

ACOEM CORPORATE HEALTH ACHIEVEMENT AWARD 2003



Union Pacific Railroad

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Union Pacific Railroad Company Vision

- **Union Pacific is committed to be a company where:**
 - **Our customers want to do business,**
 - **Our employees are proud to work,**
 - **And shareholder value is created**



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Union Pacific Values

- **Safety**
- **Quality Principles**
- **Respect for Employees**
- **Commitment**
- **Accountability**
- **Simplicity**
- **Communications**



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Fast Facts in The USA

Miles of Track **33,000+**

Employees **47,000**

Locomotives **6,886**

Freight Cars **96,776**



The largest railroad in North America

Operating in the western two-thirds of the United States

The system serves 23 states

Freight Transportation



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CHALLENGES

- **Geographically dispersed population**
- **Mobile population**
- **Rural locations**
- **Fifteen unions**



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Union Pacific- Health Services Department

- **The Health Services Department is committed to minimizing both employee and company related losses through**
 - **Assurance of employee fitness for duty,**
 - **Compliance with existing & anticipated regulatory and/or company health standards,**
 - **Integration of wellness/prevention health concepts into company culture,**
 - **Efforts to protect the company against unwarranted work related health claims, and**
 - **The provision of medical staff resources to support company plans, operations, and training**



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Healthy People Operation RedBlock

- **Operation RedBlock is a joint union and management effort that began in the late 1970's in response to a special study of alcohol abuse among railroad workers**
- **Operation RedBlock is an alcohol and drug abuse prevention and intervention program, lead by employees and supported by labor and management**



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Healthy People Operation RedBlock

- **Program Goals**
 - Alcohol and drug free workplace

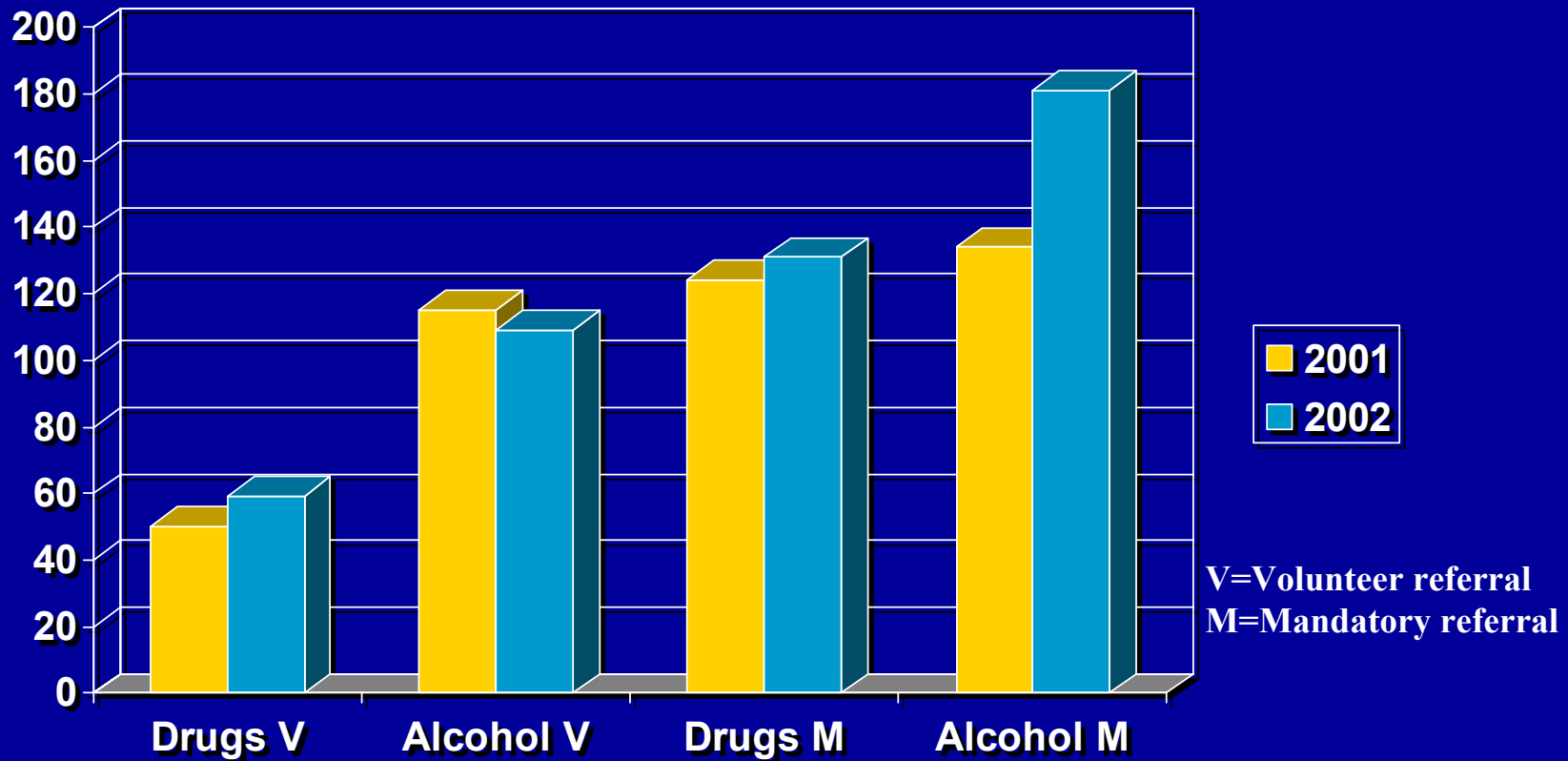
- **Program Elements**
 - Awareness
 - Education and Training
 - Intervention



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UPRR Substance Abuse Referrals

Program Recidivism Rate is 8 to 10%



<u>Totals:</u>	<u>Drugs</u>	<u>Alcohol</u>
2002	190	290
2001	174	249



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Healthy People-Further Efforts Operation Lifesaver

- **Operation Lifesaver**
 - began 1972 as a 6 week awareness program sponsored by the State of Idaho and Union Pacific Railroad.
 - In 1986, a national non-profit organization was formed
- **Mission**
 - Education
 - Enforcement
 - Engineering



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Healthy People-Further Efforts Community Coalitions

- **Developed through the realization that grade crossing collisions & trespasser incidents are both a railroad and community issue**
- **Develop community involvement in collision & trespasser prevention programs including:**
 - **Operation Lifesaver**
 - **Grade Crossing Collision Investigation Training**
 - **Officer on the Train Program**
 - **Grade Crossing and Upgrade plans**



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Healthy Environment Safety Process Elements

- **System Safety and Derailment Prevention Team**
- **Work Unit Safety Action Plans**
- **Human Factors Engineering**
- **Industrial Hygiene**
- **Prevention Programs**
- **Safety Assurance and Compliance Program**
- **Public Safety and Grade Crossing Accident Prevention**
- **Safety Strategy Team**



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Healthy Environment-How Do We Communicate

- **UP Online -3 day a week electronic newsletter**
- **ITV- 24 hour video “Slide Show”**
- **UPLINC-Business TV**
- **Video Production**
- **Newsletters/Printed Communication**



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Healthy Environment

Employee Reportable Rate 1993 - 2002



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Healthy Environment PPE Vending

- **Benefits**
 - Provides real-time access for employees and relieves management from having to personally distribute safety equipment and keeping inventory
 - Allows instant access and control for management to set, raise, or lower usage limits
 - Reduces supply expense by encouraging use when needed and discouraging waste
 - Reduces total supplies used
 - Maintains historical record



Healthy Environment PPE Vending



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Healthy Environment Environmental Management

- **Policy Statement**

- **Union Pacific Railroad Company (UPRR) is committed to protecting the environment for our customers, our employees, and the communities in which we operate.**



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Healthy Environment

Environmental Management Facts

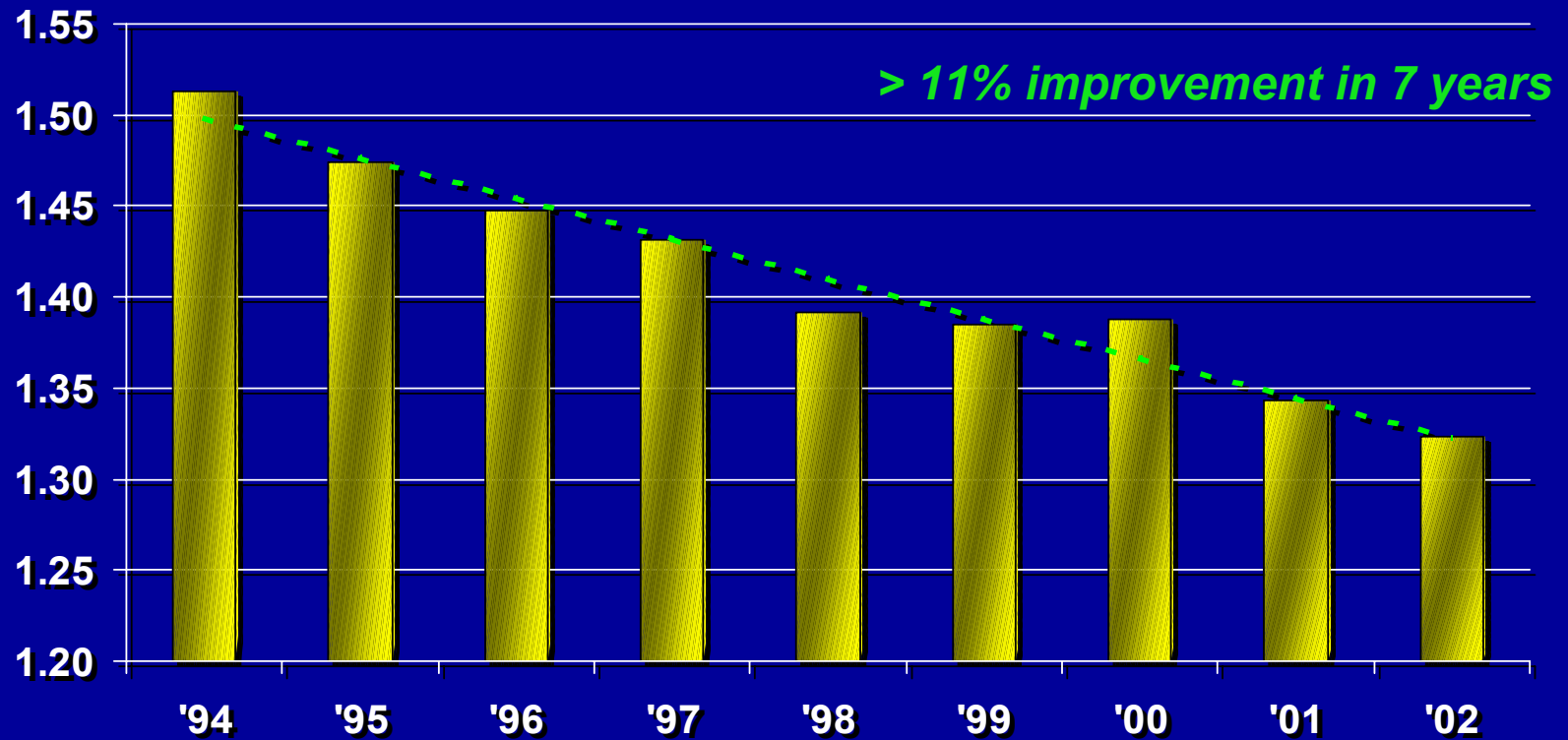
- **Over 1,400 new fuel efficient locomotives purchased between 2000 and 2002 replacing 20% of fleet.**
- **Union Pacific has the youngest fleet and most eco-friendly fleet in the business**
- **40% of fleet and all new acquisitions since 1993 have been equipped with impact-resistant fuel tanks**
- **97% of fleet is equipped with retention tanks to capture fluids that previously may have reached the ground**



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Healthy Environment

Continuing improvement in fuel efficiency (*gallons / 1000 GTM*)*



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Healthy Company Preventive Programming

- **Health Promotion Programs**
 - Health Track - Risk Identification/Reduction Program
 - System Health Facilities
 - Medical Self-Care
 - Know Your Numbers
 - Butt-Out & Breathe
 - Research Grants
- **Alertness Management**
- **Work/Life Balance Programs**



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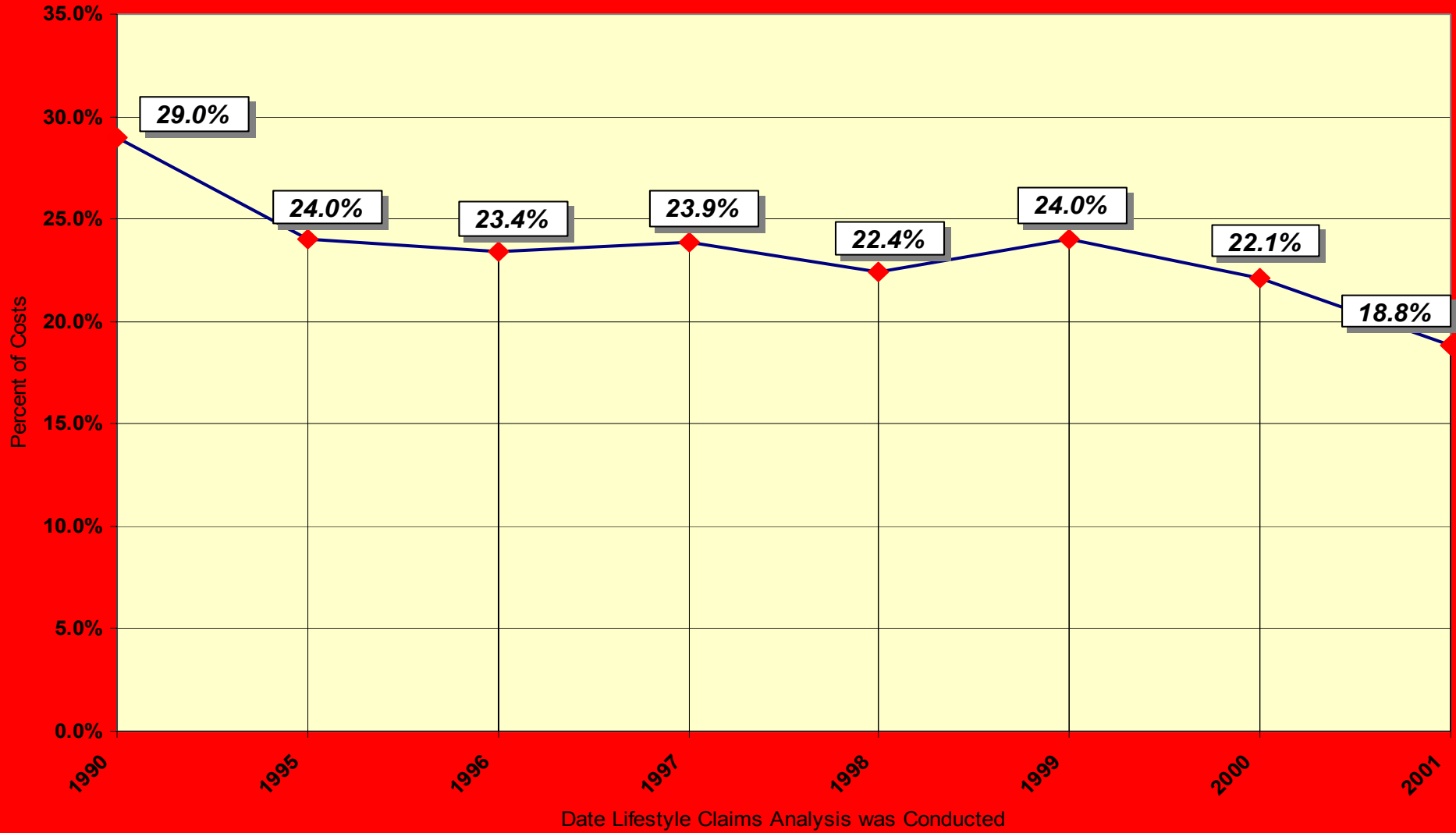
Healthy Company Research Grants

- **Reduce Obesity Now**
- **Training & Education for Diabetes**
- **Get Healthy DeSoto**
- **NHLBI Cholesterol Lowering Study**
- **NHLBI Weight Control Study**



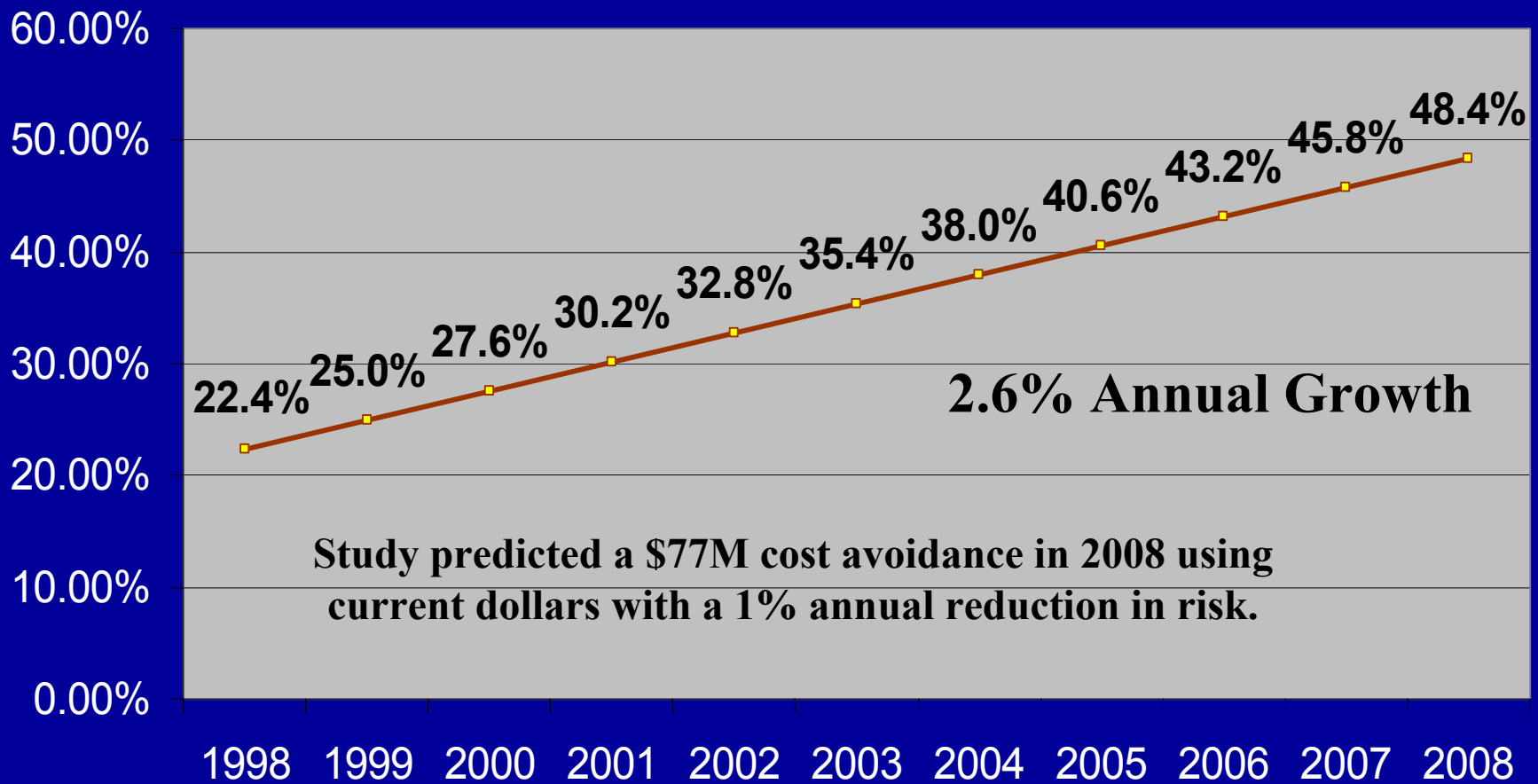
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Healthcare Costs due to Lifestyle-Related Factors



Percent of Total Health Costs Related to Lifestyle Diseases - Medstat/Hero Analysis

Analysis compared UPRR to HERO Data Base

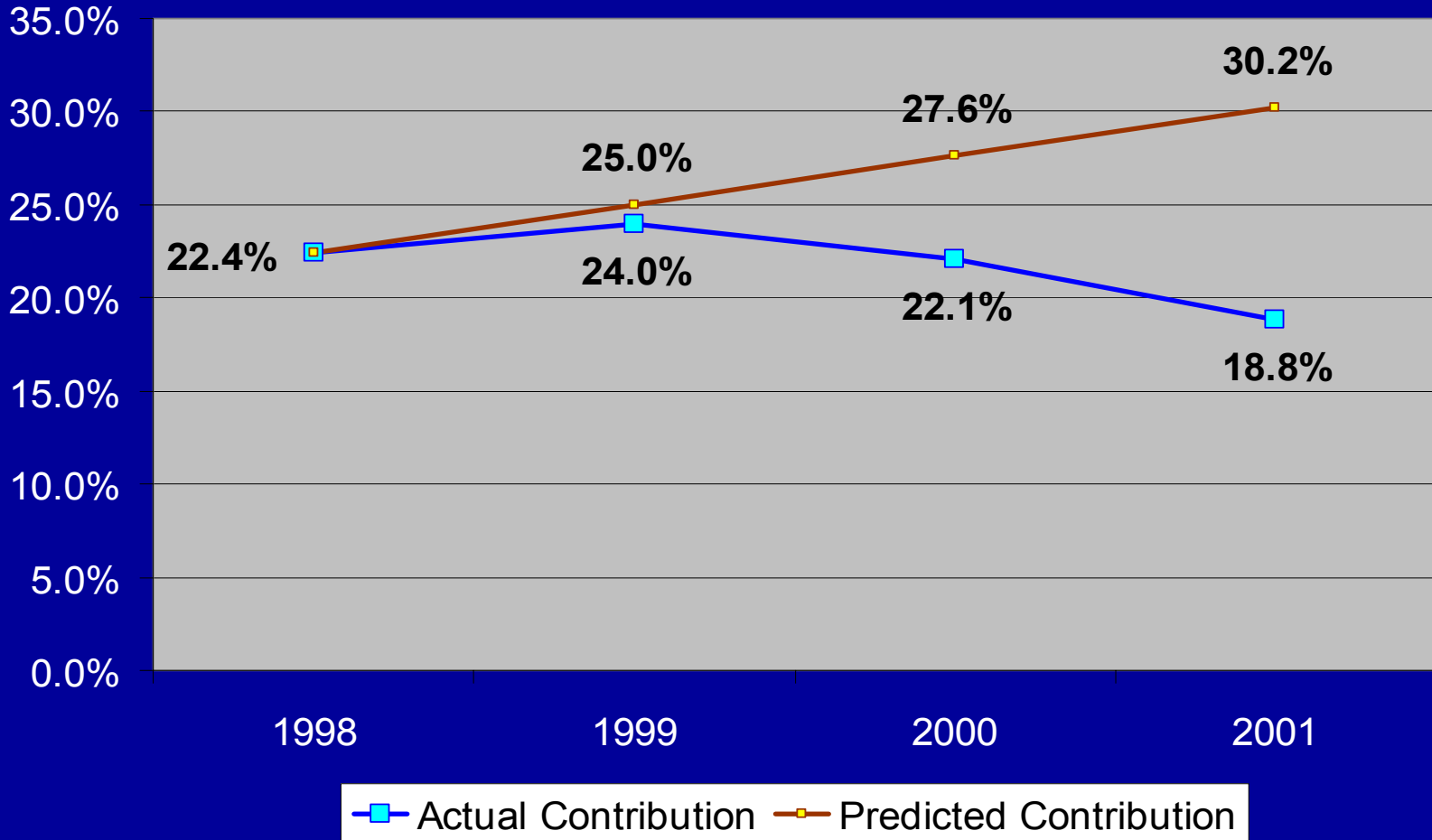


— Predicted Contribution



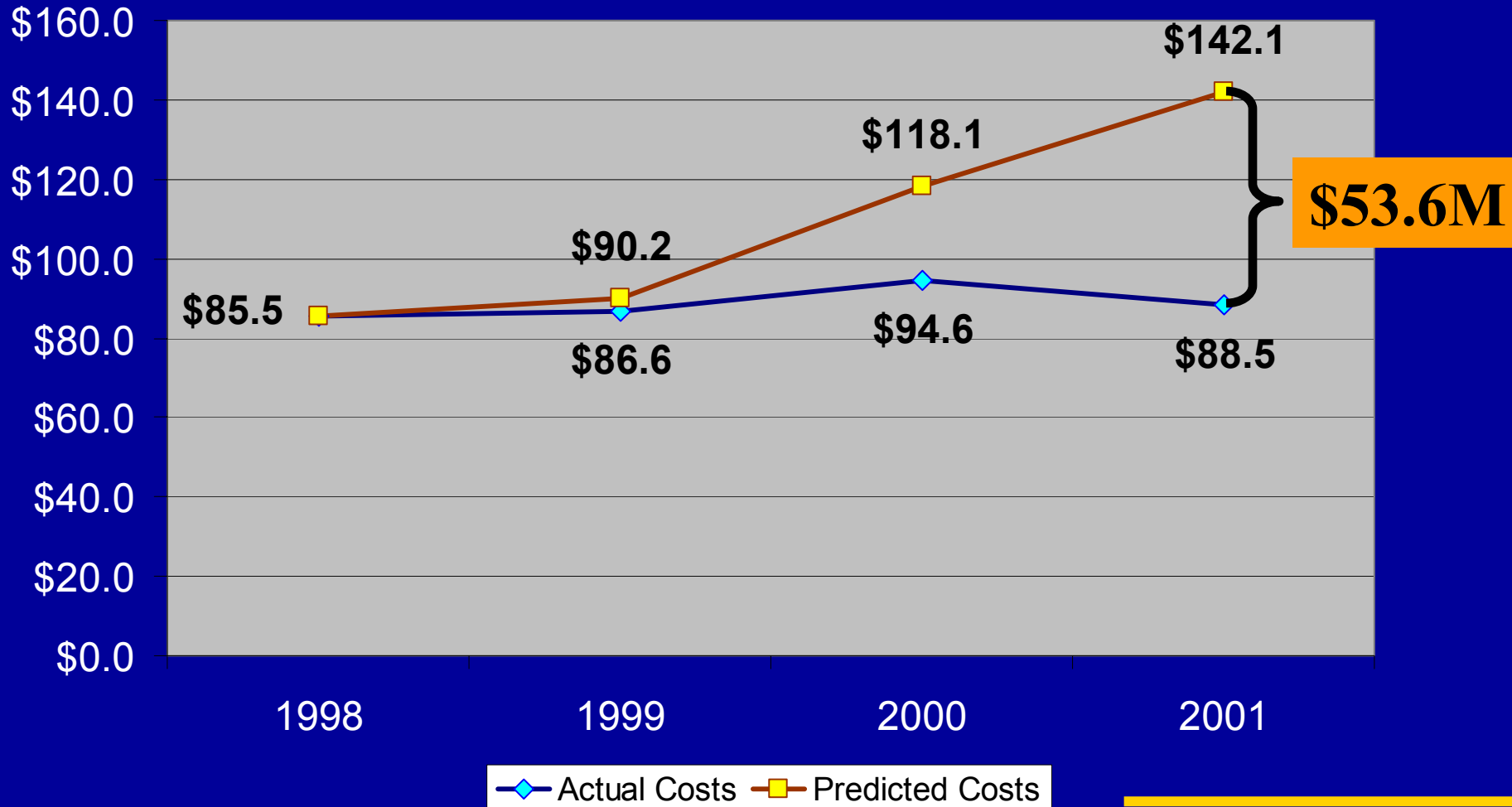
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Percent of Total Health Costs Related to Lifestyle Diseases - Actual Vs Predicted



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Lifestyle Costs - Actual Vs. Predicted In Millions of Dollars



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Management and Leadership

- **Keys to Management/Leadership Commitment**
 - **Big Financial Deal both Safety and Health and Welfare**
 - **Safety #1 Responsibility of Every Employee**
 - **Integration of Health and Safety into daily operations of railroad**



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Future

- **Continued integration of Preventive Health Programs into Total Safety Culture**
- **Creation of Health Index to ensure responsibility for health programs at local level**



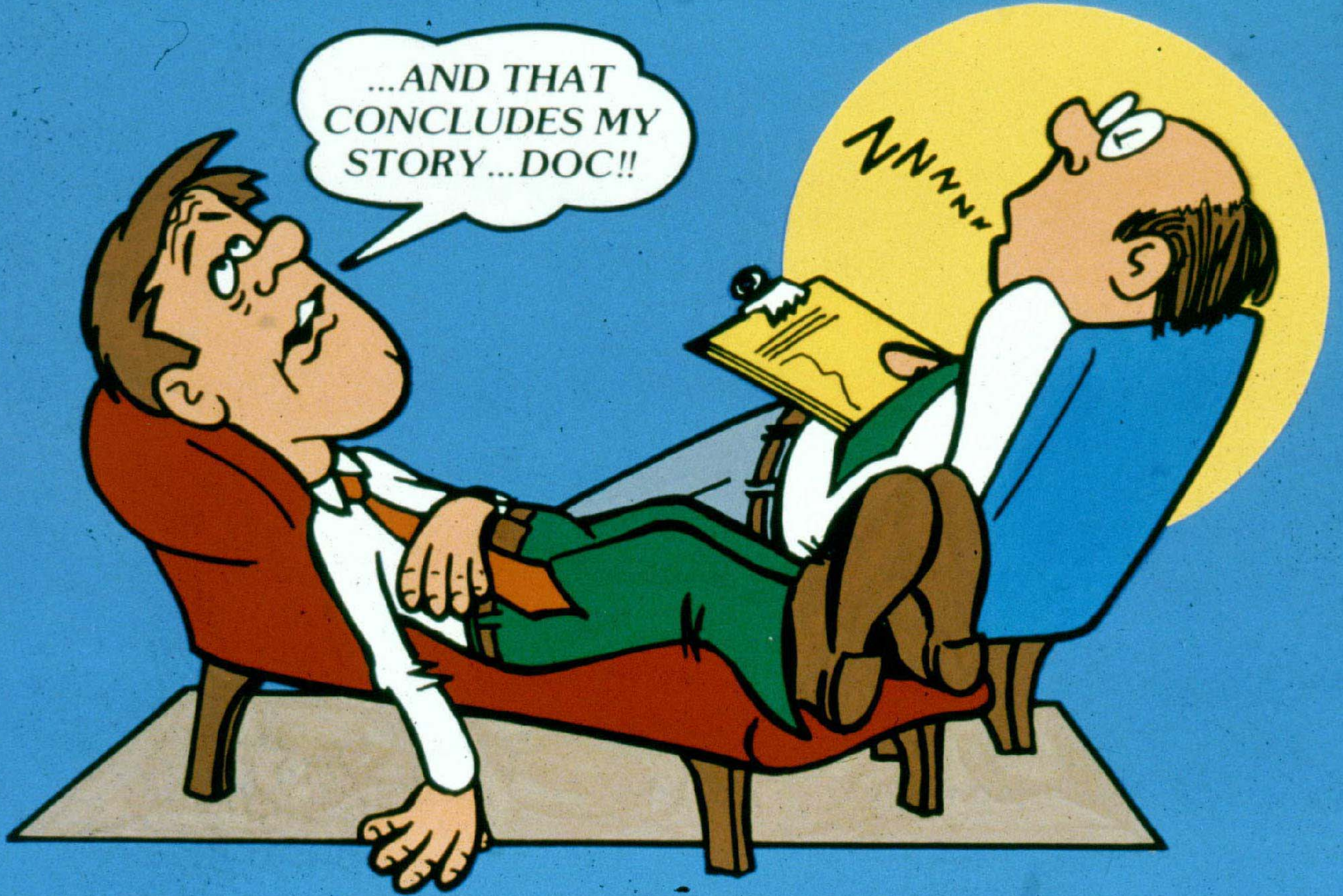
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Recommendations to Others

- **Know your business**
- **Incorporate health activities into existing business structure**
- **Partner with other organizations when possible**



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...AND THAT
CONCLUDES MY
STORY...DOC!!

ZZZZZZ



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