

# **APPENDIX A-1**

## **TABLES DISPLAYED IN TEXT**

**CHAPTER 2**  
**TABLES DISPLAYED**  
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**Table A1-2.1. Employees Taking Leave: 1995 and 2000 Surveys**

	<b>1995 Survey</b>	<b>2000 Survey</b>
Number of employees taking leave (for a covered reason) in the previous 18 months**	20,359,000	23,830,000
Percent of employee population	16.0%	16.5%

\*\* Difference between 1995 and 2000 is significant at  $p < .05$ .

Source: 1995 and 2000 Survey of Employees.

**Table A1-2.2. Length of Second Longest Leave: 2000 Survey**

<b>Length of Second Longest Leave</b>	<b>Percent of Those Taking More Than One Leave</b>
1 – 3 days	42.9%
4 – 5 days	26.3%
6 – 10 days	14.1%
11 – 20 days	7.4%
More than 20 days	9.4%
<b>Number of Leave-Takers Taking More Than One Leave</b>	<b>5,676,524</b>

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

**Table A1-2.3. Reasons for Taking Leave Across All Leaves Taken in Previous 18 Months: 2000 Survey**

<b>Reason for Leave</b>	<b>Percent of Leave-Takers</b>
Own health	52.4%
Maternity-disability	7.9%
Care for a newborn, newly adopted, or newly placed foster child	18.5%
Care for ill child	11.5%
Care for ill spouse	6.4%
Care for ill parent	13.0%

Note: Percentages sum to more than 100% due to some persons taking more than one leave.

Source: 2000 Survey of Employees.

**Table A1-2.4. Reasons for Taking Leave Across All Leaves Taken, Based on Total Employee Population: 2000 Survey**

<b>Reason for Leave</b>	<b>Percent of All Employees</b>
Own health	8.7%
Maternity-disability	1.3%
Care for a newborn, newly adopted, or newly placed foster child	3.1%
Care for ill child	1.9%
Care for ill spouse	1.1%
Care for ill parent	2.2%

Source: 2000 Survey of Employees.

**Table A1-2.5. Employees' Reasons for Taking Longest Leave: 1995 and 2000 Surveys**

<b>Reason for Longest Leave</b>	<b>Percent of Leave-Takers</b>	
	<b>1995 Survey</b>	<b>2000 Survey</b>
Own health**	61.4%	47.2%
Maternity-disability**	4.6%	7.8%
Care for a newborn, newly adopted, or newly placed foster child	14.3%	17.9%
Care for ill child	8.5%	9.8%
Care for ill spouse**	3.6%	5.9%
Care for ill parent**	7.6%	11.4%

\*\* Difference between 1995 and 2000 surveys is significant at  $p < .05$ .

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

**Table A1-2.6. Employees' Reasons for Second Longest Leave: 2000 Survey**

<b>Reason for Second Longest Leave</b>	<b>Percent of Persons Taking More Than One Leave</b>
Own health	55.8%
Maternity-disability	--
Care for a newborn, newly adopted, or newly placed foster child	5.1%
Care for ill child	20.1%
Care for ill spouse	4.2%
Care for ill parent	13.0%

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

**Table A1-2.7. Length of Longest Leave by Reason for Leave: 2000 Survey**

Length of Longest Leave** (in work days)	Percent of Leave-Takers for Each Reason					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
1 – 3 days	8.2%	--	10.0%	26.0%	24.0%	17.4%
4 – 5 days	17.1%	--	27.5%	23.7%	38.3%	32.2%
6 – 10 days	18.7%	--	17.6%	31.9%	19.9%	30.9%
11 – 30 days	25.1%	18.1%	13.5%	14.0%	--	13.1%
31 – 60 days	19.4%	39.7%	21.7%	--	--	--
More than 60 days	11.4%	28.7%	9.8%	--	--	--

\*\* Difference among reasons for leave is significant at  $p < .05$ .

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

**Table A1-2.8. Use of Intermittent Leave: 2000 Survey**

Leave-Takers Who:	Percent of Leave-Takers
Took intermittent leave at least once in previous 18 months	27.8%
Did not take intermittent leave	72.2%

Source: 2000 Survey of Employees.

**Table A1-2.9. Amount of Leave that was Intermittent: 2000 Survey**

Amount of Leave that was Intermittent	Percent of Leave-Takers Taking Intermittent Leave
Less than half	53.9%
About half	19.6%
More than half	26.4%

Notes: Column percents based on the 27.8% of leave-takers who reported taking intermittent leave.

Percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

**Table A1-2.10. Intermittent Use of Longest Leave: 2000 Survey**

<b>Leave-Takers' Longest Leave Was:</b>	<b>Percent of Leave-Takers</b>
Intermittent	20.8%
Not intermittent	79.2%

Source: 2000 Survey of Employees.

**Table A1-2.11. Use of Longest Intermittent Leave on a Routine or As-Needed Basis: 2000 Survey**

<b>Intermittent Leave was Taken as:</b>	<b>Percent of Those Whose (Longest) Leave was Intermittent</b>
Regular routine	13.4%
As-needed	86.6%

Source: 2000 Survey of Employees.

**Table A1-2.12. Intermittent Use of Longest Leave by Reason for Leave: 2000 Survey**

<b>Reason for Longest Leave**</b>	<b>Percent of Leave-Takers Whose Leave was Intermittent</b>	<b>Percent of Leave-Takers Whose Leave was Not Intermittent</b>
Own health	35.1%	50.3%
Maternity-disability	4.9%	8.6%
Care for a newborn, newly adopted, or newly placed foster child	13.2%	19.1%
Care for ill child	19.1%	7.4%
Care for ill spouse	8.9%	5.1%
Care for ill parent	18.7%	9.6%

\*\* Difference between "intermittent" and "not intermittent" categories is significant at  $p < .05$ .

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

**Table A1-2.13. Intermittent Use of Longest Leave Within Reasons for Leave: 2000 Survey**

Reason for Longest Leave**	Percent of Leave-Takers Within Each Reason Whose Longest Leave Was:	
	Intermittent	Not Intermittent
Own health	15.0%	85.0%
Maternity-disability	12.7%	87.3%
Care for a newborn, newly adopted, or newly placed foster child	14.9%	85.1%
Care for ill child	39.5%	60.5%
Care for ill spouse	30.9%	69.1%
Care for ill parent	33.1%	66.9%

\*\* Difference between reasons categories is significant at  $p < .05$ .  
Source: 2000 Survey of Employees.

**Table A1-2.14. Employees Needing But Not Taking Leave: 1995 and 2000 Surveys**

	Persons Not Taking Leave	
	1995 Survey	2000 Survey
Number of employees needing but not taking leave (for a covered reason) in the previous 18 months	3,925,056	3,520,177
Percent of employee population**	3.1%	2.4%

\*\* Difference between 1995 and 2000 significant at  $p < .05$ .  
Source: 1995 and 2000 Survey of Employees.

**Table A1-2.15. Number of Leaves Needed But Not Taken: 2000 Survey**

	Percent of Leave-Needers
1 leave	44.4%
2 leaves	25.0%
3 – 4 leaves	18.9%
5 or more leaves	11.8%

*Note:* Column percents may not total to 100% due to rounding.  
Source: 2000 Survey of Employees.

**Table A1-2.16. Reasons for Needing Leave: 1995 and 2000 Surveys**

Reason for Needing Leave	Percent of Leave-Needers	
	1995 Survey	2000 Survey
Own health	47.7%	48.1%
Maternity-disability	--	--
Care for a newborn, newly adopted, or newly placed foster child	9.3%	9.3%
Care for ill child	18.6%	19.6%
Care for ill spouse	10.2%	9.0%
Care for ill parent	20.2%	22.6%

-- Indicates less than 10 unweighted cases.

Note: Column percentages sum to more than 100% due to some persons needing leave for more than one reason.

Source: 1995 and 2000 Survey of Employees.

**Table A1-2.17. Reasons for Not Taking Leave: 1995 and 2000 Surveys**

Reason for Not Taking Leave	Percent of Leave-Needers	
	1995 Survey	2000 Survey
Thought job might be lost	29.7%	31.9%
Thought job advancement might be hurt**	22.8%	42.6%
Did not want to lose seniority**	15.1%	27.8%
Not eligible—worked part-time	14.3%	12.3%
Not eligible—had not worked long enough for employer	N/A	18.4%
Employer denied request**	9.9%	20.8%
Could not afford to take leave**	65.9%	77.6%
Wanted to save leave time	28.5%	34.3%
Work is too important**	40.8%	52.6%
Some other reason	N/A	13.2%

\*\* Difference between 1995 and 2000 is significant at  $p < .05$ .

NA Indicates reason not asked about in 1995 survey.

Note: Percentages sum to more than 100% due to some persons reporting multiple reasons for not taking leave.

Source: 1995 and 2000 Survey of Employees.



**Table A1-2.18. Perceived Impact of Pay on Leave-Needers: 2000 Survey**

<b>Perceived Impact of Pay</b>	<b>Percent of Leave-Needers Who Could Not Afford to Take Leave</b>
Would have taken leave if some/additional pay had been received	87.8%
Would <u>not</u> have taken leave if some/additional pay had been received	12.2%

Source: 2000 Survey of Employees.

**Table A1-2.19. How Leave-Needers Took Care of Their Situation:  
2000 Survey**

	<b>Percent of Leave-Needers</b>
Just lived with it/Suffered through it	44.1%
Got help from others (family, friends)	25.0%
Altered work (schedule, duties, etc.)	12.2%
Took some time off	13.1%
Did something else	5.7%

*Note:* Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

**CHAPTER 3**  
**TABLES DISPLAYED**  
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**Table A1-3.1. Coverage of Establishments and Employees Under the Family and Medical Leave Act: 1995 and 2000 Surveys**

	Percent of Establishments		Percent of Employees	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey
FMLA-covered establishments	10.8%	10.8%	59.5%	58.3%
Non-covered establishments	89.2%	89.2%	40.5%	41.7%

Note: Column percents may not total to 100% due to rounding.  
Source: 1995 and 2000 Survey of Establishments.

**Table A1-3.2. Characteristics of FMLA-Covered Establishments: 1995 and 2000 Surveys**

	Percent of Covered Establishments		Percent of Employees in Covered Establishments	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey
<b>Coverage Due to 75 Mile Rule</b>				
<i>At least 50 employees at sampled location</i>	39.1%	44.2%	90.2%	91.1%
<i>At least 50 employees within 75 miles of sampled location</i>	60.9%	55.8%	9.8%	8.9%
<b>Number of Employees at Worksites</b>				
<i>Up to 250 employees</i>	95.4%	94.7%	53.9%	55.7%
<i>More than 250 employees</i>	4.6%	5.3%	46.1%	44.3%
<b>Standard Industrial Classification</b>				
<i>Manufacturing</i>	9.4%	13.0%	24.5%	23.1%
<i>Retail</i>	27.7%	19.6%	15.7%	14.6%
<i>Services</i>	26.2%	29.1%	34.1%	35.3%
<i>All other industries</i>	36.8%	38.2%	25.7%	27.0%

Note: Column percents may not total to 100% due to rounding.  
Source: 1995 and 2000 Survey of Establishments.

**Table A1-3.3. Demographic Characteristics of Leave-Takers by Eligibility Status: 2000 Survey**

	<b>Percent of Covered and Eligible Leave-Takers</b>	<b>Percent of All Other Employees</b>
<b>Gender</b>		
<i>Male</i>	42.3%	41.2%
<i>Female</i>	57.7%	58.8%
<b>Age**</b>		
18 – 24	8.2%	13.2%
25 – 34	25.7%	31.6%
35 – 49	40.6%	38.0%
50 – 64	23.6%	14.4%
65 or over	1.8%	2.7%
<b>Race/Ethnicity**</b>		
<i>White non-Hispanic</i>	73.6%	81.1%
<i>Black non-Hispanic</i>	13.6%	5.1%
<i>Hispanic</i>	7.9%	8.7%
<i>Asian</i>	2.4%	--
<i>All others</i>	2.5%	3.4%
<b>Marital Status</b>		
<i>Married/Living with partner</i>	74.5%	75.8%
<i>Separated/Divorced/Widowed</i>	13.0%	12.1%
<i>Never been married</i>	12.4%	12.1%
<b>Children Under 18 in Household</b>		
<i>None</i>	41.4%	38.6%
<i>One or more</i>	58.6%	61.4%
<b>Education</b>		
<i>Less than high school</i>	5.2%	7.2%
<i>High school graduate</i>	28.9%	26.1%
<i>Some college</i>	33.3%	31.7%
<i>College graduate</i>	21.3%	23.9%
<i>Graduate school</i>	11.3%	11.0%
<b>Annual Family Income**</b>		
<i>Less than \$20,000</i>	10.4%	23.3%
<i>\$20,000 to less than \$30,000</i>	12.4%	12.3%
<i>\$30,000 to less than \$50,000</i>	26.7%	23.2%
<i>\$50,000 to less than \$75,000</i>	28.5%	20.5%
<i>\$75,000 to less than \$100,000</i>	13.9%	6.5%
<i>\$100,000 or more</i>	8.0%	14.1%
<b>Compensation Type**</b>		
<i>Salaried</i>	39.1%	31.5%
<i>Hourly</i>	55.1%	53.3%
<i>Other</i>	5.8%	15.1%

\*\* Difference between covered and eligible leave-takers and all other employees is significant at  $p < .05$ .

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

**Table A1-3.4. Awareness of FMLA Among Covered and Non-covered Employees:  
1995 and 2000 Surveys**

	Percent of Employees					
	Covered		Non-covered		All Employees	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Employees who have heard about FMLA	59.0%	59.3%	50.2%*	58.2%	56.0%	59.1%
Employees who have not heard about FMLA	41.0%	40.7%	49.8%*	41.8%	44.0%	40.9%

\* Difference between 1995 and 2000 is significant at  $p < .10$ .

Source: 1995 and 2000 Survey of Employees.

**Table A1-3.5. Employees Taking Their Longest Leave Under  
FMLA:<sup>(1)</sup> 1995 and 2000 Surveys**

Taking Longest Leave Under FMLA	Percent	
	1995 Survey	2000 Survey
Percent of all employees**	1.2%	1.9%
Percent of all leave-takers**	7.2%	11.7%
Percent of all covered and eligible leave-takers**	11.6%	18.3%

(1) Estimate derived from employees who were covered and eligible at time of longest leave.

\*\* Difference between 1995 and 2000 is significant at  $p < .05$ .

Source: 1995 and 2000 Survey of Employees.

**Table A1-3.6. Establishment Size and Industry Differences in Ratio of FMLA Leave-Takers:<sup>(1)</sup> 1995 and 2000 Surveys**

	Ratio of Employees Taking Leave Under FMLA per 100 Employees	
	1995 Survey	2000 Survey
<b>Establishment Size</b>		
<i>Up to 250 employees**</i>	2.4	5.5
<i>More than 250 employees**</i>	5.3	8.9
<b>Industry</b>		
<i>Manufacturing**</i>	4.4	9.3
<i>Retail**</i>	2.0	5.9
<i>Services**</i>	3.7	6.2
<i>All other industries**</i>	3.6	6.3
<b>All Covered Establishments</b>	3.6	6.5

(1) Per 100 employees.

\*\* Difference between 1995 and 2000 is significant at  $p < .05$ .

Source: 1995 and 2000 Survey of Establishments.

**Table A1-3.7. Intermittent Use of Longest Leave Taken Under FMLA:<sup>(1)</sup> 2000 Survey**

Longest Leave Was:	Percent of Leave-Takers Under FMLA
Intermittent	19.1%
Not intermittent	80.9%

(1) Estimate derived from employees who were covered and eligible at time of longest leave.

Source: 2000 Survey of Employees.

**Table A1-3.8. Reasons for Longest Leave Taken Under FMLA:<sup>(1)</sup>  
1995 and 2000 Surveys**

Reason for Longest Leave	Percent of Leave-Takers Under FMLA	
	1995 Survey	2000 Survey
Own health	48.1%	37.8%
Maternity-disability	11.3%	10.9%
Care for a newborn, newly adopted, or newly placed foster child	21.2%	24.4%
Care for ill child	--	13.5%
Care for ill spouse	--	--
Care for ill parent	--	10.6%

(1) Estimate derived from employees who were covered and eligible at time of longest leave.

-- Indicates less than 10 unweighted cases.

Source: 1995 and 2000 Survey of Employees.

**Table A1-3.9. Employees Choosing Not to Return to Work After Taking Longest Leave Under FMLA: 1995 and 2000 Surveys**

	Percent of Leave-Takers Under FMLA	
	1995 Survey	2000 Survey
Returned to work for the same employer	97.8%	98.0%
Chose not to return after their leave <sup>(1)</sup>	--	--

(1) Estimate derived from employees who were covered and eligible at time of longest leave. Includes employees who went to work for another employer as well as those who chose to not return to work at all.

-- Indicates less than 10 unweighted cases.

Source: 1995 and 2000 Survey of Employees.

**CHAPTER 4**  
**TABLES DISPLAYED**  
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**Table A1-4.1. Leave-Taker Worries About Taking Leave: 2000 Survey**

<b>Worries About Taking Leave:</b>	<b>Percent of Leave-Takers</b>
Worried job might be lost	26.9%
Worried leave might hurt job advancement	26.2%
Worried seniority would be lost	12.9%
Worried about not having enough money for bills	53.8%
Worried for some other reason	13.2%

*Note:* Percentages do not sum to 100% because respondents could report more than one effect on health.

Source: 2000 Survey of Employees.

**Table A1-4.2. Ease of Getting Time Off: 1995 and 2000 Surveys**

<b>How easy or difficult was it for you to get your employer to let you take time off?</b>	<b>Percent of Leave-Takers</b>	
	<b>1995 Survey</b>	<b>2000 Survey</b>
Very easy**	65.0%	59.6%
Somewhat easy	16.3%	18.2%
Neither easy nor difficult	6.7%	8.2%
Somewhat difficult	6.7%	9.2%
Very difficult	5.4%	4.8%

\*\* Difference between 1995 and 2000 is significant at  $p < .05$ .

*Note:* Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

**Table A1-4.3. Benefits Lost During Longest Leave: 1995 and 2000 Surveys**

	<b>Percent of Leave-Takers</b>	
	<b>1995 Survey</b>	<b>2000 Survey</b>
Health Insurance	2.9%	2.0%
Life insurance	1.0%	--
Disability insurance	0.8%	--
Pension contributions	1.1%	0.8%
Other	5.9%	5.1%

-- Indicates less than 10 unweighted cases.

*Note:* Respondents could report more than one benefit was lost.

Source: 1995 and 2000 Survey of Employees.

**Table A1-4.4. Receipt of Pay During Longest Leave:  
1995 and 2000 Surveys**

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Received at least some pay during their longest leave	66.4%	65.8%
Received no pay during longest leave	33.6%	34.2%

*Note:* The data in this table are based on differently worded questions used in the 1995 and 2000 surveys. In 1995, the question asked was: "Was the leave fully paid, unpaid, or partially paid?" In 2000, the question was: "Did you receive pay for any part of your (longest) leave?"

Source: 1995 and 2000 Survey of Employees.

**Table A1-4.5. Source of Pay During Longest Leave: 2000 Survey**

	Percent of Leave-Takers Receiving Pay During Longest Leave
Sick leave	61.4%
Vacation leave	39.4%
Personal leave	25.7%
Parental leave	7.7%
Temporary disability insurance	18.0%
Other benefits	11.4%
<b>Number of Leave-Takers Receiving Pay</b>	<b>15,620,658</b>

*Note:* Percentages do not sum to 100% because respondents could report more than one source of pay.

Source: 2000 Survey of Employees.

**Table A1-4.6. Full versus Partial Pay Across the Leave Period:  
2000 Survey**

	Percent of Leave-Takers Receiving Pay During Longest Leave
Paid for entire leave period at full pay	72.2%
Paid for entire leave period at partial pay	21.6%
Paid for part of the leave period at full pay	2.6%
Paid for part of the leave period at partial pay	3.6%

*Note:* Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

**Table A1-4.7. Proportion of Usual Pay Received by Leave-Takers Receiving Only Partial Pay: 2000 Survey**

<b>Proportion of Usual Pay Received While on Leave</b>	<b>Percent of Leave-Takers Receiving Partial Pay During Longest Leave</b>
Less than half	31.1%
About half	25.0%
More than half	43.9%
<b>Number of Leave-Takers Receiving Partial Pay</b>	<b>4,401,295</b>

*Note:* Column percents may not total to 100% due to rounding.  
Source: 2000 Survey of Employees.

**Table A1-4.8. How Lost Wages were Covered During Leave: 1995 and 2000 Surveys**

	<b>Percent of Leave-Takers Receiving Less Than Full Pay During Longest Leave</b>	
	<b>1995 Survey</b>	<b>2000 Survey</b>
Use savings earmarked for this situation	43.7%	47.0%
Use savings earmarked for something else	40.6%	35.6%
Borrow money	25.1%	29.0%
Go on public assistance	8.9%	8.7%
Limit extras*	75.4%	70.1%
Put off paying bills	38.7%	38.5%
Cut leave time short	40.3%	37.0%
Did something else	13.0%	9.7%

*Note:* Percentages do not sum to 100% because respondents could report more than one method of covering lost wages.

\* Difference between 1995 and 2000 is significant at  $p < .10$ .

Source: 1995 and 2000 Survey of Employees.

**Table A1-4.9. Perceived Impact of Pay on Length of Leave: 2000 Survey**

<b>Perceived Impact of Pay</b>	<b>Percent of Leave-Takers Receiving Less Than Full Pay During Longest Leave</b>
Would have taken leave for a longer period if some/additional pay had been received	50.9%
Would <u>not</u> have taken leave for a longer period if some/additional pay had been received	49.1%

Source: 2000 Survey of Employees.

**Table A1-4.10. Effects of Using Family and Medical Leave: 2000 Survey**

	<b>Percent of Leave-Takers</b>
<b>Ability to Care for Family Members<sup>(1)</sup></b> <i>Positive effect</i> <i>No effect</i>	78.7% 21.3%
<b>Ability to Select a Satisfactory Childcare Provider<sup>(2)</sup></b> <i>Positive effect</i> <i>No effect</i>	40.4% 59.6%
<b>Ability to Select a Satisfactory Caretaker for Sick Family Member<sup>(3)</sup></b> <i>Positive effect</i> <i>No effect</i>	47.9% 52.1%
<b>Leave-Taker's or Family Member's Physical Health</b> <i>Positive effect</i> <i>No effect</i>	63.0% 37.0%
<b>Leave-Taker's or Family Member's Emotional Well-Being</b> <i>Positive effect</i> <i>No effect</i>	70.1% 29.9%

(1) Percentages based on persons taking leave to care for newborn, newly adopted or new foster child, or an ill family member (either a child, spouse, or parent).

(2) Percentages based on persons taking leave for a newborn, or a newly adopted or new foster child.

(3) Percentages based on persons taking leave to care for an ill family member (either child, spouse, or parent).

Source: 2000 Survey of Employees.

**Table A1-4.11. Positive Outcomes of Effects of Using Family and Medical Leave: 2000 Survey**

<b>Effect on Employee's or Family Member's Physical Health</b>	<b>Percent of Leave-Takers Stating that Leave Had a Positive Effect on Physical Health</b>
Quicker recovery time	83.7%
Easier to comply with doctor's instructions	93.5%
Delayed/avoided need to enter nursing home or other long-term care facility	32.0%
Other effects	17.0%
<b>Number of Leave-Takers Stating that Leave had a Positive Effect on Physical Health</b>	<b>14,513,291</b>

*Note:* Percentages do not sum to 100% because respondents could report more than one effect on health.

Source: 2000 Survey of Employees.

**Table A1-4.12. Returning to Work after Longest Leave: 1995 and 2000 Surveys**

	<b>Percent of Leave-Takers</b>	
	<b>1995 Survey</b>	<b>2000 Survey</b>
Returned to work for the same employer	93.8%	94.4%
Went to work for a new employer*	3.1%	1.9%
Did not return to work at all	3.0%	3.8%
<b>Number of Leave-Takers<sup>(1)</sup></b>	<b>18,288,293</b>	<b>21,043,859</b>

\* Difference between 1995 and 2000 is significant at  $p < .10$ .

*Note:* Column percents may not total to 100% due to rounding.

(1) This number excludes leave-takers who were on leave at the time of their interview (approximately 10 percent of leave-takers in 1995 and 12% in 2000).

Source: 1995 and 2000 Survey of Employees.

**Table A1-4.13. Position Returned to After Longest Leave:  
1995 and 2000 Surveys**

	Percent of Leave-Takers Returning to Same Employer	
	1995 Survey	2000 Survey
Same or equal position	96.8%	97.1%
Higher position	1.3%	1.1%
Lower position	1.8%	1.8%
<b>Number of Leave-Takers Returning to Same Employer</b>	<b>17,156,285</b>	<b>19,859,091</b>

*Note:* Column percents may not total to 100% due to rounding.  
Source: 1995 and 2000 Survey of Employees.

**Table A1-4.14. Reasons for Leave-takers' Return to Work:  
1995 and 2000 Surveys**

	Percent of Leave-Takers Returning to Same Employer	
	1995 Survey	2000 Survey
No longer needed to be on leave	74.1%	77.1%
Could not afford to take more time off	46.7%	50.4%
Just wanted to get back to work**	55.3%	66.1%
Used up all the leave time allowed**	21.8%	33.7%
Felt pressure by boss/co-workers to return	22.7%	24.2%
Had too much work to do	32.5%	30.1%
Someone else took over care	NA	23.6%

\*\* Difference between 1995 and 2000 is significant at  $p < .05$ .

NA Indicates item not asked in 1995 survey.

*Note:* Percentages do not sum to 100% because respondents could report more than one reason for returning to work.

Source: 1995 and 2000 Survey of Employees.

**Table A1-4.15. Leave-Takers Denied Leave: 1995 and 2000 Surveys**

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Denied leave	6.6%	6.2%
Not denied leave	93.4%	93.8%
<b>Number of Leave-Takers</b>	<b>20,359,640</b>	<b>23,830,305</b>

Source: 1995 and 2000 Survey of Employees.

**Table A1-4.16. Coverage and Eligibility Among Female and Male Employees with Young Children: 2000 Survey**

	Percent of Females	Percent of Males	Percent of All Employees with Children
<b>Number of Employees with Young Children</b>	<b>4,146,171</b>	<b>5,524,516</b>	<b>9,670,687</b>
Employees at FMLA-covered worksites	74.5%	75.0%	74.8%
Eligible employees at FMLA-covered worksites	56.3%	66.7%	62.2%
Employees at worksites not covered by FMLA	25.5%	25.0%	25.2%

Source: 1995 and 2000 Survey of Employees.

**Table A1-4.17. Leaves Taken and Needed Among Female and Male Employees with Young Children: 2000 Survey**

	Percent of Females**	Percent of Males	Percent of All Employees with Children
Percent taking leave (for a covered reason) since January 1, 1999	75.8%	45.1%	58.2%
Percent needing, but not taking, leave (for a covered reason) since January 1, 1999	--	3.8%	3.1%
Percent not taking or needing leave	22.0%	51.1%	38.6%

\*\* Difference between males and females is significant at  $p < .05$ .

-- Indicates less than 10 unweighted cases.

Source: 1995 and 2000 Survey of Employees.

**Table A1-4.18. Reasons for Taking Leave, Across All Leaves Taken, by Females and Males with Young Children: 2000 Survey**

Reason for Leave	Percent of Leave-Takers with Young Children		
	Percent Females	Percent Males	Percent All
Own health	20.2%	20.2%	20.2%
Maternity-disability	42.8%	&	23.9%
Care for a newborn, newly adopted or newly placed foster child **	47.2%	75.6%	59.7%
Care for ill child	--	--	3.5%
Care for ill spouse	&	--	--
Care for ill parent	--	--	--

\*\* Difference between males and females is significant at  $p < .05$ .

-- Indicates less than 10 unweighted cases.

& Indicates that no significance test was conducted because of zero cell.

Note: Percentages sum to more than 100% due to some persons taking more than one leave.

Source: 2000 Survey of Employees.

**Table A1-4.19. Reasons for Taking Leave, Across All Leaves Taken, Based on Total Population of Female and Male Employees with Young Children: 2000 Survey**

Reason for Leave	Percent of All Employees with Young Children		
	Percent Females	Percent Males	Percent All
Own health	15.3%	9.1%	11.8%
Maternity-disability	32.4%	&	13.9%
Care for a newborn, newly adopted, or newly placed foster child	35.8%	34.1%	34.8%
Care for ill child	--	--	2.0%
Care for ill spouse	&	--	--
Care for ill parent	--	--	--

-- Indicates less than 10 unweighted cases.

& Indicates that no significance test was conducted because of zero cell.

Source: 2000 Survey of Employees.



**Table A1-4.20. Employees' Opinions Toward FMLA: 1995 and 2000 Surveys**

<b>Opinion Measure</b>	<b>1995 Survey</b>	<b>2000 Survey</b>
Every person should be able to have up to 12 weeks of unpaid leave in a year from work for family and medical problems. <i>Agree**</i> <i>Disagree**</i>	72.3% 27.7%	81.4% 18.6%
Having to provide employees with up to 12 weeks of unpaid leave in a year for family and medical problems is an unfair burden to employees' co-workers. <i>Agree**</i> <i>Disagree**</i>	43.8% 56.2%	36.1% 63.9%

\*\* Difference between 1995 and 2000 is significant at  $p < .05$ .

Source: 1995 and 2000 Survey of Employees.

**Table A1-4.21. Co-workers Taking Leave for Family or Medical Reasons: 2000 Survey**

	<b>Percent of Employees</b>
Co-workers had taken leave for family or medical reasons since January 1, 1999	63.0%
Did not have co-workers take leave for family or medical reasons since January 1, 1999	37.0%

Source: 2000 Survey of Employees.

**Table A1-4.22. Effects of Co-workers Taking Leave on Employees: 2000 Survey**

<b>Effect:</b>	<b>Percent of Employees Having Co-workers Take Leave</b>
Worked more hours than usual	32.1%
Worked a shift not normally worked	22.9%
Took on additional duties	46.2%

*Note:* Percentages do not sum to 100% because respondents could report more than one effect.

Source: 2000 Survey of Employees.

**Table A1-4.23. Perceived Impact of Co-workers Taking Leave on Employees:  
2000 Survey**

<b>Perceived Impact</b>	<b>Percent of Employees Reporting that Co-workers' Leave Had an Effect</b>
Employees who felt that co-workers taking leave had a positive impact on them	17.4%
Employees who felt that co-workers taking leave had a negative impact on them	15.1%
Employees who felt that co-workers taking leave had neither a positive or negative impact on them	67.4%

*Note:* Column percents may not total to 100% due to rounding.  
Source: 2000 Survey of Employees.

**CHAPTER 5**  
**TABLES DISPLAYED**  
**IN TEXT**

**Table A1-5.1. Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Up to 12 Weeks of Leave is Provided: 2000 Survey**

<b>Establishment Provides Leave For: <sup>(1)</sup></b>	<b>Percent of Covered Establishments</b>	<b>Percent of Non-covered Establishments</b>	<b>Percent of All Establishments</b>
<b>Employee's Own Serious Health Condition**</b>			
Yes	91.9%	66.4%	69.2%
No	2.8%	21.3%	19.3%
<i>Depends on circumstances</i>	5.3%	12.2%	11.5%
<b>Mother's Maternity-Related Reasons**</b>			
Yes	94.1%	65.7%	68.8%
No	3.4%	23.2%	21.0%
<i>Depends on circumstances</i>	2.5%	11.1%	10.1%
<b>Parents to Care for Newborn**</b>			
Yes	87.8%	50.5%	54.5%
No	5.1%	33.5%	30.4%
<i>Depends on circumstances</i>	7.2%	16.1%	15.1%
<b>Parents for Adoption or Foster Care Placement**</b>			
Yes	85.7%	43.5%	48.1%
No	6.6%	35.9%	32.7%
<i>Depends on circumstances</i>	7.7%	20.6%	19.2%
<b>Care of Child, Spouse, or Parent for Serious Health Condition**</b>			
Yes	88.6%	57.1%	60.6%
No	4.6%	29.3%	26.6%
<i>Depends on circumstances</i>	6.8%	13.6%	12.9%
<b>All of Above FMLA Reasons**</b>			
Yes	83.7%	33.5%	39.1%
<i>No or Depends on circumstances</i>	16.3%	66.5%	60.9%

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

\*\* Difference between covered and non-covered establishments is significant at  $p < .05$ .

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 2000 Survey of Establishments.

**Table A1-5.2. Family and Medical Leave Policies by FMLA Coverage Status: Continuation of Health Care Benefits: 2000 Survey**

<b>Establishment Continues Health Care Benefits For: <sup>(1)</sup></b>	<b>Percent of Covered Establishments</b>	<b>Percent of Non-covered Establishments</b>	<b>Percent of All Establishments</b>
<b>Employee's Own Serious Health Condition</b>			
Yes	87.0%	84.0%	84.5%
No	0.8%	4.4%	3.8%
<i>Depends on circumstances</i>	12.2%	11.6%	11.7%
<b>Mother's Maternity-Related Reasons</b>			
Yes	91.0%	89.0%	89.3%
No	--	2.4%	2.1%
<i>Depends on circumstances</i>	8.4%	8.6%	8.6%
<b>Parents to Care for Newborn**</b>			
Yes	89.4%	78.0%	80.1%
No	1.2%	7.1%	6.0%
<i>Depends on circumstances</i>	9.4%	14.9%	13.9%
<b>Parents for Adoption or Foster Care Placement**</b>			
Yes	89.4%	76.2%	78.7%
No	1.3%	6.6%	5.6%
<i>Depends on circumstances</i>	9.3%	17.2%	15.7%
<b>Care of Child, Spouse, or Parent for Serious Health Condition</b>			
Yes	85.1%	81.7%	82.3%
No	1.4%	4.0%	3.5%
<i>Depends on circumstances</i>	13.5%	14.4%	14.2%

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

\*\* Difference between covered and non-covered establishments is significant at  $p < .05$ .

-- Indicates less than 10 unweighted cases.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 2000 Survey of Establishments.

**Table A1-5.3. Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Job Return is Guaranteed: 2000 Survey**

<b>Establishment Guarantees Job For: <sup>(1)</sup></b>	<b>Percent of Covered Establishments</b>	<b>Percent of Non-covered Establishments</b>	<b>Percent of All Establishments</b>
<b>Employee's Own Serious Health Condition</b>			
Yes	94.1%	88.5%	89.2%
No	--	1.5%	1.3%
<i>Depends on circumstances</i>	5.5%	10.0%	9.4%
<b>Mother's Maternity-Related Reasons*</b>			
Yes	98.2%	93.2%	93.9%
No	--	1.3%	1.2%
<i>Depends on circumstances</i>	1.6%	5.5%	5.0%
<b>Parents to Care for Newborn</b>			
Yes	96.7%	93.8%	94.2%
No	--	1.9%	1.7%
<i>Depends on circumstances</i>	2.8%	4.3%	4.0%
<b>Parents for Adoption or Foster Care Placement</b>			
Yes	93.8%	89.7%	90.3%
No	--	--	1.3%
<i>Depends on circumstances</i>	5.6%	8.9%	8.4%
<b>Care of Child, Spouse, or Parent for Serious Health Condition</b>			
Yes	93.4%	87.7%	88.5%
No	--	1.4%	1.3%
<i>Depends on circumstances</i>	5.8%	10.9%	10.2%

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

\* Difference between covered and non-covered establishments is significant at  $p < .10$ .

\*\* Difference between covered and non-covered establishments is significant at  $p < .05$ .

-- Indicates less than 10 unweighted cases.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 2000 Survey of Establishments.

**Table A1-5.4. Provision of Leave Beyond that Guaranteed by FMLA by Coverage Status:  
2000 Survey**

	<b>Percent of Covered Establishments</b>	<b>Percent of Non-covered Establishments</b>	<b>Percent of All Establishments</b>
<b>More Than 12 Weeks Per Year</b>			
Yes	22.9%	21.1%	21.4%
No	49.6%	52.7%	52.3%
<i>Depends on circumstances</i>	27.5%	26.1%	26.3%
<b>Employees Who Have Worked for Establishment Less Than 12 Months</b>			
Yes	28.7%	28.0%	28.1%
No	43.6%	45.0%	44.8%
<i>Depends on circumstances</i>	27.7%	27.0%	27.1%
<b>Employees Who Have Worked for Less Than 1,250 Hours in the Past Year</b>			
Yes	27.0%	26.8%	26.8%
No	45.9%	44.9%	45.0%
<i>Depends on circumstances</i>	27.0%	28.3%	28.2%

Note: Column percents may not total to 100% due to rounding.  
Source: 2000 Survey of Establishments.

**Table A1-5.5. Continuation of Pay During Leave by FMLA Coverage Status: 2000 Survey**

<b>Establishment Provides:</b>	<b>Percent of Covered Establishments</b>	<b>Percent of Non-covered Establishments</b>	<b>Percent of All Establishments</b>
<b>Paid Sick Leave</b>			
Yes	74.3%	62.7%	63.9%
No	17.9%	26.7%	25.7%
<i>Depends on circumstances</i>	7.9%	10.7%	10.3%
<b>Paid Disability Leave**</b>			
Yes	62.7%	39.4%	42.0%
No	24.6%	48.3%	45.7%
<i>Depends on circumstances</i>	12.7%	12.3%	12.3%
<b>Paid Vacation**</b>			
Yes	94.7%	80.1%	81.7%
No	0.9%	13.1%	11.8%
<i>Depends on circumstances</i>	4.4%	6.8%	6.5%
<b>Other Paid Time Off**</b>			
Yes	43.3%	18.5%	21.2%
No	54.8%	78.4%	75.8%
<i>Depends on circumstances</i>	1.9%	3.1%	2.9%

\*\* Difference between covered and non-covered establishments is significant at  $p < .05$ .

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.



**Table A1-5.6. Continuation of Pay During Leave by FMLA Coverage Status: Reasons for Which Pay is Continued: 2000 Survey**

<b>Establishment Continues Pay During Leave For:</b>	<b>Percent of Covered Establishments</b>	<b>Percent of Non-covered Establishments</b>	<b>Percent of All Establishments</b>
<b>Parents to Care for Newborn</b>			
<i>Full pay</i>	17.3%	24.9%	24.0%
<i>Partial pay</i>	6.0%	7.2%	7.0%
<i>Depends on circumstances</i>	22.7%	17.6%	18.2%
<i>No Pay</i>	54.1%	50.4%	50.8%
<b>Parents for Adoption or Foster Care Placement</b>			
<i>Full pay</i>	16.5%	20.1%	19.8%
<i>Partial pay</i>	2.7%	3.5%	3.5%
<i>Depends on circumstances</i>	20.5%	19.8%	19.9%
<i>No Pay</i>	60.3%	56.5%	56.9%
<b>Employee's Own Serious Health Condition*</b>			
<i>Full pay</i>	32.9%	39.3%	38.6%
<i>Partial pay</i>	17.0%	6.5%	7.6%
<i>Depends on circumstances</i>	20.3%	19.8%	19.8%
<i>No Pay</i>	29.8%	34.5%	33.9%
<b>Mother's Maternity-Related Reasons*</b>			
<i>Full pay</i>	30.7%	34.9%	34.4%
<i>Partial pay</i>	18.1%	6.3%	7.6%
<i>Depends on circumstances</i>	16.3%	15.2%	15.4%
<i>No Pay</i>	35.0%	43.6%	42.7%
<b>Care of Child, Spouse, or Parent for Serious Health Condition*</b>			
<i>Full pay</i>	15.9%	27.8%	26.5%
<i>Partial pay</i>	3.6%	5.5%	5.3%
<i>Depends on circumstances</i>	21.1%	23.2%	23.0%
<i>No Pay</i>	59.4%	43.5%	45.3%

\* Difference between covered and non-covered establishments is significant at  $p < .10$ .

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**CHAPTER 6**  
**TABLES DISPLAYED**  
**IN TEXT**

**Table A1-6.1. Covered Establishments' Sources of Information About FMLA:  
1995 and 2000 Surveys**

	Percent of Covered Establishments	
	1995 Survey	2000 Survey
U.S. Department of Labor**	53.9%	83.1%
The media	66.4%	54.2%
A trade or business group	70.3%	68.3%
An attorney or consultant**	57.0%	77.9%
A union	3.0%	3.2%
Employees	3.3%	10.0%
The Internet	NA	48.8%
Existing company policies or practices	NA	89.4%
Some other source	20.5%	12.4%

\*\* Difference between 1995 and 2000 is significant at  $p < .05$ .

NA - Indicates item not asked in 1995 survey.

Notes: Percents do not total to 100% because a respondent could answer "yes" to more than one source.

1995 survey asked about *initial* sources of information on the FMLA.

Source: 1995 and 2000 Survey of Establishments.

**Table A1-6.2. How Employees First Learned About the Family and Medical Leave Act: 2000 Survey**

	Percent of Employees Aware of FMLA
Media (TV, newspapers, etc.)	42.5%
Co-workers	5.0%
Employer gave out information	38.4%
Posters	3.6%
Internet	--
Family member	2.7%
Union gave out information	1.4%
Other way	6.3%

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

**Table A1-6.3. Methods Used to Cover Work When an Employee Takes Leave for a Week or Longer: 1995 and 2000 Surveys**

Establishment Covers Leave By:	Percent of Covered Establishments	
	1995 Survey	2000 Survey
Assigning work temporarily to other employees	97.1%	98.3%
Hiring an outside temporary replacement**	60.5%	41.3%
Hiring a permanent replacement*	11.8%	4.4%
Putting work on hold until the employee returns from leave	19.2%	15.5%
Having the employee perform some work while on leave	13.9%	9.0%
Some other method	1.9%	10.6%

\* Difference between 1995 and 2000 is significant at  $p < .10$ .

\*\* Difference between 1995 and 2000 is significant at  $p < .05$ .

*Note:* Percents do not total to 100% because a respondent could answer "yes" to more than one source.

Source: 1995 and 2000 Survey of Establishments.

**Table A1-6.4. Effects of FMLA-Related Administrative Activities:  
1995 and 2000 Surveys**

	Percent of Covered Establishments	
	1995 Survey	2000 Survey
<b>Maintaining Additional Record-Keeping</b>		
<i>Very/Somewhat easy</i>	76.0%*	62.0%
<i>Very/Somewhat difficult</i>	24.0%*	38.0%
<b>Determining Whether the Act Applies to the Organization</b>		
<i>Very/Somewhat easy</i>	91.8%	86.0%
<i>Very/Somewhat difficult</i>	8.2%	14.0%
<b>Determining Whether Certain Employees are Eligible</b>		
<i>Very/Somewhat easy</i>	92.0%**	83.4%
<i>Very/Somewhat difficult</i>	8.0%**	16.6%
<b>Coordinating State and Federal Leave Policies</b>		
<i>Very/Somewhat easy</i>	81.1%**	57.1%
<i>Very/Somewhat difficult</i>	18.9%**	42.9%
<b>Coordinating the Act with Other Federal Laws</b>		
<i>Very/Somewhat easy</i>	74.3%**	47.2%
<i>Very/Somewhat difficult</i>	25.7%**	52.8%
<b>Coordinating the Act with Other Leave Policies<sup>(1)</sup></b>		
<i>Very/Somewhat easy</i>	78.9%**	59.9%
<i>Very/Somewhat difficult</i>	21.1%**	40.1%
<b>Coordinating the Act with Employee Attendance Policies</b>		
<i>Very/Somewhat easy</i>	NA	65.5%
<i>Very/Somewhat difficult</i>	NA	34.5%
<b>Administering FMLA's Notification, Designation, and Certification Requirements</b>		
<i>Very/Somewhat easy</i>	NA	45.6%
<i>Very/Somewhat difficult</i>	NA	54.4%
<b>Determining if a Health Condition is a Serious Health Condition Under FMLA</b>		
<i>Very/Somewhat easy</i>	NA	57.7%
<i>Very/Somewhat difficult</i>	NA	42.3%
<b>Overall Ease of Complying with FMLA</b>		
<i>Very/Somewhat easy</i>	85.1%**	63.6%
<i>Very/Somewhat difficult</i>	14.9%**	36.4%

(1) In the 1995 survey, item wording was "pre-existing" rather than "other."

\* Difference between 1995 and 2000 is significant at  $p < .10$ .

\*\* Difference between 1995 and 2000 is significant at  $p < .05$ .

NA Indicates item not asked in 1995 survey.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

**Table A1-6.5. Effects of Complying with FMLA on Business and Employee Performance: 1995 and 2000 Surveys**

	Percent of Covered Establishments	
	1995 Survey	2000 Survey
<b>Business Performance</b>		
<b>Productivity</b>		
<i>Positive effect</i>	6.4%	7.1%
<i>Negative effect</i>	7.2%	16.3%
<i>No noticeable effect</i>	86.4%	76.5%
<b>Profitability</b>		
<i>Positive effect</i>	1.2%*	2.6%
<i>Negative effect</i>	6.3%	9.8%
<i>No noticeable effect</i>	92.5%*	87.6%
<b>Growth</b>		
<i>Positive effect</i>	1.1%	2.6%
<i>Negative effect</i>	3.1%	9.7%
<i>No noticeable effect</i>	95.8%	87.7%
<b>Employee Performance</b>		
<b>Productivity</b>		
<i>Positive effect</i>	12.6%	15.8%
<i>Negative effect</i>	4.7%*	17.2%
<i>No noticeable effect</i>	82.7%*	67.0%
<b>Absences</b>		
<i>Positive effect</i>	5.9%	4.8%
<i>Negative effect</i>	4.6%**	18.9%
<i>No noticeable effect</i>	89.5%*	76.3%
<b>Turnover</b>		
<i>Positive effect</i>	4.9%	5.7%
<i>Negative effect</i>	--	8.4%
<i>No noticeable effect</i>	94.7%	85.9%
<b>Career Advancement</b>		
<i>Positive effect</i>	8.3%	3.9%
<i>Negative effect</i>	--	--
<i>No noticeable effect</i>	91.0%	95.6%
<b>Morale</b>		
<i>Positive effect</i>	NA	24.2%
<i>Negative effect</i>	NA	11.1%
<i>No noticeable effect</i>	NA	64.7%

\* Difference between 1995 and 2000 is significant at  $p < .10$ .

\*\* Difference between 1995 and 2000 is significant at  $p < .05$ .

-- Indicates less than 10 unweighted cases.

NA Indicates item not asked in 1995 survey.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.