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

	(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
	(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 × Lowest wage quartile		1.892***	
		(0.502)	
Unemployment rate × Second wage quartile		ref.	
Unemployment rate × Third wage quartile		0.307	
		(0.380)	
Unemployment rate × Highest wage quartile		0.247	
		(0.450)	
Unemployment rate × Less than HS		1.882*	
		(0.760)	
Unemployment rate × HS, no BA		ref.	
Unemployment rate × BA or higher		-0.897**	
		(0.298)	
Covered by a union	7.786***	7.719***	6.873***
	(1.629)	(1.620)	(1.703)
Covered by a union × Lowest wage quartile			-7.250*
			(3.253)
Covered by a union × Second wage quartile			ref.
Covered by a union × Third wage quartile			0.514
			(1.841)
Covered by a union × Highest wage quartile			-0.163
			(2.226)
Covered by a union × Less than HS			-2.568
			(3.707)
Covered by a union × HS, no BA			ref.
Covered by a union × BA or higher			-0.747
			(2.434)
Demographic Controls	Yes	Yes	Yes
Job Controls	Yes	Yes	Yes
State FE	Yes	Yes	Yes
Year and Month FE	Yes	Yes	Yes
Observations	471208	471208	471208

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	
	(10.01)	
Report that usual weekly work hours "vary"		81.38***
		(1.265)
Year FE	Yes	Yes
Observations	2431	471205

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

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

CV	Control over Start/End	No Control over Start/End
Mean	.092	.077
25th percentile	0	0
50th percentile	.065	.051
75th percentile	.129	.109
90th percentile	.210	.195
95th percentile	.282	.270

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

	(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 × Lowest wage quartile		3.857***	
		(0.574)	
Unemployment rate × Second wage quartile		ref.	
Unemployment rate × Third wage quartile		-0.191	
		(0.325)	
Unemployment rate × Highest wage quartile		-0.693	
		(0.436)	
Unemployment rate × Less than HS		2.564*	
		(1.070)	
Unemployment rate × HS, no BA		ref.	
Unemployment rate × BA or higher		-0.544+	
		(0.320)	
Covered by a union	4.708**	4.561**	3.019+
	(1.692)	(1.676)	(1.763)
Covered by a union × Lowest wage quartile			-12.45***
			(2.951)
Covered by a union × Second wage quartile			ref.
Covered by a union × Third wage quartile			1.597
			(2.251)
Covered by a union × Highest wage quartile			3.275
			(2.289)
Covered by a union × Less than HS			0.797
			(4.976)
Covered by a union × HS, no BA			ref.
Covered by a union × 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)

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	(1)	(2)	(3)
Has one HH child (ref.: has no HH children)	-4.934***	-4.885***	-4.940***
	(1.049)	(1.032)	(1.046)
Has two HH children (ref.: has no HH children)	-3.717***	-3.673***	-3.752***
	(0.765)	(0.773)	(0.765)
Has three+ HH children (ref.: has no HH children)	1.143	1.126	1.105
	(1.832)	(1.827)	(1.834)
Foreign-born (ref.: native-born)	-8.980***	-9.193***	-8.987***
	(1.251)	(1.216)	(1.260)
Occ.: management (ref.: production)	-2.053	-2.265	-1.676
	(1.553)	(1.543)	(1.567)
Occ.: business operations specialists (ref.: production)	-13.07***	-13.17***	-12.76***
	(2.203)	(2.202)	(2.192)
Occ.: financial specialists (ref.: production)	-12.53***	-12.79***	-12.16***
	(1.879)	(1.857)	(1.920)
Occ.: computer and mathematical (ref.: production)	-21.89***	-21.92***	-21.41***
	(2.111)	(2.096)	(2.112)
Occ.: architecture and engineering (ref.: production)	-17.26***	-17.51***	-16.81***
	(2.160)	(2.135)	(2.146)
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***
	(2.538)	(2.525)	(2.521)
Occ.: community and social workers (ref.: production)	-6.114*	-6.134*	-6.105*
	(2.753)	(2.740)	(2.736)
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***
	(2.782)	(2.766)	(2.756)
Occ.: arts, design, entertainment, sports, and media (ref.: production)	12.04***	11.88***	12.29***
	(2.548)	(2.564)	(2.562)
Occ.: healthcare practitioners and technical (ref.: production)	0.903	0.767	1.116
	(2.158)	(2.156)	(2.124)
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)	(2.764)	(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)
Occ.: personal care and service (ref.: production)	12.80**	12.03**	12.89**
	(3.921)	(3.844)	(4.025)
Occ.: sales and related (ref.: production)	0.942	0.762	1.124
	(1.967)	(1.954)	(1.971)
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)	(9.002)	(8.810)
Occ.: construction (ref.: production)	20.40***	20.19***	20.26***
	(2.738)	(2.711)	(2.757)
Occ.: extraction (ref.: production)	48.58***	48.51**	48.61***
	(13.84)	(13.89)	(13.87)
Occ.: installation, maintenance, and repair (ref.: production)	-5.845**	-5.921**	-5.787**
	(1.807)	(1.774)	(1.804)
Occ.: transportation and material moving (ref.: production)	14.62***	14.54***	14.70***
	(1.438)	(1.428)	(1.462)

	(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
$^{+}$ $p < .1$, * $p < .05$, ** $p < .01$, *** $p < .001$

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

	(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***
	(0.821)	(0.829)	(0.827)	(0.856)
Unemployment rate	1.195*	1.198*	1.220*	1.225*
	(0.484)	(0.484)	(0.485)	(0.485)
Member of a union	4.755*	2.773		
	(1.843)	(1.899)		
Member of a union × Lowest wage quartile		-13.23**		
		(3.896)		
Member of a union × Second wage quartile		ref.		
Member of a union × Third wage quartile		1.477		
		(2.371)		
Member of a union × Highest wage quartile		4.830*		
		(2.282)		
Member of a union × Less than HS		0.126		
		(4.889)		
Member of a union × HS, no BA		ref.		
Member of a union × BA or higher		-1.596		
		(2.414)		
% region-ind. union coverage			0.348***	0.335**
			(0.0959)	(0.101)
% region-ind. union coverage × Lowest wage quartile				-0.629***
				(0.147)
% region-ind. union coverage × Second wage quartile				ref.
% region-ind. union coverage × Third wage quartile				-0.123*
				(0.0495)
% region-ind. union coverage × Highest wage quartile				-0.237***
				(0.0662)
% region-ind. union coverage × Less than HS				0.285
				(0.231)
% region-ind. union coverage × HS, no BA				ref.
% region-ind. union coverage × 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
Observations	471205	471205	471205	471205

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