Online Supplement

**Supplementary Analyses**

Results from estimation of 12 month data

We provide results of Marginal Structural Model analysis defining exposure as occupational injury or no occupational injury and outcome as job loss versus no job loss. This analysis was conducted among the 1,116 workers for whom we can investigate the data in annual interval.

Supplementary Table A. MSM results of the associations between those reporting experience of occupational injuries in past six months and subsequent experience of job loss within year

|  |  |
| --- | --- |
|  | 12 month (N= 1,116)  RR (95% CI) |
| Crude MSM | 1.90 (1.21, 2.99) |
| Multivariable MSM | 1.61 (1.03, 2.53) |

Understanding associations between turnover intentions and job loss

Methods:

We conducted two supplemental analyses to further understand the sample. First, we sought to understand if those who subsequently reported occupational injuries had higher turnover intentions at baseline. We ran separate mixed effects logistic regression models with turnover intentions at baseline predicting risks of occupational injury at 6, 12, and 18 months among the 1076 workers who were uninjured at baseline. The second set of mixed effects linear regression models estimated the impact of injury at each time point on turnover intentions at the next assessment point (e.g., baseline injury predicted turnover intentions at 6 months).

Results

At baseline, 255 (19.2%) workers reported having an injury in the past 6 months, thereby leaving 1076 for our longitudinal investigation of whether those who subsequently reported an occupational injury had higher turnover intentions at baseline. These multivariable models demonstrated that baseline turnover intentions did not predict subsequent reports of occupational injury (Table A). In contrast, worker reports of occupational injury at baseline significantly predicted increases in turnover intentions at 6- and 12-month assessments; however, occupational injuries at 6 and 12 months did not predict subsequent turnover intentions (Table B).

Supplemental Table A. The association of baseline turnover intentions with occupational injury at 6, 12, and 18 months for workers who report no occupational injury at baseline (N=1076). a

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Injury at 6 months  (N=848) | | Injury at 12 months  (N=745) | | Injury at 18 months  (N=691) | |
|  | OR | 95% CI | OR | 95% CI | OR | 95% CI |
| Baseline turnover intentions | 1.24 | (0.95, 1.62) | 1.26 | (0.96, 1.65) | 0.87 | (0.62, 1.23) |

aModels control for the clustering of employees in worksites, race, age, gender, education, poverty level, marital status, job tenure, job satisfaction, and intervention condition.

Supplemental Table B. Injury at baseline, 6-month, and 12-month assessment predicting subsequent turnover intentions (n=1331).a

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Turnover intentions  at 6 months | | | Turnover intentions  at 12 months | | | Turnover intentions  at 18 months | | |
|  | β | SE | P | β | SE | P | β | SE | P |
| Baseline injury | 0.24 | 0.08 | 0.002 | 0.24 | 0.08 | 0.004 | 0.04 | 0.09 | 0.65 |
| 6-month injury | N/A | N/A | N/A | 0.12 | 0.09 | 0.19 | 0.07 | 0.10 | 0.45 |
| 12-month injury | N/A | N/A | N/A | N/A | N/A | N/A | 0.10 | 0.10 | 0.32 |

aModels control for the clustering of employees in worksites, race, age, gender, education, poverty level, marital status, job tenure, job satisfaction, and intervention condition