



Norfolk Southern Corporation  
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RE: Expanded drug testing panel

To all NS Employees:

Prescription drugs are now the second most abused category of drugs in the U. S. and abuse of these drugs can significantly compromise job performance and safety. Norfolk Southern expanded its drug testing panel to protect you, your co-workers and NS from the potentially devastating consequences that non-medical use of certain prescription medications have on safety.

Effective March 1, Norfolk Southern broadened our company policy drug testing program by adding to the panel of drugs tested for in the company's urine drug tests. Drugs added include some commonly abused prescription medication.

The expanded panel will apply to all types of company policy testing not mandated by the Department of Transportation (DOT). 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 pertinent information you'd like to share during an interview with the medical review officer before any final test result decisions are made.

All employees have the responsibility to stay off work if their ability to perform their job duties is unsafely compromised by their medication. As a reminder, Norfolk Southern's current Policy on Alcohol and Drugs does not permit the employment of persons who use drugs that unsafely impair sensory, mental, or physical functions.

If you have concerns about prescription drug abuse, Norfolk Southern's Drug and Alcohol Rehabilitation Services is available to provide you, your coworkers, and your family members with confidential, professional help. You can also talk with your local Peer-to-Peer coordinator, an employee volunteer who will maintain your confidentiality and help you with alcohol and drug issues. For more information about these resources, please call the DARS Manager at 757-629-2447, or visit the DARS website located on the ERC.

Thank you for helping to ensure a safe workplace.

A handwritten signature in black ink, appearing to read 'Paula J. Lina MD'.

Paula J. Lina, MD, MPH  
Medical Director



## Expanded Panel Drug Testing: Frequently Asked Questions

March 16, 2015

Effective March 1, 2015, Norfolk Southern expanded the panel of drugs to be evaluated in its standard drug testing to include some commonly abused prescription medication.

**1. Why did NS expand the drug panel test?**

NS expanded its drug panel test because prescription drug abuse is a growing national concern that can significantly compromise safe job performance. Prescription drugs, including opioid pain killers, benzodiazepines and stimulants, are now the second most abused category of drugs in the U. S. The expanded panel is consistent with the practice at other class I railroads.

**2. What drugs have been added to the panel?**

NS currently tests under company authority for marijuana, cocaine, amphetamines, phencyclidine, Ecstasy, heroin and opiates. Drugs added to the panel include some commonly abused prescription opioids and benzodiazepines.

**3. The expanded panel applies to what type of tests?**

The expanded panel applies to all types of company policy testing not mandated by the Department of Transportation (DOT).

**4. Will NS increase the frequency of drug tests with this change?**

This change does not increase the frequency of drug tests performed under company authority

**5. What safety rules and medical policy applies to medications and medical conditions?**

Safety and General Conduct rule 917 applies to medication, medical conditions and medical events. Rule 917 states that employees must report to work fit to safely perform their duties.

Norfolk Southern's current Policy on Alcohol and Drugs states that "Norfolk Southern Corporation and its railroad subsidiaries do not permit the employment of persons who use drugs, which may impair sensory, mental, or physical functions." To review NS' policy on Alcohol and Drugs, go to the Safety and General Conduct Rules book.

Norfolk Southern Medical Department's Medical Condition and Medical Guidance further describes employees' responsibilities with respect to their prescription and over-the-counter medication, and reportable medical conditions and medical events. This guidance is available on the ERC (go to Employee Self Service, then click on Medical Information) or at [nscorp.com](http://nscorp.com) (click on EMPLOYEES, then click on Medical).

**6. What happens if I test positive for a prescription medication on the company expanded panel urine drug test?**

NS' Medical Review Officer (MRO) is a licensed physician who is trained, knowledgeable and certified in this area. If your urine drug test is confirmed by the testing laboratory as positive, the MRO review process occurs. This process includes a confidential phone interview between you and the MRO. If you have been prescribed a medication that resulted in the positive urine drug test, the MRO will request that you provide him/her with written verification of that prescription. After the interview, the MRO will determine if the specimen is a negative test with a legitimate medical explanation (for example, the MRO receives written documentation confirming that there is a valid prescription for the medication prescribed to you by your doctor), or a positive test for a controlled substance with no legitimate medical explanation.

If you have a MRO verified negative test result, the need for follow-up action to determine your fitness-for-duty is based on a review of your drug test result, together with your medical history and medical information voluntarily provided by you to the MRO.

**7. How long is a prescription considered valid for the purpose of MRO verification?**

For the purposes of MRO verification of a urine drug test result, a prescription is considered valid for a period of up to one year after the date of the prescription.

**8. Whom can I contact if I have questions?**

If you have questions about drug testing, contact the Substance Abuse Testing Manager at 757-629-2442.