



Pandemic Flu Strategic Plan



09.2009



**Awareness
Prevention
Preparedness**



Pandemic flu

Strategic Plan

TABLE OF CONTENTS

1.	OBJECTIVE	1
2.	POLICY STATEMENT	1
3.	INTRODUCTION	2
4.	AWARENESS	3
5.	PREVENTION	4
6.	PREPAREDNESS	5
7.	CONCLUSION	7



1. OBJECTIVE

The objective of CN's Pandemic Flu planning effort is to mitigate, to the greatest extent possible, the effects of a pandemic flu outbreak and to best enable CN to maintain its business operations in the event of a pandemic flu crisis.

This plan represents CN's corporate strategy for pandemic flu planning; it is supported by separate implementation, communications and business continuity plans.

2. POLICY STATEMENT

CN's Office of Occupational Health Services will maintain situational awareness of any pandemic situation by remaining in contact with the respective public health agencies and organizations in the United States and Canada. CN will follow the consensus recommendations of our nations' public health authorities.

3. INTRODUCTION

A pandemic is generally defined as an infectious disease that is occurring over a large geographic area, multiple continents or even the world. Although some nations may attempt to quarantine their population to prevent infection of their populace, it is believed that in the day and age of world-wide jet travel, due to the incubation period (the period where an infected person does not yet show any symptoms of the illness), it will be difficult for a containment operation to succeed in any large geographic region.

In response to the potential threat posed by a pandemic flu, and in concert with business "best practices," CN has undertaken the pro-active measure of creating a Pandemic Flu Plan. The CN Pandemic Flu Plan is a dynamic document that is subject to continual review. It will be updated as required.

In recent years, a number of potential strains of influenza have threatened to reach pandemic status (SARS, and H1N5 Bird Flu). In 2009, the World Health Organization declared the H1N1 Swine Flu as a worldwide pandemic (WHO Level 6). For months, we have seen a low level of infection circulating throughout our nations, it is widely believed that as the traditional flu season approaches a resurgence of the Swine Flu will take hold and promulgate even further. Fortunately, the level of illness of most of those infected with the Swine Flu has been classified by health experts as being "mild to moderate."

The CN Pandemic Flu Plan is managed by the Pandemic Flu Committee, which is a permanent Sub-Committee of the Business Continuity Planning Committee. The Pandemic Flu Committee is comprised of CN employees representing numerous operational and administrative functions, including, but not limited to, Human Resources, Safety, Labor Relations, Medical, Security, Public Affairs, Information Technology, Law, Marketing and Facilities Management.

While CN wants to protect its most valuable asset, its employees, the importance of encouraging the taking of "personal responsibility" in these kind of matters must be emphasized. Only through individual decision making, often in conjunction with their personal medical professional, can the flu be prevented or symptoms treated effectively.

The CN Pandemic Flu Plan is based upon a three-pronged strategy:

- Awareness
- Prevention
- Preparedness



4. AWARENESS

CN's stakeholders: our employees, customers and shareholders all have a need for, and an expectation to receive, accurate information during a pandemic event.

CN is committed to effective, continual and multi-media communications with its employees. Through the Office of Public Affairs, CN has developed a comprehensive communications plan that will appropriately ensure communication with employees, and other stakeholders, on matters that relate to a pandemic.

Awareness, not panic or complacency is the goal of this prong of our strategy. Half the battle is knowing the facts. CN will convey information that is publicly available through governmental and private sources such as the Centers for Disease Control (CDC), the Department of Health and Human Services (HHS), the Department of Homeland Security (DHS), the World Health Organization (WHO) and the Public Health Agency of Canada, just to name a few. As prevention starts at home, we want all of our employees to know where to turn to get accurate and timely information.

5. PREVENTION

As simple as it seems, the best, most effective, measures to prevent the spread of the flu is to practice good hygiene such as:

- Wash your hands frequently and thoroughly with soap and water (or utilize alcohol based hand sanitizer).
- Use your elbow or sleeve to cover your mouth when sneezing or coughing.
- Refrain from touching your eyes, nose, mouth.
- Maintain an appropriate social distance from others (refrain from touching others, handshakes, hugs, kisses).
- If you are sick, stay home, and contact your personal health care professional, as appropriate.
- Frequently clean those areas and items that are touched by numerous people ... such as handrails, doorknobs, elevator buttons, and telephones.

CN will **not** issue barrier surgical facemasks, dispense anti-viral medicines or engage in a vaccination program, at this time. Vaccinations are encouraged upon the advice of your personal health care professional.

Although most people are familiar with the common personal hygiene measures outlined above, in a pandemic context, it is of the utmost importance.



6. PREPAREDNESS

It is impossible to accurately predict the course of a pandemic influenza. Yet, vigilant surveillance by our nations' public health organizations do provide near real time reports of outbreak locations, severity and scope. Strains can mutate, become more or less virulent, attack only certain demographic segments of society, be spread from person to person in different ways, and strike certain regions more acutely than others.

In the event of a pandemic flu outbreak, CN will be affected as every other private and public sector entity is affected. CN's suppliers, customers and governmental inspection and enforcement agencies will be affected, as well. It can be safely assumed that the entire supply chain within which we operate will be affected in similar proportions.

We cannot attempt to plan specific courses of action for every possible scenario. But, we can ensure that our pandemic Flu Plan interfaces with our Business Continuity Plan. Remaining nimble and flexible will be our hallmark. And, CN is better positioned than most organizations to achieve this goal. We certainly have the proven ability to rapidly adapt our operations to changes in local conditions and requirements.

Once deemed necessary, CN will activate its Pandemic Flu crisis response team and Emergency Operations Center to help coordinate the implementation of the Pandemic Flu Plan and respond to inquiries.

Unlike a natural disaster, where any disruption to business service is likely to be hardware related, a pandemic crisis does not affect equipment, locomotives, systems or data; it affects the workforce. Therefore, from a Business Continuity perspective, in the event of a crisis, the exploitation of our telecommuting capacity will be imperative.

Parents and guardians are strongly encouraged to develop alternative child care plans in preparation for potential governmental orders to close schools and daycare centers.

The CN People Department participates in the CN Pandemic Planning Committee to ensure that policies and procedures related to CN People incorporate and comply with instructions from public health authorities where epidemic or pandemic situations can affect CN employees, families or operations.

CN's People policies can accommodate situations that may arise in a pandemic but the on going monitoring of People policies and programs is intended to ensure compliance with developing public health instructions while providing maximum continuity of service to our customers. The frequency of review of People policies will be based on the evolution of a pandemic situation (e.g. daily review and updating in cases of rapid evolution of a pandemic situation where CN operates).

In a pandemic situation, and as necessary based on public health instructions, the People department will actively review and adapt its programs to comply with public health authority direction, for example:

- Attendance management standards and programs.
- Disability insurance programs and absence due to illness/ in consultation with insurance providers.
- Telecommuting and work from home.

In conjunction with each functional unit's Business Continuity Plan, local managers may direct certain employees to work from home. These contingencies are addressed in each Business Continuity Plan and are pre-arranged with Information Technology so that our readiness is assured from a technical feasibility perspective.



7. CONCLUSION

CN's stakeholders should be reassured that we have been vigilant in remaining abreast of the developments of the H1N1 Swine Flu phenomenon since its outbreak in Mexico in the spring of 2009.

Moreover, CN has enhanced its existing Pandemic Flu Plan and continues to refine and develop its Business Continuity Plan to ensure our flexibility and readiness.

But, most of all, CN will follow the consensus recommendations of our nations' public health agencies to protect our employees.

