

# 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. As you would know from previous updates, we've been disappointed in the slow progress to date, however some headway was made today.

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

#### **Counselling and disciplinary procedures**

We had constructive discussions about our proposed amendments to our disciplinary and counselling processes and actions. In the new agreement, Metro wants to simplify the language and remove ambiguity for our people. These changes will help create a modern, progressive agreement that give you greater clarity on the fair and reasonable process that will be followed. We want to progress discussions about this at our next meeting.

#### **Job sharing**

The RTBU is seeking to introduce a new clause which would enable two employees of the same or lower grade to share a job. We recognise that flexible working conditions are important to our people and we are proud to already have many part time colleagues within Rail Operations. We need to better understand what value there would be in introducing a specific clause about job sharing that isn't already covered by existing part time and flexibility clauses.

#### **Uniform requirements**

The RTBU has put forward an expanded uniform requirement clause that they would like included in the next agreement. Metro believes the details of uniforms should sit within a policy, rather than the Enterprise Agreement. We need a modern agreement which covers mutually agreed terms and conditions of employment. Separate to the negotiations, work is already well underway to refresh our uniforms across Operations, including specific maternity items.

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

We once again asked the union to reconsider the 77 claims they have put forward and to identify which of them are still relevant and valid for you, their members. It is important we prioritise what is of critical importance to both parties so that we can progress discussions effectively. Our next bargaining meeting for the Rail Operations Division is scheduled for 1 May 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](http://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](mailto:enterpriseagreement@metrotrains.com.au) or by responding to this email.

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**Rail Operations Enterprise Bargaining Team**