

## SUPPLEMENTAL TABLES S3 TO S9: DETAILED REGRESSION RESULTS FOR ALCOHOL USE/IMPAIRMENT AT WORK

Tables S3a-c. Estimates from logistic regression of alcohol use or impairment at work in the past year on alcohol availability at work and covariates

Table S3a. Model 1	Victoria								Washington							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
							Lower	Upper							Lower	Upper
<b>Alcohol available in the workplace (0/1)</b>	<b>1.733</b>	<b>0.174</b>	<b>98.765</b>	<b>1</b>	<b>0.000</b>	<b>5.659</b>	<b>4.021</b>	<b>7.965</b>	<b>1.223</b>	<b>0.200</b>	<b>37.313</b>	<b>1</b>	<b>0.000</b>	<b>3.399</b>	<b>2.295</b>	<b>5.033</b>
Adolescent alcohol use (1-8)	0.342	0.059	33.467	1	0.000	1.408	1.254	1.581	0.120	0.075	2.573	1	0.109	1.128	0.974	1.306
Male (0/1)	0.756	0.176	18.384	1	0.000	2.131	1.508	3.011	0.133	0.162	0.668	1	0.414	1.142	0.831	1.569
White (0/1)	-0.092	0.294	0.098	1	0.754	0.912	0.513	1.622	-0.015	0.193	0.006	1	0.939	0.985	0.675	1.438
4-year college graduate (0/1)	0.405	0.189	4.600	1	0.032	1.499	1.036	2.171	0.129	0.188	0.470	1	0.493	1.137	0.787	1.644
Currently full-time student (0/1)	-0.085	0.279	0.093	1	0.760	0.918	0.532	1.586	0.069	0.262	0.070	1	0.792	1.072	0.641	1.791
Married (0/1)	-0.634	0.361	3.084	1	0.079	0.531	0.262	1.076	-0.728	0.216	11.404	1	0.001	0.483	0.316	0.737
Has child or children (0/1)	-0.564	0.290	3.782	1	0.052	0.569	0.322	1.004	-0.464	0.211	4.843	1	0.028	0.629	0.416	0.950
Financial problems (0/1)	-0.159	0.208	0.584	1	0.445	0.853	0.567	1.283	0.049	0.176	0.078	1	0.781	1.050	0.744	1.483
Months of full-time employment (1-12)	0.002	0.019	0.013	1	0.910	1.002	0.965	1.040	0.020	0.018	1.214	1	0.271	1.021	0.984	1.058
High-risk industry (0/1)	0.182	0.181	1.011	1	0.315	1.200	0.841	1.713	0.402	0.169	5.682	1	0.017	1.494	1.074	2.079
Constant	-1.776	0.398	19.870	1	0.000	0.169			-0.967	0.324	8.928	1	0.003	0.380		

  

Table S3b. Model 2	Victoria								Washington							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
							Lower	Upper							Lower	Upper
<b>Alcohol available in the workplace</b>	<b>1.863</b>	<b>0.190</b>	<b>95.959</b>	<b>1</b>	<b>0.000</b>	<b>6.445</b>	<b>4.439</b>	<b>9.357</b>	<b>1.122</b>	<b>0.214</b>	<b>27.423</b>	<b>1</b>	<b>0.000</b>	<b>3.071</b>	<b>2.018</b>	<b>4.674</b>
<b>High-risk drinking Age 25 (0,1,2)<sup>a</sup></b>	<b>2.043</b>	<b>0.232</b>	<b>77.796</b>	<b>1</b>	<b>0.000</b>	<b>7.715</b>	<b>4.899</b>	<b>12.147</b>	<b>2.092</b>	<b>0.263</b>	<b>63.028</b>	<b>1</b>	<b>0.000</b>	<b>8.100</b>	<b>4.833</b>	<b>13.576</b>
Adolescent alcohol use (1-8)	0.301	0.063	23.139	1	0.000	1.351	1.195	1.528	0.050	0.083	0.354	1	0.552	1.051	0.893	1.237
Male (0/1)	0.436	0.193	5.112	1	0.024	1.546	1.060	2.257	-0.030	0.175	0.029	1	0.865	0.971	0.688	1.369
White (0/1)	0.004	0.329	0.000	1	0.989	1.004	0.527	1.915	-0.021	0.208	0.010	1	0.920	0.979	0.651	1.472
4-year college graduate (0/1)	0.333	0.203	2.690	1	0.101	1.396	0.937	2.079	0.215	0.200	1.150	1	0.284	1.240	0.837	1.835
Currently full-time student (0/1)	0.091	0.303	0.090	1	0.764	1.095	0.605	1.981	0.158	0.280	0.319	1	0.572	1.171	0.677	2.026
Married (0/1)	-0.262	0.364	0.519	1	0.471	0.769	0.377	1.570	-0.671	0.228	8.649	1	0.003	0.511	0.327	0.799
Has child or children (0/1)	-0.322	0.308	1.091	1	0.296	0.725	0.396	1.326	-0.287	0.225	1.629	1	0.202	0.751	0.483	1.166
Financial problems (0/1)	-0.308	0.236	1.706	1	0.192	0.735	0.463	1.167	-0.011	0.191	0.003	1	0.954	0.989	0.681	1.437
Months of full-time employment (1-12)	0.003	0.021	0.029	1	0.866	1.003	0.964	1.045	0.031	0.020	2.377	1	0.123	1.031	0.992	1.073
High-risk industry (0/1)	0.183	0.197	0.860	1	0.354	1.201	0.816	1.768	0.390	0.181	4.671	1	0.031	1.477	1.037	2.105
Constant	-2.222	0.442	25.226	1	0.000	0.108			-1.242	0.353	12.358	1	0.000	0.289		

*Note:* <sup>a</sup> 1 = low risk, 2 = risky, 3 = hazardous or harmful

Table S3c. Model 3	Pooled Sample								State x Alcohol Availability Interaction							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
							Lower	Upper							Lower	Upper
State (1=VIC, 0=WA)	-0.299	0.144	4.323	1	0.038	0.741	0.559	0.983								
<b>Alcohol available in the workplace</b>	<b>1.531</b>	<b>0.139</b>	<b>120.675</b>	<b>1</b>	<b>0.000</b>	<b>4.623</b>	<b>3.518</b>	<b>6.075</b>	<b>0.758</b>	<b>0.279</b>	<b>7.354</b>	<b>1</b>	<b>0.007</b>	<b>2.133</b>	<b>1.234</b>	<b>3.689</b>
High-risk drinking Age 25 (0,1,2) <sup>a</sup>	2.029	0.171	140.315	1	0.000	7.607	5.437	10.641								
Adolescent alcohol use (1-8)	0.208	0.048	19.071	1	0.000	1.231	1.121	1.351								
Male (0/1)	0.202	0.128	2.505	1	0.113	1.224	0.953	1.572								
White (0/1)	-0.009	0.174	0.003	1	0.957	0.991	0.705	1.393								
4-year college graduate (0/1)	0.261	0.140	3.457	1	0.063	1.298	0.986	1.709								
Currently full-time student (0/1)	0.127	0.203	0.393	1	0.531	1.135	0.763	1.689								
Married (0/1)	-0.576	0.193	8.912	1	0.003	0.562	0.385	0.821								
Has child or children (0/1)	-0.317	0.179	3.125	1	0.077	0.728	0.513	1.035								
Financial problems (0/1)	-0.114	0.147	0.602	1	0.438	0.892	0.669	1.190								
Months of full-time employment (1-12)	0.018	0.014	1.734	1	0.188	1.019	0.991	1.047								
High-risk industry (0/1)	0.287	0.131	4.803	1	0.028	1.332	1.031	1.721								
Constant	-1.561	0.260	36.001	1	0.000	0.210										

*Note* : <sup>a</sup> 1 = low risk, 2 = risky, 3 = hazardous or harmful

Tables S4a-c. Estimates from logistic regression of alcohol use or impairment at work in the past year on workplace alcohol policy and covariates

Table S4a. Model 1	Victoria								Washington							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for	
							Lower	Upper							Lower	Upper
Workplace has a written alcohol policy																
Yes (reference)			12.169	2	0.002						2.696	2	0.260			
No	0.829	0.243	11.666	1	0.001	2.291	1.424	3.688	0.392	0.247	2.522	1	0.112	1.480	0.912	2.401
Don't know	0.031	0.180	0.030	1	0.863	1.031	0.725	1.468	0.144	0.203	0.500	1	0.479	1.155	0.775	1.721
Adolescent alcohol use (1-8)	0.324	0.056	34.032	1	0.000	1.383	1.240	1.542	0.168	0.072	5.427	1	0.020	1.183	1.027	1.363
Male (0/1)	0.734	0.164	19.922	1	0.000	2.084	1.509	2.876	0.108	0.158	0.467	1	0.494	1.114	0.817	1.520
White (0/1)	0.099	0.277	0.127	1	0.722	1.104	0.641	1.902	0.064	0.189	0.115	1	0.735	1.066	0.736	1.544
4-year college graduate (0/1)	0.548	0.176	9.647	1	0.002	1.729	1.224	2.444	0.239	0.182	1.724	1	0.189	1.271	0.889	1.816
Currently full-time student (0/1)	-0.173	0.260	0.442	1	0.506	0.841	0.505	1.401	-0.012	0.255	0.002	1	0.962	0.988	0.599	1.629
Married (0/1)	-0.413	0.334	1.526	1	0.217	0.662	0.344	1.274	-0.679	0.209	10.563	1	0.001	0.507	0.337	0.764
Has child or children (0/1)	-0.734	0.275	7.111	1	0.008	0.480	0.280	0.823	-0.493	0.207	5.679	1	0.017	0.611	0.407	0.916
Financial problems (0/1)	-0.226	0.194	1.352	1	0.245	0.798	0.545	1.167	-0.074	0.171	0.188	1	0.664	0.929	0.664	1.298
Months of full-time employment (1-12)	0.013	0.018	0.508	1	0.476	1.013	0.978	1.049	0.020	0.018	1.229	1	0.268	1.020	0.985	1.057
High-risk industry (0/1)	0.111	0.171	0.425	1	0.515	1.118	0.800	1.562	0.535	0.163	10.778	1	0.001	1.707	1.241	2.350
Constant	-1.350	0.383	12.461	1	0.000	0.259			-0.937	0.321	8.505	1	0.004	0.392		

Table S4b. Model 2	Victoria								Washington							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for	
							Lower	Upper							Lower	Upper
Workplace has a written alcohol policy																
Yes (reference)			11.680	2	0.003						2.009	2	0.366			
No	0.860	0.258	11.081	1	0.001	2.364	1.425	3.924	0.323	0.267	1.469	1	0.226	1.382	0.819	2.331
Don't know	0.020	0.196	0.010	1	0.919	1.020	0.695	1.497	-0.115	0.227	0.258	1	0.611	0.891	0.571	1.390
High-risk drinking Age 25 (0,1,2) <sup>a</sup>	1.931	0.219	77.887	1	0.000	6.900	4.493	10.596	2.173	0.263	68	1	0.000	8.785	5.247	14.708
Adolescent alcohol use (1-8)	0.284	0.057	24.527	1	0.000	1.328	1.187	1.486	0.089	0.081	1.212	1	0.271	1.093	0.933	1.281
Male (0/1)	0.415	0.178	5.435	1	0.020	1.515	1.068	2.148	-0.066	0.173	0.148	1	0.701	0.936	0.667	1.312
White (0/1)	0.241	0.302	0.637	1	0.425	1.273	0.704	2.301	0.089	0.204	0.190	1	0.663	1.093	0.733	1.628
4-year college graduate (0/1)	0.518	0.188	7.591	1	0.006	1.678	1.161	2.426	0.346	0.196	3.124	1	0.077	1.414	0.963	2.076
Currently full-time student (0/1)	-0.049	0.281	0.031	1	0.861	0.952	0.548	1.652	0.058	0.273	0.045	1	0.832	1.060	0.621	1.808
Married (0/1)	-0.034	0.339	0.010	1	0.920	0.966	0.497	1.878	-0.622	0.223	7.750	1	0.005	0.537	0.347	0.832
Has child or children (0/1)	-0.496	0.291	2.914	1	0.088	0.609	0.344	1.076	-0.304	0.221	1.885	1	0.170	0.738	0.478	1.139
Financial problems (0/1)	-0.373	0.215	3.007	1	0.083	0.689	0.452	1.050	-0.094	0.186	0.258	1	0.612	0.910	0.632	1.310
Months of full-time employment (1-12)	0.015	0.019	0.607	1	0.436	1.015	0.978	1.054	0.030	0.020	2.358	1	0.125	1.031	0.992	1.071
High-risk industry (0/1)	0.118	0.184	0.412	1	0.521	1.125	0.785	1.614	0.494	0.176	7.884	1	0.005	1.639	1.161	2.313
Constant	-1.772	0.419	17.887	1	0.000	0.170			-1.203	0.353	11.625	1	0.001	0.300		

Note: <sup>a</sup> 1 = low risk, 2 = risky, 3 = hazardous or harmful

**Table S4c. Model 3**

	Pooled Sample							State x Alcohol Policy Interaction						
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for Lower Upper	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for Lower Upper
State (1=VIC, 0=WA)	-0.017	0.135	0.0157	1	0.900	0.983	0.755 1.280							
<b>Workplace has a written alcohol policy</b>														
<b>Yes</b> (reference)			11.311	2	0.003					1.569	2	0.456		
<b>No</b>	<b>0.584</b>	<b>0.182</b>	<b>10.316</b>	<b>1</b>	<b>0.001</b>	<b>1.794</b>	<b>1.256 2.562</b>	<b>0.458</b>	<b>0.366</b>	<b>1.567</b>	<b>1</b>	<b>0.211</b>	<b>1.581</b>	<b>0.772 3.238</b>
<b>Don't know</b>	<b>-0.039</b>	<b>0.146</b>	<b>0.071</b>	<b>1</b>	<b>0.790</b>	<b>0.962</b>	<b>0.722 1.281</b>	<b>0.090</b>	<b>0.291</b>	<b>0.096</b>	<b>1</b>	<b>0.757</b>	<b>1.095</b>	<b>0.618 1.938</b>
High-risk drinking Age 25 (0,1,2) <sup>a</sup>	2.028	0.167	147.611	1	0.000	7.598	5.478 10.539							
Adolescent alcohol use (1-8)	0.219	0.045	23.618	1	0.000	1.245	1.139 1.359							
Male (0/1)	0.167	0.122	1.864	1	0.172	1.182	0.930 1.501							
White (0/1)	0.148	0.167	0.788	1	0.375	1.160	0.836 1.608							
4-year college graduate (0/1)	0.422	0.133	10.024	1	0.002	1.525	1.174 1.980							
Currently full-time student (0/1)	-0.005	0.193	0.001	1	0.978	0.995	0.681 1.452							
Married (0/1)	-0.459	0.185	6.194	1	0.013	0.632	0.440 0.907							
Has child or children (0/1)	-0.390	0.173	5.090	1	0.024	0.677	0.482 0.950							
Financial problems (0/1)	-0.206	0.140	2.177	1	0.140	0.813	0.618 1.070							
Months of full-time employment (1-12)	0.023	0.013	2.952	1	0.086	1.023	0.997 1.051							
High-risk industry (0/1)	0.324	0.125	6.669	1	0.010	1.382	1.081 1.767							
Constant	-1.476	0.255	33.606	1	0.000	0.229								

*Note:* <sup>a</sup> 1 = low risk, 2 = risky, 3 = hazardous or harmful

Tables S5a-c. Estimates from logistic regression of alcohol use or impairment at work in the past year on workplace alcohol policy that bans alcohol and covariates

Table S5a. Model 1		Victoria							Washington									
		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for		
								Lower	Upper							Lower	Upper	
Alcohol policy completely bans alcohol																		
Yes (reference)				31.330	3	0.000						29.664	3	0.000				
No		0.958	0.219	19.200	1	0.000	2.606	1.698	3.999	1.252	0.242	26.834	1	0.000	3.497	2.178	5.617	
Don't know		0.456	0.205	4.939	1	0.026	1.578	1.055	2.359	0.421	0.211	3.962	1	0.047	1.523	1.006	2.306	
No policy		1.247	0.262	22.642	1	0.000	3.480	2.082	5.816	0.677	0.254	7.138	1	0.008	1.969	1.198	3.236	
Adolescent alcohol use (1-8)		0.350	0.057	37.329	1	0.000	1.419	1.268	1.587	0.170	0.074	5.273	1	0.022	1.185	1.025	1.370	
Male (0/1)		0.740	0.167	19.705	1	0.000	2.096	1.512	2.906	0.119	0.162	0.541	1	0.462	1.127	0.820	1.548	
White (0/1)		0.052	0.283	0.034	1	0.854	1.054	0.605	1.833	0.024	0.193	0.016	1	0.901	1.024	0.702	1.494	
4-year college graduate (0/1)		0.503	0.179	7.878	1	0.005	1.654	1.164	2.352	0.219	0.186	1.384	1	0.239	1.244	0.864	1.792	
Currently full-time student (0/1)		-0.139	0.264	0.277	1	0.598	0.870	0.519	1.460	0.060	0.259	0.053	1	0.817	1.062	0.639	1.763	
Married (0/1)		-0.414	0.337	1.502	1	0.220	0.661	0.341	1.281	-0.721	0.214	11.341	1	0.001	0.486	0.320	0.740	
Has child or children (0/1)		-0.786	0.279	7.956	1	0.005	0.456	0.264	0.787	-0.515	0.211	5.953	1	0.015	0.598	0.395	0.904	
Financial problems (0/1)		-0.182	0.197	0.859	1	0.354	0.833	0.566	1.226	-0.017	0.175	0.009	1	0.923	0.983	0.698	1.385	
Months of full-time employment (1-12)		0.020	0.018	1.188	1	0.276	1.020	0.984	1.057	0.026	0.019	1.990	1	0.158	1.027	0.990	1.065	
High-risk industry (0/1)		0.094	0.173	0.295	1	0.587	1.099	0.782	1.543	0.429	0.168	6.562	1	0.010	1.536	1.106	2.133	
Constant		-1.830	0.407	20.259	1	0.000	0.160			-1.204	0.334	12.962	1	0.000	0.300			

Table S5b. Model 2		Victoria							Washington									
		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for		
								Lower	Upper							Lower	Upper	
Alcohol policy completely bans alcohol																		
Yes (reference)				31.845	3	0.000						25.797	3	0.000				
No		1.067	0.236	20.498	1	0.000	2.907	1.832	4.614	1.236	0.253	23.823	1	0.000	3.441	2.095	5.652	
Don't know		0.501	0.225	4.960	1	0.026	1.651	1.062	2.565	0.159	0.235	0.458	1	0.498	1.172	0.740	1.858	
No policy		1.335	0.282	22.481	1	0.000	3.800	2.188	6.598	0.605	0.274	4.875	1	0.027	1.831	1.070	3.132	
High-risk drinking Age 25 (0,1,2) <sup>a</sup>		1.974	0.223	78.571	1	0.000	7.199	4.653	11.139	2.150	0.265	65.972	1	0.000	8.583	5.109	14.418	
Adolescent alcohol use (1-8)		0.311	0.059	27.511	1	0.000	1.365	1.215	1.534	0.091	0.083	1.200	1	0.273	1.095	0.931	1.288	
Male (0/1)		0.411	0.182	5.125	1	0.024	1.508	1.057	2.153	-0.047	0.176	0.070	1	0.791	0.954	0.676	1.348	
White (0/1)		0.184	0.308	0.354	1	0.552	1.201	0.656	2.199	0.050	0.206	0.060	1	0.807	1.052	0.702	1.576	
4-year college graduate (0/1)		0.458	0.192	5.703	1	0.017	1.581	1.086	2.302	0.326	0.199	2.670	1	0.102	1.385	0.937	2.047	
Currently full-time student (0/1)		-0.024	0.285	0.007	1	0.933	0.976	0.558	1.708	0.151	0.277	0.299	1	0.585	1.163	0.676	2.001	
Married (0/1)		-0.023	0.342	0.005	1	0.946	0.977	0.500	1.910	-0.655	0.229	8.148	1	0.004	0.520	0.331	0.814	
Has child or children (0/1)		-0.574	0.295	3.800	1	0.051	0.563	0.316	1.003	-0.325	0.226	2.073	1	0.150	0.723	0.464	1.125	
Financial problems (0/1)		-0.318	0.218	2.120	1	0.145	0.728	0.475	1.116	-0.035	0.190	0.034	1	0.854	0.966	0.665	1.402	
Months of full-time employment (1-12)		0.022	0.019	1.321	1	0.250	1.023	0.984	1.062	0.037	0.020	3.393	1	0.065	1.038	0.998	1.080	
High-risk industry (0/1)		0.095	0.187	0.257	1	0.612	1.099	0.762	1.585	0.379	0.181	4.388	1	0.036	1.460	1.025	2.081	
Constant		-2.296	0.445	26.584	1	0.000	0.101			-1.477	0.366	16.284	1	0.000	0.228			

Note: <sup>a</sup> 1 = low risk, 2 = risky, 3 = hazardous or harmful

**Table S5c. Model 3**

	Pooled Sample							State x Alcohol Policy Interaction						
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for Lower Upper	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for Lower Upper
State (1=VIC, 0=WA)	-0.167	0.139	1.445	1	0.229	0.846	0.645 1.111							
<b>Alcohol policy completely bans alcohol</b>														
<b>Yes</b> (reference)			53.312	3	0.000					4.523	3	0.210		
<b>No</b>	<b>1.098</b>	<b>0.169</b>	<b>42.176</b>	<b>1</b>	<b>0.000</b>	<b>2.999</b>	<b>2.153 4.178</b>	<b>0.642</b>	<b>0.386</b>	<b>2.767</b>	<b>1</b>	<b>0.096</b>	<b>1.899</b>	<b>0.892 4.045</b>
<b>Don't know</b>	<b>0.345</b>	<b>0.159</b>	<b>4.724</b>	<b>1</b>	<b>0.030</b>	<b>1.412</b>	<b>1.034 1.926</b>	<b>0.274</b>	<b>0.316</b>	<b>0.749</b>	<b>1</b>	<b>0.387</b>	<b>1.315</b>	<b>0.707 2.444</b>
<b>No policy</b>	<b>0.954</b>	<b>0.191</b>	<b>24.860</b>	<b>1</b>	<b>0.000</b>	<b>2.597</b>	<b>1.784 3.778</b>	<b>-0.203</b>	<b>0.339</b>	<b>0.358</b>	<b>1</b>	<b>0.550</b>	<b>0.816</b>	<b>0.420 1.587</b>
High-risk drinking Age 25 (0,1,2) <sup>a</sup>	2.034	0.169	145.281	1	0.000	7.641	5.490 10.635							
Adolescent alcohol use (1-8)	0.236	0.046	26.128	1	0.000	1.266	1.157 1.386							
Male (0/1)	0.182	0.124	2.128	1	0.145	1.199	0.940 1.530							
White (0/1)	0.103	0.170	0.367	1	0.545	1.108	0.795 1.545							
4-year college graduate (0/1)	0.368	0.136	7.338	1	0.007	1.445	1.107 1.885							
Currently full-time student (0/1)	0.054	0.196	0.076	1	0.783	1.055	0.719 1.550							
Married (0/1)	-0.471	0.188	6.266	1	0.012	0.624	0.432 0.903							
Has child or children (0/1)	-0.436	0.176	6.141	1	0.013	0.647	0.458 0.913							
Financial problems (0/1)	-0.154	0.142	1.174	1	0.279	0.857	0.648 1.133							
Months of full-time employment (1-12)	0.031	0.014	5.091	1	0.024	1.031	1.004 1.059							
High-risk industry (0/1)	0.255	0.128	3.985	1	0.046	1.291	1.005 1.658							
Constant	-1.794	0.265	45.814	1	0.000	0.166								

*Note:* <sup>a</sup> 1 = low risk, 2 = risky, 3 = hazardous or harmful

Tables S6a-c. Estimates from logistic regression of alcohol use or impairment at work in the past year on alcohol-using co-workers and covariates

Table S6a. Model 1	Victoria								Washington							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
							Lower	Upper							Lower	Upper
<b>Co-workers drink at work or come to work drunk</b>	<b>1.499</b>	<b>0.192</b>	<b>61.089</b>	<b>1</b>	<b>0.000</b>	<b>4.477</b>	<b>3.074</b>	<b>6.520</b>	<b>1.274</b>	<b>0.186</b>	<b>47.089</b>	<b>1</b>	<b>0.000</b>	<b>3.576</b>	<b>2.485</b>	<b>5.145</b>
Adolescent alcohol use (1-8)	0.317	0.057	31.215	1	0.000	1.373	1.228	1.534	0.119	0.075	2.512	1	0.113	1.126	0.972	1.304
Male (0/1)	0.738	0.171	18.591	1	0.000	2.091	1.495	2.924	0.090	0.164	0.304	1	0.581	1.094	0.794	1.508
White (0/1)	0.143	0.287	0.249	1	0.618	1.154	0.657	2.027	0.006	0.194	0.001	1	0.976	1.006	0.687	1.472
4-year college graduate (0/1)	0.396	0.183	4.681	1	0.030	1.486	1.038	2.128	0.178	0.189	0.892	1	0.345	1.195	0.825	1.731
Currently full-time student (0/1)	-0.163	0.271	0.365	1	0.546	0.849	0.500	1.443	0.001	0.265	0.000	1	0.997	1.001	0.595	1.684
Married (0/1)	-0.480	0.348	1.900	1	0.168	0.619	0.313	1.224	-0.695	0.216	10.307	1	0.001	0.499	0.327	0.763
Has child or children (0/1)	-0.718	0.285	6.368	1	0.012	0.488	0.279	0.852	-0.436	0.213	4.194	1	0.041	0.647	0.426	0.981
Financial problems (0/1)	-0.286	0.202	2.000	1	0.157	0.751	0.505	1.117	-0.027	0.177	0.024	1	0.878	0.973	0.688	1.376
Months of full-time employment (1-12)	0.005	0.018	0.062	1	0.804	1.005	0.969	1.042	0.025	0.019	1.767	1	0.184	1.025	0.988	1.064
High-risk industry (0/1)	0.057	0.177	0.105	1	0.746	1.059	0.749	1.497	0.429	0.169	6.451	1	0.011	1.535	1.103	2.137
Constant	-1.499	0.385	15.158	1	0.000	0.223			-1.070	0.327	10.720	1	0.001	0.343		

Table S6b. Model 2	Victoria								Washington							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
							Lower	Upper							Lower	Upper
<b>Co-workers drink at work or come to work drunk</b>	<b>1.394</b>	<b>0.202</b>	<b>47.601</b>	<b>1</b>	<b>0.000</b>	<b>4.032</b>	<b>2.713</b>	<b>5.991</b>	<b>1.179</b>	<b>0.199</b>	<b>35.082</b>	<b>1</b>	<b>0.000</b>	<b>3.251</b>	<b>2.201</b>	<b>4.803</b>
<b>High-risk drinking Age 25 (0,1,2)<sup>a</sup></b>	<b>1.842</b>	<b>0.221</b>	<b>69.238</b>	<b>1</b>	<b>0.000</b>	<b>6.311</b>	<b>4.089</b>	<b>9.741</b>	<b>2.105</b>	<b>0.267</b>	<b>62.320</b>	<b>1</b>	<b>0.000</b>	<b>8.205</b>	<b>4.865</b>	<b>13.835</b>
Adolescent alcohol use (1-8)	0.269	0.059	21.069	1	0.000	1.309	1.167	1.468	0.055	0.083	0.444	1	0.505	1.057	0.898	1.244
Male (0/1)	0.451	0.184	6.008	1	0.014	1.569	1.095	2.250	-0.063	0.177	0.127	1	0.721	0.939	0.664	1.327
White (0/1)	0.251	0.314	0.637	1	0.425	1.285	0.695	2.377	0.021	0.208	0.011	1	0.918	1.022	0.679	1.537
4-year college graduate (0/1)	0.335	0.194	2.968	1	0.085	1.398	0.955	2.046	0.268	0.201	1.769	1	0.183	1.307	0.881	1.938
Currently full-time student (0/1)	-0.028	0.288	0.010	1	0.921	0.972	0.552	1.710	0.111	0.283	0.154	1	0.694	1.117	0.642	1.944
Married (0/1)	-0.124	0.349	0.126	1	0.723	0.884	0.446	1.752	-0.648	0.229	7.991	1	0.005	0.523	0.334	0.820
Has child or children (0/1)	-0.471	0.296	2.526	1	0.112	0.625	0.350	1.116	-0.254	0.226	1.262	1	0.261	0.775	0.498	1.209
Financial problems (0/1)	-0.428	0.223	3.698	1	0.054	0.652	0.421	1.008	-0.064	0.192	0.112	1	0.738	0.938	0.644	1.365
Months of full-time employment (1-12)	0.010	0.020	0.259	1	0.611	1.010	0.972	1.049	0.038	0.020	3.406	1	0.065	1.038	0.998	1.080
High-risk industry (0/1)	0.037	0.189	0.038	1	0.846	1.037	0.716	1.503	0.401	0.181	4.921	1	0.027	1.494	1.048	2.129
Constant	-1.830	0.418	19.193	1	0.000	0.160			-1.395	0.359	15.069	1	0.000	0.248		

*Note:* <sup>a</sup> 1 = low risk, 2 = risky, 3 = hazardous or harmful

**Table S6c. Model 3**

	Pooled Sample							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
							Lower	Upper
State (1=VIC, 0=WA)	0.016	0.138	0.014	1	0.907	1.016	0.776	1.331
<b>Co-workers drink at work or come to work drunk</b>	<b>1.261</b>	<b>0.140</b>	<b>81.297</b>	<b>1</b>	<b>0.000</b>	<b>3.527</b>	<b>2.682</b>	<b>4.639</b>
High-risk drinking Age 25 (0,1,2) <sup>a</sup>	1.951	0.169	132.855	1	0.000	7.037	5.050	9.806
Adolescent alcohol use (1-8)	0.201	0.046	18.738	1	0.000	1.222	1.116	1.338
Male (0/1)	0.182	0.126	2.088	1	0.149	1.199	0.937	1.534
White (0/1)	0.108	0.172	0.397	1	0.529	1.114	0.796	1.560
4-year college graduate (0/1)	0.300	0.138	4.734	1	0.030	1.350	1.030	1.768
Currently full-time student (0/1)	0.033	0.199	0.028	1	0.868	1.034	0.700	1.527
Married (0/1)	-0.501	0.190	6.966	1	0.008	0.606	0.418	0.879
Has child or children (0/1)	-0.349	0.177	3.886	1	0.049	0.705	0.499	0.998
Financial problems (0/1)	-0.208	0.144	2.083	1	0.149	0.812	0.612	1.077
Months of full-time employment (1-12)	0.024	0.014	3.137	1	0.077	1.025	0.997	1.053
High-risk industry (0/1)	0.239	0.129	3.438	1	0.064	1.270	0.986	1.635
Constant	-1.621	0.258	39.488	1	0.000	0.198		

*Note:* <sup>a</sup> 1 = low risk, 2 = risky, 3 = hazardous or harmful

State x Co-workers Drink Interaction							
B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
						Lower	Upper
<b>0.205</b>	<b>0.279</b>	<b>0.541</b>	<b>1</b>	<b>0.462</b>	<b>1.228</b>	<b>0.710</b>	<b>2.123</b>



Tables S7a-c. Estimates from logistic regression of alcohol use or impairment at work in the past year on workplace alcohol use attitudes and covariates

Table S7a. Model 1	Victoria								Washington							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
							Lower	Upper							Lower	Upper
<b>Workplace attitude toward drinking at work</b>																
<b>Not acceptable</b> (reference)			44.320	2	0.000						39.164	2	0.000			
<b>Discouraged</b>	<b>0.966</b>	<b>0.243</b>	<b>15.818</b>	<b>1</b>	<b>0.000</b>	<b>2.627</b>	<b>1.632</b>	<b>4.228</b>	<b>1.115</b>	<b>0.254</b>	<b>19.242</b>	<b>1</b>	<b>0.000</b>	<b>3.050</b>	<b>1.853</b>	<b>5.020</b>
<b>Tolerated or encouraged</b>	<b>1.709</b>	<b>0.296</b>	<b>33.420</b>	<b>1</b>	<b>0.000</b>	<b>5.521</b>	<b>3.093</b>	<b>9.853</b>	<b>1.741</b>	<b>0.359</b>	<b>23.515</b>	<b>1</b>	<b>0.000</b>	<b>5.705</b>	<b>2.822</b>	<b>11.531</b>
Adolescent alcohol use (1-8)	0.310	0.056	31.128	1	0.000	1.364	1.223	1.521	0.116	0.075	2.367	1	0.124	1.123	0.969	1.302
Male (0/1)	0.720	0.169	18.191	1	0.000	2.054	1.476	2.859	0.068	0.163	0.174	1	0.677	1.070	0.778	1.473
White (0/1)	0.212	0.285	0.550	1	0.458	1.236	0.706	2.162	0.048	0.194	0.060	1	0.806	1.049	0.718	1.533
4-year college graduate (0/1)	0.496	0.181	7.542	1	0.006	1.643	1.153	2.341	0.158	0.188	0.704	1	0.401	1.171	0.810	1.695
Currently full-time student (0/1)	-0.092	0.266	0.119	1	0.730	0.912	0.541	1.537	-0.103	0.267	0.149	1	0.700	0.902	0.535	1.523
Married (0/1)	-0.388	0.339	1.307	1	0.253	0.679	0.349	1.319	-0.645	0.214	9.105	1	0.003	0.524	0.345	0.798
Has child or children (0/1)	-0.655	0.278	5.548	1	0.019	0.520	0.301	0.896	-0.440	0.212	4.315	1	0.038	0.644	0.426	0.975
Financial problems (0/1)	-0.302	0.201	2.267	1	0.132	0.739	0.499	1.095	-0.050	0.176	0.079	1	0.778	0.952	0.673	1.345
Months of full-time employment (1-12)	0.007	0.018	0.141	1	0.707	1.007	0.972	1.043	0.019	0.019	1.074	1	0.300	1.019	0.983	1.057
High-risk industry (0/1)	0.035	0.176	0.041	1	0.840	1.036	0.734	1.462	0.452	0.168	7.254	1	0.007	1.572	1.131	2.184
Constant	-1.507	0.383	15.498	1	0.000	0.222			-0.940	0.324	8.408	1	0.004	0.391		

Table S7b. Model 2	Victoria								Washington							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
							Lower	Upper							Lower	Upper
<b>Workplace attitude toward drinking at work</b>																
<b>Not acceptable</b> (reference)			32.382	2	0.000						29.777	2	0.000			
<b>Discouraged</b>	<b>0.975</b>	<b>0.256</b>	<b>14.517</b>	<b>1</b>	<b>0.000</b>	<b>2.652</b>	<b>1.606</b>	<b>4.380</b>	<b>1.070</b>	<b>0.271</b>	<b>15.554</b>	<b>1</b>	<b>0.000</b>	<b>2.915</b>	<b>1.713</b>	<b>4.960</b>
<b>Tolerated or encouraged</b>	<b>1.455</b>	<b>0.313</b>	<b>21.657</b>	<b>1</b>	<b>0.000</b>	<b>4.284</b>	<b>2.321</b>	<b>7.907</b>	<b>1.562</b>	<b>0.380</b>	<b>16.925</b>	<b>1</b>	<b>0.000</b>	<b>4.767</b>	<b>2.265</b>	<b>10.033</b>
<b>High-risk drinking Age 25 (0,1,2)<sup>a</sup></b>	<b>1.855</b>	<b>0.222</b>	<b>69.933</b>	<b>1</b>	<b>0.000</b>	<b>6.394</b>	<b>4.139</b>	<b>9.876</b>	<b>2.086</b>	<b>0.264</b>	<b>62.389</b>	<b>1</b>	<b>0.000</b>	<b>8.056</b>	<b>4.801</b>	<b>13.521</b>
Adolescent alcohol use (1-8)	0.265	0.057	21.335	1	0.000	1.304	1.165	1.460	0.049	0.084	0.348	1	0.555	1.051	0.892	1.238
Male (0/1)	0.438	0.181	5.852	1	0.016	1.550	1.087	2.210	-0.091	0.176	0.265	1	0.607	0.913	0.647	1.290
White (0/1)	0.277	0.312	0.788	1	0.375	1.319	0.716	2.428	0.039	0.208	0.035	1	0.851	1.040	0.691	1.565
4-year college graduate (0/1)	0.448	0.191	5.517	1	0.019	1.566	1.077	2.276	0.278	0.200	1.919	1	0.166	1.320	0.891	1.955
Currently full-time student (0/1)	0.021	0.284	0.006	1	0.940	1.022	0.585	1.784	-0.018	0.282	0.004	1	0.950	0.982	0.565	1.708
Married (0/1)	-0.039	0.342	0.013	1	0.909	0.962	0.492	1.879	-0.581	0.227	6.529	1	0.011	0.559	0.358	0.873
Has child or children (0/1)	-0.440	0.289	2.315	1	0.128	0.644	0.365	1.135	-0.266	0.225	1.398	1	0.237	0.766	0.493	1.191
Financial problems (0/1)	-0.410	0.219	3.494	1	0.062	0.664	0.432	1.020	-0.086	0.191	0.203	1	0.652	0.917	0.630	1.335
Months of full-time employment (1-12)	0.011	0.019	0.310	1	0.578	1.011	0.973	1.050	0.032	0.020	2.569	1	0.109	1.033	0.993	1.074
High-risk industry (0/1)	0.049	0.188	0.068	1	0.794	1.050	0.727	1.517	0.438	0.180	5.911	1	0.015	1.550	1.089	2.207
Constant	-1.820	0.415	19.259	1	0.000	0.162			-1.265	0.355	12.674	1	0.000	0.282		

*Note:* <sup>a</sup> 1 = low risk, 2 = risky, 3 = hazardous or harmful

**Table S7c. Model 3**

	Pooled Sample							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
							Lower	Upper
State (1=VIC, 0=WA)	-0.018	0.150	0.014	1	0.906	0.982	0.732	1.319
<b>Workplace attitude toward drinking at work</b>								
<b>Not acceptable</b> (reference)			29.223	2	0.000			
<b>Discouraged</b>	<b>1.043</b>	<b>0.268</b>	<b>15.191</b>	<b>1</b>	<b>0.000</b>	<b>2.838</b>	<b>1.680</b>	<b>4.796</b>
<b>Tolerated or encouraged</b>	<b>1.535</b>	<b>0.377</b>	<b>16.625</b>	<b>1</b>	<b>0.000</b>	<b>4.644</b>	<b>2.220</b>	<b>9.714</b>
High-risk drinking Age 25 (0,1,2) <sup>a</sup>	1.955	0.169	134.399	1	0.000	7.063	5.076	9.830
Adolescent alcohol use (1-8)	0.199	0.046	19.010	1	0.000	1.221	1.116	1.335
Male (0/1)	0.167	0.125	1.799	1	0.180	1.182	0.926	1.509
White (0/1)	0.129	0.171	0.565	1	0.452	1.137	0.813	1.591
4-year college graduate (0/1)	0.365	0.136	7.168	1	0.007	1.440	1.103	1.881
Currently full-time student (0/1)	-0.008	0.197	0.002	1	0.968	0.992	0.674	1.461
Married (0/1)	-0.428	0.187	5.230	1	0.022	0.652	0.452	0.941
Has child or children (0/1)	-0.347	0.175	3.932	1	0.047	0.707	0.501	0.996
Financial problems (0/1)	-0.215	0.143	2.262	1	0.133	0.806	0.609	1.068
Months of full-time employment (1-12)	0.021	0.014	2.267	1	0.132	1.021	0.994	1.048
High-risk industry (0/1)	0.262	0.128	4.177	1	0.041	1.300	1.011	1.671
Constant	-1.527	0.257	35.458	1	0.000	0.217		

*Note:* <sup>a</sup> 1 = low risk, 2 = risky, 3 = hazardous or harmful

State by Workplace Attitude Interaction								
B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for		
						Lower	Upper	
			0.138	2	0.933			
<b>-0.087</b>	<b>0.367</b>	<b>0.056</b>	<b>1</b>	<b>0.813</b>	<b>0.917</b>	<b>0.446</b>	<b>1.884</b>	
<b>-0.151</b>	<b>0.486</b>	<b>0.096</b>	<b>1</b>	<b>0.757</b>	<b>0.860</b>	<b>0.332</b>	<b>2.232</b>	

Tables S8a-b. Estimates from logistic regression of alcohol use or impairment at work in the past year on ALL workplace alcohol environment variables

Table S8a	Victoria								Washington							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
							Lower	Upper							Lower	Upper
Alcohol available in the workplace	1.619	0.202	64.125	1	0.000	5.049	3.397	7.505	0.701	0.239	8.622	1	0.003	2.015	1.262	3.217
Workplace has alcohol policy																
yes			6.507	2	0.039						2.069	2	0.355			
no	0.670	0.292	5.278	1	0.022	1.954	1.103	3.461	-0.162	0.307	0.278	1	0.598	0.851	0.466	1.552
don't know	-0.108	0.218	0.244	1	0.621	0.898	0.585	1.377	-0.348	0.246	2.005	1	0.157	0.706	0.436	1.143
Workplace attitude toward drinking at work																
Not acceptable (reference)			2.245	2	0.325						8.978	2	0.011			
Discouraged	0.163	0.290	0.314	1	0.576	1.176	0.666	2.078	0.709	0.302	5.536	1	0.019	2.033	1.126	3.671
Tolerated or encouraged	0.522	0.354	2.172	1	0.141	1.685	0.842	3.371	0.946	0.419	5.109	1	0.024	2.576	1.134	5.850
Co-workers drink at work or come to work drunk	0.894	0.230	15.132	1	0.000	2.444	1.558	3.835	0.811	0.219	13.700	1	0.000	2.250	1.465	3.458
High-risk drinking Age 25 (0,1,2) <sup>a</sup>	2.080	0.247	70.805	1	0.000	8.005	4.931	12.995	2.519	0.302	69.623	1	0.000	12.416	6.871	22.435
Adolescent alcohol use (1-8)	0.321	0.065	24.195	1	0.000	1.378	1.213	1.566	0.006	0.086	0.005	1	0.945	1.006	0.850	1.191
Male (0/1)	0.418	0.199	4.416	1	0.036	1.518	1.029	2.242	-0.098	0.182	0.292	1	0.589	0.907	0.635	1.294
White (0/1)	0.081	0.334	0.058	1	0.809	1.084	0.563	2.088	-0.035	0.216	0.026	1	0.873	0.966	0.633	1.475
4-year college graduate (0/1)	0.304	0.212	2.064	1	0.151	1.356	0.895	2.054	0.184	0.209	0.772	1	0.380	1.202	0.797	1.812
Currently full-time student (0/1)	0.085	0.311	0.075	1	0.785	1.089	0.592	2.002	0.097	0.293	0.111	1	0.740	1.102	0.621	1.957
Married (0/1)	-0.176	0.373	0.221	1	0.638	0.839	0.404	1.744	-0.648	0.235	7.585	1	0.006	0.523	0.330	0.829
Has child or children (0/1)	-0.408	0.317	1.657	1	0.198	0.665	0.358	1.237	-0.224	0.231	0.946	1	0.331	0.799	0.509	1.256
Financial problems (0/1)	-0.365	0.239	2.323	1	0.127	0.694	0.434	1.110	-0.001	0.198	0.000	1	0.994	0.999	0.677	1.473
Months of full-time employment (1-12)	-0.004	0.021	0.044	1	0.834	0.996	0.955	1.038	0.035	0.021	2.818	1	0.093	1.036	0.994	1.080
High-risk industry (0/1)	0.019	0.207	0.008	1	0.927	1.019	0.679	1.529	0.295	0.187	2.494	1	0.114	1.343	0.931	1.936
Constant	-2.429	0.472	26.515	1	0.000	0.088			-1.315	0.374	12.361	1	0.000	0.268		

Note: <sup>a</sup> 1 = low risk, 2 = risky, 3 = hazardous or harmful

Table S8b	Pooled Sample								State Interactions <sup>a</sup>							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
							Lower	Upper							Lower	Upper
State (1=VIC, 0=WA)	-0.267	0.149	3.204	1	0.073	0.766	0.572	1.026								
<b>Alcohol available in the workplace</b>	<b>1.217</b>	<b>0.150</b>	<b>66.193</b>	<b>1</b>	<b>0.000</b>	<b>3.375</b>	<b>2.518</b>	<b>4.525</b>	<b>0.911</b>	<b>0.291</b>	<b>9.837</b>	<b>1</b>	<b>0.002</b>	<b>2.488</b>	<b>1.407</b>	<b>4.396</b>
<b>Workplace has alcohol policy</b>																
<b>yes</b>			3.189	2	0.203						3.246	2	0.197			
<b>no</b>	<b>0.214</b>	<b>0.204</b>	<b>1.105</b>	<b>1</b>	<b>0.293</b>	<b>1.239</b>	<b>0.831</b>	<b>1.846</b>	<b>0.731</b>	<b>0.407</b>	<b>3.231</b>	<b>1</b>	<b>0.072</b>	<b>2.078</b>	<b>0.936</b>	<b>4.612</b>
<b>don't know</b>	<b>-0.183</b>	<b>0.158</b>	<b>1.342</b>	<b>1</b>	<b>0.247</b>	<b>0.832</b>	<b>0.610</b>	<b>1.135</b>	<b>0.151</b>	<b>0.314</b>	<b>0.232</b>	<b>1</b>	<b>0.630</b>	<b>1.163</b>	<b>0.629</b>	<b>2.151</b>
<b>Workplace attitude toward drinking at work</b>																
<b>Not acceptable (reference)</b>			8.056	2	0.018						0.132	2	0.936			
<b>Discouraged</b>	<b>0.411</b>	<b>0.203</b>	<b>4.090</b>	<b>1</b>	<b>0.043</b>	<b>1.508</b>	<b>1.013</b>	<b>2.247</b>	<b>-0.137</b>	<b>0.391</b>	<b>0.122</b>	<b>1</b>	<b>0.726</b>	<b>0.872</b>	<b>0.406</b>	<b>1.875</b>
<b>Tolerated or encouraged</b>	<b>0.620</b>	<b>0.265</b>	<b>5.479</b>	<b>1</b>	<b>0.019</b>	<b>1.858</b>	<b>1.106</b>	<b>3.123</b>	<b>0.033</b>	<b>0.515</b>	<b>0.004</b>	<b>1</b>	<b>0.949</b>	<b>1.033</b>	<b>0.377</b>	<b>2.837</b>
<b>Co-workers drink at work or come to work drunk</b>	<b>0.815</b>	<b>0.155</b>	<b>27.481</b>	<b>1</b>	<b>0.000</b>	<b>2.259</b>	<b>1.665</b>	<b>3.063</b>	<b>0.159</b>	<b>0.294</b>	<b>0.291</b>	<b>1</b>	<b>0.590</b>	<b>1.172</b>	<b>0.658</b>	<b>2.086</b>
High-risk drinking Age 25 (0,1,2) <sup>b</sup>	2.221	0.187	141.729	1	0.000	9.219	6.395	13.289								
Adolescent alcohol use (1-8)	0.198	0.049	16.451	1	0.000	1.219	1.108	1.342								
Male (0/1)	0.163	0.131	1.540	1	0.215	1.177	0.910	1.522								
White (0/1)	0.002	0.179	0.000	1	0.991	1.002	0.706	1.423								
4-year college graduate (0/1)	0.207	0.145	2.033	1	0.154	1.230	0.925	1.636								
Currently full-time student (0/1)	0.121	0.208	0.340	1	0.560	1.129	0.751	1.698								
Married (0/1)	-0.536	0.197	7.403	1	0.007	0.585	0.397	0.861								
Has child or children (0/1)	-0.309	0.183	2.864	1	0.091	0.734	0.513	1.050								
Financial problems (0/1)	-0.132	0.150	0.768	1	0.381	0.877	0.653	1.177								
Months of full-time employment (1-12)	0.017	0.014	1.421	1	0.233	1.017	0.989	1.046								
High-risk industry (0/1)	0.155	0.135	1.318	1	0.251	1.168	0.896	1.522								
Constant	-1.661	0.273	36.907	1	0.000	0.190										

**Note:** <sup>a</sup> Only one interaction between state and each of the workplace alcohol environment variables was included in the model at a time.

<sup>b</sup>1 = low risk, 2 = risky, 3 = hazardous or harmful

Tables S9a-b. Estimates from logistic regression of alcohol use or impairment at work in the past year on ALL workplace alcohol environment variables

Table S9a	Victoria								Washington							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
							Lower	Upper							Lower	Upper
<b>Alcohol available in the workplace</b>	<b>1.574</b>	<b>0.213</b>	<b>54.755</b>	<b>1</b>	<b>0.000</b>	<b>4.824</b>	<b>3.180</b>	<b>7.318</b>	<b>0.493</b>	<b>0.250</b>	<b>3.905</b>	<b>1</b>	<b>0.048</b>	<b>1.638</b>	<b>1.004</b>	<b>2.671</b>
<b>Alcohol policy completely bans alcohol</b>																
<b>Yes (reference)</b>			7.001	3	0.072						15.338	3	0.002			
<b>No</b>	<b>0.185</b>	<b>0.273</b>	<b>0.458</b>	<b>1</b>	<b>0.498</b>	<b>1.203</b>	<b>0.704</b>	<b>2.055</b>	<b>0.995</b>	<b>0.272</b>	<b>13.335</b>	<b>1</b>	<b>0.000</b>	<b>2.704</b>	<b>1.585</b>	<b>4.612</b>
<b>Don't know</b>	<b>-0.024</b>	<b>0.251</b>	<b>0.009</b>	<b>1</b>	<b>0.923</b>	<b>0.976</b>	<b>0.597</b>	<b>1.595</b>	<b>-0.121</b>	<b>0.253</b>	<b>0.229</b>	<b>1</b>	<b>0.632</b>	<b>0.886</b>	<b>0.539</b>	<b>1.455</b>
<b>No policy</b>	<b>0.751</b>	<b>0.315</b>	<b>5.694</b>	<b>1</b>	<b>0.017</b>	<b>2.118</b>	<b>1.143</b>	<b>3.924</b>	<b>0.106</b>	<b>0.314</b>	<b>0.115</b>	<b>1</b>	<b>0.735</b>	<b>1.112</b>	<b>0.601</b>	<b>2.056</b>
<b>Workplace attitude toward drinking at work</b>																
<b>Not acceptable (reference)</b>			2.018	2	0.365						8.271	2	0.016			
<b>Discouraged</b>	<b>0.153</b>	<b>0.291</b>	<b>0.277</b>	<b>1</b>	<b>0.599</b>	<b>1.165</b>	<b>0.659</b>	<b>2.060</b>	<b>0.688</b>	<b>0.306</b>	<b>5.067</b>	<b>1</b>	<b>0.024</b>	<b>1.990</b>	<b>1.093</b>	<b>3.623</b>
<b>Tolerated or encouraged</b>	<b>0.498</b>	<b>0.356</b>	<b>1.958</b>	<b>1</b>	<b>0.162</b>	<b>1.645</b>	<b>0.819</b>	<b>3.305</b>	<b>0.923</b>	<b>0.423</b>	<b>4.752</b>	<b>1</b>	<b>0.029</b>	<b>2.516</b>	<b>1.098</b>	<b>5.766</b>
<b>Co-workers drink at work or come to work drunk</b>	<b>0.895</b>	<b>0.230</b>	<b>15.166</b>	<b>1</b>	<b>0.000</b>	<b>2.448</b>	<b>1.560</b>	<b>3.842</b>	<b>0.853</b>	<b>0.223</b>	<b>14.588</b>	<b>1</b>	<b>0.000</b>	<b>2.346</b>	<b>1.514</b>	<b>3.633</b>
High-risk drinking Age 25 (0,1,2) <sup>a</sup>	2.088	0.248	70.970	1	0.000	8.066	4.963	13.109	2.514	0.303	68.786	1	0.000	12.356	6.821	22.383
Adolescent alcohol use (1-8)	0.325	0.066	24.538	1	0.000	1.383	1.217	1.573	0.013	0.088	0.022	1	0.882	1.013	0.853	1.203
Male (0/1)	0.416	0.199	4.370	1	0.037	1.516	1.026	2.238	-0.085	0.184	0.211	1	0.646	0.919	0.641	1.318
White (0/1)	0.069	0.335	0.043	1	0.836	1.072	0.556	2.066	-0.044	0.217	0.041	1	0.840	0.957	0.625	1.465
4-year college graduate (0/1)	0.295	0.212	1.930	1	0.165	1.343	0.886	2.037	0.182	0.212	0.736	1	0.391	1.199	0.792	1.815
Currently full-time student (0/1)	0.086	0.311	0.076	1	0.783	1.089	0.593	2.003	0.163	0.295	0.305	1	0.581	1.177	0.660	2.099
Married (0/1)	-0.166	0.373	0.197	1	0.657	0.847	0.408	1.761	-0.656	0.241	7.432	1	0.006	0.519	0.324	0.832
Has child or children (0/1)	-0.426	0.318	1.792	1	0.181	0.653	0.350	1.218	-0.235	0.234	1.008	1	0.315	0.791	0.500	1.250
Financial problems (0/1)	-0.357	0.240	2.219	1	0.136	0.700	0.437	1.119	0.029	0.200	0.022	1	0.883	1.030	0.696	1.523
Months of full-time employment (1-12)	-0.003	0.021	0.017	1	0.896	0.997	0.956	1.040	0.041	0.021	3.742	1	0.053	1.042	0.999	1.086
High-risk industry (0/1)	0.013	0.207	0.004	1	0.950	1.013	0.675	1.520	0.211	0.191	1.220	1	0.269	1.234	0.850	1.794
Constant	-2.492	0.481	26.846	1	0.000	0.083			-1.536	0.384	15.984	1	0.000	0.215		

*Note:* <sup>a</sup> 1 = low risk, 2 = risky, 3 = hazardous or harmful

Table S9b	Pooled Sample								State Interactions <sup>a</sup>							
	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for	
							Lower	Upper							Lower	Upper
State (1=VIC, 0=WA)	-0.314	0.150	4.354	1	0.037	0.731	0.544	0.981								
Alcohol available in the workplace	<b>1.097</b>	<b>0.156</b>	<b>49.637</b>	<b>1</b>	<b>0.000</b>	<b>2.995</b>	<b>2.207</b>	<b>4.064</b>	<b>0.892</b>	<b>0.292</b>	<b>9.327</b>	<b>1</b>	<b>0.002</b>	<b>2.441</b>	<b>1.377</b>	<b>4.328</b>
Alcohol policy completely bans alcohol																
Yes (reference)			11.830	3	0.008						6.161	3	0.104			
No	<b>0.412</b>	<b>0.214</b>	<b>3.719</b>	<b>1</b>	<b>0.054</b>	<b>1.510</b>	<b>0.993</b>	<b>2.296</b>	<b>0.685</b>	<b>0.420</b>	<b>2.663</b>	<b>1</b>	<b>0.103</b>	<b>1.985</b>	<b>0.871</b>	<b>4.520</b>
Don't know	<b>0.010</b>	<b>0.171</b>	<b>0.004</b>	<b>1</b>	<b>0.953</b>	<b>1.010</b>	<b>0.722</b>	<b>1.413</b>	<b>0.129</b>	<b>0.335</b>	<b>0.148</b>	<b>1</b>	<b>0.701</b>	<b>1.138</b>	<b>0.589</b>	<b>2.195</b>
No policy	<b>0.552</b>	<b>0.188</b>	<b>8.603</b>	<b>1</b>	<b>0.003</b>	<b>1.737</b>	<b>1.201</b>	<b>2.512</b>	<b>-0.481</b>	<b>0.362</b>	<b>1.766</b>	<b>1</b>	<b>0.184</b>	<b>0.618</b>	<b>0.304</b>	<b>1.256</b>
Workplace attitude toward drinking at work																
Not acceptable (reference)			6.775	2	0.034						0.106	2	0.948			
Discouraged	<b>0.382</b>	<b>0.204</b>	<b>3.499</b>	<b>1</b>	<b>0.061</b>	<b>1.466</b>	<b>0.982</b>	<b>2.188</b>	<b>-0.126</b>	<b>0.392</b>	<b>0.103</b>	<b>1</b>	<b>0.748</b>	<b>0.882</b>	<b>0.409</b>	<b>1.902</b>
Tolerated or encouraged	<b>0.569</b>	<b>0.266</b>	<b>4.571</b>	<b>1</b>	<b>0.033</b>	<b>1.767</b>	<b>1.049</b>	<b>2.977</b>	<b>0.013</b>	<b>0.516</b>	<b>0.001</b>	<b>1</b>	<b>0.980</b>	<b>1.013</b>	<b>0.369</b>	<b>2.784</b>
Co-workers drink at work or come to work drunk	<b>0.834</b>	<b>0.156</b>	<b>28.432</b>	<b>1</b>	<b>0.000</b>	<b>2.303</b>	<b>1.695</b>	<b>3.130</b>	<b>0.135</b>	<b>0.296</b>	<b>0.210</b>	<b>1</b>	<b>0.647</b>	<b>1.145</b>	<b>0.641</b>	<b>2.045</b>
High-risk drinking Age 25 (0,1,2) <sup>b</sup>	2.227	0.187	141.497	1	0.000	9.268	6.422	13.376								
Adolescent alcohol use (1-8)	0.207	0.049	17.676	1	0.000	1.230	1.117	1.355								
Male (0/1)	0.173	0.132	1.716	1	0.190	1.188	0.918	1.538								
White (0/1)	-0.010	0.179	0.003	1	0.956	0.990	0.697	1.407								
4-year college graduate (0/1)	0.188	0.146	1.655	1	0.198	1.207	0.906	1.606								
Currently full-time student (0/1)	0.145	0.209	0.485	1	0.486	1.156	0.768	1.741								
Married (0/1)	-0.520	0.199	6.865	1	0.009	0.594	0.403	0.877								
Has child or children (0/1)	-0.330	0.184	3.217	1	0.073	0.719	0.501	1.031								
Financial problems (0/1)	-0.116	0.151	0.591	1	0.442	0.890	0.663	1.197								
Months of full-time employment (1-12)	0.022	0.015	2.271	1	0.132	1.022	0.993	1.052								
High-risk industry (0/1)	0.118	0.136	0.756	1	0.384	1.126	0.862	1.470								
Constant	-1.809	0.279	41.972	1	0.000	0.164										

Note: <sup>a</sup> Only one interaction between state and each of the workplace alcohol environment variables was included in the model at a time.

<sup>b</sup>1 = low risk, 2 = risky, 3 = hazardous or harmful