**Supplemental Table A:** Distribution of exposures, outcomes, and sociodemographic characteristics **only among nurses** in a cohort of Boston hospital workers (n=644)

|  |  |  |
| --- | --- | --- |
|  | n/mean | Percent/standard deviation |
| Age |  |  |
| *30 or under* | 172 | 26.71 |
| *31-40* | 163 | 25.31 |
| *41-50* | 138 | 21.43 |
| *50+* | 171 | 26.55 |
| Race/ethnicity |  |  |
| *Hispanic* | 8 | 1.24 |
| *Non-Hispanic white* | 569 | 88.35 |
| *Non-Hispanic black* | 22 | 3.42 |
| *Mixed race/other* | 45 | 6.99 |
| Gender |  |  |
| *Man* | 37 | 5.75 |
| *Woman* | 607 | 94.25 |
| Typical shifts worked |  |  |
| *Day* | 184 | 28.57 |
| *Evening* | 23 | 3.57 |
| *Night* | 158 | 24.53 |
| *Rotating* | 279 | 43.32 |
| Individual-level OPPs |  |  |
| *Safety practices* | 3.76 | 0.76 |
| *Ergonomic practices* | 3.05 | 0.87 |
| *People-oriented culture* | 3.73 | 0.83 |
| *Flexibility* | 2.59 | 0.76 |
| Unit level OPPs |  |  |
| *Safety practices* | 3.78 | 0.39 |
| *Ergonomic practices* | 3.05 | 0.40 |
| *People-oriented culture* | 3.72 | 0.39 |
| *Flexibility* | 2.60 | 0.34 |
| Number of preventive care visits | 2.78 | 2.44 |

**Supplemental Table B:** Random-intercepts multilevel models of associations between *individual-level* organizational policies & practices and number of preventive care visits over a two-year period (B, 95% CI) **only among nurses** in a cohort of Boston hospital workers. Each organizational policy or practice is modeled separately. Adjusted model controls for age, gender, race, and typical shifts worked.

|  |  |  |  |
| --- | --- | --- | --- |
|  | Bivariate models |  | Adjusted models |
|  | B | 95% | CI | *p* |  | B | 95% | CI | *p* |
| Safety practices | -0.01 | (-0.10, | 0.08) | *0.789* |  | 0.01 | (-0.08, | 0.10) | *0.796* |
| Ergonomic practices | -0.01 | (-0.09, | 0.07) | *0.807* |  | 0.01 | (-0.07, | 0.08) | *0.822* |
| People-oriented culture | 0.01 | (-0.07, | 0.09) | *0.767* |  | 0.02 | (-0.06, | 0.10) | *0.688* |
| Flexibility | 0.14 | (0.06, | 0.23) | *0.001* |  | 0.15 | (0.07, | 0.23) | *0.001* |

**Supplemental Table C: R**andom-intercepts multilevel models of associations between *unit-level* organizational policies & practices and number of preventive care visits over a two-year period (B, 95% CI) **only among nurses** in a cohort of Boston hospital workers. Each organizational policy or practice is modeled separately. Adjusted model controls for age, gender, race, and typical shifts worked.

|  |  |  |  |
| --- | --- | --- | --- |
|  | Bivariate models |  | Adjusted models |
|  | B | 95% | CI | *p* |  | B | 95% | CI | *p* |
| Safety practices | 0.23 | (0.00, | 0.46) | *0.050* |  | 0.20 | (-0.03, | 0.42) | *0.086* |
| Ergonomic practices | 0.31 | (0.09, | 0.54) | *0.007* |  | 0.28 | (0.05, | 0.50) | *0.017* |
| People-oriented culture | 0.26 | (0.04, | 0.49) | *0.022* |  | 0.24 | (0.02, | 0.47) | *0.032* |
| Flexibility | 0.31 | (0.06, | 0.55) | *0.016* |  | 0.26 | (0.01, | 0.50) | *0.038* |

**Supplemental Table D:** Random-intercepts multilevel models of associations between *simultaneous individual-level and unit-level* organizational policies & practices and number of preventive care visits over a two-year period (B, 95% CI) in a sample of Boston hospital workers. Each organizational policy or practice is modeled separately. Adjusted model controls for age, gender, race, and typical shifts worked.

|  |  |  |  |
| --- | --- | --- | --- |
|  | Bivariate models |  | Adjusted models |
|  | B | 95% | CI | *p* |  | B | 95% | CI | *p* |
| **Safety practices** |  |  |  |  |  |  |  |  |  |
| *Individual score* | -0.07 | (-0.16, | 0.02) | *0.141* |  | -0.04 | (-0.13, | 0.06) | *0.450* |
| *Group mean* | 0.32 | (0.06, | 0.58) | *0.017* |  | 0.22 | (-0.04, | 0.47) | *0.093* |
| **Ergonomic practices** |  |  |  |  |  |  |  |  |  |
| *Individual score* | -0.10 | (-0.18, | -0.02) | *0.012* |  | -0.05 | (-0.13, | 0.03) | *0.210* |
| *Group mean* | 0.42 | (0.17, | 0.67) | *0.001* |  | 0.36 | (0.11, | 0.60) | *0.004* |
| **People-oriented culture** |  |  |  |  |  |  |  |  |  |
| *Individual score* | -0.03 | (-0.11, | 0.06) | *0.551* |  | -0.02 | (-0.10, | 0.07) | *0.662* |
| *Group mean* | 0.34 | (0.08, | 0.60) | *0.012* |  | 0.28 | (0.03, | 0.53) | *0.031* |
| **Flexibility** |  |  |  |  |  |  |  |  |  |
| *Individual score* | 0.09 | (0.01, | 0.18) | *0.034* |  | 0.11 | (0.02, | 0.20) | *0.015* |
| *Group mean* | 0.22 | (-0.06, | 0.49) | *0.121* |  | 0.10 | (-0.17, | 0.37) | *0.472* |
|  |  |  |  |  |  |  |  |  |  |