Technical Assistance Materials for the Family and Medical Leave Act (FMLA) Revised Public Use Files

Contract #GS10F0086K

August 27, 2013

Prepared for:
Jonathan Simonetta
U.S. Department of Labor
200 Constitution Ave, NW
Washington, DC 20210

Submitted by:
Abt Associates Inc.
55 Wheeler Street
Cambridge, MA 02138

Nancy McGarry
Alyssa Pozniak
Jacob Alex Klerman
Isabel Cancel

Preface

This document includes reference materials distributed to participants who attended the technical assistance session, pertaining to use of the 2012 Family and Medical Leave Act revised Public Use Files (PUF), which was held on August 27, 2013 at the U.S. Department of Labor.

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1. PUF Presentation Slides

Using the 2012 Family and Medical Leave Public Use Files (PUF)

Jacob Alex Klerman
Abt Associates
US Department of Labor
Washington DC
August 2013

Outline

- Project Background
- PUF and Revised PUF
- Using the PUF
- Q&A

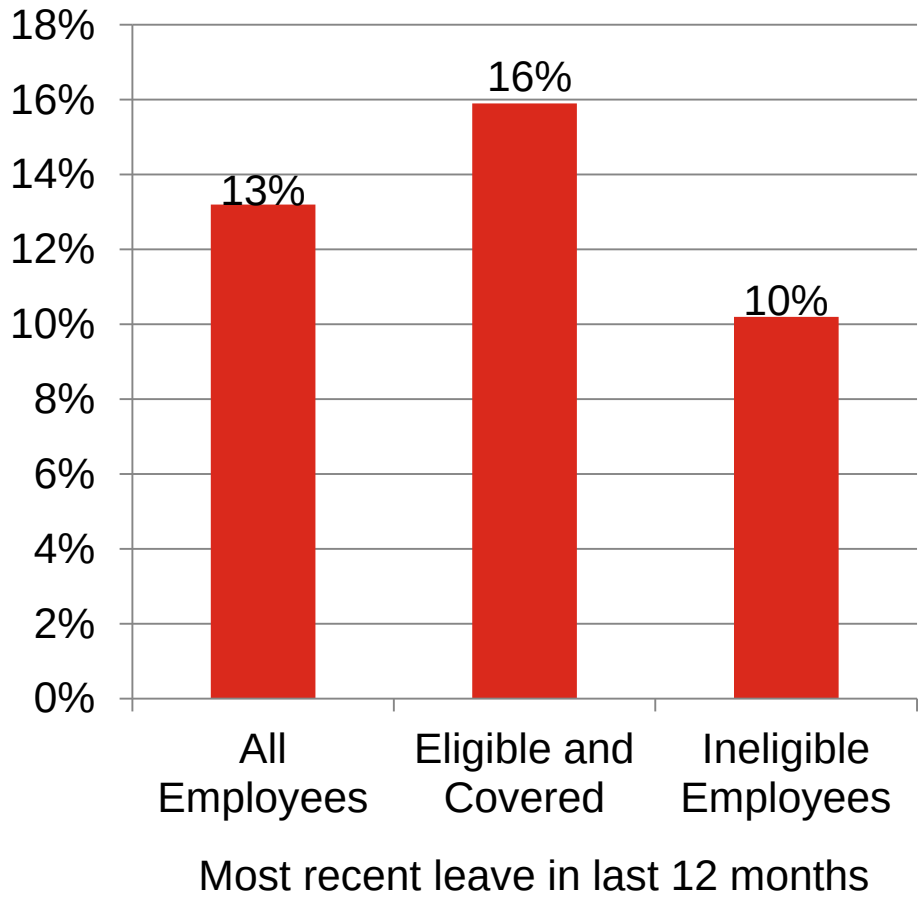
Project and Policy Background

- Under contract to DOL Chief Evaluation Office, in Spring 2012, Abt Associates conducted:
  - *Employee Survey* (N=2,852 employees; eligible and not eligible: leave takers, unmet need for leave, both, neither)
  - *Worksite Survey* (N=1,812 worksites; covered and uncovered)
  - Updating earlier Employee and Worksite Surveys in 1995 and 2000
- Family and Medical Leave Act of 1993 (FMLA) motivates much of the survey content; the FMLA …
  - Guarantees up to 12 weeks of job protected leave per year
  - For FMLA qualifying reasons
  - For eligible employees of covered employers
  - But, leave is unpaid

Product Deliverables

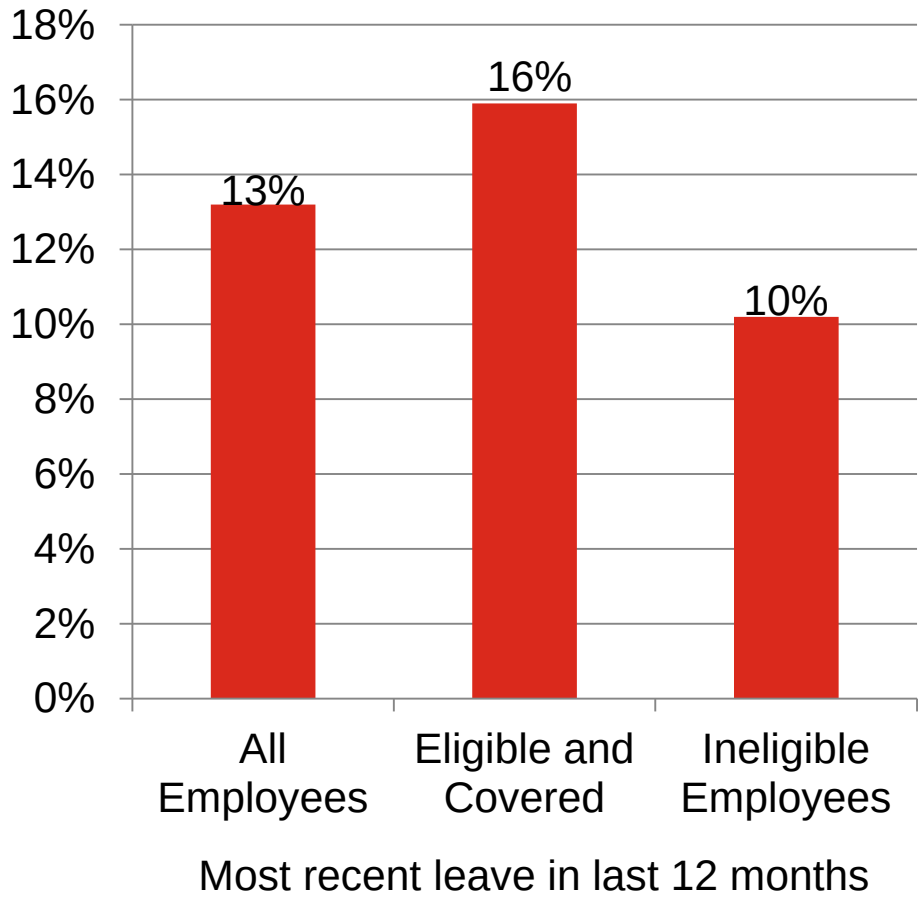
- Initial report package, released September 2012
  - *Executive Summary, Final Report, Methodology Report, Methodology Appendix, Detailed Results Appendix*
  - Public Use Files (SAS) and *Public Use File Documentation*
  - See: http://www.dol.gov/whd/fmla/survey/
- Additional requests to be released Fall 2013
  - Revised report package (revised for clarity, no new analysis)
  - Several *Executive Briefings* with new analysis

Leave is More Common for Eligibles



- Leave is common
  - More common for eligibles
  - But, also common among ineligibles
- Possible explanations
  - FMLA protections (but not only FMLA protections)
  - Heterogeneity (employers, employees)
  - Sampling variability

Leave is More Common for Eligibles



- Leave is common
  - More common for eligibles
  - But, also common among ineligibles
- Possible explanations
  - FMLA protections (but not only FMLA protections)
  - Heterogeneity (employers, employees)
  - Sampling variability

These are generic issues in analyzing the surveys

Materials Today

- Copies of briefing slides
- *Revised PUF Documentation*
- Sample program statements and output
  - For SAS and for Stata
- *Revised PUFs* (SAS and Stata) available on-line
  - See http://www.dol.gov/whd/fmla/survey/

Outline

- Project Background
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- Using the PUF
- Q&A

Original and *Revised PUF*

- *Original PUF* released 9/2012
  - Contract required release of PUF to allow others to analyze the data
  - Content of PUF must balance utility against disclosure risk
- Comments received from users of PUF (via DOL) suggested that we had been too conservative
  - In consultation with our Institutional Review Board (IRB), we reexamined disclosure risk
- *Revised PUF* released 8/2013
  - Includes several additional—and crucial—variables

Revised PUF Includes …

- All variables in *(Original) PUF*
  - In SAS format
- Plus Stata code for reading in both PUFs
- Plus new variables:
  - Employee survey: A5_2_CAT_REV
  - Employee survey: A13_2_CAT_REV
  - Employee survey: E15_CAT_REV
  - Worksite survey: IMP_Q1_COVER

Revised PUF Includes … (cont.)

- Plus clarification/corrections in Employee Survey:
  - Corrected category label for AGE_CAT:
    - Age range when AGE_CAT = 7 is 50-54
    - Age range when AGE_CAT = 8 is 55-59
  - Updated labels of A13_1_CAT, A13_2_CAT, A13_2_CAT_REV in *PUF Documentation*
  - Correction of how zero values are reflected in A41_CAT (i.e., zeroes are now reflected in their own category instead of appearing in the missing category)

Revised PUF Allows …

- Employee Survey: calculation of rates of leave needing and unmet need for leave, and many sub-analyses of these two groups
- Worksite Survey: still able to reproduce almost all tables weighted by worksite
- See discussion later in this talk and in handout

Revised PUF Does *Not* Allow …

- Employee Survey: leave taken or needed for military reasons
- Worksite Survey: results weighted by employees
- Both Surveys: Sub-national geography

Disclosure risk is too high

Outline

- Project Background
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- Using the PUF
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Weighted Analysis

- Both surveys are stratified random samples
- Nevertheless, proper analysis—levels and standard errors—*requires* using weights
- Weighting is necessary due to:
  - Stratification by leave needer/leave taker status (Employee Survey; see next slide)
  - Stratification by worksite size and industry (Worksite Survey)
  - Land line vs. cell phone (Employee Survey)
  - Survey non-response (Both Surveys)

Stratification by Leave Status

- Only a few, questions apply to all workers
  - Eligibility, benefits
- Primary interest in “leave taking” and “leave needing”
  - Rare populations
  - Survey screened out households with only “Employed Only” workers
  - Within households, oversample “Leave Takers” and (even more) “Leave Needers”

As a result, must weight—even within group—analyses

Worksite Survey Example 1

- From Executive Summary: *Most covered worksites that are large enough to have eligible employees (that is, 50 employees within 75 miles) report little difficulty complying with the FMLA (only 14% report "somewhat difficult"; only 1% report "very difficult; weighting by worksite).*
- Reported in third column of Exhibit 3.3.4:

Worksite Survey Example 1

Exhibit 3.3.4 Covered firms' reported ease of complying with FMLA

	Weighted by number of employees		Weighted by worksite	
	50/75 worksites	Covered worksites	50/75 worksites	Covered worksites
	%	%	%	%
	[95% CI]	[95% CI]	[95% CI]	[95% CI]
Very difficult	2.5	2.2	1.0	0.6
	[0.4-4.5]	[0.5-4.0]	[0.2-1.8]	[0.2-0.9]
Somewhat difficult	29.2	26.5	13.6	5.5
	[12.9-45.5]	[11.7-41.3]	[4.1-23.0]	[1.5-9.6]
Somewhat easy	43.2	42.0	49.2	29.8
	[25.4-61.1]	[25.9-58.2]	[36.4-62.1]	[21.7-37.9]
Very easy	17.4	19.7	26.1	35.7
	[10.3-24.4]	[12.7-26.7]	[13.3-38.9]	[28.4-43.1]
No noticeable effect	7.7	9.3	10.1	27.7
	[2.5-12.8]	[4.4-14.3]	[4.6-15.6]	[18.6-36.9]
Don't Know/Refused	0.0	0.2	0.0	0.5
	[-0.0-0.1]	[-0.0-0.3]	[-0.0-0.1]	[-0.1-1.2]
Unweighted N:	808	988	808	988

Source: Worksite Survey Q52.
Sample: Asked of worksites who self-report that they are covered by the FMLA.

Worksite Survey Example 1: SAS

- See “Revised PUF – Worksite Survey Example 1” in exsum_er.sas, exsum_er.log for SAS code
- SAS output from exsum_er.lst:

Variable	Label	N	Mean	Std Error of Mean	95% CL for Mean
q52_1	1 =Very easy	808	0.261168	0.064166	0.1334737 0.38886137
q52_2	2 =Somewhat easy	808	0.492368	0.064720	0.3635704 0.62116572
q52_3	3 =Somewhat difficult	808	0.135507	0.047423	0.0411330 0.22988175
q52_4	4 =Very difficult	808	0.009948	0.004216	0.0015570 0.01833817
q52_5	5 =No noticeable effect	808	0.100814	0.027594	0.0459007 0.15572731
q52_rdk	0 =Dk/ref	808	0.000195	0.000198	-0.0001981 0.00058895

W1: Variable Construction

```
data sav.sas_er_ex;
                        <deleted lines>
    *self reported coverage (base until q58);
    if q17 eq 1 then do;
        q52_1=0; q52_2=0; q52_3=0;
        q52_4=0; q52_5=0; q52_rdk=0;
        if q52 eq 1 then q52_1 = 1;
        if q52 eq 2 then q52_2 = 1;
        if q52 eq 3 then q52_3 = 1;
        if q52 eq 4 then q52_4 = 1;
        if q52 eq 5 then q52_5 = 1;
        if q52 in (.,8,9,98,99,999) then q52_rdk=1;

                    <continued on next slide>
```

W1: Variable Construction

```
                    <deleted lines>
    label
        q52_1 = '1 =Very easy'
        q52_2 = '2 =Somewhat easy'
        q52_3 = '3 =Somewhat difficult'
        q52_4 = '4 =Very difficult'
        q52_5 = '5 =No noticeable effect'
        q52_rdk = '0 =Dk/ref'
        q56_1 = '1 =Very positive'
        q56_2 = '2 =Somewhat positive'
        q56_3 = '3 =Somewhat negative'
        q56_4 = '4 =Very negative'
        q56_5 = '5 =No noticeable effect'
        q56_rdk = '0 =Dk/ref'      ;
run;
```

W1: Analysis

```
proc surveymeans data = sav.sas_er_ex
    alpha = .05 VARMETHOD=JACKKNIFE  ;
    where imp_q1_cover eq 3;
    var  q52_1--q52_rdk;
    weight  weight;
    REPWEIGHT RPL01--RPL80;
    format imp_q1_cover Q1_impf.;
    title2 'Revised PUF - Worksite Survey Example 1';
    run;
```

Worksite Survey Example 1: Stata

- See “Example 1” in stata_exsum_er.do for Stata code
- Stata output from stata_exsum_er.log:

```
Number of strata =       1          Number of obs    =     1737
                                    Population size  =  8768125
                                    Subpop. no. obs  =      808
                                    Subpop. size     = 507655.2
                                    Replications     =       71
                                    Design df        =       70
------------------------------------------------------------------
             |              Jknife *
             |       Mean   Std. Err.     [95% Conf. Interval]
-------------+----------------------------------------------------
       q52_1 |   .2611675   .0641657       .133193     .389142
       q52_2 |   .4923681   .0647204      .3632874    .6214488
       q52_3 |   .1355074   .0474228      .0409256    .2300892
       q52_4 |   .0099476   .0042162      .0015386    .0183566
       q52_5 |    .100814   .0275937        .04578     .155848
     q52_rdk |   .0001954   .0001977      -.000199    .0005898
------------------------------------------------------------------
```

Worksite Survey Example 2

- From Executive Summary: *Few worksites (less than 10 percent) perceive negative effects of complying with the FMLA on "employee productivity, absenteeism, turnover, career advancement, and morale…business profitability".*
- Reported in third column of Exhibit 8.5.2:

Worksite Survey Example 2

Exhibit 8.5.2 Effect of complying with the FMLA on covered worksites

	Weighted by employees at worksite		Weighted by worksite	
	50/75 worksites % [95% CI]	Covered worksites % [95% CI]	50/75 worksites % [95% CI]	Covered worksites % [95% CI]
Very positive	5.1 [2.7-7.5]	6.5 [3.7-9.2]	6.4 [3.3-9.6]	15.1 [7.3-22.8]
Somewhat positive	33.8 [15.2-52.4]	32.9 [16.1-49.7]	31.0 [16.5-45.6]	18.0 [8.5-27.5]
Somewhat negative	20.0 [5.6-34.3]	18.2 [5.3-31.1]	7.0 [3.6-10.3]	3.1 [1.6-4.5]
Very negative	9.3 [-0.9-19.6]	8.4 [-0.8-17.6]	1.0 [0.1-1.8]	0.5 [0.1-1.0]
No noticeable effect	27.5 [17.7-37.3]	30.0 [20.2-39.9]	53.8 [40.4-67.2]	62.9 [51.6-74.2]
Don't Know/Refused	4.3 [-2.3-11.0]	3.9 [-2.0-9.9]	0.7 [0.1-1.3]	0.4 [0.1-0.8]
Unweighted N:	808	988	808	988

Source: Worksite Survey Q56
Sample: Asked of all worksites who self-report that they are covered by the FMLA.

Worksite Survey Example 2: SAS

- See “Revised PUF – Worksite Survey Example 2” in exsum_er.sas, exsum_er.log for SAS code
- SAS output from exsum_er.lst:

Variable	Label	N	Mean	Std Error of Mean	95% CL for Mean	
q56_1	1 =Very positive	808	0.064477	0.015593	0.03344652	0.09550696
q56_2	2 =Somewhat positive	808	0.310370	0.073285	0.16452721	0.45621234
q56_3	3 =Somewhat negative	808	0.069830	0.016870	0.03625755	0.10340158
q56_4	4 =Very negative	808	0.009760	0.004259	0.00128373	0.01823652
q56_5	5 =No noticeable effect	808	0.538227	0.067289	0.40431704	0.67213661
q56_rdk	0 =Dk/ref	808	0.007337	0.003092	0.00118375	0.01349018

W2: Variable Construction

```
data sav.sas_er_ex;
                        <deleted lines>
   *self reported coverage (base until q58);
   if q17 eq 1 then do;
      q56_1=0; q56_2=0; q56_3=0; q56_4=0;
      q56_5=0; q56_rdk=0;
      if q56 eq 1 then q56_1 = 1;
      if q56 eq 2 then q56_2 = 1;
      if q56 eq 3 then q56_3 = 1;
      if q56 eq 4 then q56_4 = 1;
      if q56 eq 5 then q56_5 = 1;
      if q56 eq . then q56 = 0;
      if q56 in (0,.,8,9,98,99,999) then q56_rdk=1;
 end;
                    <continued on next slide>
```

W2: Variable Construction

```
                <continued from previous slide>
label
                          <deleted lines>
    q56_1 = '1 =Very positive'
    q56_2 = '2 =Somewhat positive'
    q56_3 = '3 =Somewhat negative'
    q56_4 = '4 =Very negative'
    q56_5 = '5 =No noticeable effect'
    q56_rdk = '0 =Dk/ref'
    ;
run;
```

W2: Analysis

```
proc surveymeans data = sav.sas_er_ex  alpha = .05
   VARMETHOD=JACKKNIFE  ;
   where imp_q1_cover eq 3;
   var  q56_1--q56_rdk;
   weight  weight;
   REPWEIGHT RPL01--RPL80;
   format imp_q1_cover Q1_impf.;
   title2 'Revised PUF - Worksite Survey Example 1';
   run;
```

Worksite Survey Example 2: Stata

- See “Example 2” in stata_exsum_er.do for Stata code
- Stata output from stata_exsum_er.log:

```
Number of strata =       1          Number of obs    =     1737
                                    Population size  =  8768125
                                    Subpop. no. obs  =      808
                                    Subpop. size     = 507655.2
                                    Replications     =       71
                                    Design df        =       70
--------------------------------------------------------------
             |              Jknife *
             |       Mean   Std. Err.     [95% Conf. Interval]
-------------+------------------------------------------------
       q56_1 |   .0644767   .0155926      .0333783    .0955752
       q56_2 |   .3103608   .0732854       .1642067    .4565329
       q56_3 |   .0698296   .0168698      .0361838    .1034754
       q56_4 |   .0097601   .0042594      .0012651    .0182551
       q56_5 |   .5382268   .0672892       .4040227    .672431
     q56_rdk |    .007337    .003092      .0011702    .0135037
--------------------------------------------------------------
```

Employee Survey Example 1

- From Executive Summary: *Most leave taken is for the employee's own illness (55%). Leave for pregnancy or a new child and illness of qualifying relative (spouse, child, or parent) is less common (21% and 18% respectively). Leave for other qualifying reasons, including military reasons is quite rare (2%).*
- Reported in first column of Exhibit 4.2.2:

Employee Survey Example 1

Exhibit 4.4.2 Medical reasons for taking leave (last two columns not shown)

Medical reason for taking leave	Most recent in past 12 months % [95% CI]
Own illness	54.6 [49.5-59.7]
Related to a new child	21.1 [16.6-25.5]
Parent's, spouse's or child's health condition	18.2 [15.5-20.9]
Other FMLA covered reason	1.8 [0.5-3.0]
Non-FMLA covered reason	3.3 [1.7-5.0]
Don't know/refused	1.0 [0.0-2.0]
Unweighted N	930

Source: Employee Survey A5.
Sample: Among those who took any leave in the past 12 or 18 months.

Employee Survey Example 1: SAS

- See “Revised PUF – Employee Survey Example 1” in exsum_ee.sas, exsum_ee.log for SAS code
- SAS output from exsum_ee.lst

Variable	N	Mean	Std Error of Mean	95% CL for Mean
a5_ownill	930	0.545954	0.025839	0.49453279 0.59737592
a5_closerel	930	0.182247	0.013551	0.15527981 0.20921381
a5_othfmla	930	0.228593	0.023081	0.18266064 0.27452580
a5_othnon	930	0.033474	0.008216	0.01712333 0.04982376

- Note: Two rows of Medical reasons for taking leave – “related to a new child” and “other FMLA reason” – cannot be disaggregated in PUF due to small cell size. The sum of these two rows is reflected in “a5_othfmla”

E1: Variable Construction

<continued from previous slide>

```
*leave taker variables;

*Most   Recent within last 12 months Leave part1;
if LEAVE_CAT in (1,4) then do;
    if a20 eq 2 and (0 le A13_2_CAT_rev le 12) then do;
        if a5_2_cat_rev eq 1 then a5_ownill = 1;
            else a5_ownill   = 0;
        If a5_2_cat_rev in (11,12,13) then a5_closerel = 1;
            else a5_closerel = 0;
        if a5_2_cat_rev eq 30 then a5_othfmla =1;
            else a5_othfmla  = 0;
        if a5_2_cat_rev eq 25 then a5_othnon =1;
            else a5_othnon   = 0;
        end;
```

<deleted lines>

E1: Variable Construction

```
                    <continued from previous slide>
*leave taker variables <continued>;

*Most Recent within last 12 months Leave part2;
else if a20 ne 2 and (0 le A13_1_CAT le 12)  then do;
    if a5_1_cat eq 1 then a5_ownill = 1;
        else a5_ownill   = 0;
    if a5_1_cat in (11,12,13) then a5_closerel = 1;
        else a5_closerel = 0;
    if (a5_1_cat in (14,20) and a9_1 eq 1)
        or a5_1_cat in (17,21) then a5_othfmla =1;
        else a5_othfmla  = 0;
    if (a5_1_cat in (14,20) and a9_1 ne 1)
        then a5_othnon =1;
        else a5_othnon   = 0;
    end;
end
```

E1: Analysis

```
proc surveymeans data = sav.sas_ee_ex
   VARMETHOD=JACKKNIFE alpha=.05  ;
   var a5_ownill a5_closerel
      a5_othfmla a5_othnon;
   weight  weight;
   REPWEIGHT RPL01--RPL80;
   title2 'Revised PUF - Employee Survey Ex. 1';
   run;
```

Employee Survey Example 1: Stata

- See “Example 1” in stata_exsum_ee.do for Stata code
- Stata output from stata_exsum_ee.log:

```
Number of strata =       1        Number of obs    =       930
                                  Population size  =  17808019
                                  Replications     =        80
                                  Design df        =        79

------------------------------------------------------------------------------
             |             Jknife *
             |       Mean   Std. Err.     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   a5_ownill |   .5459544   .0258392      .4945228    .5973859
 a5_closerel |   .1822468   .0135508      .1552746    .2092191
  a5_othfmla |   .2285932    .023081      .1826517    .2745347
   a5_othnon |   .0334735   .0082159      .0171202    .0498269
------------------------------------------------------------------------------
```

Employee Survey Example 2

- From Executive Summary: *A small proportion of employees report that they needed leave but were unable to take it in the past year (5%). Rates of unmet need for leave were similar across eligible and ineligible employees…*
- Reported in first row of Exhibit 6.1.2:

Employee Survey Example 2

Exhibit 6.1.2 Rate of unmet need for leave for a qualifying FMLA reason in the past 12 and 18 months, by eligibility (last 3 columns not shown)

Employees with unmet need for leave	All % [95% CI]	Eligible and covered employees % [95% CI]	All other employees with unmet need for leave % [95% CI]
Employees with unmet need for leave in the past 12 months	4.6 [3.9-5.3]	4.8 [3.8-5.8]	4.4 [3.3-5.5]
Employees with unmet need for leave in the past 18 months	6.1 [5.1-7.0]	6.1 [5.1-7.2]	6.0 [4.3-7.6]
Unweighted N:	2852	1713	1139
Weighted N:	129,992,426	67,999,329	61,993,097

*i.e., imposing the FMLA 12 months and 1250 hours rules
Source: Employee Survey B1, B3
Sample: Employees with unmet need for leave in the past 12 or 18 months.

Employee Survey Example 2: SAS

- See “Revised PUF – Employee Survey Example 2” in exsum_ee.sas, exsum_ee.log for SAS code
- SAS output from exsum_ee.lst:

Variable	N	Mean	Std Error of Mean	95% CL for Mean	
UnmetLV12	2852	0.045981	0.003543	0.03892947	0.05303258

Domain Analysis: FMLAelig

FMLAelig	Variable	N	Mean	Std Error of Mean	95% CL for Mean	
0	UnmetLV12	1139	0.044396	0.005493	0.03346509	0.05532739
1	UnmetLV12	1713	0.047426	0.005122	0.03723199	0.05761966

- Note: Cannot reproduce unmet need for leave exactly using the PUF due to collapsed cells

E2: Variable Construction

```
data sav.sas_ee_ex;
                    <deleted lines>
   *leave needer variables;
   *type of respondent, within 12 months, reason
      needed leave;
   if LEAVE_CAT in (2,4)  and b3 eq 1 and
         (B6_1_cat in (1,11,12,13,21) or
         B6_2_cat in (1,11) ) then UnmetLV12=1;
         else UnmetLV12 = 0;
   run;
```

E2: Variable Construction

```
data sav.sas_ee_ex;
                        <deleted lines>
   **eligibility variable;
   if e13 ne 1 then FMLAelig = 0;
   else if e11 eq 1 and e13 eq 1 and e14 eq 1
      then FMLAelig = 1;
   else if e11 eq 1 and e13 eq 1 and (5  le e15_cat_rev le 8)
       then FMLAelig = 1;
   else if e12 in (6,7,8,9) and e13 eq 1 and e14 eq 1 then
      FMLAelig = 1;
   else if e12 in (6,7,8,9) and e13 eq 1 and
      (5  le e15_cat_rev le 8)
       then FMLAelig = 1;
   else FMLAelig = 0;
                  <continued on next slide>
```

E2: Analysis

```
proc surveymeans data = sav.sas_ee_ex
   VARMETHOD=JACKKNIFE alpha=.05;
   domain fmlaelig;
   var UnmetLV12;
   weight  weight;
   REPWEIGHT RPL01--RPL80;
   title2 'Revised PUF - Employee Survey Example 2';
   run;
```

Employee Survey Example 2: Stata

- See “Example 2” in stata_exsum_ee.do for Stata code
- Stata output from stata_exsum_ee.log:

```
------------------------------------------------------------------------------
             |               Jknife *
             |       Mean   Std. Err.     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   UnmetLV12 |    .045981   .0035434      .0389281    .0530339
------------------------------------------------------------------------------
...
0: FMLAelig = 0
1: FMLAelig = 1
------------------------------------------------------------------------------
             |               Jknife *
        Over |       Mean   Std. Err.     [95% Conf. Interval]
-------------+----------------------------------------------------------------
UnmetLV12    |
           0 |   .0443962   .0054929       .033463    .0553295
           1 |   .0474258   .0051224        .03723    .0576216
------------------------------------------------------------------------------
```

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- Project Background
- PUF and Revised PUF
- Using the PUF
- Q&A

Contact information

- Isabel_Cancel@abtassoc.com


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2. SAS Code for Employee Survey, Example 1: SAS code

```
*********FILE NAME:  exsum_ee.sas.pdf ************;

************************************************************;
* CONTRACT:    DOL FMLA Survey
* PROGRAM:     exsum_ee
* AUTHOR:      N MCGARRY
* DATE:        8/15/2013
*
* INPUT(S):   EMPLOYEE REVISED PUF SURVEY DATA
*
* OUTPUT(S):  LIST FILE
*
************************************************************;
options nocenter ls=140 obs=MAX /*SOURCE2*/ ;
title1 'DOL FMLA Employee 2012 Survey';

***************** MAIN PATHNAME;
%let PATH           =S:\PROJECTS\DOL_FMLA\Pgm\PUF\ee_2013;

%let NNAME         =FMLA_2012_employee_revised_PUF;
libname sav        "S:\PROJECTS\DOL_FMLA\DATA\PUF\2013";
libname in         "S:\PROJECTS\DOL_FMLA\DATA\EE";



data sav.sas_ee_ex;
 set sav.FMLA_2012_employee_revised_PUF
     (keep = LEAVE_CAT a5_1_cat a5_2_cat_rev a20 a13_1_cat a13_2_cat_rev
a9_1  e11 e12 e13 e14 e15_cat_rev b3 B6_1_cat B6_2_cat  weight  RPL01--
RPL80);

**eligibility variable;
if e13 ne 1 then FMLAelig = 0;
else if e11 eq 1 and e13 eq 1 and e14 eq 1 then FMLAelig = 1;
else if e11 eq 1 and e13 eq 1 and (5  le e15_cat_rev le 8) then FMLAelig =
1;
else if e12 in (6,7,8,9) and e13 eq 1 and e14 eq 1 then FMLAelig = 1;
else if e12 in (6,7,8,9) and e13 eq 1 and (5  le e15_cat_rev le 8) then
FMLAelig = 1;
else FMLAelig = 0;

*leave taker variables;
if LEAVE_CAT in (1,4) then do;
  if a20 eq 2 and (0 le A13_2_CAT_rev le 12) then do;
*Most Recent within last 12 months Leave part1;
   if a5_2_cat_rev eq 1 then a5_ownill = 1;             else a5_ownill   =
0;
   if a5_2_cat_rev in (11,12,13) then a5_closerel = 1;   else a5_closerel =
0;
   if a5_2_cat_rev eq 30 then a5_othfmla =1;            else a5_othfmla  =
0;
   if a5_2_cat_rev eq 25 then a5_othnon =1;             else a5_othnon   =
0;
   end;
  else if a20 ne 2 and (0 le A13_1_CAT le 12)  then do;
*Most Recent within last 12 months Leave part2;
```

```
   if a5_1_cat eq 1 then a5_ownill = 1;                  else a5_ownill   =
0;
   if a5_1_cat in (11,12,13) then a5_closerel = 1;       else a5_closerel =
0;
   if (a5_1_cat in (14,20) and a9_1 eq 1) or a5_1_cat in (17,21) then
a5_othfmla =1;  else a5_othfmla  = 0;
   if (a5_1_cat in (14,20) and a9_1 ne 1)                        then
a5_othnon =1;   else a5_othnon   = 0;
  end;
end;

*leave needer variables;
if LEAVE_CAT in (2,4)  and b3 eq 1 and
   (B6_1_cat in (1,11,12,13,21) or
    B6_2_cat in (1,11) ) then UnmetLV12=1;             *type of respondent,
within 12 months, reasone needed leave;
  else UnmetLV12 = 0;

run;



proc surveymeans data = sav.sas_ee_ex  VARMETHOD=JACKKNIFE alpha=.05  ;
var a5_ownill a5_closerel  a5_othfmla  a5_othnon;
weight  weight;
REPWEIGHT RPL01--RPL80;
title2 'Revised PUF - Employee Survey Example 1';
run;

proc surveymeans data = sav.sas_ee_ex  VARMETHOD=JACKKNIFE alpha=.05  ;
domain fmlaelig;
var UnmetLV12;
weight  weight;
REPWEIGHT RPL01--RPL80;
title2 'Revised PUF - Employee Survey Example 2';
run;
```

3. SAS Code for Employee Survey, Example 2: SAS log

```
*********FILE NAME:  exsum_ee.log.pdf ************;

1                  The SAS System          10:28 Thursday, August 22, 2013

NOTE: Copyright (c) 2002-2010 by SAS Institute Inc., Cary, NC, USA.
NOTE: SAS (r) Proprietary Software 9.3 (TS1M1)
      Licensed to ABT ASSOCIATES INC, Site 70098743.
NOTE: This session is executing on the X64_S08R2  platform.

NOTE: Updated analytical products:

SAS/STAT 9.3_M1

NOTE: SAS initialization used:
      real time           0.48 seconds
      cpu time            0.06 seconds

1          ************************************************************;
2          * CONTRACT:    DOL FMLA Survey
3          * PROGRAM:     exsum_ee
4          * AUTHOR:      N MCGARRY
5          * DATE:        8/15/2013
6          *
7          * INPUT(S):   EMPLOYEE REVISED PUF SURVEY DATA
8          *
9          * OUTPUT(S):  LIST FILE
10         *
11         ************************************************************;
12         options nocenter ls=140 obs=MAX /*SOURCE2*/ ;
13         title1 'DOL FMLA Employee 2012 Survey';
14
15         ***************** MAIN PATHNAME;
16         %let PATH           =S:\PROJECTS\DOL_FMLA\Pgm\PUF\ee_2013;
17
18         %let NNAME         =FMLA_2012_employee_revised_PUF;
19         libname sav        "S:\PROJECTS\DOL_FMLA\DATA\PUF\2013";
NOTE: Libref SAV was successfully assigned as follows:
      Engine:        V9
      Physical Name: S:\PROJECTS\DOL_FMLA\DATA\PUF\2013
20         libname in         "S:\PROJECTS\DOL_FMLA\DATA\EE";
NOTE: Libref IN was successfully assigned as follows:
      Engine:        V9
      Physical Name: S:\PROJECTS\DOL_FMLA\DATA\EE
21
22
23
24
25         data sav.sas_ee_ex;
26          set sav.FMLA_2012_employee_revised_PUF
27              (keep = LEAVE_CAT a5_1_cat a5_2_cat_rev a20 a13_1_cat
a13_2_cat_rev a9_1  e11 e12 e13 e14 e15_cat_rev b3 B6_1_cat B6_2_cat
27       ! weight  RPL01--RPL80);
28
29         **eligibility variable;
30         if e13 ne 1 then FMLAelig = 0;
31         else if e11 eq 1 and e13 eq 1 and e14 eq 1 then FMLAelig = 1;
```

```
32         else if e11 eq 1 and e13 eq 1 and (5  le e15_cat_rev le 8) then
FMLAelig = 1;
33         else if e12 in (6,7,8,9) and e13 eq 1 and e14 eq 1 then FMLAelig
= 1;
34         else if e12 in (6,7,8,9) and e13 eq 1 and (5  le e15_cat_rev le
8) then FMLAelig = 1;
35         else FMLAelig = 0;
36
37         *leave taker variables;
38         if LEAVE_CAT in (1,4) then do;
39           if a20 eq 2 and (0 le A13_2_CAT_rev le 12) then do;
*Most Recent within last 12
39       ! months Leave part1;
40            if a5_2_cat_rev eq 1 then a5_ownill = 1;              else
a5_ownill   = 0;
41            if a5_2_cat_rev in (11,12,13) then a5_closerel = 1;   else
a5_closerel = 0;
42            if a5_2_cat_rev eq 30 then a5_othfmla =1;             else
a5_othfmla  = 0;
43            if a5_2_cat_rev eq 25 then a5_othnon =1;              else
a5_othnon   = 0;
44            end;
45           else if a20 ne 2 and (0 le A13_1_CAT le 12)  then do;
*Most Recent within last 12
45       ! months Leave part2;
46            if a5_1_cat eq 1 then a5_ownill = 1;                  else
a5_ownill   = 0;
47            if a5_1_cat in (11,12,13) then a5_closerel = 1;       else
a5_closerel = 0;
48            if (a5_1_cat in (14,20) and a9_1 eq 1) or a5_1_cat in (17,21)
then a5_othfmla =1;  else a5_othfmla  = 0;
49            if (a5_1_cat in (14,20) and a9_1 ne 1)
then a5_othnon =1;   else a5_othnon   = 0;
50           end;
51         end;
52
53         *leave needer variables;
54         if LEAVE_CAT in (2,4)  and b3 eq 1 and
55            (B6_1_cat in (1,11,12,13,21) or
56             B6_2_cat in (1,11) ) then UnmetLV12=1;             *type of
respondent, within 12 months, reasone needed leave;
57           else UnmetLV12 = 0;
58
59         run;

NOTE: There were 2852 observations read from the data set
SAV.FMLA_2012_EMPLOYEE_REVISED_PUF.
NOTE: The data set SAV.SAS_EE_EX has 2852 observations and 102 variables.
NOTE: DATA statement used (Total process time):
      real time           0.96 seconds
      cpu time            0.03 seconds


60
61
```

```
62
63         proc surveymeans data = sav.sas_ee_ex  VARMETHOD=JACKKNIFE
alpha=.05  ;
64         var a5_ownill a5_closerel  a5_othfmla  a5_othnon;
65         weight  weight;
66         REPWEIGHT RPL01--RPL80;
67         title2 'Revised PUF - Employee Survey Example 1';
68         run;

NOTE: The PROCEDURE SURVEYMEANS printed page 1.
NOTE: PROCEDURE SURVEYMEANS used (Total process time):
      real time           0.54 seconds
      cpu time            0.37 seconds


3 The SAS System                              10:28 Thursday, August 22, 2013

69
70         proc surveymeans data = sav.sas_ee_ex  VARMETHOD=JACKKNIFE
alpha=.05  ;
71         domain fmlaelig;
72         var UnmetLV12;
73         weight  weight;
74         REPWEIGHT RPL01--RPL80;
75         title2 'Revised PUF - Employee Survey Example 2';
76         run;

NOTE: The PROCEDURE SURVEYMEANS printed page 2.
NOTE: PROCEDURE SURVEYMEANS used (Total process time):
      real time           0.34 seconds
      cpu time            0.34 seconds


77

NOTE: SAS Institute Inc., SAS Campus Drive, Cary, NC USA 27513-2414
NOTE: The SAS System used:
      real time           2.57 seconds
      cpu time            0.84 seconds
```

4. SAS Code for Employee Survey, Example 3: SAS output

*********FILE NAME: exsum_ee.lst.pdf ************;

The SURVEYMEANS Procedure

Data Summary

Number of Observations	2852
Sum of Weights	129992426

Variance Estimation

Method	Jackknife
Replicate Weights	SAS_EE_EX
Number of Replicates	80

Statistics

Variable	N	Mean	Std Error of Mean	95% CL for Mean	
a5_ownill	930	0.545954	0.025839	0.49453279	0.59737592
a5_closerel	930	0.182247	0.013551	0.15527981	0.20921381
a5_othfmla	930	0.228593	0.023081	0.18266064	0.27452580
a5_othnon	930	0.033474	0.008216	0.01712333	0.04982376

The SURVEYMEANS Procedure

Data Summary

Number of Observations	2852
Sum of Weights	129992426

Variance Estimation

Method	Jackknife
Replicate Weights	SAS_EE_EX
Number of Replicates	80

Statistics

Variable	N	Mean	Std Error of Mean	95% CL for Mean	
UnmetLV12	2852	0.045981	0.003543	0.03892947	0.05303258

Domain Analysis: FMLAelig

FMLAelig	Variable	N	Mean	Std Error of Mean	95% CL for Mean	
0	UnmetLV12	1139	0.044396	0.005493	0.03346509	0.05532739
1	UnmetLV12	1713	0.047426	0.005122	0.03723199	0.05761966

5. Stata Code for Employee Survey, Example 1: Stata code

```
*********FILE NAME:  stata_exsum_ee.do.pdf ************

*****************************************************************
*
* Program PUF_stata_ee.do
*
* By : Nancy McGarry
*
* Project: DOL-FMLA
*
* Date : Aug 2013
*
* Files Used :
*   'S:\DOL_FMLA\DATA\EE\test\stata_ee_ex.dta'
*Files Created :
*
*
* Purpose :1. Create stata code to present 2012 Employee Survey Data
*
* Problems:
*
*****************************************************************;
clear all
capture log close

cd S:\DOL_FMLA\PGM\PUF\ee_2013\stata

* Create a text log file that stores the results
log using "S:\DOL_FMLA\PGM\PUF\ee_2013\stata\stata_exsum_ee.log", replace


** Read in the Employee Stata data set stata_exsum_ee.dta
** file is converted from SAS via STAT Transfer

***************************************
**what is in the log file falls below this line
***************************************


** this reads stata file
use "S:\DOL_FMLA\DATA\PUF\2013\fmla_2012_employee_revised_puf.dta"


**create eligibility variable
  gen FMLAelig = 0
  replace FMLAelig = 1  if (E11 == 1) & (E13 == 1) & (E14 == 1)
  replace FMLAelig = 1  if (E11 == 1) & (E13 == 1) &
inrange(E15_CAT_REV,5,8)
  replace FMLAelig = 1  if inrange(E12,6,9) & (E13 == 1) & (E14 ==1)
  replace FMLAelig = 1  if inrange(E12,6,9) & (E13 == 1) &
inrange(E15_CAT_REV,5,8)


**leave taker variables
```

```
 gen  a5_ownill   = 0     if inlist(LEAVE_CAT,1,4) & ( ((A20 ==2) &
inlist(A13_2_CAT_REV,0,1,2,3,4,5,7.1,11.1)) | ((A20 !=2) &
inrange(A13_1_CAT,0,12)) )
 gen  a5_closerel = 0     if inlist(LEAVE_CAT,1,4) & ( ((A20 ==2) &
inlist(A13_2_CAT_REV,0,1,2,3,4,5,7.1,11.1)) | ((A20 !=2) &
inrange(A13_1_CAT,0,12)) )
 gen  a5_othfmla  = 0     if inlist(LEAVE_CAT,1,4) & ( ((A20 ==2) &
inlist(A13_2_CAT_REV,0,1,2,3,4,5,7.1,11.1)) | ((A20 !=2) &
inrange(A13_1_CAT,0,12)) )
 gen  a5_othnon   = 0     if inlist(LEAVE_CAT,1,4) & ( ((A20 ==2) &
inlist(A13_2_CAT_REV,0,1,2,3,4,5,7.1,11.1)) | ((A20 !=2) &
inrange(A13_1_CAT,0,12)) )
 replace  a5_ownill   = 1      if (A20 ==2) & (A5_2_CAT_REV==1)
 replace  a5_closerel = 1      if (A20 ==2) & inlist(A5_2_CAT_REV,11,12,13)
 replace  a5_othfmla  = 1      if (A20 ==2) & (A5_2_CAT_REV==30)
 replace  a5_othnon   = 1      if (A20 ==2) & (A5_2_CAT_REV==25)
 replace  a5_ownill   = 1      if (A20 !=2) & (A5_1_CAT==1)
 replace  a5_closerel = 1      if (A20 !=2) & inlist(A5_1_CAT,11,12,13)
 replace  a5_othfmla  = 1      if (A20 !=2) & inlist(A5_1_CAT,17,21)
 replace  a5_othfmla  = 1      if (A20 !=2) & inlist(A5_1_CAT,14,20)  &
(A9_1 == 1)
 replace  a5_othnon   = 1      if (A20 !=2) & inlist(A5_1_CAT,14,20)  &
(A9_1 != 1)



**leave needer variables; *type of respondent, within 12 months, reason
needed leave;
   gen UnmetLV12 = 0
   replace UnmetLV12 = 1    if inlist(LEAVE_CAT,2,4) & (B3 == 1) &  (
inlist(B6_1_CAT,1,11,12,13,21) | inlist(B6_2_CAT,1,11) )


* describe data
svyset [iw=weight], jkrweight(rpl01-rpl80) vce(jackknife) mse

* mean    example 1
svy jackknife:mean  a5_ownill a5_closerel  a5_othfmla  a5_othnon


* overall mean    example 2
svy jackknife:mean  UnmetLV12

* mean by group  example 2
svy jackknife:mean  UnmetLV12 , over(FMLAelig)

clear
log close
```

6. Stata Code for Employee Survey, Example 2: Stata output

```
*********FILE NAME:  stata_exsum_ee.log.pdf ************

-------------------------------------------------------------------------------
-------------------------------------------
      name:  <unnamed>
       log:  S:\DOL_FMLA\PGM\PUF\ee_2013\stata\stata_exsum_ee.log
  log type:  text
 opened on:  24 Aug 2013, 11:55:44

.
.
. ** Read in the Employee Stata data set stata_exsum_ee.dta
. ** file is converted from SAS via STAT Transfer
.
. ***************************************
. **what is in the log file falls below this line
. ***************************************
.
.
. ** this reads stata file
. use "S:\DOL_FMLA\DATA\PUF\2013\fmla_2012_employee_revised_puf.dta"

.
.
. **create eligibility variable
.   gen FMLAelig = 0

.   replace FMLAelig = 1  if (E11 == 1) & (E13 == 1) & (E14 == 1)
(1362 real changes made)

.   replace FMLAelig = 1  if (E11 == 1) & (E13 == 1) &
inrange(E15_CAT_REV,5,8)
(120 real changes made)

.   replace FMLAelig = 1  if inrange(E12,6,9) & (E13 == 1) & (E14 ==1)
(206 real changes made)

.   replace FMLAelig = 1  if inrange(E12,6,9) & (E13 == 1) &
inrange(E15_CAT_REV,5,8)
(25 real changes made)

.
.
. **leave taker variables
.
.  gen  a5_ownill   = 0     if inlist(LEAVE_CAT,1,4) & ( ((A20 ==2) &
inlist(A13_2_CAT_REV,0,1,2,3,4,5,7.1,11.1)) | ((A20
>  !=2) & inrange(A13_1_CAT,0,12)) )
(1922 missing values generated)

.  gen  a5_closerel = 0     if inlist(LEAVE_CAT,1,4) & ( ((A20 ==2) &
inlist(A13_2_CAT_REV,0,1,2,3,4,5,7.1,11.1)) | ((A20
>  !=2) & inrange(A13_1_CAT,0,12)) )
(1922 missing values generated)

.  gen  a5_othfmla  = 0     if inlist(LEAVE_CAT,1,4) & ( ((A20 ==2) &
inlist(A13_2_CAT_REV,0,1,2,3,4,5,7.1,11.1)) | ((A20
```

```
>  !=2) & inrange(A13_1_CAT,0,12)) )
(1922 missing values generated)

.  gen  a5_othnon   = 0     if inlist(LEAVE_CAT,1,4) & ( ((A20 ==2) &
inlist(A13_2_CAT_REV,0,1,2,3,4,5,7.1,11.1)) | ((A20
>  !=2) & inrange(A13_1_CAT,0,12)) )
(1922 missing values generated)

.  replace  a5_ownill   = 1      if (A20 ==2) & (A5_2_CAT_REV==1)
(87 real changes made)

.  replace  a5_closerel = 1      if (A20 ==2) &
inlist(A5_2_CAT_REV,11,12,13)
(48 real changes made)

.  replace  a5_othfmla  = 1      if (A20 ==2) & (A5_2_CAT_REV==30)
(6 real changes made)

.  replace  a5_othnon   = 1      if (A20 ==2) & (A5_2_CAT_REV==25)
(6 real changes made)

.  replace  a5_ownill   = 1      if (A20 !=2) & (A5_1_CAT==1)
(659 real changes made)

.  replace  a5_closerel = 1      if (A20 !=2) & inlist(A5_1_CAT,11,12,13)
(248 real changes made)

.  replace  a5_othfmla  = 1      if (A20 !=2) & inlist(A5_1_CAT,17,21)
(227 real changes made)

.  replace  a5_othfmla  = 1      if (A20 !=2) & inlist(A5_1_CAT,14,20)  &
(A9_1 == 1)
(1 real change made)

.  replace  a5_othnon   = 1      if (A20 !=2) & inlist(A5_1_CAT,14,20)  &
(A9_1 != 1)
(39 real changes made)

.
.
.
. **leave needer variables; *type of respondent, within 12 months, reason
needed leave;
.    gen UnmetLV12 = 0

.    replace UnmetLV12 = 1    if inlist(LEAVE_CAT,2,4) & (B3 == 1) &  (
inlist(B6_1_CAT,1,11,12,13,21) | inlist(B6_2_CAT,
> 1,11) )
(296 real changes made)

.
.
. * describe data
. svyset [iw=weight], jkrweight(rpl01-rpl80) vce(jackknife) mse

      iweight: weight
          VCE: jackknife
```

```
         MSE: on
    jkrweight: rpl01 rpl02 rpl03 rpl04 rpl05 rpl06 rpl07 rpl08 rpl09 rpl10
rpl11 rpl12 rpl13 rpl14 rpl15 rpl16 rpl17
               rpl18 rpl19 rpl20 rpl21 rpl22 rpl23 rpl24 rpl25 rpl26 rpl27
rpl28 rpl29 rpl30 rpl31 rpl32 rpl33 rpl34
               rpl35 rpl36 rpl37 rpl38 rpl39 rpl40 rpl41 rpl42 rpl43 rpl44
rpl45 rpl46 rpl47 rpl48 rpl49 rpl50 rpl51
               rpl52 rpl53 rpl54 rpl55 rpl56 rpl57 rpl58 rpl59 rpl60 rpl61
rpl62 rpl63 rpl64 rpl65 rpl66 rpl67 rpl68
               rpl69 rpl70 rpl71 rpl72 rpl73 rpl74 rpl75 rpl76 rpl77 rpl78
rpl79 rpl80
  Single unit: missing
     Strata 1: <one>
         SU 1: <observations>
        FPC 1: <zero>

.
. * mean    example 1
. svy jackknife:mean  a5_ownill a5_closerel  a5_othfmla  a5_othnon
(running mean on estimation sample)

Jackknife replications (80)
----+--- 1 ---+--- 2 ---+--- 3 ---+--- 4 ---+--- 5
..................................................    50
..............................

Survey: Mean estimation

Number of strata =       1        Number of obs    =       930
                                  Population size  =  17808019
                                  Replications     =        80
                                  Design df        =        79

------------------------------------------------------------------
             |              Jknife *
             |       Mean   Std. Err.     [95% Conf. Interval]
-------------+----------------------------------------------------
   a5_ownill |   .5459544   .0258392      .4945228    .5973859
 a5_closerel |   .1822468   .0135508      .1552746    .2092191
  a5_othfmla |   .2285932    .023081      .1826517    .2745347
   a5_othnon |   .0334735   .0082159      .0171202    .0498269
------------------------------------------------------------------

.
.
. * overall mean    example 2
. svy jackknife:mean  UnmetLV12
(running mean on estimation sample)

Jackknife replications (80)
----+--- 1 ---+--- 2 ---+--- 3 ---+--- 4 ---+--- 5
..................................................    50
..............................

Survey: Mean estimation

Number of strata =       1       Number of obs    =       2852
```

```
                                Population size  =  129992426
                                Replications     =         80
                                Design df        =         79

------------------------------------------------------------------------------
             |              Jknife *
             |       Mean   Std. Err.     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   UnmetLV12 |    .045981   .0035434      .0389281    .0530339
------------------------------------------------------------------------------

.
. * mean by group  example 2
. svy jackknife:mean  UnmetLV12 , over(FMLAelig)
(running mean on estimation sample)

Jackknife replications (80)
----+--- 1 ---+--- 2 ---+--- 3 ---+--- 4 ---+--- 5
..................................................    50
..............................

Survey: Mean estimation

Number of strata =       1       Number of obs    =       2852
                                 Population size  =  129992426
                                 Replications     =         80
                                 Design df        =         79

            0: FMLAelig = 0
            1: FMLAelig = 1

------------------------------------------------------------------------------
             |              Jknife *
        Over |       Mean   Std. Err.     [95% Conf. Interval]
-------------+----------------------------------------------------------------
UnmetLV12    |
           0 |   .0443962   .0054929       .033463    .0553295
           1 |   .0474258   .0051224        .03723    .0576216
------------------------------------------------------------------------------

.
. clear

. log close
      name:  <unnamed>
       log:  S:\DOL_FMLA\PGM\PUF\ee_2013\stata\stata_exsum_ee.log
  log type:  text
 closed on:  24 Aug 2013, 11:55:47
-------------------------------------------------------------------------------
-------------------------------------------
```

7. SAS Code for Worksite Survey, Example 1: SAS code

```
*********FILE NAME:  exsum_er.sas.pdf ************;

************************************************************;
* CONTRACT:    DOL FMLA Survey
* PROGRAM:     exsum_er
* AUTHOR:      N MCGARRY
* DATE:        8/15/2013
*
* INPUT(S):   WORKSITE REVISED PUF SURVEY DATA
*
* OUTPUT(S):  LIST FILE
*
************************************************************;
options nocenter ls=140 obs=MAX /*SOURCE2*/ ;
title1 'DOL FMLA Worksite 2012 Survey';

***************** MAIN PATHNAME;
%let PATH           =S:\PROJECTS\DOL_FMLA\Pgm\PUF\ee_2013;

%let NNAME         =FMLA_2012_employee_revised_PUF;
libname sav        "S:\PROJECTS\DOL_FMLA\Pgm\PUF";
libname in         "S:\PROJECTS\DOL_FMLA\DATA\EE";


proc format;

   value Q1_impf
     1 = '1 =Coverage: Not 50 employees'
     2 = '2 =Coverage: 50 employees, but not within 75 miles'
     3 = '3 =Coverage: 50 employees within 75 miles'
;


run;



data sav.sas_er_ex;
  set sav.FMLA_2012_worksite_revised_PUF(keep =q17 q52 q56 imp_q1_cover
weight  RPL01--RPL80);

 if q17 eq 1 then do;
*self reported coverage (base until q58);

    q52_1=0; q52_2=0; q52_3=0; q52_4=0; q52_5=0; q52_rdk=0;
      if q52 eq 1 then q52_1 = 1;
      if q52 eq 2 then q52_2 = 1;
      if q52 eq 3 then q52_3 = 1;
      if q52 eq 4 then q52_4 = 1;
      if q52 eq 5 then q52_5 = 1;
      if q52 in (.,8,9,98,99,999) then q52_rdk=1;

    q56_1=0; q56_2=0; q56_3=0; q56_4=0; q56_5=0; q56_rdk=0;
      if q56 eq 1 then q56_1 = 1;
```

```
      if q56 eq 2 then q56_2 = 1;
      if q56 eq 3 then q56_3 = 1;
      if q56 eq 4 then q56_4 = 1;
      if q56 eq 5 then q56_5 = 1;
    if q56 eq . then q56 = 0;
      if q56 in (0,.,8,9,98,99,999) then q56_rdk=1;
 end;
label
 q52_1 = '1 =Very easy'
 q52_2 = '2 =Somewhat easy'
 q52_3 = '3 =Somewhat difficult'
 q52_4 = '4 =Very difficult'
 q52_5 = '5 =No noticeable effect'
 q52_rdk = '0 =Dk/ref'
 q56_1 = '1 =Very positive'
 q56_2 = '2 =Somewhat positive'
 q56_3 = '3 =Somewhat negative'
 q56_4 = '4 =Very negative'
 q56_5 = '5 =No noticeable effect'
 q56_rdk = '0 =Dk/ref'
;

run;


proc surveymeans data = sav.sas_er_ex  alpha = .05 VARMETHOD=JACKKNIFE  ;
where imp_q1_cover eq 3;
var  q52_1--q52_rdk;
weight  weight;
REPWEIGHT RPL01--RPL80;
format imp_q1_cover Q1_impf.;
title2 'Revised PUF - Worksite Survey Example 1';
run;

proc surveymeans data = sav.sas_er_ex  alpha = .05 VARMETHOD=JACKKNIFE  ;
where imp_q1_cover eq 3;
var  q56_1--q56_rdk;
weight  weight;
REPWEIGHT RPL01--RPL80;
format imp_q1_cover Q1_impf.;
title2 'Revised PUF - Worksite Survey Example 1';
run;
```

8. SAS Code for Worksite Survey, Example 2: SAS log

```
*********FILE NAME:  exsum_er.log.pdf ************;

1       The SAS System               11:06 Wednesday, August 21, 2013

NOTE: Copyright (c) 2002-2010 by SAS Institute Inc., Cary, NC, USA.
NOTE: SAS (r) Proprietary Software 9.3 (TS1M1)
      Licensed to ABT ASSOCIATES INC, Site 70098743.
NOTE: This session is executing on the X64_S08R2  platform.

NOTE: Updated analytical products:

SAS/STAT 9.3_M1

NOTE: SAS initialization used:
      real time           0.67 seconds
      cpu time            0.20 seconds

1          ************************************************************;
2          * CONTRACT:    DOL FMLA Survey
3          * PROGRAM:     exsum_er
4          * AUTHOR:      N MCGARRY
5          * DATE:        8/15/2013
6          *
7          * INPUT(S):   WORKSITE REVISED PUF SURVEY DATA
8          *
9          * OUTPUT(S):  LIST FILE
10         *
11         ************************************************************;
12         options nocenter ls=140 obs=MAX /*SOURCE2*/ ;
13         title1 'DOL FMLA Worksite 2012 Survey';
14
15         ***************** MAIN PATHNAME;
16         %let PATH           =S:\PROJECTS\DOL_FMLA\Pgm\PUF\ee_2013;
17
18         %let NNAME         =FMLA_2012_employee_revised_PUF;
19         libname sav        "S:\PROJECTS\DOL_FMLA\Pgm\PUF";
NOTE: Libref SAV was successfully assigned as follows:
      Engine:        V9
      Physical Name: S:\PROJECTS\DOL_FMLA\Pgm\PUF
20         libname in         "S:\PROJECTS\DOL_FMLA\DATA\EE";
NOTE: Libref IN was successfully assigned as follows:
      Engine:        V9
      Physical Name: S:\PROJECTS\DOL_FMLA\DATA\EE
21
22
23         proc format;
24
25            value Q1_impf
26              1 = '1 =Coverage: Not 50 employees'
27              2 = '2 =Coverage: 50 employees, but not within 75 miles'
28              3 = '3 =Coverage: 50 employees within 75 miles'
29         ;
NOTE: Format Q1_IMPF has been output.
30
31
32         run;
```

```
NOTE: PROCEDURE FORMAT used (Total process time):
      real time           0.06 seconds
      cpu time            0.00 seconds

2 The SAS System                      11:06 Wednesday, August 21, 2013

33
34
35
36         data sav.sas_er_ex;
37           set sav.FMLA_2012_worksite_revised_PUF(keep =q17 q52 q56
imp_q1_cover   weight  RPL01--RPL80);
38
39          if q17 eq 1 then do;
*self reported coverage (base until q58);
40
41             q52_1=0; q52_2=0; q52_3=0; q52_4=0; q52_5=0; q52_rdk=0;
42               if q52 eq 1 then q52_1 = 1;
43               if q52 eq 2 then q52_2 = 1;
44               if q52 eq 3 then q52_3 = 1;
45               if q52 eq 4 then q52_4 = 1;
46               if q52 eq 5 then q52_5 = 1;
47               if q52 in (.,8,9,98,99,999) then q52_rdk=1;
48
49             q56_1=0; q56_2=0; q56_3=0; q56_4=0; q56_5=0; q56_rdk=0;
50               if q56 eq 1 then q56_1 = 1;
51               if q56 eq 2 then q56_2 = 1;
52               if q56 eq 3 then q56_3 = 1;
53               if q56 eq 4 then q56_4 = 1;
54               if q56 eq 5 then q56_5 = 1;
55             if q56 eq . then q56 = 0;
56               if q56 in (0,.,8,9,98,99,999) then q56_rdk=1;
57          end;
58         label
59          q52_1 = '1 =Very easy'
60          q52_2 = '2 =Somewhat easy'
61          q52_3 = '3 =Somewhat difficult'
62          q52_4 = '4 =Very difficult'
63          q52_5 = '5 =No noticeable effect'
64          q52_rdk = '0 =Dk/ref'
65          q56_1 = '1 =Very positive'
66          q56_2 = '2 =Somewhat positive'
67          q56_3 = '3 =Somewhat negative'
68          q56_4 = '4 =Very negative'
69          q56_5 = '5 =No noticeable effect'
70          q56_rdk = '0 =Dk/ref'
71         ;
72
73         run;

NOTE: There were 1812 observations read from the data set
SAV.FMLA_2012_WORKSITE_REVISED_PUF.
NOTE: The data set SAV.SAS_ER_EX has 1812 observations and 97 variables.
NOTE: DATA statement used (Total process time):
      real time           0.56 seconds
      cpu time            0.01 seconds
```

```
74
75
76         proc surveymeans data = sav.sas_er_ex  alpha = .05
VARMETHOD=JACKKNIFE  ;
77         where imp_q1_cover eq 3;
78         var  q52_1--q52_rdk;
79         weight  weight;
80         REPWEIGHT RPL01--RPL80;

3 The SAS System          11:06 Wednesday, August 21, 2013

81         format imp_q1_cover Q1_impf.;
82         title2 'Revised PUF - Worksite Survey Example 1';
83         run;

NOTE: The input data set is subset by WHERE, OBS, or FIRSTOBS. This provides
a completely separate analysis of the subset. It does not
      provide a statistically valid subpopulation or domain analysis, where
the total number of units in the subpopulation is not known
      with certainty. If you want a domain analysis, you should include the
domain variables in a DOMAIN statement.
NOTE: The PROCEDURE SURVEYMEANS printed page 1.
NOTE: PROCEDURE SURVEYMEANS used (Total process time):
      real time           0.35 seconds
      cpu time            0.29 seconds

84
85         proc surveymeans data = sav.sas_er_ex  alpha = .05
VARMETHOD=JACKKNIFE  ;
86         where imp_q1_cover eq 3;
87         var  q56_1--q56_rdk;
88         weight  weight;
89         REPWEIGHT RPL01--RPL80;
90         format imp_q1_cover Q1_impf.;
91         title2 'Revised PUF - Worksite Survey Example 1';
92         run;

NOTE: The input data set is subset by WHERE, OBS, or FIRSTOBS. This provides
a completely separate analysis of the subset. It does not
      provide a statistically valid subpopulation or domain analysis, where
the total number of units in the subpopulation is not known
      with certainty. If you want a domain analysis, you should include the
domain variables in a DOMAIN statement.
NOTE: The PROCEDURE SURVEYMEANS printed page 2.
NOTE: PROCEDURE SURVEYMEANS used (Total process time):
      real time           0.23 seconds
      cpu time            0.23 seconds

93

NOTE: SAS Institute Inc., SAS Campus Drive, Cary, NC USA 27513-2414
NOTE: The SAS System used:
      real time           2.04 seconds
      cpu time            0.77 seconds
```

9. SAS Code for Worksite Survey, Example 3: SAS output

*********FILE NAME: exsum_er.lst.pdf ************;

The SURVEYMEANS Procedure

Data Summary

Number of Observations	883
Sum of Weights	576827.741

Variance Estimation

Method	Jackknife
Replicate Weights	SAS_ER_EX
Number of Replicates	80

Statistics

Variable	Label	N	Mean	Std Error of Mean	95% CL for Mean	
q52_1	1 =Very easy	808	0.261168	0.064166	0.1334737	0.38886137
q52_2	2 =Somewhat easy	808	0.492368	0.064720	0.3635704	0.62116572
q52_3	3 =Somewhat difficult	808	0.135507	0.047423	0.0411330	0.22988175
q52_4	4 =Very difficult	808	0.009948	0.004216	0.0015570	0.01833817
q52_5	5 =No noticeable effect	808	0.100814	0.027594	0.0459007	0.15572731
q52_rdk	0 =Dk/ref	808	0.000195	0.000198	-0.0001981	0.00058895

The SURVEYMEANS Procedure

Data Summary

Number of Observations	883
Sum of Weights	576827.741

Variance Estimation

Method	Jackknife
Replicate Weights	SAS_ER_EX
Number of Replicates	80

Statistics

Variable	Label	N	Mean	Std Error of Mean	95% CL for Mean	
q56_1	1 =Very positive	808	0.064477	0.015593	0.03344652	0.09550696
q56_2	2 =Somewhat positive	808	0.310370	0.073285	0.16452721	0.45621234
q56_3	3 =Somewhat negative	808	0.069830	0.016870	0.03625755	0.10340158
q56_4	4 =Very negative	808	0.009760	0.004259	0.00128373	0.01823652
q56_5	5 =No noticeable effect	808	0.538227	0.067289	0.40431704	0.67213661
q56_rdk	0 =Dk/ref	808	0.007337	0.003092	0.00118375	0.01349018

10. Stata Code for Worksite Survey, Example 1: Stata code

```
*********FILE NAME:  stata_exsum_er.do.pdf ************


*****************************************************************
*
* Program PUF_stata_er.do
*
* By : Nancy McGarry
*
* Project: DOL-FMLA
*
* Date :  Aug 2013
*
* Files Used :
*   'S:\DOL_FMLA\DATA\EE\test\stata_er_ex.dta'
*Files Created :
*
*
* Purpose :1. Create stata code to present 2012 Worksite Survey Data
*
* Problems:
*
*****************************************************************;
clear all
capture log close

cd S:\DOL_FMLA\PGM\PUF\ee_2013\stata

* Stata do-file example
* Create a text log file that stores the results
log using "S:\DOL_FMLA\PGM\PUF\ee_2013\stata\stata_exsum_er.log", replace


** Read in the Worksite Stata data set stata_exsum_er.dta
** file is converted from SAS via STAT Transfer

***************************************
**what is in the log file falls below this line
***************************************

** this reads stata file
use "S:\DOL_FMLA\DATA\PUF\2013\fmla_2012_worksite_revised_puf.dta"

*create values
      gen q52_1 = 0      if (Q17 == 1 )
      gen q52_2 = 0      if (Q17 == 1 )
      gen q52_3 = 0      if (Q17 == 1 )
      gen q52_4 = 0      if (Q17 == 1 )
      gen q52_5 = 0      if (Q17 == 1 )
      gen q52_rdk=0      if (Q17 == 1 )
      replace q52_1 = 1  if (Q52 ==1 )   & (Q17 == 1 )
      replace q52_2 = 1  if (Q52 ==2 )   & (Q17 == 1 )
      replace q52_3 = 1  if (Q52 ==3 )   & (Q17 == 1 )
      replace q52_4 = 1  if (Q52 ==4 )   & (Q17 == 1 )
      replace q52_5 = 1  if (Q52 ==5 )   & (Q17 == 1 )
      replace q52_rdk=1  if (Q52 ==. )   & (Q17 == 1 )
```

```
      gen q56_1 = 0      if (Q17 == 1 )
      gen q56_2 = 0      if (Q17 == 1 )
      gen q56_3 = 0      if (Q17 == 1 )
      gen q56_4 = 0      if (Q17 == 1 )
      gen q56_5 = 0      if (Q17 == 1 )
      gen q56_rdk=0      if (Q17 == 1 )
      replace q56_1 = 1  if (Q56 ==1 )  & (Q17 == 1 )
      replace q56_2 = 1  if (Q56 ==2 )  & (Q17 == 1 )
      replace q56_3 = 1  if (Q56 ==3 )  & (Q17 == 1 )
      replace q56_4 = 1  if (Q56 ==4 )  & (Q17 == 1 )
      replace q56_5 = 1  if (Q56 ==5 )  & (Q17 == 1 )
      replace q56_rdk=1  if (Q56 ==. )  & (Q17 == 1 )

* describe data
svyset [iw=weight], jkrweight(RPL01-RPL80) vce(jackknife) mse



* mean by group  example 1
svy jackknife, subpop(if  IMP_Q1_COVER == 3)  :mean  q52_? q52_rdk


* mean by group  example 2
svy jackknife, subpop(if  IMP_Q1_COVER == 3)  :mean  q56_? q56_rdk

log close
```

11. Stata Code for Worksite Survey, Example 2: Stata output

```
*********FILE NAME:  stata_exsum_er.log.pdf ************

-------------------------------------------------------------------------------
-------------------------------------------
      name:  <unnamed>
       log:  S:\DOL_FMLA\PGM\PUF\ee_2013\stata\stata_exsum_er.log
  log type:  text
 opened on:  24 Aug 2013, 10:51:00

.
.
. ** Read in the Worksite Stata data set stata_exsum_er.dta
. ** file is converted from SAS via STAT Transfer
.
. ****************************************
. **what is in the log file falls below this line
. ****************************************
.
. ** this reads stata file
. use "S:\DOL_FMLA\DATA\PUF\2013\fmla_2012_worksite_revised_puf.dta"

.
. *create values
.       gen q52_1 = 0      if (Q17 == 1 )
(824 missing values generated)

.       gen q52_2 = 0      if (Q17 == 1 )
(824 missing values generated)

.       gen q52_3 = 0      if (Q17 == 1 )
(824 missing values generated)

.       gen q52_4 = 0      if (Q17 == 1 )
(824 missing values generated)

.       gen q52_5 = 0      if (Q17 == 1 )
(824 missing values generated)

.       gen q52_rdk=0      if (Q17 == 1 )
(824 missing values generated)

.       replace q52_1 = 1  if (Q52 ==1 )   & (Q17 == 1 )
(331 real changes made)

.       replace q52_2 = 1  if (Q52 ==2 )   & (Q17 == 1 )
(349 real changes made)

.       replace q52_3 = 1  if (Q52 ==3 )   & (Q17 == 1 )
(139 real changes made)

.       replace q52_4 = 1  if (Q52 ==4 )   & (Q17 == 1 )
(22 real changes made)

.       replace q52_5 = 1  if (Q52 ==5 )   & (Q17 == 1 )
(142 real changes made)

.       replace q52_rdk=1  if (Q52 ==. )   & (Q17 == 1 )
```

```
(5 real changes made)

.
.
.       gen q56_1 = 0      if (Q17 == 1 )
(824 missing values generated)

.       gen q56_2 = 0      if (Q17 == 1 )
(824 missing values generated)

.       gen q56_3 = 0      if (Q17 == 1 )
(824 missing values generated)

.       gen q56_4 = 0      if (Q17 == 1 )
(824 missing values generated)

.       gen q56_5 = 0      if (Q17 == 1 )
(824 missing values generated)

.       gen q56_rdk=0      if (Q17 == 1 )
(824 missing values generated)

.       replace q56_1 = 1  if (Q56 ==1 )  & (Q17 == 1 )
(100 real changes made)

.       replace q56_2 = 1  if (Q56 ==2 )  & (Q17 == 1 )
(221 real changes made)

.       replace q56_3 = 1  if (Q56 ==3 )  & (Q17 == 1 )
(124 real changes made)

.       replace q56_4 = 1  if (Q56 ==4 )  & (Q17 == 1 )
(23 real changes made)

.       replace q56_5 = 1  if (Q56 ==5 )  & (Q17 == 1 )
(504 real changes made)

.       replace q56_rdk=1  if (Q56 ==. )  & (Q17 == 1 )
(16 real changes made)

.
. * describe data
. svyset [iw=weight], jkrweight(RPL01-RPL80) vce(jackknife) mse

      iweight: weight
          VCE: jackknife
          MSE: on
    jkrweight: RPL01 RPL02 RPL03 RPL04 RPL05 RPL06 RPL07 RPL08 RPL09 RPL10
RPL11 RPL12 RPL13 RPL14 RPL15 RPL16 RPL17
               RPL18 RPL19 RPL20 RPL21 RPL22 RPL23 RPL24 RPL25 RPL26 RPL27
RPL28 RPL29 RPL30 RPL31 RPL32 RPL33 RPL34
               RPL35 RPL36 RPL37 RPL38 RPL39 RPL40 RPL41 RPL42 RPL43 RPL44
RPL45 RPL46 RPL47 RPL48 RPL49 RPL50 RPL51
               RPL52 RPL53 RPL54 RPL55 RPL56 RPL57 RPL58 RPL59 RPL60 RPL61
RPL62 RPL63 RPL64 RPL65 RPL66 RPL67 RPL68
               RPL69 RPL70 RPL71 RPL72 RPL73 RPL74 RPL75 RPL76 RPL77 RPL78
RPL79 RPL80
```

```
  Single unit: missing
     Strata 1: <one>
         SU 1: <observations>
        FPC 1: <zero>

.
.
.
. * mean by group  example 1
. svy jackknife, subpop(if  IMP_Q1_COVER == 3)  :mean  q52_? q52_rdk
(running mean on estimation sample)

Jackknife replications (80)
----+--- 1 ---+--- 2 ---+--- 3 ---+--- 4 ---+--- 5
s.s.ss.s.s.s...s..........s.....................    50
..............................

Survey: Mean estimation

Number of strata =       1         Number of obs    =     1737
                                   Population size  =  8768125
                                   Subpop. no. obs  =      808
                                   Subpop. size     = 507655.2
                                   Replications     =       71
                                   Design df        =       70

------------------------------------------------------------------
             |              Jknife *
             |       Mean   Std. Err.     [95% Conf. Interval]
-------------+----------------------------------------------------
       q52_1 |   .2611675   .0641657       .133193     .389142
       q52_2 |   .4923681   .0647204      .3632874    .6214488
       q52_3 |   .1355074   .0474228      .0409256    .2300892
       q52_4 |   .0099476   .0042162      .0015386    .0183566
       q52_5 |    .100814   .0275937        .04578     .155848
     q52_rdk |   .0001954   .0001977      -.000199    .0005898
------------------------------------------------------------------

.
.
. * mean by group  example 2
. svy jackknife, subpop(if  IMP_Q1_COVER == 3)  :mean  q56_? q56_rdk
(running mean on estimation sample)

Jackknife replications (80)
----+--- 1 ---+--- 2 ---+--- 3 ---+--- 4 ---+--- 5
s.s.ss.s.s.s...s..........s.....................    50
..............................

Survey: Mean estimation

Number of strata =       1         Number of obs    =     1737
                                   Population size  =  8768125
                                   Subpop. no. obs  =      808
                                   Subpop. size     = 507655.2
                                   Replications     =       71
                                   Design df        =       70
```

```
------------------------------------------------------------
             |             Jknife *
             |       Mean   Std. Err.     [95% Conf. Interval]
-------------+----------------------------------------------
       q56_1 |   .0644767   .0155926      .0333783    .0955752
       q56_2 |   .3103698   .0732854      .1642067    .4565329
       q56_3 |   .0698296   .0168698      .0361838    .1034754
       q56_4 |   .0097601   .0042594      .0012651    .0182551
       q56_5 |   .5382268   .0672892      .4040227     .672431
     q56_rdk |    .007337    .003092      .0011702    .0135037
------------------------------------------------------------

.
. log close
      name:  <unnamed>
       log:  S:\DOL_FMLA\PGM\PUF\ee_2013\stata\stata_exsum_er.log
  log type:  text
 closed on:  24 Aug 2013, 10:51:03
-------------------------------------------------------------------------------
-------------------------------------------
```