**Drug and Alcohol Prohibitions**

You are in violation of Federal regulations if you are in possession of alcohol or illegal drugs while assigned to perform covered service; or if you use alcohol on duty; or within 4 hours of reporting for covered service; or after receiving notice to report (whichever is the lesser period). Use of illegal drugs is prohibited on or off-duty.

- **Alcohol Concentration Below 0.02**: A railroad may not use a Federal test result below 0.02 for Federal or company action. Breathalyzers are not certified at levels below 0.02, so a test result below 0.02 is negative.

- **Alcohol Concentration 0.02 to 0.039**: If you are on railroad property with an alcohol test result from 0.02 through 0.039, your test result is “positive” for alcohol, and the railroad must remove you from covered service for at least 8 hours. The railroad is not prohibited from taking further disciplinary action under company policy.

- **Alcohol Concentration 0.04 or More and/or Illegal/Unauthorized Drug Use**: If you test positive for illegal or unauthorized drugs, and/or if you test positive for alcohol at 0.04 or higher, you are in violation of the Federal rules and the railroad must remove you from covered service. To be allowed to return to covered service, you must:
  - Complete the Federal return-to-duty requirements, including evaluation by a Substance Abuse Professional and any recommended education and/or treatment; and have a negative result on your Federal return-to-duty test.
  - If the railroad chooses to return you to duty, you will have to take Federal follow-up tests for up to five years. You will take a minimum of six follow-up tests in the year after you return to work.

**Drugs Tested**: A certified laboratory tests your urine specimen for marijuana, cocaine, opiates (morphine, codeine, heroin), amphetamines (including methamphetamines and ecstasy (MDMA, MDA and MDEA)), & PCP (and additional drugs for FRA post-accident testing).

- **Non-Negative Drug Test**: The testing laboratory will report a non-negative (positive, adulterated, invalid, or substituted result) to your railroad’s Medical Review Officer (MRO).
  - If your test result is non-negative, the MRO will interview you to determine whether you have a legitimate medical explanation for your test result (for example, use of a prescribed medication).
  - The MRO will inform you of your right to request a test of your “split specimen” at a different laboratory. The railroad may charge the cost of testing your split specimen back to you if your split specimen test result is positive; and you only have 72 hours to make this request.

**Prescription Medication**

You must inform one of your treating physicians of all the prescribed and over-the-counter drugs you are taking so that your doctor can determine if your use of these drugs is consistent with the safe performance of your duties.

- You must use the medication at the doctor’s prescribed or authorized dosage.
- The railroad may require you to obtain prior approval for any drugs you are taking.
- Use Only Prescriptions in Your Name: You may only legally use medications prescribed for you. You are not authorized to use medication prescribed for someone else, such as medications prescribed for your spouse, parents, or children. Using someone else’s prescription drugs can result in a positive Federal test result.
Refusal to Test

A refusal to take a Federal test usually has harsher penalties than a positive test result. Never refuse to cooperate with the testing requirements. Take the test and if needed, address any issues you have later.

A refusal includes:
- Failure to appear for a test or remain at the testing site
- Failure to cooperate with the testing process
- Failure to provide a sufficient amount of breath or urine (without an adequate medical explanation as determined by a physician through a required medical evaluation)
- Adulteration or substitution of your urine specimen
- Failure to permit any part of the new direct observation procedures.

Need Assistance?

- CSX supports both of voluntary and co-worker programs if you decide to voluntarily initiate action to address a substance abuse problem, whether that problem is yours or a co-worker’s.
- Operation RedBlock is a union-initiated, management-supported program that uses peer involvement to prevent employee use of alcohol and/or drugs.
- The Employee Assistance Program (EAP) is available 24 hours a day, 7 days a week to help employees and their eligible family members obtain the resources needed to address personal and work-related challenges. Administered internally by the CSX Occupational Health Department, all services provided by a (state licensed and/or nationally certified) CSX EAP HOTLINE: 800-657-3366

Additional resources and information can be found at http://www.fra.dot.gov (click on Railroad Safety, then Programs, then Drug and Alcohol Program) or the CSX Employee Gateway: https://csxgateway.csx.com/sro/safety/RegulatoryComplianceReporting/CertificationsRegulatory/Pages/Drug-Alcohol.aspx

Drug and Alcohol Testing

Federal drug and alcohol testing in the railroad industry must comply with DOT and FRA Federal regulations/procedures. This pamphlet provides regulated employees like you with the information you’ll need to comply with Federal testing.

Federal tests include:
- Pre-employment
- Post-Accident
- Random
- Reasonable Cause
- Reasonable Suspicion
- Follow-Up
- FMCSA

Effective June 12th, 2017 the Federal Railroad Administration (FRA) drug and alcohol testing rule will add to its coverage railroad employees and contractors whose employees perform Maintenance of Way (MOW) work. Pursuant to (49 CFR Part 219) Regulated Service (covered service or maintenance-of-way) employees, make an employee subject to federal testing.