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| **Supplemental Table 1. Healthcare Worker Demographics and Vaccine Uptake Odds** |
| Variable | Vaccinated No. (%) | Active waiver No. (%) | Corrected p valuea compared to vaccinated | No actionbNo. (%) | Corrected p value compared to vaccinated |
| **N** | 12146 (81.1%) | 1429 (9.5%) |  | 1414 (9.4%) |  |
| **Age** |
|  Age, years, mean ± SD | 41.3 ± 12.2 | 38.5 ± 11.5 | 0.34 | 40.3 ± 12.3 | 0.35 |
|  OR (95% CI) <49 yearsc | Reference | 1.5 (1.3-1.7) |  | 1.2 (1.1-1.4) |  |
| **SVI** |
|  Mean ± SD | 0.30 ± 0.21 | 0.37 ± 0.24 | 0.007 | 0.34 ± 0.24 | 0.006 |
|  OR (95% CI) >meand | Reference | 1.6 (1.4-1.8) |  | 1.3 (1.2-1.6) |  |
| **Sex** |  |  |  |  |  |
|  Male | 3231 (86.4%) | 200 (5.4%) | <0.001 | 307 (8.2%) | <0.001 |
|  Female | 8582 (81.6%) | 1,187 (11.1%) | 884 (8.3%) |
|  Unknown | 333 (55.7%) | 42 (7.0%) | 223 (37.2%) |
|  OR (95% CI) female | Reference | 2.2 (1.9-2.6) |  | 1.1 (0.95-1.2) |  |
| **Race/ Ethnicity** |
|  White | 9718 (83.5%) | 1,082 (9.3%) | <0.001 | 845 (7.3%) | <0.001 |
|  African American | 266 (53.4%) | 124 (24.9%) | 108 (21.7%) |
|  Latino | 309 (75.4%) | 58 (14.1%) | 43 (10.5%) |
|  Othere | 1,853 (76.1%) | 165 (6.8%) | 418 (17.2%) |
| OR (95% CI) White compared to all other categories | Reference | 0.78 (0.68-0.89) |  | 0.37 (0.33-0.42) |  |
| **Education**f |  |  |  |  |  |
|  Higher education | 5117 (42.1%) | 393 (27.5%) | <0.001 | 303 (21.4%) | <0.001 |
|  Less education | 7029 (57.9%) | 1,036 (72.5%) | 1111 (78.6%) |
| OR(95%CI) at least Bachelor degree | Reference | 0.52 (0.46-0.59 |  | 0.28 (0.24-0.33) |  |
| **Job Title**g |
|  Physician | 2228 (95.2%) | 41 (1.8%) |  | 71 (3.0%) |  |
| OR(95% CI) compared to all other positions | Reference | 0.13 (0.10-0.18) |  | 0.23 (0.18-0.29) |  |
|  Mid-level providerh | 521 (94.0%) | 23 (4.2%) |  | 10 (1.8%) |  |
| OR(95% CI) compared to all other positions | Reference | 0.27 (0.24-0.56) |  | 0.16 (0.08-0.30) |  |
|  RN | 3002 (86.2%) | 291 (8.4%) |  | 191 (5.5%) |  |
| OR(95% CI) compared to all other positions | Reference | 0.78 (0.68-0.89) |  | 0.48 (0.41-0.56) |  |
|  LPN-CNA-MA | 862 (73.7%) | 212 (18.1%) |  | 96 (8.2%) |  |
| OR(95% CI) compared to all other positions | Reference | 2.28 (1.94-2.68) |  | 0.95 (0.77-1.19) |  |
|  Environmental Services | 187 (63.6%) | 53 (18.0%) |  | 54 (18.4%) |  |
| OR(95% CI) compared to all other positions | Reference | 2.46 (1.81-3.36) |  | 2.54 (1.81-3.36) |  |
| **Influenza vaccine status** |
|  No waiver | 11,972 (83.3%) | 1,116 (7.8%) | <0.001 | 1,268 (8.8%) | <0.001 |
|  Waiver | 174 (27.5%) | 313 (49.4%) | 146 (23.1%) |
| OR(95% CI) no influenza vaccine | Reference | 19.3 (15.9-23.5) |  | 7.9 (6.3-10.0) |  |
| Incidence of vaccine predictors among selected job categories |
|  | Influenza Waiver Rate | Female | White | Black or African American |
| Physicians (n=2381) | 28 (1.2%) | 1066 (44.8%) | 1701 (71.4%) | 46 (1.9%) |
| Nurses (n=3654) | 95 (2.6%) | 3173 (86.8%) | 3152 (86.3%) | 36 (0.1%) |
| Environmental services (n=320) | 41 (12.8%) | 159 (49.7%) | 109 (34%) | 111 (34.7%) |
| LPN-CNA-MA (n=1202) | 44 (3.6%) | 1039 (86.4%) | 836 (69.6%) | 98 (8.2%) |
| SD: Standard deviationOR (95% CI) odds ratio with 95% confidence intervalsSVI: social vulnerability indexLPN-CNA-MA: licensed practical nurse, certified nursing assistant, or medical assistant |
| a Bonferroni post-hoc test following ANOVA or chi square test. b No action includes those who did not respond to the invitation to receive COVID-19 vaccinec OR calculated using age 19-49 years and 50 years and older as risk groups.d OR calculated using less than and greater than mean SVI (0.31) for entire cohort e Other race includes American Indian or Alaska Native, Asian, Native Hawaiian or other Pacific Islander, two or more ethnic groups, not specified, and blank responsesf Higher education is defined as a bachelor degree, graduate school and above, master degree, doctorate, or postdoctorate degree. Less education is defined as < secondary basic cycle, high school grad, college level, 2-year junior college, associate degree, other education level, technical/industrial Institute, or blank.g Not all the numerous job categories are listed; Chi square test not done as the entire study cohort is not included in the table. h Mid-level provider nurse practitioner, physician assistant, or midwife |