



CSXT/BMWED Updated Drug and Alcohol Agreement



Employee Name
123 Address St.
Town, St XXXXX

Dear Employee Name,

In an effort to provide a safer workplace, CSX Transportation and the Brotherhood of Maintenance of Way Employees Division have reached an agreement to encourage those that may have alcohol or drug issues to seek treatment, as well as better identify those that may not seek treatment on their own. Attached, please find a short summary of the agreement, as well as the full signed copy of the agreement. If you have any questions about attached agreement, please contact your BMWED Representative or CSXT Labor Relations.

We strongly encourage all employees who may have an issue with drugs or alcohol to seek treatment immediately. Being under the influence of drugs or alcohol at the workplace will not be tolerated. We feel this agreement provides the tools and resources for all employees to be able to come forward if they have a substance abuse issue. Beginning August 1, 2014, CSXT will begin randomly testing all BMWED-represented employees for drugs and alcohol. Drug and alcohol testing failures will continue to be taken extremely seriously and employees who fail will be subject to disciplinary handling.

If you wish to discuss any personal or work-related challenges, or have any questions about treatment options, please contact the CSXT Employee Assistance Program at 800-657-3366. Representatives are available 24 hours a day, 7 days a week.

Sincerely,

John West
Vice President of Engineering, CSXT

Freddie Simpson
President, BMWED

CSXT/BMWED Updated Drug and Alcohol Agreement - Summary:

- BMWED-represented employees become a full participant in Operation RedBlock
 - A full-time RedBlock coordinator will be added and local Operation RedBlock volunteers will be trained and asked to assist with educating other employees about the program. If you are interested, see attached application. (pages 1-2, paragraphs 2(a)-(d)).
- BMWED-represented employees who may have drug or alcohol abuse issues are encouraged to contact CSXT's Employee Assistance Program
 - Subject to certain conditions, employees who voluntarily enroll in EAP, and are approved for a medical leave of absence by EAP, may be eligible for an enhanced supplemental sickness benefit for the EAP absence upon successful completion of the program (pages 2-3, paragraphs 3(a)-(g)).
- BMWED-represented employees are encouraged to help fellow members who may have drug or alcohol abuse issues get treatment
 - To that end, if an employee believes that a co-worker is under the influence of drugs or alcohol, the employee should contact a Carrier Officer to report the incident. By helping co-workers get treatment in this manner, the employee with the substance abuse issue will be treated more favorably if they comply with the EAP counselor's recommendation than if a supervisor discovered the employee under the influence on duty (pages 5-6, paragraphs 1-8).
- BMWED-represented employees will be participating in the updated Drug and Alcohol Rehabilitation/Education Program
 - Under this program, eligible employees who violate CSXT Operating Rule 106 (Rule G) and elect to participate following dismissal, may be returned to service on a probationary basis while they follow EAP's recommended treatment plan. Upon successful completion of the program, the probationary status will be removed, and all other rights shall be restored (pages 7-8, paragraphs 1-15).
- In order to promote a safer workplace, all BMWED-represented employees will be subject to random drug and alcohol testing
 - BMWED-represented employees not currently subject to random drug and alcohol testing will be placed in a separate testing pool from those currently subject to testing, and the testing for all employees will be performed in accordance with Federal Railroad Administration regulations (page 10).
- To address any concerns regarding potential alcohol or drug use by contractors working on CSX property, CSX plans to implement a policy that would require any contractors who works in conjunction or with BMWED-represented employees to have drug and alcohol testing programs in place for its employees (page 12).