



Mechanical

WHAT IS OPERATION REDBLOCK?

Operation RedBlock is a union-initiated, management-supported drug and alcohol prevention and intervention program. It uses peer involvement to prevent employee use of alcohol and/or drugs when on duty or subject to call.

Operation RedBlock is your program, and it works by taking a strong stand against alcohol and drug use by fellow workers. If someone you work with appears to be under the influence, don't ignore it. Doing so not only enables them to continue to endanger lives, it also places your personal safety and livelihood in jeopardy.

➤ How Does It Work?

The program emphasizes awareness, education, and prevention of drug and alcohol use through union-led prevention committees. The committees are comprised of more than 3,000 operating employees, trained as prevention committee volunteers. The volunteers educate their co-workers on the dangers of drug and alcohol use while on and off duty.

OPERATION REDBLOCK (ORB) MARK-OFF FUNDAMENTALS

➤ When to mark-off ORB?

An individual should mark-off ORB when they can't pass a drug and/or alcohol test. An ORB mark-off can occur:

- **On Call;**
- **On Duty; or**
- **Away From Home Terminal**

An individual can mark-off ORB all the way up to the point of being told they have to take a drug and/or alcohol test. Once notified of a test, the ORB mark-off option is no longer available. For example, an ORB mark-off is allowed if an individual has been on duty for hours switching in the yard, or, if during your shift, you notice a co-worker may be under the influence, do the following: **(1)** stop what you are doing; **(2)** ascertain if the co-worker needs medical attention; **(3)** tell your supervisor you have a "RedBlock Situation." Through the Co-worker Bypass Policy, the supervisor will safely remove the co-worker from the property.

➤ What happens when an ORB mark-off occurs?

Every time an ORB mark-off occurs, the individual is contacted by the local ORB Team Captain and will be counseled on his/her work responsibilities. At any point during the ORB mark-off process, an Employee Assistance Program (EAP) referral may be warranted.

Remember, an ORB mark-off is a privilege, not a right. Each individual mark-off will count for a period of 12 months by itself.

ALCOHOL AND DRUG EDUCATION

➤ Alcohol

If you cannot pass a drug and/or alcohol test, mark-off Operation RedBlock. As the alcohol test example shows, very little alcohol can cost an individual a lot.

Alcohol Test Example

Blood Alcohol Content Level	Breathalyzer Result	Disciplinary Action
0.02% and above	CSX/FRA Positive	Possible 30 – 45 day removal from service*
0.08%+	Exceeds state legal limit	Subject to state law

**Timeline may vary*

➤ Medication

When taking medication at CSX, ask yourself the following questions to determine if the medication is OK to take.

Question	Answer	OK to take this medication?
Does the way you are taking the medication comply with the "Restricted Medication Policy?"	Yes	✓
Did a licensed physician prescribe the medication?	Yes	✓
Is the medication in your name?	Yes	✓
Are you taking the medication in the prescribed dosage?	Yes	✓
Does the date on the medication indicate it has expired?	Yes	X
Does the medication affect your ability to do your work safely?	Yes	X

➤ What to know about THC and CBD?

THC - Currently listed as a banned substance under Federal Regulation. State laws cannot supersede authority.

CBD - Currently not federally regulated but can contain levels of THC. Products listed as "THC free" are required to contain .03% or less THC. Regardless of how it is labeled, there are no guarantees of the level of THC you are putting into your body.

When you are covered by Federal D&A testing, you are responsible for whatever is in your system. Operation RedBlock recommends staying away from CBD products. Is the risk worth it?

FYI - drugs tested for during a random drug test:

Amphetamines, Cocaine, Marijuana (THC), Opioids, PCP

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CALL THE CSX EMPLOYEE ASSISTANCE PROGRAM:

Confidential help for substance abuse is available 24 hours a day, 7 days a week through the **CSX Employee Assistance Program (EAP)** at **800-657-3366**. Services are provided at no cost, are available to employees and eligible family members, and the law protects your privacy.