

The Kentucky Department for Public Health  
 University of Kentucky College of Nursing  
**Lake Cumberland Workplace Policy Study, 2004**

	<u>Lake Cumberland</u>	<u>Kentucky</u>
1. How many employees do you have?	n= 49 Mean= 199	n= 776 Mean= 234
2. About what percentage of your employees are male?	n= 49 69.2%	n= 769 65.1%
3. About what percentage of your employees are female?	n= 49 22.5%	n= 770 30.2%
4. About what percentage of your employees are under 18 years of age?	n= 49 0.1%	n= 771 0.2%
5. About what percentage of your employees are	n= 49	n= 770
a. Caucasian	79.3%	72.5%
b. African American	2.6%	9.7%
c. Hispanic	7.3%	3.9%
d. Asian	0.2%	1.0%
e. Other	0.5%	1.0%
6. Does your company have a written smoking policy?	n= 48	n= 762
Yes	34 70.8%	580 76.1%
7. Does your company have a smoking policy that is not in writing?	n= 14	n= 182
Yes	7 50.0%	119 65.4%
8. How is the company policy communicated?	n= 42	n= 713
a. Employee handbook	29 69.0%	500 70.1%
b. Hallways	17 40.5%	192 26.9%
c. Offices	13 31.0%	135 18.9%
d. Restrooms	10 23.8%	99 13.9%
e. Administrative offices	11 26.2%	109 15.3%
f. Not communicated	1 2.4%	19 2.7%

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9. Are employees permitted to smoke inside your company?	n= 49	n= 762
Yes	24 49.0%	386 50.7%
10. Is indoor smoking restricted to specified indoor areas?	n= 24	n= 375
Yes	21 87.5%	337 89.9%
11. Does the policy, written or unwritten, specify which indoor areas are smoking areas?	n= 24	n= 373
Yes	19 79.2%	288 77.2%
No	9 37.5%	53 14.2%
Does not have a policy, written or unwritten	2 8.3%	32 8.6%
12. Are indoor smoking areas separately enclosed and ventilated?	n= 24	n= 371
All	11 45.8%	149 40.2%
Some	6 25.0%	63 17.0%
None	12 50.0%	146 39.4%
I don't know	0 0.0%	13 3.5%
13. Does the smoking policy specify which indoor areas are separately ventilated for smoking?	n= 24	n= 362
Yes	7 29.2%	119 32.9%
No	16 66.7%	195 53.9%
Does not have a policy, written or unwritten	0 0.0%	48 13.3%
14. Where is indoor smoking permitted? (Fill in all that apply)	n= 24	n= 386
a. Cafeteria	4 16.7%	79 20.5%
b. Break rooms	17 70.8%	226 58.5%
c. Personal offices	6 25.0%	55 14.2%
d. Conference rooms	2 8.3%	29 7.5%
e. Bathrooms	5 20.8%	57 14.8%
f. Other	12 50.0%	147 38.1%

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15. Are employees permitted to smoke outside your company? Yes	n= 49 46 93.9%	n= 765 730 95.4%
16. Where is outdoor smoking permitted? a. Anywhere outside b. Designated areas outside c. Other	n= 46 13 28.3% 31 67.4% 3 6.5%	n= 720 265 36.8% 436 60.6% 19 2.6%
17. Does the smoking policy, written or unwritten, specify which outdoor areas are smoking areas? Yes No Does not have a policy, written or unwritten	n= 46 21 45.7% 23 50.0% 3 6.5%	n= 712 339 47.6% 321 45.1% 52 7.3%
18. Are outdoor smoking areas enclosed? No	n= 46 39 84.8%	n= 714 610 85.4%
19. Is smoking permitted during work hours? Yes	n= 49 37 75.5%	n= 758 654 86.3%
20. Does the smoking policy, written or unwritten, specify when smoking is permitted? Yes No Does not have a policy, written or unwritten	n= 40 20 50.0% 17 42.5% 3 7.5%	n= 622 334 53.7% 240 38.6% 48 7.7%
21. When is smoking permitted? a. Any time b. Before work c. Break time d. Lunch time e. After work f. During meetings g. After work functions	n= 37 12 32.4% 13 35.1% 27 73.0% 19 51.4% 13 35.1% 1 2.7% 5 13.5%	n= 654 180 27.5% 312 47.7% 521 79.7% 457 69.9% 298 45.6% 16 2.4% 86 13.1%
22. Are No Smoking signs posted at your company? Yes	n= 49 42 85.7%	n= 763 620 81.3%
23. Do employees smoke in company vehicles? Yes No Does not have company vehicles	n= 46 30 65.2% 12 26.1% 4 8.7%	n= 748 280 37.4% 360 48.1% 108 14.4%

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24. Does the smoking policy, written or unwritten, specify if smoking is permitted or not in company vehicles?	n= 41	n= 640
Yes	10 24.4%	203 31.7%
No	26 63.4%	352 55.0%
Does not have a policy, written or unwritten	5 12.2%	89 13.9%
25. To what extent do employees comply with the existing smoking policy?	n= 48	n= 768
a. All of the time	29 60.4%	443 57.7%
b. Some of the time	2 4.2%	29 3.8%
c. Most of the time	14 29.2%	254 33.1%
d. Never	0 0.0%	0 0.0%
e. Does not have a policy, written or unwritten	3 6.3%	42 5.5%
26. Who enforces the smoking policy for employees?	n= 49	n= 776
a. Immediate Supervisor	36 73.5%	572 73.7%
b. Manager	23 46.9%	413 53.2%
c. Security	0 0.0%	64 8.2%
d. Peers	4 8.2%	119 15.3%
e. Does not have a policy, written or unwritten	2 4.1%	45 5.8%
27. For a first time offense, what action is taken when an employee violates the smoking policy?	n= 49	n= 776
a. Verbal reprimand	29 59.2%	514 66.2%
b. Written reprimand	6 12.2%	125 16.1%
c. Participation in smoking cessation or education program	0 0.0%	2 0.3%
e. Does not have a policy, written or unwritten	6 12.2%	55 7.1%
28. For a second time offense, what action is taken when an employee violates the smoking policy?	n= 49	n= 776
a. Verbal reprimand	5 10.2%	90 11.6%
b. Written reprimand	24 49.0%	447 57.6%
c. Participation in smoking cessation or education program	1 2.0%	33 4.3%
e. Does not have a policy, written or unwritten	0 0.0%	61 7.9%

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29. For 3 or more offenses, what action is taken when an employee violates the smoking policy?	<u>n</u> = 49	<u>n</u> = 776
a. Verbal reprimand	1 2.0%	26 3.4%
b. Written reprimand	9 18.4%	171 22.0%
c. Day off with pay	2 4.1%	88 11.3%
d. Participation in smoking cessation or education program	1 2.0%	6 0.8%
e. Mandatory smoking cessation program	0 0.0%	2 0.3%
f. Suspension from work	7 14.3%	174 22.4%
g. Does not have a policy, written or unwritten	7 14.3%	71 9.1%
30. Who do the employees contact if they have complaints about people violating smoking restrictions?	<u>n</u> = 49	<u>n</u> = 776
a. Immediate supervisor	39 79.6%	578 74.5%
b. Health and safety personnel	13 26.5%	149 19.2%
c. Risk manager	4 8.2%	76 9.8%
31. Does your company provide resources to employees who want to quit using tobacco products?	<u>n</u> = 49	<u>n</u> = 756
Yes	17 34.7%	363 48.0%
32. What resources are available?	<u>n</u> = 17	<u>n</u> = 363
a. Cooper-Clayton Method to Stop Smoking	5 29.4%	62 17.1%
b. Fresh Start (American Cancer Society)	0 0.0%	17 4.7%
c. Freedom from Smoking (American Lung Association)	0 0.0%	12 3.3%
d. Make Yours a Fresh Start Family	0 0.0%	5 1.4%
e. Employee Assistance Program	6 35.3%	170 46.8%
f. Telephone Quit Line	0 0.0%	12 3.3%
g. Self-Help Booklets/Posters	2 11.8%	48 13.2%
h. Counselor	0 0.0%	28 7.7%
i. Computer / On-Line help	1 5.9%	12 3.3%
j. Doctor/Other Health Care Professional	2 11.8%	52 14.3%
33. Who provides the smoking cessation services?	<u>n</u> = 17	<u>n</u> = 363
a. Company Nurse	1 5.9%	32 8.8%
b. Community resource person	2 11.8%	93 25.6%

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34. Are cigarettes sold on company property? Yes	n= 49 0 0.0%	n= 758 36 4.7%
35. If "Yes", how are cigarettes sold? a. Company store b. Vending machines	n= 0 0 0.0% 0 0.0%	n= 36 1 2.8% 28 77.8%
36. Does your smoking policy mention anything about the consequences of tobacco, secondhand smoke or about protecting the health of others? Yes No Does not have a policy, written or unwritten	n= 47 10 21.3% 33 70.2% 4 8.5%	n= 754 133 17.6% 549 72.8% 72 9.5%
37. How satisfied are you with your current smoking policy? a. Very satisfied b. Somewhat satisfied c. Satisfied d. Not satisfied e. Does not have a policy, written or unwritten	n= 49 24 49.0% 10 20.4% 11 22.4% 2 4.1% 2 4.1%	n= 767 352 45.9% 172 22.4% 166 21.6% 42 5.5% 35 4.6%
38. Are you contemplating changes in your smoking policy? No	n= 48 40 83.3%	n= 761 641 84.2%
39. How interested are you in receiving assistance on changing your smoking policy? a. Very interested b. Somewhat interested c. Not interested	n= 49 3 6.1% 13 26.5% 33 67.3%	n= 767 59 7.7% 151 19.7% 557 72.6%
40. How interested are you in receiving assistance on effective smoking cessation programs? a. Very interested b. Somewhat interested c. Not interested	n= 49 6 12.2% 20 40.8% 23 46.9%	n= 761 158 20.8% 279 36.7% 324 42.6%

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41. Which of the following best describes your company's official policy on spit (smokeless) tobacco for indoor common areas such as lobbies, rest rooms, and lunch rooms?		
a. Not allowed in common areas	n= 49 13 26.5%	n= 753 304 40.4%
b. Allowed in some common areas	11 22.4%	90 12.0%
c. Allowed in all common areas	4 8.2%	42 5.6%
d. No official policy	19 38.8%	280 37.2%
42. Which of the following best describes your company's official policy on spit (smokeless) tobacco for work areas?		
a. Not allowed in work areas	n= 49 16 32.7%	n= 738 334 45.3%
b. Allowed in some work areas	6 12.2%	56 7.6%
c. Allowed in all work areas	6 12.2%	54 7.3%
d. No official policy	20 40.8%	268 36.3%
43. If your company has an official spit tobacco policy, how often is it enforced?		
a. Always enforced	n= 48 22 45.8%	n= 740 330 44.6%
b. Sometimes enforced	6 12.5%	60 8.1%
c. Never enforced	0 0.0%	13 1.8%
d. Other	0 0.0%	22 3.0%
e. Does not have a policy, written or unwritten	20 41.7%	315 42.6%
44. Would you send us a copy of your spit tobacco and/or smoking policy if you have them?		
Yes	n= 42 15 35.7%	n= 748 298 39.8%
No	16 38.1%	225 30.1%
Does not have written policies	11 26.2%	225 30.1%
45. Does your company have an employee wellness or health promotion program (e.g. health education services, activities, classes, workshops, lectures, individual counseling or wellness information)?		
Yes	n= 49 16 32.7%	n= 768 382 49.7%
No	33 67.3%	364 47.4%
Don't Know	0 0.0%	22 2.9%

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46. Does your worksite have any policies or guidelines requiring heart healthy food choices to be served or available (i.e. low fat foods, lower calorie foods, low-fat milk, water or fruit juices) in the following places?	n= 49	n= 776
a. Cafeteria	4 8.2%	77 9.9%
b. Vending Machines	8 16.3%	225 29.0%
c. Meetings	0 0.0%	39 5.0%
d. Company-sponsored events	0 0.0%	41 5.3%
47. Does your company have vending machines that stock food and/or drinks? Yes	n= 48 42 87.5%	n= 756 725 95.9%
48. Are any of the following items stocked in your vending machines?	n= 42	n= 725
a. 100% fruit juices	24 57.1%	475 65.5%
b. Low-fat milk	12 28.6%	371 51.2%
c. Bottled water	36 85.7%	596 82.2%
d. Baked or low-fat chips	25 59.5%	497 68.6%
e. Pretzels	29 69.0%	615 84.8%
f. Lite popcorn	9 21.4%	258 35.6%
g. Animal crackers	8 19.0%	334 46.1%
h. Fresh Fruit	9 21.4%	291 40.1%
i. Low-fat cereal bars	13 31.0%	331 45.7%
j. Salad with low-fat dressing	8 19.0%	221 30.5%
49. Does your company provide access for employees to do the following:	n= 49	n= 776
a. Refrigerate food	41 83.7%	736 94.8%
b. Microwave food	46 93.9%	749 96.5%
c. Eat in a break room	36 73.5%	730 94.1%
d. Buy food in a cafeteria	10 20.4%	182 23.5%

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50. Do your company health insurance plans cover all or part of the cost of the following. (Fill in all that apply)	n= 49	n= 776
a. Diabetes equipment & supplies (e.g. meters, strips, lancets, etc.)	34 69.4%	614 79.1%
b. Diabetes medicine (insulin, pills)	35 71.4%	653 84.1%
c. Diabetes self-management education	19 38.8%	302 38.9%
d. Nutrition and behavior counseling or classes for weight contro	5 10.2%	189 24.4%
e. Prescription drugs for weight loss	8 16.3%	230 29.6%
f. Medications for smoking cessation (e.g. Wellbutrin, Zyban, patches/gum, etc.)	3 6.1%	286 36.9%
g. Behavioral counseling or classes for smoking cessation	1 2.0%	204 26.3%
51. Does your company have community outreach or funding programs for community projects?		
Yes	n= 48 24 50.0%	n= 756 407 53.8%
52. Does the manufacture of your products involve flammable materials?		
Yes	n= 48 29 60.4%	n= 762 452 59.3%
53. Do your employees belong to a union?		
Yes	n= 48 9 18.8%	n= 761 186 24.4%
Manufacturing Facility Participation Rate	67.1%	73.3%

Note. Data for this report were collected April 2004 - September 2004 in manufacturing facilities with 50 or more employees.

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