

Rail Operations 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 followed the structure that was agreed during our consultation with the Fair Work Commission on Tuesday.

What was discussed today?

Consultation clause

Most of today's meeting was taken up discussing both parties' claims for the Consultation clause.

We all recognised the importance of involving our people prior to implementing major changes to the business and there was significant discussion about what constitutes 'major change'.

Metro needs to be agile when it comes to making business decisions to support a growing network, and we need a consultation clause that enables this. We also need to ensure that this clause is clear, so that everybody can understand the intent. We are close to agreement with the union, but we are not quite there yet.

Disputes clause

In most cases, disputes can be resolved swiftly, however in recent years line managers have found they're spending considerable time in often-unnecessary dispute resolution.

Our discussions aimed to put some rigour around when a dispute can be raised to ensure the proper use of the disputes process. Further discussion will be needed to agree on this clause.

Supplementary labour

This is a new supplementary labour clause that relates to Drivers which has been put forward by the union.

There is no current clause for Drivers that covers supplementary labour. However, we do have a clause that only permits Metro drivers to drive trains on our network. We do not believe the supplementary labour clause is necessary, as we are not seeking to engage any drivers who have not been trained to meet Metro's high standards and qualifications. As has been previously stated, we have no intention of introducing second tier Drivers.

Special leave clauses

As suggested by the Fair Work Commissioner, we discussed the important issues of gendered violence, family violence and sexual harassment. We also spent time discussing how these issues interact with the special leave provisions in the Agreement.

This approach aligns with Metro's increasing focus on the physical and mental wellbeing of employees at work and beyond. Company-wide initiatives include domestic and family violence leave, and the recent introduction of domestic and family violence Contact Officers for confidential support, guidance and direction.

What will happen next?

Our next bargaining meeting for the Rail Operations and Locomotive Divisions is scheduled for 17 May.

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,

Shane Parker, General Manager Authorised Officers

On behalf of Metro's Rail Operations Enterprise Bargaining Team