

The Kentucky Department for Public Health
 University of Kentucky College of Nursing
North Central Workplace Tobacco Policy Study, 2006

	<u>North Central</u>	<u>Kentucky</u>
<u>Demographic Information</u>		
1. How many employees do you have?	n= 7 Mean= 142	n= 711 Mean= 249
2. About what percentage of your employees are male?	n= 7 65.7%	n= 692 66.9%
3. About what percentage of your employees are female?	n= 7 34.3%	n= 688 32.6%
4. About what percentage of your employees are under 18 years of age?	n= 7 0.0%	n= 618 0.1%
5. About what percentage of your employees are	n= 6	n= 596
a. Caucasian	52.0%	84.5%
b. African American	17.7%	10.5%
c. Hispanic	36.0%	7.9%
d. Asian	1.0%	2.1%
e. Other	1.0%	4.5%
<u>Smoking Policy/Environment</u>		
6. Does your company have a written smoking policy? Yes	n= 7 7 100.0%	n= 705 580 82.3%
7. [For those companies without a written policy] Does your company have a smoking policy that is not in writing? Yes	n= 0 0 0.0%	n= 121 95 78.5%

The Kentucky Department for Public Health
 University of Kentucky College of Nursing
North Central Workplace Tobacco Policy Study, 2006

	<u>North Central</u>	<u>Kentucky</u>
8. How is the company policy communicated? (Fill in all that apply)	n= 7	n= 675
a. Employee handbook	7 100.0%	484 71.7%
b. Hallways	1 14.3%	194 28.7%
c. Offices	0 0.0%	117 17.3%
d. Restrooms	0 0.0%	102 15.1%
e. Administrative offices	0 0.0%	83 12.3%
f. Not communicated	0 0.0%	6 0.9%
g. At time of hire/orientation	0 0.0%	132 19.6%
h. Signs/bulletin boards	0 0.0%	78 11.6%
i. Electronic/newsletter	0 0.0%	43 6.4%
j. Other	0 0.0%	63 9.3%
9. Are employees permitted to smoke inside your company?	n= 7	n= 713
Yes	5 71.4%	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= 3	n= 262
Yes	3 100.0%	202 77.1%
No	0 0.0%	30 11.5%
Does not have a policy, written or unwritten	0 0.0%	30 11.5%
12. [For companies allowing indoor smoking] Are indoor smoking areas separately enclosed and ventilated?	n= 4	n= 263
All	1 25.0%	115 43.7%
Some	0 0.0%	34 12.9%
None	3 75.0%	101 38.4%
I don't know	0 0.0%	13 4.9%

The Kentucky Department for Public Health
 University of Kentucky College of Nursing
North Central Workplace Tobacco Policy Study, 2006

	<u>North Central</u>	<u>Kentucky</u>
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	1 20.0%	59 21.8%
g. Smoking rooms	1 20.0%	30 11.1%
h. Other	0 0.0%	52 19.2%
15. Are employees permitted to smoke outside your company?	<u>n</u> = 7	<u>n</u> = 710
Yes	5 71.4%	677 95.4%
16. [For those allowing outdoor smoking] Where is outdoor smoking permitted?	<u>n</u> = 4	<u>n</u> = 657
a. Anywhere outside	2 50.0%	202 30.7%
b. Designated areas outside	2 50.0%	440 67.0%
c. Other	0 0.0%	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> = 5	<u>n</u> = 656
Yes	3 60.0%	367 55.9%
No	2 40.0%	245 37.3%
Does not have a policy, written or unwritten	0 0.0%	44 6.7%

The Kentucky Department for Public Health
 University of Kentucky College of Nursing
North Central Workplace Tobacco Policy Study, 2006

	<u>North Central</u>	<u>Kentucky</u>
18. [For those allowing outdoor smoking] Are outdoor smoking areas enclosed? No	n= 5 4 80.0%	n= 653 547 83.8%
19. Is smoking permitted during work hours? Yes	n= 6 3 50.0%	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= 3	n= 594
Yes	3 100.0%	358 60.3%
No	0 0.0%	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= 3	n= 625
a. Any time	1 33.3%	122 19.5%
b. Before work	0 0.0%	294 47.0%
c. Break time	2 66.7%	512 81.9%
d. Lunch time	2 66.7%	444 71.0%
e. After work	0 0.0%	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	0 0.0%	11 1.8%
22. Are No Smoking signs posted at your company? Yes	n= 6 2 33.3%	n= 711 598 84.1%
23. Do employees smoke in company vehicles?	n= 7	n= 703
Yes	3 42.9%	212 30.2%
No	0 0.0%	355 50.5%
Does not have company vehicles	4 57.1%	136 19.3%

The Kentucky Department for Public Health
University of Kentucky College of Nursing
North Central Workplace Tobacco Policy Study, 2006

	<u>North Central</u>		<u>Kentucky</u>	
24. Does the smoking policy, written or unwritten, specify if smoking is permitted or not in company vehicles?	n= 3		n= 554	
Yes	0	0.0%	222	40.1%
No	3	100.0%	263	47.5%
Does not have a policy, written or unwritten	0	0.0%	69	12.5%

Smoking Policy Compliance/Enforcement

25. To what extent do employees comply with the existing smoking policy?	n= 7		n= 709	
a. All of the time	2	28.6%	412	58.1%
b. Some of the time	0	0.0%	47	6.6%
c. Most of the time	5	71.4%	219	30.9%
d. Never	0	0.0%	1	0.1%
e. Does not have a policy, written or unwritten	0	0.0%	30	4.2%
26. Who enforces the smoking policy for employees? (Fill in all that apply)	n= 7		n= 717	
a. Immediate Supervisor	5	71.4%	556	77.5%
b. Manager	4	57.1%	415	57.9%
c. Security	0	0.0%	66	9.2%
d. Peers	0	0.0%	94	13.1%
e. Others	0	0.0%	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)	n= 7		n= 717	
a. Verbal reprimand	3	42.9%	494	68.9%
b. Written reprimand	2	28.6%	128	17.9%
c. Participation in smoking cessation or education program	0	0.0%	0	0.0%
d. Other	3	42.9%	96	13.4%
e. Does not have a policy, written or unwritten	0	0.0%	42	5.9%

The Kentucky Department for Public Health
 University of Kentucky College of Nursing
North Central Workplace Tobacco Policy Study, 2006

	<u>North Central</u>		<u>Kentucky</u>	
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> = 7		<u>n</u> = 717	
a. Verbal reprimand	0	0.0%	95	13.2%
b. Written reprimand	4	57.1%	441	61.5%
c. Day off without pay	0	0.0%	30	4.2%
d. Participation in smoking cessation or education program	0	0.0%	2	0.3%
e. Other	3	42.9%	127	17.7%
f. Does not have a policy, written or unwritten	0	0.0%	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> = 7		<u>n</u> = 717	
a. Verbal reprimand	0	0.0%	14	2.0%
b. Written reprimand	1	14.3%	157	21.9%
c. Day off without pay	0	0.0%	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	2	28.6%	200	27.9%
g. Termination	2	28.6%	164	22.9%
h. Never happens	0	0.0%	37	5.2%
i. Other	2	28.6%	97	13.5%
h. Does not have a policy, written or unwritten	0	0.0%	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> = 7		<u>n</u> = 708	
a. Immediate supervisor	7	100.0%	547	77.3%
b. Health and safety personnel	0	0.0%	141	19.9%
c. Risk manager	0	0.0%	56	7.9%
d. Human Resources/Manager	0	0.0%	205	29.0%
e. Other	0	0.0%	32	4.5%

The Kentucky Department for Public Health
 University of Kentucky College of Nursing
North Central Workplace Tobacco Policy Study, 2006

	<u>North Central</u>		<u>Kentucky</u>	
<u>Smoking Cessation</u>				
31. Does your company provide resources to employees who want to quit using tobacco products?	n= 7		n= 707	
Yes	1	14.3%	406	57.4%
32. What resources are available? (Fill in all that apply)	n= 1		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	0	0.0%	201	49.5%
f. Telephone Quit Line	0	0.0%	39	9.6%
g. Self-Help Booklets/Posters	0	0.0%	71	17.5%
h. Counselor	0	0.0%	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	0	0.0%	47	11.6%
l. Other classes	0	0.0%	22	5.4%
m. Reimbursement/Incentives	0	0.0%	22	5.4%
n. Other	1	100.0%	62	15.3%

The Kentucky Department for Public Health
University of Kentucky College of Nursing
North Central Workplace Tobacco Policy Study, 2006

	<u>North Central</u>	<u>Kentucky</u>
33. Who provides the smoking cessation services? (Fill in all that apply)	<u>n</u> = 1	<u>n</u> = 401
a. Company Nurse	0 0.0%	29 7.2%
b. Community resource person	0 0.0%	104 25.9%
c. Employee Assistance Program	0 0.0%	51 12.7%
d. Insurance Company Program	1 100.0%	48 12.0%
e. Hospital/Health Department	0 0.0%	37 9.2%
f. Physicians/Other Health Care Professionals	0 0.0%	16 4.0%
g. Human Resources	1 100.0%	38 9.5%
h. Other	0 0.0%	69 17.2%

Availability of Tobacco Onsite

34. Are cigarettes sold on company property?	<u>n</u> = 7	<u>n</u> = 714
Yes	1 14.3%	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> = 7	<u>n</u> = 706
Yes	0 0.0%	143 20.3%
No	7 100.0%	502 71.1%
Does not have a policy, written or unwritten	0 0.0%	61 8.6%

The Kentucky Department for Public Health
 University of Kentucky College of Nursing
North Central Workplace Tobacco Policy Study, 2006

		<u>North Central</u>		<u>Kentucky</u>	
37.	How satisfied are you with your current smoking policy?	<u>n</u> = 7		<u>n</u> = 714	
	a. Very satisfied	2	28.6%	343	48.0%
	b. Somewhat satisfied	5	71.4%	170	23.8%
	c. Satisfied	0	0.0%	133	18.6%
	d. Not satisfied	0	0.0%	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> = 7		<u>n</u> = 708	
	No	7	100.0%	593	83.8%
39.	How interested are you in receiving assistance on changing your smoking policy?	<u>n</u> = 7		<u>n</u> = 706	
	a. Very interested	0	0.0%	66	9.3%
	b. Somewhat interested	1	14.3%	106	15.0%
	c. Not interested	6	85.7%	534	75.6%
40.	How interested are you in receiving assistance on effective smoking cessation programs?	<u>n</u> = 7		<u>n</u> = 707	
	a. Very interested	0	0.0%	195	27.6%
	b. Somewhat interested	7	100.0%	203	28.7%
	c. Not interested	0	0.0%	309	43.7%

The Kentucky Department for Public Health
 University of Kentucky College of Nursing
North Central Workplace Tobacco Policy Study, 2006

North Central

Kentucky

Spit Tobacco Policy

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> = 7		<u>n</u> = 711	
	a. Not allowed in common areas	1	14.3%	354	49.8%
	b. Allowed in some common areas	3	42.9%	103	14.5%
	c. Allowed in all common areas	0	0.0%	53	7.5%
	d. Other	0	0.0%	28	3.9%
	e. No official policy	3	42.9%	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> = 7		<u>n</u> = 709	
	a. Not allowed in work areas	3	42.9%	386	54.4%
	b. Allowed in some work areas	1	14.3%	72	10.2%
	c. Allowed in all work areas	0	0.0%	51	7.2%
	d. Other	0	0.0%	17	2.4%
	e. No official policy	3	42.9%	183	25.8%
43.	If your company has an official spit tobacco policy, how often is it enforced?	<u>n</u> = 7		<u>n</u> = 692	
	a. Always enforced	4	57.1%	368	53.2%
	b. Sometimes enforced	0	0.0%	68	9.8%
	c. Never enforced	0	0.0%	14	2.0%
	d. Other	0	0.0%	9	1.3%
	e. Does not have a policy, written or unwritten	3	42.9%	233	33.7%

The Kentucky Department for Public Health
 University of Kentucky College of Nursing
North Central Workplace Tobacco Policy Study, 2006

	<u>North Central</u>		<u>Kentucky</u>	
44. Would you send us a copy of your spit tobacco and/or smoking policy if you have them?	n= 7		n= 693	
Yes	7	100.0%	267	38.5%
No	0	0.0%	213	30.7%
Does not have written policies	0	0.0%	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= 7		n= 710	
Yes	1	14.3%	375	52.8%
No	6	85.7%	314	44.2%
Don't Know	0	0.0%	21	3.0%
46. Does your company health insurance plans cover all or part of the cost of the following?	n= 7		n= 717	
a. Pharmaco-therapies for smoking cessation (e.g. Wellbutrin, Zyban, patches/gum, etc.)	1	14.3%	312	43.5%
b. Behavioral counseling or classes for smoking cessation	0	0.0%	199	27.8%
47. Does your company have community outreach or funding programs for community projects?	n= 7		n= 704	
Yes	7	100.0%	380	54.0%

The Kentucky Department for Public Health
 University of Kentucky College of Nursing
North Central Workplace Tobacco Policy Study, 2006

	<u>North Central</u>	<u>Kentucky</u>
<u>Miscellaneous</u>		
48. Does the manufacture of your products involve flammable materials?	<u>n</u> = 7	<u>n</u> = 709
Yes	3 42.9%	471 66.4%
49. Do your employees belong to a union?	<u>n</u> = 7	<u>n</u> = 709
Yes	2 28.6%	140 19.7%
Manufacturing Facility Participation Rate	24.2%	71.0%

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

*This report was prepared through a contract between the Kentucky Cabinet
 for Health and Family Services and the University of Kentucky College of Nursing*

For more information, contact:
Ellen Hahn, DNS, RN
Professor
College of Nursing, University of Kentucky
Lexington, KY 40536-0232
(859) 257-2358
ejhahn00@email.uky.edu