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

This file includes the following elements:

Tab	Contents
Codebook	Name, label, type (numeric or character), values, and unweighted frequencies for each variable in the public use dataset
Survey Weights and Examples	Description of the worksite and employee survey replicate weights and examples of syntax and output for computing weighted frequencies using common statistical packages
Comparison with 2012 Survey	Description of the changes to the 2018 Worksite Survey relative to the 2012 Worksite Survey

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
WORKSITEID	Respondent ID (unique, randomly generated)	N	Observed Range	1 - 2206	2206		
INTERVIEWERID	Interviewer ID (Not applicable for web-based survey respondents)	N	Observed Range	1 - 47	315		
SURVEY_TYPE	Format of survey: phone interview or web-based	N	1	Phone Interview	315	14.28	14.28
			2	Web Survey	1891	85.72	85.72
PAID_LEAVE_STATE	Company is in a state that offers paid leave	N	0	Non-paid leave state	1518	68.81	68.81
			1	Paid leave state	688	31.19	31.19
RESPONSE_OPTION_VARIANT	Randomly assigned group for response option variation	N	1	Response Option Group 1	1117	50.63	50.63
			2	Response Option Group 2	1089	49.37	49.37
REGION	Census Region (Northeast, Midwest, South, West)	N	1	North	450	20.4	20.4
			2	Midwest	469	21.26	21.26
			3	South	602	27.29	27.29
			4	West	685	31.05	31.05
S8	Company processes FMLA requests internally or utilizes third party	N	.	Don't Know/Refused	471		21.35
			1	Internally	1465	84.44	66.41
			2	Outsource to a third party	230	13.26	10.43
			3	Other	40	2.31	1.81
Q1_CHANGED_BY_Q2_OR_Q3	Q1 initial response altered by respondent's answer to Q2 or Q3	N	.	Q1 not altered	2159		97.87
			1	Q1 altered	47	100	2.13
Q1_CAT	Number of employees currently on payroll	N	.	Don't Know/Refused	6		0.27
			1	1-10	415	18.86	18.81
			2	11-24	149	6.77	6.75
			3	25-49	200	9.09	9.07
			4	50-99	327	14.86	14.82
			5	100-250	362	16.45	16.41
			6	251-999	393	17.86	17.82
			7	1,000+	354	16.09	16.05
Q2_CAT	Number of employees at work site	N	.	Don't Know/Refused	5		0.23
			1	1-10	532	24.17	24.12
			2	11-24	217	9.86	9.84
			3	25-49	269	12.22	12.19
			4	50-99	406	18.45	18.4
			5	100-250	381	17.31	17.27
			6	251-999	293	13.31	13.28
			7	1,000+	103	4.68	4.67
Q3_CAT	Number of employees within 75 miles (including worksite)	N	.	Don't Know/Refused	11		0.5
			.S	Skip	1188		53.85
			1	1-10	442	43.89	20.04
			2	11-24	168	16.68	7.62
			3	25-49	231	22.94	10.47
			4	50-99	60	5.96	2.72
			5	100-250	57	5.66	2.58
			6	251-999	36	3.57	1.63
			7	1,000+	13	1.29	0.59
Q4_CAT	Organization's main industry	N	1	Manufacturing	584	26.47	26.47
			2	Retail	434	19.67	19.67
			3	Services	562	25.48	25.48
			4	Other	626	28.38	28.38
Q6_PCT	Percent of unionized employees	N	.	Don't Know/Refused	58		2.63
			.S	Skip	0		
			Observed Range	0 - 100	2148		
Q6A	Any unionized employees across all sites	N	.	Don't Know/Refused	9		0.41
			.S	Skip	170		7.71
			1	Yes	172	8.49	7.8
			2	No	1855	91.51	84.09
Q7_PCT	Percent of female employees	N	.	Don't Know/Refused	97		4.4
			.S	Skip	0		
			Observed Range	0 - 100	2109		
Q8_PCT	Percent of employees that have worked at your organization for at least one year	N	.	Don't Know/Refused	177		8.02

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			.S	Skip	0		
			Observed Range	0 - 100	2029		
Q9_PCT	Of employees working at least one year, percent who have worked at least 1250 hours in the past year	N	.	Don't Know/Refused	127		5.76
			.S	Skip	172		7.8
			Observed Range	0 - 100	1907		
FMLA_ELIGIBLE_PCT	Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked	N	.	Don't Know/Refused	294		13.33
			.S	Skip	0		
			Observed Range	0 - 100	1912		
NQ10	Firm has worksites with more than 50 employees in multiple states	N	.	Don't Know/Refused	10		0.45
			.S	Skip	0		
			1	Yes	511	23.27	23.16
			2	No	1685	76.73	76.38
Q11_A	Number of employees provided paid sick leave	N	.	Don't Know/Refused	35		1.59
			1	All	970	44.68	43.97
			2	Most (half or more) (variant 1) / Half or more (variant 2)	423	19.48	19.17
			3	Some (less than half) (variant 1) / Less than half (variant 2)	225	10.36	10.2
			4	None	553	25.47	25.07
Q11_B	Number of employees provided paid disability leave	N	.	Don't Know/Refused	69		3.13
			1	All	612	28.64	27.74
			2	Most (half or more) (variant 1) / Half or more (variant 2)	370	17.31	16.77
			3	Some (less than half) (variant 1) / Less than half (variant 2)	175	8.19	7.93
			4	None	980	45.86	44.42
Q11_C	Number of employees provided paid vacation	N	.	Don't Know/Refused	32		1.45
			1	All	1059	48.71	48.01
			2	Most (half or more) (variant 1) / Half or more (variant 2)	634	29.16	28.74
			3	Some (less than half) (variant 1) / Less than half (variant 2)	227	10.44	10.29
			4	None	254	11.68	11.51
Q11_D	Number of employees provided paid maternity leave	N	.	Don't Know/Refused	65		2.95
			1	All	425	19.85	19.27
			2	Most (half or more) (variant 1) / Half or more (variant 2)	241	11.26	10.92
			3	Some (less than half) (variant 1) / Less than half (variant 2)	135	6.31	6.12
			4	None	1340	62.59	60.74
Q11_E	Number of employees provided paid paternity leave	N	.	Don't Know/Refused	72		3.26
			1	All	292	13.68	13.24
			2	Most (half or more) (variant 1) / Half or more (variant 2)	164	7.69	7.43
			3	Some (less than half) (variant 1) / Less than half (variant 2)	116	5.44	5.26
			4	None	1562	73.2	70.81
Q11_F	Number of employees provided paid leave for another family member's illness or medical care	N	.	Don't Know/Refused	64		2.9
			1	All	345	16.11	15.64
			2	Most (half or more) (variant 1) / Half or more (variant 2)	172	8.03	7.8
			3	Some (less than half) (variant 1) / Less than half (variant 2)	110	5.14	4.99
			4	None	1515	70.73	68.68
Q11_G	Number of employees provided paid leave for eldercare	N	.	Don't Know/Refused	86		3.9
			1	All	192	9.06	8.7
			2	Most (half or more) (variant 1) / Half or more (variant 2)	97	4.58	4.4

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			3	Some (less than half) (variant 1) / Less than half (variant 2)	69	3.25	3.13
			4	None	1762	83.11	79.87
Q11_H	Number of employees provided flex time	N	.	Don't Know/Refused	80		3.63
			1	All	258	12.14	11.7
			2	Most (half or more) (variant 1) / Half or more (variant 2)	138	6.49	6.26
			3	Some (less than half) (variant 1) / Less than half (variant 2)	266	12.51	12.06
			4	None	1464	68.86	66.36
Q11_I	Number of employees provided any other paid time off	N	.	Don't Know/Refused	85		3.85
			1	All	391	18.43	17.72
			2	Most (half or more) (variant 1) / Half or more (variant 2)	272	12.82	12.33
			3	Some (less than half) (variant 1) / Less than half (variant 2)	129	6.08	5.85
			4	None	1329	62.66	60.24
Q11_1_PTO	Number of employees provided paid time off or PTO	N	.	Don't Know/Refused	18		0.82
			.S	Skip	1270		57.57
			1	All	62	6.75	2.81
			2	Most (half or more) (variant 1) / Half or more (variant 2)	437	47.6	19.81
			3	Some (less than half) (variant 1) / Less than half (variant 2)	138	15.03	6.26
			4	None	281	30.61	12.74
Q11_2_A	Provides paid sick leave for any staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	3		0.14
			.S	Skip	1558		70.63
			1	Yes	335	51.94	15.19
			2	No	310	48.06	14.05
Q11_2_B	Provides paid disability leave for any staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	5		0.23
			.S	Skip	1661		75.29
			1	Yes	273	50.56	12.38
			2	No	267	49.44	12.1
Q11_2_C	Provides paid vacation for any staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	2		0.09
			.S	Skip	1345		60.97
			1	Yes	564	65.66	25.57
			2	No	295	34.34	13.37
Q11_2_D	Provides paid maternity leave for any staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	8		0.36
			.S	Skip	1830		82.96
			1	Yes	185	50.27	8.39
			2	No	183	49.73	8.3
Q11_2_E	Provides paid paternity leave for any staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	2		0.09
			.S	Skip	1926		87.31
			1	Yes	142	51.08	6.44
			2	No	136	48.92	6.17
Q11_2_F	Provides paid leave for another family member's illness or medical care for any staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	2		0.09
			.S	Skip	1924		87.22
			1	Yes	141	50.36	6.39
			2	No	139	49.64	6.3
Q11_2_G	Provides paid leave for eldercare for any staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	2		0.09
			.S	Skip	2040		92.48
			1	Yes	82	50	3.72
			2	No	82	50	3.72
Q11_2_H	Provides paid flex for any staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	5		0.23

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			.S	Skip	1802		81.69
			1	Yes	170	42.61	7.71
			2	No	229	57.39	10.38
Q11_2_I	Provides any other paid time off for any staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	4		0.18
			.S	Skip	1805		81.82
			1	Yes	208	52.39	9.43
			2	No	189	47.61	8.57
Q11_3_A_PROF	Provides paid sick leave for senior managers/professional staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1896		85.95
			0	Not selected	80	25.81	3.63
			1	Selected	230	74.19	10.43
Q11_3_A_HRLY	Provides paid sick leave for hourly staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1896		85.95
			0	Not selected	127	40.97	5.76
			1	Selected	183	59.03	8.3
Q11_3_A_PT	Provides paid sick leave for part-time staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1896		85.95
			0	Not selected	245	79.03	11.11
			1	Selected	65	20.97	2.95
Q11_3_A_NONE	Provides paid sick leave for no staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1896		85.95
			0	Not selected	258	83.23	11.7
			1	Selected	52	16.77	2.36
Q11_3_B_PROF	Provides paid disability leave for senior managers/professional staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1939		87.9
			0	Not selected	66	24.72	2.99
			1	Selected	201	75.28	9.11
Q11_3_B_HRLY	Provides paid disability leave for hourly staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1939		87.9
			0	Not selected	111	41.57	5.03
			1	Selected	156	58.43	7.07
Q11_3_B_PT	Provides paid disability leave for part-time staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1939		87.9
			0	Not selected	232	86.89	10.52
			1	Selected	35	13.11	1.59
Q11_3_B_NONE	Provides paid disability leave for no staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1939		87.9
			0	Not selected	209	78.28	9.47
			1	Selected	58	21.72	2.63
Q11_3_C_PROF	Provides paid vacation leave for senior managers/professional staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1911		86.63
			0	Not selected	46	15.59	2.09
			1	Selected	249	84.41	11.29
Q11_3_C_HRLY	Provides paid vacation leave for hourly staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1911		86.63
			0	Not selected	76	25.76	3.45
			1	Selected	219	74.24	9.93
Q11_3_C_PT	Provides paid vacation leave for part-time staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1911		86.63

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			0	Not selected	237	80.34	10.74
			1	Selected	58	19.66	2.63
Q11_3_C_NONE	Provides paid vacation leave for no staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1911		86.63
			0	Not selected	260	88.14	11.79
			1	Selected	35	11.86	1.59
Q11_3_D_PROF	Provides paid maternity leave for senior managers/professional staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2023		91.7
			0	Not selected	54	29.51	2.45
			1	Selected	129	70.49	5.85
Q11_3_D_HRLY	Provides paid maternity leave for hourly staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2023		91.7
			0	Not selected	85	46.45	3.85
			1	Selected	98	53.55	4.44
Q11_3_D_PT	Provides paid maternity leave for part-time staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2023		91.7
			0	Not selected	156	85.25	7.07
			1	Selected	27	14.75	1.22
Q11_3_D_NONE	Provides paid maternity leave for no staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2070		93.83
			0	Not selected	85	62.5	3.85
			1	Selected	51	37.5	2.31
Q11_3_E_PROF	Provides paid paternity leave for senior managers/professional staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2070		93.83
			0	Not selected	52	38.24	2.36
			1	Selected	84	61.76	3.81
Q11_3_E_HRLY	Provides paid paternity leave for hourly staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2070		93.83
			0	Not selected	77	56.62	3.49
			1	Selected	59	43.38	2.67
Q11_3_E_PT	Provides paid paternity leave for part-time staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2070		93.83
			0	Not selected	116	85.29	5.26
			1	Selected	20	14.71	0.91
Q11_3_E_NONE	Provides paid paternity leave for no staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2070		93.83
			0	Not selected	85	62.5	3.85
			1	Selected	51	37.5	2.31
Q11_3_F_PROF	Provides paid leave for another family member's illness or medical care for senior managers/professional staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2067		93.7
			0	Not selected	57	41.01	2.58
			1	Selected	82	58.99	3.72
Q11_3_F_HRLY	Provides paid leave for another family member's illness or medical care for hourly staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2067		93.7
			0	Not selected	81	58.27	3.67
			1	Selected	58	41.73	2.63
Q11_3_F_PT	Provides paid leave for another family member's illness or medical care for part-time staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2067		93.7

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			0	Not selected	118	84.89	5.35
			1	Selected	21	15.11	0.95
Q11_3_F_NONE	Provides paid leave for another family member's illness or medical care for no staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2124		96.28
			0	Not selected	45	54.88	2.04
			1	Selected	37	45.12	1.68
Q11_3_G_PROF	Provides paid leave for eldercare for senior managers/professional staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2124		96.28
			0	Not selected	41	50	1.86
			1	Selected	41	50	1.86
Q11_3_G_HRLY	Provides paid leave for eldercare for hourly staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2124		96.28
			0	Not selected	55	67.07	2.49
			1	Selected	27	32.93	1.22
Q11_3_G_PT	Provides paid leave for eldercare for part-time staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2124		96.28
			0	Not selected	74	90.24	3.35
			1	Selected	8	9.76	0.36
Q11_3_G_NONE	Provides paid leave for eldercare for no staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2124		96.28
			0	Not selected	45	54.88	2.04
			1	Selected	37	45.12	1.68
Q11_3_H_PROF	Provides flex time for senior managers/professional staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1977		89.62
			0	Not selected	88	38.43	3.99
			1	Selected	141	61.57	6.39
Q11_3_H_HRLY	Provides flex time for hourly staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1977		89.62
			0	Not selected	176	76.86	7.98
			1	Selected	53	23.14	2.4
Q11_3_H_PT	Provides flex time for part-time staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1977		89.62
			0	Not selected	191	83.41	8.66
			1	Selected	38	16.59	1.72
Q11_3_H_NONE	Provides flex time for no staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	1977		89.62
			0	Not selected	160	69.87	7.25
			1	Selected	69	30.13	3.13
Q11_3_I_PROF	Provides any other paid time off for senior managers/professional staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2017		91.43
			0	Not selected	59	31.22	2.67
			1	Selected	130	68.78	5.89
Q11_3_I_HRLY	Provides any other paid time off for hourly staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2017		91.43
			0	Not selected	81	42.86	3.67
			1	Selected	108	57.14	4.9
Q11_3_I_PT	Provides any other paid time off for part-time staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2017		91.43
			0	Not selected	160	84.66	7.25

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			1	Selected	29	15.34	1.31
Q11_3_I_NONE	Provides any other paid time off for no staff who have worked at company for a pre-established length of time	N	.	Don't Know/Refused	0		
			.S	Skip	2017		91.43
			0	Not selected	138	73.02	6.26
			1	Selected	51	26.98	2.31
Q14	Has any employees who are paid hourly	N	.	Don't Know/Refused	18		0.82
			.S	Skip	0		
			1	Yes	1936	88.48	87.76
			2	No	252	11.52	11.42
Q14A	Number of hourly workers who earn an hourly wage below $15.00 per hour	N	.	Don't Know/Refused	23		1.04
			.S	Skip	270		12.24
			1	All	129	6.74	5.85
			2	Most (half or more) (variant 1) / Half or more (variant 2)	409	21.38	18.54
			3	Some (less than half) (variant 1) / Less than half (variant 2)	821	42.92	37.22
			4	None	554	28.96	25.11
EMPLOY_LOW_WAGE_WORKERS	Most or all employees at worksite earn less than $15.00 per hour	N	.	Don't Know/Refused	41		1.86
			.S	Skip	0		
			1	Yes	538	24.85	24.39
			2	No	1627	75.15	73.75
Q15	Company uses a point or demerit system that tracks absences	N	.	Don't Know/Refused	23		1.04
			1	Yes, for all employees	420	19.24	19.04
			2	Yes, for some employees	189	8.66	8.57
			3	No	1420	65.05	64.37
			4	Depends on circumstances	154	7.05	6.98
Q15A_1	Company use a point or demerit system to track absences for hourly workers	N	.	Don't Know/Refused	0		
			.S	Skip	2017		91.43
			0	Not selected	6	3.17	0.27
			1	Selected	183	96.83	8.3
Q15A_2	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week)	N	.	Don't Know/Refused	0		
			.S	Skip	2017		91.43
			0	Not selected	128	67.72	5.8
			1	Selected	61	32.28	2.77
Q15A_3	Company use a point or demerit system to track absences for senior managers/professional staff	N	.	Don't Know/Refused	0		
			.S	Skip	2017		91.43
			0	Not selected	170	89.95	7.71
			1	Selected	19	10.05	0.86
Q16_A	Site's policies allow FMLA for ... the care of a newborn	N	.	Don't Know/Refused	29		1.31
			1	Yes	1767	81.17	80.1
			2	No	251	11.53	11.38
			3	Depends on circumstances	159	7.3	7.21
Q16_B	Site's policies allow FMLA for ... an adoption or foster care placement	N	.	Don't Know/Refused	35		1.59
			1	Yes	1645	75.77	74.57
			2	No	315	14.51	14.28
			3	Depends on circumstances	211	9.72	9.56
Q16_C	Site's policies allow FMLA for ... an employee's own serious health condition (not including pregnancy-related health reasons	N	.	Don't Know/Refused	28		1.27
			1	Yes	1832	84.11	83.05
			2	No	197	9.04	8.93
			3	Depends on circumstances	149	6.84	6.75
Q16_D	Site's policies allow FMLA for ... a pregnancy-related health reason	N	.	Don't Know/Refused	32		1.45
			1	Yes	1768	81.32	80.15
			2	No	246	11.32	11.15
			3	Depends on circumstances	160	7.36	7.25
Q16_E	Site's policies allow FMLA for ... the care of a child with a serious health condition	N	.	Don't Know/Refused	30		1.36

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			1	Yes	1746	80.24	79.15
			2	No	236	10.85	10.7
			3	Depends on circumstances	194	8.92	8.79
Q16_F	Site's policies allow FMLA for ... the care of a spouse or parent with a serious health condition	N	.	Don't Know/Refused	32		1.45
			1	Yes	1722	79.21	78.06
			2	No	238	10.95	10.79
			3	Depends on circumstances	214	9.84	9.7
Q16_G	Site's policies allow FMLA for ... the eldercare of a parent or spouse	N	.	Don't Know/Refused	42		1.9
			1	Yes	1473	68.07	66.77
			2	No	347	16.04	15.73
			3	Depends on circumstances	344	15.9	15.59
Q16_H	Site's policies allow FMLA for ... the care of a military service member with a serious injury or illness or a qualifying exigency	N	.	Don't Know/Refused	48		2.18
			1	Yes	1642	76.09	74.43
			2	No	283	13.11	12.83
			3	Depends on circumstances	233	10.8	10.56
Q16X_1_A	Site's leave policies for care of a newborn cover guardians and caregivers of a child regardless of their legal or biological relationship to a child	N	.	Don't Know/Refused	83		3.76
			.S	Skip	280		12.69
			1	Yes	1428	77.48	64.73
			2	No	415	22.52	18.81
Q16X_1_B	Site's leave policies for adoption or foster care placement cover guardians and caregivers of a child regardless of their legal or biological relationship to a child	N	.	Don't Know/Refused	75		3.4
			.S	Skip	350		15.87
			1	Yes	1391	78.1	63.06
			2	No	390	21.9	17.68
Q16X_1_E	Site's leave policies for care of child with a serious health condition cover guardians and caregivers of a child regardless of their legal or biological relationship to a child	N	.	Don't Know/Refused	81		3.67
			.S	Skip	266		12.06
			1	Yes	1447	77.84	65.59
			2	No	412	22.16	18.68
Q16X_2_CAT	How much notification is needed for foreseeable absences ... Days	N	.	Don't Know/Refused	109		4.94
			.S	Skip	215		9.75
			0	0 Days	365	19.39	16.55
			1	>0 but less than 1 day	91	4.84	4.13
			2	1 Day	139	7.39	6.3
			3	>1 to 2 days	45	2.39	2.04
			4	>2 to 4 days	125	6.64	5.67
			5	>4 to 6 days	156	8.29	7.07
			6	>6 to 10 days	307	16.31	13.92
			7	More than 10 Days	654	34.75	29.65
Q16X_3	Does this site have a written policy for taking family and medical leave?	N	.	Don't Know/Refused	72		3.26
			.S	Skip	215		9.75
			1	Yes	1574	82.02	71.35
			2	No	345	17.98	15.64
Q16X_4_CAT	Minimum time increment employees are permitted to take for FMLA type leave ... Days	N	.	Don't Know/Refused	334		15.14
			.S	Skip	0		
			0	0 Days	555	29.65	25.16
			1	>0 but less than 1 Day	730	39	33.09
			2	1 Day	227	12.13	10.29
			3	>1 to 3 Days	101	5.4	4.58
			4	>3 to 5 Days	72	3.85	3.26
			5	>5 to 10 Days	55	2.94	2.49
			6	More than 10 Days	132	7.05	5.98
Q16X_5	Does this site provide full or partial pay during FMLA qualifying leave?	N	.	Don't Know/Refused	69		3.13
			.S	Skip	215		9.75
			1	Yes, full	304	15.82	13.78

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			2	Yes, partial	295	15.35	13.37
			3	No paid leave offered	838	43.6	37.99
			4	Other, please specify:	485	25.23	21.99
Q17	Does the FMLA apply, does it not apply, or are you not sure if it applies?	N	.	Don't Know/Refused	8		0.36
			.S	Skip	0		
			1	Applies	1546	70.34	70.08
			2	Does not apply	405	18.43	18.36
			3	Not sure	247	11.24	11.2
COVERED_SELF_REPORTED	Worksite self-reports that it is covered under FMLA	N	0	Worksite does not self-report that is covered under FMLA	660	29.92	29.92
			1	Worksite self-reports that is covered under FMLA	1546	70.08	70.08
Q19_PCT	Percent of employees of worksite who took leave classified as being under FMLA	N	.	Don't Know/Refused	37		1.68
			.S	Skip	661		29.96
			Observed Range	0 - 100	1508		
Q20_CAT	Total number of separate leaves taken in the same time period	N	.	Don't Know/Refused	81		3.67
			.S	Skip	1078		48.87
			1	1-5 leaves	492	46.99	22.3
			2	6-10 leaves	168	16.05	7.62
			3	11-50 leaves	233	22.25	10.56
			4	More than 50 leaves	154	14.71	6.98
Q21_PCT	Percentage of employees that took leave on an intermittent basis	N	.	Don't Know/Refused	13		0.59
			.S	Skip	1078		48.87
			Observed Range	0 - 100	1115		
Q21A	Ease or difficulty of administering intermittent leave	N	.	Don't Know/Refused	2		0.09
			.S	Skip	1547		70.13
			1	Very easy	46	7	2.09
			2	Somewhat easy	111	16.89	5.03
			3	Neither easy or difficult	156	23.74	7.07
			4	Somewhat difficult	257	39.12	11.65
			5	Very difficult	87	13.24	3.94
Q21B	Percentage of FMLA granted leave(s) during the last 12 months taken on an intermittent basis	N	.	Don't Know/Refused	3		0.14
			.S	Skip	1547		70.13
			1	None	11	1.68	0.5
			2	1-5%	179	27.29	8.11
			3	6-10%	65	9.91	2.95
			4	11-15%	37	5.64	1.68
			5	6-20%	62	9.45	2.81
			6	21-50%	174	26.52	7.89
			7	More than 50%	128	19.51	5.8
Q22	Workers permitted to rejoin mid-shift or require employee to take the entire shift as leave	N	.	Don't Know/Refused	22		1
			.S	Skip	1078		48.87
			1	Rejoin mid-shift	516	46.65	23.39
			2	Require entire shift as leave	84	7.59	3.81
			3	Depends on supervisor	123	11.12	5.58
			4	This organization does not have shift workers	383	34.63	17.36
Q23	Any employees did not return to work for same employer after leave	N	.	Don't Know/Refused	9		0.41
			.S	Skip	1078		48.87
			1	Yes	374	33.42	16.95
			2	No	745	66.58	33.77
Q24_PCT	Percent of employees who chose not to return to work	N	.	Don't Know/Refused	8		0.36
			.S	Skip	1832		83.05
			Observed Range	0 - 100	366		
Q25	Number of leaves taken under FMLA that are given with notice from the employee that is consistent with the company's policies	N	.	Don't Know/Refused	7		0.32
			.S	Skip	1078		48.87

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			1	All	555	49.51	25.16
			2	Most (half or more) (variant 1) / Half or more (variant 2)	435	38.8	19.72
			3	Some (less than half) (variant 1) / Less than half (variant 2)	113	10.08	5.12
			4	None	18	1.61	0.82
Q26_CAT	Number of medical certifications for FMLA leave accepted as complete and sufficient at this location	N	.	Don't Know/Refused	49		2.22
			.S	Skip	1078		48.87
			0	0 certifications	64	5.93	2.9
			1	1 certification	154	14.27	6.98
			2	2 certifications	114	10.57	5.17
			3	3-4 certifications	154	14.27	6.98
			4	5-10 certifications	230	21.32	10.43
			5	11-20 certifications	118	10.94	5.35
			6	More than 20 certifications	245	22.71	11.11
Q26A_CAT	Number of medical certifications for FMLA leave that were returned to the employee to provide additional information at this location	N	.	Don't Know/Refused	57		2.58
			.S	Skip	1078		48.87
			0	0 certifications	748	69.84	33.91
			1	1 certification	88	8.22	3.99
			2	2 certifications	61	5.7	2.77
			3	3-4 certifications	42	3.92	1.9
			4	5-10 certifications	65	6.07	2.95
			5	11-20 certifications	22	2.05	1
			6	More than 20 certifications	45	4.2	2.04
Q27_CAT	Number of FMLA leave applications denied for any reason	N	.	Don't Know/Refused	32		1.45
			.S	Skip	660		29.92
			1	All or most (half or more) (variant 1) / All or half or more (variant 2)	9	0.59	0.41
			3	Some (less than half) (variant 1) / Less than half (variant 2)	310	20.48	14.05
			4	None	1195	78.93	54.17
Q28_A_CAT	Have eligible employees been denied Family and Medical Leave because they used their entire time allotment covered by FMLA?	N	.	Don't Know/Refused	18		0.82
			.S	Skip	1887		85.54
			1	Yes	168	55.81	7.62
			2	No	133	44.19	6.03
Q28_B_CAT	Have eligible employees been denied Family and Medical Leave because employee's care recipient was not a qualifying family member under FMLA?	N	.	Don't Know/Refused	23		1.04
			.S	Skip	1887		85.54
			1	Yes	107	36.15	4.85
			2	No	189	63.85	8.57
Q28_C_CAT	Have eligible employees been denied Family and Medical Leave because medical condition did not meet the criteria for a serious health condition under FMLA?	N	.	Don't Know/Refused	25		1.13
			.S	Skip	1887		85.54
			1	Yes	124	42.18	5.62
			2	No	170	57.82	7.71
Q28_D_CAT	Have eligible employees been denied Family and Medical Leave because they did not meet your organization's notice requirements?	N	.	Don't Know/Refused	25		1.13
			.S	Skip	1887		85.54
			1	Yes	51	17.35	2.31
			2	No	243	82.65	11.02
Q34	Frequency that the worksite requires medical certification for employees that request FMLA leave	N	.	Don't Know/Refused	16		0.73
			.S	Skip	660		29.92
			1	Always	1141	74.58	51.72
			2	Often	158	10.33	7.16
			3	Half the time	35	2.29	1.59
			4	Rarely	93	6.08	4.22
			5	Never	103	6.73	4.67

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
Q34A_1	Which aspects of employee FMLA leave requests generate the need for medical certification? Length of time for which leave was requested	N	.	Don't Know/Refused	0		
			.S	Skip	1920		87.04
			0	Not selected	135	47.2	6.12
			1	Selected	151	52.8	6.84
Q34A_2	Which aspects of employee FMLA leave requests generate the need for medical certification? Nature of the medical condition for which leave is requested	N	.	Don't Know/Refused	0		
			.S	Skip	1920		87.04
			0	Not selected	91	31.82	4.13
			1	Selected	195	68.18	8.84
Q34A_3	Which aspects of employee FMLA leave requests generate the need for medical certification? Supervisor request	N	.	Don't Know/Refused	0		
			.S	Skip	1920		87.04
			0	Not selected	245	85.66	11.11
			1	Selected	41	14.34	1.86
Q34A_4	Which aspects of employee FMLA leave requests generate the need for medical certification? Care is for employee's family member	N	.	Don't Know/Refused	0		
			.S	Skip	1920		87.04
			0	Not selected	149	52.1	6.75
			1	Selected	137	47.9	6.21
Q34A_5	Which aspects of employee FMLA leave requests generate the need for medical certification? Care is for employee's own serious health condition	N	.	Don't Know/Refused	0		
			.S	Skip	1920		87.04
			0	Not selected	126	44.06	5.71
			1	Selected	160	55.94	7.25
Q34A_6	Which aspects of employee FMLA leave requests generate the need for medical certification? Other (Specify)	N	.	Don't Know/Refused	0		
			.S	Skip	1920		87.04
			0	Not selected	275	96.15	12.47
			1	Selected	11	3.85	0.5
Q35	Company contacts employees' health care providers as part of the certification process	N	.	Don't Know/Refused	4		0.18
			.S	Skip	779		35.31
			1	Yes	136	9.56	6.17
			2	No	706	49.61	32
			3	Depends	581	40.83	26.34
Q37	Frequency that employer requires re-certification	N	.	Don't Know/Refused	62		2.81
			.S	Skip	779		35.31
			1	Less frequently than every 6 months	456	33.41	20.67
			2	Every 6 months	379	27.77	17.18
			3	More frequently than every 6 months	218	15.97	9.88
			5	Never	312	22.86	14.14
Q39_A	Does your organization pay for initial medical certification?	N	.	Don't Know/Refused	57		2.58
			.S	Skip	779		35.31
			1	Yes	100	7.3	4.53
			2	No	1270	92.7	57.57
Q39_B	Does your organization pay for recertification?	N	.	Don't Know/Refused	65		2.95
			.S	Skip	779		35.31
			1	Yes	99	7.27	4.49
			2	No	1263	92.73	57.25
Q39_C	Does your organization pay for second or third certifications?	N	.	Don't Know/Refused	73		3.31
			.S	Skip	779		35.31
			1	Yes	168	12.41	7.62
			2	No	1186	87.59	53.76
Q39_D	Does your organization pay for fitness for duty certification?	N	.	Don't Know/Refused	67		3.04
			.S	Skip	779		35.31
			1	Yes	230	16.91	10.43
			2	No	1130	83.09	51.22
Q39_E	Does your organization pay for insufficient certification correction?	N	.	Don't Know/Refused	68		3.08

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			.S	Skip	779		35.31
			1	Yes	75	5.52	3.4
			2	No	1284	94.48	58.2
Q40_PCT	Percent of leaves suspected to have been misused	N	.	Don't Know/Refused	12		0.54
			.S	Skip	1159		52.54
			Observed Range	0 - 100	1035		
Q41_1	Suspect misuse because...the employee had a predictable leave pattern	N	.	Don't Know/Refused	0		
			.S	Skip	1986		90.03
			0	Not selected	85	38.64	3.85
			1	Selected	135	61.36	6.12
Q41_2	Suspect misuse because...the employee used leave to cover tardiness	N	.	Don't Know/Refused	0		
			.S	Skip	1986		90.03
			0	Not selected	146	66.36	6.62
			1	Selected	74	33.64	3.35
Q41_3	Suspect misuse because...the employee used common excuses or doubting reason for leave	N	.	Don't Know/Refused	0		
			.S	Skip	1986		90.03
			0	Not selected	113	51.36	5.12
			1	Selected	107	48.64	4.85
Q41_4	Suspect misuse because...of doubt about the validity of a certification	N	.	Don't Know/Refused	0		
			.S	Skip	1986		90.03
			0	Not selected	154	70	6.98
			1	Selected	66	30	2.99
Q41_5	Suspect misuse because...the employee took frequent leave with short or no advance notice provided or intermittent leave in general	N	.	Don't Know/Refused	0		
			.S	Skip	1986		90.03
			0	Not selected	106	48.18	4.81
			1	Selected	114	51.82	5.17
Q41_6	Suspect misuse because...of past experience with employee	N	.	Don't Know/Refused	0		
			.S	Skip	1986		90.03
			0	Not selected	85	38.64	3.85
			1	Selected	135	61.36	6.12
Q41_7	Suspect misuse because...of some other reason	N	.	Don't Know/Refused	0		
			.S	Skip	1986		90.03
			0	Not selected	188	85.45	8.52
			1	Selected	32	14.55	1.45
Q42	Have you ever confirmed an employee's misuse of FMLA?	N	.	Don't Know/Refused	23		1.04
			.S	Skip	660		29.92
			1	Yes	93	6.11	4.22
			2	No	1430	93.89	64.82
Q43_A	What disciplinary action was taken for the most recent case of FMLA misuse?...Absence counted against the employee on point system	N	.	Don't Know/Refused	5		0.23
			.S	Skip	2113		95.78
			1	Yes	50	56.82	2.27
			2	No	38	43.18	1.72
Q43_B	What disciplinary action was taken for the most recent case of FMLA misuse?...The employee given a verbal warning	N	.	Don't Know/Refused	7		0.32
			.S	Skip	2113		95.78
			1	Yes	47	54.65	2.13
			2	No	39	45.35	1.77
Q43_C	What disciplinary action was taken for the most recent case of FMLA misuse?...The employee was given a written warning	N	.	Don't Know/Refused	6		0.27
			.S	Skip	2113		95.78
			1	Yes	39	44.83	1.77
			2	No	48	55.17	2.18
Q43_D	What disciplinary action was taken for the most recent case of FMLA misuse?...The employee was suspended	N	.	Don't Know/Refused	9		0.41
			.S	Skip	2113		95.78
			1	Yes	16	19.05	0.73

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			2	No	68	80.95	3.08
Q43_E	What disciplinary action was taken for the most recent case of FMLA misuse?...The employee was terminated	N	.	Don't Know/Refused	6		0.27
			.S	Skip	2113		95.78
			1	Yes	37	42.53	1.68
			2	No	50	57.47	2.27
Q43_F	What disciplinary action was taken for the most recent case of FMLA misuse?...Other	N	.	Don't Know/Refused	52		2.36
			.S	Skip	2113		95.78
			1	Yes	9	21.95	0.41
			2	No	32	78.05	1.45
Q44_A	Are eligible employees...Provided with written guidance on how the Act is coordinated with existing policies	N	.	Don't Know/Refused	22		1
			.S	Skip	660		29.92
			1	Yes	1282	84.12	58.11
			2	No	135	8.86	6.12
			3	Depends on circumstances	107	7.02	4.85
Q44_B	Are eligible employees...Provided with written guidance on how much of the leave taken was counted as FMLA leave	N	.	Don't Know/Refused	23		1.04
			.S	Skip	660		29.92
			1	Yes	1115	73.21	50.54
			2	No	201	13.2	9.11
			3	Depends on circumstances	207	13.59	9.38
Q44_C	Are eligible employees...Required to use their paid leave before taking unpaid leave	N	.	Don't Know/Refused	22		1
			.S	Skip	660		29.92
			1	Yes	806	52.89	36.54
			2	No	500	32.81	22.67
			3	Depends on circumstances	218	14.3	9.88
Q44_D	Are eligible employees...Ever offered alternative work arrangements instead of leave	N	.	Don't Know/Refused	20		0.91
			.S	Skip	660		29.92
			1	Yes	547	35.85	24.8
			2	No	402	26.34	18.22
			3	Depends on circumstances	577	37.81	26.16
Q47_1	Sources of information on FMLA...U.S. Department of Labor	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	319	20.63	14.46
			1	Selected	1227	79.37	55.62
Q47_2	Sources of information on FMLA...The media	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	1465	94.76	66.41
			1	Selected	81	5.24	3.67
Q47_3	Sources of information on FMLA...A trade group	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	1266	81.89	57.39
			1	Selected	280	18.11	12.69
Q47_4	Sources of information on FMLA...An attorney or consultant	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	736	47.61	33.36
			1	Selected	810	52.39	36.72
Q47_5	Sources of information on FMLA...A union	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	1516	98.06	68.72
			1	Selected	30	1.94	1.36
Q47_6	Sources of information on FMLA...Your employees	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	1449	93.73	65.68
			1	Selected	97	6.27	4.4
Q47_7	Sources of information on FMLA...Existing company policies	N	.	Don't Know/Refused	0		

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			.S	Skip	660		29.92
			0	Not selected	542	35.06	24.57
			1	Selected	1004	64.94	45.51
Q47_8	Sources of information on FMLA...Third party hired to process FMLA leave requests	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	1275	82.47	57.8
			1	Selected	271	17.53	12.28
Q47_9	Sources of information on FMLA...Some other source	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	1266	81.89	57.39
			1	Selected	280	18.11	12.69
Q47_10	Sources of information on FMLA...Do not use any source	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	1520	98.32	68.9
			1	Selected	26	1.68	1.18
Q48_1	Which method do you use to inform employees of their rights under FMLA...Employee handbook	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	290	18.76	13.15
			1	Selected	1256	81.24	56.94
Q48_2	Which method do you use to inform employees of their rights under FMLA...Notice on bulletin board	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	502	32.47	22.76
			1	Selected	1044	67.53	47.33
Q48_3	Which method do you use to inform employees of their rights under FMLA...Memos	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	1187	76.78	53.81
			1	Selected	359	23.22	16.27
Q48_4	Which method do you use to inform employees of their rights under FMLA...Computer network, Intranet or Email	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	901	58.28	40.84
			1	Selected	645	41.72	29.24
Q48_5	Which method do you use to inform employees of their rights under FMLA...Oral notification	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	869	56.21	39.39
			1	Selected	677	43.79	30.69
Q48_6	Which method do you use to inform employees of their rights under FMLA...Employee orientation or other meetings with employees	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	629	40.69	28.51
			1	Selected	917	59.31	41.57
Q48_7	Which method do you use to inform employees of their rights under FMLA...Some other method	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	1357	87.77	61.51
			1	Selected	189	12.23	8.57
Q48_8	Which method do you use to inform employees of their rights under FMLA...Do not inform employees of their rights	N	.	Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	1538	99.48	69.72
			1	Selected	8	0.52	0.36
Q48A_1	When do you notify employees about their rights under the FMLA?...When they are first hired	N	.	Don't Know/Refused	0		
			.S	Skip	668		30.28
			0	Not selected	311	20.22	14.1

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			1	Selected	1227	79.78	55.62
Q48A_2	When do you notify employees about their rights under the FMLA?...Annually	N	.	Don't Know/Refused	0		
			.S	Skip	668		30.28
			0	Not selected	1260	81.92	57.12
			1	Selected	278	18.08	12.6
Q48A_3	When do you notify employees about their rights under the FMLA?...As soon as they provide notice of any event for which they may need FMLA-eligible leave	N	.	Don't Know/Refused	0		
			.S	Skip	668		30.28
			0	Not selected	314	20.42	14.23
			1	Selected	1224	79.58	55.49
Q49_A	Over the years, has the cost of complying with FMLA increased, decreased, or not changed?...Administrative costs	N	.	Don't Know/Refused	51		2.31
			.S	Skip	660		29.92
			1	Increased	574	38.39	26.02
			2	Decreased	13	0.87	0.59
			3	Not changed	908	60.74	41.16
Q49_B	Over the years, has the cost of complying with FMLA increased, decreased, or not changed?...Cost of continuing benefits	N	.	Don't Know/Refused	58		2.63
			.S	Skip	660		29.92
			1	Increased	533	35.82	24.16
			2	Decreased	15	1.01	0.68
			3	Not changed	940	63.17	42.61
Q49_C	Over the years, has the cost of complying with FMLA increased, decreased, or not changed?...Hiring/training costs	N	.	Don't Know/Refused	51		2.31
			.S	Skip	660		29.92
			1	Increased	349	23.34	15.82
			2	Decreased	8	0.54	0.36
			3	Not changed	1138	76.12	51.59
Q49_D	Over the years, has the cost of complying with FMLA increased, decreased, or not changed?...Other costs, please specify which costs	N	.	Don't Know/Refused	726		32.91
			.S	Skip	660		29.92
			1	Increased	106	12.93	4.81
			2	Decreased	0	0	0
			3	Not changed	714	87.07	32.37
Q49_E	Over the years, has the cost of complying with FMLA increased, decreased, or not changed?...Any additional costs, please specify which costs	N	.	Don't Know/Refused	797		36.13
			.S	Skip	660		29.92
			1	Increased	26	3.47	1.18
			2	Decreased	0	0	0
			3	Not changed	723	96.53	32.77
Q50_A	Ease of implementation...Coordinating leave and attendance policies with FMLA	N	.	Don't Know/Refused	22		1
			.S	Skip	660		29.92
			1	Very easy	420	27.56	19.04
			2	Somewhat easy	688	45.14	31.19
			3	Somewhat difficult	276	18.11	12.51
			4	Very difficult	52	3.41	2.36
			5	Not applicable	88	5.77	3.99
Q50_B	Ease of implementation...Coordinating leave policies with Americans with Disabilities Act requirements	N	.	Don't Know/Refused	30		1.36
			.S	Skip	660		29.92
			1	Very easy	312	20.58	14.14
			2	Somewhat easy	541	35.69	24.52
			3	Somewhat difficult	413	27.24	18.72
			4	Very difficult	125	8.25	5.67
			5	Not applicable	125	8.25	5.67
Q50_C	Ease of implementation...Coordinating leave policies with state leave policies or laws	N	.	Don't Know/Refused	25		1.13
			.S	Skip	660		29.92
			1	Very easy	388	25.51	17.59
			2	Somewhat easy	595	39.12	26.97

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			3	Somewhat difficult	302	19.86	13.69
			4	Very difficult	74	4.87	3.35
			5	Not applicable	162	10.65	7.34
Q50_D	Ease of implementation...Coordinating leave policies with local (city or county) leave policies or laws	N	.	Don't Know/Refused	26		1.18
			.S	Skip	660		29.92
			1	Very easy	355	23.36	16.09
			2	Somewhat easy	534	35.13	24.21
			3	Somewhat difficult	238	15.66	10.79
			4	Very difficult	56	3.68	2.54
			5	Not applicable	337	22.17	15.28
Q50_E	Ease of implementation...Coordinating FMLA with Collective Bargaining Agreement	N	.	Don't Know/Refused	11		0.5
			.S	Skip	1893		85.81
			1	Very easy	62	20.53	2.81
			2	Somewhat easy	94	31.13	4.26
			3	Somewhat difficult	50	16.56	2.27
			4	Very difficult	10	3.31	0.45
			5	Not applicable	86	28.48	3.9
Q50_F	Ease of implementation...Administering FMLA's notification, designation, and certification requirements	N	.	Don't Know/Refused	25		1.13
			.S	Skip	660		29.92
			1	Very easy	393	25.84	17.82
			2	Somewhat easy	660	43.39	29.92
			3	Somewhat difficult	293	19.26	13.28
			4	Very difficult	69	4.54	3.13
			5	Not applicable	106	6.97	4.81
Q50_G	Ease of implementation...Determining if a health condition is a serious health condition under FMLA	N	.	Don't Know/Refused	25		1.13
			.S	Skip	660		29.92
			1	Very easy	361	23.73	16.36
			2	Somewhat easy	713	46.88	32.32
			3	Somewhat difficult	266	17.49	12.06
			4	Very difficult	42	2.76	1.9
			5	Not applicable	139	9.14	6.3
Q51_A	Helpfulness of FMLA provisions...The exception for highly paid key employees	N	.	Don't Know/Refused	57		2.58
			.S	Skip	660		29.92
			1	Very helpful	270	18.13	12.24
			2	Somewhat helpful	390	26.19	17.68
			3	Not at all helpful	165	11.08	7.48
			4	Not applicable	664	44.59	30.1
Q51_B	Helpfulness of FMLA provisions...Medical certifications	N	.	Don't Know/Refused	41		1.86
			.S	Skip	660		29.92
			1	Very helpful	712	47.31	32.28
			2	Somewhat helpful	504	33.49	22.85
			3	Not at all helpful	46	3.06	2.09
			4	Not applicable	243	16.15	11.02
Q51_C	Helpfulness of FMLA provisions...Second and third medical opinions	N	.	Don't Know/Refused	60		2.72
			.S	Skip	660		29.92
			1	Very helpful	206	13.86	9.34
			2	Somewhat helpful	442	29.74	20.04
			3	Not at all helpful	153	10.3	6.94
			4	Not applicable	685	46.1	31.05
Q51_D	Helpfulness of FMLA provisions...Advance notice of foreseeable leave	N	.	Don't Know/Refused	43		1.95
			.S	Skip	660		29.92
			1	Very helpful	619	41.18	28.06
			2	Somewhat helpful	546	36.33	24.75
			3	Not at all helpful	93	6.19	4.22
			4	Not applicable	245	16.3	11.11

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
Q51_E	Helpfulness of FMLA provisions...Transfer to an alternative position	N	.	Don't Know/Refused	53		2.4
			.S	Skip	660		29.92
			1	Very helpful	257	17.21	11.65
			2	Somewhat helpful	550	36.84	24.93
			3	Not at all helpful	176	11.79	7.98
			4	Not applicable	510	34.16	23.12
Q51_F	Helpfulness of FMLA provisions...Medical recertification	N	.	Don't Know/Refused	47		2.13
			.S	Skip	660		29.92
			1	Very helpful	475	31.69	21.53
			2	Somewhat helpful	595	39.69	26.97
			3	Not at all helpful	70	4.67	3.17
			4	Not applicable	359	23.95	16.27
Q51_G	Helpfulness of FMLA provisions...Fitness for duty certification	N	.	Don't Know/Refused	49		2.22
			.S	Skip	660		29.92
			1	Very helpful	545	36.41	24.71
			2	Somewhat helpful	529	35.34	23.98
			3	Not at all helpful	65	4.34	2.95
			4	Not applicable	358	23.91	16.23
Q51_H	Helpfulness of FMLA provisions...Certification of leave for care of military service member, or for qualifying exigency while employee's spouse or relative is on covered active duty or call to covered	N	.	Don't Know/Refused	53		2.4
			.S	Skip	660		29.92
			1	Very helpful	383	25.65	17.36
			2	Somewhat helpful	445	29.81	20.17
			3	Not at all helpful	55	3.68	2.49
			4	Not applicable	610	40.86	27.65
Q52	Ease of complying with FMLA	N	.	Don't Know/Refused	6		0.27
			.S	Skip	660		29.92
			1	Very easy	611	39.68	27.7
			2	Somewhat easy	505	32.79	22.89
			3	Somewhat difficult	144	9.35	6.53
			4	Very difficult	19	1.23	0.86
			5	Neither easy nor difficult	261	16.95	11.83
Q53	Has complying with the FMLA resulted in any cost savings at this location?	N	.	Don't Know/Refused	65		2.95
			.S	Skip	660		29.92
			1	Yes	204	13.77	9.25
			2	No	1277	86.23	57.89
Q54	Has leave taken on an intermittent basis had an impact, either positive or negative, on this location's productivity?	N	.	Don't Know/Refused	11		0.5
			.S	Skip	1547		70.13
			1	Yes	403	62.19	18.27
			2	No	245	37.81	11.11
Q54A	Has this impact on productivity been positive, negative, or both positive and negative?	N	.	Don't Know/Refused	1		0.05
			.S	Skip	1803		81.73
			1	Positive	33	8.21	1.5
			2	Some positive some negative	195	48.51	8.84
			3	Negative	174	43.28	7.89
Q54B	Has this impact on productivity been small, moderate or large?	N	.	Don't Know/Refused	3		0.14
			.S	Skip	1803		81.73
			1	Small	138	34.5	6.26
			2	Moderate	216	54	9.79
			3	Large	46	11.5	2.09
Q55	Has leave taken on intermittent basis had an impact, either positive or negative, on this location's profitability?	N	.	Don't Know/Refused	32		1.45
			.S	Skip	1547		70.13
			1	Yes	198	31.58	8.98
			2	No	429	68.42	19.45

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
Q55A	Has this impact on profitability been positive, negative, or both positive and negative?	N	.	Don't Know/Refused	0		
			.S	Skip	2008		91.02
			1	Positive	17	8.59	0.77
			2	Some positive some negative	74	37.37	3.35
			3	Negative	107	54.04	4.85
Q55B	Has this impact on profitability been small, moderate or large?	N	.	Don't Know/Refused	0		
			.S	Skip	2008		91.02
			1	Small	91	45.96	4.13
			2	Moderate	89	44.95	4.03
			3	Large	18	9.09	0.82
Q55C	Has leave taken on an intermittent basis had an impact on this location's overall employee morale?	N	.	Don't Know/Refused	15		0.68
			.S	Skip	1547		70.13
			1	Yes	323	50.16	14.64
			2	No	321	49.84	14.55
Q55D	Has this impact on overall employee morale been positive, negative, or both positive and negative?	N	.	Don't Know/Refused	0		
			.S	Skip	1883		85.36
			1	Positive	53	16.41	2.4
			2	Some positive some negative	160	49.54	7.25
			3	Negative	110	34.06	4.99
Q56	What effect has complying with FMLA had on this location?	N	.	Don't Know/Refused	29		1.31
			.S	Skip	660		29.92
			1	Very positive	209	13.78	9.47
			2	Somewhat positive	289	19.05	13.1
			3	Somewhat negative	136	8.97	6.17
			4	Very negative	27	1.78	1.22
			5	Neither positive nor negative	856	56.43	38.8
Q57_1_A_CAT	How much TOTAL time does site allow for leave in a year...For the birth of a child, or an adoption or foster placement (Days)	N	.	Don't Know/Refused	47		2.13
			.S	Skip	1793		81.28
			0	0 Days	69	18.85	3.13
			1	1-10 Days	72	19.67	3.26
			2	11-30 Days	84	22.95	3.81
			3	31-60 Days	88	24.04	3.99
			4	61-90 Days	41	11.2	1.86
			5	More than 90 Days	12	3.28	0.54
Q57_1_B_CAT	How much TOTAL time does site allow for leave in a year...For an employee's own serious health condition (Days)	N	.	Don't Know/Refused	59		2.67
			.S	Skip	1752		79.42
			0	0 Days	81	20.51	3.67
			1	1-10 Days	89	22.53	4.03
			2	11-30 Days	82	20.76	3.72
			3	31-60 Days	82	20.76	3.72
			4	61-90 Days	35	8.86	1.59
			5	More than 90 Days	26	6.58	1.18
Q57_1_C_CAT	How much TOTAL time does site allow for leave in a year...For a pregnancy-related health reason (Days)	N	.	Don't Know/Refused	56		2.54
			.S	Skip	1797		81.46
			0	0 Days	85	24.08	3.85
			1	1-10 Days	57	16.15	2.58
			2	11-30 Days	76	21.53	3.45
			3	31-60 Days	72	20.4	3.26
			4	61-90 Days	41	11.61	1.86
			5	More than 90 Days	22	6.23	1
Q57_1_D_CAT	How much TOTAL time does site allow for leave in a year...For the care of child, spouse, or parent with a serious health condition (Days)	N	.	Don't Know/Refused	57		2.58
			.S	Skip	1778		80.6

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			0	0 Days	89	23.99	4.03
			1	1-10 Days	87	23.45	3.94
			2	11-30 Days	75	20.22	3.4
			3	31-60 Days	67	18.06	3.04
			4	61-90 Days	33	8.89	1.5
			5	More than 90 Days	20	5.39	0.91
Q57_1_E_CAT	How much TOTAL time does site allow for leave in a year...For the care of parent or spouse who is elderly (Days)	N	.	Don't Know/Refused	54		2.45
			.S	Skip	1816		82.32
			0	0 Days	95	28.27	4.31
			1	1-10 Days	72	21.43	3.26
			2	11-30 Days	64	19.05	2.9
			3	31-60 Days	57	16.96	2.58
			4	61-90 Days	32	9.52	1.45
			5	More than 90 Days	16	4.76	0.73
Q57_1_F_CAT	How much TOTAL time does site allow for leave in a year...For the care of military service member or qualifying exigency while employee's spouse or relative is on covered active duty or call to covered active duty (Days)	N	.	Don't Know/Refused	49		2.22
			.S	Skip	1828		82.86
			0	0 Days	86	26.14	3.9
			1	1-10 Days	65	19.76	2.95
			2	11-30 Days	64	19.45	2.9
			3	31-60 Days	59	17.93	2.67
			4	61-90 Days	30	9.12	1.36
			5	More than 90 Days	25	7.6	1.13
Q57_2	Are the health benefits that an employee receives while employed continued during these types of leave?	N	.	Don't Know/Refused	11		0.5
			.S	Skip	1743		79.01
			1	Yes	287	63.5	13.01
			2	No	28	6.19	1.27
			3	No health benefits offered	137	30.31	6.21
Q57_3	Is there a guarantee of the same or equivalent job upon return from these types of leave?	N	.	Don't Know/Refused	13		0.59
			.S	Skip	1743		79.01
			1	Yes	363	80.67	16.46
			2	No	87	19.33	3.94
Q58_CAT	How many employees at worksite have taken leave lasting more than three days?	N	.	Don't Know/Refused	13		0.59
			.S	Skip	1546		70.08
			0	0	444	68.62	20.13
			1	1	99	15.3	4.49
			2	2	54	8.35	2.45
			3	3	24	3.71	1.09
			4	4 or more	26	4.02	1.18
Q59_CAT	How many employees took leave to care for a military service member with a serious injury or illness?	N	.	Don't Know/Refused	0		
			.S	Skip	2003		90.8
			0	0	196	96.55	8.88
			1	1 or more	7	3.45	0.32
Q60_CAT	How many of these employees took leave for a qualifying exigency while employee's spouse or relative was on covered active duty or call to covered active duty status?	N		0	197	97.04	8.93
			.	Don't Know/Refused	0		
			.S	Skip	2003		90.8
			1	1 or more	6	2.96	0.27
Q61X_A	To cover work when employees take leave, do you ever...Assign work temporarily to other employees?	N	.	Don't Know/Refused	22		1
			.S	Skip	0		
			1	Yes	1153	52.79	52.27
			2	Depends	804	36.81	36.45
			3	No	227	10.39	10.29

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
Q61X_B	To cover work when employees take leave, do you ever...Hire a temporary replacement?	N	.	Don't Know/Refused	19		0.86
			.S	Skip	0		
			1	Yes	353	16.14	16
			2	Depends	866	39.6	39.26
			3	No	968	44.26	43.88
Q61X_C	To cover work when employees take leave, do you ever...Call in an employee on vacation?	N	.	Don't Know/Refused	27		1.22
			.S	Skip	0		
			1	Yes	69	3.17	3.13
			2	Depends	352	16.15	15.96
			3	No	1758	80.68	79.69
Q61X_D	To cover work when employees take leave, do you ever...Hire a permanent replacement?	N	.	Don't Know/Refused	26		1.18
			.S	Skip	0		
			1	Yes	59	2.71	2.67
			2	Depends	398	18.26	18.04
			3	No	1723	79.04	78.11
Q61X_E	To cover work when employees take leave, do you ever...Put the work on hold until the employee returns from leave?	N	.	Don't Know/Refused	25		1.13
			.S	Skip	0		
			1	Yes	245	11.23	11.11
			2	Depends	783	35.9	35.49
			3	No	1153	52.87	52.27
Q61X_F	To cover work when employees take leave, do you ever...Have the employee perform some work while on leave?	N	.	Don't Know/Refused	24		1.09
			.S	Skip	0		
			1	Yes	78	3.57	3.54
			2	Depends	338	15.49	15.32
			3	No	1766	80.93	80.05
Q61X_G	To cover work when employees take leave, do you ever...Cover work some other way?	N	.	Don't Know/Refused	47		2.13
			.S	Skip	0		
			1	Yes	401	18.57	18.18
			2	Depends	668	30.94	30.28
			3	No	1090	50.49	49.41
Q61AX_A_A	Cover work when employee take leave for a week or longer...Assign work temporarily to other employees	N	.	Don't Know/Refused	32		1.45
			.S	Skip	249		11.29
			1	Yes	1816	94.34	82.32
			2	No	109	5.66	4.94
Q61AX_B_A	Cover work when leave scheduled for a day or less...Assign work temporarily to other employees	N	.	Don't Know/Refused	39		1.77
			.S	Skip	249		11.29
			1	Yes	911	47.5	41.3
			2	No	1007	52.5	45.65
Q61AX_C_A	Cover work for an unscheduled leave for a day or less...Assign work temporarily to other employees	N	.	Don't Know/Refused	43		1.95
			.S	Skip	249		11.29
			1	Yes	935	48.85	42.38
			2	No	979	51.15	44.38
Q61AX_D_A	Cover work for some other leave circumstance...Assign work temporarily to other employees	N	.	Don't Know/Refused	481		21.8
			.S	Skip	249		11.29
			1	Yes	315	21.34	14.28
			2	No	1161	78.66	52.63
Q61AX_A_B	Cover work when employee take leave for a week or longer...Hire a temporary replacement	N	.	Don't Know/Refused	50		2.27
			.S	Skip	987		44.74
			1	Yes	760	65.01	34.45
			2	No	409	34.99	18.54

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
Q61AX_B_B	Cover work when leave scheduled for a day or less...Hire a temporary replacement	N	.	Don't Know/Refused	42		1.9
			.S	Skip	987		44.74
			1	Yes	96	8.16	4.35
			2	No	1081	91.84	49
Q61AX_C_B	Cover work for an unscheduled leave for a day or less...Hire a temporary replacement	N	.	Don't Know/Refused	42		1.9
			.S	Skip	987		44.74
			1	Yes	82	6.97	3.72
			2	No	1095	93.03	49.64
Q61AX_D_B	Cover work for some other leave circumstance...Hire a temporary replacement	N	.	Don't Know/Refused	230		10.43
			.S	Skip	987		44.74
			1	Yes	230	23.26	10.43
			2	No	759	76.74	34.41
Q61AX_A_C	Cover work when employee take leave for a week or longer...Call in an employee on vacation	N	.	Don't Know/Refused	35		1.59
			.S	Skip	1785		80.92
			1	Yes	223	57.77	10.11
			2	No	163	42.23	7.39
Q61AX_B_C	Cover work when leave scheduled for a day or less...Call in an employee on vacation	N	.	Don't Know/Refused	24		1.09
			.S	Skip	1785		80.92
			1	Yes	73	18.39	3.31
			2	No	324	81.61	14.69
Q61AX_C_C	Cover work for an unscheduled leave for a day or less...Call in an employee on vacation	N	.	Don't Know/Refused	26		1.18
			.S	Skip	1785		80.92
			1	Yes	99	25.06	4.49
			2	No	296	74.94	13.42
Q61AX_D_C	Cover work for some other circumstance...Call in an employee on vacation	N	.	Don't Know/Refused	89		4.03
			.S	Skip	1785		80.92
			1	Yes	60	18.07	2.72
			2	No	272	81.93	12.33
Q61AX_A_D	Cover work when employee take leave for a week or longer...Hire a permanent replacement	N	.	Don't Know/Refused	26		1.18
			.S	Skip	1749		79.28
			1	Yes	138	32.02	6.26
			2	No	293	67.98	13.28
Q61AX_B_D	Q61ax_b_d. Scheduled leave for a day or less (Do you hire a permanent replacement when employees take...?)	N	.	Don't Know/Refused	17		0.77
			.S	Skip	1749		79.28
			1	Yes	10	2.27	0.45
			2	No	430	97.73	19.49
Q61AX_C_D	Q61ax_c_d. Unscheduled leave for a day or less (Do you hire a permanent replacement when employees take...?)	N	.	Don't Know/Refused	17		0.77
			.S	Skip	1749		79.28
			1	Yes	10	2.27	0.45
			2	No	430	97.73	19.49
Q61AX_D_D	Cover work for some other circumstance...Hire a permanent replacement	N	.	Don't Know/Refused	64		2.9
			.S	Skip	1749		79.28
			1	Yes	105	26.72	4.76
			2	No	288	73.28	13.06
Q61AX_A_E	Cover work when employee take leave for a week or longer...Put the work on hold until the employee returns	N	.	Don't Know/Refused	53		2.4
			.S	Skip	1178		53.4
			1	Yes	344	35.28	15.59
			2	No	631	64.72	28.6
Q61AX_B_E	Cover work when leave scheduled for a day or less...Put the work on hold until the employee returns	N	.	Don't Know/Refused	35		1.59
			.S	Skip	1178		53.4
			1	Yes	708	71.3	32.09

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			2	No	285	28.7	12.92
Q61AX_C_E	Cover work for an unscheduled leave for a day or less...Put the work on hold until the employee returns	N	.	Don't Know/Refused	36		1.63
			.S	Skip	1178		53.4
			1	Yes	710	71.57	32.18
			2	No	282	28.43	12.78
Q61AX_D_E	Cover work for some other circumstance...Put the work on hold until the employee returns	N	.	Don't Know/Refused	226		10.24
			.S	Skip	1178		53.4
			1	Yes	118	14.71	5.35
			2	No	684	85.29	31.01
Q61AX_A_F	Cover work when employee take leave for a week or longer...Employee performs some work while on leave	N	.	Don't Know/Refused	24		1.09
			.S	Skip	1790		81.14
			1	Yes	255	65.05	11.56
			2	No	137	34.95	6.21
Q61AX_B_F	Cover work when leave scheduled for a day or less...Employee performs some work while on leave	N	.	Don't Know/Refused	20		0.91
			.S	Skip	1790		81.14
			1	Yes	63	15.91	2.86
			2	No	333	84.09	15.1
Q61AX_C_F	Cover work for an unscheduled leave for a day or less...Employee performs some work while on leave	N	.	Don't Know/Refused	24		1.09
			.S	Skip	1790		81.14
			1	Yes	68	17.35	3.08
			2	No	324	82.65	14.69
Q61AX_D_F	Cover work for some other circumstance...Employee performs some work while on leave	N	.	Don't Know/Refused	74		3.35
			.S	Skip	1790		81.14
			1	Yes	72	21.05	3.26
			2	No	270	78.95	12.24
Q61AX_A_G	Cover work when employee take leave for a week or longer...Cover work some other way	N	.	Don't Know/Refused	37		1.68
			.S	Skip	1137		51.54
			1	Yes	883	85.56	40.03
			2	No	149	14.44	6.75
Q61AX_B_G	Cover work when leave scheduled for a day or less…cover work some other way	N	.	Don't Know/Refused	43		1.95
			.S	Skip	1137		51.54
			1	Yes	408	39.77	18.5
			2	No	618	60.23	28.01
Q61AX_C_G	Cover work for an unscheduled leave for a day or less...Cover work some other way	N	.	Don't Know/Refused	44		1.99
			.S	Skip	1137		51.54
			1	Yes	395	38.54	17.91
			2	No	630	61.46	28.56
Q61AX_D_G	Cover work for some other circumstance...Cover work some other way	N	.	Don't Know/Refused	221		10.02
			.S	Skip	1137		51.54
			1	Yes	159	18.75	7.21
			2	No	689	81.25	31.23
Q67_A	How easy or difficult is it for company to deal with...Planned long term leave for a family or medical reason?	N	.	Don't Know/Refused	60		2.72
			.S	Skip	0		
			1	Very easy	336	15.66	15.23
			2	Somewhat easy	770	35.88	34.9
			3	Somewhat difficult	726	33.83	32.91
			4	Very difficult	314	14.63	14.23
Q67_B	How easy or difficult is it for company to deal with...Planned short term leave?	N	.	Don't Know/Refused	57		2.58
			.S	Skip	0		
			1	Very easy	483	22.48	21.89
			2	Somewhat easy	1073	49.93	48.64
			3	Somewhat difficult	490	22.8	22.21

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
			4	Very difficult	103	4.79	4.67
Q67_C	How easy or difficult is it for company to deal with...Planned episodic or intermittent leave?	N	.	Don't Know/Refused	70		3.17
			.S	Skip	0		
			1	Very easy	369	17.28	16.73
			2	Somewhat easy	931	43.59	42.2
			3	Somewhat difficult	654	30.62	29.65
			4	Very difficult	182	8.52	8.25
Q67_D	How easy or difficult is it for company to deal with...Unplanned episodic or intermittent leave?	N	.	Don't Know/Refused	73		3.31
			.S	Skip	0		
			1	Very easy	213	9.99	9.66
			2	Somewhat easy	535	25.08	24.25
			3	Somewhat difficult	866	40.6	39.26
			4	Very difficult	519	24.33	23.53
Q67_E	How easy or difficult is it for company to deal with...Unscheduled leave of any duration?	N	.	Don't Know/Refused	77		3.49
			.S	Skip	0		
			1	Very easy	176	8.27	7.98
			2	Somewhat easy	455	21.37	20.63
			3	Somewhat difficult	1023	48.05	46.37
			4	Very difficult	475	22.31	21.53
Q68	Q68. Do you have a specific computer software or a person in Human Resources that tracks use of family and medical leave?	N	.	Don't Know/Refused	32		1.45
			.S	Skip	0		
			1	Computer software	148	6.81	6.71
			2	Designated person in Human Resources	865	39.79	39.21
			3	Both computer software and designated HR person	517	23.78	23.44
			4	Other method of tracking FMLA leave, please specify	210	9.66	9.52
			5	Do not track family and medical leave	434	19.96	19.67
BootStrap_Estab_Wt1	BootStrap_Estab_Wt1	N	Observed Range	0 - 122575.87246	2206		
BootStrap_Estab_Wt2	BootStrap_Estab_Wt2	N	Observed Range	0 - 102188.00977	2206		
BootStrap_Estab_Wt3	BootStrap_Estab_Wt3	N	Observed Range	0 - 95423.318932	2206		
BootStrap_Estab_Wt4	BootStrap_Estab_Wt4	N	Observed Range	0 - 102402.20859	2206		
BootStrap_Estab_Wt5	BootStrap_Estab_Wt5	N	Observed Range	0 - 105234.49045	2206		
BootStrap_Estab_Wt6	BootStrap_Estab_Wt6	N	Observed Range	0 - 117969.64438	2206		
BootStrap_Estab_Wt7	BootStrap_Estab_Wt7	N	Observed Range	0 - 136405.54	2206		
BootStrap_Estab_Wt8	BootStrap_Estab_Wt8	N	Observed Range	0 - 105725.95867	2206		
BootStrap_Estab_Wt9	BootStrap_Estab_Wt9	N	Observed Range	0 - 119708.72617	2206		
BootStrap_Estab_Wt10	BootStrap_Estab_Wt10	N	Observed Range	0 - 115541.32207	2206		
BootStrap_Estab_Wt11	BootStrap_Estab_Wt11	N	Observed Range	0 - 110853.14808	2206		
BootStrap_Estab_Wt12	BootStrap_Estab_Wt12	N	Observed Range	0 - 97424.532731	2206		
BootStrap_Estab_Wt13	BootStrap_Estab_Wt13	N	Observed Range	0 - 96495.845983	2206		
BootStrap_Estab_Wt14	BootStrap_Estab_Wt14	N	Observed Range	0 - 143160.91657	2206		
BootStrap_Estab_Wt15	BootStrap_Estab_Wt15	N	Observed Range	0 - 122591.51543	2206		
BootStrap_Estab_Wt16	BootStrap_Estab_Wt16	N	Observed Range	0 - 116360.56858	2206		
BootStrap_Estab_Wt17	BootStrap_Estab_Wt17	N	Observed Range	0 - 99613.369516	2206		
BootStrap_Estab_Wt18	BootStrap_Estab_Wt18	N	Observed Range	0 - 97927.501386	2206		
BootStrap_Estab_Wt19	BootStrap_Estab_Wt19	N	Observed Range	0 - 119412.61046	2206		
BootStrap_Estab_Wt20	BootStrap_Estab_Wt20	N	Observed Range	0 - 109993.48617	2206		
BootStrap_Estab_Wt21	BootStrap_Estab_Wt21	N	Observed Range	0 - 123307.03037	2206		
BootStrap_Estab_Wt22	BootStrap_Estab_Wt22	N	Observed Range	0 - 123144.52911	2206		
BootStrap_Estab_Wt23	BootStrap_Estab_Wt23	N	Observed Range	0 - 105863.41184	2206		
BootStrap_Estab_Wt24	BootStrap_Estab_Wt24	N	Observed Range	0 - 111077.76353	2206		
BootStrap_Estab_Wt25	BootStrap_Estab_Wt25	N	Observed Range	0 - 112363.96977	2206		
BootStrap_Estab_Wt26	BootStrap_Estab_Wt26	N	Observed Range	0 - 111653.23497	2206		
BootStrap_Estab_Wt27	BootStrap_Estab_Wt27	N	Observed Range	0 - 115855.87479	2206		

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
BootStrap_Estab_Wt28	BootStrap_Estab_Wt28	N	Observed Range	0 - 151651.98438	2206		
BootStrap_Estab_Wt29	BootStrap_Estab_Wt29	N	Observed Range	0 - 119525.21466	2206		
BootStrap_Estab_Wt30	BootStrap_Estab_Wt30	N	Observed Range	0 - 125035.01115	2206		
BootStrap_Estab_Wt31	BootStrap_Estab_Wt31	N	Observed Range	0 - 116260.36824	2206		
BootStrap_Estab_Wt32	BootStrap_Estab_Wt32	N	Observed Range	0 - 105249.06866	2206		
BootStrap_Estab_Wt33	BootStrap_Estab_Wt33	N	Observed Range	0 - 102916.80357	2206		
BootStrap_Estab_Wt34	BootStrap_Estab_Wt34	N	Observed Range	0 - 123220.2677	2206		
BootStrap_Estab_Wt35	BootStrap_Estab_Wt35	N	Observed Range	0 - 111769.29899	2206		
BootStrap_Estab_Wt36	BootStrap_Estab_Wt36	N	Observed Range	0 - 104686.05933	2206		
BootStrap_Estab_Wt37	BootStrap_Estab_Wt37	N	Observed Range	0 - 109871.57702	2206		
BootStrap_Estab_Wt38	BootStrap_Estab_Wt38	N	Observed Range	0 - 111148.71561	2206		
BootStrap_Estab_Wt39	BootStrap_Estab_Wt39	N	Observed Range	0 - 139763.20811	2206		
BootStrap_Estab_Wt40	BootStrap_Estab_Wt40	N	Observed Range	0 - 103103.55952	2206		
BootStrap_Estab_Wt41	BootStrap_Estab_Wt41	N	Observed Range	0 - 96390.262525	2206		
BootStrap_Estab_Wt42	BootStrap_Estab_Wt42	N	Observed Range	0 - 123274.01457	2206		
BootStrap_Estab_Wt43	BootStrap_Estab_Wt43	N	Observed Range	0 - 113006.46968	2206		
BootStrap_Estab_Wt44	BootStrap_Estab_Wt44	N	Observed Range	0 - 118288.63428	2206		
BootStrap_Estab_Wt45	BootStrap_Estab_Wt45	N	Observed Range	0 - 102938.11866	2206		
BootStrap_Estab_Wt46	BootStrap_Estab_Wt46	N	Observed Range	0 - 133694.06933	2206		
BootStrap_Estab_Wt47	BootStrap_Estab_Wt47	N	Observed Range	0 - 111352.13071	2206		
BootStrap_Estab_Wt48	BootStrap_Estab_Wt48	N	Observed Range	0 - 118427.19245	2206		
BootStrap_Estab_Wt49	BootStrap_Estab_Wt49	N	Observed Range	0 - 97057.583876	2206		
BootStrap_Estab_Wt50	BootStrap_Estab_Wt50	N	Observed Range	0 - 94019.502053	2206		
BootStrap_Estab_Wt51	BootStrap_Estab_Wt51	N	Observed Range	0 - 116655.50612	2206		
BootStrap_Estab_Wt52	BootStrap_Estab_Wt52	N	Observed Range	0 - 133047.57339	2206		
BootStrap_Estab_Wt53	BootStrap_Estab_Wt53	N	Observed Range	0 - 120884.75039	2206		
BootStrap_Estab_Wt54	BootStrap_Estab_Wt54	N	Observed Range	0 - 118770.88363	2206		
BootStrap_Estab_Wt55	BootStrap_Estab_Wt55	N	Observed Range	0 - 109841.31474	2206		
BootStrap_Estab_Wt56	BootStrap_Estab_Wt56	N	Observed Range	0 - 118728.49682	2206		
BootStrap_Estab_Wt57	BootStrap_Estab_Wt57	N	Observed Range	0 - 102648.29024	2206		
BootStrap_Estab_Wt58	BootStrap_Estab_Wt58	N	Observed Range	0 - 101569.0591	2206		
BootStrap_Estab_Wt59	BootStrap_Estab_Wt59	N	Observed Range	0 - 126573.59213	2206		
BootStrap_Estab_Wt60	BootStrap_Estab_Wt60	N	Observed Range	0 - 133194.12766	2206		
BootStrap_Estab_Wt61	BootStrap_Estab_Wt61	N	Observed Range	0 - 110330.76954	2206		
BootStrap_Estab_Wt62	BootStrap_Estab_Wt62	N	Observed Range	0 - 112861.42541	2206		
BootStrap_Estab_Wt63	BootStrap_Estab_Wt63	N	Observed Range	0 - 125524.64613	2206		
BootStrap_Estab_Wt64	BootStrap_Estab_Wt64	N	Observed Range	0 - 94981.261422	2206		
BootStrap_Estab_Wt65	BootStrap_Estab_Wt65	N	Observed Range	0 - 115801.66239	2206		
BootStrap_Estab_Wt66	BootStrap_Estab_Wt66	N	Observed Range	0 - 141563.12097	2206		
BootStrap_Estab_Wt67	BootStrap_Estab_Wt67	N	Observed Range	0 - 105544.19715	2206		
BootStrap_Estab_Wt68	BootStrap_Estab_Wt68	N	Observed Range	0 - 133418.72474	2206		
BootStrap_Estab_Wt69	BootStrap_Estab_Wt69	N	Observed Range	0 - 104457.84825	2206		
BootStrap_Estab_Wt70	BootStrap_Estab_Wt70	N	Observed Range	0 - 104651.49903	2206		
BootStrap_Estab_Wt71	BootStrap_Estab_Wt71	N	Observed Range	0 - 121511.06256	2206		
BootStrap_Estab_Wt72	BootStrap_Estab_Wt72	N	Observed Range	0 - 120108.68218	2206		
BootStrap_Estab_Wt73	BootStrap_Estab_Wt73	N	Observed Range	0 - 124090.47209	2206		
BootStrap_Estab_Wt74	BootStrap_Estab_Wt74	N	Observed Range	0 - 122240.31364	2206		
BootStrap_Estab_Wt75	BootStrap_Estab_Wt75	N	Observed Range	0 - 106447.45197	2206		
BootStrap_Estab_Wt76	BootStrap_Estab_Wt76	N	Observed Range	0 - 138831.09921	2206		
BootStrap_Estab_Wt77	BootStrap_Estab_Wt77	N	Observed Range	0 - 157462.94994	2206		
BootStrap_Estab_Wt78	BootStrap_Estab_Wt78	N	Observed Range	0 - 117513.11333	2206		
BootStrap_Estab_Wt79	BootStrap_Estab_Wt79	N	Observed Range	0 - 115008.89587	2206		
BootStrap_Estab_Wt80	BootStrap_Estab_Wt80	N	Observed Range	0 - 113300.25371	2206		
BootStrap_Estab_Wt81	BootStrap_Estab_Wt81	N	Observed Range	0 - 118758.72612	2206		
BootStrap_Estab_Wt82	BootStrap_Estab_Wt82	N	Observed Range	0 - 132894.70071	2206		
BootStrap_Estab_Wt83	BootStrap_Estab_Wt83	N	Observed Range	0 - 113180.30252	2206		
BootStrap_Estab_Wt84	BootStrap_Estab_Wt84	N	Observed Range	0 - 119654.19948	2206		
BootStrap_Estab_Wt85	BootStrap_Estab_Wt85	N	Observed Range	0 - 117587.60372	2206		

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
BootStrap_Estab_Wt86	BootStrap_Estab_Wt86	N	Observed Range	0 - 121727.73759	2206		
BootStrap_Estab_Wt87	BootStrap_Estab_Wt87	N	Observed Range	0 - 117883.86487	2206		
BootStrap_Estab_Wt88	BootStrap_Estab_Wt88	N	Observed Range	0 - 94622.920356	2206		
BootStrap_Estab_Wt89	BootStrap_Estab_Wt89	N	Observed Range	0 - 98571.009098	2206		
BootStrap_Estab_Wt90	BootStrap_Estab_Wt90	N	Observed Range	0 - 109910.89303	2206		
BootStrap_Estab_Wt91	BootStrap_Estab_Wt91	N	Observed Range	0 - 126533.189	2206		
BootStrap_Estab_Wt92	BootStrap_Estab_Wt92	N	Observed Range	0 - 99169.956728	2206		
BootStrap_Estab_Wt93	BootStrap_Estab_Wt93	N	Observed Range	0 - 118873.93128	2206		
BootStrap_Estab_Wt94	BootStrap_Estab_Wt94	N	Observed Range	0 - 121822.75864	2206		
BootStrap_Estab_Wt95	BootStrap_Estab_Wt95	N	Observed Range	0 - 105912.84203	2206		
BootStrap_Estab_Wt96	BootStrap_Estab_Wt96	N	Observed Range	0 - 92606.90534	2206		
BootStrap_Estab_Wt97	BootStrap_Estab_Wt97	N	Observed Range	0 - 147752.75895	2206		
BootStrap_Estab_Wt98	BootStrap_Estab_Wt98	N	Observed Range	0 - 116937.30311	2206		
BootStrap_Estab_Wt99	BootStrap_Estab_Wt99	N	Observed Range	0 - 100377.15918	2206		
BootStrap_Estab_Wt100	BootStrap_Estab_Wt100	N	Observed Range	0 - 99496.2425	2206		
BootStrap_Estab_Wt101	BootStrap_Estab_Wt101	N	Observed Range	0 - 96315.92628	2206		
BootStrap_Estab_Wt102	BootStrap_Estab_Wt102	N	Observed Range	0 - 133933.09702	2206		
BootStrap_Estab_Wt103	BootStrap_Estab_Wt103	N	Observed Range	0 - 102175.54452	2206		
BootStrap_Estab_Wt104	BootStrap_Estab_Wt104	N	Observed Range	0 - 124464.66448	2206		
BootStrap_Estab_Wt105	BootStrap_Estab_Wt105	N	Observed Range	0 - 117935.2679	2206		
BootStrap_Estab_Wt106	BootStrap_Estab_Wt106	N	Observed Range	0 - 112048.72652	2206		
BootStrap_Estab_Wt107	BootStrap_Estab_Wt107	N	Observed Range	0 - 96848.805664	2206		
BootStrap_Estab_Wt108	BootStrap_Estab_Wt108	N	Observed Range	0 - 111116.33595	2206		
BootStrap_Estab_Wt109	BootStrap_Estab_Wt109	N	Observed Range	0 - 108017.12999	2206		
BootStrap_Estab_Wt110	BootStrap_Estab_Wt110	N	Observed Range	0 - 138238.15521	2206		
BootStrap_Estab_Wt111	BootStrap_Estab_Wt111	N	Observed Range	0 - 130332.98463	2206		
BootStrap_Estab_Wt112	BootStrap_Estab_Wt112	N	Observed Range	0 - 114985.98085	2206		
BootStrap_Estab_Wt113	BootStrap_Estab_Wt113	N	Observed Range	0 - 104384.42428	2206		
BootStrap_Estab_Wt114	BootStrap_Estab_Wt114	N	Observed Range	0 - 139747.77077	2206		
BootStrap_Estab_Wt115	BootStrap_Estab_Wt115	N	Observed Range	0 - 96221.141578	2206		
BootStrap_Estab_Wt116	BootStrap_Estab_Wt116	N	Observed Range	0 - 94114.187376	2206		
BootStrap_Estab_Wt117	BootStrap_Estab_Wt117	N	Observed Range	0 - 113187.1319	2206		
BootStrap_Estab_Wt118	BootStrap_Estab_Wt118	N	Observed Range	0 - 124207.00356	2206		
BootStrap_Estab_Wt119	BootStrap_Estab_Wt119	N	Observed Range	0 - 110623.51211	2206		
BootStrap_Estab_Wt120	BootStrap_Estab_Wt120	N	Observed Range	0 - 129497.42897	2206		
BootStrap_Estab_Wt121	BootStrap_Estab_Wt121	N	Observed Range	0 - 117495.34859	2206		
BootStrap_Estab_Wt122	BootStrap_Estab_Wt122	N	Observed Range	0 - 97644.262101	2206		
BootStrap_Estab_Wt123	BootStrap_Estab_Wt123	N	Observed Range	0 - 99923.818252	2206		
BootStrap_Estab_Wt124	BootStrap_Estab_Wt124	N	Observed Range	0 - 131465.22822	2206		
BootStrap_Estab_Wt125	BootStrap_Estab_Wt125	N	Observed Range	0 - 93519.919086	2206		
BootStrap_Estab_Wt126	BootStrap_Estab_Wt126	N	Observed Range	0 - 103590.67811	2206		
BootStrap_Estab_Wt127	BootStrap_Estab_Wt127	N	Observed Range	0 - 94072.348884	2206		
BootStrap_Estab_Wt128	BootStrap_Estab_Wt128	N	Observed Range	0 - 90771.605158	2206		
BootStrap_Estab_Wt129	BootStrap_Estab_Wt129	N	Observed Range	0 - 105477.37742	2206		
BootStrap_Estab_Wt130	BootStrap_Estab_Wt130	N	Observed Range	0 - 133784.87681	2206		
BootStrap_Estab_Wt131	BootStrap_Estab_Wt131	N	Observed Range	0 - 112558.59817	2206		
BootStrap_Estab_Wt132	BootStrap_Estab_Wt132	N	Observed Range	0 - 159326.51033	2206		
BootStrap_Estab_Wt133	BootStrap_Estab_Wt133	N	Observed Range	0 - 126363.71677	2206		
BootStrap_Estab_Wt134	BootStrap_Estab_Wt134	N	Observed Range	0 - 113412.71719	2206		
BootStrap_Estab_Wt135	BootStrap_Estab_Wt135	N	Observed Range	0 - 94976.278248	2206		
BootStrap_Estab_Wt136	BootStrap_Estab_Wt136	N	Observed Range	0 - 129744.34846	2206		
BootStrap_Estab_Wt137	BootStrap_Estab_Wt137	N	Observed Range	0 - 111747.20864	2206		
BootStrap_Estab_Wt138	BootStrap_Estab_Wt138	N	Observed Range	0 - 109634.68862	2206		
BootStrap_Estab_Wt139	BootStrap_Estab_Wt139	N	Observed Range	0 - 131193.55638	2206		
BootStrap_Estab_Wt140	BootStrap_Estab_Wt140	N	Observed Range	0 - 102160.63123	2206		
BootStrap_Estab_Wt141	BootStrap_Estab_Wt141	N	Observed Range	0 - 109940.36423	2206		
BootStrap_Estab_Wt142	BootStrap_Estab_Wt142	N	Observed Range	0 - 100855.50638	2206		
BootStrap_Estab_Wt143	BootStrap_Estab_Wt143	N	Observed Range	0 - 110506.62647	2206		

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
BootStrap_Estab_Wt144	BootStrap_Estab_Wt144	N	Observed Range	0 - 146106.84004	2206		
BootStrap_Estab_Wt145	BootStrap_Estab_Wt145	N	Observed Range	0 - 106152.31448	2206		
BootStrap_Estab_Wt146	BootStrap_Estab_Wt146	N	Observed Range	0 - 103962.86145	2206		
BootStrap_Estab_Wt147	BootStrap_Estab_Wt147	N	Observed Range	0 - 92658.597031	2206		
BootStrap_Estab_Wt148	BootStrap_Estab_Wt148	N	Observed Range	0 - 117188.72042	2206		
BootStrap_Estab_Wt149	BootStrap_Estab_Wt149	N	Observed Range	0 - 118599.6354	2206		
BootStrap_Estab_Wt150	BootStrap_Estab_Wt150	N	Observed Range	0 - 91718.617773	2206		
BootStrap_Estab_Wt151	BootStrap_Estab_Wt151	N	Observed Range	0 - 137490.64609	2206		
BootStrap_Estab_Wt152	BootStrap_Estab_Wt152	N	Observed Range	0 - 107056.97431	2206		
BootStrap_Estab_Wt153	BootStrap_Estab_Wt153	N	Observed Range	0 - 105163.11585	2206		
BootStrap_Estab_Wt154	BootStrap_Estab_Wt154	N	Observed Range	0 - 101101.01885	2206		
BootStrap_Estab_Wt155	BootStrap_Estab_Wt155	N	Observed Range	0 - 103521.48628	2206		
BootStrap_Estab_Wt156	BootStrap_Estab_Wt156	N	Observed Range	0 - 106825.29158	2206		
BootStrap_Estab_Wt157	BootStrap_Estab_Wt157	N	Observed Range	0 - 112142.36888	2206		
BootStrap_Estab_Wt158	BootStrap_Estab_Wt158	N	Observed Range	0 - 145087.00791	2206		
BootStrap_Estab_Wt159	BootStrap_Estab_Wt159	N	Observed Range	0 - 102002.43521	2206		
BootStrap_Estab_Wt160	BootStrap_Estab_Wt160	N	Observed Range	0 - 117278.43349	2206		
BootStrap_Estab_Wt161	BootStrap_Estab_Wt161	N	Observed Range	0 - 128150.70232	2206		
BootStrap_Estab_Wt162	BootStrap_Estab_Wt162	N	Observed Range	0 - 87793.413214	2206		
BootStrap_Estab_Wt163	BootStrap_Estab_Wt163	N	Observed Range	0 - 108961.34306	2206		
BootStrap_Estab_Wt164	BootStrap_Estab_Wt164	N	Observed Range	0 - 109403.59934	2206		
BootStrap_Estab_Wt165	BootStrap_Estab_Wt165	N	Observed Range	0 - 127911.44762	2206		
BootStrap_Estab_Wt166	BootStrap_Estab_Wt166	N	Observed Range	0 - 100042.45025	2206		
BootStrap_Estab_Wt167	BootStrap_Estab_Wt167	N	Observed Range	0 - 108169.32508	2206		
BootStrap_Estab_Wt168	BootStrap_Estab_Wt168	N	Observed Range	0 - 102122.61012	2206		
BootStrap_Estab_Wt169	BootStrap_Estab_Wt169	N	Observed Range	0 - 106387.73492	2206		
BootStrap_Estab_Wt170	BootStrap_Estab_Wt170	N	Observed Range	0 - 112790.41918	2206		
BootStrap_Estab_Wt171	BootStrap_Estab_Wt171	N	Observed Range	0 - 103828.56318	2206		
BootStrap_Estab_Wt172	BootStrap_Estab_Wt172	N	Observed Range	0 - 110176.03433	2206		
BootStrap_Estab_Wt173	BootStrap_Estab_Wt173	N	Observed Range	0 - 120373.51208	2206		
BootStrap_Estab_Wt174	BootStrap_Estab_Wt174	N	Observed Range	0 - 105498.39887	2206		
BootStrap_Estab_Wt175	BootStrap_Estab_Wt175	N	Observed Range	0 - 118302.77203	2206		
BootStrap_Estab_Wt176	BootStrap_Estab_Wt176	N	Observed Range	0 - 122589.12872	2206		
BootStrap_Estab_Wt177	BootStrap_Estab_Wt177	N	Observed Range	0 - 120458.2161	2206		
BootStrap_Estab_Wt178	BootStrap_Estab_Wt178	N	Observed Range	0 - 94384.865525	2206		
BootStrap_Estab_Wt179	BootStrap_Estab_Wt179	N	Observed Range	0 - 116841.24835	2206		
BootStrap_Estab_Wt180	BootStrap_Estab_Wt180	N	Observed Range	0 - 117608.32767	2206		
BootStrap_Estab_Wt181	BootStrap_Estab_Wt181	N	Observed Range	0 - 105855.10301	2206		
BootStrap_Estab_Wt182	BootStrap_Estab_Wt182	N	Observed Range	0 - 124900.02508	2206		
BootStrap_Estab_Wt183	BootStrap_Estab_Wt183	N	Observed Range	0 - 109366.55626	2206		
BootStrap_Estab_Wt184	BootStrap_Estab_Wt184	N	Observed Range	0 - 100098.33884	2206		
BootStrap_Estab_Wt185	BootStrap_Estab_Wt185	N	Observed Range	0 - 106600.43816	2206		
BootStrap_Estab_Wt186	BootStrap_Estab_Wt186	N	Observed Range	0 - 137396.81518	2206		
BootStrap_Estab_Wt187	BootStrap_Estab_Wt187	N	Observed Range	0 - 95736.754019	2206		
BootStrap_Estab_Wt188	BootStrap_Estab_Wt188	N	Observed Range	0 - 103485.70413	2206		
BootStrap_Estab_Wt189	BootStrap_Estab_Wt189	N	Observed Range	0 - 115967.32892	2206		
BootStrap_Estab_Wt190	BootStrap_Estab_Wt190	N	Observed Range	0 - 115522.37138	2206		
BootStrap_Estab_Wt191	BootStrap_Estab_Wt191	N	Observed Range	0 - 129701.52701	2206		
BootStrap_Estab_Wt192	BootStrap_Estab_Wt192	N	Observed Range	0 - 114354.72273	2206		
BootStrap_Estab_Wt193	BootStrap_Estab_Wt193	N	Observed Range	0 - 154322.52621	2206		
BootStrap_Estab_Wt194	BootStrap_Estab_Wt194	N	Observed Range	0 - 104719.95657	2206		
BootStrap_Estab_Wt195	BootStrap_Estab_Wt195	N	Observed Range	0 - 139013.7927	2206		
BootStrap_Estab_Wt196	BootStrap_Estab_Wt196	N	Observed Range	0 - 109109.69309	2206		
BootStrap_Estab_Wt197	BootStrap_Estab_Wt197	N	Observed Range	0 - 111260.49629	2206		
BootStrap_Estab_Wt198	BootStrap_Estab_Wt198	N	Observed Range	0 - 104823.13969	2206		
BootStrap_Estab_Wt199	BootStrap_Estab_Wt199	N	Observed Range	0 - 118960.11258	2206		
BootStrap_Estab_Wt200	BootStrap_Estab_Wt200	N	Observed Range	0 - 105846.18331	2206		
BootStrap_Estab_Wt201	BootStrap_Estab_Wt201	N	Observed Range	0 - 109471.55819	2206		

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
BootStrap_Estab_Wt202	BootStrap_Estab_Wt202	N	Observed Range	0 - 102527.12827	2206		
BootStrap_Estab_Wt203	BootStrap_Estab_Wt203	N	Observed Range	0 - 106409.00185	2206		
BootStrap_Estab_Wt204	BootStrap_Estab_Wt204	N	Observed Range	0 - 117269.24687	2206		
BootStrap_Estab_Wt205	BootStrap_Estab_Wt205	N	Observed Range	0 - 107251.81895	2206		
BootStrap_Estab_Wt206	BootStrap_Estab_Wt206	N	Observed Range	0 - 102124.09721	2206		
BootStrap_Estab_Wt207	BootStrap_Estab_Wt207	N	Observed Range	0 - 110301.43679	2206		
BootStrap_Estab_Wt208	BootStrap_Estab_Wt208	N	Observed Range	0 - 106686.1691	2206		
BootStrap_Estab_Wt209	BootStrap_Estab_Wt209	N	Observed Range	0 - 126088.81096	2206		
BootStrap_Estab_Wt210	BootStrap_Estab_Wt210	N	Observed Range	0 - 128171.3283	2206		
BootStrap_Estab_Wt211	BootStrap_Estab_Wt211	N	Observed Range	0 - 107977.70826	2206		
BootStrap_Estab_Wt212	BootStrap_Estab_Wt212	N	Observed Range	0 - 115563.56152	2206		
BootStrap_Estab_Wt213	BootStrap_Estab_Wt213	N	Observed Range	0 - 118756.02203	2206		
BootStrap_Estab_Wt214	BootStrap_Estab_Wt214	N	Observed Range	0 - 112220.03661	2206		
BootStrap_Estab_Wt215	BootStrap_Estab_Wt215	N	Observed Range	0 - 110462.56093	2206		
BootStrap_Estab_Wt216	BootStrap_Estab_Wt216	N	Observed Range	0 - 100514.19641	2206		
BootStrap_Estab_Wt217	BootStrap_Estab_Wt217	N	Observed Range	0 - 124174.31597	2206		
BootStrap_Estab_Wt218	BootStrap_Estab_Wt218	N	Observed Range	0 - 104038.31102	2206		
BootStrap_Estab_Wt219	BootStrap_Estab_Wt219	N	Observed Range	0 - 127942.97932	2206		
BootStrap_Estab_Wt220	BootStrap_Estab_Wt220	N	Observed Range	0 - 102030.55444	2206		
BootStrap_Estab_Wt221	BootStrap_Estab_Wt221	N	Observed Range	0 - 111055.74695	2206		
BootStrap_Estab_Wt222	BootStrap_Estab_Wt222	N	Observed Range	0 - 132857.54022	2206		
BootStrap_Estab_Wt223	BootStrap_Estab_Wt223	N	Observed Range	0 - 145708.84851	2206		
BootStrap_Estab_Wt224	BootStrap_Estab_Wt224	N	Observed Range	0 - 117263.02014	2206		
BootStrap_Estab_Wt225	BootStrap_Estab_Wt225	N	Observed Range	0 - 97306.107281	2206		
BootStrap_Estab_Wt226	BootStrap_Estab_Wt226	N	Observed Range	0 - 129777.43599	2206		
BootStrap_Estab_Wt227	BootStrap_Estab_Wt227	N	Observed Range	0 - 119787.53494	2206		
BootStrap_Estab_Wt228	BootStrap_Estab_Wt228	N	Observed Range	0 - 110451.15476	2206		
BootStrap_Estab_Wt229	BootStrap_Estab_Wt229	N	Observed Range	0 - 106175.25549	2206		
BootStrap_Estab_Wt230	BootStrap_Estab_Wt230	N	Observed Range	0 - 118424.88002	2206		
BootStrap_Estab_Wt231	BootStrap_Estab_Wt231	N	Observed Range	0 - 87592.663669	2206		
BootStrap_Estab_Wt232	BootStrap_Estab_Wt232	N	Observed Range	0 - 128155.82334	2206		
BootStrap_Estab_Wt233	BootStrap_Estab_Wt233	N	Observed Range	0 - 134105.33966	2206		
BootStrap_Estab_Wt234	BootStrap_Estab_Wt234	N	Observed Range	0 - 107750.25438	2206		
BootStrap_Estab_Wt235	BootStrap_Estab_Wt235	N	Observed Range	0 - 110678.59868	2206		
BootStrap_Estab_Wt236	BootStrap_Estab_Wt236	N	Observed Range	0 - 110904.1323	2206		
BootStrap_Estab_Wt237	BootStrap_Estab_Wt237	N	Observed Range	0 - 126127.05169	2206		
BootStrap_Estab_Wt238	BootStrap_Estab_Wt238	N	Observed Range	0 - 90450.994496	2206		
BootStrap_Estab_Wt239	BootStrap_Estab_Wt239	N	Observed Range	0 - 104306.3828	2206		
BootStrap_Estab_Wt240	BootStrap_Estab_Wt240	N	Observed Range	0 - 126596.63902	2206		
BootStrap_Estab_Wt241	BootStrap_Estab_Wt241	N	Observed Range	0 - 116063.18613	2206		
BootStrap_Estab_Wt242	BootStrap_Estab_Wt242	N	Observed Range	0 - 118733.8542	2206		
BootStrap_Estab_Wt243	BootStrap_Estab_Wt243	N	Observed Range	0 - 104635.52011	2206		
BootStrap_Estab_Wt244	BootStrap_Estab_Wt244	N	Observed Range	0 - 132090.67807	2206		
BootStrap_Estab_Wt245	BootStrap_Estab_Wt245	N	Observed Range	0 - 114302.3737	2206		
BootStrap_Estab_Wt246	BootStrap_Estab_Wt246	N	Observed Range	0 - 111868.92681	2206		
BootStrap_Estab_Wt247	BootStrap_Estab_Wt247	N	Observed Range	0 - 139019.31633	2206		
BootStrap_Estab_Wt248	BootStrap_Estab_Wt248	N	Observed Range	0 - 97275.899595	2206		
BootStrap_Estab_Wt249	BootStrap_Estab_Wt249	N	Observed Range	0 - 108212.803	2206		
BootStrap_Estab_Wt250	BootStrap_Estab_Wt250	N	Observed Range	0 - 127652.30973	2206		
Estab_wt	Estab_wt	N	Observed Range	1 - 50834.735419	2206		
Emp_wt	Emp_wt	N	Observed Range	16.664650657 - 505724.88449	2206		
BootStrap_Emp_Wt1	BootStrap_Emp_Wt1	N	Observed Range	0 - 881291.66164	2206		
BootStrap_Emp_Wt2	BootStrap_Emp_Wt2	N	Observed Range	0 - 474948.3029	2206		
BootStrap_Emp_Wt3	BootStrap_Emp_Wt3	N	Observed Range	0 - 553795.98534	2206		
BootStrap_Emp_Wt4	BootStrap_Emp_Wt4	N	Observed Range	0 - 829677.36682	2206		
BootStrap_Emp_Wt5	BootStrap_Emp_Wt5	N	Observed Range	0 - 789091.16326	2206		
BootStrap_Emp_Wt6	BootStrap_Emp_Wt6	N	Observed Range	0 - 747844	2206		
BootStrap_Emp_Wt7	BootStrap_Emp_Wt7	N	Observed Range	0 - 1107820.6045	2206		

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
BootStrap_Emp_Wt8	BootStrap_Emp_Wt8	N	Observed Range	0 - 804591.18744	2206		
BootStrap_Emp_Wt9	BootStrap_Emp_Wt9	N	Observed Range	0 - 914670.21211	2206		
BootStrap_Emp_Wt10	BootStrap_Emp_Wt10	N	Observed Range	0 - 711800.99676	2206		
BootStrap_Emp_Wt11	BootStrap_Emp_Wt11	N	Observed Range	0 - 797489.56616	2206		
BootStrap_Emp_Wt12	BootStrap_Emp_Wt12	N	Observed Range	0 - 1533706	2206		
BootStrap_Emp_Wt13	BootStrap_Emp_Wt13	N	Observed Range	0 - 534035.78947	2206		
BootStrap_Emp_Wt14	BootStrap_Emp_Wt14	N	Observed Range	0 - 1051000.6443	2206		
BootStrap_Emp_Wt15	BootStrap_Emp_Wt15	N	Observed Range	0 - 721886.87672	2206		
BootStrap_Emp_Wt16	BootStrap_Emp_Wt16	N	Observed Range	0 - 1215391.4209	2206		
BootStrap_Emp_Wt17	BootStrap_Emp_Wt17	N	Observed Range	0 - 820727.35078	2206		
BootStrap_Emp_Wt18	BootStrap_Emp_Wt18	N	Observed Range	0 - 4029920	2206		
BootStrap_Emp_Wt19	BootStrap_Emp_Wt19	N	Observed Range	0 - 884735.91084	2206		
BootStrap_Emp_Wt20	BootStrap_Emp_Wt20	N	Observed Range	0 - 960204.2052	2206		
BootStrap_Emp_Wt21	BootStrap_Emp_Wt21	N	Observed Range	0 - 687781.76738	2206		
BootStrap_Emp_Wt22	BootStrap_Emp_Wt22	N	Observed Range	0 - 961659.26237	2206		
BootStrap_Emp_Wt23	BootStrap_Emp_Wt23	N	Observed Range	0 - 588847.80745	2206		
BootStrap_Emp_Wt24	BootStrap_Emp_Wt24	N	Observed Range	0 - 681766.48599	2206		
BootStrap_Emp_Wt25	BootStrap_Emp_Wt25	N	Observed Range	0 - 1483300	2206		
BootStrap_Emp_Wt26	BootStrap_Emp_Wt26	N	Observed Range	0 - 836890.88013	2206		
BootStrap_Emp_Wt27	BootStrap_Emp_Wt27	N	Observed Range	0 - 1045675.8071	2206		
BootStrap_Emp_Wt28	BootStrap_Emp_Wt28	N	Observed Range	0 - 1030525.5075	2206		
BootStrap_Emp_Wt29	BootStrap_Emp_Wt29	N	Observed Range	0 - 511226.7403	2206		
BootStrap_Emp_Wt30	BootStrap_Emp_Wt30	N	Observed Range	0 - 2234817.9413	2206		
BootStrap_Emp_Wt31	BootStrap_Emp_Wt31	N	Observed Range	0 - 720814.44181	2206		
BootStrap_Emp_Wt32	BootStrap_Emp_Wt32	N	Observed Range	0 - 815017.06108	2206		
BootStrap_Emp_Wt33	BootStrap_Emp_Wt33	N	Observed Range	0 - 880700.65533	2206		
BootStrap_Emp_Wt34	BootStrap_Emp_Wt34	N	Observed Range	0 - 1086366.8988	2206		
BootStrap_Emp_Wt35	BootStrap_Emp_Wt35	N	Observed Range	0 - 1114105.0242	2206		
BootStrap_Emp_Wt36	BootStrap_Emp_Wt36	N	Observed Range	0 - 627969.83161	2206		
BootStrap_Emp_Wt37	BootStrap_Emp_Wt37	N	Observed Range	0 - 1395297.0585	2206		
BootStrap_Emp_Wt38	BootStrap_Emp_Wt38	N	Observed Range	0 - 553437.17017	2206		
BootStrap_Emp_Wt39	BootStrap_Emp_Wt39	N	Observed Range	0 - 1272390.5803	2206		
BootStrap_Emp_Wt40	BootStrap_Emp_Wt40	N	Observed Range	0 - 751840.26186	2206		
BootStrap_Emp_Wt41	BootStrap_Emp_Wt41	N	Observed Range	0 - 764351.43099	2206		
BootStrap_Emp_Wt42	BootStrap_Emp_Wt42	N	Observed Range	0 - 896517.4288	2206		
BootStrap_Emp_Wt43	BootStrap_Emp_Wt43	N	Observed Range	0 - 508200.19408	2206		
BootStrap_Emp_Wt44	BootStrap_Emp_Wt44	N	Observed Range	0 - 1342688.112	2206		
BootStrap_Emp_Wt45	BootStrap_Emp_Wt45	N	Observed Range	0 - 519025.60163	2206		
BootStrap_Emp_Wt46	BootStrap_Emp_Wt46	N	Observed Range	0 - 1097558.9142	2206		
BootStrap_Emp_Wt47	BootStrap_Emp_Wt47	N	Observed Range	0 - 1976488.6402	2206		
BootStrap_Emp_Wt48	BootStrap_Emp_Wt48	N	Observed Range	0 - 789515.3994	2206		
BootStrap_Emp_Wt49	BootStrap_Emp_Wt49	N	Observed Range	0 - 597723.66834	2206		
BootStrap_Emp_Wt50	BootStrap_Emp_Wt50	N	Observed Range	0 - 616375.5251	2206		
BootStrap_Emp_Wt51	BootStrap_Emp_Wt51	N	Observed Range	0 - 556512.18714	2206		
BootStrap_Emp_Wt52	BootStrap_Emp_Wt52	N	Observed Range	0 - 735357.89967	2206		
BootStrap_Emp_Wt53	BootStrap_Emp_Wt53	N	Observed Range	0 - 3123696.0007	2206		
BootStrap_Emp_Wt54	BootStrap_Emp_Wt54	N	Observed Range	0 - 808751.11653	2206		
BootStrap_Emp_Wt55	BootStrap_Emp_Wt55	N	Observed Range	0 - 954309.72941	2206		
BootStrap_Emp_Wt56	BootStrap_Emp_Wt56	N	Observed Range	0 - 770704.13833	2206		
BootStrap_Emp_Wt57	BootStrap_Emp_Wt57	N	Observed Range	0 - 1049071.8771	2206		
BootStrap_Emp_Wt58	BootStrap_Emp_Wt58	N	Observed Range	0 - 854080.06839	2206		
BootStrap_Emp_Wt59	BootStrap_Emp_Wt59	N	Observed Range	0 - 681670.51708	2206		
BootStrap_Emp_Wt60	BootStrap_Emp_Wt60	N	Observed Range	0 - 997256.09845	2206		
BootStrap_Emp_Wt61	BootStrap_Emp_Wt61	N	Observed Range	0 - 654751.05076	2206		
BootStrap_Emp_Wt62	BootStrap_Emp_Wt62	N	Observed Range	0 - 1082289.7532	2206		
BootStrap_Emp_Wt63	BootStrap_Emp_Wt63	N	Observed Range	0 - 1482000	2206		
BootStrap_Emp_Wt64	BootStrap_Emp_Wt64	N	Observed Range	0 - 592838.16257	2206		
BootStrap_Emp_Wt65	BootStrap_Emp_Wt65	N	Observed Range	0 - 894701.42886	2206		

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
BootStrap_Emp_Wt66	BootStrap_Emp_Wt66	N	Observed Range	0 - 1094036.2156	2206		
BootStrap_Emp_Wt67	BootStrap_Emp_Wt67	N	Observed Range	0 - 697854.37862	2206		
BootStrap_Emp_Wt68	BootStrap_Emp_Wt68	N	Observed Range	0 - 5814795.0692	2206		
BootStrap_Emp_Wt69	BootStrap_Emp_Wt69	N	Observed Range	0 - 1032769.1247	2206		
BootStrap_Emp_Wt70	BootStrap_Emp_Wt70	N	Observed Range	0 - 741823.37452	2206		
BootStrap_Emp_Wt71	BootStrap_Emp_Wt71	N	Observed Range	0 - 818755.12754	2206		
BootStrap_Emp_Wt72	BootStrap_Emp_Wt72	N	Observed Range	0 - 1252691.5719	2206		
BootStrap_Emp_Wt73	BootStrap_Emp_Wt73	N	Observed Range	0 - 776322.70692	2206		
BootStrap_Emp_Wt74	BootStrap_Emp_Wt74	N	Observed Range	0 - 661333.48691	2206		
BootStrap_Emp_Wt75	BootStrap_Emp_Wt75	N	Observed Range	0 - 613172.29836	2206		
BootStrap_Emp_Wt76	BootStrap_Emp_Wt76	N	Observed Range	0 - 810875.00754	2206		
BootStrap_Emp_Wt77	BootStrap_Emp_Wt77	N	Observed Range	0 - 1053539.8438	2206		
BootStrap_Emp_Wt78	BootStrap_Emp_Wt78	N	Observed Range	0 - 1247286.4713	2206		
BootStrap_Emp_Wt79	BootStrap_Emp_Wt79	N	Observed Range	0 - 619942.09522	2206		
BootStrap_Emp_Wt80	BootStrap_Emp_Wt80	N	Observed Range	0 - 1366775.0539	2206		
BootStrap_Emp_Wt81	BootStrap_Emp_Wt81	N	Observed Range	0 - 867579.82373	2206		
BootStrap_Emp_Wt82	BootStrap_Emp_Wt82	N	Observed Range	0 - 756126.75173	2206		
BootStrap_Emp_Wt83	BootStrap_Emp_Wt83	N	Observed Range	0 - 935014.30493	2206		
BootStrap_Emp_Wt84	BootStrap_Emp_Wt84	N	Observed Range	0 - 895589.80866	2206		
BootStrap_Emp_Wt85	BootStrap_Emp_Wt85	N	Observed Range	0 - 845091.34417	2206		
BootStrap_Emp_Wt86	BootStrap_Emp_Wt86	N	Observed Range	0 - 1082982.4128	2206		
BootStrap_Emp_Wt87	BootStrap_Emp_Wt87	N	Observed Range	0 - 1483300	2206		
BootStrap_Emp_Wt88	BootStrap_Emp_Wt88	N	Observed Range	0 - 1061536.9671	2206		
BootStrap_Emp_Wt89	BootStrap_Emp_Wt89	N	Observed Range	0 - 575044.05022	2206		
BootStrap_Emp_Wt90	BootStrap_Emp_Wt90	N	Observed Range	0 - 922071.42007	2206		
BootStrap_Emp_Wt91	BootStrap_Emp_Wt91	N	Observed Range	0 - 1065271.3292	2206		
BootStrap_Emp_Wt92	BootStrap_Emp_Wt92	N	Observed Range	0 - 720963.23944	2206		
BootStrap_Emp_Wt93	BootStrap_Emp_Wt93	N	Observed Range	0 - 1479400	2206		
BootStrap_Emp_Wt94	BootStrap_Emp_Wt94	N	Observed Range	0 - 832808.40917	2206		
BootStrap_Emp_Wt95	BootStrap_Emp_Wt95	N	Observed Range	0 - 552472.25553	2206		
BootStrap_Emp_Wt96	BootStrap_Emp_Wt96	N	Observed Range	0 - 800537.80584	2206		
BootStrap_Emp_Wt97	BootStrap_Emp_Wt97	N	Observed Range	0 - 896846.67522	2206		
BootStrap_Emp_Wt98	BootStrap_Emp_Wt98	N	Observed Range	0 - 1225323.7554	2206		
BootStrap_Emp_Wt99	BootStrap_Emp_Wt99	N	Observed Range	0 - 486574.14753	2206		
BootStrap_Emp_Wt100	BootStrap_Emp_Wt100	N	Observed Range	0 - 756359.19033	2206		
BootStrap_Emp_Wt101	BootStrap_Emp_Wt101	N	Observed Range	0 - 536187.94896	2206		
BootStrap_Emp_Wt102	BootStrap_Emp_Wt102	N	Observed Range	0 - 855521.23008	2206		
BootStrap_Emp_Wt103	BootStrap_Emp_Wt103	N	Observed Range	0 - 1425970.2034	2206		
BootStrap_Emp_Wt104	BootStrap_Emp_Wt104	N	Observed Range	0 - 874680.09473	2206		
BootStrap_Emp_Wt105	BootStrap_Emp_Wt105	N	Observed Range	0 - 868905.1286	2206		
BootStrap_Emp_Wt106	BootStrap_Emp_Wt106	N	Observed Range	0 - 1044904.9543	2206		
BootStrap_Emp_Wt107	BootStrap_Emp_Wt107	N	Observed Range	0 - 513370.15209	2206		
BootStrap_Emp_Wt108	BootStrap_Emp_Wt108	N	Observed Range	0 - 686788.51285	2206		
BootStrap_Emp_Wt109	BootStrap_Emp_Wt109	N	Observed Range	0 - 1373630.0549	2206		
BootStrap_Emp_Wt110	BootStrap_Emp_Wt110	N	Observed Range	0 - 687267.4974	2206		
BootStrap_Emp_Wt111	BootStrap_Emp_Wt111	N	Observed Range	0 - 1025700	2206		
BootStrap_Emp_Wt112	BootStrap_Emp_Wt112	N	Observed Range	0 - 657346.98415	2206		
BootStrap_Emp_Wt113	BootStrap_Emp_Wt113	N	Observed Range	0 - 1090997.8692	2206		
BootStrap_Emp_Wt114	BootStrap_Emp_Wt114	N	Observed Range	0 - 524945.6884	2206		
BootStrap_Emp_Wt115	BootStrap_Emp_Wt115	N	Observed Range	0 - 1025700	2206		
BootStrap_Emp_Wt116	BootStrap_Emp_Wt116	N	Observed Range	0 - 560579.06311	2206		
BootStrap_Emp_Wt117	BootStrap_Emp_Wt117	N	Observed Range	0 - 948855.31256	2206		
BootStrap_Emp_Wt118	BootStrap_Emp_Wt118	N	Observed Range	0 - 941302.0282	2206		
BootStrap_Emp_Wt119	BootStrap_Emp_Wt119	N	Observed Range	0 - 1166177.1764	2206		
BootStrap_Emp_Wt120	BootStrap_Emp_Wt120	N	Observed Range	0 - 761547.55229	2206		
BootStrap_Emp_Wt121	BootStrap_Emp_Wt121	N	Observed Range	0 - 867560.99997	2206		
BootStrap_Emp_Wt122	BootStrap_Emp_Wt122	N	Observed Range	0 - 1085455.2723	2206		
BootStrap_Emp_Wt123	BootStrap_Emp_Wt123	N	Observed Range	0 - 525266.32679	2206		

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
BootStrap_Emp_Wt124	BootStrap_Emp_Wt124	N	Observed Range	0 - 692788.79366	2206		
BootStrap_Emp_Wt125	BootStrap_Emp_Wt125	N	Observed Range	0 - 579120.01661	2206		
BootStrap_Emp_Wt126	BootStrap_Emp_Wt126	N	Observed Range	0 - 570244.58295	2206		
BootStrap_Emp_Wt127	BootStrap_Emp_Wt127	N	Observed Range	0 - 722276.7078	2206		
BootStrap_Emp_Wt128	BootStrap_Emp_Wt128	N	Observed Range	0 - 1218517.0906	2206		
BootStrap_Emp_Wt129	BootStrap_Emp_Wt129	N	Observed Range	0 - 831784.15621	2206		
BootStrap_Emp_Wt130	BootStrap_Emp_Wt130	N	Observed Range	0 - 2362172.8047	2206		
BootStrap_Emp_Wt131	BootStrap_Emp_Wt131	N	Observed Range	0 - 864826.6311	2206		
BootStrap_Emp_Wt132	BootStrap_Emp_Wt132	N	Observed Range	0 - 1080217.9601	2206		
BootStrap_Emp_Wt133	BootStrap_Emp_Wt133	N	Observed Range	0 - 846827.3946	2206		
BootStrap_Emp_Wt134	BootStrap_Emp_Wt134	N	Observed Range	0 - 3630223.5716	2206		
BootStrap_Emp_Wt135	BootStrap_Emp_Wt135	N	Observed Range	0 - 940801.33473	2206		
BootStrap_Emp_Wt136	BootStrap_Emp_Wt136	N	Observed Range	0 - 1100625.7784	2206		
BootStrap_Emp_Wt137	BootStrap_Emp_Wt137	N	Observed Range	0 - 994544.82573	2206		
BootStrap_Emp_Wt138	BootStrap_Emp_Wt138	N	Observed Range	0 - 555976.94573	2206		
BootStrap_Emp_Wt139	BootStrap_Emp_Wt139	N	Observed Range	0 - 2742058.1722	2206		
BootStrap_Emp_Wt140	BootStrap_Emp_Wt140	N	Observed Range	0 - 858001.4165	2206		
BootStrap_Emp_Wt141	BootStrap_Emp_Wt141	N	Observed Range	0 - 940639.17773	2206		
BootStrap_Emp_Wt142	BootStrap_Emp_Wt142	N	Observed Range	0 - 633595.98254	2206		
BootStrap_Emp_Wt143	BootStrap_Emp_Wt143	N	Observed Range	0 - 877225.12347	2206		
BootStrap_Emp_Wt144	BootStrap_Emp_Wt144	N	Observed Range	0 - 683636.78479	2206		
BootStrap_Emp_Wt145	BootStrap_Emp_Wt145	N	Observed Range	0 - 558421.65373	2206		
BootStrap_Emp_Wt146	BootStrap_Emp_Wt146	N	Observed Range	0 - 690077.12918	2206		
BootStrap_Emp_Wt147	BootStrap_Emp_Wt147	N	Observed Range	0 - 709892.82797	2206		
BootStrap_Emp_Wt148	BootStrap_Emp_Wt148	N	Observed Range	0 - 1533706	2206		
BootStrap_Emp_Wt149	BootStrap_Emp_Wt149	N	Observed Range	0 - 1131228.2518	2206		
BootStrap_Emp_Wt150	BootStrap_Emp_Wt150	N	Observed Range	0 - 945541.80406	2206		
BootStrap_Emp_Wt151	BootStrap_Emp_Wt151	N	Observed Range	0 - 918205.50192	2206		
BootStrap_Emp_Wt152	BootStrap_Emp_Wt152	N	Observed Range	0 - 813939.08755	2206		
BootStrap_Emp_Wt153	BootStrap_Emp_Wt153	N	Observed Range	0 - 562174.51735	2206		
BootStrap_Emp_Wt154	BootStrap_Emp_Wt154	N	Observed Range	0 - 531228.75192	2206		
BootStrap_Emp_Wt155	BootStrap_Emp_Wt155	N	Observed Range	0 - 780841.969	2206		
BootStrap_Emp_Wt156	BootStrap_Emp_Wt156	N	Observed Range	0 - 914503.87544	2206		
BootStrap_Emp_Wt157	BootStrap_Emp_Wt157	N	Observed Range	0 - 1239982.8274	2206		
BootStrap_Emp_Wt158	BootStrap_Emp_Wt158	N	Observed Range	0 - 954588.62585	2206		
BootStrap_Emp_Wt159	BootStrap_Emp_Wt159	N	Observed Range	0 - 1027278	2206		
BootStrap_Emp_Wt160	BootStrap_Emp_Wt160	N	Observed Range	0 - 603759.83663	2206		
BootStrap_Emp_Wt161	BootStrap_Emp_Wt161	N	Observed Range	0 - 672846.38352	2206		
BootStrap_Emp_Wt162	BootStrap_Emp_Wt162	N	Observed Range	0 - 1086483.6828	2206		
BootStrap_Emp_Wt163	BootStrap_Emp_Wt163	N	Observed Range	0 - 1868821.2007	2206		
BootStrap_Emp_Wt164	BootStrap_Emp_Wt164	N	Observed Range	0 - 667297.95649	2206		
BootStrap_Emp_Wt165	BootStrap_Emp_Wt165	N	Observed Range	0 - 1169305.497	2206		
BootStrap_Emp_Wt166	BootStrap_Emp_Wt166	N	Observed Range	0 - 702187.2659	2206		
BootStrap_Emp_Wt167	BootStrap_Emp_Wt167	N	Observed Range	0 - 1101979.1038	2206		
BootStrap_Emp_Wt168	BootStrap_Emp_Wt168	N	Observed Range	0 - 887341.68482	2206		
BootStrap_Emp_Wt169	BootStrap_Emp_Wt169	N	Observed Range	0 - 937966.40957	2206		
BootStrap_Emp_Wt170	BootStrap_Emp_Wt170	N	Observed Range	0 - 2008994.2436	2206		
BootStrap_Emp_Wt171	BootStrap_Emp_Wt171	N	Observed Range	0 - 637292.99052	2206		
BootStrap_Emp_Wt172	BootStrap_Emp_Wt172	N	Observed Range	0 - 627536.03728	2206		
BootStrap_Emp_Wt173	BootStrap_Emp_Wt173	N	Observed Range	0 - 608056.61744	2206		
BootStrap_Emp_Wt174	BootStrap_Emp_Wt174	N	Observed Range	0 - 609578.61785	2206		
BootStrap_Emp_Wt175	BootStrap_Emp_Wt175	N	Observed Range	0 - 1083089.1596	2206		
BootStrap_Emp_Wt176	BootStrap_Emp_Wt176	N	Observed Range	0 - 733341.02977	2206		
BootStrap_Emp_Wt177	BootStrap_Emp_Wt177	N	Observed Range	0 - 565811.94899	2206		
BootStrap_Emp_Wt178	BootStrap_Emp_Wt178	N	Observed Range	0 - 897382.76479	2206		
BootStrap_Emp_Wt179	BootStrap_Emp_Wt179	N	Observed Range	0 - 752474.2981	2206		
BootStrap_Emp_Wt180	BootStrap_Emp_Wt180	N	Observed Range	0 - 579034.35588	2206		
BootStrap_Emp_Wt181	BootStrap_Emp_Wt181	N	Observed Range	0 - 1189441.745	2206		

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
BootStrap_Emp_Wt182	BootStrap_Emp_Wt182	N	Observed Range	0 - 1147080.8023	2206		
BootStrap_Emp_Wt183	BootStrap_Emp_Wt183	N	Observed Range	0 - 890416.71489	2206		
BootStrap_Emp_Wt184	BootStrap_Emp_Wt184	N	Observed Range	0 - 741144.22826	2206		
BootStrap_Emp_Wt185	BootStrap_Emp_Wt185	N	Observed Range	0 - 616283.59631	2206		
BootStrap_Emp_Wt186	BootStrap_Emp_Wt186	N	Observed Range	0 - 744246.45534	2206		
BootStrap_Emp_Wt187	BootStrap_Emp_Wt187	N	Observed Range	0 - 576357.5914	2206		
BootStrap_Emp_Wt188	BootStrap_Emp_Wt188	N	Observed Range	0 - 1775141.5641	2206		
BootStrap_Emp_Wt189	BootStrap_Emp_Wt189	N	Observed Range	0 - 595853.91098	2206		
BootStrap_Emp_Wt190	BootStrap_Emp_Wt190	N	Observed Range	0 - 1125701.1215	2206		
BootStrap_Emp_Wt191	BootStrap_Emp_Wt191	N	Observed Range	0 - 516568.03422	2206		
BootStrap_Emp_Wt192	BootStrap_Emp_Wt192	N	Observed Range	0 - 619778.80451	2206		
BootStrap_Emp_Wt193	BootStrap_Emp_Wt193	N	Observed Range	0 - 2283097.2839	2206		
BootStrap_Emp_Wt194	BootStrap_Emp_Wt194	N	Observed Range	0 - 599736.8085	2206		
BootStrap_Emp_Wt195	BootStrap_Emp_Wt195	N	Observed Range	0 - 2861190.8368	2206		
BootStrap_Emp_Wt196	BootStrap_Emp_Wt196	N	Observed Range	0 - 1508665.8633	2206		
BootStrap_Emp_Wt197	BootStrap_Emp_Wt197	N	Observed Range	0 - 615736.61405	2206		
BootStrap_Emp_Wt198	BootStrap_Emp_Wt198	N	Observed Range	0 - 1120422.639	2206		
BootStrap_Emp_Wt199	BootStrap_Emp_Wt199	N	Observed Range	0 - 733506.09926	2206		
BootStrap_Emp_Wt200	BootStrap_Emp_Wt200	N	Observed Range	0 - 1174946.4813	2206		
BootStrap_Emp_Wt201	BootStrap_Emp_Wt201	N	Observed Range	0 - 947279.64046	2206		
BootStrap_Emp_Wt202	BootStrap_Emp_Wt202	N	Observed Range	0 - 2248785.433	2206		
BootStrap_Emp_Wt203	BootStrap_Emp_Wt203	N	Observed Range	0 - 609615.1074	2206		
BootStrap_Emp_Wt204	BootStrap_Emp_Wt204	N	Observed Range	0 - 690599.76393	2206		
BootStrap_Emp_Wt205	BootStrap_Emp_Wt205	N	Observed Range	0 - 597637.88687	2206		
BootStrap_Emp_Wt206	BootStrap_Emp_Wt206	N	Observed Range	0 - 849139.37905	2206		
BootStrap_Emp_Wt207	BootStrap_Emp_Wt207	N	Observed Range	0 - 692472.21433	2206		
BootStrap_Emp_Wt208	BootStrap_Emp_Wt208	N	Observed Range	0 - 1521016.633	2206		
BootStrap_Emp_Wt209	BootStrap_Emp_Wt209	N	Observed Range	0 - 647057.87382	2206		
BootStrap_Emp_Wt210	BootStrap_Emp_Wt210	N	Observed Range	0 - 624250.80249	2206		
BootStrap_Emp_Wt211	BootStrap_Emp_Wt211	N	Observed Range	0 - 596129.99248	2206		
BootStrap_Emp_Wt212	BootStrap_Emp_Wt212	N	Observed Range	0 - 526960.63828	2206		
BootStrap_Emp_Wt213	BootStrap_Emp_Wt213	N	Observed Range	0 - 785404.95072	2206		
BootStrap_Emp_Wt214	BootStrap_Emp_Wt214	N	Observed Range	0 - 747112.87893	2206		
BootStrap_Emp_Wt215	BootStrap_Emp_Wt215	N	Observed Range	0 - 704505.72714	2206		
BootStrap_Emp_Wt216	BootStrap_Emp_Wt216	N	Observed Range	0 - 668812.42362	2206		
BootStrap_Emp_Wt217	BootStrap_Emp_Wt217	N	Observed Range	0 - 1242609.6591	2206		
BootStrap_Emp_Wt218	BootStrap_Emp_Wt218	N	Observed Range	0 - 601002.89233	2206		
BootStrap_Emp_Wt219	BootStrap_Emp_Wt219	N	Observed Range	0 - 1001358.1805	2206		
BootStrap_Emp_Wt220	BootStrap_Emp_Wt220	N	Observed Range	0 - 1090340.3499	2206		
BootStrap_Emp_Wt221	BootStrap_Emp_Wt221	N	Observed Range	0 - 831441.79565	2206		
BootStrap_Emp_Wt222	BootStrap_Emp_Wt222	N	Observed Range	0 - 1010057.95	2206		
BootStrap_Emp_Wt223	BootStrap_Emp_Wt223	N	Observed Range	0 - 1072239.977	2206		
BootStrap_Emp_Wt224	BootStrap_Emp_Wt224	N	Observed Range	0 - 877333.63951	2206		
BootStrap_Emp_Wt225	BootStrap_Emp_Wt225	N	Observed Range	0 - 2367247.8391	2206		
BootStrap_Emp_Wt226	BootStrap_Emp_Wt226	N	Observed Range	0 - 1077640.7969	2206		
BootStrap_Emp_Wt227	BootStrap_Emp_Wt227	N	Observed Range	0 - 798167.81244	2206		
BootStrap_Emp_Wt228	BootStrap_Emp_Wt228	N	Observed Range	0 - 1093151.9392	2206		
BootStrap_Emp_Wt229	BootStrap_Emp_Wt229	N	Observed Range	0 - 835308.27716	2206		
BootStrap_Emp_Wt230	BootStrap_Emp_Wt230	N	Observed Range	0 - 922317.74089	2206		
BootStrap_Emp_Wt231	BootStrap_Emp_Wt231	N	Observed Range	0 - 618110.22153	2206		
BootStrap_Emp_Wt232	BootStrap_Emp_Wt232	N	Observed Range	0 - 604089.43135	2206		
BootStrap_Emp_Wt233	BootStrap_Emp_Wt233	N	Observed Range	0 - 829709.52225	2206		
BootStrap_Emp_Wt234	BootStrap_Emp_Wt234	N	Observed Range	0 - 802468.09613	2206		
BootStrap_Emp_Wt235	BootStrap_Emp_Wt235	N	Observed Range	0 - 612536.24328	2206		
BootStrap_Emp_Wt236	BootStrap_Emp_Wt236	N	Observed Range	0 - 630978.33016	2206		
BootStrap_Emp_Wt237	BootStrap_Emp_Wt237	N	Observed Range	0 - 1027278	2206		
BootStrap_Emp_Wt238	BootStrap_Emp_Wt238	N	Observed Range	0 - 523037.61527	2206		
BootStrap_Emp_Wt239	BootStrap_Emp_Wt239	N	Observed Range	0 - 786509.6952	2206		

Attributes			Unweighted Frequencies				
PUF Variable	Label	Type	Value Code	Value Label	N	% (out of non-missing codes)	% (including missing codes)
BootStrap_Emp_Wt240	BootStrap_Emp_Wt240	N	Observed Range	0 - 575194.34697	2206		
BootStrap_Emp_Wt241	BootStrap_Emp_Wt241	N	Observed Range	0 - 571385.21336	2206		
BootStrap_Emp_Wt242	BootStrap_Emp_Wt242	N	Observed Range	0 - 797173.82295	2206		
BootStrap_Emp_Wt243	BootStrap_Emp_Wt243	N	Observed Range	0 - 549627.21992	2206		
BootStrap_Emp_Wt244	BootStrap_Emp_Wt244	N	Observed Range	0 - 1066939.7221	2206		
BootStrap_Emp_Wt245	BootStrap_Emp_Wt245	N	Observed Range	0 - 589800.20204	2206		
BootStrap_Emp_Wt246	BootStrap_Emp_Wt246	N	Observed Range	0 - 523858.50766	2206		
BootStrap_Emp_Wt247	BootStrap_Emp_Wt247	N	Observed Range	0 - 892749.33776	2206		
BootStrap_Emp_Wt248	BootStrap_Emp_Wt248	N	Observed Range	0 - 1277694.1303	2206		
BootStrap_Emp_Wt249	BootStrap_Emp_Wt249	N	Observed Range	0 - 1091642.247	2206		
BootStrap_Emp_Wt250	BootStrap_Emp_Wt250	N	Observed Range	0 - 1024122	2206		

Worksite Survey Weights

The 2018 FMLA Worksite Survey employed a stratified simple random design, with strata defined by paid leave states/non-paid leave states, industry grouping, and worksite size. To account for the sampling design and to adjust for unit nonresponse, two sets of weights were created for analyzing 2018 FMLA Worksite Survey data using the bootstrap re-sampling technique. The first set of weights weights the data by the number of employees working at each worksite (employee weights). The second set of weights weights the data by the number of worksites (worksite weights). The worksite weights can be used to draw inferences about the population of employers in worksite-level analyses, whereas the employee weights can be used to provide employee-level estimates in employee-level analyses. Each set of weights contains 250 replicates.

More information about the weights can be found in the 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 using worksite weights and using employee weights, 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.

Industry Frequencies on Full Sample

Statistical Package	Weights	Code	Expected Output
SAS	Worksite Weights	PROC SURVEYFREQ data=<libname>.FMLA_2018_Worksite_PUF VARMETHOD = brr; WEIGHT Estab_Wt; REPWEIGHT BootStrap_Estab_Wt1 - BootStrap_Estab_Wt250; TABLES Q4_CAT; RUN;	
Stata	Worksite Weights	svyset [pw=estab_wt], vce(bootstrap) bsrw(bootstrap_estab_wt*) mse svy: tab q4_cat	
SAS	Employee Weights	PROC SURVEYFREQ data=<libname>.FMLA_2018_Worksite_PUF VARMETHOD = brr; WEIGHT Emp_Wt; REPWEIGHT BootStrap_Emp_Wt1- BootStrap_Emp_Wt250; TABLES Q4_CAT; RUN;	
Stata	Employee Weights	svyset [pw=emp_wt], vce(bootstrap) bsrw(bootbtrap_emp_wt*) mse svy: tab q4_cat	

SAS – Worksite Weights

Data Summary	
Number of Observations	2206
Sum of Weights	9446660

Variance Estimation	
Method	BRR
Replicate Weights	FMLA_2018_WORKSITE_PUF
Number of Replicates	250

Organization's main industry

Q4_CAT	Frequency	Weighted Frequency	Std Err of Wgt Freq	Percent	Std Err of Percent
Manufacturing	584	1283713	4.70E-06	13.5891	0
Retail	434	1918384	0.0000188	20.3075	0
Services	562	2864417	5.57E-06	30.322	0
Other	626	3380146	3.50E-06	35.7814	0
Total	**2206**	**9446660**	**0.0000223**	**100**	

Stata – Worksite Weights

Number of obs	=	2,206
Population size	=	9,446,660
Replications	=	250

Organization's Main Industry	Proportion
Manufacturing	0.1359
Retail	0.2031
Services	0.3032
Other	0.3578
Total	**1**

Key: proportion = cell proportion

SAS – Employee Weights

Data Summary	
Number of Observations	2206
Sum of Weights	114066684

Variance Estimation	
Method	BRR
Replicate Weights	FMLA_2018_WORKSITE_PUF
Number of Replicates	250

Organization's main industry

Q4_CAT	Frequency	Weighted Frequency	Std Err of Wgt Freq	Percent	Std Err of Percent
Manufacturing	584	18931469	1132779	16.5968	0.9931
Retail	434	25845555	781684	22.6583	0.6853
Services	562	28769323	4338938	25.2215	3.8039
Other	626	40520337	4130910	35.5234	3.6215
Total	**2206**	**114066684**	**0.0002236**	**100**	

Stata – Employee Weights

Number of obs	=	2,206
Population size	=	114,066,684
Replications	=	250

Organization's Main Industry	Proportion
Manufacturing	0.166
Retail	0.2266
Services	0.2522
Other	0.3552
Total	**1**

Key: proportion = cell proportion

Comparison of 2012 and 2018 Worksite 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 Worksite Survey relative to the 2012 Survey can be found in Section 2.2.2 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.2 of the 2018 Methodology Report Appendices presents detailed revision matrices for all changes made to the 2018 Worksite Survey:
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 Worksite Survey Relative to 2012 Survey

Changes
Expanded questions on reasons for employee leaves taken.
For employers that offer benefits to a subset of employees, expanded questions to capture additional detail on variation in benefits by employee type.
Revised questions on worksite characteristics (e.g., prevalence of low-wage workers) and firm characteristics (e.g., whether firm has worksites in multiple jurisdictions, firm revenue).
Revised questions on medical certifications to focus on most commonly required certification (i.e., initial medical certification) and deemphasize less common secondary certifications, re-certifications, and fitness-for-duty certifications.
Combined questions on leaves related to a family member in military service (related to preparing for deployment, or to care for a family member injured during military service).