

The Kentucky Department for Public Health  
 University of Kentucky College of Nursing  
**Jefferson County Workplace Tobacco Policy Study, 2006**

	<u>Jefferson</u>	<u>Kentucky</u>
<b><u>Demographic Information</u></b>		
1. How many employees do you have?	$\underline{n} = 74$ Mean= 243	$\underline{n} = 711$ Mean= 249
2. About what percentage of your employees are male?	$\underline{n} = 67$ 66.2%	$\underline{n} = 692$ 66.9%
3. About what percentage of your employees are female?	$\underline{n} = 67$ 33.2%	$\underline{n} = 688$ 32.6%
4. About what percentage of your employees are under 18 years of age?	$\underline{n} = 71$ 0.1%	$\underline{n} = 618$ 0.1%
5. About what percentage of your employees are	$\underline{n} = 34$	$\underline{n} = 596$
a. Caucasian	72.7%	84.5%
b. African American	21.0%	10.5%
c. Hispanic	8.0%	7.9%
d. Asian	3.1%	2.1%
e. Other	23.4%	4.5%
<b><u>Smoking Policy/Environment</u></b>		
6. Does your company have a written smoking policy?	$\underline{n} = 71$	$\underline{n} = 705$
Yes	62 87.3%	580 82.3%
7. [For those companies without a written policy] Does your company have a smoking policy that is not in writing?	$\underline{n} = 9$	$\underline{n} = 121$
Yes	7 77.8%	95 78.5%

The Kentucky Department for Public Health  
University of Kentucky College of Nursing  
**Jefferson County Workplace Tobacco Policy Study, 2006**

	<u>Jefferson</u>	<u>Kentucky</u>
8. How is the company policy communicated? (Fill in all that apply)	<u>n</u> = 69	<u>n</u> = 675
a. Employee handbook	42 60.9%	484 71.7%
b. Hallways	26 37.7%	194 28.7%
c. Offices	15 21.7%	117 17.3%
d. Restrooms	9 13.0%	102 15.1%
e. Administrative offices	2 2.9%	83 12.3%
f. Not communicated	0 0.0%	6 0.9%
g. At time of hire/orientation	4 5.8%	132 19.6%
h. Signs/bulletin boards	14 20.3%	78 11.6%
i. Electronic/newsletter	7 10.1%	43 6.4%
j. Other	8 11.6%	63 9.3%
9. Are employees permitted to smoke inside your company?	<u>n</u> = 73	<u>n</u> = 713
Yes	7 9.6%	271 38.0%
10. [For companies allowing indoor smoking] Is indoor smoking restricted to specified indoor areas?	<u>n</u> = 7	<u>n</u> = 265
Yes	7 100.0%	239 90.2%
11. [For companies allowing indoor smoking] Does the policy, written or unwritten, specify which indoor areas are smoking areas?	<u>n</u> = 7	<u>n</u> = 262
Yes	7 100.0%	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?	<u>n</u> = 7	<u>n</u> = 263
All	5 71.4%	115 43.7%
Some	0 0.0%	34 12.9%
None	0 0.0%	101 38.4%
I don't know	2 28.6%	13 4.9%

The Kentucky Department for Public Health  
 University of Kentucky College of Nursing  
**Jefferson County Workplace Tobacco Policy Study, 2006**

	<u>Jefferson</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> = 7	<u>n</u> = 255
Yes	5 71.4%	94 36.9%
No	2 28.6%	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> = 7	<u>n</u> = 271
a. Cafeteria	0 0.0%	54 19.9%
b. Break rooms	4 57.1%	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 14.3%	59 21.8%
g. Smoking rooms	1 14.3%	30 11.1%
h. Other	1 14.3%	52 19.2%
15. Are employees permitted to smoke outside your company?	<u>n</u> = 74	<u>n</u> = 710
Yes	72 97.3%	677 95.4%
16. [For those allowing outdoor smoking] Where is outdoor smoking permitted?	<u>n</u> = 72	<u>n</u> = 657
a. Anywhere outside	16 22.2%	202 30.7%
b. Designated areas outside	50 69.4%	440 67.0%
c. Other	6 8.3%	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> = 72	<u>n</u> = 656
Yes	45 62.5%	367 55.9%
No	25 34.7%	245 37.3%
Does not have a policy, written or unwritten	2 2.8%	44 6.7%

The Kentucky Department for Public Health  
 University of Kentucky College of Nursing  
**Jefferson County Workplace Tobacco Policy Study, 2006**

	<u>Jefferson</u>	<u>Kentucky</u>
18. [For those allowing outdoor smoking] Are outdoor smoking areas enclosed? No	n= 72 64 88.9%	n= 653 547 83.8%
19. Is smoking permitted during work hours? Yes	n= 75 69 92.0%	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= 68	n= 594
Yes	36 52.9%	358 60.3%
No	30 44.1%	195 32.8%
Does not have a policy, written or unwritten	2 2.9%	41 6.9%
21. [For those permitting smoking during work hours] When is smoking permitted? (Fill in all that apply)	n= 69	n= 625
a. Any time	8 11.6%	122 19.5%
b. Before work	21 30.4%	294 47.0%
c. Break time	62 89.9%	512 81.9%
d. Lunch time	44 63.8%	444 71.0%
e. After work	21 30.4%	286 45.8%
f. During meetings	1 1.4%	7 1.1%
g. After work functions	4 5.8%	45 7.2%
h. Other times	1 1.4%	11 1.8%
22. Are No Smoking signs posted at your company? Yes	n= 73 66 90.4%	n= 711 598 84.1%
23. Do employees smoke in company vehicles?	n= 71	n= 703
Yes	10 14.1%	212 30.2%
No	39 54.9%	355 50.5%
Does not have company vehicles	22 31.0%	136 19.3%

The Kentucky Department for Public Health  
 University of Kentucky College of Nursing  
**Jefferson County Workplace Tobacco Policy Study, 2006**

	<u>Jefferson</u>		<u>Kentucky</u>	
24. Does the smoking policy, written or unwritten, specify if smoking is permitted or not in company vehicles?	n= 49		n= 554	
Yes	21	42.9%	222	40.1%
No	23	46.9%	263	47.5%
Does not have a policy, written or unwritten	5	10.2%	69	12.5%

**Smoking Policy Compliance/Enforcement**

25. To what extent do employees comply with the existing smoking policy?	n= 75		n= 709	
a. All of the time	57	76.0%	412	58.1%
b. Some of the time	6	8.0%	47	6.6%
c. Most of the time	12	16.0%	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= 75		n= 717	
a. Immediate Supervisor	46	61.3%	556	77.5%
b. Manager	50	66.7%	415	57.9%
c. Security	9	12.0%	66	9.2%
d. Peers	15	20.0%	94	13.1%
e. Others	27	36.0%	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= 75		n= 717	
a. Verbal reprimand	56	74.7%	494	68.9%
b. Written reprimand	6	8.0%	128	17.9%
c. Participation in smoking cessation or education program	0	0.0%	0	0.0%
d. Other	13	17.3%	96	13.4%
e. Does not have a policy, written or unwritten	2	2.7%	42	5.9%

The Kentucky Department for Public Health  
University of Kentucky College of Nursing  
**Jefferson County Workplace Tobacco Policy Study, 2006**

	<u>Jefferson</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> = 75		<u>n</u> = 717	
a. Verbal reprimand	15	20.0%	95	13.2%
b. Written reprimand	34	45.3%	441	61.5%
c. Day off without pay	1	1.3%	30	4.2%
d. Participation in smoking cessation or education program	0	0.0%	2	0.3%
e. Other	26	34.7%	127	17.7%
f. Does not have a policy, written or unwritten	2	2.7%	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> = 75		<u>n</u> = 717	
a. Verbal reprimand	3	4.0%	14	2.0%
b. Written reprimand	12	16.0%	157	21.9%
c. Day off without pay	4	5.3%	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	13	17.3%	200	27.9%
g. Termination	22	29.3%	164	22.9%
h. Never happens	19	25.3%	37	5.2%
i. Other	11	14.7%	97	13.5%
h. Does not have a policy, written or unwritten	2	2.7%	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> = 75		<u>n</u> = 708	
a. Immediate supervisor	52	69.3%	547	77.3%
b. Health and safety personnel	7	9.3%	141	19.9%
c. Risk manager	5	6.7%	56	7.9%
d. Human Resources/Manager	29	38.7%	205	29.0%
e. Other	7	9.3%	32	4.5%

The Kentucky Department for Public Health  
 University of Kentucky College of Nursing  
**Jefferson County Workplace Tobacco Policy Study, 2006**

	<u>Jefferson</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?	n= 75		n= 707	
Yes	40	53.3%	406	57.4%
32. What resources are available? (Fill in all that apply)	n= 40		n= 406	
a. Cooper-Clayton Method to Stop Smoking	6	15.0%	94	23.2%
b. Fresh Start (American Cancer Society)	2	5.0%	10	2.5%
c. Freedom from Smoking (American Lung Association)	2	5.0%	5	1.2%
d. Make Yours a Fresh Start Family (American Cancer Society)	0	0.0%	0	0.0%
e. Employee Assistance Program	19	47.5%	201	49.5%
f. Telephone Quit Line	2	5.0%	39	9.6%
g. Self-Help Booklets/Posters	8	20.0%	71	17.5%
h. Counselor	1	2.5%	35	8.6%
i. Computer/On-Line help	1	2.5%	13	3.2%
j. Doctor/Other Health Care Professional	7	17.5%	68	16.7%
k. Insurance	3	7.5%	47	11.6%
l. Other classes	1	2.5%	22	5.4%
m. Reimbursement/Incentives	5	12.5%	22	5.4%
n. Other	5	12.5%	62	15.3%

The Kentucky Department for Public Health  
 University of Kentucky College of Nursing  
**Jefferson County Workplace Tobacco Policy Study, 2006**

	<u>Jefferson</u>	<u>Kentucky</u>
33. Who provides the smoking cessation services? (Fill in all that apply)	<u>n</u> = 40	<u>n</u> = 401
a. Company Nurse	2 5.0%	29 7.2%
b. Community resource person	6 15.0%	104 25.9%
c. Employee Assistance Program	8 20.0%	51 12.7%
d. Insurance Company Program	4 10.0%	48 12.0%
e. Hospital/Health Department	3 7.5%	37 9.2%
f. Physicians/Other Health Care Professionals	2 5.0%	16 4.0%
g. Human Resources	6 15.0%	38 9.5%
h. Other	8 20.0%	69 17.2%

**Availability of Tobacco Onsite**

34. Are cigarettes sold on company property?	<u>n</u> = 75	<u>n</u> = 714
Yes	1 1.3%	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	0 0.0%	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> = 73	<u>n</u> = 706
Yes	11 15.1%	143 20.3%
No	60 82.2%	502 71.1%
Does not have a policy, written or unwritten	2 2.7%	61 8.6%



The Kentucky Department for Public Health  
 University of Kentucky College of Nursing  
**Jefferson County Workplace Tobacco Policy Study, 2006**

		<u>Jefferson</u>		<u>Kentucky</u>	
37.	How satisfied are you with your current smoking policy?	n= 75		n= 714	
	a. Very satisfied	54	72.0%	343	48.0%
	b. Somewhat satisfied	13	17.3%	170	23.8%
	c. Satisfied	6	8.0%	133	18.6%
	d. Not satisfied	1	1.3%	43	6.0%
	e. Does not have a policy, written or unwritten	1	1.3%	25	3.5%
38.	Are you contemplating changes in your smoking policy?	n= 74		n= 708	
	No	69	93.2%	593	83.8%
39.	How interested are you in receiving assistance on changing your smoking policy?	n= 73		n= 706	
	a. Very interested	0	0.0%	66	9.3%
	b. Somewhat interested	12	16.4%	106	15.0%
	c. Not interested	61	83.6%	534	75.6%
40.	How interested are you in receiving assistance on effective smoking cessation programs?	n= 75		n= 707	
	a. Very interested	19	25.3%	195	27.6%
	b. Somewhat interested	19	25.3%	203	28.7%
	c. Not interested	37	49.3%	309	43.7%

The Kentucky Department for Public Health  
 University of Kentucky College of Nursing  
**Jefferson County Workplace Tobacco Policy Study, 2006**

	<u>Jefferson</u>		<u>Kentucky</u>	
<b><u>Spit Tobacco Policy</u></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?	<u>n</u> = 73		<u>n</u> = 711	
a. Not allowed in common areas	32	43.8%	354	49.8%
b. Allowed in some common areas	1	1.4%	103	14.5%
c. Allowed in all common areas	2	2.7%	53	7.5%
d. Other	2	2.7%	28	3.9%
e. No official policy	36	49.3%	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> = 74		<u>n</u> = 709	
a. Not allowed in work areas	32	43.2%	386	54.4%
b. Allowed in some work areas	2	2.7%	72	10.2%
c. Allowed in all work areas	2	2.7%	51	7.2%
d. Other	3	4.1%	17	2.4%
e. No official policy	35	47.3%	183	25.8%
43. If your company has an official spit tobacco policy, how often is it enforced?	<u>n</u> = 69		<u>n</u> = 692	
a. Always enforced	27	39.1%	368	53.2%
b. Sometimes enforced	2	2.9%	68	9.8%
c. Never enforced	0	0.0%	14	2.0%
d. Other	3	4.3%	9	1.3%
e. Does not have a policy, written or unwritten	37	53.6%	233	33.7%

The Kentucky Department for Public Health  
 University of Kentucky College of Nursing  
**Jefferson County Workplace Tobacco Policy Study, 2006**

	<u>Jefferson</u>		<u>Kentucky</u>	
44. Would you send us a copy of your spit tobacco and/or smoking policy if you have them?	n= 73		n= 693	
Yes	19	26.0%	267	38.5%
No	9	12.3%	213	30.7%
Does not have written policies	45	61.6%	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= 74		n= 710	
Yes	30	40.5%	375	52.8%
No	40	54.1%	314	44.2%
Don't Know	4	5.4%	21	3.0%
46. Does your company health insurance plans cover all or part of the cost of the following?	n= 75		n= 717	
a. Pharmaco-therapies for smoking cessation (e.g. Wellbutrin, Zyban, patches/gum, etc.)	38	50.7%	312	43.5%
b. Behavioral counseling or classes for smoking cessation	15	20.0%	199	27.8%
47. Does your company have community outreach or funding programs for community projects?	n= 75		n= 704	
Yes	32	42.7%	380	54.0%

The Kentucky Department for Public Health  
 University of Kentucky College of Nursing  
**Jefferson County Workplace Tobacco Policy Study, 2006**

	<u>Jefferson</u>	<u>Kentucky</u>
<b><u>Miscellaneous</u></b>		
48. Does the manufacture of your products involve flammable materials?	<u>n</u> = 74	<u>n</u> = 709
Yes	45 60.8%	471 66.4%
49. Do your employees belong to a union?	<u>n</u> = 73	<u>n</u> = 709
Yes	23 31.5%	140 19.7%
Manufacturing Facility Participation Rate	62.1%	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](mailto:ejhahn00@email.uky.edu)