

# Rail Operations Enterprise Agreement 2019

## Enterprise Bargaining Update

Hi Team,

Today we met with both the Locomotive and Rail Divisions of the RTBU to continue negotiations for our next Rail Operations Enterprise Agreement.

### **Progressing our negotiations**

We have now held 25 negotiation meetings with the union since February 2019.

Despite the increased frequency of these meetings with both the Rail and Locomotive Divisions, and the ongoing involvement of the Fair Work Commission in our discussions with the Rail Division, we have continued to be disappointed by the slow rate of progress.

Given the Agreement has already expired, and to ensure we move forward in our negotiations, Metro has advised the union that it will put forward a proposed offer for consideration next week.

This will also assist us in getting the union to confirm their priorities for bargaining, in clarifying which of their claims are realistically achievable and affordable.

We remain committed to negotiating in good faith to reach an agreement that delivers a fair and 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 else was discussed today?**

#### **Parental leave**

We agreed to improvements to the parental leave clauses to align with policy changes that Metro announced in March. Parental leave for a primary carer will increase from 12 to 14 weeks, and superannuation payments will now continue to be made during the parental leave period. We have also agreed to changes that will make it easier to apply for parental leave and will require less documentation.

In addition, we will update the Agreement to reflect the ability for an employee on parental leave to request additional parental leave, for up to 12 months.

We have agreed that part-time employees will be paid parental leave according to their weekly contracted hours, or the average of their weekly hours worked over the past 12 months, whichever is greater.

#### **Domestic violence leave**

Metro remains focused on the physical and mental wellbeing of employees at work and beyond. Currently, our people can access 20 days of 'special leave', if they find themselves in a situation involving violence or abuse. We have agreed that a person may be granted additional leave based on their personal circumstances.

### **What happens next?**

Metro will present its proposed offer to the Locomotive and Rail Divisions of the RTBU this week. We will share more information on our offer once it has been provided to the union.

We are scheduled to meet with the Rail Division at the Fair Work Commission on Wednesday 24 July, and then with the Locomotive Division on Friday 26 July. We will provide an update following this meeting.

**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, General Manager Train Services**

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

**[www.metrotrains.com.au](http://www.metrotrains.com.au)**