER HEALTH BENEFITS..... 4
- REFUSED 7
- DON'T KNOW 8

Q6D3. Are employees guaranteed the same or equivalent job upon return (for mothers for maternity-related reasons)?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES 3
- REFUSED 7
- DON'T KNOW 8

Q6E1. Is up to 12 weeks of leave available for the care of a child, spouse, or parent with a serious health condition?

- YES 1
- NO 2 (SKIP TO Q7)
- DEPENDS ON CIRCUMSTANCES 3
- REFUSED 7
- DON'T KNOW 8

If respondent answered “don’t offer health benefits” in Q6A2, Q6B2, Q6C2, or Q6D2 skip to Q6E3.

Q6E2. Are health benefits continued during leave (for the care of a child, spouse, or parent with a serious health condition)?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES 3
- DON'T OFFER HEALTH BENEFITS 4
- REFUSED 7
- DON'T KNOW 8

Q6E3. Are employees guaranteed the same or equivalent job upon return (for the care of a child, spouse, or parent with a serious health condition)?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES 3
- REFUSED 7
- DON'T KNOW 8

Q7. We just asked you about your leave policies when an employee or the employee's family member has a serious health condition. How did you define a serious health condition when you told us about your leave policies?

If no job-guaranteed leave is offered [all NO, DON'T KNOW, or REFUSED to series Q6__3] skip to Q9.

Q8. At this location, does your organization provide:

	<u>YES</u>	<u>NO</u>	<u>DEPENDS ON CIRCUMSTANCES</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Job-guaranteed leave for more than 12 weeks a year?	1	2	3	7	8
B. Job-guaranteed leave to employees who have worked for your organization less than 12 months?	1	2	3	7	8
C. Job-guaranteed leave to employees who have worked for you less than 1,250 hours in the previous year?	1	2	3	7	8

Q9. Are employees at this location provided any...

	<u>YES</u>	<u>NO</u>	<u>DEPENDS ON CIRCUMSTANCES</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Paid sick leave?	1	2	3	7	8
B. Paid disability leave?	1	2	3	7	8
C. Paid vacation?	1	2	3	7	8
D. Any other paid time off, excluding holidays?	1	2	3	7	8

Q10INTRO. We just asked if you provided certain kinds of paid leave. Now, we would like to know if you provide any leave to employees at this location at full pay or partial pay for particular circumstances. (IF Q9C =1 DISPLAY: "Please do not include any vacation leave that employees may receive.")

Q10A. Are parents, including fathers as well as mothers provided leave at full pay to care for a newborn?

YES	1 (SKIP TO Q10B)
NO	2
DEPENDS ON CIRCUMSTANCES.....	3
REFUSED	7
DON'T KNOW	8

Q10AA. Is there any leave at partial pay for parents, including fathers as well as mothers, to care for a newborn?

YES	1
NO	2
DEPENDS ON CIRCUMSTANCES.....	3
REFUSED	7
DON'T KNOW	8

Q10B. Are mothers and fathers provided leave at full pay for adoption or foster care placement?

- YES 1 (SKIP TO Q10C)
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

Q10BB. Is there any leave at partial pay for mothers and fathers for adoption or foster care placement?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

Q10C. Are employees provided leave at full pay for their own serious health condition other than maternity-related reasons?

- YES 1 (SKIP TO Q10D)
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

Q10CC. Is there any leave at partial pay for employee's own serious health condition other than maternity-related reasons?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

Q10D. Are mothers provided leave at full pay for maternity-related reasons?

- YES 1 (SKIP TO Q10E)
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

Q10DD. Is there any leave at partial pay for mothers for maternity-related reasons?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

Q10E. Are employees provided leave at full pay to care for a child, spouse, or parent with a serious health condition?

- YES 1 (SKIP TO Q11)
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

Q10EE. Is there any leave at partial pay for care of a child, spouse, or parent for a serious health condition?

- YES 1
- NO 2
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7
- DON'T KNOW 8

Q11. When employees at this location take leave, does your organization:

	<u>YES</u>	<u>NO</u>	<u>DEPENDS ON CIRCUMSTANCES</u>	<u>DOES NOT APPLY</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Continue its contributions to a pension or retirement plan?	1	2	3	4	7	8
B. Continue its contributions to life or disability insurance?	1	2	3	4	7	8

Q12. Are employees at this location offered the following benefits?

	<u>YES</u>	<u>NO</u>	<u>DEPENDS ON CIRCUMSTANCES</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Child care assistance, such as day care, or dependent care spending accounts	1	2	3	7	8
B. Elder care assistance.....	1	2	3	7	8
C. Flexible work schedules	1	2	3	7	8
D. Employee assistance program	1	2	3	7	8
E. Adoption assistance	1	2	3	7	8
F. Workplace provisions for lactation.....	1	2	3	7	8

Q13A. Does this location allow employees to take leave for attending school meetings or activities?

- YES 1
- NO 2 (SKIP TO Q13B)
- DEPENDS ON CIRCUMSTANCES..... 3
- REFUSED 7 (SKIP TO Q13B)
- DON'T KNOW 8 (SKIP TO Q13B)

Q13A1. Is this leave separate from the employee's sick leave, vacation or personal days?

- YES 1
- NO 2
- DOES NOT APPLY 3
- REFUSED 7
- DON'T KNOW 8

Q13B. Does this location allow employees to take leave for getting routine medical appointments for self and family?

- YES 1
- NO 2 (SKIP TO BOX BEFORE Q14)
- DEPENDS ON CIRCUMSTANCES 3
- REFUSED 7 (SKIP TO BOX BEFORE Q14)
- DON'T KNOW 8 (SKIP TO BOX BEFORE Q14)

Q13B1. Is this leave separate from the employee's sick leave, vacation or personal days?

- YES 1
- NO 2
- DOES NOT APPLY 3
- REFUSED 7
- DON'T KNOW 8

If there are no other locations, skip to Q15.

Q14. Are your family and medical leave policies determined at the...

- Corporate level, 1
- By each location, 2
- Or both? 3
- SOME OTHER WAY (SPECIFY) _____ 4
- REFUSED 7
- DON'T KNOW 8

Q15. Is this location in a state, county, or city that has its own family and medical leave law? (IF NECESSARY: This includes adding provisions to the Federal Family and Medical Leave Act.)

- YES 1
- NO 2 (SKIP TO Q16)
- REFUSED 7 (SKIP TO Q16)
- DON'T KNOW 8 (SKIP TO Q16)

Q15A. Does it apply to your organization at this location?

- YES 1
- NO 2
- REFUSED 7
- DON'T KNOW 8

Q16. In 1993, the Federal Family and Medical Leave Act was passed. It gives employees in certain organizations the right to take up to 12 weeks of unpaid, job-guaranteed leave a year for various family and medical reasons. Does the Federal Family and Medical Leave Act apply to this location, does it not apply, or are you not sure if it applies?

- APPLIES 1
- DOES NOT APPLY 2 (SKIP TO Q18)
- NOT SURE/DON'T KNOW 3 (SKIP TO Q18)
- REFUSED 7 (SKIP TO Q18)

Q16A. Has this location been covered by FMLA since the law took effect in 1994?

- YES 1 (SKIP TO Q17)
- NO 2
- NOT IN BUSINESS IN 1994..... 3
- REFUSED 7
- DON'T KNOW 8

Q16B. In what year did this location become covered by FMLA?

____|____|____|____|

- REFUSED 9997
- DON'T KNOW 9998

USE OF FAMILY AND MEDICAL LEAVE BY EMPLOYEES AT THIS COVERED LOCATION

Q17. How many employees at this location have taken leave since January 1st, 1999, which you classified as being under the Federal Family and Medical Leave Act?

____|____|____|____|____|

- REFUSED 999997 (SKIP TO Q17B)
- DON'T KNOW 999998 (SKIP TO Q17B)

If no employees took leave since Jan. 1, 1999, skip to Q17D.

Q17A. How many of these employees took their leave on an intermittent basis? By intermittent, we mean taking leave a few hours or days at a time, on multiple occasions, but for the same reason.

____|____|____|____|

- REFUSED 999997
- DON'T KNOW 999998

If respondent answered don't know or refused to Q17, do not display "Of these NUMBER IN Q17 employees" in Q17B.

Q17B. {Of these {NUMBER IN Q17} employees,} how many took FMLA leave since January 1st, 2000?

____|____|____|____|____|____|

REFUSED 999997 (SKIP TO Q17D)
 DON'T KNOW 999998 (SKIP TO Q17D)

If no employees took leave since January 1, 2000, skip to Q17D.

Q17C. How many of these employees took their leave on an intermittent basis, that is, taking leave a few hours or days at a time, on multiple occasions, but for the same reason?

____|____|____|____|____|____|

REFUSED 999997
 DON'T KNOW 999998

Q17D. Since January 1st, 1999, have any employees at this location been denied leave because they used their entire 12 week allotment covered by FMLA?

YES 1
 NO 2 (SKIP TO Q17F)
 REFUSED 7 (SKIP TO Q17F)
 DON'T KNOW 8 (SKIP TO Q17F)

Q17E. How many employees were denied leave for this reason?

____|____|____|____|____|____|

REFUSED 999997
 DON'T KNOW 999998

Q17F. Since January 1st, 1999, have any eligible employees been denied leave because the Family and Medical Leave Act did not cover the reason?

YES 1
 NO 2 (SKIP TO Q19)
 REFUSED 7 (SKIP TO Q19)
 DON'T KNOW 8 (SKIP TO Q19)

Q17G. What reasons for leave were denied?

If the business is FMLA covered (Q16 = YES), skip to Q19

USE OF FAMILY AND MEDICAL LEAVE BY EMPLOYEES AT THIS NON-COVERED LOCATION

Q18. Since January 1st, 2000, how many employees at this location have taken leave for family reasons or serious medical reasons lasting more than 3 days?

____|____|____|____|____|____|

REFUSED 999997
 DON'T KNOW 999998

Q18A. How many took leave in 1999? (IF NECESSARY: "leave for family reasons or serious medical reasons lasting more than 3 days")

____|____|____|____|____|____|

REFUSED 999997
 DON'T KNOW 999998

Q19. How does your organization cover work when employees take leave for a week or longer? Do you...

	<u>YES</u>	<u>NO</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Assign work temporarily to other employees?	1	2	7	8
B. Hire an outside temporary replacement?	1	2	7	8
C. Hire a permanent replacement?	1	2	7	8
D. Put the work on hold until the employee returns from leave?	1	2	7	8
E. Have the employee perform some work while on leave?	1	2	7	8
F. Cover work some other way? (SPECIFY)_____	1	2	7	8

If yes to at least two items in Q19, ask Q19G, else skip to next box.

Q19G. You just said that you {DISPLAY YES ANSWERS FROM Q19} when an employee takes leave for a week or longer. Which of these methods do you use most often at this location?

ITEMS 1 – 6 1 - 6
 REFUSED 7
 DON'T KNOW 8

If not FMLA covered (Q16 does not equal YES) skip to Q37.

Q20. Does your organization maintain records of employee use of FMLA leave?

- YES 1
- NO 2 (SKIP TO Q21)
- REFUSED 7 (SKIP TO Q21)
- DON'T KNOW 8 (SKIP TO Q21)

Q20A. In some companies, employees take leave for family and medical reasons and it is not counted as FMLA leave. How often do you believe this happens in your company? Would you say...

- All of the time,..... 1
- Most of the time, 2
- Some of the time, 3
- Rarely, or..... 4
- Never?..... 5
- REFUSED 7
- DON'T KNOW 8

Q21. Are employees at this location who are eligible for FMLA leave...

	<u>YES</u>	<u>NO</u>	<u>DEPENDS</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Provided with written guidance on how the Act is coordinated with existing leave and benefits policies?	1	2	3	7	8
B. Provided with written notice of how much of the leave taken was counted as FMLA leave?	1	2	3	7	8
C. Required to provide medical documentation for covered leave due to a serious health condition?	1	2	3	7	8
D. Required to use their paid leave before taking unpaid leave?	1	2	3	7	8
E. Ever offered alternative work arrangements instead of leave?	1	2	3	7	8

Q22. Does this location offer the same family and medical leave benefits to employees who are not eligible for FMLA leave?

- YES 1
- NO 2
- REFUSED 7
- DON'T KNOW 8

Q23. Has your organization reduced benefits at this location to offset any increased costs associated with the Family and Medical Leave Act?

- YES 1
- NO 2 (SKIP TO Q24)
- REFUSED 7 (SKIP TO Q24)
- DON'T KNOW 8 (SKIP TO Q24)

Q23A. Which of the following benefits have been reduced?

	<u>YES</u>	<u>NO</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Paid vacation and personal leave.....	1	2	7	8
B. Paid sick leave.....	1	2	7	8
C. Health plan contributions	1	2	7	8
D. Pension/retirement plan contributions	1	2	7	8
E. Life insurance	1	2	7	8
F. Disability insurance.....	1	2	7	8
G. Other (SPECIFY) _____	1	2	7	8

Q24. What effect has complying with the Federal Family and Medical Leave Act had on this location's {ITEM FROM LIST}? Would you say a positive effect, negative effect, or no noticeable effect?

	<u>POSITIVE EFFECT</u>	<u>NEGATIVE EFFECT</u>	<u>NO NOTICEABLE EFFECT</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Business productivity.....	1	2	3	7	8
B. Business profitability.....	1	2	3	7	8
C. Business growth	1	2	3	7	8
D. Employee productivity	1	2	3	7	8
E. Employee absences	1	2	3	7	8
F. Employee turnover ¹	1	2	3	7	8
H. Employee career advancement.....	1	2	3	7	8
I. Employee morale.....	1	2	3	7	8

Q25. You told us that this location has been covered by FMLA since {YEAR FROM Q16B or '1994'}. During that time, has complying with the Federal Family and Medical Leave Act increased, decreased, or not changed {ITEM FROM LIST}?

	<u>INCREASED</u>	<u>DECREASED</u>	<u>NOT CHANGED</u>	<u>NO OTHER COSTS</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Administrative costs	1	2	3		7	8
B. Cost of continuing benefits such as health plans during leave	1	2	3		7	8
C. Hiring/training costs.....	1	2	3		7	8
D. Other costs (SPECIFY) _____	1	2	3	4	7	8

¹ Due to programming constraints, the items could not be re-lettered when item G was deleted.

Q26. Since January 1, 1999, to what extent has complying with the Federal Family and Medical Leave Act increased this location's {READ ITEM FROM LIST}? Would you say there has been no increase, a small increase, a moderate increase or a large increase?

	<u>NO INCREASE</u>	<u>SMALL INCREASE</u>	<u>MODERATE INCREASE</u>	<u>LARGE INCREASE</u>	<u>NO OTHER COSTS</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Administrative costs	1	2	3	4		7	8
B. Cost of continuing benefits such as health plans during leave	1	2	3	4		7	8
C. Hiring/training costs.....	1	2	3	4		7	8
D. Other costs (SPECIFY)	1	2	3	4	5	7	8

Q27. Has complying with the Federal Family Medical Leave Act resulted in any cost savings at this location, for example, in reducing employee turnover?

YES	1
NO	2 (SKIP TO Q28)
REFUSED	7 (SKIP TO Q28)
DON'T KNOW	8 (SKIP TO Q28)

Q27A. What are these savings?

Q28. How easy or difficult are each of the following activities for your organization? {ITEM FROM LIST}. Would you say very easy, somewhat easy, somewhat difficult, or very difficult?

	<u>VERY EASY</u>	<u>SOMEWHAT EASY</u>	<u>SOMEWHAT DIFFICULT</u>	<u>VERY DIFFICULT</u>	<u>NA</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Maintaining additional record keeping necessary for the Family and Medical Leave Act.....	1	2	3	4	5	-7	-8
B. Determining whether the Act applies to your organization	1	2	3	4	5	-7	-8
C. Determining whether certain employees are eligible for leave under the Act	1	2	3	4	5	-7	-8
D. Coordinating state and federal leave policies.....	1	2	3	4	5	-7	-8
E. Coordinating the Act with other federal laws.....	1	2	3	4	5	-7	-8
F. Coordinating the Act with other leave policies	1	2	3	4	5	-7	-8
G. Coordinating the Act with employee attendance policies.....	1	2	3	4	5	-7	-8
H. Administering FMLA's notification, designation, and certification requirements	1	2	3	4	5	-7	-8
I. Determining if a health condition is a serious health condition under FMLA.	1	2	3	4	5	-7	-8

Q29. FMLA allows employees to take intermittent leave. Has leave taken on an intermittent basis had an impact on this location's productivity?

- YES 1
- NO 2 (SKIP TO Q30)
- REFUSED 7 (SKIP TO Q30)
- DON'T KNOW 8 (SKIP TO Q30)

Q29A. Has this impact on productivity been positive or negative?

- POSITIVE 1
- NEGATIVE 2
- REFUSED 7
- DON'T KNOW 8

Q29B. Would you say this impact on productivity has been small, moderate or large?

- SMALL 1
- MODERATE 2
- LARGE 3
- REFUSED 7
- DON'T KNOW 8

Q30. Has leave taken on an intermittent basis had an impact on this location's profitability?

- YES 1
- NO 2 (SKIP TO Q31)
- REFUSED 7 (SKIP TO Q31)
- DON'T KNOW 8 (SKIP TO Q31)

Q30A. Has this impact on profitability been positive or negative?

- POSITIVE 1
- NEGATIVE 2
- REFUSED 7
- DON'T KNOW 8

Q30B. Would you say this impact on profitability has been small, moderate or large?

- SMALL 1
- MODERATE 2
- LARGE 3
- REFUSED 7
- DON'T KNOW 8

Q31. From which of the following do you get information on the Family and Medical Leave Act?

	<u>YES</u>	<u>NO</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. The U.S. Department of Labor	1	2	7	8
B. The media	1	2	7	8
C. A trade or business group	1	2	7	8
D. An attorney or consultant.....	1	2	7	8
E. A union	1	2	7	8
F. Your employees.....	1	2	7	8
G. The Internet	1	2	7	8
I. Existing company policies or procedures ²	1	2	7	8
H. Some other source (SPECIFY)_____	1	2	7	8

Q32. Which of the following methods, if any, do you use to inform employees of their rights under FMLA?

	<u>YES</u>	<u>NO</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Employee handbook.....	1	2	7	8
B. Notice on bulletin board.....	1	2	7	8
C. Memos.....	1	2	7	8
D. Computer network, Intranet or Email.....	1	2	7	8
E. Oral notification.....	1	2	7	8
F. Some other method (SPECIFY)_____	1	2	7	8

If Q32A, Q32B, Q32C, Q32D, Q32E, and Q32F all = no, ask Q32G, else skip to Q33.

Q32G. Do you inform your employees of their rights under the FMLA?

YES	1
NO.....	2
REFUSED	7
DON'T KNOW	8

² Due to programming constraints, the items could not be re-lettered when item I was added.

Q33. The Family and Medical Leave Act contains several provisions designed to assist in managing employee's use of FMLA leave. I'm going to read to you a list of these provisions and I'd like you to tell me how useful these provisions are in managing your employee's use of FMLA leave. Let's begin. Would you say {ITEM FROM LIST} is very useful, somewhat useful, or not at all useful in managing your employees use of FMLA leave?

	VERY USEFUL	SOMEWHAT USEFUL	NOT AT ALL USEFUL	NA	REFUSED	DON'T KNOW
A. The exception for highly paid key employees.....	1	2	3		7	8
B. Written medical certifications.....	1	2	3		7	8
C. Second and third medical opinions.....	1	2	3		7	8
D. Advance notice of foreseeable leave.....	1	2	3		7	8
E. Transfer to alternative position.....	1	2	3		7	8
F. Any other provision? (Specify)_____	1	2	3	4	7	8

Q34. Overall, how easy or difficult has it been for your organization to comply with the requirements of the Family and Medical Leave Act? Would you say it was...

- Very easy, 1
- Somewhat easy, 2
- Somewhat difficult, or 3
- Very difficult? 4
- REFUSED 7
- DON'T KNOW 8

If there were no FMLA leave takers since January 1, 1999 (Q17 = 0) or respondent said "don't know" or "refused," to Q17, skip to Q36.

Q35. Did any employees at this location take leave under the Family and Medical Leave Act since January 1st of 1999 and then choose NOT to return to work for you?

- YES 1
- NO 2 (SKIP TO Q36)
- REFUSED 7 (SKIP TO Q36)
- DON'T KNOW 8 (SKIP TO Q36)

Q35A. How many of these employees chose not to return?

- REFUSED 999997
- DON'T KNOW 999998

Q35B. Did you attempt to recover from these employees any health insurance benefits to which your organization was entitled?

- YES 1
- NO 2 (SKIP TO Q36)
- REFUSED 7 (SKIP TO Q36)
- DON'T KNOW 8 (SKIP TO Q36)

Q35C. Did you successfully recover these payments?

- YES 1
- NO 2 (SKIP TO Q36)
- REFUSED 7 (SKIP TO Q36)
- DON'T KNOW 8 (SKIP TO Q36)

Q35D. How easy or difficult was it to recover the benefit payment? Would you say...

- Very easy, 1
- Somewhat easy, 2
- Somewhat difficult, or 3
- Very difficult? 4
- REFUSED 7
- DON'T KNOW 8

Q36. Has the Family and Medical Leave Act had any effects at this location NOT already covered in this survey?

- YES 1
- NO 2 (SKIP TO Q41)
- REFUSED 7 (SKIP TO Q41)
- DON'T KNOW 8 (SKIP TO Q41)
- IF YES, SPECIFY _____ (SKIP TO Q41)

Q37. What effect has your family and medical leave policies had on this location's {ITEM FROM LIST}? Would you say a positive effect, a negative effect, or no noticeable effect?

	Positive Effect	Negative Effect	No Noticeable Effect	REFUSED	DON'T KNOW
A. Business productivity.....	1	2	3	7	8
B. Business profitability.....	1	2	3	7	8
C. Business growth.....	1	2	3	7	8
D. Employee productivity.....	1	2	3	7	8
E. Employee absences.....	1	2	3	7	8
F. Employee turnover ³	1	2	3	7	8
H. Employee career advancement.....	1	2	3	7	8
I. Employee morale.....	1	2	3	97	98

³ Due to programming constraints, the items could not be re-lettered when item G was deleted.

Q38. Earlier I told you about the Federal Family and Medical Leave Act of 1993. It gives employees in certain organizations the right to take up to 12 weeks of unpaid, job-guaranteed leave a year for various family and medical reasons.

Imagine for a moment this law applied to your organization. What effect would complying with the law have on this location's {ITEM FROM LIST}? Would you say a positive effect, a negative effect, or no noticeable effect?

	<u>POSITIVE EFFECT</u>	<u>NEGATIVE EFFECT</u>	<u>NO NOTICEABLE EFFECT</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Business productivity.....	1	2	3	7	8
B. Business profitability.....	1	2	3	7	8
C. Business growth.....	1	2	3	7	8
D. Employee productivity.....	1	2	3	7	8
E. Employee absences.....	1	2	3	7	8
F. Employee turnover ⁴	1	2	3	7	8
H. Employee career advancement.....	1	2	3	7	8
I. Employee morale.....	1	2	3	7	8

Q39. To what extent would complying with the Federal Family and Medical Leave Act increase this location's {ITEM FROM LIST}? Would you say no increase, small increase, moderate increase, or a large increase?

	<u>NO INCREASE</u>	<u>SMALL INCREASE</u>	<u>MODERATE INCREASE</u>	<u>LARGE INCREASE</u>	<u>NO COST</u>	<u>REFUSED</u>	<u>DON'T KNOW</u>
A. Administrative costs.....	1	2	3	4		-7	-8
B. Hiring/training costs.....	1	2	3	4		-7	-8
D. Litigation costs.....	1	2	3	4		-7	-8
C. Other costs (SPECIFY).....	1	2	3	4	5	-7	-8

Q40. Would complying with the Federal Family and Medical Leave Act result in any cost savings at this location, for example, in reducing employee turnover?

YES.....	1
NO.....	2
REFUSED.....	7
DON'T KNOW.....	8

⁴ Due to programming constraints, the items could not be re-lettered when item G was deleted.

I have only a few more questions.

Q41. How many other people in your organization did you consult to obtain the information we have asked for in this survey?

NONE.....	0
ONE.....	1
TWO.....	2
THREE.....	3
FOUR OR MORE.....	4
REFUSED.....	7
DON'T KNOW.....	8

Q42. Did you or anyone else check in your organization's records to provide us information requested in this survey?

YES.....	1
NO.....	2
REFUSED.....	7
DON'T KNOW.....	8

Q43. In what year did you begin working in your current position with this organization?

|_|_|_|_|

REFUSED.....	7
DON'T KNOW.....	8

Q44. What is your current job title?

REFUSED.....	7
DON'T KNOW.....	8

Q45. Do you have any other comments or concerns related to family and medical leave issues?

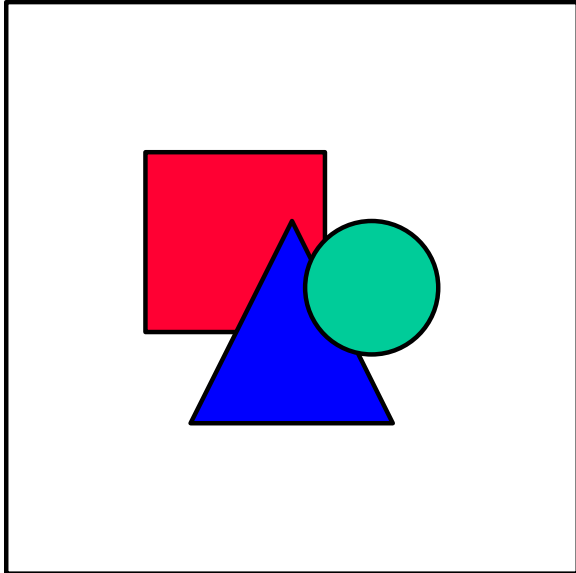
REFUSED.....	7
DON'T KNOW.....	8

APPENDIX F

FMLA COMPLIANCE

GUIDE

Employment Standards Administration
U.S. DOL Wage and Hour Division
FMLA Compliance Guide



[---DISCLAIMER---](#)

[The Family and Medical Leave Act](#) ("FMLA") provides certain employees with up to 12 workweeks of unpaid, job-protected leave a year, and requires group health benefits to be maintained during the leave as if employees continued to work instead of taking leave. This **Compliance Guide** summarizes the FMLA provisions and regulations¹, and provides answers to the most frequently asked questions. More detail on the FMLA may be found in the regulations ([29 CFR Part 825](#)).

Summary

The FMLA became effective **August 5, 1993**, for most employers and employees. (For those covered by a collective bargaining agreement (CBA) in effect on that date, the FMLA became effective on the expiration of the CBA or February 5, 1994, whichever was earlier.)

This law covers only certain employers; affects only those employees eligible for the protections of the law; involves entitlement to leave, maintenance of health benefits during leave, and job restoration after leave; sets requirements for notice and certification of the need for FMLA leave; and protects employees who request or take FMLA leave. The law also includes [certain employer recordkeeping requirements](#).

Purposes of the FMLA

The FMLA allows employees to balance their work and family life by taking reasonable unpaid leave for certain family and medical reasons. The FMLA seeks to accomplish these purposes in a manner that accommodates the legitimate interests of employers, and minimizes the potential for

employment discrimination on the basis of gender, while promoting equal employment opportunity for men and women.

Employer Coverage

FMLA applies to all:

- public agencies, including State, local and Federal employers, and local education agencies (schools); and,
- private sector employers who employ 50 or more employees for at least 20 workweeks in the current or preceding calendar year $\frac{3}{4}$ including joint employers and successors of covered employers.

For FMLA purposes, most Federal and Congressional employees are under the jurisdiction of the U.S. Office of Personnel Management (OPM) or the Congress.

Employee Eligibility

To be eligible for FMLA leave, an employee *must work for a covered employer and:*

1. have worked for that employer for at least 12 months; and
2. have worked at least 1,250 hours during the 12 months prior to the start of the FMLA leave; and,
3. work at a location where at least 50 employees are employed at the location or within 75 miles of the location.

Leave Entitlement

A covered employer must grant an eligible employee up to a total of *12 workweeks of unpaid leave* in a 12 month period for one or more of the following reasons:

- for the birth of a son or daughter, and to care for the newborn child;
- for the placement with the employee of a child for adoption or foster care, and to care for the newly placed child;
- to care for an immediate family member (spouse, child, or parent -- but not a parent "in-law") with a serious health condition; and
- when the employee is unable to work because of a serious health condition.

Leave to care for a newborn child or for a newly placed child must conclude within 12 months after the birth or placement. (See [CFR Section 825.201](#))

Spouses employed by the same employer may be limited to a *combined* total of 12 workweeks of family leave for the [following reasons](#):

- birth and care of a child;
- for the placement of a child for adoption or foster care, and to care for the newly placed child; and,
- to care for an employee's parent who has a serious health condition.

[Intermittent/Reduced Schedule Leave](#) - The FMLA permits employees to take leave on an intermittent basis or to work a reduced schedule under certain circumstances. (CFR Section 203)

- Intermittent/reduced schedule leave may be taken when [medically necessary](#) to care for a seriously ill family member, or because of the employee's serious health condition.
- Intermittent/reduced schedule leave may be taken to care for a newborn or newly placed adopted or foster care child only with the employer's approval.

Only the amount of leave actually taken while on intermittent/reduced schedule leave may be charged as FMLA leave. Employees may not be required to take more FMLA leave than necessary to address the circumstances that cause the need for leave. Employers may account for FMLA leave in the shortest period of time that their payroll systems use, provided it is one hour or less. (See [CFR Section 825-205](#))

Employees needing intermittent/reduced schedule leave for foreseeable medical treatment must work with their employers to schedule the leave so as not to unduly disrupt the employer's operations, subject to the approval of the employee's health care provider. In such cases, the employer may transfer the employee temporarily to an [alternative job](#) with equivalent pay and benefits that accommodates recurring periods of leave better than the employee's regular job.

Substitution of Paid Leave - Employees may choose to use, **or** employers may require the employee to use, accrued **paid** leave to cover some or all of the FMLA leave taken. Employees may choose, or employers may require, the substitution of accrued **paid** vacation or personal leave for any of the situations covered by FMLA. The substitution of accrued sick or family leave is limited by the employer's policies governing the use of such leave.

Serious Health Condition - "Serious health condition" means an illness, injury, impairment, or physical or mental condition that involves:

- any period of incapacity or treatment connected with inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical care facility; or
- a period of incapacity requiring absence of more than **three calendar days** from work, school, or other regular daily activities that also involves continuing treatment by (or under the supervision of) a health care provider; or
- any period of incapacity due to pregnancy, or for prenatal care; or
- any period of incapacity (or treatment therefor) due to a chronic serious health condition (e.g., asthma, diabetes, epilepsy, etc.); or
- a period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective (e.g., Alzheimer's, stroke, terminal diseases, etc.); or,
- any absences to receive multiple treatments (including any period of recovery therefrom) by, or on referral by, a health care provider for a condition that likely would result in incapacity of more than three consecutive days if left untreated (e.g., chemotherapy, physical therapy, dialysis, etc.).

Medical Certification - An employer may require that the need for leave for a serious health condition of the employee or the employee's immediate family member be supported by a certification issued by a health care provider. The employer must allow the employee at least **15 calendar days** to obtain the medical certification.

An employer may, at its own expense, require the employee to obtain a second medical certification from a health care provider. The employer may choose the health care provider for

the second opinion, except that in most cases the employer may not regularly contract with or otherwise regularly use the services of the health care provider. If the opinions of the employee's and the employer's designated health care providers differ, the employer may require the employee to obtain certification from a third health care provider, again at the employer's expense. This third opinion shall be final and binding. The third health care provider must be approved jointly by the employer and the employee. The "Certification of Health Care Provider" (optional form [WH-380](#)) may be used to obtain the certifications.

Health Care Provider - Health care providers who may provide certification of a serious health condition include:

- doctors of medicine or osteopathy authorized to practice medicine or surgery (as appropriate) by the State in which the doctor practices;
- podiatrists, dentists, clinical psychologists, optometrists, and chiropractors (limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by X-ray to exist) authorized to practice in the State and performing within the scope of their practice under State law;
- nurse practitioners, nurse-midwives, and clinical social workers authorized to practice under State law and performing within the scope of their practice as defined under State law;
- Christian Science practitioners listed with the First Church of Christ, Scientist in Boston, Massachusetts;
- any health care provider recognized by the employer or the employer's group health plan's benefits manager; and,
- a health care provider listed above who practices in a country other than the United States and who is authorized to practice under the laws of that country.

Maintenance of Health Benefits

A covered employer is required to maintain group health insurance coverage, including family coverage, for an employee on FMLA leave on the same terms as if the employee continued to work.

Where appropriate, arrangements will need to be made for employees taking unpaid FMLA leave to pay their share of health insurance premiums. For example, if the group health plan involves co-payments by the employer and the employee, an employee on unpaid FMLA leave must make arrangements to pay his or her normal portion of the insurance premiums to maintain insurance coverage, as must the employer. Such payments may be made under any arrangement voluntarily agreed to by the employer and employee.

An employer's obligation to maintain health benefits under FMLA stops if and when an employee informs the employer of an intent not to return to work at the end of the leave period, or if the employee fails to return to work when the FMLA leave entitlement is exhausted. The

employer's obligation also stops if the employee's premium payment is more than 30 days late and the employer has given the employee written notice at least 15 days in advance advising that coverage will cease if payment is not received.

In some circumstances, the employer may recover premiums it paid to maintain health insurance coverage for an employee who fails to return to work from FMLA leave.

Other Benefits - Other benefits, including cash payments chosen by the employee instead of group health insurance coverage, need not be maintained during periods of unpaid FMLA leave.

Certain types of earned benefits, such as seniority or paid leave, need not continue to accrue during periods of unpaid FMLA leave provided that such benefits do not accrue for employees on other types of unpaid leave. For other benefits, such as elected life insurance coverage, the employer and the employee may make arrangements to continue benefits during periods of unpaid FMLA leave. An employer may elect to continue such benefits to ensure that the employee will be eligible to be restored to the same benefits upon returning to work. At the conclusion of the leave, the employer may recover only the employee's share of premiums it paid to maintain other "non-health" benefits during unpaid FMLA leave.

Job Restoration

Upon return from FMLA leave, an employee must be restored to his or her original job, or to an "**equivalent**" job, which means virtually identical to the original job in terms of pay, benefits, and other employment terms and conditions.

In addition, an employee's use of FMLA leave cannot result in the loss of any employment benefit that the employee earned or was entitled to before using (but not necessarily during) FMLA leave.

"Key" Employee Exception - Under limited circumstances where restoration to employment will cause "substantial and grievous economic injury" to its operations, an employer may refuse to reinstate certain highly-paid, salaried "key" employees. In order to do so, the employer must notify the employee in writing of his/her status as a "key" employee (as defined by FMLA), the reasons for denying job restoration, and provide the employee a reasonable opportunity to return to work after so notifying the employee.

Notice

Employee Notice - Eligible employees seeking to use FMLA leave *may* be required to provide:

- 30-day advance notice of the need to take FMLA leave when the need is foreseeable;
- notice "as soon as practicable" when the need to take FMLA leave is not foreseeable ("as soon as practicable" generally means at least verbal notice to the employer within **one or two business days** of learning of the need to take FMLA leave);
- sufficient information for the employer to understand that the employee needs leave for FMLA-qualifying reasons (the employee need not mention FMLA when requesting leave to meet this requirement, but may only explain why the leave is needed); and,

- where the employer was not made aware that an employee was absent for FMLA reasons and the employee wants the leave counted as FMLA leave, timely notice (generally within **two business days** of returning to work) that leave was taken for an FMLA-qualifying reason.

Employer Notices - Covered employers must take the following steps to provide information to employees about FMLA:

- post a notice approved by the Secretary of Labor (**WH Publication 1420**) explaining rights and responsibilities under FMLA;
- include information about employee rights and obligations under FMLA in employee handbooks or other written material, including Collective Bargaining Agreements (CBAs); or
- if handbooks or other written material do not exist, provide general written guidance about employee rights and obligations under FMLA whenever an employee requests leave (a copy of [Fact Sheet No. ESA 95-24](#) will fulfill this requirement); and
- provide a written notice designating the leave as FMLA leave and detailing specific expectations and obligations of an employee who is exercising his/her FMLA entitlements. The employer may use the "Employer Response to Employee Request for Family or Medical Leave" (optional form [WH-381](#)) to meet this requirement. This employer notice should be provided to the employee within **one or two business days** after receiving the employee's notice of need for leave and include the following:
 - that the leave will be counted against the employee's annual FMLA leave entitlement;
 - any requirements for the employee to furnish medical certification and the consequences of failing to do so;
 - the employee's right to elect to use accrued paid leave for unpaid FMLA leave and whether the employer will require the use of paid leave, and the conditions related to using paid leave;
 - any requirement for the employee to make co-premium payments for maintaining group health insurance and the arrangement for making such payments;
 - any requirement to present a fitness-for-duty certification before being restored to his/her job;
 - rights to job restoration upon return from leave;
 - employee's potential liability for reimbursement of health insurance premiums paid by the employer during the leave if the employee fails to return to work after taking FMLA leave; and
 - whether the employee qualifies as a "key" employee and the circumstances under which the employee may not be restored to his or her job following leave.

Unlawful Acts

FMLA makes it unlawful for any employer to interfere with, restrain, or deny the exercise of any right provided by this law. It is also unlawful for an employer to discharge or discriminate against any individual for opposing any practice, or because of involvement in any proceeding, related to FMLA.

Employers cannot use the taking of FMLA leave as a negative factor in employment actions, such as hiring, promotions, or disciplinary actions; nor can FMLA leave be counted under "no fault" attendance policies.

Enforcement

FMLA is enforced by the Wage and Hour Division of the U.S. Department of Labor's Employment Standards Administration. This agency investigates complaints of violations. If violations cannot be satisfactorily resolved, the Department may bring action in court to compel compliance.

An eligible employee may bring a private civil action against an employer for violations. An employee is not required to file a complaint with the Wage and Hour Division prior to bringing such action.

Other Provisions

Some special rules apply to *employees of local education agencies*. Generally, these rules provide for FMLA leave to be taken in blocks of time when the leave is needed intermittently or when leave is required near the end of a school term (semester).

Several States and other jurisdictions also have family or medical leave laws. If both the Federal law and a State law apply to an employer's operations, an employee is entitled to the most generous benefit provided under either law.

Employers may also provide family and medical leave that is more generous than the FMLA leave requirements.

The FMLA does not modify or affect any Federal or State law which prohibits discrimination.