

Rail Operations Enterprise Agreement 2019

Enterprise Bargaining Update

Hi Team,

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

We shared an updated draft agreement with both divisions which reflects the changes we wish to see made to the agreement and those clauses that we have agreed with the union.

We had hoped to receive a number of new clauses from the RTBU for our consideration but unfortunately we did not receive these today. We have expressed our disappointment that we're not making the progress required to agree a new Rail Operations Enterprise Agreement in a timely manner for our people. We have again asked the RTBU to provide more information to support their claims prior to the next meeting to ensure negotiations can progress.

We asked the union to reconsider the 77 claims they have put forward to identify which of them are still relevant and valid for their members.

What was discussed today?

Counselling and Disciplinary procedure

A significant amount of time was spent discussing the processes surrounding disciplinary and counselling actions for employees. Under the new agreement, we are seeking to make changes to simplify the language and remove any ambiguity for our people. These changes will help create a modern, progressive agreement that provides our people with greater clarity on the fair and reasonable process that will be followed.

Trauma leave

We continued our discussion about the support we provide to our people following a traumatic or critical incident. Safety is our highest priority, and we recognised that a traumatic event is not limited to incidents involving rail vehicles and our new agreement should reflect that. We have agreed in principle on a broader approach as to how we apply trauma leave.

What will happen next?

Our next bargaining meeting for the Rail Operations Division is scheduled for 23 April 2019.

It is important your questions are answered

We'll 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,

Nick Sleigh, General Manager Station and Passenger Service Delivery
On behalf of Metro's Rail Operations Enterprise Bargaining Team