



EMPLOYMENT OPPORTUNITY ANNOUNCEMENT

RAILROAD TRACK LABORER / MAINTAINER



Job Description:

Track laborers work as part of a team to repair, replace and rehabilitate railroad track components, including rails, ties, ballast, switches and crossings. They use hand tools including spike mauls, claw bars, sledge hammers, track wrenches and hydraulic/power tools such as spike pullers, spikers and hand tampers to accomplish assigned tasks.

Additional tasks including lifting and carrying track material, performing basic plumbing and structural repairs, and clearing the right-of-way of vegetation and litter. Work also includes wintertime maintenance, including salting and snow clearing at stations and other District properties. Upon advancement and qualification, track department employees also operate track machines or drive company vehicles when not employed as a laborer.

Laborers are required to know and follow various safety rules and procedures, including on-track safety and safe methods for accomplishing varying tasks. They must work according to the direction of their Foreman, and coordinate their activities with other team members as necessary for safe and efficient completion of the task.

This is a **physically demanding** position which will include **mandatory overtime** according to the operational needs of the railroad. Layoffs are possible, but not anticipated. Applicants must be willing to be headquartered at Hammond, Gary or Michigan City as determined by seniority and the needs of the service. Work will be accomplished in **all weather conditions**, including hot summer days and snowing winter nights. Walking and working on uneven, unpaved surfaces is also frequently required.

Previous railroad experience is **not** required – all new hires will receive on-the-job task and safety training. There is a lot we do, so there is a lot to learn!

Advancement opportunities are available on a seniority basis. If awarded a bid, laborers will receive training as needed to become machine operators, welders, and/or foremen!

Minimum Requirements:

- High School Diploma or GED equivalent.
- Must be able to read, write and communicate clearly and fluently in English so as to understand and follow On-Track Safety Rules, Policies, and Maintenance Procedures, as well as communicate essential operational and safety information. Will be required to pass periodic rule/safety/technical examinations.
- At least one (1) but less than five (5) years of satisfactory outdoor machine operator, laborer or apprentice laborer experience.
- Has basic structural repair and construction skills as evaluated through testing.
- Be at least eighteen (18) years of age.
- Possess a valid driver's license and satisfactory driving record. Must be insurable under the District's fleet insurance policy.
- Have and continue to maintain a personal home or cell phone, and an internet email address
- Be able to successfully accomplish physically demanding tasks in all types of outdoor work environments. Track laborers must be able to lift up to seventy-five (75) pounds, efficiently use hand tools such as sledge hammers and claw bars, and work on their feet for up to ten (10) hours per day. Mechanical aptitude, good physical strength and endurance, and good interpersonal skills when interacting with fellow employees, Foreman and Supervisors are important.
- Must be available for unplanned overtime and emergency call-outs during off-duty hours.
- Must have reliable transportation to/from railroad headquarter points including Michigan City, Gary, Hammond and other points between Hegewisch, Illinois and South Bend, Indiana.
- Must pass a post-offer physical examination, a drug and alcohol test, and a background check relevant to job and personnel functions.
- Must be flexible about unexpected changes in work assignments or priorities.

Preferred Experience/Qualifications, in addition to the above:

- Experience in welding
- Experience in heavy outdoor maintenance tasks such as construction
- Experience in ground maintenance
- Experience in heavy equipment operation and day-to-day maintenance and inspection of the equipment
- Experience working odd hours, including call-outs and overtime
- Current or prior licensing in truck, airline or rail industry trades. A valid Class "A" Commercial Driver's License with a satisfactory record is a plus. **If you are accepted for employment for this position and do not already possess a CDL-A, you will be required to obtain one during your 4-month probationary period.**

Environmental Conditions:

Work is outdoors in all weather conditions. Most work is during daylight hours but may be required at other times to address the needs of the service. Work is done on significantly uneven surfaces and may require work on wet or slippery surfaces. Levels of activity vary from moderate to intense. Stressful situations may occur. Exposure to heat, humidity, cold, rain, sleet, snow and wind is common.

Additional Information:

- This position requires union membership in the Brotherhood of Maintenance of Way Employees Division (BMWED).
- Seniority, paid vacation allotment, wage rates and increases, healthcare, and bidding/advancements within the craft are governed by the Collective Bargaining Agreement between the BMWED and the District.
- Currently, the normal work schedule is four ten-hour days per week, Monday through Thursday. Starting time is 6:30a Central, ending at 4:30p. Includes a 20-minute paid lunch break. Outside of these hours, employees are on-call in case of emergencies, and may be required to work pre-planned overtime. Overtime hours are paid on a time-and-a-half basis.
- Applicants with prior railroad experience must be presently employed by a railroad, be able to provide written evidence of furlough for economic reasons, or supply written evidence establishing that they are eligible to be re-hired.

Opportunities for Advancement:

Advancement within the craft is governed by seniority as outlined in the Collective Bargaining Agreement. Based on seniority, all track maintenance personnel may bid on open positions as they are periodically posted, including bidding to qualify in new positions, such as machine operators, welders, equipment mechanics and bridge/building mechanics. Those wishing to move into welding, equipment or building maintenance, or foremen are provided on-the-job training through an apprenticeship position.

Advancements beyond the craft into supervision/management are also available for those wishing to submit applications.

Salary and Benefits:

Wages start at \$19.20/hr for laborers and increase 5% per six months until maximum rate of \$24.98 reached. Machine operators earn hourly rates between \$26.29 and \$28.50 depending on the machine. Benefits include pensions, tuition reimbursement, medical care, dental care, college tuition reimbursement, and life insurance.

How do I apply?

Fill out the online employment application. To reach the employment application, go to www.mysouthshoreline.com, select the "About" tab, then select "Job Opportunities" from options under the "About" tab. Within the Job Opportunities web page is a link to apply for the position. Follow the application screens from there. You may upload a resume (with or without a cover letter) during the application process. While uploading a resume is optional, you must complete the application. NICTD encourages applicants to complete the online application **and** upload a resume. The opportunity will remain open until the position(s) is filled. Apply as soon as possible to improve your chance of consideration. Submission of an application does not guarantee an interview. Persons experiencing difficulties with the application process may contact Shelly Winn at shelly.winn@nictd.com or (219-874-4221, ext. 253) for assistance. **IMPORTANT NOTE – READ THIS: If you have previously applied on line, you must FIRST contact Ms. Winn to re-set your on-line record to accept a second application.**

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