

Rail Transition Frequently Asked Questions

Question: Can I apply for a job at NCTD before the “official” transition begins in the summer of 2022?

Answer: Yes. Applications can be submitted from January 21, 2022 through February 11, 2022. Go to goNCTD.com/Rail for more information on available positions, instructions on how to apply and key dates in the process.

Question: What happens if I miss the application deadline?

Answer: If you miss an application deadline, we ask that you contact us immediately to let us know. We understand that extenuating circumstances may occur and appreciate knowing this as soon as possible.

Question: As a current Bombardier/Alstom employee am I guaranteed a job with NCTD?

Answer: It is the intention of NCTD to provide a hiring preference to existing BT employees for positions available at NCTD during the transition of the service contract from Bombardier/Alstom to the NCTD. Employees are not guaranteed a job and are subject to NCTD’s hiring qualifications and requirements. The reasons why BT employees may not be hired by NCTD include:

- Poor performance or conduct while working under the BT contract
- Failure of any controlled substances or alcohol test, physical examination, or criminal background check required by law as a condition of employment
- Failure to meet minimum qualifications for the position, such as a license required by law to operate equipment that the employee will operate as an employee of NCTD

Question: Why I am required to complete an application?

Answer: The completion and submittal of an application is required so that NCTD can appropriately complete its interview and hiring process in a timely manner and comply with regulatory requirements which include conducting background checks, determining the actual number of current contractor employees who will be transitioning to direct employment with NCTD, and beginning the process of setting employees up within NCTD payroll and administrative processes.

Question: If I was in CalPERS in the past, how will joining NCTD affect my pension?

Answer: We recommend that anyone who has prior CalPERS participation contact CalPERS directly at 888-225-7377 to discuss your specific situation.

Question: If I retired from CalPERS, what happens to my CalPERS pension?

Answer: We recommend that anyone who has prior CalPERS participation contact CalPERS directly at 888-225-7377 to discuss your specific situation.

Question: I am currently in Railroad Retirement; will I have to join CalPERS?

Answer: For all employees who are hired into positions subject to Railroad Retirement, it is expected those employees will not be required to join CalPERS.

Question: What happens to any vacation that I scheduled (or want to schedule) after July 1, 2022?

Answer: For all represented employees this would be subject to the collective bargaining agreement, which is currently being negotiated. For non-represented employees, PTO accrues per the employee handbook (new version to be released shortly with an effective date of January 9, 2022) and can be taken when PTO is accrued or time off would be considered unpaid.

Question: When will my health insurance be effective with NCTD?

Answer: For those employees hired as of June 26, 2022 (estimated hire date), health insurance will be effective on August 1, 2022.

Question: I know Operations and Maintenance are going to NCTD, what is happening with Maintenance of Way and Maintenance of Signals?

Answer: NCTD is currently reviewing these contracts to determine the proper course of action for the future. There is no decision at this time.

Question: When will NCTD be posting the Operations and Maintenance of Equipment jobs?

Answer: Positions were posted on January 21, 2022 and the application period ends on February 11, 2022.

Question: Are all of the current Operations and Maintenance managers and supervisors joining NCTD?

Answer: It is the intention of NCTD to provide a hiring preference to existing BT employees for positions available at NCTD during the transition of the service contract from Bombardier/Alstom to the NCTD; however there is no guarantee of employment.