

APPENDIX B-2

STANDARD ERRORS

FOR TABLES NOT

DISPLAYED IN TEXT

**STANDARD ERRORS
FOR CHAPTER 2
TABLES NOT DISPLAYED IN
TEXT**

Table A2-2.1SE. Standard Errors for Table A2-2.1: Number of Leaves Taken: 1995 and 2000 Surveys

Number	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
1	1.52 (855)	2.12 (895)
2	1.28 (191)	1.69 (165)
3 or more	0.94 (126)	1.43 (123)

Source: 1995 and 2000 Survey of Employees.

Table A2-2.2SE. Standard Errors for Table A2-2.2: Length of Leave: 1995 and 2000 Surveys

Length of Longest Leave (in work days)	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
1- 3 days	1.26 (113)	1.02 (152)
4 – 5 days	1.88 (264)	1.77 (237)
6 – 10 days	1.74 (232)	1.86 (226)
11 – 20 days	0.98 (159)	1.05 (156)
21 – 30 days	1.02 (99)	0.77 (94)
31 – 40 days	0.96 (89)	1.02 (98)
41 – 60 days	0.93 (96)	0.88 (119)
More than 60 days	0.75 (120)	1.12 (125)
Number of Leave-Takers	657,248.17 (1,172)	876,388.45 (1,229)

Source: 1995 and 2000 Survey of Employees.

**Table A2-2.3SE. Standard Errors for Table A2-2.3: Reason for Leave Within Length of Leave Groups:
2000 Survey**

Length of Longest Leave (in work days)	Leave-Takers Within Each Length Category						Number of Leave-Takers SE (N)
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)	
1 – 3 days	5.06 (44)	0.73 (1)	3.66 (22)	3.26 (37)	2.90 (19)	3.49 (26)	285,556.67 (152)
4 – 5 days	3.63 (83)	0.88 (5)	5.56 (34)	2.00 (32)	1.96 (30)	3.06 (51)	455,295.99 (237)
6 – 10 days	5.14 (103)	1.00 (8)	4.03 (29)	4.84 (24)	1.26 (17)	3.61 (42)	479,710.83 (226)
11 – 30 days	4.51 (159)	1.80 (20)	2.28 (31)	3.23 (11)	0.99 (8)	1.53 (19)	291,544.97 (250)
31 – 60 days	4.18 (108)	2.68 (40)	3.13 (54)	0.90 (6)	0.67 (2)	1.01 (7)	369,477.18 (217)
More than 60 days	5.77 (72)	7.65 (20)	3.86 (23)	0.34 (1)	1.38 (5)	1.61 (4)	258,078.21 (125)

Source: 2000 Survey of Employees.

Table A2-2.4SE. Standard Errors for Table A2-2.4: Demographic Characteristics of Leave-Takers Versus Other Employees: 2000 Survey

	Leave-Takers SE (N)	Other Employees SE (N)	All Employees SE (N)
Gender			
<i>Male</i>	1.97 (461)	1.40 (646)	1.24 (1107)
<i>Female</i>	1.97 (768)	1.40 (683)	1.24 (1451)
Age			
18 – 24	1.44 (87)	1.08 (176)	0.93 (263)
25 – 34	1.86 (326)	1.32 (274)	1.11 (600)
35 – 49	1.95 (501)	1.69 (556)	1.41 (1057)
50 – 64	1.21 (275)	1.22 (274)	1.05 (549)
65 or over	0.36 (29)	0.55 (35)	0.46 (64)
Race/Ethnicity			
<i>White non-Hispanic</i>	1.91 (939)	1.35 (1031)	1.22 (1970)
<i>Black non-Hispanic</i>	1.50 (124)	1.02 (130)	0.93 (254)
<i>Hispanic</i>	1.33 (85)	0.76 (95)	0.68 (180)
<i>Asian</i>	0.39 (30)	0.62 (34)	0.51 (64)
<i>All others</i>	0.55 (38)	0.65 (28)	0.55 (66)
Marital Status			
<i>Married/Living with partner</i>	1.72 (919)	1.63 (908)	1.45 (1827)
<i>Separated/Divorced/Widowed</i>	1.13 (171)	1.03 (145)	0.90 (316)
<i>Never been married</i>	1.43 (132)	1.37 (270)	1.23 (402)

Table A2-2.4SE. Standard Errors for Table A2-2.4: Demographic Characteristics of Leave-Takers Versus Other Employees: 2000 Survey (continued)

	Leave-Takers SE (N)	Other Employees SE (N)	All Employees SE (N)
Children Under 18 in Household			
<i>None</i>	1.78 (518)	1.42 (771)	1.27 (1289)
<i>One or more</i>	1.78 (710)	1.42 (553)	1.27 (1263)
Education			
<i>Less than high school</i>	1.15 (62)	0.91 (75)	0.78 (137)
<i>High school graduate</i>	1.67 (344)	1.95 (390)	1.62 (734)
<i>Some college</i>	1.91 (384)	1.56 (376)	1.31 (760)
<i>College graduate</i>	1.64 (294)	1.42 (345)	1.20 (639)
<i>Graduate school</i>	1.38 (143)	1.11 (139)	0.96 (282)
Annual Family Income			
<i>Less than \$20,000</i>	1.57 (148)	1.43 (168)	1.16 (316)
<i>\$20,000 to less than \$30,000</i>	1.38 (135)	1.45 (144)	1.22 (279)
<i>\$30,000 to less than \$50,000</i>	1.62 (271)	1.60 (283)	1.32 (554)
<i>\$50,000 to less than \$75,000</i>	1.64 (293)	1.81 (273)	1.48 (566)
<i>\$75,000 to less than \$100,000</i>	1.23 (136)	1.15 (125)	1.00 (261)
<i>\$100,000 or more</i>	1.67 (113)	0.96 (111)	0.86 (224)
Compensation Type			
<i>Salaried</i>	2.02 (446)	1.44 (461)	1.28 (907)
<i>Hourly</i>	2.11 (657)	1.38 (705)	1.19 (1362)
<i>Other</i>	0.97 (122)	1.14 (157)	0.97 (279)
Population Totals	876,388.45 (1,229)	2,973,287.67 (1,329)	3,044,208.49 (2,558)

Source: 2000 Survey of Employees.

Table A2-2.5SE. Standard Errors for Table A2-2.5: Demographic Characteristics of Leave-Takers: 1995 and 2000 Surveys

	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Gender		
<i>Male</i>	1.82 (484)	1.97 (461)
<i>Female</i>	1.82 (688)	1.97 (768)
Age		
18 – 24	1.02 (143)	1.44 (87)
25 – 34	1.62 (369)	1.86 (326)
35 – 49	1.72 (451)	1.95 (501)
50 – 64	1.50 (170)	1.21 (275)
65 or over	0.44 (39)	0.36 (29)
Race/Ethnicity		
<i>White non-Hispanic</i>	1.70 (902)	1.91 (939)
<i>Black non-Hispanic</i>	1.20 (120)	1.50 (124)
<i>Hispanic</i>	1.27 (92)	1.33 (85)
<i>Asian</i>	NA	0.39 (30)
<i>All others</i>	0.49 (22)	0.55 (38)
Marital Status		
<i>Married/Living with partner</i>	1.78 (850)	1.72 (919)
<i>Separated/Divorced/Widowed</i>	1.60 (178)	1.13 (171)
<i>Never been married</i>	1.38 (141)	1.43 (132)

Table A2-2.5SE. Standard Errors for Table A2-2.5: Demographic Characteristics of Leave-Takers: 1995 and 2000 Surveys (continued)

	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Children Under 18 in Household		
<i>None</i>	2.13 (507)	1.78 (518)
<i>One or more</i>	2.13 (663)	1.78 (710)
Education		
<i>Less than high school</i>	1.33 (102)	1.15 (62)
<i>High school graduate</i>	1.66 (314)	1.67 (344)
<i>Some college</i>	1.76 (363)	1.91 (384)
<i>College graduate</i>	1.44 (242)	1.64 (294)
<i>Graduate school</i>	1.49 (147)	1.38 (143)
Annual Family Income		
<i>Less than \$20,000</i>	1.46 (208)	1.57 (148)
<i>\$20,000 to less than \$30,000</i>	1.77 (182)	1.38 (135)
<i>\$30,000 to less than \$50,000</i>	1.59 (317)	1.62 (271)
<i>\$50,000 to less than \$75,000</i>	1.66 (207)	1.64 (293)
<i>\$75,000 to less than \$100,000</i>	1.09 (95)	1.23 (136)
<i>\$100,000 or more</i>	0.66 (49)	1.67 (113)
Compensation Type		
<i>Salaried</i>	1.75 (427)	2.02 (446)
<i>Hourly</i>	1.90 (643)	2.11 (657)
<i>Other</i>	1.26 (100)	0.97 (122)
Number of Leave-Takers	657,248.17 (1,172)	876,388.45 (1,229)

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."
Source: 1995 and 2000 Survey of Employees.

Table A2-2.6SE. Standard Errors for Table A2-2.6: Reasons for All Leaves Taken Within Demographic Groups: 2000 Survey

	Leave-Takers in Each Demographic Category that Took at Least One Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	3.54 (262)	. (0)	3.51 (88)	2.14 (47)	1.21 (42)	1.96 (57)
<i>Female</i>	2.66 (368)	1.80 (98)	2.07 (115)	1.58 (88)	0.78 (51)	1.60 (115)
Age						
18 – 24	7.84 (41)	8.18 (20)	4.99 (22)	1.71 (4)	1.18 (2)	5.74 (4)
25 – 34	3.73 (122)	1.97 (49)	4.32 (117)	1.75 (39)	1.08 (11)	2.56 (18)
35 – 49	2.98 (258)	0.86 (28)	1.38 (54)	3.17 (77)	0.97 (34)	1.93 (95)
50 or over	4.02 (203)	. (0)	3.34 (9)	1.34 (14)	2.00 (45)	2.12 (54)
Race/Ethnicity						
<i>White non-Hispanic</i>	2.55 (483)	1.29 (68)	2.18 (155)	1.14 (96)	0.70 (72)	1.47 (141)
<i>Black non-Hispanic</i>	6.22 (71)	2.98 (12)	2.46 (14)	9.19 (19)	1.43 (7)	2.93 (17)
<i>Hispanic</i>	9.48 (37)	2.99 (11)	10.21 (21)	2.87 (8)	2.99 (7)	2.25 (6)
<i>All others</i>	5.78 (33)	3.39 (6)	5.22 (11)	3.56 (8)	4.10 (7)	3.89 (7)
Marital Status						
<i>Married/Living with partner</i>	2.88 (430)	1.31 (81)	2.61 (182)	1.13 (98)	0.80 (85)	1.50 (120)
<i>Separated/Divorced/Widowed</i>	4.42 (108)	1.36 (6)	1.38 (8)	4.40 (26)	1.41 (8)	2.71 (28)
<i>Never been married</i>	4.99 (86)	2.65 (11)	3.45 (13)	7.61 (11)	. (0)	4.65 (22)

Table A2-2.6SE. Standard Errors for Table A2-2.6: Reasons for All Leaves Taken Within Demographic Groups: 2000 Survey (continued)

	Leave-Takers in Each Demographic Category that Took at Least One Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Children Under 18 in Household						
<i>None</i>	2.37 (353)	0.12 (2)	2.04 (19)	0.91 (21)	1.16 (52)	2.04 (103)
<i>One or more</i>	3.44 (276)	1.82 (96)	2.81 (184)	2.26 (114)	0.82 (41)	1.68 (69)
Education						
<i>High school graduate or less</i>	3.12 (237)	2.60 (30)	2.00 (66)	1.88 (43)	1.00 (31)	2.21 (41)
<i>Some college</i>	4.06 (205)	1.34 (31)	2.93 (53)	3.49 (41)	1.06 (28)	1.60 (56)
<i>College graduate</i>	3.78 (136)	1.61 (26)	4.73 (58)	1.75 (33)	1.37 (20)	1.89 (42)
<i>Graduate school</i>	4.75 (50)	2.28 (11)	6.63 (26)	2.71 (18)	2.53 (14)	5.57 (33)
Annual Family Income						
<i>Less than \$20,000</i>	5.07 (74)	6.16 (21)	3.22 (25)	2.73 (20)	1.30 (5)	4.44 (14)
<i>\$20,000 to less than \$30,000</i>	5.82 (86)	0.66 (2)	2.89 (19)	4.52 (14)	1.83 (9)	3.19 (15)
<i>\$30,000 to less than \$50,000</i>	4.29 (160)	1.66 (20)	2.34 (37)	4.33 (33)	1.39 (18)	1.81 (37)
<i>\$50,000 to less than \$75,000</i>	4.18 (132)	1.87 (31)	2.39 (55)	1.69 (27)	1.63 (27)	3.27 (45)
<i>\$75,000 to less than \$100,000</i>	5.28 (58)	2.59 (13)	6.22 (26)	2.35 (12)	1.80 (10)	2.79 (23)
<i>\$100,000 or more</i>	8.51 (53)	1.10 (2)	10.79 (22)	2.75 (15)	2.00 (9)	4.01 (20)
Compensation Type						
<i>Salaried</i>	4.16 (194)	1.13 (34)	3.72 (85)	2.07 (42)	1.43 (47)	2.47 (75)
<i>Hourly</i>	2.87 (372)	1.79 (56)	1.49 (101)	2.11 (77)	0.73 (39)	1.59 (75)
<i>Other</i>	5.56 (61)	2.08 (8)	4.22 (17)	2.90 (16)	1.73 (7)	4.13 (21)

Source: 2000 Survey of Employees.

Table A2-2.7SE. Standard Errors for Table A2-2.7: Leave-Taking Within Demographic Groups: 1995 and 2000 Surveys

	Employees Within Each Demographic Category that Took Leave (for a Covered Reason)	
	1995 Survey SE (N)	2000 Survey SE (N)
Gender		
<i>Male</i>	0.87 (484)	0.81 (461)
<i>Female</i>	1.24 (688)	1.01 (768)
Age		
18 – 24	1.25 (143)	1.69 (87)
25 – 34	1.83 (369)	1.63 (326)
35 – 49	1.13 (451)	1.22 (501)
50 – 64	1.43 (170)	1.18 (275)
65 or over	2.59 (39)	2.76 (29)
Race/Ethnicity		
<i>White non-Hispanic</i>	0.84 (902)	0.72 (939)
<i>Black non-Hispanic</i>	2.30 (120)	2.60 (124)
<i>Hispanic</i>	3.31 (92)	3.12 (85)
<i>Asian</i>	NA	3.23 (30)
<i>All others</i>	4.79 (22)	4.82 (38)
Marital Status		
<i>Married/Living with partner</i>	0.85 (850)	0.79 (919)
<i>Separated/Divorced/Widowed</i>	2.60 (178)	2.15 (171)
<i>Never been married</i>	1.31 (141)	1.10 (132)

Table A2-2.7SE. Standard Errors for Table A2-2.7: Leave-Taking Within Demographic Groups: 1995 and 2000 Surveys (continued)

	Employees Within Each Demographic Category that Took Leave (for a Covered Reason)	
	1995 Survey SE (N)	2000 Survey SE (N)
Children Under 18 in Household		
<i>None</i>	0.87 (507)	0.64 (518)
<i>One or more</i>	1.16 (663)	1.21 (710)
Education		
<i>Less than high school</i>	3.00 (102)	3.98 (62)
<i>High school graduate</i>	1.21 (314)	1.42 (344)
<i>Some college</i>	1.48 (363)	1.61 (384)
<i>College graduate</i>	1.30 (242)	1.29 (294)
<i>Graduate school</i>	2.18 (147)	2.05 (143)
Annual Family Income		
<i>Less than \$20,000</i>	1.77 (208)	2.25 (148)
<i>\$20,000 to less than \$30,000</i>	1.95 (182)	2.08 (135)
<i>\$30,000 to less than \$50,000</i>	1.38 (317)	1.66 (271)
<i>\$50,000 to less than \$75,000</i>	1.53 (207)	1.81 (293)
<i>\$75,000 to less than \$100,000</i>	2.39 (95)	2.00 (136)
<i>\$100,000 or more</i>	3.07 (49)	2.92 (113)
Compensation Type		
<i>Salaried</i>	1.19 (427)	1.04 (446)
<i>Hourly</i>	0.95 (643)	0.96 (657)
<i>Other</i>	1.87 (100)	1.73 (122)

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."
Source: 1995 and 2000 Survey of Employees.

Table A2-2.8SE. Standard Errors for Table A2-2.8: Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 2000 Survey

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	0.47 (248)	. (0)	0.55 (81)	0.30 (39)	0.16 (38)	0.26 (52)
<i>Female</i>	0.71 (334)	0.37 (95)	0.43 (113)	0.31 (73)	0.14 (46)	0.26 (100)
Age						
18 – 24	1.26 (40)	1.01 (20)	0.54 (19)	0.14 (3)	0.13 (2)	0.35 (2)
25 – 34	0.60 (104)	0.42 (48)	1.31 (114)	0.32 (31)	0.21 (10)	0.52 (18)
35 – 49	0.78 (239)	0.14 (26)	0.24 (52)	0.59 (64)	0.15 (31)	0.29 (86)
50 or over	0.72 (193)	. (0)	0.59 (8)	0.22 (13)	0.34 (40)	0.35 (45)
Race/Ethnicity						
<i>White non-Hispanic</i>	0.49 (452)	0.21 (66)	0.40 (148)	0.21 (77)	0.10 (64)	0.21 (126)
<i>Black non-Hispanic</i>	1.75 (59)	0.53 (12)	0.39 (13)	1.89 (17)	0.26 (7)	0.42 (15)
<i>Hispanic</i>	1.12 (35)	0.52 (11)	2.40 (21)	0.47 (6)	0.55 (6)	0.35 (4)
<i>All others</i>	1.67 (31)	0.52 (5)	0.77 (10)	0.65 (8)	0.62 (7)	0.62 (6)
Marital Status						
<i>Married/Living with partner</i>	0.48 (396)	0.24 (79)	0.57 (174)	0.22 (80)	0.13 (76)	0.26 (106)
<i>Separated/Divorced/Widowed</i>	1.45 (101)	0.25 (5)	0.27 (8)	1.08 (23)	0.30 (8)	0.53 (25)
<i>Never been married</i>	0.92 (79)	0.23 (11)	0.30 (12)	0.72 (9)	. (0)	0.21 (20)
Children Under 18 in Household						
<i>None</i>	0.49 (335)	0.01 (2)	0.24 (18)	0.10 (19)	0.14 (47)	0.19 (92)
<i>One or more</i>	0.72 (246)	0.43 (93)	0.83 (176)	0.58 (93)	0.18 (37)	0.36 (60)

Table A2-2.8SE. Standard Errors for Table A2-2.8: Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 2000 Survey (continued)

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Education						
<i>High school graduate or less</i>	0.89 (222)	0.43 (28)	0.33 (60)	0.30 (31)	0.17 (29)	0.27 (35)
<i>Some college</i>	1.00 (186)	0.27 (30)	0.66 (51)	0.69 (37)	0.20 (25)	0.30 (50)
<i>College graduate</i>	0.68 (124)	0.25 (26)	0.85 (57)	0.26 (29)	0.17 (18)	0.25 (39)
<i>Graduate school</i>	0.83 (48)	0.41 (11)	1.45 (26)	0.39 (15)	0.43 (12)	1.00 (28)
Annual Family Income						
<i>Less than \$20,000</i>	1.47 (69)	1.11 (21)	0.56 (24)	0.40 (16)	0.21 (5)	0.50 (13)
<i>\$20,000 to less than \$30,000</i>	1.38 (79)	0.11 (2)	0.51 (17)	0.80 (11)	0.35 (9)	0.56 (14)
<i>\$30,000 to less than \$50,000</i>	0.97 (143)	0.32 (19)	0.47 (32)	0.88 (26)	0.26 (16)	0.30 (30)
<i>\$50,000 to less than \$75,000</i>	1.23 (120)	0.37 (29)	0.54 (54)	0.39 (24)	0.33 (26)	0.66 (40)
<i>\$75,000 to less than \$100,000</i>	1.15 (57)	0.43 (13)	1.37 (26)	0.40 (12)	0.27 (8)	0.49 (20)
<i>\$100,000 or more</i>	1.03 (50)	0.20 (2)	2.81 (22)	0.41 (11)	0.32 (7)	0.62 (20)
Compensation Type						
<i>Salaried</i>	0.73 (181)	0.19 (34)	0.76 (82)	0.33 (37)	0.21 (42)	0.38 (67)
<i>Hourly</i>	0.75 (341)	0.31 (53)	0.29 (96)	0.38 (60)	0.13 (36)	0.20 (64)
<i>Other</i>	0.88 (57)	0.28 (8)	0.72 (16)	0.37 (15)	0.23 (6)	0.69 (20)

Source: 2000 Survey of Employees.

Table A2-2.9SE. Standard Errors for Table A2-2.9: Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 1995 Survey

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	0.69 (323)	. (0)	0.34 (74)	0.22 (28)	0.11 (29)	0.15 (30)
<i>Female</i>	0.86 (381)	0.24 (62)	0.30 (102)	0.35 (67)	0.10 (17)	0.29 (59)
Age						
18 – 24	0.85 (83)	0.30 (15)	0.51 (26)	0.31 (12)	0.13 (2)	0.24 (5)
25 – 34	0.83 (153)	0.36 (37)	0.66 (107)	0.60 (40)	0.19 (11)	0.27 (21)
35 – 49	0.92 (298)	0.10 (10)	0.37 (42)	0.28 (36)	0.13 (17)	0.30 (48)
50 or over	1.20 (170)	. (0)	0.05 (1)	0.19 (7)	0.21 (16)	0.21 (15)
Race/Ethnicity						
<i>White non-Hispanic</i>	0.58 (538)	0.10 (44)	0.28 (141)	0.15 (71)	0.08 (39)	0.18 (69)
<i>Black non-Hispanic</i>	1.98 (77)	0.40 (7)	0.57 (12)	1.15 (11)	0.44 (5)	0.46 (8)
<i>Hispanic</i>	2.32 (54)	0.56 (7)	0.68 (14)	1.65 (9)	. (0)	0.55 (8)
<i>All others</i>	2.64 (9)	0.96 (2)	1.90 (6)	1.47 (2)	. (0)	1.28 (3)
Marital Status						
<i>Married/Living with partner</i>	0.57 (462)	0.14 (55)	0.32 (154)	0.24 (80)	0.10 (39)	0.19 (60)
<i>Separated/Divorced/Widowed</i>	2.12 (129)	0.13 (2)	0.34 (13)	0.47 (11)	0.28 (7)	0.45 (16)
<i>Never been married</i>	1.20 (110)	0.18 (5)	0.21 (9)	0.17 (4)	. (0)	0.29 (13)
Children Under 18 in Household						
<i>None</i>	0.75 (419)	0.03 (2)	0.03 (2)	0.08 (13)	0.11 (21)	0.25 (50)
<i>One or more</i>	0.70 (285)	0.25 (60)	0.52 (173)	0.39 (81)	0.13 (25)	0.17 (39)

Table A2-2.9SE. Standard Errors for Table A2-2.9: Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 1995 Survey (continued)

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Education						
<i>High school graduate or less</i>	0.92 (283)	0.13 (15)	0.26 (53)	0.44 (26)	0.16 (17)	0.17 (22)
<i>Some college</i>	0.87 (223)	0.19 (21)	0.49 (44)	0.21 (33)	0.19 (19)	0.42 (23)
<i>College graduate</i>	0.81 (123)	0.25 (21)	0.45 (49)	0.32 (21)	0.12 (4)	0.31 (24)
<i>Graduate school</i>	1.88 (71)	0.22 (5)	0.59 (30)	0.45 (15)	0.23 (6)	0.54 (20)
Annual Family Income						
<i>Less than \$20,000</i>	1.48 (141)	0.25 (8)	0.49 (30)	0.29 (13)	0.16 (5)	0.25 (11)
<i>\$20,000 to less than \$30,000</i>	1.67 (119)	0.18 (5)	0.41 (22)	1.04 (17)	0.32 (10)	0.32 (9)
<i>\$30,000 to less than \$50,000</i>	1.10 (194)	0.18 (20)	0.45 (40)	0.22 (26)	0.16 (13)	0.21 (24)
<i>\$50,000 to less than \$75,000</i>	0.98 (111)	0.27 (12)	0.50 (40)	0.32 (19)	0.25 (13)	0.60 (12)
<i>\$75,000 to less than \$100,000</i>	1.77 (46)	0.45 (6)	0.91 (19)	0.40 (6)	0.40 (5)	0.63 (13)
<i>\$100,000 or more</i>	1.82 (20)	0.77 (6)	1.06 (11)	0.92 (6)	. (0)	0.83 (6)
Compensation Type						
<i>Salaried</i>	0.75 (219)	0.19 (28)	0.46 (79)	0.23 (32)	0.12 (15)	0.27 (54)
<i>Hourly</i>	0.76 (413)	0.13 (29)	0.20 (85)	0.32 (56)	0.13 (30)	0.13 (30)
<i>Other</i>	1.52 (70)	0.24 (5)	0.41 (12)	0.30 (7)	0.10 (1)	0.91 (5)

Source: 2000 Survey of Employees.

Table A2-2.10SE. Standard Errors for Table A2-2.10: Demographic Characteristics of Leave-Needers Versus Other Employees: 2000 Survey

	Leave-Needers SE (N)	Other Employees SE (N)	All Employees SE (N)
Gender			
<i>Male</i>	3.94 (86)	1.29 (1021)	1.24 (1107)
<i>Female</i>	3.94 (117)	1.29 (1334)	1.24 (1451)
Age			
18 – 24	1.98 (16)	0.96 (247)	0.93 (263)
25 – 34	4.04 (52)	1.10 (548)	1.11 (600)
35 – 49	3.88 (86)	1.44 (971)	1.41 (1057)
50 – 64	2.63 (43)	1.08 (506)	1.05 (549)
65 or over	0.89 (4)	0.46 (60)	0.46 (64)
Race/Ethnicity			
<i>White non-Hispanic</i>	3.97 (151)	1.23 (1819)	1.22 (1970)
<i>Black non-Hispanic</i>	2.50 (26)	0.94 (228)	0.93 (254)
<i>Hispanic</i>	2.21 (19)	0.70 (161)	0.68 (180)
<i>Asian</i>	3.23 (4)	0.52 (60)	0.51 (64)
<i>All others</i>	0.61 (2)	0.57 (64)	0.55 (66)
Marital Status			
<i>Married/Living with partner</i>	3.65 (139)	1.49 (1688)	1.45 (1827)
<i>Separated/Divorced/Widowed</i>	2.65 (41)	0.92 (275)	0.90 (316)
<i>Never been married</i>	2.71 (23)	1.27 (379)	1.23 (402)

Table A2-2.10SE. Standard Errors for Table A2-2.10: Demographic Characteristics of Leave-Needers Versus Other Employees: 2000 Survey (continued)

	Leave-Needers SE (N)	Other Employees SE (N)	All Employees SE (N)
Children Under 18 in Household			
<i>None</i>	3.73 (93)	1.29 (1196)	1.27 (1289)
<i>One or more</i>	3.73 (110)	1.29 (1153)	1.27 (1263)
Education			
<i>Less than high school</i>	2.61 (14)	0.78 (123)	0.78 (137)
<i>High school graduate</i>	2.86 (57)	1.65 (677)	1.62 (734)
<i>Some college</i>	3.44 (54)	1.34 (706)	1.31 (760)
<i>College graduate</i>	3.20 (57)	1.23 (582)	1.20 (639)
<i>Graduate school</i>	2.12 (21)	0.97 (261)	0.96 (282)
Annual Family Income			
<i>Less than \$20,000</i>	3.35 (29)	1.19 (287)	1.16 (316)
<i>\$20,000 to less than \$30,000</i>	2.95 (31)	1.26 (248)	1.22 (279)
<i>\$30,000 to less than \$50,000</i>	2.74 (45)	1.35 (509)	1.32 (554)
<i>\$50,000 to less than \$75,000</i>	3.27 (52)	1.52 (514)	1.48 (566)
<i>\$75,000 to less than \$100,000</i>	1.80 (17)	1.02 (244)	1.00 (261)
<i>\$100,000 or more</i>	2.77 (13)	0.87 (211)	0.86 (224)
Compensation Type			
<i>Salaried</i>	2.91 (51)	1.32 (856)	1.28 (907)
<i>Hourly</i>	3.32 (121)	1.23 (1241)	1.19 (1362)
<i>Other</i>	2.17 (30)	0.99 (249)	0.97 (279)

Source: 2000 Survey of Employees.

Table A2-2.11SE. Standard Errors for Table A2-2.11: Demographic Characteristics of Leave-Needers: 1995 and 2000 Surveys

	Leave-Needers	
	1995 Survey SE (N)	2000 Survey SE (N)
Gender		
<i>Male</i>	3.57 (93)	3.94 (86)
<i>Female</i>	3.57 (94)	3.94 (117)
Age		
18 – 24	2.20 (18)	1.98 (16)
25 – 34	3.48 (55)	4.04 (52)
35 – 49	3.99 (74)	3.88 (86)
50 – 64	2.88 (38)	2.63 (43)
65 or over	0.81 (2)	0.89 (4)
Race/Ethnicity		
<i>White non-Hispanic</i>	3.37 (130)	3.97 (151)
<i>Black non-Hispanic</i>	2.77 (32)	2.50 (26)
<i>Hispanic</i>	1.74 (16)	2.21 (19)
<i>Asian</i>	NA	3.23 (4)
<i>All others</i>	1.15 (5)	0.61 (2)
Marital Status		
<i>Married/Living with partner</i>	3.27 (118)	3.65 (139)
<i>Separated/Divorced/Widowed</i>	3.03 (44)	2.65 (41)
<i>Never been married</i>	2.65 (25)	2.71 (23)

Table A2-2.11SE. Standard Errors for Table A2-2.11: Demographic Characteristics of Leave-Needers: 1995 and 2000 Surveys (continued)

	Leave-Needers	
	1995 Survey SE (N)	2000 Survey SE (N)
Children Under 18 in Household		
<i>None</i>	4.03 (88)	3.73 (93)
<i>One or more</i>	4.03 (99)	3.73 (110)
Education		
<i>Less than high school</i>	1.86 (18)	2.61 (14)
<i>High school graduate</i>	3.67 (51)	2.86 (57)
<i>Some college</i>	4.33 (64)	3.44 (54)
<i>College graduate</i>	2.92 (31)	3.20 (57)
<i>Graduate school</i>	3.00 (23)	2.12 (21)
Annual Family Income		
<i>Less than \$20,000</i>	3.58 (43)	3.35 (29)
<i>\$20,000 to less than \$30,000</i>	3.33 (34)	2.95 (31)
<i>\$30,000 to less than \$50,000</i>	3.96 (51)	2.74 (45)
<i>\$50,000 to less than \$75,000</i>	2.60 (27)	3.27 (52)
<i>\$75,000 to less than \$100,000</i>	2.26 (16)	1.80 (17)
<i>\$100,000 or more</i>	1.39 (6)	2.77 (13)
Compensation Type		
<i>Salaried</i>	3.57 (55)	2.91 (51)
<i>Hourly</i>	3.87 (114)	3.32 (121)
<i>Other</i>	2.16 (18)	2.17 (30)

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."

Source: 1995 and 2000 Survey of Employees.

Table A2-2.12SE. Standard Errors for Table A2-2.12: Reasons for Not Taking Leave, Based on Total Employee Population: 1995 and 2000 Surveys

Reason for Not Taking Leave	All Employees	
	1995 Survey SE (N)	2000 Survey SE (N)
Thought job might be lost	0.12 (63)	0.11 (62)
Thought job advancement might be hurt	0.13 (47)	0.13 (83)
Did not want to lose seniority	0.09 (31)	0.10 (56)
Not eligible—worked part-time	0.09 (30)	0.06 (22)
Not eligible—had not worked long enough for employer	NA	0.08 (33)
Employer denied request	0.07 (20)	0.10 (39)
Could not afford to take leave	0.22 (131)	0.18 (155)
Wanted to save leave time	0.13 (58)	0.11 (71)
Work is too important	0.15 (83)	0.16 (104)
Some other reason	NA	0.06 (28)

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.13SE. Standard Errors for Table 2.13: Reasons for Most Recent Needed Leave: 2000 Survey

Reason for Needing Leave	Leave-Needers SE (N)
Own health	3.94 (91)
Maternity-disability	0.92 (3)
Care for a newborn, newly adopted, or newly placed foster child	1.98 (14)
Care for ill child	2.99 (34)
Care for ill spouse	1.72 (15)
Care for ill parent	3.31 (40)

Source: 2000 Survey of Employees.

Table A2-2.14SE. Standard Errors for Table A2-2.14: Demographic Characteristics by Reasons for All Leaves Taken, Based on Total Employee Population: 2000 Survey

	Employees in Each Demographic Category that Took at Least One Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	0.62 (262)	. (0)	0.55 (88)	0.31 (47)	0.17 (42)	0.27 (57)
<i>Female</i>	0.81 (368)	0.38 (98)	0.43 (115)	0.33 (88)	0.15 (51)	0.34 (115)
Age						
18 – 24	1.54 (41)	1.01 (20)	0.55 (22)	0.18 (4)	0.13 (2)	0.72 (4)
25 – 34	0.74 (122)	0.43 (49)	1.31 (117)	0.36 (39)	0.23 (11)	0.52 (18)
35 – 49	0.97 (258)	0.15 (28)	0.24 (54)	0.62 (77)	0.15 (34)	0.32 (95)
50 or over	0.73 (203)	. (0)	0.59 (9)	0.22 (14)	0.36 (45)	0.38 (54)
Race/Ethnicity						
<i>White non-Hispanic</i>	0.59 (483)	0.21 (68)	0.40 (155)	0.20 (96)	0.12 (72)	0.24 (141)
<i>Black non-Hispanic</i>	2.38 (71)	0.52 (12)	0.42 (14)	1.90 (19)	0.26 (7)	0.49 (17)
<i>Hispanic</i>	1.87 (37)	0.52 (11)	2.37 (21)	0.57 (8)	0.57 (7)	0.43 (6)
<i>All others</i>	1.72 (33)	0.58 (6)	0.83 (11)	0.65 (8)	0.62 (7)	0.64 (7)
Marital Status						
<i>Married/Living with partner</i>	0.61 (430)	0.24 (81)	0.56 (182)	0.24 (98)	0.15 (85)	0.28 (120)
<i>Separated/Divorced/Widowed</i>	1.50 (108)	0.27 (6)	0.27 (8)	1.10 (26)	0.30 (8)	0.57 (28)
<i>Never been married</i>	1.07 (86)	0.23 (11)	0.31 (13)	0.72 (11)	. (0)	0.47 (22)

Table A2-2.14SE. Standard Errors for Table A2-2.14: Demographic Characteristics by Reasons for All Leaves Taken, Based on Total Employee Population: 2000 Survey (continued)

	Employees in Each Demographic Category that Took at Least One Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Children Under 18 in Household						
<i>None</i>	0.50 (353)	0.01 (2)	0.24 (19)	0.10 (21)	0.15 (52)	0.26 (103)
<i>One or more</i>	1.03 (276)	0.43 (96)	0.82 (184)	0.61 (114)	0.20 (41)	0.38 (69)
Education						
<i>High school graduate or less</i>	0.98 (237)	0.44 (30)	0.34 (66)	0.33 (43)	0.16 (31)	0.40 (41)
<i>Some college</i>	1.18 (205)	0.27 (31)	0.67 (53)	0.70 (41)	0.21 (28)	0.31 (56)
<i>College graduate</i>	0.79 (136)	0.25 (26)	0.85 (58)	0.24 (33)	0.18 (20)	0.28 (42)
<i>Graduate school</i>	0.83 (50)	0.41 (11)	1.44 (26)	0.48 (18)	0.45 (14)	1.02 (33)
Annual Family Income						
<i>Less than \$20,000</i>	1.76 (74)	1.11 (21)	0.56 (25)	0.45 (20)	0.21 (5)	0.83 (14)
<i>\$20,000 to less than \$30,000</i>	1.40 (86)	0.11 (2)	0.54 (19)	0.84 (14)	0.35 (9)	0.57 (15)
<i>\$30,000 to less than \$50,000</i>	1.32 (160)	0.32 (20)	0.48 (37)	0.90 (33)	0.26 (18)	0.35 (37)
<i>\$50,000 to less than \$75,000</i>	1.26 (132)	0.40 (31)	0.53 (55)	0.42 (27)	0.35 (27)	0.68 (45)
<i>\$75,000 to less than \$100,000</i>	1.15 (58)	0.43 (13)	1.37 (26)	0.40 (12)	0.30 (10)	0.49 (23)
<i>\$100,000 or more</i>	1.54 (53)	0.20 (2)	2.81 (22)	0.49 (15)	0.32 (9)	0.62 (20)
Compensation Type						
<i>Salaried</i>	0.78 (194)	0.19 (34)	0.75 (85)	0.34 (42)	0.23 (47)	0.39 (75)
<i>Hourly</i>	0.86 (372)	0.32 (56)	0.28 (101)	0.40 (77)	0.13 (39)	0.27 (75)
<i>Other</i>	0.91 (61)	0.28 (8)	0.72 (17)	0.38 (16)	0.24 (7)	0.70 (21)

Source: 2000 Survey of Employees.

Table A2-2.15SE. Standard Errors for Table A2-2.15: Demographic Characteristics by Reason for Longest Leave: 2000 Survey

	Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care For Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	3.16 (248)	. (0)	3.54 (81)	2.16 (39)	1.19 (38)	1.92 (52)
<i>Female</i>	2.43 (334)	1.78 (95)	2.08 (113)	1.49 (73)	0.73 (46)	1.25 (100)
Age						
18 – 24	8.45 (40)	8.25 (20)	4.94 (19)	1.33 (3)	1.19 (2)	3.00 (2)
25 – 34	3.08 (104)	1.91 (48)	4.37 (114)	1.57 (31)	0.98 (10)	2.57 (18)
35 – 49	2.93 (239)	0.80 (26)	1.46 (52)	3.11 (64)	0.96 (31)	1.77 (86)
50 or over	3.80 (193)	. (0)	3.37 (8)	1.35 (13)	1.94 (40)	1.97 (45)
Race/Ethnicity						
<i>White non-Hispanic</i>	2.01 (452)	1.29 (66)	2.22 (148)	1.19 (77)	0.63 (64)	1.35 (126)
<i>Black non-Hispanic</i>	7.45 (59)	3.00 (12)	2.31 (13)	9.34 (17)	1.45 (7)	2.55 (15)
<i>Hispanic</i>	7.65 (35)	3.22 (11)	10.18 (21)	2.53 (6)	3.14 (6)	1.96 (4)
<i>All others</i>	6.08 (31)	3.22 (5)	4.69 (10)	3.63 (8)	4.12 (7)	3.88 (6)
Marital Status						
<i>Married/Living with partner</i>	2.24 (396)	1.31 (79)	2.67 (174)	1.08 (80)	0.73 (76)	1.44 (106)
<i>Separated/Divorced/Widowed</i>	4.37 (101)	1.25 (5)	1.39 (8)	4.44 (23)	1.42 (8)	2.51 (25)
<i>Never been married</i>	7.42 (79)	2.67 (11)	3.35 (12)	7.70 (9)	. (0)	2.37 (20)

Table A2-2.15SE. Standard Errors for Table A2-2.15: Demographic Characteristics by Reason for Longest Leave: 2000 Survey (continued)

	Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care For Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Children Under 18 in Household						
<i>None</i>	2.40 (335)	0.12 (2)	2.06 (18)	0.89 (19)	1.14 (47)	1.49 (92)
<i>One or more</i>	2.48 (246)	1.82 (93)	2.87 (176)	2.18 (93)	0.78 (37)	1.63 (60)
Education						
<i>High school graduate or less</i>	3.34 (222)	2.59 (28)	1.98 (60)	1.76 (31)	1.06 (29)	1.62 (35)
<i>Some college</i>	3.93 (186)	1.38 (30)	3.02 (51)	3.51 (37)	1.04 (25)	1.57 (50)
<i>College graduate</i>	3.43 (124)	1.62 (26)	4.74 (57)	1.80 (29)	1.31 (18)	1.81 (39)
<i>Graduate school</i>	4.86 (48)	2.32 (11)	6.71 (26)	2.27 (15)	2.46 (12)	5.58 (28)
Annual Family Income						
<i>Less than \$20,000</i>	5.90 (69)	6.16 (21)	3.17 (24)	2.37 (16)	1.30 (5)	2.79 (13)
<i>\$20,000 to less than \$30,000</i>	5.92 (79)	0.67 (2)	2.74 (17)	4.43 (11)	1.86 (9)	3.20 (14)
<i>\$30,000 to less than \$50,000</i>	4.10 (143)	1.70 (19)	2.42 (32)	4.47 (26)	1.44 (16)	1.60 (30)
<i>\$50,000 to less than \$75,000</i>	4.12 (120)	1.71 (29)	2.48 (54)	1.57 (24)	1.59 (26)	3.21 (40)
<i>\$75,000 to less than \$100,000</i>	5.27 (57)	2.59 (13)	6.22 (26)	2.35 (12)	1.58 (8)	2.86 (20)
<i>\$100,000 or more</i>	6.34 (50)	1.11 (2)	10.80 (22)	2.31 (11)	1.95 (7)	4.04 (20)
Compensation Type						
<i>Salaried</i>	3.96 (181)	1.13 (34)	3.80 (82)	2.06 (37)	1.31 (42)	2.44 (67)
<i>Hourly</i>	2.93 (341)	1.80 (53)	1.55 (96)	2.07 (60)	0.71 (36)	1.20 (64)
<i>Other</i>	5.56 (57)	2.08 (8)	4.31 (16)	2.63 (15)	1.67 (6)	4.09 (20)

Source: 2000 Survey of Employees.

Table A2-2.16SE. Standard Errors for Table A2-2.16: Demographic Characteristics by Reason for Longest Leave: 1995 Survey

	Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	3.29 (323)	. (0)	2.35 (74)	1.70 (28)	0.80 (29)	1.12 (30)
<i>Female</i>	1.97 (381)	1.06 (62)	1.28 (102)	1.70 (67)	0.51 (17)	1.30 (59)
Age						
18 – 24	4.02 (83)	2.22 (15)	3.35 (26)	2.31 (12)	0.97 (2)	1.83 (5)
25 – 34	2.72 (153)	1.42 (37)	2.59 (107)	2.31 (40)	0.84 (11)	1.17 (21)
35 – 49	3.21 (298)	0.62 (10)	2.18 (42)	1.77 (36)	0.80 (17)	1.72 (48)
50 or over	2.38 (170)	. (0)	0.38 (1)	1.47 (7)	1.70 (16)	1.49 (15)
Race/Ethnicity						
<i>White non-Hispanic</i>	2.21 (538)	0.63 (44)	1.51 (141)	0.94 (71)	0.53 (39)	1.06 (69)
<i>Black non-Hispanic</i>	6.55 (77)	2.07 (7)	2.80 (12)	5.62 (11)	2.23 (5)	2.23 (8)
<i>Hispanic</i>	6.53 (54)	2.70 (7)	3.59 (14)	7.65 (9)	. (0)	2.59 (8)
<i>All others</i>	10.97 (9)	5.92 (2)	10.45 (6)	8.96 (2)	. (0)	6.52 (3)
Marital Status						
<i>Married/Living with partner</i>	2.22 (462)	0.75 (55)	1.64 (154)	1.44 (80)	0.58 (39)	1.12 (60)
<i>Separated/Divorced/Widowed</i>	3.65 (129)	0.68 (2)	1.60 (13)	2.26 (11)	1.40 (7)	1.98 (16)
<i>Never been married</i>	3.50 (110)	1.46 (5)	1.79 (9)	1.45 (4)	. (0)	2.48 (13)

Table A2-2.16SE. Standard Errors for Table A2-2.16: Demographic Characteristics by Reason for Longest Leave: 1995 Survey (continued)

	Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity-Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Children Under 18 in Household						
<i>None</i>	1.74 (419)	0.22 (2)	0.23 (2)	0.67 (13)	0.80 (21)	1.76 (50)
<i>One or more</i>	2.45 (285)	1.05 (60)	2.13 (173)	1.81 (81)	0.68 (25)	0.76 (39)
Education						
<i>High school graduate or less</i>	3.29 (283)	0.82 (15)	1.50 (53)	2.64 (26)	0.95 (17)	0.95 (22)
<i>Some college</i>	3.34 (223)	1.08 (21)	2.34 (44)	1.24 (33)	1.01 (19)	2.47 (23)
<i>College graduate</i>	3.66 (123)	1.42 (21)	2.79 (49)	2.10 (21)	0.81 (4)	1.75 (24)
<i>Graduate school</i>	5.66 (71)	1.24 (5)	3.22 (30)	2.61 (15)	1.37 (6)	2.89 (20)
Annual Family Income						
<i>Less than \$20,000</i>	3.93 (141)	1.39 (8)	2.64 (30)	1.63 (13)	0.94 (5)	1.59 (11)
<i>\$20,000 to less than \$30,000</i>	6.01 (119)	0.92 (5)	2.24 (22)	5.07 (17)	1.57 (10)	1.66 (9)
<i>\$30,000 to less than \$50,000</i>	3.18 (194)	1.09 (20)	2.62 (40)	1.34 (26)	0.93 (13)	1.30 (24)
<i>\$50,000 to less than \$75,000</i>	4.75 (111)	1.49 (12)	2.80 (40)	1.99 (19)	1.50 (13)	3.60 (12)
<i>\$75,000 to less than \$100,000</i>	6.48 (46)	2.48 (6)	4.52 (19)	2.22 (6)	2.19 (5)	3.69 (13)
<i>\$100,000 or more</i>	8.62 (20)	4.03 (6)	5.57 (11)	4.64 (6)	. (0)	4.57 (6)
Compensation Type						
<i>Salaried</i>	3.19 (219)	1.13 (28)	2.50 (79)	1.38 (32)	0.77 (15)	1.38 (54)
<i>Hourly</i>	2.07 (413)	0.70 (29)	1.16 (85)	1.81 (56)	0.73 (30)	0.73 (30)
<i>Other</i>	6.87 (70)	1.89 (5)	3.26 (12)	2.49 (7)	0.82 (1)	7.05 (5)

Source: 1995 Survey of Employees.

Table A2-2.17SE. Standard Errors for Table A2-2.17: Use of Intermittent Leave, Based on Total Employee Population: 2000 Survey

Leave-Takers Who:	All Employees SE (N)
Took intermittent leave at least once in previous 18 months	0.37 (329)
Did not take intermittent leave	0.37 (2227)

Source: 2000 Survey of Employees.

Table A2-2.18SE. Standard Errors for Table A2-2.18: Needing Leave Within Demographic Groups: 1995 and 2000 Surveys

	Employees Within Each Demographic Category that Needed (But Did Not Take) Leave	
	1995 Survey SE (N)	2000 Survey SE (N)
Gender		
<i>Male</i>	0.34 (93)	0.30 (86)
<i>Female</i>	0.35 (94)	0.28 (117)
Age		
18 – 24	0.51 (18)	0.38 (16)
25 – 34	0.62 (55)	0.47 (52)
35 – 49	0.39 (74)	0.30 (86)
50 – 64	0.54 (38)	0.41 (43)
65 or over	0.80 (2)	0.71 (4)
Race/Ethnicity		
<i>White non-Hispanic</i>	0.25 (130)	0.20 (151)
<i>Black non-Hispanic</i>	1.12 (32)	0.73 (26)
<i>Hispanic</i>	0.97 (16)	0.82 (19)
<i>Asian</i>	NA	3.02 (4)
<i>All others</i>	1.88 (5)	0.63 (2)
Marital Status		
<i>Married/Living with partner</i>	0.27 (118)	0.25 (139)
<i>Separated/Divorced/Widowed</i>	0.85 (44)	0.74 (41)
<i>Never been married</i>	0.53 (25)	0.37 (23)

Table A2-2.18SE. Standard Errors for Table A2-2.18: Needing Leave Within Demographic Groups: 1995 and 2000 Surveys (continued)

	Employees Within Each Demographic Category that Needed (But Did Not Take) Leave	
	1995 Survey SE (N)	2000 Survey SE (N)
Children Under 18 in Household		
<i>None</i>	0.26 (88)	0.22 (93)
<i>One or more</i>	0.46 (99)	0.36 (110)
Education		
<i>Less than high school</i>	0.81 (18)	1.29 (14)
<i>High school graduate</i>	0.44 (51)	0.30 (57)
<i>Some college</i>	0.61 (64)	0.35 (54)
<i>College graduate</i>	0.44 (31)	0.40 (57)
<i>Graduate school</i>	0.75 (23)	0.47 (21)
Annual Family Income		
<i>Less than \$20,000</i>	0.69 (43)	0.71 (29)
<i>\$20,000 to less than \$30,000</i>	0.79 (34)	0.65 (31)
<i>\$30,000 to less than \$50,000</i>	0.56 (51)	0.38 (45)
<i>\$50,000 to less than \$75,000</i>	0.40 (27)	0.49 (52)
<i>\$75,000 to less than \$100,000</i>	0.97 (16)	0.41 (17)
<i>\$100,000 or more</i>	1.12 (6)	0.76 (13)
Compensation Type		
<i>Salaried</i>	0.34 (55)	0.20 (51)
<i>Hourly</i>	0.40 (114)	0.33 (121)
<i>Other</i>	0.60 (18)	0.59 (30)

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."
Source: 1995 and 2000 Survey of Employees.

Table A2-2.19SE. Standard Errors for Table A2-2.19: Reasons for Needing Leave, Based on Total Employee Population: 1995 and 2000 Surveys

Reason for Needing Leave	All Employees	
	1995 Survey SE (N)	2000 Survey SE (N)
Own health	0.16 (92)	0.15 (96)
Maternity-disability	0.02 (1)	0.02 (3)
Care for a newborn, newly adopted, or newly placed foster child	0.08 (17)	0.06 (19)
Care for ill child	0.11 (37)	0.09 (40)
Care for ill spouse	0.06 (19)	0.05 (19)
Care for ill parent	0.14 (33)	0.08 (47)

Source: 1995 and 2000 Survey of Employees.

Table A2-2.20SE. Standard Errors for Table A2-2.20: Reasons for Most Recent Needed Leave: 2000 Survey

Reason for Needing Leave	All Employees SE (N)
Own health	0.14 (91)
Maternity-disability	0.02 (3)
Care for a newborn, newly adopted, or newly placed foster child	0.05 (14)
Care for ill child	0.08 (34)
Care for ill spouse	0.04 (15)
Care for ill parent	0.08 (40)

Source: 2000 Survey of Employees.

Table A2-2.21SE. Standard Errors for Table A2-2.21: Perceived Future Need for Family or Medical Leave: 1995 and 2000 Surveys

Employees' Likelihood of Taking Leave for Family or Medical Reasons in the Next 5 Years:	Employees	
	1995 Survey SE (N)	2000 Survey SE (N)
Very likely	1.02 (639)	1.18 (744)
Somewhat likely	1.19 (536)	1.16 (656)
Somewhat unlikely	1.26 (471)	1.16 (441)
Very unlikely	1.14 (557)	1.26 (647)

Source: 2000 Survey of Employees.

Table A2-2.22SE. Standard Errors for Table A2-2.22: Expected Reasons for Needing Future Leaves : 1995 and 2000 Surveys

Expected Reason:	Employees Who Say it is Likely They Will Take Leave in the Next 5 Years	
	1995 Survey SE (N)	2000 Survey SE (N)
Own self	2.30 (474)	1.93 (537)
Newborn	1.65 (247)	1.71 (255)
Newly adopted	0.27 (7)	0.37 (9)
New foster child	0.27 (3)	0.03 (4)
Child	1.42 (230)	1.49 (265)
Spouse	1.31 (142)	1.56 (240)
Parent	1.68 (320)	2.18 (423)
Other relative	1.08 (80)	1.19 (123)
Other non-relative	0.60 (12)	0.67 (28)

Source: 2000 Survey of Employees.

**STANDARD ERRORS
FOR CHAPTER 3
TABLES NOT DISPLAYED IN
TEXT**

Table A2-3.1SE. Standard Errors for Table A2-3.1: Coverage and Eligibility of Employees Under the Family and Medical Leave Act: 2000 Survey

	All Employees
Eligible Employees at FMLA-Covered Worksites	1.33 (1625)
Non-eligible Employees at Covered Worksites	0.98 (346)
Employees at Non-covered Worksites	1.22 (587)

Source: 2000 Survey of Employees.

Table A2-3.2SE. Standard Errors for Table A2-3.2: Eligibility of Employees Under the Family and Medical Leave Act: 2000 Survey

	Covered Employees
Eligible Employees	1.22 (1625)
Non-eligible Employees	1.22 (346)

Source: 2000 Survey of Employees.

Table A2-3.3SE. Standard Errors for Table A2-3.3: Demographic Profiles of Covered, Covered and Eligible, and Non-covered Employees: 2000 Survey

	Employees			
	Covered SE (N)	Covered and Eligible SE (N)	Non-covered SE (N)	All Employees SE (N)
Total Weighted Number	3,050,059.94 (1,971)	2,721,023.77 (1,625)	1,828,512.55 (587)	3,044,208.49 (2,558)
Gender				
<i>Male</i>	1.48 (833)	1.67 (719)	2.52 (274)	1.24 (1107)
<i>Female</i>	1.48 (1138)	1.67 (906)	2.52 (313)	1.24 (1451)
Age				
18 – 24	1.09 (210)	1.18 (118)	1.90 (53)	0.93 (263)
25 – 34	1.30 (471)	1.32 (377)	2.46 (129)	1.11 (600)
35 – 49	1.51 (810)	1.73 (704)	2.93 (247)	1.41 (1057)
50 – 64	1.09 (420)	1.18 (380)	2.30 (129)	1.05 (549)
65 and over	0.43 (41)	0.50 (31)	1.05 (23)	0.46 (64)
Race/Ethnicity				
<i>White non-Hispanic</i>	1.51 (1469)	1.65 (1210)	1.95 (501)	1.22 (1970)
<i>Black non-Hispanic</i>	1.20 (231)	1.30 (190)	0.93 (23)	0.93 (254)
<i>Hispanic</i>	0.83 (142)	0.86 (122)	1.42 (38)	0.68 (180)
<i>Asian</i>	0.68 (56)	0.72 (46)	0.40 (8)	0.51 (64)
<i>All others</i>	0.65 (53)	0.66 (40)	1.00 (13)	0.55 (66)
Marital Status				
<i>Married/Living with partner</i>	1.45 (1378)	1.77 (1184)	2.92 (449)	1.45 (1827)
<i>Separated/Divorced/Widowed</i>	1.03 (252)	1.11 (205)	1.85 (64)	0.90 (316)
<i>Never been married</i>	1.26 (329)	1.41 (226)	2.47 (73)	1.23 (402)

Table A2-3.3SE. Standard Errors for Table A2-3.3: Demographic Profiles of Covered, Covered and Eligible, and Non-covered Employees: 2000 Survey (continued)

	Employees			
	Covered SE (N)	Covered and Eligible SE (N)	Non-covered SE (N)	All Employees SE (N)
Children Under 18 in Household				
<i>None</i>	1.62 (992)	1.90 (800)	2.86 (297)	1.27 (1289)
<i>One or more</i>	1.62 (976)	1.90 (822)	2.86 (287)	1.27 (1263)
Education				
<i>Less than high school</i>	0.74 (97)	0.69 (72)	2.18 (40)	0.78 (137)
<i>High school graduate</i>	1.86 (540)	1.89 (442)	3.64 (194)	1.62 (734)
<i>Some college</i>	1.47 (599)	1.68 (485)	2.70 (161)	1.31 (760)
<i>College graduate</i>	1.44 (498)	1.69 (420)	2.52 (141)	1.20 (639)
<i>Graduate school</i>	1.09 (233)	1.24 (202)	1.30 (49)	0.96 (282)
Annual Family Income				
<i>Less than \$20,000</i>	1.32 (239)	1.08 (139)	2.82 (77)	1.16 (316)
<i>\$20,000 to less than \$30,000</i>	1.38 (214)	1.60 (175)	2.63 (65)	1.22 (279)
<i>\$30,000 to less than \$50,000</i>	1.51 (431)	1.53 (367)	2.65 (123)	1.32 (554)
<i>\$50,000 to less than \$75,000</i>	1.68 (447)	1.91 (395)	2.59 (119)	1.48 (566)
<i>\$75,000 to less than \$100,000</i>	1.11 (212)	1.24 (191)	2.59 (49)	1.00 (261)
<i>\$100,000 or more</i>	1.01 (173)	1.11 (157)	2.04 (51)	0.86 (224)
Compensation Type				
<i>Salaried</i>	1.44 (722)	1.69 (658)	2.49 (185)	1.28 (907)
<i>Hourly</i>	1.37 (1098)	1.67 (853)	2.46 (264)	1.19 (1362)
<i>Other</i>	0.99 (147)	0.92 (110)	2.49 (132)	0.97 (279)

Source: 2000 Survey of Employees.

Table A2-3.4SE. Standard Errors for Table A2-3.4: Coverage Under FMLA Within Demographic Groups: 2000 Survey

	Employees Within Each Demographic Category Who Are:			Total Weighted Number SE (N)
	Covered SE (N)	Covered and Eligible ⁽¹⁾ SE (N)	Non-covered SE (N)	
Gender				
<i>Male</i>	1.88 (833)	2.02 (719)	1.88 (274)	2,589,974.53 (1,107)
<i>Female</i>	1.34 (1138)	1.81 (906)	1.34 (313)	2,085,339.99 (1,451)
Age				
18 – 24	2.79 (210)	4.03 (118)	2.79 (53)	1,497,632.72 (263)
25 – 34	2.70 (471)	2.93 (377)	2.70 (129)	1,614,070.63 (600)
35 – 49	1.77 (810)	2.00 (704)	1.77 (247)	2,341,091.20 (1,057)
50 – 64	2.67 (420)	2.97 (380)	2.67 (129)	1,575,533.61 (549)
65 and over	6.04 (41)	6.49 (31)	6.04 (23)	672,677.41 (64)
Race/Ethnicity				
<i>White non-Hispanic</i>	1.56 (1469)	1.59 (1210)	1.56 (501)	2,706,425.00 (1,970)
<i>Black non-Hispanic</i>	2.18 (231)	4.49 (190)	2.18 (23)	1,422,910.41 (254)
<i>Hispanic</i>	4.58 (142)	5.04 (122)	4.58 (38)	1,016,591.01 (180)
<i>Asian</i>	3.64 (56)	7.49 (46)	3.64 (8)	733,321.26 (64)
<i>All others</i>	8.39 (53)	10.01 (40)	8.39 (13)	783,540.56 (66)
Marital Status				
<i>Married/Living with partner</i>	1.50 (1378)	1.54 (1184)	1.50 (449)	2,751,918.79 (1,827)
<i>Separated/Divorced/Widowed</i>	3.84 (252)	4.20 (205)	3.84 (64)	1,303,663.02 (316)
<i>Never been married</i>	2.29 (329)	3.35 (226)	2.29 (73)	2,007,522.12 (402)
Children Under 18 in Household				
<i>None</i>	1.62 (992)	2.06 (800)	1.62 (297)	2,693,704.27 (1,289)
<i>One or more</i>	2.01 (976)	2.07 (822)	2.01 (287)	2,072,023.93 (1,263)

Table A2-3.4SE. Standard Errors for Table A2-3.4: Coverage Under FMLA Within Demographic Groups: 2000 Survey (continued)

	Employees Within Each Demographic Category Who Are:			Total Weighted Number SE (N)
	Covered SE (N)	Covered and Eligible ⁽¹⁾ SE (N)	Non-covered SE (N)	
Education				
<i>Less than high school</i>	6.89 (97)	5.75 (72)	6.89 (40)	1,157,887.52 (137)
<i>High school graduate</i>	3.12 (540)	3.12 (442)	3.12 (194)	2,331,715.08 (734)
<i>Some college</i>	2.09 (599)	2.73 (485)	2.09 (161)	2,044,893.48 (760)
<i>College graduate</i>	2.32 (498)	3.03 (420)	2.32 (141)	1,938,801.41 (639)
<i>Graduate school</i>	2.58 (233)	4.00 (202)	2.58 (49)	1,467,951.22 (282)
Annual Family Income				
<i>Less than \$20,000</i>	3.82 (239)	4.23 (139)	3.82 (77)	1,602,762.22 (316)
<i>\$20,000 to less than \$30,000</i>	3.66 (214)	4.31 (175)	3.66 (65)	1,537,454.10 (279)
<i>\$30,000 to less than \$50,000</i>	2.59 (431)	2.62 (367)	2.59 (123)	1,607,628.00 (554)
<i>\$50,000 to less than \$75,000</i>	2.59 (447)	3.04 (395)	2.59 (119)	1,836,397.22 (566)
<i>\$75,000 to less than \$100,000</i>	4.32 (212)	4.44 (191)	4.32 (49)	1,266,504.78 (261)
<i>\$100,000 or more</i>	3.93 (173)	4.26 (157)	3.93 (51)	1,136,055.01 (224)
Compensation Type				
<i>Salaried</i>	1.84 (722)	2.28 (658)	1.84 (185)	2,259,559.84 (907)
<i>Hourly</i>	1.43 (1098)	1.63 (853)	1.43 (264)	2,145,307.49 (1,362)
<i>Other</i>	4.46 (147)	4.04 (110)	4.46 (132)	1,448,352.40 (279)

(1) The "Covered and Eligible" column is a subset of the "Covered" column.

Source: 2000 Survey of Employees.

Table A2-3.5SE. Standard Errors for Table A2-3.5: Demographic Characteristics of Covered and Eligible Leave-Takers by Reason for Longest Leave: 2000 Survey

	Covered and Eligible Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Gender						
<i>Male</i>	3.42 (173)	. (0)	5.83 (48)	9.20 (24)	7.21 (30)	6.20 (38)
<i>Female</i>	3.42 (222)	0.00 (53)	5.83 (67)	9.20 (52)	7.21 (28)	6.20 (63)
Age						
18 – 24	2.55 (18)	6.34 (9)	2.60 (12)	1.55 (2)	3.07 (2)	3.59 (2)
25 – 34	1.64 (62)	7.39 (25)	6.05 (66)	5.80 (24)	5.77 (8)	7.08 (14)
35 – 49	2.97 (164)	6.21 (18)	3.65 (29)	8.90 (41)	6.74 (20)	6.02 (59)
50 or over	2.51 (148)	. (0)	6.70 (7)	4.72 (8)	7.73 (27)	4.11 (25)
Race/Ethnicity						
<i>White non-Hispanic</i>	3.00 (299)	7.48 (33)	3.46 (92)	13.15 (47)	5.19 (43)	4.37 (78)
<i>Black non-Hispanic</i>	2.70 (43)	4.93 (9)	1.91 (9)	13.92 (16)	2.91 (6)	2.96 (13)
<i>Hispanic</i>	1.14 (26)	4.91 (8)	2.54 (9)	2.74 (5)	4.22 (4)	1.85 (4)
<i>All others</i>	1.30 (22)	2.47 (3)	1.44 (4)	2.07 (5)	3.90 (5)	2.25 (5)
Marital Status						
<i>Married/Living with partner</i>	2.90 (277)	5.38 (45)	2.63 (102)	10.52 (53)	2.62 (54)	4.54 (66)
<i>Separated/Divorced/Widowed</i>	2.01 (69)	2.95 (3)	1.27 (5)	8.48 (15)	2.62 (4)	2.87 (16)
<i>Never been married</i>	2.37 (45)	5.33 (5)	2.29 (8)	13.06 (8)	. (0)	3.12 (18)
Children Under 18 in Household						
<i>None</i>	3.01 (221)	. (0)	6.61 (9)	5.24 (12)	8.09 (34)	6.14 (60)
<i>One or more</i>	3.01 (173)	0.00 (53)	6.61 (106)	5.24 (64)	8.09 (24)	6.14 (41)

Table A2-3.5SE. Standard Errors for Table A2-3.5: Demographic Characteristics of Covered and Eligible Leave-Takers by Reason for Longest Leave: 2000 Survey (continued)

	Covered and Eligible Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health SE (N)	Maternity- Disability SE (N)	Care for Newborn, Newly Adopted or Foster Child SE (N)	Care for Ill Child SE (N)	Care for Ill Spouse SE (N)	Care for Ill Parent SE (N)
Education						
<i>High school graduate or less</i>	3.98 (148)	6.64 (18)	4.59 (36)	5.68 (18)	6.64 (21)	5.41 (24)
<i>Some college</i>	3.34 (126)	6.23 (13)	6.89 (28)	10.79 (29)	6.65 (18)	4.99 (30)
<i>College graduate</i>	2.13 (81)	6.67 (16)	5.79 (36)	4.86 (18)	4.58 (13)	4.52 (26)
<i>Graduate school</i>	1.47 (38)	4.42 (6)	3.12 (15)	3.87 (11)	4.47 (6)	7.08 (21)
Annual Family Income						
<i>Less than \$20,000</i>	2.23 (30)	4.77 (7)	3.49 (15)	4.27 (9)	4.86 (5)	4.45 (8)
<i>\$20,000 to less than \$30,000</i>	2.85 (54)	1.71 (1)	2.99 (8)	2.52 (7)	5.40 (6)	4.42 (9)
<i>\$30,000 to less than \$50,000</i>	2.64 (99)	7.46 (12)	3.48 (13)	11.94 (17)	6.44 (11)	4.60 (24)
<i>\$50,000 to less than \$75,000</i>	3.27 (91)	7.38 (16)	4.77 (35)	6.16 (20)	7.47 (19)	7.38 (25)
<i>\$75,000 to less than \$100,000</i>	1.88 (44)	6.17 (12)	7.49 (19)	4.75 (11)	3.46 (5)	3.15 (15)
<i>\$100,000 or more</i>	1.51 (37)	0.88 (1)	6.01 (13)	2.50 (4)	3.27 (6)	3.07 (10)
Compensation Type						
<i>Salaried</i>	3.74 (137)	6.04 (24)	5.62 (50)	9.32 (26)	7.19 (31)	6.51 (47)
<i>Hourly</i>	3.68 (235)	6.25 (28)	5.34 (56)	9.55 (45)	7.11 (26)	6.38 (43)
<i>Other</i>	1.20 (22)	1.70 (1)	2.61 (9)	2.33 (5)	0.99 (1)	4.29 (11)

Source: 2000 Survey of Employees.

**Table A2-3.6SE. Standard Errors for Table A2-3.6: Covered and Eligible Leave-Takers
Within Demographic Groups: 1995 and 2000 Surveys**

	Leave-Takers Within Demographic Category Who Were Covered and Eligible ⁽¹⁾	
	1995 Survey SE (N)	2000 Survey SE (N)
Gender		
<i>Male</i>	3.29 (305)	3.61 (316)
<i>Female</i>	2.16 (427)	2.07 (489)
Age		
18 – 24	3.70 (75)	8.56 (46)
25 – 34	2.86 (228)	4.08 (199)
35 – 49	3.68 (296)	2.74 (334)
50 – 64	4.92 (115)	2.43 (201)
65 and over	7.50 (18)	7.95 (17)
Race/Ethnicity		
<i>White non-Hispanic</i>	2.11 (547)	1.91 (595)
<i>Black non-Hispanic</i>	5.98 (92)	3.49 (97)
<i>Hispanic</i>	7.06 (55)	8.52 (58)
<i>Asian</i>	NA	9.07 (22)
<i>All others</i>	10.49 (12)	8.65 (23)
Marital Status		
<i>Married/Living with partner</i>	2.08 (525)	1.96 (602)
<i>Separated/Divorced/Widowed</i>	4.82 (121)	3.97 (113)
<i>Never been married</i>	5.03 (84)	6.66 (85)

Table A2-3.6SE. Standard Errors for Table A2-3.6: Covered and Eligible Leave-Takers Within Demographic Groups: 1995 and 2000 Surveys (continued)

	Leave-Takers Within Demographic Category Who Were Covered and Eligible ⁽¹⁾	
	1995 Survey SE (N)	2000 Survey SE (N)
Children Under 18 in Household		
<i>None</i>	3.19 (320)	2.38 (339)
<i>One or more</i>	2.38 (412)	2.10 (465)
Education		
<i>Less than high school</i>	6.51 (57)	10.66 (38)
<i>High school graduate</i>	3.81 (197)	2.94 (228)
<i>Some college</i>	2.86 (220)	3.01 (247)
<i>College graduate</i>	3.23 (146)	4.61 (190)
<i>Graduate school</i>	5.13 (110)	6.71 (100)
Annual Family Income		
<i>Less than \$20,000</i>	3.60 (106)	5.45 (74)
<i>\$20,000 to less than \$30,000</i>	4.08 (107)	5.47 (86)
<i>\$30,000 to less than \$50,000</i>	3.89 (201)	3.70 (180)
<i>\$50,000 to less than \$75,000</i>	3.75 (146)	3.14 (206)
<i>\$75,000 to less than \$100,000</i>	4.89 (70)	3.49 (106)
<i>\$100,000 or more</i>	6.31 (33)	9.44 (72)
Compensation Type		
<i>Salaried</i>	2.62 (293)	3.38 (318)
<i>Hourly</i>	2.75 (410)	2.20 (437)
<i>Other</i>	7.44 (29)	5.01 (49)

(1) Table includes leave-takers who were covered and eligible at the time they took their (longest) leave.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."

Source: 1995 and 2000 Survey of Employees.

Table A2-3.7SE. Standard Errors for Table A2-3.7: Demographic Characteristics of Covered and Eligible Leave-Takers: 1995 and 2000 Surveys

	Leave-Takers Within Demographic Category Who Were Covered and Eligible ⁽¹⁾	
	1995 Survey SE (N)	2000 Survey SE (N)
Gender		
<i>Male</i>	2.07 (305)	2.44 (316)
<i>Female</i>	2.07 (427)	2.44 (489)
Age		
18 – 24	1.03 (75)	1.46 (46)
25 – 34	2.38 (228)	1.78 (199)
35 – 49	2.29 (296)	2.33 (334)
50 – 64	2.14 (115)	1.61 (201)
65 and over	0.52 (18)	0.40 (17)
Race/Ethnicity		
<i>White non-Hispanic</i>	2.43 (547)	2.37 (595)
<i>Black non-Hispanic</i>	1.66 (92)	2.20 (97)
<i>Hispanic</i>	1.91 (55)	1.35 (58)
<i>Asian</i>	NA	0.54 (22)
<i>All others</i>	0.58 (12)	0.62 (23)
Marital Status		
<i>Married/Living with partner</i>	2.31 (525)	2.18 (602)
<i>Separated/Divorced/Widowed</i>	1.95 (121)	1.43 (113)
<i>Never been married</i>	1.95 (84)	1.80 (85)
Children Under 18 in Household		
<i>None</i>	2.62 (320)	2.05 (339)
<i>One or more</i>	2.62 (412)	2.05 (465)

Table A2-3.7SE. Standard Errors for Table A2-3.7: Demographic Characteristics of Covered and Eligible Leave-Takers: 1995 and 2000 Surveys (continued)

	Leave-Takers Within Demographic Category Who Were Covered and Eligible ⁽¹⁾	
	1995 Survey SE (N)	2000 Survey SE (N)
Education		
<i>Less than high school</i>	2.05 (57)	1.01 (38)
<i>High school graduate</i>	1.36 (197)	2.19 (228)
<i>Some college</i>	2.15 (220)	2.59 (247)
<i>College graduate</i>	1.58 (146)	1.53 (190)
<i>Graduate school</i>	1.92 (110)	1.39 (100)
Annual Family Income		
<i>Less than \$20,000</i>	1.68 (106)	1.51 (74)
<i>\$20,000 to less than \$30,000</i>	2.08 (107)	1.67 (86)
<i>\$30,000 to less than \$50,000</i>	1.82 (201)	2.37 (180)
<i>\$50,000 to less than \$75,000</i>	2.23 (146)	2.20 (206)
<i>\$75,000 to less than \$100,000</i>	1.63 (70)	1.74 (106)
<i>\$100,000 or more</i>	0.95 (33)	1.38 (72)
Compensation Type		
<i>Salaried</i>	1.91 (293)	2.16 (318)
<i>Hourly</i>	2.09 (410)	2.42 (437)
<i>Other</i>	1.26 (29)	1.00 (49)

(1) Table includes leave-takers who were covered and eligible at the time they took their (longest) leave.

NA Indicates Asian was not a race category in the 1995 survey (Asians are included in "All Others").

Source: 1995 and 2000 Survey of Employees.

Table A2-3.8SE. Standard Errors for Table A2-3.8: Length of Longest Leave by Eligibility Status: 2000 Survey

Length of Longest Leave	Eligibility Status	
	Covered and Eligible Leave-Takers SE (N)	All Other Leave-Takers SE (N)
1- 3 days	1.47 (100)	1.62 (52)
4 – 5 days	1.95 (160)	3.99 (77)
6 – 10 days	2.36 (146)	2.80 (80)
11 – 30 days	1.64 (170)	1.57 (80)
31 – 60 days	1.57 (133)	2.27 (84)
More than 60 days	1.10 (86)	2.58 (39)

Source: 2000 Survey of Employees.

Table A2-3.9SE. Standard Errors for Table A2-3.9: Establishment Awareness of FMLA Coverage Status: 1995 and 2000 Surveys

Does the Family and Medical Leave Act apply to this location?	Covered Establishments		Non-covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Yes	4.23 (680)	3.98 (947)	1.35 (74)	2.33 (198)
No	0.77 (4)	0.34 (13)	2.46 (154)	3.57 (205)
Don't know	4.09 (52)	3.92 (110)	2.77 (242)	3.63 (328)

Source: 1995 and 2000 Survey of Establishments.

Table A2-3.10SE. Standard Errors for Table A2-3.10: Awareness of Eligibility for FMLA Among Covered and Non-covered Employees: 1995 and 2000 Surveys

	Employees					
	Covered		Non-covered		All Employees	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Employees who believe they are/were eligible to take advantage of FMLA	1.72 (461)	1.46 (761)	1.83 (81)	2.56 (125)	1.38 (542)	1.30 (886)
Employees who believe they are/were <u>not</u> eligible to take advantage of FMLA	1.16 (119)	1.20 (299)	2.16 (115)	2.60 (150)	1.08 (234)	1.09 (449)
Employees who do not know if they are/were eligible to take advantage of FMLA	1.93 (958)	1.84 (897)	2.59 (477)	3.09 (307)	1.54 (1435)	1.58 (1204)

Source: 1995 and 2000 Survey of Employees.

**STANDARD ERRORS
FOR CHAPTER 4
TABLES NOT DISPLAYED IN
TEXT**

**Table A2-4.1SE. Standard Errors for Table A2-4.1: Receipt of Pay During Longest Leave
Within Demographic Groups: 2000 Survey**

	Employees Within Each Demographic Category	
	Received Pay During Longest Leave SE (N)	Received No Pay During Longest Leave SE (N)
Gender		
<i>Male</i>	3.02 (326)	3.02 (132)
<i>Female</i>	1.79 (477)	1.79 (289)
Age		
18 – 24	7.86 (27)	7.86 (60)
25 – 34	3.13 (200)	3.13 (125)
35 – 49	2.80 (339)	2.80 (159)
50 – 64	2.51 (214)	2.51 (61)
65 or over	10.76 (16)	10.76 (12)
Race/Ethnicity		
<i>White non-Hispanic</i>	2.02 (618)	2.02 (316)
<i>Black non-Hispanic</i>	7.16 (77)	7.16 (47)
<i>Hispanic</i>	5.40 (58)	5.40 (27)
<i>Asian</i>	9.79 (20)	9.79 (10)
<i>All others</i>	8.59 (21)	8.59 (17)
Marital Status		
<i>Married/Living with partner</i>	1.69 (613)	1.69 (301)
<i>Separated/Divorced/Widowed</i>	3.24 (124)	3.24 (47)
<i>Never been married</i>	6.51 (61)	6.51 (71)
Children Under 18 in Household		
<i>None</i>	2.74 (346)	2.74 (169)
<i>One or more</i>	2.47 (457)	2.47 (251)

Table A2-4.1SE. Standard Errors for Table A2-4.1: Receipt of Pay During Longest Leave Within Demographic Groups: 2000 Survey (continued)

	Employees Within Each Demographic Category	
	Received Pay During Longest Leave	Received No Pay During Longest Leave
	SE (N)	SE (N)
Education		
<i>Less than high school</i>	9.05 (28)	9.05 (34)
<i>High school graduate</i>	3.18 (202)	3.18 (141)
<i>Some college</i>	3.80 (232)	3.80 (150)
<i>College graduate</i>	2.26 (232)	2.26 (61)
<i>Graduate school</i>	3.35 (107)	3.35 (35)
Annual Family Income		
<i>Less than \$20,000</i>	4.47 (44)	4.47 (104)
<i>\$20,000 to less than \$30,000</i>	5.25 (78)	5.25 (57)
<i>\$30,000 to less than \$50,000</i>	3.79 (182)	3.79 (88)
<i>\$50,000 to less than \$75,000</i>	2.46 (217)	2.46 (74)
<i>\$75,000 to less than \$100,000</i>	4.06 (113)	4.06 (22)
<i>\$100,000 or more</i>	4.12 (85)	4.12 (27)
Compensation Type		
<i>Salaried</i>	1.47 (383)	1.47 (62)
<i>Hourly</i>	2.43 (360)	2.43 (295)
<i>Other</i>	5.22 (59)	5.22 (61)

Source: 2000 Survey of Employees.

Table A2-4.2SE. Standard Errors for Table A2-4.2: Ease of Making Ends Meet During Leave: 2000 Survey

How easy or difficult was it for you to make ends meet during your longest leave?	Leave-Takers Receiving Less Than Full Pay SE (N)
Very easy	2.45 (67)
Somewhat easy	1.83 (91)
Neither easy nor difficult	1.41 (108)
Somewhat difficult	2.32 (247)
Very difficult	1.91 (145)

Source: 2000 Survey of Employees.

Table A2-4.3SE. Standard Errors for Table A2-4.3: Satisfaction with the Length of the Longest Leave: 1995 and 2000 Surveys

	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
How satisfied were you with the amount of time you took?		
Very satisfied	1.99 (563)	1.91 (552)
Somewhat satisfied	1.80 (317)	2.13 (356)
Neither satisfied nor dissatisfied	0.86 (74)	1.04 (106)
Somewhat dissatisfied	1.35 (130)	1.31 (140)
Very dissatisfied	0.55 (72)	1.19 (63)

Source: 1995 and 2000 Surveys of Employees.

Table A2-4.4SE. Standard Errors for Table A2-4.4: Reasons for Leave-takers' Not Returning to Work: 2000 Survey

	Leave-Takers Not Returning to Work SE (N)
Reason for Not Returning to Work:	
Obtained other income source	. (0)
Health condition continued	6.67 (10)
Laid off/Fired/Replaced	5.69 (8)
Did not want to return to work	7.01 (14)
Could not find child care	4.59 (5)
Other reason	6.88 (9)

Source: 2000 Survey of Employees.

Table A2-4.5SE. Standard Errors for Table A2-4.5: Reasons for Being Denied Leave: 1995 and 2000 Surveys

Reason:	Leave-Takers Denied Leave	
	1995 Survey SE (N)	2000 Survey SE (N)
Employer does not offer family/medical leave	9.39 (30)	8.41 (21)
Had not worked for employer long enough	4.42 (15)	4.40 (14)
Had worked too few hours in the previous year	NA	3.84 (12)
Had no leave left	NA	4.73 (16)
Reached the FMLA limit	NA	4.30 (11)
Other reason	NA	5.74 (47)

NA Indicates item not asked in 1995 Survey.
Source: 1995 and 2000 Surveys of Employees.

Table A2-4.6SE. Standard Errors for Table A2-4.6: Benefit Status During Longest Leave: 1995 and 2000 Surveys

	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Lost benefits during longest leave	0.93 (115)	0.88 (81)
Kept benefits during longest leave	0.93 (1060)	0.88 (1144)

Source: 1995 and 2000 Surveys of Employees.

**STANDARD ERRORS
FOR CHAPTER 5
TABLES NOT DISPLAYED IN
TEXT**

Table A2-5.1SE. Standard Errors for Table A2-5.1: Family and Medical Leave Policies by Establishment Size: Reasons for Which Up to 12 Weeks of Leave is Provided: 2000 Survey

Establishment Provides Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Employee's Own Serious Health Condition			
Yes	3.59 (706)	0.70 (310)	3.38 (1016)
No	1.22 (15)	0.58 (2)	1.15 (17)
<i>Depends on circumstances</i>	3.45 (30)	0.42 (1)	3.26 (31)
Mother's Maternity-Related Reasons			
Yes	1.55 (706)	1.83 (305)	1.49 (1011)
No	1.34 (20)	1.67 (3)	1.30 (23)
<i>Depends on circumstances</i>	0.78 (27)	0.89 (5)	0.73 (32)
Parents to Care for Newborn			
Yes	4.00 (670)	1.36 (303)	3.76 (973)
No	1.75 (33)	1.24 (6)	1.65 (39)
<i>Depends on circumstances</i>	3.50 (46)	0.71 (4)	3.29 (50)
Parents for Adoption or Foster Care Placement			
Yes	4.29 (641)	2.47 (296)	4.03 (937)
No	2.13 (49)	1.29 (8)	2.00 (57)
<i>Depends on circumstances</i>	3.54 (46)	1.74 (5)	3.32 (51)
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	3.93 (674)	1.68 (303)	3.72 (977)
No	1.60 (31)	1.09 (4)	1.50 (35)
<i>Depends on circumstances</i>	3.53 (42)	1.45 (5)	3.33 (47)
All FMLA Reasons			
Yes	4.42 (603)	2.99 (286)	4.16 (889)
No	4.42 (123)	2.99 (23)	4.16 (146)

Source: 2000 Survey of Establishments.

Table A2-5.2SE. Standard Errors for Table A2-5.2: Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Up to 12 Weeks of Leave is Provided: 1995 and 2000 Surveys

Establishment Provides Leave For:	Covered Establishments		Non-covered Establishments		All Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Employee's Own Serious Health Condition						
Yes	2.75 (703)	3.38 (1016)	2.94 (229)	3.62 (521)	2.76 (932)	3.33 (1537)
No	1.21 (14)	1.15 (17)	3.31 (159)	2.94 (116)	2.97 (173)	2.62 (133)
<i>Depends on circumstances</i>	2.61 (13)	3.26 (31)	1.77 (71)	2.44 (85)	1.67 (84)	2.23 (116)
Mother's Maternity-Related Reasons						
Yes	1.32 (712)	1.49 (1011)	3.08 (223)	3.39 (513)	2.95 (935)	3.07 (1524)
No	1.32 (12)	1.30 (23)	3.37 (167)	3.27 (130)	3.11 (179)	2.92 (153)
<i>Depends on circumstances</i>	0.19 (8)	0.73 (32)	1.64 (58)	2.17 (76)	1.48 (66)	1.97 (108)
Parents to Care for Newborn						
Yes	1.75 (685)	3.76 (973)	2.68 (169)	3.48 (414)	2.54 (854)	3.36 (1387)
No	1.67 (24)	1.65 (39)	2.80 (204)	3.07 (197)	2.51 (228)	2.78 (236)
<i>Depends on circumstances</i>	0.61 (11)	3.29 (50)	2.09 (62)	2.59 (107)	1.90 (73)	2.32 (157)
Parents for Adoption or Foster Care Placement						
Yes	2.08 (648)	4.03 (937)	2.57 (142)	3.69 (357)	2.59 (790)	3.55 (1294)
No	2.02 (38)	2.00 (57)	2.93 (215)	3.62 (216)	2.73 (253)	3.28 (273)
<i>Depends on circumstances</i>	0.46 (12)	3.32 (51)	1.79 (64)	2.33 (128)	1.65 (76)	2.14 (179)

Table A2-5.2SE. Standard Errors for Table A2-5.2: Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Up to 12 Weeks of Leave is Provided: 1995 and 2000 Surveys (continued)

Establishment Provides Leave For:	Covered Establishments		Non-covered Establishments		All Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Care of Child, Spouse, or Parent for Serious Health Condition						
Yes	1.63 (692)	3.72 (977)	3.10 (201)	3.62 (436)	2.99 (893)	3.37 (1413)
No	1.56 (17)	1.50 (35)	3.30 (173)	3.29 (166)	3.07 (190)	2.99 (201)
<i>Depends on circumstances</i>	0.57 (11)	3.33 (47)	2.03 (61)	2.51 (113)	1.86 (72)	2.26 (160)
All FMLA Reasons						
Yes	3.26 (622)	4.16 (889)	2.26 (109)	3.27 (285)	2.32 (731)	3.25 (1174)
No	3.26 (67)	4.16 (146)	2.26 (292)	3.27 (395)	2.32 (359)	3.25 (541)

Source: 2000 Survey of Establishments.

Table A2-5.3SE. Standard Errors for Table A2-5.3: Family and Medical Leave Policies by Establishment Size: Reasons for Which Health Benefits Are Continued During FMLA Leave: 2000 Survey

Establishment Continues Health Benefits During Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Employee's Own Serious Health Condition			
Yes	4.31 (655)	1.39 (300)	4.12 (955)
No	0.29 (12)	. (0)	0.27 (12)
<i>Depends on circumstances</i>	4.42 (58)	1.39 (10)	4.22 (68)
Mother's Maternity-Related Reasons			
Yes	3.26 (667)	0.71 (302)	3.11 (969)
No	0.25 (9)	. (0)	0.24 (9)
<i>Depends on circumstances</i>	3.32 (48)	0.71 (7)	3.17 (55)
Parents to Care for Newborn			
Yes	3.33 (639)	1.02 (294)	3.18 (933)
No	0.44 (15)	0.17 (3)	0.42 (18)
<i>Depends on circumstances</i>	3.47 (52)	1.04 (9)	3.31 (61)
Parents for Adoption or Foster Care Placement			
Yes	4.00 (619)	1.18 (290)	3.76 (909)
No	0.46 (14)	0.54 (2)	0.43 (16)
<i>Depends on circumstances</i>	3.97 (55)	1.11 (11)	3.74 (66)
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	4.28 (629)	1.01 (297)	4.10 (926)
No	0.71 (11)	0.09 (1)	0.66 (12)
<i>Depends on circumstances</i>	4.42 (64)	1.01 (9)	4.23 (73)

Source: 2000 Survey of Establishments.

Table A2-5.4SE. Standard Errors for Table A2-5.4: Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Health Benefits are Continued During Leave: 1995 and 2000 Surveys

Establishment Continues Health Benefits During Leave For:	Covered Establishments		Non-covered Establishments		All Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Employee's Own Serious Health Condition ⁽¹⁾						
Yes	1.31 (657)	4.12 (955)	4.33 (162)	3.32 (416)	3.08 (819)	2.82 (1371)
No	0.59 (14)	0.27 (12)	3.53 (15)	1.86 (27)	2.55 (29)	1.56 (39)
<i>Depends on circumstances</i>	1.03 (38)	4.22 (68)	2.92 (35)	3.02 (68)	2.18 (73)	2.60 (136)
Mother's Maternity-Related Reasons						
Yes	1.17 (667)	3.11 (969)	3.53 (166)	2.47 (430)	2.65 (833)	2.19 (1399)
No	0.59 (11)	0.24 (9)	1.69 (17)	1.02 (23)	1.26 (28)	0.85 (32)
<i>Depends on circumstances</i>	0.95 (34)	3.17 (55)	3.39 (24)	2.32 (51)	2.52 (58)	2.12 (106)
Parents to Care for Newborn						
Yes	1.46 (634)	3.18 (933)	4.62 (124)	4.14 (352)	3.51 (758)	3.35 (1285)
No	0.47 (11)	0.42 (18)	3.17 (13)	2.42 (33)	2.29 (24)	1.98 (51)
<i>Depends on circumstances</i>	1.19 (41)	3.31 (61)	3.99 (31)	3.67 (60)	3.04 (72)	3.05 (121)
Parents for Adoption or Foster Care Placement						
Yes	1.39 (600)	3.76 (909)	6.05 (111)	3.44 (332)	4.65 (711)	2.83 (1241)
No	0.50 (13)	0.43 (16)	4.37 (11)	2.56 (26)	3.20 (24)	2.09 (42)
<i>Depends on circumstances</i>	1.21 (38)	3.74 (66)	4.24 (23)	3.11 (65)	3.17 (61)	2.56 (131)
Care of child, Spouse, or Parent for Serious Health Condition						
Yes	1.58 (637)	4.10 (926)	5.71 (130)	3.94 (356)	4.32 (767)	3.27 (1282)
No	0.62 (15)	0.66 (12)	3.71 (15)	1.80 (23)	2.74 (30)	1.51 (35)
<i>Depends on circumstances</i>	1.13 (42)	4.23 (73)	4.33 (38)	3.54 (81)	3.30 (80)	2.97 (154)

(1) Order of items was changed in 2000 survey.

Source: 1995 and 2000 Survey of Establishments.

Table A2-5.5SE. Standard Errors for Table A2-5.5: Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Job Return is Guaranteed: 1995 and 2000 Surveys

Establishment Guarantees Same or Equivalent Job on Return from Leave For:	Covered Establishments		Non-covered Establishments		All Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Employee's Own Serious Health Condition ⁽¹⁾						
Yes	3.63 (688)	3.33 (1005)	2.33 (254)	2.78 (528)	1.94 (942)	2.42 (1533)
No	0.43 (4)	0.17 (6)	1.09 (3)	1.00 (19)	0.91 (7)	0.87 (25)
<i>Depends on circumstances</i>	3.61 (23)	3.34 (39)	2.17 (40)	2.64 (63)	1.82 (63)	2.31 (102)
Mother's Maternity-Related Reasons						
Yes	0.43 (708)	0.34 (1012)	2.25 (243)	1.96 (549)	1.92 (951)	1.70 (1561)
No	. (0)	0.12 (5)	1.22 (4)	1.01 (12)	0.99 (4)	0.88 (17)
<i>Depends on circumstances</i>	0.43 (11)	0.32 (28)	2.11 (31)	1.77 (36)	1.79 (42)	1.53 (64)
Parents to Care for Newborn						
Yes	0.45 (684)	0.97 (988)	3.09 (192)	2.13 (479)	2.55 (876)	1.82 (1467)
No	. (0)	0.22 (7)	1.41 (2)	1.24 (13)	1.12 (2)	1.06 (20)
<i>Depends on circumstances</i>	0.45 (12)	0.84 (33)	3.03 (36)	1.66 (36)	2.48 (48)	1.42 (69)
Parents for Adoption or Foster Care Placement						
Yes	0.48 (645)	3.44 (967)	3.03 (174)	2.67 (450)	2.46 (819)	2.29 (1417)
No	. (0)	0.27 (7)	1.87 (3)	1.16 (8)	1.50 (3)	0.98 (15)
<i>Depends on circumstances</i>	0.48 (15)	3.45 (34)	2.65 (28)	2.49 (47)	2.13 (43)	2.14 (81)
Care of child, Spouse, or Parent for Serious Health Condition						
Yes	0.47 (686)	3.47 (987)	2.47 (217)	2.45 (474)	2.09 (903)	2.11 (1461)
No	. (0)	0.62 (5)	1.47 (3)	1.08 (12)	1.21 (3)	0.93 (17)
<i>Depends on circumstances</i>	0.47 (16)	3.45 (37)	2.31 (40)	2.35 (68)	1.94 (56)	2.01 (105)

(1) Order of items was changed in 2000 survey.

Source: 1995 and 2000 Survey of Establishments.

Table A2-5.6SE. Standard Errors for Table A2-5.6: Family and Medical Leave Policies by Establishment Size: Reasons for Which Job Return is Guaranteed: 2000 Survey

Establishment Guarantees Same or Equivalent Job on Return from Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Employee's Own Serious Health Condition			
Yes	3.51 (702)	1.46 (303)	3.33 (1005)
No	0.18 (6)	. (0)	0.17 (6)
<i>Depends on circumstances</i>	3.52 (31)	1.46 (8)	3.34 (39)
Mother's Maternity-Related Reasons			
Yes	0.36 (709)	1.50 (303)	0.34 (1012)
No	0.13 (5)	. (0)	0.12 (5)
<i>Depends on circumstances</i>	0.35 (21)	1.50 (7)	0.32 (28)
Parents to Care for Newborn			
Yes	1.03 (685)	1.36 (303)	0.97 (988)
No	0.24 (7)	. (0)	0.22 (7)
<i>Depends on circumstances</i>	0.90 (29)	1.36 (4)	0.84 (33)
Parents for Adoption or Foster Care Placement			
Yes	3.66 (667)	1.41 (300)	3.44 (967)
No	0.29 (7)	. (0)	0.27 (7)
<i>Depends on circumstances</i>	3.67 (29)	1.41 (5)	3.45 (34)
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	3.69 (683)	1.39 (304)	3.47 (987)
No	0.66 (5)	. (0)	0.62 (5)
<i>Depends on circumstances</i>	3.66 (32)	1.39 (5)	3.45 (37)

Source: 2000 Survey of Establishments.

Table A2-5.7SE. Standard Errors for Table A2-5.7: Provision of Leave Beyond that Guaranteed by FMLA by Establishment Size: 2000 Survey

Establishment Provides Guaranteed Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
More Than 12 Weeks Per Year			
Yes	6.73 (149)	2.49 (99)	6.37 (248)
No	5.79 (350)	3.61 (121)	5.45 (471)
<i>Depends on circumstances</i>	5.91 (204)	3.74 (83)	5.56 (287)
Employees Who Have Worked for Establishment Less Than 12 Months			
Yes	6.88 (176)	4.27 (80)	6.51 (256)
No	5.77 (349)	4.27 (159)	5.45 (508)
<i>Depends on circumstances</i>	7.34 (165)	3.20 (65)	6.86 (230)
Employees Who Have worked for Less Than 1,250 Hours in the Past Year			
Yes	7.18 (168)	3.81 (82)	6.79 (250)
No	6.66 (342)	4.50 (153)	6.33 (495)
<i>Depends on circumstances</i>	6.68 (171)	4.53 (65)	6.25 (236)

Source: 2000 Survey of Establishments.

Table A2-5.8SE. Standard Errors for Table A2-5.8: Provision of Leave for Additional Reasons by FMLA Coverage Status: 2000 Survey

Establishment Allows Additional Leave For:	Covered Establishments SE (N)	Non-covered Establishments SE (N)	All Establishments SE (N)
Attending School Meetings or Activities			
<i>Yes - Separate from other leave</i>	7.06 (433)	3.31 (351)	3.04 (784)
<i>Yes - Not separate from other leave</i>	3.52 (298)	2.41 (164)	2.23 (462)
<i>No</i>	5.89 (146)	2.80 (117)	2.64 (263)
<i>Depends on circumstances</i>	1.41 (164)	1.34 (73)	1.20 (237)
Routine Medical Appointments for Self and Family			
<i>Yes - Separate from other leave</i>	4.93 (363)	3.36 (377)	3.21 (740)
<i>Yes - Not separate from other leave</i>	4.93 (444)	3.05 (238)	2.70 (682)
<i>No</i>	5.80 (137)	2.23 (68)	2.08 (205)
<i>Depends on circumstances</i>	1.16 (102)	0.98 (28)	0.87 (130)

Source: 2000 Survey of Establishments.

Table A2-5.9SE. Standard Errors for Table A2-5.9: Provision of Leave for Additional Reasons by Establishment Size: 2000 Survey

Establishment Allows Additional Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Attending School Meetings or Activities			
<i>Yes - Separate from other leave</i>	7.47 (314)	4.07 (119)	7.06 (433)
<i>Yes - Not separate from other leave</i>	3.73 (212)	2.61 (86)	3.52 (298)
<i>No</i>	6.21 (100)	2.38 (46)	5.89 (146)
<i>Depends on circumstances</i>	1.47 (110)	2.46 (54)	1.41 (164)
Routine Medical Appointments for Self and Family			
<i>Yes - Separate from other leave</i>	5.19 (280)	3.46 (83)	4.93 (363)
<i>Yes - Not separate from other leave</i>	5.23 (318)	3.14 (126)	4.93 (444)
<i>No</i>	6.13 (82)	2.45 (55)	5.80 (137)
<i>Depends on circumstances</i>	1.21 (58)	2.39 (44)	1.16 (102)

Source: 2000 Survey of Establishments.

Table A2-5.10SE. Standard Errors for Table A2-5.10: Employee Access to Leave for Additional Reasons: 2000 Survey

Does/Did your employer allow you to take leave for the following reason:	Employees					
	Yes		No		Depends	
	SE	(N)	SE	(N)	SE	(N)
Taking part in children's school and early childhood educational activities	1.57	(1213)	1.37	(1063)	0.69	(100)
Attending to routine family medical needs	1.05	(2032)	0.99	(407)	0.33	(61)
Helping with elderly relatives' health care needs	1.48	(1260)	1.51	(1047)	0.57	(67)

Source: 2000 Survey of Employees.

Table A2-5.11SE. Standard Errors for Table A2-5.11: Employee Use of Additional Leave: 2000 Survey

Has employee taken this kind of leave?	Employees With Access to Leave for this Reason			
	Yes		No	
	SE	(N)	SE	(N)
Taking part in children's school and early childhood educational activities	2.06	(472)	2.06	(741)
Attending to routine family medical needs	1.52	(1212)	1.52	(816)
Helping with elderly relatives' health care needs	1.55	(396)	1.55	(863)

Source: 2000 Survey of Employees.

Table A2-5.12SE. Standard Errors for Table A2-5.12: Employee Need of Additional Leave: 2000 Survey

Has employee needed this kind of leave?	Employees Without Access to Leave for this Reason			
	Yes		No	
	SE	(N)	SE	(N)
Taking part in children's school and early childhood educational activities	1.62	(179)	1.62	(883)
Attending to routine family medical needs	3.02	(127)	3.02	(280)
Helping with elderly relatives' health care needs	1.12	(111)	1.12	(936)

Source: 2000 Survey of Employees.

Table A2-5.13SE. Standard Errors for Table A2-5.13: Continuation of Pay During Leave by Establishment Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Establishment Provides:			
Paid Sick Leave			
Yes	4.93 (535)	2.74 (260)	4.60 (795)
No	4.17 (152)	2.05 (26)	3.91 (178)
<i>Depends on circumstances</i>	1.74 (69)	1.94 (26)	1.65 (95)
Paid Disability Leave			
Yes	4.31 (466)	2.59 (257)	4.05 (723)
No	4.42 (181)	1.70 (21)	4.18 (202)
<i>Depends on circumstances</i>	2.25 (102)	2.03 (34)	2.14 (136)
Paid Vacation			
Yes	1.18 (699)	1.96 (297)	1.12 (996)
No	0.42 (11)	0.62 (1)	0.39 (12)
<i>Depends on circumstances</i>	1.08 (46)	1.87 (15)	1.03 (61)
Other Paid Time Off			
Yes	4.75 (284)	4.95 (139)	4.50 (423)
No	4.69 (446)	5.01 (170)	4.42 (616)
<i>Depends on circumstances</i>	0.39 (26)	0.91 (4)	0.37 (30)

Source: 2000 Survey of Establishments.

Table A2-5.14SE. Standard Errors for Table A2-5.14: Continuation of Pay During Leave by Establishment Size: Reasons for Which Pay is Continued: 2000 Survey

Establishment Continues Pay During Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Parents to Care for Newborn			
<i>Full pay</i>	4.24 (156)	2.79 (60)	4.01 (216)
<i>Partial pay</i>	1.49 (56)	2.04 (30)	1.46 (86)
<i>Depends on circumstances</i>	5.63 (155)	2.85 (75)	5.29 (230)
<i>No pay</i>	5.18 (382)	3.22 (147)	4.91 (529)
Parents for Adoption or Foster Care Placement			
<i>Full pay</i>	4.24 (129)	3.02 (58)	4.01 (187)
<i>Partial pay</i>	0.56 (31)	1.69 (17)	0.57 (48)
<i>Depends on circumstances</i>	6.66 (138)	2.49 (58)	6.26 (196)
<i>No pay</i>	6.39 (442)	3.55 (175)	6.01 (617)
Employee's Own Serious Health Condition			
<i>Full pay</i>	6.71 (255)	3.52 (141)	6.35 (396)
<i>Partial pay</i>	5.38 (94)	2.98 (55)	5.07 (149)
<i>Depends on circumstances</i>	3.73 (171)	3.13 (73)	3.54 (244)
<i>No pay</i>	4.25 (234)	2.78 (44)	4.00 (278)
Mother's Maternity-Related Reasons			
<i>Full pay</i>	6.66 (249)	2.98 (130)	6.31 (379)
<i>Partial pay</i>	5.28 (93)	3.08 (61)	4.93 (154)
<i>Depends on circumstances</i>	3.10 (137)	2.74 (72)	2.94 (209)
<i>No pay</i>	4.28 (272)	3.16 (50)	3.98 (322)

Table A2-5.14SE. Standard Errors for Table A2-5.14: Continuation of Pay During Leave by Establishment Size: Reasons for Which Pay is Continued: 2000 Survey (Continued)

Establishment Continues Pay During Leave For:	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Care of Child, Spouse, or Parent for Serious Health Condition			
<i>Full pay</i>	4.30 (136)	2.79 (52)	4.08 (188)
<i>Partial pay</i>	0.92 (36)	1.69 (12)	0.87 (48)
<i>Depends on circumstances</i>	5.74 (152)	2.75 (70)	5.44 (222)
<i>No pay</i>	5.49 (425)	3.21 (179)	5.19 (604)

Source: 2000 Survey of Establishments.

Table A2-5.15SE. Standard Errors for Table A2-5.15: Continuation of Other Benefits During Leave by FMLA Coverage Status: 2000 Survey

Establishment Continues:	Covered Establishments	Non-covered Establishments	All Establishments
	SE (N)	SE (N)	SE (N)
Contributions to Pension or Retirement			
Yes	5.47 (488)	4.74 (214)	4.20 (702)
No	4.02 (234)	4.81 (220)	4.30 (454)
<i>Depends on circumstances</i>	2.50 (195)	2.61 (71)	2.21 (266)
Contributions to Life or Disability Insurance			
Yes	2.71 (764)	4.00 (350)	3.65 (1114)
No	1.91 (125)	4.10 (166)	3.64 (291)
<i>Depends on circumstances</i>	1.22 (113)	1.55 (51)	1.35 (164)

Source: 2000 Survey of Establishments.

Table A2-5.16SE. Standard Errors for Table A2-5.16: Continuation of Other Benefits During Leave by Establishment Size: 2000 Survey

Establishment Continues	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Contributions to Pension or Retirement			
Yes	5.82 (306)	4.29 (182)	5.47 (488)
No	4.29 (196)	3.81 (38)	4.02 (234)
<i>Depends on circumstances</i>	2.62 (131)	3.68 (64)	2.50 (195)
Contributions to Life or Disability Insurance			
Yes	2.88 (516)	2.73 (248)	2.71 (764)
No	2.04 (106)	2.09 (19)	1.91 (125)
<i>Depends on circumstances</i>	1.27 (76)	2.46 (37)	1.22 (113)

Source: 2000 Survey of Establishments.

Table A2-5.17SE. Standard Errors for Table A2-5.17: Continuation of Other Benefits During Leave by FMLA Coverage Status: 1995 and 2000 Surveys

	Covered Establishments		Non-covered Establishments		All Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)	1995 Survey SE (N)	2000 Survey SE (N)
Establishment Continues:						
Contributions to Pension or Retirement						
Yes	5.69 (388)	5.47 (488)	3.92 (117)	4.74 (214)	3.38 (505)	4.20 (702)
No	4.04 (126)	4.02 (234)	4.13 (122)	4.81 (220)	3.51 (248)	4.30 (454)
<i>Depends on circumstances</i>	5.24 (102)	2.50 (195)	1.37 (15)	2.61 (71)	1.44 (117)	2.21 (266)
Contributions to Life or Disability Insurance						
Yes	2.41 (606)	2.71 (764)	2.52 (246)	4.00 (350)	2.13 (852)	3.65 (1114)
No	1.93 (43)	1.91 (125)	2.68 (97)	4.10 (166)	2.27 (140)	3.64 (291)
<i>Depends on circumstances</i>	1.14 (43)	1.22 (113)	1.00 (11)	1.55 (51)	0.86 (54)	1.35 (164)

Source: 1995 and 2000 Survey of Establishments.

Table A2-5.18SE. Standard Errors for Table A2-5.18: Provision of Other Work-Life Benefits by FMLA Coverage Status: 2000 Survey

	Covered Establishments SE (N)	Non-covered Establishments SE (N)	All Establishments SE (N)
Child Care Assistance			
Yes	6.97 (507)	2.78 (105)	2.73 (612)
No	6.87 (533)	2.76 (609)	2.64 (1142)
<i>Depends on circumstances</i>	0.41 (28)	1.24 (14)	1.11 (42)
Elder Care Assistance			
Yes	5.65 (198)	1.18 (33)	1.18 (231)
No	5.76 (839)	1.49 (682)	1.38 (1521)
<i>Depends on circumstances</i>	0.26 (21)	1.18 (10)	1.06 (31)
Flexible Work Schedules			
Yes	5.32 (666)	3.65 (471)	3.43 (1137)
No	4.69 (240)	3.87 (187)	3.59 (427)
<i>Depends on circumstances</i>	3.88 (155)	1.50 (67)	1.37 (222)
Employee Assistance Program			
Yes	6.63 (610)	2.47 (145)	2.40 (755)
No	6.59 (429)	2.59 (564)	2.45 (993)
<i>Depends on circumstances</i>	0.45 (26)	0.97 (15)	0.86 (41)
Adoption Assistance			
Yes	7.03 (167)	0.75 (24)	1.07 (191)
No	6.80 (863)	0.92 (683)	1.12 (1546)
<i>Depends on circumstances</i>	0.74 (23)	0.56 (11)	0.50 (34)
Workplace Provisions for Lactation			
Yes	4.65 (355)	3.31 (147)	2.99 (502)
No	6.99 (622)	3.46 (539)	3.16 (1161)
<i>Depends on circumstances</i>	5.60 (67)	0.74 (32)	0.88 (99)

Source: 2000 Survey of Establishments.

Table A2-5.19SE. Standard Errors for Table A2-5.19: Provision of Other Work-Life Benefits by Size of Covered Establishment: 2000 Survey

Establishment Provides Leave For:	Covered Establishments With:		All Covered Establishments
	1-250 Employees	251+ Employees	
Child Care Assistance			
Yes	7.48 (293)	3.37 (214)	6.97 (507)
No	7.36 (441)	3.47 (92)	6.87 (533)
<i>Depends on circumstances</i>	0.44 (21)	0.77 (7)	0.41 (28)
Elder Care Assistance			
Yes	5.99 (103)	3.33 (95)	5.65 (198)
No	6.11 (636)	3.32 (203)	5.76 (839)
<i>Depends on circumstances</i>	0.28 (12)	0.92 (9)	0.26 (21)
Flexible Work Schedules			
Yes	5.64 (481)	3.05 (185)	5.32 (666)
No	4.95 (171)	3.29 (69)	4.69 (240)
<i>Depends on circumstances</i>	4.04 (99)	2.23 (56)	3.88 (155)
Employee Assistance Program			
Yes	7.08 (352)	3.15 (258)	6.63 (610)
No	7.04 (383)	3.21 (46)	6.59 (429)
<i>Depends on circumstances</i>	0.46 (18)	1.50 (8)	0.45 (26)
Adoption Assistance			
Yes	7.49 (77)	2.80 (90)	7.03 (167)
No	7.25 (652)	2.87 (211)	6.80 (863)
<i>Depends on circumstances</i>	0.76 (16)	0.90 (7)	0.74 (23)
Workplace Provisions for Lactation			
Yes	4.91 (199)	3.72 (156)	4.65 (355)
No	7.43 (488)	4.01 (134)	6.99 (622)
<i>Depends on circumstances</i>	5.91 (53)	1.98 (14)	5.60 (67)

Source: 2000 Survey of Establishments.

**Table A2-5.20SE. Standard Errors for Table A2-5.20: Additional Benefits Offered by Employers
(as Reported by Employees): 2000 Survey**

	Employees					
	Yes		No		Depends	
	SE	(N)	SE	(N)	SE	(N)
Flextime	1.37	(1016)	1.29	(1419)	0.39	(39)
Flexplace/telecommuting	1.11	(347)	1.13	(2089)	0.42	(33)
Job sharing	1.36	(518)	1.40	(1955)	0.27	(12)
Referral services for child care	1.37	(348)	1.36	(2023)	0.06	(3)
Vouchers for child care	0.84	(125)	0.85	(2231)	0.12	(5)
Onsite child care	0.76	(178)	0.77	(2319)	0.10	(7)
Referral services for elder care	1.02	(239)	1.01	(2123)	0.07	(3)
Adoption assistance	0.90	(152)	0.91	(2176)	0.12	(4)
Employee Assistance Program	1.37	(939)	1.38	(1474)	0.13	(6)
Paid parental leave	1.42	(568)	1.45	(1739)	0.33	(20)
Workplace provisions for lactation	1.14	(303)	1.16	(2021)	0.27	(14)

Source: 1995 and 2000 Survey of Employees.

Table A2-5.21SE. Standard Errors for Table A2-5.21: Benefits Perceived as Most Important by Employees: 2000 Survey

Which two are most important to you?	Employees Reporting that Three or More Benefits are Offered SE (N)
Flextime	2.23 (440)
Flexplace/telecommuting	1.93 (128)
Job sharing	2.03 (118)
Referral services for child care	1.85 (74)
Vouchers for child care	1.02 (28)
Onsite child care	1.41 (47)
Referral services for elder care	1.38 (42)
Adoption assistance	0.79 (7)
Employee Assistance Program	2.18 (273)
Paid parental leave	1.97 (199)
Workplace provisions for lactation	0.82 (37)

Source: 2000 Survey of Employees.

**STANDARD ERRORS
FOR CHAPTER 6
TABLES NOT DISPLAYED IN
TEXT**

Table A2-6.1SE. Standard Errors for Table A2-6.1: Methods Used to Inform Employees of Their Rights Under FMLA by Establishment Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Employee handbook	1.92 (558)	2.19 (258)	1.80 (816)
Notice on bulletin board	2.03 (579)	2.67 (278)	1.88 (857)
Memos	7.66 (367)	3.63 (203)	7.11 (570)
Computer network, Intranet, or e-mail	7.34 (194)	3.99 (159)	6.89 (353)
Oral notification	3.70 (493)	4.09 (263)	3.43 (756)
Some other method	7.06 (116)	2.69 (97)	6.58 (213)

Source: 2000 Survey of Establishments.

Table A2-6.2SE. Standard Errors for Table A2-6.2: Awareness of FMLA Notice among Covered Employees: 2000 Survey

	Covered Employees Aware of FMLA SE (N)
Employees reporting there is/was a notice posted that explains FMLA	2.11 (656)
Employees reporting there is/was not a notice posted that explains FMLA	2.01 (346)
Employees who do not know if there is/was a notice posted that explains FMLA	1.66 (242)

Source: 2000 Survey of Employees.

Table A2-6.3SE. Standard Errors for Table A2-6.3: Management Practices for FMLA Leave: 2000 Survey

	Covered Establishments SE (N)
Establishment Requires Employees To:	
Provide Medical Documentation for Covered Leave Due to a Serious Health Condition	
Yes	1.97 (872)
No	1.01 (36)
<i>Depends on circumstances</i>	1.55 (35)
Use Their Paid Leave Before Taking Unpaid Leave	
Yes	7.26 (536)
No	7.20 (319)
<i>Depends on circumstances</i>	1.64 (76)
Establishment Provides Employees:	
Alternative Work Arrangements Instead of Leave	
Yes	5.38 (417)
No	7.10 (323)
<i>Depends on circumstances</i>	6.30 (171)
Written Notice of How Much FMLA Leave They Have Taken	
Yes	3.18 (673)
No	2.89 (193)
<i>Depends on circumstances</i>	0.48 (46)
Written Notice on How the Act is Coordinated With Existing Leave and Benefits Policies	
Yes	1.81 (860)
No	1.62 (60)
<i>Depends on circumstances</i>	0.39 (19)

Source: 2000 Survey of Establishments.

Table A2-6.4SE. Standard Errors for Table A2-6.4: Frequency That a Leave for Family and Medical Reason is Not Classified as FMLA Leave: 2000 Survey

	Covered Establishments SE (N)
Leave is Not Classified as FMLA:	
All of the time	0.22 (10)
Most of the time	1.14 (46)
Some of the time	7.25 (237)
Rarely	5.66 (402)
Never	4.98 (168)
Establishment does not maintain records	1.12 (48)

Source: 2000 Survey of Establishments.

Table A2-6.5SE. Standard Errors for Table A2-6.5: Most Frequently Used Method to Cover Work When an Employee Takes Leave for a Week or Longer: 2000 Survey

	Covered Establishments SE (N)
Establishment Covers Work By:	
Assigning work temporarily to other employees	4.31 (486)
Hiring an outside temporary replacement	3.72 (121)
Hiring a permanent replacement	0.23 (7)
Putting work on hold until the employee returns from leave	1.05 (17)
Having the employee perform some work while on leave	0.18 (3)
Some other method	2.17 (19)

Source: 2000 Survey of Establishments.

Table A2-6.6SE. Standard Errors for Table A2-6.6: Comparing Covered Establishments with 50-99 Employees to Non-covered Establishments with 25-49 Employees: Methods Used to Cover Work When Employees Take Leave: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Leave is <i>Not</i> Classified as FMLA:			
Assign work temporarily to other employees	0.51 (722)	0.61 (302)	0.47 (1024)
Hire an outside temporary replacement	6.47 (339)	3.87 (220)	6.22 (559)
Hire a permanent replacement	1.02 (46)	1.42 (25)	0.97 (71)
Put work on hold until the employee return from leave	3.88 (124)	3.76 (72)	3.60 (196)
Have the employee perform some work while on leave	1.27 (102)	2.33 (41)	1.22 (143)
Cover work some other way	6.19 (37)	1.53 (23)	5.86 (60)

Source: 2000 Survey of Establishments.

Table A2-6.7SE. Standard Errors for Table A2-6.7: How Work is Covered When Employees Take Leave: 1995 and 2000 Surveys

	Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
Work Was Covered By:		
Assigning it to other employees	1.62 (830)	1.73 (896)
Hiring a permanent employee	0.79 (80)	0.84 (117)
Hiring an outside temporary employee	1.55 (187)	1.14 (166)
Leaving work for when employee returned	NA	1.63 (560)

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Employees.

Table A2-6.8SE. Standard Errors for Table A2-6.8: Methods Used Most Often When Employees Take Leave: 2000 Survey

Method Most Often Used	Leave-Takers Reporting More than One Method of Covering Work SE (N)
Assigning it to other employees	3.10 (233)
Hiring a permanent employee	1.45 (47)
Hiring an outside temporary employee	1.72 (71)
Leaving work for when employee returned	3.11 (105)

Source: 2000 Survey of Employees.

Table A2-6.9SE. Standard Errors for Table A2-6.9: Usefulness of Provisions to Manage FMLA Leave: 2000 Survey

	Covered Establishments SE (N)
Exception for Highly Paid Key Employees	
<i>Very useful</i>	2.0 (92)
<i>Somewhat useful</i>	8.7 (320)
<i>Not at all useful</i>	8.0 (471)
Written Medical Certifications	
<i>Very useful</i>	5.1 (605)
<i>Somewhat useful</i>	7.0 (292)
<i>Not at all useful</i>	4.1 (39)
Second and Third Medical Opinions	
<i>Very useful</i>	5.8 (196)
<i>Somewhat useful</i>	9.0 (452)
<i>Not at all useful</i>	7.6 (274)
Advance Notice of Foreseeable Leave	
<i>Very useful</i>	6.5 (629)
<i>Somewhat useful</i>	6.8 (228)
<i>Not at all useful</i>	1.4 (80)
Transfer to Alternative Position	
<i>Very useful</i>	3.4 (183)
<i>Somewhat useful</i>	6.8 (454)
<i>Not at all useful</i>	4.0 (270)

Source: 2000 Survey of Establishments.

Table A2-6.10SE. Standard Errors for Table A2-6.10: Effects of FMLA-Related Administrative Activities by Establishment Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Maintaining Additional Record-Keeping			
<i>Very/Somewhat easy</i>	7.25 (374)	3.47 (109)	6.81 (483)
<i>Very/Somewhat difficult</i>	7.25 (247)	3.47 (192)	6.81 (439)
Determining Whether the Act Applies to the Organization			
<i>Very/Somewhat easy</i>	4.92 (548)	1.79 (279)	4.59 (827)
<i>Very/Somewhat difficult</i>	4.92 (84)	1.79 (23)	4.59 (107)
Determining Whether Certain Employees are Eligible			
<i>Very/Somewhat easy</i>	3.01 (511)	4.01 (229)	2.90 (740)
<i>Very/Somewhat difficult</i>	3.01 (122)	4.01 (76)	2.90 (198)
Coordinating State and Federal Leave Policies			
<i>Very/Somewhat easy</i>	8.95 (374)	3.74 (179)	8.33 (553)
<i>Very/Somewhat difficult</i>	8.95 (240)	3.74 (105)	8.33 (345)
Coordinating the Act with Other Federal laws			
<i>Very/Somewhat easy</i>	6.46 (317)	4.69 (137)	6.06 (454)
<i>Very/Somewhat difficult</i>	6.46 (305)	4.69 (158)	6.06 (463)
Coordinating the Act with Other Leave Policies			
<i>Very/Somewhat easy</i>	5.89 (397)	3.87 (172)	5.48 (569)
<i>Very/Somewhat difficult</i>	5.89 (228)	3.87 (127)	5.48 (355)

Table A2-6.10SE. Standard Errors for Table A2-6.10: Effects of FMLA-Related Administrative Activities by Establishment Size: 2000 Survey (continued)

	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Coordinating the Act with Employee Attendance Policies			
<i>Very/Somewhat easy</i>	7.56 (426)	3.37 (147)	7.07 (573)
<i>Very/Somewhat difficult</i>	7.56 (204)	3.37 (152)	7.07 (356)
Administering FMLA's Notification, Designation, and Certification Requirements			
<i>Very/Somewhat easy</i>	5.95 (339)	3.93 (132)	5.58 (471)
<i>Very/Somewhat difficult</i>	5.95 (283)	3.93 (169)	5.58 (452)
Determining if a Health Condition is a Serious Health Condition Under FMLA			
<i>Very/Somewhat easy</i>	5.67 (355)	4.28 (162)	5.27 (517)
<i>Very/Somewhat difficult</i>	5.67 (267)	4.28 (137)	5.27 (404)
Overall Ease of Complying with FMLA			
<i>Very/Somewhat easy</i>	6.42 (423)	4.93 (161)	5.95 (584)
<i>Very/Somewhat difficult</i>	6.42 (213)	4.93 (144)	5.95 (357)

Source: 2000 Survey of Establishments.

Table A2-6.11SE. Standard Errors for Table A2-6.11: Effects of FMLA-Related Administrative Activities by Standard Industrial Classification: 2000 Survey

	Covered Establishments				
	Manufac- turing SE (N)	Retail SE (N)	Service SE (N)	All Other Industries SE (N)	All Estab- lishments SE (N)
Maintaining Additional Record-Keeping					
<i>Very/Somewhat easy</i>	4.78 (113)	6.43 (81)	6.42 (175)	15.30 (114)	6.81 (483)
<i>Very/Somewhat difficult</i>	4.78 (111)	6.43 (77)	6.42 (153)	15.30 (98)	6.81 (439)
Determining Whether the Act Applies to the Organization					
<i>Very/Somewhat easy</i>	4.90 (200)	5.38 (127)	13.22 (309)	3.99 (191)	4.59 (827)
<i>Very/Somewhat difficult</i>	4.90 (27)	5.38 (30)	13.22 (24)	3.99 (26)	4.59 (107)
Determining Whether Certain Employees are Eligible					
<i>Very/Somewhat easy</i>	3.56 (171)	6.68 (121)	2.44 (279)	6.42 (169)	2.90 (740)
<i>Very/Somewhat difficult</i>	3.56 (55)	6.68 (37)	2.44 (56)	6.42 (50)	2.90 (198)
Coordinating State and Federal Leave Policies					
<i>Very/Somewhat easy</i>	4.25 (136)	6.72 (82)	12.68 (217)	15.33 (118)	8.33 (553)
<i>Very/Somewhat difficult</i>	4.25 (73)	6.72 (72)	12.68 (105)	15.33 (95)	8.33 (345)
Coordinating the Act with Other Federal Laws					
<i>Very/Somewhat easy</i>	4.64 (108)	6.31 (77)	7.56 (174)	10.53 (95)	6.06 (454)
<i>Very/Somewhat difficult</i>	4.64 (112)	6.31 (77)	7.56 (156)	10.53 (118)	6.06 (463)
Coordinating the Act with Other Leave Policies					
<i>Very/Somewhat easy</i>	4.02 (140)	4.16 (98)	11.16 (209)	15.67 (122)	5.48 (569)
<i>Very/Somewhat difficult</i>	4.02 (85)	4.16 (58)	11.16 (119)	15.67 (93)	5.48 (355)

Table A2-6.11SE. Standard Errors for Table A2-6.11: Effects of FMLA-Related Administrative Activities by Standard Industrial Classification: 2000 Survey (continued)

	Covered Establishments				
	Manufac- turing SE (N)	Retail SE (N)	Service SE (N)	All Other Industries SE (N)	All Estab- lishments SE (N)
Coordinating the Act with Employee Attendance Policies					
<i>Very/Somewhat easy</i>	3.90 (133)	5.96 (87)	5.77 (219)	15.82 (134)	7.07 (573)
<i>Very/Somewhat difficult</i>	3.90 (93)	5.96 (69)	5.77 (112)	15.82 (82)	7.07 (356)
Administering FMLA's Notification, Designation, and Certification Requirements					
<i>Very/Somewhat easy</i>	4.88 (113)	6.61 (75)	11.18 (177)	11.15 (106)	5.58 (471)
<i>Very/Somewhat difficult</i>	4.88 (111)	6.61 (78)	11.18 (152)	11.15 (111)	5.58 (452)
Determining if a Health Condition is a Serious Health Condition Under FMLA					
<i>Very/Somewhat easy</i>	4.32 (124)	6.20 (86)	7.34 (198)	16.23 (109)	5.27 (517)
<i>Very/Somewhat difficult</i>	4.32 (99)	6.20 (69)	7.34 (132)	16.23 (104)	5.27 (404)
Overall Ease of Complying with FMLA					
<i>Very/Somewhat easy</i>	4.20 (132)	4.60 (102)	10.90 (211)	16.84 (139)	5.95 (584)
<i>Very/Somewhat difficult</i>	4.20 (95)	4.60 (57)	10.90 (124)	16.84 (81)	5.95 (357)

Source: 2000 Survey of Establishments.

Table A2-6.12SE. Standard Errors for Table A2-6.12: Effects of Complying with FMLA on Business and Employee Performance by Establishment Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Business Effects			
Productivity			
<i>Positive effect</i>	1.43 (70)	2.72 (39)	1.45 (109)
<i>Negative effect</i>	7.09 (70)	2.89 (85)	6.62 (155)
<i>No noticeable effect</i>	7.11 (484)	4.08 (173)	6.67 (657)
Profitability			
<i>Positive effect</i>	0.60 (29)	1.41 (15)	0.56 (44)
<i>Negative effect</i>	1.72 (80)	3.10 (76)	1.72 (156)
<i>No noticeable effect</i>	1.98 (496)	3.26 (194)	1.97 (690)
Growth			
<i>Positive effect</i>	0.95 (20)	1.67 (12)	0.89 (32)
<i>Negative effect</i>	7.67 (28)	1.46 (18)	7.20 (46)
<i>No noticeable effect</i>	7.75 (562)	2.37 (255)	7.28 (817)
Employee Effects			
Productivity			
<i>Positive effect</i>	6.78 (88)	2.61 (36)	6.31 (124)
<i>Negative effect</i>	6.97 (92)	3.05 (77)	6.51 (169)
<i>No noticeable effect</i>	7.65 (437)	4.34 (180)	7.14 (617)
Absences			
<i>Positive effect</i>	1.35 (49)	2.18 (33)	1.30 (82)
<i>Negative effect</i>	7.30 (87)	3.15 (105)	6.78 (192)
<i>No noticeable effect</i>	7.17 (481)	3.72 (159)	6.67 (640)

Table A2-6.12SE. Standard Errors for Table A2-6.12: Effects of Complying with FMLA on Business and Employee Performance by Establishment Size: 2000 Survey (continued)

	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Turnover			
<i>Positive effect</i>	1.73 (55)	2.01 (37)	1.66 (92)
<i>Negative effect</i>	7.69 (14)	0.90 (14)	7.21 (28)
<i>No noticeable effect</i>	7.35 (555)	2.04 (243)	6.88 (798)
Career Advancement			
<i>Positive effect</i>	1.12 (37)	1.45 (21)	1.06 (58)
<i>Negative effect</i>	0.22 (5)	0.60 (3)	0.21 (8)
<i>No noticeable effect</i>	1.14 (581)	1.56 (275)	1.08 (856)
Morale			
<i>Positive effect</i>	3.14 (183)	4.43 (109)	2.98 (292)
<i>Negative effect</i>	7.38 (37)	1.83 (50)	6.90 (87)
<i>No noticeable effect</i>	5.84 (402)	4.98 (139)	5.40 (541)

Source: 2000 Survey of Establishments.

Table A2-6.13SE. Standard Errors for Table A2-6.13: The Impact of Intermittent Leave Taken Under FMLA on Covered Establishments by Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Productivity			
<i>Large negative impact</i>	0.19 (5)	0.88 (18)	0.20 (23)
<i>Moderate negative impact</i>	7.79 (44)	2.73 (50)	7.29 (94)
<i>Small negative impact</i>	0.79 (55)	3.31 (42)	0.82 (97)
<i>No impact</i>	7.53 (493)	3.92 (167)	7.01 (660)
<i>Small positive impact</i>	0.17 (3)	0.47 (3)	0.16 (6)
<i>Moderate positive impact</i>	0.20 (3)	0.81 (4)	0.19 (7)
<i>Large positive impact</i>	. (0)	. (0)	
Profitability			
<i>Large negative impact</i>	0.04 (1)	0.54 (8)	0.05 (9)
<i>Moderate negative impact</i>	0.47 (15)	1.85 (20)	0.47 (35)
<i>Small negative impact</i>	1.02 (40)	2.06 (38)	1.01 (78)
<i>No impact</i>	1.38 (533)	2.85 (206)	1.40 (739)
<i>Small positive impact</i>	0.13 (2)	0.70 (2)	0.13 (4)
<i>Moderate positive impact</i>	. (0)	0.14 (1)	0.01 (1)
<i>Large positive impact</i>	. (0)	. (0)	. (0)

Table A2-6.14SE. Standard Errors for Table A2-6.14: Changes in Costs Due to FMLA Since Coverage Began by Establishment Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1-250 Employees SE (N)	251+ Employees SE (N)	
Administrative Costs			
<i>Increased</i>	5.35 (268)	4.13 (199)	4.89 (467)
<i>Decreased</i>	0.08 (1)	. (0)	0.08 (1)
<i>Did not change</i>	5.34 (324)	4.13 (87)	4.88 (411)
Cost of Continuing Benefits During Leave (e.g., health plans)			
<i>Increased</i>	5.06 (226)	4.85 (137)	4.84 (363)
<i>Decreased</i>	0.07 (1)	0.17 (2)	0.07 (3)
<i>Did not change</i>	5.08 (385)	4.87 (148)	4.85 (533)
Hiring/Training Costs			
<i>Increased</i>	7.71 (155)	3.75 (123)	7.19 (278)
<i>Decreased</i>	0.09 (2)	0.09 (1)	0.08 (3)
<i>Did not change</i>	7.71 (463)	3.75 (168)	7.19 (631)

Source: 2000 Survey of Establishments.

Table A2-6.15SE. Standard Errors for Table A2-6.15: Changes in Costs Due to FMLA in Past 18 Months by Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Administrative Costs			
<i>No increase</i>	8.97 (279)	3.07 (61)	8.31 (340)
<i>Small increase</i>	9.95 (241)	4.03 (120)	9.27 (361)
<i>Moderate increase</i>	1.90 (94)	4.07 (83)	1.91 (177)
<i>Large increase</i>	0.30 (8)	2.12 (26)	0.31 (34)
Cost of Continuing Benefits During Leave (e.g., health plans)			
<i>No increase</i>	3.20 (338)	5.02 (121)	3.15 (459)
<i>Small increase</i>	3.11 (171)	3.09 (81)	2.96 (252)
<i>Moderate increase</i>	1.92 (99)	4.11 (82)	2.02 (181)
<i>Large increase</i>	0.36 (9)	0.25 (7)	0.34 (16)
Hiring/Training Costs			
<i>No increase</i>	6.79 (414)	3.83 (135)	6.28 (549)
<i>Small increase</i>	6.99 (134)	3.30 (92)	6.51 (226)
<i>Moderate increase</i>	1.33 (63)	3.07 (55)	1.34 (118)
<i>Large increase</i>	0.32 (7)	1.00 (12)	0.31 (19)

Source: 2000 Survey of Establishments.

Table A2-6.16SE. Standard Errors for Table A2-6.16: Change in Costs Due to FMLA in Past 18 Months: 1995 and 2000 Surveys

	Covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Administrative Costs		
<i>No increase</i>	7.98 (240)	8.31 (340)
<i>Small Increase</i>	7.88 (254)	9.27 (361)
<i>Moderate Increase</i>	2.16 (134)	1.91 (177)
<i>Large Increase</i>	0.45 (33)	0.31 (34)
Cost of Continuing Benefits During Leave (e.g., health plans)		
<i>No increase</i>	6.00 (368)	3.15 (459)
<i>Small Increase</i>	5.72 (166)	2.96 (252)
<i>Moderate Increase</i>	1.09 (97)	2.02 (181)
<i>Large Increase</i>	0.63 (24)	0.34 (16)
Hiring/Training Costs		
<i>No increase</i>	4.60 (435)	6.28 (549)
<i>Small Increase</i>	4.49 (155)	6.51 (226)
<i>Moderate Increase</i>	1.16 (61)	1.34 (118)
<i>Large Increase</i>	0.55 (14)	0.31 (19)

Source: 1995 and 2000 Survey of Establishments.

Table A2-6.17SE. Standard Errors for Table A2-6.17: FMLA-Related Cost Savings by Establishment Size: 2000 Survey

	Covered Establishments With:		All Covered Establishments SE (N)
	1- 250 Employees SE (N)	251+ Employees SE (N)	
Cost Savings:			
Yes	2.01 (69)	2.59 (42)	1.93 (111)
No	2.01 (536)	2.59 (240)	1.93 (776)

Source: 2000 Survey of Establishments.

Table A2-6.18SE. Standard Errors for Table A2-6.18. FMLA-Related Cost Savings: 1995 and 2000 Surveys

	1995 Survey SE (N)	2000 Survey SE (N)
Cost Savings:		
Yes	0.81 (32)	1.93 (111)
No	0.81 (616)	1.93 (776)

Source: 1995 and 2000 Survey of Establishments.

Table A2-6.19SE. Standard Errors for Table A2-6.19: Cost Savings Associated with FMLA Compliance: 2000 Survey

	Covered Establishments SE (N)
Decreased turnover	8.99 (94)
Increased employee morale	1.91 (6)
Other cost savings	9.08 (19)

Source: 2000 Survey of Establishments.

Table A2-6.20SE. Standard Errors for Table A2-6.20: Establishments Having FMLA Leave-Takers Not Returning to Work: 1995 and 2000 Surveys

Establishments Had Leave-Takers That Did Not Return to Work	Covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Yes	7.42 (160)	4.16 (287)
No	7.42 (270)	4.16 (320)

Source: 1995 and 2000 Survey of Establishments.

Table A2-6.21SE. Standard Errors for Table A2-6.21: Number of FMLA Leave-Takers Not Returning to Work: 1995 and 2000 Surveys

Number of Leave-Takers Who Did Not Return to Work	Covered Establishments With Nonreturning Leave-Takers	
	1995 Survey SE (N)	2000 Survey SE (N)
One	6.25 (84)	4.83 (109)
Two	4.17 (27)	3.70 (61)
More than two	2.83 (48)	5.42 (111)

Source: 1995 and 2000 Survey of Establishments.

**STANDARD ERRORS
FOR CHAPTER 7
TABLES NOT DISPLAYED IN
TEXT**

Table A2-7.1SE. Standard Errors for Table A2-7.1: Standard Industrial Classification of Establishments Not Covered Under FMLA: 1995 and 2000 Surveys

Establishment Standard Industrial Classification	1995 Survey		2000 Survey	
	% SE (N)	(N) SE (N)	% SE (N)	(N) SE (N)
Manufacturing	0.13 (51)	6362.54 (51)	0.51 (87)	33345.09 (87)
Retail	1.60 (103)	107435.66 (103)	0.91 (144)	61118.35 (144)
Service	2.28 (159)	145304.01 (159)	1.23 (277)	69998.56 (277)
All other industries	2.40 (157)	166211.30 (157)	0.77 (223)	82423.19 (223)

Source: 1995 and 2000 Survey of Establishments.

Table A2-7.2SE. Standard Errors for Table A2-7.2: Size of Establishments Not Covered Under FMLA: 1995 and 2000 Surveys

Establishments With:	1995 Survey		2000 Survey	
	% SE (N)	(N) SE (N)	% SE (N)	(N) SE (N)
Less than 10 employees	1.68 (262)	136650.31 (262)	2.00 (252)	150721.59 (252)
11 – 24 employees	1.40 (141)	91617.13 (141)	1.98 (266)	124454.71 (266)
25 – 49 employees	1.17 (67)	76807.19 (67)	0.43 (213)	28333.52 (213)

Source: 1995 and 2000 Survey of Establishments.

Table A2-7.3SE. Standard Errors for Table A2-7.3: Family and Medical Leave Policies by State Laws: Reasons for Which Up to 12 Weeks of Leave is Provided: 2000 Survey

Establishment Provides Leave For:	Establishments in a State:	
	With Family and Medical Leave Laws SE (N)	Without Family and Medical Leave Laws SE (N)
Employee's Own Serious Health Condition		
Yes	4.74 (344)	4.80 (177)
No	4.10 (79)	4.77 (37)
<i>Depends on circumstances</i>	3.04 (53)	3.70 (32)
Mother's Maternity-Related Reasons		
Yes	4.80 (339)	4.77 (174)
No	4.50 (87)	4.62 (43)
<i>Depends on circumstances</i>	3.08 (46)	3.91 (30)
Parents to Care for Newborn		
Yes	4.25 (268)	5.84 (146)
No	3.85 (133)	6.07 (64)
<i>Depends on circumstances</i>	3.05 (69)	4.13 (38)
Parents for Adoption or Foster Care Placement		
Yes	4.99 (232)	4.96 (125)
No	4.32 (141)	6.16 (75)
<i>Depends on circumstances</i>	2.88 (86)	4.71 (42)
Care of Child, Spouse, or Parent for Serious Health Condition		
Yes	4.88 (282)	5.03 (154)
No	4.60 (116)	4.63 (50)
<i>Depends on circumstances</i>	3.50 (73)	3.80 (40)
All FMLA Reasons		
Yes	4.06 (185)	4.59 (100)
No	4.06 (263)	4.59 (132)

Source: 2000 Survey of Establishments.

Table A2-7.4SE. Standard Errors for Table A2-7.4: Methods Used to Cover Work When an Employee Takes Leave for a Week or Longer by Coverage Status: 2000 Survey

Establishment Covers Leave By:	Covered Establishments SE (N)	Non-covered Establishments SE (N)	All Establishments SE (N)
Assigning work temporarily to other employees	0.47 (1024)	2.55 (665)	2.31 (1689)
Hiring an outside temporary replacement	6.22 (559)	3.18 (280)	2.94 (839)
Hiring a permanent replacement	0.97 (71)	2.24 (53)	2.00 (124)
Putting work on hold until the employee returns from leave	3.60 (196)	3.14 (154)	2.88 (350)
Having the employee perform some work while on leave	1.22 (143)	2.53 (141)	2.29 (284)
Some other method	5.86 (60)	1.98 (43)	1.72 (103)

Source: 2000 Survey of Establishments.

Table A2-7.5SE. Standard Errors for Table A2-7.5: Effects of Current Family and Medical Leave Policies on Establishment and Employee Performance Among Non-covered Establishments: 2000 Survey

	Non-covered Establishments SE (N)
Business Effects	
Productivity	
<i>Positive effect</i>	3.74 (108)
<i>Negative effect</i>	1.82 (34)
<i>No noticeable effect</i>	4.32 (383)
Profitability	
<i>Positive effect</i>	2.70 (48)
<i>Negative effect</i>	3.59 (63)
<i>No noticeable effect</i>	4.08 (400)
Growth	
<i>Positive effect</i>	2.48 (50)
<i>Negative effect</i>	3.27 (37)
<i>No noticeable effect</i>	3.65 (429)
Employee Effects	
Productivity	
<i>Positive effect</i>	4.02 (119)
<i>Negative effect</i>	2.07 (53)
<i>No noticeable effect</i>	4.41 (346)
Absences	
<i>Positive effect</i>	3.41 (74)
<i>Negative effect</i>	1.84 (44)
<i>No noticeable effect</i>	4.13 (398)

Table A2-7.5SE. Standard Errors for Table A2-7.5: Effects of Current Family and Medical Leave Policies on Establishment and Employee Performance Among Non-covered Establishments: 2000 Survey (continued)

	Non-covered Establishments SE (N)
Turnover	
<i>Positive effect</i>	3.39 (81)
<i>Negative effect</i>	1.49 (26)
<i>No noticeable effect</i>	3.48 (412)
Career Advancement	
<i>Positive effect</i>	3.41 (69)
<i>Negative effect</i>	0.75 (9)
<i>No noticeable effect</i>	3.73 (442)
Morale	
<i>Positive effect</i>	4.51 (190)
<i>Negative effect</i>	1.44 (32)
<i>No noticeable effect</i>	4.39 (300)

Source: 2000 Survey of Establishments.

Table A2-7.6SE. Standard Errors for Table A2-7.6: Non-covered Establishments' Anticipated Impact of FMLA: 2000 Survey

	Non-covered Establishments SE (N)
Business Effects	
Productivity	
<i>Positive effect</i>	2.37 (39)
<i>Negative effect</i>	4.49 (238)
<i>No noticeable effect</i>	3.92 (247)
Profitability	
<i>Positive effect</i>	1.59 (24)
<i>Negative effect</i>	4.32 (241)
<i>No noticeable effect</i>	4.08 (252)
Growth	
<i>Positive effect</i>	1.73 (24)
<i>Negative effect</i>	4.02 (166)
<i>No noticeable effect</i>	4.22 (328)
Employee Effects	
Productivity	
<i>Positive effect</i>	2.85 (77)
<i>Negative effect</i>	3.59 (175)
<i>No noticeable effect</i>	3.68 (262)
Absences	
<i>Positive effect</i>	3.00 (49)
<i>Negative effect</i>	4.43 (130)
<i>No noticeable effect</i>	4.86 (331)

Table A2-7.6SE. Standard Errors for Table A2-7.6: Non-covered Establishments' Anticipated Impact of FMLA: 2000 Survey (continued)

	Non-covered Establishments SE (N)
Turnover	
<i>Positive effect</i>	2.68 (54)
<i>Negative effect</i>	3.45 (91)
<i>No noticeable effect</i>	3.56 (362)
Career Advancement	
<i>Positive effect</i>	2.48 (48)
<i>Negative effect</i>	2.73 (71)
<i>No noticeable effect</i>	3.37 (395)
Morale	
<i>Positive effect</i>	3.16 (133)
<i>Negative effect</i>	3.13 (102)
<i>No noticeable effect</i>	3.86 (279)

Source: 2000 Survey of Establishments.

Table A2-7.7SE. Standard Errors for Table A2-7.7: Non-covered Establishments' Anticipated Cost of FMLA: 2000 Survey

	Non-covered Establishments SE (N)
Administrative Costs	
<i>No increase</i>	3.54 (145)
<i>Small increase</i>	3.30 (163)
<i>Moderate increase</i>	3.63 (143)
<i>Large increase</i>	3.27 (64)
Hiring or Training Costs	
<i>No increase</i>	4.54 (179)
<i>Small increase</i>	3.26 (134)
<i>Moderate increase</i>	4.00 (145)
<i>Large increase</i>	3.44 (64)
Litigation Costs	
<i>No increase</i>	4.15 (285)
<i>Small increase</i>	3.22 (85)
<i>Moderate increase</i>	2.92 (67)
<i>Large increase</i>	3.92 (47)
Would There be Any Cost Savings?	
<i>Yes</i>	1.88 (51)
<i>No</i>	1.88 (456)

Source: 2000 Survey of Establishments.

**Table A2-7.8SE. Standard Errors for Table A2-7.8: Anticipated Effects of
Complying with FMLA Among Non-covered Establishments: Business and
Employee Performance: 1995 and 2000 Surveys**

	Non-covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Business Effects		
Productivity		
<i>Positive effect</i>	1.90 (29)	2.37 (39)
<i>Negative effect</i>	2.68 (176)	4.49 (238)
<i>No noticeable effect</i>	3.14 (168)	3.92 (247)
Profitability		
<i>Positive effect</i>	1.70 (22)	1.59 (24)
<i>Negative effect</i>	2.46 (170)	4.32 (241)
<i>No noticeable effect</i>	3.15 (181)	4.08 (252)
Growth		
<i>Positive effect</i>	1.16 (14)	1.73 (24)
<i>Negative effect</i>	2.53 (126)	4.02 (166)
<i>No noticeable effect</i>	2.66 (237)	4.22 (328)
Employee Effects		
Productivity		
<i>Positive effect</i>	2.51 (49)	2.85 (77)
<i>Negative effect</i>	3.08 (118)	3.59 (175)
<i>No noticeable effect</i>	3.37 (206)	3.68 (262)
Absences		
<i>Positive effect</i>	1.88 (30)	3.00 (49)
<i>Negative effect</i>	2.98 (103)	4.43 (130)
<i>No noticeable effect</i>	3.61 (235)	4.86 (331)

Table A2-7.8SE. Standard Errors for Table A2-7.8: Anticipated Effects of Complying with FMLA Among Non-covered Establishments: Business and Employee Performance: 1995 and 2000 Surveys (continued)

	Non-covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Turnover		
<i>Positive effect</i>	2.28 (43)	2.68 (54)
<i>Negative effect</i>	1.99 (61)	3.45 (91)
<i>No noticeable effect</i>	2.79 (259)	3.56 (362)
Career Advancement		
<i>Positive effect</i>	1.65 (24)	2.48 (48)
<i>Negative effect</i>	1.87 (37)	2.73 (71)
<i>No noticeable effect</i>	1.89 (314)	3.37 (395)
Morale		
<i>Positive effect</i>	NA	3.16 (133)
<i>Negative effect</i>	NA	3.13 (102)
<i>No noticeable effect</i>	NA	3.86 (279)

Source: 1995 and 2000 Survey of Establishments.

Table A2-7.9SE. Standard Errors for Table A2-7.9: Anticipated Impact of Complying with FMLA: Business Costs: 1995 and 2000 Surveys

	Non-covered Establishments	
	1995 Survey SE (N)	2000 Survey SE (N)
Administrative Costs		
<i>No increase</i>	2.91 (115)	3.54 (145)
<i>Small increase</i>	2.85 (96)	3.30 (163)
<i>Moderate increase</i>	3.42 (96)	3.63 (143)
<i>Large increase</i>	2.86 (60)	3.27 (64)
Hiring or Training Costs		
<i>No increase</i>	3.08 (142)	4.54 (179)
<i>Small increase</i>	2.55 (87)	3.26 (134)
<i>Moderate increase</i>	2.56 (68)	4.00 (145)
<i>Large increase</i>	2.51 (67)	3.44 (64)
Litigation Costs		
<i>No increase</i>	NA	4.15 (285)
<i>Small increase</i>	NA	3.22 (85)
<i>Moderate increase</i>	NA	2.92 (67)
<i>Large increase</i>	NA	3.92 (47)
Cost Savings		
Yes	1.25 (16)	1.88 (51)
No	1.25 (358)	1.88 (456)

Source: 1995 and 2000 Survey of Establishments.

**Table A2-7.10SE. Standard Errors for Table A2-7.10: Family and Medical Leave Policies by
FMLA Coverage Subgroup Status: Reasons for Providing Up to
12 Weeks of Unpaid Leave: 2000 Survey**

Reasons for Providing Leave:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Employee's Own Serious Health Condition		
Yes	2.76 (297)	5.37 (161)
No	2.52 (7)	3.92 (29)
<i>Depends on circumstances</i>	1.38 (16)	2.19 (19)
Mother's Maternity-Related Reasons		
Yes	3.10 (297)	7.76 (159)
No	3.07 (10)	3.85 (33)
<i>Depends on circumstances</i>	1.36 (15)	6.85 (21)
Parents to Care for Newborn		
Yes	2.77 (286)	8.56 (131)
No	2.55 (14)	5.27 (49)
<i>Depends on circumstances</i>	1.25 (21)	6.80 (28)
Parents for Adoption or Foster Care Placement		
Yes	3.66 (263)	8.74 (111)
No	3.28 (25)	6.61 (58)
<i>Depends on circumstances</i>	1.36 (23)	2.81 (34)

Table A2-7.10SE. Standard Errors for Table A2-7.10: Family and Medical Leave Policies by FMLA Coverage Subgroup Status: Reasons for Providing Up to 12 Weeks of Unpaid Leave: 2000 Survey (continued)

Reasons for Providing Leave:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Care of Child, Spouse, or Parent for Serious Health Condition		
Yes	2.04 (284)	7.14 (132)
No	1.31 (14)	5.10 (46)
<i>Depends on circumstances</i>	1.36 (20)	2.85 (30)
All FMLA Reasons		
Yes	2.83 (246)	10.41 (88)
No	2.83 (61)	10.41 (108)

Source: 2000 Survey of Establishments.

Table B2-7.11SE. Standard Errors for Table A2-7.11: Family and Medical Leave Policies by FMLA Covered Subgroup Status: Continuation of Health Benefits: 2000 Survey

	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Employee's Own Serious Health Condition		
Yes	2.07 (276)	4.26 (127)
No	0.94 (7)	1.17 (8)
<i>Depends on circumstances</i>	2.00 (28)	3.58 (24)
Mother's Maternity-Related Reasons		
Yes	1.98 (281)	3.59 (130)
No	0.76 (4)	1.32 (8)
<i>Depends on circumstances</i>	1.80 (25)	2.70 (21)
Parents to Care for Newborn		
Yes	2.11 (265)	5.04 (106)
No	0.91 (9)	1.74 (10)
<i>Depends on circumstances</i>	1.92 (27)	3.64 (19)
Parents for Adoption or Foster Care Placement		
Yes	2.38 (252)	4.92 (102)
No	1.20 (8)	1.81 (9)
<i>Depends on circumstances</i>	2.05 (27)	3.41 (20)
Care of Child, Spouse, or Parent for Serious Health Condition		
Yes	3.34 (264)	5.56 (102)
No	2.63 (6)	1.19 (7)
<i>Depends on circumstances</i>	2.37 (31)	4.81 (32)

Source: 2000 Survey of Establishments.

Table A2-7.12SE. Standard Errors for Table A2-7.12: Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Job Return is Guaranteed: 2000 Survey

	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Employee's Own Serious Health Condition		
Yes	1.27 (300)	7.83 (154)
No	0.24 (1)	1.41 (8)
<i>Depends on circumstances</i>	1.23 (15)	7.49 (21)
Mother's Maternity-Related Reasons		
Yes	1.10 (301)	2.15 (164)
No	0.24 (1)	0.94 (5)
<i>Depends on circumstances</i>	1.05 (11)	1.63 (11)
Parents to Care for Newborn		
Yes	1.35 (293)	2.44 (147)
No	0.24 (1)	1.02 (5)
<i>Depends on circumstances</i>	1.32 (15)	1.90 (11)
Parents for Adoption or Foster Care Placement		
Yes	1.44 (280)	8.59 (138)
No	0.74 (2)	0.72 (2)
<i>Depends on circumstances</i>	1.29 (14)	8.53 (13)
Care of Child, Spouse, or Parent for Serious Health Condition		
Yes	2.66 (293)	10.72 (136)
No	2.55 (2)	1.12 (5)
<i>Depends on circumstances</i>	1.24 (13)	11.13 (22)

Source: 2000 Survey of Establishments.

Table A2-7.13SE. Standard Errors for Table A2-7.13: Provision of Leave Beyond that Guaranteed by FMLA by Coverage Subgroup Status: 2000 Survey

	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
More Than 12 Weeks Per Year		
Yes	2.23 (57)	9.92 (22)
No	3.76 (161)	11.49 (93)
<i>Depends on circumstances</i>	3.66 (82)	9.17 (54)
Employees Who Have Worked for Establishment Less Than 12 Months		
Yes	2.93 (73)	6.06 (38)
No	3.97 (154)	7.96 (89)
<i>Depends on circumstances</i>	3.55 (65)	10.03 (40)
Employees Who Have Worked for Less Than 1,250 Hours in the Past Year		
Yes	2.86 (68)	6.65 (44)
No	3.75 (153)	7.75 (87)
<i>Depends on circumstances</i>	2.17 (71)	9.98 (33)

Source: 2000 Survey of Establishments.

Table A2-7.14SE. Standard Errors for Table A2-7.14: Provision of Additional Reasons by FMLA Coverage Status: 2000 Survey

Establishment Allows Additional Leave For:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Attending School Meetings or Activities		
<i>Yes - Separate from other leave</i>	3.77 (145)	6.93 (92)
<i>Yes - Not separate from other leave</i>	2.15 (86)	4.09 (51)
<i>No</i>	3.04 (44)	2.91 (34)
<i>Depends on circumstances</i>	2.06 (43)	2.68 (27)
Routine Medical Appointments for Self and Family		
<i>Yes - Separate from other leave</i>	3.62 (130)	7.00 (105)
<i>Yes - Not separate from other leave</i>	2.78 (133)	5.88 (81)
<i>No</i>	1.93 (29)	1.70 (14)
<i>Depends on circumstances</i>	2.74 (25)	0.99 (6)

Source: 2000 Survey of Establishments.

Table A2-7.15SE. Standard Errors for Table A2-7.15: Continuation of Other Benefits During Leave by FMLA Coverage Status: 2000 Survey

Establishment Continues:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Contributions to Pension or Retirement		
Yes	4.65 (123)	4.61 (63)
No	4.57 (101)	4.84 (62)
<i>Depends on circumstances</i>	3.41 (50)	5.87 (20)
Contributions to Life or Disability Insurance		
Yes	2.68 (219)	9.74 (113)
No	2.23 (51)	6.94 (40)
<i>Depends on circumstances</i>	1.61 (31)	3.89 (17)

Source: 2000 Survey of Establishments.

**Table A2-7.16SE. Standard Errors for Table A2-7.16: Continuation of Pay During Leave
by FMLA Coverage Subgroup Status: 2000 Survey**

Establishment Continues Pay For:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Paid Sick Leave		
Yes	3.29 (222)	8.28 (134)
No	2.56 (71)	5.63 (61)
<i>Depends on circumstances</i>	1.89 (30)	6.76 (18)
Paid Disability Leave		
Yes	3.32 (194)	13.69 (91)
No	2.79 (73)	8.28 (100)
<i>Depends on circumstances</i>	3.29 (51)	10.05 (20)
Paid Vacation		
Yes	1.70 (295)	7.67 (199)
No	0.93 (4)	7.55 (8)
<i>Depends on circumstances</i>	1.61 (24)	0.89 (6)
Other Paid Time Off		
Yes	2.80 (136)	5.76 (51)
No	3.14 (175)	5.39 (154)
<i>Depends on circumstances</i>	1.08 (13)	1.24 (7)

Source: 2000 Survey of Establishments.

Table A2-7.17SE. Standard Errors for Table A2-7.17: Continuation of Pay During Leave by FMLA Subgroup Status: Reasons for Which Pay is Continued: 2000 Survey

Establishment Continues Pay During Leave For:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Parents to Care for Newborn		
<i>Full pay</i>	2.27 (70)	7.11 (47)
<i>Partial pay</i>	1.31 (15)	9.12 (12)
<i>Depends on circumstances</i>	2.56 (69)	12.04 (33)
<i>No pay</i>	3.68 (166)	9.63 (118)
Parents for Adoption or Foster Care Placement		
<i>Full pay</i>	2.16 (52)	7.34 (36)
<i>Partial pay</i>	0.74 (12)	9.28 (8)
<i>Depends on circumstances</i>	2.96 (66)	10.35 (28)
<i>No pay</i>	3.53 (187)	11.53 (139)
Employee's Own Serious Health Condition		
<i>Full pay</i>	4.03 (118)	6.90 (64)
<i>Partial pay</i>	1.45 (34)	8.75 (21)
<i>Depends on circumstances</i>	3.13 (74)	12.13 (42)
<i>No pay</i>	3.19 (97)	6.71 (84)
Mother's Maternity-Related Reasons		
<i>Full pay</i>	3.22 (115)	6.87 (60)
<i>Partial pay</i>	1.50 (34)	8.98 (14)
<i>Depends on circumstances</i>	2.85 (55)	11.88 (33)
<i>No pay</i>	3.86 (117)	8.62 (103)

Table A2-7.17SE. Standard Errors for Table A2-7.17: Continuation of Pay During Leave by FMLA Subgroup Status: Reasons for Which Pay is Continued: 2000 Survey (continued)

Establishment Continues Pay During Leave For:	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments with 25-49 Employees SE (N)
Care of Child, Spouse, or Parent for Serious Health Condition		
<i>Full pay</i>	3.16 (69)	7.00 (42)
<i>Partial pay</i>	0.72 (8)	9.31 (10)
<i>Depends on circumstances</i>	3.56 (63)	11.95 (39)
<i>No pay</i>	3.99 (180)	9.70 (119)

Source: 2000 Survey of Establishments.

Table A2-7.18SE. Standard Errors for Table A2-7.18: Provision of Other Work-Life Benefits by FMLA Coverage Status: 2000 Survey

	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments 25-49 Employees SE (N)
Child Care Assistance		
Yes	3.07 (120)	8.35 (35)
No	3.24 (194)	8.19 (176)
<i>Depends on circumstances</i>	0.78 (9)	0.39 (2)
Elder Care Assistance		
Yes	1.51 (37)	1.31 (13)
No	1.57 (281)	1.34 (197)
<i>Depends on circumstances</i>	0.42 (4)	0.51 (2)
Flexible Work Schedules		
Yes	3.39 (200)	6.05 (134)
No	2.63 (83)	4.23 (51)
<i>Depends on circumstances</i>	2.19 (41)	2.56 (27)
Employee Assistance Program		
Yes	3.53 (143)	5.29 (46)
No	3.66 (171)	5.63 (161)
<i>Depends on circumstances</i>	0.92 (10)	0.79 (5)
Adoption Assistance		
Yes	1.54 (31)	1.15 (7)
No	1.69 (282)	1.40 (201)
<i>Depends on circumstances</i>	0.81 (7)	0.64 (4)

Table A2-7.18SE. Standard Errors for Table A2-7.18: Provision of Other Work-Life Benefits by FMLA Coverage Status: 2000 Survey (continued)

	Covered Establishments with 50-99 Employees SE (N)	Non-covered Establishments 25-49 Employees SE (N)
Workplace Provisions for Lactation		
Yes	3.85 (82)	3.43 (35)
No	4.18 (210)	10.66 (168)
<i>Depends on circumstances</i>	1.55 (27)	9.68 (9)

Source: 2000 Survey of Establishments.

Table A2-7.19SE. Standard Errors for Table A2-7.19: Comparison of Non-covered Subgroup's Anticipated Impact of FMLA to Covered Subgroup's Actual Impact of FMLA: 2000 Survey

	Covered Establishments with 50-99 Employees SE (N)	Non-Covered Establishments with 25-49 Employees SE (N)
Business Effects		
Productivity		
<i>Positive effect</i>	2.43 (29)	4.05 (9)
<i>Negative effect</i>	3.08 (23)	10.99 (59)
<i>No noticeable effect</i>	3.88 (207)	11.50 (67)
Profitability		
<i>Positive effect</i>	1.36 (13)	0.98 (5)
<i>Negative effect</i>	3.29 (28)	11.35 (57)
<i>No noticeable effect</i>	3.27 (213)	11.50 (72)
Growth		
<i>Positive effect</i>	1.24 (9)	0.92 (4)
<i>Negative effect</i>	1.41 (10)	11.49 (39)
<i>No noticeable effect</i>	1.95 (239)	11.57 (91)
Employee Effects		
Productivity		
<i>Positive effect</i>	2.31 (33)	4.84 (22)
<i>Negative effect</i>	3.16 (36)	10.78 (41)
<i>No noticeable effect</i>	3.81 (187)	12.31 (71)
Absences		
<i>Positive effect</i>	1.88 (18)	2.17 (14)
<i>Negative effect</i>	3.46 (33)	11.00 (37)
<i>No noticeable effect</i>	3.71 (207)	11.19 (82)

Table A2-7.19SE. Standard Errors for Table A2-7.19: Comparison of Non-covered Subgroup's Anticipated Impact of FMLA to Covered Subgroup's Actual Impact of FMLA: 2000 Survey (continued)

	Covered Establishments with 50-99 Employees SE (N)	Non-Covered Establishments with 25-49 Employees SE (N)
Turnover		
<i>Positive effect</i>	1.95 (23)	2.58 (16)
<i>Negative effect</i>	1.02 (7)	11.41 (18)
<i>No noticeable effect</i>	2.54 (232)	11.32 (97)
Career Advancement		
<i>Positive effect</i>	0.96 (14)	2.13 (12)
<i>Negative effect</i>	0.69 (3)	2.61 (13)
<i>No noticeable effect</i>	1.26 (243)	4.12 (109)
Morale		
<i>Positive effect</i>	3.28 (77)	6.65 (43)
<i>Negative effect</i>	3.10 (13)	10.82 (19)
<i>No noticeable effect</i>	3.70 (171)	10.91 (68)

Source: 2000 Survey of Establishments.

Table A2-7.20SE. Standard Errors for Table A2-7.20: Comparison of Non-covered Subgroup's Anticipated Cost of FMLA to Covered Subgroup's Actual Cost of FMLA: 2000 Survey

	Covered Establishments with 50-99 Employees SE (N)	Non-Covered Establishments with 25-49 Employees SE (N)
Administrative Costs		
<i>No increase</i>	4.63 (119)	5.56 (28)
<i>Small increase</i>	4.76 (99)	13.06 (44)
<i>Moderate increase</i>	2.33 (41)	7.75 (45)
<i>Large increase</i>	0.59 (2)	2.52 (13)
Hiring or Training Costs		
<i>No increase</i>	2.99 (176)	9.19 (46)
<i>Small increase</i>	2.02 (53)	4.55 (34)
<i>Moderate increase</i>	2.24 (26)	13.78 (38)
<i>Large increase</i>	1.20 (5)	4.69 (17)

Source: 2000 Survey of Establishments.