

**The Kentucky Department for Public Health  
University of Kentucky College of Nursing  
Breathitt County Workplace Tobacco Policy Study, 2010**

|   | Breathitt<br>N = &ndist. | Kentucky<br>N = 562 |
|---|--------------------------|---------------------|
| <b>Demographic Information</b>  |                          |                     |
| 1. How many employees do you have?  | n = 0                    | n = 562             |
|   | Mean = 0                 | Mean = 243          |
| 2. About what percentage of your employees are male?  | n = 0                    | n = 524             |
|   | 0%                       | 69.3%               |
| 3. About what percentage of your employees are female?  | n = 0                    | n = 522             |
|   | 0%                       | 30.8%               |
| 4. About what percentage of your employees are under 18 years of age?                                       | n = 0                    | n = 516             |
|   | 0%                       | 0.05%               |
| 5. About what percentage of your employees are  | n = 0                    | n = 498             |
| a. Caucasian  | 0%                       | 84.1%               |
| b. African American   | 0%                       | 10.7%               |
| c. Hispanic   | 0%                       | 6.1%                |
| d. Asian  | 0%                       | 2.3%                |
| e. Other  | 0%                       | 3.1%                |
| <b>Smoking Policy/Environment</b>   |                          |                     |
| 6. Does your company have a written smoking policy?   | n = 0                    | n = 554             |
| Yes   | 0 0.0%                   | 470 84.8%           |
| 7. [For companies without a written policy] Does your company have a smoking policy that is not in writing? | n = 0                    | n = 82              |
| Yes   | 0 0.0%                   | 72 87.8%            |

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|--|--------------------------------------|-----------------------------|
| 8. How is the company policy communicated?   | n = 0                                | n = 552                     |
| a. Employee handbook   | 0 0.0%                               | 378 68.5%                   |
| b. Hallways  | 0 0.0%                               | 73 13.2%                    |
| c. Offices   | 0 0.0%                               | 56 10.1%                    |
| d. Restrooms   | 0 0.0%                               | 50 9.1%                     |
| e. Administrative offices  | 0 0.0%                               | 37 6.7%                     |
| f. Not communicated  | 0 0.0%                               | 4 0.7%                      |
| g. At time of hire/orientation   | 0 0.0%                               | 364 65.9%                   |
| h. Signs/bulletin boards   | 0 0.0%                               | 284 51.4%                   |
| i. Electronic newsletter   | 0 0.0%                               | 23 4.2%                     |
| j. Other   | 0 0.0%                               | 89 16.1%                    |
| 9. Are employees permitted to smoke inside your company?   | n = 0                                | n = 557                     |
| Yes  | 0 0.0%                               | 107 19.2%                   |
| 10. [For companies allowing indoor smoking] Is indoor smoking restricted to specified indoor areas?                              | n = 0                                | n = 103                     |
| Yes  | 0 0.0%                               | 96 93.2%                    |
| 11. [For companies allowing indoor smoking] Does the policy, written or unwritten, specify which indoor areas are smoking areas? | n = 0                                | n = 102                     |
| Yes  | 0 0.0%                               | 80 78.4%                    |
| No   | 0 0.0%                               | 14 13.7%                    |
| Does not have a policy, written or unwritten   | 0 0.0%                               | 8 7.8%                      |

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| 12. [For companies allowing indoor smoking] Are indoor smoking areas separately enclosed and ventilated?                              | n = 0                                | n = 101                     |
| All   | 0 0.0%                               | 43 42.6%                    |
| Some  | 0 0.0%                               | 17 16.8%                    |
| None  | 0 0.0%                               | 37 36.6%                    |
| I don't know  | 0 0.0%                               | 4 4.0%                      |
| 13. [For companies allowing indoor smoking] Does the smoking policy specify which indoor areas are separately ventilated for smoking? | n = 0                                | n = 98                      |
| Yes   | 0 0.0%                               | 33 33.7%                    |
| No  | 0 0.0%                               | 51 52.0%                    |
| Does not have a policy, written or unwritten  | 0 0.0%                               | 14 14.3%                    |
| 14. [For companies allowing indoor smoking] Where is indoor smoking permitted?  | n = 0                                | n = 112                     |
| a. Cafeteria  | 0 0.0%                               | 17 15.2%                    |
| b. Break rooms  | 0 0.0%                               | 36 32.1%                    |
| c. Personal offices   | 0 0.0%                               | 8 7.1%                      |
| d. Conference rooms   | 0 0.0%                               | 5 4.5%                      |
| e. Bathrooms  | 0 0.0%                               | 8 7.1%                      |
| f. Work area/plant floor  | 0 0.0%                               | 28 25.0%                    |
| g. Smoking rooms  | 0 0.0%                               | 35 31.3%                    |
| h. Other  | 0 0.0%                               | 0 0.0%                      |
| 15. Are employees permitted to smoke outside your company?  | n = 0                                | n = 554                     |
| Yes   | 0 0.0%                               | 522 94.2%                   |

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| 16. [For companies allowing outdoor smoking] Where is outdoor smoking permitted?   | n = 0                                | n = 522                     |
| a. Anywhere outside  | 0 0.0%                               | 96 18.4%                    |
| b. Designated areas outside  | 0 0.0%                               | 405 77.6%                   |
| c. Other   | 0 0.0%                               | 21 4.0%                     |
| 17. [For companies allowing outdoor smoking] Does the smoking policy, written or unwritten, specify which outdoor areas are smoking areas? | n = 0                                | n = 516                     |
| Yes  | 0 0.0%                               | 356 69.0%                   |
| No   | 0 0.0%                               | 134 26.0%                   |
| Does not have a policy, written or unwritten   | 0 0.0%                               | 26 5.0%                     |
| 18. [For companies allowing outdoor smoking] Are outdoor smoking areas enclosed?   | n = 0                                | n = 516                     |
| No   | 0 0.0%                               | 426 82.6%                   |
| 19. Is smoking permitted during work hours?  | n = 0                                | n = 555                     |
| Yes  | 0 0.0%                               | 489 88.1%                   |
| 20. [For companies permitting smoking during work hours] Does the smoking policy, written or unwritten, specify when smoking is permitted? | n = 0                                | n = 478                     |
| Yes  | 0 0.0%                               | 328 68.6%                   |
| No   | 0 0.0%                               | 127 26.6%                   |
| Does not have a policy, written or unwritten   | 0 0.0%                               | 23 4.8%                     |

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| 21. [For companies permitting smoking during work hours] When is smoking permitted?                            | n = 0                                | n = 496                     |
| a. Anytime   | 0 0.0%                               | 68 13.7%                    |
| b. Before work   | 0 0.0%                               | 242 48.8%                   |
| c. Break time  | 0 0.0%                               | 421 84.9%                   |
| d. Lunch time  | 0 0.0%                               | 414 73.7%                   |
| e. After work  | 0 0.0%                               | 235 47.4%                   |
| f. During meetings   | 0 0.0%                               | 3 0.6%                      |
| g. After work functions  | 0 0.0%                               | 29 5.8%                     |
| h. Other times   | 0 0.0%                               | 13 2.6%                     |
| 22. Are No Smoking signs posted at your company?   | n = 0                                | n = 555                     |
| Yes  | 0 0.0%                               | 484 87.2%                   |
| 23. Do employees smoke in company vehicles?  | n = 0                                | n = 544                     |
| Yes  | 0 0.0%                               | 126 23.2%                   |
| No   | 0 0.0%                               | 329 60.5%                   |
| Does not have company vehicles   | 0 0.0%                               | 89 16.4%                    |
| 24. Does the smoking policy, written or unwritten, specify if smoking is permitted or not in company vehicles? | n = 0                                | n = 448                     |
| Yes  | 0 0.0%                               | 234 52.2%                   |
| No   | 0 0.0%                               | 178 39.7%                   |
| Does not have a policy, written or unwritten   | 0 0.0%                               | 36 8.0%                     |

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| <b>Smoking Policy Compliance/Enforcement</b>  |                          |                     |
| 25. To what extent do employees comply with the existing smoking policy?  | n = 0                    | n = 560             |
| a. All of the time  | 0 0.0%                   | 349 62.3%           |
| b. Some of the time   | 0 0.0%                   | 38 6.8%             |
| c. Most of the time   | 0 0.0%                   | 165 29.5%           |
| d. Never  | 0 0.0%                   | 0 0.0%              |
| e. Does not have a policy, written or unwritten   | 0 0.0%                   | 8 1.4%              |
| 26. Who enforces the smoking policy for employees? (Fill in all that apply)   | n = 0                    | n = 562             |
| a. Immediate supervisor   | 0 0.0%                   | 426 75.8%           |
| b. Manager  | 0 0.0%                   | 364 64.8%           |
| c. Security   | 0 0.0%                   | 44 7.8%             |
| d. Peers  | 0 0.0%                   | 78 13.9%            |
| e. Others   | 0 0.0%                   | 76 13.5%            |
| f. Does not have a policy, written or unwritten   | 0 0.0%                   | 11 2.0%             |
| 27. For a first time offense, what action is taken when an employee violates the smoking policy? (Fill in all that apply) | n = 0                    | n = 562             |
| a. Verbal reprimand   | 0 0.0%                   | 383 68.1%           |
| b. Written reprimand  | 0 0.0%                   | 95 16.9%            |
| c. Participation in smoking cessation or educational program  | 0 0.0%                   | 1 0.2%              |
| d. Other  | 0 0.0%                   | 106 18.9%           |
| e. Does not have a policy, written or unwritten   | 0 0.0%                   | 20 3.6%             |

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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 = 0                                | n = 562                     |
| a. Verbal reprimand  | 0 0.0%                               | 72 12.8%                    |
| b. Written reprimand   | 0 0.0%                               | 353 62.8%                   |
| c. Day off without pay   | 0 0.0%                               | 10 1.8%                     |
| d. Participation in smoking cessation or education program   | 0 0.0%                               | 5 0.9%                      |
| e. Other   | 0 0.0%                               | 125 22.2%                   |
| f. Does not have a policy, written or unwritten  | 0 0.0%                               | 21 3.7%                     |
| 29. For 3 or more offenses, what action is taken when an employee violates the smoking policy? (Fill in all that apply)    | n = 0                                | n = 562                     |
| a. Verbal reprimand  | 0 0.0%                               | 22 3.9%                     |
| b. Written reprimand   | 0 0.0%                               | 94 16.7%                    |
| c. Day off without pay   | 0 0.0%                               | 34 6.0%                     |
| d. Participation in smoking cessation or education program   | 0 0.0%                               | 5 0.9%                      |
| e. Mandatory smoking cessation program   | 0 0.0%                               | 1 0.2%                      |
| f. Suspension from work  | 0 0.0%                               | 122 21.7%                   |
| g. Termination   | 0 0.0%                               | 185 32.9%                   |
| h. Never happens   | 0 0.0%                               | 76 13.5%                    |
| i. Other   | 0 0.0%                               | 72 12.8%                    |
| j. Does not have a policy, written or unwritten  | 0 0.0%                               | 26 4.6%                     |

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| 30. Who do employees contact if they have complaints about people violating smoking restrictions? (Fill in all that apply) | n = 0                                | n = 562                     |
| a. Immediate supervisor  | 0 0.0%                               | 406 72.2%                   |
| b. Health and safety personnel   | 0 0.0%                               | 76 13.5%                    |
| c. Risk manager  | 0 0.0%                               | 36 6.4%                     |
| d. Human resources   | 0 0.0%                               | 305 54.3%                   |
| e. Manager   | 0 0.0%                               | 174 31.0%                   |
| f. Other   | 0 0.0%                               | 35 6.2%                     |
|  |                                      |                             |
| <b>Smoking Cessation</b>   |                                      |                             |
| 31. Does your company provide resources to employees who want to quit using tobacco products?                              | n = 0                                | n = 560                     |
| Yes  | 0 0.0%                               | 423 75.5%                   |

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|--|--------------------------------------|-----------------------------|
| 32. What resources are available? (Fill in all that apply)   | n = 0                                | n = 425                     |
| a. Cooper-Clayton Method to Stop Smoking                     | 0 0.0%                               | 87 20.5%                    |
| b. Fresh Start (American Cancer Society)                     | 0 0.0%                               | 7 1.6%                      |
| c. Freedom from Smoking (American Lung Association)          | 0 0.0%                               | 2 0.5%                      |
| d. Make Yours a Fresh Start Family (American Cancer Society) | 0 0.0%                               | 1 0.2%                      |
| e. Employee Assistance Program                               | 0 0.0%                               | 187 44.0%                   |
| f. Telephone Quit Line                                       | 0 0.0%                               | 50 11.8%                    |
| g. Self-Help Booklets/Posters                                | 0 0.0%                               | 37 8.7%                     |
| h. Counselor   | 0 0.0%                               | 20 4.7%                     |
| i. Computer/On-line Help                                     | 0 0.0%                               | 30 7.1%                     |
| j. Doctor/Other Health Care Professional                     | 0 0.0%                               | 25 5.9%                     |
| k. Insurance   | 0 0.0%                               | 228 53.6%                   |
| l. Other classes   | 0 0.0%                               | 20 4.7%                     |
| m. Reimbursements/Incentives                                 | 0 0.0%                               | 60 14.1%                    |
| n. Other   | 0 0.0%                               | 82 19.3%                    |

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| 33. Who provides the smoking cessation services? (Fill in all that apply)                                    | n = 0                    | n = 425             |
| a. Company nurse   | 0 0.0%                   | 18 4.2%             |
| b. Community resource person   | 0 0.0%                   | 14 3.3%             |
| c. Employee Assistance Program   | 0 0.0%                   | 122 28.7%           |
| d. Insurance Company Program   | 0 0.0%                   | 181 42.6%           |
| e. Hospital/Health Department  | 0 0.0%                   | 91 21.4%            |
| f. Physicians/Other Health Care Professionals  | 0 0.0%                   | 15 3.5%             |
| g. Human Resources   | 0 0.0%                   | 36 8.5%             |
| h. Other   | 0 0.0%                   | 58 13.6%            |
|  |                          |                     |
| <b>Availability of Tobacco Onsite</b>  |                          |                     |
| 34. Are cigarettes sold on company property?   | n = 0                    | n = 561             |
| Yes  | 0 0.0%                   | 4 0.7%              |
| 35. [For companies selling cigarettes on company property] How are cigarettes sold? (Fill in all that apply) | n = 0                    | n = 5               |
| a. Company store   | 0 0.0%                   | 0 0.0%              |
| b. Vending machines  | 0 0.0%                   | 1 20.0%             |
| c. Other   | 0 0.0%                   | 0 0.0%              |

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| <b>Perceptions of Policy/Interest in Assistance</b>   |                          |                     |
| 36. Does your smoking policy mention anything about the consequences of tobacco, secondhand smoke or about protecting the health of others? | n = 0                    | n = 552             |
| Yes   | 0 0.0%                   | 134 24.3%           |
| No  | 0 0.0%                   | 396 71.7%           |
| Does not have a policy, written or unwritten  | 0 0.0%                   | 22 4.0%             |
| 37. How satisfied are you with your current smoking policy?   | n = 0                    | n = 560             |
| a. Very satisfied   | 0 0.0%                   | 271 48.4%           |
| b. Somewhat satisfied   | 0 0.0%                   | 119 21.3%           |
| c. Satisfied  | 0 0.0%                   | 123 22.0%           |
| d. Not satisfied  | 0 0.0%                   | 38 6.8%             |
| e. Does not have a policy, written or unwritten   | 0 0.0%                   | 9 1.6%              |
| 38. Are you contemplating changes in your smoking policy?   | n = 0                    | n = 558             |
| No  | 0 0.0%                   | 468 83.9%           |
| 39. How interested are you in receiving assistance on changing your smoking policy?   | n = 0                    | n = 554             |
| a. Very interested  | 0 0.0%                   | 38 6.9%             |
| b. Somewhat interested  | 0 0.0%                   | 84 15.2%            |
| c. Not interested   | 0 0.0%                   | 432 78.0%           |

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| 40. How interested are you in receiving assistance on effective smoking cessation programs?  | n = 0                                | n = 557                     |
| a. Very interested   | 0 0.0%                               | 113 20.3%                   |
| b. Somewhat interested   | 0 0.0%                               | 156 28.0%                   |
| c. Not interested  | 0 0.0%                               | 288 51.7%                   |
| <b>Spit Tobacco Policy</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? | n = 0                                | n = 561                     |
| a. Not allowed in common areas   | 0 0.0%                               | 354 63.1%                   |
| b. Allowed in some common areas  | 0 0.0%                               | 63 11.2%                    |
| c. Allowed in all common areas   | 0 0.0%                               | 37 6.6%                     |
| d. Other   | 0 0.0%                               | 30 5.3%                     |
| e. No official policy  | 0 0.0%                               | 77 13.7%                    |
| 42. Which of the following best describes your company's official policy on spit (smokeless) tobacco for work areas?   | n = 0                                | n = 559                     |
| a. Not allowed in work areas   | 0 0.0%                               | 379 67.8%                   |
| b. Allowed in some work areas  | 0 0.0%                               | 51 9.1%                     |
| c. Allowed in all work areas   | 0 0.0%                               | 42 7.5%                     |
| d. Other   | 0 0.0%                               | 13 2.3%                     |
| e. No official policy  | 0 0.0%                               | 74 13.2%                    |

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|--|--------------------------------------|-----------------------------|
| 43. If your company has an official spit tobacco policy, how often is it enforced?   | n = 0                                | n = 554                     |
| a. Always enforced   | 0 0.0%                               | 352 63.5%                   |
| b. Sometimes enforced  | 0 0.0%                               | 63 11.4%                    |
| c. Never enforced  | 0 0.0%                               | 9 1.6%                      |
| d. Other   | 0 0.0%                               | 10 1.8%                     |
| e. Does not have a policy, written or unwritten  | 0 0.0%                               | 120 21.7%                   |
| 44. Would you send us a copy of your spit tobacco and/or smoking policy if you have them?  | n = 0                                | n = 547                     |
| Yes  | 0 0.0%                               | 191 34.9%                   |
| No   | 0 0.0%                               | 262 47.9%                   |
| Does not have written policies   | 0 0.0%                               | 94 17.2%                    |
| <b>Company Support/Community Involvement</b>   |                                      |                             |
| 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 = 0                                | n = 553                     |
| Yes  | 0 0.0%                               | 362 65.5%                   |
| No   | 0 0.0%                               | 181 32.7%                   |
| Don't know   | 0 0.0%                               | 10 1.8%                     |
| 46. Do your company health insurance plans cover all or part of the cost of the following? (Fill in all that apply)  | n = 0                                | n = 562                     |
| a. Pharmaco-therapies for smoking cessation (e.g. Wellbutrin, Zyban, patches/gum, etc.)  | 0 0.0%                               | 332 59.1%                   |
| b. Behavioral counseling or classes for smoking cessation  | 0 0.0%                               | 232 41.3%                   |
| 47. Does your company have community outreach or funding programs for community projects?  | n = 0                                | n = 549                     |
| Yes  | 0 0.0%                               | 284 51.7%                   |

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| <b>Miscellaneous</b>   |                          |                     |
| 48. Does the manufacture of your products involve flammable materials? | n = 0                    | n = 554             |
| Yes  | 0 0.0%                   | 329 59.4%           |
| 49. Do your employees belong to a union?                               | n = 0                    | n = 560             |
| Yes  | 0 0.0%                   | 120 21.4%           |
|  |                          |                     |
| Manufacturing Facility Participation Rate                              | 0.0%                     | 69.1%               |

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Note: Data for this report were collected January 2009 - September 2009

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

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