

## Frequently Asked Questions

### 1. Can I apply for a job at NCTD before the “official” transition begins in the summer of 2023?

Yes. Applications can be submitted from December 2, 2022 through January 13, 2023. Go to [GoNCTD.com/Maintenance](https://GoNCTD.com/Maintenance) for more information on available positions, instructions on how to apply and key dates in the process.

### 2. What happens if I miss the application deadline?

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.

### 3. As a current Bombardier/Alstom employee am I guaranteed a job with NCTD?

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

If medical insurance is selected, NCTD will contribute the listed amount towards your selection:

- 1) Poor performance or conduct while working under the Bombardier/Alstom contract
- 2) Failure of any controlled substances or alcohol test, physical examination, or criminal background check required by law as a condition of employment
- 3) 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

### 4. Why am I required to complete an application?

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..

### 5. If I was in CalPERS in the past, how will joining NCTD affect my pension?

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

### 6. If I retired from CalPERS, what happens to my CalPERS pension?

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



**7. What happens to any vacation that I scheduled (or want to schedule) after June 24, 2023?**

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 and can be taken when PTO is accrued, or time off would be considered unpaid.

**8. When will my health insurance be effective with NCTD?**

For those employees hired as of June 25, 2023 (estimated hire date), health insurance will be effective on July 1, 2023.

**9. When will NCTD be posting the Maintenance (Right-of-way, Signals and Facilities) jobs?**

Notification will be sent to employees when these positions are ready for posting and when applications will be accepted.

**10. Are all current Maintenance managers and supervisors joining NCTD?**

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