2018 Family and Medical Leave Act Surveys Public Use Data

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

Release Date: 2020

Learn More About the Study:

- 2018 Family and Medical Leave Act (FMLA) Surveys

Brief Description: Survey data files from the 2018 employee and worksite FMLA surveys.

List of Data files:

Filename: FMLA_2018_Worksite_PUF.sas7bdat (SAS; 13.2 MB), FMLA_2018_Worksite_PUF.dta (Stata; 9.68 MB)

Number of Variables: 753

Summary of Variables: See Appendix A

Number of Observations: 2,206

Link to data file specific codebook or documentation:

- FMLA 2018 Worksite Survey Public Use File Codebook

Filename: FMLA_2018_Employee_PUF.sas7bdat (SAS; 14.2 MB), FMLA_2018_Employee_PUF.dta (Stata; 8.07 MB)

Number of Variables: 400

Summary of Variables: See Appendix B

Number of Observations: 4,470

Link to data file specific codebook or documentation:

- FMLA 2018 Employee Public Use File Codebook

Links to Codebooks, Documentation, and Instruments:

- Family and Medical Leave in 2018: Public Use File Documentation Guide

Time Period of Data Collection:

- Employee Survey: March 6, 2018, through February 24, 2019
- Worksite Survey: March 6, 2018, through February 19, 2019

Geographic Coverage: National

Detailed Coverage:

- Employee Survey: U.S. adults who had been employed for pay in the private or public sector at any time during the 12 months prior to the interview.

- Worksite Survey: U.S. private-sector worksites, excluding self-employed persons without employees and also excluding government and quasi-government units (federal, state, and local governments; public educational institutions; and post offices).

Study Populations: Adult Workers

Unit(s) of Observation: Individuals; Firms

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

Topics: Worker Leave

Research Method: Survey

DOL Partner Agency: Wage and Hour Division

Sampling Method:

- Employee Survey: dual frame random-digit dial (RDD) design with a web panel the Ipsos KnowledgePanel.

- Worksite Survey: the Dun & Bradstreet Dun's Market Identifiers (DMI) file served as the sampling frame, the sampling frame was stratified by the cross-classification of size (number of employees) and North American Industry Classification System (NAICS) grouping and by other frame variables, drawing larger establishments with higher probabilities.

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:        2,206
vars:         753                23 Jan 2020 15:25
-------------------------------------------------------------------------------------
              storage   display    value
variable name  type    format     label      variable label
-------------------------------------------------------------------------------------
worksiteid     int     %8.0g                  Respondent ID (unique, randomly
                                              generated)
interviewerid  byte    %8.0g                  Interviewer ID (Not applicable for
                                              web-based survey respondents)
survey_type    byte    %8.0g      survey_typef
                                              Format of survey: phone interview or
                                              web-based
paid_leave_st~e byte   %8.0g      paid_lave_statef
                                              Company is in a state that offers paid
                                              leave
response_opti~t byte   %8.0g      response_optionf
                                              Randomly assigned group for response
                                              option variation
region         byte    %8.0g      regionf     Census Region (Northeast, Midwest,
                                              South, West)
s8             byte    %8.0g      s8f         Company processes FMLA requests
                                              internally or utilizes third party
q1_changed_by~3 byte   %8.0g      q1_changedf
                                              Q1 initial response altered by
                                              respondent's answer to Q2 or Q3
q1_cat         byte    %8.0g      q1f         Number of employees currently on
                                              payroll
q2_cat         byte    %8.0g      q2f         Number of employees at work site
q3_cat         byte    %8.0g      q3f         Number of employees within 75 miles
                                              (including worksite)
q4_cat         byte    %8.0g      industry_catf
                                              Organization's main industry
q6_pct         double  %12.0g     PCTF        Percent of unionized employees
q6a            byte    %8.0g      ynf         Any unionized employees across all
                                              sites
q7_pct         double  %12.0g     PCTF        Percent of female employees
q8_pct         double  %12.0g     PCTF        Percent of employees that have worked
                                              at your organization for at least
                                              one year
q9_pct         double  %12.0g     PCTF        * Of employees working at least one
                                              year, percent who have worked at
                                              least 1250 ho
fmla_eligible~t double %12.0g     PCTF        * Percent employees at worksite
                                              estimated to be eligible for FMLA
                                              based on tenure
nq10           byte    %8.0g      ynf         Firm has worksites with more than 50
                                              employees in multiple states
q11_a          byte    %8.0g      q11f        Number of employees provided paid sick
```

leave

q11_b	byte	%8.0g	q11f	Number of employees provided paid disability leave
q11_c	byte	%8.0g	q11f	Number of employees provided paid vacation
q11_d	byte	%8.0g	q11f	Number of employees provided paid maternity leave
q11_e	byte	%8.0g	q11f	Number of employees provided paid paternity leave
q11_f	byte	%8.0g	q11f	* Number of employees provided paid leave for another family member's illness or m
q11_g	byte	%8.0g	q11f	Number of employees provided paid leave for eldercare
q11_h	byte	%8.0g	q11f	Number of employees provided flex time
q11_i	byte	%8.0g	q11f	Number of employees provided any other paid time off
q11_1_pto	byte	%8.0g	q11_1f	Number of employees provided paid time off or PTO
q11_2_a	byte	%8.0g	q11_2f	* Provides paid sick leave for any staff who have worked at company for a pre-esta
q11_2_b	byte	%8.0g	q11_2f	* Provides paid disability leave for any staff who have worked at company for a pr
q11_2_c	byte	%8.0g	q11_2f	* Provides paid vacation for any staff who have worked at company for a pre-establ
q11_2_d	byte	%8.0g	q11_2f	* Provides paid maternity leave for any staff who have worked at company for a pre
q11_2_e	byte	%8.0g	q11_2f	* Provides paid paternity leave for any staff who have worked at company for a pre
q11_2_f	byte	%8.0g	q11_2f	* Provides paid leave for another family member's illness or medical care for any
q11_2_g	byte	%8.0g	q11_2f	* Provides paid leave for eldercare for any staff who have worked at company for a
q11_2_h	byte	%8.0g	q11_2f	* Provides paid flex for any staff who have worked at company for a pre-establishe
q11_2_i	byte	%8.0g	q11_2f	* Provides any other paid time off for any staff who have worked at company for a
q11_3_a_prof	byte	%8.0g	q11_3f	* Provides paid sick leave for senior managers/professional staff who have worked
q11_3_a_hrly	byte	%8.0g	q11_3f	* Provides paid sick leave for hourly staff who have worked at company for

```
                              a pre-e
q11_3_a_pt      byte    %8.0g     q11_3f   * Provides paid sick leave for part-time
                              staff who have worked at company for
                              a pr
q11_3_a_none    byte    %8.0g     q11_3f   * Provides paid sick leave for no staff
                              who have worked at company for a
                              pre-estab
q11_3_b_prof    byte    %8.0g     q11_3f   * Provides paid disability leave for
                              senior managers/professional staff
                              who have w
q11_3_b_hrly    byte    %8.0g     q11_3f   * Provides paid disability leave for
                              hourly staff who have worked at
                              company for a
q11_3_b_pt      byte    %8.0g     q11_3f   * Provides paid disability leave for
                              part-time staff who have worked at
                              company fo
q11_3_b_none    byte    %8.0g     q11_3f   * Provides paid disability leave for no
                              staff who have worked at company for
                              a pre
q11_3_c_prof    byte    %8.0g     q11_3f   * Provides paid vacation leave for
                              senior managers/professional staff
                              who have wor
q11_3_c_hrly    byte    %8.0g     q11_3f   * Provides paid vacation leave for
                              hourly staff who have worked at
                              company for a p
q11_3_c_pt      byte    %8.0g     q11_3f   * Provides paid vacation leave for
                              part-time staff who have worked at
                              company for
q11_3_c_none    byte    %8.0g     q11_3f   * Provides paid vacation leave for no
                              staff who have worked at company for
                              a pre-e
q11_3_d_prof    byte    %8.0g     q11_3f   * Provides paid maternity leave for
                              senior managers/professional staff
                              who have wo
q11_3_d_hrly    byte    %8.0g     q11_3f   * Provides paid maternity leave for
                              hourly staff who have worked at
                              company for a
q11_3_d_pt      byte    %8.0g     q11_3f   * Provides paid maternity leave for
                              part-time staff who have worked at
                              company for
q11_3_d_none    byte    %8.0g     q11_3f   * Provides paid maternity leave for no
                              staff who have worked at company for
                              a pre-
q11_3_e_prof    byte    %8.0g     q11_3f   * Provides paid paternity leave for
                              senior managers/professional staff
                              who have wo
q11_3_e_hrly    byte    %8.0g     q11_3f   * Provides paid paternity leave for
                              hourly staff who have worked at
                              company for a
q11_3_e_pt      byte    %8.0g     q11_3f   * Provides paid paternity leave for
                              part-time staff who have worked at
```

```
                                            company for
q11_3_e_none   byte   %8.0g    q11_3f  * Provides paid paternity leave for no
                                            staff who have worked at company for
                                            a pre-
q11_3_f_prof   byte   %8.0g    q11_3f  * Provides paid leave for another family
                                            member's illness or medical care for
                                            seni
q11_3_f_hrly   byte   %8.0g    q11_3f  * Provides paid leave for another family
                                            member's illness or medical care for
                                            hour
q11_3_f_pt     byte   %8.0g    q11_3f  * Provides paid leave for another family
                                            member's illness or medical care for
                                            part
q11_3_f_none   byte   %8.0g    q11_3f  * Provides paid leave for another family
                                            member's illness or medical care for
                                            no s
q11_3_g_prof   byte   %8.0g    q11_3f  * Provides paid leave for eldercare for
                                            senior managers/professional staff
                                            who hav
q11_3_g_hrly   byte   %8.0g    q11_3f  * Provides paid leave for eldercare for
                                            hourly staff who have worked at
                                            company fo
q11_3_g_pt     byte   %8.0g    q11_3f  * Provides paid leave for eldercare for
                                            part-time staff who have worked at
                                            company
q11_3_g_none   byte   %8.0g    q11_3f  * Provides paid leave for eldercare for
                                            no staff who have worked at company
                                            for a
q11_3_h_prof   byte   %8.0g    q11_3f  * Provides flex time for senior
                                            managers/professional staff who have
                                            worked at com
q11_3_h_hrly   byte   %8.0g    q11_3f  * Provides flex time for hourly staff
                                            who have worked at company for a
                                            pre-establi
q11_3_h_pt     byte   %8.0g    q11_3f  * Provides flex time for part-time staff
                                            who have worked at company for a
                                            pre-esta
q11_3_h_none   byte   %8.0g    q11_3f  * Provides flex time for no staff who
                                            have worked at company for a
                                            pre-established
q11_3_i_prof   byte   %8.0g    q11_3f  * Provides any other paid time off for
                                            senior managers/professional staff
                                            who have
q11_3_i_hrly   byte   %8.0g    q11_3f  * Provides any other paid time off for
                                            hourly staff who have worked at
                                            company for
q11_3_i_pt     byte   %8.0g    q11_3f  * Provides any other paid time off for
                                            part-time staff who have worked at
                                            company
q11_3_i_none   byte   %8.0g    q11_3f  * Provides any other paid time off for
                                            no staff who have worked at company
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                        for a p
q14         byte    %8.0g    ynf      Has any employees who are paid hourly
q14a        byte    %8.0g    q14af    Number of hourly workers who earn an
                        hourly wage below $15.00 per hour
employ_low_wa~s byte  %8.0g    ynf      Most or all employees at worksite earn
                        less than $15.00 per hour
q15         byte    %8.0g    q15f     Company uses a point or demerit system
                        that tracks absences
q15a_1      byte    %8.0g    selectedf
                    Company use a point or demerit system
                    to track absences for hourly workers
q15a_2      byte    %8.0g    selectedf
                  * Company use a point or demerit system
                    to track absences for part-time
                    workers (l
q15a_3      byte    %8.0g    selectedf
                  * Company use a point or demerit system
                    to track absences for senior
                    managers/prof
q16_a       byte    %8.0g    q16f     Site's policies allow FMLA for ... the
                        care of a newborn
q16_b       byte    %8.0g    q16f     Site's policies allow FMLA for ... an
                        adoption or foster care placement
q16_c       byte    %8.0g    q16f   * Site's policies allow FMLA for ... an
                        employee's own serious health
                        condition (n
q16_d       byte    %8.0g    q16f     Site's policies allow FMLA for ... a
                        pregnancy-related health reason
q16_e       byte    %8.0g    q16f   * Site's policies allow FMLA for ... the
                        care of a child with a serious
                        health con
q16_f       byte    %8.0g    q16f   * Site's policies allow FMLA for ... the
                        care of a spouse or parent with a
                        serious
q16_g       byte    %8.0g    q16f     Site's policies allow FMLA for ... the
                        eldercare of a parent or spouse
q16_h       byte    %8.0g    q16f   * Site's policies allow FMLA for ... the
                        care of a military service member
                        with a
q16x_1_a    byte    %8.0g    ynf    * Site's leave policies for care of a
                        newborn cover guardians and
                        caregivers of a
q16x_1_b    byte    %8.0g    ynf    * Site's leave policies for adoption or
                        foster care placement cover
                        guardians and
q16x_1_e    byte    %8.0g    ynf    * Site's leave policies for care of
                        child with a serious health
                        condition cover gu
q16x_2_cat  byte    %8.0g    q16x_2f  How much notification is needed for
                        foreseeable absences ... Days
q16x_3      byte    %8.0g    ynf      Does this site have a written policy
```

for taking family and medical leave?

q16x_4_cat   byte   %8.0g   q16x_4f * Minimum time increment employees are
permitted to take for FMLA type
leave ... D

q16x_5   byte   %8.0g   q16x_5f   Does this site provide full or partial
pay during FMLA qualifying leave?

q17   byte   %8.0g   q17f   Does the FMLA apply, does it not
apply, or are you not sure if it
applies?

covered_self_~d byte %8.0g   coveredf Worksite self-reports that it is
covered under FMLA

q19_pct   double %12.0g   PCTF   Percent of employees of worksite who
took leave classified as being under
FMLA

q20_cat   byte   %8.0g   q20_catf Total number of separate leaves taken
in the same time period

q21_pct   double %12.0g   PCTF   Percentage of employees that took
leave on an intermittent basis

q21a   byte   %8.0g   q21af   Ease or difficulty of administering
intermittent leave

q21b   byte   %8.0g   q21bf   * Percentage of FMLA granted leave(s)
during the last 12 months taken on
an interm

q22   byte   %8.0g   q22f   * Workers permitted to rejoin mid-shift
or require employee to take the
entire shi

q23   byte   %8.0g   ynf   Any employees did not return to work
for same employer after leave

q24_pct   double %12.0g   PCTF   Percent of employees who chose not to
return to work

q25   byte   %8.0g   q25f   * Number of leaves taken under FMLA that
are given with notice from the
employee t

q26_cat   byte   %8.0g   q26_catf * Number of medical certifications for
FMLA leave accepted as complete and
suffic

q26a_cat   byte   %8.0g   q26a_catf
* Number of medical certifications for
FMLA leave that were returned to the
employ

q27_cat   byte   %8.0g   q27_catf Number of FMLA leave applications
denied for any reason

q28_a_cat   byte   %8.0g   ynf   * Have eligible employees been denied
Family and Medical Leave because
they used t

q28_b_cat   byte   %8.0g   ynf   * Have eligible employees been denied
Family and Medical Leave because
employee's

q28_c_cat   byte   %8.0g   ynf   * Have eligible employees been denied
Family and Medical Leave because
medical con

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q28_d_cat      byte    %8.0g      ynf      * Have eligible employees been denied
                                           Family and Medical Leave because
                                           they did n
q34            byte    %8.0g      q34f     * Frequency that the worksite requires
                                           medical certification for employees
                                           that re
q34a_1         byte    %8.0g      selectedf
                                  * Which aspects of employee FMLA leave
                                    requests generate the need for
                                    medical cert
q34a_2         byte    %8.0g      selectedf
                                  * Which aspects of employee FMLA leave
                                    requests generate the need for
                                    medical cert
q34a_3         byte    %8.0g      selectedf
                                  * Which aspects of employee FMLA leave
                                    requests generate the need for
                                    medical cert
q34a_4         byte    %8.0g      selectedf
                                  * Which aspects of employee FMLA leave
                                    requests generate the need for
                                    medical cert
q34a_5         byte    %8.0g      selectedf
                                  * Which aspects of employee FMLA leave
                                    requests generate the need for
                                    medical cert
q34a_6         byte    %8.0g      selectedf
                                  * Which aspects of employee FMLA leave
                                    requests generate the need for
                                    medical cert
q35            byte    %8.0g      q35f     * Company contacts employees' health
                                           care providers as part of the
                                           certification p
q37            byte    %8.0g      q37f     Frequency that employer requires
                                           re-certification
q39_a          byte    %8.0g      ynf      Does your organization pay for initial
                                           medical certification?
q39_b          byte    %8.0g      ynf      Does your organization pay for
                                           recertification?
q39_c          byte    %8.0g      ynf      Does your organization pay for second
                                           or third certifications?
q39_d          byte    %8.0g      ynf      Does your organization pay for fitness
                                           for duty certification?
q39_e          byte    %8.0g      ynf      Does your organization pay for
                                           insufficient certification
                                           correction?
q40_pct        double  %12.0g     PCTF     Percent of leaves suspected to have
                                           been misused
q41_1          byte    %8.0g      selectedf
                                  Suspect misuse because...the employee
                                  had a predictable leave pattern
```

q41_2   byte   %8.0g   selectedf
                                Suspect misuse because...the employee
                                used leave to cover tardiness
q41_3   byte   %8.0g   selectedf
                                * Suspect misuse because...the employee
                                used common excuses or doubting
                                reason for
q41_4   byte   %8.0g   selectedf
                                Suspect misuse because...of doubt
                                about the validity of a
                                certification
q41_5   byte   %8.0g   selectedf
                                * Suspect misuse because...the employee
                                took frequent leave with short or no
                                advan
q41_6   byte   %8.0g   selectedf
                                Suspect misuse because...of past
                                experience with employee
q41_7   byte   %8.0g   selectedf
                                Suspect misuse because...of some other
                                reason
q42   byte   %8.0g   ynf   Have you ever confirmed an employee's
                                misuse of FMLA?
q43_a   byte   %8.0g   ynf   * What disciplinary action was taken for
                                the most recent case of FMLA
                                misuse?...Ab
q43_b   byte   %8.0g   ynf   * What disciplinary action was taken for
                                the most recent case of FMLA
                                misuse?...Th
q43_c   byte   %8.0g   ynf   * What disciplinary action was taken for
                                the most recent case of FMLA
                                misuse?...Th
q43_d   byte   %8.0g   ynf   * What disciplinary action was taken for
                                the most recent case of FMLA
                                misuse?...Th
q43_e   byte   %8.0g   ynf   * What disciplinary action was taken for
                                the most recent case of FMLA
                                misuse?...Th
q43_f   byte   %8.0g   ynf   * What disciplinary action was taken for
                                the most recent case of FMLA
                                misuse?...Ot
q44_a   byte   %8.0g   q44f   * Are eligible employees...Provided with
                                written guidance on how the Act is
                                coordi
q44_b   byte   %8.0g   q44f   * Are eligible employees...Provided with
                                written guidance on how much of the
                                leave
q44_c   byte   %8.0g   q44f   * Are eligible employees...Required to
                                use their paid leave before taking
                                unpaid l
q44_d   byte   %8.0g   q44f   * Are eligible employees...Ever offered

alternative work arrangements instead of l

q47_1	byte	%8.0g	selectedf	Sources of information on FMLA...U.S. Department of Labor
q47_2	byte	%8.0g	selectedf	Sources of information on FMLA...The media
q47_3	byte	%8.0g	selectedf	Sources of information on FMLA...A trade group
q47_4	byte	%8.0g	selectedf	Sources of information on FMLA...An attorney or consultant
q47_5	byte	%8.0g	selectedf	Sources of information on FMLA...A union
q47_6	byte	%8.0g	selectedf	Sources of information on FMLA...Your employees
q47_7	byte	%8.0g	selectedf	Sources of information on FMLA...Existing company policies
q47_8	byte	%8.0g	selectedf	* Sources of information on FMLA...Third party hired to process FMLA leave request
q47_9	byte	%8.0g	selectedf	Sources of information on FMLA...Some other source
q47_10	byte	%8.0g	selectedf	Sources of information on FMLA...Do not use any source
q48_1	byte	%8.0g	selectedf	* Which method do you use to inform employees of their rights under FMLA...Employe
q48_2	byte	%8.0g	selectedf	* Which method do you use to inform employees of their rights under FMLA...Notice
q48_3	byte	%8.0g	selectedf	Which method do you use to inform employees of their rights under FMLA...Memos
q48_4	byte	%8.0g	selectedf	* Which method do you use to inform employees of their rights under FMLA...Compute
q48_5	byte	%8.0g	selectedf	* Which method do you use to inform

```
                                   employees of their rights under
                                   FMLA...Oral no
q48_6       byte   %8.0g      selectedf
                            * Which method do you use to inform
                                   employees of their rights under
                                   FMLA...Employe
q48_7       byte   %8.0g      selectedf
                            * Which method do you use to inform
                                   employees of their rights under
                                   FMLA...Some ot
q48_8       byte   %8.0g      selectedf
                            * Which method do you use to inform
                                   employees of their rights under
                                   FMLA...Do not
q48a_1      byte   %8.0g       selectedf
                             * When do you notify employees about
                                   their rights under the FMLA?...When
                                   they are
q48a_2      byte   %8.0g       selectedf
                              When do you notify employees about
                                   their rights under the
                                   FMLA?...Annually
q48a_3      byte   %8.0g       selectedf
                             * When do you notify employees about
                                   their rights under the FMLA?...As
                                   soon as the
q49_a       byte   %8.0g      q49f    * Over the years, has the cost of
                              complying with FMLA increased,
                              decreased, or not
q49_b       byte   %8.0g      q49f    * Over the years, has the cost of
                              complying with FMLA increased,
                              decreased, or not
q49_c       byte   %8.0g      q49f    * Over the years, has the cost of
                              complying with FMLA increased,
                              decreased, or not
q49_d       byte   %8.0g      q49f    * Over the years, has the cost of
                              complying with FMLA increased,
                              decreased, or not
q49_e       byte   %8.0g      q49f    * Over the years, has the cost of
                              complying with FMLA increased,
                              decreased, or not
q50_a       byte   %8.0g      q50f      Ease of implementation...Coordinating
                              leave and attendance policies with
                              FMLA
q50_b       byte   %8.0g      q50f    * Ease of implementation...Coordinating
                              leave policies with Americans with
                              Disabil
q50_c       byte   %8.0g      q50f    * Ease of implementation...Coordinating
                              leave policies with state leave
                              policies o
q50_d       byte   %8.0g      q50f    * Ease of implementation...Coordinating
```

leave policies with local (city or county)

q50_e	byte	%8.0g	q50f Ease of implementation...Coordinating FMLA with Collective Bargaining Agreement
q50_f	byte	%8.0g	q50f * Ease of implementation...Administering FMLA's notification, designation, and cer
q50_g	byte	%8.0g	q50f * Ease of implementation...Determining if a health condition is a serious health c
q51_a	byte	%8.0g	q51f Helpfulness of FMLA provisions...The exception for highly paid key employees
q51_b	byte	%8.0g	q51f Helpfulness of FMLA provisions...Medical certifications
q51_c	byte	%8.0g	q51f Helpfulness of FMLA provisions...Second and third medical opinions
q51_d	byte	%8.0g	q51f Helpfulness of FMLA provisions...Advance notice of foreseeable leave
q51_e	byte	%8.0g	q51f Helpfulness of FMLA provisions...Transfer to an alternative position
q51_f	byte	%8.0g	q51f Helpfulness of FMLA provisions...Medical recertification
q51_g	byte	%8.0g	q51f Helpfulness of FMLA provisions...Fitness for duty certification
q51_h	byte	%8.0g	q51f * Helpfulness of FMLA provisions...Certification of leave for care of military ser
q52	byte	%8.0g	q52f Ease of complying with FMLA
q53	byte	%8.0g	ynf Has complying with the FMLA resulted in any cost savings at this location?
q54	byte	%8.0g	ynf * Has leave taken on an intermittent basis had an impact, either positive or negat
q54a	byte	%8.0g	q54af * Has this impact on productivity been positive, negative, or both positive and ne
q54b	byte	%8.0g	q54bf Has this impact on productivity been small, moderate or large?
q55	byte	%8.0g	ynf * Has leave taken on intermittent basis had an impact, either positive or negative
q55a	byte	%8.0g	q55af * Has this impact on profitability been positive, negative, or both positive and n

q55b   byte   %8.0g   q55bf   Has this impact on profitability been
             small, moderate or large?

q55c   byte   %8.0g   ynf   * Has leave taken on an intermittent
             basis had an impact on this
             location's overal

q55d   byte   %8.0g   q55df   * Has this impact on overall employee
             morale been positive, negative, or
             both posi

q56   byte   %8.0g   q56f   What effect has complying with FMLA
             had on this location?

q57_1_a_cat   byte   %8.0g   q57_1f * How much TOTAL time does site allow
             for leave in a year...For the birth
             of a chi

q57_1_b_cat   byte   %8.0g   q57_1f * How much TOTAL time does site allow
             for leave in a year...For an
             employee's own

q57_1_c_cat   byte   %8.0g   q57_1f * How much TOTAL time does site allow
             for leave in a year...For a
             pregnancy-relate

q57_1_d_cat   byte   %8.0g   q57_1f * How much TOTAL time does site allow
             for leave in a year...For the care
             of child,

q57_1_e_cat   byte   %8.0g   q57_1f * How much TOTAL time does site allow
             for leave in a year...For the care
             of parent

q57_1_f_cat   byte   %8.0g   q57_1f * How much TOTAL time does site allow
             for leave in a year...For the care
             of milita

q57_2   byte   %8.0g   q57_2f * Are the health benefits that an
             employee receives while employed
             continued durin

q57_3   byte   %8.0g   ynf   * Is there a guarantee of the same or
             equivalent job upon return from
             these types

q58_cat   byte   %8.0g   q58f   How many employees at worksite have
             taken leave lasting more than three
             days?

q59_cat   byte   %8.0g   q59f   * How many employees took leave to care
             for a military service member with a
             serio

q60_cat   byte   %8.0g   q60f   * How many of these employees took leave
             for a qualifying exigency while
             employee'

q61x_a   byte   %8.0g   q61xf   * To cover work when employees take
             leave, do you ever...Assign work
             temporarily t

q61x_b   byte   %8.0g   q61xf   * To cover work when employees take
             leave, do you ever...Hire a
             temporary replacem

q61x_c   byte   %8.0g   q61xf   * To cover work when employees take
             leave, do you ever...Call in an

employee on va

q61x_d	byte	%8.0g	q61xf * To cover work when employees take leave, do you ever...Hire a permanent replacem
q61x_e	byte	%8.0g	q61xf * To cover work when employees take leave, do you ever...Put the work on hold unti
q61x_f	byte	%8.0g	q61xf * To cover work when employees take leave, do you ever...Have the employee perform
q61x_g	byte	%8.0g	q61xf * To cover work when employees take leave, do you ever...Cover work some other way
q61ax_a_a	byte	%8.0g	ynf * Cover work when employee take leave for a week or longer...Assign work temporari
q61ax_b_a	byte	%8.0g	ynf * Cover work when leave scheduled for a day or less...Assign work temporarily to o
q61ax_c_a	byte	%8.0g	ynf * Cover work for an unscheduled leave for a day or less...Assign work temporarily
q61ax_d_a	byte	%8.0g	ynf * Cover work for some other leave circumstance...Assign work temporarily to other
q61ax_a_b	byte	%8.0g	ynf * Cover work when employee take leave for a week or longer...Hire a temporary repl
q61ax_b_b	byte	%8.0g	ynf Cover work when leave scheduled for a day or less...Hire a temporary replacement
q61ax_c_b	byte	%8.0g	ynf * Cover work for an unscheduled leave for a day or less...Hire a temporary replace
q61ax_d_b	byte	%8.0g	ynf Cover work for some other leave circumstance...Hire a temporary replacement
q61ax_a_c	byte	%8.0g	ynf * Cover work when employee take leave for a week or longer...Call in an employee o
q61ax_b_c	byte	%8.0g	ynf * Cover work when leave scheduled for a day or less...Call in an employee on vacat
q61ax_c_c	byte	%8.0g	ynf * Cover work for an unscheduled leave for a day or less...Call in an employee on v
q61ax_d_c	byte	%8.0g	ynf Cover work for some other circumstance...Call in an employee on vacation
q61ax_a_d	byte	%8.0g	ynf * Cover work when employee take leave for a week or longer...Hire a

permanent repl

q61ax_b_d   byte   %8.0g   ynf   * Q61ax_b_d. Scheduled leave for a day or less (Do you hire a permanent replacemen

q61ax_c_d   byte   %8.0g   ynf   * Q61ax_c_d. Unscheduled leave for a day or less (Do you hire a permanent replacem

q61ax_d_d   byte   %8.0g   ynf   Cover work for some other circumstance...Hire a permanent replacement

q61ax_a_e   byte   %8.0g   ynf   * Cover work when employee take leave for a week or longer...Put the work on hold

q61ax_b_e   byte   %8.0g   ynf   * Cover work when leave scheduled for a day or less...Put the work on hold until t

q61ax_c_e   byte   %8.0g   ynf   * Cover work for an unscheduled leave for a day or less...Put the work on hold unt

q61ax_d_e   byte   %8.0g   ynf   * Cover work for some other circumstance...Put the work on hold until the employee

q61ax_a_f   byte   %8.0g   ynf   * Cover work when employee take leave for a week or longer...Employee performs som

q61ax_b_f   byte   %8.0g   ynf   * Cover work when leave scheduled for a day or less...Employee performs some work

q61ax_c_f   byte   %8.0g   ynf   * Cover work for an unscheduled leave for a day or less...Employee performs some w

q61ax_d_f   byte   %8.0g   ynf   * Cover work for some other circumstance...Employee performs some work while on le

q61ax_a_g   byte   %8.0g   ynf   * Cover work when employee take leave for a week or longer...Cover work some other

q61ax_b_g   byte   %8.0g   ynf   Cover work when leave scheduled for a day or less…cover work some other way

q61ax_c_g   byte   %8.0g   ynf   * Cover work for an unscheduled leave for a day or less...Cover work some other wa

q61ax_d_g   byte   %8.0g   ynf   Cover work for some other circumstance...Cover work some other way

q67_a   byte   %8.0g   q67f   * How easy or difficult is it for company to deal with...Planned long term leave f

q67_b   byte   %8.0g   q67f   How easy or difficult is it for company to deal with...Planned short

			term leave?
q67_c	byte	%8.0g	q67f * How easy or difficult is it for company to deal with...Planned episodic or inter
q67_d	byte	%8.0g	q67f * How easy or difficult is it for company to deal with...Unplanned episodic or int
q67_e	byte	%8.0g	q67f * How easy or difficult is it for company to deal with...Unscheduled leave of any
q68	byte	%8.0g	q68f * Q68. Do you have a specific computer software or a person in Human Resources tha
bootstrap_es~t1	double	%12.0g	
bootstrap_es~t2	double	%12.0g	
bootstrap_es~t3	double	%12.0g	
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bootstrap_es~t5	double	%12.0g	
bootstrap_es~t6	double	%12.0g	
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bootstra~p_wt87 double  %12.0g
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bootstra~p_wt90 double  %12.0g
bootstra~p_wt91 double  %12.0g
bootstra~p_wt92 double  %12.0g
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bootstra~p_wt93 double  %12.0g
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bootstr~p_wt144 double  %12.0g
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bootstr~p_wt195 double  %12.0g
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bootstr~p_wt201 double  %12.0g
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bootstr~p_wt245 double  %12.0g
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bootstr~p_wt246 double  %12.0g
bootstr~p_wt247 double  %12.0g
bootstr~p_wt248 double  %12.0g
bootstr~p_wt249 double  %12.0g
bootstr~p_wt250 double  %12.0g
```

* indicated variables have note

Appendix B

```
obs:        4,470
 vars:         400                    13 DEC 2019 16:06
-----------------------------------------------------------------------------------------
              storage   display    value
variable name   type    format     label      variable label
-----------------------------------------------------------------------------------------
a1            byte     %8.0g      YNSF      * Confirm: have you taken leave from
                                             work in last 12 months to care for a
                                             new chil
a3            byte     %8.0g      YNSF        Are you currently on this type of
                                             leave from work?
a23a          byte     %8.0g      A23F        As a result of taking leave...Did you
                                             lose your job?
a23b          byte     %8.0g      A23F      * As a result of taking leave… Did you
                                             lose your seniority or potential for
                                             advanc
a23e          byte     %8.0g      A23F        As a result of taking leave… Were you
                                             treated differently?
a26           byte     %8.0g      YNSF        Did your employer require medical
                                             certification for this leave?
a28           byte     %8.0g      YNSF        Was your medical certification
                                             accepted on the first submission for
                                             this leave?
a30           byte     %8.0g      A30F      * Did your employer require multiple
                                             doctor visits – that is, a second or
                                             third op
a33           byte     %8.0g      A33F      * Did you pay out of your own pocket for
                                             your medical certification (for
                                             example,
a35           byte     %8.0g      YNSF        Did your employer require medical
                                             RE-CERTIFICATION?
a43           byte     %8.0g      YNSF        Did you receive pay while you were on
                                             leave?
a43a          byte     %8.0g      A43AF     * Just to confirm, you took leave from
                                             work and you did NOT receive any pay
                                             from y
a43ha         byte     %8.0g      YNSF        Sources or types of pay received while
                                             on leave: vacation pay.
a43hb         byte     %8.0g      YNSF        Sources or types of pay received while
                                             on leave: sick pay.
a43hc         byte     %8.0g      YNSF        Sources or types of pay received while
                                             on leave: flex time pay.
a43hd         byte     %8.0g      YNSF        Sources or types of pay received while
                                             on leave: temporary disability.
a43he         byte     %8.0g      YNSF        Sources or types of pay received while
                                             on leave: state-paid family leave.
a43hf         byte     %8.0g      YNSF        Sources or types of pay received while
                                             on leave: paid time off.
a44           byte     %8.0g      A44F      * On your leave, did you keep your
```

				health insurance, lose part or all of your heal
a52a	byte	%8.0g	YNSF	* To cover your work while you were on leave, did your employer: cover your work b
a52b	byte	%8.0g	YNSF	* To cover your work while you were on leave, did your employer: hire a permanent
a52c	byte	%8.0g	YNSF	* To cover your work while you were on leave, did your employer: hire a temporary
a52d	byte	%8.0g	YNSF	* To cover your work while you were on leave, did your employer: let your work go
a53a	byte	%8.0g	YNSF	* In order to cover lost wages or salary during your leave, did you: use savings t
a53b	byte	%8.0g	YNSF	* In order to cover lost wages or salary during your leave, did you: use savings e
a53c	byte	%8.0g	YNSF	In order to cover lost wages or salary during your leave, did you: borrow money?
a53d	byte	%8.0g	YNSF	* In order to cover lost wages or salary during your leave, did you: go on public
a53e	byte	%8.0g	YNSF	* In order to cover lost wages or salary during your leave, did you: limit spendin
a53f	byte	%8.0g	YNSF	* In order to cover lost wages or salary during your leave, did you: put off payin
a53g	byte	%8.0g	YNSF	* In order to cover lost wages or salary during your leave, did you: cut your leav
a53h	byte	%8.0g	YNSF	* In order to cover lost wages or salary during your leave, did you: Do anything e
na54	byte	%8.0g	NA54F	How easy or difficult was it for you to make ends meet during your leave?
a55	byte	%8.0g	YNSF	* If you had received [some/additional] pay, would you have taken leave for a long
a59	byte	%8.0g	A59F	* After your leave ended, did you go back to work: for the same employer, for a ne
a60	byte	%8.0g	YNSF	* Did your employer require you to obtain fitness for duty certification before yo
a63	byte	%8.0g	A63F	* After your leave, did you return to a position that was the same, similar,

				bette
a64	byte	%8.0g	A64F	* Did you choose to take a different position or did your employer ask you to take
b1	byte	%8.0g	YNSF	Needed but did not take leave in the past 12 months?
b2	byte	%8.0g	B2F	* Confirm answer to B1: needed but did not take leave in the past 12 months, is th
b16	byte	%8.0g	YNSF	Were you ineligible because you only worked part-time at your main job?
b17	byte	%8.0g	YNSF	* Were you ineligible because you hadn't worked long enough for your employer on y
b20a	byte	%8.0g	YNSF	* What did you do in order to meet your or your care recipient's needs: forewent m
b20b	byte	%8.0g	YNSF	* What did you do in order to meet your or your care recipient's needs…delayed med
b20c	byte	%8.0g	YNSF	* What did you do in order to meet your or your care recipient's needs…someone els
b20d	byte	%8.0g	YNSF	* What did you do in order to meet your or your care recipient's needs…someone els
b20e	byte	%8.0g	YNSF	* What did you do in order to meet your or your care recipient's needs…paid someon
b20f	byte	%8.0g	YNSF	* What did you do in order to meet your or your care recipient's needs…paid someon
b20g	byte	%8.0g	YNSF	* What did you do in order to meet your or your care recipient's needs…other not m
c1	byte	%8.0g	YNSF	Have NOT taken or needed to take leave from work in past 12 months?
e1a	byte	%8.0g	YNSF	* At the place where you worked in your main job -- for example the site, store, o
e1b	byte	%8.0g	E1BF	* Please think now of all of your main job organizations' work sites within 75 mil
e1c	byte	%8.0g	YNSF	* At the place where you worked in your SECOND job, would you say there were 50 or
e1d	byte	%8.0g	E1DF	* Please think now of all of your SECOND job's work sites within 75 miles. How man
e2	byte	%8.0g	YNAF	Have you ever heard of the federal Family and Medical Leave Act?

ne5	byte	%8.0g	YNAF	Are you currently employed?
ne6	byte	%8.0g	YNSF	* To the best of your knowledge, are you entitled to leave under the federal FMLA
e10	byte	%8.0g	YNSF	For you main job, are you a contract worker?
d3	byte	%8.0g	YNAF	At your 'main' job, are/were you represented by a labor union?
d5	byte	%8.0g	YNAF	Do you consider yourself to be Hispanic or Latino?
d10	byte	%8.0g	D10F	Marital status.
d11	byte	%8.0g	YNAF	Partner living outside household.
combo_trimmed~t	double	%12.0g		Main analysis weight.
cmb_bsrw1	double	%12.0g		Replicate analysis weight 1
cmb_bsrw2	double	%12.0g		Replicate analysis weight 2
cmb_bsrw3	double	%12.0g		Replicate analysis weight 3
cmb_bsrw4	double	%12.0g		Replicate analysis weight 4
cmb_bsrw5	double	%12.0g		Replicate analysis weight 5
cmb_bsrw6	double	%12.0g		Replicate analysis weight 6
cmb_bsrw7	double	%12.0g		Replicate analysis weight 7
cmb_bsrw8	double	%12.0g		Replicate analysis weight 8
cmb_bsrw9	double	%12.0g		Replicate analysis weight 9
cmb_bsrw10	double	%12.0g		Replicate analysis weight 10
cmb_bsrw11	double	%12.0g		Replicate analysis weight 11
cmb_bsrw12	double	%12.0g		Replicate analysis weight 12
cmb_bsrw13	double	%12.0g		Replicate analysis weight 13
cmb_bsrw14	double	%12.0g		Replicate analysis weight 14
cmb_bsrw15	double	%12.0g		Replicate analysis weight 15
cmb_bsrw16	double	%12.0g		Replicate analysis weight 16
cmb_bsrw17	double	%12.0g		Replicate analysis weight 17
cmb_bsrw18	double	%12.0g		Replicate analysis weight 18
cmb_bsrw19	double	%12.0g		Replicate analysis weight 19
cmb_bsrw20	double	%12.0g		Replicate analysis weight 20
cmb_bsrw21	double	%12.0g		Replicate analysis weight 21
cmb_bsrw22	double	%12.0g		Replicate analysis weight 22
cmb_bsrw23	double	%12.0g		Replicate analysis weight 23
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cmb_bsrw25	double	%12.0g		Replicate analysis weight 25
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cmb_bsrw36	double	%12.0g		Replicate analysis weight 36
cmb_bsrw37	double	%12.0g		Replicate analysis weight 37
cmb_bsrw38	double	%12.0g		Replicate analysis weight 38

cmb_bsrw39	double	%12.0g	Replicate analysis weight 39
cmb_bsrw40	double	%12.0g	Replicate analysis weight 40
cmb_bsrw41	double	%12.0g	Replicate analysis weight 41
cmb_bsrw42	double	%12.0g	Replicate analysis weight 42
cmb_bsrw43	double	%12.0g	Replicate analysis weight 43
cmb_bsrw44	double	%12.0g	Replicate analysis weight 44
cmb_bsrw45	double	%12.0g	Replicate analysis weight 45
cmb_bsrw46	double	%12.0g	Replicate analysis weight 46
cmb_bsrw47	double	%12.0g	Replicate analysis weight 47
cmb_bsrw48	double	%12.0g	Replicate analysis weight 48
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cmb_bsrw52	double	%12.0g	Replicate analysis weight 52
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cmb_bsrw68	double	%12.0g	Replicate analysis weight 68
cmb_bsrw69	double	%12.0g	Replicate analysis weight 69
cmb_bsrw70	double	%12.0g	Replicate analysis weight 70
cmb_bsrw71	double	%12.0g	Replicate analysis weight 71
cmb_bsrw72	double	%12.0g	Replicate analysis weight 72
cmb_bsrw73	double	%12.0g	Replicate analysis weight 73
cmb_bsrw74	double	%12.0g	Replicate analysis weight 74
cmb_bsrw75	double	%12.0g	Replicate analysis weight 75
cmb_bsrw76	double	%12.0g	Replicate analysis weight 76
cmb_bsrw77	double	%12.0g	Replicate analysis weight 77
cmb_bsrw78	double	%12.0g	Replicate analysis weight 78
cmb_bsrw79	double	%12.0g	Replicate analysis weight 79
cmb_bsrw80	double	%12.0g	Replicate analysis weight 80
cmb_bsrw81	double	%12.0g	Replicate analysis weight 81
cmb_bsrw82	double	%12.0g	Replicate analysis weight 82
cmb_bsrw83	double	%12.0g	Replicate analysis weight 83
cmb_bsrw84	double	%12.0g	Replicate analysis weight 84
cmb_bsrw85	double	%12.0g	Replicate analysis weight 85
cmb_bsrw86	double	%12.0g	Replicate analysis weight 86
cmb_bsrw87	double	%12.0g	Replicate analysis weight 87
cmb_bsrw88	double	%12.0g	Replicate analysis weight 88
cmb_bsrw89	double	%12.0g	Replicate analysis weight 89

cmb_bsrw90	double	%12.0g	Replicate analysis weight 90
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cmb_bsrw92	double	%12.0g	Replicate analysis weight 92
cmb_bsrw93	double	%12.0g	Replicate analysis weight 93
cmb_bsrw94	double	%12.0g	Replicate analysis weight 94
cmb_bsrw95	double	%12.0g	Replicate analysis weight 95
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cmb_bsrw106	double	%12.0g	Replicate analysis weight 106
cmb_bsrw107	double	%12.0g	Replicate analysis weight 107
cmb_bsrw108	double	%12.0g	Replicate analysis weight 108
cmb_bsrw109	double	%12.0g	Replicate analysis weight 109
cmb_bsrw110	double	%12.0g	Replicate analysis weight 110
cmb_bsrw111	double	%12.0g	Replicate analysis weight 111
cmb_bsrw112	double	%12.0g	Replicate analysis weight 112
cmb_bsrw113	double	%12.0g	Replicate analysis weight 113
cmb_bsrw114	double	%12.0g	Replicate analysis weight 114
cmb_bsrw115	double	%12.0g	Replicate analysis weight 115
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cmb_bsrw117	double	%12.0g	Replicate analysis weight 117
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cmb_bsrw119	double	%12.0g	Replicate analysis weight 119
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cmb_bsrw122	double	%12.0g	Replicate analysis weight 122
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cmb_bsrw135	double	%12.0g	Replicate analysis weight 135
cmb_bsrw136	double	%12.0g	Replicate analysis weight 136
cmb_bsrw137	double	%12.0g	Replicate analysis weight 137
cmb_bsrw138	double	%12.0g	Replicate analysis weight 138
cmb_bsrw139	double	%12.0g	Replicate analysis weight 139
cmb_bsrw140	double	%12.0g	Replicate analysis weight 140

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cmb_bsrw141    double  %12.0g        Replicate analysis weight 141
cmb_bsrw142    double  %12.0g        Replicate analysis weight 142
cmb_bsrw143    double  %12.0g        Replicate analysis weight 143
cmb_bsrw144    double  %12.0g        Replicate analysis weight 144
cmb_bsrw145    double  %12.0g        Replicate analysis weight 145
cmb_bsrw146    double  %12.0g        Replicate analysis weight 146
cmb_bsrw147    double  %12.0g        Replicate analysis weight 147
cmb_bsrw148    double  %12.0g        Replicate analysis weight 148
cmb_bsrw149    double  %12.0g        Replicate analysis weight 149
cmb_bsrw150    double  %12.0g        Replicate analysis weight 150
cmb_bsrw151    double  %12.0g        Replicate analysis weight 151
cmb_bsrw152    double  %12.0g        Replicate analysis weight 152
cmb_bsrw153    double  %12.0g        Replicate analysis weight 153
cmb_bsrw154    double  %12.0g        Replicate analysis weight 154
cmb_bsrw155    double  %12.0g        Replicate analysis weight 155
cmb_bsrw156    double  %12.0g        Replicate analysis weight 156
cmb_bsrw157    double  %12.0g        Replicate analysis weight 157
cmb_bsrw158    double  %12.0g        Replicate analysis weight 158
cmb_bsrw159    double  %12.0g        Replicate analysis weight 159
cmb_bsrw160    double  %12.0g        Replicate analysis weight 160
cmb_bsrw161    double  %12.0g        Replicate analysis weight 161
cmb_bsrw162    double  %12.0g        Replicate analysis weight 162
cmb_bsrw163    double  %12.0g        Replicate analysis weight 163
cmb_bsrw164    double  %12.0g        Replicate analysis weight 164
cmb_bsrw165    double  %12.0g        Replicate analysis weight 165
cmb_bsrw166    double  %12.0g        Replicate analysis weight 166
cmb_bsrw167    double  %12.0g        Replicate analysis weight 167
cmb_bsrw168    double  %12.0g        Replicate analysis weight 168
cmb_bsrw169    double  %12.0g        Replicate analysis weight 169
cmb_bsrw170    double  %12.0g        Replicate analysis weight 170
cmb_bsrw171    double  %12.0g        Replicate analysis weight 171
cmb_bsrw172    double  %12.0g        Replicate analysis weight 172
cmb_bsrw173    double  %12.0g        Replicate analysis weight 173
cmb_bsrw174    double  %12.0g        Replicate analysis weight 174
cmb_bsrw175    double  %12.0g        Replicate analysis weight 175
cmb_bsrw176    double  %12.0g        Replicate analysis weight 176
cmb_bsrw177    double  %12.0g        Replicate analysis weight 177
cmb_bsrw178    double  %12.0g        Replicate analysis weight 178
cmb_bsrw179    double  %12.0g        Replicate analysis weight 179
cmb_bsrw180    double  %12.0g        Replicate analysis weight 180
cmb_bsrw181    double  %12.0g        Replicate analysis weight 181
cmb_bsrw182    double  %12.0g        Replicate analysis weight 182
cmb_bsrw183    double  %12.0g        Replicate analysis weight 183
cmb_bsrw184    double  %12.0g        Replicate analysis weight 184
cmb_bsrw185    double  %12.0g        Replicate analysis weight 185
cmb_bsrw186    double  %12.0g        Replicate analysis weight 186
cmb_bsrw187    double  %12.0g        Replicate analysis weight 187
cmb_bsrw188    double  %12.0g        Replicate analysis weight 188
cmb_bsrw189    double  %12.0g        Replicate analysis weight 189
cmb_bsrw190    double  %12.0g        Replicate analysis weight 190
cmb_bsrw191    double  %12.0g        Replicate analysis weight 191
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cmb_bsrw192    double  %12.0g          Replicate analysis weight 192
cmb_bsrw193    double  %12.0g          Replicate analysis weight 193
cmb_bsrw194    double  %12.0g          Replicate analysis weight 194
cmb_bsrw195    double  %12.0g          Replicate analysis weight 195
cmb_bsrw196    double  %12.0g          Replicate analysis weight 196
cmb_bsrw197    double  %12.0g          Replicate analysis weight 197
cmb_bsrw198    double  %12.0g          Replicate analysis weight 198
cmb_bsrw199    double  %12.0g          Replicate analysis weight 199
cmb_bsrw200    double  %12.0g          Replicate analysis weight 200
empid          int     %8.0g           Respondent ID (unique, randomly
                                         generated).
interviewerid~d int    %8.0g           Interviewer ID (Not applicable for
                                        web-based survey respondents)
leave_cat      byte    %8.0g     LEAVE_CATF
                                 Type of respondent (taker vs. needer
                                   vs. both vs. employed only).
num_jobs       byte    %8.0g     NUM_JOBSF
                                 Number of jobs 12 months before survey
                                   date (s9b)
age_cat        byte    %8.0g     AGE_CATF   Age of respondent (S7).
gender_cat     byte    %8.0g     GENDER_CATF
                                 Gender of respondent (S8).
survey_type    byte    %8.0g     SURVEY_TYPEF
                                 Format of survey: web-based or random
                                   digit dialing phone-based.
govt_emp       byte    %8.0g     GOVT_EMPF
                                 Government employee (S10).
race_cat       byte    %8.0g     RACE_CATF
                                 * What race do you consider yourself to
                                    be? Based on D6 (RDD) and on-file
                                    web pane
paid_leave_st~e byte   %8.0g     PAID_LEAVE_STATEF
                                 Respondent resides in state that ofers
                                   paid family leave.
low_wage       byte    %8.0g     LOW_WAGEF
                                 Respondent is a low wage worker,
                                   defined as earnings less than
                                   $15/hour.
fmla_eligible  byte    %8.0g     FMLA_ELIGIBLEF
                                 * Respondent was eligible for FMLA at
                                    start of reference period (12 months
                                    prior t
eligibility_cat byte   %8.0g     ELIGIBILITY_CATF
                                 * FMLA eligibility at start of 12 month
                                    reference period (based on stated
                                    work ten
fmla_elig_if1~k byte   %8.0g     FMLA_ELIGIBLEF
                                 * FMLA eligibility, if number of hours
                                    worked requirement were 15 hours/wk
                                    instead
fmla_elig_if3~k byte   %8.0g     FMLA_ELIGIBLEF
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                              * FMLA eligibility, if number of hours
                                worked requirement were 30 hours/wk
                                instead
fmla_elig_if3~p byte   %8.0g     FMLA_ELIGIBLEF
                              * FMLA eligibility, if employer size
                                eligibility requirement were 30
                                employees ins
fmla_elig_if2~p byte   %8.0g     FMLA_ELIGIBLEF
                              * FMLA eligibility, if employer size
                                eligibility requirement were 20
                                employees ins
a4_cat         byte   %8.0g    A4_CATF    For how many TOTAL different reasons
                                did you take leave in the last 12
                                months?
a5_mr_cat      byte   %8.0g    A5_MR_CATF
                              Most recent leave: main reason
                              respondent took leave.
a5_ownillness  byte   %8.0g    YNSF      Most recent leave reason: own illness
a5_newchild    byte   %8.0g    YNSF      Most recent leave reason: related to a
                                new child
a5_chc         byte   %8.0g    YNSF      Most recent leave reason: child's
                                health condition
a5_adulthe~lt65 byte   %8.0g    YNSF     * Most recent leave reason: care of an
                                FMLA-covered adult's health
                                condition (care
a5_adulthe~gt65 byte   %8.0g    YNSF     * Most recent leave reason: care of an
                                elderly FMLA-covered adult's health
                                conditi
a5_nonfmlaper~n byte   %8.0g    YNSF      Most recent leave reason: care of a
                                non-FMLA-covered individual
a5_long_cat    byte   %8.0g    A5_LONG_CATF
                              Longest leave: main reason took leave.
a6_mr_cat      byte   %8.0g    A6_MR_CATF
                              Most recent leave: what is that other
                              relative's relationship to you?
a8_mr_cat      byte   %8.0g    A8_MR_CATF
                              Most recent leave: age of care
                              recipient.
a8_long_cat    byte   %8.0g    A8_LONG_CATF
                              Longest leave: health condition for
                              which you took leave.
a10_mr         byte   %8.0g    A10_MRF    Most recent leave: health condition
                                for which you took leave.
a10_long_cat   byte   %8.0g    A10_LONG_CATF
                              Longest leave: health condition for
                              which you took leave.
a14_mr         byte   %8.0g    A14F      Most recent leave: did you take time
                                off continuously or on separate
                                occasions?
a14_long       byte   %8.0g    A14F      Longest leave: did you take time off
                                continuously or on separate
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                                    occasions?
a15_mr_cat     byte   %8.0g    A15_MR_CATF
                              * Most recent leave: how many separate
                                blocks of time did you take off from
                                work d
a15_long_cat   byte   %8.0g    A15_LONG_CATF
                               * Longest leave: how many separate
                                 blocks of time did you take off from
                                 work durin
a19_mr_cat     byte   %8.0g    A19_MR_CATF
                               Most recent leave: total time taken
                               off work for reason mentioned.
a19_mr_0_10d   byte   %8.0g    YN2F   * Most recent leave: 0 - 10 days taken
                               off work for reason mentioned
                               (subgroup var
a19_mr_11_40d  byte   %8.0g    YN2F   * Most recent leave: 11 - 40 days taken
                               off work for reason mentioned
                               (subgroup va
a19_mr_41_60d  byte   %8.0g    YN2F   * Most recent leave: 41 - 60 days taken
                               off work for reason mentioned
                               (subgroup va
a19_mr_61pd    byte   %8.0g    YN2F   * Most recent leave: 61 or more days
                               taken off work for reason mentioned
                               (subgroup
a19_long_cat   byte   %8.0g    A19_LONG_CATF
                               Longest leave: total time taken off
                               work for reason mentioned.
a19b_mr        byte   %8.0g    YNSF   * Most recent leave: In the last 12
                               months, did anyone else in your
                               household take
a19c_mr_cat    byte   %8.0g    A19C_MR_CATF
                               Most recent leave: What is this
                               person's relationship to you?
na19d_mr       byte   %8.0g    NA19D_MRF
                               Most recent leave: Did you take leave
                               during the same time period?
a19e_mr_cat    byte   %8.0g    A19E_MR_CATF
                               Longest leave: How much time did your
                               leave overlap?
na20           byte   %8.0g    YNSF   * Was your LONGEST LEAVE in the past 12
                               months a different leave than your
                               MOST RE
a20a           byte   %8.0g    YNSF      Was your LONGEST LEAVE from work for 3
                               weeks or longer?
na23c          byte   %8.0g    A23F   * As a result of taking leave… Did you
                               reveal information about personal
                               relations
na23d          byte   %8.0g    A23F   * As a result of taking leave… Did you
                               reveal information about your own
                               health, o
na23f          byte   %8.0g    A23F      As a result of taking leave...Did
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			anything else happen?
a41_cat	byte	%8.0g	A41_CATF * How much time did you need to take off from work in order to obtain medical cert
a42_cat	byte	%8.0g	A42_CATF How long before you took you took leave did you provide notice to your employer?
a43b_cat	byte	%8.0g	A43B_CATF * For the days you took leave, for how many did you receive ANY pay from any sourc
a43c	byte	%8.0g	A43CF * During your paid days on leave, did you receive full pay or partial pay or some
a43d_cat	byte	%8.0g	A43D_CATF For how many days did you receive full pay?
a43f_cat	byte	%8.0g	A43F_CATF For how many days did you receive partial pay?
a43g_cat	byte	%8.0g	A43G_CATF * You mentioned you received partial pay for while you were on leave. How much of
a43i_a_cat	byte	%8.0g	A43I_A_CATF For how how many days did you receive: vacation pay?
a43i_b_cat	byte	%8.0g	A43I_B_CATF For how how many days did you receive: sick pay?
a43i_c_cat	byte	%8.0g	A43I_C_CATF For how how many days did you receive: flex time pay?
a43i_d_cat	byte	%8.0g	A43I_D_CATF For how how many days did you receive: temporary disability?
a43i_e_cat	byte	%8.0g	A43I_E_CATF For how how many days did you receive: state-paid family leave.
a43i_f_cat	byte	%8.0g	A43I_F_CATF For how how many days did you receive: paid time off?
na52e	byte	%8.0g	YNSF * To cover your work while you were on leave, did your employer: request that you
na52f	byte	%8.0g	YNSF * To cover your work while you were on leave, did your employer: cover your work i
na62a	byte	%8.0g	YNSF Did you return to work because: you wanted to get back to work?
na62b	byte	%8.0g	YNSF Did you return to work because: you

			used up all the leave time you were allowed?
na62c	byte	%8.0g	YNSF * Did you return to work because: you felt pressured by your boss or co-workers to
na62d	byte	%8.0g	YNSF Did you return to work because: you had too much work to do to stay away longer?
na62e	byte	%8.0g	YNSF * Did you return to work because: someone else took over your care-giving responsi
na62f	byte	%8.0g	YNSF Did you return to work because: you no longer needed to be on leave?
na62g	byte	%8.0g	YNSF * Did you return to work because: your doctor told you that you were ready to retu
na62h	byte	%8.0g	YNSF * Did you return to work because: your care recipient's doctor told you that it wa
na62i	byte	%8.0g	YNSF * Did you return to work because: you did not want to lose your seniority or poten
b4_cat	byte	%8.0g	B4_CATF * How many different times did you need leave but not take it in the last 12 month
b6_cat	byte	%8.0g	B6_CATF * Thinking of the most recent reason you needed leave, what was the main reason fo
b7_cat	byte	%8.0g	B7_CATF What is that person's relationship to you?
b9_cat	byte	%8.0g	B9_CATF What was the age of your care recipient?
nb11	byte	%8.0g	NB11F * What was the nature of the health condition for which you needed to take this le
b15a	byte	%8.0g	YNSF * What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15b	byte	%8.0g	YNSF * What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15c	byte	%8.0g	YNSF * What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15d	byte	%8.0g	YNSF * What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15e	byte	%8.0g	YNSF * What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15f	byte	%8.0g	YNSF * What was the reason or reasons you

				didn't take the MOST RECENT leave you needed:
b15g	byte	%8.0g	YNSF	* What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15h	byte	%8.0g	YNSF	* What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15i	byte	%8.0g	YNSF	* What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15j	byte	%8.0g	YNSF	* What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15k	byte	%8.0g	YNSF	* What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15l	byte	%8.0g	YNSF	* What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15m	byte	%8.0g	YNSF	* What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15n	byte	%8.0g	YNSF	* What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15o	byte	%8.0g	YNSF	* What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15p	byte	%8.0g	YNSF	* What was the reason or reasons you didn't take the MOST RECENT leave you needed:
b15q	byte	%8.0g	YNSF	* What was the reason or reasons you didn't take the MOST RECENT leave you needed:
e0a_cat	byte	%8.0g	E0A_CATF	* Tenure at job at time of interview: difference in months between start date of j
e0f_cat	byte	%8.0g	E0F_CATF	* Tenure at main job at time of interview: difference in months between start date
e0i_cat	byte	%8.0g	E0I_CATF	* Tenure at second job at time of interview: difference in months between start da
e0b_cat	byte	%8.0g	E0B_CATF	Hours per week at job 12 months ago (1 job).
e0g_cat	byte	%8.0g	E0G_CATF	Hours per week at main job 12 months ago (more than 1 job).
e0j_cat	byte	%8.0g	E0J_CATF	Hours per week at secondary job 12 months ago (more than 1 job).
e0k_cat	byte	%8.0g	E0K_CATF	Hours per week at all jobs 12 months

				ago (more than 1 job).
e0c_cat	byte	%8.0g	E0C_CATF	Number of employers paying you 12 months ago.
e3_media	byte	%8.0g	YNSF	* How have you learned about the federal Family and Medical Leave Act: 1. Media (t
e3_cowrk	byte	%8.0g	YNSF	* How have you learned about the federal Family and Medical Leave Act: 2. Co-worke
e3_hr	byte	%8.0g	YNSF	* How have you learned about the federal Family and Medical Leave Act: 3. Employer
e3_poster	byte	%8.0g	YNSF	How have you learned about the federal Family and Medical Leave Act: 4. Posters?
e3_fammem	byte	%8.0g	YNSF	* How have you learned about the federal Family and Medical Leave Act: 5. Family m
e3_friend	byte	%8.0g	YNSF	* How have you learned about the federal Family and Medical Leave Act: 6. Friend o
e3_union	byte	%8.0g	YNSF	* How have you learned about the federal Family and Medical Leave Act: 7. Union ga
e3_other	byte	%8.0g	YNSF	How have you learned about the federal Family and Medical Leave Act: 8. Other?
e4a_a	byte	%8.0g	E4F	To the best of your knowledge, does FMLA cover leave: for the care of a newborn?
e4a_b	byte	%8.0g	E4F	* To the best of your knowledge, does FMLA cover leave: for an employee's own seri
e4a_c	byte	%8.0g	E4F	* To the best of your knowledge, does FMLA cover leave: for the care of a child wi
e4a_d	byte	%8.0g	E4F	* To the best of your knowledge, does FMLA cover leave: for the care of a spouse w
ne4a_e	byte	%8.0g	E4F	* To the best of your knowledge, does FMLA cover leave: for the care of a same-sex
ne4a_f	byte	%8.0g	E4F	* To the best of your knowledge, does FMLA cover leave: for the care of a parent w
ne4a_g	byte	%8.0g	E4F	* To the best of your knowledge, does FMLA cover leave: for the care of a grandpar
ne4a_h	byte	%8.0g	E4F	* To the best of your knowledge, does FMLA cover leave: for the care of a grandchi

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ne4a_i       byte    %8.0g      E4F     * To the best of your knowledge, does
                                FMLA cover leave: for the care of a
                                sibling
ne4a_j       byte    %8.0g      E4F     * To the best of your knowledge, does
                                FMLA cover leave: to provide
                                eldercare for a
ne4a_k       byte    %8.0g      E4F     * To the best of your knowledge, does
                                FMLA cover leave: for the care of an
                                adopted
ne4a_l       byte    %8.0g      E4F     * To the best of your knowledge, does
                                FMLA cover leave: for the care of a
                                military
ne8a         byte    %8.0g      NE8F    * Please indicate whether or not you can
                                take paid leave from your current
                                job for
ne8b         byte    %8.0g      NE8F    * Please indicate whether or not you can
                                take paid leave from your current
                                job for
ne8c         byte    %8.0g      NE8F    * Please indicate whether or not you can
                                take paid leave from your current
                                job for
ne8d         byte    %8.0g      NE8F    * Please indicate whether or not you can
                                take paid leave from your current
                                job for
ne8e         byte    %8.0g      NE8F    * Please indicate whether or not you can
                                take paid leave from your current
                                job for
e9_cat       byte    %8.0g      E9_CATF    Are you salaried on this job, paid by
                                the hour, or paid some other way?
ne15_coded   str5    %5s                Industry of employment (E15), coded
                                using 2017 NAICS US industry codes.
ne16_coded   byte    %8.0g      NE16_CODEDF
                             * Occupation (E16), coded using November
                                2017 SOC BLS major group occupation
                                codes
educ_cat     byte    %8.0g       EDUC_CATF
                            Highest level of education completed
                                (based on both screener and D1
                                question).
d3abc_cat    byte    %8.0g       D3ABC_CATF
                            Own (current) annual earnings (in main
                                job if >1 job), based on d3a - D3c.
nd4_cat      byte    %8.0g      ND4_CATF * Family income, dervied from continuous
                                D4 AND midpoint of categories in D4a
                                - D4
d7_cat       byte    %8.0g      D7_CATF    How many children under 18 years old
                                are in your care?
d8_cat       byte    %8.0g      D8_CATF    How many people over age 65 are in
                                your care?
nd9          byte    %8.0g      ND9F    * Do you consider yourself to be…
                                heterosexual or straight, gay or
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lesbian, bisexu
* indicated variables have notes