CSX Restricted Medication Policy

Policy: CSX Restricted Medication Policy
CSX Policy Owner: Joe Whitt, Operating Practices
Effective Date: January 2019
Revision Date: December 2018

To ensure the safety of CSX's employees and the general public, and in furtherance of new laws and regulatory guidance, CSX is issuing this Restricted Medication Policy, which will become effective January 1, 2019. More specifically, on October 24, 2018, Congress passed the "Substance Use-Disorder Prevention that Promotes Opioid Recovery and Treatment for Patients and Communities Act," which includes at Title VIII, Subtitle I the "Fighting Opioid Abuse in Transportation Act." These laws acknowledge the United States' growing opioid crisis and initiate various actions to expand the scope of drug testing in the transportation industry. In addition to these recent laws, on September 13, 2018, FRA stressed to railroads the importance of ensuring employees use prescription and over-the-counter medications in a manner consistent with the safe performance of their duties.

Objective

- This policy discusses restricted medications for employees reporting for safety-sensitive duty.
- For questions regarding this policy please contact Joe Whitt, Director Operating Practices (904) 359-1318.

Policy

This Policy applies to all CSX employees, both management and craft who work on or around CSX properties and equipment where even subtle reductions in judgement, cognition or alertness may present a safety hazard. This includes but is not limited to:

1. Employees who operate CSX owned/leased vehicle or mechanized equipment, or
2. Employees who perform safety-sensitive field operations (including transportation, engineering, mechanical and intermodal equipment operators, telecommunications, signal and bridge operators, or
3. Employees who dispatch trains.

Employees should not discontinue taking their medication without medical supervision. Employees should discuss what alternative medications or treatment may be appropriate for them with their healthcare provider before making any changes in treatment.

This is not an exhaustive list of all medications that may potentially adversely affect cognition, judgement or alertness. It is the employee's responsibility to make sure that they do not report for duty or perform service while under the influence of or use while on duty or on CSX property any drug, medication, prescription medication, or other substance that will in any way adversely affect the employee's alertness, coordination, reaction, response, or safety. Reference: Rule 106.2 in the CSX Employee Operating Manual and Rule 2001.2 in the Safe Way Manual.

24-HOUR RESTRICTED MEDICATIONS

The last dose of these medications must be at least 24 hours prior to reporting for safety-sensitive duty. These medications may not be taken while on duty. Regular or frequent use of these medications poses significant safety risks for employees performing safety-sensitive duties.

OPIOID AND SYNTHETIC OPIOID DRUGS
(Not all inclusive; most common medications)

Generic Name	Brand Examples
Buprenorphine	Buprenex, Butrans, Suboxone, Subutex
Butorphanol	Stadol
Fentanyl	Abstral, Actiq, Fentora, Duragesic, Lazanda, Onsolis, Sublimaze
Hydrocodone (extended release)	Hysingla ER, Roxicodone, OxyIR, Zohydro ER

Hydromorphone	Dilaudid, Palladone
Meperidine	Demerol
Methadone	Dolophine, Methadose
Morphine	Astramorph, Avinza, Duramorph, Infumorph, Kadian, MS Contin, MSIR, Oramorph, Roxanol
Nalbuphine	Nubain
Oxycodone (extended release)	OxyContin, Dazidox, Oxecta, Oxyfast, OxyIR, Percolone, Roxicodone, Roxicodone, Intensol, Tarqiniq
Oxymorphone	Opana
Pentazocine	Talwin NX
Tapentadol	Nucynta
Tramadol	ConZip, Rybix, Ultram

BENZODIAZEPINE DRUGS
(Not all inclusive; most common medications)

Generic Name	Brand Examples
Alprazolam	Xanax
Clonazepam	Klonopin
Clorazepate	Tranzene
Diazepam	Valium
Lorazepam	Ativan
Midazolam	Versed
Oxazepam	Serax
Temazepam	Restoril
Triazolam	Halcion

BARBITURATE DRUGS
(Not all inclusive; most common medications)

Generic Name	Brand Examples
Amobarbital	Generic versions
Butabarbital	Generic versions
Butalbital	Esgic, Fioricet, Fiorinal, Phrenilin
Pentobarbital	Nembutal
Phenobarbital	Generic versions
Secobarbital	Seconal

OTHER

Generic Name	Brand Examples
Carisoprodol	Soma

Eszopiclone	Lunesta
Zolpidem Ext Release	Ambien CR

8-HOUR RESTRICTED MEDICATIONS

The last dose of these medications must be at least 8 hours prior to reporting for safety-sensitive duty and may not be taken while on duty. Employees are responsible for working with their personal doctor to ensure use of any of these medications adheres to these restrictions.

Generic Name	Brand Examples
Codeine	Tylenol with codeine no. 3, Empirin no. 4
Dihydrocodeine	Panlor DC, Synalgos DC, Zerlor
Diphenhydramine	Benadryl, Tylenol PM, Robitussin PM, ZzzQuil, other “night time” cold or pain medicines
Hydroxyzine	Atarax, Vistaril
Hydrocodone	Vicodin, Hysingla, Zohydro, Norco
Oxycodone	Combunox, Endocet, Endodan, Endocodone, Percocet, Percodan, Roxicet, Roxiprin, Tylox

Information provided in this policy is for internal CSX use only and should not be communicated to, or duplicated for, any outside party without written permission from the Law Department.

Enforcement

Violations of this policy are taken seriously. Violations of this policy will be addressed pursuant to CSX disciplinary practices and other actions which CSX deems appropriate. If you violate this policy, you **may** be subject to discipline, including discharge (for employees) and termination of contracts with CSX (for independent contractors).