

Track Protection Worker Candidate Acknowledgment Form

Please review and acknowledge the items listed are fully understood and may be used as reference to any discussion that happened through the interview process with Universal Rail Services.



SCHEDULING

- Schedules sent out Friday for the upcoming week. Changes to the weekly schedule may occur daily up to 7pm prior to the next shift.
- The nature of the construction seasons are slower in the winter and early spring, and heavy in the late summer and fall. There is a significant opportunity for overtime.
- Operational requirements are supported through three defined shift cycles(1. Mon-Fri; 2. Sun-Thu; 3. Tue-Sat). TPWs are expected to work within these cycles, including staggered weekend schedules, and may be required to rotate or adjust assignments as needed. While preferences may be considered, all schedules are assigned based on operational needs and may be implemented for defined periods.
- Operational requirements demand 24-hour coverage. As such, TPWs must be available to work both day and night shifts and may be required to rotate or adjust schedules as needed. Completion of scheduled night cycles is a mandatory component of the role on an annual basis, with the option for TPWs to elect to remain on a permanent night schedule.
- Most assignments are within the Metrolinx service area. Universal Rail Services also has a few projects/assignments with CN & CPKC railways.

PAY PROGRESSION RATES CHART

Track Protection Workers										
Union Benefits and Union Pension										
Effective Date	Hourly Rate	Vac. Pay 10%	Health & Welfare	Subplan	Pension	Training Fund	Total Pkg.	W.D. Ded.	Advance Dues	Comments
2026										
In Class	\$20.15									In class for 3 weeks
Within 4 Weeks	\$26.92	\$2.69	\$6.07	\$0.05	\$8.05	\$0.05	\$43.83	2%	\$0.15	Union Dues paid after 30 days
Upon Mentorship Completion	\$32.69	\$3.27	\$6.07	\$0.05	\$8.05	\$0.05	\$50.18	2%	\$0.15	90-day probation starts after in class training; not including weekends
1 Year Rate	\$38.46	\$3.85	\$6.07	\$0.05	\$8.05	\$0.05	\$56.53	2%	\$0.15	1 Year from start date

UNION

- Union initiation fee for International Union of Operating Engineers Local 793 (IUOE) are \$510.00 paid in full directly to Local, must be paid by 30 days.
- Union dues are deducted every 3rd pay of the month and are \$26.50.
- Pension deductions come off the total package.
- Holiday vacation/Statutory pay will be paid at 10% and included in your weekly pay.

TRAINING PROGRAM EXPECTATIONS

- The training program is a probationary period. Candidates will be assessed constantly for both performance and behaviour throughout every day of the program.
- Program Overview:
 - Classroom 3 weeks: Orientation and Regulatory Rules

- Field side: Mainline territory familiarization, TOPs, 841, Safety Watch, Operating Manual, Emergency, Radios, night shift familiarization, mock exercises, and testing
- Written and practical examinations throughout the program
- Advanced training after 12 months (depending on operational demands)
- Unsuccessful training program candidates will not continue with the company

COMPANY VEHICLE

- Employees are required to pass the training program prior to being assigned a corporate vehicle. Graduates will be expected to come to the Bolton office to pick up the vehicle, by their own means.
- The vehicle is only available to commute to and from assignments, during the workday and back home. The vehicle is for business use only, not personal use.
- Parking of company vehicle at home is the responsibility of the employee.
- No travel time is paid.
- Gas and insurance for the corporate vehicle are covered by the company.
- The training program is within the GTA, the trainees may commute by any method of transportation, however by their own means. Parking of a personal vehicle during training is the responsibility of the employee.

SAFETY CONSIDERATIONS

- This is a highly safety sensitive job, high awareness and attention to detail is critical. You must be able to plan ahead and be preventative along with work in high-pressured environments. Effective communication and punctuality is mandatory as this role directs contractors engaged in completing multi-million-dollar projects on live railways corridors. If employees are unfocused or negligent, there are serious and potentially life-threatening repercussions.
- Reporting to work fit for duty is expected during all working hours, ready to work for a variety of periods, on long shifts, while walking, observing, and staying engaged.
- To support safe and compliant operations, the company maintains a comprehensive audit program. All TPWs must meet Fit for Duty requirements and will be subject to substance and alcohol testing in accordance with company policy, including following any incident.
- Please be sure to keep a copy of this letter, as future reference. A copy of this letter will also be placed in the interview package.

ACKNOWLEDGED:

Candidate Name and Signature

Date