

What is the RTOA Agreement?

The Railroad Transportation and Operation Agreement, or RTOA, is an agreement available to rail contractors, Laborers and Operators who are looking for a high-quality labor contract that will allow them to perform rail maintenance and new construction productively and efficiently.

“Becoming a RTOA Contractor offers rail contractors the necessary tools and support to help win the job.”

—Jim Chambliss
Balfour-Beatty-Metroplex

By becoming affiliated with the RTOA, a rail contractor commits to using only RTOA Laborers and Operators for their projects. In return, that contractor can be confident that the project will be completed “on time, on budget” and that the work was done by a skilled and safety-trained workforce.



Rail Labor–Management Cooperation

The relationship between the labor and management has a direct impact on profit, productivity, job security and the quality of life. Cooperative efforts to achieve common goals help Laborers and Operators succeed. RTOA Contractors can be certain that no time will be lost due to labor relations. The Railroad Cooperation and Education Trust (RAIL-CET) is a joint labor-management endeavor between the Laborers' International Union of North American (LIUNA), the National Railroad Construction and Maintenance Association (NRC) and the International Union of Operating Engineers (IUOE).

“The partnership between labor and management under the RTOA benefits rail contractors, Laborers and Operators by uniting them toward a common goal.”

—Larry Laurello, Sr.
Delta Railroad Construction, Inc.

RAILCET helps RTOA Contractors work together to bring about the best results for everyone involved. In a time when confrontation no longer carries the clout that it once did, RAILCET helps to facilitate a productive relationship between labor and management.



Unmatched Safety Training

RTOA Contractors have exclusive access to the FREE safety training provided by the Railroad Training and Education Fund. Because the safety sessions are free, RTOA Contractors are not limited by financial constraints and can be assured that their workforce has access to the best safety training available. Safety training is also accessible online via RAILCET's website, www.railcet.org!

“I have been impressed with the comprehensive safety training that the Railroad Training and Education Fund provides for our company. Our workforce now has access to the best safety training available, and better training means a safer workforce.”

—Bill Morren
U.S. Trackworks LLC

RTOA Contractors have access to training for the OSHA 10 and 30-hour courses, along with training for Infant First Aid, CPR, AED, Blood Borne Pathogens and others. Plus, if a RTOA Contractor has to receive training from an outside vendor, the Railroad Training and Education Fund will reimburse the RTOA Contractor for up to \$50 per trainee to cover the fee. Further, the Railroad Training and Education Fund will reimburse a RTOA Contractor up to \$1,000 per trainee for training on the operation of specialized railroad maintenance equipment. RTOA Contractors may remit expenses to train up to two (2) employees every two (2) years.

With the Railroad Training and Education Fund's safety training, employees are not only safer, but also more cost-effective. Better safety training means fewer accidents and lower workers' compensation rates, as well as a reliable, healthy workforce. RAILCET also works to make sure that RTOA Contractors do not lose projects to contractors who don't invest in training and safety.



Highly Productive Workforce

A Skilled Workforce = A Competitive Edge.

RTOA Laborers and Operators are highly productive, saving money in the long run. Factor in less need for on-the-job training and competitive benefits plans and working under the RTOA becomes a wise business decision.

Doing business under the RTOA agreement means that rail contractors can be sure that the job will be done, **on time and on budget**. With RTOA labor, the job is done right the first time by a highly skilled, experienced workforce.

“The RTOA provides contractors with access to skilled Laborers and Operators almost anywhere the job may be. With resources in 41 states, contractors can quickly mobilize a workforce across the country with just a phone call—and they can be confident in their ability to get the job done right.”

—Edward M. Smith
LIUNA Vice President
Mid-west Regional Manager and
Assistant to the General President

RTOA Contractors also benefit from their access to portable manpower, with the ability to get additional *highly skilled* employees when needed, with just a phone call. RAILCET has created a network of Laborers and Operators across the country that can be called up by RTOA Signatories, in almost any location.



Competitive Wages and Low Cost Health Care

By becoming affiliated with the RTOA, contractors have access to geographically zoned competitive wage rates. This benefit allows contractors to base wage rates on where the project is located instead of where their office is located. RAILCET also supports fair contracting organizations that level the playing field. In addition, RAILCET fights to ensure that RTOA Contractors do not lose work to non-RTOA contractors that do not provide the same benefits to their Laborers and Operators.

“We have really seen the impact of the RTOA’s competitive wages. Since becoming members, we have seen a dramatic reduction in labor turnover. As a result, we have been able to maintain a stable, reliable workforce ever since.”

—Neil Houser
Kelly-Hill

Laborers and Operators also have access to competitive health care through the Railroad Maintenance and Industrial Health and Welfare Fund and pension plans that they would not have outside of the RTOA. These benefits help to create workplace satisfaction, which in turn leads to a more productive workforce and a better finished product.

“Being affiliated with the RTOA allows me to estimate health care costs and bid projects more accurately due to the set hourly rate for health care rather than having to guess at the costs for a monthly rate.”

—James Daloisio
Railroad Constructors, Inc.



Get on Board with RAILCET:

To become an RTOA member, contact RAILCET toll free at 1-866-724-5238 or visit our website at www.railcet.org.

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