

BLE&T/NJ Transit Critical Incident Agreement

BLE Peer support information:

An engineer involved in a fatality will be:

1. Treated consistently in a standardized manner at the scene, for pay and for representation of their health and safety.
2. Treated with compassion and consideration.
3. Relieved at the scene and made whole for their assignment.
4. Contacted within 24 hr. of the incident by EAP and offered EAP services without lost earnings.
5. Permitted, within 48 hours of an incident, to schedule an initial EAP appointment by phone. 1 (800) 338-2673 or 1 (973) 763-3910 The initial EAP session, once scheduled within the 48 hour window, will occur without lost earnings to the engineer. A recorded request (voice mail) is acceptable.
6. Remain off duty without lost earnings, until able to attend the scheduled initial EAP session, provided it was scheduled within 48 hours of the incident.
7. Have a BLE CIRT representative notified by NJTRO within 24 hours of his or her involvement in a critical incident.
8. Have a BLE CIRT Peer Support Member, who is a locomotive engineer with first hand experience in a rail incident, available to talk.
9. Allowed to schedule any formal police statement or other interviews on a separate day, preferably after EAP visit, without lost earnings.
- 10 Permitted a follow-up EAP session or medical attention if necessary, without cost to the engineer.
- 11 Permitted free access to [EMDR therapy](#), administered by a QHCP (Qualified Health Care Professional) experienced in treating posttraumatic stress disorders, without cost to the engineer.

NOTE: Brothers & Sisters, A BLET member involved in a rail incident will not be relieved automatically unless such incident results in injury, fatality or at the BLET members request. These procedures are in line with the BLET CIRT agreement and NJT CIRT Policy.

As an engineer, you are not required to attend a group session with your crew. You have the right to an individual session with EAP but, under all circumstances, if you wish to attend an EAP session and to be paid for your time off you are required to contact EAP within 48 hours of the incident to make an appointment (a message left on their answering machine is sufficient to meet this requirement). You do not have to accept the first appointment offered if it requires excessive travel or other major inconvenience.

If you are required to make an additional statement to the police after being relieved the statement and EAP do not have to be done on the same day.

Be sure to get a letter from EAP or the Police for each session visit. Make a copy and attach it to your timecard. Submit both to the Division Road Foreman for authorization.

The BLE highly recommends that a locomotive engineer involved in a train incident take advantage of the BLE Peer Support and counseling provisions of this initiative. None of these provisions are mandatory except relief at the scene. An engineer may decide to return to duty the next duty cycle on his own. An engineer may decide to go without counseling or peer support, but it is not recommended.

The very nature of Post Traumatic Stress Disorder makes denying the effects of mental trauma dangerous. The responsibilities of being a locomotive engineer, a spouse and a parent are serious enough without the complication of a deep emotional trauma. Please don't do it alone.

Your spouse may also use the Peer Support network, EAP, and the medical benefit plan. Your union is here for you and your family. We are interested in what you have to say.