**Table S1. Descriptive Statistics for all respondents in the LTC setting**

| Variable | LTC Wave 1 (n=1524)[1] Mean (SD) or Percent | LTC Wave 2 (n=1275)[1] Mean (SD) or Percent | LTC Wave 3 (n=1083)[1] Mean (SD) or Percent |
|---|---|---|---|
| Percent with at least one Future ER/Urgent Care Visit[2] | 18.5% | 17.8% | 17.0% |
| Number of Future ER/Urgent Care Visits (if > 0 visits)[2] | 1.6 (1.9) | 1.5 (1.6) | 1.7 (1.9) |
| Percent with at least one Future Other Healthcare[2] | 28.2% | 25.1% | 22.6% |
| Future Other Healthcare Visits (if > 0 visits)[2] | 4.1 (4.8) | 4.4 (5.8) | 4.6 (5.5) |
| Schedule Control (1-5 scale) | 2.65 (0.7) | 2.6 (0.8) | 2.6 (0.8) |
| Job Demands (1-5 scale) | 3.8 (0.8) | 3.8 (0.7) | 3.75 (0.7) |
| Decision Authority (1-5 scale) | 3.5 (0.8) | 3.4 (0.7) | 3.5 (0.7) |
| Work-to-Family Conflict (1-5 scale) | 2.8 (0.9) | 2.8 (0.9) | 2.7 (0.9) |
| Job insecurity (1-5 scale)[3] | 3.4 (0.7) | 3.3 (0.7) | 3.3 (0.7) |
| Tenure (years) | 6.3 (6.5) | 7.3 (6.7) | 8.2 (7.0) |
| Work Hours (this job) | 36.9 (7.2) | 36.8 (7.7) | 36.5 (7.4) |
| Psychological Distress | 11.9 (4.3) | 11.5 (4.2) | 11.3 (4.2) |
| Body Mass Index (kg/m$^2$) | 29.5 (7.0) | 29.4 (6.7) | 29.7 (6.8) |
| Age (years) | 38.5 (12.5) | 39.5 (12.4) | 40.1 (12.4) |
| High Blood Pressure | 24.5% | 25.1% | 27.1% |
| Smokes | 30.3% | 27.5% | 26.0% |
| Diabetes | 8.2% | 8.2% | 9.4% |
| Heart Attack or MI | 1.5% | 1.7% | 2.0% |
| Stroke | 1.3% | 1.2% | 1.7% |
| Hours in Bed | 7.4 (2.1) | 7.3 (1.5) | 7.3 (1.5) |
| Annual Personal Income | | | |
| ≤$9,999 | 2.8% | 1.6% | 1.8% |
| $10,000-$19,999 | 14.0% | 13.3% | 11.6% |
| $20,000-$29,999 | 33.7% | 32.5% | 33.5% |
| $30,000-$39,999 | 19.0% | 19.4% | 19.5% |
| $40,000-$49,999 | 12.1% | 11.6% | 10.5% |
| $50,000-$59,999 | 9.8% | 10.1% | 11.5% |
| >$60,000 | 8.5% | 8.4% | 8.5% |
| Married/living with partner | 62.9% | 61.3% | 62.6% |
| Number of children | 1.0 (1.2) | 1.1 (1.2) | 1.2 (1.2) |
| Household Size | 3.1 (1.5) | 3.1 (1.4) | 3.1 (1.7) |
| Provides care outside work | 30.1% | 27.1% | 24.1% |
| Female | 91.8% | 92.55% | 92.24% |
| Educational Attainment | | | |
| Less than High School Graduate | 5.78% | 5.65% | 6.00% |
| High School Graduate | 32.50% | 31.61% | 31.67% |

| | | | |
|---|---|---|---|
| Some College/Technical School | 49.64% | 50.35% | 50.42% |
| College Graduate | 12.08% | 12.39% | 11.91% |

1. Sample size reflects the maximum number of responses per question (some questions had fewer responses).
2. These variables are for the survey following the ones in which the characteristics were measured. For example, the baseline survey had 1522 respondents. The 6 month survey had 1275 respondents. The question about health care utilization in the 6 month survey covered the period of time just after the baseline, so there are fewer people in the estimation sample than represented here.
3. Very Likely=1, Fairly Likely=2, Not too likely=3, Not at all likely=4, Will voluntarily leave company in next 12 months= 5

**Table S2. Descriptive Statistics for all respondents in the IT setting**

| | IT Wave 1 (n=823)[1] | IT Wave 2 (n=717)[1] | IT Wave 3 (n=701)[1] |
|---|---|---|---|
| **Variable** | *Mean (SD) or Percent* | *Mean (SD) or Percent* | *Mean (SD) or Percent* |
| Percent with at least one Future ER/Urgent Care Visit[2] | 8.1% | 8.4% | 7.7% |
| Number of Future ER/Urgent Care Visits (if > 0 visits)[2] | 1.4 (1.4) | 1.2 (0.5) | 1.2 (0.4) |
| Percent with at least one Future Other Healthcare[2] | 37.7% | 39.5% | 35.3% |
| Future Other Healthcare Visits (if > 0 visits)[2] | 3.9 (5.5) | 3.6 (5.5) | 4.5 (6.1) |
| Schedule Control (1-5 scale) | 3.6 (0.7) | 3.7 (0.7) | 3.8 (0.7) |
| Job Demands (1-5 scale) | 3.6 (0.7) | 3.5 (0.7) | 3.5 (0.7) |
| Decision Authority (1-5 scale) | 3.8 (0.7) | 3.9 (0.7) | 3.9 (0.7) |
| Work-to-Family Conflict (1-5 scale) | 3.1 (0.9) | 2.9 (0.9) | 2.9 (0.9) |
| Job insecurity (1-5 scale) [3] | 2.7 (0.8) | 2.6 (0.8) | 2.7 (0.7) |
| Tenure (years) | 13.7 (9.2) | 14.4 (9.1) | 14.88 (9.1) |
| Work Hours (this job) | 45.4 (5.7) | 45 (5.5) | 45.2 (6.1) |
| Psychological Distress | 10.9 (3.2) | 10.4 (3.1) | 10.3 (3.3) |
| Body Mass Index (kg/m$^2$) | 28.2 (5.7) | 28.1 (5.5) | 28.3 (5.7) |
| Age (years) | 45.7 (9.0) | 46.6 (8.8) | 47.3 (8.7) |
| High Blood Pressure | 27.5% | 27.0% | 30.3% |
| Smokes | 6.7% | 5.7% | 5.9% |
| Diabetes | 7.4% | 8.7% | 10.0% |
| Previous Heart Attack or MI | 1.3% | 1.5% | 1.6% |
| Stroke | 1.2% | 1.3% | 1.7% |
| Hours in Bed | 7.3 (1.0) | 7.4 (0.9) | 7.4 (1.0) |
| Annual Personal Income | | | |
| <$60,000 | 3.7% | 2.9% | 2.9% |
| $60,000-$79,999 | 27.5% | 25.3% | 21.7% |
| $80,000-$99,999 | 36.5% | 36.6% | 37.4% |
| $100,000-$119,999 | 24.9% | 27.1% | 26.8% |
| >$120,000 | 7.4% | 8.1% | 8.7% |
| Married/living with partner | 79.3% | 80.6% | 81.2% |
| Number of children | 1.0 (1.1) | 1.0 (1.1) | 1.9 (0.4) |

| | | | |
|---|---|---|---|
| Household Size | 2.9 (1.4) | 2.9 (1.3) | 2.9 (1.4) |
| Provides care outside work | 23.5% | 22.7% | 22.4% |
| Female | 39.1% | 37.9% | 38.7% |
| Educational Attainment | | | |
| Less than High School Graduate | 0.0% | 0.0% | 0.0% |
| High School Graduate | 3.8% | 2.8% | 3.1% |
| Some College/Technical School | 18.6% | 18.6% | 18.1% |
| College Graduate | 77.6% | 78.7% | 78.7% |

1. Sample size reflects the maximum number of responses per question (some questions had fewer responses).
2. These variables are for the survey following the ones in which the characteristics were measured. For example, the baseline survey had 823 respondents. The 6 month survey had 717 respondents. The question about health care utilization in the 6 month survey covered the period of time just after the baseline, so there are fewer people in the estimation sample than represented here.
3. Very Likely=1, Fairly Likely=2, Not too likely=3, Not at all likely=4, Will voluntarily leave company in next 12 months= 5

**Table S3. Sensitivity Analyses of Having Any Visits (Leef Sample)**

| | Any Emergency/ Urgent Care Visits | | | Any other Healthcare | | |
|---|---|---|---|---|---|---|
| | (1) Sample: Original, Completed all waves, completed case analysis | (1a) Sample: Completed all waves, may have missing values | (1b) Sample: Completed at least one wave, may have missing values | (2) Sample: Original, Completed all waves, completed case analysis | (2a) Sample: Completed all waves, may have missing values | (2b) Sample: Completed at least one wave, may have missing values |
| | Odds Ratio (SE) | Odds Ratio (SE) | Odds Ratio (SE) | Odds Ratio (SE) | Odds Ratio (SE) | Odds Ratio (SE) |
| Schedule Control | 1.03 (0.09) | 1.01 (0.09) | 1.03 (0.08) | 0.97 (0.07) | 0.95 (0.07) | 1.00 (0.07) |
| Above median job demands | 1.04 (0.13) | 1.00 (0.12) | 1.07 (0.11) | 1.37** (0.14) | 1.32** (0.13) | 1.32** (0.12) |
| Below median decision authority | 0.94 (0.12) | 0.92 (0.11) | 0.94 (0.10) | 0.90 (0.10) | 0.88 (0.09) | 0.85+ (0.08) |
| Work-to-Family Conflict | 1.15* (0.08) | 1.15* (0.08) | 1.10 (0.07) | 1.05 (0.06) | 1.05 (0.06) | 1.05 (0.06) |
| Job insecurity | 0.92 (0.22 | 0.85 (0.19) | 0.94 (0.18) | 0.74 (0.14) | 0.80 (0.14) | 0.79 (0.13) |

| | | | | | | |
|---|---|---|---|---|---|---|
| Tenure constructed | 0.98+ | 0.98+ | 0.98* | 0.98+ | 0.98+ | 0.99 |
| | (0.01) | (0.01) | (0.01) | (0.01) | (0.01) | (0.01) |
| Work Hours (this job) | 0.99 | 0.99 | 0.99 | 0.99 | 0.99 | 0.99 |
| | (0.01) | (0.01) | (0.01) | (0.01) | (0.01) | (0.01) |
| Psychological Distress | 1.05** | 1.05** | 1.04** | 1.03* | 1.02+ | 1.03* |
| | (0.01) | (0.01) | (0.01) | (0.02) | (0.01) | (0.01) |
| BMI (by category) | | | | | | |
| Normal or Underweight (BMI<25) | reference | reference | reference | reference | reference | reference |
| Overweight (BMI≥25 & BMI<30) | 1.02 | 1.05 | 1.03 | 1.06 | 1.06 | 1.02 |
| | (0.17) | (0.17) | (0.15) | (0.15) | (0.15) | (0.13) |
| Obese (BMI≥30) | 1.40* | 1.39* | 1.38* | 1.44** | 1.35* | 1.25+ |
| | (0.22) | (0.21) | (0.18) | (0.20) | (0.18) | (0.15) |
| Age | 1 | 1.00 | 0.99 | 1.01 | 1.01 | 1.00 |
| | (0.01) | (0.01) | (0.01) | (0.01) | (0.01) | (0.00) |
| Hypertension | 1.28 | 1.24 | 1.25+ | 0.95 | 1.02 | 1.01 |
| | (0.19) | (0.18) | (0.16) | (0.13) | (0.13) | (0.12) |
| Smokes | 1.34* | 1.40* | 1.39** | 0.90 | 0.92 | 0.97 |
| | (0.19) | (0.19) | (0.16) | (0.12) | (0.12) | (0.11) |
| Diabetes | 0.61+ | 0.70 | 0.68+ | 1.48+ | 1.33 | 1.32 |
| | (0.16) | (0.17) | (0.15) | (0.31) | (0.27) | (0.24) |
| Heart Disease | 0.99 | 0.91 | 0.93 | 0.85 | 0.90 | 0.98 |
| | (0.66) | (0.54) | (0.47) | (0.43) | (0.42) | (0.39) |
| Stroke | 2.15 | 1.78 | 1.68 | 0.70 | 0.94 | 0.98 |
| | (1.12) | (0.89) | (0.85) | (0.35) | (0.43) | (0.44) |
| Hours in Bed | 0.99 | 0.99 | 0.98 | 0.94 | 0.94 | 0.96 |
| | (0.04) | (0.04) | (0.04) | (0.04) | (0.04) | (0.03) |
| Annual Personal Income | | | | | | |
| ≤$9,999 | 2.48+ | 2.22+ | 1.46 | 0.70 | 1.04 | 0.91 |
| | (1.31) | (1.00) | (0.58) | (0.31) | (0.40) | (0.32) |
| $10,000($19,999 | 1.31 | 1.10 | 1.08 | 0.86 | 0.85 | 0.95 |
| | (0.46) | (0.36) | (0.32) | (0.23) | (0.22) | (0.23) |
| $20,000($29,999 | 1.67+ | 1.56 | 1.59+ | 0.75 | 0.79 | 0.90 |
| | (0.51) | (0.45) | (0.41) | (0.17) | (0.18) | (0.19) |
| $30,000($39,999 | 1.74+ | 1.71+ | 1.63+ | 1.05 | 1.02 | 1.11 |
| | (0.54) | (0.50) | (0.42) | (0.24) | (0.22) | (0.23) |
| $40,000($49,999 | 2.00* | 1.73+ | 1.58+ | 1.01 | 0.92 | 1.08 |
| | (0.64) | (0.53) | (0.43) | (0.24) | (0.21) | (0.23) |
| $50,000($59,999 | 1.83* | 1.81* | 1.56+ | 1.01 | 0.99 | 0.97 |
| | (0.56) | (0.53) | (0.41) | (0.21) | (0.20) | (0.19) |
| >$60,000 | reference | reference | reference | reference | reference | reference |
| Married/living with partner | 1.01 | 1.00 | 0.99 | 0.99 | 0.93 | 0.89 |
| | (0.14) | (0.13) | (0.11) | (0.12) | (0.11) | (0.09) |

| | | | | | | |
|---|---|---|---|---|---|---|
| Number of children | 1.04 | 0.99 | 0.99 | 0.89+ | 0.92 | 0.90+ |
| | (0.08) | (0.07) | (0.06) | (0.06) | (0.05) | (0.05) |
| Household Size | 0.94 | 0.98 | 0.96 | 1.01 | 1.01 | 1.02 |
| | (0.07) | (0.06) | (0.05) | (0.05) | (0.04) | (0.04) |
| Provides care outside work | 1.22 | 1.20 | 1.17 | 1.03 | 1.02 | 1.06 |
| | (0.16) | (0.15) | (0.13) | (0.12) | (0.11) | (0.10) |
| Male | 0.91 | 0.96 | 0.92 | 0.75 | 0.76 | 0.76 |
| | (0.24) | (0.23) | (0.20) | (0.18) | (0.18) | (0.15) |
| Educational Attainment Less than High School Graduate | 0.79 | 0.89 | 0.79 | 0.41** | 0.43** | 0.39** |
| | (0.32) | (0.33) | (0.25) | (0.14) | (0.13) | (0.11) |
| High School Graduate | 1.2 | 1.22 | 1.04 | 0.58** | 0.52** | 0.47** |
| | (0.3) | (0.29) | (0.22) | (0.12) | (0.10) | (0.08) |
| Some College/Technical School | 1.31 | 1.21 | 1.05 | 0.83 | 0.81 | 0.75+ |
| | (0.3) | (0.26) | (0.20) | (0.15) | (0.14) | (0.11) |
| College Graduate | reference | reference | reference | reference | reference | reference |
| Constant | 0.06** | 0.07** | 0.13** | 0.56 | 0.57 | 0.59 |
| | (0.05) | (0.06) | (0.09) | (0.44) | (0.43) | (0.37) |
| # Observations | 2466 | 2659 | 3112 | 2463 | 2659 | 3112 |
| # Individuals | 822 | 927 | 1275 | 821 | 927 | 1275 |

+ p<0.10, * p<0.05, ** p<0.01

Notes: Regression also controlled for employer health insurance status, state, intervention group, and time

**Table S4. Sensitivity Analyses of Having Any Visits (Tomo Sample)**

| | Any Emergency/ Urgent Care Visits | | | Any other Healthcare | | |
|---|---|---|---|---|---|---|
| | (1) Sample: Original, Completed all waves, completed case analysis | (1a) Sample: Completed all waves, may have missing values | (1b) Sample: Completed at least one wave, may have missing values | (2) Sample: Original, Completed all waves, completed case analysis | (2a) Sample: Completed all waves, may have missing values | (2b) Sample: Completed at least one wave, may have missing values |
| | Odds Ratio (SE) | Odds Ratio (SE) | Odds Ratio (SE) | Odds Ratio (SE) | Odds Ratio (SE) | Odds Ratio (SE) |
| Schedule Control | 0.73+ | 0.84 | 0.90 | 0.96 | 0.99 | 0.93 |
| | (0.12) | (0.13) | (0.13) | (0.10) | (0.10) | (0.09) |
| Above median job demands | 0.84 | 0.91 | 0.90 | 1.01 | 1.01 | 1.04 |
| | (0.20) | (0.20) | (0.19) | (0.14) | (0.13) | (0.13) |
| Below median decision authority | 0.96 | 0.91 | 0.84 | 0.77+ | 0.84 | 0.85 |
| | (0.22) | (0.19) | (0.17) | (0.11) | (0.11) | (0.10) |
| Work-to-Family Conflict | 0.95 | 0.93 | 1.00 | 1.35** | 1.32** | 1.26** |

|  |  |  |  |  |  |  |
|---|---|---|---|---|---|---|
|  | (0.15) | (0.14) | (0.14) | (0.12) | (0.11) | (0.10) |
| Job insecurity | 0.88 | 0.87 | 0.87 | 0.97 | 0.91 | 0.91 |
|  | (0.22) | (0.20) | (0.19) | (0.13) | (0.11) | (0.11) |
| Tenure constructed | 0.99 | 0.98 | 0.98 | 0.99 | 0.99 | 0.99 |
|  | (0.02) | (0.02) | (0.02) | (0.01) | (0.01) | (0.01) |
| Work Hours (this job) | 1.01 | 1.02 | 1.00 | 0.98 | 0.99 | 0.99 |
|  | (0.02) | (0.02) | (0.02) | (0.01) | (0.01) | (0.01) |
| Psychological Distress | 1.02 | 1.03 | 1.04 | 1.02 | 1.03 | 1.02 |
|  | (0.04) | (0.03) | (0.03) | (0.02) | (0.02) | (0.02) |
| BMI (by category) |  |  |  |  |  |  |
| Normal or Underweight (BMI<25) | reference | reference | reference | reference | reference | reference |
| Overweight (BMI≥25 & BMI<30) | 1.22 | 1.05 | 1.14 | 1.10 | 1.07 | 1.20 |
|  | (0.34) | (0.27) | (0.28) | (0.17) | (0.16) | (0.17) |
| Obese (BMI≥30) | 1.30 | 1.30 | 1.37 | 1.22 | 1.13 | 1.34+ |
|  | (0.39) | (0.37) | (0.37) | (0.22) | (0.19) | (0.21) |
| Age | 1.01 | 1.01 | 1.01 | 1.02+ | 1.02* | 1.02* |
|  | (0.02) | (0.02) | (0.02) | (0.01) | (0.01) | (0.01) |
| Hypertension | 1.36 | 1.11 | 1.13 | 1.11 | 1.21 | 1.19 |
|  | (0.36) | (0.28) | (0.26) | (0.17) | (0.17) | (0.16) |
| Smokes | 2.44* | 2.15* | 2.23* | 0.78 | 0.81 | 1.00 |
|  | (0.91) | (0.76) | (0.71) | (0.23) | (0.22) | (0.24) |
| Diabetes | 1.57 | 1.42 | 1.53 | 2.19** | 2.09** | 1.70* |
|  | (0.59) | (0.50) | (0.46) | (0.54) | (0.49) | (0.37) |
| Heart Disease | 0.44 | 0.37 | 0.34 | 1.02 | 1.16 | 1.57 |
|  | (0.47) | (0.38) | (0.34) | (0.51) | (0.56) | (0.71) |
| Stroke | 2.29 | 2.04 | 1.82 | 1.53 | 1.18 | 1.40 |
|  | (2.35) | (2.15) | (1.88) | (0.81) | (0.64) | (0.75) |
| Hours in Bed | 1.06 | 1.02 | 1.02 | 1.13+ | 1.12+ | 1.10 |
|  | (0.13) | (0.11) | (0.10) | (0.08) | (0.08) | (0.07) |
| Annual Personal Income |  |  |  |  |  |  |
| ≤$9,999 | 0.72 | 0.68 | 0.67 | 0.97 | 0.84 | 0.81 |
|  | (0.92) | (0.67) | (0.58) | (0.68) | (0.46) | (0.39) |
| $10,000($19,999 | 1.10 | 1.17 | 1.22 | 0.99 | 0.81 | 0.79 |
|  | (1.14) | (0.81) | (0.83) | (0.54) | (0.28) | (0.26) |
| $20,000($29,999 | 0.95 | 1.08 | 1.09 | 1.26 | 0.96 | 0.94 |
|  | (0.90) | (0.70) | (0.70) | (0.67) | (0.30) | (0.29) |
| $30,000($39,999 | 0.44 | 0.67 | 0.80 | 1.22 | 0.94 | 0.96 |
|  | (0.42) | (0.44) | (0.52) | (0.66) | (0.31) | (0.30) |
| $40,000($49,999 | 1.16 | 1.44 | 1.50 | 1.08 | 0.82 | 0.85 |
|  | (1.18) | (1.02) | (1.04) | (0.62) | (0.31) | (0.32) |
| $50,000($59,999 | 0.51 | 1.36 | 0.98 | 0.58 | 0.55 | 0.59 |
|  | (0.69) | (1.36) | (0.98) | (0.43) | (0.31) | (0.30) |

| | | | | | | |
|---|---|---|---|---|---|---|
| >$60,000 | reference | reference | reference | reference | reference | reference |
| Married/living with partner | 0.52+ | 0.52* | 0.47** | 0.68+ | 0.64* | 0.69* |
| | (0.17) | (0.16) | (0.13) | (0.14) | (0.12) | (0.12) |
| Number of children | 1.03 | 0.93 | 1.02 | 0.82 | 0.80+ | 0.81+ |
| | (0.18) | (0.14) | (0.15) | (0.10) | (0.09) | (0.09) |
| Household Size | 1.23 | 1.28* | 1.27* | 1.12 | 1.17 | 1.16 |
| | (0.18) | (0.15) | (0.15) | (0.12) | (0.12) | (0.11) |
| Provides care outside work | 0.75 | 0.85 | 0.88 | 1.32+ | 1.17 | 1.19 |
| | (0.20) | (0.20) | (0.19) | (0.19) | (0.16) | (0.15) |
| Male | 0.69 | 0.73 | 0.74 | 0.82 | 0.78+ | 0.76* |
| | (0.19) | (0.19) | (0.18) | (0.13) | (0.11) | (0.10) |
| Educational Attainment | | | | | | |
| Grade 12 or GED | 1.35 | 0.80 | 0.71 | 0.50 | 0.48 | 0.59 |
| | (0.83) | (0.49) | (0.37) | (0.29) | (0.25) | (0.24) |
| Some College/Technical School | 0.78 | 0.86 | 0.78 | 1.23 | 1.21 | 1.12 |
| | (0.28) | (0.29) | (0.25) | (0.24) | (0.22) | (0.19) |
| College Graduate | reference | reference | reference | reference | reference | reference |
| # Individuals | 490 | 582 | 695 | 490 | 582 | 695 |
| # Observations | 1470 | 1640 | 1806 | 1470 | 1640 | 1806 |

+ p<0.10, * p<0.05, ** p<0.01

Notes: Job category, Intervention group, time, randomization, and a merger indicator were also included in the model.

**Table S5. Sensitivity Analyses of Number of Visits (Leef Sample)**

| | # Emergency/ Urgent Care Visits | | | # other Healthcare Visits | | |
|---|---|---|---|---|---|---|
| | (1) Sample: Original, Completed all waves, completed case analysis | (1a) Sample: Completed all waves, may have missing values | (1b) Sample: Completed at least one wave, may have missing values | (2) Sample: Original, Completed all waves, completed case analysis | (2a) Sample: Completed all waves, may have missing values | (2b) Sample: Completed at least one wave, may have missing values |
| | Incidence Rate Ratios (SE) | Incidence Rate Ratios (SE) | Incidence Rate Ratios (SE) | Incidence Rate Ratios (SE) | Incidence Rate Ratios (SE) | Incidence Rate Ratios (SE) |
| Schedule Control | 0.95 (0.08) | 0.94 (0.08) | 1.01 (0.08) | 0.92 (0.08) | 0.91 (0.08) | 0.95 (0.07) |
| Above median job demands | 1.15 (0.13) | 1.11 (0.12) | 1.14 (0.11) | 1.36* (0.17) | 1.32* (0.15) | 1.37** (0.15) |
| Below median decision authority | 0.92 (0.11) | 0.89 (0.10) | 0.90 (0.10) | 0.90 (0.12) | 0.89 (0.11) | 0.82+ (0.09) |
| Work(to(Family Conflict | 1.06 (0.07) | 1.06 (0.07) | 1.13+ (0.08) | 1.11 (0.08) | 1.11 (0.08) | 1.07 (0.07) |
| Job insecurity | 0.96 (0.23) | 0.94 (0.21) | 1.00 (0.19) | 0.74 (0.15) | 0.77 (0.15) | 0.81 (0.15) |
| Tenure constructed | 0.98+ (0.01) | 0.99 (0.01) | 0.99 (0.01) | 0.98 (0.01) | 0.98 (0.01) | 0.99 (0.01) |
| Work Hours (this job) | 0.99 (0.01) | 0.99 (0.01) | 0.99 (0.01) | 0.99 (0.01) | 0.99 (0.01) | 0.99 (0.01) |
| Psychological Distress | 1.06** (0.01) | 1.06** (0.01) | 1.05** (0.01) | 1.06** (0.02) | 1.06** (0.02) | 1.07** (0.02) |
| BMI (by category) Normal or Underweight (BMI<25) | reference | reference | reference | reference | reference | reference |
| Overweight (BMI≥25 & BMI<30) | 1.38+ (0.24) | 1.35+ (0.22) | 1.35+ (0.22) | 1.07 (0.17) | 1.09 (0.17) | 1.04 (0.15) |
| Obese (BMI≥30) | 1.39* (0.20) | 1.34* (0.18) | 1.38** (0.17) | 1.52** (0.22) | 1.47** (0.20) | 1.35* (0.17) |
| Age | 1.00 (0.01) | 1.00 (0.01) | 1.00 (0.01) | 1.01 (0.01) | 1.01 (0.01) | 1.00 (0.01) |
| Hypertension | 1.09 (0.16) | 1.07 (0.15) | 1.06 (0.13) | 0.99 (0.15) | 1.03 (0.15) | 1.04 (0.14) |
| Smokes | 1.05 (0.14) | 1.17 (0.15) | 1.29* (0.16) | 0.83 (0.12) | 0.84 (0.11) | 0.93 (0.11) |
| Diabetes | 0.66+ (0.16) | 0.72 (0.16) | 0.69+ (0.14) | 1.26 (0.29) | 1.20 (0.27) | 1.16 (0.24) |

| | | | | | | |
|---|---|---|---|---|---|---|
| Heart Disease | 0.93 | 0.87 | 0.92 | 0.72 | 0.74 | 0.97 |
| | (0.45) | (0.37) | (0.34) | (0.30) | (0.28) | (0.34) |
| Stroke | 1.71 | 1.48 | 1.39 | 0.59 | 0.81 | 0.71 |
| | (0.69) | (0.58) | (0.58) | (0.29) | (0.34) | (0.30) |
| Hours in Bed | 0.91* | 0.92* | 0.94+ | 0.93+ | 0.93+ | 0.95 |
| | (0.04) | (0.04) | (0.04) | (0.04) | (0.04) | (0.03) |
| Annual Personal Income | | | | | | |
| ≤$9,999 | 3.05* | 3.60** | 2.71* | 0.48 | 1.18 | 0.99 |
| | (1.52) | (1.55) | (1.07) | (0.22) | (0.54) | (0.41) |
| $10,000-$19,999 | 1.68 | 1.51 | 1.84* | 0.94 | 0.89 | 1.06 |
| | (0.56) | (0.48) | (0.57) | (0.28) | (0.26) | (0.28) |
| $20,000-$29,999 | 1.70+ | 1.67+ | 1.79* | 0.86 | 0.86 | 1.04 |
| | (0.51) | (0.47) | (0.45) | (0.22) | (0.22) | (0.24) |
| $30,000-$39,999 | 1.60+ | 1.63+ | 1.61* | 0.96 | 0.95 | 1.08 |
| | (0.45) | (0.44) | (0.38) | (0.23) | (0.22) | (0.24) |
| $40,000-$49,999 | 1.85+ | 1.65 | 1.54 | 1.05 | 0.98 | 1.11 |
| | (0.58) | (0.50) | (0.42) | (0.26) | (0.24) | (0.26) |
| $50,000-$59,999 | 1.94* | 1.95* | 1.78* | 0.84 | 0.90 | 0.88 |
| | (0.60) | (0.58) | (0.48) | (0.19) | (0.20) | (0.18) |
| >$60,000 | reference | reference | reference | reference | reference | reference |
| Married/living with partner | 0.96 | 0.94 | 0.98 | 0.99 | 0.92 | 0.90 |
| | (0.13) | (0.12) | (0.12) | (0.13) | (0.12) | (0.10) |
| Number of children | 1.07 | 1.04 | 1.01 | 1.04 | 1.05 | 1.00 |
| | (0.09) | (0.07) | (0.07) | (0.08) | (0.07) | (0.06) |
| Household Size | 0.92 | 0.94 | 0.93 | 0.95 | 0.96 | 1.00 |
| | (0.06) | (0.05) | (0.05) | (0.05) | (0.05) | (0.05) |
| Provides care outside work | 1.47** | 1.39* | 1.30* | 0.94 | 0.92 | 1.00 |
| | (0.20) | (0.19) | (0.16) | (0.14) | (0.13) | (0.12) |
| Male | 0.82 | 0.84 | 0.92 | 0.69 | 0.76 | 0.67 |
| | (0.21) | (0.20) | (0.19) | (0.21) | (0.21) | (0.17) |
| Educational Attainment | | | | | | |
| Less than High School Graduate | 0.82 | 0.94 | 0.89 | 0.31** | 0.32** | 0.24** |
| | (0.32) | (0.34) | (0.27) | (0.13) | (0.12) | (0.08) |
| High School Graduate | 1.39 | 1.41 | 1.32 | 0.43** | 0.43** | 0.35** |
| | (0.35) | (0.34) | (0.27) | (0.10) | (0.10) | (0.07) |
| Some College/Technical School | 1.36 | 1.29 | 1.18 | 0.70+ | 0.74 | 0.61** |
| | (0.32) | (0.29) | (0.23) | (0.14) | (0.14) | (0.10) |
| College Graduate | reference | reference | reference | reference | reference | reference |
| Constant | 0.20+ | 0.21+ | 0.20* | 2.11 | 2.00 | 2.25 |
| | (0.17) | (0.17) | (0.14) | (1.62) | (1.48) | (1.43) |
| # Observations | 2466 | 2659 | 3112 | 2463 | 2659 | 3112 |

| # Individuals | 822 | 927 | 1275 | 821 | 927 | 1275 |
|---|---|---|---|---|---|---|

+ p<0.10, * p<0.05, ** p<0.01

Notes: Regression also controlled for Employer insurance status, state, intervention group, and time

**Table S6. Sensitivity Analyses of Number of Visits (Tomo Sample)**

| | (1) Sample: Original, Completed all waves, completed case analysis | (1a) Sample: Completed all waves, may have missing values | (1b) Sample: Completed at least one wave, may have missing values | (2) Sample: Original, Completed all waves, completed case analysis | (2a) Sample: Completed all waves, may have missing values | (2b) Sample: Completed at least one wave, may have missing values |
|---|---|---|---|---|---|---|
| | Incidence Rate Ratios (SE) | Incidence Rate Ratios (SE) | Incidence Rate Ratios (SE) | Incidence Rate Ratios (SE) | Incidence Rate Ratios (SE) | Incidence Rate Ratios (SE) |
| Schedule Control | 0.71* | 0.82 | 0.86 | 1.21 | 1.23+ | 1.15 |
| | (0.11) | (0.13) | (0.13) | (0.14) | (0.14) | (0.13) |
| Above median job demands | 0.72 | 0.79 | 0.80 | 0.83 | 0.82 | 0.84 |
| | (0.17) | (0.17) | (0.17) | (0.12) | (0.11) | (0.11) |
| Below median decision authority | 0.94 | 0.91 | 0.86 | 1.07 | 1.09 | 1.04 |
| | (0.19) | (0.17) | (0.16) | (0.14) | (0.13) | (0.12) |
| Work-to-Family Conflict | 1.01 | 0.99 | 1.05 | 1.35** | 1.37** | 1.40** |
| | (0.16) | (0.15) | (0.15) | (0.12) | (0.12) | (0.12) |
| Job insecurity | 0.83 | 0.83 | 0.84 | 0.80+ | 0.76* | 0.75* |
| | (0.19) | (0.17) | (0.17) | (0.10) | (0.09) | (0.09) |
| Tenure constructed | 0.97 | 0.97+ | 0.97* | 0.98* | 0.98* | 0.98* |
| | (0.02) | (0.02) | (0.02) | (0.01) | (0.01) | (0.01) |
| Work Hours (this job) | 1.03 | 1.03 | 1.01 | 0.98 | 0.98 | 0.99 |
| | (0.02) | (0.02) | (0.02) | (0.01) | (0.01) | (0.01) |
| Psychological Distress | 0.98 | 1.00 | 1.01 | 1.09** | 1.09** | 1.07** |
| | (0.04) | (0.03) | (0.03) | (0.02) | (0.02) | (0.02) |
| BMI (by category) | | | | | | |
| Normal or Underweight (BMI<25) | reference | reference | reference | reference | reference | reference |
| Overweight (BMI≥25 & BMI<30) | 1.46 | 1.29 | 1.35 | 0.86 | 0.86 | 0.90 |
| | (0.36) | (0.31) | (0.31) | (0.14) | (0.13) | (0.13) |
| Obese (BMI≥30) | 1.37 | 1.36 | 1.39 | 1.02 | 1.03 | 1.10 |
| | (0.37) | (0.35) | (0.34) | (0.18) | (0.17) | (0.18) |
| Age | 1.01 | 1.02 | 1.02 | 1.02* | 1.02* | 1.02* |
| | (0.02) | (0.02) | (0.02) | (0.01) | (0.01) | (0.01) |
| Hypertension | 1.20 | 0.99 | 1.01 | 1.23 | 1.28+ | 1.28+ |
| | (0.30) | (0.23) | (0.22) | (0.19) | (0.18) | (0.18) |
| Smokes | 1.87+ | 1.72+ | 1.78* | 0.74 | 0.74 | 0.82 |
| | (0.64) | (0.56) | (0.50) | (0.29) | (0.27) | (0.26) |
| Diabetes | 1.75 | 1.52 | 1.62+ | 1.12 | 1.10 | 1.04 |
| | (0.63) | (0.51) | (0.46) | (0.23) | (0.22) | (0.20) |
| Heart Disease | 0.44 | 0.41 | 0.36 | 0.79 | 0.78 | 1.07 |
| | (0.44) | (0.36) | (0.32) | (0.21) | (0.19) | (0.30) |
| Stroke | 1.95 | 1.80 | 1.67 | 1.80 | 1.65 | 1.90+ |
| | (1.71) | (1.72) | (1.55) | (0.70) | (0.65) | (0.73) |
| Hours in Bed | 1.08 | 1.03 | 1.04 | 1.01 | 1.01 | 1.03 |

| | | | | | | |
|---|---|---|---|---|---|---|
| | (0.13) | (0.11) | (0.10) | (0.06) | (0.06) | (0.06) |
| **Annual Personal Income** | | | | | | |
| ≤$9,999 | 0.78 | 0.69 | 0.74 | 2.66 | 2.16 | 2.01 |
| | (1.00) | (0.66) | (0.59) | (2.03) | (1.26) | (1.10) |
| $10,000-$19,999 | 1.37 | 1.36 | 1.36 | 2.42 | 1.79+ | 1.65+ |
| | (1.45) | (0.87) | (0.87) | (1.47) | (0.56) | (0.50) |
| $20,000-$29,999 | 1.60 | 1.47 | 1.45 | 2.37 | 1.80* | 1.78* |
| | (1.62) | (0.92) | (0.91) | (1.40) | (0.52) | (0.50) |
| $30,000-$39,999 | 0.71 | 0.83 | 0.92 | 2.65 | 2.07* | 2.13** |
| | (0.72) | (0.53) | (0.58) | (1.57) | (0.61) | (0.61) |
| $40,000-$49,999 | 1.62 | 1.57 | 1.55 | 2.52 | 2.12* | 2.45** |
| | (1.69) | (1.06) | (1.03) | (1.56) | (0.74) | (0.83) |
| $50,000-$59,999 | 1.45 | 2.04 | 1.51 | 1.10 | 0.81 | 0.79 |
| | (2.08) | (1.97) | (1.49) | (0.93) | (0.51) | (0.41) |
| >$60,000 | reference | reference | reference | reference | reference | reference |
| Married/living with partner | 0.62 | 0.55* | 0.51** | 0.85 | 0.82 | 0.93 |
| | (0.18) | (0.14) | (0.13) | (0.17) | (0.15) | (0.16) |
| Number of children | 1.07 | 0.98 | 1.05 | 0.75** | 0.74** | 0.75** |
| | (0.16) | (0.13) | (0.13) | (0.08) | (0.07) | (0.07) |
| Household Size | 1.21+ | 1.27** | 1.26* | 1.14* | 1.16* | 1.12+ |
| | (0.14) | (0.12) | (0.11) | (0.07) | (0.07) | (0.07) |
| Provides care outside work | 0.83 | 0.91 | 0.93 | 1.26 | 1.18 | 1.23 |
| | (0.22) | (0.22) | (0.20) | (0.19) | (0.17) | (0.17) |
| Male | 0.74 | 0.76 | 0.75 | 0.73* | 0.72* | 0.65** |
| | (0.18) | (0.17) | (0.16) | (0.11) | (0.11) | (0.09) |
| **Educational Attainment** | | | | | | |
| Grade 12 or GED | 1.67 | 1.03 | 1.00 | 0.78 | 0.74 | 0.87 |
| | (0.88) | (0.56) | (0.46) | (0.41) | (0.35) | (0.32) |
| Some College/Technical School | 0.86 | 0.90 | 0.84 | 1.36 | 1.37+ | 1.25 |
| | (0.28) | (0.27) | (0.25) | (0.27) | (0.26) | (0.23) |
| College Graduate | reference | reference | reference | reference | reference | reference |
| Constant | 0.05 | 0.04+ | 0.04+ | 0.04** | 0.05** | 0.05** |
| | (0.11) | (0.08) | (0.07) | (0.05) | (0.05) | (0.05) |
| # Individuals | 490 | 1640 | 1806 | 490 | 1639 | 1805 |
| # Observations | 1470 | 582 | 695 | 1470 | 582 | 695 |

+ p<0.10, * p<0.05, ** p<0.01

Notes: Job category, Intervention group, time, randomization, and a merger indicator were also included in the model.