

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

|   | <u>Floyd</u>     | <u>Kentucky</u>     |
|---|------------------|---------------------|
| <b><u>Demographic Information</u></b>                                 |                  |                     |
| 1. How many employees do you have?                                    | n= 1<br>Mean= 84 | n= 654<br>Mean= 241 |
| 2. About what percentage of your employees are male?                  | n= 1<br>94.0%    | n= 625<br>70.3%     |
| 3. About what percentage of your employees are female?                | n= 1<br>6.0%     | n= 625<br>30.6%     |
| 4. About what percentage of your employees are under 18 years of age? | n= 1<br>0.0%     | n= 600<br>3.7%      |
| 5. About what percentage of your employees are                        | n= 1             | n= 596              |
| a. Caucasian  | 100.0%           | 83.9%               |
| b. African American   | 0.0%             | 11.3%               |
| c. Hispanic   | 0.0%             | 7.8%                |
| d. Asian  | 0.0%             | 2.1%                |
| e. Other  | 0.0%             | 2.0%                |

**Smoking Policy/Environment**

|  |                  |                     |
|--|------------------|---------------------|
| 6. Does your company have a written smoking policy?<br>Yes   | n= 1<br>1 100.0% | n= 644<br>520 80.7% |
| 7. [For those companies without a written policy] Does your company have a smoking policy that is not in writing?<br>Yes | n= 0<br>0 0.0%   | n= 120<br>84 70.0%  |

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

|     |  | <u>Floyd</u> |        | <u>Kentucky</u> |       |
|-----|--|--------------|--------|-----------------|-------|
| 8.  | How is the company policy communicated?  | <u>n=</u>    | 1      | <u>n=</u>       | 604   |
|     | a. Employee handbook   | 1            | 100.0% | 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. Administrative offices  | 0            | 0.0%   | 53              | 8.8%  |
|     | f. Not communicated  | 0            | 0.0%   | 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?  | <u>n=</u>    | 1      | <u>n=</u>       | 651   |
|     | Yes  | 1            | 100.0% | 195             | 30.0% |
| 10. | [For companies allowing indoor smoking] Is indoor smoking restricted to specified indoor areas?                              | <u>n=</u>    | 1      | <u>n=</u>       | 193   |
|     | Yes  | 1            | 100.0% | 176             | 91.2% |
| 11. | [For companies allowing indoor smoking] Does the policy, written or unwritten, specify which indoor areas are smoking areas? | <u>n=</u>    | 1      | <u>n=</u>       | 192   |
|     | Yes  | 1            | 100.0% | 156             | 81.3% |
|     | No   | 0            | 0.0%   | 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?                         | <u>n=</u>    | 1      | <u>n=</u>       | 191   |
|     | All  | 1            | 100.0% | 75              | 39.3% |
|     | Some   | 0            | 0.0%   | 34              | 17.8% |
|     | None   | 0            | 0.0%   | 74              | 38.7% |
|     | I don't know   | 0            | 0.0%   | 8               | 4.2%  |

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

|     |  | <u>Floyd</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>    | 1      | <u>n=</u>       | 183   |
|     | Yes  | 1            | 100.0% | 56              | 30.6% |
|     | No   | 0            | 0.0%   | 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)                                    | <u>n=</u>    | 1      | <u>n=</u>       | 195   |
|     | a. Cafeteria   | 0            | 0.0%   | 45              | 23.1% |
|     | b. Break rooms   | 0            | 0.0%   | 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?   | <u>n=</u>    | 1      | <u>n=</u>       | 652   |
|     | Yes  | 1            | 100.0% | 626             | 96.0% |
| 16. | [For companies allowing outdoor smoking] Where is outdoor smoking permitted?   | <u>n=</u>    | 1      | <u>n=</u>       | 616   |
|     | a. Anywhere outside  | 0            | 0.0%   | 160             | 26.0% |
|     | b. Designated areas outside  | 1            | 100.0% | 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? | <u>n=</u>    | 1      | <u>n=</u>       | 609   |
|     | Yes  | 0            | 0.0%   | 386             | 63.4% |
|     | No   | 1            | 100.0% | 176             | 28.9% |
|     | Does not have a policy, written or unwritten   | 0            | 0.0%   | 47              | 7.7%  |

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

|  | <u>Floyd</u>     | <u>Kentucky</u>     |
|--|------------------|---------------------|
| 18. [For companies allowing outdoor smoking] Are outdoor smoking areas enclosed?<br>No   | n= 1<br>1 100.0% | n= 613<br>512 83.5% |
| 19. Is smoking permitted during work hours?<br>Yes   | n= 1<br>1 100.0% | n= 652<br>588 90.2% |
| 20. [For companies permitting smoking during work hours] Does the smoking policy, written or unwritten, specify when smoking is permitted? | n= 1             | n= 569              |
| Yes  | 1 100.0%         | 390 68.5%           |
| No   | 0 0.0%           | 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= 1             | n= 588              |
| a. Any time  | 0 0.0%           | 105 17.9%           |
| b. Before work   | 0 0.0%           | 293 49.8%           |
| c. Break time  | 1 100.0%         | 497 84.5%           |
| d. Lunch time  | 1 100.0%         | 459 78.1%           |
| e. After work  | 0 0.0%           | 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?<br>Yes  | n= 1<br>1 100.0% | n= 650<br>558 85.8% |
| 23. Do employees smoke in company vehicles?  | n= 1             | n= 646              |
| Yes  | 0 0.0%           | 165 25.5%           |
| No   | 1 100.0%         | 372 57.6%           |
| Does not have company vehicles   | 0 0.0%           | 109 16.9%           |

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

|  | <u>Floyd</u> |        | <u>Kentucky</u> |       |
|--|--------------|--------|-----------------|-------|
| 24. Does the smoking policy, written or unwritten, specify if smoking is permitted or not in company vehicles? | <u>n</u> =   | 1      | <u>n</u> =      | 516   |
| Yes  | 0            | 0.0%   | 258             | 50.0% |
| No   | 1            | 100.0% | 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?  | <u>n</u> = | 1      | <u>n</u> = | 655   |
| a. All of the time  | 1          | 100.0% | 364        | 55.6% |
| b. Some of the time   | 0          | 0.0%   | 24         | 3.7%  |
| c. Most of the time   | 0          | 0.0%   | 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)   | <u>n</u> = | 1      | <u>n</u> = | 655   |
| a. Immediate Supervisor   | 1          | 100.0% | 491        | 75.0% |
| b. Manager  | 1          | 100.0% | 392        | 59.8% |
| c. Security   | 0          | 0.0%   | 69         | 10.5% |
| d. Peers  | 0          | 0.0%   | 103        | 15.7% |
| e. Others   | 0          | 0.0%   | 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) | <u>n</u> = | 1      | <u>n</u> = | 655   |
| a. Verbal reprimand   | 1          | 100.0% | 428        | 65.3% |
| b. Written reprimand  | 0          | 0.0%   | 118        | 18.0% |
| c. Participation in smoking cessation or education program  | 0          | 0.0%   | 0          | 0.0%  |
| d. Other  | 1          | 100.0% | 90         | 13.7% |
| e. Does not have a policy, written or unwritten   | 0          | 0.0%   | 51         | 7.8%  |

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

|  | <u>Floyd</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> =   | 1      | <u>n</u> =      | 655   |
| a. Verbal reprimand  | 0            | 0.0%   | 70              | 10.7% |
| b. Written reprimand   | 1            | 100.0% | 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   | 0            | 0.0%   | 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)        | <u>n</u> =   | 1      | <u>n</u> =      | 655   |
| a. Verbal reprimand  | 0            | 0.0%   | 21              | 3.2%  |
| b. Written reprimand   | 0            | 0.0%   | 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            | 100.0% | 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) | <u>n</u> =   | 1      | <u>n</u> =      | 655   |
| a. Immediate supervisor  | 1            | 100.0% | 485             | 74.0% |
| b. Health and safety personnel   | 1            | 100.0% | 129             | 19.7% |
| c. Risk manager  | 1            | 100.0% | 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%  |

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

|   | <u>Floyd</u> | <u>Kentucky</u> |
|---|--------------|-----------------|
| <b><u>Smoking Cessation</u></b>   |              |                 |
| 31. Does your company provide resources to employees who want to quit using tobacco products? | <u>n</u> = 1 | <u>n</u> = 647  |
| Yes   | 1 100.0%     | 427 66.0%       |
| 32. What resources are available? (Fill in all that apply)                                    | <u>n</u> = 1 | <u>n</u> = 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  | 0 0.0%       | 163 38.2%       |
| f. Telephone Quit Line  | 0 0.0%       | 51 11.9%        |
| g. Self-Help Booklets/Posters   | 1 100.0%     | 40 9.4%         |
| h. Counselor  | 1 100.0%     | 25 5.9%         |
| i. Computer/On-Line help  | 0 0.0%       | 9 2.1%          |
| j. Doctor/Other Health Care Professional  | 1 100.0%     | 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)                     | <u>n</u> = 1 | <u>n</u> = 427  |
| a. Company Nurse  | 0 0.0%       | 24 5.6%         |
| b. Community resource person  | 1 100.0%     | 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%         |

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

|  |   | <u>Floyd</u> |        | <u>Kentucky</u> |       |
|--|---|--------------|--------|-----------------|-------|
| <b><u>Availability of Tobacco Onsite</u></b>               |   |              |        |                 |       |
| 34.  | Are cigarettes sold on company property?  | <u>n</u> =   | 1      | <u>n</u> =      | 653   |
|  | Yes   | 0            | 0.0%   | 6               | 0.9%  |
| 35.  | If "Yes", how are cigarettes sold? (Fill in all that apply)   | <u>n</u> =   | 0      | <u>n</u> =      | 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%  |
| <b><u>Perceptions of Policy/Interest in Assistance</u></b> |   |              |        |                 |       |
| 36.  | Does your smoking policy mention anything about the consequences of tobacco, secondhand smoke or about protecting the health of others? | <u>n</u> =   | 1      | <u>n</u> =      | 641   |
|  | Yes   | 1            | 100.0% | 173             | 27.0% |
|  | No  | 0            | 0.0%   | 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?   | <u>n</u> =   | 1      | <u>n</u> =      | 654   |
|  | a. Very satisfied   | 1            | 100.0% | 308             | 47.1% |
|  | b. Somewhat satisfied   | 0            | 0.0%   | 126             | 19.3% |
|  | c. Satisfied  | 0            | 0.0%   | 139             | 21.3% |
|  | d.. Not satisfied   | 0            | 0.0%   | 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?   | <u>n</u> =   | 1      | <u>n</u> =      | 652   |
|  | No  | 1            | 100.0% | 527             | 80.8% |
| 39.  | How interested are you in receiving assistance on changing your smoking policy?   | <u>n</u> =   | 1      | <u>n</u> =      | 651   |
|  | a. Very interested  | 1            | 100.0% | 53              | 8.1%  |
|  | b. Somewhat interested  | 0            | 0.0%   | 102             | 15.7% |
|  | c. Not interested   | 0            | 0.0%   | 496             | 76.2% |



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

|   | <u>Floyd</u> |        | <u>Kentucky</u> |       |
|---|--------------|--------|-----------------|-------|
| 40. How interested are you in receiving assistance on effective smoking cessation programs? | <u>n</u> =   | 1      | <u>n</u> =      | 648   |
| a. Very interested  | 1            | 100.0% | 135             | 20.8% |
| b. Somewhat interested  | 0            | 0.0%   | 206             | 31.8% |
| c. Not interested   | 0            | 0.0%   | 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? | <u>n</u> = | 1      | <u>n</u> = | 649   |
| a. Not allowed in common areas   | 0          | 0.0%   | 334        | 51.5% |
| b. Allowed in some common areas  | 0          | 0.0%   | 48         | 7.4%  |
| c. Allowed in all common areas   | 1          | 100.0% | 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?   | <u>n</u> = | 1      | <u>n</u> = | 636   |
| a. Not allowed in work areas   | 0          | 0.0%   | 353        | 55.5% |
| b. Allowed in some work areas  | 0          | 0.0%   | 50         | 7.9%  |
| c. Allowed in all work areas   | 1          | 100.0% | 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?   | <u>n</u> = | 0      | <u>n</u> = | 632   |
| a. Always enforced   | 0          | 0.0%   | 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  | 0          | 0.0%   | 205        | 32.4% |

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

|   | <u>Floyd</u> |      | <u>Kentucky</u> |       |
|---|--------------|------|-----------------|-------|
| 44. Would you send us a copy of your spit tobacco and/or smoking policy if you have them? | n=           | 0    | n=              | 637   |
| Yes   | 0            | 0.0% | 245             | 38.5% |
| No  | 0            | 0.0% | 224             | 35.2% |
| Does not have written policies  | 0            | 0.0% | 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= | 1      | n=  | 648   |
| Yes  | 0  | 0.0%   | 369 | 56.9% |
| No   | 1  | 100.0% | 257 | 39.7% |
| Don't Know   | 0  | 0.0%   | 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= | 1      | n=  | 655   |
| a. Pharmacotherapies for smoking cessation (e.g. Wellbutrin, Zyban, patches/gum, etc.)                               | 1  | 100.0% | 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= | 1    | n=  | 651   |
| Yes   | 0  | 0.0% | 321 | 49.3% |

**Miscellaneous**

|  |    |        |     |       |
|--|----|--------|-----|-------|
| 48. Does the manufacture of your products involve flammable materials? | n= | 1      | n=  | 645   |
| Yes  | 1  | 100.0% | 398 | 61.7% |
| 49. Do your employees belong to a union?                               | n= | 1      | n=  | 652   |
| Yes  | 0  | 0.0%   | 125 | 19.2% |

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

|   | <u>Floyd</u> | <u>Kentucky</u> |
|---|--------------|-----------------|
| Manufacturing Facility Participation Rate | 100.0%       | 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](mailto:ejhahn00@email.uky.edu)