

# Rolling Stock Enterprise Agreement 2019

## Enterprise Bargaining Update

Hi Team,

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

We continued to follow the structure that was agreed with the Fair Work Commission earlier in the month. With the current Rail Operations Enterprise Agreement due to expire on 30 June 2019 it's critical we continue to drive progress with negotiations to achieve an outcome for our people, the business and passengers.

We will meet with the Fair Work Commission on Monday 20 May to report on progress.

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

#### **Aim of the Agreement**

We opened with good discussion about key wording changes needed to best reflect our business and purpose. The Aim of the Agreement section now covers the importance of promoting a positive and cooperative working relationship between Metro, our people and the union. It also highlights the importance of a strong passenger focus at all times, and particularly during peak times such as Spring Racing Carnival and the Royal Melbourne Show. We will continue to discuss this important aspect.

#### **Leave entitlements**

The majority of discussion centred around leave clauses, specifically Parental Leave, Long Service Leave and Personal Leave. Metro's leave policies apply to all employees and therefore we need all Enterprise Agreements to reflect our broader Metro policies. We will consider these claims and come back with a position at the next meeting.

The union put forward requests for consideration including the concept of donating leave and the introduction of a leave entitlement for new grandparents. A claim was also put forward for each employee to receive an additional week of annual leave. This would be of significant cost to the business and would need to be offset as part of an overall wage package.

We also discussed claims about sabbatical leave and purchased leave, which Metro is concerned is not viable from a workforce coverage point of view. We will continue to discuss our position on this.

#### **Employee availability**

Our network is expanding and we will need to increase services over time to meet the growing needs of Melbourne. We will need to consider how we support this and what flexibility we need in our workforce to meet future requirements, including looking at current Discretionary Day Off (DDO) / Extra Day Off (EDO) arrangements.

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

Our next bargaining meeting for the Rail Operations and Locomotive Divisions is scheduled for Thursday 30 May.

### **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.

Regards,

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

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