

## Medical Condition and Medication Guidance

Medical conditions, medication and dietary supplements may impair your ability to safely perform your job duties. Some medications and supplements – taken alone or in combination – can cause serious side effects that may impair your safe job performance. These medications include both prescription and non-prescription (over-the-counter) drugs.

This guidance describes what you must do if/when you have a medical condition or are taking medication and/or dietary supplements.

You can access this guidance and other helpful resources described below at

<https://www.norfolksouthern.com/en/employees/health-services>

The best way to reach NS Health Service is -

**Health Services Email:** [NotifyhealthServices@nscorp.com](mailto:NotifyhealthServices@nscorp.com)

**Health Services Fax:** 470-463-5081

1. **As per Operating Rule 917, you have responsibilities to help ensure your safety at work with respect to your medical conditions and your use of prescription and over-the counter medications, and dietary supplements. These responsibilities include:**
  - a. Stay off work (do not report to work or remain at work) if your ability to safely perform your duties is compromised by your medical condition, medication and/or dietary supplement.
  - b. Know and understand the potential adverse effects of any medication and dietary supplement you are taking
    - i. Read the medication and dietary supplement labels. Pay particular attention to label warnings that indicate use may compromise the safe performance of your duties – such as “may cause drowsiness” or “do not take this medication while driving a vehicle or operating heavy equipment”.
    - ii. Comply with label recommendations if the over-the-counter (OTC) medication or dietary supplement label indicates that use may compromise the safe performance of your duties.
    - iii. If prescribed a medication, talk to your prescribing health care provider about potential side effects from the drug (when taken alone or in combination with other medication or dietary supplement) that may compromise your ability to work safely.
  - c. Talk to your treating healthcare provider if you question whether your medical condition or medication may compromise your ability to work safely.
  - d. Provide to NS Health Services, when requested, medical information to enable a determination of your fitness-for-duty. A fitness-for-duty evaluation determines your ability to perform safely your essential job functions with respect to your medical condition, medication and any reasonable accommodation. This includes your disclosure of medical conditions and medications during periodic medical evaluations required either by the company or by Federal regulation. You may be asked to sign a statement that the information is accurate and complete. A fitness-for-duty determination is based upon an individualized assessment of your specific situation.
  - e. Comply with any work restriction(s) that your health care provider and/or Health Services have imposed on you with respect to your medical condition and/or medication, and any applicable regulatory medical standards

**2. If you are a \*safety-sensitive employee, you also have the responsibility to:**

- a. Notify all of your treating healthcare provider(s) about the full extent of your duties. If they have any questions, please advise them to contact Norfolk Southern Health Services at [Notifyhealthservices@nscorp.com](mailto:Notifyhealthservices@nscorp.com).
  - b. Notify at least one of your healthcare providers of all your prescription and over-the-counter medication, and dietary supplements to help ensure that your use is consistent with the safe performance of your duties.
3. **Notify NS Health Services** if you have a **reportable medical condition or medical event** as outlined in Appendix A. Appendix A also includes a reporting form for your use. Send to NS Health Services as directed on the form. The list in Appendix A focuses on **some medical conditions and events that may compromise your mental functioning and result in sudden or gradual impairment**. This list is **not** all-inclusive and only serves as a starting point to guide you.
4. If you question whether you have been diagnosed with a medical condition or had a medical event listed in Appendix A, *please provide the list to your treating health care provider, and ask him/her for assistance*.
5. Follow Health Services guidance for prescription and over the counter medication described in Appendix B. Do not take any medication which includes the warning "do not drive or operate heavy machinery." For answers to frequently asked questions about medication guidance, please refer to the Medication Guidance document.
6. Educational material about medication is available at <https://www.norfolksouthern.com/en/employees/health-services> to help you actively manage the benefits and risks of your medication, read a drug label, talk with a pharmacist; select the right over-the-counter medication; understand drug interactions and drive safely if taking medication.
7. If you are returning from a leave of absence, you should have all your health care providers complete the Return to Work Form can be found at <https://www.norfolksouthern.com/en/employees/health-services>. Please read the instructions carefully as additional information beyond the form may be needed. The best way to notify Health Services is to use the information below. Please provide your full name and employee identification number. Describe your reportable medical condition and/or medical event (including the date of your diagnosis, date your condition changed, or date you experienced the event).

***Remember, your medical information is confidential. When Health Services requests your medical information for a fitness-for-duty determination, you should not reveal your medical information to any NS employee except Health Services personnel.***

**\*Safety-sensitive positions** are as described below as well as yardmasters, crew haulers, pilots, and NS police officers, those requiring commercial motor vehicle medical certification, as well as those in physically demanding position if applicable. A safety-sensitive job offeree or employee is any agreement or non-agreement person who: (1) is covered under the hours of service laws; or (2) inspects, installs, constructs, repairs, or maintains track, roadbed, bridges and signal and communication systems; or (3) inspects, repairs, or maintains locomotives, passenger cars or freight cars, or other on-track equipment when such equipment is in service that constitutes a train movement; or (4) determines that an on-track roadway maintenance machine or hi-rail vehicle can be used without repair of a non-complying condition; or (5) directly instructs, mentors, inspects, or tests, as a primary duty, any person while that other person is engaged in a safety-related task; or (6) is responsible for conducting periodic tests and inspections of safety-sensitive employees

## **Appendix A: Reportable Medical Conditions and Events**

**(For \*safety-sensitive employees)**

**Remember, your medical information is confidential. You should not reveal your medical information to any NS employee except NS Health Services personnel.**

### **REPORTABLE MEDICAL CONDITIONS AND EVENTS**

This list highlights *some* medical conditions and events that may compromise your mental functioning and result in sudden, *unsafe impairment* or one that may compromise your ability to safely perform your job duties whether, mental functioning or physical abilities. If you question whether you have been diagnosed with a medical condition or had a medical event listed below, please provide this list to your treating health care provider and ask for help.

This list is not all-inclusive. If you have questions or concerns about your medical condition/event and safe work performance, talk to your health care provider. Your NS Health Services case coordinator (please see Appendix B for contact information) is also available to help you.

**A new or previously not reported diagnosis or change in a prior stable, medical condition, and/or a recent medical event for one of the following:**

**New or previously not reported diagnosis or a change in prior stable, medical condition** (If any of these occur, they should be reported prior to returning to work. The Return to Work Form can be found at <https://www.norfolksouthern.com/en/employees/health-services>):

- **Cardiac (heart) or cardiovascular condition:**
  - Angina (heart-related chest pain or discomfort)
  - Heart attack
  - Cardiac arrest (heart suddenly stops beating) requiring cardio-pulmonary resuscitation (CPR) or use of a defibrillator
  - Cardiac Arrhythmia (abnormal heart rate or rhythm) requiring medical treatment
  - Hypertrophic or Dilated Cardiomyopathy (enlarged heart or heart failure)
  - Heart Valve Abnormality (heart valve problem)
  - Need for pacemaker or other implanted device
  - Cardiac Surgery
- **Neurologic (brain, spinal cord and nerves) condition:**
  - Bleeding inside the skull (intracranial) or bleeding inside the brain (intracerebral)
  - Stroke or Transient Ischemic Attack
  - Seizure Disorder, such as Epilepsy, Complex Partial Seizure Disorder or Simple Partial Seizure Disorder (even if you have previously had an episode or a diagnosis which had not been previously reported to NS HS)
  - Sleep disorder, including obstructive sleep apnea, narcolepsy, loss of consciousness, or cataplexy

**Recent or not previously reported medical event:**

- Seizure of any kind
- Hospitalization or Surgery
- Loss of consciousness or fainting (syncope) episode
- Severe hypoglycemic event (low blood sugar event requiring the assistance of another person and/or causing confusion, loss of consciousness or seizure).
- Any poorly controlled medical condition such as diabetes, COPD, etc.



Describe your reportable medical condition and/or medical event (including the date of your diagnosis, date your condition changed, or date you experienced the event and send form to -  
**Health Services Email: [NotifyHealthServices@nscorp.com](mailto:NotifyHealthServices@nscorp.com)**  
**Health Services Fax: 470-463-5081**

For \*safety-sensitive employees, please complete this form and provide the completed form directly to Norfolk Southern Health Services.

EMPLOYEE INFORMATION			
Name (Print) Last _____	First _____	Middle Initial _____	
Home Address _____	City _____	State _____	Zip _____
Phone No: Work _____	Home _____	Cell _____	
Employee ID No. _____	Date of Birth: / / _____	Job title: _____	Employee's preferred method of contact: (check one) _____
	Email* _____	Phone _____	Either email or phone
*If email preferred, employee's email: _____			
SUPERVISOR INFORMATION			
Supervisor's Name _____	Title _____	Department _____	
Supervisor's Phone No.: _____	Location (City/State): _____		

**TO: NSHS**

**DATE FORM COMPLETED: \_\_\_\_\_**

SUBJECT: REPORTABLE MEDICAL CONDITION OR MEDICAL EVENT
Please describe your new medical condition (diagnosis), change in your prior stable condition, and/ or your recent (within the prior 6 months) medical event. Please note the date you were diagnosed, date your condition changed and/or date you experienced the event.

\***Safety-sensitive positions** are as described below as well as yardmasters, crew haulers, pilots, and NS police officers, those requiring commercial motor vehicle medical certification, as well as those in physically demanding position if applicable. A safety-sensitive job offer or employee is any agreement or non-agreement person who: (1) is covered under the hours of service laws; or (2) inspects, installs, constructs, repairs, or maintains track, roadbed, bridges and signal and communication systems; or (3) inspects, repairs, or maintains locomotives, passenger cars or freight cars, or other on-track equipment when such equipment is in service that constitutes a train movement; or (4) determines that an on-track roadway maintenance machine or hi-rail vehicle can be used without repair of a non-complying condition; or (5) directly instructs, mentors, inspects, or tests, as a primary duty, any person while that other person is engaged in a safety-related task; or (6) is responsible for conducting periodic tests and inspections of safety-sensitive employees

# NSHS MEDICATION GUIDANCE

## FOR EMPLOYEES PERFORMING SAFETY-SENSITIVE DUTIES\*

Norfolk Southern’s strong commitment to safety requires that employees be at their best every time they are at work. It is the responsibility of each employee to ensure that they are physically and mentally fit for duty and free from any potential impairment caused by illicit drugs, prescription drugs, alcohol, over-the-counter medications, or supplements. While there are many side effects which can be caused by medications, including over the counter and supplements, the most concerning substances are those which can cause sedation. In general, prescription pain medicines, muscle relaxers and sleep aids have these restrictions. These are only examples. Medication labels should be read carefully and before beginning any medication which includes a warning of “Do not drive or operate heavy machinery until you know how this medication affects you” you should discuss that medication and all other medications you are taking or might take, with your health care provider.

The purpose for this list of restricted medications is to help you with discussions with your treating healthcare provider so you can minimize risk to your safety and the safety of others from medications.

In general, NSHS medication guideline prohibits use of a medication which may impair while at work and for a minimum number of hours prior to reporting for work. The list below is only an example of medications which fall under the following time frames of concern.

Please provide this chart to your prescribing health care provider. Ask if your prescription medication falls within one of the categories described below. If it does, follow the applicable guidance. If you cannot meet these guidelines, promptly contact NSHS for a fitness-for-duty evaluation.

### **Not Permitted**

**These medicines are not permitted: Spravato (esketamine), medical or recreational marijuana.**

**CBD products (must be used with caution as contain THC and will not be a valid explanation for a positive drug test. Contact Health Services if any questions)**

### **24 Hours**

**The last dose of these medications must be at least 24 hours (or one dosing interval - i.e. 24 hours if daily, 30 days if monthly) prior to reporting for safety-sensitive duty and may not be taken while on duty or subject to duty..**

#### **Opioid and Synthetic Opioid Drugs** *(Not all inclusive; most common medications)*

<b>Generic Name</b>	<b>Brand Examples</b>
Buprenorphine .....	Buprenex, Butrans, Suboxone, Subutex
Butorphanol .....	Stadol
Fentanyl .....	Abstral, Actiq, Fentora, Duragesic, Lazanda, Onsolis, Sublimaze
Naltrexone .....	Vivitrol
Methadone.....	Methadone

### **12 Hours**

**The last dose of these medications must be at least 12 hours (or at least one dosing interval) prior to reporting for safety-sensitive duty and may not be taken while on duty or subject to duty.**

<b><u>Opiate and Synthetic Opioid Drugs</u></b> <i>(Not all inclusive, most common medications)</i>		<b><u>Benzodiazepines</u></b> <i>(Not all inclusive, most common medications)</i>	
<b>Generic Name</b>	<b>Brand Names (as example)</b>	<b>Generic Name</b>	<b>Brand Names</b>
Hydrocodone extended release	Hysingla ER, Zohydro ER, Roxicodone, OxyIR	Alprazolam	Xanax
Hydromorphone	Dilaudid, Palladone	Clonazepam	Klonopin
Meperidine	Demerol	Diazepam	Valium

Morphine	Avina, Duramorph, Kadian, MS Contin, MSIR, Oramorph, Roxanol	Lorazepam	Ativan
Nalbuphine	Nubian	Temazepam	Restoril
Oxycodone Extended Release	OxyContin, Dazidox, Oxecta, Oxyfast, OxyIR, Percolone, Roxicodone	Triazolam	Halcion
Oxymorphone	Opana	<b>Barbiturates and Others</b> <i>(Not all inclusive, most common medications)</i>	
Pentazocine	Talwin NX	<b>Generic Name</b>	<b>Brand Examples</b>
Tapentadol	Nucynta	Amobarbital	
Tramadol	ConZip, Rybix, Ultram	Butobarbital	
		Butalbital	Esgic, Fioricet, Fiorinal, Phrenilin
		Socobarbital	
		Pentobarbital	
		Pregabalin, Gabapentin	Lyrica, Neurontin
		Carisoprodol	Soma

### **8 Hours**

The medications listed below break down more quickly in your body and can be used up to 8 hours before reporting for safety-sensitive duty and may not be taken while on duty or subject to duty, in a safety sensitive position. You are responsible for working with your prescribing health care provider to ensure use of any of these medicines adheres to these restrictions. These are only examples of medications in this group.

<b>Generic Name</b>	<b>Brand Example</b>
Baclofen	Lioresal, Gablofen
Codeine	Tylenol with Codeine, Tylenol #3, Empirin #4
Cyclobenzaprine	Flexeril
Cyclobenzaprine	Flexeril, Flexepax, Amrix
Dihydrocodeine	Panlor DC, Synalgos DC, Zerlor
Diphenhydramine	Benadryl, Tylenol PM, Robitussin PM, other night-time cold /pain medicine
Eszopiclone	Lunesta
Hydrocodone	Vicodin, Hysingla, Zohydro, Norco
Metaxalone	Skelaxin
Methocarbamol	Robaxin, Robaxin 750
Oxycodone	Endocet, Endodan, Endocodone, Percocet, Percodan, Roxicet, Tylox
Tizanidine	Zanaflex
Zaleplon	Sonata
Zolpidem	Ambien

### **Use of Prescription Stimulants**

Prescription stimulants are commonly prescribed for conditions such as Attention Deficit Hyperactivity Disorder (ADHD). These medicines will be identified by urine drug testing, and you will need to verify your prescription during the drug testing process. There is no restriction on their use while at work if accompanied by a valid prescription and used as directed by your health care provider.

**If you have questions about any medication use, please email [NotifyHealthServices@nscorp.com](mailto:NotifyHealthServices@nscorp.com)**

## Frequently Asked Questions About NSHS Medication Guidance

1. **Which NS employees are governed by the medication guidance in the Medication Guidance document?** This medication guidance applies to all employee in \*safety-sensitive positions.
2. **I am prescribed a medication in one of the categories listed on Medication Guidance Document. I meet the NSHS medication guideline. Do I need to contact NSHS for a fitness-for-duty evaluation?** No. You do not need to contact NSHS for a fitness-for-duty evaluation unless you do not meet the medication guidelines and/or you are prescribed a narcotic for treatment of opioid dependence.
3. **I am prescribed a medication in one of the categories listed on Medication Guidance Document. I cannot follow the medication guideline. Will I be removed from work?** Each case is evaluated on an individual basis. A fitness-for-duty assessment will be based on your specific situation. This evaluation typically begins with a request for you to have your health care provider provide NSHS with more information about your medication, medical condition and any recommended work restrictions or accommodations.
  - If you are unable to meet the applicable medication guideline, you may be restricted by an NSHS clinician from performing your safety-related duties pending completion of the fitness-for-duty evaluation.
  - These are guidelines only. It is your responsibility to use good judgment. Do not compromise your safety at work. Do not report to work or remain at work if you feel you are unsafely impaired by your medication.
4. **Does Medication Guidance Document list all prescription medications that may cause unsafe impairment?** No. This form provides you with NSHS prescription medication guidance for two major medication categories. These commonly prescribed medications may cause unsafe impairment at work. This list is not all-inclusive. There are many medication categories and numerous medications not listed that also can cause unsafe impairment. This list is subject to change and will be updated periodically. If the medication label indicates "do not drive or operate heavy machinery" (even if you know how the medication affects you) then it should be considered potentially impairing.
5. **Should I change or stop the prescription medication on my own if I cannot follow NSHS medication guidelines?** No. Always follow the prescription directly as written. Never stop the medication on your own. Never change the dose or frequency of use unless advised to do so by your prescribing health care provider.
6. **Where can I find more guidance about safe use of medication?** Talk to your prescribing health care provider. Ask your pharmacist. Contact NSHS. Educational resources about medication are also available on <https://www.norfolksouthern.com/en/employees/health-services>

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