

Rolling Stock Enterprise Agreement 2019

Enterprise Bargaining Update

Hi Team,

As many of you know, when we last met with union representatives and delegates on Wednesday 29 May, we received a formal response to Metro's proposed offer. This was an important step to ensure we continue to make progress around reaching our next Enterprise Agreement.

What was discussed?

In yesterday's meeting, we continued to negotiate claims put forward by both Metro and the unions with focus on the below areas.

Affordability of wage increases

We began our discussion on wage increases for our people, recognising that if Metro were to provide a wage increase above the current Consumer Price Index (CPI) which sits at 1.2%, this would need to be funded by increases in productivity in Rolling Stock and improvements in the way we work, as outlined in our next Agreement. In achieving a fair and reasonable wage offer, Metro is committed to working with the union and discussion around the wage offer continues.

Effective teamwork

There was discussion around the competency structure and how can achieve increase productivity and flexibility in how we work together in the future. If agreement is reached, it will support training opportunities for our people, increasing their skills and improving career pathways at Metro and beyond.

Job security

There was good discussion around the security of employment of our people who are currently in car builder and skilled labourer positions. Metro values the contribution of each and every employee and this includes those currently working as car builders, so as our business changes to meet future network needs, we will need to change with it.

Looking ahead, the need for car builders as a skillset is reducing, therefore we need to ensure that our people are fully supported through training and upskilling in order to maintain job security.

Transition to retirement

We continued our discussions around Metro's proposal to support retiring employees with additional payments. The union provided some alternatives to the proposal that would provide benefits to retiring employees while helping Metro improve workforce planning for the future. Discussions around supporting our people to transition to retirement continue.

What will happen next?

Our next bargaining meeting is scheduled for Wednesday 19 June and we will send you another update after this meeting.

Want to know more?

It's important to us that your questions are answered and your voice is heard. We'll be providing you with regular updates throughout the negotiations on our website www.metrotrains.com.au/enterprise-agreement. There are [FAQs](#) available and you can also submit your questions at any time to enterpriseagreement@metrotrains.com.au. We'll keep adding to our FAQ section based on the common questions our colleagues are asking. Alternatively you can contact me directly by responding to this email.

Regards,

Dave Carlton
On behalf of Metro's Rolling Stock Enterprise Bargaining Team