



1995 Family and Medical Leave Act (FMLA) Surveys Public Use Data

Public use datasets conform to federal policy guidelines and are checked for disclosure risk prior to release.

Release Date: April 30, 1996

Learn More About the Study:

- [A Workable Balance: Report to Congress on Family and Medical Leave Policies](#)

Brief Description: Survey data files from the 1995 employee and worksite FMLA survey.

List of Data files:

Filename: [FMLAMICH.sas7bdat](#) (SAS; 1.05 MB)

Number of Variables: 180

Summary of Variables: [See Appendix A](#)

Number of Observations: 2,256

Filename: [Michform.sas7bdat](#) (SAS; 59.11 KB)

Number of Variables: 17

Summary of Variables: [See Appendix B](#)

Number of Observations: 807

Filename: [Roster.sas7bdat](#) (SAS; 138.80 KB)

Number of Variables: 50

Summary of Variables: [Appendix C](#)

Number of Observations: 2,256

Filename: [Westpub.sas7bdat](#) (SAS; 1.40 KB)

Number of Variables: 337

Summary of Variables: [Appendix D](#)

Number of Observations: 1,206

Links to Codebooks, Documentation, and Instruments:

- [1995 Family Medical Leave Act \(FMLA\) Survey Data Files](#)

Time Period of Data Collection: 1995

Geographic Coverage: National

Detailed Coverage:



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- The Dun & Bradstreet DUNS Market Services file (DMS) served as the sample frame for the worksite survey.
- The target population of the Employee Survey was employees aged 18 or older who lived in the continental United States in a household with a telephone; and who had been employed for pay (private or public sector) any time within approximately the last 18 months, between January 1, 1994 and the time of the interview, in the Spring/Summer of 1995.

Study Populations: Adult Workers

Available Disaggregations: Age, Gender, Race & Ethnicity, Disability Status

Unit(s) of Observation: Individuals and Employers

Topics: Worker Leave

Research Method: Survey

DOL Partner Agency: Wage and Hour Division

Sampling Method:

- The sample design that the Employer Survey used was a stratified, probability sample of private-sector business establishments in the United States, with strata defined by size of the establishment and major industrial classification (SIC) division. The Dun & Bradstreet DUNS Market Services file (DMS) served as the sample frame.
- The Employee Survey was a national random sample telephone survey of households. The target population of the Employee Survey was employees aged 18 or older who lived in the continental United States in a household with a telephone; and who had been employed for pay (private or public sector) any time within approximately the last 18 months, between January 1, 1994 and the time of the interview, in the Spring/Summer of 1995. The sample design allowed for more than one respondent to be selected from a household. When a household was contacted, all eligible residents were listed and screened for eligibility. To achieve fixed sample size allocations for each of the three respondent categories, a category-specific subselection rate was applied for each eligible person and the person was either selected for interview or subsampled out.

The Department of Labor's (DOL) Chief Evaluation Office (CEO) sponsors independent evaluations and research, primarily conducted by external, third-party contractors in accordance with the [Department of Labor Evaluation Policy](#). CEO's [research development process](#) includes extensive technical review at the design, data collection and analysis stage, including: external contractor review and OMB review and approval of data collection methods and instruments per the Paperwork Reduction Act (PRA), Institutional Review Board (IRB) review to ensure studies adhere to the highest ethical standards, review by academic peers (e.g., Technical Working Groups), and inputs from relevant DOL agency and program officials and



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CEO technical staff. Final reports undergo an additional independent expert technical review and a review for Section 508 compliance prior to publication. The resulting reports represent findings from this independent research and do not represent DOL positions or policies.



1995 Family and Medical Leave Act (FMLA) Surveys Public Use Data

Appendix A

obs: 2,256 FMLAMICH
vars: 180

variable name	storage type	display format	value label	variable label
AGE	str2	%6s		
SEX	str1	%5s		
SAMPLEID	str7	%11s		
V1	int	%10.0g		
V7	byte	%10.0g		
V8	byte	%10.0g		
V9	byte	%10.0g		
V10	byte	%10.0g		
V11	byte	%10.0g		
V12	byte	%10.0g		
V13	byte	%10.0g		
V14	byte	%10.0g		
V15	byte	%10.0g		
V16	byte	%10.0g		
V17	byte	%10.0g		
V18	byte	%10.0g		
V19	byte	%10.0g		
V20	byte	%10.0g		
V21	byte	%10.0g		
V22	byte	%10.0g		
V23	byte	%10.0g		
V24	byte	%10.0g		
V25	byte	%10.0g		
V26	byte	%10.0g		
V27	byte	%10.0g		
V28	byte	%10.0g		
V29	byte	%10.0g		
V30	byte	%10.0g		
V31	byte	%10.0g		
V32	byte	%10.0g		
V33	byte	%10.0g		
V34	byte	%10.0g		
V35	byte	%10.0g		
V36	byte	%10.0g		
V37	byte	%10.0g		
V38	byte	%10.0g		
V39	byte	%10.0g		
V40	byte	%10.0g		
V41	byte	%10.0g		
V42	byte	%10.0g		
V43	byte	%10.0g		
V44	byte	%10.0g		
V45	byte	%10.0g		



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V46	byte	%10.0g
V47	byte	%10.0g
V48	byte	%10.0g
V49	byte	%10.0g
V50	byte	%10.0g
V51	byte	%10.0g
V52	byte	%10.0g
V53	byte	%10.0g
V54	byte	%10.0g
V55	byte	%10.0g
V56	byte	%10.0g
V57	byte	%10.0g
V58	byte	%10.0g
V59	byte	%10.0g
V60	byte	%10.0g
V61	byte	%10.0g
V62	byte	%10.0g
V63	byte	%10.0g
V64	byte	%10.0g
V65	byte	%10.0g
V66	byte	%10.0g
V67	byte	%10.0g
V68	byte	%10.0g
V69	byte	%10.0g
V70	byte	%10.0g
V71	byte	%10.0g
V72	byte	%10.0g
V73	byte	%10.0g
V74	byte	%10.0g
V75	byte	%10.0g
V76	byte	%10.0g
V77	byte	%10.0g
V78	byte	%10.0g
V79	byte	%10.0g
V80	byte	%10.0g
V81	double	%10.0g
V82	byte	%10.0g
V83	byte	%10.0g
V84	byte	%10.0g
V85	byte	%10.0g
V86	byte	%10.0g
V87	byte	%10.0g
V88	byte	%10.0g
V89	byte	%10.0g
V90	byte	%10.0g
V91	byte	%10.0g
V92	byte	%10.0g
V93	byte	%10.0g
V94	byte	%10.0g
V95	byte	%10.0g
V96	byte	%10.0g



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V97	byte	%10.0g
V98	byte	%10.0g
V99	byte	%10.0g
V100	byte	%10.0g
V101	byte	%10.0g
V102	byte	%10.0g
V103	byte	%10.0g
V104	byte	%10.0g
V105	byte	%10.0g
V106	byte	%10.0g
V107	byte	%10.0g
V108	byte	%10.0g
V109	byte	%10.0g
V110	byte	%10.0g
V111	byte	%10.0g
V112	byte	%10.0g
V113	byte	%10.0g
V114	byte	%10.0g
V115	byte	%10.0g
V116	long	%10.0g
V117	byte	%10.0g
V118	byte	%10.0g
V119	byte	%10.0g
V120	byte	%10.0g
V121	byte	%10.0g
V122	byte	%10.0g
V123	byte	%10.0g
V124	byte	%10.0g
V125	byte	%10.0g
V126	byte	%10.0g
FINALWGT	double	%10.0g
CPSWGT	double	%10.0g
RMARITAL	str12	%16s
RRACEETH	str8	%12s
RHAVCHLD	str9	%13s
REDUCCAT	str16	%20s
RINCOME	str7	%11s
RAGECAT	str5	%9s
RUNIONST	str4	%8s
RCOMPENS	str10	%14s
RCOVSITE	str3	%7s
RCOVELIG	str3	%7s
R5YRNEED	str13	%17s
R5YRREA1	str3	%7s
R5YRREA2	str3	%7s
R5YRREA3	str3	%7s
R5YRREA4	str3	%7s
R5YRREA5	str3	%7s
R5YRREA6	str3	%7s
RHAVLEAV	str3	%7s
RBURDCOW	str3	%7s



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RREASNLV	str12	%16s
RLENGTHL	str10	%14s
RLVPAID	str10	%14s
RLOSTWA1	str5	%9s
RLOSTWA2	str5	%9s
RLOSTWA3	str5	%9s
RLOSTWA4	str5	%9s
RLOSTWA5	str5	%9s
RLOSTWA6	str5	%9s
RLOSTWA7	str5	%9s
RRETNWORK	str13	%17s
REASETAK	str14	%18s
RSATISLV	str17	%21s
RWORRY1	str5	%9s
RWORRY2	str5	%9s
RWORRY3	str5	%9s
RWORKCV1	str7	%11s
RWORKCV2	str7	%11s
RWORKCV3	str7	%11s
RWORKCV4	str7	%11s
RREANDL1	str3	%7s
RREANDL2	str3	%7s
RREANDL3	str3	%7s
RREANDL4	str3	%7s
RREANDL5	str3	%7s
RREANDL6	str3	%7s
RREANDL7	str3	%7s
RREANOT1	str5	%9s
RREANOT2	str5	%9s
RREANOT3	str5	%9s
RREANOT4	str5	%9s
RREANOT5	str5	%9s
RREANOT6	str5	%9s
RREANOT7	str5	%9s
RREANOT8	str5	%9s



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Appendix B

Contains data
obs: 807
vars: 17

MICHFORM

variable name	storage type	display format	value label	variable label
FMTNAME	str6	%10s		Format name
START	str16	%20s		Starting value for format
END	str16	%20s		Ending value for format
LABEL	str17	%21s		Format value label
MIN	byte	%10.0g		Minimum length
MAX	byte	%10.0g		Maximum length
DEFAULT	byte	%10.0g		Default length
LENGTH	byte	%10.0g		Format length
FUZZ	double	%10.0g		Fuzz value
PREFIX	str1	%5s		Prefix characters
MULT	byte	%10.0g		Multiplier
FILL	str1	%5s		Fill character
NOEDIT	byte	%10.0g		Is picture string noedit?
TYPE	str1	%5s		Type of format
SEXCL	str1	%5s		Start exclusion
EEXCL	str1	%5s		End exclusion
HLO	str1	%5s		Additional information



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Appendix C

Contains data
obs: 2,256 ROSTER
vars: 50

variable name	storage type	display format	value label	variable label
HHID	int	%10.0g		
PER1	byte	%10.0g		
SEX1	byte	%10.0g		
AGE1	byte	%10.0g		
ELIG1	byte	%10.0g		
STATUS1	byte	%10.0g		
PER2	byte	%10.0g		
SEX2	byte	%10.0g		
AGE2	byte	%10.0g		
ELIG2	byte	%10.0g		
STATUS2	byte	%10.0g		
PER3	byte	%10.0g		
SEX3	byte	%10.0g		
AGE3	byte	%10.0g		
ELIG3	byte	%10.0g		
STATUS3	byte	%10.0g		
PER4	byte	%10.0g		
SEX4	byte	%10.0g		
AGE4	byte	%10.0g		
ELIG4	byte	%10.0g		
STATUS4	byte	%10.0g		
PER5	byte	%10.0g		
SEX5	byte	%10.0g		
AGE5	byte	%10.0g		
ELIG5	byte	%10.0g		
STATUS5	byte	%10.0g		
PER6	byte	%10.0g		
SEX6	byte	%10.0g		
AGE6	byte	%10.0g		
ELIG6	byte	%10.0g		
STATUS6	byte	%10.0g		
PER7	byte	%10.0g		
SEX7	byte	%10.0g		
AGE7	byte	%10.0g		
ELIG7	byte	%10.0g		
STATUS7	byte	%10.0g		
PER8	byte	%10.0g		
SEX8	byte	%10.0g		
AGE8	byte	%10.0g		
ELIG8	byte	%10.0g		
STATUS8	byte	%10.0g		
PER9	byte	%10.0g		



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SEX9 byte %10.0g
AGE9 byte %10.0g
ELIG9 byte %10.0g
STATUS9 byte %10.0g
ID str6 %10s
PN byte %10.0g
STATE str2 %6s
SAMPLEID str7 %11s



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Appendix D

Contains data

obs: 1,206

WESTPUB

vars: 337

variable name	storage	display	value	label	variable label
MAJSIC	str1	%5s			MAJOR SIC DIVISIONS (FMLA3.SAS)
Q3	str1	%5s			ARE THERE PEOPLE AT OTHER LOCATIONS
Q3A	str1	%5s			HAVE OTHER SITES WITHIN 75 MILES
Q3B	str1	%5s			HOW MANY EMPLOYEES TOTAL WITHIN 75 MILES
Q4AA	str1	%5s			EMPLOYEE'S OWN HEALTH: UP TO 12 WEEKS
Q4AB	str1	%5s			EMPLOYEE'S OWN HEALTH: HEALTH BENEFITS
Q4AC	str1	%5s			EMPLOYEE'S OWN HEALTH: JOB GUARANTEE
Q4BA	str1	%5s			MOTHERS MATERNITY: UP TO 12 WEEKS
Q4BB	str1	%5s			MOTHERS MATERNITY: HEALTH BENEFITS
Q4BC	str1	%5s			MOTHERS MATERNITY: JOB GUARANTEE
Q4CA	str1	%5s			PARENTS NEWBORN CARE: UP TO 12 WEEKS
Q4CB	str1	%5s			PARENTS NEWBORN CARE: HEALTH BENEFITS
Q4CC	str1	%5s			PARENTS NEWBORN CARE: JOB GUARANTEE
Q4DA	str1	%5s			ADOPTION/FOSTER CARE: UP TO 12 WEEKS
Q4DB	str1	%5s			ADOPTION/FOSTER CARE: HEALTH BENEFITS
Q4DC	str1	%5s			ADOPTION/FOSTER CARE: JOB GUARANTEE
Q4EA	str1	%5s			SERIOUS HEALTH CARE: UP TO 12 WEEKS
Q4EB	str1	%5s			SERIOUS HEALTH CARE: HEALTH BENEFITS
Q4EC	str1	%5s			SERIOUS HEALTH CARE: JOB GUARANTEE
Q4FA1	str1	%5s			OTHER SPECIFY (1): UP TO 12 WEEKS
Q4FB1	str1	%5s			OTHER SPECIFY (1): HEALTH BENEFITS
Q4FC1	str1	%5s			OTHER SPECIFY (1): JOB GUARANTEE
Q4FA2	str1	%5s			OTHER SPECIFY (2): UP TO 12 WEEKS



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Q4FB2	str1	%5s	OTHER SPECIFY (2): HEALTH BENEFITS
Q4FC2	str1	%5s	OTHER SPECIFY (2): JOB GUARANTEE
Q5A	str1	%5s	ORG. PROVIDE: JOB GUARANTEE LEAVE 12+ WK
Q5B	str1	%5s	ORG. PROVIDE: JOB GUARANTEE WORKED < 12
Q5C	str1	%5s	ORG. PROVIDE: JOB GUARANTEE < 1250 HOURS
Q6A	str1	%5s	ORG. PROVIDE: PAID LEAVE
Q6B	str1	%5s	ORG. PROVIDE: CONTRIBUTIONS TO PENSION
Q6C	str1	%5s	ORG. PROVIDE: CONTRIBUTIONS TO LIFE INS
Q6D	str1	%5s	ORG. PROVIDE: CONTRIBUTIONS TO DIS INS
Q7	str1	%5s	WHEN DID ORGANIZATION FIRST ESTAB POLICY
Q8A	str1	%5s	FACTORS CONSIDERED: RETURN TO WORK ASAP
Q8B	str1	%5s	FACTORS CONSIDERED: COST OF REPLACEMENTS
Q8C	str1	%5s	FACTORS CONSIDERED: MAINTAIN HIGH MORALE
Q8D	str1	%5s	FACTORS CONSIDERED: LONG-TERM COMMITMENT
Q8E	str1	%5s	FACTORS CONSIDERED: COMPLY WITH LAWS
Q8F1	str1	%5s	FACTORS CONSIDERED: OTHER SPECIFY (1)
Q8F2	str1	%5s	FACTORS CONSIDERED: OTHER SPECIFY (2)
Q9	str1	%5s	DOES THIS LOCATION HAVE LEAVE LAWS
Q9A	str1	%5s	DO THESE LAWS APPLY TO YOUR ORGANIZATION
Q10	str1	%5s	DOES THE FMLA APPLY TO THIS LOCATION
Q11	int	%10.0g	HOW MANY EMPLOYEES TAKEN LEAVE SINCE 1/1
Q12_1995	int	%10.0g	HOW MANY EMPLOYEES TAKEN 3+ DAYS: 1995
Q12_1994	int	%10.0g	HOW MANY EMPLOYEES TAKEN 3+ DAYS: 1994
Q12_1993	int	%10.0g	HOW MANY EMPLOYEES TAKEN 3+ DAYS: 1993
Q12_1992	int	%10.0g	HOW MANY EMPLOYEES TAKEN 3+ DAYS: 1992
Q12A	str1	%5s	WHAT WAS AVERAGE LENGTH OF LEAVE
Q12B	long	%10.0g	HOW MANY LEAVE TAKERS WERE FEMALE



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Q12C_16	int	%10.0g	HOW MANY LEAVE TAKERS WERE 16-34
Q12C_35	int	%10.0g	HOW MANY LEAVE TAKERS WERE 35-49
Q12C_50	int	%10.0g	HOW MANY LEAVE TAKERS WERE 50+
Q12D	long	%10.0g	HOW MANY LEAVE TAKERS EMPLOYED < 1 YEAR
Q13AA	int	%10.0g	EMPLOYEE'S OWN HEALTH: TOT LEAVE TAKERS
Q13AB	long	%10.0g	EMPLOYEE'S OWN HEALTH: FEMALE EMPLOYEES
Q13AC	byte	%10.0g	EMPLOYEE'S OWN HEALTH: AVERAGE LEAVE WKS
Q13BA	int	%10.0g	MOTHERS MATERNITY: TOT LEAVE TAKERS
Q13BC	byte	%10.0g	MOTHERS MATERNITY: AVERAGE LEAVE WKS
Q13CA	byte	%10.0g	PARENTS NEWBORN CARE: TOT LEAVE TAKERS
Q13CB	long	%10.0g	PARENTS NEWBORN CARE: FEMALE EMPLOYEES
Q13CC	byte	%10.0g	PARENTS NEWBORN CARE: AVERAGE LEAVE WKS
Q13DA	long	%10.0g	ADOPTION/FOSTER CARE: TOT LEAVE TAKERS
Q13DB	long	%10.0g	ADOPTION/FOSTER CARE: FEMALE EMPLOYEES
Q13DC	byte	%10.0g	ADOPTION/FOSTER CARE: AVERAGE LEAVE WKS
Q13EA	int	%10.0g	SERIOUS CARE CHILD: TOT LEAVE TAKERS
Q13EB	long	%10.0g	SERIOUS CARE CHILD: FEMALE EMPLOYEES
Q13EC	byte	%10.0g	SERIOUS CARE CHILD: AVERAGE LEAVE WKS
Q13FA	int	%10.0g	SERIOUS CARE SPOUSE: TOT LEAVE TAKERS
Q13FB	long	%10.0g	SERIOUS CARE SPOUSE: FEMALE EMPLOYEES
Q13FC	byte	%10.0g	SERIOUS CARE SPOUSE: AVERAGE LEAVE WKS
Q13GA	int	%10.0g	SERIOUS CARE PARENT: TOT LEAVE TAKERS
Q13GB	long	%10.0g	SERIOUS CARE PARENT: FEMALE EMPLOYEES
Q13GC	byte	%10.0g	SERIOUS CARE PARENT: AVERAGE LEAVE WKS
Q13HA1	byte	%10.0g	OTHER SPECIFY (1): TOT LEAVE TAKERS
Q13HB1	long	%10.0g	OTHER SPECIFY (1): FEMALE EMPLOYEES
Q13HC1	byte	%10.0g	OTHER SPECIFY (1): AVERAGE LEAVE WKS



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Q13HA2	byte	%10.0g	OTHER SPECIFY (2): TOT LEAVE TAKERS
Q13HB2	byte	%10.0g	OTHER SPECIFY (2): FEMALE EMPLOYEES
Q13HC2	byte	%10.0g	OTHER SPECIFY (2): AVERAGE LEAVE WKS
Q14A	int	%10.0g	LEAVE TAKERS: RETURNED TO WORK/EMPLOYED
Q14B	int	%10.0g	LEAVE TAKERS: RETURNED/NOT EMPLOYED
Q14C	byte	%10.0g	LEAVE TAKERS: WANTED RETURN/NO JOB AVAIL
Q14D	int	%10.0g	LEAVE TAKERS: CHOSE NOT TO RETURN
Q14E	int	%10.0g	LEAVE TAKERS: ARE STILL ON LEAVE
Q15A	str1	%5s	WORK COVERAGE: ASSIGN TO OTHER EMPLOYEES
Q15B	str1	%5s	WORK COVERAGE: HIRE OUTSIDE REPLACEMENT
Q15C	str1	%5s	WORK COVERAGE: HIRE PERMENANENT REPLACE
Q15D	str1	%5s	WORK COVERAGE: PUT WORK ON HOLD
Q15E	str1	%5s	WORK COVERAGE: EMPLOYEE WORKS AT HOME
Q15F	str1	%5s	WORK COVERAGE: OTHER SPECIFY
Q16	str1	%5s	DID ORG LEAVE POLICIES CHANGE SINCE FMLA
Q16A	str1	%5s	HOW POLICY CHANGED: LEAVE JOB GUARANTEED
Q16B	str1	%5s	HOW POLICY CHANGED: HEALTH INS CONTINUED
Q16C	str1	%5s	HOW POLICY CHANGED: MORE LEAVE REASONS
Q16D	str1	%5s	HOW POLICY CHANGED: LONGER LEAVE TIME
Q16E	str1	%5s	HOW POLICY CHANGED: MALE LEAVE
Q16F	str1	%5s	HOW POLICY CHANGED: ELIGIBILITY EASED
Q16G1	str1	%5s	HOW POLICY CHANGED: OTHER SPECIFY (1)
Q16G2	str1	%5s	HOW POLICY CHANGED: OTHER SPECIFY (2)
Q17	str1	%5s	HAS ORGANIZATION REDUCED OTHER BENEFITS
Q17A	str1	%5s	OTHER BENEFITS REDUCED: PAID VACATION
Q17B	str1	%5s	OTHER BENEFITS REDUCED: HEALTH CONTRIBS
Q17C	str1	%5s	OTHER BENEFITS REDUCED: PENSION CONTRIBS
Q17D	str1	%5s	OTHER BENEFITS REDUCED: LIFE



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Q17E	str1	%5s	INSURANCE OTHER BENEFITS REDUCED:
Q17F	str1	%5s	DISABILITY INS OTHER BENEFITS REDUCED: OTHER
Q18A	str1	%5s	SPECIFY FMLA COMPLY EFFECT: BUSINESS
Q18B	str1	%5s	PRODUCTION FMLA COMPLY EFFECT: BUSINESS
Q18C	str1	%5s	PROFIT FMLA COMPLY EFFECT: BUSINESS
Q18D	str1	%5s	GROWTH FMLA COMPLY EFFECT: EMPLOYEE
Q18E	str1	%5s	PRDUCTION FMLA COMPLY EFFECT: EMPLOYEE
Q18F	str1	%5s	ABSENCES FMLA COMPLY EFFECT: EMPLOYEE
Q18G	str1	%5s	TURNOVER FMLA COMPLY EFFECT: EMPLOYEE
Q18H	str1	%5s	CARE ABIL. FMLA COMPLY EFFECT: EMPLOYEE
Q19A	str1	%5s	CAREER ADV FMLA COMPLY INCREASES: ADMIN
Q19B	str1	%5s	COSTS FMLA COMPLY INCREASES: BENEFITS
Q19C	str1	%5s	COSTS FMLA COMPLY INCREASES: HIRING
Q19D1	str1	%5s	COSTS FMLA COMPLY INCREASES: OTHER
Q19D2	str1	%5s	COSTS (1) FMLA COMPLY INCREASES: OTHER
Q20A	str1	%5s	COSTS (2) FMLA COMPLY RESULTED IN COSTS
Q21A	str1	%5s	SAVINGS EASE/DIFF ACTIVITIES: RECORD
Q21B	str1	%5s	KEEPING EASE/DIFF ACTIVITIES: IF ACT
Q21C	str1	%5s	APPLIES EASE/DIFF ACTIVITIES: EMPLOYEES
Q21D	str1	%5s	ELIGIBLE EASE/DIFF ACTIVITIES: STATE/FED
Q21E	str1	%5s	POLICY EASE/DIFF ACTIVITIES: OTHER FED
Q21F	str1	%5s	LAWS EASE/DIFF ACTIVITIES:
Q21G	str1	%5s	PRE-EXISTING LAWS EASE/DIFF ACTIVITIES:
Q22A	str1	%5s	INTERMITTENT USE SOURCE FOR FMLA: US DEPT OF
Q22B	str1	%5s	LABOR SOURCE FOR FMLA: MEDIA
Q22C	str1	%5s	SOURCE FOR FMLA: TRADE/BUSINESS



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Question ID	Format	Length	Description
			GROUP
Q22D	str1	%5s	SOURCE FOR FMLA: ATTORNEY/CONSULTANT
Q22E	str1	%5s	SOURCE FOR FMLA: UNION
Q22F	str1	%5s	SOURCE FOR FMLA: YOUR EMPLOYEES
Q22G	str1	%5s	SOURCE FOR FMLA: OTHER SOURCE
			SPECIFY
Q23	str1	%5s	ORG OBTAIN OUTSIDE COMPLIANCE ASSISTANCE
Q23AA	str1	%5s	WHERE OBTAIN ASSISTANCE: US DEPT LABOR
Q23AB	str1	%5s	WHERE OBTAIN ASSISTANCE: TRADE/BUS GROUP
Q23AC	str1	%5s	WHERE OBTAIN ASSISTANCE: ATTORNEY/CONSUL
Q23AD	str1	%5s	WHERE OBTAIN ASSISTANCE: OTHER TYPE HELP
Q23B	str1	%5s	ORG INCUR COST IN OBTAINING ASSISTANCE
Q23C	long	%10.0g	WHAT WAS COST FOR OBTAINING ASSISTANCE
Q24A	str1	%5s	HELPFUL PROVISIONS: HIGH-PAID EMPLOYEE
Q24B	str1	%5s	HELPFUL PROVISIONS: WRITTEN MEDICAL CERT
Q24C	str1	%5s	HELPFUL PROVISIONS: 2ND MEDICAL OPINION
Q24D	str1	%5s	HELPFUL PROVISIONS: ADVANCE NOTICE
Q24E	str1	%5s	HELPFUL PROVISIONS: TRANSFER TO ALT POS
Q24F	str1	%5s	HELPFUL PROVISIONS: ANY OTHER PROVISION
Q25	str1	%5s	EASE/DIFF TO COMPLY W/ FMLA REQUIREMENTS
Q26	str1	%5s	ANY LEAVE TAKERS CHOOSE NOT TO RETURN
Q26A	long	%10.0g	HOW MANY LEAVE TAKERS CHOSE NOT RETURN
Q26B	str1	%5s	DID ORG ATTEMPT HEALTH BENEFIT RECOVERY
Q26C	str1	%5s	DID ORG SUCCESSFULLY RECOVER PAYMENTS
Q26D	str1	%5s	HOW EASY/DIFF TO RECOVER BENEFIT PAYMENT
Q28	str1	%5s	HAVE ORG'S POLICIES CHANGES SINCE 1992
Q28AA	str1	%5s	HOW POLICY CHANGED: JOB GUARANTEE LEAVE
Q28AB	str1	%5s	HOW POLICY CHANGED: HEALTH INS CONTINUED



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Q28AC	str1	%5s	HOW POLICY CHANGED: MORE REASONS LEAVE
Q28AD	str1	%5s	HOW POLICY CHANGED: LONGER LEAVE TIME
Q28AE	str1	%5s	HOW POLICY CHANGED: MALE EMPLOYEES
Q28AF	str1	%5s	HOW POLICY CHANGED: EMPLOYEE ELIGIBILITY
Q28AG1	str1	%5s	HOW POLICY CHANGED: OTHER CHANGES (1)
Q28AG2	str1	%5s	HOW POLICY CHANGED: OTHER CHANGES (2)
Q29A	str1	%5s	POS/NEG POLICY EFFECT: BUS PRODUCTION
Q29B	str1	%5s	POS/NEG POLICY EFFECT: BUS PROFIT
Q29C	str1	%5s	POS/NEG POLICY EFFECT: BUS GROWTH
Q29D	str1	%5s	POS/NEG POLICY EFFECT: EMPLOYEE PRODUCT
Q29E	str1	%5s	POS/NEG POLICY EFFECT: EMPLOYEE ABSENCES
Q29F	str1	%5s	POS/NEG POLICY EFFECT: EMPLOYEE TURNOVER
Q29G	str1	%5s	POS/NEG POLICY EFFECT: EMPLOYEE CARE ABL
Q29H	str1	%5s	POS/NEG POLICY EFFECT: EMPLOYEE ADVANCE
Q30A	str1	%5s	IF FMLA APPLIED: BUSINESS PRODUCTION
Q30B	str1	%5s	IF FMLA APPLIED: BUSINESS PROFIT
Q30C	str1	%5s	IF FMLA APPLIED: BUSINESS GROWTH
Q30D	str1	%5s	IF FMLA APPLIED: EMPLOYEE PRODUCT
Q30E	str1	%5s	IF FMLA APPLIED: EMPLOYEE ABSENCES
Q30F	str1	%5s	IF FMLA APPLIED: EMPLOYEE TURNOVER
Q30G	str1	%5s	IF FMLA APPLIED: EMPLOYEE CARE ABILITY
Q30H	str1	%5s	IF FMLA APPLIED: EMPLOYEE ADVANCE
Q31A	str1	%5s	FMLA COMPLY INCREASES: ADMIN COSTS
Q31B	str1	%5s	FMLA COMPLY INCREASES: HIRING COSTS
Q31C1	str1	%5s	FMLA COMPLY INCREASES: OTHER COSTS (1)
Q31C2	str1	%5s	FMLA COMPLY INCREASES: OTHER COSTS (2)
Q32	str1	%5s	FMLA COMPLY RESULT IN ANY COST



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Q33	str1	%5s	SAVINGS HOW MANY OTHER PEOPLE DID YOU CONSULT
Q34	str1	%5s	DID YOU CHECK ORGANIZATION RECORDS
Q4F1_C	str2	%6s	REASON LEAVE AVAILABLE (1) [CODED]
Q4F2_C	str2	%6s	REASON LEAVE AVAILABLE (2) [CODED]
Q8F1_C	str2	%6s	EXTENT OTHER FACTORS CONSIDER(1) [CODED]
Q8F2_C	str2	%6s	EXTENT OTHER FACTORS CONSIDER(2) [CODED]
Q13H1_C	str2	%6s	OTHER REASON FOR TAKING LEAVE(1) [CODED]
Q13H2_C	str2	%6s	OTHER REASON FOR TAKING LEAVE(2) [CODED]
Q15F_C	str2	%6s	HOW ORG COVERS LEAVE TAKERS OTHER[CODED]
Q16G1_C	str2	%6s	POLICY CHANGES BEC OF FMLA OTH(1)[CODED]
Q16G2_C	str2	%6s	POLICY CHANGES BEC OF FMLA OTH(2)[CODED]
Q17F_C	str2	%6s	OTHER BENEFITS THAT HAVE BEEN RED[CODED]
Q19D1_C	str2	%6s	FMLA COMPLY INCR OTHER COSTS(1) [CODED]
Q19D2_C	str2	%6s	FMLA COMPLY INCR OTHER COSTS(2) [CODED]
Q20B_C	str2	%6s	FMLA COST SAVING: WHAT SAVINGS [CODED]
Q22G_C	str2	%6s	FMLA SOURCE: SOME OTHER SOURCE [CODED]
Q24F_C	str2	%6s	HELPFUL PROVISIONS: OTHER PROV [CODED]
Q271_C	str2	%6s	FMLA HAD OTHER EFFECTS NOT COV(1)[CODED]
Q272_C	str1	%5s	FMLA HAD OTHER EFFECTS NOT COV(2)[CODED]
Q28AG1_C	str2	%6s	HOW POLICY CHANGED:OTH CHANGES(1)[CODED]
Q28AG2_C	str1	%5s	HOW POLICY CHANGED:OTH CHANGES(2)[CODED]
Q31C1_C	str2	%6s	FMLA COMPLY: COST INCR OTHER(1) [CODED]
Q31C2_C	str2	%6s	FMLA COMPLY: COST INCR OTHER(2) [CODED]
Q351_C	str2	%6s	ANY OTHER COMMENT REL TO LEAVE(1)[CODED]
Q352_C	str1	%5s	ANY OTHER COMMENT REL TO LEAVE(2)[CODED]



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LEAVERS	int	%10.0g	NUMBER OF LEAVE TAKERS SINCE 1/1/94
TFWT	double	%10.0g	FINAL WEIGHT
FMLACOV	str1	%5s	FMLA-COVERED: 1=YES, 2=NO
R_MAJNIC	str1	%5s	SIC RECODE
RQ3	str7	%11s	ARE THERE PEOPLE AT OTHER LOCATIONS
RQ3A	str7	%11s	HAVE OTHER SITES WITHIN 75 MILES
RQ3B	str7	%11s	HOW MANY EMPLOYEES TOTAL WITHIN 75 MILES
RQ4AA	str8	%12s	EMPLOYEES OWN HEALTH: UP TO 12 WEEKS
RQ4BA	str8	%12s	MOTHERS MATERNITY: UP TO 12 WEEKS
RQ4CA	str8	%12s	PARENTS NEWBORN CARE: UP TO 12 WEEKS
RQ4DA	str8	%12s	ADOPTION/FOSTER CARE: UP TO 12 WEEKS
RQ4EA	str8	%12s	SERIOUS HEALTH CARE: UP TO 12 WEEKS
RQ4ALLA	byte	%10.0g	ALL FMLA REASONS: UP TO 12 WEEKS
RQ4AB	str8	%12s	EMPLOYEES OWN HEALTH: HEALTH BENEFITS
RQ4BB	str8	%12s	MOTHERS MATERNITY: HEALTH BENEFITS
RQ4CB	str8	%12s	PARENTS NEWBORN CARE: HEALTH BENEFITS
RQ4DB	str8	%12s	ADOPTION/FOSTER CARE: HEALTH BENEFITS
RQ4EB	str8	%12s	SERIOUS HEALTH CARE: HEALTH BENEFITS
RQ4AC	str8	%12s	EMPLOYEES OWN HEALTH: JOB GUARANTEE
RQ4BC	str8	%12s	MOTHERS MATERNITY: JOB GUARANTEE
RQ4CC	str8	%12s	PARENTS NEWBORN CARE: JOB GUARANTEE
RQ4DC	str8	%12s	ADOPTION/FOSTER CARE: JOB GUARANTEE
RQ4EC	str8	%12s	SERIOUS HEALTH CARE: JOB GUARANTEE
RQ5A	str7	%11s	ORG. PROVIDE: JOB GUARANTEE LEAVE 12+ WK
RQ5B	str7	%11s	ORG. PROVIDE: JOB GUARANTEE WORKED < 12
RQ5C	str7	%11s	ORG. PROVIDE: JOB GUARANTEE < 1250 HOURS
RQ6A	str7	%11s	ORG. PROVIDE: PAID LEAVE
RQ6B	str7	%11s	ORG. PROVIDE: CONTRIBUTIONS TO PENSION
RQ6C	str7	%11s	ORG. PROVIDE: CONTRIBUTIONS TO LIFE INS



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RQ6D	str7	%11s	ORG. PROVIDE: CONTRIBUTIONS TO DIS INS
RQ11	str2	%6s	HOW MANY EMPLOYEES HAVE TAKEN LEAVE
RQ13AC	str8	%12s	EMPLOYEES OWN HEALTH: AVERAGE LEAVE WKS
RQ13BC	str8	%12s	MOTHERS MATERNITY: AVERAGE LEAVE WKS
RQ13CC	str8	%12s	PARENTS NEWBORN CARE: AVERAGE LEAVE WKS
RQ13DC	str8	%12s	ADOPTION/FOSTER CARE: AVERAGE LEAVE WKS
RQ13EC	str8	%12s	SERIOUS CARE CHILD: AVERAGE LEAVE WKS
RQ13FC	str8	%12s	SERIOUS CARE SPOUSE: AVERAGE LEAVE WKS
RQ13GC	str8	%12s	SERIOUS CARE PARENT: AVERAGE LEAVE WKS
RQ13HC1	str8	%12s	OTHER SPECIFY (1): AVERAGE LEAVE WKS
RQ13HC2	str8	%12s	OTHER SPECIFY (2): AVERAGE LEAVE WKS
RQ13AA	str7	%11s	EMPLOYEES OWN HEALTH: TOT LEAVE TAKERS
RQ13BA	str6	%10s	MOTHERS MATERNITY: TOT LEAVE TAKERS
RQ13CA	str7	%11s	PARENTS NEWBORN CARE: TOT LEAVE TAKERS
RQ13DA	str6	%10s	ADOPTION/FOSTER CARE: TOT LEAVE TAKERS
RQ13EA	str7	%11s	SERIOUS CARE CHILD: TOT LEAVE TAKERS
RQ13FA	str6	%10s	SERIOUS CARE SPOUSE: TOT LEAVE TAKERS
RQ13GA	str7	%11s	SERIOUS CARE PARENT: TOT LEAVE TAKERS
RQ13HA1	str7	%11s	OTHER SPECIFY (1): TOT LEAVE TAKERS
RQ13HA2	str7	%11s	OTHER SPECIFY (2): TOT LEAVE TAKERS
RQ15A	str7	%11s	WORK COVERAGE: ASSIGN TO OTHER EMPLOYEES
RQ15B	str7	%11s	WORK COVERAGE: HIRE OUTSIDE REPLACEMENT
RQ15C	str7	%11s	WORK COVERAGE: HIRE PERMENANENT REPLACE
RQ15D	str7	%11s	WORK COVERAGE: PUT WORK ON HOLD
RQ15E	str7	%11s	WORK COVERAGE: EMPLOYEE WORKS AT HOME
RQ15F	str7	%11s	WORK COVERAGE: OTHER SPECIFY
RQ16	str9	%13s	DID ORG LEAVE POLICIES CHANGE



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RQ16A	str5	%9s	SINCE FMLA HOW POLICY CHANGED: LEAVE JOB GUARANTEED
RQ16B	str5	%9s	HOW POLICY CHANGED: HEALTH INS CONTINUED
RQ16C	str5	%9s	HOW POLICY CHANGED: MORE LEAVE REASONS
RQ16D	str5	%9s	HOW POLICY CHANGED: LONGER LEAVE TIME
RQ16E	str5	%9s	HOW POLICY CHANGED: MALE LEAVE
RQ16F	str5	%9s	HOW POLICY CHANGED: ELIGIBILITY EASED
RQ16G1	str5	%9s	HOW POLICY CHANGED: OTHER SPECIFY (1)
RQ16G2	str5	%9s	HOW POLICY CHANGED: OTHER SPECIFY (2)
RQ17	str7	%11s	HAS ORGANIZATION REDUCED OTHER BENEFITS
RQ17A	str7	%11s	OTHER BENEFITS REDUCED: PAID VACATION
RQ17B	str7	%11s	OTHER BENEFITS REDUCED: HEALTH CONTRIBS
RQ17C	str7	%11s	OTHER BENEFITS REDUCED: PENSION CONTRIBS
RQ17D	str7	%11s	OTHER BENEFITS REDUCED: LIFE INSURANCE
RQ17E	str7	%11s	OTHER BENEFITS REDUCED: DISABILITY INS
RQ17F	str7	%11s	OTHER BENEFITS REDUCED: OTHER SPECIFY
RQ18A	str8	%12s	FMLA COMPLY EFFECT: BUSINESS PRODUCTION
RQ18B	str8	%12s	FMLA COMPLY EFFECT: BUSINESS PROFIT
RQ18C	str8	%12s	FMLA COMPLY EFFECT: BUSINESS GROWTH
RQ18D	str8	%12s	FMLA COMPLY EFFECT: EMPLOYEE PRDUCTION
RQ18E	str8	%12s	FMLA COMPLY EFFECT: EMPLOYEE ABSENCES
RQ18F	str8	%12s	FMLA COMPLY EFFECT: EMPLOYEE TURNOVER
RQ18G	str8	%12s	FMLA COMPLY EFFECT: EMPLOYEE CARE ABIL.
RQ18H	str8	%12s	FMLA COMPLY EFFECT: EMPLOYEE CAREER ADV
R_Q19A	str15	%19s	FMLA COMPLY INCREASES: ADMIN COSTS
R_Q19B	str15	%19s	FMLA COMPLY INCREASES: BENEFITS COSTS
R_Q19C	str15	%19s	FMLA COMPLY INCREASES: HIRING



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R_Q19D1	str15	%19s	COSTS FMLA COMPLY INCREASES: OTHER
R_Q19D2	str15	%19s	COSTS (1) FMLA COMPLY INCREASES: OTHER
RQ19A	str8	%12s	COSTS (2) FMLA COMPLY INCREASES: ADMIN
RQ19B	str8	%12s	COSTS FMLA COMPLY INCREASES: BENEFITS
RQ19C	str8	%12s	COSTS FMLA COMPLY INCREASES: HIRING
RQ19D1	str8	%12s	COSTS FMLA COMPLY INCREASES: OTHER
RQ19D2	str8	%12s	COSTS (1) FMLA COMPLY INCREASES: OTHER
RQ20A	str5	%9s	COSTS (2) FMLA COMPLY RESULTED IN COSTS
RQ21A	str8	%12s	SAVINGS EASE/DIFF ACTIVITIES: RECORD
RQ21B	str8	%12s	KEEPING EASE/DIFF ACTIVITIES: IF ACT
RQ21C	str8	%12s	APPLIES EASE/DIFF ACTIVITIES: EMPLOYEES
RQ21D	str8	%12s	ELIGIBLE EASE/DIFF ACTIVITIES: STATE/FED
RQ21E	str8	%12s	POLICY EASE/DIFF ACTIVITIES: OTHER FED
RQ21F	str8	%12s	LAWS EASE/DIFF ACTIVITIES:
RQ21G	str8	%12s	PRE-EXISTING LAWS EASE/DIFF ACTIVITIES:
RQ21A2	str8	%12s	INTERMITTENT USE EASE/DIFF ACTIVITIES: RECORD
RQ21B2	str8	%12s	KEEPING EASE/DIFF ACTIVITIES: IF ACT
RQ21C2	str8	%12s	APPLIES EASE/DIFF ACTIVITIES: EMPLOYEES
RQ21D2	str8	%12s	ELIGIBLE EASE/DIFF ACTIVITIES: STATE/FED
RQ21E2	str8	%12s	POLICY EASE/DIFF ACTIVITIES: OTHER FED
RQ21F2	str8	%12s	LAWS EASE/DIFF ACTIVITIES:
RQ21G2	str8	%12s	PRE-EXISTING LAWS EASE/DIFF ACTIVITIES:
RQ26A	str7	%11s	INTERMITTENT USE HOW MANY LEAVE TAKERS CHOSE NOT
RQ30A	str8	%12s	RETURN IF FMLA APPLIED: BUSINESS
RQ30B	str8	%12s	PRODUCTION IF FMLA APPLIED: BUSINESS PROFIT
RQ30C	str8	%12s	IF FMLA APPLIED: BUSINESS GROWTH



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RQ30D	str8	%12s	IF FMLA APPLIED: EMPLOYEE PRODUCT
RQ30E	str8	%12s	IF FMLA APPLIED: EMPLOYEE ABSENCES
RQ30F	str8	%12s	IF FMLA APPLIED: EMPLOYEE TURNOVER
RQ30G	str8	%12s	IF FMLA APPLIED: EMPLOYEE CARE ABILITY
RQ30H	str8	%12s	IF FMLA APPLIED: EMPLOYEE ADVANCE
RQ31A	str8	%12s	FMLA COMPLY INCREASES: ADMIN COSTS
RQ31B	str8	%12s	FMLA COMPLY INCREASES: HIRING COSTS
RQ31C1	str8	%12s	FMLA COMPLY INCREASES: OTHER COSTS (1)
RQ31C2	str7	%11s	FMLA COMPLY INCREASES: OTHER COSTS (2)
REP SIZEABC	byte	%10.0g	SEE TABLE 3-2 OF WESTAT REPORT NUMBER OF EMPLOYEES FOR MAJSIC: A,B&C
SIZDEGHI	byte	%10.0g	NUMBER OF EMPLOYEES FOR MAJSIC:D,E,G,H&I
SIZEF	byte	%10.0g	NUMBER OF EMPLOYEES FOR MAJSIC F
RQ2_16	double	%10.0g	PERCENT OF EMPLOYEES THIS LOC 16-34
RQ2_35	double	%10.0g	PERCENT OF EMPLOYEES THIS LOC 35-49
RQ2_50	double	%10.0g	PERCENT OF EMPLOYEES THIS LOC 50+
RQ2A	double	%10.0g	PERCENT OF EMPLOYEES THIS LOC FEMALE
RQ2B	double	%10.0g	PERCENT OF EMPLOYEES THIS LOC UNIONIZED
RQ2C	double	%10.0g	PERCENT OF EMPLOYEES THIS LOC MANAGERS
RQ2D	double	%10.0g	PERCENT OF EMPLOYEES THIS LOC 1250 HOURS
