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Assessing Workplace Tobacco Policies: A Community-Academic Partnership

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Assessing Workplace Tobacco Policies: A Community-Academic Partnership

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Nothing Kills Like Tobacco

Yearly Deaths in the U.S.A.

- Cigarettes: 483,000
- Alcohol: 105,095
- Car Accidents: 46,300
- Suicide: 30,906
- AIDS: 29,939
- Homicides: 24,932

Source: Centers for Disease Control and Prevention (CDC)
Adult Smoking, Kentucky and U.S., 2000

Behavioral Risk Factor Surveillance System, CDC, 2000
Purpose

- Describe the number and type of tobacco policies in manufacturing facilities
- Assess the resources for tobacco education and cessation
- Identify factors related to tobacco policies and practices within manufacturing facilities
Research Design

- Cross-sectional
- Descriptive, correlational study
- Phone interviews with Human Resources Managers from manufacturing facilities in 10 health department service areas in Kentucky
Participation in Workplace Tobacco Policy Interviews, 2000

Kentucky Area Development Districts

- Purchase
- Pennyrile
- Green River
- Barren River
- Lincoln Trail
- KIPDA
- Northern Kentucky
- Buffalo Trace
- Gateway
- FIVCO
- Big Sandy
- Kentucky River
- Cumberland Valley
- Lake Cumberland
- Bluegrass
Sample Characteristics
(n = 437)*

- Mean number of employees: 234
- Average % Caucasian employees: 84%
- Average % male employees: 65%
- % with unions: 21%

*Participation rate = 77%
Phone Interview Guide

- Does your company have a written smoking policy?
- Are your employees permitted to smoke inside your company?
- Are employees permitted to smoke outside your company?
- Do employees smoke in company vehicles?
- Does your company’s health plan reimburse for smoking cessation treatment?
- Does your company offer tobacco use prevention education?
- Does your company provide resources for employees who want to quit using tobacco products?
Procedure

- Tobacco Control Coordinators employed by local health departments trained in standard interview protocol
- Phone interviews with human resource managers lasting an average of 10 minutes
- Baseline data used for program planning and policy change
- Data collected and analyzed on a biannual basis
Tobacco Policies and Practices

- 69% had a written smoking policy
- 57% permitted indoor smoking
- 97% permitted outdoor smoking
- 82% posted “NO SMOKING” signs
- 10% sold cigarettes on company property
Association between Company Smoking Policy and Cessation Resources \((N=420)\)

\[\chi^2 = 11.7, \ p = .0006\]
Significant Associations* between Smoking Policies and Company Size

* * p < .004 for all comparisons
Significant Associations* between Companies with Unions and Companies without Unions

- Indoor smoking permitted: Companies with Unions (69), Companies without Unions (54)
- Prevention programs: Companies with Unions (31), Companies without Unions (19)
- Cigarette sales: Companies with Unions (20), Companies without Unions (7)

*p < .008 for all comparisons
### Summary of Logistic Model

<table>
<thead>
<tr>
<th>Dependent Variable</th>
<th>n</th>
<th>Significant Predictors</th>
<th>$\chi^2$</th>
<th>Odds Ratio(s)</th>
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</thead>
<tbody>
<tr>
<td>Written Smoking Policy</td>
<td>247</td>
<td>Company size</td>
<td>11.0***</td>
<td>2.6</td>
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<tr>
<td>Indoor smoking</td>
<td>251</td>
<td>Union Status</td>
<td>7.3**</td>
<td>2.4</td>
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<tr>
<td>Cigarettes sold on company property</td>
<td>249</td>
<td>Union Status</td>
<td>14.9***</td>
<td>6.3</td>
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<tr>
<td>Tobacco cessation resource</td>
<td>247</td>
<td>Union Status</td>
<td>5.5*</td>
<td>2.2</td>
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<td>Tobacco prevention resources</td>
<td>247</td>
<td>Company size</td>
<td>9.4**</td>
<td>3.0</td>
</tr>
</tbody>
</table>

*p< .05 ; ** p<.01; ***p<.001
Implications for Practice

- Blue collar workers at greater risk for smoking
- Tobacco use cessation and prevention services
- Collaboration with local health departments
MAKING YOUR WORKPLACE SMOKEFREE
A DECISION MAKER'S GUIDE

www.cdc.gov/tobacco
Employers' Smoking Cessation Guide

Practical Approaches to a Costly Workplace Problem

Professional Assisted Cessation Therapy