

The Kentucky Department for Public Health  
 University of Kentucky College of Nursing  
**Fayette County Workplace Tobacco Policy Study, 2006**

	<u>Fayette</u>	<u>Kentucky</u>
<b><u>Demographic Information</u></b>		
1. How many employees do you have?	n= 29 Mean= 418	n= 711 Mean= 249
2. About what percentage of your employees are male?	n= 28 67.3%	n= 692 66.9%
3. About what percentage of your employees are female?	n= 28 29.2%	n= 688 32.6%
4. About what percentage of your employees are under 18 years of age?	n= 28 0.0%	n= 618 0.1%
5. About what percentage of your employees are	n= 13	n= 596
a. Caucasian	64.8%	84.5%
b. African American	11.8%	10.5%
c. Hispanic	12.0%	7.9%
d. Asian	2.7%	2.1%
e. Other	4.6%	4.5%
<b><u>Smoking Policy/Environment</u></b>		
6. Does your company have a written smoking policy?	n= 30	n= 705
Yes	28 93.3%	580 82.3%
7. [For those companies without a written policy] Does your company have a smoking policy that is not in writing?	n= 2	n= 121
Yes	2 100.0%	95 78.5%

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8. How is the company policy communicated? (Fill in all that apply)	n= 30		n= 675	
a. Employee handbook	22	73.3%	484	71.7%
b. Hallways	2	6.7%	194	28.7%
c. Offices	1	3.3%	117	17.3%
d. Restrooms	0	0.0%	102	15.1%
e. Administrative offices	1	3.3%	83	12.3%
f. Not communicated	0	0.0%	6	0.9%
g. At time of hire/orientation	2	6.7%	132	19.6%
h. Signs/bulletin boards	2	6.7%	78	11.6%
i. Electronic/newsletter	2	6.7%	43	6.4%
j. Other	2	6.7%	63	9.3%
9. Are employees permitted to smoke inside your company?	n= 30		n= 713	
Yes	5	16.7%	271	38.0%
10. [For companies allowing indoor smoking] Is indoor smoking restricted to specified indoor areas?	n= 4		n= 265	
Yes	4	100.0%	239	90.2%
11. [For companies allowing indoor smoking] Does the policy, written or unwritten, specify which indoor areas are smoking areas?	n= 4		n= 262	
Yes	3	75.0%	202	77.1%
No	0	0.0%	30	11.5%
Does not have a policy, written or unwritten	1	25.0%	30	11.5%
12. [For companies allowing indoor smoking] Are indoor smoking areas separately enclosed and ventilated?	n= 4		n= 263	
All	0	0.0%	115	43.7%
Some	1	25.0%	34	12.9%
None	2	50.0%	101	38.4%
I don't know	1	25.0%	13	4.9%

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13. [For companies allowing indoor smoking] Does the smoking policy specify which indoor areas are separately ventilated for smoking?	<u>n</u> = 4	<u>n</u> = 255
Yes	1 25.0%	94 36.9%
No	3 75.0%	125 49.0%
Does not have a policy, written or unwritten	0 0.0%	36 14.1%
14. [For companies allowing indoor smoking] Where is indoor smoking permitted? (Fill in all that apply)	<u>n</u> = 5	<u>n</u> = 271
a. Cafeteria	0 0.0%	54 19.9%
b. Break rooms	2 40.0%	136 50.2%
c. Personal offices	0 0.0%	24 8.9%
d. Conference rooms	0 0.0%	16 5.9%
e. Bathrooms	0 0.0%	28 10.3%
f. Work area/plant floor	2 40.0%	59 21.8%
g. Smoking rooms	0 0.0%	30 11.1%
h. Other	1 20.0%	52 19.2%
15. Are employees permitted to smoke outside your company?	<u>n</u> = 30	<u>n</u> = 710
Yes	28 93.3%	677 95.4%
16. [For those allowing outdoor smoking] Where is outdoor smoking permitted?	<u>n</u> = 28	<u>n</u> = 657
a. Anywhere outside	8 28.6%	202 30.7%
b. Designated areas outside	18 64.3%	440 67.0%
c. Other	2 7.1%	15 2.3%
17. [For those allowing outdoor smoking] Does the smoking policy, written or unwritten, specify which outdoor areas are smoking areas?	<u>n</u> = 28	<u>n</u> = 656
Yes	14 50.0%	367 55.9%
No	13 46.4%	245 37.3%
Does not have a policy, written or unwritten	1 3.6%	44 6.7%

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18. [For those allowing outdoor smoking] Are outdoor smoking areas enclosed? No	n= 28 25 89.3%	n= 653 547 83.8%
19. Is smoking permitted during work hours? Yes	n= 30 23 76.7%	n= 710 625 88.0%
20. [For those permitting smoking during work hours] Does the smoking policy, written or unwritten, specify when smoking is permitted?	n= 22	n= 594
Yes	16 72.7%	358 60.3%
No	6 27.3%	195 32.8%
Does not have a policy, written or unwritten	0 0.0%	41 6.9%
21. [For those permitting smoking during work hours] When is smoking permitted? (Fill in all that apply)	n= 23	n= 625
a. Any time	0 0.0%	122 19.5%
b. Before work	5 21.7%	294 47.0%
c. Break time	23 100.0%	512 81.9%
d. Lunch time	18 78.3%	444 71.0%
e. After work	4 17.4%	286 45.8%
f. During meetings	0 0.0%	7 1.1%
g. After work functions	0 0.0%	45 7.2%
h. Other times	1 4.3%	11 1.8%
22. Are No Smoking signs posted at your company? Yes	n= 30 26 86.7%	n= 711 598 84.1%
23. Do employees smoke in company vehicles?	n= 29	n= 703
Yes	6 20.7%	212 30.2%
No	17 58.6%	355 50.5%
Does not have company vehicles	6 20.7%	136 19.3%

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24. Does the smoking policy, written or unwritten, specify if smoking is permitted or not in company vehicles?	<u>n</u> = 23	<u>n</u> = 554
Yes	5 21.7%	222 40.1%
No	17 73.9%	263 47.5%
Does not have a policy, written or unwritten	1 4.3%	69 12.5%

**Smoking Policy Compliance/Enforcement**

25. To what extent do employees comply with the existing smoking policy?	<u>n</u> = 30	<u>n</u> = 709
a. All of the time	7 23.3%	412 58.1%
b. Some of the time	1 3.3%	47 6.6%
c. Most of the time	21 70.0%	219 30.9%
d. Never	0 0.0%	1 0.1%
e. Does not have a policy, written or unwritten	1 3.3%	30 4.2%
26. Who enforces the smoking policy for employees? (Fill in all that apply)	<u>n</u> = 30	<u>n</u> = 717
a. Immediate Supervisor	20 66.7%	556 77.5%
b. Manager	13 43.3%	415 57.9%
c. Security	2 6.7%	66 9.2%
d. Peers	2 6.7%	94 13.1%
e. Others	6 20.0%	125 17.4%
f. Does not have a policy, written or unwritten	0 0.0%	23 3.2%
27. For a first time offense, what action is taken when an employee violates the smoking policy? (Fill in all that apply)	<u>n</u> = 30	<u>n</u> = 717
a. Verbal reprimand	22 73.3%	494 68.9%
b. Written reprimand	1 3.3%	128 17.9%
c. Participation in smoking cessation or education program	0 0.0%	0 0.0%
d. Other	6 20.0%	96 13.4%
e. Does not have a policy, written or unwritten	1 3.3%	42 5.9%

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28. For a second time offense, what action is taken when an employee violates the smoking policy? (Fill in all that apply)	<u>n</u> = 30		<u>n</u> = 717	
a. Verbal reprimand	8	26.7%	95	13.2%
b. Written reprimand	11	36.7%	441	61.5%
c. Day off without pay	1	3.3%	30	4.2%
d. Participation in smoking cessation or education program	1	3.3%	2	0.3%
e. Other	4	13.3%	127	17.7%
f. Does not have a policy, written or unwritten	2	6.7%	47	6.6%
29. For 3 or more offenses, what action is taken when an employee violates the smoking policy? (Fill in all that apply)	<u>n</u> = 30		<u>n</u> = 717	
a. Verbal reprimand	3	10.0%	14	2.0%
b. Written reprimand	6	20.0%	157	21.9%
c. Day off without pay	1	3.3%	60	8.4%
d. Participation in smoking cessation or education program	0	0.0%	0	0.0%
e. Mandatory smoking cessation program	0	0.0%	0	0.0%
f. Suspension from work	6	20.0%	200	27.9%
g. Termination	4	13.3%	164	22.9%
h. Never happens	3	10.0%	37	5.2%
i. Other	4	13.3%	97	13.5%
h. Does not have a policy, written or unwritten	2	6.7%	48	6.7%
30. Who do the employees contact if they have complaints about people violating smoking restrictions? (Fill in all that apply)	<u>n</u> = 30		<u>n</u> = 708	
a. Immediate supervisor	20	66.7%	547	77.3%
b. Health and safety personnel	0	0.0%	141	19.9%
c. Risk manager	1	3.3%	56	7.9%
d. Human Resources/Manager	14	46.7%	205	29.0%
e. Other	3	10.0%	32	4.5%

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<b><u>Smoking Cessation</u></b>				
31. Does your company provide resources to employees who want to quit using tobacco products?	n= 29		n= 707	
Yes	19	65.5%	406	57.4%
32. What resources are available? (Fill in all that apply)	n= 19		n= 406	
a. Cooper-Clayton Method to Stop Smoking	0	0.0%	94	23.2%
b. Fresh Start (American Cancer Society)	0	0.0%	10	2.5%
c. Freedom from Smoking (American Lung Association)	0	0.0%	5	1.2%
d. Make Yours a Fresh Start Family (American Cancer Society)	0	0.0%	0	0.0%
e. Employee Assistance Program	6	31.6%	201	49.5%
f. Telephone Quit Line	1	5.3%	39	9.6%
g. Self-Help Booklets/Posters	0	0.0%	71	17.5%
h. Counselor	2	10.5%	35	8.6%
i. Computer/On-Line help	0	0.0%	13	3.2%
j. Doctor/Other Health Care Professional	0	0.0%	68	16.7%
k. Insurance	7	36.8%	47	11.6%
l. Other classes	3	15.8%	22	5.4%
m. Reimbursement/Incentives	1	5.3%	22	5.4%
n. Other	6	31.6%	62	15.3%

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33. Who provides the smoking cessation services? (Fill in all that apply)	<u>n</u> = 19	<u>n</u> = 401
a. Company Nurse	0 0.0%	29 7.2%
b. Community resource person	2 10.5%	104 25.9%
c. Employee Assistance Program	0 0.0%	51 12.7%
d. Insurance Company Program	8 42.1%	48 12.0%
e. Hospital/Health Department	1 5.3%	37 9.2%
f. Physicians/Other Health Care Professionals	0 0.0%	16 4.0%
g. Human Resources	0 0.0%	38 9.5%
h. Other	7 36.8%	69 17.2%

**Availability of Tobacco Onsite**

34. Are cigarettes sold on company property?	<u>n</u> = 30	<u>n</u> = 714
Yes	1 3.3%	20 2.8%
35. If "Yes", how are cigarettes sold? (Fill in all that apply)	<u>n</u> = 1	<u>n</u> = 20
a. Company store	0 0.0%	1 5.0%
b. Vending machines	1 100.0%	16 80.0%
c. Other	0 0.0%	0 0.0%

**Perceptions of Policy/Interest in Assistance**

36. Does your smoking policy mention anything about the consequences of tobacco, secondhand smoke or about protecting the health of others?	<u>n</u> = 30	<u>n</u> = 706
Yes	4 13.3%	143 20.3%
No	26 86.7%	502 71.1%
Does not have a policy, written or unwritten	0 0.0%	61 8.6%

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37.	How satisfied are you with your current smoking policy?	<u>n</u> = 30		<u>n</u> = 714	
	a. Very satisfied	13	43.3%	343	48.0%
	b. Somewhat satisfied	5	16.7%	170	23.8%
	c. Satisfied	11	36.7%	133	18.6%
	d. Not satisfied	1	3.3%	43	6.0%
	e. Does not have a policy, written or unwritten	0	0.0%	25	3.5%
38.	Are you contemplating changes in your smoking policy?	<u>n</u> = 30		<u>n</u> = 708	
	No	27	90.0%	593	83.8%
39.	How interested are you in receiving assistance on changing your smoking policy?	<u>n</u> = 30		<u>n</u> = 706	
	a. Very interested	2	6.7%	66	9.3%
	b. Somewhat interested	1	3.3%	106	15.0%
	c. Not interested	27	90.0%	534	75.6%
40.	How interested are you in receiving assistance on effective smoking cessation programs?	<u>n</u> = 30		<u>n</u> = 707	
	a. Very interested	2	6.7%	195	27.6%
	b. Somewhat interested	3	10.0%	203	28.7%
	c. Not interested	25	83.3%	309	43.7%

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<b><u>Spit Tobacco Policy</u></b>				
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?	<u>n</u> = 29		<u>n</u> = 711	
a. Not allowed in common areas	20	69.0%	354	49.8%
b. Allowed in some common areas	1	3.4%	103	14.5%
c. Allowed in all common areas	1	3.4%	53	7.5%
d. Other	4	13.8%	28	3.9%
e. No official policy	3	10.3%	173	24.3%
42. Which of the following best describes your company's official policy on spit (smokeless) tobacco for work areas?	<u>n</u> = 30		<u>n</u> = 709	
a. Not allowed in work areas	24	80.0%	386	54.4%
b. Allowed in some work areas	1	3.3%	72	10.2%
c. Allowed in all work areas	1	3.3%	51	7.2%
d. Other	1	3.3%	17	2.4%
e. No official policy	3	10.0%	183	25.8%
43. If your company has an official spit tobacco policy, how often is it enforced?	<u>n</u> = 28		<u>n</u> = 692	
a. Always enforced	20	71.4%	368	53.2%
b. Sometimes enforced	1	3.6%	68	9.8%
c. Never enforced	1	3.6%	14	2.0%
d. Other	1	3.6%	9	1.3%
e. Does not have a policy, written or unwritten	5	17.9%	233	33.7%

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44. Would you send us a copy of your spit tobacco and/or smoking policy if you have them?	n= 30		n= 693	
Yes	2	6.7%	267	38.5%
No	23	76.7%	213	30.7%
Does not have written policies	5	16.7%	213	30.7%

**Company Support/Community Involvement**

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)?	n= 29		n= 710	
Yes	16	55.2%	375	52.8%
No	12	41.4%	314	44.2%
Don't Know	1	3.4%	21	3.0%
46. Does your company health insurance plans cover all or part of the cost of the following?	n= 30		n= 717	
a. Pharmaco-therapies for smoking cessation (e.g. Wellbutrin, Zyban, patches/gum, etc.)	20	66.7%	312	43.5%
b. Behavioral counseling or classes for smoking cessation	11	36.7%	199	27.8%
47. Does your company have community outreach or funding programs for community projects?	n= 29		n= 704	
Yes	10	34.5%	380	54.0%

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<b><u>Miscellaneous</u></b>		
48. Does the manufacture of your products involve flammable materials? Yes	<u>n</u> = 29 14 48.3%	<u>n</u> = 709 471 66.4%
49. Do your employees belong to a union? Yes	<u>n</u> = 30 4 13.3%	<u>n</u> = 709 140 19.7%
Manufacturing Facility Participation Rate	58.5%	71.0%

Note: Data for this report were collected January 2006 - August 2006 in manufacturing facilities with 50 or more employees.

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