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**RE: Expanded drug testing panel**

To all members of the BNSF community:

Effective August 1, 2013, BNSF will be adding some psychoactive prescription medications, intoxicants and social drugs to the panel of drugs evaluated in the company's standard drug and alcohol testing program.

BNSF is expanding its test panel to protect you, your co-workers and BNSF from the potentially devastating consequences that non-medical use of certain prescription medications can have on safety. Prescription drugs are now the second-most abused category of drugs in the U.S., and abuse of these drugs can significantly impact safe job performance. Many other companies, including other Class I railroads, have also expanded their test panel to include these drugs.

BNSF's test panel already includes marijuana, cocaine, amphetamines, phencyclidine (PCP), Ecstasy, heroin and opiates. The drugs to be added to BNSF's test panel include:

- Opioids (such as Percocet, OxyContin, Vicodin, Lortab and Methadone), and
- Depressants (such as Fiorinal, Valium and Xanax).

The expanded panel will apply to all types of BNSF-authority drug and alcohol testing, including reasonable cause, suspicion, return to service and other urine drug tests not mandated by the Department of Transportation (DOT). This change will not increase the number or frequency of urine drug tests being performed, and the expanded test panel does NOT apply to federally mandated tests, such as Federal Railroad Administration (FRA) and motor carrier (FMCSA) pre-employment, random, and reasonable suspicion testing.

If your test sample reveals the presence of a controlled substance on the expanded panel, you will, as always, have an opportunity to confidentially discuss the test results, your medical history and any other biomedical information you'd like to share during an interview with the medical review officer before any final test result decisions are made.

As a reminder, BNSF's current Policy on the Use of Alcohol and Drugs states, "Employees taking either prescribed or over-the-counter medications must be knowledgeable of potential adverse effects these medications have on judgment, decision-making, alertness, coordination, and reaction/response time. The employee must notify his/her private health care provider(s) regarding the full scope of assigned duties to ensure that the use of medication at the prescribed dosage level is consistent with the safe performance of his/her duties." If you are or will be working or if you are subject to service while using a prescribed medication, please be aware that each of the following is a violation of BNSF policy: using a prescription that is in another person's name; failing to medicate in accordance with the prescribed dosage level; or using a prescribed drug that would have an adverse effect on your ability to work safely. You can read the full policy on the Policies page of [employee.bnsf.com](http://employee.bnsf.com). In keeping with this policy, BNSF may change or add other substances to its test panel in the future.

If you have concerns, BNSF's Employee Assistance Program (EAP) is available to provide convenient, confidential, professional help to you or your family at any time. You can also talk with your local representative in the peer prevention program, Operation Stop.

Thank you for helping to ensure a safe workplace for the entire BNSF community.

Sincerely,

Dr. Michael Jarrard



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## **Drug Testing Expanded Panel FAQ**

Effective August 1, 2013, BNSF will expand the panel of drugs to be evaluated in its standard drug testing to include some psychoactive prescription medications, intoxicants and social drugs.

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### **Why is BNSF expanding the drug test panel?**

BNSF is expanding its test panel because of the increase in the use of certain intoxicants and social drugs and the non-medical use of psychoactive prescription medications that can impair safety. Prescription drugs are now the second-most abused category of drugs in the U.S., and non-medical use of these drugs can have a significant effect on safe job performance. The expanded panel is consistent with the practice at many other large companies, including other Class I railroads.

### **Which drugs are being added to the panel?**

BNSF currently tests for marijuana, cocaine, amphetamines, phencyclidine (PCP), Ecstasy, heroin and opiates. The drugs to be added as permitted by law are opioids (such as Percocet, OxyContin, Vicodin, Lortab and Methadone) and depressants (such as Fiorinal, Valium and Xanax).

### **Which types of drug tests will the expanded panel apply to?**

The expanded panel will apply to all BNSF-authority drug and alcohol testing, including reasonable cause, reasonable suspicion, return to service and other urine drug tests not mandated by the Department of Transportation (DOT). The expanded test panel does NOT apply to federally mandated tests, such as Federal Railroad Administration (FRA) and Federal Motor Carrier Safety Administration (FMCSA) pre-employment, random, and reasonable suspicion tests.

### **Will BNSF increase the frequency of drug tests with this change?**

This change will not increase the number or frequency of urine drug tests. But when a drug test is performed, the analysis will include the expanded list of substances on the test panel.

### **What safety rule applies to medications and medical conditions?**

S-1.2.11 Medical Conditions states that all employees are responsible to ensure their personal medical conditions do not interfere with their ability to safely perform their duties. Employees with medical conditions that may adversely affect their ability to work safely (such as uncontrolled diabetes, high blood pressure, sleep disorders including apnea, visual impairment, hearing impairment, etc.) must inform their medical practitioner of their job duties.

The medical provider must determine that any prescribed treatment including medication will not impair the employee's ability to safely perform his or her job duties. Employees must notify their physician/medical provider if prescribed treatment and/or medication is affecting their ability to safely perform their job duties.

Also, GCOR Rule 1.5 Drugs and Alcohol includes the following: "...The use or possession of intoxicants, over-the-counter or prescription drugs, narcotics, controlled substances, or medication that may adversely affect safe performance is prohibited while on duty or on company property, except medication that is permitted by a medical practitioner and used as prescribed. Employees must not have any prohibited substances in their bodily fluids when reporting for duty, while on duty, or while on company property."

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### **What if I have a prescription from my doctor for one of the drugs in the expanded panel?**

BNSF's Policy on the Use of Alcohol and Drugs, section 3.3, states, "Employees taking either prescribed or over-the-counter medications must be knowledgeable of potential adverse effects these medications have on judgment, decision-making, alertness, coordination, and reaction/response time. The employee must notify his/her private health care provider(s) regarding the full scope of assigned duties to ensure that the use of medication at the prescribed dosage level is consistent with the safe performance of his/her duties." If you are or will be working or if you are subject to service while using a prescribed medication, please be aware that each of the following is a violation of BNSF policy: using a prescription that is in another person's name; failing to medicate in accordance with the prescribed dosage level; or using a prescribed drug that would have an adverse effect on your ability to work safely. In keeping with this policy, BNSF may change or add other substances to its test panel in the future.

If an employee test reveals the presence of a controlled substance on the expanded panel, any decisions will include a review of the individual's drug test result together with his/her medical history and any other biomedical information volunteered by the individual during an interview with the medical review officer.

### **What types of test results lead to an interview with the medical review officer? What occurs during that interview?**

BNSF's medical review officer (MRO) is a licensed physician trained and certified in this area. The MRO review process occurs if an employee's sample contains any of the substances on the test panel. The interview is a confidential phone discussion between the MRO and the employee that includes review of over-the-counter medications, prescription medications and alternative medical explanations.

A decision about follow-up action is based on review of the individual's drug test result together with his/her medical history and any other biomedical information volunteered by the individual during the interview. After the interview, the MRO will determine whether the specimen is a normal negative test result with a legitimate medical explanation or a positive test for controlled substances with no legitimate medical explanation.

### **Does BNSF expect to see an increase in discipline or other action due to the expanded test panel?**

Some additional substance abuse treatment and discipline may result, but the overall number of employees impacted is expected to be relatively low.

### **Who can I contact if I have questions?**

You can direct any questions about drug or alcohol testing to Medical and Environmental Health at 817-352-1648.

To review BNSF's Policy on the Use of Alcohol and Drugs, go to <http://bnsfweb.bnsf.com/departments/hr/medical/DandA/Policy-Alcohol-Drugs.pdf>.

In addition, BNSF's Employee Assistance Program (EAP) is available to provide convenient, confidential, professional help to employees and their dependents at any time. Access to EAP is just a phone call away at 800-383-2327, or visit <http://www.lifesynch.com/bnsfeap/index.htm> for more information.