

# 2011 Oregon Employer Survey Report



PUBLIC HEALTH DIVISION  
Health Promotion and  
Chronic Disease Prevention Section

January 2014

## 2011 Oregon Employer Survey Report

### Prepared by:

Rebecca Pawlak, M.P.H., Worksite Wellness Coordinator

Lisa Lucas, Research Analyst

### Acknowledgements:

Karen Girard, M.P.A., Health Promotion and Chronic Disease Prevention  
Section Manager

Luci Longoria, M.P.H., Health Promotion Manager

Stacey Schubert, M.P.H., Surveillance and Evaluation Team Lead

Kati Moseley, M.P.H., Policy Specialist

Oregon Employment Department

*Wellness@Work* Steering Committee

### For more information, please contact:

Health Promotion and Chronic Disease Prevention Section at 971-673-0984 or 971-673-0372 (TTY)

To minimize error, two analysts have reviewed and verified the quality, reliability and accuracy of data presented in this report.

### Suggested Citations:

Printed: Health Promotion and Chronic Disease Section; 2011 Oregon Employer Survey Report. Portland, Oregon: Oregon Health Authority, Oregon Public Health Division, 2014.

Web: Health Promotion and Chronic Disease Section. 2011 Oregon Employer Survey Report. Available online at <http://public.health.oregon.gov/>

JANUARY 2014

## Contents

---

INTRODUCTION .....	1
Definition of analytic groups.....	1
2011 OREGON EMPLOYER SURVEY RESULTS .....	3
Key findings from the 2011 Oregon Employer Survey .....	3
Comparisons across analytic groups using indicators.....	4
Supplemental results from the 2011 Oregon Employer Survey .....	7
OREGON EMPLOYER SURVEY RESULTS: CHANGES OVER TIME.....	8
SURVEY METHODOLOGY AND DATA COLLECTION.....	11
Sampling and data collection .....	11
Data analyses .....	12
Limitations.....	12
ATTACHMENT A – Awareness of Oregon’s <i>Wellness@Work</i> initiative ....	13
ATTACHMENT B – Sample of open-ended response quotes.....	16
Wellness infrastructure .....	16
Nutrition practices.....	16
Physical activity practices .....	17
Tobacco use practices.....	18
Barriers and challenges .....	18
APPENDIX A: 2011 Oregon Employer Survey data tables .....	20
Sampling frame and data collection .....	20
Results by employer type .....	20
Results by industry .....	24
Results by region .....	27
Results by longevity .....	28
Affordable Care Act status.....	29
Worksite wellness infrastructure results.....	30
Self-management results.....	33
Nutrition results .....	35
Physical activity results.....	37
Tobacco results.....	40
Acute health response results .....	43

APPENDIX B: Oregon Employer Survey — changes over time .....	44
Worksite wellness infrastructure results .....	44
Self-management results .....	47
Nutrition results .....	48
Physical activity results .....	49
Tobacco results .....	51
Acute health response results .....	52
APPENDIX C: 2008 Oregon Employer Survey data tables .....	53
Results by employer type .....	53
Worksite wellness infrastructure results .....	55
Self-management results .....	58
Nutrition results .....	60
Physical activity results .....	61
Tobacco results .....	64
Acute health response results .....	66
APPENDIX D: 2005 Oregon Employer Survey data tables .....	67
Worksite wellness infrastructure results .....	67
Self-management results .....	71
Nutrition results .....	73
Physical activity results .....	75
Tobacco results .....	78
Acute health response results .....	80

## INTRODUCTION

---

This Oregon Employer Survey Report presents results from a 2011 survey conducted among Oregon employers about their worksite wellness policies and practices. The Health Promotion and Chronic Disease Prevention Section (HPCDP) of the Oregon Public Health Division (PHD) developed this report as part of the section's *Wellness@Work* initiative. *Wellness@Work* is a statewide, private-public partnership that connects workplaces to resources for implementing evidence-based worksite wellness programs.

The Oregon Employer Survey has been conducted three times: 2005, 2008 and 2011. This report contains key findings from the 2011 survey, emerging trends in the data and survey methodology. The appendices include detailed results from all three years of data collection.

### Definition of analytic groups

A stratified random sample of Oregon employers completed the Oregon Employer Survey in three years of data collection (2005, 2008 and 2011). Employers were surveyed on practices related to worksite wellness infrastructure, nutrition, physical activity, tobacco and self-management support. The survey results were analyzed by analytic groups, including:

**Employer type:** public (federal, state, local) sector and private sector

**Size, by number of employees:** small (20–49 employees) and large (50 or more employees)

**Organizational longevity:** worksites in operation less than one year, one to five years, six to 25 years and more than 25 years

**Industry, as defined by the Oregon Employment Department:** education, finance and real estate, health care, hospitality, industrial and manufacturing, information and technical services, public administration, retail and wholesale, and other.

**Regions, by Oregon county (see map on next page):**

**Central:** Crook, Deschutes, Jefferson, Klamath;

**Eastern:** Baker, Grant, Harney, Lake, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler;

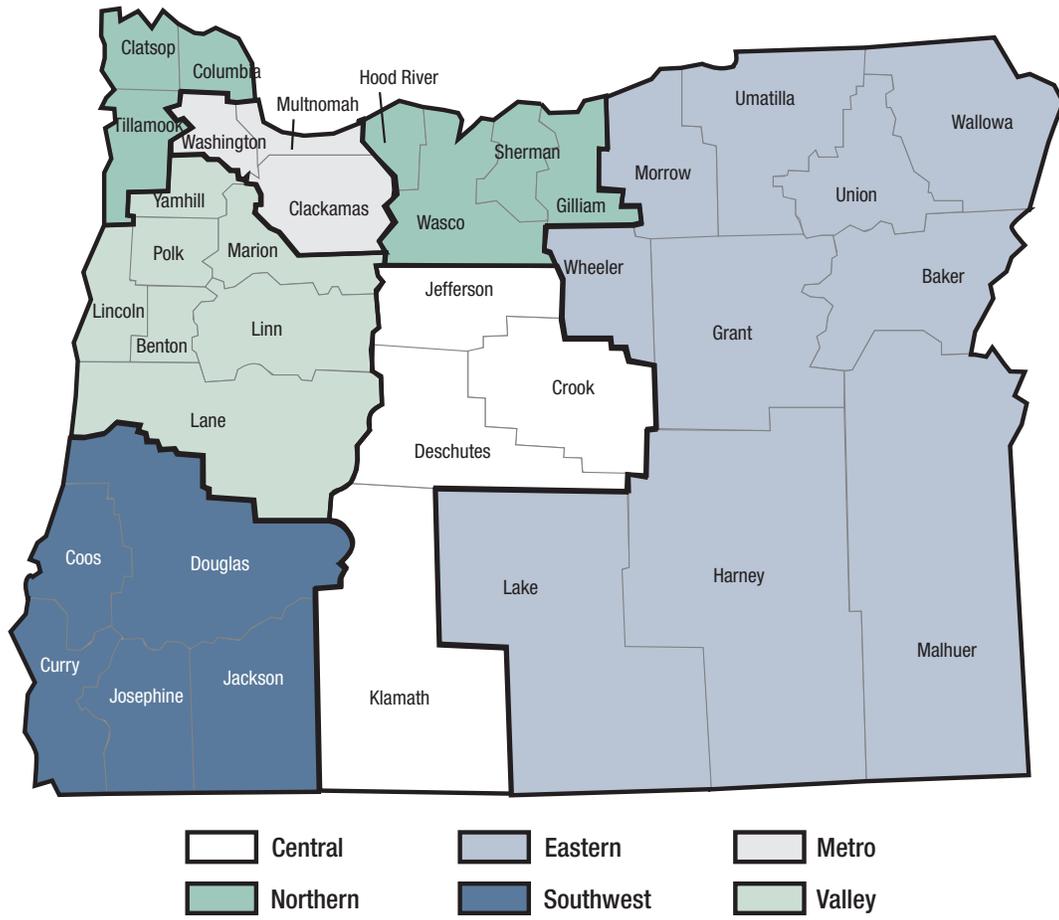
**Metro:** Clackamas, Multnomah, Washington;

**Northern:** Clatsop, Columbia, Gilliam, Hood River, Sherman, Tillamook, Wasco;

**Southwest:** Coos, Curry, Douglas, Jackson, Josephine; and

**Valley:** Benton, Lane, Lincoln, Linn, Marion, Polk, Yamhill

## Map of regions, by Oregon county



## 2011 OREGON EMPLOYER SURVEY RESULTS

---

The 2011 Oregon Employer Survey collected responses from 1,631 worksites that employed more than 180,000 Oregonians. The sample was nearly evenly divided between large public (408), small public (404), large private (416) and small private (403) respondents. This section presents key findings on worksite wellness infrastructure, nutrition practices, physical activity practices, tobacco use practices and self-management support.

See the *Methods and data collection* section of this report for detailed information about survey methodology. See Appendix A for detailed data tables of the 2011 sample.

### Key findings from the 2011 Oregon Employer Survey

#### *Wellness infrastructure*

- Half (49%) of worksites reported having a wellness coordinator. Of those that reported having a wellness coordinator, 7 percent reported health promotion was the primary responsibility of the designated wellness coordinator.
- Thirty-six percent of worksites reported having a wellness committee.
- One-third (33%) of worksites reported having employee wellness in its mission.
- One-third (33%) of worksites evaluated health promotion efforts.

#### *Nutrition practices*

- Seventeen percent of worksites reported written policies or guidelines encouraging healthful foods to be served or available at the worksite. Among those nutrition policies, 72% applied to cafeterias, 40% applied to vending machines, 25% applied to employer-sponsored events and 20% applied to meetings.
- One-quarter (24%) of worksites informally discouraged unhealthy foods at work.

#### *Physical activity practices*

- Thirteen percent of worksites reported written flextime policies or guidelines to allow employees time for physical activity during the workday.
- Sixteen percent of worksites reported offering employees active commuting incentives. Among those incentives, 12% applied to public transit, 8 percent applied to bicycling, 6 percent applied to carpooling and 5 percent applied to walking.
- Eighteen percent offered incentives for achieving health-related goals, and 14 percent of worksites subsidized health club membership.

#### *Tobacco use practices*

- Nearly half (48%) of worksites reported policies expanding Oregon's Smokefree Workplace Law to prohibit the use of all tobacco products (e.g., chew, snus, e-cigarettes).

- Almost half (47%) of worksites have written policies extending the Smokefree Workplace Law beyond 10 feet from worksite entrances.
- Twenty percent of worksites have written policies designating all outdoor areas at the worksite as tobacco-free.

*Oregon's Indoor Clean Air Act, also referred to as Oregon's Smokefree Workplace Law, prohibits smoking in almost all indoor workplaces and public places, and prohibits smoking within ten feet of all exits, entrances and windows.*

### *Self-management support*

- Seventy-nine percent of worksites allow employees to use paid leave time for wellness or health maintenance appointments, 12% allow use of unpaid leave while 9 percent do not allow employees use leave for wellness or health maintenance.
- Thirteen percent of worksites have systems in place to refer employees with known chronic conditions for free or discounted self-management programs.
- Nearly one-quarter (24%) of worksites have support groups (e.g., Weight Watchers or Living Well with Chronic Conditions) that meet regularly at the worksite. A majority of onsite support groups are offered at public worksites (77%).

## Comparisons across analytic groups using indicators

Survey results were further analyzed by comparing worksites among analytic groups (employer type, size, region, longevity and industry) on indicators of wellness infrastructure, nutrition practices, physical activity practices, tobacco use practices and self-management support. Each indicator category was defined by a set of criteria. If an employer reported having one or more of the criteria, that worksite was categorized as engaged in that area.

### *Indicator categories*

**Wellness infrastructure**, with indicator based on the following criteria:

- Employee wellness part of organization's mission;
- Wellness coordinator;
- Wellness committee or team;
- Offering health risk appraisals;
- Evaluating outcomes of health promotion efforts;
- Any policy addressing worksite wellness (nutrition, physical activity or tobacco).

**Nutrition practices**, with indicator based on the following criteria:

- Policies encouraging healthy food/beverages;
- Informally discourages unhealthy foods/beverages;
- Onsite weight management programs;
- No regularly supplied free food/beverages;
- Classes, workshops or posters/newsletters on nutrition.

**Physical activity practices**, with indicator based on the following criteria:

- Flextime policies for physical activity;
- Active commuting incentives;
- Indoor and/or outdoor exercise facilities;
- Subsidized health club membership;
- Incentives for achieving fitness goals;
- Encouraging use of the stairs with signs or building improvement;
- Classes, workshops or posters/newsletters on physical activity and/or fitness.

**Tobacco use practices**, with indicator based on the following criteria:

- Policies expanding Oregon's Smokefree Workplace Law to prohibit the use of all tobacco; products (e.g., smokeless tobacco, electronic cigarettes);
- Policies prohibiting smoking beyond 10 feet from worksite entrances;
- Policies designating all outdoor areas at the worksite tobacco-free;
- Health insurance coverage for cessation support;
- Classes, workshops or posters/newsletters on smoking cessation.

**Self-management support**, with indicator based on the following criteria:

- Flextime policies for personal business;
- Systems in place for referring people with known chronic conditions for free or discounted self-management programs;
- Employee leave time for wellness or health maintenance appointments;
- Classes, workshops or posters/newsletters on stress management and/or managing chronic conditions.

The results are compiled in *Table 1 – Engagement in worksite wellness: comparisons across analytic and indicator groups*. Shaded cells indicate the analytic group had

a significantly higher level of engagement compared to other worksites within the group. Non-shaded cells indicate there was no significant difference. Dark cells indicate a significantly lower level of engagement. This table demonstrates which groups of worksites are more or less actively engaged in a component of worksite wellness practices.

For example:

- The hospitality, industrial and manufacturing, and retail and wholesale industries were the least engaged industries across all categories, compared with other industries.
- Large employers had significantly higher engagement across all categories, compared with small employers.

*According to the Oregon Employment Department, the hospitality, industrial and manufacturing, and retail and wholesale industries make up an estimated 90,000 of the 129,000 worksites in Oregon — employing more than 1.2 million of the 1.6 million employed Oregonians.*

- Worksites in operation for one to five years were the least engaged across all categories, compared with those in operation for less than one year or six to 25 or more years.

**Table 1. Comparisons across analytic groups and indicator categories — Oregon Employer Survey, 2011**

	Wellness infrastructure	Nutrition practices	Physical activity practices	Tobacco use practices	Self-management support
<b>Type and Size</b>					
Large public					
Large private					
Small public					
Small private					
<b>Region</b>					
Central					
Eastern					
Metro					
Northern					
Southwest					
Valley					
<b>Longevity</b>					
In operation for less than one year					
In operation for 1–5 years					
In operation for 6–25 years					
In operation for 25+ years					
<b>Industry</b>					
Education					
Finance and real estate					
Health care					
Hospitality					
Industrial and manufacturing					
Technical services					
Public administration					
Retail and wholesale					
<b>Table key for wellness engagement by indicator category</b>					
Significantly higher engagement compared with other worksites in group		No significant difference	Significantly lower engagement compared with other worksites in group		

## Supplemental results from the 2011 Oregon Employer Survey

In addition to survey questions on worksite wellness practices, the 2011 Oregon Employer Survey asked about familiarity with the statewide *Wellness@Work* initiative. See *Attachment A* for a summary of results. Respondents could also provide written comments for each section of the survey. Select quotes from these respondents are available in *Attachment B*.

## OREGON EMPLOYER SURVEY RESULTS: CHANGES OVER TIME

The Oregon Employer Survey has been conducted three times: 2005, 2008 and 2011. This section of the report presents key findings on changes in wellness infrastructure, nutrition practices, physical activity practices, tobacco use practices and self-management support from 2005 to 2011.

**In almost all categories, there was a trend toward increased engagement in worksite wellness from 2005 to 2011. See *Appendix B* for detailed data tables of changes over time.**

The largest increases over time among all worksite wellness components were seen in the wellness infrastructure category. In 2011, employers were more likely than in 2005 to have wellness committees and wellness coordinators, evaluate outcomes of wellness efforts, and include employee health in mission statements. The largest increases were seen from 2008 to 2011. Efforts to evaluate outcomes of wellness efforts increased the most across all categories in the survey (+387%).

**Table 2. Wellness infrastructure — Oregon Employer Survey, 2005–2011**

Percent of worksites	2005	2008	2011	Change 2005–2011
With wellness committee or team	15.5	26.7	35.6	+ 130%
With mission statement or goal refers to employee health	13.0	13.3	32.6	+ 151%
With wellness coordinator, primary job responsibility	4.1	5.7	7.1	+ 73%
With wellness coordinator, not primary job responsibility	28.8	31.4	41.7	+ 45%
That evaluate outcomes	6.7	9.3	32.6	+ 387%

The number of worksites with written nutrition policies decreased from 2008 to 2011 (-10%) but had an overall increase of 41% from 2005 to 2011. From 2005 to 2011, policy changes related to snack bars saw the largest increase. From 2008 to 2011 the largest increase was seen in employer-sponsored events (+111%). Overall, policies are most likely to apply to cafeterias.

**Table 3. Nutrition practices — Oregon Employer Survey, 2005–2011**

Percent of worksites	2005	2008	2011	Change 2005–2011
With written policies or guidelines encouraging healthy foods	12.1	19.4	17.1	+ 41%
Those with nutrition policies applied them to:				
Snack bar	4.6	19.9	19.9	+ 333%
Meetings	5.3	11.5	21.1	+ 298%
Vending machines	12.3	36.0	39.5	+221%
Employer-sponsored events	8.4	11.8	24.9	+ 207%
Cafeteria	59.3	59.9	72.4	+22%

From 2005 to 2011, employers decreased flextime policies for physical activity (-28%) but increased alternate commuting incentives (+36%) and encouragement of stair use with signs or building improvements (+30%). The largest increases occurred from 2005 to 2008.

**Table 4. Physical activity practices — Oregon Employer Survey, 2005–2011**

Percent of worksites	2005	2008	2011	Change 2005–2011
With flextime policies for physical activity	17.7	18.3	12.8	- 28%
That offered alternate commuting incentives	12.1	16.4	16.4	+ 36%
That encouraged use of stairs – signs or building improvement	4.3	6.6	5.6	+ 30%

Worksites decreased offering tobacco cessation incentives from 2005 to 2008 (-45%) but increased from 2008 to 2011 (+31%) for an overall decrease of 28%. Overall, the proportion of worksites offering employees a place to purchase tobacco products onsite decreased (-66%). A large majority of worksites have policies reinforcing Oregon’s Smokefree Workplace Law.

**Table 5. Tobacco use practices — Oregon Employer Survey, 2005–2011**

Percent of worksites	2005	2008	2011	Change 2005–2011
With policies reinforcing Oregon’s Smokefree Workplace Law	81.5	85.4	89.7	+ 10%
With tobacco cessation incentives	22.5	12.3	16.1	- 28%
Where employees can purchase tobacco products at worksite	4.4	3.2	1.5	- 66%

Worksites increased referral systems for chronic disease self-management programs (+32%) as well as private, clean spaces to check blood sugar, breastfeed or monitor blood pressure (+18%).

**Table 6. Self-management support — Oregon's Employer Survey, 2005–2011**

Percent of worksites	2005	2008	2011	Change 2005–2011
Offering private, clean space to check blood sugar, breastfeed or monitor blood pressure	64.6	71.3	78.9	+18%
With referral systems for chronic disease self-management	10.0	13.0	13.2	+32%

In most categories, less than 50% of Oregon worksites are addressing worksite wellness, with less than 20% of worksites addressing nutrition and physical activity practices. As wellness infrastructure increases across the state, practices and policies may increase.

## SURVEY METHODOLOGY AND DATA COLLECTION

A stratified random sample of Oregon employers with 20 or more employees were contacted and asked to complete the Oregon Employer Survey in each of three years of data collection (2005, 2008 and 2011).

### Sampling and data collection

For the 2011 survey, 4,000 worksites were contacted via the U.S. Postal Service. They were asked to complete an online survey or respond to a paper copy. The survey administrator followed up with letters and phone calls to reach target response numbers. The data collection concluded with 1,631 worksites completing surveys. The survey response rate was 41%. See *Appendix C* for detailed data tables of the 2011 sample.

**Table 7. Sampling frame — Oregon Employer Survey, 2011**

	Number of worksites with 20 or more employees	Random sample selected	Number of respondents	Survey response rate
Large public	1,126	800	408	51%
Small public	1,063	800	404	51%
Large private	4,144	1,200	416	35%
Small private	8,360	1,200	403	34%
<b>Totals</b>	<b>14,693</b>	<b>4,000</b>	<b>1,631</b>	<b>41%</b>

For the 2008 survey, 3,795 worksites were contacted to complete the survey and 2,464 worksites completed it. The survey response rate was 65%. See *Appendix D* for detailed data tables of the sample.

**Table 8. Sampling frame — Oregon Employer Survey, 2008**

	Total number of Oregon worksites	Random sample selected	Number of respondents	Survey response rate
Large public	4,889 (total public)	816	383	47%
Small public		825	369	49%
Large private	4,769	1,068	437	41%
Small private	9,428	1,086	420	39%
<b>Totals</b>	<b>19,086</b>	<b>3,795</b>	<b>2,464</b>	<b>65%</b>

For the 2005 survey, 6,187 worksites were contacted to complete the survey and 2,464 worksites completed it. The survey response rate was 40%. See *Appendix E* for detailed data tables of the sample.

**Table 9. Sampling frame — Oregon Employer Survey, 2005**

	Total number of Oregon worksites	Random sample selected	Number of respondents	Survey response rate
Large public	4,541 (total public)	857	453	53%
Small public		860	425	49%
Large private	4,473	2,065	754	37%
Small private	8,809	2,405	832	35%
<b>Totals</b>	<b>17,823</b>	<b>6,187</b>	<b>2,464</b>	<b>40%</b>

## Data analyses

Oregon Health Authority staff compiled, cleaned and analyzed the data. Frequencies, descriptive (means) and cross tabulations were used to describe the samples and overall results. Chi-square tests, univariate analysis of variance (ANOVA), and independent samples t-test were performed to identify which factors were significantly associated with worksites' wellness practices and worksites' engagement level with wellness. In addition, the percent change over time was calculated for all variables.

## Limitations

Findings from this study should be interpreted with some caution due to the following limitations:

- Businesses with fewer than 20 employees were not included in the study in order to match historical data.
- Despite monitoring of the numbers of worksites in each county that completed the survey, the distribution of worksites that responded by county did not precisely correspond to the actual distribution of Oregon worksites by county.

## ATTACHMENT A – Awareness of Oregon’s *Wellness@Work* initiative

The *Wellness@Work* initiative is a statewide, private-public partnership that connects workplaces to resources

*Wellness@Work* resources can be accessed at [www.wellnessatworkoregon.org](http://www.wellnessatworkoregon.org).

for implementing evidence-based worksite wellness programs. In 2011, the initiative launched a website and assessment tool. The 2011 Oregon Employer Survey asked employers if they were familiar with *Wellness@Work* and if they implemented any changes at their worksite after viewing the website.

A majority (89%) of worksites were not familiar with the *Wellness@Work* website or initiative at the time of the survey. Eleven percent were familiar with the website; among this group, one-third (32%) had heard of the initiative from colleagues, one-fifth (22%) from a professional association and 18 percent read about the initiative from an article on the Internet. See *Table 1 – Awareness of Oregon’s Wellness@Work initiative* for additional details.

**Table 1. Awareness of Oregon’s *Wellness@Work* initiative – Oregon Employer Survey, 2011**

Percent of worksites	Large government	Small government	Large private	Small private	Overall
Have heard of <i>Wellness@Work</i> initiative and website	15.8	10.2	10.5	6.8	10.9 (N=1,592)
Among those familiar with <i>Wellness@Work</i> , they learned of the initiative from:					
Article on the Internet	14.5	10.3	20.9	33.3	18.1 (N=171)
News report	8.1	10.3	16.3	14.8	11.7 (N=171)
Colleagues	43.5	33.4	30.2	7.4	32.2 (N=171)
Professional association	22.6	30.8	23.3	7.4	22.3 (N=171)
Local health department	12.9	20.5	2.3	14.8	12.3 (N=171)
Link from another website	0.0	2.6	4.7	0.0	1.8 (N=171)
Other source	27.4	20.5	25.6	37.0	26.9 (N=171)

Among those who were aware of *Wellness@Work*, 43% implemented changes in their worksites. Changes included forming a wellness committee; dedicating staff time to wellness; assessing employee needs and interests; and working to gain leadership support for wellness. See *Table 2 – Changes implemented after knowledge of Oregon’s Wellness@Work initiative* for additional details.

**Table 2. Changes implemented after knowledge of Oregon’s *Wellness@Work* initiative — Oregon Employer Survey, 2011**

Percent of worksites	Large government	Small government	Large private	Small private	Overall (N=166)
Gained leadership support for wellness	13.1	13.2	9.8	11.5	12.0
Formed a wellness team or committee	21.3	23.7	14.6	7.7	18.1
Dedicated staff time to worksite wellness	14.8	18.4	14.6	7.7	14.5
Assessed employee needs and interests around worksite wellness	13.1	21.1	7.3	15.4	13.9
Established a policy or benefit that supports wellness	11.5	18.4	9.8	0	10.8
Changed the physical environment to support wellness	9.8	0	0	0	3.6
Told a story to be shared on the website	1.6	0	0	0	0.6
Added the <i>Wellness@Work</i> button to website	1.6	2.6	0	0	1.2
Used the online tool to assess work environment, practices and policies	9.8	7.9	0	3.8	6.0
Other	9.8	7.9	7.3	0	7.2
<b>Any changes implemented</b>	<b>50.8</b>	<b>52.6</b>	<b>36.6</b>	<b>23.1</b>	<b>43.4</b>
<b>None</b>	<b>49.2</b>	<b>47.4</b>	<b>63.4</b>	<b>76.9</b>	<b>56.6</b>

The *Wellness@Work* website is an online tool kit for Oregon employers. It can be accessed at [www.wellnessatworkoregon.org](http://www.wellnessatworkoregon.org). Its resources include:

- Assessment tool;
- Model policies;
- Success stories;
- Speaker's kit;
- Videos featuring Oregon employers;
- Upcoming events.

The logo for Wellness@Work features the word "wellness" in a lowercase, orange, sans-serif font, followed by "@WORK" in a bold, uppercase, orange, sans-serif font.

For additional information about *Wellness@Work*, visit the website, contact the Oregon Public Health Institute or contact your local public health department.

## ATTACHMENT B – Sample of open-ended response quotes

---

### Wellness infrastructure

*We have obtained management approval to implement a Wellness Plan beginning 01-01-2012. We have selected an outside Wellness Vendor and are in the beginning stages of vendor collaboration as well as Plan design. The Plan should be in full-swing no later than June 1, 2012 as this is our benefit plan renewal date.*

–Large private worksite

---

*We have a Wellness Committee and a Wellness Program. It is aimed at the individual's interests versus topics for the employee group at large. We also offer annual health screenings to all employees on a voluntary basis.*

–Small private worksite

---

*We do a great job in promoting wellness, safety, office well being. It is unfortunate that there is no funding - all office events are funded by staff donations or fund raising.*

–Small public worksite

---

*Strong focus and support from management and employees.*

–Large private worksite

---

*Promoting the health and wellness of our stakeholders (employees, customers, suppliers and investors) is a Core Value of our Organization.*

–Large private worksite

### Nutrition practices

*We provide a variety of choices for our employees, healthy and other. We feel they should make the decision for themselves. We do try to provide healthy meals when the company sponsors an event.*

–Large private worksites

---

*We plan to develop some guidelines and challenge departments to switch to healthy meetings, maybe a competition with a small prize. We will be looking into healthier options in current vending machines.*

–Large public worksite

---

*Weight Watchers has been extremely effective with about 25 of the 80 employees here attending at some point and many making huge changes in life style. Office party snacks have changed!*

–Large public worksite

*I was thrilled when the insurance took the proactive position and offered Weight Watchers to employees. Many employees have taken advantage of this incredible blessing.*

–Small public worksite

*We're encouraging healthy food choices by regularly having fruit and healthy snacks provided for employee meetings. Sweet refreshments are available, but in small portions only.*

–Small private worksite

*We offer a full time salad bar that has fresh fruits and vegetables - the employees receive a discount on the meal.*

–Small private worksite

*Our changes to healthier drink and food alternatives are driven by employee input to do so.*

–Large private worksite

### Physical activity practices

*We provided an in-house fitness program and have had to-date recorded over 65 million steps in three months with an 80% participation rate of all employees. Continued success is met with management sponsorship and participation.*

–Large private worksite

*The wellness committee holds fund raisers to buy incentives/prizes for wellness campaign activities.*

–Large public worksite

*Rather than increasing the signage for stair usage, a voluntary group of employees teamed up and twice a day would walk up 10 flights of stairs.*

–Large private worksite

*We offer a program to encourage bicycling to work with commuter reimbursement.*

–Small private worksite

*Our stairs are kept in good working condition and many employees can be seen walking during their breaks and lunch periods through buildings that have stairs (especially when the weather is poor).*

–Large public worksite

*Our company provides personal trainers that visit our facilities during the week, for anyone who would like to participate in lunch time classes.*

–Large private worksite

## Tobacco use practices

*Within our wellness program we have been preparing for 1 1/2 years to get to a Tobacco Free campus.*

–Small private worksite

---

*Smoking cessation will be one of three major emphases for 2012 wellness.*

–Small private worksite

---

*We have signs on our building entrances ‘No smoking within 25 feet of building entrances/exits.’ Also, no usage of Tobacco products within any building.*

–Large public worksite

---

*We are starting a committee to begin going tobacco free, i.e., no tobacco use on our property.*

–Large public worksite

---

*We are a LEED Silver Certified building also built to meet historical landmark requirements of not allowing smoking within 25 feet of entrances.*

–Large private worksite

## Barriers and challenges

*We are at a huge disadvantage for health in having little control over what goes in our vending machines.*

–Small public worksite

---

*The Wellness promotion at our school is directed towards our students and families. Funny enough the policy has not been extended to teaching staff. A frustration that we can’t walk our talk.*

–Large public worksite

---

*We don’t have our leader on board for a wellness promotion.*

–Large private worksite

---

*The intent is there, we just don’t have anyone designated at this time to really promote it.*

–Large public worksite

---

*Although we encourage healthier alternatives verbally to be served at meetings, not all departments do so and we do not currently have a written policy stating this needs to be done.*

–Large private worksite

*There is very little support for staff in taking care of their personal health and wellness. We had a Wellness Committee for about 4 years at one school, but currently do not have a formal committee.*

–Large public worksite

---

*Staff expects managers to ‘reward’ them at times with things like doughnuts or cookies.*

–Large public worksite

---

*We’ve begun a committee. It’s not functional at this time. Will work on getting it active and effective.*

–Large public worksite

## APPENDIX A: 2011 Oregon Employer Survey data tables

### Sampling frame and data collection

#### Sampling frame — Oregon Employer Survey, 2011

	Number of worksites	Random sample selected	Number of respondents	Survey response rate
Large public	1,126	800	408	51%
Small public	1,063	800	404	51%
Large private	4,144	1,200	416	35%
Small private	8,360	1,200	403	35%
Totals	14,693	4,000	1,631	41%

#### Survey response by type of data collection — Oregon Employer Survey, 2011

	Total mailed surveys	Total response (response rate)	Online totals (response rate)	Paper totals (response rate)
Large public	800	408 (51%)	363 (45%)	45 (6%)
Small public	800	404 (51%)	362 (45%)	42 (5%)
Large private	1,200	416 (35%)	353 (29%)	63 (5%)
Small private	1,200	403 (34%)	359 (30%)	44 (4%)
Totals	4,000	1,631 (41%)	1,437 (36%)	194 (5%)

### Results by employer type

#### Employer type/size and industry — Oregon Employer Survey, 2011

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,631)
Education	48.3	50.2	4.3	2.5	26.2
Hospitality	0.5	0.0	5.0	14.6	5.0
Industrial/manufacturing	6.4	10.9	35.8	31.8	21.3
Health care	7.1	5.2	19.2	14.4	11.5
Wholesale/retail	0.0	0.0	14.9	14.1	7.3

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,631)
Information and technical services	1.2	2.0	8.7	7.9	5.0
Finance and real estate	1.5	2.2	3.6	3.7	2.8
Entertainment	2.0	3.0	3.4	3.0	2.8
Public administration	32.6	26.0	0.2	0.0	14.7
Other	0.5	0.5	4.8	7.9	3.4

## Employer type/size and region — Oregon Employer Survey, 2011

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,631)
Central	8.3	11.4	6.0	6.9	8.2
Eastern	8.8	10.9	2.4	3.7	6.4
Metro	32.6	22.5	55.0	48.4	39.7
Northern	4.9	10.6	2.9	3.7	5.5
Southwest	11.5	15.3	8.2	10.7	11.4
Valley	33.8	29.2	25.5	26.6	28.8

## Employer type/size and county — Oregon Employer Survey, 2011

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,631)
Baker	0.2	0.7	0.2	0.2	0.4
Benton	1.2	2.2	1.4	2.2	1.8
Clackamas	6.9	5.0	10.1	9.9	8.0
Clatsop	1.2	3.5	0.5	1.0	1.5
Columbia	1.0	2.2	0.5	0.7	1.1
Coos	2.7	2.0	0.5	0.7	1.5
Crook	1.2	1.2	0.7	0.2	0.9
Curry	0	0.5	0	0.5	0.2
Deschutes	3.4	4.2	3.6	4.5	3.9
Douglas	1.5	6.9	1.9	2.2	3.1
Gilliam	0	0.2	0.5	0	0.2
Grant	0	1.0	0	0	0.2
Harney	0.7	1.2	0	0	0.5

## Employer type/size and county (continued)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,631)
Hood River	0.7	1.0	0.2	0.5	0.6
Jackson	5.6	4.5	4.3	5.2	4.9
Jefferson	1.5	1.2	0	0.5	0.8
Josephine	1.7	1.5	1.4	2.0	1.7
Klamath	2.2	4.7	1.7	1.7	2.6
Lake	1.0	0.5	0	0.2	0.4
Lane	8.6	5.9	11.5	8.4	8.6
Lincoln	1.2	2.5	0.7	2.0	1.6
Linn	4.4	4.7	2.6	3.0	3.7
Malheur	1.2	1.2	0.2	0.7	0.9
Marion	14.2	9.9	5.3	8.4	9.4
Morrow	0.5	0.7	0.7	0.2	0.5
Multnomah	15.4	12.6	27.6	25.6	20.4
Polk	1.2	1.7	1.2	1.0	1.3
Sherman	0.0	0.0	0.2	0.0	0.1
Tillamook	1.0	2.2	0.2	0.7	1.0
Umatilla	3.7	3.2	0.5	1.5	2.2
Union	1.5	1.7	0.7	0.7	1.2
Wallowa	0.2	0.2	0.0	0.0	0.1
Wasco	1.0	1.5	0.7	0.7	1.0
Washington	10.3	5.0	17.3	12.9	11.4
Wheeler	0.0	0.2	0	0	0.1
Yamhill	2.9	2.2	2.6	1.5	2.3

## Employer type/size and longevity — Oregon Employer Survey, 2011

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,564)
Less than 1 year	3.4	9.4	3.9	5.8	4.6
1–5 years	3.4	6.3	1.8	1.0	1.8
6–25 years	26.7	29.7	18.0	20.8	19.4
More than 25 years	66.7	54.7	76.4	72.5	74.2

## Employer type/size and outcome evaluation — Oregon Employer Survey, 2011

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,296)
Any outcomes evaluated	41.2	29.2	40.6	20.2	32.6
None	58.8	70.8	59.4	79.8	67.4

## Employer type/size and health insurance offered — Oregon Employer Survey, 2011

Percent of worksites	Large public	Small public	Large private	Small private	Overall (1,493)
Fully insured through insurance company	64.6	61.5	56.9	58.8	60.4
Fully self-insured	12.7	9.4	21.3	9.2	13.3
Partially self-insured	22.5	28.0	17.1	15.4	20.7
No health plan offered	0.3	1.1	4.7	16.5	5.6

## Employer type/size and payment of premiums, among those who offer health insurance — Oregon Employer Survey, 2011

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,367)
Health plan available through employer but employees pay 100% of premiums	2.5	2.9	3.3	2.0	2.7
Employees pay more than 50% of premiums	3.6	8.7	6.9	5.6	6.2
Employees pay less than 50% of premiums	77.9	71.1	67.9	58.1	69.2
Employer pays 100% of premiums	19.9	23.9	25.5	35.9	25.9

## Results by industry

### Industry and region — Oregon Employer Survey, 2011

Percent of worksites	Education	Entertainment	Finance and real estate	Health care	Hospitality
Central	7.5	17.4	2.3	9.0	7.3
Eastern	8.4	0.0	2.3	3.2	2.4
Metro	35.1	23.9	60.0	37.8	42.7
Northern	6.1	8.7	2.3	6.9	7.3
Southwest	14.0	17.4	11.2	16.0	12.2
Valley	29.0	32.6	22.3	27.1	28.0
Percent of worksites	Industrial and manufacturing	Information and technical	Public administration	Retail and wholesale	Other
Central	8.9	6.2	10.9	5.0	1.8
Eastern	4.6	6.2	12.6	7.6	0.0
Metro	46.4	60.5	19.7	50.4	66.1
Northern	5.5	1.2	6.7	3.4	0.0
Southwest	8.1	7.4	11.7	5.9	7.1
Valley	26.5	18.5	38.5	27.7	25.0

### Industry and longevity — Oregon Employer Survey, 2011

Percent of worksites	Education	Entertainment	Finance and real estate	Health care	Hospitality
Less than 1 year	5.5	0.0	2.3	5.1	7.9
1–5 years	1.5	2.2	0.0	4.5	12.7
6–25 years	10.2	33.3	18.6	29.0	44.3
More than 25 years	82.9	64.4	79.1	61.4	35.4
Percent of worksites	Industrial and manufacturing	Information and technical	Public administration	Retail and wholesale	Other
Less than 1 year	4.4	5.3	2.2	7.8	9.1
1–5 years	3.2	2.6	0.9	2.6	1.8
6–25 years	25.2	34.2	10.0	22.4	20.0
More than 25 years	67.2	57.9	87.0	67.2	69.1

## Industry and outcome evaluation — Oregon Employer Survey, 2011

Percent of worksites	Education	Entertainment	Finance and real estate	Health care	Hospitality
Any outcomes evaluated	35.0	23.1	40.5	42.9	20.0
None	65.0	76.9	59.5	57.1	80.0
Percent of worksites	Industrial and manufacturing	Information and technical	Public administration	Retail and wholesale	Other
Any outcomes evaluated	28.1	39.4	30.4	31.9	36.7
None	71.9	60.6	69.6	68.1	63.3

## Industry and health insurance offered — Oregon Employer Survey, 2011

Percent of worksites	Education	Entertainment	Finance and real estate	Health care	Hospitality
Fully insured through insurance company	65.8	61.9	65.0	62.7	33.8
Fully self-insured	5.6	14.3	12.5	16.9	10.3
Partially self-insured	28.6	11.9	20.0	15.3	11.8
No health plan offered	0.0	11.9	2.5	5.1	44.1
Percent of worksites	Industrial and manufacturing	Information and technical	Public administration	Retail and wholesale	Other
Fully insured through insurance company	59.4	66.7	58.9	54.1	58.8
Fully self-insured	15.4	21.3	16.4	14.4	21.6
Partially self-insured	17.3	10.7	23.3	24.3	15.7
No health plan offered	7.9	1.3	1.4	7.2	3.9

## Industry and payment of premiums, among those who offer health insurance — Oregon Employer Survey, 2011

Percent of worksites	Education	Entertainment	Finance and real estate	Health care	Hospitality
Health plan available through employer but employees pay 100% of premiums	1.4	2.7	2.6	2.4	5.4
Employees pay more than 50% of premiums	7.6	0.0	0.0	4.8	16.2
Employees pay less than 50% of premiums	80.2	51.4	61.5	67.7	62.2
Employer pays 100% of premiums	10.8	45.9	35.9	25.1	16.2
Percent of worksites	Industrial and manufacturing	Information and technical	Public administration	Retail and wholesale	Other
Health plan available through employer but employees pay 100% of premiums	2.1	4.1	2.4	1.0	4.3
Employees pay more than 50% of premiums	4.5	2.7	1.9	9.2	2.1
Employees pay less than 50% of premiums	60.9	53.4	73.0	73.5	63.8
Employer pays 100% of premiums	32.5	39.7	22.7	16.3	29.8

## Results by region

### Region and longevity — Oregon Employer Survey, 2011

Percent of worksites	Central	Eastern	Metro	Northern	Southwest	Valley
Less than 1 year	4.0	3.9	6.0	5.7	2.9	4.3
1–5 years	3.2	1.0	3.3	3.4	2.9	2.3
6–25 years	23.0	9.8	25.6	20.5	18.9	16.0
More than 25 years	69.8	85.3	65.0	70.5	75.4	77.5

### Region and outcomes evaluated — Oregon Employer Survey, 2011

Percent of worksites	Central	Eastern	Metro	Northern	Southwest	Valley
Any outcomes evaluated	31.8	30.6	33.5	25.8	33.1	33.5
None	68.2	69.4	66.5	74.2	66.9	66.5

### Region and health insurance offered — Oregon Employer Survey, 2011

Percent of worksites	Central	Eastern	Metro	Northern	Southwest	Valley
Fully insured through insurance company	59.7	62.6	62.0	57.6	62.1	57.9
Fully self-insured	20.2	15.2	11.7	11.8	13.2	13.3
Partially self-insured	16.1	19.2	21.5	23.5	18.4	21.6
No health plan offered	4.0	3.0	4.8	7.1	6.3	7.2

### Region and payment of premiums, among those that offer health insurance — Oregon Employer Survey, 2011

Percent of worksites	Central	Eastern	Metro	Northern	Southwest	Valley
Health plan available through employer but employees pay 100% of premiums	0.8	3.2	3.2	1.3	0.6	1.8
Employees pay more than 50% of premiums	3.4	8.5	4.7	2.5	5.0	6.3
Employees pay less than 50% of premiums	73.1	67.0	67.0	69.6	76.7	68.3
Employer pays 100% of premiums	22.7	21.3	25.1	26.6	17.6	17.6

## Results by longevity

### Longevity and outcome evaluation — Oregon Employer Survey, 2011

Percent of worksites	Less than a year	1–5 years	6–25 years	More than 25 years
Any outcomes evaluated	22.6	31.6	25.6	35.5
None	77.4	68.4	74.4	64.5

### Longevity and health insurance offered — Oregon Employer Survey, 2011

Percent of worksites	Less than a year	1–5 years	6–25 years	More than 25 years
Fully insured through insurance company	63.2	44.7	54.8	62.5
Fully self-insured	10.3	13.2	16.2	12.7
Partially self-insured	16.2	10.5	17.9	21.8
No health plan offered	10.3	31.6	11.0	3.0

### Longevity and payment of premiums, among those that offer health insurance — Oregon Employer Survey, 2011

Percent of worksites	Less than a year	1–5 years	6–25 years	More than 25 years
Health plan available through employer but employees pay 100% of premiums	1.7	4.2	3.1	2.1
Employees pay more than 50% of premiums	10.0	16.7	7.5	3.6
Employees pay less than 50% of premiums	58.3	66.7	63.9	71.1
Employer pays 100% of premiums	30.0	12.5	25.5	23.3

## Affordable Care Act status

### Federal health reform law status — *Oregon Employer Survey, 2011*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,394)
Under the recent federal health reform law (the Patient Protection and Affordable Care Act), would your health plan be considered a new plan?	12.6	9.4	25.7	15.9	15.9
Under the recent federal health reform law (the Patient Protection and Affordable Care Act), would your health plan be considered a grandfathered plan?	20.9	15.9	29.5	27.2	23.2
Don't know	66.6	74.7	44.8	57.0	60.8

## Worksite wellness infrastructure results

### Worksites with wellness infrastructure — Oregon Employer Survey, 2011

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Have a wellness or health promotion committee	52.7	44.6	32.2	13.6	35.6 (N=1,544)
Mission statement or goal refers to improving or maintaining employee health	36.5	34.8	34.2	25.1	32.6 (N=1,382)
At least one person's primary responsibility is health promotion	10.5	7.0	6.9	4.1	7.1 (N=1,571)
At least one person is responsible for providing, supervising or coordinating health promotion activities but responsibility for health promotion is not the person's primary job	45.9	34.7	50.9	34.8	41.7 (N=1,571)

### Evaluation of outcomes — Oregon Employer Survey, 2011

(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,296)
Evaluate whether health promotion efforts affect medical costs/utilization	23.4	8.7	32.5	12.7	19.7
Evaluate whether health promotion efforts affect productivity	6.2	9.1	8.6	6.3	7.6
Evaluate whether health promotion efforts affect absenteeism	28.9	23.8	20.6	12.1	20.9
Evaluate whether health promotion efforts affect other outcomes	4.1	2.3	3.6	2.0	3.0
Any outcomes evaluated	41.2	29.2	40.6	20.2	32.6
None	58.8	70.8	59.4	79.8	67.4

**Classes, workshops, lectures or special events on health topics —**  
*Oregon Employer Survey, 2011*  
*(Respondents were able to select all that applied to their worksite.)*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,587)
Recognizing symptoms of heart attack or stroke	13.9	18.2	17.3	10.0	14.9
Exercise or physical fitness	41.3	25.8	28.9	15.1	27.9
Healthy food choices	34.0	20.8	23.7	11.5	22.6
Smoking cessation	16.4	9.6	16.0	6.7	12.2
Stress management	26.2	19.5	17.0	9.2	18.0
Injury prevention	26.4	24.3	33.1	26.4	27.6
Weight control	49.6	28.1	18.5	7.9	26.1
Cholesterol or high blood pressure	17.1	9.4	11.6	4.4	10.6
Cancer prevention/early detection	7.6	4.3	6.9	2.8	5.4
Managing chronic conditions	11.1	9.9	12.3	5.6	9.8
Other	15.9	13.7	15.1	9.7	13.6
Any classes, workshops, etc.	77.8	66.8	59.8	43.8	62.1
None offered	22.2	33.2	40.2	56.2	37.9

**Pamphlets, books, newsletters or videos offered on health topics —**  
*Oregon Employer Survey, 2011*  
*(Respondents were able to select all that applied to their worksite.)*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,561)
Recognizing symptoms of heart attack or stroke	23.1	21.0	24.8	13.4	20.6
Exercise or physical fitness	47.3	35.6	42.0	22.2	36.8
Healthy food choices	45.2	33.5	40.0	20.4	34.8
Smoking cessation	32.6	20.3	34.3	17.8	26.3
Stress management	39.8	31.4	33.5	17.8	30.7
Injury prevention	35.2	34.0	43.3	33.1	36.5
Weight control	49.4	30.1	30.3	14.0	30.9
Cholesterol or high blood pressure	21.3	13.0	23.3	9.8	16.9
Cancer detection/early prevention	14.4	8.8	15.8	7.2	11.6
Managing chronic diseases	19.8	15.3	21.3	11.1	16.9
Other	10.0	8.1	9.8	10.1	9.5
Any pamphlets, books, etc.	82.3	72.2	73.3	57.6	71.4
None offered	17.7	27.8	26.8	42.4	28.6

## Self-management results

### Support groups that have regular meetings at the worksite —

*Oregon Employer Survey, 2011*

*(Respondents were able to select all that applied to their worksite.)*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,628)
Weight Watchers or other weight management programs	41.9	24.6	4.8	1.5	18.2
Group tobacco cessation counseling	1.7	1.2	0.5	1.0	1.1
Living Well with Chronic Conditions	1.7	2.7	1.0	1.2	1.7
Other	8.8	5.2	5.1	4.2	5.8
Any support groups	47.5	30.5	10.4	6.2	23.6
None offered	52.5	69.5	89.6	93.8	76.4

### Self-management support — *Oregon Employer Survey, 2011*

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Systems in place for referring people with known chronic diseases (such as diabetes or heart disease) for free or discounted disease self-management classes	16.2	14.2	17.2	5.9	13.2 (N=1,361)
Offer employees private, clean space to check blood sugar, breastfeed or monitor blood pressure	86.7	78.6	83.5	66.5	78.9 (N=1,545)
Allow employees to use leave or personal time for wellness or health maintenance appointments (paid time)	93.6	93.6	68.0	61.3	79.0 (N=1,551)
Allow employees to use leave or personal time for wellness or health maintenance appointments (unpaid time)	1.3	1.1	18.6	26.2	11.9 (N=1,551)

**Individualized health risk appraisals offered within the past 12 months —  
Oregon Employer Survey, 2011**  
(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,519)
Health risk appraisal (individual health screening questionnaire) located onsite	15.1	9.9	13.6	3.3	10.5
Web-based health risk appraisal (individual health screening questionnaire)	22.6	17.6	22.0	8.2	17.6
Health risk appraisal (individual health screening questionnaire) located offsite	4.9	7.1	3.5	2.0	4.3
Any appraisal offered	37.2	32.9	32.7	12.3	28.6
None	62.8	67.1	67.3	87.7	71.4

**Health services offered — Oregon Employer Survey, 2011**  
(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,564)
Periodic health or physical exams	7.5	3.7	3.2	2.5	4.2
Blood tests to measure blood sugar	15.5	11.9	14.8	4.8	11.8
Physical fitness exams	6.7	6.9	2.2	0.3	4.0
Diet/nutrition evaluation	8.2	5.6	3.5	0.5	4.4
Blood pressure checks	23.2	17.5	21.0	5.3	16.8
Cholesterol screening	19.1	13.0	17.3	4.8	13.6
Body fat or healthy body weight screening	16.8	9.5	14.1	3.1	10.9
Flu shots	66.8	47.9	49.6	21.6	46.4
Depression or other mental health screenings	2.3	1.9	0.7	0.3	1.3
Other	7.0	5.3	3.5	4.3	5.0
Any health services offered	74.0	56.9	56.3	27.7	53.6
None	26.0	43.1	43.7	72.3	46.4

## Nutrition results

### Nutrition policies and practices — Oregon Employer Survey, 2011

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Worksites with written policies or guidelines encouraging healthful foods be served or available at the worksite	29.6	29.2	6.8	4.8	17.1 (N=1,533)
Among those with written policies (N=262), worksites were able to select all settings that policies applied to:					
Cafeteria	78.7	80.4	37.0	42.1	72.4
Snack bar/coffee bar	24.1	15.0	29.6	10.5	19.9
Meetings	20.4	20.6	25.9	21.1	21.1
Vending machines/ bulk candy machines	49.1	37.4	25.9	15.8	39.5
Free food (i.e., candy, fruit, snacks and ready-made meals)	15.7	9.3	11.1	26.3	13.4
Employer-sponsored events	27.8	21.5	22.2	31.6	24.9
Other	11.1	12.1	25.9	31.6	14.6
Among those worksites with vending machines or food services, special promotions or sales on healthier food options were available within the past 12 months	26.2	26.9	22.7	14.9	23.1 N=1,091)
Worksites informally discourage unhealthy foods such as donuts at meetings	31.2	25.2	22.7	15.4	23.6 (N=1,555)

### Where food can be purchased at the worksite — Oregon Employer Survey, 2011 (Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,630)
Cafeteria	48.3	48.5	14.7	5.7	29.3
Snack bar/coffee bar	14.5	8.4	11.5	6.2	10.2
Vending machines/ bulk candy machines	55.4	29.0	56.3	25.4	41.7
Other	10.0	5.9	25.7	27.4	17.3
No food available	15.0	30.5	24.8	46.5	29.1

**Food and beverages regularly available for free at the worksite — Oregon Employer Survey, 2011**  
*(Respondents were able to select all that applied to their worksite.)*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,630)
Coffee and tea	40.4	43.7	78.1	75.9	59.6
Candy	5.4	5.7	6.7	11.4	7.3
Soda	6.9	5.0	10.6	21.1	10.9
Fruit	5.6	5.0	10.1	11.4	8.0
Snacks	8.3	8.2	9.6	14.4	10.1
Ready-made meals	3.2	2.0	2.9	3.0	2.8
Other	15.4	15.6	27.2	26.8	21.3
None	50.0	47.2	15.1	16.4	32.1

**Beverage types available in vending machines at the worksite — Oregon Employer Survey, 2011**  
*(Respondents were able to select all that applied to their worksite.)*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,617)
Vending machines do not offer beverages on site	16.8	31.1	19.9	37.1	26.2
Regular soda	73.5	58.0	76.9	54.6	65.9
Diet soda	75.5	59.0	76.0	54.1	66.2
Energy drinks/sports drinks	37.6	20.4	44.7	25.3	32.1
Bottled water	63.1	47.0	59.7	38.6	52.2
Coffee drinks	24.8	16.2	35.9	25.8	25.7
100% fruit juice	31.7	17.9	42.5	21.3	28.4
Juice drinks (less than 100% fruit juice)	25.5	14.9	36.2	19.3	24.1
1% or skim milk	13.9	7.5	19.9	11.0	13.1
Other	3.2	4.0	5.3	5.8	4.6

## Physical activity results

### Physical activity flextime and breaks — Oregon Employer Survey, 2011

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Worksites with flextime written policies that allow employees to include physical activity in their schedule	17.1	14.8	11.8	7.7	12.8 (N=1,568)
Worksites that give employees opportunities to move around or stretch outside of the rest and meal breaks required by law	72.4	70.1	77.1	80.9	75.1 (N=1,552)

### Employee incentives for alternate commuting — Oregon Employer Survey, 2011 (Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,588)
Walk	6.8	3.4	7.7	3.0	5.2
Bicycle	9.3	5.2	12.4	5.7	8.2
Carpool	9.3	4.1	10.1	2.7	6.6
Mass transit	15.4	5.7	19.3	8.0	12.2
Any incentive	19.4	10.6	24.5	10.7	16.4
None	80.6	89.4	75.5	89.3	83.6

### Health-related incentives — Oregon Employer Survey, 2011 (Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,629)
Subsidized or employer-paid health club membership	14.7	8.2	20.0	11.2	13.6
Prizes, awards or recognition for achieving goals	22.1	15.4	24.8	7.4	17.5
Other	11.3	7.9	11.8	6.0	9.3
Any incentive	37.5	27.5	44.1	21.3	32.7
None	62.5	72.5	55.9	78.7	67.3

**Indoor physical fitness facilities — Oregon Employer Survey, 2011**  
*(Respondents were able to select all that applied to their worksite.)*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,612)
Locker rooms or changing facilities	41.6	24.1	30.2	16.7	28.2
Shower	40.6	27.4	32.6	16.2	29.2
Indoor exercise area available	29.2	17.3	15.1	7.5	17.2
Aerobic exercise equipment available	23.9	12.3	14.8	6.2	14.3
Strength training equipment available	26.9	14.8	15.3	6.0	15.8
Indoor courts available	23.2	18.6	3.9	1.7	11.8
Other indoor exercise facilities	11.7	7.5	6.8	4.7	7.7
Any indoor exercise facility	61.8	47.5	40.4	26.4	44.0
No indoor exercise facilities	38.2	52.5	59.6	73.6	56.0

**Outdoor physical activities available to all employees within safe and convenient walking distance — Oregon Employer Survey, 2011**  
*(Respondents were able to select all that applied to their worksite.)*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,598)
Outdoor walking/jogging trail	63.0	59.8	39.2	26.9	47.2
Outdoor courts (such as basketball)	32.3	31.7	8.9	7.4	20.0
Ball fields (such as soccer, baseball)	39.0	35.9	8.4	8.4	22.9
Bicycle parking/storage	55.8	46.0	42.4	23.9	42.1
Other outdoor exercise facilities	7.5	5.8	7.6	9.4	7.6
Any outdoor exercise facilities	83.5	75.1	60.3	43.4	65.6
No outdoor exercise facilities	16.5	24.9	39.7	56.6	34.4

**Worksites with accessible stairs for exercise or physical activity —  
Oregon Employer Survey, 2011**

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,250)
Yes	64.3	62.2	66.4	59.5	63.3
Yes, however these stairs are unwelcoming or locked	4.3	4.9	6.6	8.0	5.9
No	31.4	33.0	27.0	32.5	30.8

**Worksite improvements to stairs — Oregon Employer Survey, 2011**  
(Only those who have stairs in their worksites responded to this question, respondents could select all that apply.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=827)
Signs encouraging employees or visitors to use the stairs	8.3	5.4	5.4	2.7	5.6
Improvements to stairs: removed barriers	2.9	3.4	3.0	3.8	3.2
Improvements to stairs: increased signage	6.3	3.4	2.5	2.2	3.6
Improvements to stairs: painted the area, added murals	1.4	2.8	3.4	2.7	2.6
Improvements to stairs: installed music system	0.5	1.1	0.0	0.5	0.5
No improvements	91.3	92.7	91.9	93.4	92.3

## Tobacco results

### Worksite policies reinforcing or expanding Oregon's Smokefree Workplace Law — Oregon Employer Survey, 2011

(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Written policies reinforcing Oregon's Smokefree Workplace Law	92.3	93.0	90.5	82.9	89.7 (N=1,566)
Written policies expanding Oregon's Smokefree Workplace Law to prohibit the use of all tobacco products (chew, snus, e-cigarettes)	63.9	66.4	30.5	31.4	47.8 (N=1,457)
Employees can purchase tobacco products at worksite (non-retail establishment)	1.0	1.0	2.0	2.0	1.5 (N=1,607)

### Worksite policies on smoking at or near building entranceways — Oregon Employer Survey, 2011

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,628)
Policy extends the Smokefree Workplace Law beyond 10 feet from worksite entrances	54.9	53.9	41.9	36.8	46.9
Policy designates additional outdoor areas at the worksite as smokefree but still allows for a smoking area	9.3	7.7	25.8	13.9	14.3
Worksite policy designates ALL other outdoor areas at the worksite smokefree	30.2	27.9	10.8	7.2	19.0
Policy exists for at least one area	78.7	81.3	64.6	51.0	68.7
Worksite has no written policy on extending smokefree areas beyond the requirements of Oregon's Smokefree Workplace Law	21.3	19.7	35.4	49.0	31.3

**Tobacco cessation covered by health insurance plan —**  
*Oregon Employer Survey, 2011*  
*(Respondents were able to select all that apply.)*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=856)
Individual tobacco cessation counseling	87.8	83.9	72.9	67.6	77.8
Group tobacco cessation counseling	38.9	32.2	33.3	28.7	33.5
Quit line counseling	57.5	48.3	44.7	34.6	46.5
Nicotine replacement therapy	66.1	54.6	49.8	46.8	54.3
Prescription medications for smoking cessation	73.8	63.2	67.0	63.8	67.3
Health insurance plan does not cover any smoking cessation	2.3	8.0	8.4	13.3	7.8

**Tobacco cessation incentives offered within the past 12 months —**  
*Oregon Employer Survey, 2011*  
*(Respondents were able to select all that applied to their worksite.)*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,465)
Cash or other monetary incentives to employees to quit smoking or for being non-smokers	2.2	1.8	5.4	3.6	3.3
A monthly surcharge for being a smoker	7.2	5.8	3.9	1.0	4.4
A discount for being a non-smoker	0.6	1.5	7.5	1.8	2.9
Non-monetary rewards or incentives to employees who quit smoking (prizes) or for being a non-smoker	1.7	0.6	1.5	2.3	1.6
Competitions to encourage employees to quit smoking	0.3	0.6	1.5	1.3	1.0

## Tobacco cessation incentives offered within the past 12 months (continued)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,465)
Incentives to access smoking cessation programs (e.g., allowing employees to attend on work time or fees paid by employer)	2.8	1.2	4.9	0.8	2.5
Free nicotine patches or gum, or quit kits distributed onsite	2.2	1.8	2.6	0.5	1.8
Other	3.9	3.3	5.2	2.3	3.7
<b>Any cessation incentives offered</b>	<b>16.3</b>	<b>13.7</b>	<b>23.5</b>	<b>10.6</b>	<b>16.1</b>
<b>None of these options offered during the past 12 months</b>	<b>83.7</b>	<b>86.3</b>	<b>76.5</b>	<b>89.4</b>	<b>83.9</b>

## Acute health response results

### Acute health response practices — Oregon Employer Survey, 2011 (Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Automatic external defibrillators (AEDs) are present at worksite	77.9	59.9	59.8	23.4	55.7 (N=1,557)
AED training is available at worksites that provide AEDs	95.2	94.1	97.3	90.2	95.0 (N=816)
Cardiopulmonary resuscitation (CPR) training is available	89.8	89.7	76.7	52.2	77.4 (N=1,537)
CPR training is mandatory at worksites where it is available	42.8	48.4	44.9	46.0	45.5 (N=1,159)
Written CPR plan or procedure present	52.2	45.6	46.8	31.2	43.6 (N=1,297)
Worksites that have a written CPR plan or procedure make it available in languages besides English	18.6	21.3	20.8	26.4	21.5 (N=437)
Displaying signs identifying stroke and heart attack symptoms	16.9	20.7	18.1	12.1	16.9 (N=1,460)
Worksites displaying the symptoms of heart attack and stroke make signs available in languages besides English	32.7	27.0	26.3	29.7	28.6 (N=206)
Displaying signs on how and when to make an emergency (911) call	42.7	41.2	50.0	38.5	43.2 (N=1,487)
Worksites displaying information on how and when to make emergency calls make that information available in languages besides English	16.8	22.9	27.3	29.1	24.3 (N=548)

## APPENDIX B: Oregon Employer Survey — changes over time

### Worksite wellness infrastructure results

#### Wellness infrastructure — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Worksites have a wellness or health promotion committee	15.5	26.7	35.6	130%
Worksites have a mission statement or goal referring to improving or maintaining employee health	13.0	13.3	32.6	151%
There is one person whose primary responsibility is health promotion	4.1	5.7	7.1	73%
At least one person is responsible for providing, supervising or coordinating health promotion activities, but responsibility for health promotion is not the person's primary job	28.8	31.4	41.7	45%

#### Evaluation of outcomes — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Evaluate whether health promotion efforts affect medical costs/utilization	3.8	5.7	19.7	418%
Evaluate whether health promotion efforts affect productivity	2.6	2.7	7.6	192%
Evaluate whether health promotion efforts affect absenteeism	3.9	4.8	20.9	436%
Evaluate whether health promotion efforts affect other outcomes	0.6	1.3	3.0	400%
Evaluate one or more outcome	6.7	9.3	32.6	387%
None	93.3	90.7	67.4	-28%

## Health insurance plans offered by employers — *Oregon Employer Survey, 2005–2011*

Percent of worksites	2005	2008	2011	Percent change over time
Fully insured through insurance company	63.5	64.8	60.4	-5%
Fully self-insured	9.9	9.9	13.3	34%
Partially self-insured	18.8	18.9	20.7	10%
No health plan offered	7.8	6.6	5.6	-28%

## Payment of health insurance premiums, among those who offer health insurance — *Oregon Employer Survey, 2005–2011*

Percent of worksites	2005	2008	2011	Percent change over time
Health plan available through employer but employees pay 100% of premiums	2.5	2.1	2.7	8%
Employees pay more than 50% of premiums	4.8	4.6	6.2	29%
Employees pay less than 50% of premiums	50.8	53.6	69.2	36%
Employer pays 100% of premiums	35.8	36.6	25.9	-28%

## Classes, workshops, lectures or special events on health topics — *Oregon Employer Survey, 2005 –2011*

Percent of worksites	2005	2008	2011	Percent change over time
Recognizing symptoms of heart attack or stroke	8.2	13.9	14.9	82%
Exercise or physical fitness	17.0	21.6	27.9	64%
Healthy food choices	12.0	15.9	22.6	88%
Smoking cessation	6.8	10.3	12.2	79%
Weight control	9.1	12.7	26.1	187%
Cholesterol or high blood pressure	8.7	10.7	10.6	22%
Cancer detection/early prevention	4.1	5.3	5.4	32%
Managing chronic diseases	0.2	7.6	9.8	4800%
Other	11.6	13.8	13.6	17%
Any classes, workshops, etc.	33.4	42.5	62.1	86%
None offered	66.6	57.5	37.9	-43%

## Posters, pamphlets, books, newsletters or videos offered on health topics — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Recognizing symptoms of heart attack or stroke	15.5	19.9	20.6	33%
Exercise or physical fitness	22.4	29.0	36.8	64%
Healthy food choices	20.5	26.3	34.8	70%
Smoking cessation	14.3	20.5	26.3	84%
Weight control	15.5	19.9	30.9	99%
High cholesterol or high blood pressure	14.3	16.5	16.9	18%
Cancer detection/early prevention	10.8	11.3	11.6	7%
Managing chronic diseases	12.7	16.3	16.9	33%
Other	10.6	9.8	9.5	-10%
Any pamphlets, books, etc.	39.0	47.6	71.4	83%
None offered	61.0	52.4	28.6	-53%

## Self-management results

### Self-management support — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Systems in place for referring people with known chronic diseases (such as diabetes or heart disease) for free or discounted disease self-management classes	10.0	13.0	13.2	32%
Offering employees private, clean space to check blood sugar, breastfeed or monitor blood pressure	64.6	71.3	78.9	22%

### Individual health risk appraisals offered within the past 12 months — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Health risk appraisal (individual health screening questionnaire)	13.5	18.6	28.6	112%
None offered	86.5	81.4	71.4	-18%

### Health services offered — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Periodic health or physical exams	4.8	5.0	4.2	-13%
Blood tests to measure blood sugar	9.0	10.0	11.8	31%
Physical fitness exams	3.1	3.3	4.0	29%
Diet/nutrition evaluation	3.9	4.7	4.4	13%
Blood pressure checks	15.8	16.1	16.8	6%
Cholesterol screening	11.4	12.0	13.6	19%
Body fat or healthy body weight screening	8.0	8.2	10.9	36%
Flu shots	32.3	40.7	46.4	44%
Depression or other mental health screenings	2.7	2.4	1.3	-52%
Other	4.1	6.8	5.0	22%
Any health services offered	42.6	50.4	53.6	26%
None	57.4	49.6	46.4	-19%

## Nutrition results

### Nutrition policies and practices — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Special promotions on healthier food options	12.8	17.4	23.1	81%
Worksites with written policies or guidelines encouraging healthful foods served or available at the worksite	12.1	19.4	17.1	41%
Of those with written policies, worksites were able to select all settings that policies applied to:				
Cafeteria	59.3	59.9	72.4	22%
Snack bar	4.6	19.9	19.9	333%
Meetings	5.3	11.5	21.1	298%
Vending machines	12.3	36.0	39.5	221%
Employer-sponsored events	8.1	11.8	24.9	207%
Other	11.6	8.4	14.6	26%

### Beverage types offered by vending machines on site — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Vending machines do not offer beverages on site	21.2	24.5	26.2	24%
Regular soda	77.1	69.4	65.9	-15%
Bottled water	53.2	55.1	52.2	-2%
100% fruit juice	40.1	34.8	28.4	-29%
1% or skim milk	12.0	9.9	13.1	9%
Other	21.2	24.5	26.2	24%

## Physical activity results

### Physical activity flextime or breaks — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Worksites with written flextime policies that allow employees to include physical activity in their schedule	17.7	18.3	12.8	-28%
Worksites that give employees opportunities to move around or stretch outside of the rest and meal breaks required by law	78.5	76.7	75.1	-4%

### Incentives for alternate commuting — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Walk	2.9	4.5	5.2	79%
Bicycle	3.8	6.1	8.2	116%
Carpool	4.8	5.7	6.6	38%
Mass transit	9.1	12.8	12.2	34%
Any incentive	12.1	16.4	16.4	36%
None	87.9	83.6	83.6	-5%

### Health-related incentives — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Subsidized or employer-paid health club membership	18.3	14.1	13.6	-26%
Prizes, awards or recognition for achieving goals	13.1	12.8	17.5	34%
None	72.2	77.0	67.3	-7%

## Indoor physical fitness facilities — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Locker rooms or changing facilities	25.9	27.4	28.2	9%
Shower	24.7	27.2	29.2	18%
Indoor exercise area	14.0	15.5	17.2	23%
Aerobic exercise equipment	9.8	12.6	14.3	46%
Strength training equipment	11.9	14.1	15.8	33%
Indoor courts	10.5	12.0	11.8	12%
Other indoor exercise facilities	4.2	5.2	7.7	83%
Any indoor exercise facility	35.7	37.0	44.0	23%
No indoor exercise facilities	64.3	63.0	56.0	-13%

## Outdoor opportunities for physical activity are available to all employees within safe and convenient walking distance — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Outdoor walking/jogging trail	34.3	37.3	47.2	38%
Outdoor courts (such as basketball)	16.6	18.7	20.0	21%
Ball fields (such as soccer, baseball)	16.2	19.0	22.9	41%
Bicycle parking/storage	31.5	35.8	42.1	34%
Other outdoor exercise facilities	5.4	6.2	7.6	41%
Any outdoor exercise facilities	51.2	56.0	65.6	28%
No outdoor exercise facilities	48.8	44.0	34.4	-30%

## Accessible stairs for exercise or physical activity —

*Oregon Employer Survey, 2005–2011*

*(Only those who have stairs in their worksites responded to this question, respondents could select all that apply.)*

Percent of worksites	2005	2008	2011	Percent change over time
Yes	72.5	69.7	63.3	-13%
Have signs encouraging employees or visitors to use the stairs	4.3	6.6	5.6	30%

## Tobacco results

### Written policies reinforcing or expanding Oregon's Smokefree Workplace Law — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Written policies reinforcing Oregon's Smokefree Workplace Law	81.5	85.4	89.7	10%

### Tobacco cessation incentives offered within the past 12 months — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Cash or other monetary incentives to employees to quit smoking or for being a non-smoker	5.0	3.9	3.3	-34%
Non-monetary rewards or incentives (prizes) to employees who quit smoking or for being a non-smoker	5.8	2.2	1.6	-72%
Competitions to encourage employees to quit smoking	1.4	1.2	1.0	-29%
Encouragement to participate in community stop-smoking programs	3.8	3.9	2.5	-34%
Other	11.9	6.2	3.7	-69%
Any incentive	22.5	12.3	16.1	-28%
None	77.5	87.7	83.9	8%

## Acute health response results

### Acute health event response practices — Oregon Employer Survey, 2005–2011

Percent of worksites	2005	2008	2011	Percent change over time
Automatic external defibrillators (AEDs) are present at worksite	17.8	31.9	55.7	213%
Among worksites at which AEDs are provided, training is available on how to use them	97.6	96.4	95	-3%
Cardiopulmonary resuscitation (CPR) training is available	69.4	73.6	77.4	12%
Among worksites at which CPR training is available, this training is mandatory	49.8	48.4	45.5	-9%
Written CPR plan or procedure present	31.2	37.7	43.6	40%
Worksites with a written CPR plan or procedure have it available in languages besides English	19.6	17.7	21.5	10%
Signs are displayed identifying stroke and heart attack symptoms	7.8	11.0	16.9	117%
Worksites displaying the symptoms of heart attack and stroke provide information in languages besides English	20.3	19.5	28.6	41%
Signs are displayed on how and when to make an emergency (911) call	43.9	44.9	43.2	-2%
Worksites displaying information on how and when to make emergency calls provide information in languages besides English	23.7	23.8	24.3	3%

## APPENDIX C: 2008 Oregon Employer Survey data tables

### Sampling frame — Oregon Employer Survey, 2008

	Number of worksites	Random sample selected	Number of respondents	Survey response rate
Large public	4,889 (total public)	816	383	47%
Small public		825	369	49%
Large private	4,769	1,068	437	41%
Small private	9,428	1,086	420	39%
Totals	19,086	3,795	2,464	65%

### Results by employer type

#### Employer type/size and longevity — Oregon Employer Survey, 2008

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,428)
1–2 years	1.0	0.7	1.2	2.8	1.5
3–5 years	1.3	1.3	4.4	6.3	3.6
6–10 years	3.5	2.9	10.2	13.4	8.1
11–25 years	11.8	9.4	30.4	29.0	21.4
More than 25 years	82.4	85.7	53.8	48.5	65.5

#### Employer type/size and region — Oregon Employer Survey, 2008

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,598)
Central	8.7	9.0	7.6	7.9	8.3
Eastern	7.7	12.3	3.2	3.6	6.4
Metro	31.7	23.2	53.1	42.9	38.5
Northern	6.9	9.3	3.5	4.3	5.8
Southwest	13.5	15.8	9.2	12.9	12.7
Valley	31.7	30.3	23.3	28.6	28.3

## Employer type/size and county — Oregon Employer Survey, 2008

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,598)
Baker	0.5	1.1	0.2	0.2	0.5
Benton	1.6	0.3	0.2	1.2	0.8
Clackamas	9.8	9.0	11.3	7.9	9.5
Clatsop	2.4	1.4	0.7	1.2	1.4
Columbia	1.1	2.2	0.7	1.0	1.2
Coos	3.4	2.7	1.9	2.4	2.6
Crook	0.3	0.8	0.5	0.7	0.6
Curry	0.8	1.1	0	0.5	0.6
Deschutes	4.5	4.4	5.3	4.5	4.7
Douglas	1.6	5.4	1.9	1.2	2.4
Gilliam	0.3	0	0	0	0.1
Grant	0.3	0.5	0	0.2	0.3
Harney	1.1	1.1	0	0	0.5
Hood River	0.5	1.4	0.5	1.2	0.9
Jackson	5.3	3.5	3.7	6.0	4.6
Jefferson	0.5	1.6	0.2	0	0.6
Josephine	2.4	3.0	1.9	2.9	2.5
Klamath	3.4	2.2	1.6	2.6	2.4
Lake	0.5	1.4	0	0.2	0.5
Lane	8.7	7.1	8.1	12.9	9.3
Lincoln	1.6	2.5	0.9	2.1	1.8
Linn	3.2	4.1	3.5	2.6	3.3
Malheur	1.9	1.9	1.2	0.5	1.3
Marion	13.5	11.7	8.1	6.7	9.8
Morrow	0.3	1.6	0	0.2	0.5
Multnomah	11.9	9.5	26.3	23.6	18.3
Polk	1.6	2.5	1.2	1.7	1.7
Sherman	0.3	0.5	0	0	0.2
Tillamook	0.5	2.5	0.2	0.7	0.9
Umatilla	1.9	3.0	1.4	1.4	1.9
Union	0.8	1.1	0.5	0.2	0.6
Wallowa	0.5	0.3	0	0.5	0.3
Wasco	1.9	1.4	1.4	0.2	1.2
Washington	10.0	4.6	15.5	11.4	10.6
Wheeler	0	0.3	0	0	0.1
Yamhill	1.6	2.2	1.4	1.4	1.6

## Worksite wellness infrastructure results

### Worksites with wellness infrastructure — Oregon Employer Survey, 2008

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Have a wellness or health promotion committee	47.0	41.0	15.4	8.9	26.7
Mission statement or goal refers to improving or maintaining employee health	16.2	12.8	14.7	9.7	13.3
One person's primary responsibility is health promotion	8.0	6.2	5.1	3.7	5.7
At least one person is responsible for providing, supervising or coordinating health promotion activities but responsibility for health promotion is not the person's primary job	39.7	27.1	37.6	21.4	31.4

### Evaluation of outcomes — Oregon Employer Survey, 2008

(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,275)
Evaluate whether health promotion efforts affect medical costs/utilization	8.6	1.8	8.9	3.1	5.7
Evaluate whether health promotion efforts affect productivity	2.5	2.5	3.0	2.6	2.7
Evaluate whether health promotion efforts affect absenteeism	5.8	4.3	5.4	3.7	4.8
Evaluate whether health promotion efforts affect other outcomes	2.2	1.8	.8	.9	1.3
Any outcomes evaluated	12.6	6.9	11.1	6.8	9.3
None	87.4	93.1	88.9	93.2	90.7

## Health insurance plans offered — Oregon Employer Survey, 2008

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,506)
Fully insured through insurance company	75.4	69.4	58.7	58.0	64.8
Fully self-insured	6.9	8.5	15.3	8.2	9.9
Partially self-insured	17.8	21.9	18.9	17.2	18.9
No health plan offered	0.6	0.6	7.0	16.7	6.6

## Payment of health insurance premiums, among those who offer health insurance — Oregon Employer Survey, 2008

	Large public	Small public	Large private	Small private	Overall (N=1,420)
Health plan available through employer but employees pay 100% of premiums	1.1	2.3	2.3	2.7	2.1
Employees pay more than 50% of premiums	4.5	6.1	3.9	3.8	4.6
Employees pay less than 50% of premiums	52.6	55.5	55.3	50.7	53.6
Employer pays 100% of premiums	39.8	36.0	34.8	36.0	36.6

## Classes, workshops, lectures or special events on health topics — Oregon Employer Survey, 2008 (Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,565)
Recognizing symptoms of heart attack or stroke	16.8	18.0	13.5	8.3	13.9
Exercise or physical fitness	32.2	25.6	21.8	8.3	21.6
Healthy food choices	24.5	18.0	17.0	4.9	15.9
Smoking cessation	15.4	9.6	11.8	4.6	10.3
Weight control	17.8	15.5	15.1	3.2	12.7
Cholesterol or high blood pressure	17.0	11.8	11.8	2.9	10.7
Cancer detection/early prevention	6.4	5.9	7.3	1.7	5.3

## Classes, workshops, lectures or special events on health topics (continued)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,565)
Managing chronic diseases	9.8	7.3	9.2	4.2	7.6
Other	18.1	14.9	12.5	10.2	13.8
Any classes, workshops, etc.	57.4	51.7	39.7	23.7	42.5
None offered	42.6	48.3	60.3	76.3	57.5

## Pamphlets, books, newsletters or videos offered on health topics — Oregon Employer Survey, 2008 (Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,526)
Recognizing symptoms of heart attack or stroke	27.7	20.5	20.6	11.9	19.9
Exercise or physical fitness	42.0	31.6	29.6	14.8	29.0
Healthy food choices	38.4	30.4	25.4	13.1	26.3
Smoking cessation	29.4	18.4	21.3	13.3	20.5
Weight control	31.6	21.1	20.4	7.9	19.9
Cholesterol or high blood pressure	27.7	15.8	16.1	7.7	16.5
Cancer detection/early prevention	17.9	12.3	11.4	4.7	11.3
Managing chronic diseases	26.3	14.3	17.5	7.7	16.3
Other	12.3	10.2	10.7	6.4	9.8
Any pamphlets, books, etc.	60.8	53.2	47.2	31.6	47.6
None offered	39.2	46.8	52.8	68.4	52.4

## Self-management results

### Self-management support — Oregon Employer Survey, 2008

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Systems in place for referring people with known chronic diseases (such as diabetes or heart disease) for free or discounted disease self-management classes	17.9	11.9	14.7	8.1	13.0 (N=1,447)
Offering employees private, clean space to check blood sugar, breastfeed or monitor blood pressure	76.7	71.5	74.1	63.2	71.3 (N=1,522)

### Individual health risk appraisal offered within the past 12 months — Oregon Employer Survey, 2008

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,527)
Health risk appraisal (individual health screening questionnaire)	32.2	17.1	18.3	8.0	18.6
None offered	67.8	82.9	81.7	92.0	81.4

### Health services offered — Oregon Employer Survey, 2008 (Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,570)
Periodic health or physical exams	9.4	4.7	3.3	3.2	5.0
Blood tests to measure blood sugar	19.4	8.1	10.5	2.7	10.0
Physical fitness exams	6.5	2.5	2.6	1.7	3.3
Diet/nutrition evaluation	8.3	3.1	5.4	2.2	4.7
Blood pressure checks	29.0	16.4	15.2	4.9	16.1
Cholesterol screening	23.8	11.4	11.3	2.6	12.0
Body fat or healthy body weight screening	59.8	47.9	40.0	18.0	40.7
Flu shots	14.5	7.8	9.1	1.7	8.2

## Health services offered (continued)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,570)
Depression or other mental health screenings	3.0	1.7	2.8	2.2	2.4
Other	9.4	6.7	7.5	3.9	6.8
Any health services offered	72.3	58.2	49.4	24.8	50.4
None	27.7	41.8	50.6	75.2	49.6

## Nutrition results

### Nutrition policies and practices — Oregon Employer Survey, 2008

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Special promotions on healthier food options	20.8	22.3	14.8	10.4	17.4 (N=1,085)
Employees have access to a refrigerator at worksite	99.7	99.2	94.7	93.8	96.7 (N=1,591)
Worksite provides easy access to healthy foods	61.6	67.6	56.9	50.7	59.4 (N=975)
Worksites have written policies or guidelines encouraging healthful foods be served or available at the worksite	29.5	40.5	6.6	5.7	19.4 (N=1,530)
<b>Of those with written policies (N=297), worksites were able to select all settings that policies applied to:</b>					
Cafeteria	61.5	68.3	42.9	21.7	59.9
Snack bar	23.1	21.8	10.7	4.4	19.9
Meetings	12.5	9.2	14.3	17.4	11.5
Vending machines	43.3	38.7	21.4	4.4	36.0
Employer-sponsored events	13.5	9.9	14.3	13.0	11.8
Other	2.9	9.9	14.3	17.4	8.4

### Beverages types offered by vending machines on site —

#### Oregon Employer Survey, 2008

(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,587)
Vending machines do not offer beverages on site	7.3	24.5	20.8	43.5	24.5
Regular soda	86.0	65.7	76.9	50.2	69.4
Bottled water	71.8	53.7	59.0	37.5	55.1
100% fruit juice	47.0	32.2	39.6	21.2	34.8
1% or skim milk	12.1	7.9	15.3	4.1	9.9
Other	7.3	24.5	20.8	43.5	24.5

## Physical activity results

### Physical activity flextime and breaks — Oregon Employer Survey, 2008

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Worksites with flextime written policies that allow employees to include physical activity in their schedule	20.2	19.1	17.6	16.9	18.3 (N=1,527)
Worksites that give employees opportunities to move around or stretch outside of the rest and meal breaks required by law	74.8	74.3	79.7	77.2	76.7 (N=1,551)

### Incentives for alternate commuting — Oregon Employer Survey, 2008 (Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,569)
Walk	4.4	3.1	5.8	4.4	4.5
Bicycle	4.6	4.2	9.8	5.1	6.1
Carpool	7.3	3.1	8.2	3.9	5.7
Mass transit	17.4	7.2	17.0	9.2	12.8
Any incentive	21.7	9.7	21.0	12.8	16.4
None	78.3	90.3	79.0	87.2	83.6

### Health-related incentives — Oregon Employer Survey, 2008 (Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,598)
Subsidized or employer-paid health club membership	16.4	10.1	19.4	10.3	14.1
Prizes, awards or recognition for achieving goals	22.4	12.2	12.2	5.3	12.8
None	69.7	79.3	72.5	86.2	77.0

**Types of indoor physical activity facilities — Oregon Employer Survey, 2008**  
(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,584)
Locker rooms or changing facilities	40.3	27.4	30.6	12.3	27.4
Shower	42.9	27.4	28.5	11.3	27.2
Indoor exercise area available	27.5	20.2	12.5	3.9	15.5
Aerobic exercise equipment available	24.3	11.1	12.8	3.4	12.6
Strength training equipment available	25.6	16.6	12.3	3.4	14.1
Indoor courts available	22.1	22.4	4.4	1.7	12.0
Other indoor exercise facilities	7.7	5.8	4.4	3.4	5.2
Any indoor exercise facility	53.3	43.1	35.3	18.8	37.0
No indoor exercise facilities	46.7	56.9	64.7	81.3	63.0

**Outdoor opportunities for physical activity available to all employees within safe and convenient walking distance — Oregon Employer Survey, 2008**  
(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,576)
Outdoor walking/jogging trail	53.4	54.7	27.2	17.7	37.3
Outdoor courts (such as basketball)	30.8	34.1	8.5	4.8	18.7
Ball fields (such as soccer, baseball)	33.5	36.5	6.3	3.6	19.0
Bicycle parking/storage	48.8	41.2	35.0	20.1	35.8
Other outdoor exercise facilities	8.3	5.2	6.1	5.1	6.2
Any outdoor exercise facilities	75.6	68.7	49.5	33.7	56.0
No outdoor exercise facilities	24.4	31.3	50.5	66.3	44.0

**Worksites with accessible stairs for exercise or physical activity —  
Oregon Employer Survey, 2008**

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Yes	74.6	65.8	73.7	63.7	69.7 (N=1,164)
Have signs encouraging employees or visitors to use the stairs	8.4	3.6	6.0	7.5	6.6 (N=606)

## Tobacco results

### Worksites with written policies reinforcing or expanding Oregon's Smokefree Workplace Law — Oregon Employer Survey, 2008

(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Written policies reinforcing Oregon's Smokefree Workplace Law	92.8	91.1	85.2	73.7	85.4 (N=1,517)
Employees can purchase tobacco products at worksite (non-retail establishment)	1.1	1.4	1.0	3.0	3.2 (N=1,586)
Worksite has posters about Oregon's Smokefree Workplace Law in addition to required signs	57.7	66.6	56.1	46.8	56.5 (N=1,419)

### Worksites rules on smoking at or near building entranceways — Oregon Employer Survey, 2008

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,483)
No restrictions — smoking allowed at all entrances	6.8	9.1	9.4	14.3	9.9
Some restrictions — smoking allowed at some entrances	13.2	11.4	26.2	24.2	19.1
Smoking not allowed at any entrances	38.3	25.4	47.3	42.7	38.8
Smoking not allowed at anywhere on the grounds	45.6	57.0	15.8	17.7	33.2

**Tobacco cessation incentives offered within the past 12 months —**  
*Oregon Employer Survey, 2008*  
*(Respondents were able to select all that applied to their worksite.)*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,294)
Cash or other monetary incentives to employees to quit smoking or for being non-smokers	4.4	1.8	5.6	3.7	3.9
Non-monetary rewards or incentives to employees who quit smoking (prizes) or for being non-smokers	1.0	1.8	2.5	3.1	2.2
Competitions to encourage employees to quit smoking	1.7	0.4	1.1	1.7	1.2
Encouragement to participate in community stop-smoking programs	8.1	3.5	3.1	1.4	3.9
Offered drug therapies, patches or gum as aids to quit smoking	11.1	5.6	9.2	5.7	7.9
Other	7.7	5.6	7.3	4.3	6.2
Any incentive	13.1	9.1	15.0	11.4	12.3
None	86.9	91.0	85.0	88.6	87.7

## Acute health response results

**Acute health response practices — Oregon Employer Survey, 2008**  
(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Automatic external defibrillators (AEDs) are present at worksite	54.1	33.8	28.0	13.8	31.9 (N=1,519)
Among worksites at which AEDs are provided, training is available on how to use them	96.2	97.9	94.7	97.7	96.4 (N=387)
Cardiopulmonary resuscitation (CPR) training is available	90.0	88.0	69.3	49.6	73.6 (N=1,535)
Among worksites at which CPR training is available, this training is mandatory	41.4	51.3	48.1	55.9	48.4 (N=964)
Written CPR plan or procedure present	41.5	44.3	42.1	25.0	37.7 (N=1,341)
Among worksites at which there is a written CPR plan or procedure, it is available in languages besides English	12.9	15.4	20.2	22.4	17.7 (N=344)
Signs identifying stroke and heart attack symptoms are displayed	10.8	10.6	12.7	9.7	11.0 (N=1,466)
Among worksites displaying the symptoms of heart attack and stroke, signs are available in languages besides English	11.5	14.3	25.6	22.2	19.5 (N=113)
Signs on how and when to make an emergency (911) call are displayed	41.8	40.6	52.2	43.8	44.9 (N=1,503)
Among worksites displaying information on how and when to make emergency calls, this information is available in languages besides English	21.6	15.4	31.0	21.9	23.8 (N=487)

## APPENDIX D: 2005 Oregon Employer Survey data tables

### Sampling frame — Oregon Employer Survey, 2005

	Number of worksites	Random sample selected	Number of respondents	Number of respondents/ number of worksites
Large public	4,541 (total public)	857	453	53%
Small public		860	425	49%
Large private	4,473	2,065	754	37%
Small private	8,809	2,405	832	35%
Totals	17,823	6,187	2,464	40%

### Worksite wellness infrastructure results

#### Worksites with wellness infrastructure — Oregon Employer Survey, 2005

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Have a wellness or health promotion committee	34.0	24.4	11.8	4.8	15.5 (N=2,351)
Mission statement or goal refers to improving or maintaining employee health	15.9	9.7	13.7	12.3	13.0 (N=2,207)
There is one person whose primary responsibility is health promotion	6.2	2.7	6.2	1.7	4.1 (N=2,384)
There is at least one person responsible for providing, supervising or coordinating health promotion activities but responsibility for health promotion is not the person's primary job	42.0	29.0	30.2	20.4	28.8 (N=2,384)

## Evaluation of outcomes — Oregon Employer Survey, 2005

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=2,090)
Evaluate whether health promotion efforts affect medical costs/utilization	7.6	2.4	4.5	2.0	3.8
Evaluate whether health promotion efforts affect productivity	2.0	2.7	3.4	2.2	2.6
Evaluate whether health promotion efforts affect absenteeism	5.6	3.3	4.5	2.9	3.9
Evaluate whether health promotion efforts affect other outcomes	2.0	.0	.6	.3	.6
Any outcomes evaluated	12.4	5.5	7.4	4.0	6.7
None	87.6	94.5	92.6	96.0	93.3

## Health insurance plans offered by worksites — Oregon Employer Survey, 2005

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=2,303)
Fully insured through insurance company	76.7	73.9	57.4	56.8	63.5
Fully self-insured	5.5	5.9	17.7	7.3	9.9
Partially self-insured	17.6	19.7	19.3	18.5	18.8
No health plan offered	0.2	0.5	5.6	17.4	7.8

## Payment of premiums when health plan offered, among those who offered health insurance — Oregon Employer Survey, 2005

	Large public	Small public	Large private	Small private	Overall (N=2,330)
Health plan available through employer but employees pay 100% of premiums	1.9	2.5	2.1	3.3	2.5
Employees pay more than 50% of premiums	5.6	5.5	4.6	4.2	4.8
Employees pay less than 50% of premiums	55.6	56.8	55.9	40.2	50.8
Employer pays 100% of premiums	37.7	37.5	33.2	36.1	35.8

**Classes, workshops, lectures or special events on health topics —**  
*Oregon Employer Survey, 2005*  
*(Respondents were able to select all that applied to their worksite.)*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=2,426)
Recognizing symptoms of heart attack or stroke	12.0	10.2	8.2	5.1	8.2
Exercise or physical fitness	32.7	18.4	16.7	7.9	17.0
Healthy food choices	23.6	12.3	12.1	5.5	12.0
Smoking cessation	9.8	6.1	9.0	3.5	6.8
Weight control	18.2	8.2	11.1	2.8	9.1
Cholesterol or high blood pressure	18.6	7.3	10.1	2.8	8.7
Cancer detection/early prevention	7.0	4.1	4.7	2.0	4.1
Managing chronic diseases	0.0	0.0	0.5	0.1	0.2
Other	15.2	15.0	11.2	8.2	11.6
Any classes, workshops, etc.	55.1	36.1	32.5	21.1	33.4
None offered	44.9	63.9	67.5	78.9	66.6

**Pamphlets, books, newsletters or videos offered on health topics —**  
*Oregon Employer Survey, 2005*  
*(Respondents were able to select all that applied to their worksite.)*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=2,371)
Recognizing symptoms of heart attack or stroke	25.5	18.5	16.3	8.1	15.5
Exercise or physical fitness	41.3	25.3	23.5	10.4	22.4
Healthy food choices	36.8	24.6	21.0	9.9	20.5
Smoking cessation	23.9	17.0	16.2	6.5	14.3
Weight control	27.9	16.8	17.6	6.6	15.5
Cholesterol or high blood pressure	25.8	15.0	16.2	6.5	14.3
Cancer detection/early prevention	20.5	12.0	12.1	4.0	10.8

## Pamphlets, books, newsletters or videos offered on health topics (continued)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=2,371)
Managing chronic diseases	22.2	13.0	14.1	6.5	12.7
Other	16.7	13.0	9.7	7.1	10.6
Any pamphlets, books, etc.	62.0	44.3	39.5	24.1	39.0
None offered	38.0	55.7	60.5	75.9	61.0

## Self-management results

### Self-management support — Oregon Employer Survey, 2005

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Systems in place for referring people with known chronic diseases (such as diabetes or heart disease) for free or discounted disease self-management classes	18.6	8.8	12.3	4.2	10.0 (N=2,272)
Offering employees private, clean space to check blood sugar, breastfeed or monitor blood pressure	71.9	68.3	63.2	59.9	64.6 (N=2,342)

### Individual health appraisal offered within the past 12 months — Oregon Employer Survey, 2005

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=2,392)
Health risk appraisal (individual health screening questionnaire)	30.1	17.2	13.4	3.0	13.5
None	69.9	82.8	86.6	97.0	86.5

### Health services offered — Oregon Employer Survey, 2005

(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=2,391)
Periodic health or physical exams	10.0	5.0	3.6	3.0	4.8
Blood tests to measure blood sugar	22.4	11.2	7.3	2.2	9.0
Physical fitness exams	5.5	3.5	3.5	1.1	3.1
Diet/nutrition evaluation	8.2	3.5	4.5	1.4	3.9
Blood pressure checks	34.0	16.9	14.8	6.3	15.8
Cholesterol screening	28.3	13.4	10.1	2.3	11.4
Body fat or healthy body weight screening	20.8	8.2	7.0	1.9	8.0
Flu shots	51.4	39.8	32.9	17.7	32.3
Mental health screenings	5.9	3.0	1.9	1.5	2.7

## Health services offered (continued)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=2,391)
Other	4.6	4.5	5.1	2.8	4.1
Any health services offered	68.5	51.2	42.9	24.0	42.6
None	31.5	48.8	57.1	76.0	57.4

## Nutrition results

### Nutrition policies and practices — Oregon Employer Survey, 2005

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Those worksites with vending machines or food services had special promotions or sales on healthier food options within the past 12 months	15.9	14.4	14.9	6.9	12.8 (N=1,768)
Employees have access to a refrigerator at worksite	99.3	99.1	95.0	93.3	96.0 (N=2,444)
Worksites provide easy access to healthy foods	59.1	63.0	50.7	53.7	55.7 (N=1,613)
Worksites have written policies or guidelines encouraging healthful foods be served or available at the worksite	17.6	26.8	6.2	7.4	12.1 (N=2,359)
Of those with written policies (N=285), worksites were able to select all settings that policies applied to:					
Cafeteria	77.3	72.4	42.2	26.7	59.3
Snack bar/coffee bar	10.7	1.9	2.2	3.3	4.6
Meetings	5.3	.0	13.3	8.3	5.3
Vending machines or bulk candy machines	24.0	6.7	20.0	1.7	12.3
Employer-sponsored events	9.3	1.9	20.0	8.3	8.1
Other	4.0	6.7	13.3	28.3	11.6

**Beverages types offered by vending machines on site —**  
*Oregon Employer Survey, 2005*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=2,421)
Vending machines do not offer beverages on site	6.0	14.6	18.4	35.7	21.2
Regular soda	92.9	82.5	80.8	62.2	77.1
Bottled water	65.8	53.8	57.0	42.2	53.2
100% fruit juice	49.7	35.9	49.5	28.3	40.1
1% or skim milk	11.7	10.0	18.8	7.0	12.0

## Physical activity results

### Physical activity flextime and breaks — Oregon Employer Survey, 2005

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Worksites with flextime written policies that allow employees to include physical activity in their schedule	22.6	21.7	15.0	15.7	17.7 (N=2,368)
Worksites that give employees opportunities to move around or stretch outside of the rest and meal breaks required by law	79.1	73.9	78.4	80.7	78.5 (N=2,385)

### Incentives for alternate commuting — Oregon Employer Survey, 2005 (Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=2,419)
Walk	4.5	1.2	3.8	2.1	2.9
Bicycle	5.5	0.7	5.7	2.8	3.8
Carpool	7.7	1.2	7.6	2.4	4.8
Mass transit	13.6	2.2	15.1	4.7	9.1
Any incentive	17.3	4.6	18.1	7.7	12.1
None	82.7	95.4	81.9	92.3	87.9

### Health-related incentives — Oregon Employer Survey, 2005

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,660)
Subsidized or employer-paid health club membership	22.8	12.2	26.2	11.8	18.3
Prizes, awards or recognition for achieving goals	34.8	17.4	11.3	3.7	13.1
None	50.9	73.0	67.1	85.3	72.2

**Indoor physical activity facilities — Oregon Employer Survey, 2005**  
(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=2,446)
Locker rooms or changing facilities	41.1	28.6	27.7	14.7	25.9
Shower	41.1	30.0	25.3	12.6	24.7
Indoor exercise area available	28.6	21.3	10.8	5.2	14.0
Aerobic exercise equipment available	19.4	10.6	9.5	4.5	9.8
Strength training equipment available	26.8	17.3	8.6	4.1	11.9
Indoor courts available	23.4	25.8	3.9	1.8	10.5
Other indoor exercise facilities	7.4	6.1	3.5	2.1	4.2
<b>Any indoor exercise facility</b>	<b>54.7</b>	<b>48.5</b>	<b>34.9</b>	<b>19.7</b>	<b>35.7</b>
<b>No indoor exercise facilities</b>	<b>45.3</b>	<b>51.5</b>	<b>65.1</b>	<b>80.3</b>	<b>64.3</b>

**Outdoor opportunities for physical activity are available to all employees within safe and convenient walking distance — Oregon Employer Survey, 2005**  
(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=2,426)
Outdoor walking/jogging trail	57.3	51.9	26.7	19.9	34.3
Outdoor courts (such as basketball)	28.5	40.9	8.3	5.3	16.6
Ball fields (such as soccer, baseball)	34.4	40.7	5.4	3.5	16.2
Bicycle parking/storage	51.7	38.0	29.8	18.7	31.5
Other outdoor exercise facilities	6.7	5.5	5.3	4.6	5.4
<b>Any outdoor exercise facilities</b>	<b>76.2</b>	<b>72.0</b>	<b>44.1</b>	<b>33.4</b>	<b>51.2</b>
<b>No outdoor exercise facilities</b>	<b>23.8</b>	<b>28.0</b>	<b>55.9</b>	<b>66.6</b>	<b>48.8</b>

**Accessible stairs that employees can use for exercise or physical activity —  
Oregon Employer Survey, 2005**

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Yes	78.4	67.9	75.8	67.6	72.5 (N=1,828)
Have signs encouraging employees or visitors to use the stairs	2.5	6.3	4.7	4.3	4.3 (N=1,099)

## Tobacco results

**Written policies reinforcing or expanding Oregon's Smokefree Workplace Law, which restricts smoking and tobacco availability in workplaces —**  
*Oregon Employer Survey, 2005*

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Written policies reinforcing Oregon's Smokefree Workplace Law	87.3	93.7	81.5	71.9	81.5 (N=2,351)
Employees can purchase tobacco products at worksite (non-retail establishment)	1.8	0.9	6.7	5.6	4.4 (N=2,441)
Worksite has posters about Oregon's Smokefree Workplace Law in addition to required signs	54.6	54.0	41.9	42.3	46.4 (N=2,199)

**Rules on smoking at or near building entranceways —**  
*Oregon Employer Survey, 2005*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=2,217)
No restrictions — smoking allowed at all entrances	13.7	13.1	12.1	19.6	15.0
Some restrictions — smoking allowed at some entrances	15.9	11.4	32.7	29.4	24.6
Smoking not allowed at any entrances	70.4	75.6	55.2	51.0	60.4

**Tobacco cessation incentives offered within the past 12 months —  
Oregon Employer Survey, 2005**  
(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1320)
Cash or other monetary incentives to employees to quit smoking or for being non-smokers	5.3	2.2	8.5	2.8	5.0
Non-monetary rewards or incentives to employees who quit smoking (prizes) or for being non-smokers	8.9	3.3	9.0	2.6	5.8
Competitions to encourage employees to quit smoking	1.1	0.6	1.6	1.8	1.4
Incentives to access smoking cessation programs (e.g., allowing employees to attend on work time or fees paid by employer)	7.4	3.9	5.2	1.2	3.8
Offered drug therapies, patches or gum as aids to quit smoking	9.0	3.4	9.0	2.6	5.8
Other	19.5	12.8	12.6	8.1	11.9
Any cessation incentives offered	34.27	17.8	29.7	13.5	22.5
None of these options offered during the past 12 months	65.8	82.3	70.3	86.5	77.5

## Acute health response results

### Acute health response practices — Oregon Employer Survey, 2005

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Automatic external defibrillators (AEDs) are present at worksite	37.3	15.7	18.3	8.1	17.8 (N=2,333)
Among worksites at which AEDs are provided, training is available on how to use them	97.6	98.1	98.1	96.2	97.6 (N=335)
Cardiopulmonary resuscitation (CPR) training is available	90.9	88.7	66.9	49.9	69.4 (N=2,382)
Among worksites at which CPR training is available, this training is mandatory	44.2	52.1	47.2	56.4	49.8 (N=1,430)
Written CPR plan or procedure present	43.9	38.1	31.2	21.7	31.2 (N=2,152)
Among worksites at which there is a written CPR plan or procedure, it is available in languages besides English	12.1	16.9	27.2	18.9	19.6 (N=495)
Signs identifying stroke and heart attack symptoms are displayed	8.6	7.0	7.6	8.0	7.8 (N=2,287)
Among worksites displaying the symptoms of heart attack and stroke, signs are available in languages besides English	13.6	5.3	27.3	22.6	20.3 (N=138)
Signs on how and when to make an emergency (911) call are displayed	44.4	38.9	47.2	43.3	43.9 (N=2,294)
Among worksites displaying information on how and when to make emergency calls, this information is available in languages besides English	12.8	14.8	30.6	26.0	23.7 (N=763)

# Oregon Health Authority

PUBLIC HEALTH DIVISION  
Public Health Division  
Health Promotion and Chronic Disease Prevention Section  
800 N.E. Oregon Street, Suite 730  
Portland OR 97232