

FMLA 2018 Employee Public Use File Codebook

Family and Medical Leave Act: 2018 Employee Survey Public Use File Codebook

This file includes the following elements:

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Survey Weights and Examples	Description of the survey replicate weights and examples of syntax and output for computing weighted frequencies using common statistical packages
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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
empid	Respondent ID (unique, randomly generated).	N	Observed Range	1 - 4470	4470		
interviewerid_rdd	Interviewer ID (Not applicable for web-based survey respondents)	N	Observed Range	1 - 186	739		
survey_type	Format of survey: web-based or random digit dialing phone-based.	N	1	Random Digit Dialing Survey	739	16.53	16.53
			2	Web Survey	3731	83.47	83.47
paid_leave_state	Respondent resides in state that offers paid family leave.	N	0	Not a paid leave state	3286	73.51	73.51
			1	Paid leave state	1184	26.49	26.49
leave_cat	Type of respondent (taker vs. needer vs. both vs. employed only).	N	1	Leave taker only in 12 months before survey date	1430	31.99	31.99
			2	Leave needer only in 12 months before survey date	513	11.48	11.48
			3	Employed only in 12 months before survey date	2128	47.61	47.61
			4	Dual leave taker/leave needer in 12 months before survey date	399	8.93	8.93
a1	Confirm: have you taken leave from work in last 12 months to care for a new child, your own or someone else's serious health condition, pregnancy, or military deployment?	N		Don't Know/Refused	0		
			.S	Skip	2641		59.08
			1	Yes	1829	100	40.92
			2	No	0	0	0
a3	Are you currently on this type of leave from work?	N		Don't Know/Refused	6		0.13
			.S	Skip	2641		59.08
			1	Yes	315	17.28	7.05
			2	No	1508	82.72	33.74
a4_cat	For how many TOTAL different reasons did you take leave in the last 12 months?	N		Don't Know/Refused	23		0.51
			.S	Skip	2641		59.08
			1	1 time	1201	66.5	26.87
			2	2 times	316	17.5	7.07
			3	3 times	127	7.03	2.84
			4	4 times	43	2.38	0.96
			5	5 times	42	2.33	0.94
			6	6 or more times	77	4.26	1.72
a5_mr_cat	Most recent leave: main reason respondent took leave.	N		Don't Know/Refused	24		0.54
			.S	Skip	2641		59.08
			1	Own illness, disability or other serious health condition, except pregnancy-related health reason	1018	56.4	22.77
			3	For pregnancy-related disability and to care for a newborn	61	3.38	1.36
			5	To care for newborn	187	10.36	4.18
			8	To bond with newborn	43	2.38	0.96
			11	Child's health condition	76	4.21	1.7
			12	Spouse's health condition	127	7.04	2.84
			13	Parent's health condition	165	9.14	3.69
			14	Other relative's health condition	53	2.94	1.19
			15	Other non-relative's health condition	8	0.44	0.18
			16	Domestic partner's health condition	8	0.44	0.18
			17	To address issues arising from the deployment of a military family member	9	0.5	0.2
			20	Miscarriage, or for pregnancy-related health reason prior to delivery	39	2.16	0.87

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PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			21	Care for newly adopted child, care for newly placed foster child, bond with newly adopted child, or bond with newly placed foster child	11	0.61	0.25
a5_ownillness	Most recent leave reason: own illness	N	.	Don't Know/Refused	24		0.54
			.S	Skip	2641		59.08
			1	Yes	1018	56.4	22.77
			2	No	787	43.6	17.61
a5_newchild	Most recent leave reason: related to a new child	N	.	Don't Know/Refused	24		0.54
			.S	Skip	2641		59.08
			1	Yes	341	18.89	7.63
			2	No	1464	81.11	32.75
a5_chc	Most recent leave reason: child's health condition	N	.	Don't Know/Refused	24		0.54
			.S	Skip	2641		59.08
			1	Yes	76	4.21	1.7
			2	No	1729	95.79	38.68
a5_adulthealthlt65	Most recent leave reason: care of an FMLA-covered adult's health condition (care recipient less than 65 years old)	N	.	Don't Know/Refused	25		0.56
			.S	Skip	2641		59.08
			1	Yes	128	7.1	2.86
			2	No	1676	92.9	37.49
a5_adulthealthgt65	Most recent leave reason: care of an elderly FMLA-covered adult's health condition (care recipient 65 years or older)	N	.	Don't Know/Refused	25		0.56
			.S	Skip	2641		59.08
			1	Yes	138	7.65	3.09
			2	No	1666	92.35	37.27
a5_nonfmlaperson	Most recent leave reason: care of a non-FMLA-covered individual	N	.	Don't Know/Refused	24		0.54
			.S	Skip	2641		59.08
			1	Yes	103	5.71	2.3
			2	No	1702	94.29	38.08
a5_long_cat	Longest leave: main reason took leave.	N	.S	Skip	4344		97.18
			1	Own illness, disability or other serious health condition, except pregnancy-related illness	72	57.14	1.61
			3	For pregnancy-related disability and to care for a newborn	9	7.14	0.2
			5	To care for newborn	10	7.94	0.22
			13	Parent's health condition	15	11.9	0.34
			20	Other response options	20	15.87	0.45
a6_mr_cat	Most recent leave: what is that other relative's relationship to you?	N	.S	Skip	4417		98.81
			2	Grandparent	0	0	0
			3	Sibling	18	33.96	0.4
			5	Other (specify)	15	28.3	0.34
			6	Grandchild, Grandparent, OR Aunt/Uncle	20	37.74	0.45
a8_mr_cat	Most recent leave: age of care recipient.	N	.	Don't Know/Refused	3		0.07
			.S	Skip	4033		90.22
			1	0-17 years	70	16.13	1.57
			2	18-39 years	45	10.37	1.01
			3	40-54 years	51	11.75	1.14
			4	55-69 years	116	26.73	2.6
			5	70-84 years	104	23.96	2.33

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PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			6	85 or older	48	11.06	1.07
a8_long_cat	Longest leave: health condition for which you took leave.	N	.S	Skip	4445		99.44
			1	1-54 years	7	28	0.16
			2	55 or older	18	72	0.4
a10_mr	Most recent leave: health condition for which you took leave.	N		Don't Know/Refused	25		0.56
			.S	Skip	2977		66.6
			1	A one-time health matter, such as appendicitis or injury	601	40.94	13.45
			2	The TREATMENT of an injury or illness that now requires routine scheduled care, such as chemotherapy or physical therapy	254	17.3	5.68
			3	An ongoing health condition that affects one's ability to work from time to time, such as diabetes, migraines, depression	328	22.34	7.34
			4	To provide eldercare? Eldercare is care provided for individuals who are aged 65 years or older with age-related physical or mental impairments, not related to a serious health condition.	48	3.27	1.07
			5	Other (specify)	237	16.14	5.3
a10_long_cat	Longest leave: health condition for which you took leave.	N		Don't Know/Refused	3		0.07
			.S	Skip	4371		97.79
			1	A one-time health matter, such as appendicitis or injury	28	29.17	0.63
			2	The TREATMENT of an injury or illness that now requires routine scheduled care, such as chemotherapy or physical therapy	16	16.67	0.36
			3	An ongoing health condition that affects one's ability to work from time to time, such as diabetes, migraines, depression	26	27.08	0.58
			6	To provide eldercare OR other (specify)	26	27.08	0.58
a14_mr	Most recent leave: did you take time off continuously or on separate occasions?	N		Don't Know/Refused	30		0.67
			.S	Skip	2641		59.08
			1	One continuous block of time	1244	69.15	27.83
			2	Separate occasions	555	30.85	12.42
a14_long	Longest leave: did you take time off continuously or on separate occasions?	N		Don't Know/Refused	2		0.04
			.S	Skip	4344		97.18
			1	One continuous block of time	94	75.81	2.1
			2	Separate occasions	30	24.19	0.67
a15_mr_cat	Most recent leave: how many separate blocks of time did you take off from work during this leave?	N		Don't Know/Refused	25		0.56
			.S	Skip	3915		87.58
			1	1 block of time	0	0	0
			2	2 blocks of time	181	34.15	4.05
			3	3 blocks of time	110	20.75	2.46
			4	4 blocks of time	62	11.7	1.39
			5	5 blocks of time	34	6.42	0.76
			6	6 blocks of time	21	3.96	0.47
			7	7 or more blocks of time	122	23.02	2.73
a15_long_cat	Longest leave: how many separate blocks of time did you take off from work during this leave?	N		Don't Know/Refused	1		0.02

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			.S	Skip	4440		99.33
			2	2 blocks of time	13	44.83	0.29
			3	3 or more blocks of time	16	55.17	0.36
a19_mr_cat	Most recent leave: total time taken off work for reason mentioned.	N	.	Don't Know/Refused	66		1.48
			.S	Skip	2641		59.08
			1	<= 1 day	70	3.97	1.57
			2	> 1 day, <= 2 days	80	4.54	1.79
			3	> 2 days, <= 3 days	78	4.42	1.74
			4	> 3 days, <= 4 days	59	3.35	1.32
			5	> 4 days, <= 5 days	141	8	3.15
			6	> 5 days, <= 10 days	289	16.39	6.47
			7	> 10 days, <= 15 days	154	8.74	3.45
			8	> 15 days, <= 20 days	90	5.1	2.01
			9	> 20 days, <= 25 days	100	5.67	2.24
			10	> 25 days, <= 30 days	124	7.03	2.77
			11	> 30 days, <= 35 days	31	1.76	0.69
			12	> 35 days, <= 45 days	122	6.92	2.73
			13	> 45 days, <= 50 days	21	1.19	0.47
			14	> 50 days, <= 60 days	61	3.46	1.36
			15	> 60 days, <= 70 days	98	5.56	2.19
			16	> 70 days, <= 90 days	75	4.25	1.68
			17	> 90 days, <= 120 days	40	2.27	0.89
			18	> 120 days	130	7.37	2.91
a19_mr_0_10d	Most recent leave: 0 - 10 days taken off work for reason mentioned (subgroup variable: length doubled if currently employed, set to missing if ineligible leave reason).	N	.	Did not take leave, don't know/refused to A19, or took leave for ineligible reason	2954		66.09
			0	No	884	58.31	19.78
			1	Yes	632	41.69	14.14
a19_mr_11_40d	Most recent leave: 11 - 40 days taken off work for reason mentioned (subgroup variable: length doubled if currently employed, set to missing if ineligible leave reason).	N	.	Did not take leave, don't know/refused to A19, or took leave for ineligible reason	2954		66.09
			0	No	1019	67.22	22.8
			1	Yes	497	32.78	11.12
a19_mr_41_60d	Most recent leave: 41 - 60 days taken off work for reason mentioned (subgroup variable: length doubled if currently employed, set to missing if ineligible leave reason).	N	.	Did not take leave, don't know/refused to A19, or took leave for ineligible reason	2954		66.09
			0	No	1364	89.97	30.51
			1	Yes	152	10.03	3.4
a19_mr_61pd	Most recent leave: 61 or more days taken off work for reason mentioned (subgroup variable: length doubled if currently employed, set to missing if ineligible leave reason).	N	.	Did not take leave, don't know/refused to A19, or took leave for ineligible reason	2954		66.09
			0	No	1281	84.5	28.66
			1	Yes	235	15.5	5.26
a19_long_cat	Longest leave: total time taken off work for reason mentioned.	N	.	Don't Know/Refused	12		0.27
			.S	Skip	4344		97.18
			1	<= 5 days	16	14.04	0.36
			2	> 5 days, <= 20 days	25	21.93	0.56
			3	> 20 days, <= 60 days	38	33.33	0.85
			4	> 60 days	35	30.7	0.78
a19b_mr	Most recent leave: In the last 12 months, did anyone else in your household take leave for the same reason you mentioned?	N	.	Don't Know/Refused	58		1.3
			.S	Skip	2641		59.08

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PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			1	Yes	344	19.42	7.7
			2	No	1427	80.58	31.92
a19c_mr_cat	Most recent leave: What is this person's relationship to you?	N	.	Don't Know/Refused	4		0.09
			.S	Skip	4126		92.3
			1	Spouse	245	72.06	5.48
			2	Unmarried partner	23	6.76	0.51
			3	Parent	23	6.76	0.51
			4	Child	18	5.29	0.4
			5	Sibling	16	4.71	0.36
			6	Aunt or Uncle	0	0	0
			7	Son- or Daughter-in-law, Father- or Mother-in-law, Grandchild, Grandparent, or Other (specify)	15	4.41	0.34
na19d_mr	Most recent leave: Did you take leave during the same time period?	N	.	Don't Know/Refused	4		0.09
			.S	Skip	4126		92.3
			1	Yes, all	125	36.76	2.8
			2	Yes, some	151	44.41	3.38
			3	No, none	64	18.82	1.43
a19e_mr_cat	Longest leave: How much time did your leave overlap?	N	.	Don't Know/Refused	4		0.09
			.S	Skip	4319		96.62
			1	<= 1 day	14	9.52	0.31
			2	> 1 day, <= 2 days	22	14.97	0.49
			3	> 2 days, <= 5 days	39	26.53	0.87
			4	> 5 days, <= 10 days	36	24.49	0.81
			5	> 10 days, <= 15 days	8	5.44	0.18
			6	> 15 days, <= 25 days	15	10.2	0.34
			7	> 25 days	13	8.84	0.29
na20	Was your LONGEST LEAVE in the past 12 months a different leave than your MOST RECENT leave?	N	.	Don't Know/Refused	20		0.45
			.S	Skip	3865		86.47
			1	Yes	276	47.18	6.17
			2	No	309	52.82	6.91
a20a	Was your LONGEST LEAVE from work for 3 weeks or longer?	N	.	Don't Know/Refused	2		0.04
			.S	Skip	4194		93.83
			1	Yes	126	45.99	2.82
			2	No	148	54.01	3.31
a23a	As a result of taking leave...Did you lose your job?	N	.	Don't Know/Refused	62		1.39
			.S	Skip	2641		59.08
			1	Yes	131	7.41	2.93
			2	No	1598	90.44	35.75
			3	Does not apply	38	2.15	0.85
a23b	As a result of taking leave... Did you lose your seniority or potential for advancement?	N	.	Don't Know/Refused	66		1.48
			.S	Skip	2641		59.08
			1	Yes	183	10.38	4.09
			2	No	1468	83.27	32.84
			3	Does not apply	112	6.35	2.51
na23c	As a result of taking leave... Did you reveal information about personal relationships or family relationships?	N	.	Don't Know/Refused	67		1.5
			.S	Skip	2641		59.08
			1	Yes	635	36.04	14.21

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PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			2	No	934	53.01	20.89
			3	Does not apply	193	10.95	4.32
na23d	As a result of taking leave... Did you reveal information about your own health, or the health of your care recipient?	N		Don't Know/Refused	62		1.39
			.S	Skip	2641		59.08
			1	Yes	1132	64.06	25.32
			2	No	547	30.96	12.24
			3	Does not apply	88	4.98	1.97
a23e	As a result of taking leave... Were you treated differently?	N		Don't Know/Refused	62		1.39
			.S	Skip	2641		59.08
			1	Yes	267	15.11	5.97
			2	No	1451	82.12	32.46
			3	Does not apply	49	2.77	1.1
na23f	As a result of taking leave...Did anything else happen?	N		Don't Know/Refused	62		1.39
			.S	Skip	2641		59.08
			1	Yes	143	8.09	3.2
			2	No	1578	89.3	35.3
			3	Does not apply	46	2.6	1.03
a26	Did your employer require medical certification for this leave?	N		Don't Know/Refused	39		0.87
			.S	Skip	2641		59.08
			1	Yes	941	52.57	21.05
			2	No	849	47.43	18.99
a28	Was your medical certification accepted on the first submission for this leave?	N		Don't Know/Refused	8		0.18
			.S	Skip	3529		78.95
			1	Yes	876	93.89	19.6
			2	No	57	6.11	1.28
a30	Did your employer require multiple doctor visits – that is, a second or third opinion – to obtain your INITIAL medical certification?	N		Don't Know/Refused/RDD Skip Logic Error	20		0.45
			.S	Skip	3529		78.95
			1	Yes	102	11.07	2.28
			2	No	819	88.93	18.32
a33	Did you pay out of your own pocket for your medical certification (for example, a co-pay or a portion of the cost)?	N		Don't Know/Refused	8		0.18
			.S	Skip	3529		78.95
			1	Yes	372	39.87	8.32
			2	No	359	38.48	8.03
			3	There was no cost	202	21.65	4.52
a35	Did your employer require medical RE-CERTIFICATION?	N		Don't Know/Refused	7		0.16
			.S	Skip	3529		78.95
			1	Yes	330	35.33	7.38
			2	No	604	64.67	13.51
a41_cat	How much time did you need to take off from work in order to obtain medical certification and re-certification?	N		Don't Know/Refused	19		0.43
			.S	Skip	3529		78.95
			0	0 hours	661	71.69	14.79
			1	> 0 hours, <= 4 hours	79	8.57	1.77
			2	> 4 hours, <= 8 hours	64	6.94	1.43
			3	> 8 hours, <= 16 hours	40	4.34	0.89
			4	> 16 hours, <= 24 hours	19	2.06	0.43
			5	> 24 hours, <= 32 hours	6	0.65	0.13
			6	> 32 hours <= 40 hours	13	1.41	0.29

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PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			7	> 40 hours, <= 80 hours	17	1.84	0.38
			8	> 80 hours	23	2.49	0.51
a42_cat	How long before you took you took leave did you provide notice to your employer?	N	.	Don't Know/Refused	62		1.39
			.S	Skip	2641		59.08
			0	Did not provide notice before leave	523	29.6	11.7
			1	< 1 day	121	6.85	2.71
			2	1 day	166	9.39	3.71
			3	> 1 day, < 2 days	22	1.25	0.49
			4	2 days	61	3.45	1.36
			5	> 2 days, < 5 days	75	4.24	1.68
			6	5 days	110	6.23	2.46
			7	> 5 days, <= 10 days	203	11.49	4.54
			8	> 10 days, <= 15 days	58	3.28	1.3
			9	> 15 days, <= 20 days	33	1.87	0.74
			10	> 20 days, <= 25 days	122	6.9	2.73
			11	> 25 days, <= 30 days	34	1.92	0.76
			12	> 30 days, <= 45 days	66	3.74	1.48
			13	> 45 days, <= 90 days	73	4.13	1.63
			14	> 90 days	100	5.66	2.24
a43	Did you receive pay while you were on leave?	N	.	Don't Know/Refused	39		0.87
			.S	Skip	2641		59.08
			1	Yes	1262	70.5	28.23
			2	No	528	29.5	11.81
a43a	Just to confirm, you took leave from work and you did NOT receive any pay from your main job at that time?	N	.	Don't Know/Refused	2		0.04
			.S	Skip	3942		88.19
			1	Yes, that is correct, I did not receive any pay.	475	90.3	10.63
			2	No, that is not correct, I did receive pay.	51	9.7	1.14
a43b_cat	For the days you took leave, for how many did you receive ANY pay from any source?	N	.	Don't Know/Refused	97		2.17
			.S	Skip	3157		70.63
			0	<= 1 day	58	4.77	1.3
			1	> 1 day, <= 2 days	75	6.17	1.68
			2	> 2 days, <= 3 days	66	5.43	1.48
			3	> 3 days, <= 4 days	50	4.11	1.12
			4	> 4 days, <= 5 days	119	9.79	2.66
			5	> 5 days, <= 10 days	224	18.42	5.01
			6	> 10 days, <= 15 days	126	10.36	2.82
			7	> 15 days, <= 20 days	63	5.18	1.41
			8	> 20 days, <= 25 days	67	5.51	1.5
			9	> 25 days, <= 30 days	70	5.76	1.57
			10	> 30 days, <= 35 days	14	1.15	0.31
			11	> 35 days, <= 40 days	38	3.13	0.85
			12	> 40 days, <= 45 days	56	4.61	1.25
			13	> 45 days, <= 50 days	19	1.56	0.43
			14	> 50 days, <= 60 days	29	2.38	0.65
			15	> 60 days, <= 90 days	78	6.41	1.74
			16	> 90 days	64	5.26	1.43
a43c	During your paid days on leave, did you receive full pay or partial pay or some full pay and some partial pay?	N	.	Don't Know/Refused	42		0.94

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			.S	Skip	3203		71.66
			1	Full	904	73.8	20.22
			2	Partial	176	14.37	3.94
			3	Some full and some partial	135	11.02	3.02
			4	No Pay	10	0.82	0.22
a43d_cat	For how many days did you receive full pay?	N		Don't Know/Refused	11		0.25
			.S	Skip	3431		76.76
			0	<= 1 day	57	5.54	1.28
			1	> 1 day, <= 2 days	68	6.61	1.52
			2	> 2 days, <= 3 days	61	5.93	1.36
			3	> 3 days, <= 4 days	50	4.86	1.12
			4	> 4 days, <= 5 days	117	11.38	2.62
			5	> 5 days, <= 10 days	230	22.37	5.15
			6	> 10 days, <= 15 days	111	10.8	2.48
			7	> 15 days, <= 20 days	51	4.96	1.14
			8	> 20 days, <= 25 days	69	6.71	1.54
			9	> 25 days, <= 30 days	48	4.67	1.07
			10	> 30 days, <= 35 days	10	0.97	0.22
			11	> 35 days, <= 40 days	26	2.53	0.58
			12	> 40 days, <= 45 days	30	2.92	0.67
			13	> 45 days, <= 50 days	11	1.07	0.25
			14	> 50 days, <= 60 days	19	1.85	0.43
			15	> 60 days, <= 90 days	44	4.28	0.98
			16	> 90 days	26	2.53	0.58
a43f_cat	For how many days did you receive partial pay?	N		Don't Know/Refused	9		0.2
			.S	Skip	4159		93.04
			0	<= 1 day	22	7.28	0.49
			1	> 1 day, <= 2 days	9	2.98	0.2
			2	> 2 days, <= 4 days	15	4.97	0.34
			3	> 4 days, <= 5 days	22	7.28	0.49
			4	> 5 days, <= 10 days	25	8.28	0.56
			5	> 10 days, <= 15 days	17	5.63	0.38
			6	> 15 days, <= 20 days	24	7.95	0.54
			7	> 20 days, <= 25 days	23	7.62	0.51
			8	> 25 days, <= 30 days	26	8.61	0.58
			9	> 30 days, <= 40 days	23	7.62	0.51
			10	> 40 days, <= 45 days	20	6.62	0.45
			11	> 45 days, <= 60 days	16	5.3	0.36
			12	> 60 days, <= 90 days	32	10.6	0.72
			13	> 90 days	28	9.27	0.63
a43g_cat	You mentioned you received partial pay for while you were on leave. How much of your regular pay did you receive? Your best estimate is fine.	N		Don't Know/Refused	76		1.7
			.S	Skip	4168		93.24
			1	<= 25%	31	13.72	0.69
			2	> 25%, < 50%	15	6.64	0.34
			3	50.00%	39	17.26	0.87
			4	51% - 60%	53	23.45	1.19
			5	61% - 66%	20	8.85	0.45
			6	67% - 70%	20	8.85	0.45
			7	71% - 75%	17	7.52	0.38

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			8	76% - 80%	19	8.41	0.43
			9	> 80%	12	5.31	0.27
a43i_a_cat	For how how many days did you receive: vacation pay?	N		Don't Know/Refused or inconsistent answer (answered 0)	10		0.22
			.S	Skip	4000		89.49
			1	<= 1 day	32	6.96	0.72
			2	>1, <= 2 days	52	11.3	1.16
			3	>2, <= 3 days	33	7.17	0.74
			4	>3, <= 4 days	27	5.87	0.6
			5	>4, <= 5 days	97	21.09	2.17
			6	>5, <= 7 days	27	5.87	0.6
			7	>7, <= 10 days	91	19.78	2.04
			8	>10, <= 15 days	30	6.52	0.67
			9	>15, <= 20 days	18	3.91	0.4
			10	>20, <= 30 days	37	8.04	0.83
			11	> 30 days	16	3.48	0.36
a43i_b_cat	For how how many days did you receive: sick pay?	N		Don't Know/Refused or inconsistent answer (answered 0)	16		0.36
			.S	Skip	3789		84.77
			1	<= 1 day	62	9.32	1.39
			2	>1, <= 2 days	70	10.53	1.57
			3	>2, <= 3 days	58	8.72	1.3
			4	>3, <= 4 days	37	5.56	0.83
			5	>4, <= 5 days	107	16.09	2.39
			6	>5, <= 7 days	35	5.26	0.78
			7	>7, <= 10 days	104	15.64	2.33
			8	>10, <= 15 days	51	7.67	1.14
			9	>15, <= 20 days	21	3.16	0.47
			10	>20, <= 30 days	54	8.12	1.21
			11	> 30 days	66	9.92	1.48
a43i_c_cat	For how how many days did you receive: flex time pay?	N		Don't Know/Refused or inconsistent answer (answered 0)	8		0.18
			.S	Skip	4389		98.19
			1	<= 1 day	13	17.81	0.29
			2	>1, <= 2 days	10	13.7	0.22
			3	>2, <= 4 days	12	16.44	0.27
			4	>4, <= 5 days	11	15.07	0.25
			5	>5, <= 15 days	12	16.44	0.27
			6	> 15 days	15	20.55	0.34
a43i_d_cat	For how how many days did you receive: temporary disability?	N		Don't Know/Refused or inconsistent answer (answered 0)	11		0.25
			.S	Skip	4176		93.42
			1	<= 1 day	6	2.12	0.13
			2	>1, <= 5 days	22	7.77	0.49
			3	>5, <= 10 days	30	10.6	0.67
			4	>10, <= 15 days	17	6.01	0.38
			5	>15, <= 20 days	18	6.36	0.4
			6	>20, <= 25 days	27	9.54	0.6
			7	>25, <= 30 days	38	13.43	0.85
			8	>30, <= 35 days	10	3.53	0.22
			9	>35, <= 40 days	18	6.36	0.4

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			10	>40, <= 50 days	22	7.77	0.49
			11	>50, <= 70 days	24	8.48	0.54
			12	>70, <= 90 days	11	3.89	0.25
			13	>90, <= 120 days	12	4.24	0.27
			14	>120, <= 200 days	13	4.59	0.29
			15	> 200 days	15	5.3	0.34
a43i_e_cat	For how how many days did you receive: state-paid family leave.	N		Don't Know/Refused or inconsistent answer (answered 0)	4		0.09
			.S	Skip	4387		98.14
			1	<= 5 days	15	18.99	0.34
			2	>5, <= 10 days	11	13.92	0.25
			3	>10, <= 25 days	11	13.92	0.25
			4	>25, <= 35 days	19	24.05	0.43
			5	>35, <= 50 days	11	13.92	0.25
			6	> 50 days	12	15.19	0.27
a43i_f_cat	For how how many days did you receive: paid time off?	N		Don't Know/Refused or inconsistent answer (answered 0)	14		0.31
			.S	Skip	4070		91.05
			1	<= 1 day	38	9.84	0.85
			2	>1, <= 2 days	41	10.62	0.92
			3	>2, <= 3 days	33	8.55	0.74
			4	>3, <= 4 days	19	4.92	0.43
			5	>4, <= 5 days	56	14.51	1.25
			6	>5, <= 7 days	10	2.59	0.22
			7	>7, <= 10 days	64	16.58	1.43
			8	>10, <= 15 days	39	10.1	0.87
			9	>15, <= 20 days	13	3.37	0.29
			10	>20, <= 30 days	36	9.33	0.81
			11	> 30 days	37	9.59	0.83
a43ha	Sources or types of pay received while on leave: vacation pay.	N		Don't Know/Refused	13		0.29
			.S	Skip	3254		72.8
			1	Yes	470	39.07	10.51
			2	No	733	60.93	16.4
a43hb	Sources or types of pay received while on leave: sick pay.	N		Don't Know/Refused	13		0.29
			.S	Skip	3254		72.8
			1	Yes	681	56.61	15.23
			2	No	522	43.39	11.68
a43hc	Sources or types of pay received while on leave: flex time pay.	N		Don't Know/Refused	26		0.58
			.S	Skip	3254		72.8
			1	Yes	81	6.81	1.81
			2	No	1109	93.19	24.81
a43hd	Sources or types of pay received while on leave: temporary disability.	N		Don't Know/Refused	22		0.49
			.S	Skip	3254		72.8
			1	Yes	294	24.62	6.58
			2	No	900	75.38	20.13
a43he	Sources or types of pay received while on leave: state-paid family leave.	N		Don't Know/Refused	26		0.58
			.S	Skip	3254		72.8
			1	Yes	83	6.97	1.86
			2	No	1107	93.03	24.77
a43hf	Sources or types of pay received while on leave: paid time off.	N		Don't Know/Refused	26		0.58

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			.S	Skip	3254		72.8
			1	Yes	400	33.61	8.95
			2	No	790	66.39	17.67
a44	On your leave, did you keep your health insurance, lose part or all of your health insurance, or did you not have this benefit at the time you took leave?	N		Don't Know/Refused	41		0.92
			.S	Skip	3621		81.01
			1	Kept all	585	72.4	13.09
			2	Lost part	16	1.98	0.36
			3	Lost all	30	3.71	0.67
			4	Did not have this benefit	177	21.91	3.96
a52a	To cover your work while you were on leave, did your employer: cover your work by assigning it to other employees?	N		Don't Know/Refused	172		3.85
			.S	Skip	2641		59.08
			1	Yes	1245	75.14	27.85
			2	No	412	24.86	9.22
a52b	To cover your work while you were on leave, did your employer: hire a permanent employee to cover your work?	N		Don't Know/Refused	196		4.38
			.S	Skip	2641		59.08
			1	Yes	149	9.12	3.33
			2	No	1484	90.88	33.2
a52c	To cover your work while you were on leave, did your employer: hire a temporary employee to cover your work?	N		Don't Know/Refused	201		4.5
			.S	Skip	2641		59.08
			1	Yes	193	11.86	4.32
			2	No	1435	88.14	32.1
a52d	To cover your work while you were on leave, did your employer: let your work go undone until you returned?	N		Don't Know/Refused	177		3.96
			.S	Skip	2641		59.08
			1	Yes	464	28.09	10.38
			2	No	1188	71.91	26.58
a53a	In order to cover lost wages or salary during your leave, did you: use savings that you had earmarked for this situation?	N		Don't Know/Refused	198		4.43
			.S	Skip	3372		75.44
			1	Yes	377	41.89	8.43
			2	No	523	58.11	11.7
a53b	In order to cover lost wages or salary during your leave, did you: use savings earmarked for something else?	N		Don't Know/Refused	198		4.43
			.S	Skip	3372		75.44
			1	Yes	325	36.11	7.27
			2	No	575	63.89	12.86
a53c	In order to cover lost wages or salary during your leave, did you: borrow money?	N		Don't Know/Refused	193		4.32
			.S	Skip	3372		75.44
			1	Yes	272	30.06	6.09
			2	No	633	69.94	14.16
a53d	In order to cover lost wages or salary during your leave, did you: go on public assistance?	N		Don't Know/Refused	196		4.38
			.S	Skip	3372		75.44
			1	Yes	128	14.19	2.86
			2	No	774	85.81	17.32
a53e	In order to cover lost wages or salary during your leave, did you: limit spending?	N		Don't Know/Refused	195		4.36
			.S	Skip	3372		75.44
			1	Yes	711	78.74	15.91

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PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
a53f	In order to cover lost wages or salary during your leave, did you: put off paying your bills?	N	2	No	192	21.26	4.3
			.	Don't Know/Refused	195		4.36
			.S	Skip	3372		75.44
			1	Yes	309	34.22	6.91
a53g	In order to cover lost wages or salary during your leave, did you: cut your leave time short?	N	2	No	594	65.78	13.29
			.	Don't Know/Refused	199		4.45
			.S	Skip	3372		75.44
			1	Yes	252	28.03	5.64
a53h	In order to cover lost wages or salary during your leave, did you: Do anything else?	N	2	No	647	71.97	14.47
			.	Don't Know/Refused	211		4.72
			.S	Skip	3372		75.44
			1	Yes	89	10.03	1.99
na54	How easy or difficult was it for you to make ends meet during your leave?	N	2	No	798	89.97	17.85
			.	Don't Know/Refused	193		4.32
			.S	Skip	3372		75.44
			1	Much more difficult than before the leave	324	35.8	7.25
			2	Somewhat more difficult than before the leave	280	30.94	6.26
			3	The same as before the leave	270	29.83	6.04
a55	If you had received [some/additional] pay, would you have taken leave for a longer period of time?	N	4	Somewhat easier than before the leave	20	2.21	0.45
			5	Much easier than before the leave	11	1.22	0.25
			.	Don't Know/Refused	49		1.1
			.S	Skip	3590		80.31
			1	Yes	383	46.09	8.57
			2	No	448	53.91	10.02
a59	After your leave ended, did you go back to work: for the same employer, for a new employer, or did you not return to work at all?	N	.	Don't Know/Refused	90		2.01
			.S	Skip	2956		66.13
			1	Same employer	1326	93.12	29.66
			2	New employer	43	3.02	0.96
a60	Did your employer require you to obtain fitness for duty certification before you returned to work?	N	3	Did not return to work	55	3.86	1.23
			.	Don't Know/Refused	18		0.4
			.S	Skip	3672		82.15
			1	Yes	286	36.67	6.4
na52e	To cover your work while you were on leave, did your employer: request that you complete some or all of your work while you were on leave using alternative work arrangements, such as telecommuting?	N	2	No	494	63.33	11.05
			.	Don't Know/Refused	108		2.42
			.S	Skip	2641		59.08
			1	Yes	262	15.22	5.86
na52f	To cover your work while you were on leave, did your employer: cover your work in some other way?	N	2	No	1459	84.78	32.64
			.	Don't Know/Refused	352		7.87
			.S	Skip	2641		59.08
			1	Yes	312	21.12	6.98
na62a	Did you return to work because: you wanted to get back to work?	N	2	No	1165	78.88	26.06
			.	Don't Know/Refused	11		0.25
			.S	Skip	3101		69.37

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PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			1	Yes	967	71.21	21.63
			2	No	391	28.79	8.75
na62b	Did you return to work because: you used up all the leave time you were allowed?	N	.	Don't Know/Refused	13		0.29
			.S	Skip	3101		69.37
			1	Yes	387	28.54	8.66
			2	No	969	71.46	21.68
na62c	Did you return to work because: you felt pressured by your boss or co-workers to return?	N	.	Don't Know/Refused	11		0.25
			.S	Skip	3101		69.37
			1	Yes	214	15.76	4.79
			2	No	1144	84.24	25.59
na62d	Did you return to work because: you had too much work to do to stay away longer?	N	.	Don't Know/Refused	12		0.27
			.S	Skip	3101		69.37
			1	Yes	345	25.42	7.72
			2	No	1012	74.58	22.64
na62e	Did you return to work because: someone else took over your care-giving responsibilities?	N	.	Don't Know/Refused	18		0.4
			.S	Skip	3867		86.51
			1	Yes	176	30.09	3.94
			2	No	409	69.91	9.15
na62f	Did you return to work because: you no longer needed to be on leave?	N	.	Don't Know/Refused	12		0.27
			.S	Skip	3101		69.37
			1	Yes	952	70.15	21.3
			2	No	405	29.85	9.06
na62g	Did you return to work because: your doctor told you that you were ready to return to work?	N	.	Don't Know/Refused	22		0.49
			.S	Skip	3657		81.81
			1	Yes	514	64.98	11.5
			2	No	277	35.02	6.2
na62h	Did you return to work because: your care recipient's doctor told you that it was safe for you to return to work?	N	.	Don't Know/Refused	22		0.49
			.S	Skip	3867		86.51
			1	Yes	219	37.69	4.9
			2	No	362	62.31	8.1
na62i	Did you return to work because: you did not want to lose your seniority or potential for job advancement?	N	.	Don't Know/Refused	11		0.25
			.S	Skip	3205		71.7
			1	Yes	193	15.39	4.32
			2	No	1061	84.61	23.74
a63	After your leave, did you return to a position that was the same, similar, better, or worse than the one you had before your leave?	N	.	Don't Know/Refused	3		0.07
			.S	Skip	3144		70.34
			1	Same position	1246	94.18	27.87
			2	Similar position	45	3.4	1.01
			3	Better position	19	1.44	0.43
			4	Worse position	13	0.98	0.29
a64	Did you choose to take a different position or did your employer ask you to take or assign you to a different position?	N	.	Don't Know/Refused	4		0.09
			.S	Skip	4393		98.28
			1	Chose different position	24	32.88	0.54
			2	Employer asked	22	30.14	0.49

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PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
b1	Needed but did not take leave in the past 12 months?	N	3	Assigned to different position	27	36.99	0.6
			.	Don't Know/Refused	7		0.16
			.S	Skip	2641		59.08
			1	Yes	399	21.9	8.93
			2	No	1423	78.1	31.83
b2	Confirm answer to B1: needed but did not take leave in the past 12 months, is that correct?	N	.S	Skip	3957		88.52
			1	Yes, needed but did not take leave from work for one or more of these reasons	513	100	11.48
			2	No	0	0	0
b4_cat	How many different times did you need leave but not take it in the last 12 months?	N	.	Don't Know/Refused	17		0.38
			.S	Skip	3558		79.6
			1	1 time	410	45.81	9.17
			2	2 times	228	25.47	5.1
			3	3 times	92	10.28	2.06
			4	4 times	48	5.36	1.07
			5	5 times	45	5.03	1.01
			6	6 or more times	72	8.04	1.61
b6_cat	Thinking of the most recent reason you needed leave, what was the main reason for which you needed to take leave from work?	N	.	Don't Know/Refused	4		0.09
			.S	Skip	3558		79.6
			1	Own illness, disability or other serious health condition, except pregnancy related illness	466	51.32	10.43
			3	For pregnancy-related health reasons	11	1.21	0.25
			5	To care for newborn	39	4.3	0.87
			8	To bond with a newborn	15	1.65	0.34
			9	To bond with a newly adopted child	0	0	0
			11	Child's health condition	66	7.27	1.48
			12	Spouse's health condition	87	9.58	1.95
			13	Parent's health condition	117	12.89	2.62
			14	Other relative's health condition	48	5.29	1.07
			15	Other non-relative's health condition	12	1.32	0.27
			16	Domestic partner's health condition	10	1.1	0.22
			20	Miscarriage, or for pregnancy-related health reason prior to delivery	23	2.53	0.51
			b7_cat	What is that person's relationship to you?	N	.	Don't Know/Refused
.S	Skip	4422					98.93
1	Grandchild, Grandparent, or Aunt/Uncle.	15				31.91	0.34
2	Sibling	18				38.3	0.4
3	Other (specify)	14				29.79	0.31
b9_cat	What was the age of your care recipient?	N	.	Don't Know/Refused	5		0.11
			.S	Skip	4130		92.39
			1	0-17 years	47	14.03	1.05
			2	18-39 years	59	17.61	1.32
			3	40-54 years	36	10.75	0.81
4	55-69 years	74	22.09	1.66			

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			5	70-84 years	81	24.18	1.81
			6	85 years or older	38	11.34	0.85
nb11	What was the nature of the health condition for which you needed to take this leave?	N		Don't Know/Refused	14		0.31
			.S	Skip	3645		81.54
			1	A one-time health matter	202	24.91	4.52
			2	The TREATMENT of an injury or illness that now requires routine scheduled care	110	13.56	2.46
			3	An ongoing health condition that affects one's ability to work from time to time	312	38.47	6.98
			4	To provide eldercare	57	7.03	1.28
			5	Other (specify)	130	16.03	2.91
b15a	What was the reason or reasons you didn't take the MOST RECENT leave you needed: you thought you might lose your job?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	364	40.31	8.14
			2	No	539	59.69	12.06
b15b	What was the reason or reasons you didn't take the MOST RECENT leave you needed: you thought you would lose your seniority or potential for job advancement?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	253	28.02	5.66
			2	No	650	71.98	14.54
b15c	What was the reason or reasons you didn't take the MOST RECENT leave you needed: you were ineligible?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	229	25.36	5.12
			2	No	674	74.64	15.08
b15d	What was the reason or reasons you didn't take the MOST RECENT leave you needed: your worksite denied your request?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	132	14.62	2.95
			2	No	771	85.38	17.25
b15e	What was the reason or reasons you didn't take the MOST RECENT leave you needed: you couldn't afford to take an unpaid leave?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	587	65.01	13.13
			2	No	316	34.99	7.07
b15f	What was the reason or reasons you didn't take the MOST RECENT leave you needed: you wanted to save your leave time?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	286	31.67	6.4
			2	No	617	68.33	13.8
b15g	What was the reason or reasons you didn't take the MOST RECENT leave you needed: your work is too important?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	277	30.68	6.2
			2	No	626	69.32	14
b15h	What was the reason or reasons you didn't take the MOST RECENT leave you needed: you made alternative work arrangements such as flex time, telecommuting/working offsite?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	146	16.17	3.27

FMLA 2018 Employee Public Use File Codebook

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			2	No	757	83.83	16.94
b15i	What was the reason or reasons you didn't take the MOST RECENT leave you needed: you were worried about revealing personal information about your family or personal relationships?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	202	22.37	4.52
			2	No	701	77.63	15.68
b15j	What was the reason or reasons you didn't take the MOST RECENT leave you needed: you were worried about revealing personal information about your own health or the health of your care recipient?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	228	25.25	5.1
			2	No	675	74.75	15.1
b15k	What was the reason or reasons you didn't take the MOST RECENT leave you needed: you thought you would be treated differently because of the reason you needed to take leave?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	311	34.44	6.96
			2	No	592	65.56	13.24
b15l	What was the reason or reasons you didn't take the MOST RECENT leave you needed: you thought that the person you wanted to take leave to care for was not considered a covered family member?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	105	11.63	2.35
			2	No	798	88.37	17.85
b15m	What was the reason or reasons you didn't take the MOST RECENT leave you needed: you thought that the health condition did not qualify?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	190	21.04	4.25
			2	No	713	78.96	15.95
b15n	What was the reason or reasons you didn't take the MOST RECENT leave you needed: your worksite's process for taking leave was too complicated?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	184	20.38	4.12
			2	No	719	79.62	16.09
b15o	What was the reason or reasons you didn't take the MOST RECENT leave you needed: you were unable to meet your worksite's notice requirement for taking leave?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	121	13.4	2.71
			2	No	782	86.6	17.49
b15p	What was the reason or reasons you didn't take the MOST RECENT leave you needed: you were unaware of the availability of leave?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	143	15.84	3.2
			2	No	760	84.16	17
b15q	What was the reason or reasons you didn't take the MOST RECENT leave you needed: some other reason?	N		Don't Know/Refused	9		0.2
			.S	Skip	3558		79.6
			1	Yes	185	20.49	4.14
			2	No	718	79.51	16.06
b16	Were you ineligible because you only worked part-time at your main job?	N		Don't Know/Refused	2		0.04
			.S	Skip	4311		96.44

FMLA 2018 Employee Public Use File Codebook

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			1	Yes	42	26.75	0.94
			2	No	115	73.25	2.57
b17	Were you ineligible because you hadn't worked long enough for your employer on your main job?	N		Don't Know/Refused	2		0.04
			.S	Skip	4311		96.44
			1	Yes	47	29.94	1.05
			2	No	110	70.06	2.46
b20a	What did you do in order to meet your or your care recipient's needs: forewent medical treatment?	N		Don't Know/Refused	17		0.38
			.S	Skip	3625		81.1
			1	Yes	313	37.8	7
			2	No	515	62.2	11.52
b20b	What did you do in order to meet your or your care recipient's needs...delayed medical treatment.	N		Don't Know/Refused	20		0.45
			.S	Skip	3625		81.1
			1	Yes	425	51.52	9.51
			2	No	400	48.48	8.95
b20c	What did you do in order to meet your or your care recipient's needs...someone else in family took leave.	N		Don't Know/Refused	11		0.25
			.S	Skip	4075		91.16
			1	Yes	168	43.75	3.76
			2	No	216	56.25	4.83
b20d	What did you do in order to meet your or your care recipient's needs...someone else took over care giving.	N		Don't Know/Refused	10		0.22
			.S	Skip	4075		91.16
			1	Yes	237	61.56	5.3
			2	No	148	38.44	3.31
b20e	What did you do in order to meet your or your care recipient's needs...paid someone for childcare.	N		Don't Know/Refused	5		0.11
			.S	Skip	4348		97.27
			1	Yes	35	29.91	0.78
			2	No	82	70.09	1.83
b20f	What did you do in order to meet your or your care recipient's needs...paid someone for elder care.	N		Don't Know/Refused	2		0.04
			.S	Skip	4321		96.67
			1	Yes	41	27.89	0.92
			2	No	106	72.11	2.37
b20g	What did you do in order to meet your or your care recipient's needs...other not mentioned.	N		Don't Know/Refused	49		1.1
			.S	Skip	3558		79.6
			1	Yes	267	30.94	5.97
			2	No	596	69.06	13.33
c1	Have NOT taken or needed to take leave from work in past 12 months?	N		Don't Know/Refused	0		
			.S	Skip	2342		52.39
			1	Yes	2128	100	47.61
			2	No	0	0	0
e0a_cat	Tenure at job at time of interview: difference in months between start date of job working at 12 months ago and interview date.	N		Don't Know/Refused	124		2.77
			.S	Skip	725		16.22
			1	Less than 6 months	28	0.77	0.63
			2	6 months up to 1 year	48	1.33	1.07
			3	1 year	102	2.82	2.28

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			4	13 months	42	1.16	0.94
			5	14 months	46	1.27	1.03
			6	15 months	60	1.66	1.34
			7	16 months	62	1.71	1.39
			8	17 months	50	1.38	1.12
			9	18 months	42	1.16	0.94
			10	19 months	37	1.02	0.83
			11	20 months	34	0.94	0.76
			12	21 months	38	1.05	0.85
			13	22 months	28	0.77	0.63
			14	23 months	40	1.1	0.89
			15	24 months	41	1.13	0.92
			16	25 months	18	0.5	0.4
			17	26 months	18	0.5	0.4
			18	27 months	31	0.86	0.69
			19	28 months	36	0.99	0.81
			20	29 months	34	0.94	0.76
			21	30 months	29	0.8	0.65
			22	31 months	41	1.13	0.92
			23	32 months	33	0.91	0.74
			24	33 months	30	0.83	0.67
			25	34 months	28	0.77	0.63
			26	35 months	28	0.77	0.63
			27	36 months	24	0.66	0.54
			28	37 months	19	0.52	0.43
			29	38 months	20	0.55	0.45
			30	39 months	21	0.58	0.47
			31	40 months	40	1.1	0.89
			32	41 months	23	0.64	0.51
			33	42 months	27	0.75	0.6
			34	43 months	22	0.61	0.49
			35	44 months	25	0.69	0.56
			36	45 months	16	0.44	0.36
			37	46 months	24	0.66	0.54
			38	47 months	28	0.77	0.63
			39	48 months	31	0.86	0.69
			40	49 months	19	0.52	0.43
			41	50 months	21	0.58	0.47
			42	51 months	19	0.52	0.43
			43	52 months	29	0.8	0.65
			44	53 months	22	0.61	0.49
			45	54 months	18	0.5	0.4
			46	55 months	13	0.36	0.29
			47	56 months	16	0.44	0.36
			48	57 months	24	0.66	0.54
			49	58 months	16	0.44	0.36
			50	59 months	10	0.28	0.22
			51	5 years	198	5.47	4.43
			52	6 years	161	4.45	3.6
			53	7 years	109	3.01	2.44

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			54	8 years	112	3.09	2.51
			55	9 years	113	3.12	2.53
			56	10 years	94	2.6	2.1
			57	11 years	121	3.34	2.71
			58	12 years	96	2.65	2.15
			59	13 years	87	2.4	1.95
			60	14 years	82	2.26	1.83
			61	15 years	74	2.04	1.66
			62	16 years	65	1.8	1.45
			63	17 years	81	2.24	1.81
			64	18 years	74	2.04	1.66
			65	19 years	59	1.63	1.32
			66	20 years	49	1.35	1.1
			67	21 years	50	1.38	1.12
			68	22 years	36	0.99	0.81
			69	23 years	38	1.05	0.85
			70	24 years	47	1.3	1.05
			71	25 years	42	1.16	0.94
			72	26 years	30	0.83	0.67
			73	27 years	19	0.52	0.43
			74	28 years	36	0.99	0.81
			75	29 years	26	0.72	0.58
			76	30 years	31	0.86	0.69
			77	31 years	15	0.41	0.34
			78	32 years	22	0.61	0.49
			79	33 years	18	0.5	0.4
			80	34 years	11	0.3	0.25
			81	35 years	9	0.25	0.2
			82	36 years	14	0.39	0.31
			83	37 years	11	0.3	0.25
			84	38 years	40	1.1	0.89
eOf_cat	Tenure at main job at time of interview: difference in months between start date of main job working at 12 months ago (if more than 1 job) and interview date.	N		Don't Know/Refused	3		0.07
			.S	Skip	3910		87.47
			1	Less than 6 months	8	1.44	0.18
			2	6 months up to 1 year	11	1.97	0.25
			3	1 year	16	2.87	0.36
			4	> 1, < 2 years	88	15.8	1.97
			5	2 years	78	14	1.74
			6	3 years	52	9.34	1.16
			7	4 years	48	8.62	1.07
			8	5 years	21	3.77	0.47
			9	6 years	21	3.77	0.47
			10	7 years	14	2.51	0.31
			11	8 years	21	3.77	0.47
			12	9 years	16	2.87	0.36
			13	10 years	13	2.33	0.29
			14	11 years	18	3.23	0.4
			15	12 years	11	1.97	0.25
			16	13 years	12	2.15	0.27

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			17	14 years	9	1.62	0.2
			18	15 years	7	1.26	0.16
			19	16 years	8	1.44	0.18
			20	17 years	9	1.62	0.2
			21	18 years	5	0.9	0.11
			22	19 years	9	1.62	0.2
			23	20 - 25 years	25	4.49	0.56
			24	26 - 30 years	12	2.15	0.27
			25	31 - 35 years	16	2.87	0.36
			26	36 or more years	9	1.62	0.2
e0i_cat	Tenure at second job at time of interview: difference in months between start date of second job working at 12 months ago (if more than 1 job) and interview date.	N	.	Don't Know/Refused	15		0.34
			.S	Skip	3910		87.47
			1	Less than 6 months	18	3.3	0.4
			2	6 months up to 1 year	25	4.59	0.56
			3	1 year	25	4.59	0.56
			4	> 1, < 2 years	106	19.45	2.37
			5	2 years	69	12.66	1.54
			6	3 years	55	10.09	1.23
			7	4 years	34	6.24	0.76
			8	5 years	27	4.95	0.6
			9	6 years	16	2.94	0.36
			10	7 years	8	1.47	0.18
			11	8 years	17	3.12	0.38
			12	9 years	12	2.2	0.27
			13	10 years	9	1.65	0.2
			14	11 years	12	2.2	0.27
			15	12 years	8	1.47	0.18
			16	13 years	10	1.83	0.22
			17	14 years	9	1.65	0.2
			18	15 years	8	1.47	0.18
			19	16 - 20 years	24	4.4	0.54
			20	20 - 25 years	23	4.22	0.51
			21	26 - 30 years	13	2.39	0.29
			22	31 or more years	17	3.12	0.38
e0b_cat	Hours per week at job 12 months ago (1 job).	N	.	Don't Know/Refused	103		2.3
			.S	Skip	725		16.22
			0	0 hours/week	21	0.58	0.47
			1	1 - 4 hours/week	40	1.1	0.89
			2	5 - 9 hours/week	72	1.98	1.61
			3	10 - 14 hours/week	73	2	1.63
			4	15 - 19 hours/week	75	2.06	1.68
			5	20 - 24 hours/week	200	5.49	4.47
			6	25 - 29 hours/week	96	2.64	2.15
			7	30 - 34 hours/week	210	5.77	4.7
			8	35 - 39 hours/week	293	8.05	6.55
			9	40 - 44 hours/week	1768	48.54	39.55
			10	45 - 49 hours/week	293	8.05	6.55
			11	50 - 54 hours/week	288	7.91	6.44
			12	55 - 59 hours/week	57	1.57	1.28

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			13	60 - 64 hours/week	94	2.58	2.1
			14	65 - 69 hours/week	17	0.47	0.38
			15	70 - 79 hours/week	21	0.58	0.47
			16	80 or more hours/week	24	0.66	0.54
e0g_cat	Hours per week at main job 12 months ago (more than 1 job).	N	.	Don't Know/Refused	7		0.16
			.S	Skip	3910		87.47
			1	1 - 4 hours/week	8	1.45	0.18
			2	5 - 9 hours/week	17	3.07	0.38
			3	10 - 14 hours/week	14	2.53	0.31
			4	15 - 19 hours/week	20	3.62	0.45
			5	20 - 24 hours/week	47	8.5	1.05
			6	25 - 29 hours/week	25	4.52	0.56
			7	30 - 34 hours/week	55	9.95	1.23
			8	35 - 39 hours/week	60	10.85	1.34
			9	40 - 44 hours/week	205	37.07	4.59
			10	45 - 49 hours/week	43	7.78	0.96
			11	50 - 54 hours/week	41	7.41	0.92
			12	55 or more hours/week	18	3.25	0.4
e0j_cat	Hours per week at secondary job 12 months ago (more than 1 job).	N	.	Don't Know/Refused	19		0.43
			.S	Skip	3910		87.47
			0	0 hours/week	7	1.29	0.16
			1	1 - 4 hours/week	88	16.27	1.97
			2	5 - 9 hours/week	108	19.96	2.42
			3	10 - 14 hours/week	92	17.01	2.06
			4	15 - 19 hours/week	67	12.38	1.5
			5	20 - 24 hours/week	95	17.56	2.13
			6	25 - 29 hours/week	21	3.88	0.47
			7	30 - 34 hours/week	21	3.88	0.47
			8	35 - 39 hours/week	13	2.4	0.29
			9	40 or more hours/week	29	5.36	0.65
e0k_cat	Hours per week at all jobs 12 months ago (more than 1 job).	N	.	Don't Know/Refused	10		0.22
			.S	Skip	4399		98.41
			1	1 - 10 hours/week	7	11.48	0.16
			2	11 - 30 hours/week	7	11.48	0.16
			3	31 - 40 hours/week	8	13.11	0.18
			4	41 - 50 hours/week	13	21.31	0.29
			5	51 - 60 hours/week	17	27.87	0.38
			6	61 or more hours/week	9	14.75	0.2
e0c_cat	Number of employers paying you 12 months ago.	N	.	Don't Know/Refused	85		1.9
			.S	Skip	3910		87.47
			2	2 employers	410	86.32	9.17
			3	3 employers	46	9.68	1.03
			4	4 or 5 employers	19	4	0.43
e1a	At the place where you worked in your main job -- for example the site, store, or building - would you say there were 50 or more employees?	N	.	Don't Know/Refused	36		0.81
			.S	Skip	164		3.67
			1	Yes	2786	65.25	62.33
			2	No	1484	34.75	33.2

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
e1b	Please think now of all of your main job organizations' work sites within 75 miles. How many people were employed at your organization across all of the work sites within that 75 mile range, including	N	.	Don't Know/Refused	92		2.06
			.S	Skip	164		3.67
			1	1-9	417	9.9	9.33
			2	10-19	252	5.98	5.64
			3	20-29	163	3.87	3.65
			4	30-39	129	3.06	2.89
			5	40-49	92	2.18	2.06
			6	50-99	532	12.62	11.9
			7	100-249	661	15.69	14.79
			8	250-499	528	12.53	11.81
			9	500 or more	1440	34.17	32.21
e1c	At the place where you worked in your SECOND job, would you say there were 50 or more employees?	N	.	Don't Know/Refused	10		0.22
			.S	Skip	3910		87.47
			1	Yes	253	46	5.66
			2	No	297	54	6.64
e1d	Please think now of all of your SECOND job's work sites within 75 miles. How many people were employed at your organization across all of the work sites within that 75 mile range, including the site w	N	.	Don't Know/Refused	14		0.31
			.S	Skip	3910		87.47
			1	1-9	179	32.78	4
			2	10-19	40	7.33	0.89
			3	20-29	29	5.31	0.65
			4	30-39	14	2.56	0.31
			5	40-49	12	2.2	0.27
			6	50-99	73	13.37	1.63
			7	100-249	60	10.99	1.34
			8	250-499	41	7.51	0.92
			9	500 or more	98	17.95	2.19
e2	Have you ever heard of the federal Family and Medical Leave Act?	N	.	Don't Know/Refused	27		0.6
			1	Yes	3549	79.88	79.4
			2	No	894	20.12	20
e3_media	How have you learned about the federal Family and Medical Leave Act: 1. Media (tv, newspapers, internet, etc.)?	N	.	Don't Know/Refused	0		
			.S	Skip	921		20.6
			1	Yes	1431	40.32	32.01
			2	No	2118	59.68	47.38
e3_cowrk	How have you learned about the federal Family and Medical Leave Act: 2. Co-workers?	N	.	Don't Know/Refused	0		
			.S	Skip	921		20.6
			1	Yes	1516	42.72	33.91
			2	No	2033	57.28	45.48
e3_hr	How have you learned about the federal Family and Medical Leave Act: 3. Employer or human resource office gave out information?	N	.	Don't Know/Refused	0		
			.S	Skip	921		20.6
			1	Yes	2420	68.19	54.14
			2	No	1129	31.81	25.26
e3_poster	How have you learned about the federal Family and Medical Leave Act: 4. Posters?	N	.	Don't Know/Refused	0		
			.S	Skip	921		20.6

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			1	Yes	1077	30.35	24.09
			2	No	2472	69.65	55.3
e3_fammem	How have you learned about the federal Family and Medical Leave Act: 5. Family member?	N	.	Don't Know/Refused	0		
			.S	Skip	921		20.6
			1	Yes	955	26.91	21.36
			2	No	2594	73.09	58.03
e3_friend	How have you learned about the federal Family and Medical Leave Act: 6. Friend or neighbor?	N	.	Don't Know/Refused	0		
			.S	Skip	921		20.6
			1	Yes	670	18.88	14.99
			2	No	2879	81.12	64.41
e3_union	How have you learned about the federal Family and Medical Leave Act: 7. Union gave out information?	N	.	Don't Know/Refused	0		
			.S	Skip	921		20.6
			1	Yes	380	10.71	8.5
			2	No	3169	89.29	70.89
e3_other	How have you learned about the federal Family and Medical Leave Act: 8. Other?	N	.	Don't Know/Refused	0		
			.S	Skip	921		20.6
			1	Yes	449	12.65	10.04
			2	No	3100	87.35	69.35
e4a_a	To the best of your knowledge, does FMLA cover leave: for the care of a newborn?	N	.	Don't Know/Refused	18		0.4
			.N	Response option not randomly selected	2514		56.24
			.S	Skip	921		20.6
			1	Yes	954	93.81	21.34
			2	No	63	6.19	1.41
e4a_b	To the best of your knowledge, does FMLA cover leave: for an employee's own serious health condition?	N	.	Don't Know/Refused	11		0.25
			.N	Response option not randomly selected	2499		55.91
			.S	Skip	921		20.6
			1	Yes	951	91.53	21.28
			2	No	88	8.47	1.97
e4a_c	To the best of your knowledge, does FMLA cover leave: for the care of a child with a serious health condition?	N	.	Don't Know/Refused	16		0.36
			.N	Response option not randomly selected	2515		56.26
			.S	Skip	921		20.6
			1	Yes	969	95.19	21.68
			2	No	49	4.81	1.1
e4a_d	To the best of your knowledge, does FMLA cover leave: for the care of a spouse with a serious health condition?	N	.	Don't Know/Refused	39		0.87
			.N	Response option not randomly selected	1746		39.06
			.S	Skip	921		20.6
			1	Yes	1670	94.67	37.36
			2	No	94	5.33	2.1
ne4a_e	To the best of your knowledge, does FMLA cover leave: for the care of a same-sex spouse with a serious health condition?	N	.	Don't Know/Refused	91		2.04
			.N	Response option not randomly selected	1803		40.34
			.S	Skip	921		20.6
			1	Yes	1332	80.48	29.8
			2	No	323	19.52	7.23
ne4a_f	To the best of your knowledge, does FMLA cover leave: for the care of a parent with a serious health condition?	N	.	Don't Know/Refused	18		0.4

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			.N	Response option not randomly selected	2534		56.69
			.S	Skip	921		20.6
			1	Yes	869	87.16	19.44
			2	No	128	12.84	2.86
ne4a_g	To the best of your knowledge, does FMLA cover leave: for the care of a grandparent with a serious health condition?	N		Don't Know/Refused	71		1.59
			.N	Response option not randomly selected	2375		53.13
			.S	Skip	921		20.6
			1	Yes	640	58.02	14.32
			2	No	463	41.98	10.36
ne4a_h	To the best of your knowledge, does FMLA cover leave: for the care of a grandchild with a serious health condition?	N		Don't Know/Refused	68		1.52
			.N	Response option not randomly selected	2333		52.19
			.S	Skip	921		20.6
			1	Yes	658	57.32	14.72
			2	No	490	42.68	10.96
ne4a_i	To the best of your knowledge, does FMLA cover leave: for the care of a sibling with a serious health condition?	N		Don't Know/Refused	34		0.76
			.N	Response option not randomly selected	2390		53.47
			.S	Skip	921		20.6
			1	Yes	692	61.51	15.48
			2	No	433	38.49	9.69
ne4a_j	To the best of your knowledge, does FMLA cover leave: to provide eldercare for a parent or spouse? Eldercare is care provided for individuals aged 65 years or older with age-related physical or mental	N		Don't Know/Refused	26		0.58
			.N	Response option not randomly selected	2577		57.65
			.S	Skip	921		20.6
			1	Yes	835	88.27	18.68
			2	No	111	11.73	2.48
ne4a_k	To the best of your knowledge, does FMLA cover leave: for the care of an adopted child or foster child?	N		Don't Know/Refused	23		0.51
			.N	Response option not randomly selected	2561		57.29
			.S	Skip	921		20.6
			1	Yes	887	91.92	19.84
			2	No	78	8.08	1.74
ne4a_l	To the best of your knowledge, does FMLA cover leave: for the care of a military service member, or for reasons related to the deployment of a military service member.	N		Don't Know/Refused	49		1.1
			.N	Response option not randomly selected	2545		56.94
			.S	Skip	921		20.6
			1	Yes	697	72.98	15.59
			2	No	258	27.02	5.77
ne5	Are you currently employed?	N		Don't Know/Refused	8		0.18
			1	Yes	4011	89.89	89.73
			2	No	451	10.11	10.09
ne6	To the best of your knowledge, are you entitled to leave under the federal FMLA on your main job?	N		Don't Know/Refused	43		0.96
			.S	Skip	1238		27.7
			1	Yes	2647	83	59.22
			2	No	542	17	12.13
ne8a	Please indicate whether or not you can take paid leave from your current job for: Your own illness or medical care?	N		Don't Know/Refused	48		1.07

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			.S	Skip	459		10.27
			1	Yes	2724	68.74	60.94
			2	No/Benefit not offered by employer	864	21.8	19.33
			3	Depends on circumstances	375	9.46	8.39
ne8b	Please indicate whether or not you can take paid leave from your current job for: The illness or medical care of another family member?	N		Don't Know/Refused	80		1.79
			.S	Skip	459		10.27
			1	Yes	2187	55.63	48.93
			2	No/Benefit not offered by employer	1168	29.71	26.13
			3	Depends on circumstances	576	14.65	12.89
ne8c	Please indicate whether or not you can take paid leave from your current job for: Routine childcare, other than for illness (e.g.: snow days, school institute dates, or events at school)?	N		Don't Know/Refused	112		2.51
			.S	Skip	459		10.27
			1	Yes	1224	31.39	27.38
			2	No/Benefit not offered by employer	2014	51.65	45.06
			3	Depends on circumstances	661	16.95	14.79
ne8d	Please indicate whether or not you can take paid leave from your current job for: Eldercare? Eldercare is care provided for individuals who are age 65 or older with age-related physical or mental impa	N		Don't Know/Refused	119		2.66
			.S	Skip	459		10.27
			1	Yes	1392	35.77	31.14
			2	No/Benefit not offered by employer	1769	45.45	39.57
			3	Depends on circumstances	731	18.78	16.35
ne8e	Please indicate whether or not you can take paid leave from your current job for: Errands or personal reasons?	N		Don't Know/Refused	74		1.66
			.S	Skip	459		10.27
			1	Yes	1095	27.81	24.5
			2	No/Benefit not offered by employer	2226	56.54	49.8
			3	Depends on circumstances	616	15.65	13.78
e9_cat	Are you salaried on this job, paid by the hour, or paid some other way?	N		Don't Know/Refused	17		0.38
			.S	Skip	459		10.27
			1	Salaried	1568	39.26	35.08
			2	Hourly	2190	54.83	48.99
			3	Piecework/Commission	64	1.6	1.43
			4	Other/Combination	172	4.31	3.85
e10	For you main job, are you a contract worker?	N		Don't Know/Refused	20		0.45
			.S	Skip	459		10.27
			1	Yes	514	12.88	11.5
			2	No	3477	87.12	77.79
ne15_coded	Industry of employment (E15), coded using 2017 NAICS US industry codes.	C	DR	Don't Know/Refused	141		3.15
			S	Skip	459		10.27
			99999	Uncodeable	42		0.94
			11	Agriculture, Forestry, Fishing and Hunting	32	0.84	0.72
			21	Mining, Quarrying, and Oil and Gas Extration	18	0.47	0.4
			22	Utilities	29	0.76	0.65
			23	Construction	115	3	2.57
			31-33	Manufacturing	323	8.44	7.23
			42	Wholesale Trade	68	1.78	1.52
			44-45	Retail Trade	348	9.09	7.79

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			48-49	Transportation and Warehousing	195	5.09	4.36
			51	Information	98	2.56	2.19
			52	Finance and Insurance	205	5.36	4.59
			53	Real Estate and Rental and Leasing	51	1.33	1.14
			54	Professional, Scientific, and Technical	321	8.39	7.18
			55	Administrative and Support and Waste Management	155	4.05	3.47
			56	Educational Services	509	13.3	11.39
			61	Health Care and Social Assistance	656	17.14	14.68
			62	Arts, Entertainment, and Recreation	73	1.91	1.63
			71	Accommodation and Food Services	151	3.94	3.38
			81	Other Services (except Public Administration)	171	4.47	3.83
			92	Public Administration	310	8.1	6.94
ne16_coded	Occupation (E16), coded using November 2017 SOC BLS major group occupation codes.	N		Don't Know/Refused	147		3.29
			.S	Skip	459		10.27
			.U	Uncodeable	53		1.19
			11	Management Occupations	453	11.89	10.13
			13	Business and Financial Operations Occupations	332	8.71	7.43
			15	Computer and Mathematical Occupations	191	5.01	4.27
			17	Architecture and Engineering Occupations	120	3.15	2.68
			19	Life, Physical, and Social Science Occupations	85	2.23	1.9
			21	Community and Social Service Occupations	114	2.99	2.55
			23	Legal Occupations	57	1.5	1.28
			25	Educational Instruction and Library Occupations	341	8.95	7.63
			27	Arts, Design, Entertainment, Sports, and Media Occupations	79	2.07	1.77
			29	Healthcare Practitioners and Technical Occupations	263	6.9	5.88
			31	Healthcare Support Occupations	111	2.91	2.48
			33	Protective Service Occupations	81	2.13	1.81
			35	Food Preparation and Serving Related Occupations	113	2.97	2.53
			37	Building and Grounds Cleaning and Maintenance Occupations	74	1.94	1.66
			39	Personal Care and Service Occupations	66	1.73	1.48
			41	Sales and Related Occupations	274	7.19	6.13
			43	Office and Administrative Support Occupations	540	14.17	12.08
			45	Farming, Fishing, and Forestry Occupations	15	0.39	0.34
			47	Construction and Extraction Occupations	68	1.78	1.52
			49	Installation, Maintenance, and Repair Occupations	84	2.2	1.88
			51	Production Occupations	130	3.41	2.91

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			53	Transportation and Material Moving Occupations	213	5.59	4.77
			55	Military Specific Occupations	7	0.18	0.16
d3	At your 'main' job, are/were you represented by a labor union?	N		Don't Know/Refused	41		0.92
			1	Yes	755	17.05	16.89
			2	No	3674	82.95	82.19
d3abc_cat	Own (current) annual earnings (in main job if >1 job), based on d3a - D3c.	N		Don't Know/Refused/Not able to be annualized	402		8.99
			.U	Unbelievably high or low value listed	314		7.02
			1	>= \$0 and < \$5,000	133	3.54	2.98
			2	>= \$5,000 and < \$10,000	163	4.34	3.65
			3	>= \$10,000 and < \$15,000	220	5.86	4.92
			4	>= \$15,000 and < \$20,000	240	6.39	5.37
			5	>= \$20,000 and < \$25,000	268	7.14	6
			6	>= \$25,000 and < \$30,000	249	6.63	5.57
			7	>= \$30,000 and < \$35,000	277	7.38	6.2
			8	>= \$35,000 and < \$40,000	255	6.79	5.7
			9	>= \$40,000 and < \$45,000	205	5.46	4.59
			10	>= \$45,000 and < \$50,000	195	5.19	4.36
			11	>= \$50,000 and < \$55,000	218	5.81	4.88
			12	>= \$55,000 and < \$60,000	128	3.41	2.86
			13	>= \$60,000 and < \$65,000	161	4.29	3.6
			14	>= \$65,000 and < \$70,000	150	4	3.36
			15	>= \$70,000 and < \$75,000	115	3.06	2.57
			16	>= \$75,000 and < \$80,000	119	3.17	2.66
			17	>= \$80,000 and < \$85,000	84	2.24	1.88
			18	>= \$85,000 and < \$90,000	71	1.89	1.59
			19	>= \$90,000 and < \$95,000	84	2.24	1.88
			20	>= \$95,000 and < \$100,000	51	1.36	1.14
			21	>= \$100,000 and < \$110,000	128	3.41	2.86
			22	>= \$110,000 and < \$120,000	57	1.52	1.28
			23	>= \$120,000 and < \$130,000	44	1.17	0.98
			24	>= \$130,000 and < \$140,000	36	0.96	0.81
			25	>= \$140,000 and < \$150,000	20	0.53	0.45
			26	>= \$150,000 and < \$160,000	26	0.69	0.58
			27	>= \$160,000 and < \$170,000	13	0.35	0.29
			28	>= \$170,000 and < \$200,000	13	0.35	0.29
			29	>= \$200,000	31	0.83	0.69
nd4_cat	Family income, dervied from continuous D4 AND midpoint of categories in D4a - D4j.	N		Don't Know/Refused	63		1.41
			.U	Unbelievably high or low value listed	416		9.31
			1	>= \$0 an < \$5,000	159	3.98	3.56
			2	>= \$5,000 and < \$10,000	63	1.58	1.41
			3	>= \$10,000 and < \$15,000	79	1.98	1.77
			4	>= \$15,000 and < \$20,000	93	2.33	2.08
			5	>= \$20,000 and < \$25,000	154	3.86	3.45
			6	>= \$25,000 and < \$30,000	158	3.96	3.53
			7	>= \$30,000 and < \$35,000	182	4.56	4.07
			8	>= \$35,000 and < \$40,000	169	4.23	3.78
			9	>= \$40,000 and < \$45,000	166	4.16	3.71

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			10	>= \$45,000 and < \$50,000	168	4.21	3.76
			11	>= \$50,000 and < \$55,000	216	5.41	4.83
			12	>= \$55,000 and < \$60,000	120	3.01	2.68
			13	>= \$60,000 and < \$65,000	200	5.01	4.47
			14	>= \$65,000 and < \$70,000	120	3.01	2.68
			15	>= \$70,000 and < \$75,000	138	3.46	3.09
			16	>= \$75,000 and < \$80,000	139	3.48	3.11
			17	>= \$80,000 and < \$85,000	134	3.36	3
			18	>= \$85,000 and < \$90,000	119	2.98	2.66
			19	>= \$90,000 and < \$95,000	119	2.98	2.66
			20	>= \$95,000 and < \$100,000	99	2.48	2.21
			21	>= \$100,000 and < \$110,000	222	5.56	4.97
			22	>= \$110,000 and < \$120,000	105	2.63	2.35
			23	>= \$120,000 and < \$130,000	161	4.03	3.6
			24	>= \$130,000 and < \$140,000	97	2.43	2.17
			25	>= \$140,000 and < \$150,000	86	2.15	1.92
			26	>= \$150,000 and < \$160,000	156	3.91	3.49
			27	>= \$160,000 and < \$170,000	64	1.6	1.43
			28	>= \$170,000 and < \$180,000	31	0.78	0.69
			29	>= \$180,000 and < \$190,000	34	0.85	0.76
			30	>= \$190,000 and < \$200,000	17	0.43	0.38
			31	>= \$200,000 and < \$250,000	106	2.66	2.37
			32	>= \$250,000 and < \$300,000	54	1.35	1.21
			33	>= \$300,000 and < \$350,000	31	0.78	0.69
			34	>= \$350,000 and < \$400,000	11	0.28	0.25
			35	>= \$400,000 and < \$450,000	11	0.28	0.25
			36	>= \$450,000	10	0.25	0.22
d5	Do you consider yourself to be Hispanic or Latino?	N	.	Don't Know/Refused	9		0.2
			1	Yes	647	14.5	14.47
			2	No	3814	85.5	85.32
d7_cat	How many children under 18 years old are in your care?	N	.	Don't Know/Refused	51		1.14
			0	0 children under 18 years old in care	2833	64.11	63.38
			1	1 child under 18 years old in care	701	15.86	15.68
			2	2 children under 18 years old in care	545	12.33	12.19
			3	3 children under 18 years old in care	225	5.09	5.03
			4	4 or more children under 18 years old in care	115	2.6	2.57
d8_cat	How many people over age 65 are in your care?	N	.	Don't Know/Refused	77		1.72
			0	0 people over age 65 in care	3770	85.82	84.34
			1	1 person over age 65 in care	469	10.68	10.49
			2	2 people over age 65 in care	138	3.14	3.09
			3	3 or more people over age 65 in care	16	0.36	0.36
nd9	Do you consider yourself to be... heterosexual or straight, gay or lesbian, bisexual, or something else?	N	.	Don't Know/Refused	236		5.28
			1	Heterosexual or straight	3913	92.42	87.54
			2	Gay or lesbian	130	3.07	2.91
			3	Bisexual	140	3.31	3.13
			4	Something else	51	1.2	1.14
d10	Marital status.	N	.	Don't Know/Refused	46		1.03
			1	Married	2425	54.81	54.25

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			2	Living with a partner	327	7.39	7.32
			3	Separated	112	2.53	2.51
			4	Divorced	564	12.75	12.62
			5	Widowed	157	3.55	3.51
			6	Never married	839	18.96	18.77
d11	Partner living outside household.	N		Don't Know/Refused	53		1.19
			1	Yes	352	7.97	7.87
			2	No	4065	92.03	90.94
num_jobs	Number of jobs 12 months before survey date (s9b)	N		Don't Know/Refused	1		0.02
			1	More than 1 job 12 months before survey date	560	12.53	12.53
			2	Only 1 job 12 months before survey date	3745	83.8	83.78
			3	Did not have a job 12 months before survey date	164	3.67	3.67
age_cat	Age of respondent (S7).	N		Don't Know/Refused	8		0.18
			1	18-24 years at time of survey	153	3.43	3.42
			2	25-29 years at time of survey	373	8.36	8.34
			3	30-34 years at time of survey	466	10.44	10.43
			4	35-39 years at time of survey	460	10.31	10.29
			5	40-44 years at time of survey	411	9.21	9.19
			6	45-49 years at time of survey	403	9.03	9.02
			7	50-54 years at time of survey	491	11	10.98
			8	55-59 years at time of survey	610	13.67	13.65
			9	60-66 years at time of survey	705	15.8	15.77
			10	67 or older at time of survey	390	8.74	8.72
gender_cat	Gender of respondent (S8).	N		Refused	1		0.02
			1	Male	1979	44.28	44.27
			2	Female	2490	55.72	55.7
educ_cat	Highest level of education completed (based on both screener and D1 question).	N	1	Less than high school	34	0.76	0.76
			2	Some high school	63	1.41	1.41
			3	High school graduate	605	13.53	13.53
			4	GED	102	2.28	2.28
			5	Some college	956	21.39	21.39
			6	Associate's degree	534	11.95	11.95
			7	Bachelor's degree	1278	28.59	28.59
			8	Graduate school	898	20.09	20.09
govt_emp	Government employee (S10).	N		Don't Know/Refused	38		0.85
			1	Government	922	20.8	20.63
			2	Private company	2833	63.92	63.38
			3	Non-profit organization	677	15.28	15.15
			4	Self-employed	0	0	0
race_cat	What race do you consider yourself to be? Based on D6 (RDD) and on-file web panel participant demographics.	N		Other-Specify, Don't Know, or Refused	94		2.1
			1	White-only	3567	81.51	79.8
			2	Black-only	450	10.28	10.07
			3	Asian-only	149	3.4	3.33
			4	American Indian or Alaska Native only OR Native Hawaiian or Pacific Islander only	51	1.17	1.14
			5	Multiple races selected	159	3.63	3.56
low_wage	Respondent is a low wage worker, defined as earnings less than \$15/hour.	N	0	Not low wage	3046	68.14	68.14

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Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
fmla_eligible	Respondent was eligible for FMLA at start of reference period (12 months prior to survey date) based on stated work tenure, weekly hours, and employer size.	N	1	Low wage	1424	31.86	31.86
			.	Don't Know/Refused in source variables	345		7.72
			0	Not FMLA eligible	1775	43.03	39.71
eligibility_cat	FMLA eligibility at start of 12 month reference period (based on stated work tenure, weekly hours, and employer size) indicator, with reasons for ineligibility	N	1	FMLA Eligible	2350	56.97	52.57
			.	Don't Know/Refused in source variables	345		7.72
			1	FMLA Eligible	2350	56.97	52.57
			2	Ineligible due to insufficient tenure (< 12 months) or hours (<24/week)	787	19.08	17.61
			3	Ineligible due to employer worksite being too small (<50 employees)	620	15.03	13.87
			4	Ineligible due to both insufficient tenure (< 12 months) or hours (<24/week), and employer worksite being too small (<50 employees)	335	8.12	7.49
fmla_elig_if15hrwk	FMLA eligibility, if number of hours worked requirement were 15 hours/wk instead of 24 hours/wk	N	.	Don't Know/Refused in source variables	345		7.72
			0	Not FMLA eligible	1642	39.81	36.73
			1	FMLA Eligible	2483	60.19	55.55
fmla_elig_if30hrwk	FMLA eligibility, if number of hours worked requirement were 30 hours/wk instead of 24 hours/wk	N	.	Don't Know/Refused in source variables	345		7.72
			0	Not FMLA eligible	1847	44.78	41.32
			1	FMLA Eligible	2278	55.22	50.96
fmla_elig_if30emp	FMLA eligibility, if employer size eligibility requirement were 30 employees instead of 50 employees	N	.	Don't Know/Refused in source variables	345		7.72
			0	Not FMLA eligible	1631	39.54	36.49
			1	FMLA Eligible	2494	60.46	55.79
fmla_elig_if20emp	FMLA eligibility, if employer size eligibility requirement were 20 employees instead of 50 employees	N	.	Don't Know/Refused in source variables	345		7.72
			0	Not FMLA eligible	1524	36.95	34.09
			1	FMLA Eligible	2601	63.05	58.19
combo_trimmed_weight	Main analysis weight.	N	Observed Range	53.805765156 - 299578.58311	4470		
cmb_bsrw1	Replicate analysis weight 1	N	Observed Range	0 - 1635348.1299	4470		
cmb_bsrw2	Replicate analysis weight 2	N	Observed Range	0 - 2324823.8526	4470		
cmb_bsrw3	Replicate analysis weight 3	N	Observed Range	0 - 2661427.4119	4470		
cmb_bsrw4	Replicate analysis weight 4	N	Observed Range	0 - 2294731.0739	4470		
cmb_bsrw5	Replicate analysis weight 5	N	Observed Range	0 - 2738683.9878	4470		
cmb_bsrw6	Replicate analysis weight 6	N	Observed Range	0 - 2275936.4466	4470		
cmb_bsrw7	Replicate analysis weight 7	N	Observed Range	0 - 2080369.2163	4470		
cmb_bsrw8	Replicate analysis weight 8	N	Observed Range	0 - 2740718.8224	4470		
cmb_bsrw9	Replicate analysis weight 9	N	Observed Range	0 - 2156211.5768	4470		
cmb_bsrw10	Replicate analysis weight 10	N	Observed Range	0 - 2289873.9069	4470		
cmb_bsrw11	Replicate analysis weight 11	N	Observed Range	0 - 2701458.3053	4470		
cmb_bsrw12	Replicate analysis weight 12	N	Observed Range	0 - 2880314.3803	4470		
cmb_bsrw13	Replicate analysis weight 13	N	Observed Range	0 - 2005827.8667	4470		
cmb_bsrw14	Replicate analysis weight 14	N	Observed Range	0 - 2485376.0083	4470		
cmb_bsrw15	Replicate analysis weight 15	N	Observed Range	0 - 2332603.2967	4470		
cmb_bsrw16	Replicate analysis weight 16	N	Observed Range	0 - 2994876.0431	4470		

FMLA 2018 Employee Public Use File Codebook

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
cmb_bsrw17	Replicate analysis weight 17	N	Observed Range	0 - 2893322.906	4470		
cmb_bsrw18	Replicate analysis weight 18	N	Observed Range	0 - 2340556.4611	4470		
cmb_bsrw19	Replicate analysis weight 19	N	Observed Range	0 - 1837752.9317	4470		
cmb_bsrw20	Replicate analysis weight 20	N	Observed Range	0 - 2332626.998	4470		
cmb_bsrw21	Replicate analysis weight 21	N	Observed Range	0 - 2946548.1214	4470		
cmb_bsrw22	Replicate analysis weight 22	N	Observed Range	0 - 2007189.5335	4470		
cmb_bsrw23	Replicate analysis weight 23	N	Observed Range	0 - 2249645.713	4470		
cmb_bsrw24	Replicate analysis weight 24	N	Observed Range	0 - 2433925.802	4470		
cmb_bsrw25	Replicate analysis weight 25	N	Observed Range	0 - 3698936.1334	4470		
cmb_bsrw26	Replicate analysis weight 26	N	Observed Range	0 - 2796518.3416	4470		
cmb_bsrw27	Replicate analysis weight 27	N	Observed Range	0 - 3610416.4244	4470		
cmb_bsrw28	Replicate analysis weight 28	N	Observed Range	0 - 2945530.379	4470		
cmb_bsrw29	Replicate analysis weight 29	N	Observed Range	0 - 1623350.5095	4470		
cmb_bsrw30	Replicate analysis weight 30	N	Observed Range	0 - 1911708.1168	4470		
cmb_bsrw31	Replicate analysis weight 31	N	Observed Range	0 - 2939821.834	4470		
cmb_bsrw32	Replicate analysis weight 32	N	Observed Range	0 - 2504022.6	4470		
cmb_bsrw33	Replicate analysis weight 33	N	Observed Range	0 - 1982405.0332	4470		
cmb_bsrw34	Replicate analysis weight 34	N	Observed Range	0 - 1953513.766	4470		
cmb_bsrw35	Replicate analysis weight 35	N	Observed Range	0 - 2733580.18	4470		
cmb_bsrw36	Replicate analysis weight 36	N	Observed Range	0 - 2601628.8487	4470		
cmb_bsrw37	Replicate analysis weight 37	N	Observed Range	0 - 2660523.6053	4470		
cmb_bsrw38	Replicate analysis weight 38	N	Observed Range	0 - 1978946.0044	4470		
cmb_bsrw39	Replicate analysis weight 39	N	Observed Range	0 - 2853517.7215	4470		
cmb_bsrw40	Replicate analysis weight 40	N	Observed Range	0 - 2906921.44	4470		
cmb_bsrw41	Replicate analysis weight 41	N	Observed Range	0 - 1846362.1162	4470		
cmb_bsrw42	Replicate analysis weight 42	N	Observed Range	0 - 2268152.9865	4470		
cmb_bsrw43	Replicate analysis weight 43	N	Observed Range	0 - 2554104.2895	4470		
cmb_bsrw44	Replicate analysis weight 44	N	Observed Range	0 - 1817411.1915	4470		
cmb_bsrw45	Replicate analysis weight 45	N	Observed Range	0 - 1779103.5714	4470		
cmb_bsrw46	Replicate analysis weight 46	N	Observed Range	0 - 2858651.066	4470		
cmb_bsrw47	Replicate analysis weight 47	N	Observed Range	0 - 1970495.8905	4470		
cmb_bsrw48	Replicate analysis weight 48	N	Observed Range	0 - 2313370.027	4470		
cmb_bsrw49	Replicate analysis weight 49	N	Observed Range	0 - 2789535.8034	4470		
cmb_bsrw50	Replicate analysis weight 50	N	Observed Range	0 - 2846654.5844	4470		
cmb_bsrw51	Replicate analysis weight 51	N	Observed Range	0 - 2046043.4272	4470		
cmb_bsrw52	Replicate analysis weight 52	N	Observed Range	0 - 2074314.2925	4470		
cmb_bsrw53	Replicate analysis weight 53	N	Observed Range	0 - 2990225.0501	4470		
cmb_bsrw54	Replicate analysis weight 54	N	Observed Range	0 - 1829272.7788	4470		
cmb_bsrw55	Replicate analysis weight 55	N	Observed Range	0 - 1758970.7379	4470		
cmb_bsrw56	Replicate analysis weight 56	N	Observed Range	0 - 2586939.4804	4470		
cmb_bsrw57	Replicate analysis weight 57	N	Observed Range	0 - 2112920.3134	4470		
cmb_bsrw58	Replicate analysis weight 58	N	Observed Range	0 - 1447617.1936	4470		
cmb_bsrw59	Replicate analysis weight 59	N	Observed Range	0 - 2159568.163	4470		
cmb_bsrw60	Replicate analysis weight 60	N	Observed Range	0 - 2307676.5611	4470		
cmb_bsrw61	Replicate analysis weight 61	N	Observed Range	0 - 2933825.8708	4470		
cmb_bsrw62	Replicate analysis weight 62	N	Observed Range	0 - 2821189.0353	4470		
cmb_bsrw63	Replicate analysis weight 63	N	Observed Range	0 - 2972486.4255	4470		
cmb_bsrw64	Replicate analysis weight 64	N	Observed Range	0 - 2103732.7425	4470		
cmb_bsrw65	Replicate analysis weight 65	N	Observed Range	0 - 1755367.4685	4470		
cmb_bsrw66	Replicate analysis weight 66	N	Observed Range	0 - 1820677.8493	4470		

FMLA 2018 Employee Public Use File Codebook

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
cmb_bsrw67	Replicate analysis weight 67	N	Observed Range	0 - 1802223.8073	4470		
cmb_bsrw68	Replicate analysis weight 68	N	Observed Range	0 - 3346379.0874	4470		
cmb_bsrw69	Replicate analysis weight 69	N	Observed Range	0 - 2166016.7326	4470		
cmb_bsrw70	Replicate analysis weight 70	N	Observed Range	0 - 2365626.5662	4470		
cmb_bsrw71	Replicate analysis weight 71	N	Observed Range	0 - 2031362.1501	4470		
cmb_bsrw72	Replicate analysis weight 72	N	Observed Range	0 - 1757311.7826	4470		
cmb_bsrw73	Replicate analysis weight 73	N	Observed Range	0 - 3161340.4167	4470		
cmb_bsrw74	Replicate analysis weight 74	N	Observed Range	0 - 2057409.4411	4470		
cmb_bsrw75	Replicate analysis weight 75	N	Observed Range	0 - 1749621.4498	4470		
cmb_bsrw76	Replicate analysis weight 76	N	Observed Range	0 - 2010701.3377	4470		
cmb_bsrw77	Replicate analysis weight 77	N	Observed Range	0 - 3148991.8367	4470		
cmb_bsrw78	Replicate analysis weight 78	N	Observed Range	0 - 1870894.1647	4470		
cmb_bsrw79	Replicate analysis weight 79	N	Observed Range	0 - 2592192.0579	4470		
cmb_bsrw80	Replicate analysis weight 80	N	Observed Range	0 - 2106549.793	4470		
cmb_bsrw81	Replicate analysis weight 81	N	Observed Range	0 - 1835920.3233	4470		
cmb_bsrw82	Replicate analysis weight 82	N	Observed Range	0 - 2456014.035	4470		
cmb_bsrw83	Replicate analysis weight 83	N	Observed Range	0 - 1468433.8496	4470		
cmb_bsrw84	Replicate analysis weight 84	N	Observed Range	0 - 3265130.2269	4470		
cmb_bsrw85	Replicate analysis weight 85	N	Observed Range	0 - 1473247.1295	4470		
cmb_bsrw86	Replicate analysis weight 86	N	Observed Range	0 - 2088538.4056	4470		
cmb_bsrw87	Replicate analysis weight 87	N	Observed Range	0 - 2632915.1716	4470		
cmb_bsrw88	Replicate analysis weight 88	N	Observed Range	0 - 1683960.2763	4470		
cmb_bsrw89	Replicate analysis weight 89	N	Observed Range	0 - 2871446.7641	4470		
cmb_bsrw90	Replicate analysis weight 90	N	Observed Range	0 - 1585579.5557	4470		
cmb_bsrw91	Replicate analysis weight 91	N	Observed Range	0 - 2719708.0505	4470		
cmb_bsrw92	Replicate analysis weight 92	N	Observed Range	0 - 2723666.14	4470		
cmb_bsrw93	Replicate analysis weight 93	N	Observed Range	0 - 2117505.8771	4470		
cmb_bsrw94	Replicate analysis weight 94	N	Observed Range	0 - 1776814.1992	4470		
cmb_bsrw95	Replicate analysis weight 95	N	Observed Range	0 - 2512646.0879	4470		
cmb_bsrw96	Replicate analysis weight 96	N	Observed Range	0 - 1624097.3902	4470		
cmb_bsrw97	Replicate analysis weight 97	N	Observed Range	0 - 3143700.5565	4470		
cmb_bsrw98	Replicate analysis weight 98	N	Observed Range	0 - 1751564.2035	4470		
cmb_bsrw99	Replicate analysis weight 99	N	Observed Range	0 - 3215119.4696	4470		
cmb_bsrw100	Replicate analysis weight 100	N	Observed Range	0 - 2773608.7172	4470		
cmb_bsrw101	Replicate analysis weight 101	N	Observed Range	0 - 2532671.0455	4470		
cmb_bsrw102	Replicate analysis weight 102	N	Observed Range	0 - 1812560.9482	4470		
cmb_bsrw103	Replicate analysis weight 103	N	Observed Range	0 - 2047532.8127	4470		
cmb_bsrw104	Replicate analysis weight 104	N	Observed Range	0 - 1956314.738	4470		
cmb_bsrw105	Replicate analysis weight 105	N	Observed Range	0 - 2054484.229	4470		
cmb_bsrw106	Replicate analysis weight 106	N	Observed Range	0 - 2509443.1523	4470		
cmb_bsrw107	Replicate analysis weight 107	N	Observed Range	0 - 2328116.7476	4470		
cmb_bsrw108	Replicate analysis weight 108	N	Observed Range	0 - 2409858.9675	4470		
cmb_bsrw109	Replicate analysis weight 109	N	Observed Range	0 - 1373173.9805	4470		
cmb_bsrw110	Replicate analysis weight 110	N	Observed Range	0 - 2492556.2813	4470		
cmb_bsrw111	Replicate analysis weight 111	N	Observed Range	0 - 2091132.6754	4470		
cmb_bsrw112	Replicate analysis weight 112	N	Observed Range	0 - 1980580.7969	4470		
cmb_bsrw113	Replicate analysis weight 113	N	Observed Range	0 - 1749680.3983	4470		
cmb_bsrw114	Replicate analysis weight 114	N	Observed Range	0 - 2520297.7783	4470		
cmb_bsrw115	Replicate analysis weight 115	N	Observed Range	0 - 2023150.81	4470		
cmb_bsrw116	Replicate analysis weight 116	N	Observed Range	0 - 1711300.9984	4470		

FMLA 2018 Employee Public Use File Codebook

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
cmb_bsrw117	Replicate analysis weight 117	N	Observed Range	0 - 3309678.4402	4470		
cmb_bsrw118	Replicate analysis weight 118	N	Observed Range	0 - 3701139.2791	4470		
cmb_bsrw119	Replicate analysis weight 119	N	Observed Range	0 - 3032238.5402	4470		
cmb_bsrw120	Replicate analysis weight 120	N	Observed Range	0 - 1938386.2913	4470		
cmb_bsrw121	Replicate analysis weight 121	N	Observed Range	0 - 1882497.0513	4470		
cmb_bsrw122	Replicate analysis weight 122	N	Observed Range	0 - 3158480.3241	4470		
cmb_bsrw123	Replicate analysis weight 123	N	Observed Range	0 - 1711021.2404	4470		
cmb_bsrw124	Replicate analysis weight 124	N	Observed Range	0 - 1966475.4066	4470		
cmb_bsrw125	Replicate analysis weight 125	N	Observed Range	0 - 2599824.6923	4470		
cmb_bsrw126	Replicate analysis weight 126	N	Observed Range	0 - 1979435.966	4470		
cmb_bsrw127	Replicate analysis weight 127	N	Observed Range	0 - 2386472.1636	4470		
cmb_bsrw128	Replicate analysis weight 128	N	Observed Range	0 - 2642068.6023	4470		
cmb_bsrw129	Replicate analysis weight 129	N	Observed Range	0 - 1920406.1331	4470		
cmb_bsrw130	Replicate analysis weight 130	N	Observed Range	0 - 2636883.615	4470		
cmb_bsrw131	Replicate analysis weight 131	N	Observed Range	0 - 3056421.6568	4470		
cmb_bsrw132	Replicate analysis weight 132	N	Observed Range	0 - 2020450.2101	4470		
cmb_bsrw133	Replicate analysis weight 133	N	Observed Range	0 - 2027057.513	4470		
cmb_bsrw134	Replicate analysis weight 134	N	Observed Range	0 - 2323849.2564	4470		
cmb_bsrw135	Replicate analysis weight 135	N	Observed Range	0 - 2822665.5435	4470		
cmb_bsrw136	Replicate analysis weight 136	N	Observed Range	0 - 1528752.7242	4470		
cmb_bsrw137	Replicate analysis weight 137	N	Observed Range	0 - 2302146.9866	4470		
cmb_bsrw138	Replicate analysis weight 138	N	Observed Range	0 - 2016157.4996	4470		
cmb_bsrw139	Replicate analysis weight 139	N	Observed Range	0 - 3507402.7631	4470		
cmb_bsrw140	Replicate analysis weight 140	N	Observed Range	0 - 1803071.2085	4470		
cmb_bsrw141	Replicate analysis weight 141	N	Observed Range	0 - 3249560.1527	4470		
cmb_bsrw142	Replicate analysis weight 142	N	Observed Range	0 - 1500051.9885	4470		
cmb_bsrw143	Replicate analysis weight 143	N	Observed Range	0 - 1508317.2294	4470		
cmb_bsrw144	Replicate analysis weight 144	N	Observed Range	0 - 1795591.6982	4470		
cmb_bsrw145	Replicate analysis weight 145	N	Observed Range	0 - 1459155.556	4470		
cmb_bsrw146	Replicate analysis weight 146	N	Observed Range	0 - 1605617.6904	4470		
cmb_bsrw147	Replicate analysis weight 147	N	Observed Range	0 - 2544107.7441	4470		
cmb_bsrw148	Replicate analysis weight 148	N	Observed Range	0 - 2864350.5916	4470		
cmb_bsrw149	Replicate analysis weight 149	N	Observed Range	0 - 1965201.4404	4470		
cmb_bsrw150	Replicate analysis weight 150	N	Observed Range	0 - 2265412.7734	4470		
cmb_bsrw151	Replicate analysis weight 151	N	Observed Range	0 - 2040847.1096	4470		
cmb_bsrw152	Replicate analysis weight 152	N	Observed Range	0 - 1702891.6773	4470		
cmb_bsrw153	Replicate analysis weight 153	N	Observed Range	0 - 2337494.2091	4470		
cmb_bsrw154	Replicate analysis weight 154	N	Observed Range	0 - 2225135.7456	4470		
cmb_bsrw155	Replicate analysis weight 155	N	Observed Range	0 - 2770452.9277	4470		
cmb_bsrw156	Replicate analysis weight 156	N	Observed Range	0 - 2580203.4877	4470		
cmb_bsrw157	Replicate analysis weight 157	N	Observed Range	0 - 2551508.438	4470		
cmb_bsrw158	Replicate analysis weight 158	N	Observed Range	0 - 1528811.2477	4470		
cmb_bsrw159	Replicate analysis weight 159	N	Observed Range	0 - 2658438.3896	4470		
cmb_bsrw160	Replicate analysis weight 160	N	Observed Range	0 - 2539193.3745	4470		
cmb_bsrw161	Replicate analysis weight 161	N	Observed Range	0 - 1843358.2108	4470		
cmb_bsrw162	Replicate analysis weight 162	N	Observed Range	0 - 1687367.6707	4470		
cmb_bsrw163	Replicate analysis weight 163	N	Observed Range	0 - 3203850.8883	4470		
cmb_bsrw164	Replicate analysis weight 164	N	Observed Range	0 - 2459047.382	4470		
cmb_bsrw165	Replicate analysis weight 165	N	Observed Range	0 - 1684175.4805	4470		
cmb_bsrw166	Replicate analysis weight 166	N	Observed Range	0 - 3108404.014	4470		

FMLA 2018 Employee Public Use File Codebook

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
cmb_bsrw167	Replicate analysis weight 167	N	Observed Range	0 - 1770789.022	4470		
cmb_bsrw168	Replicate analysis weight 168	N	Observed Range	0 - 1936921.1897	4470		
cmb_bsrw169	Replicate analysis weight 169	N	Observed Range	0 - 3033567.6849	4470		
cmb_bsrw170	Replicate analysis weight 170	N	Observed Range	0 - 2097133.326	4470		
cmb_bsrw171	Replicate analysis weight 171	N	Observed Range	0 - 2916115.5397	4470		
cmb_bsrw172	Replicate analysis weight 172	N	Observed Range	0 - 2936675.7517	4470		
cmb_bsrw173	Replicate analysis weight 173	N	Observed Range	0 - 1973118.3011	4470		
cmb_bsrw174	Replicate analysis weight 174	N	Observed Range	0 - 1393472.8062	4470		
cmb_bsrw175	Replicate analysis weight 175	N	Observed Range	0 - 1629912.8304	4470		
cmb_bsrw176	Replicate analysis weight 176	N	Observed Range	0 - 1900673.2262	4470		
cmb_bsrw177	Replicate analysis weight 177	N	Observed Range	0 - 2080839.0552	4470		
cmb_bsrw178	Replicate analysis weight 178	N	Observed Range	0 - 2839159.6243	4470		
cmb_bsrw179	Replicate analysis weight 179	N	Observed Range	0 - 1352808.9883	4470		
cmb_bsrw180	Replicate analysis weight 180	N	Observed Range	0 - 2490332.5604	4470		
cmb_bsrw181	Replicate analysis weight 181	N	Observed Range	0 - 2590632.2519	4470		
cmb_bsrw182	Replicate analysis weight 182	N	Observed Range	0 - 1754149.9742	4470		
cmb_bsrw183	Replicate analysis weight 183	N	Observed Range	0 - 2260400.0892	4470		
cmb_bsrw184	Replicate analysis weight 184	N	Observed Range	0 - 1931000.4553	4470		
cmb_bsrw185	Replicate analysis weight 185	N	Observed Range	0 - 2270911.726	4470		
cmb_bsrw186	Replicate analysis weight 186	N	Observed Range	0 - 2643549.4628	4470		
cmb_bsrw187	Replicate analysis weight 187	N	Observed Range	0 - 3549127.9012	4470		
cmb_bsrw188	Replicate analysis weight 188	N	Observed Range	0 - 3144994.4886	4470		
cmb_bsrw189	Replicate analysis weight 189	N	Observed Range	0 - 1789667.8707	4470		
cmb_bsrw190	Replicate analysis weight 190	N	Observed Range	0 - 2177376.0206	4470		
cmb_bsrw191	Replicate analysis weight 191	N	Observed Range	0 - 1681591.0804	4470		
cmb_bsrw192	Replicate analysis weight 192	N	Observed Range	0 - 2541519.4371	4470		
cmb_bsrw193	Replicate analysis weight 193	N	Observed Range	0 - 2959240.7529	4470		
cmb_bsrw194	Replicate analysis weight 194	N	Observed Range	0 - 1523662.7325	4470		
cmb_bsrw195	Replicate analysis weight 195	N	Observed Range	0 - 2293874.9828	4470		
cmb_bsrw196	Replicate analysis weight 196	N	Observed Range	0 - 2340401.6479	4470		
cmb_bsrw197	Replicate analysis weight 197	N	Observed Range	0 - 2586141.8192	4470		
cmb_bsrw198	Replicate analysis weight 198	N	Observed Range	0 - 2977003.2962	4470		
cmb_bsrw199	Replicate analysis weight 199	N	Observed Range	0 - 1306647.0859	4470		
cmb_bsrw200	Replicate analysis weight 200	N	Observed Range	0 - 2107851.3664	4470		

Employee Survey Weights

The 2018 FMLA Employee Survey used a complex survey design, involving national samples from landline and cell phone random digit dial frames, as well as from a probability-based web survey. To account for this design and to facilitate correct variance estimation in analysis of survey data, a set of 200 bootstrap replicate weights was created for the 2018 FMLA Employee Survey through a multi-step process. This process included baseline probability of selection weights, adjustments for multiple frames and samples, and calibration to population totals. The developed weights allow inferences for the target population of adults in the United States who had been employed for pay in the private or public sector at any time in the year prior to the survey, using the American Community Survey and Current Population Survey as benchmarks. The number of replicates for the Employee Survey, 200, reflects the study design and the chosen variance estimation method, the bootstrap, and ensures sufficient stability of standard errors and coverage of confidence intervals that is closer to the nominal levels (e.g., 95%).

More information about these weights can be found in the FMLA 2018 Methodology Report:

Pacer, J., Kahmann, M., Hsieh, S., Kolenikov, S., Witt, M., Schalk, M. & Roy, R. (2020). Employee and Worksite Perspectives of the Family and Medical Leave Act: Methodology Report for the 2018 Surveys. Rockville, MD: Abt Associates.

Examples of Running Weighted Frequencies Using Common Statistical Software Packages

Below are examples of SAS® and Stata® syntax that must be used to properly calculate weighted frequencies of FMLA eligibility on the full sample of respondents. In addition, the code output is provided for illustrative purposes. Additional information about the application of the survey weights can be found in the 2018 FMLA Public Use File Documentation Guide:

Lack, K., Morrill, T., Prenovitz, S., Roy, R. & Klerman, J.A. (2020). Family and Medical Leave in 2018: Public Use File Documentation Guide. Rockville, MD: Abt Associates.

Frequency of FMLA Eligibility on Full Sample

Statistical Package	Code	Expected Output									
SAS	PROC SURVEYFREQ data=<LIBNAME>.FMLA_2018_employee_PUF VARMETHOD = brr; WEIGHT combo_trimmed_weight; REPWEIGHT cmb_bsrw1 - cmb_bsrw200; TABLES fmla_eligible; RUN;	Data Summary		Variance Estimation		Respondent was eligible for FMLA at start of reference period (12 months prior to survey date) based on stated work tenure, weekly hours, and employer size.					
		Number of Observations	4470	Method	BRR	fmla_eligible	Frequency	Weighted Frequency	Std Err of Wgt Freq	Percent	Std Err of Percent
		Sum of Weights	140590310	Replicate Weights	FMLA_2018_EMPLOYEE_PUF	Not FMLA eligible	1775	58091904	2179192	44.2839	1.6637
				Number of Replicates	200	FMLA Eligible	2350	73088800	2372930	55.7161	1.6637
Stata	svyset [pw=combo_trimmed_weight], vce(bootstrap) bsrw(cmb_bsrw*) mse svy: tab fmla_eligible	Number of obs	=	4125	Respondent was eligible for FMLA at start of reference period (12 months prior to survey date) based on stated work tenure, weekly hours, and employer size						
		Population size	=	131180703	Proportion						
		Replications	=	200	Not FMLA eligible						
		FMLA Eligible						0.4428			
Total						0.5572					
						1					
						Key: proportion = cell proportion					

Comparison of 2012 and 2018 Employee Surveys

The 2018 surveys were designed to be as comparable as possible to the 2012 surveys. However, it was necessary to make some changes to the 2018 surveys, in order to address capture changes in the policy landscape since 2012, improve the utility of the survey, and other specific reasons.

A summary of the changes made to the 2018 Employee Survey relative to the 2012 Survey can be found in Section 1.2.3 of the 2018 FMLA Methodology Report:

Pacer, J., Kahmann, M., Hsieh, S., Kolenikov, S., Witt, M., Schalk, M. & Roy, R. (2020). Employee and Worksite Perspectives of the Family and Medical Leave Act: Methodology Report for the 2018 Surveys. Rockville, MD: Abt Associates.

Appendix C of the 2018 Methodology Report Appendices presents detailed revision matrices for all changes made to the 2018 Employee Survey (Appendix C.1):

Pacer, J., Kahmann, M., Hsieh, S., Kolenikov, S., Witt, M., Schalk, M. & Roy, R. (2020). Employee and Worksite Perspectives of the Family and Medical Leave Act: Methodology Report Appendices for the 2018 Surveys. Rockville, MD: Abt Associates.

For the convenience of the user, the key changes from the 2012 to 2018 Surveys are summarized below.

Summary of Changes to 2018 Employee Survey Relative to 2012 Survey

Topic	Change(s)
Concurrent leave	Added questions asking whether leave was taken by two household members for the same event, and if so, how much of the leave overlapped.
Income sources during leave	Changed the series of questions asking about sources of income while on leave to include different categories with a more up-to-date list.
Job tenure	Added to the employment section a series of questions asking for the start date of their job worked 12 months prior to the interview, number of jobs held 12 months prior, and number of hours worked 12 months prior. If more than one job was held 12 months prior, the same questions were asked about their main job or the job where they worked the most number of hours. This series concludes by asking how many hours they worked at all of their jobs in total at the focal point of 12 months prior.
Absence from work policies	Added to the employment section of the survey a series of questions asking whether the respondent was allowed to take paid leave off work for various reasons, including own illness or medical care, illness of another family member, routine childcare, eldercare, and errands.
Worksite characteristics	Added to the employment section questions about worksite size, industry, occupation, and ZIP code.
Demographics	<ul style="list-style-type: none"> • Added questions asking for the salary at their current job to the demographics section. • Revised questions on family income and added questions on own income to better identify primary earners.
Other changes	<ul style="list-style-type: none"> • Expanded focus on awareness of FMLA (e.g., whether it is paid, whether the respondent believes that he/she is covered). • Increased emphasis on need for leave for medical conditions that do not meet the “serious medical” threshold, such as eldercare. • Revised questions on employment tenure to identify FMLA coverage status at the start of the recall window. • Revised questions on access to paid leave (for all respondents), and pay received while on leave (for leave takers). • Revised focus on a respondent’s “main job,” defined as the one most likely to provide FMLA coverage (for respondents who work multiple jobs). • Deleted secondary questions about leave taking (e.g., for short, non-recent leaves; for leaves taken during the last 18 months). Retained questions about leave taking during the past 12 months. • Deleted non-primary leave reasons that were not common in prior waves (e.g., specifics of deployment or military-related leaves, specifics of relationships of non-relative care recipients). • Deleted secondary questions about the impacts of leave that were not common in prior waves (e.g., specific reasons why employees did not return to the same employer after leave).