Operation RedBlock FAQs

MECHANICAL

1. **What is Operation RedBlock?** Operation RedBlock (ORB) is a program to help prevent employee use of alcohol and/or drugs when on duty or subject to call.

2. **What is the Co-worker Bypass Policy?**
   This policy allows an employee to call on a line supervisor for 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

3. **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 within five days. To return to duty, the employee must follow all recommendations that the EAP suggests. Each employee has only one time in a career that a Co-worker Bypass may be used.

4. **How are prescription drugs covered under Rule 106?**
   Most prescription medications can be taken without issue. A valid prescription needs to be in the employees' 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.

5. **What is 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.

6. **When a crewmember submits an employee's name to the Supervisor/Local Manager, 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.

7. **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.

8. **How many times is an employee eligible for a Rule G Bypass?**
   Once in a five-year period.

9. **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.

10. **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.