



Restricted Prescription Medications



To promote safety through Fitness for Duty and ensure employees performing safety-sensitive job duties including, **Operating (Transportation, Engineering, and Mechanical), Supply, and Telecom field personnel and Train Dispatchers** are not impaired by prescription medications that pose safety risks to themselves or others, Union Pacific has provided this list of restricted prescription medications for employees in safety-related jobs that may impact their ability to safely perform the essential functions of their job. The prescription medications listed are restricted due to documented significant impairment that lasts for a prolonged period. Listed medications **cannot be taken while on duty or within the minimum time listed between last dose and reporting for safety-sensitive work.** If an employee holding one of these jobs is taking any of the restricted medications listed within the minimum time before last dose and work or is experiencing adverse effects beyond the noted wait times, the employee shall **not report to work.** The employee shall **not report to work** until he or she reviews his or her assigned safety-sensitive job duties with his or her treating physician and have transitioned safely from the restricted prescription medication to a safer alternative medication not restricted by the list and that does not cause adverse effects that impacts the employee's abilities to safely perform his or her job duties.

Questions regarding prescribed or over-the-counter medication known to cause impairment, including those not listed should be reviewed and discussed with the employee's treating provider to make a good faith judgment, with notice of the employee's assigned job duties and on the basis of the available medical history, if the use of the medication by the employee at the prescribed dosage level is consistent with the safe performance of the employee's job duties. Please contact HMS for additional questions at **(402) 544-7011**.

Generic Name	Brand Examples	Minimum Time Before Last Dose and Work
Barbiturate Medications		
Butalbital	Esgic, Fioricet, Fiorinal, Phrenilin	12 Hours
Pentobarbital	Nembutal	12 Hours
Benzodiazepine Medications		
Alprazolam	Xanax	12 Hours
Clonazepam	Klonopin	48 Hours
Clorazepate	Tranxene	48 Hours
Diazepam	Valium	24 Hours
Lorazepam	Ativan	24 Hours
Midazolam	Versed	12 Hours
Temazepam	Restoril	12 Hours
Triazolam	Halcion	8 Hours
Muscle Relaxant Medications		
Baclofen	Liotesal, Gablofen	8 Hours
Carisoprodol	Soma	12 Hours
Cyclobenzaprine	Flexeril, Flexepax, Amrix	12 Hours
Metaxalone	Skelaxin	8 Hours
Methocarbamol	Robaxin, Robaxin 750	8 Hours
Sleep Medications		
Eszopiclone	Lunesta	12 Hours
Zaleplon	Sonata	8 Hours
Zolpidem	Ambien, Ambien CR	8 Hours
Zopiclone	Imovane	12 Hours
Opioid Medications		
Buprenorphine	Buprenex, Butrans, Suboxone, Subutex	2 Weeks from Start of Dosage and 1 Week After Dosage Change
Butorphanol	Stadol	12 Hours
Codeine	Tylenol with Codeine #3, Empirin with Codeine #4	8 Hours
Fentanyl	Abstra, Actiq, Fentora, Duragesic, Sublimaze	8 Hours (Non-Patch) and 24 Hours (Patch)
Hydrocodone	Vicodin, Hysingla, Zohydro, Norco	8 Hours
Hydrocodone extended release	Hysingla ER, Zohydro ER, Roxicodone, OxyIR	12 Hours
Hydromorphone	Dilaudid, Palladone	12 Hours
Meperidine	Demerol	12 Hours
Methadone	Dolophine, Methadose	Not Permitted
Morphine	Avina, Duramorph, Kadian, MSIR, Oramorph, Roxanol	8 Hours
Morphine extended release	MS Contin	12 hours
Nalbuphine	Nubain	12 Hours
Naltrexone	Vivitrol	8 Hours
Oxycodone	Endocet, Endodan, Endocodone, Percocet, Percodan, Roxicet, Tylox	8 Hours
Oxycodone Extended Release	OxyContin, Dazidox, Oxycta, Oxyfast, OxyIR, Percolone, Roxicodone	12 Hours
Oxymorphone	Opana	12 Hours
Tapentadol	Nucynta	12 Hours
Tramadol	ConZip, Rybix, Ultram	12 Hours
Other Medications		
Gabapentin	Neurontin	12 Hours
Hydroxyzine	Vistaril	12 Hours
Pregabalin	Lyrica	12 Hours