

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. Together, we discussed a number of claims the RTBU would like included in your new Agreement. Specific claims that we discussed today included:

Incolink insurance

One of the RTBU's claims is for Metro to make a payment for employees, as part of the overall wages package, to provide income protection and trauma cover through [Incolink](#). We have made it clear to representatives that if this is something that our people want, Metro would need to consider it as part of a reduced wages offering.

Minimum staff numbers

The RTBU discussed their claim for minimum staff numbers. We understand that certain parts of our workforce have expressed concerns about job security in light of recent technological changes. We see this as an important issue for our Metro people and we will seek to find a solution that provides you with comfort around job security and allows Metro to modernise into the future, as our rail network evolves to meet growing passenger numbers.

Hazard allowance

The RTBU submitted a new clause regarding a Hazard Work Allowance for staff working alone or in small groups. Under this claim, employees who work in passenger-facing roles who may be exposed to risk would be entitled to an hourly allowance, dependent upon the number of staff present in the workplace.

We highlighted our commitment to providing our people with a safe and secure workplace. No employee should come to work with any fear of being harmed or assaulted on the network.

We are firmly opposed to the introduction of such an allowance, and believe that making an additional payment doesn't make the risk of assault or abuse acceptable under any circumstance.

Supplementary labour hire

We have agreed that before engaging supplementary labour, where practical, the training or transfer of existing employees must be considered when:

- The labour requirement is needed on a long-term basis; and
- There is sufficient enough work to get value from the training investment.

An example of this may be the need for additional customer service staff to support project occupations.

What will happen next?

As we communicated earlier, on 7 May 2019 the Fair Work Commission will meet with Metro and RTBU representatives to discuss how we can progress negotiations in a more timely manner. Our next bargaining meeting will be a combined meeting with the Rail Operations and Locomotive divisions on 10 May 2019.

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,

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