



BUILDING AMERICA®

Date: November 2018

To: UPRR Employees and Their Healthcare Providers

From: Health and Medical Services

Re: Overview of Union Pacific's Medical Standards for Workers in Safety Critical Positions

Union Pacific Railroad (UPRR) moves commodities and goods necessary to build America. UPRR's license to operate through its 7,000 communities is contingent on railroad, employee, public and environmental safety. Simply said - safety is the top priority. For railroad workers performing safety critical jobs, a health condition that may cause sudden incapacitation, or affect mental or physical functioning, may pose significant risk to the health and safety of employees, their co-workers, the public, and environment.

For this reason, UPRR Health and Medical Services (HMS) conducts fitness-for-duty evaluations for employees in safety critical jobs when HMS becomes aware the employee has a health condition or functional limitation that may pose a significant risk to the health and safety of the employee or others. UPRR's Medical Rules, available on the Union Pacific Employee website, describe the fitness-for-duty process.

UPRR has medical standards which are used by HMS to determine if work restrictions should be placed on an employee due to a specific health condition that poses significant risk for sudden incapacitation, (e.g., a seizure disorder) or a functional impairment impacting workplace safety (e.g., a vision disorder). UPRR medical standards are consistent with scientific evidence about sudden incapacitation risk related to specific health conditions, and are generally consistent with guidance from the Federal Motor Carriers Safety Administration (FMCSA) regarding fitness-for-duty for commercial drivers. HMS applies these Medical Standards to all UPRR workers in safety critical positions in order to ensure the safety of the employee and others.

In conducting a medical fitness-for-duty evaluation, HMS does an individualized assessment of the employee's health status by reviewing relevant medical records, and may arrange for additional medical evaluations when needed. HMS then refers to the relevant medical standards to determine if the employee's specific health conditions may pose an unacceptable safety risk for work and require work restrictions. The work restrictions are written as functional limitations (e.g., not to operate vehicles or hazardous equipment) and sent to the employee's manager to determine if the work restrictions can be accommodated.

For certain health conditions, such as seizure disorders, UPRR has developed Medical Standard Summary Tables listing the work restrictions used for specific health conditions and requirements for removing the work restrictions (available on the employee return to work website). UPRR employees with these health conditions are encouraged to review the relevant Medical Standard Summary Tables with their healthcare providers. Thank you for your attention to these important standards. Feel free to contact us at (877) 275-8747 and request a call from a fitness-for-duty nurse for additional information.

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to requests for medical information. "Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.