



Smoking

(Policy effective July 1, 2005)

What Is It?

The purpose of this policy is to provide employees on Union Pacific Railroad Company with a work environment free from the potentially harmful effects of tobacco. Included within this policy is the use of electronic devices that mimic cigarettes, pipes or other smoking paraphernalia, e.g., e-cigarettes.

Why Was It Written?

Union Pacific Railroad Company intends to provide employees with a smoke-free work environment. This policy has been implemented because of the potentially harmful effects of tobacco use, in response to employee health concerns, and at the direction of senior management.

What Are The General Provisions?

Smoking, including the use of electronic smoking devices, is prohibited at the following locations and activities:

1. All Company property, whether owned or leased, including mechanical facilities, along the right-of-way, in office buildings, and all service unit facilities and yards.
2. In or near building entrances and contiguous sidewalks.
3. In locomotive cabs, cabooses, bunk cars, company vehicles, and similar equipment.
4. Meetings held at off-site locations.

Cessation Programs

Programs are available for employees who desire to quit smoking. Interested employees should contact the Health Promotion staff at (402) 544-2442 or toll free at (888-767-0169). Information is also available on the Wellness Programs [Tobacco Cessation Options](#) page.

Noncompliance

Failure to comply may result in the assessment of discipline.

For Further Information

- Questions concerning compliance with the Smoking Policy should be referred to your immediate Supervisor.
- Contact the Company Values Line at (800) 998-2000.
- Contact the HR Customer Service representative for your department.

Rule Updated Date

January 28, 2011

System Special Instructions

Revision Date: July 2, 2013