

# Rolling Stock Enterprise Agreement 2019

## Enterprise Bargaining Update

Hi Team,

We met again today with union representatives and delegates to continue our negotiations for our next Rolling Stock Enterprise Agreement.

We shared our initial response to the union's log of claims and sought clarity on some of your claims regarding apprenticeships and progression. This is an important step in the process to ensure your union representatives have a clear picture of what we want to achieve for our people and the business.

### **What was discussed today?**

#### **Job Security**

The issue of job security is a key theme in these negotiations. With the challenges ahead, we need to be flexible with the work on our Fleets, utilise the full capabilities of our employees to increase job security and be a sustainable business into the future. We discussed the role of competencies and training for our people and also agreed to provide the unions with a framework for competencies. It was agreed that we would get the feedback from the unions at our next negotiation meeting.

#### **Pathways to retirement**

The union would like to see improvements to the current benefits available to our people considering retirement. We recognise that this is an important issue for the business with our ageing workforce and the impending retirement of the Comeng Rolling Stock and Fleet Cascade movements. The union shared their position on redundancy entitlements including the concept of 'no forced' redundancies. Discussion will continue on this issue at our next negotiation meeting.

#### **Apprentices**

The ETU clarified its claim for Metro to commit to engaging junior apprentices through the life of the agreement. We recognise the value of bringing in apprentices to support the future of the rail industry and will consider how we are best able to do this in balanced manner to meet the needs of the business and provide career pathways for our people.

### **What will happen next?**

Our next bargaining meeting is scheduled for **Friday 3 May**, and we will send you another update after this meeting. Prior to this meeting we will be sharing further information with the unions and your delegates in order to maintain momentum and reach an Enterprise Agreement in a timely manner.

### **Want to know more?**

It's important to us that your questions are answered and your voice is heard. We'll be providing you with regular updates throughout the negotiations on our website [www.metrotrains.com.au/enterprise-agreement](http://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](mailto:enterpriseagreement@metrotrains.com.au). We'll keep adding to our FAQ section based on the common questions our colleagues are asking. Alternatively you can contact me directly by responding to this email.

Regards,

**Dave Carlton,**

**On behalf of Metro's Rolling Stock Enterprise Bargaining Team**