



**Michael Jarrard, MD, MPH**  
Chief Medical Officer  
and Assistant Vice President

**BNSF Railway Company**  
P. O. Box 961038  
Fort Worth, Texas 76161-0038

October 17, 2017

RE: Restricted Medications for Safety-Sensitive Duties

To all members of the BNSF community:

BNSF has issued the enclosed Fitness for Duty Restrictions of Medications for employees performing safety-sensitive duties. Over the next 90 days affected employees who use any of these medications should work with their personal doctors to transition to safer alternatives and ensure they are in compliance with these Medication Restrictions.

BNSF is deeply committed to the safety of employees and the communities we serve. As part of this commitment, BNSF employees must follow already established rules and policies designed to ensure a safe working environment. This includes the Use of Alcohol and Drugs Policy, which outlines BNSF's restrictions regarding the use of alcohol and drugs in the workplace, and Safety Rule 1.2.11, which directs all employees to ensure their personal medical conditions and medications do not interfere with their ability to safely perform their duties.

In this context, we have become increasingly aware of the impairing side effects of certain types of medications – especially narcotic pain medicines (opioids) and a category of medicines mainly used to treat anxiety or sleep issues (benzodiazepines) among others that pose significant safety risks even when they are used under a doctor's prescription. BNSF has decided to restrict the medications listed on the "Fitness for Duty Restrictions of Medications." These restrictions apply to all employees who perform safety-sensitive duties.

Even aside from these specific Medication Restrictions, it continues to be each employee's responsibility to ensure that he/she can perform their duties safely. The use of any impairing medications poses a safety risk and the Medical Department considers such use when making fitness-for-duty determinations. If you are prescribed or taking any potentially impairing medication, you should discuss with your personal doctor your safety-sensitive job duties and any treatment options that may enable you to safely perform your safety-sensitive duties. This may include a plan to safely transition from an impairing medication to a safer alternative treatment under your doctor's supervision. Be sure to also review the Fitness for Duty Restrictions of Medications with your personal doctor so that any transition plan will enable you to remain in compliance with the Medication Restrictions, Safety Rule 1.2.11, and the Use of Alcohol and Drugs Policy.

If you have further questions, please read the FAQs associated with the Fitness for Duty Restrictions of Medications, which are posted on the Employee Portal under the Safety tab. In addition, your Division Field Medical team (Medical Manager, Employee Assistance Manager, and Wellness Manager) is also available to answer questions or you may leave a voicemail at 888-634-1011, option 9, and we will get back with you as soon as we can.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Jarrard", enclosed in a rectangular box.

Dr. Michael Jarrard

Enc.