MEPS HC-131
Employment Variables 2000-2013

January 2016

Table of Contents

A. Data Use Agreement

Individual identifiers have been removed from the micro-data contained in these files. Nevertheless, under sections 308 (d) and 903 (c) of the Public Health Service Act (42 U.S.C. 242m and 42 U.S.C. 299 a-1), data collected by the Agency for Healthcare Research and Quality (AHRQ) and/or the National Center for Health Statistics (NCHS) may not be used for any purpose other than for the purpose for which they were supplied; any effort to determine the identity of any reported cases is prohibited by law.

Therefore in accordance with the above referenced Federal Statute, it is understood that:

1. No one is to use the data in this data set in any way except for statistical reporting and analysis; and

2. If the identity of any person or establishment should be discovered inadvertently, then (a) no use will be made of this knowledge, (b) the Director Office of Management AHRQ will be advised of this incident, (c) the information that would identify any individual or establishment will be safeguarded or destroyed, as requested by AHRQ, and (d) no one else will be informed of the discovered identity; and

3. No one will attempt to link this data set with individually identifiable records from any data sets other than the Medical Expenditure Panel Survey or the National Health Interview Survey.

By using these data you signify your agreement to comply with the above stated statutorily based requirements with the knowledge that deliberately making a false statement in any matter within the jurisdiction of any department or agency of the Federal Government violates Title 18 part 1 Chapter 47 Section 1001 and is punishable by a fine of up to $10,000 or up to 5 years in prison.

The Agency for Healthcare Research and Quality requests that users cite AHRQ and the Medical Expenditure Panel Survey as the data source in any publications or research based upon these data.

B. Background

1.0 Household Component

The Medical Expenditure Panel Survey (MEPS) provides nationally representative estimates of health care use, expenditures, sources of payment, and health insurance coverage for the U.S. civilian non-institutionalized population. The MEPS Household Component (HC) also provides estimates of respondents' health status, demographic and socio-economic characteristics, employment, access to care, and satisfaction with health care. Estimates can be produced for individuals, families, and selected population subgroups. The panel design of the survey, which includes 5 rounds of interviews covering 2 full calendar years, provides data for examining person level changes in selected variables such as expenditures, health insurance coverage, and health status. Using computer assisted personal interviewing (CAPI) technology, information about each household member is collected, and the survey builds on this information from interview to interview. All data for a sampled household are reported by a single household respondent.

The MEPS HC was initiated in 1996. Each year a new panel of sample households is selected. Because the data collected are comparable to those from earlier medical expenditure surveys conducted in 1977 and 1987, it is possible to analyze long-term trends. Each annual MEPS HC sample size is about 15,000 households. Data can be analyzed at either the person or event level. Data must be weighted to produce national estimates.

The set of households selected for each panel of the MEPS HC is a subsample of households participating in the previous year's National Health Interview Survey (NHIS) conducted by the National Center for Health Statistics. The NHIS sampling frame provides a nationally representative sample of the U.S. civilian non-institutionalized population and reflects an oversample of Blacks and Hispanics. In 2006, the NHIS implemented a new sample design, which included Asian persons in addition to households with Black and Hispanic persons in the oversampling of minority populations. MEPS further oversamples additional policy relevant sub-groups such as low income households. The linkage of the MEPS to the previous year's NHIS provides additional data for longitudinal analytic purposes.

2.0 Medical Provider Component

Upon completion of the household CAPI interview and obtaining permission from the household survey respondents, a sample of medical providers are contacted by telephone to obtain information that household respondents can not accurately provide. This part of the MEPS is called the Medical Provider Component (MPC) and information is collected on dates of visit, diagnosis and procedure codes, charges and payments. The Pharmacy Component (PC), a subcomponent of the MPC, does not collect charges or diagnosis and procedure codes but does collect drug detail information, including National Drug Code (NDC) and medicine name, as well as date filled and sources and amounts of payment. The MPC is not designed to yield national estimates. It is primarily used as an imputation source to supplement/replace household reported expenditure information.

3.0   Survey Management and Data Collection

MEPS HC and MPC data are collected under the authority of the Public Health Service Act. Data are collected under contract with Westat, Inc. (MEPS HC) and Research Triangle Institute (MEPS MPC). Data sets and summary statistics are edited and published in accordance with the confidentiality provisions of the Public Health Service Act and the Privacy Act. The National Center for Health statistics (NCHS) provides consultation and technical assistance.

As soon as data collection and editing are completed, the MEPS survey data are released to the public in staged releases of summary reports, micro data files, and tables via the MEPS Web site: meps.ahrq.gov. Selected data can be analyzed through MEPSnet, an on-line interactive tool designed to give data users the capability to statistically analyze MEPS data in a menu-driven environment.

Additional information on MEPS is available from the MEPS project manager or the MEPS public use data manager at the Center for Financing, Access, and Cost Trends, Agency for Healthcare Research and Quality, 5600 Fishers Lane, Rockville, MD 20857 (301-427-1406).

C. Technical and Programming Information

1.0 General Information and Imputation Strategy

This documentation describes a supplemental release of the Medical Expenditure Panel Survey Household Component (MEPS HC) that contains selected employment variables for the years 2000 through 2013. With a few exceptions, the variables on this file are fully-imputed versions of variables from the full-year consolidated public use files (FY PUF). The names of these imputed variables are similar to the names for the corresponding variables in the FY PUFs except that an 'H' suffix has been added and the resulting name has been shortened to 8 characters when necessary (e.g., the imputed version of SELFCM31 is SLFCM31H). The most notable exceptions to this general approach are the variables CMJHLD31/42/53 which provide information on the insurance coverage individuals obtain through their current main job. The CMJHLDrr variables (where rr refers to the round numbers) are constructed using information from the Person Round Plan (PRPL) Files and do not have corresponding variables on the FY PUFs.[1] CMJHLD31/42/53 are included on this file because they were used to perform logical edits on the OFFER31H/42H/53H and OFEMP31H/42H/53H variables (edits are described below).

Missing values for each variable were imputed using weighted sequential hot-decking techniques. The imputations were performed separately for each MEPS HC panel across the five survey rounds of the MEPS.[2] First, all missing values of a given variable were imputed for Round 1. If a person remained in the same job in Round 2, and the MEPS questionnaire did not ask for updated job information (i.e., if the variable on the FY PUF was coded as -2)[3], then the value for that variable was pulled forward from Round 1 to Round 2 (including values that had been imputed in Round 1). After pulling values forward from Round 1, any remaining missing values were imputed for Round 2. This process was repeated for Rounds 3-5. Class variables used to impute missing values for each variable were specified by examining regressions, and a consistent set of class variables was used to impute a given variable across all panels. In addition to imputations, some logical editing was required to ensure consistency across variables. These logical edits are described below in the description of specific variables. Finally, when the imputations and editing were completed, annual files were constructed from the panel-level files. MEPS HC-131 combines information from these annual files for all years 2000 through 2013. Variables from MEPS HC-131 can be merged onto other MEPS FY PUFs using the variables

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[1] The CMJHLDrr variables are similar in concept to the HELDrrX variables on the FY PUF. However, the CMJHLDrr variables were based on questions asked in a combination of the employment and health insurance sections of the questionnaire while HELDrrX is based on a question only in the employment section. The CMJHLDrr variables were used to edit the OFFERrrH and OFEMPrrH variables (rather than the HELDrrX variables) because they were the most consistent with the other health insurance variables on the FY PUF for each year. The CMJHLDrr variables were constructed from the Person-Round-Plan PUFs and indicate that a person had insurance from his/her current main job at some point in the given round.

[2] In general, Round 3 variables are taken from the second calendar year PUF for individuals who were in the MEPS for all five rounds to obtain the most updated information for each person. In most cases, Round 3 values are the same across the two calendar year PUFs.

[3] The MEPS HC employment section used dependent interviewing in Rounds 2 through 5. If the person remained in the same job, the respondent was skipped through many of the questions in the employment section. On the FY PUFs, a code of "–2" is used to indicate that the information in question was obtained in a previous round. On this file, the values of -2 have been replaced by the appropriate value from the previous round.

YEAR and DUPERSID. For example, MEPS HC-131 can be merged with the 2010 Full Year Consolidated PUF (MEPS HC-138) by DUPERSID where YEAR is 2010.

The first variables to be imputed were the employment status variables (EMPST31H/42H/53H) which identify all persons (EMPSTrrH = 1 or 2) who should have valid information related to their current main job. The next set of variables to be imputed were the self-employment/wage-earner variables (SLFCM31H/42H/53H) which determine skip patterns for the remaining variables (e.g., self-employed persons are not asked questions about their wages). Many of the remaining variables were imputed separately for wage-earners and the self-employed for the following reasons: 1) some variables are relevant for one group but inapplicable for the other; 2) even when variables are relevant for both groups, the quality of the imputations was improved by specifying separate sets of class variables tailored to the wage-earner and self-employed populations.

2.0 Employment Variables

Employment questions were asked of all persons age 16 and older at the time of the interview. Employment variables consist of person-level indicators such as employment status and job-related variables such as hourly wage. All job-specific variables refer to a person's current main job. The current main job, defined by the respondent, indicates the main source of employment.

Most employment variables pertain to the round interview date. The round dates for the two panels in each annual data file are indicated by two numbers following the variable name. In 2000, for example, EMPST31H refers to employment status on the Round 3 interview date for Panel 4 persons and employment status on the Round 1 interview date for Panel 5 persons. More generally, in each annual file, the first number represents the panel that entered the MEPS data first (and is currently in the second year of data collection) and the second number represents the panel that is in the first year of data collection.

2.1 Employment Status (EMPST31H, EMPST42H, EMPST53H)

Employment status was asked for all persons age 16 or older. Allowable responses to the employment status questions were as follows:

- "currently employed" if the person had a job at the interview date;

- "has a job to return to" if the person did not work during the reference period but had a job to return to as of the interview date;

- "employed during the reference period" if the person had no job at the interview date but did work during the round;

- "not employed with no job to return to" if the person did not have a job at the interview date, did not work during the reference period, and did not have a job to which he or she could return.

In MEPS HC-131, the responses "employed during the reference period" and "not employed with no job to return to" are collapsed into a single category. The resulting three responses are mutually exclusive. A current main job was defined for persons who either reported that they were currently employed and identified a current main job or who reported and identified a job to return to. Therefore, job-specific information such as hourly wage exists for persons not presently working at the interview date but who have a job to return to as of the interview date.

2.2 Self-Employed (SLFCM31H, SLFCM42H, SLFCM53H)

Information on whether an individual was self-employed or a wage-earner at his/her current main job was obtained for all persons who reported a current main job. Self-employed and wage-earners were asked different sets of questions about their current main job. These variables can be categorized into the following sets:

Variables with Valid Data for Wage-Earners but Not for Self-Employed Individuals

- Hourly wage (HRWG31H, HRWG42H, HRWG53H)

- Paid sick leave (SCPAY31H, SCPAY42H, SCPAY53H)

- Paid leave to visit a doctor (PAYDR31H, PAYDR42H, PAYDR53H)

- Paid vacation (PYVAC31H, PYVAC42H, PYVAC53H)

- Pension plan (RTPLN31H, RTPLN42H, RTPLN53H)

- Business has more than one location (MORE31H, MORE42H, MORE53H)

- Sector: private-foreign govt/federal government/state-local government (JBORG31H, JBORG42H, JBORG53H)

Variables with Valid Data for Self-Employed Individuals but Not for Wage-Earners

- Business was incorporated, a proprietorship, or a partnership (BSNTY31H, BSNTY42H, and BSNTY53H)

Variables with Valid Data for All Workers

- Usual hours worked per week (HOUR31H, HOUR42H, HOUR53H)

- Number of employees (NMEMP31H, NMEMP42H, NMEMP53H)
  o Establishment size for wage-earners
  o Business size for self-employed

- Union status (UNION31H, UNION42H, UNION53H)

- Industry category (INDCT31H, INDCT42H, INDCT53H)

- o Condensed codes for 2000-2013 with a consistent classification scheme across all years (the 2002-2013 classification scheme)

- Occupation category (COCCP31H, COCCP42H, COCCP53H)
  - o Condensed codes for 2000-2001

- Occupation category (OCCCT31H, OCCCT42H, OCCCT53H)
  - o Condensed codes for 2002-2013

Variables with Valid Data for All Workers Except for Self-Employed Individuals with No Employees (i.e., persons for whom SLFCMrrH = 1 and NMEMPrrH = 1)

- Insurance coverage from current main job (CMJHLD31, CMJHLD42, CMJHLD53)

- Eligible for insurance offered at current main job (OFFER31H, OFFER42H, OFFER53H)

- Insurance offered to anyone at current main job (OFEMP31H, OFEMP42H, OFEMP53H)
  - o Variable available from 2002-2013

2.3 Hourly Wage (HRWG31H, HRWG42H, HRWG53H)

Valid data for hourly wages is available for all wage-earners (SLFCMrrH = 2). Information from the following FY PUF variables was used to construct hourly wages in a given round: HRWG31X/42X/53X, DIFFWG31/42/53, and NHRWG31/42/53. DIFFWGrr and NHRWGrr were added to the MEPS questionnaire and used in these calculations starting in 2004.

The values for the hourly wage variables on this file (HRWG31H/42H/53H) reflect the most up-to-date version of hourly wages for the wage-earner in each round. For reasons of confidentiality, the hourly wage variables were top-coded. A value of -10 indicates that the hourly wage was top coded. Please refer to the FY PUF documentation files for each year to find the values at which the hourly wage variables are top-coded.

2.4 Health Insurance (CMJHLD31, CMJHLD42, CMJHLD53, OFFER31H, OFFER42H, OFFER53H, OFEMP31H, OFEMP42H, OFEMP53H)

This file includes several variables related to employment-related health insurance. These variables are valid for wage-earners (SLFCMrr = 2) and self-employed individuals with employees (SLFCMrr = 1 and NMEMPrrH > 1).

The variables CMJHLD31/42/53 are constructed from the Person-Round-Plan (PRPL) public use files and indicate whether the person held insurance coverage from his/her current main job at some point during the round. Note that Round 3 crosses two calendar years. CMJHLD in Round 3 indicates that the person held coverage during the portion of Round 3 in the relevant calendar year for the public use file.

The variables OFFER31H/42H/53H indicate whether the person was offered (was eligible for) insurance at their current main job at some point during the round.

The variables OFEMP31H/42H/53H indicate whether an employer offered health insurance to any employees in the establishment. This variable was added to the survey in 2002.

In 2000 and 2001, the OFFERrr variables were asked only in the first round in which the current main job was identified. If the job continued, then values for the OFFERrr variable were carried forward from the previous round. From 2002 on, if a job continued then values of OFFERrr were usually updated in subsequent rounds. For records that had a value of -9, valid reported values for OFFERrrH were brought forward from a previous round if the person did not change jobs before any imputations were performed.

The OFFERrrH and OFEMPrrH variables were logically edited as follows. If a person indicated that they held insurance from their current main job (CMJHLDrr = 1) then OFFERrrH was set equal to 1. For Round 3, OFFERrrH was set to 1 if the person held coverage at any point in Round 3 (in either calendar year). If a person indicated that they held insurance (CMJHLDrr = 1) or were offered insurance (OFFERrrH = 1) at their current main job, then OFEMPrrH, the variable indicating that the employer offered insurance to at least one employee, was set equal to 1.

2.5 Hours (HOUR31H, HOUR42H, HOUR53H)

The HOURrrH variables refer to usual hours worked per week at the current main job.

2.6 Number of Employees (NMEMP31H, NMEMP42H, NMEMP53H)

The NMEMPrrH variables indicate the number of employees at the location of the person's current main job. Due to confidentiality concerns, this variable has been top-coded at 500 or more employees. For persons who reported a categorical size, a median estimated size from donors within the reported range is used.

Note that the definition of NMEMPrrH differs for wage-earners and self-employed individuals. For wage-earners, it represents the size of the worker's establishment. For self-employed individuals, it represents the size of the self-employed individual's entire business.

2.7 Union Status (UNION31H, UNION42H, UNION53H)

Information indicating whether a person belonged to a labor union (UNION31H/42H/53H) is contained in this release.

2.8 Multiple Locations (MORE31H, MORE42H, MORE53H)

Information indicating whether the business the person worked for had more than one location (MORE31H/42H/53H) is contained in this release. This variable is set to -1 for self-employed individuals.

2.9   Industry and Occupation (INDCT31H, INDCT42H, INDCT53H, COCCP31H, COCCP42H, COCCP53H, OCCCT31H, OCCCT42H, OCCCT53H)

2.9.1   Condensed Industry Variables

INDCTrrH contains a consistent set of fully-imputed industry codes for all years from 2000 through 2013. In 2000 and 2001, the industry variables on the MEPS PUFs, CINDrr, contained different industry codes than the industry variables on the 2002-2013 PUFs, INDCATrr. To make these values consistent, the 4-digit industry codes for the years 2000 and 2001 were used to place respondents in industry categories that are consistent with the condensed codes used for the years 2002-2013. The industry crosswalk used to create a consistent set of codes was accessed from the Census Bureau Web site. In some cases, the crosswalk places 4-digit codes from the 2000 and 2001 data into multiple condensed 2002-2013 categories. In these cases, the value of INDCTrrH identifies these multiple categories. For example, if a worker in the 2000-2001 data had a 4-digit industry code that linked to both 4 (manufacturing) and 7 (information) in the condensed 2002-2013 code, then, for this worker, INDCTrrH = 47.

Note that for persons in Panel 6, who were in the MEPS data in 2001 and 2002, the values of INDCTrrH may differ across Rounds 2 and 3, even when a person did not change jobs. This occurred because Round 2 (2001) values were created using the Census crosswalk, while Round 3 (2002) values were coded from verbatim text by trained coders. Similarly, Round 3 industry values for some people in Panel 14 may differ between year 1 and year 2 due to a slight change in the Census industry categories that occurred in 2010.

2.9.2   Condensed Occupation Variables

Unlike the industry variables, it was not feasible to use a crosswalk to create a consistent set of occupation variables for the years 2000-2013. Therefore, the variables COCCP31H/42H/53H contain information on occupation for the worker's current main job for the years 2000-2001 and the variables OCCCT31H/42H/53H contain information for the years 2002-2013.

D. Variable-Source Crosswalk

FOR MEPS PUBLIC USE RELEASE HC-131

SURVEY ADMINISTRATION VARIABLES - PUBLIC USE

VARIABLE	DESCRIPTION	SOURCE
DUPERSID	Person ID (DUID + PID)	Assigned in Sampling
PANEL	Panel Number	Constructed
YEAR	Data Year	Constructed

EMPLOYMENT VARIABLES - PUBLIC USE

VARIABLE	DESCRIPTION	SOURCE
EMPST31H	Employment Status RD 3/1 (IMP)	Full-Year Consolidated File: Missing Values Imputed
EMPST42H	Employment Status RD 4/2 (IMP)	Full-Year Consolidated File: Missing Values Imputed
EMPST53H	Employment Status RD 5/3 (IMP)	Full-Year Consolidated File: Missing Values Imputed
SLFCM31H	Self-Employed at RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
SLFCM42H	Self-Employed at RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
SLFCM53H	Self-Employed at RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
NMEMP31H	Number of Employees at RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
NMEMP42H	Number of Employees at RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
NMEMP53H	Number of Employees at RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
MORE31H	RD 3/1 CMJ Firm More Than 1 Locat (IMP)	Full-Year Consolidated File: Missing Values Imputed
MORE42H	RD 4/2 CMJ Firm More Than 1 Locat (IMP)	Full-Year Consolidated File: Missing Values Imputed
MORE53H	RD 5/3 CMJ Firm More Than 1 Locat (IMP)	Full-Year Consolidated File:

VARIABLE	DESCRIPTION	SOURCE
		Missing Values Imputed
INDCT31H	Industry Group RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
INDCT42H	Industry Group RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
INDCT53H	Industry Group RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
OCCCT31H	Occupation 2002-13 Grp RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
OCCCT42H	Occupation 2002-13 Grp RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
OCCCT53H	Occupation 2002-13 Grp RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
COCCP31H	Occupation 1998-01 Grp RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
COCCP42H	Occupation 1998-01 Grp RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
COCCP53H	Occupation 1998-01 Grp RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
HOUR31H	Hours Per Week at RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
HOUR42H	Hours Per Week at RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
HOUR53H	Hours Per Week at RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
JBORG31H	Prv, St-Lc Gov, Fed Gov RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
JBORG42H	Prv, St-Lc Gov, Fed Gov RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
JBORG53H	Prv, St-Lc Gov, Fed Gov RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
UNION31H	Union Status at RD 3/1 CMJ (IMP)	Full-Year Consolidated File:

VARIABLE	DESCRIPTION	SOURCE
		Missing Values Imputed
UNION42H	Union Status at RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
UNION53H	Union Status at RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
BSNTY31H	Sol Prop, Prtnr, Corp, RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
BSNTY42H	Sol Prop, Prtnr, Corp, RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
BSNTY53H	Sol Prop, Prtnr, Corp, RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
HRWG31H	Hourly Wage RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
HRWG42H	Hourly Wage RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
HRWG53H	Hourly Wage RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
CMJHLD31	Hlth Insur Held From RD 3/1 CMJ (PRPL)	PRPL PUF
CMJHLD42	Hlth Insur Held From RD 4/2 CMJ (PRPL)	PRPL PUF
CMJHLD53	Hlth Insur Held From RD 5/3 CMJ (PRPL)	PRPL PUF
OFFER31H	Health Insur Offered by RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
OFFER42H	Health Insur Offered by RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
OFFER53H	Health Insur Offered by RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
OFEMP31H	Emp Offers Health Ins RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
OFEMP42H	Emp Offers Health Ins RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
OFEMP53H	Emp Offers Health Ins RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed

VARIABLE	DESCRIPTION	SOURCE
PYVAC31H	Paid Vacation at RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
PYVAC42H	Paid Vacation at RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
PYVAC53H	Paid Vacation at RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
SCPAY31H	Paid Sick Leave at RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
SCPAY42H	Paid Sick Leave at RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
SCPAY53H	Paid Sick Leave at RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
PAYDR31H	Paid Leave to Visit Dr RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
PAYDR42H	Paid Leave to Visit Dr RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
PAYDR53H	Paid Leave to Visit Dr RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
RTPLN31H	Pension Plan at RD 3/1 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
RTPLN42H	Pension Plan at RD 4/2 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed
RTPLN53H	Pension Plan at RD 5/3 CMJ (IMP)	Full-Year Consolidated File: Missing Values Imputed