

### **What is Operation RedBlock, who sponsors it and why?**

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.

### **How are complaints concerning fellow employees handled?**

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.

### **Can I mark myself or a co-worker off Operation RedBlock while on duty?**

No. According to the BMWWE agreement with the carrier, the impaired employee can only mark off ORB prior to going on duty. If an employee is found to be impaired on duty they will be handled according to the Bypass Agreement.

### **What is Operating Rule 106 (Rule G)?**

Rule 106 prohibits the use or possession of alcohol, illegal drugs or other substance that affects alertness, coordination, reaction, response or safety on or off duty. The use and or possession of alcoholic beverages and intoxicants on CSX property or occupying CSX provided lodging.

### **How are prescription drugs covered under 106?**

Most prescription medications can be taken without issue. A valid prescription needs to be in the employee's name, in date, and taken at the prescribed dosage. However, it comes down to personal responsibility. If the medication adversely affects your alertness, coordination, reaction, response or safety, you may be in violation of Rule 106.

### **Are any records kept or information passed on to anyone?**

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.

### **How are the prevention team members selected and how many are there?**

Any BMWWE member can volunteer their time to serve on a prevention team. 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.

### **Explain Rule 104.**

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.

### **When an employee submits another employee's name to the Operation RedBlock team member, does this relieve him or her of the responsibility to comply with rule 104?**

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. The impaired co-worker must be marked off RedBlock prior to reporting for duty.

### **Explain Rule G Bypass.**

An employee who has been charged with a violation of Rule 106, will be dismissed. If the employee elects to participate in an EAP-guided program, they will be allowed to return to service on a probationary basis. Upon successful completion of all EAP directives and having no positive tests during the five year probationary period, a note shall be placed in the employees personal record and the probationary status shall be terminated.

### **How many times is an employee eligible for a Rule G Bypass?**

Once in a five-year period.

**Is Operation RedBlock a system-wide program?**

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

**How does the Operation RedBlock team work with a counselor?**

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

**If an employee voluntarily talks to the EAP Manager, does it go on the employee's record?**

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.

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

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

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

When an employee is marked off Operation RedBlock, that individual will remain off for that day and will be required to report for the next work day.

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

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

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

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.

**Why has Operation RedBlock continued for this long?**

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.

**How successful has Operation RedBlock been?**

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.