

Maximize Employee Health and Safety

The health, safety and well-being of our employees has always been a top priority at Metro-North.

Throughout the pandemic we have focused on ensuring our people are protected and working as safely as possible. We will continue these efforts and seek additional ways to support employees as they navigate the pandemic's impacts, including addressing mental health challenges. We want our people healthy and productive both on the job and off the job with their families and friends in the communities we serve.

Moving Forward – we will:

- ▶ Offer and manage employee **vaccination programs**
- ▶ Focus on **Personal Protective Equipment (PPE)** distribution and compliance
- ▶ Continue to execute **safe return-to-office plans**



Increase Employee Well-Being

Moving Forward – we will:

- ▶ Partner with the MTA to expand employee well-being offerings through **Healthy4U!** programming, including a focus on mental health issues



- ▶ **Roll-out an employee health and wellness program** including preventative health and disease management programs



Ensure the Stability of Our Workforce

Running safe and reliable trains requires a stable and well-trained workforce. We are focused on ensuring our teams in operations, maintenance and all the various support functions are adequately trained and staffed. Supporting our people and their safety also means making sure their training and development needs are met and enabling them to build new skills in order to grow in their careers.

Moving Forward – we will partner with the MTA People Organization to:

- ▶ **Attract, hire, promote** and **retain** employees to ensure all critical positions are filled
- ▶ Develop a comprehensive **succession planning** program
- ▶ Provide **targeted training** and **development programs**, including career path guidance



Continue to Focus on Operational Safety

Moving Forward – we will:

- ▶ Continue to expand the role of **Safety Committees** and support quarterly **Safety Focus Week** activities
- ▶ Perform timely and comprehensive **accident and incident investigations**, implement corrective actions and share lessons learned
- ▶ Ensure high levels of **direct field observation** (efficiency) testing compliance
- ▶ Continue to provide **first-class operations and safety training programs**

