

## **EBRI Databook on Employee Benefits**

### **Chapter 47: Family Leave**

#### **UPDATED JANUARY 2010**

For data on Table 47.1, Family and Medical Leave Act and State Family Leave Laws, are available from the Department of Labor (DOL), [Compliance Assistance – Family and Medical Leave Act \(FMLA\)](#). DOL maintains a separate web page on [state family and medical leave laws](#).

Data for the following tables are from the National Compensation Survey:

- Table 47.2 Unpaid Family Leave in Medium and Large Private Establishments
- Table 47.3 Unpaid Family Leave in Small Private Establishments
- Table 47.4 Unpaid Family Leave in State and Local Governments

The data in this survey are presented as a percentage of full-time employees participating in a health plan with the particular cost-management strategy. This data-set is maintained by the U.S. Department of Labor, Bureau of Labor Statistics (BLS). The data are available on the BLS Web page at <http://www.bls.gov/ncs/ebs/>. Preliminary data are released in a news release format. The most recent news releases are in the section titled “ECONOMIC NEWS RELEASES.” More detailed tabulations are available at the above Web page under the section titled “PUBLICATIONS AND OTHER DOCUMENTATION.”

Before 1999, data from the Employee Benefit Survey were released in three separate publications covering medium and large private establishments (establishments with 100 or more employees), small private establishments (establishments with 99 or fewer employees), and state and local governments. Starting with the 1999 data, the BLS began publishing data for all private industry. The section titled “PUBLICATIONS AND OTHER DOCUMENTATION” provides supplementary data for 1999 and 2000 under the old format of medium and large private establishments and small private establishments.

#### **State Family and Medical Leave Laws**

The following link contains a table identifying state family and medical leave laws, qualifying employers and amount of leave offered. Some states have enacted rules and regulations regarding family and medical leave laws that are not included in this table.

[National Conference of State Legislature, State Family and Medical Leave Laws, 2009](#)