

FAQs

Q. What is Operation RedBlock, who sponsors it and why?

A. Operation RedBlock (ORB) is a labor developed company-adopted drug and alcohol prevention and intervention program. The program emphasizes awareness, education, and prevention of drug use through union-led prevention committees. The program aims to change attitudes, reduce the tolerance of non-users to job-related drug and alcohol use, and to encourage users to seek assistance.

Q. How are complaints concerning fellow employees handled?

A. All concerns are handled within the union framework through a Prevention Team that approaches the individual, counsels the person on the policy, and offers help through established programs.

Q. What is the Co-worker Bypass Agreement?

A. This agreement allows an employee to call on a line supervisor's help in dealing with a co-worker who is on duty. Under this agreement, the supervisor assists in getting the impaired worker home. The supervisor will not make any Rule G charge, provided the employee contacts the EAP counselor within five days.

Q. How is a Co-worker Bypass handled?

A. The employee is marked-off "SIC," as with any other Operation RedBlock procedure. The employee must follow the guidelines and contact the EAP Manager within five days. To return to duty, the employee must follow all recommendations that the EAP Manager suggests. Each employee has only one time in a career that a Co-worker Bypass may be used.

Q. Are any records kept or information passed on to anyone?

A. The Operation RedBlock System Coordinators keep the records of all ORB calls. No one else has access to this list. However, on the third RedBlock mark-off, the Coordinator refers the employee to the appropriate EAP Manager for further guidance.

Q. How are the prevention team members selected and how many are there?

A. Any ATDA, NCFO BLET, BRS, UTU or BMW member can serve on a prevention team. Participation is voluntary. An individual wishing to volunteer time should contact an ORB member. Currently, more than 3,000 operating employees at CSX are trained as prevention committee volunteers.

Q. Explain Rule 104.1.

A. In Short, Employees must report any violation of the operating rules to an officer if they observe any physical condition that could imperil the safety of trains, passengers or employees. Any employee who elects to work with a co-worker who is drinking while on duty can be charged with a violation of this rule.

Q. When a crew member submits an employee's name to the Operation RedBlock team member, does this relieve him or her of the responsibility to comply with Rule 104?

A. No. The purpose of Operation RedBlock is to prevent problems before they happen on the job. All employees should refuse to work with an impaired co-worker, or should involve the supervisor through the Co-worker Bypass Agreement.

Q. Explain Rule G Bypass.

A. An employee who has been charged with a violation of Rule 106 (Rule G), and no other rules violation is associated with that charge, will be given an option to either stand before a Board Hearing or enroll in the Employee Assistance Program. If the employee elects to participate in an EAP-guided program, upon successful completion of all EAP directives and having no positive tests during the five-year time period, the Rule 106 (Rule G) charge against the employee will be dismissed.

Q. How many times is an employee eligible for a Rule G Bypass?

A. Once in a five-year period.

Q. Is Operation RedBlock a system-wide program?

A. Yes, all divisions are covered under the umbrella of Operation RedBlock. All crafts have been offered the same protection under the program.

Q. How does the Operation RedBlock team work with a counselor?

A. By referring those who need help – always in the strictest confidence.

Q. Does the company hold a Rule G Bypass option against an employee and keep it on his or her record?

A. No, but for a period of five years the Rule 106 (Rule G) charge is held in abeyance. If, at the end of the five-year period there are no additional incidents, the Rule 106 (Rule G) charge is dropped and removed from the employee's record.

Q. If an employee voluntarily talks to the EAP Manager; does it go on the employee's record?

A. No. Any employee of the railroad may seek confidential help from the counselor at any time. The counselor will keep the information in the strictest confidence.

Q. If an employee refers someone to Operation RedBlock, will that person know, or be able to find out, who referred them?

A. Again, the answer is no. Everything about the program is in complete confidence.

Q. Who ultimately decides when an employee can return to work after an Operation RedBlock mark-off?

A. When an employee is marked off Operation RedBlock, that individual will remain off until the set amount of time for a sick mark-off to expire or over a period of time not less than 12 hours. That amount of time has been decided through agreements between labor organizations and CSX.

Q. Do local team members go to company officials with confidential Operation RedBlock information?

A. No, local team members handle all Operation RedBlock situations that are within the guidelines set by the ORB program.

Q. Do the unions and CSX agree concerning the importance of Operation RedBlock?

A. They agree that it is an important part of a safe workplace by providing those in need with the opportunity to make safe decisions or to receive help as needed. Operation RedBlock is valued equally by both labor and management.

Q. Why has Operation RedBlock continued for this long?

A. Because labor-management initiatives can work well, especially when it comes to employee safety in the workplace. Operation RedBlock's approach has the best chance for success.

Q. How successful has Operation RedBlock been?

A. The success of this program cannot be measured by numbers from any category. We can, however, feel the success of the program by the trust that employees have in using the program for its intended purpose without repercussions. A drug-and-alcohol-free workplace mutually benefits the company, its employees and members of the general public.