

Rail Operations Enterprise Agreement 2019

Enterprise Bargaining Update

Team

Today we met with the Rail Operations division of the RTBU to continue our Enterprise Agreement negotiations.

As mentioned in the last update, we are now having separate meetings with Rail Operations and the Locomotive Divisions so that we can have more targeted and deeper discussions relating to each division. The Rail Operations division of the RTBU represents our Authorised Officers (AOs), Station Staff, Signallers and a range of administrative roles within Operations.

Some really good discussion took place today and we were pleased with the development of clauses brought forward by the RTBU for discussion. We talked through Metro's position on each of the RTBU's log of claims as relevant to the Rail Operations division. This means that we all now have a clear view of where each party sits in relation to the various claims.

What was discussed?

Multiple sign on / sign off locations

Currently, we have over 200 AOs on Individual Flexibility Agreements (IFAs), which enables these AOs to sign on or off at a location other than their home depot. Moving forward, we'd like to simplify this and in the new Agreement allow all AOs to sign on or off at locations that align to individual and operational needs. While we are close to agreeing some changes to this clause with your representatives, there are some small details that need to be finalised. A small working group including AOs and union representatives will come together in the coming weeks to work this through.

Parental leave and flexible working

As today is International Women's Day, we took the opportunity to take the RTBU through Metro's revised Parental Leave policy and approach to flexible work, both which received positive feedback. In particular, the RTBU welcomed the way in which our new parental leave policy ensures the continuation of superannuation payments during the parental leave period.

We also spent significant time discussing greater flexibility for our growing workforce. As part of the new Enterprise Agreement, we are looking to ensure all Metro employees can choose to be part of a genuine part-time workforce, if they so choose. Many of our people have family responsibilities, are transitioning to retirement or just have a desire to work part time to suit their lifestyle. Under the new Agreement, we are therefore proposing that part-time employees be paid at ordinary rate up to 76 hours per fortnight, to allow the accrual of annual leave and personal leave. While the union is supportive of a part time status, we will continue to negotiate in regards to overtime payments.

Women's Advocates

Following on from our last meeting, we continued discussions about the importance of women's advocates within our business in providing peer-to-peer support and advocacy for our female colleagues. While women's advocates already exist in our business, we have now agreed with the

RTBU how we best provide formal recognition for these important employee representatives in the new EA.

Higher duties

We have agreed to the principle that when Rail Operations employees act in a more senior role, they should be paid at the rate of the role they are acting in. For example, if a Station Officer Level 2 steps up to act in the role of a Station Master Level 5 for a period of time, they should be paid at the Station Master level 5 rate for the duration they are acting in that role. Both parties believe this is a fair outcome and we are pleased to have reached agreement on this important point.

Training

Together, we reaffirmed our commitment to the importance of ongoing training and career development for our people. The RTBU has put forward some suggestions about how we might do this and Metro is now considering those suggestions, with further discussions to take place at future meetings.

What's next?

We are meeting with the Locomotive Division on Tuesday 12 March 2019 and with the Rail Operations representatives again on Tuesday 19 March 2019.

Want to know more?

We'll continue providing you with regular updates throughout the negotiations on our website www.metrotrains.com.au/enterprise-agreement. There are [FAQs](#) available and you can also submit your questions at any time to enterpriseagreement@metrotrains.com.au or by responding to this email.

Enjoy your long weekend and thank you to those of you working through to keep Melbourne moving.

Shane Parker, General Manager Authorised Officers

On behalf of Metro's Rail Operations Enterprise Bargaining Team

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