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Relationship between Telework Experience and Presenteeism during COVID-19 Pandemic, United States, March–November 2020

Appendix

Appendix Table 1. Follow-up survey questions, March-November 2020*

Question	Values
Have you fully or mostly recovered from this illness?	Yes: date: (mm/dd/yyyy) I have not fully or mostly recovered from this illness Don't know Refused
Are you currently employed (work for pay or profit)?	I work for an employer I am self-employed or own my own business [Survey is complete] No [Survey is complete] Refused [Survey is complete]
How many hours are you expected to work in a typical 7-day week? (If it varies, estimate the average.)	Hours Don't know Refused [If hours are less than 20, Don't know, Refused, or Missing, survey is complete.]
Of those expected hours, how many hours in a week do you usually work from home (telework, telecommute, or remote work)? (Enter "0" if none)	Hours Don't know Refused [If expected hours equals hours worked from home, survey is complete.]
During your illness, how many days did you work on site? Telework/work from home? Not work?	1, 2, 3, 4, ≥5 1, 2, 3, 4, ≥5 1, 2, 3, 4, ≥5

*Participants were asked to consider their primary job if they worked multiple jobs.

Appendix Table 2. Associations between telework experience before illness and COVID-19 status with working onsite during illness, by healthcare occupation, March–November 2020*

Characteristic	Worked onsite during illness		Adjusted odds ratio (95% CI)†
	Yes, N = 318	No, N = 629	
Healthcare personnel‡			
Telework experience before illness			
Yes	21 (28.0)	54 (72.0)	0.64 (0.35–1.18)
No	150 (38.4)	241 (61.6)	1.00 (Referent)
Not healthcare personnel			
Telework experience before illness			
Yes	23 (17.7)	107 (82.3)	0.36 (0.20–0.62)
No	124 (35.3)	227 (64.7)	1.00 (Referent)
Healthcare personnel‡			
COVID-19 case			
Yes	30 (24.8)	91 (75.2)	0.38 (0.23–0.64)
No	141 (40.9)	204 (59.1)	1.00 (Referent)
Not healthcare personnel			
COVID-19 case			
Yes	21 (19.1)	89 (80.9)	0.31 (0.17–0.55)
No	126 (34.0)	245 (66.0)	1.00 (Referent)

*Values are no. (%) except as indicated. Among 318 persons categorized as having worked onsite during illness, 58 persons worked both onsite and teleworked. Persons categorized as not having worked onsite during illness comprised those who did not work or solely teleworked.
†Dependent variable in the multi-level logistic regression model is worked onsite during illness (0 = No, 1 = Yes). Independent variables are telework experience before illness (0 = No, 1 = Yes), COVID-19 case (0 = No, 1 = Yes), race/ethnicity, education, healthcare personnel status, hours typically worked per week before illness, illness onset period, and study site.
‡May or may not have close contact with patients.

Appendix Table 3. Associations between telework experience before illness and COVID-19 status with working at all during illness, by healthcare occupation, March–November 2020*

Characteristic	Worked onsite or solely teleworked during illness		Adjusted odds ratio (95% CI)†
	Yes, N = 550	No, N = 397	
Healthcare personnel‡			
Telework experience before illness			
Yes	65 (86.7)	10 (13.3)	6.21 (2.89–13.32)
No	182 (46.6)	209 (53.5)	1.00 (Referent)
Not healthcare personnel			
Telework experience before illness			
Yes	115 (88.5)	15 (11.5)	5.39 (2.88–10.08)
No	188 (53.6)	163 (46.4)	1.00 (Referent)
Healthcare personnel‡			
COVID-19 case			
Yes	50 (41.3)	71 (58.7)	0.45 (0.27–0.73)
No	197 (57.1)	148 (42.9)	1.00 (Referent)
Not healthcare personnel			
COVID-19 case			
Yes	46 (41.8)	64 (58.2)	0.37 (0.22–0.61)
No	257 (69.3)	114 (30.7)	1.00 (Referent)

*Values are no. (%) except as indicated. Persons categorized as having worked onsite includes persons who worked both onsite and teleworked.
†Dependent variable in the multi-level logistic regression model is worked onsite or teleworked exclusively during illness (0 = No, 1 = Yes). Independent variables are telework experience before illness (0 = No, 1 = Yes), COVID-19 case (0 = No, 1 = Yes), race/ethnicity, education, healthcare personnel status, hours typically worked per week before illness, illness onset period, and study site.
‡May or may not have close contact with patients.

Appendix Table 4. Associations between telework experience before illness and COVID-19 status with working onsite during illness, by illness onset period, March–November 2020*

Characteristic	Worked onsite during illness		Adjusted odds ratio (95% CI)†
	Yes, N = 318	No, N = 629	
Spring 2020 (March–June)			
Telework experience before illness			
Yes	21 (19.3)	88 (80.7)	0.35 (0.20–0.63)
No	175 (36.2)	309 (63.8)	1.00 (Referent)
Fall 2020 (July–Nov)			
Telework experience before illness			
Yes	23 (24.0)	73 (76.0)	0.50 (0.27–0.90)
No	99 (38.4)	159 (61.6)	1.00 (Referent)
Spring 2020 (March–June)			
COVID-19 case			
Yes	25 (22.7)	85 (77.3)	0.45 (0.27–0.76)
No	171 (35.4)	312 (64.6)	1.00 (Referent)
Fall 2020 (July–Nov)			
COVID-19 case			
Yes	26 (21.5)	95 (78.5)	0.29 (0.17–0.50)
No	96 (41.2)	137 (58.8)	1.00 (Referent)

*Values are no. (%) except as indicated. Among 318 persons categorized as worked onsite during illness, 58 persons worked both onsite and teleworked. Persons categorized as not worked onsite during illness comprised those who did not work or solely teleworked.
†Dependent variable in the multi-level logistic regression model is worked onsite during illness (0 = No, 1 = Yes). Independent variables are telework experience before illness (0 = No, 1 = Yes), COVID-19 case (0 = No, 1 = Yes), race/ethnicity, education, healthcare personnel status, hours typically worked per week before illness, illness onset period, and study site.

Appendix Table 5. Associations between telework experience before illness and COVID-19 status with working at all during illness, by illness onset period, March–November 2020*

Characteristic	Worked onsite or solely teleworked during illness		Adjusted odds ratio (95% CI)†
	Yes, N = 550	No, N = 397	
Spring 2020 (March–June)			
Telework experience before illness			
Yes	91 (83.5)	18 (16.5)	3.55 (1.97–6.41)
No	237 (49.0)	247 (51.0)	1.00 (Referent)
Fall 2020 (July–Nov)			
Telework experience before illness			
Yes	89 (92.7)	7 (7.3)	10.00 (4.21–23.74)
No	133 (51.6)	125 (48.4)	1.00 (Referent)
Spring 2020 (March–June)			
COVID-19 case			
Yes	48 (43.6)	62 (56.4)	0.61 (0.39–0.97)
No	280 (58.0)	203 (42.0)	1.00 (Referent)
Fall 2020 (July–Nov)			
COVID-19 case			
Yes	48 (39.7)	73 (60.3)	0.24 (0.14–0.42)
No	174 (74.7)	59 (25.3)	1.00 (Referent)

*Values are no. (%) except as indicated. Persons categorized as worked onsite includes persons who worked both onsite and teleworked.
†Dependent variable in the multi-level logistic regression model is worked onsite or teleworked exclusively during illness (0 = No, 1 = Yes). Independent variables are telework experience before illness (0 = No, 1 = Yes), COVID-19 case (0 = No, 1 = Yes), race/ethnicity, education, healthcare personnel status, hours typically worked per week before illness, illness onset period, and study site.

Appendix Table 6. Associations between telework experience before illness and COVID-19 with working onsite during illness, by survey completion rate, March–November 2020*

Characteristic	Worked onsite during illness		Adjusted odds ratio (95% CI)†
	Yes, N = 318	No, N = 629	
Survey completion rate of 76%‡			
Telework experience before illness			
Yes	32 (23.2)	106 (76.8)	0.65 (0.40–1.04)
No	183 (34.5)	348 (65.5)	1.00 (Referent)
Survey completion rate of 42%§			
Telework experience before illness			
Yes	12 (17.9)	55 (82.1)	0.14 (0.06–0.33)
No	91 (43.1)	120 (56.9)	1.00 (Referent)
Survey completion rate of 76%‡			
COVID-19 case			
Yes	35 (21.5)	128 (78.5)	0.37 (0.23–0.58)
No	180 (35.6)	326 (64.4)	1.00 (Referent)
Survey completion rate of 42%§			
COVID-19 case			
Yes	16 (23.5)	52 (76.5)	0.22 (0.11–0.48)
No	87 (41.4)	123 (58.6)	1.00 (Referent)

*Values are no. (%) except as indicated. Among 318 persons categorized as worked onsite during illness, 58 persons worked both onsite and teleworked. Persons categorized as not worked onsite during illness comprised those who did not work or solely teleworked.
†Dependent variable in the multi-level logistic regression model is worked onsite during illness (0 = No, 1 = Yes). Independent variables are telework experience before illness (0 = No, 1 = Yes), COVID-19 case (0 = No, 1 = Yes), race/ethnicity, education, healthcare personnel status, hours typically worked per week before illness, illness onset period, and study site.
‡Pennsylvania and Washington combined.
§Michigan and Texas combined.

Appendix Table 7. Associations between telework experience before illness and COVID-19 with working at all during illness, by survey completion rate, March–November 2020*

Characteristic	Worked onsite or solely teleworked during illness		Adjusted odds ratio (95% CI)†
	Yes, N = 550	No, N = 397	
Survey completion rate of 76%‡			
Telework experience before illness			
Yes	122 (88.4)	16 (11.6)	4.91 (2.75–8.76)
No	274 (51.6)	257 (48.4)	1.00 (Referent)
Survey completion rate of 42%§			
Telework experience before illness			
Yes	58 (86.6)	9 (13.4)	6.80 (2.81–16.47)
No	96 (45.5)	115 (54.5)	1.00 (Referent)
Survey completion rate of 76%‡			
COVID-19 case			
Yes	74 (45.4)	89 (54.6)	0.46 (0.31–0.68)
No	322 (63.6)	184 (36.4)	1.00 (Referent)
Survey completion rate of 42%§			
COVID-19 case			
Yes	22 (32.4)	46 (67.7)	0.21 (0.10–0.43)
No	132 (62.9)	78 (37.1)	1.00 (Referent)

*Values are no. (%) except as indicated. Persons categorized as worked onsite includes persons who worked both onsite and teleworked.
†Dependent variable in the multi-level logistic regression model is worked onsite or teleworked exclusively during illness (0 = No, 1 = Yes). Independent variables are telework experience before illness (0 = No, 1 = Yes), COVID-19 case (0 = No, 1 = Yes), race/ethnicity, education, healthcare personnel status, hours typically worked per week before illness, illness onset period, and study site.
‡Pennsylvania and Washington combined.
§Michigan and Texas combined.