	(1)	(2)	(3)
Lowest wage quartile	11.71***	11.75***	11.35***
	(1.263)	(1.263)	(1.305)
Second wage quartile	ref.	ref.	ref.
Third wage quartile	-2.164^{*}	-2.158^{*}	-2.279^{*}
	(0.897)	(0.901)	(0.895)
Highest wage quartile	0.759	0.805	0.626
0 0 1	(1.243)	(1.237)	(1.232)
Less than HS	0.122	0.447	0.00453
	(1.614)	(1.583)	(1.599)
HS, no BA	ref.	ref.	ref.
BA or higher	12.04***	12.14***	12.05***
	(0.976)	(0.978)	(0.979)
Unemployment rate	0.210	0.226	0.213
- · · · · · · · · · · · · · · · · · · ·	(0.385)	(0.381)	(0.385)
Unemployment rate \times Lowest wage quartile	(0.000)	(0.901) 1.892^{***}	(0.000)
enempio, ment rate x howest wage quartile		(0.502)	
Unemployment rate \times Second wage quartile		(0.902) ref.	
Unemployment rate \times Second wage quartile Unemployment rate \times Third wage quartile		0.307	
Chemployment fate × finite wage quartie		(0.380)	
Unemployment rate \times Highest wage quartile		(0.330) 0.247	
Onemployment rate × finguest wage quartie		(0.450)	
Unemployment rate \times Less than HS		(0.430) 1.882^*	
Onemployment rate × Less than H5		(0.760)	
Unemployment rate × HS no PA		(0.760) ref.	
Unemployment rate \times HS, no BA		-0.897**	
Unemployment rate \times BA or higher			
Covered by a union	7.786^{***}	(0.298) 7.719^{***}	6.873^{***}
Covered by a union			
Covered by a union V I awart ware eventile	(1.629)	(1.620)	(1.703)
Covered by a union \times Lowest wage quartile			-7.250^{*}
			(3.253)
Contract has a series of Contract and and and the series of the			ref.
Covered by a union \times Second wage quartile			0 514
Covered by a union \times Second wage quartile Covered by a union \times Third wage quartile			0.514
Covered by a union \times Third wage quartile			(1.841)
			$(1.841) \\ -0.163$
Covered by a union \times Third wage quartile Covered by a union \times Highest wage quartile			(1.841) -0.163 (2.226)
Covered by a union \times Third wage quartile			$(1.841) \\ -0.163 \\ (2.226) \\ -2.568$
Covered by a union \times Third wage quartile Covered by a union \times Highest wage quartile Covered by a union \times Less than HS			$(1.841) \\ -0.163 \\ (2.226) \\ -2.568 \\ (3.707)$
Covered by a union \times Third wage quartile Covered by a union \times Highest wage quartile Covered by a union \times Less than HS Covered by a union \times HS, no BA			(1.841) -0.163 (2.226) -2.568 (3.707) ref.
Covered by a union \times Third wage quartile Covered by a union \times Highest wage quartile Covered by a union \times Less than HS			(1.841) -0.163 (2.226) -2.568 (3.707) ref. -0.747
Covered by a union \times Third wage quartile Covered by a union \times Highest wage quartile Covered by a union \times Less than HS Covered by a union \times HS, no BA Covered by a union \times BA or higher			(1.841) -0.163 (2.226) -2.568 (3.707) ref. -0.747 (2.434)
Covered by a union × Third wage quartile Covered by a union × Highest wage quartile Covered by a union × Less than HS Covered by a union × HS, no BA Covered by a union × BA or higher Demographic Controls	Yes	Yes	(1.841) -0.163 (2.226) -2.568 (3.707) ref. -0.747 (2.434) Yes
Covered by a union × Third wage quartile Covered by a union × Highest wage quartile Covered by a union × Less than HS Covered by a union × HS, no BA Covered by a union × BA or higher Demographic Controls Job Controls	Yes	Yes	(1.841) -0.163 (2.226) -2.568 (3.707) ref. -0.747 (2.434) Yes Yes
Covered by a union × Third wage quartile Covered by a union × Highest wage quartile Covered by a union × Less than HS Covered by a union × HS, no BA Covered by a union × BA or higher Demographic Controls Job Controls State FE	Yes Yes	Yes Yes	(1.841) -0.163 (2.226) -2.568 (3.707) ref. -0.747 (2.434) Yes Yes Yes
Covered by a union × Third wage quartile Covered by a union × Highest wage quartile Covered by a union × Less than HS Covered by a union × HS, no BA Covered by a union × BA or higher Demographic Controls Job Controls	Yes	Yes	(1.841) -0.163 (2.226) -2.568 (3.707) ref. -0.747 (2.434) Yes Yes

Appendix Table 1: Predicting Class Polarization in the SD of Weekly Hours Worked

Standard errors in parentheses $^+$ p < .1, * p < .05, ** p < .01, *** p < .001

Appendix Table 2: Comparing the CV of Weekly Hours Worked to Other Measures of Work Hour Volatility

	(1)	(2)
Irregular shift set by employer 9.170		
Depart that your modely more hours "your"	(10.01)	81.38***
Report that usual weekly work hours "vary"		(1.265)
Year FE	Yes	Yes
Observations	2431	471205

Standard errors in parentheses $^+$ p < .1, * p < .05, ** p < .01, *** p < .001

CV	Control over Start/End	No Control over Start/End
Mean	.092	.077
25th percentile		
50th percentile	.065	.051
75th percentile	.129	.109
90th percentile	.210	.195
95th percentile	.282	.270

Appendix Table 3: Distribution of the CV of Weekly Hours Worked, by Control Over Start/End Time of Work

	(1)	(2)	(3)
Lowest wage quartile	21.58^{***}	21.65***	20.95***
	(1.661)	(1.664)	(1.685)
Second wage quartile	ref.	ref.	ref.
TThird wage quartile	-5.227***	-5.212^{***}	-5.387^{***}
	(0.853)	(0.861)	(0.844)
Highest wage quartile	-1.266	-1.113	-1.638
	(1.157)	(1.150)	(1.164)
Less than HS	6.149^{***}	6.650^{***}	6.129^{**}
	(1.749)	(1.743)	(1.796)
HS, no BA	ref.	ref.	ref.
BA or higher	9.448***	9.542***	9.512***
	(0.828)	(0.835)	(0.837)
Unemployment rate	1.197^{*}	1.232^{*}	1.201^{*}
	(0.484)	(0.477)	(0.484)
Unemployment rate \times Lowest wage quartile		3.857***	
		(0.574)	
Unemployment rate \times Second wage quartile		ref.	
Unemployment rate \times Third wage quartile		-0.191	
		(0.325)	
Unemployment rate \times Highest wage quartile		-0.693	
		(0.436)	
Unemployment rate \times Less than HS		2.564^{*}	
		(1.070)	
Unemployment rate \times HS, no BA		ref. 0.544^{\pm}	
Unemployment rate \times BA or higher		-0.544^{+}	
	1 700**	(0.320)	2.010^{+}
Covered by a union	4.708**	4.561^{**}	3.019^+
Covered by a union \times Lowest wage quartile	(1.692)	(1.676)	(1.763) -12.45***
Covered by a union × Lowest wage quartile			(2.951)
Covered by a union \times Second wage quartile			(2.951) ref.
Covered by a union \times Third wage quartile			1.597
Covered by a union × Third wage quartile			(2.251)
Covered by a union \times Highest wage quartile			(2.251) 3.275
Covered by a union × fingliest wage quartile			(2.289)
Covered by a union \times Less than HS			(2.203) 0.797
$eovered by a union \times Less than 115$			(4.976)
Covered by a union \times HS, no BA			(4.570) ref.
Covered by a union \times BA or higher			-0.799
			(2.261)
Female (ref.: male)	-5.594^{***}	-5.587***	-5.616***
	(1.009)	(1.019)	(1.011)
Black (ref.: White)	-1.963	-1.948	-1.877
	(1.604)	(1.609)	(1.606)
Other race (ref.: White)	-4.552^{**}	-4.557^{**}	-4.554^{**}
	(1.664)	(1.681)	(1.674)
Age <30 (ref.: age 40-49)	-0.0167	0.0103	-0.0689
	(0.957)	(0.951)	(0.958)
Age 30-39 (ref.: age 40-49)	-1.164	-1.177	-1.170
	(0.735)	(0.725)	(0.736)
Age $50+$ (ref.: age $40-49$)	7.914***	8.082***	7.874***
	(1.034)	(1.047)	(1.032)
Unmarried (ref.: married)	7.697***	7.583***	7.675***
	(0.669)	(0.677)	(0.673)

Appendix Table 4: Regression Results from Models Predicting the CV of Weekly Hours Worked, Full Model Results

Continued on next page

Has one HH child (ref.: has no HH children) -4.934^{***} -4.885^{***} -4.940^{***} Has two HH children (ref.: has no HH children) -3.717^{***} -3.673^{***} -3.752^{***} (D.765)(D.773)(D.765)(D.773)(D.765)Has three+ HH children (ref.: has no HH children)1.1431.1261.105(1.832)(1.827)(1.834)(1.260)(1.260)Occ.: management (ref.: production) -2.053 -2.265 -1.676 Occ.: business operations specialists (ref.: production) -13.07^{***} -13.17^{***} -12.17^{***} Occ.: financial specialists (ref.: production) -12.53^{***} -12.79^{***} -12.14^{***} Occ.: computer and mathematical (ref.: production) -17.26^{***} -17.51^{***} -16.81^{***} Occ.: architecture and engineering (ref.: production) -17.26^{***} -17.51^{***} -16.81^{***} Occ.: life, physical, and social science (ref.: production) -11.14^{***} -10.87^{***} -10.87^{***} Occ.: life, physical, and social science (ref.: production) -6.114^{**} -6.134^{**} -6.105^{**} Occ.: legal (ref.: production) -6.114^{**} -6.134^{**} -6.105^{**} Occ.: education, training, and library (ref.: production) -6.114^{**} 15.05^{***} 15.03^{***} Occ.: arts, design, entertainment, sports, and media (ref.: production) 2.633 (2.740) (2.736) Occ.: healthcare practitioners and technical (ref.: production) -6.114^{**} -6.134^{**} -6.105^{**}
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$\begin{array}{llllllllllllllllllllllllllllllllllll$
$ \begin{array}{llllllllllllllllllllllllllllllllllll$
$\begin{array}{llllllllllllllllllllllllllllllllllll$
$\begin{array}{cccccc} (1.251) & (1.216) & (1.260) \\ 0cc.: management (ref.: production) & -2.053 & -2.265 & -1.676 \\ (1.553) & (1.543) & (1.567) \\ 0cc.: business operations specialists (ref.: production) & -13.07^{***} & -13.17^{***} & -12.76^{***} \\ (2.203) & (2.202) & (2.202) \\ 0cc.: financial specialists (ref.: production) & -12.53^{***} & -12.79^{***} & -12.16^{***} \\ (1.879) & (1.857) & (1.920) \\ 0cc.: computer and mathematical (ref.: production) & -21.89^{***} & -21.92^{***} & -21.41^{***} \\ (2.111) & (2.096) & (2.112) \\ 0cc.: architecture and engineering (ref.: production) & -17.26^{***} & -17.51^{***} & -16.81^{***} \\ (2.160) & (2.135) & (2.146) \\ 0cc.: technicians (ref.: production) & -3.659 & 3.427 & 3.814 \\ 0cc.: life, physical, and social science (ref.: production) & -11.14^{***} & -11.42^{***} & -10.87^{***} \\ (2.538) & (2.525) & (2.521) \\ 0cc.: community and social workers (ref.: production) & -6.114 & -6.134 & -6.105^{*} \\ 0cc.: legal (ref.: production) & -3.326 & -3.470 & -2.925 \\ 0cc.: education, training, and library (ref.: production) & 15.16^{***} & 15.05^{***} & 15.03^{***} \\ 0cc.: arts, design, entertainment, sports, and media (ref.: production) & 12.04^{***} & 11.88^{***} & 12.29^{****} \\ (2.548) & (2.564) & (2.562) \\ 0cc.: healthcare practitioners and technical (ref.: production) & 0.903 & 0.767 & 1.116 \\ \end{array}$
$\begin{array}{llllllllllllllllllllllllllllllllllll$
$\begin{array}{llllllllllllllllllllllllllllllllllll$
Occ.: (2.203) (2.202) (2.192) Occ.:computer and mathematical (ref.: production) -12.53^{***} -12.79^{***} -12.16^{***} Occ.:computer and mathematical (ref.: production) -21.89^{***} -21.92^{***} -21.41^{***} Occ.:architecture and engineering (ref.: production) -21.89^{***} -21.92^{***} -21.41^{***} Occ.:architecture and engineering (ref.: production) -17.26^{***} -17.51^{***} -16.81^{***} Occ.:technicians (ref.: production) 3.659 3.427 3.814 Occ.:technicians (ref.: production) -11.14^{***} -11.42^{***} -10.87^{***} Occ.:life, physical, and social science (ref.: production) -11.14^{***} -11.42^{***} -10.87^{***} Occ.:legal (ref.: production) -6.114^{*} -6.134^{*} -6.105^{*} Occ.:legal (ref.: production) -3.326 -3.470 -2.925 Occ.:education, training, and library (ref.: production) -3.326 -3.470 -2.925 Occ.:education, training, and library (ref.: production) (2.782) (2.766) (2.756) Occ.:arts, design, entertainment, sports, and media (ref.: production) 12.04^{***} 11.88^{***} 12.99^{***} Occ.:healthcare practitioners and technical (ref.: production) 0.903 0.767 1.116
Occ.:financial specialists (ref.:production) -12.53^{***} -12.79^{***} -12.16^{***} Occ.:computer and mathematical (ref.:production) -21.89^{***} -21.92^{***} -21.41^{***} Occ.:architecture and engineering (ref.:production) -17.26^{***} -17.51^{***} -16.81^{***} Occ.:architecture and engineering (ref.:production) -17.26^{***} -17.51^{***} -16.81^{***} Occ.:technicians (ref.:production) -17.26^{***} -17.51^{***} -16.81^{***} Occ.:life, physical, and social science (ref.:production) -11.14^{***} -11.42^{***} -10.87^{***} Occ.:logal (ref.:production) -2.538 (2.525) (2.521) Occ.:logal (ref.:production) -3.326 -3.470 -2.925 Occ.:education, training, and library (ref.:production) (2.782) (2.766) (2.756) Occ.:healthcare practitioners and
$\begin{array}{ccccc} (1.879) & (1.879) & (1.879) & (1.920) \\ -21.89^{***} & -21.92^{***} & -21.41^{***} \\ (2.111) & (2.096) & (2.112) \\ -17.26^{***} & -17.51^{***} & -16.81^{***} \\ (2.160) & (2.135) & (2.146) \\ -17.26^{***} & -17.51^{***} & -16.81^{***} \\ (2.160) & (2.135) & (2.146) \\ -17.26^{***} & -17.51^{***} & -16.81^{***} \\ (2.160) & (2.135) & (2.146) \\ -11.14^{***} & -11.42^{***} & -10.87^{***} \\ (2.538) & (2.525) & (2.521) \\ -6.114^{*} & -6.134^{*} & -6.105^{**} \\ (2.753) & (2.740) & (2.736) \\ -3.326 & -3.470 & -2.925 \\ (3.053) & (3.037) & (3.044) \\ -6.114^{**} & 15.05^{***} & 15.03^{***} \\ -6.126^{***} & 15.05^{***} & 15.03^{***} \\ -15.05^{***} & 15.03^{***} \\ -21.925 & (2.548) & (2.564) & (2.562) \\ -2.120 & -2.120 & -2.14^{***} & -10.87^{***} \\ -2.140 & -2.925 & (2.756) \\ -2.140 & -2.925 & (2.564) & (2.562) \\ -2.140 & -2.925 & (2.564) & (2.562) \\ -2.140 & -2.925 & (2.564) & (2.562) \\ -2.140 & -2.925 & (2.564) & (2.562) \\ -2.140 & -2.925 & (2.564) & (2.562) \\ -2.140 & -2.925 & (2.564) & (2.562) \\ -2.140 & -2.925 & (2.564) & (2.562) \\ -2.140 & -2.925 & (2.564) & (2.562) \\ -2.140 & -2.140 & -2.925 & (2.564) &$
Occ.: computer and mathematical (ref.: production) -21.89^{***} -21.92^{***} -21.41^{***} Occ.: architecture and engineering (ref.: production) -17.26^{***} -17.51^{***} -16.81^{***} Occ.: technicians (ref.: production) 3.659 3.427 3.814 (4.832)(4.821)(4.859)Occ.: life, physical, and social science (ref.: production) -11.14^{***} -11.42^{***} -10.87^{***} Occ.: community and social workers (ref.: production) -6.114^{***} -6.134^{**} -6.105^{**} Occ.: legal (ref.: production) -3.326 -3.470 -2.925 Occ.: education, training, and library (ref.: production) 15.16^{***} 15.05^{***} 15.03^{***} Occ.: arts, design, entertainment, sports, and media (ref.: production) 12.04^{***} 11.88^{***} 12.29^{***} Occ.: healthcare practitioners and technical (ref.: production) 0.903 0.767 1.116
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Occ.: architecture and engineering (ref.: production) -17.26^{***} -17.51^{***} -16.81^{***} Occ.: technicians (ref.: production) 3.659 3.427 3.814 Occ.: life, physical, and social science (ref.: production) -11.14^{***} -11.42^{***} -10.87^{***} Occ.: community and social workers (ref.: production) -11.14^{***} -11.42^{***} -10.87^{***} Occ.: community and social workers (ref.: production) -6.114^{*} -6.134^{*} -6.105^{*} Occ.: legal (ref.: production) -3.326 -3.470 -2.925 Occ.: education, training, and library (ref.: production) 15.16^{***} 15.05^{***} 15.03^{***} Occ.: arts, design, entertainment, sports, and media (ref.: production) 12.04^{***} 11.88^{***} 12.29^{***} Occ.: healthcare practitioners and technical (ref.: production) 0.903 0.767 1.116
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Occ.: technicians (ref.: production) 3.659 3.427 3.814 (4.832)(4.821)(4.859)Occ.: life, physical, and social science (ref.: production) -11.14^{***} -11.42^{***} -10.87^{***} Occ.: community and social workers (ref.: production) -6.114^* -6.134^* -6.105^* Occ.: legal (ref.: production) -6.114^* -6.134^* -6.105^* Occ.: legal (ref.: production) -3.326 -3.470 -2.925 Occ.: education, training, and library (ref.: production) 15.16^{***} 15.05^{***} 15.03^{***} Occ.: arts, design, entertainment, sports, and media (ref.: production) 12.04^{***} 11.88^{***} 12.29^{***} Occ.: healthcare practitioners and technical (ref.: production) 0.903 0.767 1.116
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$\begin{array}{c} (2.538) & (2.525) & (2.521) \\ \text{Occ.: community and social workers (ref.: production)} & -6.114^{*} & -6.134^{*} & -6.105^{*} \\ (2.753) & (2.740) & (2.736) \\ (2.736) & -3.326 & -3.470 & -2.925 \\ (3.053) & (3.037) & (3.044) \\ \text{Occ.: education, training, and library (ref.: production)} & 15.16^{***} & 15.05^{***} & 15.03^{***} \\ (2.782) & (2.766) & (2.756) \\ \text{Occ.: arts, design, entertainment, sports, and media (ref.: production)} & 12.04^{***} & 11.88^{***} & 12.29^{***} \\ (2.548) & (2.564) & (2.562) \\ \text{Occ.: healthcare practitioners and technical (ref.: production)} & 0.903 & 0.767 & 1.116 \\ \end{array}$
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$\begin{array}{c} (2.753) & (2.740) & (2.736) \\ 0\text{ cc.: legal (ref.: production)} & -3.326 & -3.470 & -2.925 \\ (3.053) & (3.037) & (3.044) \\ 0\text{ cc.: education, training, and library (ref.: production)} & 15.16^{**} & 15.05^{***} & 15.03^{***} \\ (2.782) & (2.766) & (2.756) \\ 0\text{ cc.: arts, design, entertainment, sports, and media (ref.: production)} & 12.04^{***} & 11.88^{***} & 12.29^{***} \\ (2.548) & (2.564) & (2.562) \\ 0\text{ cc.: healthcare practitioners and technical (ref.: production)} & 0.903 & 0.767 & 1.116 \end{array}$
Occ.: legal (ref.: production) -3.326 -3.470 -2.925 (3.053)(3.037)(3.044)Occ.: education, training, and library (ref.: production) 15.16^{***} 15.05^{***} 15.03^{***} Occ.: arts, design, entertainment, sports, and media (ref.: production) 12.04^{***} 11.88^{***} 12.29^{***} Occ.: healthcare practitioners and technical (ref.: production) 0.903 0.767 1.116
Occ.: education, training, and library (ref.: production) (3.053) (3.037) (3.044) Occ.: education, training, and library (ref.: production) 15.16^{***} 15.05^{***} 15.03^{***} Occ.: arts, design, entertainment, sports, and media (ref.: production) 12.04^{***} 11.88^{***} 12.29^{***} Occ.: healthcare practitioners and technical (ref.: production) 0.903 0.767 1.116
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Occ.: arts, design, entertainment, sports, and media (ref.: production) (2.782) (2.766) (2.756) 12.04^{***} 11.88^{***} 12.29^{***} (2.548) (2.564) (2.562) Occ.: healthcare practitioners and technical (ref.: production) 0.903 0.767
(2.548) (2.564) (2.562) Occ.: healthcare practitioners and technical (ref.: production) 0.903 0.767 1.116
Occ.: healthcare practitioners and technical (ref.: production) 0.903 0.767 1.116
$\begin{array}{c} (2.158) \\ (2.156) \\ (2.156) \\ (2.124) \\ (2.77^{*})$
Occ.: healthcare support (ref.: production) 5.507^* 5.407^* 5.767^* (2.520)(2.511)(2.520)
Occ.: protective service (ref.: production) 16.80^{***} 16.54^{***} 16.76^{***}
$(2.755) \qquad (2.764) \qquad (2.777)$
Occ.: food preparation and service (ref.: production) 16.35*** 16.16*** 16.31***
(2.759) (2.767) (2.785)
Occ.: building and grounds cleaning and maintenance (ref.: production) -1.233 -1.527 -1.208
(2.687) (2.657) (2.702) (2.702) (2.702)
Occ.: personal care and service (ref.: production) 12.80^{**} 12.03^{**} 12.89^{**} (2.021) (2.844) (4.025)
(3.921)(3.844)(4.025)Occ.: sales and related (ref.: production)0.9420.7621.124
$\begin{array}{cccccccccccccccccccccccccccccccccccc$
Occ.: office and administrative support (ref.: production) -21.95*** -22.14*** -21.84***
(1.604) (1.576) (1.607)
Occ.: farming, fishing, and forestry (ref.: production) 9.827 9.714 9.786
$(8.822) \qquad (9.002) \qquad (8.810)$
Occ.: construction (ref.: production) 20.40^{***} 20.19^{***} 20.26^{***} (0.720) (0.711) (0.757)
(2.738) (2.711) (2.757) Occ.: extraction (ref.: production) 48.58^{***} 48.51^{**} 48.61^{***}
$\begin{array}{c} \text{Occ.: extraction (ref.: production)} \\ (13.84) \\ (13.89) \\ (13.87) \end{array}$
Occ.: installation, maintenance, and repair (ref.: production) -5.845^{**} -5.921^{**} -5.787^{**}
$(1.807) \qquad (1.774) \qquad (1.804)$
Occ.: transportation and material moving (ref.: production) 14.62*** 14.54*** 14.70***
(1.438) (1.428) (1.462)

Continued on next page

	(1)	(2)	(3)
Ind.: agriculture (ref.: transportation)	39.33^{***}	39.22^{***}	39.40***
	(8.282)	(8.327)	(8.308)
Ind.: mining (ref.: transportation)	18.98^{***}	19.32^{***}	19.28^{***}
	(5.080)	(5.141)	(5.085)
Ind.: construction (ref.: transportation)	14.88^{***}	15.03^{***}	15.13^{***}
	(2.002)	(2.012)	(1.972)
Ind.: manufacturing (ref.: transportation)	-6.275^{***}	-6.177^{***}	-6.005^{***}
	(1.278)	(1.287)	(1.253)
Ind.: wholesale trade (ref.: transportation)	-13.70^{***}	-13.73^{***}	-13.41^{***}
	(1.291)	(1.284)	(1.259)
Ind.: retail trade (ref.: transportation)	-4.573^{***}	-4.600^{***}	-4.485^{**}
	(1.280)	(1.275)	(1.291)
Ind.: finance, insurance, and real estate (ref.: transportation)	-14.36^{***}	-14.25^{***}	-14.05^{***}
	(1.327)	(1.329)	(1.322)
Ind.: business and repair services (ref.: transportation)	-2.501	-2.523	-2.253
	(1.750)	(1.733)	(1.769)
Ind.: personal services (ref.: transportation)	12.13^{***}	12.56^{***}	12.30^{***}
	(2.420)	(2.464)	(2.349)
Ind.: entertainment and recreation services (ref.: transportation)	10.70^{**}	10.88^{**}	10.91^{**}
	(3.873)	(3.908)	(3.890)
Ind.: professional services (ref.: transportation)	-2.664^+	-2.555^{+}	-2.397^{+}
	(1.430)	(1.442)	(1.424)
Ind.: public administration (ref.: transportation)	-14.59^{***}	-14.42^{***}	-14.50^{***}
	(2.195)	(2.207)	(2.195)
State FE	Yes	Yes	Yes
Year and Month FE	Yes	Yes	Yes
Observations	471205	471205	471205

Standard errors in parentheses $^+$ p < .1, * p < .05, ** p < .01, *** p < .001

	(1)	(2)	(3)	(4)
Lowest wage quartile	21.57^{***}	20.94^{***}	21.44^{***}	20.51^{***}
	(1.652)	(1.663)	(1.662)	(1.680)
Second wage quartile	ref.	ref.	ref.	ref.
Third wage quartile	-5.217***	-5.350***	-5.016***	-5.264***
	(0.839)	(0.834)	(0.860)	(0.829)
Highest wage quartile	-1.259	-1.702	-1.042	-1.103
	(1.150)	(1.161)	(1.224)	(1.184)
Less than HS	6.142^{***}	6.122^{**}	6.134^{**}	6.716^{***}
	(1.755)	(1.788)	(1.757)	(1.684)
HS, no BA	ref.	ref.	ref.	ref.
BA or higher	9.465^{***}	9.562^{***}	9.471^{***}	9.368^{***}
TT 1 4 4	(0.821)	(0.829)	(0.827)	(0.856)
Unemployment rate	1.195^{*}	1.198^{*}	1.220^{*}	1.225^*
Marchan of a sector	(0.484)	(0.484)	(0.485)	(0.485)
Member of a union	4.755^{*}	2.773		
Manular of a miler of Land	(1.843)	(1.899)		
Member of a union \times Lowest wage quartile		-13.23^{**}		
		(3.896)		
Member of a union \times Second wage quartile		ref.		
Member of a union \times Third wage quartile		1.477		
Member of a union \times Highest wage quartile		(2.371) 4.830^*		
Member of a union × finghest wage quartile				
Member of a union \times Less than HS		$(2.282) \\ 0.126$		
		(4.889)		
Member of a union \times HS, no BA		(4.88 <i>5</i>) ref.		
Member of a union \times BA or higher		-1.596		
Weinber of a union × DA of inglief		(2.414)		
% region-ind. union coverage		(2.111)	0.348^{***}	0.335^{**}
70 region ind. union coverage			(0.0959)	(0.101)
$\%$ region-ind. union coverage \times Lowest wage quartile			(0.0000)	-0.629***
, mai amon corerago / Donose mage quarene				(0.147)
$\%$ region-ind. union coverage \times Second wage quartile				(0.147) ref.
% region-ind. union coverage × Second wage quartile				-0.123^*
, restor has anon coverage / rinta wage quartile				(0.0495)
$\%$ region-ind. union coverage \times Highest wage quartile				-0.237^{***}
				(0.0662)
$\%$ region-ind. union coverage \times Less than HS				0.285
				(0.231)
$\%$ region-ind. union coverage \times HS, no BA				ref.
% region-ind. union coverage \times BA or higher				0.0271
				(0.0744)
Demographic Controls	Yes	Yes	Yes	Yes
Job Controls	Yes	Yes	Yes	Yes
State FE	Yes	Yes	Yes	Yes
Year and Month FE	Yes	Yes	Yes	Yes
Ol				
Observations	471205	471205	471205	471205

Appendix Table 5: Alternative Models Predicting The Relationship Between Associational Worker Power and Polarization in Work Hour Volatility

Standard errors in parentheses $^+$ $p < .1, \ ^*$ $p < .05, \ ^{**}$ $p < .01, \ ^{***}$ p < .001