Q: 01  How will candidates be selected?

Candidates will be selected based on the prerequisites and competencies as described in the training bulletin. Only those retained for a telephone interview will be contacted. Another selection will then be made to identify candidates who will be invited to pursue the selection process. Candidates will be selected against the selection criteria as well as on operational requirements.

Q: 02  Where are the operational requirements?

VIA anticipates a need for twelve (12) candidates in Toronto.

Q. 03   What will my employment status be?

You will be hired as a “Locomotive Engineer Trainee”, with a temporary status.

Upon successful completion of the training program, trainees will be recognized as unionized employees governed by the Teamsters Canada Rail Conference collective agreement.

Q: 04  What is the rate of pay during the training?

The rate of pay is $1,200 per week (gross) for the duration of the training program.

Q: 05  What is the rate of pay upon completion of the training?

Upon successful completion of the training program, trainees will be paid in accordance with the rate of pay outlined in the Collective Agreement in force at the time between the Corporation and the Teamsters Canada Rail Conference.

Q: 06  How will seniority be determined once I qualify as a LE?

Your seniority as locomotive engineer will be as of the first day of training, providing you successfully complete the program, then ranked by completion date of the selection process.

VIA does not recognize service and seniority accrued at your previous employer (before joining VIA).
Q. 07  What benefits will I be entitled to as a locomotive engineer trainee?

Upon your starting date as a Locomotive Engineer Trainee, you will benefit from and start contributing to VIA’s pension plan. No pensionable service accrued from a former employer will be recognized in the VIA pension plan.

During your training, you will also be entitled to life and medical coverage upon completion of three (3) months of cumulative compensated service as a trainee.

Upon successful completion of the training program, your group benefit coverage will be as outlined and administered according to the terms of the Teamsters Canada Rail Conference collective agreement.

Q: 08  How will I accumulate vacation?

Trainees will accumulate vacation based on 1 calendar day’s vacation for each 26 days working (or in training) during the preceding year, with a maximum of 2 weeks. Compensation during vacation will be 4% of the gross wages earned by the trainee during the preceding calendar year.

Q. 09  What happens to my vacation entitlement during the training period?

Vacation cannot be taken during the training period.

Q: 10  What work will the new LE have to protect once qualified?

Upon qualification as a Locomotive Engineer, the trainee will be required to accept any available permanent or temporary assignment(s) in Toronto on a “senior may junior must” basis.

Q: 11  What happens if there is no work immediately after completing the training?

If there is no permanent or temporary assignment available as a Locomotive Engineer after qualifying, trainees will be required to protect work from the spareboard in Toronto.

Q: 12  Will the training take place during the day?

Classroom training will take place during various times of the day or evening, depending on the availability of training equipment. On-the-job training in Toronto will follow a pre-determined schedule based on train operations.

Q: 13  What language will this course be given in?

As the present operational needs are in Toronto, the classroom portion will be delivered in English.

Q: 14  What happens if employees do not fulfill their LE requirements after training?

This program represents a significant investment for VIA (9 to 12 months of wages for each trainee). As a condition of being accepted into the program, the employee will be required to accept the terms of a financial reimbursement agreement.
Q: 15 What are the terms of the financial reimbursement agreement?

Trainees who qualify as Locomotive Engineers but who fail to assume their first assignment when it becomes available, or who voluntarily leave the employment of the Corporation during the first 3 years after qualification, will be responsible for partial reimbursement of their training cost. The partial training cost is $30,000 in the first year, reducing by $10,000 each year worked after completing the training.

Q: 16 What happens if a candidate fails the program?

As a trainee, your employment status is temporary pending qualification to work as a locomotive engineer. Therefore, trainees who fail the program will have their employment with VIA Rail terminated. The reimbursement of training costs will not be required.

Q: 17 Can I apply for future training programs if I am not selected?

Yes.

Q: 18 During the selection and interview process, will I be refunded for my travel expenses?

Interviews will be held in Toronto. You will have to make your own travel arrangements in order to attend the testing period, and if you are successful, you will have to attend a face-to-face interview.