

APPENDIX B-1

STANDARD ERRORS

FOR TABLES DISPLAYED

IN TEXT

**STANDARD ERRORS
FOR CHAPTER 2 TABLES
DISPLAYED IN TEXT**

**Table 2.1SE. Standard Errors for Table 2.1: Employees Taking Leave:
1995 and 2000 Surveys**

| | 1995 Survey SE (N) | 2000 Survey SE (N) |
|---|---------------------------------------|---------------------------------------|
| Number of employees taking leave (for a covered reason) in the previous 18 months | 657,248.17 (1,172) | 876,388.45 (1,229) |
| Percent of employee population | 0.75 (1,172) | 0.63 (1,229) |

Source: 1995 and 2000 Survey of Employees.

**Table 2.2SE. Standard Errors for Table 2.2: Length of Second Longest Leave:
2000 Survey**

| Length of Second Longest Leave | Those Taking More Than One Leave SE (N) |
|--|--|
| 1 – 3 days | 4.81 (101) |
| 4 – 5 days | 3.35 (76) |
| 6 – 10 days | 2.07 (48) |
| 11 – 20 days | 1.12 (23) |
| More than 20 days | 1.63 (31) |
| Number of Leave-Takers Taking More Than One Leave | 525,052.51 (288) |

Source: 2000 Survey of Employees.

**Table 2.3SE. Standard Errors for Table 2.3: Reasons for Taking Leave
Across All Leaves Taken in Previous 18 Months: 2000 Survey**

| Reason for Leave | Leave-Takers SE (N) |
|--|------------------------------------|
| Own health | 2.40 (630) |
| Maternity-disability | 1.10 (98) |
| Care for a newborn, newly adopted, or newly placed foster child | 1.99 (203) |
| Care for ill child | 1.35 (135) |
| Care for ill spouse | 0.61 (93) |
| Care for ill parent | 1.33 (172) |

Source: 2000 Survey of Employees.

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

| Reason for Leave | All Employees SE (N) |
|--|-------------------------------------|
| Own health | 0.52 (630) |
| Maternity-disability | 0.18 (98) |
| Care for a newborn, newly adopted, or newly placed foster child | 0.37 (203) |
| Care for ill child | 0.24 (135) |
| Care for ill spouse | 0.10 (93) |
| Care for ill parent | 0.22 (172) |

Source: 2000 Survey of Employees.

Table 2.5SE. Standard Errors for Table 2.5: Employees' Reasons for Taking Longest Leave: 1995 and 2000 Surveys

| Reason for Longest Leave | Leave-Takers | |
|---|--------------------|--------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Own health | 1.92 (704) | 1.88 (582) |
| Maternity-disability | 0.61 (62) | 1.10 (95) |
| Care for a newborn, newly adopted, or newly placed foster child | 1.26 (176) | 2.04 (194) |
| Care for ill child | 1.15 (95) | 1.30 (112) |
| Care for ill spouse | 0.45 (46) | 0.56 (84) |
| Care for ill parent | 0.94 (89) | 1.19 (152) |

Source: 1995 and 2000 Survey of Employees.

Table 2.6SE. Standard Errors for Table 2.6: Employees' Reasons for Second Longest Leave: 2000 Survey

| Reason for Second Longest Leave | Persons Taking More Than One Leave SE (N) |
|---|---|
| Own health | 4.82 (140) |
| Maternity-disability | 0.73 (6) |
| Care for a newborn, newly adopted, or newly placed foster child | 1.43 (13) |
| Care for ill child | 4.18 (48) |
| Care for ill spouse | 1.20 (15) |
| Care for ill parent | 2.29 (45) |

Source: 2000 Survey of Employees.

Table 2.7SE. Standard Errors for Table 2.7: Length of Longest Leave by Reason for Leave: 2000 Survey

| Length of Longest Leave (in work days) | Leave-Takers for Each Reason | | | | | |
|---|------------------------------|---------------------------------------|--|------------------------------------|-------------------------------------|-------------------------------------|
| | 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 | 1.58 (44) | 1.10 (1) | 2.53 (22) | 3.69 (37) | 5.28 (19) | 3.52 (26) |
| 4 – 5 days | 1.55 (83) | 2.50 (5) | 6.16 (34) | 5.09 (32) | 6.28 (30) | 4.51 (51) |
| 6 – 10 days | 2.26 (103) | 2.42 (8) | 4.27 (29) | 8.41 (24) | 4.31 (17) | 5.22 (42) |
| 11 – 30 days | 2.08 (159) | 4.39 (20) | 2.70 (31) | 6.40 (11) | 3.30 (8) | 2.91 (19) |
| 31 – 60 days | 2.34 (108) | 6.20 (40) | 3.42 (54) | 1.72 (6) | 2.11 (2) | 1.65 (7) |
| More than 60 days | 1.20 (72) | 9.22 (20) | 1.51 (23) | 0.33 (1) | 2.35 (5) | 1.47 (4) |

Source: 2000 Survey of Employees.

Table 2.8SE. Standard Errors for Table 2.8: Use of Intermittent Leave: 2000 Survey

| Leave-Takers Who: | Leave-Takers SE (N) |
|---|---------------------------|
| Took intermittent leave at least once in previous 18 months | 1.72 (329) |
| Did not take intermittent leave | 1.72 (898) |

Source: 2000 Survey of Employees.

Table 2.9SE. Standard Errors for Table 2.9: Percent of Leave that was Intermittent: 2000 Survey

| | Leave-Takers Taking Intermittent Leave SE (N) |
|----------------|--|
| Less than half | 3.99 (164) |
| About half | 3.37 (62) |
| More than half | 2.84 (96) |

Source: 2000 Survey of Employees.

Table 2.10SE. Standard Errors for Table 2.10: Intermittent Use of Longest Leave: 2000 Survey

| Leave-Takers' Longest Leave Was: | Leave-Takers SE (N) |
|---|------------------------------------|
| Intermittent | 1.63 (254) |
| Not intermittent | 1.63 (970) |

Source: 2000 Survey of Employees.

Table 2.11SE. Standard Errors for Table 2.11: Use of Longest Intermittent Leave on a Routine or As-Needed Basis: 2000 Survey

| Intermittent Leave was Taken as: | Those Whose (Longest) Leave was Intermittent SE (N) |
|---|--|
| Regular routine | 5.20 (15) |
| As-needed | 5.20 (155) |

Source: 2000 Survey of Employees.

Table 2.12SE. Standard Errors for Table 2.12: Intermittent Use of Longest Leave by Reason for Leave: 2000 Survey

| Reason for Longest Leave | Leave-Takers Whose Leave was Intermittent | Leave-Takers Whose Leave was Not Intermittent |
|---|---|---|
| | SE (N) | SE (N) |
| Own health | 3.81 (94) | 2.13 (486) |
| Maternity-disability | 1.46 (13) | 1.25 (82) |
| Care for a newborn, newly adopted, or newly placed foster child | 3.73 (25) | 2.20 (168) |
| Care for ill child | 3.87 (40) | 1.33 (71) |
| Care for ill spouse | 1.91 (25) | 0.53 (58) |
| Care for ill parent | 2.71 (53) | 1.24 (99) |

Source: 2000 Survey of Employees.

Table 2.13SE. Standard Errors for Table 2.13: Intermittent Use of Longest Leave by Reason for Leave: 2000 Survey

| Reason for Longest Leave | Leave-Takers Within Each Reason Whose Longest Leave Was: | |
|---|--|------------------|
| | Intermittent | Not Intermittent |
| | SE (N) | SE (N) |
| Own health | 1.80 (94) | 1.80 (486) |
| Maternity-disability | 3.56 (13) | 3.56 (82) |
| Care for a newborn, newly adopted, or newly placed foster child | 3.87 (25) | 3.87 (168) |
| Care for ill child | 7.56 (40) | 7.56 (71) |
| Care for ill spouse | 5.19 (25) | 5.19 (58) |
| Care for ill parent | 4.34 (53) | 4.34 (99) |

Source: 2000 Survey of Employees.

Table 2.14SE. Standard Errors for Table 2.14: Employees Needing But Not Taking Leave: 1995 and 2000 Surveys

| | Not Taking Leave | |
|---|---------------------|---------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Number of employees needing but not taking leave (for a covered reason) in the previous 18 months | 294,462.50 (187) | 279,270.38 (203) |
| Percent of employee population | 0.24 (187) | 0.20 (203) |

Source: 1995 and 2000 Survey of Employees.

Table 2.15SE. Standard Errors for Table 2.15: Number of Leaves Needed But Not Taken: 2000 Survey

| | Leave-Needers SE (N) |
|------------------|----------------------|
| 1 leave | 4.18 (77) |
| 2 leaves | 3.24 (45) |
| 3 – 4 leaves | 3.09 (31) |
| 5 or more leaves | 2.22 (22) |

Source: 2000 Survey of Employees.

**Table 2.16SE. Standard Errors for Table 2.16: Reasons for Needing Leave:
1995 and 2000 Surveys**

| Reason for Needing Leave | Leave-Needers | |
|--|-----------------------------|-----------------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Own health | 4.28 (92) | 3.92 (96) |
| Maternity-disability | 0.51 (1) | 0.89 (3) |
| Care for a newborn, newly adopted, or newly placed foster child | 2.65 (17) | 2.52 (19) |
| Care for ill child | 3.32 (37) | 3.24 (40) |
| Care for ill spouse | 1.86 (19) | 1.71 (19) |
| Care for ill parent | 4.09 (33) | 3.19 (47) |

Source: 1995 and 2000 Survey of Employees.

Table 2.17SE. Standard Errors for Table 2.17: Reasons for Not Taking Leave: 1995 and 2000 Surveys

| Reason for Not Taking Leave | Leave-Needers | |
|---|--------------------|--------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Thought job might be lost | 3.35 (58) | 3.38 (62) |
| Thought job advancement might be hurt | 3.71 (44) | 3.27 (83) |
| Did not want to lose seniority | 2.60 (30) | 3.52 (56) |
| Not eligible—worked part-time | 2.54 (28) | 2.24 (22) |
| Not eligible—had not worked long enough for employer ⁽¹⁾ | | 2.87 (33) |
| Employer denied request | 2.23 (18) | 2.94 (39) |
| Could not afford to take leave | 4.13 (123) | 3.35 (155) |
| Wanted to save leave time | 3.44 (55) | 3.41 (71) |
| Work is too important | 3.68 (78) | 4.07 (104) |
| Some other reason | NA | 2.33 (28) |

NA Indicates reason not asked about in 1995 survey.

Source: 1995 and 2000 Survey of Employees.

Table 2.18SE. Standard Errors for Table 2.18: Perceived Impact of Pay on Leave-Needers: 2000 Survey

| Perceived Impact of Pay | Leave-Needers Who Could Not Afford to Take Leave SE (N) |
|--|---|
| Would have taken leave if some/additional pay had been received | 2.84 (132) |
| Would <u>not</u> have taken leave if some/additional pay had been received | 2.84 (19) |

Source: 2000 Survey of Employees.

Table 2.19SE. Standard Errors for Table 2.19: How Leave-Needers Took Care of Their Situation: 2000 Survey

| | Leave-Needers SE (N) |
|--|-------------------------------------|
| Just lived with it/Suffered through it | 3.2 (92) |
| Got help from others (family, friends) | 2.8 (62) |
| Altered Work (schedule, duties, etc.) | 2.6 (24) |
| Took some time off | 2.3 (28) |
| Did something else | 1.6 (10) |

Source: 2000 Survey of Employees.

**STANDARD ERRORS
FOR CHAPTER 3 TABLES
DISPLAYED IN TEXT**

Table 3.1SE. Standard Errors for Table 3.1: Coverage of Establishments and Employees Under the Family and Medical Leave Act: 1995 and 2000 Surveys

| | Establishments | | Employees | |
|-----------------------------|--------------------|--------------------|--------------------|--------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) | 1995 Survey SE (N) | 2000 Survey SE (N) |
| FMLA-covered establishments | 1.18 (736) | 1.30 (1070) | 1.6 (736) | 1.51 (1070) |
| Non-covered establishments | 1.18 (470) | 1.30 (731) | 1.6 (470) | 1.51 (731) |

Source: 1995 and 2000 Survey of Establishments.

Table 3.2SE. Standard Error for Table 3.2: Characteristics of FMLA-Covered Establishments: 1995 and 2000 Surveys

| | Covered Establishments | | Employees in Covered Establishments | |
|--|------------------------|--------------------|-------------------------------------|--------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Eligibility Criteria | | | | |
| <i>At least 50 employees at sampled location</i> | 4.45 (645) | 5.64 (901) | 1.40 (645) | 1.03 (901) |
| <i>At least 50 employees within 75 miles of sampled location</i> | 4.45 (91) | 5.64 (169) | 1.40 (91) | 1.03 (169) |
| Number of Employees at Worksites | | | | |
| <i>Up to 250 employees</i> | 0.53 (447) | 0.69 (757) | 2.2 (447) | 1.60 (757) |
| <i>More than 250 employees</i> | 0.53 (289) | 0.69 (313) | 2.2 (289) | 1.60 (313) |
| Standard Industrial Classification | | | | |
| <i>Manufacturing</i> | 1.35 (200) | 3.46 (241) | 1.35 (200) | 1.32 (241) |
| <i>Retail</i> | 4.91 (130) | 3.15 (202) | 4.91 (130) | 0.91 (202) |
| <i>Services</i> | 5.11 (233) | 3.59 (377) | 5.11 (233) | 1.67 (377) |
| <i>All other industries</i> | 7.11 (173) | 5.28 (250) | 7.11 (173) | 1.10 (250) |

Source: 1995 and 2000 Survey of Establishments.

Table 3.3SE. Standard Errors for Table 3.3: Demographic Characteristics of Leave-Takers by Eligibility Status: 2000 Survey

| | Covered and Eligible Leave-Takers SE (N) | All Other Leave-Takers SE (N) |
|---------------------------------------|---|--|
| Gender | | |
| <i>Male</i> | 2.44 (316) | 3.98 (145) |
| <i>Female</i> | 2.44 (489) | 3.98 (279) |
| Age | | |
| 18 – 24 | 1.46 (46) | 3.29 (41) |
| 25 – 34 | 1.78 (199) | 4.11 (127) |
| 35 – 49 | 2.33 (334) | 3.34 (167) |
| 50 – 64 | 1.61 (201) | 1.48 (74) |
| 65 or over | 0.40 (17) | 0.69 (12) |
| Race/Ethnicity | | |
| <i>White non-Hispanic</i> | 2.37 (595) | 2.59 (344) |
| <i>Black non-Hispanic</i> | 2.20 (97) | 0.94 (27) |
| <i>Hispanic</i> | 1.35 (58) | 2.54 (27) |
| <i>Asian</i> | 0.54 (22) | 0.62 (8) |
| <i>All others</i> | 0.62 (23) | 0.95 (15) |
| Marital Status | | |
| <i>Married/Living with partner</i> | 2.18 (602) | 2.87 (317) |
| <i>Separated/Divorced/Widowed</i> | 1.43 (113) | 1.70 (58) |
| <i>Never been married</i> | 1.80 (85) | 2.59 (47) |
| Children Under 18 in Household | | |
| <i>None</i> | 2.05 (339) | 2.77 (179) |
| <i>One or more</i> | 2.05 (465) | 2.77 (245) |

Table 3.3SE. Standard Errors for Table 3.3: Demographic Characteristics of Leave-Takers by Eligibility Status: 2000 Survey (continued)

| | Covered and Eligible Leave-Takers SE (N) | All Other Employees SE (N) |
|--|---|---|
| Education | | |
| <i>Less than high school</i> | 1.01 (38) | 2.56 (24) |
| <i>High school graduate</i> | 2.19 (228) | 2.57 (116) |
| <i>Some college</i> | 2.59 (247) | 2.83 (137) |
| <i>College graduate</i> | 1.53 (190) | 3.48 (104) |
| <i>Graduate school</i> | 1.39 (100) | 3.05 (43) |
| Annual Family Income | | |
| <i>Less than \$20,000</i> | 1.51 (74) | 3.55 (74) |
| <i>\$20,000 to less than \$30,000</i> | 1.67 (86) | 2.23 (49) |
| <i>\$30,000 to less than \$50,000</i> | 2.37 (180) | 2.70 (91) |
| <i>\$50,000 to less than \$75,000</i> | 2.20 (206) | 2.40 (87) |
| <i>\$75,000 to less than \$100,000</i> | 1.74 (106) | 1.14 (30) |
| <i>\$100,000 or more</i> | 1.38 (72) | 4.19 (41) |
| Compensation Type | | |
| <i>Salaried</i> | 2.16 (318) | 3.79 (128) |
| <i>Hourly</i> | 2.42 (437) | 3.54 (220) |
| <i>Other</i> | 1.00 (49) | 1.95 (73) |

Source: 2000 Survey of Employees.

Table 3.4SE. Standard Errors for Table 3.4: Awareness of 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 have heard about FMLA | 1.91 (875) | 1.72 (1244) | 3.04 (327) | 2.85 (328) | 1.60 (1202) | 1.43 (1572) |
| Employees who have not heard about FMLA | 1.91 (663) | 1.72 (713) | 3.04 (346) | 2.85 (255) | 1.60 (1009) | 1.43 (968) |

Source: 1995 and 2000 Survey of Employees.

Table 3.5SE. Standard Errors for Table 3.5: Employees Taking Their Longest Leave Under FMLA⁽¹⁾: 1995 and 2000 Surveys

| | 1995 Survey SE (N) | 2000 Survey SE (N) |
|--|--------------------|--------------------|
| Taking Longest Leave Under FMLA | | |
| Percent of all employees | 0.16 (85) | 0.19 (153) |
| Percent of all leave-takers | 0.94 (85) | 1.02 (153) |
| Percent of all covered and eligible leave-takers | 1.49 (85) | 1.53 (153) |

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

Source: 1995 and 2000 Survey of Employees.

Table 3.6SE. Standard Errors for Table 3.6: Establishment Size and Industry Differences in Ratio of FMLA Leave-Takers:⁽¹⁾ 1995 and 2000 Surveys

| | Ratio of Employees Taking Leave Under FMLA per 100 Employees | |
|-----------------------------------|--|--------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Establishment Size | | |
| <i>Up to 250 employees</i> | 0.30 (359) | 0.55 (573) |
| <i>More than 250 employees</i> | 0.50 (229) | 0.68 (249) |
| Industry | | |
| <i>Manufacturing</i> | 0.90 (170) | 1.39 (211) |
| <i>Retail</i> | 0.40 (92) | 0.82 (136) |
| <i>Services</i> | 0.50 (194) | 0.52 (292) |
| <i>All other industries</i> | 0.50 (132) | 0.99 (183) |
| All Covered Establishments | 0.30 (588) | 0.44 (1015) |

(1) Per 100 employees.

Source: 1995 and 2000 Survey of Establishments.

Table 3.7SE. Standard Errors for Table 3.7: Intermittent Use of Longest Leave Taken Under FMLA:⁽¹⁾ 2000 Survey

| Longest Leave Was: | Leave-Takers Under FMLA |
|--------------------|-------------------------|
| | SE (N) |
| Intermittent | 5.39 (25) |
| Not intermittent | 5.39 (128) |

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

Source: 2000 Survey of Employees.

Table 3.8SE. Standard Errors for Table 3.8: Reasons for Longest Leave Taken Under FMLA:⁽¹⁾ 1995 and 2000 Surveys

| Reason for Longest Leave | Leave-Takers Under FMLA | |
|---|-------------------------|--------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Own health | 7.62 (36) | 4.64 (57) |
| Maternity-disability | 3.46 (11) | 2.76 (19) |
| Care for a newborn, newly adopted, or newly placed foster child | 4.59 (20) | 3.86 (37) |
| Care for ill child | 2.75 (7) | 4.86 (14) |
| Care for ill spouse | 2.36 (4) | 1.17 (7) |
| Care for ill parent | 2.74 (7) | 2.91 (19) |

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

Source: 1995 and 2000 Survey of Employees.

Table 3.9SE. Standard Errors for Table 3.9: Employees Choosing Not to Return to Work After Taking Longest Leave Under FMLA: 1995 and 2000 Surveys

| | Leave-Takers Under FMLA | |
|--|-------------------------|--------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Returned to work for the same employer | 1.49 (72) | 1.22 (124) |
| Chose not to return after their leave ⁽¹⁾ | 1.49 (2) | 1.22 (4) |

(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.

Source: 1995 and 2000 Survey of Employees.

**STANDARD ERRORS
FOR CHAPTER 4 TABLES
DISPLAYED IN TEXT**

Table 4.1SE. Standard Errors for Table 4.1: Leave-Taker Worries About Taking Leave: 2000 Survey

| Worries About Taking Leave: | Leave-Takers |
|---|---------------------|
| | SE (N) |
| Worried job might be lost | 1.85 (324) |
| Worried leave might hurt job advancement | 1.62 (328) |
| Worried seniority would be lost | 0.97 (167) |
| Worried about not having enough money for bills | 2.04 (655) |
| Worried for some other reason | 0.91 (192) |

Source: 2000 Survey of Employees.

Table 4.2SE. Standard Errors for Table 4.2: Ease of Getting Time Off: 1995 and 2000 Surveys

| How easy or difficult was it for you to get your employer to let you take time off? | Leave-Takers | |
|--|---------------------------------------|---------------------------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Very easy | 1.55 (742) | 2.12 (752) |
| Somewhat easy | 1.16 (192) | 1.51 (218) |
| Neither easy nor difficult | 0.68 (84) | 1.12 (94) |
| Somewhat difficult | 0.93 (78) | 1.52 (95) |
| Very difficult | 0.92 (58) | 0.72 (62) |

Source: 1995 and 2000 Surveys of Employees.

Table 4.3SE. Standard Errors for Table 4.3: Benefits Lost During Longest Leave: 1995 and 2000 Surveys

| | Leave-Takers | |
|-----------------------|-----------------------------|-----------------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Health Insurance | 0.53 (37) | 0.39 (27) |
| Life insurance | 0.28 (12) | 0.21 (9) |
| Disability insurance | 0.26 (10) | 0.15 (5) |
| Pension contributions | 0.33 (14) | 0.24 (13) |
| Other | 0.80 (76) | 0.83 (63) |

Source: 1995 and 2000 Surveys of Employees.

Table 4.4SE. Standard Errors for Table 4.4: Receipt of Pay During Longest Leave:⁽¹⁾ 1995 and 2000 Surveys

| | Leave-Takers | |
|---|-----------------------------|-----------------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Received at least some pay during their longest leave | 1.91 (776) | 1.73 (803) |
| Received no pay during longest leave | 1.91 (387) | 1.73 (421) |

(1) The data in this table is based on different question wordings 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 Surveys of Employees.

Table 4.5SE. Standard Errors for Table 4.5: Source of Pay During Longest Leave: 2000 Survey

| | Leave-Takers Receiving Pay During Longest Leave SE (N) |
|---|---|
| Sick leave | 2.82 (505) |
| Vacation leave | 2.78 (314) |
| Personal leave | 1.75 (223) |
| Parental leave | 1.63 (59) |
| Temporary disability insurance | 1.55 (151) |
| Other benefits | 1.56 (89) |
| Number of Leave-Takers Receiving Pay | 679,728.46 (803) |

Source: 2000 Survey of Employees.

Table 4.6SE. Standard Errors for Table 4.6: Full versus Partial Pay Across the Leave Period: 2000 Survey

| | Leave-Takers Receiving Pay During Longest Leave SE (N) |
|--|---|
| Paid for entire leave period at full pay | 2.46 (560) |
| Paid for entire leave period at partial pay | 2.24 (172) |
| Paid for part of the leave period at full pay | 0.45 (24) |
| Paid for part of the leave period at partial pay | 0.58 (33) |

Source: 2000 Survey of Employees.

Table 4.7SE. Standard Errors for Table 4.7: Proportion of Usual Pay Received by Leave-Takers Receiving Only Partial Pay: 2000 Survey

| Proportion of Usual Pay Received While on Leave | Leave-Takers Receiving Partial Pay During Longest Leave |
|---|---|
| | SE (N) |
| Less than half | 3.55 (78) |
| About half | 2.99 (60) |
| More than half | 4.12 (97) |
| Number of Leave-Takers Receiving Partial Pay | 374,492.53 (237) |

Source: 2000 Survey of Employees.

Table 4.8SE. Standard Errors for Table 4.8: How Lost Wages were Covered During Leave: 1995 and 2000 Surveys

| | Leave-Takers Receiving Less Than Full Pay | |
|--|---|--------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Use savings earmarked for this situation | 2.48 (279) | 2.74 (304) |
| Use savings earmarked for something else | 2.16 (259) | 2.24 (251) |
| Borrow money | 1.87 (161) | 2.10 (187) |
| Go on public assistance | 1.08 (62) | 1.39 (61) |
| Limit extras | 2.19 (471) | 2.27 (487) |
| Put off paying bills | 2.31 (233) | 2.26 (240) |
| Cut leave time short | 2.76 (224) | 2.61 (241) |
| Did something else | 1.52 (80) | 1.44 (63) |

Source: 1995 and 2000 Surveys of Employees.

Table 4.9SE. Standard Errors for Table 4.9: Perceived Impact of Pay on Length of Leave: 2000 Survey

| Perceived Impact of Pay | Leave-Takers Receiving Less Than Full Pay During Longest Leave SE (N) |
|--|--|
| Would have taken leave for a longer period if some/additional pay had been received | 2.26 (312) |
| Would <u>not</u> have taken leave for a longer period if some/additional pay had been received | 2.26 (326) |

Source: 2000 Survey of Employees.

**Table 4.10SE. Standard Errors for Table 4.10: Effects of Using Family and Medical Leave:
2000 Survey**

| | Leave-Takers SE (N) |
|--|------------------------------------|
| Ability to Care for Family Members⁽¹⁾ | |
| <i>Positive effect</i> | 2.46 (456) |
| <i>No effect</i> | 2.46 (119) |
| Ability to Select a Satisfactory Childcare Provider⁽²⁾ | |
| <i>Positive effect</i> | 4.47 (101) |
| <i>No effect</i> | 4.47 (119) |
| Ability to Select a Satisfactory Caretaker for Sick Family Member⁽³⁾ | |
| <i>Positive effect</i> | 3.29 (167) |
| <i>No effect</i> | 3.29 (170) |
| Leave-Taker's or Family Member's Physical Health | |
| <i>Positive effect</i> | 2.10 (774) |
| <i>No effect</i> | 2.10 (420) |
| Leave-Taker's or Family Member's Emotional Well-Being | |
| <i>Positive effect</i> | 1.59 (832) |
| <i>No effect</i> | 1.59 (354) |

(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 4.11SE. Standard Errors for Table 4.11: Positive Outcomes of Effects of Using Family and Medical Leave: 2000 Survey

| Effect on Employee's or Family Member's Physical Health | Leave-Takers Stating that Leave had a Positive Effect on Physical Health SE (N) |
|---|--|
| Quicker recovery time | 1.24 (604) |
| Easier to comply with doctor's instructions | 1.49 (723) |
| Delayed/avoided need to enter nursing home or other long-term care facility | 2.20 (246) |
| Other effects | 2.27 (126) |
| Number of Leave-Takers Stating that Leave Had a Positive Effect on Physical Health | 632,521.10 (774) |

Source: 2000 Survey of Employees.

Table 4.12SE. Standard Errors for Table 4.12: Returning to Work after Longest Leave: 1995 and 2000 Surveys

| | Leave-Takers | |
|--|-----------------------------------|-----------------------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Returned to work for the same employer | 0.78 (967) | 0.73 (1006) |
| Went to work for a new employer | 0.48 (37) | 0.41 (23) |
| Did not return to work at all | 0.52 (36) | 0.60 (46) |
| Number of Leave-Takers | 634,960.82 (1,040) | 836,863.59 (1,075) |

Source: 1995 and 2000 Surveys of Employees.

Table 4.13SE. Standard Errors for Table 4.13: Position Returned to After Leave: 1995 and 2000 Surveys

| | Leave-Takers Returning to Same Employer | |
|--|---|-------------------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Same or equal position | 0.51 (931) | 0.50 (971) |
| Higher position | 0.30 (15) | 0.30 (14) |
| Lower position | 0.48 (20) | 0.39 (20) |
| Number of Leave-Takers Returning to Same Employer | 631,924.63 (967) | 804,220.02 (1,006) |

Source: 1995 and 2000 Surveys of Employees.

Table 4.14SE. Standard Errors for Table 4.14: Reasons for Leave-Takers' Return to Work: 1995 and 2000 Surveys

| | Leave-Takers Returning to Same Employer | |
|--|---|--------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| No longer needed to be on leave | 2.13 (728) | 1.75 (759) |
| Could not afford to take more time off | 2.12 (440) | 2.37 (496) |
| Just wanted to get back to work | 1.94 (535) | 1.92 (683) |
| Used up all the leave time allowed | 1.31 (224) | 2.28 (334) |
| Felt pressure by boss/co-workers to return | 2.05 (208) | 2.12 (226) |
| Had too much work to do | 1.72 (309) | 2.02 (304) |
| Someone else took over care | NA | 1.97 (230) |

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Surveys of Employees.

**Table 4.15SE. Standard Errors for Table 4.15: Leave-Takers Denied Leave:
1995 and 2000 Surveys**

| | Leave-Takers | |
|-------------------------------|-------------------------------|-------------------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Denied leave | 0.98 (78) | 0.76 (77) |
| Not denied leave | 0.98 (1093) | 0.76 (1147) |
| Number of Leave-Takers | 657,248.17 (1,172) | 876,388.45 (1,229) |

Source: 1995 and 2000 Surveys of Employees.

**Table 4.16SE. Standard Errors for Table 4.16: Coverage and Eligibility Among Female and Male
Employees with Young Children: 2000 Survey**

| | Females SE (N) | Males SE (N) | All Employees with Children SE (N) |
|--|-----------------------------|-----------------------------|--|
| Number of Employees with Young Children | 446,658.91 (193) | 706,619.86 (139) | 844,594.86 (332) |
| Employees at FMLA-covered worksites | 5.57 (149) | 7.28 (105) | 3.93 (254) |
| Eligible employees at FMLA-covered worksites | 5.18 (113) | 7.71 (93) | 3.93 (206) |
| Employees at worksites not covered by FMLA | 5.57 (44) | 7.28 (34) | 3.93 (78) |

Source: 2000 Survey of Employees.

Table 4.17SE. Standard Errors for Table 4.17: Leaves Taken and Needed Among Female and Male Employees with Young Children: 2000 Survey

| | Females SE (N) | Males SE (N) | All Employees with Children SE (N) |
|---|-------------------------------|-----------------------------|---|
| Percent taking leave (for a covered reason) since January 1, 1999 | 6.12 (173) | 6.28 (99) | 3.89 (272) |
| Percent needing, but not taking, leave (for a covered reason) since January 1, 1999 | 0.75 (5) | 1.22 (12) | 0.72 (17) |
| Percent not taking or needing leave | 6.12 (15) | 6.28 (28) | 4.01 (43) |

Source: 2000 Survey of Employees.

Table 4.18SE. Standard Errors for Table 4.18: Reasons for Taking Leave, Across All Leaves Taken, by Females and Males with Young Children: 2000 Survey

| Reason for Leave | Leave-Takers with Young Children | | |
|--|---|-----------------------------|---------------------------|
| | Females SE (N) | Males SE (N) | All SE (N) |
| Own health | 5.96 (28) | 7.19 (19) | 4.94 (47) |
| Maternity-disability | 5.81 (66) | . (0) | 4.43 (66) |
| Care for a newborn, newly adopted or newly placed foster child | 5.73 (87) | 7.50 (75) | 5.53 (162) |
| Care for ill child | 1.21 (6) | 1.84 (5) | 1.01 (11) |
| Care for ill spouse | . (0) | 2.33 (7) | 0.97 (7) |
| Care for ill parent | 0.72 (1) | 1.06 (2) | 0.61 (3) |

Source: 2000 Survey of Employees.

Table 4.19SE. Standard Errors for Table 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 | All Employees with Young Children | | |
|--|-----------------------------------|--------------------|------------------|
| | Females SE (N) | Males SE (N) | All SE (N) |
| Own health | 4.79 (28) | 3.31 (19) | 2.87 (47) |
| Maternity-disability | 5.20 (66) | . (0) | 2.41 (66) |
| Care for a newborn, newly adopted, or newly placed foster child | 5.17 (87) | 6.26 (75) | 4.59 (162) |
| Care for ill child | 0.92 (6) | 0.83 (5) | 0.60 (11) |
| Care for ill spouse | . (0) | 1.04 (7) | 0.57 (7) |
| Care for ill parent | 0.55 (1) | 0.47 (2) | 0.34 (3) |

Source: 2000 Survey of Employees.

Table 4.20SE. Standard Errors for Table 4.20: Employees' Opinions Toward FMLA: 1995 and 2000 Surveys

| Opinion Measure | 1995 Survey SE (N) | 2000 Survey SE (N) |
|---|-----------------------------|-----------------------------|
| 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> | 1.15 (1684) | 1.06 (2052) |
| <i>Disagree</i> | 1.15 (519) | 1.06 (423) |
| 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> | 1.57 (848) | 1.24 (859) |
| <i>Disagree</i> | 1.57 (1321) | 1.24 (1542) |

Source: 1995 and 2000 Surveys of Employees.

Table 4.21SE. Standard Errors for Table 4.21: Co-workers Taking Leave for Family or Medical Reasons: 2000 Survey

| | Employees SE (N) |
|--|---------------------------------|
| Co-workers had taken leave for family or medical reasons since January 1, 1999 | 1.34 (1670) |
| Did not have co-workers take leave for family or medical reasons since January 1, 1999 | 1.34 (705) |

Source: 2000 Survey of Employees.

Table 4.22SE. Standard Errors for Table 4.22: Effects of Co-workers Taking Leave on Employees: 2000 Survey

| Effect: | Employees Having Co-workers Take Leave SE (N) |
|------------------------------------|--|
| Worked more hours than usual | 1.53 (601) |
| Worked a shift not normally worked | 1.70 (410) |
| Took on additional duties | 1.68 (854) |

Source: 2000 Survey of Employees.

Table 4.23SE. Standard Errors for Table 4.23: Perceived Impact of Co-workers Taking Leave on Employees: 2000 Survey

| Perceived Impact | Employees Reporting that Co-workers' Leave Had an Effect SE (N) |
|---|--|
| Employees who felt that co-workers taking leave had a positive impact on them | 2.08 (179) |
| Employees who felt that co-workers taking leave had a negative impact on them | 2.08 (149) |
| Employees who felt that co-workers taking leave had neither a positive or negative impact on them | 2.54 (677) |

Source: 2000 Survey of Employees.

**STANDARD ERRORS
FOR CHAPTER 5 TABLES
DISPLAYED IN TEXT**

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

| | Covered Establishments SE (N) | Non-covered Establishments SE (N) | All Establishments SE (N) |
|--|--|--|--|
| Employee's Own Serious Health Condition | | | |
| Yes | 3.38 (1016) | 3.62 (521) | 3.33 (1537) |
| No | 1.15 (17) | 2.94 (116) | 2.62 (133) |
| <i>Depends on circumstances</i> | 3.26 (31) | 2.44 (85) | 2.23 (116) |
| Mother's Maternity-Related Reasons | | | |
| Yes | 1.49 (1011) | 3.39 (513) | 3.07 (1524) |
| No | 1.30 (23) | 3.27 (130) | 2.92 (153) |
| <i>Depends on circumstances</i> | 0.73 (32) | 2.17 (76) | 1.97 (108) |
| Parents to Care for Newborn | | | |
| Yes | 3.76 (973) | 3.48 (414) | 3.36 (1387) |
| No | 1.65 (39) | 3.07 (197) | 2.78 (236) |
| <i>Depends on circumstances</i> | 3.29 (50) | 2.59 (107) | 2.32 (157) |
| Parents for Adoption or Foster Care Placement | | | |
| Yes | 4.03 (937) | 3.69 (357) | 3.55 (1294) |
| No | 2.00 (57) | 3.62 (216) | 3.28 (273) |
| <i>Depends on circumstances</i> | 3.32 (51) | 2.33 (128) | 2.14 (179) |
| Care of Child, Spouse, or Parent for Serious Health Condition | | | |
| Yes | 3.72 (977) | 3.62 (436) | 3.37 (1413) |
| No | 1.50 (35) | 3.29 (166) | 2.99 (201) |
| <i>Depends on circumstances</i> | 3.33 (47) | 2.51 (113) | 2.26 (160) |
| All FMLA Reasons | | | |
| Yes | 4.16 (889) | 3.27 (285) | 3.25 (1174) |
| <i>No or Depends on Circumstances</i> | 4.16 (146) | 3.27 (395) | 3.25 (541) |

Source: 2000 Survey of Establishments.

Table 5.2SE. Standard Errors for Table 5.2: FMLA Coverage Status Differences in Family and Medical Leave Policies: Continuation of Health Benefits: 2000 Survey

| | Covered Establishments SE (N) | Non-covered Establishments SE (N) | All Establishments SE (N) |
|--|--|--|--|
| Employee's Own Serious Health Condition | | | |
| Yes | 4.12 (955) | 3.32 (416) | 2.82 (1371) |
| No | 0.27 (12) | 1.86 (27) | 1.56 (39) |
| <i>Depends on circumstances</i> | 4.22 (68) | 3.02 (68) | 2.60 (136) |
| Mother's Maternity-Related Reasons | | | |
| Yes | 3.11 (969) | 2.47 (430) | 2.19 (1399) |
| No | 0.24 (9) | 1.02 (23) | 0.85 (32) |
| <i>Depends on circumstances</i> | 3.17 (55) | 2.32 (51) | 2.12 (106) |
| Parents to Care for Newborn | | | |
| Yes | 3.18 (933) | 4.14 (352) | 3.35 (1285) |
| No | 0.42 (18) | 2.42 (33) | 1.98 (51) |
| <i>Depends on circumstances</i> | 3.31 (61) | 3.67 (60) | 3.05 (121) |
| Parents for Adoption or Foster Care Placement | | | |
| Yes | 3.76 (909) | 3.44 (332) | 2.83 (1241) |
| No | 0.43 (16) | 2.56 (26) | 2.09 (42) |
| <i>Depends on circumstances</i> | 3.74 (66) | 3.11 (65) | 2.56 (131) |
| Care of Child, Spouse, or Parent for Serious Health Condition | | | |
| Yes | 4.10 (926) | 3.94 (356) | 3.27 (1282) |
| No | 0.66 (12) | 1.80 (23) | 1.51 (35) |
| <i>Depends on circumstances</i> | 4.23 (73) | 3.54 (81) | 2.97 (154) |

Source: 2000 Survey of Establishments.

Table 5.3SE. Standard Errors for Table 5.3: Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Job Return is Guaranteed: 2000 Survey

| | Covered Establishments SE (N) | Non-covered Establishments SE (N) | All Establishments SE (N) |
|--|--|--|--|
| Employee's Own Serious Health Condition | | | |
| Yes | 3.33 (1005) | 2.78 (528) | 2.42 (1533) |
| No | 0.17 (6) | 1.00 (19) | 0.87 (25) |
| <i>Depends on circumstances</i> | 3.34 (39) | 2.64 (63) | 2.31 (102) |
| Mother's Maternity-Related Reasons | | | |
| Yes | 0.34 (1012) | 1.96 (549) | 1.70 (1561) |
| No | 0.12 (5) | 1.01 (12) | 0.88 (17) |
| <i>Depends on circumstances</i> | 0.32 (28) | 1.77 (36) | 1.53 (64) |
| Parents to Care for Newborn | | | |
| Yes | 0.97 (988) | 2.13 (479) | 1.82 (1467) |
| No | 0.22 (7) | 1.24 (13) | 1.06 (20) |
| <i>Depends on circumstances</i> | 0.84 (33) | 1.66 (36) | 1.42 (69) |
| Parents for Adoption or Foster Care Placement | | | |
| Yes | 3.44 (967) | 2.67 (450) | 2.29 (1417) |
| No | 0.27 (7) | 1.16 (8) | 0.98 (15) |
| <i>Depends on circumstances</i> | 3.45 (34) | 2.49 (47) | 2.14 (81) |
| Care of Child, Spouse, or Parent for Serious Health Condition | | | |
| Yes | 3.47 (987) | 2.45 (474) | 2.11 (1461) |
| No | 0.62 (5) | 1.08 (12) | 0.93 (17) |
| <i>Depends on circumstances</i> | 3.45 (37) | 2.35 (68) | 2.01 (105) |

Source: 2000 Survey of Establishments.

Table 5.4SE. Standard Errors for Table 5.4: Provision of Leave Beyond that Guaranteed by FMLA by Coverage Status: 2000 Survey

| | Covered Establishments SE (N) | Non-covered Establishments SE (N) | All Establishments SE (N) |
|---|--|--|--|
| More Than 12 Weeks Per Year | | | |
| Yes | 6.37 (248) | 3.37 (101) | 3.02 (349) |
| No | 5.45 (471) | 4.23 (311) | 3.62 (782) |
| <i>Depends on circumstances</i> | 5.56 (287) | 3.34 (162) | 2.89 (449) |
| Employees Who Have Worked for Establishment Less Than 12 Months | | | |
| Yes | 6.51 (256) | 3.71 (142) | 3.50 (398) |
| No | 5.45 (508) | 4.31 (290) | 3.75 (798) |
| <i>Depends on circumstances</i> | 6.86 (230) | 3.30 (147) | 2.96 (377) |
| Employees Who Have Worked for Less Than 1,250 Hours in the Past Year | | | |
| Yes | 6.79 (250) | 3.44 (143) | 3.06 (393) |
| No | 6.33 (495) | 4.00 (277) | 3.38 (772) |
| <i>Depends on circumstances</i> | 6.25 (236) | 3.50 (146) | 3.18 (382) |

Source: 2000 Survey of Establishments.

Table 5.5SE. Standard Errors for Table 5.5: Continuation of Pay During Leave by FMLA Coverage Status: 2000 Survey

| Establishment Provides: | Covered Establishments SE (N) | Non-covered Establishments SE (N) | All Establishments SE (N) |
|---------------------------------|--|--|--|
| Paid Sick Leave | | | |
| Yes | 4.60 (795) | 3.79 (470) | 3.35 (1265) |
| No | 3.91 (178) | 3.19 (199) | 2.80 (377) |
| <i>Depends on circumstances</i> | 1.65 (95) | 2.28 (56) | 2.04 (151) |
| Paid Disability Leave | | | |
| Yes | 4.05 (723) | 3.79 (318) | 3.40 (1041) |
| No | 4.18 (202) | 4.20 (313) | 3.77 (515) |
| <i>Depends on circumstances</i> | 2.14 (136) | 2.44 (81) | 2.11 (217) |
| Paid Vacation | | | |
| Yes | 1.12 (996) | 3.26 (633) | 2.92 (1629) |
| No | 0.39 (12) | 2.89 (58) | 2.58 (70) |
| <i>Depends on circumstances</i> | 1.03 (61) | 1.67 (35) | 1.48 (96) |
| Other Paid Time Off | | | |
| Yes | 4.50 (423) | 3.26 (173) | 2.94 (596) |
| No | 4.42 (616) | 3.33 (529) | 3.00 (1145) |
| <i>Depends on circumstances</i> | 0.37 (30) | 1.05 (23) | 0.95 (53) |

Source: 2000 Survey of Establishments.

Table 5.6SE. Standard Errors for Table 5.6: Continuation of Pay During Leave by FMLA Coverage Status: Reasons for Which Pay is Continued: 2000 Survey

| Establishment Continues Pay During Leave For: | Covered Establishments SE (N) | Non-covered Establishments SE (N) | All Establishments SE (N) |
|--|--|--|--|
| Parents to Care for Newborn | | | |
| <i>Full pay</i> | 4.01 (216) | 2.78 (173) | 2.53 (389) |
| <i>Partial pay</i> | 1.46 (86) | 1.68 (44) | 1.44 (130) |
| <i>Depends on circumstances</i> | 5.29 (230) | 2.88 (107) | 2.51 (337) |
| <i>No pay</i> | 4.91 (529) | 3.78 (390) | 3.22 (919) |
| Parents for Adoption or Foster Care Placement | | | |
| <i>Full pay</i> | 4.01 (187) | 2.77 (132) | 2.48 (319) |
| <i>Partial pay</i> | 0.57 (48) | 1.15 (29) | 1.02 (77) |
| <i>Depends on circumstances</i> | 6.26 (196) | 3.04 (110) | 2.69 (306) |
| <i>No pay</i> | 6.01 (617) | 3.93 (441) | 3.43 (1058) |
| Employee's Own Serious Health Condition | | | |
| <i>Full pay</i> | 6.35 (396) | 3.72 (242) | 3.39 (638) |
| <i>Partial pay</i> | 5.07 (149) | 1.66 (60) | 1.80 (209) |
| <i>Depends on circumstances</i> | 3.54 (244) | 2.15 (145) | 1.97 (389) |
| <i>No pay</i> | 4.00 (278) | 3.67 (274) | 3.28 (552) |
| Mother's Maternity-Related Reasons | | | |
| <i>Full pay</i> | 6.31 (379) | 4.00 (228) | 3.54 (607) |
| <i>Partial pay</i> | 4.93 (154) | 1.97 (46) | 1.91 (200) |
| <i>Depends on circumstances</i> | 2.94 (209) | 2.24 (115) | 1.96 (324) |
| <i>No pay</i> | 3.98 (322) | 3.39 (326) | 3.03 (648) |

Table 5.6SE. Standard Errors for Table 5.6: Continuation of Pay During Leave by FMLA Coverage Status: Reasons for Which Pay is Continued: 2000 Survey (continued)

| Establishment Continues Pay During Leave For: | Covered Establishments SE (N) | Non-covered Establishments SE (N) | All Establishments SE (N) |
|---|--|--|--|
| Care of Child, Spouse, or for Serious Health Condition | | | |
| <i>Full pay</i> | 4.08 (188) | 3.65 (161) | 3.29 (349) |
| <i>Partial pay</i> | 0.87 (48) | 2.00 (33) | 1.75 (81) |
| <i>Depends on circumstances</i> | 5.44 (222) | 3.12 (149) | 2.83 (371) |
| <i>No pay</i> | 5.19 (604) | 3.43 (373) | 3.03 (977) |

Source: 2000 Survey of Establishments.

**STANDARD ERRORS
FOR CHAPTER 6 TABLES
DISPLAYED IN TEXT**

Table 6.1SE. Standard Errors for Table 6.1: Covered Establishments' Initial Source of Information About FMLA: 1995 and 2000 Surveys

| | Covered Establishments | |
|--|-----------------------------|-----------------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| U.S. Department of Labor | 5.50 (355) | 3.38 (754) |
| The media | 8.10 (462) | 8.25 (452) |
| A trade or business group | 5.02 (426) | 5.68 (670) |
| An attorney or consultant | 4.92 (385) | 3.31 (748) |
| A union | 1.36 (26) | 1.28 (48) |
| Employees | 1.16 (38) | 4.27 (89) |
| The Internet | NA | 5.50 (490) |
| Existing company policies or practices | NA | 2.83 (849) |
| Some other source | 5.11 (128) | 2.21 (177) |

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Establishments.

Table 6.2SE. Standard Errors for Table 6.2: How Employees First Learned About the Family and Medical Leave Act: 2000 Survey

| | Employees Aware of FMLA SE (N) |
|-------------------------------|---|
| Media (TV, newspapers, etc.) | 1.82 (601) |
| Co-workers | 0.84 (71) |
| Employer gave out information | 1.77 (613) |
| Posters | 0.70 (67) |
| Internet | 0.16 (5) |
| Family member | 0.60 (56) |
| Union gave out information | 0.41 (27) |
| Other way | 0.82 (97) |

Source: 2000 Survey of Employees.

Table 6.3SE. Standard Errors for Table 6.3: Methods Used to Cover Work When an Employee Takes Leave for a Week or Longer: 2000 Survey

| | Covered Establishments | |
|--|---------------------------------------|---------------------------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Establishment Covers Leave By: | | |
| Assigning work temporarily to other employees | 1.13 (712) | 0.47 (1024) |
| Hiring an outside temporary replacement | 4.70 (462) | 6.22 (559) |
| Hiring a permanent replacement | 4.00 (101) | 0.97 (71) |
| Putting work on hold until the employee returns from leave | 5.28 (108) | 3.60 (196) |
| Having the employee perform some work while on leave | 2.78 (158) | 1.22 (143) |
| Some other method | 0.77 (30) | 5.86 (60) |

Source: 1995 and 2000 Survey of Establishments.

**Table 6.4SE. Standard Errors for Table 6.4: Effects of FMLA-Related Administrative Activities:
1995 and 2000 Surveys**

| | Covered Establishments | |
|--|-----------------------------|-----------------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Maintaining Additional Record-Keeping | | |
| <i>Very/Somewhat easy</i> | 4.07 (365) | 6.81 (483) |
| <i>Very/Somewhat difficult</i> | 4.07 (297) | 6.81 (439) |
| Determining Whether the Act Applies to the Organization | | |
| <i>Very/Somewhat easy</i> | 4.32 (615) | 4.59 (827) |
| <i>Very/Somewhat difficult</i> | 4.32 (59) | 4.59 (107) |
| Determining Whether Certain Employees are Eligible | | |
| <i>Very/Somewhat easy</i> | 2.05 (531) | 2.90 (740) |
| <i>Very/Somewhat difficult</i> | 2.05 (138) | 2.90 (198) |
| Coordinating State and Federal Leave Policies | | |
| <i>Very/Somewhat easy</i> | 4.31 (468) | 8.33 (553) |
| <i>Very/Somewhat difficult</i> | 4.31 (150) | 8.33 (345) |
| Coordinating the Act with Other Federal Laws ⁽¹⁾ | | |
| <i>Very/Somewhat easy</i> | 4.60 (399) | 6.06 (454) |
| <i>Very/Somewhat difficult</i> | 4.60 (236) | 6.06 (463) |
| Coordinating the Act with Other Leave Policies | | |
| <i>Very/Somewhat easy</i> | 5.99 (488) | 5.48 (569) |
| <i>Very/Somewhat difficult</i> | 5.99 (177) | 5.48 (355) |
| Coordinating the Act with Employee Attendance Policies | | |
| <i>Very/Somewhat easy</i> | NA | 7.07 (573) |
| <i>Very/Somewhat difficult</i> | NA | 7.07 (356) |

Table 6.4SE. Standard Errors for Table 6.4: Effects of FMLA-Related Administrative Activities: 1995 and 2000 Surveys (continued)

| | Covered Establishments | |
|---|------------------------|--------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Administering FMLA's Notification, Designation, and Certification Requirements | | |
| <i>Very/Somewhat easy</i> | NA | 5.58 (471) |
| <i>Very/Somewhat difficult</i> | NA | 5.58 (452) |
| Determining if a Health Condition is a Serious Health Condition Under FMLA | | |
| <i>Very/Somewhat easy</i> | NA | 5.27 (517) |
| <i>Very/Somewhat difficult</i> | NA | 5.27 (404) |
| Overall Ease of Complying with FMLA | | |
| <i>Very/Somewhat easy</i> | 2.75 (459) | 5.95 (584) |
| <i>Very/Somewhat difficult</i> | 2.75 (215) | 5.95 (357) |

(1) In the 1995 survey, the wording was slightly different. "Pre-existing" was used instead of "Other."

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Establishments.

Table 6.5SE. Standard Errors for Table 6.5: Effects of Complying with FMLA on Business and Employee Performance: 1995 and 2000 Surveys

| | Covered Establishments | |
|-----------------------------|-----------------------------|-----------------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Business Effects | | |
| Productivity | | |
| <i>Positive effect</i> | 3.08 (47) | 1.45 (109) |
| <i>Negative effect</i> | 1.71 (107) | 6.62 (155) |
| <i>No noticeable effect</i> | 3.42 (509) | 6.67 (657) |
| Profitability | | |
| <i>Positive effect</i> | 0.53 (19) | 0.56 (44) |
| <i>Negative effect</i> | 1.51 (87) | 1.72 (156) |
| <i>No noticeable effect</i> | 1.67 (523) | 1.97 (690) |
| Growth | | |
| <i>Positive effect</i> | 0.55 (16) | 0.89 (32) |
| <i>Negative effect</i> | 1.41 (20) | 7.20 (46) |
| <i>No noticeable effect</i> | 1.53 (607) | 7.28 (817) |
| Employee Effects | | |
| Productivity | | |
| <i>Positive effect</i> | 3.84 (90) | 6.31 (124) |
| <i>Negative effect</i> | 1.17 (82) | 6.51 (169) |
| <i>No noticeable effect</i> | 4.17 (483) | 7.14 (617) |
| Absences | | |
| <i>Positive effect</i> | 1.90 (46) | 1.30 (82) |
| <i>Negative effect</i> | 1.01 (105) | 6.78 (192) |
| <i>No noticeable effect</i> | 2.33 (504) | 6.67 (640) |

Table 6.5SE. Standard Errors for Table 6.5: Effects of Complying with FMLA on Business and Employee Performance: 1995 and 2000 Surveys (continued)

| | Covered Establishments | |
|-----------------------------|-----------------------------|-----------------------------|
| | 1995 Survey SE (N) | 2000 Survey SE (N) |
| Turnover | | |
| <i>Positive effect</i> | 1.65 (42) | 1.66 (92) |
| <i>Negative effect</i> | 0.26 (9) | 7.21 (28) |
| <i>No noticeable effect</i> | 1.68 (612) | 6.88 (798) |
| Career Advancement | | |
| <i>Positive effect</i> | 4.22 (33) | 1.06 (58) |
| <i>Negative effect</i> | 0.39 (7) | 0.21 (8) |
| <i>No noticeable effect</i> | 4.21 (629) | 1.08 (856) |
| Morale | | |
| <i>Positive effect</i> | NA | 2.98 (292) |
| <i>Negative effect</i> | NA | 6.90 (87) |
| <i>No noticeable effect</i> | NA | 5.40 (541) |

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Establishments.