

**MEMO**


810 Mission Avenue  
Oceanside, CA 92054  
GoNCTD.com

**Date:** December 19, 2022

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**To:** Maintenance of Way and Maintenance of Signal Personnel

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**From:** Matthew O. Tucker, Executive Director 

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**CC:** Karen Tucholski, Chief Operations Officer- Support Services  
Tracey Foster, Chief Development Officer  
Scott Loeschke, Deputy Chief Development Officer

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**Re:** Transition of Maintenance Operations to NCTD

As many of you are aware, the North County Transit District (NCTD) is proceeding with the insourcing of Maintenance of Way and Maintenance of Signal operations in order to improve the overall efficiency of the maintenance operations. NCTD will assume responsibility for these maintenance functions from Bombardier Transportation/Alstom as of June 25, 2023.

I am sure that for many of you, the most important question about this transition is what it means for you in terms of your employment, compensation, and benefits. I want to assure you that we understand the importance of timely and effective communication relative to your current and potential future employment.

The table below contains information related to the job classifications and the number of personnel that NCTD intends to hire within the coming months:

<b>Job Classification</b>	<b>Number of Positions to be Hired</b>	<b>Union Status</b>
Chief Operating Officer – Right of Way	1	Non-represented
Quality Control, Signal	1	Non-represented
Manager, Maintenance of Way	1	Non-represented
MOW Structures Engineer	1	Non-represented
MOW Supervisor	1	Non-represented
Track Inspectors	4	Carpenters Union
Equipment Operator (I, II, Foreman)	8	Carpenters Union
MOW Track Laborer (I, II, Foreman)	8	Carpenters Union
Manager, Signal	2	Non-represented

Electro-Technician	2	Carpenters Union
Signal Inspector	2	Carpenters Union
Signal Maintainer	9	Carpenters Union
Rail Systems and Communications	2	Carpenters Union
Assistant Signal Maintainer	2	Carpenters Union

In filling these positions, NCTD is:

- Providing a hiring priority to contractor employees currently performing the above job duties on NCTD's behalf through a third-party contract in a comparable job classification (by order of seniority for represented positions), subject to the employee meeting NCTD hiring requirements.
- Making a written offer of employment to each employee, with a minimum acceptance period of at least ten (10) days, subject to the employee meeting NCTD hiring requirements.

To facilitate the application process for current contractor employees, NCTD will be posting the Maintenance of Way positions on the NCTD website by December 22, 2022. NCTD will also be conducting an Open House on Tuesday, January 10, 2023 at 6:00 a.m. to 8:00 a.m. and 1:00 p.m. to 3:00 p.m. at the Maintenance of Way/Signals Facility to assist employees with the online application process and answer questions about the transition. Information about the hiring process and timeline, along with instructions on how to apply will be available at: [www.gonctd.com/Maintenance](http://www.gonctd.com/Maintenance). NCTD anticipates that it will be posting the Maintenance of Signal jobs on its website in early January. A notice confirming the posting date for the positions will be distributed as soon as the information is available.

The completion and submittal of an application is required so that NCTD can appropriately initiate and complete its hiring in a timely manner and comply with regulatory requirements to 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. Completion of the application is a critical step in NCTD's overall assessment of applicants. NCTD's assessment may also include activities that will validate that the employee has the knowledge, skills, and abilities to perform the duties specified in the job description. Wage rates, benefits, and other terms and conditions are currently under negotiations with the respective unions.

We hope that the foregoing information is helpful to you, and we encourage you to participate in the Open Houses to be conducted. Many thanks for your ongoing contributions to NCTD's maintenance operations and your support for a smooth transition. For questions regarding the upcoming hiring process please contact Karen Tucholski, Chief Operations Officer – Operations Support Services, at (760) 966-6574 or via email at [ktucholski@nctd.org](mailto:ktucholski@nctd.org).