

# Rail Operations Enterprise Agreement 2019

## Enterprise Bargaining Update

Hi Team

This morning we met with the Locomotive Division of the RTBU to continue negotiations for our next Rail Operations Enterprise Agreement. It was a very positive bargaining session and we made good progress in working through some clauses which had been somewhat challenging in the past.

### **What was discussed?**

#### **Schedule 1 changes**

We are aware there's been a lot of discussion about proposed changes to Schedule 1. We have sought amendments to Schedule 1 because an Enterprise Agreement is designed to govern your terms and conditions and should not include administrative details, such as rostering processes, meal room locations and time allowances.

To help progress negotiations, we have updated our claim around Schedule 1 and proposed the following clauses be moved into Section 4 of the agreement:

- Definitions / Roles
- Metro Driver Training scheme
- OJT and OJT incentive scheme
- Metro Operating Groups
- Principal Drivers
- Decentralisation
- Train Driver grades
- Route knowledge
- Depots
- Roster Changes Master rotations
- Driver development
- Release of delegates

We have also developed a set of Metro Rostering Guidelines, which are subject to consultation, that will sit separate but alongside the new Agreement and contain rostering processes.

#### **Secondment**

Secondments provide our people with an important opportunity to bring their expertise to a new position, with benefits for both the business and an individual's development. With the many projects and initiatives currently available to support the transformation of our network, the need for our people's expertise in various areas continues to grow. With this in mind, we have agreed that Driver Trainer Specialists or Principal Drivers can be seconded for a period of 18 months without their position being permanently filled so that our people feel supported to take up secondment opportunities.

#### **Long Service Leave**

Recent changes in legislation mean that Long Service Leave can now be taken after seven years of continuous service. A Long Service Leave availability roster for drivers will be introduced to clearly show, 24 months in advance, the availability for drivers to take Long Service Leave. This will allow our drivers to best plan their leave and will ensure in turn that as a business we can best plan to accommodate our people's leave preferences.

#### **Personal Leave**

From time to time an employee with no remaining personal leave may require further time off due to extenuating circumstances, such as illness. In such circumstances, providing the employee has continuous service of four years or more, they can apply to access their accrued Long Service Leave. This will ensure we best support our people during their times of need.

### **What happens next?**

Tomorrow we return to the Fair Work Commission (FWC) to facilitate negotiations with the Rail Operations

Division of the RTBU. On Friday 19 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](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,

**Ali Elbouch**

**On behalf of the Rail Operations Enterprise Bargaining Team**

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