

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

	<u>Franklin</u>	<u>Kentucky</u>
<u>Demographic Information</u>		
1. How many employees do you have?	n= 12 Mean= 420	n= 654 Mean= 241
2. About what percentage of your employees are male?	n= 11 73.5%	n= 625 70.3%
3. About what percentage of your employees are female?	n= 11 26.5%	n= 625 30.6%
4. About what percentage of your employees are under 18 years of age?	n= 10 1.0%	n= 600 3.7%
5. About what percentage of your employees are	n= 10	n= 596
a. Caucasian	85.2%	83.9%
b. African American	6.0%	11.3%
c. Hispanic	6.1%	7.8%
d. Asian	0.0%	2.1%
e. Other	35.0%	2.0%

Smoking Policy/Environment

6. Does your company have a written smoking policy?	n= 10	n= 644
Yes	7 70.0%	520 80.7%
7. [For those companies without a written policy] Does your company have a smoking policy that is not in writing?	n= 3	n= 120
Yes	2 66.7%	84 70.0%

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

		<u>Franklin</u>		<u>Kentucky</u>	
8.	How is the company policy communicated?	<u>n</u> =	9	<u>n</u> =	604
	a. Employee handbook	8	88.9%	445	73.7%
	b. Hallways	1	11.1%	97	16.1%
	c. Offices	1	11.1%	60	9.9%
	d. Restrooms	0	0.0%	62	10.3%
	e. Administrative offices	1	11.1%	53	8.8%
	f. Not communicated	4	44.4%	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> =	12	<u>n</u> =	651
	Yes	8	66.7%	195	30.0%
10.	[For companies allowing indoor smoking] Is indoor smoking restricted to specified indoor areas?	<u>n</u> =	8	<u>n</u> =	193
	Yes	7	87.5%	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> =	8	<u>n</u> =	192
	Yes	7	87.5%	156	81.3%
	No	0	0.0%	12	6.3%
	Does not have a policy, written or unwritten	1	12.5%	24	12.5%
12.	[For companies allowing indoor smoking] Are indoor smoking areas separately enclosed and ventilated?	<u>n</u> =	8	<u>n</u> =	191
	All	0	0.0%	75	39.3%
	Some	1	12.5%	34	17.8%
	None	6	75.0%	74	38.7%
	I don't know	1	12.5%	8	4.2%

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

	<u>Franklin</u>	<u>Kentucky</u>
13. [For companies allowing indoor smoking] Does the smoking policy specify which indoor areas are separately ventilated for smoking?	n= 8	n= 183
Yes	3 37.5%	56 30.6%
No	4 50.0%	94 51.4%
Does not have a policy, written or unwritten	1 12.5%	33 18.0%
14. [For companies allowing indoor smoking] Where is indoor smoking permitted? (Fill in all that apply)	n= 8	n= 195
a. Cafeteria	1 12.5%	45 23.1%
b. Break rooms	4 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= 12	n= 652
Yes	11 91.7%	626 96.0%
16. [For companies allowing outdoor smoking] Where is outdoor smoking permitted?	n= 11	n= 616
a. Anywhere outside	3 27.3%	160 26.0%
b. Designated areas outside	8 72.7%	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= 11	n= 609
Yes	8 72.7%	386 63.4%
No	2 18.2%	176 28.9%
Does not have a policy, written or unwritten	1 9.1%	47 7.7%

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

	<u>Franklin</u>	<u>Kentucky</u>
18. [For companies allowing outdoor smoking] Are outdoor smoking areas enclosed?	<u>n</u> = 11	<u>n</u> = 613
No	10 90.9%	512 83.5%
19. Is smoking permitted during work hours?	<u>n</u> = 12	<u>n</u> = 652
Yes	7 58.3%	588 90.2%
20. [For companies permitting smoking during work hours] Does the smoking policy, written or unwritten, specify when smoking is permitted?	<u>n</u> = 7	<u>n</u> = 569
Yes	3 42.9%	390 68.5%
No	3 42.9%	135 23.7%
Does not have a policy, written or unwritten	1 14.3%	44 7.7%
21. [For companies permitting smoking during work hours] When is smoking permitted?	<u>n</u> = 7	<u>n</u> = 588
a. Any time	2 28.6%	105 17.9%
b. Before work	3 42.9%	293 49.8%
c. Break time	5 71.4%	497 84.5%
d. Lunch time	5 71.4%	459 78.1%
e. After work	3 42.9%	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?	<u>n</u> = 12	<u>n</u> = 650
Yes	7 58.3%	558 85.8%
23. Do employees smoke in company vehicles?	<u>n</u> = 12	<u>n</u> = 646
Yes	2 16.7%	165 25.5%
No	9 75.0%	372 57.6%
Does not have company vehicles	1 8.3%	109 16.9%

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

	<u>Franklin</u>		<u>Kentucky</u>	
24. Does the smoking policy, written or unwritten, specify if smoking is permitted or not in company vehicles?	n=	10	n=	516
Yes	8	80.0%	258	50.0%
No	1	10.0%	203	39.3%
Does not have a policy, written or unwritten	1	10.0%	55	10.7%

Smoking Policy Compliance/Enforcement

25. To what extent do employees comply with the existing smoking policy?	n=	12	n=	655
a. All of the time	7	58.3%	364	55.6%
b. Some of the time	2	16.7%	24	3.7%
c. Most of the time	2	16.7%	237	36.2%
d. Never	0	0.0%	1	0.2%
e. Does not have a policy, written or unwritten	1	8.3%	29	4.4%
26. Who enforces the smoking policy for employees? (Fill in all that apply)	n=	12	n=	655
a. Immediate Supervisor	7	58.3%	491	75.0%
b. Manager	8	66.7%	392	59.8%
c. Security	2	16.7%	69	10.5%
d. Peers	1	8.3%	103	15.7%
e. Others	4	33.3%	128	19.5%
f. Does not have a policy, written or unwritten	1	8.3%	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=	12	n=	655
a. Verbal reprimand	9	75.0%	428	65.3%
b. Written reprimand	2	16.7%	118	18.0%
c. Participation in smoking cessation or education program	0	0.0%	0	0.0%
d. Other	0	0.0%	90	13.7%
e. Does not have a policy, written or unwritten	2	16.7%	51	7.8%

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

	<u>Franklin</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)	n=	12	n=	655
a. Verbal reprimand	5	41.7%	70	10.7%
b. Written reprimand	8	66.7%	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	3	25.0%	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=	12	n=	655
a. Verbal reprimand	5	41.7%	21	3.2%
b. Written reprimand	4	33.3%	90	13.7%
c. Day off without pay	2	16.7%	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	4	33.3%	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	3	25.0%	55	8.4%
30. Who do the employees contact if they have complaints about people violating smoking restrictions? (Fill in all that apply)	n=	12	n=	655
a. Immediate supervisor	9	75.0%	485	74.0%
b. Health and safety personnel	2	16.7%	129	19.7%
c. Risk manager	2	16.7%	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
Franklin County Workplace Tobacco Policy Study, 2008

	<u>Franklin</u>	<u>Kentucky</u>
<u>Smoking Cessation</u>		
31. Does your company provide resources to employees who want to quit using tobacco products?	<u>n</u> = 12	<u>n</u> = 647
Yes	6 50.0%	427 66.0%
32. What resources are available? (Fill in all that apply)	<u>n</u> = 6	<u>n</u> = 427
a. Cooper-Clayton Method to Stop Smoking	2 33.3%	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	2 33.3%	163 38.2%
f. Telephone Quit Line	2 33.3%	51 11.9%
g. Self-Help Booklets/Posters	2 33.3%	40 9.4%
h. Counselor	1 16.7%	25 5.9%
i. Computer/On-Line help	0 0.0%	9 2.1%
j. Doctor/Other Health Care Professional	2 33.3%	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> = 6	<u>n</u> = 427
a. Company Nurse	1 16.7%	24 5.6%
b. Community resource person	1 16.7%	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
Franklin County Workplace Tobacco Policy Study, 2008

	<u>Franklin</u>	<u>Kentucky</u>
<u>Availability of Tobacco Onsite</u>		
34. Are cigarettes sold on company property?	n= 12	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%
<u>Perceptions of Policy/Interest in Assistance</u>		
36. Does your smoking policy mention anything about the consequences of tobacco, secondhand smoke or about protecting the health of others?	n= 12	n= 641
Yes	5 41.7%	173 27.0%
No	6 50.0%	407 63.5%
Does not have a policy, written or unwritten	1 8.3%	61 9.5%
37. How satisfied are you with your current smoking policy?	n= 12	n= 654
a. Very satisfied	3 25.0%	308 47.1%
b. Somewhat satisfied	1 8.3%	126 19.3%
c. Satisfied	5 41.7%	139 21.3%
d.. Not satisfied	2 16.7%	52 8.0%
e. Does not have a policy, written or unwritten	1 8.3%	29 4.4%
38. Are you contemplating changes in your smoking policy?	n= 12	n= 652
No	4 33.3%	527 80.8%
39. How interested are you in receiving assistance on changing your smoking policy?	n= 12	n= 651
a. Very interested	2 16.7%	53 8.1%
b. Somewhat interested	3 25.0%	102 15.7%
c. Not interested	7 58.3%	496 76.2%

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

	<u>Franklin</u>		<u>Kentucky</u>	
40. How interested are you in receiving assistance on effective smoking cessation programs?	<u>n</u> =	11	<u>n</u> =	648
a. Very interested	3	27.3%	135	20.8%
b. Somewhat interested	2	18.2%	206	31.8%
c. Not interested	6	54.5%	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> =	12	<u>n</u> =	649
a. Not allowed in common areas	6	50.0%	334	51.5%
b. Allowed in some common areas	2	16.7%	48	7.4%
c. Allowed in all common areas	0	0.0%	64	9.9%
d. Other	1	8.3%	53	8.2%
e. No official policy	3	25.0%	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> =	12	<u>n</u> =	636
a. Not allowed in work areas	5	41.7%	353	55.5%
b. Allowed in some work areas	3	25.0%	50	7.9%
c. Allowed in all work areas	0	0.0%	61	9.6%
d. Other	1	8.3%	19	3.0%
e. No official policy	3	25.0%	153	24.1%

43. If your company has an official spit tobacco policy, how often is it enforced?	<u>n</u> =	10	<u>n</u> =	632
a. Always enforced	4	40.0%	324	51.3%
b. Sometimes enforced	4	40.0%	76	12.0%
c. Never enforced	1	10.0%	9	1.4%
d. Other	0	0.0%	18	2.8%
e. Does not have a policy, written or unwritten	1	10.0%	205	32.4%

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

	<u>Franklin</u>		<u>Kentucky</u>	
44. Would you send us a copy of your spit tobacco and/or smoking policy if you have them?	n=	10	n=	637
Yes	5	50.0%	245	38.5%
No	4	40.0%	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=	12	n=	648
Yes	4	33.3%	369	56.9%
No	3	25.0%	257	39.7%
Don't Know	5	41.7%	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=	12	n=	655
a. Pharmacotherapies for smoking cessation (e.g. Wellbutrin, Zyban, patches/gum, etc.)	3	25.0%	320	48.9%
b. Behavioral counseling or classes for smoking cessation	4	33.3%	212	32.4%

47. Does your company have community outreach or funding programs for community projects?	n=	11	n=	651
Yes	4	36.4%	321	49.3%

Miscellaneous

48. Does the manufacture of your products involve flammable materials?	n=	11	n=	645
Yes	7	63.6%	398	61.7%
49. Do your employees belong to a union?	n=	12	n=	652
Yes	3	25.0%	125	19.2%

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

	<u>Franklin</u>	<u>Kentucky</u>
Manufacturing Facility Participation Rate	75.0%	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