Supplemental Data 3: Full Effects Tables

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| N=44,423 | Model 1 |
| ***Total Claims (Allowed+ Not Allowed)*** | ***NLTA******(No Lost Time Allowed Claims)*** | ***LTA******(Lost Time Allowed Claims)*** | ***MSD******(Claims for Musculoskeletal Injuries)*** | ***CRIT******(Claims for Critical Injuries)*** |
| **Union (Y)** | 1.13(1.09-1.17) | 1.35(1.3-1.41) | 0.77(0.73-0.81) | 0.83(0.77-0.89) | 0.71(0.62-0.81) |
| **WSIB Classification Unit** | 4021099 | 1.77(1.61-1.94) | 2.55(2.24-2.89) | 1.12(0.98-1.29) | 0.82(0.67-0.99) | 1.43(0.85-2.38) |
| 4111099 | 1.36(0.97-1.92) | 2.1(1.42-3.11) | 0.7(0.43-1.13) | 0.77(0.43-1.39) | 1.31(0.42-4.14) |
| 4211001 | 4.36(3.47-5.49) | 5.11(3.86-6.76) | 3.29(2.32-4.66) | 1.3(0.72-2.35) | 3.49(1.21-10.1) |
| 4211002 | 2.35(1.92-2.86) | 3.72(2.94-4.7) | 1.27(0.93-1.72) | 0.92(0.59-1.42) | 1.43(0.51-4.01) |
| 4214000 | 1.17(1.05-1.31) | 1.41(1.23-1.63) | 1.03(0.88-1.2) | 0.69(0.56-0.87) | 1.62(0.93-2.82) |
| 4215000 | 1.33(1.14-1.54) | 1.87(1.55-2.26) | 0.9(0.71-1.13) | 0.53(0.38-0.75) | 2.36(1.25-4.46) |
| 4221000 | 2.28(1.64-3.17) | 3.82(2.63-5.56) | 1.28(0.79-2.07) | 0.83(0.43-1.62) | 3.67(1.51-8.91) |
| 4222001 | 5.14(4.24-6.22) | 7.39(5.92-9.23) | 3.39(2.65-4.34) | 2.57(1.89-3.51) | 7.27(4.11-12.85) |
| 4223000 | 3.54(2.8-4.47) | 4.64(3.51-6.13) | 2.9(2.12-3.97) | 1.78(1.17-2.72) | 3.68(1.78-7.63) |
| 4224001 | 1.76(1.54-2) | 2.07(1.75-2.45) | 1.58(1.31-1.9) | 1.27(0.98-1.65) | 1.93(1.02-3.66) |
| 4224002 | 2.39(1.86-3.09) | 2.74(2-3.75) | 2.05(1.43-2.93) | 1.51(0.91-2.5) | 2.62(0.86-7.94) |
| 4224003 | 1.37(1.14-1.64) | 1.59(1.26-1.99) | 0.95(0.74-1.23) | 0.79(0.55-1.14) | 1.75(0.83-3.69) |
| 4225000 | 5.1(3.39-7.66) | 6.45(4.07-10.23) | 3.37(1.97-5.78) | 1.93(0.96-3.89) | 8.44(3.25-21.95) |
| 4227000 | 3.79(3.14-4.57) | 5.19(4.14-6.51) | 2.74(2.09-3.59) | 1.52(1-2.29) | 6.14(2.99-12.59) |
| 4229000 | 1.16(0.27-5.03) | 0.63(0.06-6.88) | 3.36(0.67-16.97) | 2.17(0.19-25.4) | 27.33(2.91-256.61) |
| 4231000 | 2.15(1.94-2.39) | 2(1.73-2.3) | 2.14(1.85-2.47) | 1.69(1.38-2.08) | 2.51(1.46-4.3) |
| 4232000 | 1.94(1.75-2.15) | 2.37(2.06-2.71) | 1.7(1.46-1.97) | 1.1(0.89-1.36) | 2.26(1.31-3.91) |
| 4233000 | 1.43(1.25-1.63) | 1.94(1.64-2.3) | 1.18(0.98-1.42) | 1.03(0.81-1.32) | 1.14(0.6-2.2) |
| 4234001 | 2.22(1.89-2.62) | 2.54(2.07-3.13) | 2(1.6-2.5) | 1.47(1.07-2.03) | 3.94(2.07-7.52) |
| 4234003 | 1.89(1.45-2.47) | 2.69(1.97-3.67) | 1.16(0.76-1.78) | 0.64(0.34-1.21) | 1.29(0.29-5.7) |
| 4235000 | 2.26(2.04-2.52) | 2.09(1.81-2.41) | 2.25(1.94-2.6) | 1.16(0.93-1.45) | 3.7(2.17-6.31) |
| 4236000 | 2.14(1.87-2.45) | 3.05(2.59-3.6) | 1.33(1.1-1.61) | 0.86(0.66-1.12) | 1.74(0.97-3.12) |
| 4239000 | 1.1(0.86-1.41) | 1.12(0.82-1.53) | 1.17(0.84-1.62) | 1.22(0.79-1.9) | 1.22(0.4-3.72) |
| 4241002 | 1.8(1.49-2.19) | 2.47(1.96-3.11) | 1.34(1.02-1.76) | 1.11(0.77-1.6) | 1.84(0.82-4.12) |
| 4241099 | 2(1.82-2.19) | 3.08(2.73-3.48) | 1.23(1.08-1.4) | 1.08(0.9-1.29) | 1.19(0.72-1.97) |
| 4244000 | 2.79(2.46-3.16) | 4.34(3.71-5.08) | 1.36(1.12-1.63) | 0.94(0.72-1.23) | 1.29(0.66-2.51) |
| 4255000 | 2.59(2.29-2.92) | 3.94(3.39-4.58) | 1.17(0.97-1.4) | 0.64(0.49-0.83) | 1.5(0.83-2.74) |
| 4256000 | 1.26(1.01-1.56) | 1.98(1.53-2.56) | 0.54(0.38-0.78) | 0.44(0.27-0.72) | 0.37(0.08-1.63) |
| 4259000 | 1.65(1.42-1.92) | 2.47(2.05-2.97) | 0.99(0.79-1.24) | 0.87(0.64-1.19) | 1.55(0.76-3.16) |
| 4261000 | 1.53(1.4-1.68) | 2.38(2.1-2.7) | 0.9(0.79-1.03) | 0.7(0.58-0.84) | 1.29(0.77-2.13) |
| 4271099 | 1.11(1-1.24) | 1.32(1.15-1.52) | 0.96(0.83-1.12) | 0.72(0.58-0.89) | 1.6(0.94-2.72) |
| 4275001 | 0.67(0.6-0.75) | 0.5(0.43-0.59) | 0.68(0.58-0.8) | 0.44(0.35-0.56) | 1.21(0.68-2.13) |
| 4275002 | 0.46(0.3-0.71) | 0.63(0.38-1.05) | 0.09(0.04-0.25) | - | - |
| 4276000 | 0.77(0.68-0.89) | 0.69(0.57-0.83) | 0.76(0.63-0.92) | 0.79(0.61-1.02) | 0.84(0.41-1.72) |
| 4292000 | 4.05(3.52-4.66) | 5.58(4.69-6.65) | 2.8(2.29-3.41) | 1.79(1.34-2.39) | 1.64(0.7-3.83) |
| 4299000 | 2.36(1.87-2.98) | 3.67(2.79-4.82) | 1.07(0.74-1.54) | 0.8(0.49-1.29) | 0.49(0.14-1.74) |
| 9942000 | 4.1(3.57-4.71) | 6.12(5.15-7.27) | 2.84(2.32-3.48) | 1.42(1.03-1.95) | 3.86(1.97-7.58) |
| **Region of the Firm** | K | 1.14(1.11-1.18) | 1.21(1.16-1.26) | 1.08(1.03-1.13) | 1.07(1-1.15) | 1.19(1.04-1.37) |
| L | 0.87(0.85-0.89) | 0.86(0.83-0.89) | 0.89(0.85-0.92) | 0.86(0.82-0.91) | 0.9(0.81-1) |
| M | 0.69(0.66-0.71) | 0.61(0.58-0.64) | 0.81(0.77-0.86) | 0.74(0.68-0.8) | 0.76(0.65-0.89) |
| N | 1.18(1.15-1.22) | 1.35(1.3-1.41) | 0.95(0.91-1) | 0.95(0.88-1.01) | 1(0.88-1.14) |
| Other | 0.94(0.88-1.01) | 0.83(0.77-0.91) | 1.12(1.02-1.24) | 1.22(1.07-1.39) | 0.92(0.7-1.2) |
| **Firm Complexity** | FIVE OR MORE | 1.12(1.06-1.19) | 1.19(1.11-1.27) | 0.9(0.82-0.98) | 0.9(0.8-1.01) | 0.85(0.69-1.04) |
| FOUR | 1.21(1.14-1.28) | 1.26(1.18-1.35) | 1(0.91-1.09) | 1.02(0.9-1.16) | 0.83(0.64-1.08) |
| ONE | 0.79(0.77-0.82) | 0.7(0.68-0.73) | 1.1(1.05-1.15) | 1.08(1.01-1.14) | 1.48(1.32-1.67) |
| THREE | 1.04(1-1.09) | 1.09(1.04-1.15) | 0.99(0.93-1.06) | 1(0.91-1.09) | 0.93(0.77-1.11) |
| **Firm Size** | MEDIUM |  |  |  |  |  |
| LARGE |

|  |  |
| --- | --- |
| N=44,423 | Model 2 |
| ***Total Claims (Allowed+ Not Allowed)*** | ***NLTA******(No Lost Time Allowed Claims)*** | ***LTA******(Lost Time Allowed Claims)*** | ***MSD******(Claims for Musculoskeletal Injuries)*** | ***CRIT******(Claims for Critical Injuries)*** |
| **Union (Y)** | 1.13(1.09-1.18) | 1.28(1.23-1.34) | 0.86(0.82-0.91) | 0.92(0.86-0.99) | \*\* |
| **WSIB Classification Unit** | 4021099 | 1.77(1.61-1.95) | 2.5(2.2-2.84) | 1.17(1.02-1.34) | 0.85(0.71-1.03) |  |
| 4111099 | 1.36(0.97-1.92) | 1.99(1.34-2.96) | 0.82(0.52-1.3) | 0.85(0.48-1.5) |  |
| 4211001 | 4.36(3.47-5.49) | 5.18(3.91-6.87) | 3.12(2.21-4.4) | 1.27(0.71-2.26) |  |
| 4211002 | 2.35(1.93-2.87) | 3.74(2.96-4.74) | 1.27(0.95-1.71) | 0.92(0.6-1.42) |  |
| 4214000 | 1.17(1.05-1.31) | 1.4(1.21-1.61) | 1.05(0.9-1.23) | 0.72(0.58-0.89) |  |
| 4215000 | 1.33(1.14-1.54) | 1.85(1.53-2.23) | 0.93(0.74-1.16) | 0.56(0.4-0.78) |  |
| 4221000 | 2.28(1.64-3.17) | 3.66(2.51-5.36) | 1.35(0.85-2.14) | 0.87(0.45-1.66) |  |
| 4222001 | 5.14(4.25-6.23) | 6.98(5.58-8.73) | 3.89(3.08-4.93) | 2.89(2.14-3.9) |  |
| 4223000 | 3.54(2.8-4.47) | 4.5(3.39-5.96) | 3.04(2.25-4.1) | 1.93(1.29-2.9) |  |
| 4224001 | 1.76(1.54-2) | 2.05(1.72-2.43) | 1.62(1.35-1.95) | 1.3(1.01-1.68) |  |
| 4224002 | 2.39(1.86-3.09) | 2.78(2.03-3.81) | 2(1.41-2.84) | 1.49(0.91-2.46) |  |
| 4224003 | 1.37(1.15-1.64) | 1.55(1.23-1.96) | 1(0.78-1.29) | 0.82(0.57-1.18) |  |
| 4225000 | 5.12(3.41-7.69) | 6.23(3.91-9.91) | 3.6(2.15-6.02) | 2.11(1.07-4.15) |  |
| 4227000 | 3.79(3.14-4.57) | 5.31(4.24-6.65) | 2.59(1.99-3.38) | 1.43(0.95-2.16) |  |
| 4229000 | 1.15(0.27-5.03) | 0.67(0.06-7.25) | 3.02(0.61-15.03) | 1.96(0.17-22.67) |  |
| 4231000 | 2.15(1.93-2.39) | 2.01(1.74-2.32) | 2.12(1.84-2.45) | 1.69(1.38-2.06) |  |
| 4232000 | 1.94(1.75-2.15) | 2.36(2.06-2.71) | 1.7(1.47-1.97) | 1.11(0.9-1.37) |  |
| 4233000 | 1.43(1.25-1.63) | 1.91(1.61-2.26) | 1.24(1.04-1.48) | 1.09(0.85-1.39) |  |
| 4234001 | 2.22(1.89-2.62) | 2.53(2.05-3.12) | 2.04(1.64-2.54) | 1.5(1.09-2.05) |  |
| 4234003 | 1.89(1.45-2.47) | 2.78(2.04-3.79) | 1.1(0.72-1.67) | 0.63(0.34-1.17) |  |
| 4235000 | 2.26(2.04-2.52) | 2.08(1.8-2.4) | 2.26(1.96-2.62) | 1.18(0.95-1.47) |  |
| 4236000 | 2.14(1.88-2.45) | 2.89(2.44-3.41) | 1.49(1.24-1.79) | 0.98(0.76-1.26) |  |
| 4239000 | 1.1(0.86-1.41) | 1.08(0.78-1.48) | 1.22(0.89-1.67) | 1.25(0.82-1.92) |  |
| 4241002 | 1.81(1.49-2.19) | 2.41(1.91-3.04) | 1.42(1.09-1.84) | 1.17(0.82-1.67) |  |
| 4241099 | 2(1.83-2.19) | 3.03(2.68-3.43) | 1.28(1.13-1.46) | 1.13(0.95-1.35) |  |
| 4244000 | 2.79(2.46-3.16) | 4.33(3.7-5.07) | 1.37(1.14-1.64) | 0.96(0.74-1.24) |  |
| 4255000 | 2.59(2.3-2.92) | 3.92(3.37-4.55) | 1.19(1-1.42) | 0.66(0.51-0.85) |  |
| 4256000 | 1.26(1.01-1.56) | 1.94(1.5-2.52) | 0.57(0.4-0.81) | 0.47(0.29-0.76) |  |
| 4259000 | 1.65(1.42-1.92) | 2.45(2.04-2.95) | 1.03(0.83-1.28) | 0.9(0.66-1.22) |  |
| 4261000 | 1.53(1.4-1.68) | 2.34(2.06-2.65) | 0.96(0.84-1.1) | 0.74(0.62-0.89) |  |
| 4271099 | 1.11(1-1.24) | 1.27(1.1-1.47) | 1.03(0.89-1.2) | 0.78(0.63-0.96) |  |
| 4275001 | 0.67(0.6-0.75) | 0.5(0.42-0.59) | 0.68(0.58-0.8) | 0.45(0.35-0.57) |  |
| 4275002 | 0.46(0.3-0.71) | 0.62(0.37-1.04) | 0.1(0.04-0.27) | - |  |
| 4276000 | 0.78(0.68-0.89) | 0.67(0.56-0.81) | 0.81(0.67-0.97) | 0.83(0.65-1.07) |  |
| 4292000 | 4.05(3.52-4.66) | 5.68(4.77-6.76) | 2.72(2.24-3.31) | 1.75(1.31-2.33) |  |
| 4299000 | 2.36(1.87-2.98) | 3.62(2.74-4.77) | 1.13(0.8-1.6) | 0.85(0.53-1.35) |  |
| 9942000 | 4.1(3.57-4.71) | 6.16(5.19-7.32) | 2.8(2.29-3.42) | 1.41(1.03-1.92) |  |
| **Region** | K | 1.14(1.11-1.18) | 1.21(1.16-1.27) | 1.07(1.02-1.13) | 1.06(0.99-1.14) |  |
| L | 0.87(0.85-0.89) | 0.85(0.83-0.88) | 0.9(0.86-0.93) | 0.87(0.82-0.92) |  |
| M | 0.69(0.66-0.71) | 0.6(0.57-0.63) | 0.82(0.78-0.87) | 0.75(0.69-0.81) |  |
| N | 1.18(1.15-1.22) | 1.36(1.31-1.41) | 0.95(0.9-0.99) | 0.94(0.88-1) |  |
| Other | 0.94(0.88-1.01) | 0.83(0.76-0.9) | 1.15(1.04-1.26) | 1.25(1.1-1.42) |  |
| **Firm Complexity** | FIVE OR MORE | 1.12(1.06-1.19) | 1.18(1.1-1.26) | 0.94(0.87-1.02) | 0.94(0.84-1.05) |  |
| FOUR | 1.21(1.14-1.28) | 1.27(1.18-1.36) | 0.99(0.91-1.08) | 1.02(0.9-1.15) |  |
| ONE | 0.79(0.77-0.82) | 0.7(0.68-0.73) | 1.07(1.02-1.11) | 1.05(0.99-1.11) |  |
| THREE | 1.04(1-1.09) | 1.09(1.04-1.15) | 0.99(0.93-1.06) | 0.99(0.91-1.09) |  |
| **Firm Size** | LARGE | 1.01(0.96-1.06) | 1.11(1.05-1.18) | 0.81(0.76-0.86) | 0.87(0.81-0.94) |  |
| MEDIUM | 0.99(0.95-1.03) | 1.06(1.01-1.11) | 0.9(0.86-0.95) | 0.91(0.85-0.97) |  |

\*\*Model did not converge. Validity of Model Fit Questionable.