

Appendix Table 1: Main Effects Models for Different Samples

	Full model		Women only		Part-timers		Age 18 – 21		BIPOC		> HS		RFTMS	
	Mean	p-value	Mean	p-value	Mean	p-value	Mean	p-value	Mean	p-value	Mean	p-value	Mean	p-value
Wage	0.4559	0.000	0.4123	0.000	0.5394	0.000	0.4568	0.000	0.4546	0.000	0.5761	0.000	0.5347	0.000
BASE: Fixed for a given period														
Hourly wage plus bonus	0.5157	0.000	0.4210	0.001	0.5030	0.001	0.6273	0.000	0.5721	0.000	0.6372	0.000	0.4971	0.002
Fixed but contract can end anytime	-0.6052	0.000	-0.5531	0.000	-0.7354	0.000	-0.7408	0.000	-0.6075	0.000	-0.7076	0.000	-0.5950	0.001
BASE: Rotating shifts														
Weekdays daytime only	0.1689	0.151	0.1441	0.303	0.1178	0.456	-0.1427	0.379	0.0384	0.760	0.2233	0.141	0.0608	0.728
Weekdays day & evening	-0.1544	0.181	-0.1306	0.327	-0.2526	0.105	-0.0979	0.523	-0.0857	0.503	-0.1379	0.337	-0.1688	0.291
Evenings and weekends	-0.1452	0.262	-0.1526	0.292	-0.0899	0.586	0.1082	0.562	-0.0575	0.644	-0.2734	0.097	-0.1902	0.291
BASE: No paid vacation														
21 days per year	0.8749	0.000	0.8429	0.000	0.9090	0.000	0.7393	0.000	0.7640	0.000	1.0461	0.000	0.9778	0.000
14 days per year	0.2296	0.032	0.2310	0.056	0.2464	0.127	0.2291	0.133	0.1589	0.176	0.2865	0.028	0.1949	0.200
BASE: No paid sick leave														
1.5 days per month	0.2714	0.001	0.2413	0.009	0.2395	0.025	0.3446	0.004	0.2265	0.009	0.2352	0.023	0.3978	0.002
1.0 days per month	0.1359	0.066	0.1585	0.061	0.1197	0.232	0.0946	0.350	0.1594	0.039	0.2031	0.024	0.0387	0.714
BASE: No insurance														
Extended (80%)	1.2612	0.000	1.2366	0.000	1.3049	0.000	1.1104	0.000	1.1897	0.000	1.5354	0.000	1.3568	0.000
Basic (50%)	0.1386	0.060	0.1322	0.132	0.1135	0.254	0.0609	0.563	0.0936	0.240	0.0247	0.782	0.1376	0.217
BASE: No policy														
Respectful workplace policy	0.4395	0.001	0.3425	0.016	0.6762	0.001	0.5851	0.002	0.4924	0.001	0.4927	0.004	0.5133	0.007
Being valued as an employee	0.7317	0.000	0.8299	0.000	0.8673	0.000	0.7335	0.000	0.6705	0.000	0.9015	0.000	1.0142	0.000
Constant (Job A)	0.2794	0.003	0.2747	0.009	0.3460	0.007	0.0793	0.540	0.2683	0.007	0.2455	0.026	0.1030	0.428
<i>n</i> (cases)	2,079		1,611		1,278		1,044		1,494		1,593		1,116	
AIC	2,390.0		1,865.0		1,446.7		1,221.7		1,717.1		1,788.2		1,268.7	
BIC	2,549.5		2,017.8		1,592.9		1,362.2		1,867.7		1,940.7		1,411.2	
Pseudo R ²	0.1884		0.1886		0.2121		0.1909		0.1954		0.2147		0.2149	

Appendix Table 2: Willingness to Pay for Different Samples

	Full model	Women	Part-timers	Age 18 – 21	BIPOC	> HS	RFTMS
BASE: Fixed for a given period							
Hourly wage plus bonus	0.9347	0.7005	0.5015	1.1248	1.1805	0.9840	0.7464
Fixed but contract can end anytime	-1.5237	-1.6620	-1.7945	-1.8700	-1.4144	-1.3506	-1.2960
BASE: Rotating shifts							
Weekdays daytime only	0.0839	0.0120	-0.1982	-0.6023	-0.1460	0.0614	-0.4441
Weekdays day & evening	-0.6253	-0.6541	-0.8848	-0.5044	-0.4190	-0.5656	-0.8735
Evenings and weekends	-0.6053	-0.7076	-0.5832	-0.0532	-0.3569	-0.8009	-0.9135
BASE: No paid vacation							
21 days per year	4.3417	4.6488	3.8276	3.7385	3.7106	4.1293	4.0216
14 days per year	2.9263	3.1647	2.5990	2.6217	2.3795	2.8105	2.5574
BASE: No paid sick leave							
1.5 days per month	1.4887	1.5548	1.1098	1.7160	1.3469	1.1690	1.5602
1.0 days per month	1.1915	1.3541	0.8878	1.1687	1.1994	1.1134	0.8887
BASE: No insurance							
Extended (80%)	5.8366	6.3192	5.0491	4.9949	5.4403	5.3737	5.3320
Basic (50%)	3.3741	3.6404	2.8401	2.6973	3.0291	2.7512	3.0520
BASE: No policy							
Respectful workplace policy	3.5329	3.6741	4.1151	4.1675	3.6412	3.2755	3.8166
Being valued as an employee	4.1737	4.8562	4.4694	4.4925	4.0331	3.9853	4.7532
<i>n</i> (cases)	2,079	1,611	1,278	1,044	1,494	1,593	1,116

Appendix Table 3A: Interaction Effects Models

	Part-Time (<i>n</i> = 1,242)		Age 18 – 21 (<i>n</i> = 1,044)		Women (<i>n</i> = 1,611)		RFTMS (<i>n</i> = 927)		BIPOC (<i>n</i> = 1,494)		HS or less (<i>n</i> = 486)	
	Mean	p-value	Mean	p-value	Mean	p-value	Mean	p-value	Mean	p-value	Mean	p-value
MAIN EFFECTS												
Wage	0.4424	0.000	0.4458	0.000	0.4411	0.000	0.4562	0.000	0.4422	0.000	0.4657	0.000
BASE: Fixed for a given period												
Hourly wage plus bonus	0.5857	0.000	0.3565	0.012	0.5491	0.005	0.4237	0.002	0.3275	0.066	0.5037	0.000
Fixed but contract can end anytime	-0.5010	0.003	-0.3770	0.014	-0.6554	0.002	-0.5652	0.000	-0.5836	0.005	-0.6791	0.000
BASE: Rotating shifts												
Weekdays daytime only	0.2375	0.176	0.4489	0.005	0.2934	0.219	0.0516	0.745	0.4288	0.055	0.2457	0.084
Weekdays day & evening	-0.0320	0.847	-0.2085	0.183	-0.3491	0.140	-0.2379	0.113	-0.3158	0.122	-0.1638	0.231
Evenings and weekends	-0.2808	0.170	-0.3220	0.072	-0.0363	0.891	-0.1218	0.475	-0.4394	0.095	-0.2406	0.119
BASE: No paid vacation												
21 days per year	0.9165	0.000	0.9132	0.000	0.6183	0.000	0.8950	0.000	1.0344	0.000	0.9033	0.000
14 days per year	0.1359	0.374	0.2188	0.110	0.4218	0.039	0.2084	0.132	0.2703	0.152	0.3702	0.003
BASE: No paid sick leave												
1.5 days per month	0.3825	0.002	0.2710	0.010	0.2204	0.144	0.3199	0.003	0.4237	0.004	0.1752	0.061
1.0 days per month	0.1833	0.109	0.1830	0.073	0.1064	0.451	-0.0046	0.963	0.0287	0.838	0.1537	0.069
BASE: No insurance												
Extended (80%)	1.4045	0.000	1.3698	0.000	1.1317	0.000	1.2439	0.000	1.2194	0.000	1.3861	0.000
Basic (50%)	0.1649	0.119	0.1280	0.186	0.1744	0.188	0.1871	0.057	0.2231	0.080	0.0970	0.256
BASE: No policy												
Respectful workplace policy	0.3143	0.070	0.2890	0.066	0.7629	0.002	0.4657	0.005	0.4112	0.066	0.3985	0.008
Being valued as an employee	0.7059	0.000	0.8072	0.000	0.4745	0.031	0.9730	0.000	0.8210	0.001	0.9186	0.000
Constant (Job A)	0.2778	0.000	0.2665	0.000	0.2733	0.000	0.2847	0.000	0.2920	0.000	0.3135	0.000

Appendix Table 3A: Interaction Effects Models
continued

	INTERACTIONS											
* hourly wage plus bonus	-0.1421	0.418	0.2480	0.145	-0.0814	0.688	0.2416	0.171	0.2594	0.184	0.1317	0.538
* fixed but contract can end anytime	-0.1441	0.481	-0.4038	0.046	0.0955	0.683	-0.1332	0.511	-0.0223	0.924	0.1639	0.493
* weekdays daytime only	-0.1589	0.481	-0.6160	0.006	-0.1561	0.559	0.2136	0.346	-0.3784	0.142	-0.3879	0.175
* weekdays day & evening	-0.2093	0.323	0.0829	0.695	0.2057	0.431	0.1968	0.356	0.2176	0.355	0.0549	0.832
* evenings and weekends	0.2210	0.381	0.4328	0.076	-0.1224	0.680	-0.0582	0.813	0.4045	0.173	0.4282	0.154
* 21 days per year	-0.1257	0.389	-0.1447	0.305	0.2696	0.114	-0.0784	0.584	-0.2664	0.113	0.0011	0.995
* 14 days per year	0.1274	0.497	-0.0299	0.869	-0.2711	0.216	0.0406	0.823	-0.0498	0.810	-0.5733	0.012
* 1.5 days per month	-0.1936	0.178	0.0015	0.991	0.0444	0.788	-0.0773	0.587	-0.2134	0.192	0.4355	0.017
* 1.0 days per month	-0.0981	0.490	-0.1091	0.429	0.0393	0.807	0.2583	0.065	0.1359	0.397	-0.1075	0.528
* extended (80%)	-0.3558	0.098	-0.3185	0.130	0.1134	0.650	0.0346	0.869	0.0289	0.905	-0.3002	0.246
* basic (50%)	-0.0678	0.596	-0.0168	0.894	-0.0604	0.684	-0.0882	0.493	-0.1020	0.473	0.3066	0.055
* respectful workplace policy	0.2467	0.246	0.3739	0.075	-0.3632	0.155	0.0232	0.911	0.0515	0.831	0.2537	0.329
* being valued as an employee	0.0722	0.750	-0.0933	0.675	0.2595	0.295	-0.4579	0.040	-0.0635	0.805	-0.3753	0.156
<i>n</i> (cases)	2,079		2,079		2,079		2,079		2,079		2,079	
AIC	2,366.8		2,391.0		2,408.3		2,402.6		2,404.0		2,389.4	
BIC	2,599.2		2,624.1		2,641.4		2,635.8		2,637.2		2,622.5	
Pseudo R ²	0.1914		0.1970		0.1910		0.1930		0.1925		0.1976	

Appendix Table 3B: Interaction Effects Models

	Has benefits (n = 513)		On-site (n = 1,485)		Min wage (n = 423)		EHNPT (n = 927)	
	Mean	p-value	Mean	p-value	Mean	p-value	Mean	p-value
MAIN EFFECTS								
Wage	0.4491	0.000	0.4424	0.000	0.4482	0.000	0.4573	0.000
BASE: Fixed for a given period								
Hourly wage plus bonus	0.5339	0.000	0.4726	0.007	0.5495	0.000	0.6431	0.000
Fixed but contract can end anytime	-0.6366	0.000	-0.7714	0.000	-0.6636	0.000	-0.6761	0.000
BASE: Rotating shifts								
Weekdays daytime only	0.1581	0.253	0.2491	0.249	0.1638	0.289	0.2861	0.046
Weekdays day & evening	-0.2416	0.068	-0.0960	0.629	-0.1923	0.191	0.0249	0.868
Evenings and weekends	-0.0521	0.717	-0.3570	0.138	-0.1974	0.233	-0.1384	0.389
BASE: No paid vacation								
21 days per year	0.8659	0.000	0.8150	0.000	0.9412	0.000	0.7496	0.000
14 days per year	0.2643	0.031	0.2770	0.123	0.2677	0.050	0.2551	0.047
BASE: No paid sick leave								
1.5 days per month	0.2237	0.014	0.1570	0.266	0.3485	0.001	0.2651	0.008
1.0 days per month	0.1061	0.194	0.1134	0.389	0.0673	0.477	0.2716	0.003
BASE: No insurance								
Extended (80%)	1.2488	0.000	1.1805	0.000	1.3311	0.000	1.1392	0.000
Basic (50%)	0.1905	0.021	0.1476	0.230	0.2344	0.017	0.2150	0.015
BASE: No policy								
Respectful workplace policy	0.5949	0.000	0.4383	0.041	0.4220	0.007	0.5215	0.001
Being valued as an employee	0.8680	0.000	0.7116	0.001	0.8261	0.000	0.5946	0.000
Constant (Job A)	0.3021	0.000	0.2813	0.000	0.3004	0.000	0.2742	0.000

Appendix Table 3B: Interaction Effects Models continued			INTERACTIONS					
* hourly wage plus bonus	-0.0527	0.799	0.0512	0.791	-0.1945	0.408	-0.2773	0.108
* fixed but contract can end anytime	0.0215	0.930	0.2441	0.281	0.4332	0.127	0.1586	0.431
* weekdays daytime only	0.0695	0.783	-0.1392	0.584	0.0610	0.834	-0.3425	0.128
* weekdays day & evening	0.3788	0.108	-0.0770	0.739	0.1646	0.575	-0.3586	0.091
* evenings and weekends	-0.4754	0.124	0.3047	0.272	0.6341	0.065	0.0291	0.905
* 21 days per year	-0.0046	0.979	0.0298	0.853	-0.2412	0.212	0.2673	0.059
* 14 days per year	-0.1036	0.623	-0.0588	0.771	0.0945	0.706	-0.1180	0.516
* 1.5 days per month	0.1759	0.306	0.1543	0.332	-0.2143	0.242	0.0386	0.782
* 1.0 days per month	0.0858	0.600	0.0243	0.875	0.2309	0.204	-0.3691	0.009
* extended (80%)	-0.0208	0.932	0.0715	0.760	0.0799	0.800	0.2140	0.314
* basic (50%)	-0.1320	0.368	0.0031	0.982	-0.1576	0.341	-0.1678	0.193
* respectful workplace policy	-0.5266	0.026	0.0224	0.924	-0.0028	0.992	-0.0925	0.658
* being valued as an employee	-0.3690	0.143	0.0884	0.720	0.2559	0.435	0.3372	0.133
<i>n</i> (cases)	2,079		2,079		2,079		2,079	
AIC	2,393.9		2,411.6		2,022.0		2,391.8	
BIC	2,627.1		2,644.7		2,247.8		2,624.9	
Pseudo R ²	0.1960		0.1899		0.1926		0.1967	

Appendix Table 4: Willingness to Pay for Interaction Effect Models

	Part-Time	Age 18 – 21	Women	Food & Retail	BIPOC	HS or less	Has benefits	On-site	Min wage	EHNPT
MAIN EFFECTS										
BASE: Fixed for a given period										
Hourly wage plus bonus	1.5154	0.7538	1.0042	0.6186	0.1615	0.7052	0.9601	0.3929	0.9716	1.3338
Fixed but contract can end anytime	-0.9411	-0.8914	-1.7267	-1.5491	-1.8992	-1.8349	-1.6464	-2.4192	-1.7352	-1.5506
BASE: Rotating shifts										
Weekdays daytime only	0.3665	0.8240	0.4568	-0.5623	0.2320	0.1868	0.0501	0.1023	-0.1385	1.0033
Weekdays day & evening	-0.2425	-0.6505	-1.0001	-1.1968	-1.4520	-0.6925	-0.8400	-0.6777	-0.9331	0.4321
Evenings and weekends	-0.8051	-0.9053	-0.2907	-0.9424	-1.7315	-0.8574	-0.4181	-1.2677	-0.9444	0.0750
BASE: No paid vacation										
21 days per year	4.4504	4.5875	3.7601	4.3803	5.2903	4.6744	4.4453	4.3106	4.7975	3.8357
14 days per year	2.6858	3.0299	3.3144	2.8754	3.5620	3.5296	3.1055	3.0943	3.2946	2.7546
BASE: No paid sick leave										
1.5 days per month	2.1437	1.6260	1.2404	1.3925	1.9816	1.0826	1.2324	0.9658	1.7054	1.7532
1.0 days per month	1.6934	1.4286	0.9819	0.6811	1.0882	1.0364	0.9705	0.8672	1.0781	1.7675
BASE: No insurance										
Extended (80%)	6.7225	6.4322	5.5270	5.8632	6.0202	6.1616	5.9861	5.6704	6.4632	5.4519
Basic (50%)	3.9204	3.6469	3.3565	3.5467	3.7670	3.3931	3.6294	3.3357	4.0160	3.4310
BASE: No policy										
Respectful workplace policy	3.0167	3.1069	4.5355	4.1746	3.7169	3.6844	4.5825	3.5898	3.7264	3.5807
Being valued as an employee	3.9020	4.2693	3.8816	5.2866	4.6436	4.8013	5.1905	4.2075	4.6282	3.7405

Appendix Table 4: Willingness to Pay for Interaction Effect Models continued INTERACTIONS

* hourly wage plus bonus	-0.7766	0.1610	-0.3933	0.4569	0.5436	0.5410	-0.4155	0.1078	-0.1558	-0.9381
* fixed but contract can end anytime	-0.7811	-1.3010	0.0076	-0.3647	-0.0934	0.6103	-0.2505	0.5439	1.2448	0.0150
* weekdays daytime only	-0.8623	-1.7898	-0.7277	0.5651	-1.0425	-0.9694	-0.2073	-0.5752	1.5506	-1.8404
* weekdays day & evening	-0.9762	-0.2223	0.0925	0.5283	0.3053	-0.0186	0.4815	-0.4345	1.7818	-1.8758
* evenings and weekends	-0.0034	0.5626	-0.6513	-0.0306	0.7281	0.7832	-1.4207	0.4282	2.8294	-1.0280
* 21 days per year	2.0984	1.8232	2.9658	2.1638	1.6332	1.5080	2.2658	2.4702	1.8320	3.1077
* 14 days per year	2.6704	2.0807	1.7399	2.4247	2.1230	0.2745	2.0454	2.2700	2.5810	2.2652
* 1.5 days per month	0.1821	0.7802	1.0312	0.9187	0.3652	2.3461	1.7087	1.3636	0.4868	0.5351
* 1.0 days per month	0.3980	0.5320	1.0195	1.6541	1.1551	1.1800	1.5081	1.0695	1.4801	-0.3564
* extended (80%)	1.7859	1.8931	3.3385	3.0950	3.1627	2.5541	2.8187	3.3321	3.4978	3.5301
* basic (50%)	2.4368	2.5699	2.9443	2.8258	2.8667	3.8573	2.5712	3.1776	2.9679	2.6953
* respectful workplace policy	3.5845	3.9268	1.7469	2.2514	2.8762	3.1124	0.0905	2.9000	3.3434	2.7732
* being valued as an employee	3.1900	2.8789	3.1588	1.1969	2.6161	1.7616	0.4414	3.0492	3.9207	3.7129