

# Medication Guidance By Category

## Safety-related employees, yardmasters, crew haulers or NS police officers

Please provide this chart to your prescribing health care provider. Ask if your prescription medication falls within one of the categories below. If it does, follow the applicable guidance. If your health care provider advises you that you cannot meet Norfolk Southern Medical Department (NSMD) medication guidelines, continue to take your medication exactly as prescribed. Then, promptly contact NSMD for a fitness-for-duty evaluation individualized to your specific situation.

### Prescription Medication Category/NSMD Guidance

If you are prescribed a medication in one of the following two categories, NSMD medication guidelines prohibit use of the medication while at work. Or, for a minimum number of hours prior to reporting for work. The time period is equivalent to the dosing interval as written on the prescription label.

**Benzodiazepines** are commonly used to treat anxiety. Other uses include treatment of insomnia, panic disorder and seizure disorder. Side effects may include drowsiness, dizziness and decreased alertness.

Examples – Generic name (brand name): Alprazolam (Xanax), Chlordiazepoxide (Librium), Clonazepam (Klonopin), Diazepam (Valium), Lorazepam (Ativan).

**Narcotics (opioids/opiates)** are commonly used to treat acute and chronic pain. Other uses include cough suppression, and treatment of opioid dependence. Side effects may include drowsiness, lightheadedness and dizziness.

Examples – Generic name (brand name): Codeine (Tylenol #3; many brand names for cough suppressants), Hydrocodone (Lortab, Norco, Vicodin, Vicoprofen, many brand names for cough suppressants), Fentanyl Transdermal System (Duragesic), Hydromorphone (Dilaudid), Meperidine (Demerol), Morphine (Avinza, Kadian), Oxycodone (OxyContin, Percocet), Oxymorphone (Opana).

**If you are prescribed a narcotic for treatment of opioid dependence, you must promptly contact NSMD for a fitness-for-duty evaluation.** Examples of narcotics used to treat opioid dependence: Suboxone, Subutex, (Buprenorphine), Methadone.

This form is a supplement to the **NSMD Medical Condition and Medication Guidance**, which is available on the medical information page on the ERC, and also at nscorp.com.

If you have any questions or concerns, please contact your NSMD case coordinator or call NSMD at 800-552-2306. For answers to frequently asked questions, please refer to page 2 of this form.

1. **Which NS employees are governed by the medication guidance in the RX Med form?** This medication guidance applies to safety-related employees\*, yardmasters, crew haulers and NS police officers.
2. **I am prescribed a medication in one of the categories listed on RX Med form. I meet the NSMD medication guideline. Do I need to contact NSMD for a fitness-for-duty evaluation?** No. You do not need to contact NSMD 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 RX Med form. 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 NSMD 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 NSMD 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. Stay off work – Do not report to work or remain at work if you are unsafely impaired by your medication.
4. **What is the dosing interval referred to in the medication guidelines?** The dosing interval refers to either the minimum time that your health care provider prescribed for you to wait between taking doses of the medication. For example, if your medication is prescribed for use every 4 to 6 hours, the minimum dosing interval is 4 hours.
5. **Does RX Med form list all of the prescription medication that may cause unsafe impairment?** No. This form provides you with NSMD 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.
6. **Should I change or stop the prescription medication on my own if I cannot follow NSMD 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.*
7. **Where can I find more guidance about safe use of medication?** Talk to your prescribing health care provider. Ask your pharmacist. Contact NSMD. Educational resources about medication are also available on the ERC and at nscorp.com.
8. **Where can I find my NSMD case coordinator's direct contact information?** It is listed in the **NSMD Medical Condition and Medication Guidance**, Red Flyer, and Return-to-Work Information Sheet available on the ERC and at nscorp.com.

Medical information is available on the ERC. Go to the ERC, click on Employee Self-Service. Then, click on Medical Information on the left side of the page. It is also available at nscorp.com. Click on EMPLOYEES. Then, click on Medical on the dropdown menu.

**\*Safety-related employee** - any agreement or non-agreement employee who: is covered under the hours of service laws; inspects, installs, constructs, repairs, or maintains track, roadbed, bridges and signal and communication systems; 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; determines that an on-track roadway maintenance machine or hi-rail vehicle may be used without repair of a non-complying condition; directly instructs, mentors, inspects, or tests, as a primary duty, any person while that other person is engaged in a safety-related task; or is responsible for conducting periodic tests and inspections of safety-related employees.