

The Kentucky Department for Public Health
 University of Kentucky College of Nursing
Lake Cumberland District Workplace Tobacco Policy Study, 2008

	<u>Lake Cumberland</u>	<u>Kentucky</u>
<u>Demographic Information</u>		
1. How many employees do you have?	n= 34 Mean= 221	n= 654 Mean= 241
2. About what percentage of your employees are male?	n= 34 75.6%	n= 625 70.3%
3. About what percentage of your employees are female?	n= 34 24.4%	n= 625 30.6%
4. About what percentage of your employees are under 18 years of age?	n= 30 0.0%	n= 600 3.7%
5. About what percentage of your employees are	n= 32	n= 596
a. Caucasian	89.0%	83.9%
b. African American	5.6%	11.3%
c. Hispanic	11.7%	7.8%
d. Asian	0.8%	2.1%
e. Other	0.3%	2.0%
<u>Smoking Policy/Environment</u>		
6. Does your company have a written smoking policy? Yes	n= 33 21 63.6%	n= 644 520 80.7%
7. [For those companies without a written policy] Does your company have a smoking policy that is not in writing? Yes	n= 11 4 36.4%	n= 120 84 70.0%

The Kentucky Department for Public Health
 University of Kentucky College of Nursing
Lake Cumberland District Workplace Tobacco Policy Study, 2008

		<u>Lake Cumberland</u>		<u>Kentucky</u>	
8.	How is the company policy communicated?	<u>n</u> =	25	<u>n</u> =	604
	a. Employee handbook	20	80.0%	445	73.7%
	b. Hallways	6	24.0%	97	16.1%
	c. Offices	5	20.0%	60	9.9%
	d. Restrooms	5	20.0%	62	10.3%
	e. Administrative offices	3	12.0%	53	8.8%
	f. Not communicated	9	36.0%	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> =	34	<u>n</u> =	651
	Yes	15	44.1%	195	30.0%
10.	[For companies allowing indoor smoking] Is indoor smoking restricted to specified indoor areas?	<u>n</u> =	15	<u>n</u> =	193
	Yes	9	60.0%	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> =	15	<u>n</u> =	192
	Yes	8	53.3%	156	81.3%
	No	1	6.7%	12	6.3%
	Does not have a policy, written or unwritten	6	40.0%	24	12.5%
12.	[For companies allowing indoor smoking] Are indoor smoking areas separately enclosed and ventilated?	<u>n</u> =	15	<u>n</u> =	191
	All	1	6.7%	75	39.3%
	Some	6	40.0%	34	17.8%
	None	8	53.3%	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
Lake Cumberland District Workplace Tobacco Policy Study, 2008

		<u>Lake Cumberland</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> =	15	<u>n</u> =	183
	Yes	2	13.3%	56	30.6%
	No	6	40.0%	94	51.4%
	Does not have a policy, written or unwritten	7	46.7%	33	18.0%
14.	[For companies allowing indoor smoking] Where is indoor smoking permitted? (Fill in all that apply)	<u>n</u> =	15	<u>n</u> =	195
	a. Cafeteria	5	33.3%	45	23.1%
	b. Break rooms	11	73.3%	101	51.8%
	c. Personal offices	6	40.0%	22	11.3%
	d. Conference rooms	5	33.3%	15	7.7%
	e. Bathrooms	7	46.7%	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> =	33	<u>n</u> =	652
	Yes	31	93.9%	626	96.0%
16.	[For companies allowing outdoor smoking] Where is outdoor smoking permitted?	<u>n</u> =	29	<u>n</u> =	616
	a. Anywhere outside	14	48.3%	160	26.0%
	b. Designated areas outside	14	48.3%	443	71.9%
	c. Other	1	3.4%	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> =	28	<u>n</u> =	609
	Yes	12	42.9%	386	63.4%
	No	8	28.6%	176	28.9%
	Does not have a policy, written or unwritten	8	28.6%	47	7.7%

The Kentucky Department for Public Health
 University of Kentucky College of Nursing
Lake Cumberland District Workplace Tobacco Policy Study, 2008

	<u>Lake Cumberland</u>	<u>Kentucky</u>
18. [For companies allowing outdoor smoking] Are outdoor smoking areas enclosed?	<u>n</u> = 29	<u>n</u> = 613
No	28 96.6%	512 83.5%
19. Is smoking permitted during work hours?	<u>n</u> = 34	<u>n</u> = 652
Yes	23 67.6%	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> = 23	<u>n</u> = 569
Yes	10 43.5%	390 68.5%
No	5 21.7%	135 23.7%
Does not have a policy, written or unwritten	8 34.8%	44 7.7%
21. [For companies permitting smoking during work hours] When is smoking permitted?	<u>n</u> = 23	<u>n</u> = 588
a. Any time	10 43.5%	105 17.9%
b. Before work	11 47.8%	293 49.8%
c. Break time	15 65.2%	497 84.5%
d. Lunch time	13 56.5%	459 78.1%
e. After work	10 43.5%	283 48.1%
f. During meetings	2 8.7%	4 0.7%
g. After work functions	4 17.4%	22 3.7%
h. Other times	0 0.0%	2 0.3%
22. Are No Smoking signs posted at your company?	<u>n</u> = 33	<u>n</u> = 650
Yes	25 75.8%	558 85.8%
23. Do employees smoke in company vehicles?	<u>n</u> = 34	<u>n</u> = 646
Yes	12 35.3%	165 25.5%
No	14 41.2%	372 57.6%
Does not have company vehicles	8 23.5%	109 16.9%

The Kentucky Department for Public Health
University of Kentucky College of Nursing
Lake Cumberland District Workplace Tobacco Policy Study, 2008

	<u>Lake Cumberland</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> =	26	<u>n</u> =	516
Yes	7	26.9%	258	50.0%
No	13	50.0%	203	39.3%
Does not have a policy, written or unwritten	6	23.1%	55	10.7%

Smoking Policy Compliance/Enforcement

25. To what extent do employees comply with the existing smoking policy?	<u>n</u> =	34	<u>n</u> =	655
a. All of the time	17	50.0%	364	55.6%
b. Some of the time	0	0.0%	24	3.7%
c. Most of the time	11	32.4%	237	36.2%
d. Never	0	0.0%	1	0.2%
e. Does not have a policy, written or unwritten	6	17.6%	29	4.4%
26. Who enforces the smoking policy for employees? (Fill in all that apply)	<u>n</u> =	34	<u>n</u> =	655
a. Immediate Supervisor	23	67.6%	491	75.0%
b. Manager	8	23.5%	392	59.8%
c. Security	2	5.9%	69	10.5%
d. Peers	1	2.9%	103	15.7%
e. Others	7	20.6%	128	19.5%
f. Does not have a policy, written or unwritten	7	20.6%	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> =	34	<u>n</u> =	655
a. Verbal reprimand	18	52.9%	428	65.3%
b. Written reprimand	3	8.8%	118	18.0%
c. Participation in smoking cessation or education program	0	0.0%	0	0.0%
d. Other	5	14.7%	90	13.7%
e. Does not have a policy, written or unwritten	8	23.5%	51	7.8%

The Kentucky Department for Public Health
University of Kentucky College of Nursing
Lake Cumberland District Workplace Tobacco Policy Study, 2008

	<u>Lake Cumberland</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> =	34	<u>n</u> =	655
a. Verbal reprimand	4	11.8%	70	10.7%
b. Written reprimand	17	50.0%	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	5	14.7%	138	21.1%
f. Does not have a policy, written or unwritten	9	26.5%	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> =	34	<u>n</u> =	655
a. Verbal reprimand	1	2.9%	21	3.2%
b. Written reprimand	5	14.7%	90	13.7%
c. Day off without pay	10	29.4%	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	11.8%	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	8	23.5%	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> =	34	<u>n</u> =	655
a. Immediate supervisor	26	76.5%	485	74.0%
b. Health and safety personnel	4	11.8%	129	19.7%
c. Risk manager	0	0.0%	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
Lake Cumberland District Workplace Tobacco Policy Study, 2008

	<u>Lake Cumberland</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> =	34	<u>n</u> =	647
Yes	14	41.2%	427	66.0%
32. What resources are available? (Fill in all that apply)	<u>n</u> =	14	<u>n</u> =	427
a. Cooper-Clayton Method to Stop Smoking	5	35.7%	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	14.3%	163	38.2%
f. Telephone Quit Line	1	7.1%	51	11.9%
g. Self-Help Booklets/Posters	1	7.1%	40	9.4%
h. Counselor	2	14.3%	25	5.9%
i. Computer/On-Line help	0	0.0%	9	2.1%
j. Doctor/Other Health Care Professional	3	21.4%	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> =	14	<u>n</u> =	427
a. Company Nurse	2	14.3%	24	5.6%
b. Community resource person	0	0.0%	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
Lake Cumberland District Workplace Tobacco Policy Study, 2008

	<u>Lake Cumberland</u>		<u>Kentucky</u>	
<u>Availability of Tobacco Onsite</u>				
34. Are cigarettes sold on company property?	<u>n</u> =	34	<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%
<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?	<u>n</u> =	32	<u>n</u> =	641
Yes	5	15.6%	173	27.0%
No	18	56.3%	407	63.5%
Does not have a policy, written or unwritten	9	28.1%	61	9.5%
37. How satisfied are you with your current smoking policy?	<u>n</u> =	34	<u>n</u> =	654
a. Very satisfied	17	50.0%	308	47.1%
b. Somewhat satisfied	7	20.6%	126	19.3%
c. Satisfied	4	11.8%	139	21.3%
d.. Not satisfied	0	0.0%	52	8.0%
e. Does not have a policy, written or unwritten	6	17.6%	29	4.4%
38. Are you contemplating changes in your smoking policy?	<u>n</u> =	34	<u>n</u> =	652
No	33	97.1%	527	80.8%
39. How interested are you in receiving assistance on changing your smoking policy?	<u>n</u> =	34	<u>n</u> =	651
a. Very interested	2	5.9%	53	8.1%
b. Somewhat interested	2	5.9%	102	15.7%
c. Not interested	30	88.2%	496	76.2%

The Kentucky Department for Public Health
University of Kentucky College of Nursing
Lake Cumberland District Workplace Tobacco Policy Study, 2008

	<u>Lake Cumberland</u>		<u>Kentucky</u>	
40. How interested are you in receiving assistance on effective smoking cessation programs?	<u>n</u> =	33	<u>n</u> =	648
a. Very interested	2	6.1%	135	20.8%
b. Somewhat interested	14	42.4%	206	31.8%
c. Not interested	17	51.5%	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> =	34	<u>n</u> =	649
a. Not allowed in common areas	9	26.5%	334	51.5%
b. Allowed in some common areas	6	17.6%	48	7.4%
c. Allowed in all common areas	10	29.4%	64	9.9%
d. Other	0	0.0%	53	8.2%
e. No official policy	9	26.5%	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> =	34	<u>n</u> =	636
a. Not allowed in work areas	10	29.4%	353	55.5%
b. Allowed in some work areas	8	23.5%	50	7.9%
c. Allowed in all work areas	6	17.6%	61	9.6%
d. Other	0	0.0%	19	3.0%
e. No official policy	10	29.4%	153	24.1%
43. If your company has an official spit tobacco policy, how often is it enforced?	<u>n</u> =	34	<u>n</u> =	632
a. Always enforced	13	38.2%	324	51.3%
b. Sometimes enforced	3	8.8%	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	18	52.9%	205	32.4%

The Kentucky Department for Public Health
University of Kentucky College of Nursing
Lake Cumberland District Workplace Tobacco Policy Study, 2008

	<u>Lake Cumberland</u>		<u>Kentucky</u>	
44. Would you send us a copy of your spit tobacco and/or smoking policy if you have them?	n=	34	n=	637
Yes	16	47.1%	245	38.5%
No	2	5.9%	224	35.2%
Does not have written policies	16	47.1%	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=	34	n=	648
Yes	15	44.1%	369	56.9%
No	18	52.9%	257	39.7%
Don't Know	1	2.9%	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=	34	n=	655
a. Pharmaco-therapies for smoking cessation (e.g. Wellbutrin, Zyban, patches/gum, etc.)	10	29.4%	320	48.9%
b. Behavioral counseling or classes for smoking cessation	7	20.6%	212	32.4%

47. Does your company have community outreach or funding programs for community projects?	n=	34	n=	651
Yes	18	52.9%	321	49.3%

Miscellaneous

48. Does the manufacture of your products involve flammable materials?	n=	34	n=	645
Yes	22	64.7%	398	61.7%
49. Do your employees belong to a union?	n=	34	n=	652
Yes	4	11.8%	125	19.2%

The Kentucky Department for Public Health
University of Kentucky College of Nursing
Lake Cumberland District Workplace Tobacco Policy Study, 2008

	<u>Lake Cumberland</u>	<u>Kentucky</u>
Manufacturing Facility Participation Rate	60.7%	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