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Membership. Only one interaction term was significant: Latino  $\times$  Coverage ( $p < .05$ ), suggesting that coverage may be more important for helping Latinos take leave than non-Latinos. Nonetheless, given the large number of interactions we tested and our caution about our coverage variable as well as the lack of significance we found in most of these subgroup comparisons, we must exercise great caution in interpreting this particular result.

13. 13. It does cover lesbians and gays as parents but not as partners (Lenhoff, 1998).
14. 14. Because the answers were given in error (which is our point), we do not think it meaningful to analyze the social characteristics of those who mentioned these other kin and nonkin. We leave that to future research specifically directed to analyzing the range of kin and nonkin for whom individuals need and take leave. To develop our point that the narrow definition of the family is biased, it would be particularly useful to analyze the social characteristics, such as race, that shape such leaves.

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