2012 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: September 2012

Learn More About the Study:

- 2012 Family and Medical Leave Act Surveys

Brief Description: Survey data files: Employee and Worksite Surveys

List of Data files:

Filename: PUBLIC_DATA_USE_FILE_employee.dta (Stata; 2.47 MB), PUBLIC_DATA_USE_FILE_employee.sas7bdat (SAS; 7.48 MB)

Number of Variables: 299

Summary of Variables: See Appendix A

Number of Observations: 2,852

Filename: PUBLIC_DATA_USE_FILE_worksite.dta (Stata; 1.54 MB), PUBLIC_DATA_USE_FILE_worksite.sas7bdat (SAS; 2.89 MB)

Number of Variables: 284

Summary of Variables: See Appendix B

Number of Observations: 1,812

Links to Codebooks, Documentation, and Instruments:

- Family and Medical Leave in 2012: Revised Public Use File Documentation

Time Period of Data Collection: 2012

Geographic Coverage: National

Detailed Coverage:

- The 2012 Employee Survey target population is U.S. adults age 18 or older who were employed for pay in the past 12 months.
- The 2012 Worksite Survey surveyed U.S. businesses.

Study Populations: Adult Workers

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

Unit(s) of Observation: Individuals; Firms

Topics: Worker Leave

Research Method: Survey

DOL Partner Agency: Wage and Hour Division

Sampling Method:

- The 2012 Employee Survey is as an overlapping, dual frame landline and cell phone random digit dial (RDD) telephone survey. Adults who needed or took family/medical leave in the 18 months prior to the interview are oversampled and administered an extended interview roughly twice the length of the extended interview for respondents who did not need or take such leave.

- The 2012 Worksite Survey is a mixed-mode telephone and internet survey of U.S. businesses. The sampling frame was drawn from the Dun and Bradstreet (D&B) Market Identifiers (DMI) file. The final sample excluded self-employed without employees, government and quasi-government units (federal, state, and local governments, public educational institutions, and post offices).

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.

Appendix A

```
obs:      2,852
vars:       299
size:   2,521,168
-------------------------------------------------------------------------------------------------
              storage   display    value
variable name   type    format     label     variable label
-------------------------------------------------------------------------------------------------
empid          int     %8.0g                 EMPID. Respondent ID
LEAVE_CAT      byte    %8.0g                  LEAVE_CAT Type of Survey Respondent
AGE_CAT        byte    %8.0g                  AGE_CAT S7. Age of respondent
GENDER_CAT     byte    %8.0g                  GENDER_CAT S8. Gender of respondent
A1             byte    %8.0g                * A1. Have you taken leave from work in last 18
                                             months to care for a new child, yo
A2             byte    %8.0g                  A2. Was there an event like this in the last year
A3             byte    %8.0g                  A3. Are you currently on this type of leave from
                                             work
A4_CAT         byte    %8.0g                  A4_CAT A4. For how many TOTAL reasons did you
                                             take leave in the last 18 months
A4a_CAT        byte    %8.0g                  A4A_CAT A4a. For how many TOTAL reasons did you
                                             take leave in the last year
A5_1_CAT       byte    %8.0g                  A5_1_CAT A5. First Loop, Main reason took leave…
A5_2_CAT       byte    %8.0g                  A5_2_CAT A5. Second Loop, Main reason took leave…
A5a1_1_CAT     byte    %8.0g                  A5a1_1_CAT A5a1. First Loop, Deployment related,
                                             first answer…
A5a1_2_CAT     byte    %8.0g                  A5a1_2_CAT A5a2 .First Loop, Deployment related,
                                             second answer…
A6_1_CAT       byte    %8.0g                * A6_1_CAT A6_1_CAT A6. First Loop, What is that
                                             other relative's relationship to
A6_2_CAT       byte    %8.0g                  A6_2_CAT A6. Second Loop, What is that other
                                             relative's relationship to you…
A8_1_CAT       byte    %8.0g                  A8_1_CAT A8. First Loop, Age of care recipient …
A8_2_CAT       byte    %8.0g                  A8_2_CAT A8. Second Loop, Age of care recipient …
A9_1           byte    %8.0g                * A9. First Loop, Leave taken for military service
                                             injury or to care for injured
A9a_1_CAT      byte    %8.0g                  A9a_1_CAT A9a. First Loop, what is the military
                                             member's relationship to you…
A10_1          byte    %8.0g                  A10. First Loop, Health condition for which you
                                             took leave…
A10_2          byte    %8.0g                  A10. Second Loop, Health condition for which you
                                             took leave…
A11_1          byte    %8.0g                * A11. First Loop, Did you or your care recipient
                                             require a doctor's care during t
A11_2          byte    %8.0g                * A11. Second Loop, Did you or your care recipient
                                             require a doctor's care during
A12_1          byte    %8.0g                * A12. First Loop, Did you/your care recipient
                                             require hospitalization during this
A12_2          byte    %8.0g                * A12. Second Loop, Did you/your care recipient
                                             require hospitalization during thi
A13_1_CAT      byte    %8.0g                * A13_1_CAT A13. First Loop, Length of leave in
```

```
                             months (MONTH, YEAR leave started
A13_2_CAT      double  %12.0g        * A13_2_CAT A13. Second Loop, Length of leave in
                             months (MONTH, YEAR leave starte
A14_1          byte    %8.0g          A14. First Loop, Took time off continuously or on
                             separate occasions
A14_2          byte    %8.0g          A14. Second Loop, Took time off continuously or
                             on separate occasions
A15_1_CAT      byte    %8.0g          A15_1_CAT A15. First Loop, How many blocks of
                             time
A15_2_CAT      float   %9.0g          A15_2_CAT A15. Second Loop, How many blocks of
                             time
A16_1_CAT      byte    %8.0g          A16_1_CAT A16. First Loop, Length of last block
                             of intermittent leave in months
A16_2_CAT      byte    %8.0g          A16_2_CAT A16. Second Loop, Length of last block
                             of leave in months
A19_1_CAT      byte    %8.0g          A19_1_CAT A19. First Loop, Total time off
A19_2_CAT      byte    %8.0g          A19_2_CAT A19. Second Loop, Total time off
A19a_1_CAT     byte    %8.0g          A19a_1_CAT A19a. First Loop, Time needed to care
                             for military member
A19b_1         byte    %8.0g          A19b. First Loop, Other household member took
                             leave in last 18 months
A19b_2         byte    %8.0g          A19b. Second Loop, Other household member took
                             leave in last 18 months
A19c_1_CAT     byte    %8.0g          A19c_1_CAT A19c. First Loop, What is this
                             person's relationship to you…
A19c_2_CAT     byte    %8.0g          A19c_2_CAT A19c. Second Loop, What is this
                             person's relationship to you…
A19d_1_CAT     byte    %8.0g        * A19d_1_CAT A19d. First Loop, How much total time
                             did this person take off for th
A19d_2_CAT     byte    %8.0g        * A19d_2_CAT A19d. Second Loop, How much total time
                             did this person take off for t
A20            byte    %8.0g        * A20. for multiple leaves, 1=most recent leave for
                             same reason as longest leave.2
na21_1         byte    %8.0g          Na21_1 A21. Employer categorization of leave,
                             first answer…
na21_2         byte    %8.0g          Na21_2 A21. Employer categorization of leave,
                             second answer…
na21_3         byte    %8.0g          Na21_3 A21. Employer categorization of leave,
                             third answer…
na21_4         byte    %8.0g          Na21_4 A21. Employer categorization of leave,
                             fourth answer…
A23a_CAT       byte    %8.0g          A23a_CAT A23a_CAT A23a. As a result of taking
                             leave…Did you lose your job
A23b           byte    %8.0g        * A23b. As a result of taking leave…Did you lose
                             your seniority or potential for a
A23c           byte    %8.0g          A23c. As a result of taking leave…Were you unable
                             to afford unpaid leave
A23d           byte    %8.0g          A23d. As a result of taking leave…Did you reveal
                             personal information
A23e           byte    %8.0g          A23e. As a result of taking leave…Were you
                             treated differently
```

A23f   byte   %8.0g   A23f. As a result of taking leave…Able to keep health insurance

A23g_CAT   byte   %8.0g   A23g_CAT A23g. As a result of taking leave…Does anything else happen

A26   byte   %8.0g   A26. Employer required medical certification

A28   byte   %8.0g   A28. Medical certification accepted on the first submission

A29_1_CAT   byte   %8.0g   * A29_1_CAT A29. Why medical certification not accepted on first submission, first

A29_2   byte   %8.0g   A29. Why medical certification not accepted on first submission, second answer…

A30   byte   %8.0g   * A30. Employer required multiple doctor visits to obtain initial medical certific

A33   byte   %8.0g   A33. Paid out of pocket for medical recertification

A35   byte   %8.0g   A35. Employer required medical re-certification

A39   byte   %8.0g   A39. Paid out of pocket for medical recertification

A41_CAT   byte   %8.0g   A41_CAT A41. Time off to obtain medical certification

A42_CAT   byte   %8.0g   * A42_CAT A42. How long before you took leave did you provide notice to your empl

A44   byte   %8.0g   * A44. On leave, did you keep health insurance, lose part or all, or did you not

A45   byte   %8.0g   A45. Did you receive pay for any part of your leave

A46a   byte   %8.0g   A46a. Was some of the pay you received part of…Paid time off

A46b   byte   %8.0g   A46b. Was some of the pay you received part of…sick leave

A46c   byte   %8.0g   A46c. Was some of the pay you received part of…vacation leave

A46d   byte   %8.0g   A46d. Was some of the pay you received part of…personal leave

A46e   byte   %8.0g   A46e. Was some of the pay you received part of…maternity leave

A46f   byte   %8.0g   A46f. Was some of the pay you received part of…paternity leave

A47a   byte   %8.0g   * A47a. Was receiving some of the pay as paid time off your choice, employer requi

A47b   byte   %8.0g   * A47b. Was receiving some of the pay as sick leave your choice, employer required

A47c   byte   %8.0g   * A47c. Was receiving some of the pay as vacation your choice, employer required,

A47d   byte   %8.0g   * A47d. Was receiving some of the pay as personal leave your choice, employer requ

A47e   byte   %8.0g   * A47e. Was receiving some of the pay as maternity leave your choice, employer req

A47f_CAT   byte   %8.0g   * A47f_CAT A47f. Was receiving some of the pay as paternity leave your choice, emp

A48a   byte   %8.0g   A48a. Was some of the pay you received part

			of…Temporary disability insurance
A48b	byte	%8.0g	A48b. Was some of the pay you received part of…state paid family leave
A48c	byte	%8.0g	A48c. Was some of the pay you received part of…state paid disability leave
A48d	byte	%8.0g	A48d. Was some of the pay you received part of…other benefit
A49	byte	%8.0g	* A49. When you received pay during leave, was it the same amount or only part of
A50	byte	%8.0g	A50. How much of your regular pay did you receive…
A52a	byte	%8.0g	* A52a. To cover your work while you were on leave, did your employer...assign you
A52b	byte	%8.0g	* A52b. To cover your work while you were on leave, did your employer...Hire a per
A52c	byte	%8.0g	* A52c. To cover your work while you were on leave, did your employer...Hire a tem
A52d	byte	%8.0g	* A52d. To cover your work while you were on leave, did your employer...Let your w
A52e	byte	%8.0g	* A52e. To cover your work while you were on leave, did your employer...Cover you
A53a	byte	%8.0g	A53a. To cover lost wages, did you…use savings earmarked for this situation
A53b	byte	%8.0g	A53b. To cover lost wages, did you…use savings earmarked for something else
A53c	byte	%8.0g	A53c. To cover lost wages, did you…borrow money
A53d	byte	%8.0g	A53d. To cover lost wages, did you…go on public assistance
A53e	byte	%8.0g	A53e. To cover lost wages, did you…limit spending
A53f	byte	%8.0g	A53f. To cover lost wages, did you…put off paying bills
A53g	byte	%8.0g	A53g. To cover lost wages, did you…cut leave time short
A53h	byte	%8.0g	A53h. To cover lost wages, did you…do anything else
A54	byte	%8.0g	A54. How easy or difficult was it to make ends meet during leave…
A55	byte	%8.0g	* A55. If you had received pay would you have taken leave for a longer period of t
A59	byte	%8.0g	* A59. Return to work after leave, same employer, new employer, did not return to
A60	byte	%8.0g	A60. Did you employer require fitness for duty certification
A61_1_CAT	byte	%8.0g	A61_1_CAT A61. Why did't you return to work, first answer…
A61_2	byte	%8.0g	A61. Why did't you return to work, second answer…
A62a	byte	%8.0g	A62a. Did you return to work because…could not afford to take more time off
A62b	byte	%8.0g	A62b. Did you return to work because…wanted to get back to work
A62c	byte	%8.0g	A62c. Did you return to work because…you used up

all leave time

A62d	byte	%8.0g	A62d. Did you return to work because…felt pressured to return
A62e	byte	%8.0g	A62e. Did you return to work because…too much work to stay away longer
A62f	byte	%8.0g	A62f. Did you return to work because…someone else took over care-giving
A62g	byte	%8.0g	A62g. Did you return to work because…no longer needed leave
A62h	byte	%8.0g	A62h. Did you return to work because…doctor said that you were ready
A62i	byte	%8.0g	* A62i. Did you return to work because…care recipient's doctor told you that it wa
A62j	byte	%8.0g	* A62j. Did you return to work because…did not want to lose seniority or potential
A63	byte	%8.0g	* A63. After leave, did you return to same, better or worse position than the one
A64	byte	%8.0g	* A64. Did you choose to take different position or did employer assign you to dif
B1	byte	%8.0g	B1. Needed but did not take leave in the past 18 months
B3	byte	%8.0g	B3. Needed but did not take leave in the last year
B4_CAT	byte	%8.0g	* B4_CAT B4. How many different time did you need leave but not take it in the las
B5_CAT	byte	%8.0g	* B5_CAT B5. How many different times did you need leave but not take it in the la
B5a	byte	%8.0g	B5a. Needed leave in past 18 months for same or different reasons
B5b_CAT	byte	%8.0g	* B5b_CAT B5b. For how many TOTAL reasons or conditions did you need leave from wo
B6_1_CAT	byte	%8.0g	B6_1_CAT B6_1. Reason for which you needed to take leave from work
B6_2_CAT	byte	%8.0g	B6_2_CAT B6_2. Second reason for which you needed to take leave from work
B6_3_CAT	byte	%8.0g	B6_3_CAT B6_3. Third reason for which you needed to take leave from work
B7_1_CAT	byte	%8.0g	B7_1_CAT B7_1. What is that person's relationship to you…
B7_2_CAT	byte	%8.0g	B7_2_CAT B7_1. What is that person's relationship to you…
B9_1_CAT	byte	%8.0g	B9_1_CAT B9_1. Age of care recipient
B9_2_CAT	byte	%8.0g	B9_2_CAT B9_2. Age of care recipient
B9_3_CAT	byte	%8.0g	B9_3_CAT B9_3. Age of care recipient
B11_1	byte	%8.0g	B11_1. Nature of health condition
B11_2	byte	%8.0g	B11_2. Nature of health condition
B11_3_CAT	byte	%8.0g	B11_3_CAT B11_3. Nature of health condition
B12_1	byte	%8.0g	B12_1. Did you or your care recipient need doctor's care
B12_2	byte	%8.0g	B12_2. Did you or your care recipient need doctor's care

B13_1   byte   %8.0g   B13_1. Hospital overnight stay required for you/your care recipient

B13_2   byte   %8.0g   B13_2. Hospital overnight stay required for you/your care recipient

B14_1_CAT   byte   %8.0g   B14_1_CAT B14_1. How many times in the past 18 months did you need leave

B14_2_CAT   byte   %8.0g   B14_2_CAT B14_2. How many times in the past 18 months did you need leave

B14_3_CAT   byte   %8.0g   B14_3_CAT B14_3. How many times in the past 18 months did you need leave

B14a_1_CAT   byte   %8.0g   * B14a_1_CAT B14a_1. How many times did you need leave for this reason in the last

B14a_2_CAT   byte   %8.0g   * B14a_2_CAT B14a_2. How many times did you need leave for this reason in the last

B14a_3_CAT   byte   %8.0g   * B14a_3_CAT B14a_3. How many times did you need leave for this reason in the last

B15_1_CAT   byte   %8.0g   B15_1_CAT B15. Reason you did not take most recent leave, first answer…

B15_2_CAT   byte   %8.0g   B15_2_CAT B15. Reason you did not take most recent leave, second answer…

B15_3_CAT   byte   %8.0g   B15_3_CAT B15. Reason you did not take most recent leave, third answer…

B15_4_CAT   byte   %8.0g   B15_4_CAT B15. Reason you did not take most recent leave, fourth answer…

B15_5_CAT   byte   %8.0g   B15_5_CAT B15. Reason you did not take most recent leave, fifth answer…

B17   byte   %8.0g   B17. Were you ineligible because you had not worked long enough

B19a   byte   %8.0g   * B19a. Were you denied leave…because your employer does not offer family or medic

B19d   byte   %8.0g   B19d. Were you denied leave... because you used up all of your leave time

B19f   byte   %8.0g   * B19f. Were you denied leave…because you provided insufficient medical certificat

B19h   byte   %8.0g   B19h. Were you denied leave...other reason

B20a   byte   %8.0g   * B20a. What did you do in order to meet your or your care recipient's needs…forew

B20b   byte   %8.0g   * B20b. What did you do in order to meet your or your care recipient's needs…delay

B20c   byte   %8.0g   * B20c. What did you do in order to meet your or your care recipient's needs…someo

B20d   byte   %8.0g   * B20d. What did you do in order to meet your or your care recipient's needs…someo

B20e   byte   %8.0g   * B20e. What did you do in order to meet your or your care recipient's needs…paid

B20f   byte   %8.0g   * B20f. What did you do in order to meet your or your care recipient's needs…paid

B20g   byte   %8.0g   * B20g. What did you do in order to meet your or your care recipient's needs…other

C1   byte   %8.0g   C1. Have NOT taken or needed to take leave from work in past 18 months

E1	byte	%8.0g	E1. Currently employed
E2	byte	%8.0g	E2. Heard of Family and Medical Leave Act
E3_1	byte	%8.0g	E3. How have you learned about FMLA, first answer…
E3_2	byte	%8.0g	E3. How have you learned about FMLA, second answer…
E3_3	byte	%8.0g	E3. How have you learned about FMLA, third answer…
E3_4	byte	%8.0g	E3. How have you learned about FMLA, fourth answer…
E3_5	byte	%8.0g	E3. How have you learned about FMLA, fifth answer…
E4	byte	%8.0g	E4. Notice posted for FMLA at workplace
E4a_1	byte	%8.0g	E4a_1. Does FMLA cover leave…to care for a newborn
E4a_2	byte	%8.0g	E4a_2. Does FMLA cover leave…for own serious health condition
E4a_3	byte	%8.0g	E4a_3. Does FMLA cover leave…to care for child with serious health condition
E4a_4	byte	%8.0g	E4a_4. Does FMLA cover leave…to care for spouse with serious health condition
E4a_5	byte	%8.0g	E4a_5. Does FMLA cover leave…to care for parent with serious health condition
E4a_6	byte	%8.0g	* E4a_6. Does FMLA cover leave…to care for grandparent with serious health conditi
E4a_7	byte	%8.0g	* E4a_7. Does FMLA cover leave…to care for grandchild with serious health conditio
E4a_8	byte	%8.0g	E4a_8. Does FMLA cover leave…to care for sibling with serious health condition
E4a_9	byte	%8.0g	E4a_9. Does FMLA cover leave…to care for adopted or foster child
E4a_10	byte	%8.0g	E4a_10. Does FMLA cover leave…for care of military service member
E4a_11	byte	%8.0g	E4a_11. Does FMLA cover leave…for reasons related to deployment
E5	byte	%8.0g	E5. Have any coworkers taken leave in past 18 months
E6_1	byte	%8.0g	E6. As a result of these co-workers taking leave, did you, first answer…
E6_2	byte	%8.0g	E6. As a result of these co-workers taking leave, did you, second answer…
E6_3	byte	%8.0g	E6. As a result of these co-workers taking leave, did you, third answer…
E6_4	byte	%8.0g	E6. As a result of these co-workers taking leave, did you, fourth answer…
E7_1	byte	%8.0g	E7_1. Benefits offered to employees, are you eligible for…flextime
E7_2	byte	%8.0g	E7_2. Benefits offered to employees, are you eligible for…telecommuting
E7_3	byte	%8.0g	E7_3. Benefits offered to employees, are you eligible for…job sharing

Variable	Type	Format	Label
E7_4	byte	%8.0g	E7_4. Benefits offered to employees, are you eligible for…paid family leave
E7_5	byte	%8.0g	E7_5. Benefits offered to employees, are you eligible for…paid vacation
E7_6	byte	%8.0g	E7_6. Benefits offered to employees, are you eligible for…paid sick time
E7_7	byte	%8.0g	E7_7. Benefits offered to employees, are you eligible for…paid time off
E7_8	byte	%8.0g	* E7_8. Benefits offered to employees, are you eligible for…break time for breastf
E8	byte	%8.0g	E8. Penalties for absences
E9_1	byte	%8.0g	E9. How paid, first answer…
E9_2	byte	%8.0g	E9. How paid, second answer…
E10	byte	%8.0g	E10. Are you a contract worker
E11	byte	%8.0g	E11. Are there 50 or more employees at your work site
E12	byte	%8.0g	E12. How many employees work at your organization within 75 mile radius
E13	byte	%8.0g	E13. Worked continuously for same employer for the past year
E14	byte	%8.0g	E14. Full time employee for past year
E15_CAT	byte	%8.0g	E15_CAT E15. How many hours per week have you worked in the past year
D1_CAT	byte	%8.0g	D1_CAT D1. Education
D2	byte	%8.0g	D2. Government employee…federal, state or local
D3	byte	%8.0g	D3. Labor union member
D4_CAT	byte	%8.0g	D4_CAT D4. Family Income
D5	byte	%8.0g	D5. Ethnicity
D6_1_CAT	byte	%8.0g	D6_1_CAT D6. Race, first answer…
D6_2_CAT	byte	%8.0g	D6_2_CAT D6. Race, second answer…
D6_3_CAT	byte	%8.0g	D6_3_CAT D6. Race, third answer…
D6_4_CAT	byte	%8.0g	D6_4_CAT D6. Race, fourth answer…
D7_CAT	byte	%8.0g	D7_CAT D7. How many children are in your care
D8_CAT	byte	%8.0g	D8_CAT D8. How many people over age 65 are in your care
D9	byte	%8.0g	* D9. Do you think of yourself as…gay or lesbian, straight, bisexual, something el
D10	byte	%8.0g	D10. Marital status
D11	byte	%8.0g	D11. Partner living outside household
weight	double	%12.0g	WEIGHT. Main Weight
rpl01	double	%12.0g	RPL01. Replicate for weights
rpl02	double	%12.0g	RPL02. Replicate for weights
rpl03	double	%12.0g	RPL03. Replicate for weights
rpl04	double	%12.0g	RPL04. Replicate for weights
rpl05	double	%12.0g	RPL05. Replicate for weights
rpl06	double	%12.0g	RPL06. Replicate for weights
rpl07	double	%12.0g	RPL07. Replicate for weights
rpl08	double	%12.0g	RPL08. Replicate for weights
rpl09	double	%12.0g	RPL09. Replicate for weights
rpl10	double	%12.0g	RPL10. Replicate for weights
rpl11	double	%12.0g	RPL11. Replicate for weights

rpl12	double	%12.0g	RPL12. Replicate for weights
rpl13	double	%12.0g	RPL13. Replicate for weights
rpl14	double	%12.0g	RPL14. Replicate for weights
rpl15	double	%12.0g	RPL15. Replicate for weights
rpl16	double	%12.0g	RPL16. Replicate for weights
rpl17	double	%12.0g	RPL17. Replicate for weights
rpl18	double	%12.0g	RPL18. Replicate for weights
rpl19	double	%12.0g	RPL19. Replicate for weights
rpl20	double	%12.0g	RPL20. Replicate for weights
rpl21	double	%12.0g	RPL21. Replicate for weights
rpl22	double	%12.0g	RPL22. Replicate for weights
rpl23	double	%12.0g	RPL23. Replicate for weights
rpl24	double	%12.0g	RPL24. Replicate for weights
rpl25	double	%12.0g	RPL25. Replicate for weights
rpl26	double	%12.0g	RPL26. Replicate for weights
rpl27	double	%12.0g	RPL27. Replicate for weights
rpl28	double	%12.0g	RPL28. Replicate for weights
rpl29	double	%12.0g	RPL29. Replicate for weights
rpl30	double	%12.0g	RPL30. Replicate for weights
rpl31	double	%12.0g	RPL31. Replicate for weights
rpl32	double	%12.0g	RPL32. Replicate for weights
rpl33	double	%12.0g	RPL33. Replicate for weights
rpl34	double	%12.0g	RPL34. Replicate for weights
rpl35	double	%12.0g	RPL35. Replicate for weights
rpl36	double	%12.0g	RPL36. Replicate for weights
rpl37	double	%12.0g	RPL37. Replicate for weights
rpl38	double	%12.0g	RPL38. Replicate for weights
rpl39	double	%12.0g	RPL39. Replicate for weights
rpl40	double	%12.0g	RPL40. Replicate for weights
rpl41	double	%12.0g	RPL41. Replicate for weights
rpl42	double	%12.0g	RPL42. Replicate for weights
rpl43	double	%12.0g	RPL43. Replicate for weights
rpl44	double	%12.0g	RPL44. Replicate for weights
rpl45	double	%12.0g	RPL45. Replicate for weights
rpl46	double	%12.0g	RPL46. Replicate for weights
rpl47	double	%12.0g	RPL47. Replicate for weights
rpl48	double	%12.0g	RPL48. Replicate for weights
rpl49	double	%12.0g	RPL49. Replicate for weights
rpl50	double	%12.0g	RPL50. Replicate for weights
rpl51	double	%12.0g	RPL51. Replicate for weights
rpl52	double	%12.0g	RPL52. Replicate for weights
rpl53	double	%12.0g	RPL53. Replicate for weights
rpl54	double	%12.0g	RPL54. Replicate for weights
rpl55	double	%12.0g	RPL55. Replicate for weights
rpl56	double	%12.0g	RPL56. Replicate for weights
rpl57	double	%12.0g	RPL57. Replicate for weights
rpl58	double	%12.0g	RPL58. Replicate for weights
rpl59	double	%12.0g	RPL59. Replicate for weights
rpl60	double	%12.0g	RPL60. Replicate for weights
rpl61	double	%12.0g	RPL61. Replicate for weights
rpl62	double	%12.0g	RPL62. Replicate for weights

```
rpl63          double  %12.0g          RPL63. Replicate for weights
rpl64          double  %12.0g          RPL64. Replicate for weights
rpl65          double  %12.0g          RPL65. Replicate for weights
rpl66          double  %12.0g          RPL66. Replicate for weights
rpl67          double  %12.0g          RPL67. Replicate for weights
rpl68          double  %12.0g          RPL68. Replicate for weights
rpl69          double  %12.0g          RPL69. Replicate for weights
rpl70          double  %12.0g          RPL70. Replicate for weights
rpl71          double  %12.0g          RPL71. Replicate for weights
rpl72          double  %12.0g          RPL72. Replicate for weights
rpl73          double  %12.0g          RPL73. Replicate for weights
rpl74          double  %12.0g          RPL74. Replicate for weights
rpl75          double  %12.0g          RPL75. Replicate for weights
rpl76          double  %12.0g          RPL76. Replicate for weights
rpl77          double  %12.0g          RPL77. Replicate for weights
rpl78          double  %12.0g          RPL78. Replicate for weights
rpl79          double  %12.0g          RPL79. Replicate for weights
rpl80          double  %12.0g          RPL80. Replicate for weights
A5_2_CAT_REV   byte    %8.0g             A5_2_CAT_REV Revised A5. Second Loop, Main reason
                                         took leave…
A13_2_CAT_REV  double  %12.0g          * A13_2_CAT_REV Revised A13. Second Loop, Length of
                                         leave in months (MONTH, YEAR l
E15_CAT_REV    byte    %8.0g           * E15_CAT_REV Revised E15. How many hours per week
                                         have you worked in the past y
                                  * indicated variables have notes
```

Appendix B

```
obs:       1,812
vars:        284
size:    1,545,636
-------------------------------------------------------------------------------------------
            storage   display   value
variable name   type   format    label      variable label
-------------------------------------------------------------------------------------------
workid           int    %8.0g               WORKID. Respondent ID
Q1_changed_by~3 byte   %8.0g               Q1 initial response altered by respondent's
                                            answer to Q3
Q1_CAT          byte   %8.0g               Q1. Number of employees currently on payroll
Q2_CAT          byte   %8.0g               Q2. Number of employees at work site
Q3_CAT          byte   %8.0g               Q3. Number of employees within 75 miles,
                                            (including worksite)
Q4_CAT          byte   %8.0g               Q4_CAT. Organization's main industry
Q6_PCT          byte   %8.0g               Q6_PCT. Percent of unionized employees
Q6A             byte   %8.0g               Q6A. Any unionized employees across all sites.
Q7_PCT          byte   %8.0g               Q7_PCT. Percent of female employees
Q8_PCT          byte   %8.0g               * Q8_PCT. Percent of employees that have worked at
                                            your organization for at least
Q9_PCT          byte   %8.0g               * Q9_PCT. Of employees working at least one year,
                                            percent that have worked at leas
Q10_1           byte   %8.0g               Q10_1. Time increments employees record their
                                            work time…Minutes
Q10_2           byte   %8.0g               Q10_2. Time increments employees record their
                                            work time…Hours
Q10_3           byte   %8.0g               * Q10_3. Time increments employees record their
                                            work time…Not required to record w
Q11_A           byte   %8.0g               Q11_A. Number of employees provided paid sick
                                            leave
Q11_B           byte   %8.0g               Q11_B. Number of employees provided paid
                                            disability leave
Q11_C           byte   %8.0g               Q11_C. Number of employees provided paid vacation
Q11_D           byte   %8.0g               Q11_D. Number of employees provided paid
                                            maternity leave
Q11_E           byte   %8.0g               Q11_E. Number of employees provided paid
                                            paternity leave
Q11_F           byte   %8.0g               Q11_F. Number of employees provided flex time
Q11_G           byte   %8.0g               Q11_G. Number of employees provided any other
                                            paid time off
Q11_1           byte   %8.0g               Q11_1. Number of employees provided 'paid time
                                            off'
Q14_A           byte   %8.0g               * Q14_A. Number of employees allowed to take
                                            leave…to attend a child's school meet
Q14_B           byte   %8.0g               Q14_B. Number of employees allowed to take
                                            leave…for elder care reasons
Q14_C           byte   %8.0g               * Q14_C. Number of employees allowed to take
                                            leave…for the employee's or his or he
Q14_D           byte   %8.0g               * Q14_D. Number of employees allowed to take
```

lave…for non-routine medical appointm

Q15   byte   %8.0g   Q15. Company uses a point or demerit system to track unscheduled absences

Q16_A   byte   %8.0g   Q16_A. Site's policies allow FMLA for…the care of a newborn

Q16_B   byte   %8.0g   Q16_B. Site's polices allow FMLA for…an adoption or foster care placement

Q16_C   byte   %8.0g   * Q16_C. Site's policies allow FMLA for…an employee's own serious health condition

Q16_D   byte   %8.0g   Q16_D. Site's policies allow FMLA for…a pregnancy related reason

Q16_E   byte   %8.0g   * Q16_E. Site's policies allow FMLA for…the care of a child, spouse, or parent wit

Q16_F   byte   %8.0g   Q16_F. Site's policies allow FMLA for…care of a parent or spouse who is elderly

Q16_G   byte   %8.0g   * Q16_G. Site's policies allow FMLA for…the care of a military service member with

Q16_H   byte   %8.0g   * Q16_H. Site's policies allow FMLA for…reasons related to the deployment of a mil

Q16X_1   byte   %8.0g   * Q16X_1. Site's leave policies cover guardians and caregivers of a child regardle

Q16x_2_CAT   byte   %8.0g   Q16X_2_CAT. How much notification is needed for foreseeable absences…Days

Q16X_3   byte   %8.0g   Q16X_3. Does this site have a written policy for taking family and medical leave

Q16x_4_CAT   byte   %8.0g   * Q16X_4_CAT. Minimum time increment employees are permitted to take for FMLA type

Q16X_5   byte   %8.0g   Q16X_5. Does this site provide full or partial pay during FMLA qualifying leave

Q16x_6A_CAT   byte   %8.0g   * Q16X_6A_CAT. Total time the site allows employees to take leave in a year for th

Q16x_6B_CAT   byte   %8.0g   * Q16X_6B_CAT. How much TOTAL time does this site allow the employee to take leave

Q16X_7   byte   %8.0g   * Q16X_7. Are the health benefits that an employee receives while employed continu

Q16X_8   byte   %8.0g   * Q16X_8. Is there a guarantee for same or equivalent job upon return from these t

Q17   byte   %8.0g   Q17. Does the FMLA apply, does it not apply, are are you not sure if it applies

Q18   byte   %8.0g   Q18. Company processes FMLA requests internally or utilize third party

Q19_999   byte   %8.0g   * Q19_999. Skipped/Refused to answer Q19. Number of employees who took leave class

Q19_PCT   byte   %8.0g   * Q19_PCT. Percent of employees of worksite who took leave classified as being und

Q20_CAT   byte   %8.0g   Q20. Total number of separate leaves taken in the same time period

Q21_PCT   byte   %8.0g   * Q21_PCT. Percentage of employees at worksite that took leave on an intermittent

Q21A   byte   %8.0g   Q21A. Ease or dificulty of administering intermittent leave

Q22   byte   %8.0g   * Q22. Workers permitted to rejoin mid-shift or require employee to take the entir

Q23   int   %8.0g   * Q23. Number of employees who did not return to work for same employer after leav

Q24_PCT   byte   %8.0g   Q24_PCT. Percent of employees who chose not to return to work

Q25   byte   %8.0g   * Q25. Number of leaves taken under FMLA that are given with notice from the emplo

Q26_CAT   byte   %8.0g   * Q26_CAT. Number of medical certifications for FMLA leave accepted as complete an

Q26A_CAT   byte   %8.0g   * Q26A_CAT. Number of medical certifications for FMLA leave that were returned to

Q27_CAT   byte   %8.0g   Q27_CAT. Number of FMLA leave applications denied for any reason

Q28_CAT   byte   %8.0g   * Q28_CAT. Have eligible employees been denied Family and Medical Leave because th

Q30   byte   %8.0g   * Q30. Have eligible employees been denied Family and Medical Leave because FMLA d

Q32_CAT   byte   %8.0g   * Q32_CAT. Have any eligible employees been denied Family and Medical Leave becaus

Q34_CAT   byte   %8.0g   * Q34_CAT. Frequency that the worksite requires medical certification for employee

Q35   byte   %8.0g   * Q35. Establishment contacts employees' health care providers as part of the cert

Q36   byte   %8.0g   Q36. Who makes contact with employee's health care providers

Q37   byte   %8.0g   Q37. Frequency that employer requires re-certification

Q38   byte   %8.0g   Q38. Frequency that employer requires a fitness-for-duty certification

Q39_1_A   byte   %8.0g   Q39_1_A. Establishment or employer pays for…Initial medical certification

Q39_1_B   byte   %8.0g   Q39_1_B. Establishment or employer pays for…Re-certification

Q39_1_C   byte   %8.0g   Q39_1_C. Establishment or employer pays for…Second or third certifications

Q39_1_D   byte   %8.0g   Q39_1_D. Establishment or employer pays for…Fitness for duty certification

Q39_1_E   byte   %8.0g   * Q39_1_E. Establishment or employer pays for…Insufficient certification correctio

Q39_2_A   byte   %8.0g   Q39_2_A. Employee pays for…Initial medical certification

Q39_2_B   byte   %8.0g   Q39_2_B. Employee pays for…Re-certification
Q39_2_C   byte   %8.0g   Q39_2_C. Employee pays for…Second or third certification

Q39_2_D   byte   %8.0g   Q39_2_D. Employee pays for…Fitness for duty certification

Q39_2_E   byte   %8.0g   Q39_2_E. Employee pays for…Insufficient certification correction

Q39_3_A   byte   %8.0g   Q39_3_A. Employee's insurance pays for…Initial medical certification

Q39_3_B	byte	%8.0g	Q39_3_B. Employee's insurance pays for…Re-certification
Q39_3_C	byte	%8.0g	Q39_3_C. Employee's insurance pays for…Second or third certifications
Q39_3_D	byte	%8.0g	Q39_3_D. Employee's insurance pays for…Fitness for duty certification
Q39_3_E	byte	%8.0g	Q39_3_E. Employee's insurance pays for…Insufficient certification correction
Q39_4_A	byte	%8.0g	Q39_4_A. Other source pays for…Initial medical certification
Q39_4_B	byte	%8.0g	Q39_4_B. Other source pays for…Re-certification
Q39_4_C	byte	%8.0g	Q39_4_C. Other source pays for…Second or third certification
Q39_4_D	byte	%8.0g	Q39_4_D. Other source pays for…Fitness for duty certification
Q39_4_E	byte	%8.0g	Q39_4_E. Other source pays for…Insufficient certification correction
Q40_PCT	byte	%8.0g	Q40_PCT Percent of leaves suspected were misused
Q41_1	byte	%8.0g	Q41_1. Suspect misuse…Used to cover tardiness
Q41_2	byte	%8.0g	Q41_2. Suspect misuse…Used leave to cover tardiness
Q41_3	byte	%8.0g	Q41_3. Suspect misuse…Used common excuses or doubting reason for leave
Q41_4	byte	%8.0g	Q41_4. Suspect misuse…Doubt the validity of a certification
Q41_5	byte	%8.0g	* Q41_5. Suspect misuse…Frequent leave with short or no advance notice provided or
Q41_6	byte	%8.0g	Q41_6. Suspect misuse…Past experience with employee
Q41_7	byte	%8.0g	Q41_7. Suspect misuse…Some other reason
Q42	byte	%8.0g	Q42. Have you ever confirmed an employee's misuse of FMLA
Q43_A	byte	%8.0g	* Q43_A. Disciplinary action for misuse...Absence counted against the employee on
Q43_B	byte	%8.0g	Q43_B. Disciplinary action for misuse...The employee given a verbal warning
Q43_C	byte	%8.0g	* Q43_C. Disciplinary action for misuse...The employee was given a written warnin
Q43_D	byte	%8.0g	Q43_D. Disciplinary action for misuse...The employee was suspended
Q43_E	byte	%8.0g	Q43_E. Disciplinary action for misuse...The employee was terminated
Q43_F	byte	%8.0g	Q43_F. Disciplinary action for misuse...Other
Q44_A	byte	%8.0g	* Q44_A. Are eligible employees...Provided with written guidance on how the Act is
Q44_B	byte	%8.0g	* Q44_B. Are eligible employees...Provided with written notice of how much of the
Q44_C	byte	%8.0g	* Q44_C. Are eligible employees...Required to use their paid leave before taking u
Q44_D	byte	%8.0g	* Q44_D. Are eligible employees...Ever offered alternative work arrangements inste

Q45_1	byte	%8.0g	* Q45_1. Types of employees considered to be eligible for FMLA leave...Senior mana
Q45_2	byte	%8.0g	* Q45_2. Types of employees considered to be eligible for FMLA leave...Staff who h
Q45_3	byte	%8.0g	* Q45_3. Types of employees considered to be eligible for FMLA leave...Hourly staf
Q45_4	byte	%8.0g	* Q45_4. Types of employees considered to be eligible for FMLA leave...None of the
Q46_1	byte	%8.0g	* Q46_1. Do you offer same leave benefits to ineligible employees because they are
Q46_2	byte	%8.0g	* Q46_2. Do you offer same leave benefits to ineligible employees because they are
Q46_3	byte	%8.0g	* Q46_3. Do you offer same leave benefits to ineligible employees because they are
Q47_1	byte	%8.0g	Q47_1. Sources of information on FMLA…U.S. Department of Labor
Q47_2	byte	%8.0g	Q47_2. Sources of information on FMLA...The media
Q47_3	byte	%8.0g	Q47_3. Sources of information on FMLA...A trade group
Q47_4	byte	%8.0g	Q47_4. Sources of information on FMLA...An attorney or consultant
Q47_5	byte	%8.0g	Q47_5. Sources of information on FMLA...A union
Q47_6	byte	%8.0g	Q47_6. Sources of information on FMLA...Your employees
Q47_7	byte	%8.0g	Q47_7. Sources of information on FMLA...Existing company policies
Q47_8	byte	%8.0g	Q47_8. Sources of information on FMLA...Some other source
Q47_9	byte	%8.0g	Q47_9. Sources of information on FMLA...Do not use any source
Q48_1	byte	%8.0g	* Q48_1. Which method do you use to inform employees of their rights under FMLA...
Q48_2	byte	%8.0g	* Q48_2. Which method do you use to inform employees of their rights under FMLA...
Q48_3	byte	%8.0g	* Q48_3. Which method do you use to inform employees of their rights under FMLA...
Q48_4	byte	%8.0g	* Q48_4. Which method do you use to inform employees of their rights under FMLA...
Q48_5	byte	%8.0g	* Q48_5. Which method do you use to inform employees of their rights under FMLA...
Q48_6	byte	%8.0g	* Q48_6. Which method do you use to inform employees of their rights under FMLA...
Q48_7	byte	%8.0g	* Q48_7. Which method do you use to inform employees of their rights under FMLA...
Q48_8	byte	%8.0g	* Q48_8. Which method do you use to inform employees of their rights under FMLA...
Q49_A_CAT	byte	%8.0g	Q49_A_CAT. Cost of complying…Administrative costs
Q49_B_CAT	byte	%8.0g	Q49_B_CAT. Cost of complying…Cost of continuing benefits
Q49_C_CAT	byte	%8.0g	Q49_C_CAT.Cost of complying…Hiring/training costs
Q49_D_CAT	byte	%8.0g	Q49_D_CAT. Cost of complying…Other costs

Q49_E_CAT   byte   %8.0g   Q49_E_CAT. Cost of complying…Any other costs

Q50_A   byte   %8.0g   Q50_A. Ease of implementation..Coordinating state and federal leave policies

Q50_B   byte   %8.0g   Q50_B. Ease of implementation..Coordinating the Act with other federal laws

Q50_C   byte   %8.0g   Q50_C. Ease of implementation..Coordinating the Act with other leave policies

Q50_D   byte   %8.0g   * Q50_D. Ease of implementation..Coordinating the Act with employee attendance pol

Q50_E   byte   %8.0g   * Q50_E. Ease of implementation..Coordinating the Act with your Collective Bargai

Q50_F   byte   %8.0g   * Q50_F. Ease of implementation..Administering notification, designation, and cert

Q50_G   byte   %8.0g   * Q50_G. Ease of implementation..Determining if a health condition is a serious he

Q51_A   byte   %8.0g   * Q51_A. Helpfulness of FMLA provisions..The exception for highly paid key employe

Q51_B   byte   %8.0g   Q51_B. Helpfulness of FMLA provisions..Medical certifications

Q51_C   byte   %8.0g   Q51_C. Helpfulness of FMLA provisions..Second and third medical opinions

Q51_D   byte   %8.0g   Q51_D. Helpfulness of FMLA provisions..Advance notice of foreseeable leave

Q51_E   byte   %8.0g   Q51_E. Helpfulness of FMLA provisions..Transfer to an alternative position

Q51_F   byte   %8.0g   Q51_F. Helpfulness of FMLA provisions..Medical recertification

Q51_G   byte   %8.0g   Q51_G. Helpfulness of FMLA provisions..Fitness for duty certification

Q51_H   byte   %8.0g   * Q51_H. Helpfulness of FMLA provisions..Certification of leave related to the dep

Q51_I   byte   %8.0g   * Q51_I. Helpfulness of FMLA provisions..Certification of a serious injury or illn

Q52   byte   %8.0g   Q52. Ease of complying with FMLA

Q53   byte   %8.0g   Q53. Cost savings due to complying with FMLA

Q54   byte   %8.0g   Q54. Impact of intermittent leave on productivity

Q54A   byte   %8.0g   Q54A. Has this impact on productivity been positive or negative

Q54B   byte   %8.0g   Q54B. Small, moderate or large impact on productivity

Q55   byte   %8.0g   Q55. Impact of intermittent leave on profitability

Q55A   byte   %8.0g   Q55A. Has this impact on profitability been positive or negative?

Q55B   byte   %8.0g   Q55B. Small, moderate or large impact on profitability

Q56   byte   %8.0g   Q56. Effect has complying with FMLA

Q58_CAT   byte   %8.0g   * Q58_CAT. How many employees at your worksite have taken leave lasting more than

```
Q59_CAT      byte   %8.0g        * Q59_CAT.  How many took leave to care for a
                                 military service member with a serio
Q60_CAT      byte   %8.0g        * Q60_CAT.  How many of these employees took leave
                                 for reasons related to the mili
Q61X_A       byte   %8.0g          Q61X_A. Cover work...Assign work temporarily to
                                 other employees?
Q61AX_A_A    byte   %8.0g        * Q61AX_A_A. Cover work when employee take leave
                                 for a week or longer...Assign wor
Q61AX_B_A    byte   %8.0g        * Q61AX_B_A. Cover work when leave scheduled for a
                                 day or less...Assign work tempo
Q61AX_C_A    byte   %8.0g        * Q61AX_C_A. Cover work for an unscheduled leave
                                 for a day or less...Assign work t
Q61AX_D_A    byte   %8.0g        * Q61AX_D_A. Cover work for some other leave
                                 circumstance…Assign work temporarily
Q61X_B       byte   %8.0g          Q61X_B. Cover work…Hire a temporary replacement
Q61AX_A_B    byte   %8.0g        * Q61AX_A_B. Cover work when employee take leave
                                 for a week or longer...Hire a tem
Q61AX_B_B    byte   %8.0g        * Q61AX_B_B. Cover work when leave scheduled for a
                                 day or less...Hire a temporary
Q61AX_C_B    byte   %8.0g        * Q61AX_C_B. Cover work for an unscheduled leave
                                 for a day or less…Hire a temporar
Q61AX_D_B    byte   %8.0g        * Q61AX_D_B. Cover work for some other leave
                                 circumstance…Hire a temporary replace
Q61X_C       byte   %8.0g          Q61X_C. Cover work…Call in an employee on
                                 vacation
Q61AX_A_C    byte   %8.0g        * Q61AX_A_C. Cover work when employee take leave
                                 for a week or longer…Call in an e
Q61AX_B_C    byte   %8.0g        * Q61AX_B_C. Cover work when leave scheduled for a
                                 day or less...Call in an employ
Q61AX_C_C    byte   %8.0g        * Q61AX_C_C. Cover work for an unscheduled leave
                                 for a day or less…Call in an empl
Q61AX_D_C    byte   %8.0g        * Q61AX_D_C. Cover work for some other
                                 circumstance…Call in an employee on vacatio
Q61X_D       byte   %8.0g          Q61X_D. Cover work…Hire a permanent replacement
Q61AX_A_D    byte   %8.0g        * Q61AX_A_D.Cover work when employee take leave for
                                 a week or longer...Hire a per
Q61AX_D_D    byte   %8.0g          Q61AX_D_D. Cover work for some other
                                 circumstance…Hire a permanent replacement
Q61X_E       byte   %8.0g          Q61X_E. Cover work...Put the work on hold until
                                 the employee returns
Q61AX_A_E    byte   %8.0g        * Q61AX_A_E. Cover work when employee take leave
                                 for a week or longer...Put the wo
Q61AX_B_E    byte   %8.0g        * Q61AX_B_E. Cover work when leave scheduled for a
                                 day or less…Put the work on hol
Q61AX_C_E    byte   %8.0g        * Q61AX_C_E. Cover work for an unscheduled leave
                                 for a day or less…Put the work on
Q61AX_D_E    byte   %8.0g        * Q61AX_D_E. Cover work for some other
                                 circumstance… Put the work on hold until th
Q61X_F       byte   %8.0g          Q61X_F. Cover work...Employee performs some work
                                 while on leave
Q61AX_A_F    byte   %8.0g        * Q61AX_A_F. Cover work when employee take leave
```

```
                                        for a week or longer...Employee p
Q61AX_B_F     byte   %8.0g         * Q61AX_B_F. Cover work when leave scheduled for a
                                        day or less…Employee performs s
Q61AX_C_F     byte   %8.0g         * Q61AX_C_F. Cover work for an unscheduled leave
                                        for a day or less…Employee perfor
Q61AX_D_F     byte   %8.0g         * Q61AX_D_F. Cover work for some other
                                        circumstance… Employee performs some work w
Q61X_G       byte   %8.0g          * Q61X_G. To cover work when employees take leave,
                                        do you ever...Cover work some o
Q61AX_A_G     byte   %8.0g         * Q61AX_A_G. Cover work when employee take leave
                                        for a week or longer…Cover work s
Q61AX_B_G     byte   %8.0g         * Q61AX_B_G. Cover work when leave scheduled for a
                                        day or less…cover work some oth
Q61AX_C_G     byte   %8.0g         * Q61AX_C_G. Cover work for an unscheduled leave
                                        for a day or less…Cover work some
Q61AX_D_G     byte   %8.0g           Q61AX_D_G. Cover work for some other
                                        circumstance…Cover work some other way
Q61BX        byte   %8.0g          * Q61bX.  Which of these ways does your
                                      organization use most frequently to cover
Q67_A        byte   %8.0g          * Q67_A. Ease or difficulty dealing with types of
                                      leaves...Planned long term leave
Q67_B        byte   %8.0g          * Q67_B. Ease or difficulty dealing with types of
                                      leaves...Planned short term leav
Q67_C        byte   %8.0g          * Q67_C. Ease or difficulty dealing with types of
                                      leaves...Planned episodic or int
Q67_D        byte   %8.0g          * Q67_D. Ease or difficulty dealing with types of
                                      leaves...Unplanned episodic or i
Q67_E        byte   %8.0g          * Q67_E. Ease or difficulty dealing with types of
                                      leaves...Unscheduled leave of an
Q68          byte   %8.0g            Q68. What do you use to track use of FMLA
weight       double %12.0g           WEIGHT Main Weight
RPL01        double %12.0g           Replicates for weights_01
RPL02        double %12.0g           Replicates for weights_02
RPL03        double %12.0g           Replicates for weights_03
RPL04        double %12.0g           Replicates for weights_04
RPL05        double %12.0g           Replicates for weights_05
RPL06        double %12.0g           Replicates for weights_06
RPL07        double %12.0g           Replicates for weights_07
RPL08        double %12.0g           Replicates for weights_08
RPL09        double %12.0g           Replicates for weights_09
RPL10        double %12.0g           Replicates for weights_10
RPL11        double %12.0g           Replicates for weights_11
RPL12        double %12.0g           Replicates for weights_12
RPL13        double %12.0g           Replicates for weights_13
RPL14        double %12.0g           Replicates for weights_14
RPL15        double %12.0g           Replicates for weights_15
RPL16        double %12.0g           Replicates for weights_16
RPL17        double %12.0g           Replicates for weights_17
RPL18        double %12.0g           Replicates for weights_18
RPL19        double %12.0g           Replicates for weights_19
RPL20        double %12.0g           Replicates for weights_20
```

RPL21	double	%12.0g	Replicates for weights_21
RPL22	double	%12.0g	Replicates for weights_22
RPL23	double	%12.0g	Replicates for weights_23
RPL24	double	%12.0g	Replicates for weights_24
RPL25	double	%12.0g	Replicates for weights_25
RPL26	double	%12.0g	Replicates for weights_26
RPL27	double	%12.0g	Replicates for weights_27
RPL28	double	%12.0g	Replicates for weights_28
RPL29	double	%12.0g	Replicates for weights_29
RPL30	double	%12.0g	Replicates for weights_30
RPL31	double	%12.0g	Replicates for weights_31
RPL32	double	%12.0g	Replicates for weights_32
RPL33	double	%12.0g	Replicates for weights_33
RPL34	double	%12.0g	Replicates for weights_34
RPL35	double	%12.0g	Replicates for weights_35
RPL36	double	%12.0g	Replicates for weights_36
RPL37	double	%12.0g	Replicates for weights_37
RPL38	double	%12.0g	Replicates for weights_38
RPL39	double	%12.0g	Replicates for weights_39
RPL40	double	%12.0g	Replicates for weights_40
RPL41	double	%12.0g	Replicates for weights_41
RPL42	double	%12.0g	Replicates for weights_42
RPL43	double	%12.0g	Replicates for weights_43
RPL44	double	%12.0g	Replicates for weights_44
RPL45	double	%12.0g	Replicates for weights_45
RPL46	double	%12.0g	Replicates for weights_46
RPL47	double	%12.0g	Replicates for weights_47
RPL48	double	%12.0g	Replicates for weights_48
RPL49	double	%12.0g	Replicates for weights_49
RPL50	double	%12.0g	Replicates for weights_50
RPL51	double	%12.0g	Replicates for weights_51
RPL52	double	%12.0g	Replicates for weights_52
RPL53	double	%12.0g	Replicates for weights_53
RPL54	double	%12.0g	Replicates for weights_54
RPL55	double	%12.0g	Replicates for weights_55
RPL56	double	%12.0g	Replicates for weights_56
RPL57	double	%12.0g	Replicates for weights_57
RPL58	double	%12.0g	Replicates for weights_58
RPL59	double	%12.0g	Replicates for weights_59
RPL60	double	%12.0g	Replicates for weights_60
RPL61	double	%12.0g	Replicates for weights_61
RPL62	double	%12.0g	Replicates for weights_62
RPL63	double	%12.0g	Replicates for weights_63
RPL64	double	%12.0g	Replicates for weights_64
RPL65	double	%12.0g	Replicates for weights_65
RPL66	double	%12.0g	Replicates for weights_66
RPL67	double	%12.0g	Replicates for weights_67
RPL68	double	%12.0g	Replicates for weights_68
RPL69	double	%12.0g	Replicates for weights_69
RPL70	double	%12.0g	Replicates for weights_70
RPL71	double	%12.0g	Replicates for weights_71

```
RPL72          double  %12.0g               Replicates for weights_72
RPL73          double  %12.0g               Replicates for weights_73
RPL74          double  %12.0g               Replicates for weights_74
RPL75          double  %12.0g               Replicates for weights_75
RPL76          double  %12.0g               Replicates for weights_76
RPL77          double  %12.0g               Replicates for weights_77
RPL78          double  %12.0g               Replicates for weights_78
RPL79          double  %12.0g               Replicates for weights_79
RPL80          double  %12.0g               Replicates for weights_80
IMP_Q1_COVER   byte    %8.0g                Worksite coverage: mileage with number of
                                            employees
                         * indicated variables have notes

--------------------
```