

# Rail Operations Enterprise Agreement 2019

## Enterprise Bargaining Update

Hi Team,

There's a lot to update you on this week. On Monday, we presented a proposed Rail Operations Enterprise Agreement offer to both the Locomotive and Rail Divisions of the RTBU.

And today, we met with the Rail Division of the RTBU at the Fair Work Commission (FWC) to continue negotiations. We have requested the FWC's ongoing assistance to support negotiations.

### **A step towards a new Agreement**

Given the Agreement has already expired, and to keep negotiations progressing, Metro has now presented a proposed Agreement offer. This is an important step towards finalising the new Agreement, and will help to confirm the union's priorities for bargaining.

This proposed offer recognises that any wage increase above CPI (currently at 1.2%) would need to be funded by increases in productivity and efficiencies in how we work.

### **What does the proposed offer include?**

- A wage increase of 2% per annum;
- A 5% increase on all allowances, to be applied from the start of the new Agreement;
- Improvements to parental leave, including an increase of parental leave from 12 to 14 weeks;
- Enhanced benefits and clarity around part time work and job-sharing;
- A greater focus on employee health and wellbeing, including increased entitlements around domestic and family violence leave; and
- A four-year Agreement to provide greater certainty and security.

### **What happens now we've put forward our offer?**

The Locomotive and Rail Divisions of the RTBU will review Metro's proposed offer. We remain committed to a new Agreement that provides you with fair employee benefits, safe working conditions, and clear and satisfying job responsibilities and career options for the next four years.

The terms of the current Agreement will remain in place until we can finalise the terms of the new Agreement.

### **What was discussed today?**

#### **Classification structure and position descriptions**

We continued our discussions about our classification structure (position descriptions) for Stations team members, Authorised Officers and Signallers.

Metro has put forward a proposal to simplify the classifications, which will mean some employees will receive an immediate pay increase. We have proposed that lower levels of classifications (subdivisional rates) within certain roles will be abolished.

We look forward to continuing to work with your representatives to continue this momentum and deliver your new Agreement.

### **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 Metro's Rail Operations Enterprise Bargaining Team**