

Synopsis Rule G By-Pass

If an employee is charged with a Rule G Violation (Positive Drug or Alcohol Test), and no other rules violation is associated with that charge, the following will govern:

The employee will be given a choice on whether to attend a formal hearing on the Rule G charge or elect the By-pass Option, and within 5 days of that election, contact the EAP and be governed by their instruction. (Rule G Charge held in abeyance until successful completion of all Directives.)

If an employee elects the by-pass option, and does not contact the EAP, or enroll in treatment as directed by the EAP, then that employee through his/her actions have nullified the by-pass option, and will stand a hearing on the original Rule G charge.

Employees will be subject to short notice testing for 5 years following a Rule G charge.

Upon successful completion of all EAP Directives and having no positive tests during the 5 year time period, the Rule G charge against the employee will be dismissed.

- FRA/DOT positives remain on file as public record and are not removed by the above agreement.

Synopsis Co-Worker By-pass

If an employee covered by this agreement, discovers a fellow employee who is acting in an unsafe manner while on duty, (i.e. under the influence), then that employee can no longer fulfill their job duties, and the employee may call on a supervisor to remove the offending employee from service. The call to the officer (supervisor) must indicate that you have a “Redblock” situation. The officer will be governed by the “Officer Guidelines” and will assist in getting the offending employee transported to his/her home.

After removal from service, the employee must contact the EAP within 5 days, and be governed by their instruction. No rule G charges will apply if the employee complies with all directives or prescriptions for treatment that the EAP deems necessary. If the employee does not comply then they are subject to Rule G charges.

This agreement applies only once in a career to a covered employee.

* For further detail, please refer to the text of the applicable Agreement.