

FAMILY AND MEDICAL LEAVE ACT: Employee Survey
CATI/SAS Codebook

SAS V#

V1 Respondent ID (1/9999)

V7 A1. Are you currently on leave from work?

1. YES

5. NO

8. DK

9. RF

0. INAP

V8 A2. How many leaves have you taken since January 1, 1994?

Code NUMBER OF LEAVES (1-4)

0. INAP

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V9 A3. IF 94(1): What was the reason for the leave?
 ELSE 94(G1): What was the reason for the longest leave?

01. OWN HEALTH CONDITION, EXCEPT MATERNITY-RELATED ILLNESS
 02. FOR MATERNITY-RELATED DISABILITY, SUCH AS MORNING SICKNESS OR TOXEMIA
 03. PARENT TO CARE FOR NEWBORN
 04. PARENT FOR ADOPTION OR FOSTER PLACEMENT
 05. CHILD'S HEALTH CONDITION
 06. SPOUSE'S HEALTH CONDITION
 07. PARENT'S HEALTH CONDITION

0 in A3-A17c	08. OTHER RELATIVE'S HEALTH CONDITION
	09. OTHER NON-RELATIVE'S HEALTH CONDITION
	10. DK
	11. RF
	00. INAP

V10 A3a. IF 94(1)+93(1): How long did the leave last so far?
 ELSE: How long did your leave last?
 A3A. DAYS

Code DAYS (1-90)

V11 A3B. WEEKS

Code WEEKS (1-90)

V12 A3C. MONTHS

Code MONTHS (1-17)

if:A1(*NOT* YES) *OR* A2(1): SKIP to:Q-101T

V13 A3d. Is your current leave the longest leave you have taken since
 Jan. 1, 1994?

- 1. YES
- 5. NO
- 0. INAP

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- A4. IF 94(1): I'm going to read you some reasons why some people might be worried about taking family or medical leave. For each of these please tell me if you were worried.
- A4. ELSE 94(G1): Please think about the leave that lasted the longest when you answer the rest of my quesitons during this interview.
I'm going to read you some reasons why people might be worried about taking family or medical leave. For each of thest please tell me if you were worried.

V14 A4a. Were you worried about taking family or medical leave because you thought you might lose your job if you took leave?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

V15 A4b. (Were you worried about taking family or medical leave) because you thought taking leave might hurt your job advancement?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

V16 A4c. (Were you worried about taking family or medical leave) because you would lose your seniority?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

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V17 A5. Did you take the leave all at once or did you alternate between work and leave?

0 in A5a

- 1. ALL AT ONCE
- 2. ALTERNATE BETWEEN WORK AND LEAVE
- 8. DK
- 9. NA
- 0. INAP

V18 A5a. Did you take leave on a regular routine or as needed?

- 1. REGULAR ROUTINE
- 2. AS NEEDED
- 8. DK
- 9. NA
- 0. INAP, 1 in A5

V19 A6. Did you lose any of your benefits during your leave, or didn't you have any?

1. YES

0 in A6a

- 5. NO
- 7. DON'T HAVE ANY
- 8. DK
- 9. RF
- 0. INAP

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V20 A6a. What benefits did you lose?

V21

V22

V23

V24

1. HEALTH INSURANCE
2. LIFE INSURANCE
3. DISABILITY INSURANCE
4. PENSION CONTRIBUTIONS

7. OTHER (SPECIFY)

8. DK
9. RF

0. INAP, 5 or 7 in A6

V25 A7. Was the leave fully paid, unpaid, or partially paid?

1. FULLY PAID (TIME STAMP)
2. UNPAID
3. PARTIALLY PAID

8. DK
9. RF

0. INAP

V26 A8a. In order to cover lost wages or salary during the leave, did you use savings that you had earmarked for this situation?

1. YES
5. NO

8. DK
9. RF

0. INAP

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- V27 A8b. (In order to cover lost wages or salary during the leave,) did
you use savings earmarked for something else?
1. YES
 5. NO
 8. DK
 9. RF
 0. INAP
- V28 A8c. (In order to cover lost wages or salary during the leave,) did
you borrow money to cover lost wages?
1. YES
 5. NO
 8. DK
 9. RF
 0. INAP
- V29 A8d. (In order to cover lost wages or salary during the leave,) did
you go on public assistance?
1. YES
 5. NO
 8. DK
 9. RF
 0. INAP
- V30 A8e. (In order to cover lost wages or salary during the leave,) did
you limit extras?
1. YES
 5. NO
 8. DK
 9. RF
 0. INAP

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V31 A8f. (In order to cover lost wages or salary during the leave,) did
you put off paying your bills?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

V32 A8g. (In order to cover lost wages or salary during the leave,) did
you cut your leave time short?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

V33 A8h. (In order to cover lost wages or salary during the leave,) did
you do anything else?

- 1. YES (SPECIFY)
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

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A9. Now I am going to ask you some questions about how your work was covered while you were away on your leave.
DEF: COVER YOUR WORK MEANS -- WHAT YOUR EMPLOYER DID WHILE YOU WERE AWAY TO MAKE SURE THE WORK YOU USUALLY DID WAS DONE.

V34 A9a. Did your employer cover your work by assigning it to other employees?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

V35 A9b. (Did your employer cover your work) by hiring a permanent employee?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

V36 A9c. (Did your employer cover your work) by hiring an outside temporary worker?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

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V37 A9d. Did your employer do anything else to cover your work?

- 1. YES (SPECIFY)
- 5. NO
- 8. DK
- 9. RF
- 0. INAP

V38 A10. After your leave ended, did you go back to work for the same employer, a new employer, or did you not return to work at all?

- 0 in A10a
- 1. SAME EMPLOYER
 - 2. NEW EMPLOYER
 - 3. NOT RETURN TO WORK
 - 8. DK
 - 9. RF
 - 0. INAP

A10a. Why didn't you return to work?

OPEN END RESPONSE

A11. I am going to read you some reasons that people return to work after taking leave.

V39 A11a. Was a reason you returned to work because you no longer needed to be on leave?

- 0 in A11aa
- 1. YES
 - 5. NO
 - 8. DK
 - 9. RF
 - 0. INAP

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V40 A11aa. Why did you no longer need to be on leave?

1. R BETTER
2. CHILD BETTER
3. SPOUSE BETTER
4. PARENT BETTER
5. OTHER CARE FOR NEWBORN/ADOPTED/FOSTER OBTAINED

7. OTHER (SPECIFY)

8. DK
9. RF

0. INAP, 5, 8-9 in A11a

V41 A11b. (Was a reason you returned to work) because you couldn't afford financially to take more time?

1. YES
5. NO

8. DK
9. RF

0. INAP

V42 A11c. (Was a reason you returned to work) because you just wanted to get back to work?

1. YES
5. NO

8. DK
9. RF

0. INAP

if:A10(NEW EMPLOYER): SKIP to:Q-144T

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V43 A11d. Was a reason you returned to work because you used up all the
leave time you were allowed?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

V44 A11e. (Was a reason you returned to work) because you felt pressured
by your boss and/or coworkers to come back?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

V45 A11f. (Was a reason you returned to work) because you had too much
work to do to stay away longer?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

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V46 A12. After your leave, did you return to the same or an equal position, a higher position, or a lower position than you had before the leave?

- 0 in A12a
- 1. SAME OR EQUAL POSITION
 - 2. HIGHER POSITION
 - 3. LOWER POSITION
 - 8. DK
 - 9. RF
 - 0. INAP

V47 A12a. Did you choose to take a lower position or did your employer ask you to take a lower position?

- 1. R CHOSE
- 2. EMPLOYER ASKED
- 8. DK
- 9. RF
- 0. INAP, 1-2, 8-9, 0 in A12

V48 A13. Do you think you would have taken leave if you had received only half your pay?

- 1. YES
- 0 in A14
- 5. NO
- 8. DK
- 9. RF
- 0. INAP

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- V49 A14. Do you think you would have taken leave if you had received no pay at all?
-
1. YES
5. NO

8. DK
9. RF

0. INAP
- V50 A15. Now I'm going to ask you some questions about your feelings regarding your leave.
- How easy or difficult was it to get your employer to let you take time off -- would you say it was very easy, somewhat easy, neither easy nor difficult, somewhat difficult, or very difficult?
-
1. VERY EASY
2. SOMEWHAT EASY
3. NEITHER EASY NOR DIFFICULT
4. SOMEWHAT DIFFICULT
5. VERY DIFFICULT

8. DK
9. RF

0. INAP
- V51 A16. How satisfied were you with the amount of time you took off, would you say very satisfied, somewhat satisfied, neither satisfied nor dissatisfied, somewhat dissatisfied, or very dissatisfied?
-
1. VERY SATISFIED
2. SOMEWHAT SATISFIED
3. NEITHER SATISFIED NOR DISSATISFIED
4. SOMEWHAT DISSATISFIED
5. VERY DISSATISFIED

8. DK
9. RF

0. INAP

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- V55 B1. What were the reasons you needed to take leave from work?
- V56
- V57 01. OWN HEALTH CONDITION, EXCEPT MATERNITY-RELATED ILLNESS
- V58 02. FOR MATERNITY-RELATED DISABILITY, SUCH AS MORNING SICKNESS
- V59 OR TOXEMIA
- V60 03. PARENT TO CARE FOR NEWBORN
- V61 04. PARENT FOR ADOPTION OR FOSTER PLACEMENT
- V62 05. CHILD'S HEALTH CONDITION
- V63 06. SPOUSE'S HEALTH CONDITION
07. PARENT'S HEALTH CONDITION
08. OTHER RELATIVE'S HEALTH CONDITION
09. OTHER NON-RELATIVE'S HEALTH CONDITION
10. DK
11. RF
00. INAP
- B2. I am going to read you some reasons people don't take leave from work. Please tell me all that apply to you.
- V64 B2a. Was a reason you didn't take a leave because you thought you might lose your job?
1. YES
5. NO
8. DK
9. RF
0. INAP
- V65 B2b. Was a reason you didn't take a leave because you thought you might hurt your job advancement?
1. YES
5. NO
8. DK
9. RF
0. INAP

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V66 B2c. (Was a reason you didn't take a leave) because you didn't want
to lose your seniority?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

V67 B2d. (Was a reason you didn't take a leave) because you hadn't
worked for your employer long enough to be eligible?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

V68 B2e. (Was a reason you didn't take a leave) because your employer
denied your request?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

V69 B2f. (Was a reason you didn't take a leave) because you couldn't
afford to?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

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V70 B2g. (Was a reason you didn't take a leave) because you wanted to
save your leave time?

- 1. YES
- 5. NO
- 8. DK
- 9. RF
- 0. INAP

V71 B2h. (Was a reason you didn't take a leave) because your work is 'too
important?

- 1. YES
- 5. NO
- 8. DK
- 9. RF
- 0. INAP

B2i. Was there some other reason you didn't take a leave?

OPEN END RESPONSE

B3/4. Since you did not take leave, what did you do to take care of
your situation?

OPEN END RESPONSE

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V72 C1. Do you currently take care of a newborn, newly adopted child, new foster child, or a relative with a serious health condition on a daily basis?

- 1. YES
- 5. NO
- 8. DK
- 9. RF
- 0. INAP

V73 C1a. Whom do you care for?
 V74 IWER: CODE IN-LAWS IN OTHER RELATIVE

- V75
- V76 02. NEWBORN
- V77 03. NEWLY ADOPTED
- V78 04. NEW FOSTER CHILD
- V79 05. CHILD
- V80 06. SPOUSE
- 07. PARENT
- 08. OTHER RELATIVE
- 09. OTHER NON-RELATIVE
- 10. DK
- 11. RF
- 00. INAP, 5, 8-9, 0 in C1

V81 C1b. For the next question, please think about time you took off from work since January 1, 1994 (i.e., the past 18 months) before you were sick. What was the largest number of sick days in a row that you took off from work in this period?

Code number of days (000-640)

- 998. DK
- 999. RF
- 000. None; INAP

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V82 C2. Over the next 5 years, how likely do you think it is that you will need to take a leave from work for your own serious health condition, the serious health condition of a child, spouse, or parent, or for the arrival of a newborn, newly adopted or new foster child -- would you say very likely, somewhat likely, somewhat unlikely or very unlikely?

1. VERY LIKELY
2. SOMEWHAT LIKELY
3. SOMEWHAT UNLIKELY
4. VERY UNLIKELY
8. DK
9. RF
0. INAP

0 in C2a

V83 C2a. Who do you think that person or persons will be?
 V84 IWER: CODE IN-LAWS IN OTHER RELATIVE

V85

- V86 01. SELF
- V87 02. NEWBORN
- V88 03. NEWLY ADOPTED
- V89 04. NEW FOSTER CHILD
- V90 05. CHILD
- V91 06. SPOUSE
07. PARENT
08. OTHER RELATIVE
09. OTHER NON-RELATIVE
10. DK
11. RF
00. INAP

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V92 C3. Have you ever heard about the Federal Family and Medical Leave Act of 1993? (IWER: DO NOT PROBE 'DK')

1. YES

0 in C4-C6

5. NO

8. DK

9. RF

0. INAP

V93 C4. How did you first learn about the Family and Medical Leave Act?

1. MEDIA (TV, NEWSPAPER, ETC.)
2. COWORKERS
3. EMPLOYER GAVE OUT INFORMATION
4. FAMILY MEMBER
5. UNION GAVE OUT INFORMATION

7. OTHER (SPECIFY)

8. DK

9. RF

0. INAP, 5, 8-9, 0 in C3

V94 C5. Do you think you are eligible to take advantage of the Federal Family and Medical Leave Act of 1993, or don't you know? (IWER: DO NOT PROBE 'DK')

1. YES

5. NO

8. DK

9. RF

0. INAP, 5, 8-9, 0 in C3

if:A1(*NOT* ANSWERED): SKIP to:C7

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V95 C6. Was the leave you just told me about during this interview taken under the Federal Family and Medical Leave Act of 1993?

1. YES
5. NO

8. DK
9. RF

0. INAP, 5, 8-9, 0 in C3

if: !22AM13(10) (> 500): SKIP to: C7A-2

C7. Please tell me whether you agree or disagree with the following statements.

V96 C7a-1. Every employee should be able to have up to 12 weeks of unpaid leave in a year from work for family and medical problems. (Do you agree or disagree with that statement?)

1. AGREE
2. DISAGREE

8. DK
9. RF

0. INAP

V97 C7b-1. Having to provide employees with up to 12 weeks of unpaid leave in a year from work for family and medical problems is an unfair burden to employees' coworkers. (Do you agree or disagree with that statement?)

1. AGREE
2. DISAGREE

8. DK
9. RF

0. INAP

if: !22AM13(10) (< = 500): SKIP to: Q-204T

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V98 C7a-2. Having to provide employees with up to 12 weeks of unpaid leave in a year from work for family and medical problems is an unfair burden to employees' coworkers. (Do you agree or disagree with that statement?)

- 1. AGREE
- 2. DISAGREE

- 8. DK
- 9. RF

- 0. INAP

V99 C7b-2. Every employee should be able to have up to 12 weeks of unpaid leave in a year from work for family and medical problems. (Do you agree or disagree with that statement?)

- 1. AGREE
- 2. DISAGREE

- 8. DK
- 9. RF

- 0. INAP

V100 C8. Next are questions about your work. Are you currently employed?

- 1. YES
- 5. NO

- 8. DK
- 9. RF

- 0. INAP

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V101 C8b. IF 206(1)+93(NA)+169(NA): Are you salaried on this job, paid by the hour, or what?
 ELSE: Were you salaried on that job, paid by the hour, or what?

1. SALARIED
2. HOURLY
3. PIECE WORK/COMMISSION
7. OTHER/COMBINATION
8. DK
9. RF
0. INAP

V102 C9. IF 206(1)+93(NA)+169(NA): Are you covered by a union contract?
 ELSE: Were you covered by a union contract?

1. YES
5. NO
8. DK
9. RF
0. INAP

V103 C10. IF 206(1)+93(NA)+169(NA): At the place where you work (i.e., the site -- store, building) would you say there are fewer than 50 permanent employees or 50 or more permanent employees?
 ELSE: At the place where you worked (i.e., the site -- store, building) would you say there were fewer than 50 permanent employees or 50 or more permanent employees?

1. FEWER THAN 50
2. 50 OR MORE
8. DK
9. RF
0. INAP

0. in C11

SAS V#

V104 C11. IF 206(1)+93(NA)+169(NA): Counting all of the sites in your organization, would you say there are fewer than 50 permanent employees or 50 or more permanent employees within 75 miles of where you work?
 ELSE: Counting all of the sites in your organization, would you say there were fewer than 50 permanent employees or 50 or more permanent employees within 75 miles of where you worked?

1. FEWER THAN 50
2. 50 OR MORE
8. DK
9. RF
0. INAP, 2 in 210

V105 C12. IF 206(1)+93(A): Since January 1, 1994, have you worked continuously for the same employer except for the leave you just told me about?
 ELSE 206(1)+169(A): Since January 1, 1994, have you worked continuously for the same employer?
 ELSE 206(N1)+93(A): During the time you were employed between January 1, 1994 and the present, had you worked continuously for the same employer except for the leave you just told me about?
 ELSE 206(N1)+169(A): During the time you were employed between January 1, 1994 and the present, had you worked continuously for the same employer?
 ELSE 206(N1)+93(NA)+169(NA): During the time you were employed between January 1, 1994 and the present, had you worked continuously for the same employer?
 ELSE: Since January 1, 1994, have you worked continuously for the same employer?

1. YES
5. NO
8. DK
9. RF
0. INAP

0 in C13-C14

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V106 C13. IF 206(1)+93(A): Since January 1, 1994, have you always been a full-time employee except for the leave you just told me about?
ELSE 206(1)+169(A): Since January 1, 1994, have you always been a full-time employee?
ELSE 206(N1)+93(A): During the time you were employed between January 1, 1994 and the present, had you always been a full-time employee except for the leave you just told me about?
ELSE 206(N1)+169(A): During the time you were employed between January 1, 1994 and the present, had you always been a full-time employee?
ELSE 206(N1)+93(NA)+169(NA): During the time you were employed between January 1, 1994 and the present, had you always been a full-time employee?
ELSE: Since January 1, 1994, have you always been a full-time employee?

0 in C14-C15a

1. YES
5. NO
8. DK
9. RF
0. INAP

V107 C14. IF 206(1): Since January 1, 1994, how many hours per week did you work on average?
ELSE: During the time you were employed between January 1, 1994 and the present, how many hours per week did you work on average?

Code 1 - 96 ACTUAL HOURS

97. 97 OR MORE HOURS

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V108 C15.

IF 206(1)+93(A): Please continue to think about your employment situation during the time you took your leave.

For how many months from January 1, 1994 to the present did you work for that employer?

ELSE 206(1)+169(A): Please continue to think about your employment situation during the time you needed to take your leave.

For how many months from January 1, 1994 to the present did you work for that employer?

ELSE 206(N1)+93(A): Please continue to think about your employment situation during the time you took your leave.

During the time you were employed between January 1, 1994 and the present, for how many months did you work for that employer?

ELSE 206(N1)+169(A): Please continue to think about your employment situation during the time you needed to take your leave.

During the time you were employed between January 1, 1994 and the present, for how many months did you work for that employer?

ELSE 206(N1): Please continue to think about the employer you worked for the longest in the period from January 1, 1994 to the present.

During the time you were employed between January 1, 1994 and the present, for how many months did you work for that employer?

ELSE 206(1): For the next questions, think of the employer you worked for the longest in the period from January 1, 1994 to the present.

For how many months during that time period did you work for that employer?

Code MONTHS (1/97)

V109 C15a.

On average how many hours per week did you work for that employer?

Code 1 - 96 ACTUAL HOURS

97. 97 OR MORE HOURS

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V110 D1. Are you currently married, living with a partner, separated, divorced, widowed, or have you never been married?

1. MARRIED
2. LIVING WITH PARTNER
3. SEPARATED
4. DIVORCED
5. WIDOWED
6. NEVER BEEN MARRIED

8. DK
9. RF

0. INAP

V111 D2. Do you consider yourself Hispanic or Latino?

1. YES

0 in D2a

5. NO

8. DK

9. RF

0. INAP

V112 D2a. Would you say you are Mexican American, Chicano, Puerto Rican, Cuban or something else?

1. MEXICAN AMERICAN/CHICANO

2. PUERTO RICAN

3. CUBAN

7. OTHER (SPECIFY)

8. DK

9. NA

0. INAP, 5, 8-9, 0 in D2

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V113 D2b. Do you consider yourself primarily white or Caucasian, Black or African American, American Indian, Alaskan Native, Asian, or Pacific Islander?

1. WHITE/CAUCASIAN
2. BLACK/AFRICAN AMERICAN
3. AMERICAN INDIAN OR ALASKAN NATIVE
4. ASIAN OR PACIFIC ISLANDER

7. OTHER (SPECIFY)

8. DK
9. RF

0. INAP

V114 D3. How many of your own children under 18 do you have living with you?

Code NUMBER OF CHILDREN (0/97)

V115 D4. Would you say the highest level of education you have completed is less than high school, some high school, high school graduate or GED, some college, college graduate, or graduate school?

1. LESS THAN HIGH SCHOOL
2. SOME HIGH SCHOOL
3. HIGH SCHOOL GRADUATE OR GED
4. SOME COLLEGE
5. COLLEGE GRADUATE
6. GRADUATE SCHOOL

8. DK
9. RF

0. INAP

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V116 D5.

To get a picture of people's financial situation we need to know the general range of income of all people we interview. Now, thinking about your total family income before taxes from all sources including your job (and your spouse's job), how much did you receive in 1994?

Code ACTUAL AMOUNT (1/999996)

0 in D5a-j — 1-999996.
999997. AMOUNT OUT OF RANGE

if:D5(*NOT* DK *AND* *NOT* RF): SKIP to:END OF SECT

V117 D5a. Did you receive \$35,000 or more in 1994?

1. YES

0 in D5b-e — 5. NO
8. DK
9. RF
0. INAP

V118 D5b. Was it \$40,000 or above?

1. YES

0 in D5c-j — 5. NO
8. DK
9. RF
0. INAP

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V119 D5c. Was it \$50,000 or above?

1. YES

0 in D5d-j

5. NO

8. DK

9. RF

0. INAP

V120 D5d. Was it \$75,000 or above?

1. YES

0 in D5e-j

5. NO

8. DK

9. RF

0. INAP

V121 D5e. Was it \$100,000 or above?

1. YES

5. NO

8. DK

9. RF

0. INAP

if:D5A(YES): SKIP to:END OF SECT

V122 D5f. Was it \$30,000 or above?

0 in D5g-j

1. YES

5. NO

8. DK

9. RF

0. INAP

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V123 D5g. Was it \$20,000 or above?

- | | |
|------------|--------|
| 0 in D5h-j | 1. YES |
|------------|--------|
- 5. NO
 - 8. DK
 - 9. RF
 - 0. INAP

V124 D5h. Was it \$10,000 or above?

- | | |
|----------|--------|
| 0 in D5j | 1. YES |
|----------|--------|
- 5. NO
 - 8. DK
 - 9. RF
 - 0. INAP

V125 D5i. Was it \$5,000 or above?

- 1. YES
- 5. NO
- 8. DK
- 9. RF
- 0. INAP

V126

IW STATUS

- 1. LEAVE TAKER
- 2. LEAVE NEEDEE
- 3. NOT LT AND LN

if:Q-79(SELF) ::1: SKIP to:LENGTH SECT

if:Q-79(PROXY R) ::2: SKIP to:LENGTH SECT

SAS V#

AGE _____ R'S AGE

SEX _____ R'S SEX