

Table S5. Model results for non-exposure variables considered for and included in the multivariable model. ⁺

| Presenteeism Intentions (Measured by agreeing with the statement, <i>"If I was sick with COVID-19, but I was still able to work, I would go to work"</i>) | | |
|--|--|--|
| | Unadjusted Odds Ratio 95% Confidence Interval P value N | Adjusted Odds Ratio ⁺ 95% Confidence Interval P value N=1793 |
| Age | 0.98 0.97, 0.99 0.004 | 1.00 0.98, 1.01 0.84 |
| Gender | | |
| Female | Ref | Ref |
| Male | 1.55 1.16, 2.06 0.003 | 1.19 0.83, 1.70 0.35 |
| Other Response | 3.33 1.62, 6.86 0.001 N=2535 | 0.99 0.12, 7.95 0.99 |
| Race | | |
| White | Ref | Ref |
| African American | 1.29 0.68, 2.46 0.432 | 1.28 0.60, 2.73 0.52 |
| Other or > 1 Race | 1.37 0.91, 2.10 0.134 N=2527 | 0.80 0.41, 1.55 0.50 |
| Ethnicity | | |
| Non-Hispanic/Latinx | Ref | |
| Hispanic/Latinx | 1.32 | 0.78 |

| | | | |
|---------------------|--------------------|---------------------------------------|----------------------------|
| | | 0.87, 2.04 0.192 N=2440 | 0.40, 1.52 0.47 |
| Region | Northeast | Ref | -- |
| | South | 0.91 0.59, 1.40 0.680 | -- |
| | Midwest | 0.91 0.61, 1.37 0.660 | -- |
| | West | 0.95 0.59, 1.51 0.821 N=2375 | -- |
| Full/Part-time | | | |
| status | Full-time | Ref | Ref |
| | Part-time | 0.71 0.49, 1.01 0.06 | 0.77 0.50, 1.18 0.23 |
| | Other | 1.60 0.99, 2.56 0.053 N=2332 | 1.41 0.80, 2.50 0.24 |
| | | | |
| | | | |
| Job tenure | Less than one year | Ref | -- |
| | 1-2 years | 1.51 0.85, 2.68 0.162 | -- |
| | 3-5 years | 1.75 1.01, 3.05 0.046 | -- |
| | 6-10 years | 1.46 0.81, 2.65 0.210 | -- |
| | More than 10 years | 0.97 0.81, 2.65 0.925 N=2334 | -- |
| | | | |
| | | | |
| Household Income | < \$25,000 | Ref | -- |
| | \$25,000 – 34,999 | 1.14 | -- |

| | | | |
|--------------|-----------------------|-------------------------------|------------|
| | | 0.75, 1.74 0.537 | |
| | \$35,000 – 49,999 | 1.24 | -- |
| | | 0.82, 1.86 0.99 | |
| | \$50,000 – 99,000 | 0.83 | -- |
| | | 0.56, 1.23 0.348 | |
| | ≥ \$100,000 | 0.56 | -- |
| | | 0.25, 1.25 0.159 N=2330 | |
| Organization | | | |
| Size | 10 or fewer employees | Ref | Ref |
| | 11 -- 49 | 0.94 | 0.84 |
| | | 0.59, 1.49 | 0.46, 1.53 |
| | | 0.788 | 0.57 |
| | 50 – 499 | 0.9 | 0.87 |
| | | 0.58, 1.40 | 0.47, 1.62 |
| | | 0.637 | 0.66 |
| | More than 500 | 1.69 | 1.14 |
| | | 0.98, 2.94 | 0.49, 1.65 |
| | | 0.061 | 0.77 |
| | | N=2454 | |
| Sector | Retail | Ref | Ref |
| | Production | 3.99 | 3.96 |
| | | 2.43, 6.54 | 1.98, 7.92 |
| | | <0.001 | <0.001 |
| | Processing | 1.47 | 1.29 |
| | | 0.90, 2.40 | 0.67, 2.51 |
| | | 0.13 | 0.45 |
| | Distribution | 1.91 | 2.14 |
| | | 0.87, 4.18 | 0.88, 5.16 |
| | | 0.11 | 0.09 |
| | Restaurant/Service | 1.12 | 1.18 |
| | | 0.81, 1.56 | 0.72, 1.93 |
| | | 0.50 | 0.51 |
| | Food Assistance | 0.42 | 0.50 |
| | | 0.17, 1.06 | 0.14, 1.74 |
| | | 0.07 | 0.28 |

| | | | |
|-----------------------------------|---|--|------------------------------|
| N=2535 | | | |
| Customer Contact | No | Ref | -- |
| | Yes | 0.84 0.62, 1.15 0.283 | -- |
| Quantitative Work Demands Score | | | |
| | Low | Ref | Ref |
| | High | 1.91 1.42, 2.57 <0.001 N=2466 | 1.49 1.03, 2.16 0.03 |
| Workplace Safety Climate Score | | | |
| | Low | Ref | Ref |
| | High | 0.61 0.46, 0.81 0.001 N=2375 | 0.52 0.37, 0.75 <0.001 |
| Social Support Score* | | | |
| | Low | Ref | |
| | High | 0.98 0.98, 0.99 <0.001 N=2289 | -- |
| Workplace Benefits since March 11 | | | |
| | Extra "hazard pay" separate from overtime pay | 0.92 0.70, 1.21 0.550 | -- |
| | Access to paid sick leave | 0.76 0.55, 1.04 0.086 | 1.00 0.67, 1.50 0.99 |
| | Made it easier to take sick leave if needed | 0.66 0.48, 0.91 0.010 | -- |
| | Paid family sick leave | 0.95 0.59, 1.52 0.827 | -- |
| | Free/discounted food | 1.26 0.89, 1.81 0.213 | -- |

| | | | |
|--|---|--|------------------------------|
| | Health Insurance | 0.96 0.66, 1.39 0.832 | -- |
| | Free COVID-19 Testing | 1.25 0.86, 1.80 0.242 | -- |
| | Covering medical costs if an employee gets COVID-19 | 0.92 0.57, 1.49 0.746 | -- |
| | Child/Elder Care | 1.46 0.67, 3.14 0.334 | -- |
| | Private Transportation | 1.39 0.49, 3.99 0.538 | -- |
| "It is worth the health risk to reopen the economy as soon as possible" | Strongly/disagree | Ref | Ref |
| | Neutral | 1.29 0.89, 1.87 0.176 | 1.44 0.95, 2.16 0.08 |
| | Strongly/Agree | 2.27 1.56, 3.30 <0.001 N=2114 | 2.43 1.58, 3.73 <0.001 |
| Transportation | Bus or public transit | Ref | -- |
| | Drive/walk/bike (traveled self) | 0.62 0.28, 1.40 0.255 | -- |
| | Carpool/taxi/rideshare | 0.72 0.27, 1.91 0.507 | -- |
| <p>*Fully adjusted model includes: Workplace Safety Climate, work demands, access to paid sick leave, food security score, perspectives on reopening the economy, age, gender, race, ethnicity, food system sector, hourly status, and organization size.</p> <p>Ref = Reference value</p> | | | |

