The Kentucky Department for Public Health
University of Kentucky College of Nursing
Montgomery County Workplace Tobacco Policy Study, 2008

		Montgomery		Kentucky	
Demographic Information					
1.	How many employees do you have?	n=	10	n=	654
		Mean=	261	Mean=	241
2.	About what percentage of your employees are male?	n=	7	n=	625
			74.4%		70.3%
3.	About what percentage of your employees are female?	n=	7	n=	625
			25.6%		30.6%
4.	About what percentage of your employees are under 18 years of age?	n=	10	n=	600
			0.0%		3.7%
5.	About what percentage of your employees are	n=	7	n=	596
	a. Caucasian		85.9%		83.9%
	b. African American		9.9%		11.3%
	c. Hispanic		7.7%		7.8%
	d. Asian		2.3%		2.1%
	e. Other		0.0%		2.0%
Smoking Policy/Environment					
6.	Does your company have a written smoking policy?	n=	10	n=	644
	Yes	9	90.0%	520	80.7%
7.	[For those companies without a written policy] Does your company have a smoking policy that is not in writing?	n=	1	n=	120
	Yes	1	100.0%	84	70.0%

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8.	How is the company policy communicated?	n=	10	n=	604
	a. Employee handbook	7	70.0%	445	73.7%
	b. Hallways	0	0.0%	97	16.1%
	c. Offices	0	0.0%	60	9.9%
	d. Restrooms	0	0.0%	62	10.3%
	e. Administative offices	0	0.0%	53	8.8%
	f. Not communicated	1	10.0%	375	62.1%
	g. At time of hire/orientation	0	0.0%	316	52.3%
	h. Signs/bulletin boards	0	0.0%	34	5.6%
	i. Electronic/newsletter	0	0.0%	90	14.9%
	j. Other	0	0.0%	4	0.7%
9.	Are employees permitted to smoke inside your company?	n=	10	n=	651
	Yes	2	20.0%	195	30.0%
10.	[For companies allowing indoor smoking] Is indoor smoking restricted to specified indoor areas?	n=	2	n=	193
	Yes	2	100.0%	176	91.2%
11.	[For companies allowing indoor smoking] Does the policy, written or unwritten, specify which indoor areas are smoking areas?	n=	2	n=	192
	Yes	1	50.0%	156	81.3%
	No	1	50.0%	12	6.3%
	Does not have a policy, written or unwritten	0	0.0%	24	12.5%
12.	[For companies allowing indoor smoking] Are indoor smoking areas separately enclosed and ventilated?	n=	2	n=	191
	All	0	0.0%	75	39.3%
	Some	0	0.0%	34	17.8%
	None	1	50.0%	74	38.7%
	I don't know	1	50.0%	8	4.2%

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13.	[For companies allowing indoor smoking] Does the smoking policy specify which indoor areas are separately ventilated for smoking?	n=	1	n=	183
	Yes	0	0.0%	56	30.6%
	No	1	100.0%	94	51.4%
	Does not have a policy, written or unwritten	0	0.0%	33	18.0%
14.	[For companies allowing indoor smoking] Where is indoor smoking permitted? (Fill in all that apply)	n=	2	n=	195
	a. Cafeteria	2	100.0%	45	23.1%
	b. Break rooms	1	50.0%	101	51.8%
	c. Personal offices	0	0.0%	22	11.3%
	d. Conference rooms	0	0.0%	15	7.7%
	e. Bathrooms	0	0.0%	20	10.3%
	f. Work area/plant floor	0	0.0%	65	33.3%
	g. Smoking rooms	0	0.0%	51	26.2%
	h. Other	0	0.0%	26	13.3%
15.	Are employees permitted to smoke outside your company?	n=	10	n=	652
	Yes	10	100.0%	626	96.0%
16.	[For companies allowing outdoor smoking] Where is outdoor smoking permitted?	n=	9	n=	616
	a. Anywhere outside	2	22.2%	160	26.0%
	b. Designated areas outside	7	77.8%	443	71.9%
	c. Other	0	0.0%	13	2.1%
17.	[For companies allowing outdoor smoking] Does the smoking policy, written or unwritten, specify which outdoor areas are smoking areas?	n=	10	n=	609
	Yes	6	60.0%	386	63.4%
	No	4	40.0%	176	28.9%
	Does not have a policy, written or unwritten	0	0.0%	47	7.7%

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18.	[For companies allowing outdoor smoking] Are outdoor smoking areas enclosed?	n=	9	n=	613
	No	7	77.8%	512	83.5%
19.	Is smoking permitted during work hours?	n=	10	n=	652
	Yes	9	90.0%	588	90.2%
20.	[For companies permitting smoking during work hours] Does the smoking policy, written or unwritten, specify when smoking is permitted?	n=	8	n=	569
	Yes	6	75.0%	390	68.5%
	No	2	25.0%	135	23.7%
	Does not have a policy, written or unwritten	0	0.0%	44	7.7%
21.	[For companies permitting smoking during work hours] When is smoking permitted?	n=	9	n=	588
	a. Any time	1	11.1%	105	17.9%
	b. Before work	1	11.1%	293	49.8%
	c. Break time	8	88.9%	497	84.5%
	d. Lunch time	8	88.9%	459	78.1%
	e. After work	1	11.1%	283	48.1%
	f. During meetings	0	0.0%	4	0.7%
	g. After work functions	0	0.0%	22	3.7%
	h. Other times	0	0.0%	2	0.3%
22.	Are No Smoking signs posted at your company?	n=	9	n=	650
	Yes	7	77.8%	558	85.8%
23.	Do employees smoke in company vehicles?	n=	10	n=	646
	Yes	2	20.0%	165	25.5%
	No	6	60.0%	372	57.6%
	Does not have company vehicles	2	20.0%	109	16.9%

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24.	Does the smoking policy, written or unwritten, specify if smoking is permitted or not in company vehicles?	n=	7	n=	516
	Yes	3	42.9%	258	50.0%
	No	4	57.1%	203	39.3%
	Does not have a policy, written or unwritten	0	0.0%	55	10.7%

Smoking Policy Compliance/Enforcement

25.	To what extent do employees comply with the existing smoking policy?	n=	10	n=	655
	a. All of the time	4	40.0%	364	55.6%
	b. Some of the time	0	0.0%	24	3.7%
	c. Most of the time	6	60.0%	237	36.2%
	d. Never	0	0.0%	1	0.2%
	e. Does not have a policy, written or unwritten	0	0.0%	29	4.4%
26.	Who enforces the smoking policy for employees? (Fill in all that apply)	n=	10	n=	655
	a. Immediate Supervisor	7	70.0%	491	75.0%
	b. Manager	2	20.0%	392	59.8%
	c. Security	0	0.0%	69	10.5%
	d. Peers	0	0.0%	103	15.7%
	e. Others	2	20.0%	128	19.5%
	f. Does not have a policy, written or unwritten	0	0.0%	28	4.3%
27.	For a first time offense, what action is taken when an employee violates the smoking policy? (Fill in all that apply)	n=	10	n=	655
	a. Verbal reprimand	5	50.0%	428	65.3%
	b. Written reprimand	2	20.0%	118	18.0%
	c. Participation in smoking cessation or education program	0	0.0%	0	0.0%
	d. Other	2	20.0%	90	13.7%
	e. Does not have a policy, written or unwritten	0	0.0%	51	7.8%

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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)	n=	10	n=	655
	a. Verbal reprimand	0	0.0%	70	10.7%
	b. Written reprimand	5	50.0%	403	61.5%
	c. Day off without pay	0	0.0%	33	5.0%
	d. Participation in smoking cessation or education program	0	0.0%	3	0.5%
	e. Other	3	30.0%	138	21.1%
	f. Does not have a policy, written or unwritten	0	0.0%	56	8.5%
29.	For 3 or more offenses, what action is taken when an employee violates the smoking policy? (Fill in all that apply)	n=	10	n=	655
	a. Verbal reprimand	0	0.0%	21	3.2%
	b. Written reprimand	2	20.0%	90	13.7%
	c. Day off without pay	0	0.0%	54	8.2%
	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	1	10.0%	143	21.8%
	g. Termination	0	0.0%	235	35.9%
	h. Never happens	0	0.0%	103	15.7%
	i. Other	0	0.0%	79	12.1%
	h. Does not have a policy, written or unwritten	0	0.0%	55	8.4%
30.	Who do the employees contact if they have complaints about people violating smoking restrictions? (Fill in all that apply)	n=	10	n=	655
	a. Immediate supervisor	9	90.0%	485	74.0%
	b. Health and safety personnel	0	0.0%	129	19.7%
	c. Risk manager	0	0.0%	49	7.5%
	d. Human Resources	0	0.0%	334	51.0%
	e. Manager	0	0.0%	219	33.4%
	f. Other	0	0.0%	53	8.1%

Smoking Cessation

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31.	Does your company provide resources to employees who want to quit using tobacco products?	n=	9	n=	647
	Yes	4	44.4%	427	66.0%
32.	What resources are available? (Fill in all that apply)	n=	4	n=	427
	a. Cooper-Clayton Method to Stop Smoking	0	0.0%	104	24.4%
	b. Fresh Start (American Cancer Society)	0	0.0%	16	3.7%
	c. Freedom from Smoking (American Lung Association)	0	0.0%	10	2.3%
	d. Make Yours a Fresh Start Family (American Cancer Society)	0	0.0%	0	0.0%
	e. Employee Assistance Program	1	25.0%	163	38.2%
	f. Telephone Quit Line	0	0.0%	51	11.9%
	g. Self-Help Booklets/Posters	2	50.0%	40	9.4%
	h. Counselor	0	0.0%	25	5.9%
	i. Computer/On-Line help	0	0.0%	9	2.1%
	j. Doctor/Other Health Care Professional	0	0.0%	31	7.3%
	k. Insurance	0	0.0%	185	43.3%
	l. Other classes	0	0.0%	24	5.6%
	m. Reimbursement/Incentives	0	0.0%	74	17.3%
	n. Other	0	0.0%	65	15.2%
33.	Who provides the smoking cessation services? (Fill in all that apply)	n=	4	n=	427
	a. Company Nurse	0	0.0%	24	5.6%
	b. Community resource person	0	0.0%	22	5.2%
	c. Employee Assistance Program	0	0.0%	122	28.6%
	d. Insurance Company Program	0	0.0%	130	19.8%
	e. Hospital/Health Department	0	0.0%	95	14.5%
	f. Physicians/Other Health Care Professionals	0	0.0%	21	3.2%
	g. Human Resources	0	0.0%	72	11.0%
	h. Other	0	0.0%	55	8.4%

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Availability of Tobacco Onsite					
34.	Are cigarettes sold on company property?	n=	10	n=	653
	Yes	0	0.0%	6	0.9%
35.	If "Yes", how are cigarettes sold? (Fill in all that apply)	n=	0	n=	6
	a. Company store	0	0.0%	0	0.0%
	b. Vending machines	0	0.0%	5	83.3%
	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?	n=	10	n=	641
	Yes	2	20.0%	173	27.0%
	No	8	80.0%	407	63.5%
	Does not have a policy, written or unwritten	0	0.0%	61	9.5%
37.	How satisfied are you with your current smoking policy?	n=	10	n=	654
	a. Very satisfied	3	30.0%	308	47.1%
	b. Somewhat satisfied	1	10.0%	126	19.3%
	c. Satisfied	4	40.0%	139	21.3%
	d.. Not satisfied	2	20.0%	52	8.0%
	e. Does not have a policy, written or unwritten	0	0.0%	29	4.4%
38.	Are you contemplating changes in your smoking policy?	n=	10	n=	652
	No	8	80.0%	527	80.8%
39.	How interested are you in receiving assistance on changing your smoking policy?	n=	10	n=	651
	a. Very interested	1	10.0%	53	8.1%
	b. Somewhat interested	2	20.0%	102	15.7%
	c. Not interested	7	70.0%	496	76.2%

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40. How interested are you in receiving assistance on effective smoking cessation programs?	n=	10	n=	648
a. Very interested	1	10.0%	135	20.8%
b. Somewhat interested	5	50.0%	206	31.8%
c. Not interested	4	40.0%	307	47.4%

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?	n=	10	n=	649
a. Not allowed in common areas	3	30.0%	334	51.5%
b. Allowed in some common areas	2	20.0%	48	7.4%
c. Allowed in all common areas	5	50.0%	64	9.9%
d. Other	0	0.0%	53	8.2%
e. No official policy	0	0.0%	150	23.1%

42. Which of the following best describes your company's official policy on spit (smokeless) tobacco for work areas?	n=	10	n=	636
a. Not allowed in work areas	5	50.0%	353	55.5%
b. Allowed in some work areas	0	0.0%	50	7.9%
c. Allowed in all work areas	5	50.0%	61	9.6%
d. Other	0	0.0%	19	3.0%
e. No official policy	0	0.0%	153	24.1%

43. If your company has an official spit tobacco policy, how often is it enforced?	n=	10	n=	632
a. Always enforced	5	50.0%	324	51.3%
b. Sometimes enforced	0	0.0%	76	12.0%
c. Never enforced	0	0.0%	9	1.4%
d. Other	0	0.0%	18	2.8%
e. Does not have a policy, written or unwritten	5	50.0%	205	32.4%

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44. Would you send us a copy of your spit tobacco and/or smoking policy if you have them?	n=	10	n=	637
Yes	8	80.0%	245	38.5%
No	1	10.0%	224	35.2%
Does not have written policies	1	10.0%	168	26.4%

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=	10	n=	648
Yes	3	30.0%	369	56.9%
No	6	60.0%	257	39.7%
Don't Know	1	10.0%	22	3.4%
46. Does your company health insurance plan cover all or part of the cost of the following? (Fill in all that apply)	n=	10	n=	655
a. Pharmaco-therapies for smoking cessation (e.g. Wellbutrin, Zyban, patches/gum, etc.)	4	40.0%	320	48.9%
b. Behavioral counseling or classes for smoking cessation	0	0.0%	212	32.4%
47. Does your company have community outreach or funding programs for community projects?	n=	10	n=	651
Yes	7	70.0%	321	49.3%

Miscellaneous

48. Does the manufacture of your products involve flammable materials?	n=	10	n=	645
Yes	7	70.0%	398	61.7%
49. Do your employees belong to a union?	n=	10	n=	652
Yes	1	10.0%	125	19.2%

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	Montgomery	Kentucky
Manufacturing Facility Participation Rate	83.3%	69.6%

Note: Data for this report were collected November 2007 - August 2008 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