

Rail Operations Enterprise Agreement 2019

Enterprise Bargaining Update

Hi Team,

We met with both the Rail and Locomotive Divisions of the RTBU to continue negotiations for our next Rail Operations Enterprise Agreement (EA).

What was discussed?

Affordability of wage increases

There was good discussion regarding wage increases for our people. We reinforced that any wage increase above Consumer Price Index (CPI), which currently sits at 1.2%, would need to be funded by increases in productivity and efficiencies in how we work. With this in mind, we discussed a wage increase of 1.2% per annum, effective from the commencement of the Agreement, which is aligned to current CPI and reflects the current economic environment.

The union has retained its position for a 6% per annum wage increase for its members. This is in addition to a number of claims which are disproportionate to available funding, including (but not limited to) a 2.5% increase in superannuation, an additional week of annual leave and income protection and trauma cover through Incolink. As previously communicated, one of the RTBU's claims is for Metro to make a payment for employees, as part of the overall wages package, to provide income protection and trauma cover through [Incolink](#). We have made it clear to representatives that if this is something that our people want, Metro would need to consider it as part of a reduced wages offering.

Getting closer to agreement

To move us closer to reaching agreement and a fair and reasonable wage offer that can be funded by increases in productivity, we have asked that the union provides guidance on which claims are the most important to their members. This is keeping in mind that any cost increase would need to be considered as part of the overall wages package, and would need to be offset by efficiencies in how we work.

Length of the Agreement

We reiterated our preference for a four-year Agreement. This provides our people with greater security and certainty of their employment conditions and entitlements.

Personal leave

We continued to discuss the union's claims around personal leave, including their claim about donating sick or personal leave to a colleague. While we understand and appreciate the sentiment behind this, we maintain our position that it is at an employee's personal discretion to choose how to support a colleague. As such, it is not appropriate to include this as part of the Agreement.

What will happen next?

Our next bargaining meeting with the Rail division will take place on Wednesday 10 July, followed by a meeting with both divisions on Friday 12 July.

It is important your questions are answered

We'll 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,

Nicholas Sleigh, General Manager Stations and Passenger Service Delivery
On behalf of Metro's Rail Operations Enterprise Bargaining Team

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