

# Rail Operations Enterprise Agreement 2019

## Enterprise Bargaining Update

Hi Team,

This update regarding the next Rail Operations Enterprise Agreement (EA) covers the following:

- Yesterday, we returned to the Fair Work Commission to update the Commissioner on the rate of progress, and
- Today we continued negotiations with the Locomotive and Rail divisions of the RTBU. We were also joined by representatives from Professionals Australia.

### Fair Work Commission update

We expressed concern to the Commissioner that the RTBU may not be meeting the requirement of bargaining in good faith. The current Agreement expires on 30 June 2019 and we continue to be disappointed with the slow progress of negotiations. This was supported by the Commissioner, who agreed that we should be further advanced in this process.

When we first came together at the Commission on 7 May, both divisions of the RTBU agreed to provide a bullet point summary explaining each of their claims by 3 June. Unfortunately, we have not received a summary for all 84 of the union's claims and the Commissioner questioned why this hadn't been fully completed. She also questioned why new claims were still being introduced by the RTBU at this late stage and stated that all claims are to be provided no later than 21 June.

The Commissioner asked all parties to narrow their focus on the critical claims in order to move forward and reach agreement. In addition to joint negotiation meetings, the Commissioner requires that additional meetings occur on a weekly basis and she will provide a schedule to ensure this occurs.

All parties are required to report back to the Commission in two weeks.

### What was discussed at bargaining today?

#### Electronic voting

We are committed to a fair and transparent voting process that provides our people with the opportunity to vote for their new agreement through a safe, secure and accessible method. In talking to employees we know that many of you felt you did not have this opportunity last time.

As a 24x7 business with employees working across our network, we believe electronic voting will be the most effective way for you to submit your vote. Electronic voting is commonly used for workforce voting in Enterprise Agreements. However, the union has put forward a claim for employees to vote in person.

Given our people are located at hundreds of sites across the network, it is logistically difficult to ensure everyone would have the opportunity to vote. Through an electronic voting process we can provide you with a fast and effective voting method that ensures your anonymity and confidentiality in submitting your vote. We will therefore continue to explore a method which both parties are comfortable with and reflects the needs of a modern and progressive workplace.

#### Dispute Resolution and Consultation Clauses

Over the past three years, disputes have arisen due to confusing or unclear wording in the current Enterprise Agreement, which has resulted in many hours spent in the Fair Work Commission. This is something both parties are keen to avoid moving forward. We recognise that it's important for our people to be consulted and have their say. We therefore spent considerable time today negotiating these critical clauses and are encouraged by the progress made on them.

### What will happen next?

Our next bargaining meeting for the Rail Operations and Locomotive Divisions is scheduled for next Friday 14 June.

#### 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,

**Shane Parker, General Manager Authorised Officers**  
**On behalf of Metro's Rail Operations Enterprise Bargaining Team**