

# Rail Operations Enterprise Agreement 2019

## Enterprise Bargaining Update

Hi Team,

This update about our next Rail Operations Enterprise Agreement (EA) covers two meetings including:

- Separate Rail Operations division meeting yesterday to progress some claims which don't affect the Locomotive division (that represents our Drivers); and
- Combined negotiations with the both Locomotive and Rail divisions of the RTBU which were held today.

### What has been agreed?

There has been a number of clauses that we have agreed in principle this week:

#### Trauma Leave for Rail Operations

The current Agreement limits trauma leave to incidents which specifically involve a rail vehicle collision. In recognition of the experiences that can impact our frontline employees at work, we have agreed to more broadly define a 'traumatic incident' to include circumstances such as the death or near death of a person, motor/rail vehicle collision, terrorism and natural disasters, such as bushfires.

#### Aim of the Agreement

The *Aim of the Agreement* section highlights the importance of a strong passenger focus at all times, particularly during special events such as Spring Racing Carnival and the Royal Melbourne Show. Given Metro's key priority around enhancing passenger experience, we have agreed that positive, consultative and cooperative working relationships are essential for delivering great passenger experiences and that customer satisfaction, safety and meeting the needs of increased patronage are key priorities.

#### Consultation

Given the future changes and growth of the network, Metro needs to be agile when it comes to making business decisions. We need a consultation clause that helps enable this. There has been a lot of discussion about what constitutes 'major change', with all parties agreeing the need to involve our people in consultation. We have agreed some wording changes to ensure that this clause is now clear, so that everybody can understand the intent.

#### What will happen next?

A number of meetings will take place next week including with the Locomotive division on Monday 17 June, Rail Operations on Tuesday 18 June and both divisions on Friday 21 June 2019.

#### 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](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**