

Rail Operations Enterprise Agreement 2019

Enterprise Bargaining Update

Hi Team

Today we met with the Locomotive Division of the RTBU to continue negotiations for our next Rail Operations Enterprise Agreement (EA).

We remain committed to negotiating in good faith to reach an agreement that delivers a fair competitive pay increase for our people balanced with improvements in the way we work in order to deliver the network needed for a growing Melbourne.

What was discussed?

Claims that were discussed today include:

Schedule 1 changes

Schedule 1 relates to driver rostering, locations, variety of running, training and work practices. It essentially dictates where and when our Drivers can work on the network.

From the beginning of negotiations, we have openly shared our wish to move certain sections of Schedule 1 into other parts of the Enterprise Agreement, or to manage them outside of the Agreement through procedures, policies, or guidelines.

This is because over the course of the current Agreement, numerous disputes have arisen from confusing or unclear language wording in Schedule 1, resulting in many unnecessary hours spent in the Fair Work Commission.

Today, we presented an updated proposal for Schedule 1 which includes consultation provisions that ensure Drivers continue to be consulted on any future changes to rostering guidelines. We also presented a list of items that we propose moving from Schedule 1 to Section 4 of the Agreement. These include, but are not limited to, the OJT Incentive Scheme, Driving Training Scheme, Decentralisation of Drivers, Route knowledge, Rosters Changes Master rotations (28 days) and release of delegates.

We recognise that rules and guidelines are needed to guide how we apply rosters in our business. With this in mind we presented a list of logical items that we propose sit outside of the Agreement in the Metro Train Driver Rostering Guidelines in making our next Agreement simpler and easier to understand for everyone. These include wall sheet, meal locations and notifications of absences, and return to work.

Monthly rosters

Discussions continued on the application of monthly rosters, with both parties presenting positions on how this change from fortnightly rosters would impact our people. We provided the union with a copy of the proposed monthly roster for their review. We believe monthly rosters will provide our people with greater certainty and visibility of planned shifts so they can better manage their personal time and outside of work commitments. It will also provide consistent shift patterns over a four-week period including improvements to the minimum rest times between shifts.

Union leave

We reached agreement on the union's claim for long term release of elected union officials to perform union duties. This leave is without pay and elected union officials will be required to maintain appropriate accreditations to operate within our network.

What happens next?

Tomorrow we return to the Fair Work Commission (FWC) to facilitate negotiations with the Rail Operations Division of the RTBU. The focus of the Commission will be facilitating proper bargaining to enable us to reach agreement between all parties in a timely manner without negatively impacting our people and our passengers.

On Friday 5 July, we will hold a combined meeting with the Rail and Locomotive Divisions of the RTBU to continue negotiations for our next Rail Operations Enterprise Agreement. We will provide an update following these meetings.

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. 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

On behalf of the Rail Operations Enterprise Bargaining Team