



# 2000 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:** November 2013

## **Learn More About the Study:**

- [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 2000 Update, Methodology Report](#)

**Brief Description:** Survey Data Files from 2000 employee and worksite FMLA surveys.

## **List of Data files:**

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**Filename:** [FMLA\\_EMP.sas7bdat](#) (SAS; 8.04 MB)

**Number of Variables:** 426

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

**Number of Observations:** 2,558

**Link to data file specific codebook or documentation:**

- [Family and Medical Leave 2000 Survey of Employees Codebook](#)

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**Filename:** [FMLA\\_EST.sas7bdat](#) (SAS; 1.18 MB)

**Number of Variables:** 195

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

**Number of Observations:** 1,839

**Link to data file specific codebook or documentation:**

- [Family and Medical Leave 2000 Survey of Establishments Codebook](#)

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## **Links to Codebooks, Documentation, and Instruments:**

- [Family and Medical Leave 2000 Survey of Employees Codebook](#)
- [Family and Medical Leave 2000 Survey of Establishments Codebook](#)
- [2000 Family Medical Leave Act \(FMLA\) Survey Data Files](#)

**Time Period of Data Collection:** 2000

**Geographic Coverage:** National

**Detailed Coverage:**



# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

- The 2000 Survey of Establishments was designed to represent U.S. private business establishments.
- 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.

**Study Populations:** Adult Workers

**Available Disaggregations:** Age; Gender; Race & Ethnicity; Disability Status

**Unit(s) of Observation:** Individuals; Employers

**Topic:** Worker Leave

**Research Method:** Survey

**DOL Partner Agency:** Wage and Hour Division

**Sampling Method:**

- 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.
- The 2000 Survey of Establishments was designed to represent U.S. private business establishments. The Dun and Bradstreet's Dun's Market Identifiers (DMI) was used as the sampling frame. Once out-of-scope establishments were deleted from the frame it was stratified by size and industry.

*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 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.*



# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

## Appendix A

Contains data

obs: 2,558

FMLA\_EMP

vars: 426

variable name	type	format	value label	variable label
ENUMID	str10	%14s		ENUMID - BASEID + PERSON NUMBER
AGE	byte	%10.0g		AGE AT SCREENER
SEX	str1	%5s		GENDER AT SCREENER
HD1	byte	%10.0g		ARE YOU CURRENTLY (MARTIAL STATUS)
HD2	byte	%10.0g		IS R SPANISH, HISPANIC, LATINO
HD2B	byte	%10.0g		BEST DESCRIBES R RACE
HD2BOS	str30	%34s		SOMETHING ELSE - SPECIFY
HD3	byte	%10.0g		# CHILDREN UNDER 18 LIVE WITH R
HD4	byte	%10.0g		HIGHEST LEVEL OF EDUCATION COMPLETED
HD5	byte	%10.0g		EMPLOYED BY GOV'T, NONPROF, PRIVATE, SELF
HD5A	byte	%10.0g		FEDERAL, STATE, LOCAL GOVERNMENT
HD6	long	%10.0g		GENERAL RANG OF INCOME BEFORE TAXES 1999
HD6A	byte	%10.0g		INCOME 35,000 OR MORE IN '99
HD6B	byte	%10.0g		WAS IT 40,000 OR ABOVE
HD6C	byte	%10.0g		WAS IT 50,000 OR ABOVE
HD6D	byte	%10.0g		WAS IT 75,000 OR ABOVE
HD6E	byte	%10.0g		WAS IT 100,000 OR ABOVE
HD6F	byte	%10.0g		WAS IT 30,000 OR ABOVE
HD6G	byte	%10.0g		WAS IT 20,000 OR ABOVE
HD6H	byte	%10.0g		WAS IT 10,000 OR ABOVE
HD6J	byte	%10.0g		WAS IT 5,000 OR ABOVE`
HA1A	byte	%10.0g		TAKE LEAVE?
HA1B	byte	%10.0g		NEEDED LEAVE, BUT DID NOT TAKE
HA1D	byte	%10.0g		CURRENTLY ON LEAVE?
HA2	byte	%10.0g		HOW MANY LEAVES TAKEN?
HA2A	byte	%10.0g		LEAVES TAKEN SINCE 1/1/00 TO TODAY
HA3	byte	%10.0g		REASON FOR LONGEST LEAVE
HA31CND1	str45	%49s		DESCRIPTION OF OWN HEALTH CONDITION
HA31CND2	str40	%44s		DESCRIPTION OF OWN HEALTH CONDITION
HA38CND1	str45	%49s		DESCRIPTION OF CHILDS HEALTH CONDITION
HA38CND2	str44	%48s		DESCRIPTION OF CHILDS HEALTH CONDITION
HA39CND1	str45	%49s		DESCRIPTION OF SPOUSES HEALTH CONDITION



# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

HA39CND2	str26	%30s	DESCRIPTION OF SPOUSES HEALTH CONDITION
HA310CD1	str45	%49s	DESCRIPTION OF PARENTS HEALTH CONDITION
HA310CD2	str45	%49s	DESCRIPTION OF PARENTS HEALTH CONDITION
HA3_11	byte	%10.0g	RELATIONSHIP TO SUBJECT
HA3_11OS	str34	%38s	OTHER SPECIFY RELATIONSHIP TO SUBJECT
HA3_12	byte	%10.0g	RELATIONSHIP TO SUBJECT
HA3_12OS	str1	%5s	RELATIONSHIP TO SUBJECT
HA3B	byte	%10.0g	REQUIRE DOCTORS CARE
HA3C	byte	%10.0g	OVERNIGHT STAY IN HOSPITAL
HA3DAMT	byte	%10.0g	NUMBER - LENGTH OF LEAVE
HA3DUNT	byte	%10.0g	UNIT - DAYS/WEEKS/MONTHS
HA3E	byte	%10.0g	OFF WORK THE ENTIRE TIME?
HA3FAMT	byte	%10.0g	NUMBER - TIME AWAY FROM WORK
HA3FUNT	byte	%10.0g	UNIT - DAYS/WEEKS/MONTHS
HA3GAMT	byte	%10.0g	TIME AWAY FROM WORK AFTER BIRTH OF CHILD
HA3GUNT	byte	%10.0g	TIME AWAY FROM WORK AFTER BIRTH OF CHILD
HA4	byte	%10.0g	REASON FOR 2ND LONGEST LEAVE
HA41CND1	str45	%49s	DESCRIPTION OF OWN HEALTH CONDITION
HA41CND2	str28	%32s	DESCRIPTION OF OWN HEALTH CONDITION
HA48CND1	str45	%49s	DESCRIPTION OF CHILDS HEALTH CONDITION
HA48CND2	str38	%42s	DESCRIPTION OF CHILDS HEALTH CONDITION
HA49CND1	str26	%30s	DESCRIPTION OF SPOUSES HEALTH CONDITION
HA49CND2	str39	%43s	DESCRIPTION OF SPOUSES HEALTH CONDITION
HA410CD1	str45	%49s	DESCRIPTION OF PARENTS HEALTH CONDITION
HA410CD2	str16	%20s	DESCRIPTION OF PARENTS HEALTH CONDITION
HA4_11	byte	%10.0g	RELATIONSHIP TO SUBJECT
HA4_11OS	str32	%36s	OTHER SPECIFY RELATIONSHIP TO SUBJECT
HA4_12	byte	%10.0g	RELATIONSHIP TO SUBJECT
HA4_12OS	str15	%19s	RELATIONSHIP TO SUBJECT
HA4B	byte	%10.0g	REQUIRE DOCTORS CARE
HA4C	byte	%10.0g	OVERNIGHT STAY IN HOSPITAL
HA4DAMT	byte	%10.0g	NUMBER - LENGTH OF LEAVE
HA4DUNT	byte	%10.0g	UNIT - DAYS/WEEKS/MONTHS
HA4E	byte	%10.0g	OFF WORK THE ENTIRE TIME?
HA4FAMT	byte	%10.0g	NUMBER - TIME AWAY FROM WORK
HA4FUNT	byte	%10.0g	UNIT - DAYS/WEEKS/MONTHS



# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

HA4GAMT	byte	%10.0g	TIME AWAY FROM WORK AFTER BIRTH OF CHILD
HA4GUNT	byte	%10.0g	TIME AWAY FROM WORK AFTER BIRTH OF CHILD
HA5A	byte	%10.0g	OWN HEALTH CONDITION
HA5B	byte	%10.0g	MATERNITY DISAB. B4 DELIVERY
HA5C	byte	%10.0g	MATERNITY DISAB. & CARE FOR NEWBORN
HA5D	byte	%10.0g	MISCARRIAGE
HA5E	byte	%10.0g	CARE FOR NEWBORN
HA5F	byte	%10.0g	CARE FOR NEWLY ADOPTED CHILD
HA5G	byte	%10.0g	CARE FOR NEWLY PLACE FOSTER CHILD
HA5H	byte	%10.0g	CHILDS HEALTH CONDITION
HA5I	byte	%10.0g	SPOUSES HEALTH CONDITION
HA5J	byte	%10.0g	PARENTS HEALTH CONDITION
HA5K	byte	%10.0g	OTHER RELATIVES HEALTH CONDITION
HA5L	byte	%10.0g	OTHER NON-RELATIVES HEALTH CONDITION
HA5ARRY0	byte	%10.0g	REASON FOR OTHER LEAVE
HA5ARRY1	byte	%10.0g	REASON FOR OTHER LEAVE
HA5ARRY2	byte	%10.0g	REASON FOR OTHER LEAVE
HA5ARRY3	byte	%10.0g	REASON FOR OTHER LEAVE
HA5BB	byte	%10.0g	ALTERNATE LEAVE AND WORK?
HA5CC	byte	%10.0g	ALT. LEAVE AND WORK HALF THE TIME?
HA6	byte	%10.0g	CURRENT LEAVE YOUR LONGEST?
HA7A	byte	%10.0g	MIGHT LOSE JOB
HA7B	byte	%10.0g	MIGHT HURT JOB ADVANCEMENT
HA7C	byte	%10.0g	LOSE SENIORITY
HA7D	byte	%10.0g	WORRIED ABOUT HAVING MONEY
HA7E	byte	%10.0g	OTHER REASON FOR WORRY ABOUT FMLA LEAVE
HA7OS	str35	%39s	OTHER SPECIFY-REASON FOR WORRY
HA8	byte	%10.0g	TYPE OF LEAVE
HA8A	byte	%10.0g	TAKE LV ON REGULAR OR AS NEEDED BASIS
HA9	byte	%10.0g	LOSE BENEFITS?
HA9A1	byte	%10.0g	HEALTH INSURANCE
HA9A2	byte	%10.0g	LIFE INSURANCE
HA9A3	byte	%10.0g	DISABILITY INSURANCE
HA9A4	byte	%10.0g	PENSION CONTRIBUTIONS
HA9A5	byte	%10.0g	OTHER SPECIFY
HA9AARR0	byte	%10.0g	HA9AARRY: BENEFITS LOST
HA9AARR1	byte	%10.0g	HA9AARRY: BENEFITS LOST
HA9AARR2	byte	%10.0g	HA9AARRY: BENEFITS LOST
HA9AARR3	byte	%10.0g	HA9AARRY: BENEFITS LOST
HA9AARR4	byte	%10.0g	HA9AARRY: BENEFITS LOST
HA9AOS	str35	%39s	OTHER SPECIFY BENEFITS LOST
HA10	byte	%10.0g	RECEIVE PAY ON LEAVE
HA10AA	byte	%10.0g	PAY FROM SICK LEAVE?



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HA10AB	byte	%10.0g	PAY FROM VACATION LEAVE?
HA10AC	byte	%10.0g	PAY FROM PERSONAL LEAVE
HA10AD	byte	%10.0g	PAY FROM PARENTAL LEAVE?
HA10AE	byte	%10.0g	PAY FROM TEMP. DISABILITY INSUR.
HA10AF	byte	%10.0g	PAY FROM SOME OTHER BENEFIT?
HA10B_1	str45	%49s	OTHER SPECIFY PAY BENIFIT
HA10B_2	str44	%48s	OTHER SPECIFY PAY BENIFIT
HA10B_3	str23	%27s	OTHER SPECIFY PAY BENIFIT
HA10C	byte	%10.0g	FULL PAY ENTIRE LEAVE?
HA10D	byte	%10.0g	PARTIAL PAY ON LEAVE?
HA10E	byte	%10.0g	FULL OR PART OF SALARY?
HA10F	byte	%10.0g	HOW MUCH PAY RECEIVED?
HA10G	byte	%10.0g	SATISFIED WITH PAY RECEIVED?
HA11A	byte	%10.0g	COVER LOST WAGES/EARMARKED SAVINGS
HA11B	byte	%10.0g	COVER LOST WAGES/NON-EARMARKED SAVINGS
HA11C	byte	%10.0g	COVER LOST WAGES/BORROWED MONEY
HA11D	byte	%10.0g	COVER LOST WAGES/PUBLIC ASSISTANCE
HA11E	byte	%10.0g	COVER LOST WAGES/LIMIT EXTRAS
HA11F	byte	%10.0g	COVER LOST WAGES/PUT OFF PAYING BILLS
HA11G	byte	%10.0g	COVER LOST WAGES/CUT LEAVE SHORT
HA11H	byte	%10.0g	COVER LOST WAGES/SOMETHING ELSE -SPEICFY
HA11OS	str35	%39s	COVER LOST WAGE/OTHER SPECIFY
HA11BB	byte	%10.0g	EASY OR DIFFICULT TO MAKE ENDS MEET
HA11CC	byte	%10.0g	TAKE LONGER LEAVE W/SOME/ADDITIONAL PAY
HA12A	byte	%10.0g	FMLA EFFECT/CARE FOR FAMILY MEMBERS
HA12B	byte	%10.0g	FMLA EFFECT/SELECT SATIS. CHILDCARE
HA12C	byte	%10.0g	FMLA EFFECT/SELECT SATIS. CARETAKER
HA12D	byte	%10.0g	FMLA EFECT/YOU OR FAMILY MEMBER HEALTH
HA12E	byte	%10.0g	FMLA EFFECT/YOU OR FAMILY MEMBER EMOTION
HA13A	byte	%10.0g	EFFECT ON HEALTH/QUICKER RECOVERY
HA13B	byte	%10.0g	EFFECT ON HEALTH/EASIER TO FOLLOW DR INS
HA13C	byte	%10.0g	EFFECT ON HEALTH/DELAY/AVOIDED NURS. HOM
HA13D	byte	%10.0g	EFFECT ON HEALTH/ANOTHER EFFECT
HA13OS	str35	%39s	EFFECT ON HEALTH/OTHER SPECIFY
HA14A	byte	%10.0g	WORK COVERED/ASSIGNED TO OTHER EMPLOYEES



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HA14B	byte	%10.0g	WORK COVERED/HIRE PERM. EMPLOYEE
HA14C	byte	%10.0g	WORK COVERED/HIRE OUTSIDE TEMP.
HA14D	byte	%10.0g	WORK COVERED/LEFT FOR YOUR
			RETURN
HA14AA	byte	%10.0g	METHOD USED MOST OFTEN
HA15	byte	%10.0g	BACK TO WORK FOR SAME EMPLOYER
HA15A	byte	%10.0g	WHY DID NOT RETURN TO WORK
HA15AOS	str35	%39s	WHY DID NOT RETURN TO WORK
HA16	byte	%10.0g	REASON BACK TO WORK/ NO LONGER
			NEED LEAV
HA17A	byte	%10.0g	REAS. BACK WORK/COULD NOT AFFORD
HA17B	byte	%10.0g	REAS BACK TO WORK/WANTED TO WORK
HA17C	byte	%10.0g	REAS BACK TO WORK/USE UP ALL OF
			LEAVE
HA17D	byte	%10.0g	REAS BACK TO WORK/FELT PRESSURED
			BY WORK
HA17E	byte	%10.0g	REAS BACK TO WORK/TOO MUCH WORK
			TO DO
HA17F	byte	%10.0g	REAS BACK TO WORK/SOMEONE TOOK
			OVER CARE
HA18	byte	%10.0g	RETURN JOB POSITION
HA18A	byte	%10.0g	CHOOSE LOWER POSITION?
HA19	byte	%10.0g	EASY/DIFFICULT TO GET LEAVE
HA20	byte	%10.0g	SATISFIED WITH AMOUNT OF TIME
			FOR LEAVE
HA21	byte	%10.0g	EVER DENIED LEAVE
HA22A	byte	%10.0g	DENIED LEAVE/EMPLOYER DOES NOT
			OFFER
HA22B	byte	%10.0g	DENIED LEAVE/HAD NOT WORK LONG
			ENOUGH
HA22C	byte	%10.0g	DENIED LEAVE/WORKED TOO FEW
			HOURS
HA22D	byte	%10.0g	DENIED LEAVE/HAD NO LEAVE LEFT
HA22E	byte	%10.0g	DENIED LEAVE/OTHER REASON
HA22OS_1	str45	%49s	DENIED LEAVE/OTHER SPECIFY
HA22OS_2	str45	%49s	DENIED LEAVE/OTHER SPECIFY
HB1	byte	%10.0g	CONFIRM NEEDED LEAVE, BUT DID
			NOT TAKE
HB1A	byte	%10.0g	TAKE LEAVE SINCE 1/1/00?
HB1B	byte	%10.0g	EVENT SINCE 1/1/00
HB2A	byte	%10.0g	OWN HEALTH CONDITION
HB2B	byte	%10.0g	MATERNITY DISAB. B4 DELIVERY
HB2C	byte	%10.0g	MATERNITY DISAB. & CARE FOR
			NEWBORN
HB2D	byte	%10.0g	MISCARRIAGE
HB2E	byte	%10.0g	CARE FOR NEWBORN
HB2F	byte	%10.0g	CARE FOR NEWLY ADOPTED CHILD
HB2G	byte	%10.0g	CARE FOR NEWLY PLACE FOSTER
			CHILD
HB2H	byte	%10.0g	CHILDS HEALTH CONDITION
HB2I	byte	%10.0g	SPOUSES HEALTH CONDITION



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HB2J	byte	%10.0g	PARENTS HEALTH CONDITION
HB2K	byte	%10.0g	OTHER RELATIVES HEALTH CONDITION
HB2L	byte	%10.0g	OTHER NON-RELATIVES HEALTH CONDITION
HB2ARRY0	byte	%10.0g	REASON NEEDED LEAVE
HB2ARRY1	byte	%10.0g	REASON NEEDED LEAVE
HB2ARRY2	byte	%10.0g	REASON NEEDED LEAVE
HB2ARRY3	byte	%10.0g	REASON NEEDED LEAVE
HB21CND1	str45	%49s	DESCRIPTION OF OWN HEALTH CONDITION
HB21CND2	str33	%37s	DESCRIPTION OF OWN HEALTH CONDITION
HB28CND1	str45	%49s	DESCRIPTION OF CHILDS HEALTH CONDITION
HB28CND2	str6	%10s	DESCRIPTION OF CHILDS HEALTH CONDITION
HB29CND1	str45	%49s	DESCRIPTION OF SPOUSES HEALTH CONDITION
HB29CND2	str37	%41s	DESCRIPTION OF SPOUSES HEALTH CONDITION
HB210CD1	str45	%49s	DESCRIPTION OF PARENTS HEALTH CONDITION
HB210CD2	str15	%19s	DESCRIPTION OF PARENTS HEALTH CONDITION
HB2_11	byte	%10.0g	RELATIONSHIP TO SUBJECT
HB2_11OS	str35	%39s	OTHER SPECIFY RELATIONSHIP TO SUBJECT
HB2_12	byte	%10.0g	RELATIONSHIP TO SUBJECT
HB2_12OS	str35	%39s	RELATIONSHIP TO SUBJECT
HB2AA	byte	%10.0g	#TIMES NEEDED LEAVE
HB2BB	byte	%10.0g	REAS FOR MOST RECENT LEAVE NEEDED
HB2CC1	byte	%10.0g	#TIME 1ST REASON LEAVE NEEDED
HB2CC2	byte	%10.0g	#TIMES 2ND REASON LEAVE NEEDED
HB2CC3	byte	%10.0g	#TIMES 3RD REASON LEAVE NEEDED
HB2CC4	byte	%10.0g	#TIMES 4TH REASON LEAVE NEED
HB2DD1	byte	%10.0g	1ST REASON LEAVE NEED/REQUIRE DR CARE
HB2DD2	byte	%10.0g	2ND REASON LEAVE NEED/REQUIRE DR CARE
HB2DD3	byte	%10.0g	3RD REASON LEAVE NEED/REQUIRE DR CARE
HB2DD4	byte	%10.0g	4TH REASON LEAVE NEED/REQUIRE DR CARE
HB2EE1	byte	%10.0g	1ST REASON LV NEED/HOSPITAL STAY
HB2EE2	byte	%10.0g	2ND REASON LV NEED/HOSPITAL STAY
HB2EE3	byte	%10.0g	3RD REASON LV NEED/HOSPITAL STAY
HB2EE4	byte	%10.0g	4TH REASON LV NEED/HOSPITAL STAY
HB3A	byte	%10.0g	MIGHT LOSE JOB
HB3B	byte	%10.0g	MIGHT HURT JOB ADVANCEMENT
HB3C	byte	%10.0g	DID NOT WANT TO LOSE SENIORITY





# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

HB3D	byte	%10.0g	NOT ELIGIBLE/PART-TIME
HB3E	byte	%10.0g	HAD NOT WORKED LONG ENOUGH
HB3F	byte	%10.0g	EMPLOYED DENIED REQUEST
HB3G	byte	%10.0g	COULD NOT AFFORD
HB3H	byte	%10.0g	WANTED TO SAVE LEAVE TIME
HB3I	byte	%10.0g	WORK IS TOO IMPORTANT
HB3J	byte	%10.0g	SOME OTHER REASON
HB3OS	str35	%39s	REASON FOR NOT TAKING LEAVE
HB3AA	byte	%10.0g	TAKEN LEAVE IF RECEIVED
			SOME/MORE PAY?
HB4_1	str45	%49s	WHAT DID YOU DO ABOUT SITUATION
HB4_2	str45	%49s	WHAT DID YOU DO ABOUT SITUATION
HB4_3	str45	%49s	WHAT DID YOU DO ABOUT SITUATION
HC0	byte	%10.0g	EMPLOYED SINCE 1/1/99?
HC0A	byte	%10.0g	CONFIRM/NOT TAKEN OR NEEDED
			LEAVE
HC1	byte	%10.0g	CURRENTLY CARE FOR CHILD/HEALTH CONDITIO
HC1A1	byte	%10.0g	NEWBORN
HC1A2	byte	%10.0g	NEWLY ADOPTED
HC1A3	byte	%10.0g	NEW FOSTER CHILD
HC1A4	byte	%10.0g	CHILD
HC1A5	byte	%10.0g	SPOUSE
HC1A6	byte	%10.0g	PARENT
HC1A7	byte	%10.0g	OTHER RELATIVE
HC1A8	byte	%10.0g	OTHER NON-RELATIVE
HC1AARR0	byte	%10.0g	HC1AARRY:WHOM DO YOU CARE FOR?
HC1AARR1	byte	%10.0g	HC1AARRY:WHOM DO YOU CARE FOR?
HC1AARR2	byte	%10.0g	HC1AARRY:WHOM DO YOU CARE FOR?
HC1_7	byte	%10.0g	RELATIONSHIP TO SUBJECT
HC1_7OS	str21	%25s	RELATIONSHIP TO SUBJECT - OTHER
			SPECIFY
HC1_8	byte	%10.0g	RELATIONSHIP TO SUBJECT
HC1_8OS	str23	%27s	RELATIONSHIP TO SUBJECT/OTHER
			SPECIFY
HC1D	int	%10.0g	LARGEST # OF SICK DAYS IN A ROW
HC1E	byte	%10.0g	TAKE LEAVE FROM 1995 - 1998?
HC2	byte	%10.0g	HOW LIKELY NEED LEAVE IN NEXT 5 YRS
HC2AARR0	byte	%10.0g	HC2AARRY:WHO WOULD THAT PERSON(S) BE
HC2AARR1	byte	%10.0g	HC2AARRY:WHO WOULD THAT PERSON(S) BE
HC2AARR2	byte	%10.0g	HC2AARRY:WHO WOULD THAT PERSON(S) BE
HC2AARR3	byte	%10.0g	HC2AARRY:WHO WOULD THAT PERSON(S) BE
HC2_8	byte	%10.0g	WHAT IS PERSONS RELATIONSHIP WITH R
HC2_8OS	str30	%34s	SPECIFY PERSONS RELATIONSHIP WITH R



# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

HC2_9	byte	%10.0g	PERSON'S RELATIONSHIP WITH R (PARTNER)
HC2_9OS	str30	%34s	SPECIFY PERSONS RELATIONSHIP WITH R
HC2A1	byte	%10.0g	YOURSELF
HC2A2	byte	%10.0g	NEWBORN
HC2A3	byte	%10.0g	NEWLY ADOPTED
HC2A4	byte	%10.0g	NEW FOSTER CHILD
HC2A5	byte	%10.0g	CHILD
HC2A6	byte	%10.0g	SPOUSE
HC2A7	byte	%10.0g	PARENT
HC2A8	byte	%10.0g	OTHER RELATIVE
HC2A9	byte	%10.0g	OTHER NON-RELATIVE
HC3	byte	%10.0g	EVER HEARD OF FEDERAL FAMILY...ACT
HC4	byte	%10.0g	FIRST LEARN OF FEDERAL FAMILY...ACT
HC5	byte	%10.0g	RECENT LEAVE, ARE ELIGIBLE FOR LEAVE ACT
HC6	byte	%10.0g	WAS LEAVE TAKEN UNDER LEAVE ACT
HC7	byte	%10.0g	BEFORE '99, TAKEN LEAVE UNDER LEAVE ACT
HC8	byte	%10.0g	CURRENTLY EMPLOYED
HC9	byte	%10.0g	WAS NOTICE ON LEAVE ACT POSTED AT WORK
HC10	byte	%10.0g	WAS LEAVE DENIED CAUSE FMLA LIMIT
HC11A	byte	%10.0g	EVERYONE SHOULD HAVE 12 WKS LEAVE
HC11B	byte	%10.0g	LEAVE IS BURDEN ON CO-WORKERS
HC12A	byte	%10.0g	LIST BENEFITS:FLEXTIME
HC12B	byte	%10.0g	LIST BENEFITS:FLEXPLACE/TELECOMUTE
HC12C	byte	%10.0g	LIST BENEFITS:JOB SHARING
HC12D	byte	%10.0g	LIST BENEFITS:REFERRAL SERVICE CHILDCARE
HC12E	byte	%10.0g	LIST BENEFITS:VOUCHERS FOR CHILDCARE
HC12F	byte	%10.0g	LIST BENEFITS:ONSITE CHILD CARE
HC12G	byte	%10.0g	LIST BENEFITS:REFERRAL SRVCS ELDERCARE
HC12H	byte	%10.0g	LIST BENEFITS:ADOPTION ASSISTANCE
HC12I	byte	%10.0g	LIST BENEFITS:EMPLOYEE ASSISTANCE PRGM
HC12J	byte	%10.0g	LIST BENEFITS:PAID PARENTAL LEAVE
HC12K	byte	%10.0g	LIST BENEFITS:WORK PROVISION FOR LACTATIO
HC12A1	byte	%10.0g	WHICH TWO ARE MOST IMPORTANT
HC12A2	byte	%10.0g	WHICH 2 ARE MOST IMPORTANT



# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

HC13A	byte	%10.0g	TAKE PART IN CHILD'S ACTIVITIES/SCHOOL
HC13B	byte	%10.0g	ATTEND ROUTINE FAMILY MEDICAL NEEDS
HC13C	byte	%10.0g	HELP ELDERLY RELATIVE HEALTH CARE
HC13AA	byte	%10.0g	SINCE 1/1/99, HAVE R TAKEN LEAVE
HC13AB	byte	%10.0g	LEAVE FOR ROUTINE FAMILIY MEDICAL NEEDS
HC13AC	byte	%10.0g	LEAVE TO HELP W/ELDERLY RELATIVES
HC13BA	byte	%10.0g	NEEDED LV FOR CHILD'S ACTIVITIES
HC13BB	byte	%10.0g	HAVE R NEEDED TO TAKE LEAVE
HC13BC	byte	%10.0g	NEED LV TO HELP W/ELDERLY RELATIVE
HC14ARR0	byte	%10.0g	WHAT HC14ARRY:PAID SALARY, HOURLY, OR
HC14ARR1	byte	%10.0g	WHAT HC14ARRY:PAID SALARY, HOURLY, OR
HC14ARR2	byte	%10.0g	WHAT HC14ARRY:PAID SALARY, HOURLY, OR
HC14ARR3	byte	%10.0g	WHAT HC14ARRY:PAID SALARY, HOURLY, OR
HC14A	byte	%10.0g	SALARIED
HC14B	byte	%10.0g	HOURLY
HC14C	byte	%10.0g	PIECEWORK/COMMISSION
HC14D	byte	%10.0g	OTHER/COMBINATION
HC14AA	byte	%10.0g	WAS R A CONTRACT WORKER
HC15	byte	%10.0g	AT WORK IS THERE 50 OR MORE EMPLOYEES
HC15A	byte	%10.0g	ALL SITES W/IN 75 MILES, 50 OR MORE EMPL
HC15B	byte	%10.0g	ALL SITE, HAVE 25 EMPLOYEES OR MORE
HC16	byte	%10.0g	SINCE 1/1/99, WORKED FOR SAME EMPLOYER
HC17	byte	%10.0g	SINCE 1/1/99, ALWAYS BEEN FULL TIME
HC18	byte	%10.0g	SINCE 1/1/99, # HOURS PER WEEK (AVERAGE)
HC19	byte	%10.0g	SINCE 1/1/99, # MONTHS WORK FOR EMPLOYER
HC19A	byte	%10.0g	# HOURS A WEEK WORK FOR THAT EMPLOYER
HC4OS	str35	%39s	HOW 1ST LEARN ABOUT FMLA
HC11C	byte	%10.0g	ANY CO-WORKERS TAKE FMLA?
HC11DA	byte	%10.0g	WORK MORE HOURS
HC11DB	byte	%10.0g	WORK DIFFERENT SHIFT
HC11DC	byte	%10.0g	TAKE ON ADDITIONAL DUTIES?
HC11E	byte	%10.0g	CO-WORKERS LEAVE - IMPACT
XFMLA_R	byte	%10.0g	1=Taker, 2=Needer, 3=Emp Only



# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

COVWORK	byte	%10.0g	1=Worksite covered 2=Noncovered
COVELIG	byte	%10.0g	1=Both covered & eligible
FMLAREAS	byte	%10.0g	Leave at A3 was FMLA-covd reason
FMLAFLAG	byte	%10.0g	Leavers & needers:FMLA reasons
A3LENGTH	int	%10.0g	Longest leave: days off work
A4LENGTH	int	%10.0g	Second longest leave: days off work
A3_0	byte	%10.0g	Recode: Reason for longest leave
A4_0	byte	%10.0g	Recode: Reason at A4
A3_4	byte	%10.0g	A3 covd reasons, collapsed
A4_4	byte	%10.0g	A4 covd reasons, collapsed
INCOME	byte	%10.0g	HH income: 8 categories
RCOMPENS	byte	%10.0g	1=salaried, 2=hourly,3=other
RAC_ETH1	byte	%10.0g	RACE/ETHNICITY
COVLEAV	byte	%10.0g	Covd & elig AND for FMLA reason
SAIDFMLA	byte	%10.0g	Said longest leave was under FMLA
FMLALEAV	byte	%10.0g	1=Leave was FMLA, 2=Was not
A3DAYCAT	byte	%10.0g	Length of longest leave
A8_R	byte	%10.0g	1=All at once, 2=alternated
EDUC1	byte	%10.0g	Respondent education, 5 categories
AGECAT	byte	%10.0g	Categorized respondent age
LV_OWN	byte	%10.0g	took leave for own health
LV_MAT	byte	%10.0g	took leave for maternity
LV_NEW	byte	%10.0g	leave for newborn,adopt,fost
LV_CHILD	byte	%10.0g	took leave for child hlth
LV_SPOUS	byte	%10.0g	took leave for spouse
LV_PAREN	byte	%10.0g	took leave for parent
INCOME3	byte	%10.0g	HH income: 6 categories
MARSTAT	byte	%10.0g	marital status categories
CHILDREN	byte	%10.0g	1=Has child under 18
C5_R	byte	%10.0g	perceived eligibility for FMLA
NEED_OWN	byte	%10.0g	Needed lv for own hlth
NEED_MAT	byte	%10.0g	Needed lv for materny
NEED_NEW	byte	%10.0g	Needed lv for new child
NEED_CHI	byte	%10.0g	Needed lv for ill child
NEED_SPO	byte	%10.0g	Needed lv for spouse
NEED_PAR	byte	%10.0g	Needed lv for parent
YOUNG	byte	%10.0g	1=HH has child 18 mos or younger
B4CODE	byte	%10.0g	code for response to b4
COVSTAT	byte	%10.0g	elig, not elig, & noncovd
FNL00_0	double	%10.0g	Final Weight
FNL00_1	double	%10.0g	FINAL REPLICATE WEIGHT # 1
FNL00_2	double	%10.0g	FINAL REPLICATE WEIGHT # 2
FNL00_3	double	%10.0g	FINAL REPLICATE WEIGHT # 3
FNL00_4	double	%10.0g	FINAL REPLICATE WEIGHT # 4
FNL00_5	double	%10.0g	FINAL REPLICATE WEIGHT # 5
FNL00_6	double	%10.0g	FINAL REPLICATE WEIGHT # 6
FNL00_7	double	%10.0g	FINAL REPLICATE WEIGHT # 7
FNL00_8	double	%10.0g	FINAL REPLICATE WEIGHT # 8



# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

FNL00_9	double %10.0g	FINAL REPLICATE WEIGHT # 9
FNL00_10	double %10.0g	FINAL REPLICATE WEIGHT # 10
FNL00_11	double %10.0g	FINAL REPLICATE WEIGHT # 11
FNL00_12	double %10.0g	FINAL REPLICATE WEIGHT # 12
FNL00_13	double %10.0g	FINAL REPLICATE WEIGHT # 13
FNL00_14	double %10.0g	FINAL REPLICATE WEIGHT # 14
FNL00_15	double %10.0g	FINAL REPLICATE WEIGHT # 15
FNL00_16	double %10.0g	FINAL REPLICATE WEIGHT # 16
FNL00_17	double %10.0g	FINAL REPLICATE WEIGHT # 17
FNL00_18	double %10.0g	FINAL REPLICATE WEIGHT # 18
FNL00_19	double %10.0g	FINAL REPLICATE WEIGHT # 19
FNL00_20	double %10.0g	FINAL REPLICATE WEIGHT # 20
FNL00_21	double %10.0g	FINAL REPLICATE WEIGHT # 21
FNL00_22	double %10.0g	FINAL REPLICATE WEIGHT # 22
FNL00_23	double %10.0g	FINAL REPLICATE WEIGHT # 23
FNL00_24	double %10.0g	FINAL REPLICATE WEIGHT # 24
FNL00_25	double %10.0g	FINAL REPLICATE WEIGHT # 25
FNL00_26	double %10.0g	FINAL REPLICATE WEIGHT # 26
FNL00_27	double %10.0g	FINAL REPLICATE WEIGHT # 27
FNL00_28	double %10.0g	FINAL REPLICATE WEIGHT # 28
FNL00_29	double %10.0g	FINAL REPLICATE WEIGHT # 29
FNL00_30	double %10.0g	FINAL REPLICATE WEIGHT # 30
FNL00_31	double %10.0g	FINAL REPLICATE WEIGHT # 31
FNL00_32	double %10.0g	FINAL REPLICATE WEIGHT # 32
FNL00_33	double %10.0g	FINAL REPLICATE WEIGHT # 33
FNL00_34	double %10.0g	FINAL REPLICATE WEIGHT # 34
FNL00_35	double %10.0g	FINAL REPLICATE WEIGHT # 35
FNL00_36	double %10.0g	FINAL REPLICATE WEIGHT # 36
FNL00_37	double %10.0g	FINAL REPLICATE WEIGHT # 37
FNL00_38	double %10.0g	FINAL REPLICATE WEIGHT # 38
FNL00_39	double %10.0g	FINAL REPLICATE WEIGHT # 39
FNL00_40	double %10.0g	FINAL REPLICATE WEIGHT # 40
FNL00_41	double %10.0g	FINAL REPLICATE WEIGHT # 41
FNL00_42	double %10.0g	FINAL REPLICATE WEIGHT # 42
FNL00_43	double %10.0g	FINAL REPLICATE WEIGHT # 43
FNL00_44	double %10.0g	FINAL REPLICATE WEIGHT # 44
FNL00_45	double %10.0g	FINAL REPLICATE WEIGHT # 45
FNL00_46	double %10.0g	FINAL REPLICATE WEIGHT # 46
FNL00_47	double %10.0g	FINAL REPLICATE WEIGHT # 47
FNL00_48	double %10.0g	FINAL REPLICATE WEIGHT # 48
FNL00_49	double %10.0g	FINAL REPLICATE WEIGHT # 49
FNL00_50	double %10.0g	FINAL REPLICATE WEIGHT # 50
FNL00_51	double %10.0g	FINAL REPLICATE WEIGHT # 51
FNL00_52	double %10.0g	FINAL REPLICATE WEIGHT # 52
FNL00_53	double %10.0g	FINAL REPLICATE WEIGHT # 53
FNL00_54	double %10.0g	FINAL REPLICATE WEIGHT # 54
FNL00_55	double %10.0g	FINAL REPLICATE WEIGHT # 55
FNL00_56	double %10.0g	FINAL REPLICATE WEIGHT # 56
FNL00_57	double %10.0g	FINAL REPLICATE WEIGHT # 57
FNL00_58	double %10.0g	FINAL REPLICATE WEIGHT # 58
FNL00_59	double %10.0g	FINAL REPLICATE WEIGHT # 59



# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

FNL00\_60

double %10.0g

FINAL REPLICATE WEIGHT # 60



# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

## Appendix B

Contains data

obs: 1,839

FMLA\_EST

vars: 195

variable name	storage type	display format	value label	variable label
BASEID	str8	%12s		ID
Q5	byte	%10.0g		OTHER LOCATIONS
Q5A	byte	%10.0g		HAVE OTHER SITES WITHIN 75 MILES
Q6A1	byte	%10.0g		12 WEEKS LEAVE, PARENTS CARE FOR NEWBORN
Q6A2	byte	%10.0g		BENEFITS CONTINUED DURING LEAVE
Q6A3	byte	%10.0g		SAME JOB UPON RETURN
Q6B1	byte	%10.0g		12 WEEKS LEAVE FOR PARENTS W/ ADOPTION
Q6B2	byte	%10.0g		BENEFITS CONT. DURING LEAVE
Q6B3	byte	%10.0g		SAME JOB UPON RETURN
Q6C1	byte	%10.0g		12 WEEKS AVAILABLE FOR EMPLOYEE HEALTH
Q6C2	byte	%10.0g		BENEFITS CONT. DURING LEAVE
Q6C3	byte	%10.0g		SAME JOB UPON RETURN
Q6D1	byte	%10.0g		12 WEEKS LEAVE FOR MOM MATERNITY
Q6D2	byte	%10.0g		BENEFITS CONT. DURING LEAVE
Q6D3	byte	%10.0g		SAME JOB UPON RETURN
Q6E1	byte	%10.0g		12 WEEKS LEAVE TO CARE FOR FAMILY...
Q6E2	byte	%10.0g		BENEFITS CONT. DURING LEAVE
Q6E3	byte	%10.0g		SAME JOB UPON RETURN
Q8A	byte	%10.0g		JOB GUARANTEE FOR MORE THAN 12 WEEKS
Q8B	byte	%10.0g		JOB GUARANTEE FOR EMP. WORK LESS 12 MNTH
Q8C	byte	%10.0g		JOB GUARANTEE TO EMP. WORK LESS 1,250 HR
Q9A	byte	%10.0g		PAID SICK LEAVE
Q9B	byte	%10.0g		PAID DISABILITY LEAVE
Q9C	byte	%10.0g		PAID VACATION
Q9D	byte	%10.0g		ANY OTHER PAID TIME OFF
Q10A	byte	%10.0g		PARENTS TO CARE FOR NEWBORN
Q10AA	byte	%10.0g		PARTIAL PAY FOR PARENTS TO CARE NEWBORN
Q10B	byte	%10.0g		PARENTS FOR ADOPTION
Q10BB	byte	%10.0g		PARTIAL PAY FOR PARENTS FOR ADOPTION
Q10C	byte	%10.0g		EMPLOYEE OWN HEALTH
Q10CC	byte	%10.0g		PARTIAL PAY FOR EMPLOYEE OWN HEALTH
Q10D	byte	%10.0g		MOMS FOR MATERNITY REASONS



# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

Q10DD	byte	%10.0g	PARTIAL PAY FOR MOMS MATERNITY
Q10E	byte	%10.0g	CARE OF FAMILY..SERIOUS HEALTH
			CONDITION
Q10EE	byte	%10.0g	PARTIAL PAY FOR CARE OF FAMILY
Q11A	byte	%10.0g	CONTINUE PENSION/RETIREMENT PLAN
Q11B	byte	%10.0g	CONTINUE LIFE OR DISABILITY
			INSURANCE
Q12A	byte	%10.0g	CHILD CARE ASSISTANCE
Q12B	byte	%10.0g	ELDER CARE ASSISTANCE
Q12C	byte	%10.0g	FLEXIBLE WORK SCHEDULES
Q12D	byte	%10.0g	EMPLOYEE ASSISTANCE PROGRAM
Q12E	byte	%10.0g	ADOPTION ASSISTANCE
Q12F	byte	%10.0g	WORKPLACE PROVISIONS FOR
			LACTATION
Q14	byte	%10.0g	POLICIES DETERMINED AT THE
Q15	byte	%10.0g	STATE HAVE FAMILY/MEDICAL LEAVE
			LAW
Q15A	byte	%10.0g	DOES APPLY TO ORG AT THIS
			LOCATION
Q13A	byte	%10.0g	ALLOW EE LEAVE FOR SCHOOL
			ACTIVITIES
Q13A1	byte	%10.0g	SCHOOL ACTIVITY LEAVE SEPARATE?
Q13B	byte	%10.0g	ALLOW EE LEAVE FOR MEDICAL APPTS
Q13B1	byte	%10.0g	MEDICAL APPT LEAVE SEPARATE?
Q16	byte	%10.0g	DOES FEDERAL FAMILY/MED LAW
			APPLY
Q16A	byte	%10.0g	LOCATION COVERED BY FMLA SINCE
			94
Q16B	int	%10.0g	WHAT YEAR DID LOCATION BECOME
			COVERED BY
Q17NUM	int	%10.0g	# EMPLOYEES TAKING FMLA LEAVE
			1/1/99
Q17ANUM	int	%10.0g	# EMPLOYEE TAKN INTERMIT FMLA
			1/1/99
Q17BNUM	int	%10.0g	# EMPLOYEES TAKING FMLA LEAVE
			1/1/00
Q17CNUM	int	%10.0g	# EMPLOYEE TAKN INTERMIT FMLA
			1/1/00
Q17D	byte	%10.0g	EMPLOYEE BEEN DENIED LEAVE
Q17ENUM	int	%10.0g	# EMPLOYEES DENIED LEAVE
Q17F	byte	%10.0g	EMPLOYEES NOT TAKEN LEAVE
Q18NUM	byte	%10.0g	# EMPLOYEE TAKEN LEAVE FOR
			FAMILY REASON
Q18ANUM	int	%10.0g	# TOOK LEAVE IN 1999
Q19A	byte	%10.0g	ASSIGN WORK TEMP TO OTHER
			EMPLOYEES
Q19B	byte	%10.0g	HIRE AN OUTSIDE TEMP REPLACEMENT
Q19C	byte	%10.0g	HIRE A PERMANENT REPLACEMENT
Q19D	byte	%10.0g	PUT WORK ON HOLD UNTIL EMPLOYEE
			RETURN
Q19E	byte	%10.0g	EMPLOYEE PERFORM SOME WORK ON





# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

Question ID	Format	Length	Description
			LEAVE
Q19F	byte	%10.0g	COVER WORK SOME OTHER WAY
Q20	byte	%10.0g	ORG MAINTAIN RECORDS OF FMLA USE
Q20A	byte	%10.0g	TAKE LEAVE BUT NOT AS FMLA
Q21A	byte	%10.0g	WRITTEN GUIDANCE HOW ACT IS
			COORDINATED
Q21B	byte	%10.0g	WRITTEN NOTICE AMOUNT OF LEAVE
			TAKEN
Q21C	byte	%10.0g	PROVIDE MEDICAL DOCUMENT
Q21D	byte	%10.0g	REQUIRE TO USE PAID LEAVE
Q21E	byte	%10.0g	OFFERED ALTERNATIVE WORK INSTEAD
			OF LEAV
Q22	byte	%10.0g	LOCATION OFFER TO NON-ELIGIBLE
Q23	byte	%10.0g	REDUCED BENEFITS TO OFFSET COSTS
Q23AA	byte	%10.0g	PAID VACATION / PERSONAL LEAVE
Q23AB	byte	%10.0g	PAID SICK LEAVE
Q23AC	byte	%10.0g	HEALTH PLAN CONTRIBUTIONS
Q23AD	byte	%10.0g	PENSION/RETIREMENT PLAN
			CONTRIBUTION
Q23AE	byte	%10.0g	LIFE INSURANCE
Q23AF	byte	%10.0g	DISABILITY INSURANCE
Q23AG	byte	%10.0g	OTHER
Q24A	byte	%10.0g	BUSINESS PRODUCTIVITY
Q24B	byte	%10.0g	BUSINESS PROFITABILITY
Q24C	byte	%10.0g	BUSINESS GROWTH
Q24D	byte	%10.0g	EMPLOYEE PRODUCTIVITY
Q24E	byte	%10.0g	EMPLOYEE ABSENCES
Q24F	byte	%10.0g	EMPLOYEE TURNOVER
Q24H	byte	%10.0g	EMPLOYEE CAREER ADVANCEMENT
Q24I	byte	%10.0g	EMPLOYEE MORALE
Q25A	byte	%10.0g	ADMINISTRATIVE COSTS
Q25B	byte	%10.0g	COST OF CONTINUEING BENEFITS
			DURING LEAV
Q25C	byte	%10.0g	HIRING/TRAINING COSTS
Q25D	byte	%10.0g	OTHER COSTS
Q26A	byte	%10.0g	ADMINISTRATIVE COSTS
Q26B	byte	%10.0g	COST OF CONTINUING BENEFITS
			DURING LEAVE
Q26C	byte	%10.0g	HIRING/TRAINING COSTS
Q26D	byte	%10.0g	COMPLYING W/FMLA INCREASED OTHER
			COSTS
Q27	byte	%10.0g	COMPLYING TO LEAVE ACT RESULT
			COST SAVIN
Q28A	byte	%10.0g	MAINTAINING ADDITIONAL RECORD
			KEEPING
Q28B	byte	%10.0g	WHETHER ACT APPLIES TO YOUR ORG.
Q28C	byte	%10.0g	WHETHER EMPLOYEES ARE ELIGIBLE
			UNDER ACT
Q28D	byte	%10.0g	COORDINATING STATE/FED LEAVE
			POLICY
Q28E	byte	%10.0g	COORDINATING ACT WITH OTHER FED



# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

			LAWS
Q28F	byte	%10.0g	COORDINATING ACT WITH OTHER
			LEAVE POLICY
Q28G	byte	%10.0g	COORDINATING ACT W/ ATTENDANCE
			POLICY
Q28H	byte	%10.0g	FMLA NOTIFICATION...REQUIREMENTS
Q29	byte	%10.0g	INTERMITTENT LEAVE IMPACT ON
			PRODUCTIVIT
Q29A	byte	%10.0g	IMPACT ON PRODUCTIVITY NEG OR
			POS
Q29B	byte	%10.0g	IMPACT ON PRODUCTIVITY SM, MED,
			LG?
Q30	byte	%10.0g	LEAVE HAVE IMPACT ON
			PRODUCTIVITY
Q30A	byte	%10.0g	IMPACT ON PROFITABILITY POS OR
			NEG
Q30B	byte	%10.0g	IMPACT ON PROFITABILITY SM, MED,
			LG?
Q31A	byte	%10.0g	US DEPART OF LABOR
Q31B	byte	%10.0g	THE MEDIA
Q31C	byte	%10.0g	A TRADE OR BUSINESS GROUP
Q31D	byte	%10.0g	AN ATTORNEY OR CONSULTANT
Q31E	byte	%10.0g	A UNION
Q31F	byte	%10.0g	YOUR EMPLOYEES
Q31G	byte	%10.0g	THE INTERNET
Q31H	byte	%10.0g	SOME OTHER SOURCE SPECIFY
Q32A	byte	%10.0g	EMPLOYEE HANDBOOK
Q32B	byte	%10.0g	NOTICE ON BULLETIN BOARD
Q32C	byte	%10.0g	MEMOS
Q32D	byte	%10.0g	COMPUTER NETWORK, INTRANET,
			EMIAL
Q32E	byte	%10.0g	ORAL NOTIFICATION
Q32F	byte	%10.0g	SOME OTHER METHOD SPECIFY
Q33A	byte	%10.0g	EXCEPTION FOR HIGHLY PAID
			EMPLOYEES
Q33B	byte	%10.0g	WRITTEN MEDICAL CERTIFICATIONS
Q33C	byte	%10.0g	SECOND AND THIRD MEDICAL OPINION
Q33D	byte	%10.0g	ADVANCE NOTICE OF FORESEEABLE
			LEAVE
Q33E	byte	%10.0g	TRANSFER TO ALTERNATIVE POSITION
Q33F	byte	%10.0g	ANY OTHER PROVISION SPECIFY
Q34	byte	%10.0g	EASY/DIFF COMPLYING WITH
			REQUIRMENTS
Q35	byte	%10.0g	EMPLOYEES TAKE LEAVE THEN NOT
			RETURN
Q35ANUM	int	%10.0g	# CHOSE NOT TO RETURN
Q35B	byte	%10.0g	ATTEMPT TO RECOVER ORG WAS
			ENTITLED
Q35C	byte	%10.0g	SUCCESSFULLY RECOVER THESE
			PAYMENTS
Q35D	byte	%10.0g	EASY OR DIFFICULT TO RECOVER



# 2000 Family and Medical Leave Act (FMLA) Surveys Public Use Data

Variable	Format	Length	Description
PAYMENT			
Q36	byte	%10.0g	LEAVE ACT HAD ANY EFFECTS AT THIS LOCATI
Q37A	byte	%10.0g	BUSINESS PRODUCTIVITY
Q37B	byte	%10.0g	BUSINESS PROFITABILITY
Q37C	byte	%10.0g	BUSINESS GROWTH
Q37D	byte	%10.0g	EMPLOYEE PRODUCTIVITY
Q37E	byte	%10.0g	EMPLOYEE ABSENCES
Q37F	byte	%10.0g	EMPLOYEE TURNOVER
Q37H	byte	%10.0g	EMPLOYEE CAREER ADVANCEMENT
Q37I	byte	%10.0g	EMPLOYEE MORALE
Q38A	byte	%10.0g	BUSINESS PRODUCTIVITY
Q38B	byte	%10.0g	BUSINESS PROFITABILITY
Q38C	byte	%10.0g	BUSINESS GROWTH
Q38D	byte	%10.0g	EMPLOYEE PRODUCTIVITY
Q38E	byte	%10.0g	EMPLOYEE ABSENCES
Q38F	byte	%10.0g	EMPLOYEE TURNOVER
Q38H	byte	%10.0g	EMPLOYEE CAREER ADVANCEMENT
Q38I	byte	%10.0g	EMPLOYEE MORALE
Q39A	byte	%10.0g	ADMINISTRATIVE COSTS
Q39B	byte	%10.0g	HIRING/TRAINING COSTS
Q39C	byte	%10.0g	OTHER COSTS SPECIFY
Q40	byte	%10.0g	COMPLYING RESULT IN COST SAVINGS
Q41	byte	%10.0g	# PEOPLE CONSULTED FOR SURVEY
Q42	byte	%10.0g	CHECK IN ORG RECORDS TO PROVIDE
INFO			
Q43NUM	int	%10.0g	YR DID PERSON START WORKIN
CURRENT POSIT			
Q44TXT	str30	%34s	CURRENT JOB TITLE
Q28I	byte	%10.0g	DETERMINE IF SERIOUS HEALTH
CONDITION			
Q45	byte	%10.0g	R HAVE FMLA COMMENTS/CONCERNS
Q19G	byte	%10.0g	METHOD MOST OFTEN USED TO COVER
WORK			
Q31I	byte	%10.0g	GET FMLA INFO FROM EXISTING
POLICIES			
Q39D	byte	%10.0g	COMPLY W/FMLA INCREASE
LITIGATION COSTS			
Q32G	byte	%10.0g	INFORM EES OF FMLA RIGHTS?
PMNWT	double	%10.0g	Post-stratified Full Sample
Weight			
FMLACOV	byte	%10.0g	FMLACOV 2000: 1=COVERED,2=NOT
COVERED			
ALLREASN	byte	%10.0g	PROVIDES LEAVE FOR ALL 5 FMLA
REASONS			
Q17MED	byte	%10.0g	DENIED: MEDICAL BUT NOT SHC
Q17REL	byte	%10.0g	DENIED: NONCOVERED RELATIVE
Q17HRS	byte	%10.0g	DENIED: DIDN'T HAVE ENOUGH HOURS
Q17CERT	byte	%10.0g	DENIED: NO CERTIFICATION
Q17NON	byte	%10.0g	DENIED: NONFMLA REASON
Q17UNC	byte	%10.0g	Uncodable response



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Q170TH	byte	%10.0g	DENIED: OTHER REASON
Q27TURN	byte	%10.0g	REDUCED COST: LOWER TURNOVER
Q27MOR	byte	%10.0g	REDUCED COST: BETTER MORALE
Q27OTH	byte	%10.0g	REDUCED COST: OTHER REASON
FEMPCT	double	%10.0g	% OF FEMALE EMPLOYEES
UNIONPCT	double	%10.0g	% OF UNIONIZED EMPLOYEES
PTPCT	double	%10.0g	% EMPLOY W/ 1250 HRS IN PAST 12 MNTHS
IMPROD2	byte	%10.0g	INTERMIT LEAVE IMPACT: PRODUCTIVITY
R_MAJ SIC	byte	%10.0g	FOUR MAJOR SIC DIVISIONS
SIZEABC	byte	%10.0g	# OF EMPLOYEES IN SIC A, B, & C
SIZDEGHI	byte	%10.0g	# OF EMPLOYEES IN SIC D, E, G, H, & I
SIZEF	byte	%10.0g	# OF EMPLOYEES IN SIC F
COV75MI	byte	%10.0g	FMLA COVERED BY 75 MILE CRITERIA
MAJSIC	str2	%6s	EIGHT MAJOR SIC DIVISIONS