

# Rolling Stock Enterprise Agreement 2019 Enterprise Bargaining Update

Hi Team,

Today we held our Enterprise Bargaining meeting with union representatives and delegates, following the progress we made last week around resolving our next Enterprise Agreement.

## **What was discussed today?**

We continued negotiating claims put forward by both Metro and the unions with a focus on the following areas:

### **Classification Structure**

Metro agreed in principle to including reference to the Metal and Engineering Industry Competency Standards within the Classification Structure in the current Enterprise Agreement, as this clarifies current practice and supports progression pathways for employees.

### **Transition to Retirement incentive**

We continued discussions about support for retiring employees with their transition. Both Metro and the unions are still agreed in principle that we wish to have a mechanism and incentive to assist people seeking a transition to retirement. However we did not reach a final position on how to achieve this and we will continue discussions on this topic at our next meeting.

### **Fleet Cascade requirements**

The Comeng retirement plan and the broad implications Fleet Cascade has on the Enterprise Agreement were another key area for discussion. In the next meeting, we will continue discussions in relation to competency frameworks, transition to retirement, job security and Victorian Government initiatives such as timetable changes.

### **Higher duties**

Some of today's conversation focused on Metro's claim for higher duties to only be paid for hours worked and we discussed the relationship between competencies, training and the payment of higher duties. We also had a good discussion around ensuring that the higher duties clause in the Agreement properly reflected what it was meant to achieve.

Metro will continue the discussions to achieve an outcome that's fair and reasonable for our people and provides opportunities for development and progression.

## **What will happen next?**

Our next bargaining meeting is scheduled for Wednesday 26 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](http://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](mailto: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