STROBE Statement—Checklist of items that should be included in reports of ***cross-sectional studies***

	Item No	Recommendation	Page No
Title and abstract	1	(*a*) Indicate the study's design with a commonly used term in the title or the abstract	1
		(*b*) Provide in the abstract an informative and balanced summary of what was done and what was found	1
Introduction			
Background/rationale	2	Explain the scientific background and rationale for the investigation being reported	2-3
Objectives	3	State specific objectives, including any prespecified hypotheses	4
Methods			
Study design	4	Present key elements of study design early in the paper	4
Setting	5	Describe the setting, locations, and relevant dates, including periods of recruitment, exposure, follow-up, and data collection	5
Participants	6	(*a*) Give the eligibility criteria, and the sources and methods of selection of participants	5
Variables	7	Clearly define all outcomes, exposures, predictors, potential confounders, and effect modifiers. Give diagnostic criteria, if applicable	5-9
Data sources/ measurement	8*	For each variable of interest, give sources of data and details of methods of assessment (measurement). Describe comparability of assessment methods if there is more than one group	*4-9*
Bias	9	Describe any efforts to address potential sources of bias	10
Study size	10	Explain how the study size was arrived at	5
Quantitative variables	11	Explain how quantitative variables were handled in the analyses. If applicable, describe which groupings were chosen and why	9-11
Statistical methods	12	(*a*) Describe all statistical methods, including those	9-11

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		used to control for confounding	
		(*b*) Describe any methods used to examine subgroups and interactions	10-11
		(*c*) Explain how missing data were addressed	10
		(*d*) If applicable, describe analytical methods taking account of sampling strategy	NA
		(*e*) Describe any sensitivity analyses	10-11
Results			
Participants	13*	(a) Report numbers of individuals at each stage of study—eg numbers potentially eligible, examined for eligibility, confirmed eligible, included in the study, completing follow-up, and analysed	11
		(b) Give reasons for non-participation at each stage	20
		(c) Consider use of a flow diagram	NA
Descriptive data	14*	(a) Give characteristics of study participants (eg demographic, clinical, social) and information on exposures and potential confounders	11-14
		(b) Indicate number of participants with missing data for each variable of interest	11-16
Outcome data	15*	Report numbers of outcome events or summary measures	14
Main results	16	(*a*) Give unadjusted estimates and, if applicable, confounder-adjusted estimates and their precision (eg, 95% confidence interval). Make clear which confounders were adjusted for and why they were included	14-16
		(*b*) Report category boundaries when continuous variables were categorized	NA
		(*c*) If relevant, consider translating estimates of relative risk into absolute risk for a meaningful time period	NA
Other analyses	17	Report other analyses done—eg analyses of subgroups and interactions, and sensitivity analyses	NA
Discussion			

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Key results	18	Summarise key results with reference to study objectives	16-19
Limitations	19	Discuss limitations of the study, taking into account sources of potential bias or imprecision. Discuss both direction and magnitude of any potential bias	19
Interpretation	20	Give a cautious overall interpretation of results considering objectives, limitations, multiplicity of analyses, results from similar studies, and other relevant evidence	20
Generalisability	21	Discuss the generalisability (external validity) of the study results	20
Other information			
Funding	22	Give the source of funding and the role of the funders for the present study and, if applicable, for the original study on which the present article is based	Title page

*Give information separately for exposed and unexposed groups.

Note: An Explanation and Elaboration article discusses each checklist item and gives methodological background and published examples of transparent reporting. The STROBE checklist is best used in conjunction with this article (freely available on the Web sites of PLoS Medicine at http://www.plosmedicine.org/, Annals of Internal Medicine at http://www.annals.org/, and Epidemiology at http://www.epidem.com/). Information on the STROBE Initiative is available at www.strobe-statement.org.

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SUPPLEMENTARY TABLE 1. Demographic and employment characteristics* of workers employed in smaller businesses[†] – General Social Survey Quality of Worklife Module, United States, 2018 and 2022

Characteristic	2018 (n=283)			2022 (n=199)		
	N[a]	WgtFreq	% (95% CI)[b]	N[a]	WgtFreq	% (95% CI)[b]
Sex[§]						
Male	142	161	52.1 (44.3-59.9)	94	104	48.6 (38.6-58.6)
Female	141	148	47.9 (40.1-55.7)	104	110	51.4 (41.4-61.4)
Age group, years[**]						
18-24	31	44	14.5 (9.8-19.3)	17	12	5.9 (1.8-10.1)
25-44	118	114	37.2 (30.6-43.9)	84	107	51.0 (38.9-63.2)
45-64	101	120	39.1 (31.2-47.1)	69	78	37.4 (27.6-47.2)
≥65	30	28	9.1 (4.7-13.4)	16	12	5.6 (1.3-9.9)
Race[††]						
White	224	237	76.6 (69.2-84.0)	151	166	77.0 (68.1-85.8)
Black	27	28	9.0 (4.6-13.3)	24	23	10.6 (3.2-17.9)

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Other	32	45	14.5 (8.0-21.0)	21	27	12.4 (5.3-19.6)
Education[§§]						
Less than high school	41	51	16.5 (9.6-23.4)	23	32	14.9 (7.2-22.5)
High school diploma or equivalent	97	116	37.5 (31.0-43.9)	64	83	38.5 (28.6-48.4)
Some college-level education	145	143	46.1 (38.6-53.6)	110	101	46.6 (36.6-56.7)
Marital Status[¶¶]						
Married	121	142	46.1 (38.1-54.0)	88	125	57.6 (44.6-70.5)
Not Married (widowed, divorced, separated, or never married)	162	167	53.9 (46.0-61.9)	109	92	42.4 (29.5-55.4)
Total Family Income[***]						
<$35,000	83	87	30.7 (23.1-38.3)	59	57	28.8 (19.0-38.5)
$35,000-$74,999	95	92	32.6 (26.3-39.0)	57	54	27.3 (16.3-38.3)
$75,000-$149,999	59	70	24.7 (17.8-31.5)	43	63	31.7 (20.1-43.4)
≥$150,000	28	34	12.0 (6.7-17.3)	19	24	12.2 (4.9-19.5)
Child Caregiver Status[†††]						
0 (no household members under 17	206	224	72.6 (66.6-78.5)	102	99	62.8 (50.4-75.1)

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years old)						
1 (household members between 0 years old and 17 years old)	76	85	27.4 (21.5-33.4)	37	59	37.2 (24.9-49.6)
Type of Work Arrangement[§§§]						
Paid by temporary agency	5	7	2.3 (0.0-5.0)	2	3	1.4 (0.0-3.5)
Contractor	12	16	5.1 (1.4-8.8)	7	7	3.2 (0.0-6.8)
Regular, permanent employee	261	282	92.6 (88.1-97.0)	182	200	95.3 (91.3-99.4)
Hours Worked Last Week[¶¶¶]						
0 hours	-	-	-	2	4	1.9 (0.0-5.3)
Between 1-40 hours	176	184	60.9 (54.1-67.7)	128	133	63.8 (53.5-74.1)
41 or more hours	100	118	39.1 (32.3-45.9)	59	72	34.3 (24.6-44.0)
Time at Current Job[****]						
Less than 1 Year	63	77	25.1 (19.1-31.0)	54	77	35.5 (23.9-47.1)
1-2 Years	51	57	18.4 (13.5-23.4)	35	28	13.1 (5.1-21.0)
3-5 Years	58	55	17.9 (12.4-23.4)	45	48	22.0 (13.2-30.9)
6 or More Years	110	119	38.6 (32.3-44.8)	62	63	29.4 (20.1-38.7)

Abbreviations: WgtFreq = Weighted Frequency; CI = Confidence Interval; GSS = General Social Survey

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[*] All analyses used survey weights provided by the General Social Survey.

[†] Estimated number of workers employed in organizations or businesses with 1 – 49 employees. (GSS variable: numorg1).

[§] Respondent's sex. Coded response options: Male (1), Female (2). (GSS variable: sex).

[a] Number does not sum to total due to missing values for some questions.

[b] Percent calculated based on weighted frequency.

[**] Respondent's age. Numeric response range: 18-89 or older. Items were categorized into four groups based on U.S. Census groupings[23], with some categories collapsed to follow general epidemiologic practice found in the peer-reviewed published scientific literature.[24] The age categories included 18-24; 24-44; 45-64; and equal to or greater than 65. (GSS variable: age).

[††] Race of respondent. Response options: White (1), Black (2), Other (3). Other included the categories American Indian/Alaskan Native, Asian, Native Hawaiian or Other Pacific Islander or Other and was assessed by interviewer in 2018. In 2022, the respondent had the option to respond to this question depending on the method of survey administration.[20] (GSS variable: race).

[§§]Highest year of school completed. "What is the highest grade in elementary school or high school that you finished and got credit for?" Numeric response options: 0-8 or more years of college. Re-grouped into three categories: less than high school, high school diploma or equivalent, and some college-level education. (GSS variable: educ).

[¶¶]Marital status. Response options: Married (1), Widowed (2), Divorced (3), Separated (4), Never Married (5). Items were re-categorized into two groups for study: Married and Not Married (i.e., widowed, divorced, separated, and never married). (GSS variable: marital).

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[***]Total family income. “In which of these group did your total family income, from all sources, fall last year before taxes?” Numeric response ranges: 1(Under $1000)-12($25,000 or more). Recategorized into four groups: <$35,000, $35,000-$74,999, $75,000-$149,999, and ≥$150,000, following previously published categorization schemes of GSS data.[25] (GSS variable: income).

[†††] Child Caregiver Status. Child caregiver status represents household size and composition for the number of children in household 17 years old and younger and is a composite of three GSS core variables: babies (“number of household members under 6 years old”), preteens (number of household members 6 to 12 years old), teens (number of household member (13 to 17 years). Responses were coded as 0, with no household members under 17 years old or 1, with household members between 0 and 17 years old.

[§§§]Type of work arrangement. “How would you describe your work arrangement at your main job?” Response options: Independent contractor (1), On-call, work only when called to work (2), Paid by temporary agency (3), Work for contractor who provides workers/services (4), and Regular, permanent employee (5). Due to the limited sample sizes found in initial exploratory data analysis, we consolidated the responses of independent contractor/independent consultant/freelance worker; on-call worker/works only when called; and working for a contractor who provides workers and services to others under contract as “contractor”. Recategorized responses into three groups: Paid by temporary agency, Contractor, and Regular, permanent employee. (GSS variable: wrktype).

[¶¶¶]Hours worked last week. “If working, full-time or part-time: How many hours did you work last week, at all jobs?” Numeric response: 0-89. (GSS variable: hrs1). Variable response ‘0 hours’ available only for 2022 dataset. Recategorized into three groups: 0 hours, between 1 and 40 hours, and 41 or more hours.

[****]Time at current job. “How long have you worked in your present job for your current employer? Numeric responses: 0.25-67.

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Recategorized responses into four groups: less than 1 year, 1-2 years, 3-5 years, and 6 or more years. (GSS variable: yearsjob).

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SUPPLEMENTARY TABLE 2. Status of mental health, activity limitation, and working conditions* among workers employed in smaller businesses[†] – General Social Survey Quality of Worklife Module, United States, 2018 and 2022

Variable	2018			2022		
	N[a]	WgtFreq	% (95% CI)	N[b]	WgtFreq	% (95% CI)
Days of poor mental health (past 30 days)[§,c]						
None	163	167	55.4 (47.4-63.4)	90	95	45.2 (33.8-56.7)
One or more days	117	134	44.6 (36.6-52.6)	100	115	54.8 (43.3-66.2)
Mean	3.2			4.7		
Median	0			1		
Days of activity limitation (past 30 days)[¶,c]						
None	227	253	82.1 (76.0-88.2)	127	149	71.0 (60.8-81.1)
One or more days	55	55	17.9 (11.8-24.0)	63	61	29.0 (18.9-39.2)
Job stress**						
Always	10	9	2.9 (0.7-5.2)	19	21	9.8 (3.8-15.8)
Often	67	67	21.7 (15.4-28.0)	43	51	23.7 (13.8-33.6)
Sometimes	122	130	42.2 (34.5-49.9)	75	69	32.4 (22.7-42.1)
Hardly Ever	55	73	23.8 (16.9-30.6)	42	46	21.5 (11.0-32.0)
Never	28	29	9.4 (5.3-13.6)	15	27	12.6 (2.0-23.2)
Feel nervous (last two weeks)[d,††]						
Not at all	-	-	-	99	116	55.7 (44.9-66.4)
Several days	-	-	-	63	58	27.6 (17.4-37.8)
More than half the days	-	-	-	16	18	8.8 (3.1-14.5)
Nearly every day				13	17	7.9 (2.1-13.8)

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Control worry (last two weeks)[d,§§]						
Not at all	-	-	-	110	122	57.3 (47.4-67.1)
Several days	-	-	-	52	56	26.4 (16.7-36.2)
More than half of the days	-	-	-	18	22	10.4 (4.9-16.0)
Nearly every day	-	-	-	13	12	5.9 (1.1-10.6)
Feel down (last two weeks)[d,¶¶]						
Not at all	-	-	-	128	144	67.8 (59.6-76.0)
Several days	-	-	-	44	50	23.4 (16.3-30.5)
More than half days	-	-	-	13	14	6.8 (0.3-13.3)
Nearly every day	-	-	-	8	4	2.1 (0.2-4.0)
No interest (last two weeks)[d,*]**						
Not at all	-	-	-	127	140	66.2 (54.8-77.7)
Several days	-	-	-	47	51	24.2 (15.3-33.2)
More than half days	-	-	-	12	17	8.2 (2.6-13.8)
Nearly every day	-	-	-	6	3	1.4 (0.0-2.7)
Job satisfaction[†††]						
Very satisfied	145	155	50.3 (42.5-58.1)	100	105	49.3 (40.0-58.6)
Somewhat satisfied	113	132	42.8 (34.9-50.8)	73	88	41.3 (30.8-51.8)
Not too satisfied	16	11	3.5 (1.5-5.4)	17	18	8.3 (3.1-13.5)
Not at all satisfied	8	11	3.4 (0.6-6.2)	5	2	1.1 (0.0-2.2)
Worker safety a priority[§§§]						
Strongly agree	104	109	35.5 (28.3-42.7)	74	92	43.3 (33.8-52.8)
Agree	154	177	57.3 (49.4-65.3)	103	102	48.0 (36.6-59.4)
Disagree	22	19	6.2 (3.0-9.4)	15	17	8.1 (2.7-13.4)
Strongly Disagree	2	3	1.0 (0.0-2.5)	2	1	0.6 (0.0-1.6)
Management support for psychological health[¶¶¶]						
Strongly disagree	-	-	-	25	22	10.7 (4.7-16.7)

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Disagree	-	-	-	20	25	12.1 (5.5-18.7)
Neither agree or disagree	-	-	-	52	58	28.3 (18.1-38.6)
Agree	-	-	-	72	77	37.5 (26.0-48.9)
Strongly Agree	-	-	-	17	23	11.4 (4.6-18.3)
Supervisor cares[***]						
Very true	149	144	48.4 (41.2-55.7)	99	117	55.7 (44.2-67.2)
Somewhat true	90	117	39.5 (31.7-47.4)	61	66	31.2 (18.5-43.9)
Not too true	24	22	7.5 (4.5-10.5)	18	20	9.4 (4.1-14.7)
Not at all true	13	13	4.5 (2.1-6.9)	11	8	3.7 (0.8-6.5)
Trust in management[††††]						
Strongly agree	86	85	27.7 (21.1-34.3)	67	74	34.8 (25.3-44.4)
Agree	162	192	62.2 (54.2-70.1)	101	114	53.2 (43.3-63.2)
Disagree	26	24	7.9 (3.9-11.9)	19	17	7.9 (3.5-12.4)
Strongly Disagree	8	7	2.2 (0.4-3.9)	8	8	4.0 (0.0-8.0)
Job demands interfere with family[§§§§]						
Often	33	33	10.6 (5.8-15.4)	25	26	11.9 (5.6-18.2)
Sometimes	68	81	26.4 (19.3-33.5)	53	50	23.4 (15.4-31.3)
Rarely	95	94	30.6 (23.7-37.5)	58	67	31.2 (21.6-40.7)
Never	86	100	32.4 (24.8-40.0)	60	72	33.6 (22.4-44.7)
Fair earnings[¶¶¶¶]						
Much less than you deserve	28	27	8.8 (5.0-12.7)	24	20	9.7 (4.4-15.0)
Somewhat less than you deserve	72	90	29.5 (21.6-37.5)	68	80	39.8 (28.8-50.8)
About as much as you deserve	146	157	51.2 (42.6-59.8)	87	91	45.2 (36.1-54.3)
Somewhat more than you deserve	28	27	9.0 (5.5-12.4)	8	10	5.1 (1.4-8.7)
Much more than you deserve	5	4	1.4 (0.0-3.0)	2	0	0.2 (0.0-0.6)
Meaningful work[****]						
Strongly agree	-	-	-	58	68	32.1 (22.9-41.4)
Agree	-	-	-	109	125	58.7 (47.7-69.7)

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Disagree	-	-	-	20	14	6.4 (2.3-10.6)
Strongly Disagree	-	-	-	7	6	2.7 (0.3-5.2)
Chances for Promotion[†††††]						
Very true	52	55	18.1 (11.9-24.2)	35	52	25.0 (14.1-36.0)
Somewhat true	96	118	38.5 (30.7-46.3)	70	74	35.7 (24.7-46.7)
Not too true	63	65	21.2 (14.8-27.5)	52	43	20.8 (13.3-28.3)
Not true at all	69	68	22.2 (16.2-28.3)	33	39	18.5 (10.2-26.8)
Work Freedom[§§§§§]						
Very true	179	198	64.3 (57.6-71.0)	109	112	53.0 (41.6-64.4)
Somewhat true	86	95	31.0 (24.3-37.7)	59	81	38.3 (25.9-50.7)
Not too true	13	11	3.6 (1.6-5.7)	20	16	7.6 (3.6-11.7)
Not at all true	4	3	1.0 (0.0-2.3)	3	2	1.0 (0.0-2.3)

Abbreviations: WgtFreq = Weighted Frequency; CI = Confidence Interval; GSS = General Social Survey.

*All analyses used survey weights provided by the General Social Survey.

† In 2018, the estimated number of workers employed in organizations or businesses with 1 – 49 employees. (GSS variable: numorg). In 2022, the estimated number of workers employed in organizations or businesses with 1 – 49 employees. (GSS variable: numorg1).

[a] Number does not sum to total due to missing values for some questions.

[b] Percent calculated based on weighted frequency.

[c] Likert scale variable responses were converted to dichotomous responses.

§ Days of poor mental health. “Now thinking about your mental health, which includes stress, depression, and problems with emotions, for how many days during the past 30 days was your mental health not good?” Numeric responses range = 0–30. Items

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were coded 0 for none and 1 for more than one. (GSS variable name: mntlhlth).

¶ Days of activity limitation. “During the past 30 days, for about how many days did your poor physical or mental health keep you from doing your usual activities, such as self-care, work, or recreation?” Numeric responses range = 0–30. Items were coded 0 for none and 1 for more than one. (GSS variable name: hlthdays).

** Job stress. “How often do you find your work stressful?” Response options: always (1), often (2), sometimes (3), hardly ever (4), and never (5). (GSS variable name: stress).

[d] New item for 2022. “Over the last 2 weeks, how often have you been bothered by the following problems:” Response options: Not at all (1), several days (2), more than the half days (3), and nearly every day (4).

[††]Feeling nervous, anxious, or on edge (GSS variable name: feelnerv)

[§§] Not being able to stop or control worrying (GSS variable name: worry)

[¶¶] Feeling down, depressed, or hopeless (GSS variable: feeldown

*** Little interest or pleasure in doing things (GSS variable: nointerest)

[†††] Job satisfaction. “All in all, how satisfied would you say you are with your job?” Response options: very satisfied (1), moderately satisfied (2), a little satisfied (3), and very dissatisfied (4). (GSS variable name: satjob1).

[§§§] “The safety of workers is a high priority with management where I work.” Response options: strongly agree (1), agree (2), disagree (3), and strongly disagree (4). (GSS variable: safetywk).

[¶¶¶] New item for 2022. “Senior management considers psychological health to be as important as productivity.” Response options:

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strongly disagree (1), disagree (2), neither agree nor disagree (3), agree (4), and strongly agree (5). (GSS variable: psysamephy).

*** Supervisor cares. "My supervisor is concerned with the welfare of those under him or her." Response options: very true (1), somewhat true (2), not too true (3), and not at all true (4). (GSS variable: supcares).

†††† "I trust the management at the place where I work." Response options: strongly agree (1), agree (2), disagree (3), and strongly disagree (4). (GSS variable name: trustman).

§§§§ "How often do the demands of your job interfere with your family life?" Response options: always (1), often (2), sometimes (3), hardly ever (4), and never (5). (GSS variable name: wkvsfam).

¶¶¶¶ "How fair is what you earn on your job in comparison to others doing the same type of work you do?" Response options: much less than you deserve (1), somewhat less than you deserve (2), about as much as you deserve (3), somewhat more than you deserve (4), and much more than you deserve (5). (GSS variable name: fairearn).

**** New item for 2022. I find my work to be very meaningful. Response options: strongly agree (1), agree (2), disagree (3), and strongly disagree (4). (GSS variable name: wrkmeangfl).

††††† "The chances for promotion are good." Response option: very true (1), somewhat true (2), not too true (3), and not true at all (4). (GSS variable: promteok).

§§§§§ "I am given a lot of freedom to decide how to do my own work." Response options: very true (1), somewhat true (2), not too true (3), and not at all true (4). (GSS variable: wkfreedm).

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SUPPLEMENTARY TABLE 3. Association between working conditions and reporting one or more poor mental health days in past 30 days among small business workers*, – General Social Survey Quality of Worklife Module, United States, 2018 and 2022

Lower Ranking Perceived Working Conditions [N, N_w][a]	**One or More Poor Mental Health Days[†]**	**%[b]**	**No Poor Mental Health Days[†]**	**%[b]**	**OR (95% CI)[c]**	**aOR (95% CI)[c]**
Low Job Satisfaction[§] [469, 450]	35	16.20	10	3.95	**4.42 (1.65-11.88)**	**3.62 (1.29-10.15)**
Worker safety not a management priority[¶] [467,450]	28	12.96	12	4.78	**3.40 (1.45-7.93)**	**3.26 (1.40-7.63)**
Psychological health at work not as important to management[**] [180, 167]	23	24.73	20	22.99	0.97 (0.38-2.47)	0.85 (0.29-2.49)
Supervisor not concerned about employee welfare[††] [459, 442]	34	16.04	30	12.15	1.34 (0.71-2.53)	1.40 (0.70-2.82)
Low trust in management[§§] [468, 450]	38	17.59	21	8.33	1.69 (0.73-3.88)	1.72 (0.83-3.60)
Work interferes with family life[¶¶] [468, 449]	103	47.69	73	28.97	**2.25 (1.24-4.08)**	**2.12 (1.13-3.96)**
Employee does not earn fair wage[***] [462, 444]	108	51.18	82	32.67	**2.80 (1.62-4.86)**	**2.55 (1.45-4.49)**
Work is not meaningful[†††] [188, 172]	19	19.19	8	8.99	*3.70 (1.34-10.23)*	*2.66 (0.84-8.41)*
Chances for promotion not likely[§§§] [463, 444]	112	52.34	102	40.96	**1.84 (1.18-2.88)**	**1.90 (1.16-3.10)**

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Not given freedom to do work[¶¶¶] [465, 447]	23	10.75	15	5.98	1.05 (0.41-2.65)	1.00 (0.40-2.50)

This table examines ten lower ranking working conditions among workers employed in smaller businesses who reported one or more mental health days in past 30 days and no poor mental health days in the past 30 days. Subjects included in the analysis were those who reported the lowest ranking response for each working condition variable. For each lower ranking working condition variable, the analysis shows odds ratios among those who reported one or more poor mental health days in the past 30 days compared to those who reported no poor mental health days in the past 30 days.

Abbreviations: GSS = General Social Survey, N = sample population (unweighted), N_w = weighted sample population, % = percentages, OR = Odds Ratio, aOR = Adjusted Odds Ratio.

Variables and data that are italicized indicate that unadjusted models were significant whereas the adjusted models are not significant. Variables and data that are bolded indicate that there is significance in both the unweighted and weighted models.

[*] In 2018, the estimated number of workers employed in organizations or businesses with 1 – 49 employees. (GSS variable: numorg). In 2022, the estimated number of workers employed in organizations or businesses with 1 – 49 employees. (GSS variable: numorg1).

[a] Sample population includes weighted and unweighted values.

[b] Percentages are calculated using weighted using complex survey data. This model ensures the percentages more representative of the

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population being studied.

[c] Odds ratios calculated using logistic regression modeling the probability of having one or more poor mental health days in past 30 days. Adjusted models control for sex, race, education, marital status, age, and time at current job.

[†] "Now thinking about your mental health, which includes stress, depression, and problems with emotions, for how many days during the past 30 days was your mental health not good?" Numeric responses range = 0–30. Items were coded 0 for no poor mental health days in past 30 days and 1 for one or more poor mental health days in past 30 days. (GSS variable name: mntlhlth).

[§] "All in all, how satisfied would you say you are with your job?" Response options: very satisfied (1), moderately satisfied (2), a little satisfied (3), and very dissatisfied (4). (GSS variable name: satjob1). Low-ranking responses were coded 0 for little satisfied (3) and very dissatisfied (4) and labeled 'Low job satisfaction'. Reference level is 1 to 2.

[¶] "The safety of workers is a high priority with management where I work." Response options: strongly agree (1), agree (2), disagree (3), and strongly disagree (4). (GSS variable: safetywk). Low-ranking responses were coded 0 for disagree (3) and strongly disagree (4) and labeled 'Worker safety not a management priority.' Reference level is 1 to 2.

[**] New item for 2022. "Senior management considers psychological health to be as important as productivity." Response options: strongly disagree (1), disagree (2), neither agree nor disagree (3), agree (4), and strongly agree (5). (GSS variable: psysamephy). Low-ranking responses were coded 0 for strongly disagree (1) and disagree (2) and item labeled 'Psychological health at work not as important to management'. Reference level is 3 to 5.

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†† My supervisor is concerned with the welfare of those under him or her." Response options: very true (1), somewhat true (2), not too true (3), and not at all true (4). (GSS variable: supcares). Low-ranking responses were coded for not too true (3) and not at all true (4) and labeled 'Supervisor not concerned about employee welfare'. Reference level is 1 to 2.

§§ "I trust the management at the place where I work." Response options: strongly agree (1), agree (2), disagree (3), and strongly disagree (4). (GSS variable name: trustman). Low-ranking responses were coded for disagree (3) and strongly disagree (4) and item labeled 'Low trust in management'. Reference level is 3 to 4.

¶¶ How often do the demands of your job interfere with your family life?" Response options: always (1), often (2), sometimes (3), hardly ever (4), and never (5). (GSS variable name: wkvsfam). Low-ranking responses were coded for always (1) and often (2) and labeled 'work interferes with family life.' Reference level 3 to 4.

*** How fair is what you earn on your job in comparison to others doing the same type of work you do?" Response options: much less than you deserve (1), somewhat less than you deserve (2), about as much as you deserve (3), somewhat more than you deserve (4), and much more than you deserve (5). (GSS variable name: fairearn). Low-ranking responses were coded for somewhat less than you (1) deserve and about as much as you deserve (2) and labeled 'Employee does not earn fair wage'. Reference level is 3 to 5.

††† New item for 2022. I find my work to be very meaningful. Response options: strongly agree (1), agree (2), disagree (3), and strongly disagree (4). (GSS variable name: wrkmeangfl). Low-ranking responses were coded for disagree (3) and strongly disagree (4) and labeled 'Work is not meaningful'. Reference level is 1 to 2.

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§§§ "The chances for promotion are good." Response options: very true (1), somewhat true (2), not too true (3), and not true at all (4). (GSS variable: promteok). Low-ranking responses were coded (3) not too true and (4) not true at all and labeled 'Promotion not likely.' Reference level is 1 to 2.

¶¶¶ "I am given a lot of freedom to decide how to do my own work." Response options: very true (1), somewhat true (2), not too true (3), and not at all true (4). (GSS variable: wkfreedm). Low-ranking responses were coded (3) not too true and (4) not true at all and labeled 'Not given freedom to do work.' Reference level is 1 to 2.

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