



# Employee and Worksite Perspectives of the Family and Medical Leave Act: Supplemental Results from the 2018 Surveys

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## Appendix A. Key Definitions

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This appendix describes how key analysis variables used in this report were created to inform interpretation of the results presented in this appendix and in the main report. (Details on survey methodology, such as sampling design, response rates, and weighting, can be found in the separate Methodological Report volume.) Key topics include: definitions of worksite FMLA coverage (Section A.1), employee FMLA eligibility (Section A.2), definition of paid leave state status (Section A.3), and definition of low-wage workers (Section A.4)

### A.1 Worksite FMLA Coverage Status

All worksites that are part of a private-sector employer (firm) of at least 50 employees are covered by FMLA.<sup>1</sup> However, a worksite covered by FMLA only has FMLA-eligible employees if there are at least 50 employees who work at the worksite or within 75 miles of the worksite. The definition for *estimated FMLA coverage* used in the 2018 Worksite Survey is the same as this definition used in the 2012 Worksite Survey based on firm size alone. A worksite is estimated to be covered if it reported the firm as having at least 50 employees.<sup>2</sup>

Worksites also were asked to self-report whether they were covered by FMLA. Unless otherwise noted, **2018 Worksite Survey analyses group worksites based on self-reported FMLA coverage** and not by estimated FMLA coverage based on reported firm size. A key reason for this decision is that worksites' self-reported coverage defined which set of survey questions a worksite received. Worksites that reported being covered by FMLA received a detailed set of questions on their FMLA policies and procedures and their experiences with FMLA. Those that reported that they were not covered (or that they were not sure of their coverage status) were asked an abbreviated set of questions about leave taking. (A separate set of core questions were asked of all worksites).

### A.2 Employee FMLA Eligibility Status

Employees are eligible for FMLA if they work for an employer covered by FMLA and the individual (1) works at a worksite with at least 50 employees onsite or within 75 miles of the worksite, (2) has 12 months of tenure with the employer, and (3) has at least 1,250 hours of service for the employer in the last year (on average approximately 24 hours per week).<sup>3</sup> FMLA-eligible employees may take up to 12 weeks of unpaid leave from work within a 12-month period for the following FMLA-qualifying reasons: (1) for their own serious health condition, (2) to care for an immediate family member (child, spouse,<sup>4</sup> or parent) with a serious health condition, (3) for a new child (birth, adoption, or foster placement), and (4) for the military deployment of an immediate family member. FMLA-eligible employees may also take up to 26

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<sup>1</sup> A private-sector employer is covered by the FMLA if it employs 50 or more employees (combined across all worksites) in 20 or more workweeks in the current or preceding calendar year. Public agencies (federal, state or local) and local education agencies (public school boards, public elementary and secondary schools, and private elementary and secondary schools) are covered regardless of the number of employees they employ. The Worksite Survey in the current and all prior survey waves samples only private-sector employers.

<sup>2</sup> For the purposes of the 1995 and 2000 FMLA survey reports, an establishment was instead considered “covered” only if it had at least 50 or more employees working onsite or within 75 miles such that the worksite was large enough to have FMLA-eligible employees. In the 2012 Worksite Survey, the definition of “covered worksite” dropped this requirement.

<sup>3</sup> Special eligibility rules apply to airline flight crew employees.

<sup>4</sup> In 2015 the regulatory definition of “spouse” was expanded to cover same-sex marriages, pursuant to a Supreme Court decision. In 2010, DOL issued public guidance on the application of “in loco parentis” to the definition of parent and child under the FMLA: <https://www.dol.gov/whd/regs/compliance/whdfs28c.pdf>.



weeks of unpaid leave per year to care for the serious injury or illness of an immediate family member who is a covered military service member.

For the 2018 Employee Survey, *estimated employee FMLA eligibility status* is based on the start of the 12-month reference period and employee information on their employment 12 months before the interview (worksites size, tenure, and usual hours worked).

For those employees who are employed at the time of the survey and have heard of FMLA, survey respondents were asked to self-report their FMLA eligibility.

In contrast to the results for the 2018 Worksite Survey analyses, **2018 Employee Survey analyses group employees by estimated FMLA eligibility**, rather than by employees' self-reported eligibility. We group results by estimated FMLA eligibility rather than self-reported eligibility. A key reason for this choice is that only a subset of employees were asked to self-report their eligibility.

### A.3 Paid Leave State Status and New York State Paid Leave Classification

Although FMLA-eligible employees are guaranteed job-protected access to leave, federal policies do not require employers to offer pay to employees for FMLA-designated leave. FMLA does allow employers to require or employees to choose to use other types of paid leave concurrent with their FMLA leave, such as paid sick or vacation time. Some states offer paid family and medical leave to employees, termed *paid leave states* for this study in contrast to *non-paid leave states*. **For the purposes of this study, “paid leave states” include California, New Jersey, Rhode Island, and (starting in January 2018) New York.**

New York State is a special case, as its paid leave program went into effect on January 1, 2018, which was after the survey fielding period had started. In addition, both the 2018 Employee and 2018 Worksite Surveys collected information based on a 12-month reference period. **For study analyses, early New York State respondents are treated as being part of the “non-paid” sample, and later New York State respondents were treated as part of the “paid” sample.** Specifically, all New York State respondents whose information was collected for a 12-month period that began before July 1, 2017 are included in the “non-paid” sample, because the majority of their 12-month recall period occurred before paid leave went into effect on January 1, 2018. All respondents whose information was collected for a 12-month period beginning on or after July 1, 2017 were included in the “paid” sample, as the majority of their 12-month recall period occurred after paid leave went into effect.

An attractive approach would be to give each New York respondent a paid leave “weight” equal to the fraction of their reference period that fell after paid leave went into effect, rather than giving them a value of 0 or 1 for the “paid leave state” indicator variable. Using this approach, New York respondents would contribute to the paid leave state and not paid leave states in proportion to their time under each regime. This option is infeasible for privacy reasons because New York State respondents would be easily identifiable in the public use file. The New York sample is relatively small (about 6 percent of Employee Survey sample), and, for the Employee Survey sample, over 60 percent (64 percent) of New York respondents were surveyed in December 2018 or later. As a result, this analytic decision has little impact on the estimated results. For example, using the fractional approach gives an estimated leave-taking rate in the paid-leave sample of 14.8 percent, compared to 14.9 percent when we set the cut off at July 1, 2017 (see Chapter 5).<sup>5</sup>

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<sup>5</sup> Additional sensitivity analyses were performed: If the cut off is set at June 1, 2019, the estimate remains 14.9 percent; if set at August 1, 2019, the estimate is 14.8 percent. Finally, if all New York respondents who were interviewed before January 1, 2019 (after which the full 12-month reference period occurred with paid leave available) are excluded, the estimate remains 14.9 percent.

Although the District of Columbia, Washington, and Massachusetts have passed paid family leave laws, they were not included in the “paid leave” sample because **those laws had not gone into effect** at the time of survey fielding. Other states offer paid leave for a subset of reasons covered under FMLA (e.g., Hawaii’s program offering paid leave for a serious health condition, including disability due to pregnancy), but these states are not included in the “paid leave” sample because **the program does not offer pay for all leave reasons that qualify under FMLA**.

#### **A.4 Low-Wage Worker Status**

The 2018 Employee Survey oversampled households with annual incomes less than \$30,000 in order to capture responses from **low-wage workers, defined as those earning less than \$15 per hour**. For respondents who did not provide sufficient pay information to estimate their hourly wage, low-wage status is imputed based on demographics and employment information. The imputation model was fitted such that the mean predicted low-wage status matches the mean observed low-wage status among respondents with sufficient pay information to estimate hourly wages.



## Appendix B. Detailed Survey Results

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This section provides detailed survey results, including both more detailed information underlying exhibits presented in the technical report and additional exhibits not displayed in the technical report. Standard errors are presented in lieu of confidence intervals for parsimony. Where statistical tests are performed, exact  $p$ -values (rounded to three decimal places) are also provided.

Confidence intervals may be calculated from the standard errors presented in these tables by multiplying the standard error by the desired critical value (e.g., 1.96 for a 95 percent confidence interval) and then subtracting that value from the estimate to generate the lower bound and adding that value to the estimate to generate the upper bound. For example, to obtain the 95 percent confidence interval for the percent of employees who are eligible for FMLA in Supplemental Exhibit B2-1, multiplying the standard error of 1.7 by 1.96 gives a value of 3.332. Subtracting and adding 3.332 to the estimate of 56.2 gives a rounded 95 percent confidence interval of [52.9, 59.5]. A Public Use File of data from the 2018 Surveys is also available.

Response units (e.g., percentages, days) are generally labeled on the row of the response. An exception is when a series of response options are mutually exclusive and the response percentages add to 100 percent (some may not add to exactly 100 percent due to rounding). The general response category row is then colored in grey followed by a percent sign (e.g., Percentage of pay received while on leave (%)), and the individual response options do not have percentage signs (e.g., Full pay, Partial pay - more than half, Partial pay - half or less, No pay).

**Appendix Exhibit B1-1. Demographic information on Employee Survey respondents**

|   | Mean | SE <sup>2</sup> |
|---|------|-----------------|
| Female (%)  | 47.8 | 0.0             |
| <b>Education: (%)</b>   |      |                 |
| Less than high school graduate (including GED)                    | 6.3  | 0.9             |
| High school graduate  | 26.5 | 1.4             |
| Some college  | 18.8 | 1.0             |
| Associate's degree  | 10.6 | 0.9             |
| Bachelor's degree   | 23.9 | 0.4             |
| Graduate school   | 13.9 | 0.2             |
| Hispanic (%)  | 17.4 | 0.0             |
| <b>Race (%)</b>   |      |                 |
| Caucasian-only  | 76.4 | 0.8             |
| African American-only   | 12.9 | 0.2             |
| Asian-only  | 6.0  | 0.6             |
| Other (Native American, Pacific Islander, and more than one race) | 4.7  | 1.1             |
| <b>Marital status: (%)</b>  |      |                 |
| Married   | 50.9 | 0.7             |
| Living with a partner   | 9.1  | 0.9             |
| Separated/Divorced/Widowed  | 13.5 | 1.4             |
| Never married   | 26.5 | 2.1             |
| Partner living outside home (%)                                   | 9.8  | 1.1             |
| <b>Number of children under 18 in respondent's care: (%)</b>      |      |                 |
| 0   | 63.0 | 1.5             |
| 1   | 15.9 | 1.5             |
| 2 or more   | 21.2 | 1.2             |
| Respondent is head of single-parent household <sup>1</sup> (%)    | 7.8  | 0.8             |
| Respondent is part of a dual-parent household <sup>1</sup> (%)    | 28.9 | 1.2             |
| One or more adults over 65 in respondent's care (%)               | 9.3  | 1.3             |
| Live in paid leave state (%)                                      | 20.3 | 0.3             |
| <b>Region: (%)</b>  |      |                 |
| Northeast   | 17.5 | 0.6             |
| South   | 35.3 | 1.2             |
| Midwest   | 23.6 | 1.0             |
| West  | 23.6 | 0.6             |
| Average Age (years)   | 42.0 | 0.2             |

Notes: SE = Standard error. Percentages may not add to 100% due to rounding.

<sup>1</sup>Single-parent status is among respondents who report at least one child aged younger than 18 in their care and is defined as those who report that they are not currently living with a partner and are never married, separated, divorced, widowed, or are married with a partner living outside the home; dual-parent status are those who report living with a partner or are married with the partner living inside the home..

<sup>2</sup>Where standard errors round to 0.0, all 95 percent confidence intervals rounded to one decimal place are the same as the point estimate.

Source: Source: Employee Survey S8b/D1, D5, D6, D7, D8, D10, D11, Zip (region is coded from employee reported zip code).

Sample: Sample size is 4,470 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B1-2. Income, earnings, and employment information on Employee Survey respondents**

|  | Mean    | SE     |
|--|---------|--------|
| <b>Own annual earnings<sup>1</sup>:</b>                |         |        |
| Average (\$)   | 55310.0 | 2274.0 |
| Under \$20,000 (%)                                     | 18.0    | 1.4    |
| \$20,000- \$29,999 (%)                                 | 12.5    | 1.2    |
| \$30,000- \$39,999 (%)                                 | 13.0    | 1.2    |
| \$40,000- \$49,999 (%)                                 | 8.6     | 0.7    |
| \$50,000- \$74,999 (%)                                 | 20.8    | 1.4    |
| \$75,000- \$99,999 (%)                                 | 13.6    | 1.2    |
| \$100,000 or more (%)                                  | 13.4    | 1.2    |
| Low-wage worker (earns < \$15/hour) (%)                | 29.8    | 1.4    |
| <b>Family annual income<sup>2</sup>:</b>               |         |        |
| Average (\$)   | 94883.2 | 1829.2 |
| Under \$20,000 (%)                                     | 7.1     | 1.0    |
| \$20,000- \$29,999 (%)                                 | 4.7     | 0.6    |
| \$30,000- \$39,999 (%)                                 | 5.9     | 0.7    |
| \$40,000- \$49,999 (%)                                 | 9.0     | 1.0    |
| \$50,000- \$74,999 (%)                                 | 18.6    | 1.4    |
| \$75,000- \$99,999 (%)                                 | 13.3    | 1.0    |
| \$100,000 or more (%)                                  | 41.4    | 0.9    |
| Currently employed (%)                                 | 91.6    | 1.7    |
| More than one job <sup>3</sup> (%)                     | 11.9    | 1.4    |
| Worked at least 24 hours per week at only/main job (%) | 88.0    | 1.4    |
| Government employee (%)                                | 17.7    | 1.1    |
| Represented by a union (%)                             | 13.5    | 1.1    |
| Contract worker (%)                                    | 10.3    | 1.2    |

Notes: SE = Standard error.

<sup>1</sup>Respondents could report own earnings in multiple units (e.g., per hour vs. per year). To convert to annual pay weekly pay was multiplied by 52, bi-weekly pay by 26, twice-monthly pay by 24, and monthly pay by 12. Percentages may not add to 100% due to rounding.

<sup>2</sup>Respondents could report annual household income either as a single value, or in response to a set of questions identifying an income range. For those who provided range information, to calculate the overall average we use the midpoint of each category and \$150,000 for the top category. Percentages may not add to 100% due to rounding.

<sup>3</sup>Measured at the start of the 12-month reference period. Undefined for those who were not employed at that time.

Source: 2018 FMLA Employee Survey S8b/E0c, D3, D3a, D4a-j, E0b/g, E5, E10.

Sample: Sample size is 4,470 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B1-3. Description of worksites in 2018 Worksite Survey sample**

|   | 2018 2019 Weighted<br>by number of<br>worksites |                 | 2018 2019 Weighted<br>by number of<br>employees |       |
|---|---|-----------------|---|-------|
|   | Mean  | SE <sup>1</sup> | Mean  | SE    |
| <b>Number of employees at worksite: (%)</b>                           |   |                 |   |       |
| Small (1-49 employees)  | 95.5  | 0.0             | 45.5  | 1.9   |
| Medium (50-249 employees)   | 3.9   | 0.0             | 31.0  | 0.4   |
| Large (250-999 employees)   | 0.5   | 0.0             | 14.2  | 0.3   |
| Very large (1,000 or more employees)                                  | 0.1   | 0.0             | 9.4   | 1.7   |
| Number of employees at entire organization                            | 128.0   | 30.7            | 1,671.5   | 310.6 |
| <b>Employee characteristics at the worksite:</b>                      |   |                 |   |       |
| Estimated percent eligible for FMLA (%)                               | 68.1  | 1.7             | 63.3  | 1.1   |
| Represented by a union (%)  | 1.2   | 0.5             | 4.2   | 0.5   |
| Female (%)  | 46.1  | 1.7             | 50.1  | 0.8   |
| <b>Industry: (%)</b>  |   |                 |   |       |
| Manufacturing   | 13.6  | 0.0             | 16.6  | 1.0   |
| Retail  | 20.3  | 0.0             | 22.7  | 0.7   |
| Service   | 30.3  | 0.0             | 25.2  | 3.8   |
| Other   | 35.8  | 0.0             | 35.5  | 3.6   |
| Employs hourly workers earning less than \$15/hour (%)                | 27.1  | 2.0             | 31.9  | 2.1   |
| Located in state offering paid family leave (%)                       | 21.7  | 0.8             | 18.8  | 0.8   |
| Firm has worksites with more than 50 employees in multiple states (%) | 2.7   | 0.6             | 18.2  | 1.2   |
| <b>Region: (%)</b>  |   |                 |   |       |
| Northeast   | 19.1  | 1.6             | 19.7  | 1.1   |
| South   | 35.3  | 1.9             | 32.4  | 1.5   |
| Midwest   | 19.2  | 1.6             | 24.0  | 1.4   |
| West  | 26.4  | 1.6             | 23.9  | 1.2   |

Notes: SE = Standard error. Percentages may not add to 100% due to rounding.

Estimated percent eligible for FMLA based on employees having worked for the organization at least one year and worked at least 1,250 hours in the past year.

<sup>1</sup>Where standard errors round to 0.0, all 95 percent confidence intervals rounded to one decimal place are the same as the point estimate.

Source: 2018 FMLA Worksite Survey Q1, Q2, Q4, Q5, Q6, Q7, Q8, Q9, Q10, Q14, Screener.

Sample: Sample size is 2,206 worksites. Percentages are calculated excluding those respondents who did not respond to the given question.

**Appendix Exhibit B2-1. Percentage of employees eligible for FMLA and reasons for ineligibility, by demographics**

|   | Eligible |      | Ineligible because:            |      |                         |     |      |     |
|---|----------|------|--------------------------------|------|-------------------------|-----|------|-----|
|   |          |      | Insufficient tenure hours only |      | Too small worksite only |     | Both |     |
|   | Mean     | SE   | Mean                           | SE   | Mean                    | SE  | Mean | SE  |
| All employees (%)   | 56.2     | 1.7  | 21.3                           | 1.3  | 15.2                    | 1.7 | 7.2  | 0.9 |
| <b>Sex:</b>   |          |      |                                |      |                         |     |      |     |
| Female (%)  | 54.2     | 2.1  | 24.6                           | 2.3  | 13.3                    | 1.7 | 7.9  | 1.1 |
| Male (%)  | 58.0     | 2.6  | 18.4                           | 2.0  | 17.0                    | 3.6 | 6.6  | 1.2 |
| <b>Education:</b>   |          |      |                                |      |                         |     |      |     |
| Less than a high school diploma (including GED) (%)               | 42.1     | 10.8 | 25.6                           | 7.0  | 22.5                    | 7.2 | 9.8  | 5.5 |
| High school diploma (%)   | 50.3     | 5.0  | 22.4                           | 3.8  | 17.8                    | 5.0 | 9.4  | 2.5 |
| Some college or associate's degree (%)                            | 60.5     | 2.6  | 19.3                           | 2.1  | 11.7                    | 1.4 | 8.4  | 1.5 |
| Bachelor's degree or higher (%)                                   | 59.3     | 2.2  | 21.4                           | 1.9  | 14.9                    | 2.0 | 4.4  | 0.6 |
| <b>Race:</b>  |          |      |                                |      |                         |     |      |     |
| White (%)   | 58.0     | 1.8  | 19.6                           | 1.4  | 15.6                    | 1.9 | 6.8  | 0.8 |
| African American (%)  | 56.6     | 4.9  | 25.6                           | 3.8  | 7.5                     | 2.2 | 10.3 | 3.2 |
| Asian (%)   | 53.2     | 12.1 | 24.4                           | 15.7 | 15.2                    | 6.4 | 7.2  | 3.2 |
| Other (Native American, Pacific Islander, more than one race) (%) | 45.0     | 7.9  | 29.8                           | 8.8  | 16.0                    | 6.6 | 9.2  | 5.5 |
| <b>Ethnicity:</b>   |          |      |                                |      |                         |     |      |     |
| Hispanic (%)  | 52.4     | 5.4  | 24.2                           | 3.9  | 15.8                    | 6.2 | 7.6  | 2.5 |
| Not Hispanic (%)  | 57.0     | 1.7  | 20.7                           | 1.5  | 15.1                    | 1.4 | 7.1  | 0.8 |
| <b>Marital status:</b>  |          |      |                                |      |                         |     |      |     |
| Married (%)   | 60.8     | 2.1  | 17.2                           | 1.7  | 17.4                    | 1.9 | 4.6  | 0.6 |
| Living with a partner (%)   | 59.6     | 5.2  | 20.9                           | 4.6  | 11.3                    | 4.2 | 8.2  | 3.0 |
| Separated/Divorced/Widowed (%)                                    | 53.7     | 3.8  | 17.9                           | 3.3  | 17.3                    | 2.7 | 11.0 | 2.7 |
| Never married (%)   | 47.0     | 4.2  | 32.2                           | 3.9  | 11.4                    | 5.7 | 9.5  | 2.2 |
| One or more adults over 65 in respondent's care (%)               | 50.7     | 6.3  | 23.0                           | 4.4  | 16.3                    | 8.0 | 10.0 | 3.1 |
| One or more children under 18 in respondent's care (%)            | 58.5     | 2.7  | 19.9                           | 2.3  | 16.1                    | 2.3 | 5.4  | 0.9 |
| Respondent is head of single-parent household <sup>1</sup> (%)    | 43.0     | 5.7  | 22.4                           | 5.6  | 27.3                    | 6.7 | 7.3  | 2.8 |
| Respondent is part of dual-parent household <sup>1</sup> (%)      | 63.0     | 2.9  | 19.4                           | 2.4  | 13.5                    | 2.4 | 4.1  | 0.8 |
| <b>Low wage status:</b>   |          |      |                                |      |                         |     |      |     |
| Low-wage worker (earns < \$15/hr) (%)                             | 38.3     | 3.6  | 31.5                           | 3.7  | 15.3                    | 2.5 | 14.9 | 2.8 |
| Non-low-wage worker (%)   | 62.9     | 2.2  | 17.5                           | 1.4  | 15.2                    | 2.4 | 4.3  | 0.6 |
| <b>Number of jobs:</b>  |          |      |                                |      |                         |     |      |     |
| One job only (%)  | 56.4     | 1.7  | 20.5                           | 1.5  | 15.6                    | 1.4 | 7.5  | 0.9 |
| More than one job (%)   | 54.6     | 6.2  | 28.2                           | 5.4  | 12.3                    | 7.9 | 4.9  | 1.9 |
| <b>Paid leave state status:</b>                                   |          |      |                                |      |                         |     |      |     |
| State offers paid family leave (%)                                | 55.7     | 4.2  | 22.0                           | 3.2  | 17.3                    | 3.1 | 4.9  | 1.1 |
| State does not offer paid family leave (%)                        | 56.4     | 2.2  | 21.1                           | 1.6  | 14.7                    | 2.1 | 7.8  | 1.2 |

Notes: SE = Standard error. Employees are eligible for FMLA if (1) they work at a worksite that employs at least 50 employees onsite and/or within 75 miles of the worksite, (2) they have worked for that employer for at least 12 months, and (3) they have at least 1,250 hours of service in the prior 12 months (total hours worked are estimated based on usual weekly hours). Calculations include only those respondents who provide full information on tenure, hours worked, and worksite size.

Eligibility rates and reported number of jobs reflect information at the start of the 12-month survey reference period. Calculations exclude those who were not employed at that time.

Paid leave state status reflects location at the time of the interview, and low-wage status is based on the current job and earnings at the time of the interview.

<sup>1</sup>Single-parent status is among respondents who report at least one child aged younger than 18 in their care and is defined as those who report that they are not currently living with a partner and are never married, separated, divorced, widowed, or are married with a partner living outside the home; dual-parent status are those who report living with a partner or are married with the partner living inside the home..

Source: 2018 FMLA Employee Survey S8, S8b/D1, S9b, D5, D6, D7, D8, D10, D11, E0, E1, paid leave state indicator.

Sample: Sample size is 4,093 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

#### **Appendix Exhibit B2-2. Simulated percentage of employees eligible for FMLA, based on minimum worksite size requirement**

| Minimum number of employees within 75 miles of worksite maintaining 12 months tenure and 1,250 hours in the last year | Eligible | SE  |
|---|----------|-----|
| 20 employees (%)  | 60.7     | 1.7 |
| 30 employees (%)  | 58.7     | 1.7 |
| 50 employees (%)  | 55.7     | 1.7 |

Notes: SE = Standard error. Estimated eligibility rates reflect information at the start of the 12-month survey reference period. Calculations exclude those who were not employed at that time.

Source: 2018 FMLA Employee Survey S9b, E0, E1.

Sample: Sample size is 4,125 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

#### **Appendix Exhibit B2-3. Simulated percentage of employees eligible for FMLA, based on changes in minimum hours worked requirement**

| Minimum number of hours worked in last year for employees at worksite with 50 or more employees within 75 miles of worksite and maintaining 12 months tenure | Eligible | SE  |
|--|----------|-----|
| 15+ hours per week (%)   | 58.2     | 1.7 |
| 24+ hours per week (%)   | 55.7     | 1.7 |
| 30+ hours per week (%)   | 54.6     | 1.7 |

Notes: SE = Standard error. Estimated eligibility rates reflect information at the start of the 12-month survey reference period. Calculations exclude those who were not employed at that time. The hours worked per week are designed to correspond to formal annual hours requirements of 1,250 hours of service per year (24+ hours per week), 780 hours per year (15+ hours per week), and 1,560 hours per year (30+ hours per week).

Source: 2018 FMLA Employee Survey S9b, E0, E1.

Sample: Sample size is 4,125 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.



**Appendix Exhibit B2-4. Employee awareness of FMLA**

|  | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |     | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|--|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|-----|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|  | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE  | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| Have heard of the federal FMLA (%)   | 76.1          | 1.3 | 85.3              | 1.6 | 67.7                | 2.6 | <.001    | 76.8             | 3.6 | 75.9                 | 1.7 | 0.842    | 60.3            | 4.4 | 82.8                | 2.1 | <.001    |
| Among respondents who have heard of FMLA, how employee learned about FMLA: |               |     |                   |     |                     |     |          |                  |     |                      |     |          |                 |     |                     |     |          |
| Media (%)  | 37.9          | 1.8 | 34.7              | 2.3 | 41.3                | 3.0 | 0.077    | 46.6             | 4.0 | 35.7                 | 1.9 | 0.012    | 35.8            | 3.4 | 38.6                | 2.1 | 0.506    |
| Coworker (%)   | 43.7          | 2.3 | 51.4              | 2.9 | 34.2                | 2.8 | <.001    | 44.0             | 3.5 | 43.6                 | 2.7 | 0.923    | 36.5            | 3.6 | 45.9                | 2.8 | 0.034    |
| Employer or Human Resource department (%)                                  | 69.5          | 2.1 | 79.0              | 1.9 | 58.6                | 3.9 | <.001    | 64.8             | 4.5 | 70.8                 | 2.8 | 0.326    | 63.0            | 3.6 | 71.6                | 2.5 | 0.041    |
| Saw a poster (%)   | 31.6          | 2.0 | 33.9              | 2.4 | 29.1                | 3.0 | 0.186    | 33.8             | 3.9 | 31.1                 | 2.3 | 0.536    | 36.0            | 3.7 | 30.3                | 2.2 | 0.172    |
| Family member (%)  | 30.7          | 1.8 | 30.9              | 2.7 | 30.5                | 3.1 | 0.926    | 28.5             | 3.3 | 31.3                 | 2.1 | 0.471    | 37.7            | 4.1 | 28.6                | 1.8 | 0.033    |
| Friend or neighbor (%)   | 19.8          | 1.6 | 20.2              | 2.0 | 18.2                | 2.0 | 0.450    | 17.5             | 2.6 | 20.4                 | 1.9 | 0.348    | 24.6            | 3.6 | 18.3                | 1.5 | 0.076    |
| Union (%)  | 9.7           | 1.0 | 12.2              | 1.5 | 6.1                 | 1.3 | 0.002    | 11.3             | 2.4 | 9.3                  | 1.3 | 0.464    | 8.7             | 1.8 | 10.0                | 1.2 | 0.553    |
| Other (%)  | 9.9           | 1.1 | 8.9               | 1.7 | 11.3                | 1.5 | 0.294    | 10.8             | 3.2 | 9.7                  | 1.0 | 0.728    | 9.5             | 1.5 | 10.0                | 1.4 | 0.810    |

Notes: SE = Standard error, *p*= *p*-value for two-sided statistical test of differences between two preceding estimates.

Columns may sum to >100% since respondent could select more than one category.

Source: 2018 FMLA Employee Survey E2, E3.

Sample: Sample size is 4,443 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B2-5. Percentage of employees eligible for FMLA, by self-reported and estimated FMLA eligibility and employee characteristic**

|   | Self reported FMLA eligibility |     | Estimated FMLA eligibility |      |
|---|--------------------------------|-----|----------------------------|------|
|   | Mean                           | SE  | Mean                       | SE   |
| All employees (%)   | 87.8                           | 1.3 | 61.3                       | 2.0  |
| <b>Sex:</b>   |                                |     |                            |      |
| Female (%)  | 85.2                           | 1.9 | 58.9                       | 2.0  |
| Male (%)  | 90.1                           | 1.4 | 63.5                       | 3.5  |
| <b>Education:</b>   |                                |     |                            |      |
| Less than a high school diploma (including GED) (%)               | 94.7                           | 2.3 | 43.8                       | 10.2 |
| High school diploma (%)   | 83.8                           | 4.3 | 58.1                       | 5.5  |
| Some college or associate's degree (%)                            | 88.3                           | 1.5 | 66.4                       | 3.1  |
| Bachelor's degree or higher (%)                                   | 88.8                           | 1.3 | 61.2                       | 2.3  |
| <b>Race:</b>  |                                |     |                            |      |
| White (%)   | 87.0                           | 1.5 | 62.2                       | 2.2  |
| African American (%)  | 91.9                           | 3.4 | 63.1                       | 5.2  |
| Asian (%)   | 91.6                           | 5.8 | 52.8                       | 11.0 |
| Other (Native American, Pacific Islander, more than one race) (%) | 78.3                           | 8.6 | 60.0                       | 10.3 |
| <b>Ethnicity:</b>   |                                |     |                            |      |
| Hispanic (%)  | 90.7                           | 3.2 | 57.5                       | 7.7  |
| Not Hispanic (%)  | 87.3                           | 1.2 | 61.9                       | 1.8  |
| <b>Marital status:</b>  |                                |     |                            |      |
| Married (%)   | 89.1                           | 1.3 | 64.2                       | 2.7  |
| Living with a partner (%)   | 88.0                           | 3.8 | 64.2                       | 6.3  |
| Separated/Divorced/Widowed (%)                                    | 82.7                           | 2.8 | 57.5                       | 4.8  |
| Never married (%)   | 87.0                           | 2.8 | 55.2                       | 5.1  |
| One or more adults over 65 in respondent's care (%)               | 86.4                           | 3.0 | 56.9                       | 5.6  |
| One or more children under 18 in respondent's care (%)            | 89.2                           | 1.8 | 62.5                       | 2.9  |
| Respondent is head of single-parent household <sup>1</sup> (%)    | 80.3                           | 6.1 | 48.6                       | 6.4  |
| Respondent is part of dual-parent household <sup>1</sup> (%)      | 91.0                           | 1.6 | 66.2                       | 3.0  |
| <b>Low wage status:</b>   |                                |     |                            |      |
| Low-wage worker (earns < \$15/hr) (%)                             | 74.9                           | 3.1 | 43.1                       | 3.5  |
| Non-low-wage worker (%)   | 91.1                           | 1.1 | 66.4                       | 2.6  |
| <b>Number of jobs:</b>  |                                |     |                            |      |
| One job only (%)  | 88.7                           | 1.2 | 62.5                       | 1.7  |
| More than one job (%)   | 80.5                           | 4.3 | 51.5                       | 7.4  |
| <b>Paid leave state status:</b>                                   |                                |     |                            |      |
| State offers paid family leave (%)                                | 89.5                           | 1.9 | 61.9                       | 3.8  |
| State does not offer paid family leave (%)                        | 87.4                           | 1.4 | 61.1                       | 2.5  |

Notes: SE = Standard error. Estimated FMLA eligibility is based on employee-reported employment tenure, hours worked, and worksite size. Self-reported FMLA eligibility is based on a yes/no employee response to whether they are entitled to leave under FMLA on their main job. Both calculations include only those respondents who have heard of FMLA and were employed at the time of the interview. Employee self-reported eligibility reflects eligibility at the time of the interview, whereas estimated FMLA eligibility reflects eligibility 12 months earlier, at the start of the 12-month survey reference period. Some respondents who were ineligible for FMLA because of insufficient tenure at the start of the 12-month reference period will be eligible by the time of the survey; other respondents who have changed jobs in that 12 months will have lost eligibility by the time of the survey.

Because all employment information collected at the time of the interview is for the current employer, worksite size will only change if the employee has changed location within the firm or the worksite has changed its workforce size in the last 12 months.

Calculations include only those respondents who have heard of FMLA.

Paid leave state status reflects location at the time of the interview, and low-wage status is based on the current job and earnings at the time of the interview.

<sup>1</sup>Single-parent status is among respondents who report at least one child aged younger than 18 in their care and is defined as those who report that they are not currently living with a partner and are never married, separated, divorced, widowed, or are married with a partner living outside the home; dual-parent status are those who report living with a partner or are married with the partner living inside the home..

*Source:* 2018 FMLA Employee Survey S8, S8b/D1, S9b, D5, D6, D7, D8, D10, D11, E0, E1, E2, E6, paid leave state indicator.

*Sample:* Sample size is 3,333 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

## Appendix Exhibit B2-6. Employee knowledge of qualifying FMLA reasons

|   | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |     | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|---|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|-----|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|   | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE  | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| Percent of respondents who correctly answered that FMLA applies to the following covered reasons: |               |     |                   |     |                     |     |          |                  |     |                      |     |          |                 |     |                     |     |          |
| Care of a newborn (%)   | 93.5          | 1.4 | 96.1              | 1.3 | 89.3                | 2.8 | 0.017    | 96.5             | 1.4 | 92.7                 | 1.6 | 0.052    | 88.3            | 3.9 | 95.1                | 1.2 | 0.096    |
| Care of an adopted child or foster child (%)  | 91.1          | 1.7 | 92.6              | 1.9 | 91.2                | 3.0 | 0.683    | 90.5             | 3.9 | 91.2                 | 1.8 | 0.850    | 87.1            | 3.2 | 92.4                | 1.9 | 0.148    |
| Employee's own serious health condition (%)   | 93.7          | 1.5 | 96.6              | 1.2 | 89.0                | 3.1 | 0.020    | 91.5             | 2.4 | 94.2                 | 1.8 | 0.367    | 90.2            | 3.2 | 94.6                | 1.8 | 0.232    |
| Care of a child with a serious health condition (%)   | 96.5          | 1.1 | 97.6              | 0.9 | 94.8                | 2.6 | 0.299    | 95.8             | 2.4 | 96.6                 | 1.2 | 0.749    | 97.2            | 2.2 | 96.3                | 1.3 | 0.740    |
| Care of a spouse with a serious health condition (%)  | 96.6          | 0.7 | 97.5              | 0.7 | 95.5                | 1.4 | 0.207    | 97.2             | 1.0 | 96.4                 | 0.9 | 0.624    | 93.9            | 1.8 | 97.4                | 0.7 | 0.078    |
| Care of a same-sex spouse with a serious health condition (%)                                     | 81.2          | 2.0 | 81.0              | 3.0 | 80.9                | 3.1 | 0.979    | 87.2             | 3.3 | 79.9                 | 2.2 | 0.056    | 79.6            | 3.5 | 81.6                | 2.2 | 0.619    |
| Care of a parent with a serious health condition (%)  | 88.1          | 2.6 | 89.9              | 4.4 | 85.9                | 3.6 | 0.521    | 91.1             | 2.7 | 87.3                 | 3.5 | 0.443    | 87.1            | 3.3 | 88.4                | 3.2 | 0.781    |
| Care of a military service member, or related to the deployment of a military service member (%)  | 76.4          | 2.5 | 78.9              | 3.0 | 73.8                | 4.3 | 0.327    | 77.5             | 5.1 | 76.0                 | 2.9 | 0.806    | 71.3            | 6.2 | 77.7                | 2.7 | 0.341    |
| Percent of respondents who correctly answered that FMLA does not apply to the following reasons:  |               |     |                   |     |                     |     |          |                  |     |                      |     |          |                 |     |                     |     |          |
| Eldercare of a parent or spouse <sup>1</sup> (%)  | 14.3          | 5.0 | 7.4               | 4.0 | 22.6                | 9.0 | 0.083    | 6.7              | 2.7 | 16.9                 | 6.5 | 0.130    | 13.7            | 3.9 | 14.5                | 6.6 | 0.915    |
| Care of a grandparent with a serious health condition (%)   | 40.5          | 3.0 | 38.4              | 3.7 | 43.3                | 5.2 | 0.434    | 34.8             | 6.7 | 42.0                 | 3.8 | 0.401    | 39.6            | 6.4 | 40.7                | 3.4 | 0.876    |
| Care of a grandchild with a serious health condition (%)  | 44.0          | 3.1 | 37.7              | 3.7 | 53.5                | 5.8 | 0.039    | 35.5             | 6.2 | 46.4                 | 3.7 | 0.147    | 50.7            | 6.1 | 42.0                | 3.8 | 0.248    |
| Care of a sibling with a serious health condition (%)   | 35.9          | 3.2 | 33.8              | 4.8 | 41.1                | 4.6 | 0.303    | 44.3             | 5.9 | 34.0                 | 3.5 | 0.125    | 35.0            | 6.6 | 36.2                | 3.3 | 0.869    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates.

Each respondent was asked about only 4 of the 12 categories listed.

<sup>1</sup>Eldercare is care provided for an adult aged 65 or older with age-related physical or mental impairments not related to a serious health condition.

Source: FMLA 2018 Employee Survey E4a.

Sample: Sample size is 1,764 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B2-7. Proportion of worksites that self-report being covered by FMLA**

|                   | FMLA Coverage |     |
|-------------------|---------------|-----|
|                   | Mean          | SE  |
| All worksites (%) | 23.8          | 1.7 |
| <b>Industry:</b>  |               |     |
| Manufacturing (%) | 22.0          | 3.3 |
| Retail (%)        | 25.2          | 3.3 |
| Service (%)       | 22.5          | 3.4 |
| Other (%)         | 24.7          | 3.4 |

Notes: SE = Standard error. All results are weighted by number of worksites.

Source: 2018 FMLA Worksite Survey Q4, Q17.

Sample: Sample size is 2,198 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B2-8. Comparison of self-reported worksite FMLA coverage rates to estimated rates, by worksite and firm size and by industry**

|  | Self Reported Covered by FMLA |      | Estimated Covered by FMLA |     |
|--|-------------------------------|------|---------------------------|-----|
|  | Mean                          | SE   | Mean                      | SE  |
| All worksites (%)  | 23.8                          | 1.7  | 9.8                       | 0.9 |
| <b>Worksite and firm size:</b>   |                               |      |                           |     |
| Worksite has 50+ employees within 75 miles (%)                             | 87.6                          | 3.0  | 100.0                     | 0.0 |
| Firm has 50+ employees but worksite has < 50 employees within 75 miles (%) | 65.5                          | 14.3 | 100.0                     | 0.0 |
| Firm has < 50 employees (%)  | 17.4                          | 1.7  | 0.0                       | 0.0 |
| <b>Industry:</b>   |                               |      |                           |     |
| Manufacturing (%)  | 22.0                          | 3.3  | 8.7                       | 1.5 |
| Retail (%)   | 25.2                          | 3.3  | 14.8                      | 2.4 |
| Service (%)  | 22.5                          | 3.4  | 10.3                      | 2.2 |
| Other (%)  | 24.7                          | 3.4  | 7.1                       | 1.2 |

Notes: SE = Standard error. Statistical tests not performed because self-reported FMLA coverage and estimated FMLA coverage are for the same sample. All results are weighted by number of worksites. Estimated FMLA covered status determined based on worksite report of number of employees at firm.

Source: 2018 FMLA Worksite Survey Q1, Q2, Q3, Q4, Q5, Q17.

Sample: Sample size is 2,206 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B3-1. Percentage of employees with access to leave, by whether worksite is covered by FMLA and reason for leave**

| Reason for leave   | Worksite allows leave |     |                     |     |          | Worksite allows leave, but depends on circumstances |     |                     |     |          | Worksite does not allow leave |     |                     |     |          |
|--|-----------------------|-----|---------------------|-----|----------|---|-----|---------------------|-----|----------|-------------------------------|-----|---------------------|-----|----------|
|  | Covered by FMLA       |     | Not covered by FMLA |     | <i>p</i> | Covered by FMLA                                     |     | Not covered by FMLA |     | <i>p</i> | Covered by FMLA               |     | Not covered by FMLA |     | <i>p</i> |
|  | Mean                  | SE  | Mean                | SE  |          | Mean  | SE  | Mean                | SE  |          | Mean                          | SE  | Mean                | SE  |          |
| For an employee's own serious health condition (excluding pregnancy-related reasons) (%) | 96.7                  | 0.8 | 51.1                | 2.9 | 0.000    | 0.7   | 0.4 | 30.0                | 2.6 | 0.000    | 2.6                           | 0.6 | 18.9                | 2.0 | 0.000    |
| For a pregnancy-related reason (%)   | 96.1                  | 0.8 | 45.9                | 2.7 | 0.000    | 1.1   | 0.5 | 36.8                | 2.6 | 0.000    | 2.8                           | 0.6 | 17.3                | 1.8 | 0.000    |
| For the care of a newborn (%)  | 95.5                  | 0.9 | 43.2                | 2.7 | 0.000    | 1.5   | 0.6 | 37.1                | 2.6 | 0.000    | 3.0                           | 0.6 | 19.7                | 2.0 | 0.000    |
| For an adoption or foster care placement (%)   | 91.3                  | 1.1 | 33.2                | 2.6 | 0.000    | 3.9   | 0.8 | 42.7                | 2.9 | 0.000    | 4.8                           | 0.8 | 24.2                | 2.4 | 0.000    |
| For the care of a child with a serious health condition (%)                              | 94.1                  | 1.0 | 44.9                | 2.7 | 0.000    | 1.0   | 0.5 | 34.2                | 2.6 | 0.000    | 4.9                           | 0.8 | 21.0                | 2.1 | 0.000    |
| For the care of a spouse or parent with a serious health condition (%)                   | 93.2                  | 1.1 | 41.0                | 2.7 | 0.000    | 1.0   | 0.5 | 37.2                | 2.7 | 0.000    | 5.8                           | 0.9 | 21.8                | 2.2 | 0.000    |
| For the eldercare of a parent or spouse <sup>1</sup> (%)                                 | 80.0                  | 1.5 | 36.3                | 2.7 | 0.000    | 7.3   | 0.9 | 42.0                | 3.0 | 0.000    | 12.8                          | 1.4 | 21.7                | 2.2 | 0.001    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates.

All results are weighted by number of employees at the worksite. Covered by FMLA and Not covered by FMLA based on worksite self-report of whether FMLA applies to the worksite. Row percentages add to 100% within Covered by FMLA and Not covered by FMLA columns, respectively, though percentages displayed may not add to 100% due to rounding.

<sup>1</sup>Eldercare is care provided for adults aged 65 or older with age-related physical or mental impairments, not related to a serious health condition. The FMLA allows eligible employees to take FMLA leave for the care of a parent with age-related physical or mental impairments, if the parent's condition qualifies as a serious health condition under the FMLA.

Source: 2018 FMLA Worksite Survey Q16, Q17.

Sample: Sample size is 2,178 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question. Sample sizes may vary for items due to non-response.



**Appendix Exhibit B3-2. Average length of leave allowed (in business days) by worksites not covered by FMLA that allow leave for at least one qualifying FMLA reason by reason for leave**

| Reason for leave  | Worksite allows leave |     | Worksite allows leave, but depends on circumstances |     |
|---|-----------------------|-----|---|-----|
|   | Mean                  | SE  | Mean  | SE  |
| For an employee's own serious health condition (excluding pregnancy-related reasons)  | 39.9                  | 3.7 | 14.5  | 2.7 |
| For a pregnancy-related reason  | 45.0                  | 3.6 | 11.9  | 2.6 |
| For the care of a newborn   | 41.1                  | 2.8 | 14.1  | 2.6 |
| For an adoption or foster care placement  | 42.8                  | 3.5 | 20.3  | 2.8 |
| For the care of a child with a serious health condition   | 37.5                  | 3.8 | 12.5  | 2.6 |
| For the care of a spouse or parent with a serious health condition  | 38.2                  | 4.0 | 12.2  | 2.6 |
| For the care of a military service member with a serious injury or illness, or for reasons related to the deployment of a military service member | 41.0                  | 4.2 | 16.4  | 3.3 |
| For the eldercare of a parent or spouse <sup>1</sup>  | 40.1                  | 4.4 | 13.4  | 3.0 |

Notes: SE = Standard error. All results are weighted by number of employees at the worksite. FMLA covered status based on worksite self-report.

<sup>1</sup>Eldercare is care provided for an adult aged 65 or older with age-related physical or mental impairments, not related to a serious health condition. The FMLA allows eligible employees to take FMLA leave for the care of a parent with age-related physical or mental impairments, if the parent's condition qualifies as a serious health condition under the FMLA.

Source: 2018 FMLA Worksite Survey Q16, Q17, Q57\_1.

Sample: Sample size is 395 worksites. Averages are calculated including only those respondents who provided a valid response to the given question. Sample sizes may vary for items due to non-response.

**Appendix Exhibit B3-3. FMLA-related policies at worksites not covered by FMLA**

| FMLA related policies  | Mean | SE  |
|--|------|-----|
| Worksite has a written policy for taking leave for a qualifying FMLA reason (%)  | 23.3 | 2.7 |
| Worksite guarantees the same or equivalent job upon return (%)   | 79.6 | 2.9 |
| <b>Worksites' policies for continuing health benefits while employees are on leave for a qualifying FMLA reason: (%)</b> |      |     |
| Continue health benefits   | 48.0 | 3.5 |
| Do not continue health benefits  | 6.5  | 1.6 |
| No health benefits offered   | 45.5 | 3.6 |
| Average time notification needed for foreseeable absence (days)  | 5.3  | 0.6 |
| Minimum time increment permitted to take leave for FMLA reason (days)  | 4.7  | 0.8 |

Notes: SE = Standard error. All results are weighted by number of worksites. FMLA covered status based on worksite self-report.

Source: 2018 FMLA Worksite Survey Q16x\_2, Q16X\_3, Q16x\_4, Q57\_2, Q57\_3.

Sample: Sample size is 452 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B3-4. Percentage of employees at worksites that allow leave for at least one qualifying FMLA reason and that are offered pay on leave, by whether worksite is covered by FMLA**

| Worksites pay policies for leave for a qualifying FMLA reason: | All worksites |     | Covered by FMLA |     | Not covered by FMLA |     | p     |
|--|---------------|-----|-----------------|-----|---------------------|-----|-------|
|  | Mean          | SE  | Mean            | SE  | Mean                | SE  |       |
| Worksites that allow leave for any qualifying FMLA reason (%)  | 81.8          | 1.2 | 97.2            | 0.7 | 52.6                | 2.9 | <.001 |
| Pay policy if allow leave for any qualifying FMLA reason: (%)  |               |     |                 |     |                     |     |       |
| Provide no pay   | 44.6          | 1.8 | 43.5            | 2.3 | 47.7                | 3.0 | 0.272 |
| Provide full pay   | 17.6          | 1.3 | 14.7            | 1.4 | 25.7                | 3.3 | 0.002 |
| Provide partial pay  | 15.6          | 1.4 | 15.9            | 1.8 | 14.9                | 3.2 | 0.733 |
| Other pay policy   | 22.1          | 1.2 | 26.0            | 1.6 | 11.7                | 2.3 | <.001 |

Notes: SE = Standard error,  $p$  = p-value for two-sided statistical test of differences between two preceding estimates.

All results are weighted by number of employees at the worksite. Percentages may not add to 100 percent due to rounding. Pay is only employer-provided pay and does not include any state assistance provided to employees.

Source: 2018 FMLA Worksite Survey Q16, Q16X\_5.

Sample size is 2,179 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B3-5. Paid leave benefits offered to employees, by whether all, some, or no employees at the worksite are offered benefit**

|  | Proportion of employees at worksite offered paid leave |     |                |     |              |     |
|--|--|-----|----------------|-----|--------------|-----|
|  | All employees  |     | Some employees |     | No employees |     |
|  | Mean   | SE  | Mean           | SE  | Mean         | SE  |
| Paid sick leave (%)  | 42.0   | 1.9 | 40.0           | 1.5 | 18.0         | 1.4 |
| Paid disability leave (%)  | 23.1   | 1.4 | 25.0           | 1.3 | 51.8         | 1.6 |
| Paid vacation (%)  | 43.9   | 2.0 | 47.3           | 1.6 | 8.9          | 0.8 |
| Paid maternity leave (%)   | 18.8   | 1.5 | 17.9           | 1.2 | 63.4         | 1.8 |
| Paid paternity leave (%)   | 13.4   | 1.1 | 13.2           | 1.1 | 73.4         | 1.4 |
| Paid leave for another family member's illness or medical care (%) | 14.2   | 1.1 | 14.1           | 1.2 | 71.8         | 1.3 |
| Paid leave for eldercare (%)                                       | 7.9  | 0.8 | 8.3            | 0.9 | 83.8         | 1.2 |
| Flex time (%)  | 11.7   | 1.1 | 18.5           | 1.2 | 69.9         | 1.6 |

Notes: SE = Standard error. All results are weighted by number of employees at the worksite. Row percentages may not add to 100% due to rounding. Statistics for paid sick time and vacation include the proportion of worksites that offer "paid time off" (PTO).

Eldercare is care provided for individuals aged 65 or older with age-related physical or mental impairments not related to a serious health condition

Source: 2018 FMLA Worksite Survey Q11.

Sample: Sample size is 2,189 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B3-6. Percentage of employees at worksites that offer paid leave benefits to all employees at the worksite, by benefit type and whether worksite is covered by FMLA**

|  | All  |     | Covered by FMLA |     | Not covered by FMLA |     | <i>p</i> |
|--|------|-----|-----------------|-----|---------------------|-----|----------|
|  | Mean | SE  | Mean            | SE  | Mean                | SE  |          |
| Paid sick leave (%)  | 42.0 | 1.9 | 50.3            | 2.5 | 41.6                | 2.7 | 0.015    |
| Paid disability leave (%)  | 23.1 | 1.4 | 27.1            | 1.7 | 15.7                | 1.9 | 0.000    |
| Paid vacation (%)  | 43.9 | 2.0 | 51.3            | 2.4 | 43.0                | 2.8 | 0.014    |
| Paid maternity leave (%)   | 18.8 | 1.5 | 20.5            | 1.7 | 15.6                | 2.1 | 0.053    |
| Paid paternity leave (%)   | 13.4 | 1.1 | 13.7            | 1.3 | 13.0                | 2.0 | 0.764    |
| Paid leave for another family member's illness or medical care (%) | 14.2 | 1.1 | 13.6            | 1.3 | 15.2                | 1.9 | 0.485    |
| Paid leave for eldercare (%)                                       | 7.9  | 0.8 | 7.7             | 0.9 | 8.4                 | 1.6 | 0.703    |
| Flex time (%)  | 11.7 | 1.1 | 8.4             | 1.2 | 17.8                | 2.2 | 0.000    |
| Any other paid time off (%)  | 15.9 | 1.3 | 16.1            | 1.6 | 15.4                | 1.8 | 0.770    |

Notes: SE = Standard error of the mean, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates.

All results are weighted by number of employees at the worksite.

Statistics for Paid sick leave and Paid vacation include the proportion of worksites that offer "paid time off" (PTO).

Eldercare is care provided for an adult aged 65 or older with age-related physical or mental impairments not related to a serious health condition.

Source: 2018 FMLA Worksite Survey Q11, Q11.1, Q17.

Sample: Sample size is 2,189 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B3-7. Percentage of employees offered paid leave where worksites offer leave to some but not all employees, by benefit type, employee tenure and type of staff**

| Type of leave offered by worksite                                  | Offered to all employees with sufficient tenure |     | If not offered to employees sufficient tenure, type of staff offered paid leave: |     |              |     |                 |     |
|--|---|-----|--|-----|--------------|-----|-----------------|-----|
|  |   |     | Senior managers/professional staff   |     | Hourly staff |     | Part time staff |     |
|  | Mean  | SE  | Mean   | SE  | Mean         | SE  | Mean            | SE  |
| Paid sick leave (%)  | 50.4  | 2.9 | 88.9   | 1.8 | 79.9         | 2.4 | 60.4            | 2.8 |
| Paid disability leave (%)  | 44.8  | 3.3 | 85.3   | 2.3 | 75.8         | 2.8 | 54.9            | 3.3 |
| Paid vacation (%)  | 65.6  | 2.5 | 94.6   | 1.1 | 90.3         | 1.4 | 20.1            | 3.2 |
| Paid maternity leave (%)   | 47.0  | 4.2 | 83.1   | 3.4 | 74.8         | 3.7 | 56.2            | 4.0 |
| Paid paternity leave (%)   | 48.5  | 4.7 | 81.1   | 4.0 | 69.9         | 4.7 | 56.9            | 4.6 |
| Paid leave for another family member's illness or medical care (%) | 43.6  | 4.2 | 79.1   | 3.6 | 68.3         | 4.2 | 54.0            | 4.2 |
| Paid leave for eldercare (%)                                       | 42.3  | 5.3 | 73.0   | 5.0 | 63.1         | 5.7 | 53.7            | 5.6 |
| Flex time (%)  | 41.0  | 3.9 | 74.2   | 3.7 | 57.6         | 3.9 | 49.8            | 4.2 |
| Any other paid time off (%)  | 50.2  | 3.8 | 82.0   | 2.8 | 76.6         | 3.0 | 59.1            | 3.8 |

Notes: SE = Standard error of the mean, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates.

All results are weighted by number of employees at the worksite.

Statistics for Paid sick leave and Paid vacation include the proportion of worksites that offer "paid time off" (PTO).

Eldercare is care provided for an adult aged 65 or older with age-related physical or mental impairments, not related to a serious health condition.

Source: 2018 FMLA Worksite Survey Q11, Q11.1, Q11.2, Q11.3.

Sample: Sample size is 859 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B3-8. Percentage of employees with access to paid leave, by type of leave and select subgroups**

|   | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |     | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|---|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|-----|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|   | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE  | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| Own illness/medical care (%)              | 72.8          | 1.6 | 82.5              | 1.5 | 62.2                | 2.9 | <.001    | 72.8             | 3.3 | 72.9                 | 1.6 | 0.980    | 52.2            | 3.7 | 80.1                | 1.4 | <.001    |
| Illness/medical care of family member (%) | 58.4          | 1.7 | 68.7              | 2.2 | 46.1                | 2.7 | <.001    | 57.5             | 3.8 | 58.6                 | 1.8 | 0.795    | 38.7            | 3.8 | 65.4                | 2.0 | <.001    |
| Childcare (not related to health) (%)     | 35.8          | 1.6 | 42.7              | 2.1 | 28.3                | 2.6 | <.001    | 35.8             | 3.4 | 35.8                 | 1.8 | 0.988    | 23.1            | 3.4 | 40.3                | 2.2 | <.001    |
| Eldercare <sup>1</sup> (%)                | 37.8          | 2.5 | 46.8              | 2.4 | 27.0                | 4.9 | <.001    | 41.0             | 3.3 | 37.0                 | 3.0 | 0.398    | 23.5            | 4.0 | 42.9                | 2.6 | <.001    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates. Question only asked of employees who are employed at the time of the survey.

<sup>1</sup>Eldercare is care provided for adults aged 65 or older with age-related physical or mental impairments not related to a serious health condition.

Source: 2018 FMLA Employee Survey E8.

Sample: Sample size is 3,963 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B4-1. Percentage of employees who took leave in the past 12 months for a qualifying FMLA reason, by select subgroups**

|  | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |     | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|--|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|-----|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|  | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE  | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| Employees who took leave in past 12 months (%)               | 15.3          | 0.9 | 16.8              | 1.2 | 13.1                | 1.5 | 0.057    | 14.9             | 2.0 | 15.4                 | 0.9 | 0.803    | 18.0            | 2.4 | 14.1                | 0.9 | 0.133    |
| <b>Among employees who took leave in the past 12 months:</b> |               |     |                   |     |                     |     |          |                  |     |                      |     |          |                 |     |                     |     |          |
| Average number of leaves taken                               | 1.6           | 0.1 | 1.7               | 0.1 | 1.5                 | 0.1 | 0.194    | 1.5              | 0.2 | 1.6                  | 0.1 | 0.394    | 1.7             | 0.1 | 1.6                 | 0.1 | 0.446    |
| Proportion who took more than one leave (%)                  | 32.4          | 2.2 | 34.0              | 3.1 | 29.7                | 3.5 | 0.367    | 21.1             | 4.6 | 35.3                 | 2.6 | 0.009    | 33.9            | 4.3 | 31.6                | 2.5 | 0.634    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates.

Rate of leave taking does not include those respondents who reported taking leave for a reason that does not qualify for FMLA (e.g., for a non-immediate family member or for eldercare, which is care provided for an adult aged 65 or older with age-related physical or mental impairments not related to a serious health condition).

Source: 2018 FMLA Employee Survey S11, A4.

Sample: Sample size is 4,470 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B4-2. Percentage of employees who took leave in the past 12 months for a qualifying FMLA reason, by demographic characteristics**

|   | All employees |     | Eligible for FMLA |      | Ineligible for FMLA |     | Paid leave state |      | Non paid leave state |     |
|---|---------------|-----|-------------------|------|---------------------|-----|------------------|------|----------------------|-----|
|   | Mean          | SE  | Mean              | SE   | Mean                | SE  | Mean             | SE   | Mean                 | SE  |
| All employees (%)   | 15.3          | 0.9 | 16.8              | 1.2  | 13.1                | 1.5 | 14.9             | 2.0  | 15.4                 | 0.9 |
| <b>Sex:</b>   |               |     |                   |      |                     |     |                  |      |                      |     |
| Female (%)  | 16.9          | 1.3 | 18.8              | 1.7  | 14.7                | 1.8 | 14.5             | 2.4  | 17.5                 | 1.5 |
| Male (%)  | 13.8          | 1.2 | 15.2              | 1.8  | 11.5                | 1.8 | 15.2             | 3.1  | 13.4                 | 1.4 |
| <b>Education:</b>   |               |     |                   |      |                     |     |                  |      |                      |     |
| Less than a high school diploma (including GED) (%)               | 22.9          | 5.0 | 32.2              | 11.8 | 15.2                | 4.4 | 15.5             | 6.6  | 24.9                 | 6.0 |
| High school diploma (%)   | 19.3          | 3.3 | 22.9              | 3.9  | 15.9                | 4.4 | 25.2             | 7.1  | 17.5                 | 2.9 |
| Some college or associate's degree (%)                            | 14.6          | 1.4 | 15.2              | 2.3  | 13.8                | 2.1 | 9.5              | 2.7  | 15.6                 | 1.5 |
| Bachelor's degree or higher (%)                                   | 11.7          | 1.1 | 12.9              | 1.6  | 9.7                 | 1.4 | 10.2             | 1.9  | 12.1                 | 1.2 |
| <b>Race:</b>  |               |     |                   |      |                     |     |                  |      |                      |     |
| White (%)   | 14.3          | 0.9 | 16.0              | 1.4  | 12.5                | 1.2 | 14.1             | 2.3  | 14.3                 | 1.0 |
| African American (%)  | 19.0          | 2.8 | 18.3              | 2.9  | 17.1                | 3.4 | 12.7             | 5.2  | 19.9                 | 3.1 |
| Asian (%)   | 13.3          | 3.4 | 15.3              | 4.2  | 6.9                 | 3.4 | 13.8             | 3.9  | 12.9                 | 4.8 |
| Other (Native American, Pacific Islander, more than one race) (%) | 20.4          | 5.0 | 25.5              | 7.2  | 16.9                | 7.8 | 28.5             | 13.0 | 17.3                 | 4.5 |
| <b>Ethnicity:</b>   |               |     |                   |      |                     |     |                  |      |                      |     |
| Hispanic (%)  | 18.4          | 3.8 | 20.1              | 4.5  | 17.2                | 5.5 | 19.5             | 4.3  | 17.8                 | 4.6 |
| Not Hispanic (%)  | 14.6          | 0.8 | 16.2              | 1.2  | 12.1                | 1.1 | 12.5             | 1.8  | 15.0                 | 0.8 |
| <b>Marital status:</b>  |               |     |                   |      |                     |     |                  |      |                      |     |
| Married (%)   | 16.8          | 1.1 | 18.4              | 1.6  | 13.4                | 1.7 | 17.8             | 3.0  | 16.5                 | 1.3 |
| Living with a partner (%)   | 17.3          | 3.0 | 16.5              | 4.0  | 18.1                | 5.2 | 9.1              | 4.1  | 20.0                 | 3.3 |
| Separated/Divorced/Widowed (%)                                    | 13.4          | 2.0 | 14.2              | 3.1  | 13.3                | 2.7 | 12.0             | 4.1  | 13.7                 | 2.1 |
| Never married (%)   | 12.5          | 2.7 | 13.9              | 3.5  | 11.3                | 3.1 | 13.1             | 3.7  | 12.4                 | 2.9 |
| One or more adults over 65 in respondent's care (%)               | 17.4          | 2.9 | 20.4              | 3.7  | 13.5                | 4.1 | 18.6             | 5.5  | 17.0                 | 3.1 |
| One or more children under 18 in respondent's care (%)            | 21.2          | 1.6 | 21.9              | 2.0  | 19.8                | 2.7 | 17.5             | 3.0  | 22.0                 | 1.7 |
| Respondent is head of single-parent household <sup>1</sup> (%)    | 28.6          | 4.7 | 25.5              | 4.9  | 30.6                | 8.0 | 30.7             | 9.8  | 28.2                 | 4.9 |
| Respondent is part of dual-parent household <sup>1</sup> (%)      | 18.9          | 1.6 | 20.8              | 2.1  | 15.7                | 2.0 | 13.9             | 2.4  | 20.0                 | 1.8 |
| <b>Low wage status:</b>   |               |     |                   |      |                     |     |                  |      |                      |     |
| Low-wage worker (earns < \$15/hr) (%)                             | 18.0          | 2.4 | 23.8              | 4.5  | 15.1                | 2.2 | 17.6             | 4.6  | 18.1                 | 2.5 |
| Non-low-wage worker (%)   | 14.1          | 0.9 | 15.3              | 1.3  | 11.8                | 1.6 | 14.1             | 2.0  | 14.1                 | 0.9 |
| <b>Number of jobs:</b>  |               |     |                   |      |                     |     |                  |      |                      |     |
| One job only (%)  | 14.9          | 0.9 | 16.8              | 1.3  | 12.4                | 1.4 | 15.2             | 2.2  | 14.9                 | 0.9 |
| More than one job (%)   | 17.2          | 2.8 | 17.6              | 3.2  | 17.6                | 4.5 | 11.9             | 3.9  | 18.7                 | 3.4 |

Notes: SE = Standard error.

Rate of leave taking does not include those respondents who reported taking leave for a reason that does not qualify for FMLA (e.g., for a non-immediate family member or for eldercare, which is care provided to an adult aged 65 years or older with age-related physical or mental impairments not related to a serious health condition).

<sup>1</sup>Single-parent status is among respondents who report at least one child aged younger than 18 in their care and is defined as those who report that they are not currently living with a partner and are never married, separated, divorced, widowed, or are married with a partner living outside the home; dual-parent status are those who report living with a partner or are married with the partner living inside the home.

Source: 2018 FMLA Employee Survey S8, S8b/D1, S9b, S11, D5, D6, D7, D8, D10, D11.

Sample: Sample size is 4,470 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.



## Appendix Exhibit B4-3. Reasons for taking most recent leave in past 12 months

|   | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |     | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|---|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|-----|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|   | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE  | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| Medical reason for taking leave: (%)  |               |     |                   |     |                     |     |          |                  |     |                      |     |          |                 |     |                     |     |          |
| Own illness   | 50.5          | 2.4 | 51.5              | 2.9 | 48.9                | 4.0 | 0.566    | 55.7             | 6.1 | 49.2                 | 2.8 | 0.356    | 52.1            | 4.9 | 49.6                | 2.6 | 0.649    |
| Related to a new child <sup>1</sup>   | 25.3          | 2.3 | 20.8              | 2.1 | 31.8                | 4.5 | 0.023    | 22.7             | 5.4 | 26.0                 | 2.6 | 0.590    | 22.0            | 3.8 | 27.1                | 2.5 | 0.206    |
| Child's health condition  | 4.8           | 0.8 | 5.8               | 1.2 | 3.9                 | 1.2 | 0.285    | 0.9              | 0.6 | 5.7                  | 1.0 | <.001    | 2.5             | 1.0 | 6.0                 | 1.1 | 0.021    |
| Care of an FMLA-covered adult's health condition (care recipient less than 65 years old) <sup>2</sup> | 9.3           | 2.0 | 12.2              | 3.2 | 5.2                 | 1.2 | 0.037    | 11.6             | 3.4 | 8.8                  | 2.4 | 0.507    | 12.1            | 5.7 | 7.8                 | 1.1 | 0.469    |
| Care of an elderly FMLA-covered adult's health condition (care recipient 65 years or older)           | 4.5           | 0.8 | 5.0               | 0.9 | 4.1                 | 1.3 | 0.500    | 3.1              | 1.4 | 4.8                  | 0.8 | 0.251    | 4.7             | 1.4 | 4.4                 | 0.9 | 0.859    |
| Care of a non-FMLA-covered individual   | 5.3           | 1.0 | 4.4               | 1.2 | 6.1                 | 1.8 | 0.426    | 4.8              | 2.1 | 5.4                  | 1.1 | 0.789    | 6.0             | 2.2 | 4.9                 | 1.0 | 0.640    |
| Nature of health condition: (%)   |               |     |                   |     |                     |     |          |                  |     |                      |     |          |                 |     |                     |     |          |
| A one-time health matter  | 42.9          | 2.7 | 43.9              | 3.7 | 40.1                | 4.5 | 0.523    | 51.4             | 7.9 | 40.8                 | 3.0 | 0.232    | 39.6            | 5.6 | 44.9                | 2.6 | 0.381    |
| Injury or illness that now requires routine scheduled care  | 13.0          | 1.7 | 14.4              | 2.0 | 11.2                | 3.0 | 0.342    | 11.6             | 3.8 | 13.3                 | 1.7 | 0.648    | 8.1             | 2.3 | 15.8                | 1.8 | 0.003    |
| Ongoing health condition  | 27.6          | 3.2 | 26.7              | 4.2 | 30.7                | 5.1 | 0.536    | 23.5             | 6.7 | 28.6                 | 3.6 | 0.491    | 38.5            | 6.1 | 21.4                | 2.6 | 0.007    |
| To provide eldercare <sup>3</sup>   | 2.1           | 0.7 | 2.4               | 0.8 | 2.0                 | 1.4 | 0.787    | 1.9              | 1.1 | 2.2                  | 0.8 | 0.803    | 0.9             | 0.3 | 2.9                 | 1.0 | 0.064    |
| Other   | 14.4          | 1.7 | 12.6              | 2.1 | 16.0                | 3.0 | 0.355    | 11.7             | 3.6 | 15.0                 | 1.8 | 0.383    | 13.0            | 2.9 | 15.1                | 2.1 | 0.551    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates. Column estimates within panel may not add to 100% due to rounding.

Care recipient is defined as the person for whom the respondent indicated needing to take leave.

<sup>1</sup>Leaves related to a new child include pregnancy-related serious health conditions, miscarriage, and care for or bonding with a newborn, a newly adopted child, or a newly placed foster child.

<sup>2</sup>Care of a non-elderly (under 65) adult's health condition includes leaves arising from a parent, spouse, or domestic partner's serious health condition as well as the deployment of a military family member.

<sup>3</sup>Eldercare is care provided for individuals aged 65 or older with age-related physical or mental impairments not related to a serious health condition.

Source: 2018 FMLA Employee Survey A5, A8, A10.

Sample: Sample size is 1,805 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B4-4. Length of most recent and longest leave for a qualifying FMLA reason in past 12 months, by select subgroups**

|   | All employees |      | Eligible for FMLA |      | Ineligible for FMLA |      | <i>p</i> | Paid leave state |      | Non paid leave state |      | <i>p</i> | Low wage worker |      | Non low wage worker |      | <i>p</i> |
|---|---------------|------|-------------------|------|---------------------|------|----------|------------------|------|----------------------|------|----------|-----------------|------|---------------------|------|----------|
|   | Mean          | SE   | Mean              | SE   | Mean                | SE   |          | Mean             | SE   | Mean                 | SE   |          | Mean            | SE   | Mean                | SE   |          |
| Most recent leave in last 12 months:  |               |      |                   |      |                     |      |          |                  |      |                      |      |          |                 |      |                     |      |          |
| Average business days   | 28.3          | 1.3  | 28.5              | 1.7  | 26.9                | 2.2  | 0.578    | 29.6             | 3.5  | 28.0                 | 1.4  | 0.674    | 30.7            | 2.7  | 27.0                | 1.4  | 0.232    |
| ≤ 10 days (%)   | 40.0          | 2.6  | 41.1              | 3.3  | 38.8                | 4.9  | 0.702    | 38.8             | 6.4  | 40.3                 | 2.6  | 0.826    | 33.8            | 5.1  | 43.1                | 2.7  | 0.106    |
| 11-40 days (%)  | 36.3          | 2.8  | 36.9              | 3.6  | 37.5                | 4.1  | 0.906    | 40.4             | 7.2  | 35.4                 | 3.0  | 0.529    | 39.8            | 6.4  | 34.6                | 2.7  | 0.462    |
| 41-60 days (%)  | 10.9          | 1.6  | 9.6               | 1.6  | 10.3                | 3.6  | 0.867    | 5.7              | 2.1  | 12.1                 | 2.0  | 0.029    | 12.1            | 3.8  | 10.2                | 1.6  | 0.643    |
| 61+ days (%)  | 12.8          | 1.5  | 12.4              | 1.9  | 13.4                | 2.8  | 0.764    | 15.1             | 4.0  | 12.3                 | 1.6  | 0.514    | 14.2            | 3.4  | 12.1                | 1.5  | 0.560    |
| Longest leave in last 12 months if ≥ 3 weeks (if different from most recent leave): |               |      |                   |      |                     |      |          |                  |      |                      |      |          |                 |      |                     |      |          |
| Average business days   | 42.5          | 5.9  | 45.2              | 7.3  | 43.3                | 8.6  | 0.875    | 28.2             | 4.8  | 45.7                 | 6.5  | 0.020    | 43.1            | 6.5  | 42.3                | 7.2  | 0.922    |
| 15-40 days (%)  | 65.6          | 10.7 | 62.6              | 13.1 | 58.7                | 19.5 | 0.870    | 88.6             | 12.8 | 60.5                 | 11.9 | 0.080    | 53.9            | 13.8 | 69.3                | 11.9 | 0.333    |
| 41-60 days (%)  | 8.0           | 4.0  | 9.8               | 5.4  | 2.0                 | 2.9  | 0.200    | 7.9              | 10.7 | 8.1                  | 4.5  | 0.990    | 10.1            | 7.6  | 7.4                 | 4.8  | 0.759    |
| 61+ days (%)  | 26.3          | 9.5  | 27.6              | 11.7 | 39.3                | 20.0 | 0.626    | 3.5              | 5.6  | 31.4                 | 10.8 | 0.017    | 36.0            | 14.0 | 23.3                | 10.2 | 0.420    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates.

Length of leave listed in business days. Respondents could report length of leave in multiple units (hours, days, weeks, months). We convert responses into business days by assuming 8 hours per day, 5 days per week, and 22.5 days per month. For most recent leave, length of leave among employees who are currently on leave is imputed by doubling their reported length of leave. Because the longest FMLA-allowed leave is 6 months within a 12-month period, duration of leave was truncated at 6 months.

Calculations exclude those respondents who reported taking leave for a reason that does not qualify for FMLA (e.g., for a non-immediate family member or for eldercare, which is care provided for an adult aged 65 or older with age-related physical or mental impairments not related to a serious health condition).

Source: 2018 FMLA Employee Survey A3, A19.

Sample: Sample size is 1,516 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B4-5. Average length of most recent leave for a qualifying FMLA reason in past 12 months, by demographic characteristics (in business days)**

|   | All employees |     | Eligible for FMLA |      | Ineligible for FMLA |      | Paid leave state |      | Non paid leave state |     |
|---|---------------|-----|-------------------|------|---------------------|------|------------------|------|----------------------|-----|
|   | Mean          | SE  | Mean              | SE   | Mean                | SE   | Mean             | SE   | Mean                 | SE  |
| All employees   | 28.3          | 1.3 | 28.5              | 1.7  | 26.9                | 2.2  | 29.6             | 3.5  | 28.0                 | 1.4 |
| <b>Sex:</b>   |               |     |                   |      |                     |      |                  |      |                      |     |
| Female  | 35.2          | 2.1 | 35.1              | 3.0  | 33.6                | 3.0  | 43.6             | 6.5  | 33.8                 | 2.2 |
| Male  | 21.2          | 1.4 | 22.2              | 1.7  | 19.3                | 2.6  | 20.8             | 3.0  | 21.4                 | 1.7 |
| <b>Education:</b>   |               |     |                   |      |                     |      |                  |      |                      |     |
| Less than a high school diploma (including GED)               | 28.6          | 5.6 | 28.9              | 8.4  | 33.1                | 8.6  | 14.6             | 6.2  | 31.1                 | 6.6 |
| High school diploma   | 30.2          | 3.2 | 28.2              | 4.1  | 32.3                | 4.7  | 27.0             | 5.7  | 31.4                 | 3.8 |
| Some college or associate's degree                            | 26.4          | 2.4 | 27.0              | 3.1  | 19.9                | 2.3  | 36.6             | 9.9  | 25.3                 | 2.4 |
| Bachelor's degree or higher                                   | 28.0          | 1.8 | 29.8              | 2.4  | 24.4                | 2.3  | 34.4             | 5.0  | 26.5                 | 1.9 |
| <b>Race:</b>  |               |     |                   |      |                     |      |                  |      |                      |     |
| White   | 27.9          | 1.4 | 28.5              | 1.9  | 26.0                | 2.4  | 27.3             | 3.2  | 28.0                 | 1.5 |
| African American  | 27.3          | 3.2 | 27.1              | 5.1  | 25.0                | 3.5  | 51.1             | 10.7 | 25.2                 | 3.1 |
| Asian   | 30.4          | 8.8 | 29.5              | 9.4  | 27.6                | 13.3 | 44.8             | 14.4 | 15.4                 | 5.1 |
| Other (Native American, Pacific Islander, more than one race) | 30.3          | 6.7 | 40.9              | 11.8 | 20.4                | 7.2  | 17.5             | 9.0  | 38.5                 | 9.4 |
| <b>Ethnicity:</b>   |               |     |                   |      |                     |      |                  |      |                      |     |
| Hispanic  | 26.3          | 3.2 | 26.4              | 4.0  | 25.9                | 6.3  | 23.7             | 3.7  | 27.9                 | 5.1 |
| Not Hispanic  | 28.9          | 1.3 | 29.0              | 1.9  | 27.2                | 2.2  | 35.2             | 4.9  | 28.0                 | 1.4 |
| <b>Marital status:</b>  |               |     |                   |      |                     |      |                  |      |                      |     |
| Married   | 28.3          | 1.7 | 28.2              | 2.2  | 27.2                | 2.8  | 29.4             | 5.2  | 28.1                 | 1.8 |
| Living with a partner   | 31.4          | 4.2 | 34.6              | 5.5  | 29.0                | 7.6  | 47.6             | 20.0 | 28.9                 | 3.8 |
| Separated/Divorced/Widowed                                    | 31.3          | 3.3 | 29.3              | 5.0  | 32.7                | 5.0  | 42.8             | 7.5  | 29.6                 | 3.5 |
| Never married   | 24.8          | 3.0 | 24.7              | 4.5  | 23.1                | 4.1  | 19.0             | 3.5  | 26.7                 | 3.8 |
| One or more adults over 65 in respondent's care               | 20.8          | 2.1 | 19.7              | 2.9  | 22.4                | 3.6  | 25.9             | 4.7  | 19.3                 | 2.5 |
| One or more children under 18 in respondent's care            | 29.9          | 2.0 | 30.9              | 2.5  | 26.5                | 3.2  | 32.5             | 6.0  | 29.5                 | 2.0 |
| Respondent is head of single-parent household <sup>1</sup>    | 35.2          | 5.2 | 46.8              | 9.5  | 27.3                | 5.6  | 22.2             | 6.9  | 38.5                 | 6.1 |
| Respondent is part of dual-parent household <sup>1</sup>      | 28.2          | 2.0 | 28.0              | 2.1  | 26.0                | 3.4  | 38.8             | 7.0  | 26.6                 | 1.8 |
| <b>Low wage status:</b>                                       |               |     |                   |      |                     |      |                  |      |                      |     |
| Low-wage worker (earns < \$15/hr)                             | 30.7          | 2.7 | 29.0              | 4.4  | 32.1                | 4.2  | 22.1             | 4.1  | 32.3                 | 3.1 |
| Non-low-wage worker   | 27.0          | 1.4 | 28.3              | 1.7  | 23.1                | 1.8  | 32.6             | 4.4  | 25.7                 | 1.4 |
| <b>Number of jobs:</b>  |               |     |                   |      |                     |      |                  |      |                      |     |
| One job only  | 28.9          | 1.4 | 28.5              | 1.9  | 29.4                | 2.5  | 28.7             | 3.4  | 28.9                 | 1.6 |
| More than one job   | 21.9          | 2.8 | 28.3              | 4.3  | 15.0                | 2.7  | 22.8             | 9.6  | 21.8                 | 2.7 |

Notes: SE = Standard error.

Calculations exclude those respondents who reported taking leave for a reason that does not qualify for FMLA (e.g., for a non-immediate family member or for eldercare, which is care provided for an adult aged 65 years or older with age-related physical or mental impairments not related to a serious health condition).

<sup>1</sup>Single-parent status is among respondents who report at least one child aged younger than 18 in their care and is defined as those who report that they are not currently living with a partner and are never married, separated, divorced, widowed, or are married with a partner living outside the home; dual-parent status are those who report living with a partner or are married with the partner living inside the home.

Source: 2018 FMLA Employee Survey S8, S8b/D1, S9b, A3, A19, D5, D6, D7, D8, D10, D11.

Sample: Sample size is 1,516 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B4-6. Average length of most recent leave taken in the past 12 months, by reason for leave**

|                                      | Own Illness |     | Related to new child <sup>1</sup> |     | Child's health condition |     | Care of FMLA covered non-elderly adult's serious health condition (age < 65) <sup>2</sup> |     | Care of FMLA covered elderly adult's serious health condition (age 65+) |     | Care of non-FMLA covered individual |     |
|--------------------------------------|-------------|-----|-----------------------------------|-----|--------------------------|-----|---|-----|---|-----|-------------------------------------|-----|
|                                      | Mean        | SE  | Mean                              | SE  | Mean                     | SE  | Mean  | SE  | Mean  | SE  | Mean                                | SE  |
| Average business days of leave taken | 28.9        | 1.8 | 35.9                              | 3.1 | 10.9                     | 2.6 | 18.8  | 3.1 | 19.7  | 2.4 | 12.5                                | 2.5 |

Notes: SE = Standard error.

Tables on reasons for needing leave include all leave takers, including those who took leave for reasons that are ineligible under FMLA.

Length of leave among employees who are currently on leave is imputed by doubling their reported length of leave.

Because the longest FMLA-allowed leave is 6 months within a 12-month period, duration of leave was truncated at 6 months.

<sup>1</sup>Leaves related to a new child include pregnancy-related serious health conditions, miscarriage, and care for or bonding with a newborn, a newly adopted child, or a newly placed foster child.

<sup>2</sup>Care of a non-elderly (under 65) adult's health condition includes leaves arising from a parent, spouse, or domestic partner's health condition as well as the deployment of a military family member.

Source: 2018 FMLA Employee Survey A5, A8, A10, A19.

Sample: Sample size is 896 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B4-7. Prevalence and length of intermittent leaves taken for most recent leave for a qualifying FMLA reason in past 12 months**

|   | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |      | Non paid leave state |     | <i>p</i> | Low wage worker |      | Non low wage worker |     | <i>p</i> |
|---|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|------|----------------------|-----|----------|-----------------|------|---------------------|-----|----------|
|   | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE   | Mean                 | SE  |          | Mean            | SE   | Mean                | SE  |          |
| Percent of leave takers who took leave on an intermittent basis (multiple occasions for the same condition) (%) | 31.4          | 2.6 | 32.1              | 3.3 | 32.0                | 4.6 | 0.994    | 25.4             | 6.8  | 32.8                 | 2.8 | 0.325    | 35.1            | 5.8  | 29.3                | 2.3 | 0.348    |
| <b>Among leaves taken intermittently:<sup>1</sup></b>   |               |     |                   |     |                     |     |          |                  |      |                      |     |          |                 |      |                     |     |          |
| Average number of occasions of time off for the same condition  | 6.8           | 0.8 | 8.4               | 1.2 | 3.8                 | 0.5 | <.001    | 4.3              | 1.5  | 7.2                  | 0.9 | 0.104    | 7.1             | 1.6  | 6.6                 | 1.0 | 0.793    |
| 2 occasions of time off (%)   | 41.1          | 5.4 | 33.9              | 6.2 | 53.3                | 7.9 | 0.044    | 63.3             | 15.4 | 36.7                 | 5.1 | 0.100    | 43.0            | 11.2 | 40.0                | 5.0 | 0.802    |
| 3-5 occasions of time off (%)   | 34.8          | 4.2 | 34.0              | 5.7 | 37.6                | 6.7 | 0.702    | 21.9             | 9.6  | 37.4                 | 4.8 | 0.176    | 25.5            | 7.0  | 40.2                | 4.6 | 0.084    |
| 6+ occasions of time off (%)  | 24.1          | 6.5 | 32.2              | 8.5 | 9.1                 | 3.5 | 0.007    | 14.8             | 10.3 | 26.0                 | 6.9 | 0.315    | 31.5            | 14.2 | 19.8                | 3.3 | 0.412    |
| <b>Among leaves taken intermittently, length of leave:<sup>1</sup></b>  |               |     |                   |     |                     |     |          |                  |      |                      |     |          |                 |      |                     |     |          |
| Average business days   | 20.9          | 1.8 | 19.9              | 2.2 | 23.0                | 3.3 | 0.450    | 16.7             | 3.1  | 21.7                 | 2.0 | 0.211    | 22.9            | 3.2  | 19.7                | 2.1 | 0.418    |
| ≤ 10 days (%)   | 44.7          | 5.0 | 49.5              | 7.7 | 35.1                | 8.3 | 0.261    | 43.6             | 14.3 | 44.9                 | 5.4 | 0.935    | 40.3            | 10.6 | 47.5                | 5.3 | 0.559    |
| 11-40 days (%)  | 40.4          | 6.0 | 38.4              | 8.5 | 45.0                | 8.5 | 0.596    | 54.0             | 14.7 | 37.8                 | 6.6 | 0.323    | 41.1            | 13.7 | 39.9                | 5.8 | 0.939    |
| 41-60 days (%)  | 8.5           | 3.2 | 4.8               | 1.6 | 14.6                | 8.2 | 0.242    | 0.9              | 0.9  | 10.0                 | 3.8 | 0.026    | 14.6            | 8.2  | 4.7                 | 1.5 | 0.237    |
| 61+ days (%)  | 6.4           | 1.9 | 7.3               | 2.5 | 5.2                 | 3.1 | 0.603    | 1.5              | 1.9  | 7.3                  | 2.2 | 0.043    | 4.0             | 2.6  | 7.9                 | 2.6 | 0.260    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates.

Calculations exclude those respondents who reported taking leave for a reason that does not qualify for FMLA (for a non-covered family member or for eldercare, which is care of an individual 65 years or older with age-related physical or mental impairments not related to a serious health condition).

<sup>1</sup>Column percentages may not add to 100% due to rounding.

Source: 2018 FMLA Employee Survey A3, A14, A15, A19.

Sample: Sample size is 1,696 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

## Appendix Exhibit B4-8. Medical reasons for taking intermittent leave

|   | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |      | Non paid leave state |     | <i>p</i> | Low wage worker |      | Non low wage worker |     | <i>p</i> |
|---|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|------|----------------------|-----|----------|-----------------|------|---------------------|-----|----------|
|   | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE   | Mean                 | SE  |          | Mean            | SE   | Mean                | SE  |          |
| Medical reason for taking intermittent leave: (%)   |               |     |                   |     |                     |     |          |                  |      |                      |     |          |                 |      |                     |     |          |
| Own illness   | 46.7          | 5.0 | 46.7              | 6.4 | 46.3                | 7.6 | 0.971    | 37.6             | 12.5 | 48.5                 | 5.5 | 0.435    | 56.0            | 11.6 | 40.9                | 4.7 | 0.245    |
| Related to a new child <sup>1</sup>   | 12.8          | 3.6 | 10.3              | 2.8 | 17.8                | 8.1 | 0.371    | 32.1             | 14.9 | 8.8                  | 2.1 | 0.116    | 5.2             | 2.3  | 17.4                | 5.3 | 0.036    |
| Child's health condition  | 8.8           | 1.9 | 10.1              | 2.7 | 8.3                 | 3.0 | 0.660    | 0.6              | 0.7  | 10.4                 | 2.3 | <.001    | 3.5             | 1.9  | 12.0                | 2.7 | 0.011    |
| Care of an FMLA-covered adult's health condition (care recipient less than 65 years old) <sup>2</sup> | 13.3          | 5.8 | 17.4              | 8.8 | 7.3                 | 2.5 | 0.267    | 9.7              | 6.9  | 14.1                 | 6.5 | 0.630    | 19.0            | 13.5 | 9.9                 | 2.3 | 0.499    |
| Care of an elderly FMLA-covered adult's health condition (care recipient 65 years or older)           | 9.0           | 1.9 | 9.4               | 2.2 | 8.8                 | 3.7 | 0.876    | 6.5              | 4.3  | 9.5                  | 2.0 | 0.503    | 8.5             | 3.5  | 9.2                 | 2.3 | 0.870    |
| Care of a non-FMLA-covered individual   | 9.5           | 2.2 | 6.1               | 2.0 | 11.5                | 4.9 | 0.322    | 13.5             | 7.3  | 8.7                  | 2.3 | 0.537    | 7.8             | 4.0  | 10.6                | 2.6 | 0.549    |
| Nature of health condition for intermittent leave: (%)  |               |     |                   |     |                     |     |          |                  |      |                      |     |          |                 |      |                     |     |          |
| A one-time health matter  | 24.3          | 3.9 | 25.1              | 5.2 | 23.7                | 6.4 | 0.867    | 34.5             | 13.4 | 22.8                 | 3.9 | 0.408    | 21.2            | 8.1  | 26.5                | 3.5 | 0.552    |
| Injury or illness that now requires routine scheduled care  | 15.4          | 3.2 | 17.6              | 3.8 | 13.6                | 5.7 | 0.531    | 12.5             | 9.0  | 15.9                 | 3.1 | 0.698    | 4.6             | 2.2  | 22.9                | 4.3 | <.001    |
| Ongoing health condition  | 40.4          | 5.5 | 42.0              | 7.6 | 38.8                | 8.9 | 0.789    | 32.1             | 11.0 | 41.6                 | 6.0 | 0.459    | 59.1            | 10.0 | 27.3                | 3.5 | 0.003    |
| To provide eldercare <sup>3</sup>   | 4.1           | 1.6 | 4.8               | 1.8 | 3.4                 | 3.5 | 0.727    | 4.7              | 3.4  | 4.0                  | 1.8 | 0.848    | 1.3             | 0.8  | 6.0                 | 2.4 | 0.056    |
| Other   | 15.8          | 3.0 | 10.6              | 2.7 | 20.5                | 5.7 | 0.133    | 16.2             | 9.7  | 15.8                 | 2.9 | 0.964    | 13.8            | 5.5  | 17.2                | 3.8 | 0.620    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates. Column percentages within panel may not add to 100% due to rounding.

Tables on reasons for needing leave include all leave takers, including those who took leave for reasons that are ineligible under FMLA.

Care recipient is defined as the person for whom the respondent indicated needing to take leave.

<sup>1</sup>Leaves related to a new child include pregnancy-related serious health conditions, miscarriage, and care for or bonding with a newborn, a newly adopted child, or a newly placed foster child.

<sup>2</sup>Care of a non-elderly (under 65) adult's health condition includes leaves arising from a parent, spouse, or domestic partner's health condition as well as the deployment of a military family member.

<sup>3</sup>Eldercare is care provided for an adult aged 65 or older with age-related physical or mental impairments not related to a serious health condition.

Source: 2018 FMLA Employee Survey A5, A8, A10.

Sample: Sample size is 553 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.



**Appendix Exhibit B4-9. Other household members' leave taking behavior for most recent leave**

|  | All leave takers |     | Own Illness |     | Related to new child¹ |     | Child's health condition |      | Care of FMLA covered non elderly adult's serious health condition (age < 65)² |      | Care of FMLA covered elderly adult's serious health condition (age 65+) |      | Care of non FMLA covered individual |     |
|--|------------------|-----|-------------|-----|-----------------------|-----|--------------------------|------|---|------|---|------|-------------------------------------|-----|
|  | Mean             | SE  | Mean        | SE  | Mean                  | SE  | Mean                     | SE   | Mean  | SE   | Mean  | SE   | Mean                                | SE  |
| Another household member took leave from work for the same reason (%)          | 25.1             | 2.1 | 13.4        | 2.7 | 50.0                  | 5.3 | 29.3                     | 7.5  | 20.6  | 6.6  | 17.0  | 6.1  | 28.4                                | 8.7 |
| Of these:³   |                  |     |             |     |                       |     |                          |      |   |      |   |      |                                     |     |
| Other household member's leave was at a different time (%)                     | 20.9             | 3.7 | 38.6        | 9.3 | 11.5                  | 4.8 | 32.2                     | 14.8 | 27.7  | 13.7 | 20.2  | 16.0 | 3.6                                 | 3.0 |
| Other household member's leave was at the same time (partially or in full) (%) | 79.1             | 3.7 | 61.4        | 9.3 | 88.5                  | 4.8 | 67.8                     | 14.8 | 72.3  | 13.7 | 79.8  | 16.0 | 96.4                                | 3.0 |

Notes: SE = Standard error. Tables on reasons for needing leave include all leave takers, including those who took leave for reasons that are ineligible under FMLA.

<sup>1</sup>Leaves related to a new child include pregnancy-related serious health conditions, miscarriage, and care for or bonding with a newborn, a newly adopted child, or a newly placed foster child.

<sup>2</sup>Care of a non-elderly (under 65) adult's health condition includes leaves arising from a parent, spouse, or domestic partner's health condition as well as the deployment of a military family member.

<sup>3</sup>Column percentages in this panel may not add to 100% due to rounding.

Source: 2018 FMLA Employee Survey A5, A8, A10, A19, A19b, A19d.

Sample: Sample size is 1,771 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

## Appendix Exhibit B4-10. Use and types of FMLA leave

|   | All worksites |     | Covered by FMLA |     | Not covered by FMLA |     | <i>p</i> |
|---|---------------|-----|-----------------|-----|---------------------|-----|----------|
|   | Mean          | SE  | Mean            | SE  | Mean                | SE  |          |
| Percent of worksites that had any leave by employees for a qualifying FMLA reason (%)   | 25.6          | 1.8 | 32.6            | 3.2 | 23.4                | 2.2 | 0.017    |
| Percent of employees who took leave for a qualifying FMLA reason in the past 12 months <sup>1</sup> (%)                         | 6.9           | 0.3 | 7.0             | 0.4 | 6.6                 | 0.6 | 0.544    |
| <b>Among worksites covered by FMLA:</b>   |               |     |                 |     |                     |     |          |
| Percent of worksites that report any intermittent leave among employees (%)   | n/a           | n/a | 15.8            | 2.7 | n/a                 | n/a | n/a      |
| Percent of leave takers that took intermittent leave <sup>1</sup> (%)   | n/a           | n/a | 26.2            | 1.5 | n/a                 | n/a | n/a      |
| <b>Average percent of granted leaves for a qualifying FMLA reason that were taken on an intermittent basis:<sup>1</sup> (%)</b> |               |     |                 |     |                     |     |          |
| None  | n/a           | n/a | 1.3             | 0.6 | n/a                 | n/a | n/a      |
| 1-5%  | n/a           | n/a | 27.3            | 2.8 | n/a                 | n/a | n/a      |
| 6-10%   | n/a           | n/a | 9.9             | 1.7 | n/a                 | n/a | n/a      |
| 11-15%  | n/a           | n/a | 5.9             | 1.3 | n/a                 | n/a | n/a      |
| 16-20%  | n/a           | n/a | 7.6             | 1.6 | n/a                 | n/a | n/a      |
| 21-50%  | n/a           | n/a | 28.4            | 2.3 | n/a                 | n/a | n/a      |
| More than 50%   | n/a           | n/a | 19.5            | 2.1 | n/a                 | n/a | n/a      |
| <b>Among worksites covered by FMLA that had any leave takers:</b>   |               |     |                 |     |                     |     |          |
| Percent of worksites that report employees not returning after taking FMLA leave (%)  | n/a           | n/a | 18.3            | 3.4 | n/a                 | n/a | n/a      |
| Percent of employees that took leave and chose not to return to work <sup>1</sup> (%)   | n/a           | n/a | 18.1            | 2.2 | n/a                 | n/a | n/a      |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates, n/a = not applicable (only applies to worksites covered by FMLA).

<sup>1</sup>Results weighted by number of employees at the worksites; all other results are weighted by number of worksites. Results in this panel may not add to 100% due to rounding.

Source: 2018 FMLA Worksite Survey Q2, Q19, Q21, Q21b, Q23, Q24, Q58.

Sample: Sample size is 2,153 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B5-1. Percentage of employees receiving full, partial, or no pay while on most recent leave in the past 12 months, by select subgroups**

| Amount of pay received while on most recent leave: (%) | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |     | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|--|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|-----|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|  | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE  | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| Full pay (%)   | 42.2          | 3.1 | 50.9              | 3.7 | 34.8                | 4.4 | 0.003    | 46.7             | 6.5 | 41.2                 | 3.3 | 0.434    | 21.9            | 4.4 | 52.6                | 3.0 | <.001    |
| Partial pay, 75 to <100%                               | 4.1           | 0.8 | 4.4               | 0.8 | 4.2                 | 1.8 | 0.905    | 7.3              | 3.5 | 3.4                  | 0.7 | 0.275    | 1.6             | 0.8 | 5.4                 | 1.2 | 0.005    |
| Partial pay, 50 to < 75%                               | 9.4           | 1.5 | 10.9              | 2.3 | 9.1                 | 2.3 | 0.580    | 15.7             | 6.5 | 8.1                  | 1.3 | 0.256    | 4.5             | 1.3 | 11.9                | 2.2 | 0.005    |
| Partial pay, 25 to <50%                                | 5.5           | 2.4 | 7.8               | 3.8 | 2.4                 | 1.2 | 0.177    | 3.0              | 1.9 | 6.0                  | 2.8 | 0.374    | 7.0             | 6.3 | 4.7                 | 1.3 | 0.720    |
| Partial pay, >0 to <25%                                | 5.3           | 1.1 | 6.5               | 1.7 | 3.8                 | 1.8 | 0.327    | 6.6              | 3.4 | 5.0                  | 1.2 | 0.663    | 4.4             | 1.6 | 5.8                 | 1.6 | 0.532    |
| No pay (%)   | 33.6          | 3.2 | 19.5              | 2.4 | 45.7                | 4.9 | <.001    | 20.7             | 4.2 | 36.2                 | 4.0 | 0.013    | 60.7            | 6.6 | 19.6                | 1.9 | <.001    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates. Column percentages may not add to 100% due to rounding.

Source: 2018 FMLA Employee Survey A43, A43a-g.

Sample: Sample size is 1,625 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B5-2. Percentage of employees receiving full, partial, or no pay while on most recent leave in the past 12 months, by duration of leave**

| Amount of pay received while on most recent leave: (%) | All leaves |     | Leave ≤ 10 business days |     | Leave 11 40 business days |     | Leave 41 60 business days |      | Leave 61+ business days |     |
|--|------------|-----|--------------------------|-----|---------------------------|-----|---------------------------|------|-------------------------|-----|
|  | Mean       | SE  | Mean                     | SE  | Mean                      | SE  | Mean                      | SE   | Mean                    | SE  |
| Full pay   | 42.2       | 3.1 | 66.4                     | 3.5 | 33.8                      | 4.7 | 22.0                      | 6.1  | 22.1                    | 4.2 |
| Partial pay, 75 to <100%                               | 4.1        | 0.8 | 2.5                      | 0.9 | 5.0                       | 1.9 | 4.9                       | 2.2  | 7.8                     | 2.9 |
| Partial pay, 50 to < 75%                               | 9.4        | 1.5 | 4.2                      | 1.1 | 8.7                       | 2.6 | 22.7                      | 7.9  | 11.9                    | 3.4 |
| Partial pay, 25 to <50%                                | 5.5        | 2.4 | 1.4                      | 0.6 | 9.1                       | 6.6 | 8.6                       | 7.2  | 10.7                    | 3.3 |
| Partial pay, >0 to <25%                                | 5.3        | 1.1 | 0.3                      | 0.5 | 7.6                       | 2.6 | 5.5                       | 2.5  | 18.0                    | 5.4 |
| No pay   | 33.6       | 3.2 | 25.1                     | 3.0 | 35.7                      | 5.0 | 36.3                      | 10.5 | 29.4                    | 4.7 |

Notes: SE = Standard error. Column percentages may not add to 100% due to rounding.

Length of leave among employees who are currently on leave is imputed by doubling their reported length of leave.

Because the longest FMLA-allowed leave is 6 months within a 12-month period, duration of leave was truncated at 6 months.

Source: 2018 FMLA Employee Survey A3, A19, A43, A43a-g.

Sample: Sample size is 1,625 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B5-3. Source of pay received among all employees who received pay while on most recent leave in past 12 months, by select subgroups**

|                             | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |     | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|-----------------------------|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|-----|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|                             | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE  | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| Vacation leave (%)          | 40.9          | 3.0 | 42.7              | 3.8 | 36.6                | 5.1 | 0.339    | 33.5             | 6.3 | 43.1                 | 3.3 | 0.183    | 53.8            | 8.2 | 36.9                | 2.7 | 0.053    |
| Sick leave (%)              | 50.5          | 3.0 | 53.2              | 3.9 | 45.9                | 5.3 | 0.292    | 41.1             | 8.5 | 53.4                 | 3.4 | 0.202    | 55.7            | 9.0 | 49.0                | 3.3 | 0.495    |
| Flex time (%)               | 7.2           | 1.5 | 5.6               | 1.3 | 10.6                | 4.2 | 0.271    | 6.7              | 2.5 | 7.4                  | 1.8 | 0.831    | 6.3             | 2.8 | 7.5                 | 1.8 | 0.722    |
| Temporary disability (%)    | 29.5          | 3.7 | 27.9              | 3.6 | 31.8                | 7.4 | 0.593    | 42.7             | 8.9 | 25.4                 | 3.2 | 0.050    | 34.0            | 9.6 | 28.1                | 3.3 | 0.537    |
| State-paid family leave (%) | 7.6           | 1.3 | 8.0               | 1.7 | 5.2                 | 1.9 | 0.287    | 19.6             | 4.6 | 3.9                  | 1.0 | <.001    | 8.3             | 3.1 | 7.3                 | 1.4 | 0.763    |
| Paid time off (%)           | 32.5          | 2.7 | 30.2              | 2.7 | 37.0                | 5.7 | 0.266    | 32.1             | 7.0 | 32.7                 | 2.8 | 0.935    | 22.9            | 5.8 | 35.3                | 3.2 | 0.084    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates.

Columns may sum to more than 100% because respondents could report receiving more than one type of pay while on leave.

Source: 2018 FMLA Employee Survey A43h.

Sample: Sample size is 1,203 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B5-4. Source of pay received among all employees who received pay while on most recent leave in past 12 months, by duration of leave**

|                             | All leaves |     | Leave ≤ 10 business days |     | Leave 11 40 business days |     | Leave 41 60 business days |     | Leave 61+ business days |     |
|-----------------------------|------------|-----|--------------------------|-----|---------------------------|-----|---------------------------|-----|-------------------------|-----|
|                             | Mean       | SE  | Mean                     | SE  | Mean                      | SE  | Mean                      | SE  | Mean                    | SE  |
| Vacation leave (%)          | 40.9       | 3.0 | 38.4                     | 4.1 | 34.5                      | 8.4 | 50.6                      | 8.3 | 57.7                    | 7.8 |
| Sick leave (%)              | 50.5       | 3.0 | 60.4                     | 3.9 | 41.0                      | 6.4 | 42.0                      | 8.7 | 53.7                    | 7.0 |
| Flex time (%)               | 7.2        | 1.5 | 8.3                      | 3.2 | 6.7                       | 2.5 | 8.5                       | 3.6 | 6.4                     | 3.2 |
| Temporary disability (%)    | 29.5       | 3.7 | 11.2                     | 4.2 | 33.4                      | 6.5 | 48.6                      | 7.7 | 53.3                    | 7.5 |
| State-paid family leave (%) | 7.6        | 1.3 | 2.9                      | 1.4 | 7.1                       | 2.4 | 13.6                      | 6.0 | 18.1                    | 4.9 |
| Paid time off (%)           | 32.5       | 2.7 | 33.4                     | 4.3 | 34.4                      | 5.7 | 36.2                      | 9.1 | 27.1                    | 7.4 |

Notes: SE = Standard error. Columns may sum to more than 100% because respondents could report receiving more than one type of pay while on leave.

Source: 2018 FMLA Employee Survey A3, A19, A43h.

Sample: Sample size is 1,203 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B5-5. Health insurance benefits while on leave, by select subgroups**

|   | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |     | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|---|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|-----|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|   | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE  | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| Health insurance benefits status among employees on leave for at least one month: (%) |               |     |                   |     |                     |     |          |                  |     |                      |     |          |                 |     |                     |     |          |
| Kept all  | 71.0          | 3.7 | 87.1              | 2.8 | 53.7                | 7.0 | <.001    | 86.8             | 6.3 | 66.2                 | 5.1 | 0.031    | 48.2            | 7.0 | 86.7                | 2.6 | <.001    |
| Lost part   | 3.3           | 1.7 | 1.3               | 0.8 | 7.5                 | 4.9 | 0.222    | 0.7              | 0.6 | 4.1                  | 2.2 | 0.136    | 6.7             | 4.3 | 1.0                 | 0.6 | 0.201    |
| Lost all  | 2.3           | 0.7 | 1.7               | 0.8 | 4.1                 | 1.5 | 0.154    | 0.7              | 0.5 | 2.8                  | 0.8 | 0.039    | 3.5             | 1.7 | 1.5                 | 0.6 | 0.257    |
| Did not have this benefit   | 23.4          | 3.2 | 10.0              | 2.5 | 34.7                | 6.3 | <.001    | 11.8             | 6.0 | 26.8                 | 4.4 | 0.085    | 41.6            | 6.8 | 10.8                | 2.5 | <.001    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates. Column percentages may not add to 100% due to rounding.

Source: 2018 FMLA Employee Survey A44.

Sample: Sample size is 808 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B5-6. Percentage of employees experiencing degrees of financial difficulty in “making ends meet” while on leave and methods used to cover lost earnings among employees who receive partial or no pay while on leave**

|  | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |     | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|--|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|-----|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|  | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE  | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| How difficult was it for you to “make ends meet” during your leave? (%) <sup>1</sup> |               |     |                   |     |                     |     |          |                  |     |                      |     |          |                 |     |                     |     |          |
| Much more difficult than before the leave  | 30.5          | 2.9 | 28.6              | 4.0 | 33.5                | 4.8 | 0.440    | 21.2             | 6.5 | 32.2                 | 3.2 | 0.131    | 37.2            | 5.4 | 23.9                | 3.5 | 0.054    |
| Somewhat more difficult than before leave  | 36.4          | 3.6 | 33.8              | 5.3 | 40.1                | 5.4 | 0.385    | 37.5             | 6.7 | 36.2                 | 4.0 | 0.867    | 33.8            | 5.3 | 39.0                | 4.4 | 0.415    |
| The same as before leave   | 30.3          | 4.0 | 35.8              | 6.2 | 23.7                | 4.6 | 0.121    | 36.6             | 8.5 | 29.2                 | 4.8 | 0.489    | 26.2            | 7.6 | 34.4                | 3.9 | 0.355    |
| Somewhat easier than before leave  | 1.3           | 0.8 | 1.3               | 1.1 | 0.7                 | 0.7 | 0.619    | 1.2              | 0.9 | 1.4                  | 0.9 | 0.900    | 1.2             | 1.0 | 1.5                 | 1.0 | 0.805    |
| Much easier than before leave  | 1.4           | 0.7 | 0.5               | 0.4 | 1.9                 | 1.4 | 0.348    | 3.5              | 2.3 | 1.0                  | 0.6 | 0.274    | 1.6             | 1.1 | 1.2                 | 0.7 | 0.701    |
| Methods used to cover lost wages or salary during leave: <sup>2</sup>                |               |     |                   |     |                     |     |          |                  |     |                      |     |          |                 |     |                     |     |          |
| Used savings had earmarked for this situation (%)                                    | 42.7          | 4.3 | 46.9              | 6.2 | 41.2                | 4.9 | 0.431    | 53.8             | 8.7 | 40.7                 | 4.8 | 0.176    | 37.7            | 7.3 | 47.4                | 4.7 | 0.260    |
| Used savings earmarked for something else (%)  | 34.3          | 4.3 | 38.9              | 6.2 | 27.0                | 5.2 | 0.075    | 35.3             | 7.9 | 34.2                 | 4.7 | 0.892    | 37.5            | 7.8 | 31.4                | 3.5 | 0.454    |
| Borrowed money (%)   | 31.2          | 3.8 | 28.2              | 5.0 | 32.6                | 4.9 | 0.528    | 24.9             | 6.4 | 32.3                 | 4.2 | 0.331    | 41.1            | 6.0 | 21.6                | 3.1 | 0.002    |
| Went on public assistance (%)  | 16.6          | 2.7 | 11.2              | 2.5 | 21.7                | 4.6 | 0.037    | 7.8              | 3.1 | 18.2                 | 3.2 | 0.030    | 26.0            | 5.1 | 7.8                 | 1.7 | <.001    |
| Limited spending (%)   | 76.0          | 3.9 | 73.8              | 7.1 | 82.8                | 3.9 | 0.277    | 81.8             | 7.7 | 75.0                 | 4.5 | 0.459    | 71.7            | 7.1 | 80.0                | 3.5 | 0.298    |
| Put off paying bills (%)   | 27.4          | 2.6 | 25.2              | 4.1 | 29.0                | 4.4 | 0.554    | 29.7             | 6.8 | 27.0                 | 2.9 | 0.724    | 27.0            | 4.3 | 27.8                | 3.2 | 0.882    |
| Cut leave time short (%)   | 26.6          | 2.7 | 23.8              | 3.6 | 30.5                | 4.8 | 0.263    | 21.6             | 6.9 | 27.5                 | 3.0 | 0.438    | 24.3            | 3.9 | 28.7                | 4.0 | 0.452    |
| Something else (%)   | 8.4           | 2.0 | 5.6               | 1.8 | 12.0                | 4.2 | 0.164    | 6.3              | 3.5 | 8.7                  | 2.3 | 0.565    | 5.9             | 1.5 | 10.6                | 3.4 | 0.213    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates.

<sup>1</sup>Columns in first panel may not add to 100% due to rounding.

<sup>2</sup>Columns in second panel may sum to more than 100% because respondents could report more than one way to cover lost wages or salary.

Source: 2018 FMLA Employee Survey A53, A54.

Sample: Sample size is 905 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B5-7. Reasons for returning to work among leave takers, by select subgroups**

|  | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |      | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|--|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|------|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|  | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE   | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| Did not return to work (%)   | 4.4           | 1.4 | 2.1               | 0.7 | 7.9                 | 3.7 | 0.114    | 2.7              | 1.5  | 4.8                  | 1.7 | 0.347    | 8.8             | 3.5 | 2.0                 | 0.6 | 0.051    |
| Among employees who received less than full pay, would have taken longer leave if they received additional pay (%) | 56.3          | 3.8 | 64.5              | 5.5 | 49.5                | 5.3 | 0.048    | 60.0             | 9.1  | 55.3                 | 4.1 | 0.639    | 55.4            | 6.2 | 57.3                | 4.4 | 0.794    |
| <b>Reasons for returning to work after leave:<sup>1</sup></b>  |               |     |                   |     |                     |     |          |                  |      |                      |     |          |                 |     |                     |     |          |
| Wanted to get back to work (%)   | 68.6          | 2.8 | 68.1              | 4.0 | 71.4                | 4.2 | 0.588    | 78.7             | 4.9  | 66.1                 | 3.2 | 0.034    | 69.9            | 7.3 | 67.9                | 2.3 | 0.789    |
| Used up all the leave time allowed (%)   | 29.9          | 2.2 | 31.6              | 2.8 | 26.3                | 3.7 | 0.237    | 23.8             | 5.1  | 31.3                 | 2.7 | 0.225    | 31.0            | 5.2 | 29.3                | 2.4 | 0.778    |
| Felt pressured by boss or co-workers to return (%)   | 18.7          | 2.5 | 18.5              | 2.9 | 18.7                | 4.2 | 0.972    | 32.7             | 8.6  | 15.3                 | 1.8 | 0.039    | 22.9            | 5.2 | 16.5                | 2.4 | 0.246    |
| Had too much work to do to stay away longer (%)  | 23.7          | 2.2 | 22.4              | 2.7 | 26.2                | 4.3 | 0.446    | 29.7             | 7.0  | 22.2                 | 2.2 | 0.308    | 17.9            | 3.9 | 26.6                | 2.5 | 0.055    |
| Someone else took over care-giving responsibilities (%)  | 27.7          | 3.5 | 31.6              | 4.6 | 22.8                | 5.7 | 0.237    | 30.1             | 8.5  | 27.2                 | 3.9 | 0.748    | 25.8            | 7.8 | 28.4                | 3.5 | 0.754    |
| No longer needed to be on leave (%)  | 69.2          | 3.1 | 72.5              | 3.8 | 66.3                | 5.6 | 0.360    | 71.0             | 7.2  | 68.8                 | 3.3 | 0.775    | 60.3            | 6.9 | 73.8                | 2.6 | 0.066    |
| Doctor told you that you were ready to return to work (%)  | 63.3          | 4.0 | 73.9              | 3.5 | 56.4                | 7.5 | 0.042    | 68.4             | 8.5  | 62.1                 | 4.3 | 0.494    | 49.1            | 6.9 | 72.7                | 3.2 | 0.002    |
| Care recipient's doctor told you that it was safe for you to return to work (%)                                    | 33.1          | 3.5 | 36.7              | 4.9 | 31.8                | 6.7 | 0.585    | 35.1             | 11.1 | 32.7                 | 3.8 | 0.842    | 37.9            | 9.6 | 31.1                | 3.6 | 0.516    |
| Did not want to lose your seniority or potential for job advancement (%)   | 18.0          | 2.3 | 13.6              | 2.3 | 26.0                | 5.2 | 0.033    | 26.8             | 7.7  | 15.8                 | 2.2 | 0.172    | 15.6            | 4.2 | 19.2                | 3.0 | 0.508    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates.

Care recipient is defined as the person for whose care the respondent indicated needing to take leave.

<sup>1</sup>Columns in second panel may sum to more than 100% because respondents could report more than one reason for returning to work.

Source: 2018 FMLA Employee Survey A55, A59, A62.

Sample: Sample size is 1,444 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B5-8. Employment detail among employees who returned to work after taking leave, by select subgroups**

|   | All employees |      | Eligible for FMLA |      | Ineligible for FMLA |      | <i>p</i> | Paid leave state |      | Non paid leave state |     | <i>p</i> | Low wage worker |      | Non low wage worker |      | <i>p</i> |
|---|---------------|------|-------------------|------|---------------------|------|----------|------------------|------|----------------------|-----|----------|-----------------|------|---------------------|------|----------|
|   | Mean          | SE   | Mean              | SE   | Mean                | SE   |          | Mean             | SE   | Mean                 | SE  |          | Mean            | SE   | Mean                | SE   |          |
| Among employees who returned to work: (%)                 |               |      |                   |      |                     |      |          |                  |      |                      |     |          |                 |      |                     |      |          |
| Returned to same employer                                 | 96.4          | 1.1  | 99.0              | 0.6  | 97.9                | 0.8  | 0.265    | 94.7             | 2.5  | 96.8                 | 1.2 | 0.445    | 91.6            | 2.9  | 98.8                | 0.4  | 0.014    |
| Started with new employer                                 | 3.6           | 1.1  | 1.0               | 0.6  | 2.1                 | 0.8  | 0.265    | 5.3              | 2.5  | 3.2                  | 1.2 | 0.445    | 8.4             | 2.9  | 1.2                 | 0.4  | 0.014    |
| If returned to same employer, position returned to: (%)   |               |      |                   |      |                     |      |          |                  |      |                      |     |          |                 |      |                     |      |          |
| Same position   | 94.3          | 1.4  | 93.3              | 2.2  | 95.3                | 1.7  | 0.517    | 85.4             | 7.0  | 96.3                 | 0.8 | 0.129    | 90.4            | 4.2  | 96.0                | 1.0  | 0.206    |
| Similar position  | 2.3           | 0.6  | 2.2               | 0.6  | 2.6                 | 1.2  | 0.797    | 3.6              | 1.9  | 2.0                  | 0.6 | 0.423    | 2.9             | 1.0  | 2.0                 | 0.7  | 0.475    |
| Better position   | 1.1           | 0.4  | 0.8               | 0.3  | 1.6                 | 1.0  | 0.457    | 1.0              | 0.6  | 1.1                  | 0.5 | 0.867    | 0.2             | 0.2  | 1.5                 | 0.5  | 0.036    |
| Worse position  | 2.4           | 1.4  | 3.6               | 2.2  | 0.5                 | 0.4  | 0.174    | 10.0             | 7.1  | 0.6                  | 0.3 | 0.187    | 6.5             | 4.2  | 0.5                 | 0.3  | 0.157    |
| If returned to same employer in a different position: (%) |               |      |                   |      |                     |      |          |                  |      |                      |     |          |                 |      |                     |      |          |
| Chose a different position                                | 25.6          | 10.3 | 16.4              | 10.3 | 47.6                | 13.9 | 0.068    | 6.5              | 13.8 | 43.4                 | 9.3 | 0.037    | 10.0            | 11.6 | 43.8                | 10.2 | 0.035    |
| Worksite asked  | 19.7          | 9.4  | 14.1              | 10.4 | 34.5                | 13.3 | 0.205    | 12.5             | 17.0 | 26.3                 | 8.7 | 0.434    | 17.0            | 18.2 | 22.8                | 9.6  | 0.764    |
| Assigned a different position                             | 54.7          | 16.0 | 69.5              | 17.8 | 17.9                | 9.1  | 0.009    | 80.9             | 25.8 | 30.4                 | 8.0 | 0.057    | 73.0            | 26.0 | 33.4                | 10.2 | 0.146    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates. Column percentages within panel may not sum to 100% due to rounding.

Source: 2018 FMLA Employee Survey A59, A63, A64.

Sample: Sample size is 1,382 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.



**Appendix Exhibit B5-9. Percentage of employees reporting experiencing negative effects from taking leave, by select subgroups**

|   | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |     | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|---|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|-----|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|   | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE  | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| Lost job (%)  | 9.2           | 2.1 | 5.3               | 1.7 | 14.4                | 4.3 | 0.039    | 8.5              | 5.0 | 9.4                  | 2.1 | 0.862    | 17.9            | 4.5 | 4.6                 | 1.4 | 0.003    |
| Lost seniority or potential for advancement (%)                                 | 12.2          | 2.0 | 7.9               | 1.4 | 18.2                | 4.5 | 0.033    | 6.2              | 2.2 | 13.6                 | 2.5 | 0.043    | 16.8            | 3.7 | 9.7                 | 2.0 | 0.066    |
| Revealed personal information about personal/family relationships (%)           | 37.0          | 2.3 | 34.2              | 3.0 | 41.6                | 4.5 | 0.196    | 40.3             | 6.4 | 36.2                 | 2.4 | 0.559    | 35.9            | 4.4 | 37.5                | 2.5 | 0.747    |
| Revealed personal information about own health, or health of care recipient (%) | 56.0          | 3.0 | 54.6              | 3.8 | 57.7                | 5.1 | 0.603    | 50.0             | 6.6 | 57.5                 | 3.0 | 0.249    | 58.4            | 5.2 | 54.7                | 3.3 | 0.509    |
| Was treated differently because of the reason took leave (%)                    | 20.8          | 3.0 | 18.5              | 3.0 | 24.8                | 5.2 | 0.239    | 28.7             | 8.0 | 18.8                 | 2.5 | 0.196    | 25.9            | 4.4 | 18.0                | 3.1 | 0.087    |
| Other outcome (%)   | 9.1           | 1.5 | 9.3               | 2.1 | 9.6                 | 2.7 | 0.934    | 13.0             | 5.3 | 8.1                  | 1.5 | 0.390    | 8.5             | 2.2 | 9.4                 | 2.2 | 0.776    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates.

Care recipient is defined as the person for whom the respondent indicated needing to take leave.

Source: 2018 FMLA Employee Survey A23.

Sample: Sample size is 1,767 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B6-1. Percentage of employees with unmet need for leave in past 12 months for a qualifying FMLA reason, by select subgroups**

|   | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |      | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|---|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|------|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|   | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE   | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| Employees with unmet need for leave in the past 12 months (%)                           | 6.9           | 0.7 | 6.3               | 0.6 | 7.8                 | 1.2 | 0.185    | 7.7              | 1.6  | 6.7                  | 0.7 | 0.520    | 9.1             | 1.6 | 6.0                 | 0.6 | 0.044    |
| <b>Among employees with unmet need for FMLA qualifying leave in the past 12 months:</b> |               |     |                   |     |                     |     |          |                  |      |                      |     |          |                 |     |                     |     |          |
| Number of leaves needed   | 2.5           | 0.2 | 2.3               | 0.2 | 2.6                 | 0.4 | 0.513    | 2.1              | 0.4  | 2.6                  | 0.2 | 0.300    | 2.9             | 0.4 | 2.2                 | 0.1 | 0.105    |
| Needed more than one leave (%)  | 55.4          | 3.7 | 54.1              | 4.4 | 54.9                | 6.0 | 0.915    | 36.7             | 10.0 | 61.0                 | 4.2 | 0.031    | 63.7            | 5.5 | 50.0                | 4.4 | 0.051    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates. Unmet need means needed to take leave but did not take leave at all for this reason. Rate of leave needing does not include those respondents who reported needing leave for a reason that does not qualify for FMLA (e.g., for a non-immediate family member).

Source: 2018 FMLA Employee Survey S12, B4.

Sample: Sample size is 4,470 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B6-2. Rate of Unmet Need for Leave for a Qualifying FMLA Reason in the Past 12 Months, by Demographic Characteristics**

|   | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | Paid leave state |      | Non paid leave state |     |
|---|---------------|-----|-------------------|-----|---------------------|-----|------------------|------|----------------------|-----|
|   | Mean          | SE  | Mean              | SE  | Mean                | SE  | Mean             | SE   | Mean                 | SE  |
| All employees (%)   | 6.9           | 0.7 | 6.3               | 0.6 | 7.8                 | 1.2 | 7.7              | 1.6  | 6.7                  | 0.7 |
| <b>Sex:</b>   |               |     |                   |     |                     |     |                  |      |                      |     |
| Female (%)  | 8.5           | 1.0 | 8.3               | 1.2 | 8.7                 | 1.4 | 9.0              | 2.5  | 8.3                  | 1.0 |
| Male (%)  | 5.5           | 0.7 | 4.6               | 0.6 | 7.0                 | 1.6 | 6.5              | 1.9  | 5.3                  | 0.6 |
| <b>Education:</b>   |               |     |                   |     |                     |     |                  |      |                      |     |
| Less than a high school diploma (including GED) (%)               | 13.6          | 2.8 | 17.1              | 5.9 | 12.0                | 3.7 | 10.3             | 5.3  | 14.4                 | 3.4 |
| High school diploma (%)   | 8.7           | 2.0 | 9.2               | 2.0 | 8.0                 | 2.7 | 10.8             | 3.9  | 8.1                  | 1.9 |
| Some college or associate's degree (%)                            | 7.4           | 0.9 | 5.5               | 0.8 | 10.5                | 2.1 | 10.1             | 4.0  | 6.8                  | 0.8 |
| Bachelor's degree or higher (%)                                   | 4.2           | 0.4 | 3.9               | 0.6 | 4.7                 | 0.9 | 3.5              | 0.8  | 4.4                  | 0.6 |
| <b>Race:</b>  |               |     |                   |     |                     |     |                  |      |                      |     |
| White (%)   | 6.2           | 0.6 | 5.5               | 0.6 | 7.3                 | 1.2 | 8.2              | 1.8  | 5.7                  | 0.6 |
| African American (%)  | 11.2          | 2.0 | 11.3              | 2.5 | 11.0                | 2.8 | 6.3              | 3.4  | 12.0                 | 2.3 |
| Asian (%)   | 5.6           | 1.9 | 5.7               | 2.4 | 4.7                 | 2.8 | 3.5              | 1.5  | 7.8                  | 3.6 |
| Other (Native American, Pacific Islander, more than one race) (%) | 11.8          | 4.2 | 8.4               | 3.5 | 14.5                | 7.6 | 19.6             | 13.0 | 8.8                  | 2.8 |
| <b>Ethnicity:</b>   |               |     |                   |     |                     |     |                  |      |                      |     |
| Hispanic (%)  | 9.6           | 2.2 | 7.2               | 1.7 | 12.6                | 3.9 | 9.8              | 3.1  | 9.4                  | 2.6 |
| Not Hispanic (%)  | 6.4           | 0.5 | 6.1               | 0.5 | 6.7                 | 1.0 | 6.8              | 1.7  | 6.3                  | 0.5 |
| <b>Marital status:</b>  |               |     |                   |     |                     |     |                  |      |                      |     |
| Married (%)   | 6.4           | 0.6 | 6.0               | 0.7 | 7.2                 | 1.2 | 8.0              | 2.1  | 6.0                  | 0.6 |
| Living with a partner (%)   | 7.9           | 1.4 | 8.1               | 2.1 | 6.4                 | 1.8 | 2.7              | 1.5  | 9.6                  | 1.8 |
| Separated/Divorced/Widowed (%)                                    | 6.8           | 1.1 | 8.1               | 1.6 | 5.8                 | 1.7 | 7.4              | 2.7  | 6.7                  | 1.3 |
| Never married (%)   | 7.5           | 2.0 | 4.7               | 1.0 | 10.0                | 3.2 | 9.3              | 3.6  | 7.0                  | 2.1 |
| One or more adults over 65 in respondent's care (%)               | 11.0          | 2.1 | 13.3              | 3.0 | 9.1                 | 2.4 | 14.4             | 3.8  | 10.1                 | 2.3 |
| One or more children under 18 in respondent's care (%)            | 10.6          | 1.2 | 9.8               | 1.2 | 11.9                | 2.1 | 13.8             | 3.3  | 9.9                  | 1.1 |
| Respondent is head of single-parent household <sup>1</sup> (%)    | 15.7          | 3.6 | 12.2              | 3.1 | 17.2                | 5.7 | 30.5             | 11.7 | 12.3                 | 2.8 |
| Respondent is part of dual-parent household <sup>1</sup> (%)      | 9.0           | 1.0 | 9.1               | 1.3 | 9.8                 | 1.7 | 9.2              | 1.9  | 9.0                  | 1.1 |

|                                       | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | Paid leave state |     | Non paid leave state |     |
|---------------------------------------|---------------|-----|-------------------|-----|---------------------|-----|------------------|-----|----------------------|-----|
|                                       | Mean          | SE  | Mean              | SE  | Mean                | SE  | Mean             | SE  | Mean                 | SE  |
| <b>Low wage status:</b>               |               |     |                   |     |                     |     |                  |     |                      |     |
| Low-wage worker (earns < \$15/hr) (%) | 9.1           | 1.6 | 11.4              | 2.3 | 8.5                 | 1.8 | 12.6             | 4.4 | 8.5                  | 1.5 |
| Non-low-wage worker (%)               | 6.0           | 0.6 | 5.1               | 0.5 | 7.4                 | 1.4 | 6.3              | 1.4 | 5.9                  | 0.6 |
| <b>Number of jobs:</b>                |               |     |                   |     |                     |     |                  |     |                      |     |
| One job only (%)                      | 6.3           | 0.6 | 6.0               | 0.6 | 6.8                 | 1.1 | 7.1              | 1.7 | 6.1                  | 0.6 |
| More than one job (%)                 | 11.2          | 2.0 | 8.6               | 1.5 | 14.2                | 4.0 | 11.7             | 3.4 | 11.1                 | 2.4 |

Notes: SE = Standard error. Unmet need means needed to take leave but did not take leave at all for this reason. Rate of leave needing does not include those respondents who reported taking leave for a reason that does not qualify for FMLA (e.g., for a non-immediate family member).

<sup>1</sup>Single-parent status is among respondents who report at least one child aged younger than 18 in their care and is defined as those who report that they are not currently living with a partner and are never married, separated, divorced, widowed, or are married with a partner living outside the home; dual-parent status are those who report living with a partner or are married with the partner living inside the home.

Source: 2018 FMLA Employee Survey S8, S8b/D1, S9b, S12, D5, D6, D7, D8, D10, D11.

Sample: Sample size is 4,470 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B6-3. Reasons for Needing Leave Among Those With Unmet Need for Leave**

|   | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |      | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|---|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|------|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|   | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE   | Mean                 | SE  |          | Mean            | SE  |                     |     |          |
| Medical reason for needing leave: (%)   |               |     |                   |     |                     |     |          |                  |      |                      |     |          |                 |     |                     |     |          |
| Own illness   | 50.5          | 3.2 | 45.3              | 3.9 | 58.0                | 5.6 | 0.076    | 46.9             | 9.0  | 51.5                 | 3.3 | 0.641    | 55.7            | 5.6 | 47.0                | 3.7 | 0.200    |
| Related to a new child <sup>1</sup>   | 12.3          | 1.5 | 12.7              | 2.1 | 11.5                | 3.0 | 0.753    | 5.7              | 3.3  | 14.2                 | 1.7 | 0.025    | 10.8            | 2.5 | 13.3                | 2.3 | 0.490    |
| Child's health condition  | 8.0           | 1.4 | 8.8               | 1.9 | 4.7                 | 1.6 | 0.104    | 1.9              | 1.8  | 9.7                  | 1.8 | 0.004    | 8.7             | 2.8 | 7.5                 | 1.6 | 0.726    |
| Care of an FMLA-covered adult's health condition (care recipient less than 65 years old) <sup>2</sup> | 15.1          | 2.7 | 14.0              | 2.6 | 16.8                | 5.2 | 0.617    | 26.3             | 9.5  | 11.8                 | 2.2 | 0.143    | 12.1            | 2.8 | 17.0                | 3.8 | 0.280    |
| Care of an elderly FMLA-covered adult's health condition (care recipient 65 years or older)           | 7.5           | 1.7 | 12.7              | 3.4 | 2.4                 | 1.0 | 0.005    | 12.3             | 4.3  | 6.1                  | 1.9 | 0.198    | 6.0             | 2.1 | 8.5                 | 2.5 | 0.456    |
| Care of a non-FMLA-covered individual   | 7.4           | 1.3 | 8.0               | 1.7 | 6.5                 | 2.1 | 0.571    | 6.7              | 2.8  | 7.6                  | 1.5 | 0.772    | 8.3             | 2.8 | 6.8                 | 1.3 | 0.618    |
| Nature of medical condition: (%)  |               |     |                   |     |                     |     |          |                  |      |                      |     |          |                 |     |                     |     |          |
| A one-time health matter  | 28.7          | 3.7 | 29.7              | 4.5 | 27.6                | 5.9 | 0.767    | 14.8             | 5.4  | 32.8                 | 4.0 | 0.004    | 22.7            | 4.5 | 32.5                | 4.7 | 0.111    |
| Injury or illness that now requires routine scheduled care  | 10.1          | 1.9 | 12.3              | 2.4 | 8.4                 | 3.1 | 0.303    | 6.3              | 3.0  | 11.2                 | 2.2 | 0.172    | 6.3             | 2.2 | 12.5                | 2.7 | 0.077    |
| Ongoing health condition  | 40.8          | 3.9 | 37.4              | 4.4 | 42.1                | 6.8 | 0.576    | 48.9             | 10.3 | 38.4                 | 3.7 | 0.329    | 52.6            | 6.8 | 33.1                | 4.1 | 0.015    |
| To provide eldercare <sup>3</sup>   | 3.8           | 0.9 | 5.6               | 1.6 | 1.7                 | 0.8 | 0.027    | 2.9              | 1.5  | 4.0                  | 1.1 | 0.554    | 3.9             | 1.7 | 3.7                 | 0.9 | 0.904    |
| Other   | 16.7          | 3.0 | 14.9              | 2.5 | 20.2                | 5.7 | 0.372    | 27.0             | 10.4 | 13.6                 | 2.2 | 0.209    | 14.4            | 3.4 | 18.2                | 4.2 | 0.474    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates. Column percentages within panel may not add to 100% due to rounding.

Tables on reasons for needing leave include all leave needers, including both employees eligible and ineligible for FMLA and both those whose reason for needing leave is a qualifying FMLA reason and those who need leave to care for a non-qualifying reason (e.g., non-immediate family member's serious health condition).

Care recipient is defined as the person for whom the respondent indicated needing to take leave.

<sup>1</sup>Leaves related to a new child include pregnancy related health reasons prior to delivery, pregnancy-related health reasons and care for a newborn, miscarriage, care for a newborn, care for a newly adopted child, care for a newly placed foster child, bonding with newborn, bonding with newly adopted child, and bonding with newly-placed foster child.

<sup>2</sup>Care of a non-elderly (under 65) adult's health condition includes leaves arising from a parent, spouse, or domestic partner's health condition as well as the deployment of a military family member.

<sup>3</sup>Eldercare is care provided for an adult aged 65 or older with age-related physical or mental impairments, not related to a serious health condition.

Source: 2018 FMLA Employee Survey B7, B9, B11.

Sample: Sample size is 908 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

## Appendix Exhibit B6-4. Reasons That Needed Leave Was Not Taken

|   | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |     | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|---|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|-----|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|   | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE  | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| Reason needed leave was not taken by employee:  |               |     |                   |     |                     |     |          |                  |     |                      |     |          |                 |     |                     |     |          |
| Couldn't afford to take an unpaid leave (%)   | 66.0          | 3.8 | 62.1              | 3.9 | 68.3                | 6.2 | 0.372    | 59.8             | 9.0 | 67.8                 | 3.4 | 0.365    | 74.0            | 6.1 | 60.7                | 4.3 | 0.062    |
| Unaware of the availability of leave (%)  | 18.1          | 2.5 | 13.7              | 2.4 | 23.9                | 4.8 | 0.061    | 14.3             | 5.0 | 19.2                 | 2.9 | 0.412    | 17.8            | 3.3 | 18.2                | 3.7 | 0.941    |
| Wanted to save your leave time (%)  | 32.5          | 3.0 | 31.7              | 3.4 | 33.8                | 5.3 | 0.732    | 21.8             | 6.7 | 35.6                 | 3.4 | 0.080    | 23.9            | 4.0 | 38.2                | 4.0 | 0.010    |
| Ineligible (%)  | 26.8          | 3.0 | 23.1              | 3.1 | 28.7                | 5.2 | 0.355    | 18.0             | 5.5 | 29.3                 | 3.6 | 0.103    | 29.7            | 4.3 | 24.8                | 3.7 | 0.364    |
| Thought that the person you wanted to take leave to care for was not considered a covered family member (%) | 14.0          | 2.3 | 11.7              | 2.3 | 16.6                | 4.3 | 0.315    | 12.4             | 4.1 | 14.4                 | 2.7 | 0.688    | 16.1            | 3.4 | 12.5                | 3.1 | 0.454    |
| Thought that the health condition did not qualify (%)   | 24.4          | 3.2 | 18.3              | 2.6 | 31.8                | 6.1 | 0.047    | 28.4             | 8.7 | 23.2                 | 3.0 | 0.561    | 21.6            | 3.9 | 26.2                | 4.8 | 0.475    |
| Worksite denied request (%)   | 19.4          | 2.8 | 17.4              | 2.8 | 19.7                | 4.3 | 0.637    | 7.2              | 3.1 | 22.9                 | 3.5 | 0.002    | 24.8            | 4.4 | 15.8                | 3.5 | 0.118    |
| Worksite's process for taking leave was too complicated (%)   | 22.4          | 2.7 | 22.9              | 3.2 | 21.7                | 4.7 | 0.844    | 18.3             | 5.4 | 23.6                 | 3.4 | 0.439    | 17.5            | 3.5 | 25.7                | 4.0 | 0.136    |
| Unable to meet worksite's notice requirement for taking leave (%)   | 15.7          | 2.6 | 13.4              | 2.5 | 19.4                | 4.9 | 0.279    | 10.9             | 4.5 | 17.1                 | 3.1 | 0.256    | 17.1            | 3.5 | 14.8                | 3.7 | 0.659    |
| Thought might lose job (%)  | 45.1          | 4.1 | 39.4              | 3.9 | 49.4                | 6.5 | 0.159    | 33.0             | 7.2 | 48.6                 | 5.1 | 0.101    | 59.1            | 6.2 | 35.8                | 4.1 | <.001    |
| Thought would lose seniority or potential for job advancement (%)   | 30.3          | 3.1 | 27.8              | 3.1 | 35.3                | 6.0 | 0.286    | 27.5             | 8.7 | 31.1                 | 3.3 | 0.712    | 35.5            | 5.8 | 26.8                | 3.5 | 0.206    |
| Work is too important (%)   | 33.4          | 3.4 | 32.3              | 3.5 | 33.7                | 6.0 | 0.848    | 33.2             | 8.6 | 33.5                 | 3.4 | 0.969    | 33.9            | 4.8 | 33.1                | 4.3 | 0.898    |
| Made alternative work arrangements such as flex time, telecommuting/working offsite (%)                     | 16.6          | 2.4 | 17.6              | 3.0 | 16.3                | 3.9 | 0.791    | 9.9              | 3.9 | 18.5                 | 2.9 | 0.098    | 11.9            | 2.6 | 19.7                | 3.7 | 0.101    |
| Worried about revealing personal information about your family or personal relationships (%)                | 22.1          | 2.6 | 21.4              | 2.6 | 24.7                | 4.7 | 0.536    | 9.5              | 3.4 | 25.7                 | 3.2 | <.001    | 18.0            | 3.5 | 24.8                | 3.5 | 0.165    |
| Worried about revealing personal information about your own health or the health of your care recipient (%) | 21.9          | 2.4 | 21.5              | 2.6 | 23.1                | 4.5 | 0.762    | 11.7             | 4.2 | 24.8                 | 2.9 | 0.014    | 22.3            | 3.8 | 21.6                | 3.3 | 0.896    |
| Thought you would be treated differently because of the reason you needed to take leave (%)                 | 35.4          | 3.4 | 35.3              | 3.2 | 37.8                | 5.9 | 0.686    | 33.5             | 8.2 | 36.0                 | 3.4 | 0.772    | 31.6            | 4.7 | 38.0                | 4.8 | 0.365    |

|  | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |     | <i>p</i> | Paid leave state |      | Non paid leave state |     | <i>p</i> | Low wage worker |     | Non low wage worker |     | <i>p</i> |
|--|---------------|-----|-------------------|-----|---------------------|-----|----------|------------------|------|----------------------|-----|----------|-----------------|-----|---------------------|-----|----------|
|  | Mean          | SE  | Mean              | SE  | Mean                | SE  |          | Mean             | SE   | Mean                 | SE  |          | Mean            | SE  | Mean                | SE  |          |
| Other reason (%)   | 21.5          | 2.7 | 21.2              | 3.3 | 22.7                | 4.8 | 0.804    | 20.3             | 5.8  | 21.8                 | 3.1 | 0.821    | 18.6            | 4.4 | 23.4                | 3.6 | 0.417    |
| If respondent did not take leave because they were ineligible for leave: |               |     |                   |     |                     |     |          |                  |      |                      |     |          |                 |     |                     |     |          |
| Ineligible because only worked part-time (%)                             | 16.0          | 4.1 | 12.0              | 5.9 | 20.1                | 6.1 | 0.341    | 23.1             | 11.8 | 13.9                 | 4.7 | 0.499    | 28.9            | 8.4 | 8.9                 | 4.5 | 0.047    |
| Ineligible because of insufficient tenure (%)                            | 24.4          | 5.1 | 16.3              | 6.7 | 31.6                | 7.7 | 0.107    | 40.0             | 12.3 | 19.9                 | 5.8 | 0.160    | 39.9            | 9.6 | 15.8                | 4.6 | 0.023    |

Notes: SE = Standard error, *p*= p-value for two-sided statistical test of differences between two preceding estimates.

Columns may sum to >100% since respondent could select more than one category.

Calculations include all leave needers, including those who needed leave for reasons that are ineligible under FMLA (e.g., for a non-immediate family member).

Care recipient is defined as the person for whom the respondent indicated needing to take leave.

Source: 2018 FMLA Employee Survey B15, B16, B17.

Sample: Sample size is 903 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B6-5. Actions Taken in Lieu of Taking Leave, By Select Subgroups**

|   | All employees |     | Eligible for FMLA |     | Ineligible for FMLA |      | <i>p</i> | Paid leave state |      | Non paid leave state |     | <i>p</i> | Low wage worker |      | Non low wage worker |     | <i>p</i> |
|---|---------------|-----|-------------------|-----|---------------------|------|----------|------------------|------|----------------------|-----|----------|-----------------|------|---------------------|-----|----------|
|   | Mean          | SE  | Mean              | SE  | Mean                | SE   |          | Mean             | SE   | Mean                 | SE  |          | Mean            | SE   | Mean                | SE  |          |
| Respondent or care recipient forewent medical treatment (%) | 39.1          | 3.7 | 33.4              | 4.3 | 43.6                | 6.6  | 0.209    | 25.9             | 8.8  | 43.3                 | 3.8 | 0.076    | 37.5            | 5.8  | 40.2                | 4.7 | 0.715    |
| Respondent or care recipient postponed treatment (%)        | 43.9          | 4.1 | 44.3              | 4.8 | 43.7                | 6.8  | 0.936    | 32.9             | 8.9  | 47.4                 | 4.1 | 0.116    | 46.6            | 6.4  | 42.2                | 4.9 | 0.557    |
| Someone else in the family took leave (%)                   | 35.7          | 4.7 | 33.4              | 5.5 | 43.2                | 9.7  | 0.386    | 22.2             | 11.1 | 40.8                 | 5.3 | 0.141    | 35.9            | 7.3  | 35.6                | 6.1 | 0.969    |
| Someone else took over care-giving responsibilities (%)     | 53.6          | 5.7 | 55.9              | 6.7 | 53.7                | 10.6 | 0.857    | 43.3             | 14.0 | 57.3                 | 5.8 | 0.362    | 55.4            | 8.7  | 52.7                | 7.1 | 0.803    |
| Paid for childcare (%)                                      | 26.9          | 6.0 | 27.6              | 8.4 | 28.6                | 7.7  | 0.932    | 37.4             | 15.0 | 25.6                 | 6.4 | 0.469    | 34.0            | 12.5 | 22.3                | 6.9 | 0.389    |
| Paid for eldercare (%)                                      | 12.8          | 5.9 | 11.0              | 7.1 | 11.0                | 8.2  | 0.998    | 14.7             | 9.6  | 11.7                 | 7.6 | 0.792    | 15.6            | 11.7 | 11.4                | 6.4 | 0.732    |
| Other solution (%)  | 27.5          | 3.2 | 33.8              | 4.2 | 21.8                | 5.1  | 0.077    | 21.0             | 6.5  | 29.4                 | 3.7 | 0.264    | 23.2            | 5.2  | 30.4                | 4.2 | 0.297    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates.

Columns may sum to >100% since respondent could select more than one category.

Calculations include all leave needers, including those who needed leave for reasons that are ineligible under FMLA (e.g., for a non-immediate family member).

Care recipient is defined as the person for whom the respondent indicated needing to take leave.

Eldercare is care provided for individuals aged 65 or older with age-related physical or mental impairments, not related to a serious health condition.

Source: 2018 FMLA Employee Survey B20.

Sample: Sample size is 762 employees. Percentages are calculated including only those respondents who provided a valid response to the given question.



**Appendix Exhibit B7-1. Reasons for Denial of FMLA Leave Applications by Worksites Covered by FMLA**

|  | Mean | SE   |
|--|------|------|
| <b>Percent of leaves for a qualifying FMLA reason that are given with notice from employees consistent with worksite's policies: (%)</b> |      |      |
| All  | 65.5 | 5.0  |
| Most   | 25.0 | 4.7  |
| Some   | 7.5  | 3.0  |
| None   | 1.9  | 1.2  |
| Percent of worksites that reported denying any FMLA leave applications (%)   | 3.5  | 0.7  |
| <b>Among worksites who denied an FMLA leave application in the last 12 months, reason for denial: (%)</b>                                |      |      |
| Used entire time allotment covered by FMLA   | 27.4 | 5.6  |
| The employee's care recipient was not a qualifying family member under the FMLA  | 14.5 | 3.4  |
| Because the medical condition did not meet the criteria for a serious health condition under the FMLA                                    | 21.8 | 5.0  |
| Did not meet notice requirements   | 29.5 | 12.7 |

Notes: SE = Standard error. All results are weighted by number of worksites. Column percentages within panel may not add to 100% due to rounding.

Source: 2018 FMLA Worksite Survey Q25, Q27, Q28.

Sample: Sample size is 1514 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B7-2. Notification Practices and Timing Policies at Worksites Covered by FMLA**

| FMLA notification practices and timing policies  | Mean | SE  |
|--|------|-----|
| <b>Worksites' notification practices:</b>  |      |     |
| Worksites that provide eligible employees with written guidance on how the Act is coordinated with existing leave and benefits policies (%)      | 59.4 | 3.9 |
| Worksites that provide eligible employees with written notice of how much of the leave taken was counted as leave for qualifying FMLA reason (%) | 50.5 | 4.0 |
| Worksites that require eligible employees to use their paid leave before taking unpaid leave (%)   | 38.4 | 3.6 |
| Worksites that ever offer eligible employees alternative work arrangements instead of leave (%)  | 33.1 | 3.8 |
| <b>Worksite FMLA timing policies:</b>  |      |     |
| Average time notification needed for foreseeable absence (days)  | 8.2  | 0.8 |
| Minimum time increment permitted to take leave for FMLA reason (days)  | 6.6  | 1.3 |
| <b>Policy on intermittent leave for shift workers: (%)<sup>1</sup></b>   |      |     |
| Rejoin mid-shift   | 43.2 | 5.5 |
| Require entire shift as leave  | 7.8  | 2.7 |
| Depends on supervisor  | 8.9  | 2.6 |
| No shift workers at worksite   | 40.1 | 5.5 |

Notes: SE = Standard error. All results are weighted by number of worksites.

<sup>1</sup>Column percentages within panel may not add to 100% due to rounding.

Source: 2018 FMLA Worksite Survey Q16X\_2, Q16X\_4, Q22, Q44.

Sample: Sample size is 1,526 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B7-3. Requirement for Medical Certification at Worksites Covered by FMLA**

|  | Mean | SE  |
|--|------|-----|
| <b>Frequency that worksite requires medical certification for FMLA designated leave: (%)<sup>1</sup></b>   |      |     |
| Always   | 50.3 | 3.8 |
| Often  | 8.9  | 2.2 |
| Half the time  | 1.5  | 0.9 |
| Rarely   | 12.2 | 2.6 |
| Never  | 27.2 | 3.3 |
| <b>For worksites that do not always require medical certification, aspect of FMLA leave application that generates need for certification:<sup>2</sup></b> |      |     |
| Length of time for which leave was requested (%)   | 52.9 | 8.3 |
| Nature of the medical condition for which leave is requested (%)   | 62.3 | 8.5 |
| Supervisor request (%)   | 23.6 | 8.1 |
| Care is for employee's family member (%)   | 28.0 | 7.2 |
| Care is for employee's own serious health condition (%)  | 39.9 | 8.1 |
| Other reason (%)   | 9.6  | 5.7 |
| <b>If ever require medical certification, does worksite contact employees' health providers as part of certification process?: (%)<sup>1</sup></b>         |      |     |
| Yes  | 14.9 | 3.8 |
| No   | 53.9 | 4.7 |
| It depends   | 31.2 | 4.2 |
| <b>Frequency that worksite requires medical recertification for FMLA designated leave: (%)<sup>1</sup></b>   |      |     |
| Less frequently than every 6 months  | 22.2 | 3.6 |
| Every 6 months   | 26.1 | 4.2 |
| More frequently than every 6 months  | 13.1 | 2.7 |
| Never  | 38.6 | 4.5 |
| <b>Number of medical certifications:</b>   |      |     |
| Number of medical certifications accepted at worksite as complete and sufficient   | 6.7  | 1.3 |
| Number of medical certifications that were returned to employee to provide additional information  | 0.9  | 0.1 |
| <b>Worksite pays for certification costs of:<sup>2</sup></b>   |      |     |
| Initial medical certification (%)  | 11.2 | 3.3 |
| Recertification (%)  | 11.2 | 3.3 |
| Second or third certifications (%)   | 8.5  | 2.7 |
| Fitness for duty certification (%)   | 14.5 | 3.7 |
| Insufficient certification correction (%)  | 6.6  | 2.7 |

Notes: SE = Standard error. All results are weighted by number of worksites.

<sup>1</sup>Column percentages within panel may not add to 100% due to rounding

<sup>2</sup>Column percentages may sum to >100% since respondent could select more than one category.

Source: 2018 FMLA Worksite Survey Q26, Q26a, Q34, Q34a, Q35, Q37, Q39.

Sample: Sample size is 1,530 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B7-4. Most Commonly Used Method to Cover Work When Employees Take Leave for a Week or Longer**

| Method most frequently used by worksites to cover work when employees take leaves of a week or longer: (%) | Percent of worksites |     |
|--|----------------------|-----|
|  | Mean                 | SE  |
| Assign work temporarily to other employees   | 57.5                 | 2.4 |
| Hire a temporary replacement   | 5.9                  | 1.4 |
| Call-in an employee on vacation  | 0.5                  | 0.4 |
| Hire a permanent replacement   | 1.0                  | 0.4 |
| Put the work on hold until the employee returns from leave   | 12.8                 | 1.7 |
| Have the employee perform some work while on leave   | 3.3                  | 1.0 |
| Cover work some other way  | 18.9                 | 2.1 |

Notes: SE = Standard error. All results are weighted by number of worksites.

Source: 2018 FMLA Worksite Survey Q61bX.

Sample: Sample size is 1,981 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B7-5. Methods Ever Used to Cover Work When Employees Take Leave, by Length of Leave**

| Method used to cover work                                      | Among worksites that use the given method, percent reporting ever using the method for leaves of the following length: |     |                          |     |                             |     |                               |     |                          |     |
|--|--|-----|--------------------------|-----|-----------------------------|-----|-------------------------------|-----|--------------------------|-----|
|  | Overall <sup>1</sup>   |     | Leave for week or longer |     | Scheduled leave for ≤ 1 day |     | Unscheduled leave for ≤ 1 day |     | Other leave circumstance |     |
|  | Mean   | SE  | Mean                     | SE  | Mean                        | SE  | Mean                          | SE  | Mean                     | SE  |
| Assign work temporarily to other employees (%)                 | 65.1   | 2.1 | 88.5                     | 1.9 | 56.5                        | 2.4 | 58.2                          | 2.5 | 18.5                     | 2.0 |
| Hire a temporary replacement (%)                               | 32.3   | 2.0 | 51.9                     | 3.7 | 10.0                        | 2.1 | 7.6                           | 1.8 | 24.1                     | 3.2 |
| Call-in an employee on vacation (%)                            | 13.4   | 1.5 | 48.4                     | 6.1 | 14.9                        | 4.2 | 23.2                          | 4.7 | 18.2                     | 4.5 |
| Hire a permanent replacement (%)                               | 13.6   | 1.4 | 27.3                     | 4.6 | 2.6                         | 1.6 | 2.3                           | 1.5 | 22.2                     | 4.3 |
| Put the work on hold until the employee returns from leave (%) | 42.2   | 2.1 | 45.2                     | 3.0 | 69.3                        | 3.4 | 69.2                          | 3.4 | 19.7                     | 2.7 |
| Have the employee perform some work while on leave (%)         | 23.4   | 1.9 | 64.9                     | 3.9 | 26.5                        | 4.2 | 28.2                          | 4.3 | 13.6                     | 3.4 |
| Cover work some other way (%)                                  | 41.9   | 2.1 | 76.0                     | 2.9 | 42.6                        | 3.3 | 43.0                          | 3.4 | 18.6                     | 2.8 |

Notes: SE = Standard error.

All results are weighted by number of worksites.

<sup>1</sup>The "Overall" column reports the proportion of worksites that report "Yes" or "Depends" to using the method listed; among those respondents, the subsequent columns report the proportion that use the given method per length of leave.

Rows may sum to >100% since respondent could select more than one category.

Source: 2018 FMLA Worksite Survey Q61X, Q61AX.

Sample: Sample size is 2,187 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B7-6. Methods Used by Worksites to Track and Process Family and Medical Leave, By Whether Worksite is Covered or Not Covered by FMLA**

|   | All worksites |     | Covered by FMLA |     | Not covered by FMLA |     | <i>p</i> |
|---|---------------|-----|-----------------|-----|---------------------|-----|----------|
|   | Mean          | SE  | Mean            | SE  | Mean                | SE  |          |
| Methods used to track family and medical leave: (%)     |               |     |                 |     |                     |     |          |
| Computer software                                       | 9.6           | 1.3 | 7.6             | 1.9 | 10.2                | 1.6 | 0.315    |
| Designated person in human resources                    | 17.0          | 1.5 | 31.1            | 3.3 | 12.4                | 1.6 | 0.000    |
| Both computer software and designed HR person           | 8.6           | 1.1 | 23.8            | 3.0 | 3.7                 | 0.8 | 0.000    |
| Other method for tracking leave for a qualifying reason | 5.5           | 1.1 | 9.3             | 2.2 | 4.3                 | 1.2 | 0.033    |
| Do not track family and medical leave                   | 59.3          | 2.2 | 28.2            | 3.8 | 69.4                | 2.4 | 0.000    |
| Methods used to process FMLA requests: (%)              |               |     |                 |     |                     |     |          |
| Processed internally                                    | 84.7          | 2.1 | 87.6            | 3.0 | 82.7                | 2.9 | 0.246    |
| Outsourced to a third party                             | 11.5          | 2.0 | 11.1            | 2.9 | 11.8                | 2.8 | 0.870    |
| Other method  | 3.8           | 1.0 | 1.3             | 0.6 | 5.6                 | 1.6 | 0.013    |

Notes: SE = Standard error, *p* = *p*-value for two-sided statistical test of differences between two preceding estimates.

All results are weighted by number of worksites. Column percentages within panel may not sum to 100% due to rounding.

Source: 2018 FMLA Worksite Survey S8, Q68.

Sample: Sample size is 2,174 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B7-7. Worksite Ability to Deal With Different Types of Leave**

| Percent of worksites reporting ease/difficulty of dealing with                 | Very easy |     | Somewhat easy |     | Neither easy nor difficult |     | Somewhat difficult |     | Very difficult |     |
|--|-----------|-----|---------------|-----|----------------------------|-----|--------------------|-----|----------------|-----|
|  | Mean      | SE  | Mean          | SE  | Mean                       | SE  | Mean               | SE  | Mean           | SE  |
| Planned long-term leave for a family or medical reason (%)                     | 19.4      | 2.0 | 24.2          | 2.2 | n/a                        | n/a | 27.0               | 1.8 | 29.4           | 2.2 |
| Planned short-term leave (%)   | 29.4      | 2.2 | 36.2          | 2.1 | n/a                        | n/a | 23.6               | 1.8 | 10.8           | 1.5 |
| Planned intermittent leave (%)   | 27.8      | 2.3 | 34.7          | 2.3 | n/a                        | n/a | 24.7               | 1.8 | 12.9           | 1.7 |
| Unplanned intermittent leave (%)   | 19.1      | 1.9 | 22.3          | 2.0 | n/a                        | n/a | 33.3               | 2.4 | 25.3           | 2.0 |
| Unscheduled leave for any duration (%)   | 15.9      | 1.8 | 21.3          | 2.0 | n/a                        | n/a | 35.6               | 2.1 | 27.1           | 2.0 |
| <b>Among covered worksites who report any intermittent leaves:<sup>1</sup></b> |           |     |               |     |                            |     |                    |     |                |     |
| Ease of administering intermittent leaves (%)                                  | 20.0      | 8.8 | 19.8          | 6.2 | 28.5                       | 6.6 | 24.6               | 5.8 | 7.0            | 2.5 |

Notes: SE = Standard error. All results are weighted by number of worksites. Row percentages may not add to 100% due to rounding. n/a = Response option not provided for this question.

Source: 2018 FMLA Worksite Survey Q21a, Q67.

Sample: Sample size is 2,149 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B7-8. Percent of Covered Worksites Reporting Difficulty with Different Types of Leave, By Whether Worksite is Covered or Not Covered by FMLA**

| Type of leave  | All worksites |     | Covered by FMLA |     | Not covered by FMLA |     | <i>p</i> |
|--|---------------|-----|-----------------|-----|---------------------|-----|----------|
|  | Mean          | SE  | Mean            | SE  | Mean                | SE  |          |
| Planned long-term leave for a family or medical reason (%)         | 56.4          | 2.4 | 45.4            | 3.7 | 59.9                | 2.8 | 0.001    |
| Planned short-term leave (%)                                       | 34.3          | 2.1 | 26.5            | 3.3 | 36.9                | 2.6 | 0.012    |
| Planned intermittent leave (%)                                     | 37.6          | 2.1 | 31.8            | 3.5 | 39.5                | 2.6 | 0.088    |
| Unplanned intermittent leave (%)                                   | 58.6          | 2.4 | 55.5            | 3.8 | 59.6                | 2.8 | 0.371    |
| Unscheduled leave for any duration (%)                             | 62.8          | 2.4 | 60.2            | 3.8 | 63.6                | 2.8 | 0.449    |
| <b>Among covered worksites who report any intermittent leaves:</b> |               |     |                 |     |                     |     |          |
| Ease of administering intermittent leaves (%)                      | n/a           | n/a | 31.7            | 6.3 | n/a                 | n/a | n/a      |

Notes: SE = Standard error, *p* = p-value for two-sided statistical test of differences between two preceding estimates, n/a = not applicable.

All results are weighted by number of worksites

"Difficulty" indicates that respondents reported that the type of leave is somewhat or very difficult.

Source: 2018 FMLA Worksite Survey Q21a, Q67.

Sample: Sample size is 2,149 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B7-9. Reported Ease of Complying with FMLA Among Worksites Covered by FMLA**

|                            | Percent of worksites |     |
|----------------------------|----------------------|-----|
|                            | Mean                 | SE  |
| Very easy                  | 45.2                 | 3.8 |
| Somewhat easy              | 24.0                 | 3.4 |
| Neither easy nor difficult | 22.5                 | 3.5 |
| Somewhat difficult         | 6.7                  | 1.7 |
| Very difficult             | 1.6                  | 1.0 |

Notes: SE = Standard error. All results are weighted by number of worksites. Column may not sum to 100% due to rounding.

Source: 2018 FMLA Worksite Survey Q52.

Sample: Sample size is 1,540 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B7-10. Reported Ease of Conducting Activities Related to FMLA Among Worksites Covered by FMLA**

| Ease of conducting following activities  | Very easy |     | Somewhat easy |      | Somewhat difficult |      | Very difficult |      |
|--|-----------|-----|---------------|------|--------------------|------|----------------|------|
|  | Mean      | SE  | Mean          | SE   | Mean               | SE   | Mean           | SE   |
| Coordinating your leave and attendance policies with FMLA (%)                                | 44.6      | 4.4 | 36.1          | 4.3  | 14.2               | 2.8  | 5.0            | 2.4  |
| Coordinating your leave policies with Americans with Disabilities Act (ADA) requirements (%) | 39.3      | 4.5 | 31.9          | 4.0  | 21.0               | 3.4  | 7.7            | 2.6  |
| Coordinating your leave policies with state leave policies or laws (%)                       | 41.3      | 4.5 | 36.3          | 4.4  | 14.5               | 2.8  | 7.9            | 2.6  |
| Coordinating your leave policies with local (city or county) leave policies or laws (%)      | 43.1      | 4.7 | 33.5          | 4.4  | 17.4               | 3.6  | 6.0            | 2.5  |
| Coordinating FMLA with your Collective Bargaining Agreement (%)                              | 13.9      | 7.8 | 24.9          | 13.6 | 28.1               | 15.9 | 33.2           | 22.4 |
| Administering FMLA's notification, designation, and certification requirements (%)           | 39.3      | 4.3 | 41.0          | 4.0  | 14.7               | 2.9  | 5.0            | 2.2  |
| Determining if a health condition is a serious health condition under FMLA (%)               | 38.3      | 4.4 | 41.9          | 4.0  | 16.3               | 2.7  | 3.6            | 2.1  |

Notes: SE = Standard error. All results are weighted by number of worksites. Row percentages may add to more than 100% due to rounding. Exhibit only includes responses that indicated the question was applicable (excludes N/A responses).

Source: 2018 FMLA Worksite Survey Q50.

Sample: Sample size is 1,436 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B7-11. Percent of Worksites Covered by FMLA Reporting FMLA Provisions are Helpful**

| FMLA Provision  | Percent of worksites reporting provision is helpful |     |
|---|---|-----|
|   | Mean  | SE  |
| The exception for highly paid key employees (%)   | 36.3  | 3.7 |
| Medical certifications for a serious health condition (%)   | 52.1  | 3.7 |
| Second and third medical opinions (%)   | 34.5  | 3.8 |
| Advance notice of foreseeable leave (%)   | 54.7  | 3.7 |
| Transfer to alternative position (%)  | 39.0  | 3.6 |
| Medical re-certification (%)  | 45.4  | 3.9 |
| The fitness-for-duty certification for employees (%)  | 45.2  | 4.0 |
| Certification of leave for a reason related to the deployment, or a serious injury or illness of, a military service member (%) | 39.2  | 3.8 |

Notes: SE = Standard error. All results are weighted by number of worksites.

Helpful includes both respondents indicating the provision is "Somewhat helpful" or "Very helpful."

Source: 2018 FMLA Worksite Survey Q51.

Sample: Sample size is 1,505 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B7-12. Worksites' Perceptions of Overall Effect of Complying With FMLA Among Worksites Covered by FMLA**

| Overall effect of complying with FMLA | Percentage of worksites |     |
|---------------------------------------|-------------------------|-----|
|                                       | Mean                    | SE  |
| Very positive                         | 19.2                    | 3.2 |
| Somewhat positive                     | 12.3                    | 2.9 |
| Neither positive nor negative         | 65.1                    | 3.9 |
| Somewhat negative                     | 1.9                     | 0.4 |
| Very negative                         | 1.6                     | 1.0 |

Notes: SE = Standard error. All results are weighted by number of worksites.

In half of the sample, the response option of "neither positive nor negative" was listed last; in the other half it was listed in the middle. These statistics combine the responses for the full sample.

Source: 2018 FMLA Worksite Survey Q56.

Sample: Sample size is 1,517 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B7-13. Percentage of Worksites Covered by FMLA Indicating FMLA Compliance Costs Have Increased Over Time, By Type of Cost**

| FMLA cost                                | Percent of worksites with increased compliance costs |     |
|--|--|-----|
|  | Mean   | SE  |
| Administrative costs                     | 22.0   | 3.1 |
| Cost of continuing benefits during leave | 18.2   | 3.0 |
| Hiring/training costs                    | 11.6   | 2.3 |
| Other costs <sup>1</sup>                 | 3.8  | 1.6 |

Notes: SE = Standard error.

All results are weighted by number of worksites.

<sup>1</sup>"Other costs" reports the proportion of worksites that reported any "other costs" (question Q49d) or "any additional costs" (question Q49e).

Source: 2018 FMLA Worksite Survey Q49.

Sample: Sample size is 1,495 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.

**Appendix Exhibit B7-14. Perceived Impact of Intermittent Leaves on Productivity, Profitability, and Employee Morale Among Worksites Covered by FMLA**

| Impact of leaves taken on an intermittent basis have the following impact: | Percent of worksites |     |
|--|----------------------|-----|
|  | Mean                 | SE  |
| <b>Impact on productivity: (%)</b>   |                      |     |
| No impact  | 59.2                 | 8.0 |
| Positive impact  | 5.2                  | 3.2 |
| Some positive, some negative impacts                                       | 23.0                 | 6.8 |
| Negative impact  | 12.7                 | 3.1 |
| <b>Impact on profitability: (%)</b>  |                      |     |
| No impact  | 75.8                 | 6.1 |
| Positive impact  | 4.1                  | 3.2 |
| Some positive, some negative impacts                                       | 8.7                  | 4.1 |
| Negative impact  | 11.4                 | 3.2 |
| <b>Impact on morale: (%)</b>   |                      |     |
| No impact  | 55.7                 | 8.3 |
| Positive impact  | 18.6                 | 7.9 |
| Some positive, some negative impacts                                       | 18.2                 | 5.8 |
| Negative impact  | 7.5                  | 2.3 |

Notes: SE = Standard error. All results are weighted by number of worksites. Column percentages within panel may not sum to 100% due to rounding.

Source: 2018 FMLA Worksite Survey Q54, Q54a, Q55, Q55a, Q55c, Q55d.

Sample: Sample size is 647 worksites. Percentages are calculated including only those respondents who provided a valid response to the given question.