

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

Kentucky

Demographic Information

1.	How many employees do you have?	n= 711
		Mean= 249
2.	About what percentage of your employees are male?	n= 692
		66.9%
3.	About what percentage of your employees are female?	n= 688
		32.6%
4.	About what percentage of your employees are under 18 years of age?	n= 618
		0.1%
5.	About what percentage of your employees are	n= 596
	a. Caucasian	84.5%
	b. African American	10.5%
	c. Hispanic	7.9%
	d. Asian	2.1%
	e. Other	4.5%

Smoking Policy/Environment

6.	Does your company have a written smoking policy?	n= 705
	Yes	580 82.3%
7.	[For those companies without a written policy] Does your company have a smoking policy that is not in writing?	n= 121
	Yes	95 78.5%

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8.	How is the company policy communicated? (Fill in all that apply)	n= 675
	a. Employee handbook	484 71.7%
	b. Hallways	194 28.7%
	c. Offices	117 17.3%
	d. Restrooms	102 15.1%
	e. Administrative offices	83 12.3%
	f. Not communicated	6 0.9%
	g. At time of hire/orientation	132 19.6%
	h. Signs/bulletin boards	78 11.6%
	i. Electronic/newsletter	43 6.4%
	j. Other	63 9.3%
9.	Are employees permitted to smoke inside your company?	n= 713
	Yes	271 38.0%
10.	[For companies allowing indoor smoking] Is indoor smoking restricted to specified indoor areas?	n= 265
	Yes	239 90.2%
11.	[For companies allowing indoor smoking] Does the policy, written or unwritten, specify which indoor areas are smoking areas?	n= 262
	Yes	202 77.1%
	No	30 11.5%
	Does not have a policy, written or unwritten	30 11.5%
12.	[For companies allowing indoor smoking] Are indoor smoking areas separately enclosed and ventilated?	n= 263
	All	115 43.7%
	Some	34 12.9%
	None	101 38.4%
	I don't know	13 4.9%

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13.	[For companies allowing indoor smoking] Does the smoking policy specify which indoor areas are separately ventilated for smoking?	<u>n</u> = 255	
	Yes	94	36.9%
	No	125	49.0%
	Does not have a policy, written or unwritten	36	14.1%
14.	[For companies allowing indoor smoking] Where is indoor smoking permitted? (Fill in all that apply)	<u>n</u> = 271	
	a. Cafeteria	54	19.9%
	b. Break rooms	136	50.2%
	c. Personal offices	24	8.9%
	d. Conference rooms	16	5.9%
	e. Bathrooms	28	10.3%
	f. Work area/plant floor	59	21.8%
	g. Smoking rooms	30	11.1%
	h. Other	52	19.2%
15.	Are employees permitted to smoke outside your company?	<u>n</u> = 710	
	Yes	677	95.4%
16.	[For those allowing outdoor smoking] Where is outdoor smoking permitted?	<u>n</u> = 657	
	a. Anywhere outside	202	30.7%
	b. Designated areas outside	440	67.0%
	c. Other	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> = 656	
	Yes	367	55.9%
	No	245	37.3%
	Does not have a policy, written or unwritten	44	6.7%

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18.	[For those allowing outdoor smoking] Are outdoor smoking areas enclosed?	<u>n</u> = 653
	No	547 83.8%
19.	Is smoking permitted during work hours?	<u>n</u> = 710
	Yes	625 88.0%
20.	[For those permitting smoking during work hours] Does the smoking policy, written or unwritten, specify when smoking is permitted?	<u>n</u> = 594
	Yes	358 60.3%
	No	195 32.8%
	Does not have a policy, written or unwritten	41 6.9%
21.	[For those permitting smoking during work hours] When is smoking permitted? (Fill in all that apply)	<u>n</u> = 625
	a. Any time	122 19.5%
	b. Before work	294 47.0%
	c. Break time	512 81.9%
	d. Lunch time	444 71.0%
	e. After work	286 45.8%
	f. During meetings	7 1.1%
	g. After work functions	45 7.2%
	h. Other times	11 1.8%
22.	Are No Smoking signs posted at your company?	<u>n</u> = 711
	Yes	598 84.1%
23.	Do employees smoke in company vehicles?	<u>n</u> = 703
	Yes	212 30.2%
	No	355 50.5%
	Does not have company vehicles	136 19.3%

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

Smoking Policy Compliance/Enforcement

25.	To what extent do employees comply with the existing smoking policy?	<u>n</u> = 709	
	a. All of the time	412	58.1%
	b. Some of the time	47	6.6%
	c. Most of the time	219	30.9%
	d. Never	1	0.1%
	e. Does not have a policy, written or unwritten	30	4.2%
26.	Who enforces the smoking policy for employees? (Fill in all that apply)	<u>n</u> = 717	
	a. Immediate Supervisor	556	77.5%
	b. Manager	415	57.9%
	c. Security	66	9.2%
	d. Peers	94	13.1%
	e. Others	125	17.4%
	f. Does not have a policy, written or unwritten	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)	<u>n</u> = 717	
	a. Verbal reprimand	494	68.9%
	b. Written reprimand	128	17.9%
	c. Participation in smoking cessation or education program	0	0.0%
	d. Other	96	13.4%
	e. Does not have a policy, written or unwritten	42	5.9%

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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)	<u>n</u> =	717
	a. Verbal reprimand	95	13.2%
	b. Written reprimand	441	61.5%
	c. Day off without pay	30	4.2%
	d. Participation in smoking cessation or education program	2	0.3%
	e. Other	127	17.7%
	f. Does not have a policy, written or unwritten	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> =	717
	a. Verbal reprimand	14	2.0%
	b. Written reprimand	157	21.9%
	c. Day off without pay	60	8.4%
	d. Participation in smoking cessation or education program	0	0.0%
	e. Mandatory smoking cessation program	0	0.0%
	f. Suspension from work	200	27.9%
	g. Termination	164	22.9%
	h. Never happens	37	5.2%
	i. Other	97	13.5%
	h. Does not have a policy, written or unwritten	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> =	708
	a. Immediate supervisor	547	77.3%
	b. Health and safety personnel	141	19.9%
	c. Risk manager	56	7.9%
	d. Human Resources/Manager	205	29.0%
	e. Other	32	4.5%

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Smoking Cessation

31.	Does your company provide resources to employees who want to quit using tobacco products?	$n=$ 707	
	Yes	406	57.4%
32.	What resources are available? (Fill in all that apply)	$n=$ 406	
	a. Cooper-Clayton Method to Stop Smoking	94	23.2%
	b. Fresh Start (American Cancer Society)	10	2.5%
	c. Freedom from Smoking (American Lung Association)	5	1.2%
	d. Make Yours a Fresh Start Family (American Cancer Society)	0	0.0%
	e. Employee Assistance Program	201	49.5%
	f. Telephone Quit Line	39	9.6%
	g. Self-Help Booklets/Posters	71	17.5%
	h. Counselor	35	8.6%
	i. Computer/On-Line help	13	3.2%
	j. Doctor/Other Health Care Professional	68	16.7%
	k. Insurance	47	11.6%
	l. Other classes	22	5.4%
	m. Reimbursement/Incentives	22	5.4%
	n. Other	62	15.3%

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

Availability of Tobacco Onsite

34.	Are cigarettes sold on company property?	<u>n</u> = 714	
	Yes	20	2.8%
35.	If "Yes", how are cigarettes sold? (Fill in all that apply)	<u>n</u> = 20	
	a. Company store	1	5.0%
	b. Vending machines	16	80.0%
	c. Other	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> = 706	
	Yes	143	20.3%
	No	502	71.1%
	Does not have a policy, written or unwritten	61	8.6%

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37.	How satisfied are you with your current smoking policy?	<u>n</u> =	714
	a. Very satisfied	343	48.0%
	b. Somewhat satisfied	170	23.8%
	c. Satisfied	133	18.6%
	d. Not satisfied	43	6.0%
	e. Does not have a policy, written or unwritten	25	3.5%
38.	Are you contemplating changes in your smoking policy?	<u>n</u> =	708
	No	593	83.8%
39.	How interested are you in receiving assistance on changing your smoking policy?	<u>n</u> =	706
	a. Very interested	66	9.3%
	b. Somewhat interested	106	15.0%
	c. Not interested	534	75.6%
40.	How interested are you in receiving assistance on effective smoking cessation programs?	<u>n</u> =	707
	a. Very interested	195	27.6%
	b. Somewhat interested	203	28.7%
	c. Not interested	309	43.7%

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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?	$\underline{n} =$ 711
	a. Not allowed in common areas	354 49.8%
	b. Allowed in some common areas	103 14.5%
	c. Allowed in all common areas	53 7.5%
	d. Other	28 3.9%
	e. No official policy	173 24.3%
42.	Which of the following best describes your company's official policy on spit (smokeless) tobacco for work areas?	$\underline{n} =$ 709
	a. Not allowed in work areas	386 54.4%
	b. Allowed in some work areas	72 10.2%
	c. Allowed in all work areas	51 7.2%
	d. Other	17 2.4%
	e. No official policy	183 25.8%
43.	If your company has an official spit tobacco policy, how often is it enforced?	$\underline{n} =$ 692
	a. Always enforced	368 53.2%
	b. Sometimes enforced	68 9.8%
	c. Never enforced	14 2.0%
	d. Other	9 1.3%
	e. Does not have a policy, written or unwritten	233 33.7%

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

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Miscellaneous

48.	Does the manufacture of your products involve flammable materials?	<u>n</u> = 709
	Yes	471 66.4%
49.	Do your employees belong to a union?	<u>n</u> = 709
	Yes	140 19.7%
	Manufacturing Facility Participation Rate	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
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