

POLICY: SAFETY POLICY ON WEIGHT LIMITATIONS OF EQUIPMENT

CSX POLICY OWNER: SAFETY DEPARTMENT

EFFECTIVE DATE: AUGUST 1, 2016

Objective

This policy articulates the Company's expectations for employees who utilize ladders or required fall arrest equipment in the performance of their duties. The CSX Engineering and Real Estate and Facilities Management Departments have established this policy to ensure the safety of its employees.

Policy

Employees who utilize ladders or fall arrest equipment while performing their job duties are required to comply with the manufacturer's weight limitation safety ratings and recommendations.

The weight of an employee that utilizes ladders or fall arrest equipment cannot exceed 300 pounds. This weight limitation includes the employee's weight and any clothing, boots, PPE and tools the employee utilizes when performing their job.

Employees who exceed the 300 pound weight limitation safety rating for ladders and fall arrest equipment are restricted from holding positions requiring the use of such equipment and, therefore, may be disqualified.

Employees are required to notify management if they are unable to comply with the manufacturer's weight limitation safety rating for any equipment used in the performance of their duties.

Once the company becomes aware that an employee is unable to meet the weight limitation safety rating, it will notify the employee and determine next steps consistent with any applicable collective bargaining agreement.

Weight Determination

Engineering and Real Estate and Facilities Management Employees who are required to utilize ladders or fall arrest equipment as part of their job duties may be asked to verify that they meet the weight limitation safety rating (including body weight, clothing, boots, PPE and tools) for this equipment. In addition, CSXT may disqualify an employee for violation of this policy based upon information the Company may obtain regarding an employee's weight including, but not limited to, commercial driver's license physicals, Department of Transportation (DOT) certifications, return to duty physicals, and transfer physicals.

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Health Resources:

CSX Health and Wellness Centers and the CSX Employee Assistance Program are both available resources for weight management. You may contact EAP at (888) 374-8132.

Contact Information

Employees who have questions about this policy should contact:

C&S: Director – C&S Operations 904-359-1237

MofW and Bridge: Director – Operations Support 904-359-1279

Facilities Maintenance: Director of Facilities – 904-359-1121

Safety Policy on Weight Limitations of Equipment FAQs

1. Question

Why did CSX Engineering and Real Estate and Facilities Management Departments publish a Safety Policy on Weight Limitations of Equipment?

Answer

CSX is committed to its employees' safety. To ensure we are in compliance of manufacturers requirements during the use of ladders and fall arrest equipment. In doing so, a policy must be made to address issues of equipment limitations that could potentially put employees at risk.

2. Question

Who does this policy apply to?

Answer

All Engineering and Real Estate and Facilities Management employees who utilize ladders or fall arrest equipment while performing their job duties.

3. Question

Will the weight limitation policy apply to CSX managers and contract employees alike?

Answer

Yes. The policy will apply to all employees whose duties require them to utilize ladders or fall arrest equipment in the performance of their duties.

4. Question

Does the weight limitation policy require that I be weighed on a routine basis?

Answer

No. But each employee will be required to self-report and restate what is in the policy. Employees have an obligation / duty to self-report if not in compliance with the policy.

5. Question

If I am disqualified per this policy, what are my options?

Answer

Disqualified employees may have the opportunity to exercise their seniority (depending on their applicable CBA) to another position that does not require ladder or fall arrest equipment usage, if such positions are available. Otherwise, they will remain disqualified until they meet the requirements of this policy.

6. Question

How do I get back to work if I have been disqualified, but now meet the requirements of this policy?

Answer

You must provide documentation from a healthcare professional or consultant (e.g. doctor, personal trainer, wellness facility) which includes your verified weight. This documentation along with an MD3 form must be sent to CSX Medical, they will issue the qualification notice if you meet the weight limitations.

7. Question

When I return to work do I need to retake the survey?

Answer

Yes, when you return to work you will need to search for "Weight Limitation Survey" course code SFTYWGHTPLCY in the Learning Portal and retake it.

8. Question

I currently work in the Track Department, I've been trained on fall protection, but rarely if ever needed to use it. Does this apply to me?

Answer

Track department employees typically do not use fall arrest equipment. Instead track work can usually be accomplished with fall restraint equipment which has no weight restriction. Therefore most track positions would not be affected.

9. Question

I'm a manager and a member of my team does not appear to be able to comply with this policy and has not self-reported. What do I do?

Answer

Managers have a responsibility to ensure that all employees are in compliance with all requirements of the positions which they supervise. If the manager has a concern that an employee does not meet the requirements, they may utilize the Withheld from Service process to assess fitness for duty. Employees are NOT medically disqualified, they are medically withheld from service.

10. Question

I weigh 325 pounds and have a fall protection harness that says it has capacity of 420 pounds. Why will that not accommodate my size?

Answer

The capacity of the harness is not at issue. It has the capacity to stop your body. The risk is in the force applied to the body of the person of that size involved in the fall greater than 6 feet, the greater the distance the greater the force. When railroad engineering personnel use fall arrest equipment it is nearly always attached at our feet, often to a rail slider or lifeline. When attached at foot level the

harness hook point is five or so feet above the rail. In a fall event, that hook point and the person attached to it falls nearly 12 feet.

11. Question

The weight determination section states in part "...including body weight, clothing, boots, PPE and tools..." Tool weight can vary greatly for example from a screw driver to a spike driver, what is meant by "tools" in the policy?

Answer

"Tools" as listed in the policy refer to those on your person such as on a tool belt.

12. Question

I would like to apply for a job with this requirement but have not taken the survey. How do I take the survey?

Answer

Any employee can take the survey by searching for "Weight Limitation Survey" course code SFTYWGHTPLCY in the Learning Portal.

13. Question

I have self-disclosed that I do not meet the requirement but now I do meet it. How do I retake the survey?

Answer

Any employee can retake the survey by searching for "Weight Limitation Survey" course code SFTYWGHTPLCY in the Learning Portal.

14. Question

I met the qualifications when I took the survey but now I do not, what do I do?

Answer

You will need to retake the survey by searching for "Weight Limitation Survey" course code SFTYWGHTPLCY in the Learning Portal and notify your supervisor.