



## 20 QUESTIONS ABOUT OPERATION REDBLOCK

### Mechanical

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

Operation RedBlock (ORB) 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.

2. **How are concerns about 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.

3. **What is the Co-worker Bypass Policy?**

This policy 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.

4. **How is a Co-worker Bypass handled?**

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

5. **How are prescription drugs covered under Rule 106?**

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

6. **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. It is important to note that at any point during the ORB mark-off process, a referral to the Employee Assistance Program (EAP) may be warranted.

7. **How are prevention team members selected and how many are there?**

Any ATDA, BRS, NCFO, BLET, SMART, BMW, TWU or TCIU (BRC) member can volunteer their time to serve on a prevention team. An individual wishing to volunteer should contact an ORB member. Currently, more than 3,000 operating employees at CSX are trained as prevention committee volunteers.

8. **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.

9. **When a crewmember 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?**

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 they should involve the supervisor through the Co-worker Bypass Policy.

10. **What is a Rule G Bypass?**

An employee who has been charged with a violation of Rule 106 (Rule G), with no other rules violation 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.

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

Once in a five-year period.

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

Yes, all locations are covered under the umbrella of Operation RedBlock. All crafts are offered the same education under the program.

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

Referring those who need help and always in the strictest confidence.

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

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.

15. **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 completely confidential.

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

When an employee is marked-off ORB, that individual will remain off until the set amount of time for a sick mark-off to expire. The amount of time was decided through agreements between labor organizations and CSX.

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

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

18. **Do the unions and CSX agree on the importance of Operation RedBlock?**

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

19. **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.

20. **How successful has Operation RedBlock been?**

The success of this program cannot be measured by numbers from any category. The success of the program is in the trust employees have in using Operation RedBlock for its intended purpose. A drug and alcohol free workplace mutually benefits the company, its employees, and members of the public.