

DATE: August 12, 1997
TO: NTA Members
FROM: David Trumbull
SUBJECT: **Smoking Policy Survey Results**

SMOKING POLICIES: Thirty six companies responded to the Smoking Policy Survey sent out by NTA. Of these, **30 permit smoking** on company property, while **6 do not permit smoking**.

Twenty-five companies have designated areas for smoking, either inside or out, while 3 allow smoking anywhere outside. One company allows smoking in non-office areas where there are no flammable items and one company allows smoking in individual offices, as well as a designated area inside the building.

Twenty-nine of the 30 companies that allow smoking on company premises specify that smoking can be done only on breaks, during lunch, and before shifts begin. One company allows smoking anytime.

SMOKELESS TOBACCO is covered by the smoking policies of 8 companies; it is not covered by 27 companies. Six companies responded that their smokeless tobacco policy is the same as their smoking policy. Twenty-four companies did not respond to the question.

SMOKE CESSATION PROGRAMS or incentives to stop smoking are offered by 16 companies; 20 companies do not offer such programs.

The types of cessation programs offered by companies include any recognized program, health insurance and employee assistance programs, patches, counseling, programs offered through E.A.P., hypnosis, local hospital program and smoking cessation classes. Nine companies offer 100% reimbursement to employees for cost of program, though one company specifies that the program must be completed. One company offers 50-100% reimbursement and one company offers to split the cost of the program with the employee. One company reimburses out of pocket expenses during the first 12 months after hire.

Of the **eight companies considering CHANGES TO THEIR POLICIES**, four are considering elimination of all smoking on company property, two are considering offering smoking cessation programs and one is considering a reward for cessation if employee is on health care. The remaining 28 companies are not considering any changes to their smoking/tobacco policies.

“OTHER COMMENTS” included:

- ☠ Smoking policy working well with no problems.
- ☠ Smoking policy very difficult to enact, monitor and enforce.
- ☠ This is a sensitive issue; about half our people smoke.
- ☠ Our policy was posted a year in advance of actual effective date.
- ☠ Corporate headquarters is smoke free.
- ☠ Having special smoke breaks was a morale problem with non-smokers.
- ☠ California state law enacted in 1995 declares all workplace smoking banned.
- ☠ Remember needs of productive workers who smoke.
- ☠ Non-smokers rights should be protected but shouldn't bury the needs/rights of smokers.