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LEGISLATIVE ACTION ALERT



How to apply for jobs shown below article

Help wanted: Norfolk Southern needs workers to handle increasing flow of freight

[Nick Malawskey](#) nmalawskey@pennlive.com June 13, 2018

ENOLA -- The railroad never sleeps.

Twenty-four hours a day, 364 days a year, in all weather the trains roll in and out of the Enola yard. Inbound trains from the Pittsburgh, Buffalo, Baltimore and further points west and south, mile-long monsters to be split apart, sorted and recombined -- around 750 rail cars daily -- before heading back out on the rails.

Across the Susquehanna River in the Harrisburg and Rutherford yards, intermodal trains carrying trailers roll in from Chicago, Atlanta, St. Louis and New Jersey, carrying the lifeblood of the American economy.

In any given day, around 90 trains will be rolling through the Harrisburg area -- either inbound or outbound, or moving and sorting in the yards. For more than 100 years, first for the Pennsylvania Railroad and now for [Norfolk Southern](#), the Enola yard has been the host of a careful choreograph of trains.

Today Enola, along with the Harrisburg and Rutherford yards, still plays a major role in Norfolk's operations in the region, with more than 800 individuals working for the company. And with freight volumes projected to increase -- and an aging workforce -- Norfolk Southern is looking to hire.

This year the company said it expects to hire an [additional 45 to 65 conductors for the Harrisburg area](#), some of the 1,800 conductors it is looking to hire across its 22-state rail network.

On the railroad, conductors are considered entry-level positions, where new employees learn the trade and the geography before eventually being promoted to engineer (the men and women who drive the trains). The job is not easy -- the hours are long and, especially as a new employee you are always on-call -- but veteran employees say that is worth it. As employees put time into the system they gain seniority, eventually earning the right to regular routes and promotions. The job also pays well; conductors start at \$47,000 per year and can go on to earn more than \$100,000 per year, depending on location and seniority.

The Harrisburg area's key location between major metropolitan areas it made it a crossroads for interstate commerce. Along the highways, massive distribution centers have sprung up, making the area a major location for shippers and

logistics. And Norfolk Southern, with the classification yard in Enola and the two East Shore intermodal yards, is a key piece of that logistical network.

Over the last decade the company has invested more than \$80 million to expand its two intermodal yards and a freight transportation study by Tri-County Regional Planning Commission in 2017 highlighted the region's railway assets.

The Harrisburg-area yards are, company officials said, uniquely positioned between the eastern markets and the west.

"If you look at it from an intermodal standpoint, it's what we call the golden triangle -- you have Harrisburg, Atlanta and Chicago," said Rudy Husband, a Norfolk Southern official. "Last year between Harrisburg and Rutherford, we did more than 700,000 lifts.

"Even during downturns, freight is still the backbone of the economy."

See entire article on Pennlive© at: https://www.pennlive.com/news/2018/06/norfolk_southern_looking_to_hi.html



Conductor - Harrisburg/Lancaster, PA

Apply now

Date: May 27, 2018

Location: Harrisburg, PA, US, 17110

Company: Norfolk Southern Corp.

Company Overview

Norfolk Southern is one of the nation's premier transportation companies specializing in freight railroading. We operate approximately 19,500 route miles in 22 states and the District of Columbia, serve every major container port in the eastern United States, and provide efficient connections to other rail carriers. Norfolk Southern has the most extensive intermodal network in the East and is a major transporter of coal and industrial products.

We are a team of more than 27,000 employees working together to maintain our reputation as "The Thoroughbred of Transportation." As an industry leader, Norfolk Southern offers a competitive salary and an excellent benefits package.

Requisition ID : 10041

Job Description

Interested in seeing what it is like to be a Conductor at Norfolk Southern? Copy and paste the following link in your browser.

http://bit.ly/Conductor_Overview

Training

Norfolk Southern has a comprehensive training program, consisting of classroom and field training that will enable you to become a qualified Conductor. In addition, you will also be promoted to Locomotive Engineer based on your seniority and the need for Locomotive Engineers at your work location. You will be compensated and receive travel expenses during these training programs.

Compensation

Once you complete the conductor training program and become a conductor, you will likely be assigned to a conductor extra board which has guaranteed minimum earnings of approximately \$45,000 per year. Guaranteed minimum earnings progressively increase over the next five years to approximately \$56,000 per year. Many conductors earn more than the guaranteed minimum due to work opportunities at their location. Based on your seniority, you will be able to bid on jobs which offer a higher earning potential.

After you are promoted to Locomotive Engineer, your first assignment will likely be an engineer extra board, which has guaranteed minimum earnings of approximately \$88,000 per year. As an engineer, you will be able to bid on jobs, contingent on your seniority, which offer higher earning potential. Engineers are also eligible for a bonus of up to 17% of their annual earnings.

Work Schedule

Once you complete the conductor training program you will most likely be assigned to a conductors' extra board. Conductor extra boards have schedules with a minimum of two days off for every six working days. While not on your rest days, you are subject to be called to work 24 hours a day, on an as-needed basis. Extra board work schedules are irregular and are determined by business needs. Based on your seniority, you will be able to bid on jobs with more predictable work schedules.

You must have a phone in order to be contacted for work. You will be required to report to your work location within a 90-minute notice regardless of time or weather conditions. Depending on your job assignment, you may be required to routinely spend the night away from home.

Benefits

You are eligible for a comprehensive benefits package. Medical insurance for your spouse and eligible dependents is provided on the first day of the second month of employment. After one year of employment, you are eligible for dental insurance to cover yourself and eligible dependents, a \$20,000 life insurance plan for yourself, and participation in the Norfolk Southern 401(K) plan. You are subject to Railroad Retirement taxes paid at a rate equivalent to Social Security tax plus an additional 5.35%. You are also covered by Railroad Retirement benefits and, following completion of the service requirement, you will be eligible for Railroad Retirement pension benefits.

Union Membership

You will be required to join either the Train service union or Engineer's union within 60 days of establishing a seniority date.

Alcohol and Drug Policy

Employees in Train and Engine Service are subject to random alcohol and drug testing as per the Federal Railroad Administration Guidelines. The Norfolk Southern Policy is ZERO TOLERANCE. We maintain a drug-free workplace and perform pre-employment substance abuse testing.

Norfolk Southern is an equal opportunity employer including veterans and disabled.

