1. Background
   1. Relational social class
      1. Overview of neo-Marxist social class theory
      2. General class structure and class relations (e.g., exploitation, domination)
      3. Effects on working conditions (compensation/safety), division of labor and labor process (e.g., automation), and workplace relations (conflict between management and workers), with implications for health
      4. Racialized and gendered aspects of exploitation and domination
   2. Relationship between relational and psychosocial approaches
      1. Present study integrates two, given relational social class measure but subjective measures of working conditions and workplace relations
   3. Research gaps and aims
      1. No (?) prior studies have examined how these health-affecting conditions vary across relational social classes, nor how such conditions vary within classes across racialized groups and genders
2. Methods
   1. GSS data
   2. Measures
      1. Social class
      2. Quality of Working Life (QWL) variables: describe variable buckets, variables themselves, and how they align with Intro discussion
      3. Covariates
   3. Statistical analyses
      1. Descriptives of sample
      2. Regression
         1. Class, class\*gender, class\*race inequities in QWL
         2. Race-gender inequities in QWL within working class
      3. Missing data
3. Results
   1. Descriptives of sample
   2. Regression results
      1. Class, class\*gender, class\*race inequities in QWL (describe and present results by variable bucket)
         1. Large class inequities in compensation/safety, autonomy, and conflict; labor process results more mixed (workers subjected to greater automation, managers and capitalists to greater demands)
         2. Class\*gender and class\*race interaction:
            1. Compensation/safety: women of all classes more likely than men to say income alone doesn’t pay bills; POC more likely to face poor safety conditions
            2. Labor process: POC, particularly PB POC, face more automation and less conflicting demands and accelerated labor processes
            3. Autonomy: POC workers and PBs have less decision making power; POC workers and managers workers and managers less able to change schedule
            4. Conflict: women (particularly workers and managers) and POC (of all classes) face more discrimination/harassment
      2. Race-gender-QWL within working class: inequities mostly small across race-genders, although minoritized workers tend to face worse conditions
4. Discussion
   1. Summary of findings and comparison with prior research
      1. Results align with what we’d expect, including contradictory labor process findings? (e.g., makes sense that managers [and capitalists] subjected to greater demands than workers, given CCL theory, as well as labor laws regulating waged vs salaried work and overtime pay)
   2. Implications of findings for health inequities research
      1. Class inequities in health
      2. Racialized and gendered inequities in health within the working class
   3. Limitations of subjective (rather than objective) QWL measures
      1. Findings may partially reflect expectations (particularly race-gender inequities) rather than objective conditions
      2. However, theory (e.g., standpoint, Lukás) suggests workers may be good judges of conditions (at least better than capitalists)
      3. Moreover, subjective experiences matter for (mental) health; solution is material change, however, not habituating workers to conditions
5. Conclusion