

Rail Operations Enterprise Agreement 2019

Enterprise Bargaining Update

Hi Team,

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

We made progress today, and received new clauses to consider from your representatives including statements of entitlement, job share, route knowledge and redeployment due to medical reasons.

There has been a lot of discussion about the removal of Schedule 1. Our network is changing to meet the needs of growing Melbourne and our workplace needs to adapt with it. In this changing environment we need a modern workplace agreement that allows for flexibility, and we are looking at how we shape our rosters, training and work practices in line with the government's unprecedented investment in our network.

The union also raised a request to get a third party involved to assist in progressing negotiations. Metro has agreed to take this suggestion away for further consideration.

What was discussed today?

Statement of entitlements

We discussed how our people currently receive information regarding their annual leave, sick leave and personal leave balances. We confirmed that we will provide our people with more detailed information via the MetroMe system that will be implemented in June.

Flexible working and job share

We spent time discussing greater flexibility for our growing workforce and for our business. We recognise that flexible working is important to our people, and 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.

Job share arrangements for drivers currently exist, and we looked at whether there is some scope to expand the job share arrangements currently in operation. We discussed broadening our 'job sharing' option for employees with a minimum of three years of driving experience, to ensure safety. We will continue to work through this with the union.

Route knowledge

We discussed moving route knowledge from Schedule 1 of the agreement, to be captured in Procedures. We had some good discussion around the changes the union are recommending. We put forward some changes to their clause, and the union will come back to us when they have considered them.

Redeployment due to medical reasons

We received an updated clause from the union regarding redeployment due to medical reasons. There was positive discussion about creating the best outcomes for our employee when medical fitness is a consideration. Metro will respond to the union at the next meeting.

Medical attendance

We revisited the medical attendance clause put forward by the union. Under current legislation, drivers need to be medically assessed, and that includes a blood test requiring the driver to fast beforehand.

This legislated standard, including the requirement to undertake a blood test, will soon be under review, and may negate the need for employees to undergo fasting and blood tests. We have committed to redrafting this clause for the next meeting.

Trauma leave

We continued our discussion about the support we provide our people following a traumatic incident. We have agreed in principle on a broader approach as to how we apply trauma leave as part of our care for our people.

Where our employees are involved in a traumatic event, we want to ensure mandatory attendance of counselling to make sure employees get the right support with a suitable practitioner, either through our EAP or as referred by an employee's doctor.

What will happen next?

Our next bargaining meeting for the Rail Operations Division is scheduled for 26 April.

It is important your questions are answered

We will continue providing regular updates throughout the negotiations on our website www.metrotrains.com.au/enterprise-agreement. The [FAQs](#) are updated regularly so keep checking those, and remember you can submit questions any time to enterpriseagreement@metrotrains.com.au or by responding to this email.

Regards,

Ali Elbouch, General Manager Train Services
On behalf of Metro's Rail Operations Enterprise Bargaining Team

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