

Rail Operations Enterprise Agreement 2019

Enterprise Bargaining Update

Hi Team,

Various meetings have taken place this week to progress negotiations on our next Rail Operations Enterprise Agreement (EA). You may also be aware that the RTBU made an application for a protected action ballot order. As a result of this, both parties were required to attend the Fair Work Commission (FWC) today.

What happened at the FWC today?

The focus of the Commission today was to facilitate bargaining and to work through the objections which Metro has to the protected action ballot.

The Commission directed the RTBU, by close of business on Monday, to respond to our request for more specific details on their claims. This is an excellent outcome to help us to reach an agreement in a timely way without negatively impacting our people and our passengers.

The FWC will consider the RTBU application for a protected action ballot order over the coming week. While we understand our employees have a right to take protected industrial action under certain circumstances, we are disappointed the RTBU has taken this step at this early stage. We are yet to receive details of more than 20 items on the RTBU's log of claims to enable proper discussions with their representatives. We feel that applying for a protected action ballot order at this stage was premature and will cause concern for our thousands of passengers, who rely on our trains every day and unnecessary uncertainty for you, our people, around the next Agreement.

What else was discussed this week?

Women's Advocates and Officers

We have agreed that Women's Advocate and Officer roles will have access to the same entitlements as union delegates. This includes paid leave to cover training days.

Job share

We have agreed with the Locomotive division to expand the current job share option so that it's available more broadly, not just to those nearing retirement. Within Rail Operations, we are looking to introduce job share arrangements and we are just working through the finer details on how this will work.

Hazard allowance

We spent some time discussing the union's claim for a Hazard Work Allowance for staff working alone or in small groups. We remain opposed to the introduction of such an allowance, and our commitment is to keep working towards Zero Harm and creating a safe and secure workplace for our people. An additional payment does not make a risk of assault or abuse acceptable under any circumstance.

What will happen next?

We have further meetings scheduled with the RTBU next week. We remain committed to negotiating to reach an agreement with our employees that includes a fair competitive pay increase balanced with improvements in the way we work in order to deliver the network needed for a growing Melbourne.

It is important your questions are answered

We will continue providing regular updates throughout the negotiations via email and 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,

Ali Elbouch, General Manager Train Services
On behalf of Metro's Rail Operations Enterprise Bargaining Team