

Rail Operations Enterprise Agreement 2019

Enterprise Bargaining Update

Hi Team,

Further to our update on Tuesday, we have had two more negotiation meetings for our next Rail Operations Enterprise Agreement (EA) including:

- Rail Operations division meeting on Wednesday at the Fair Work Commission
- Combined negotiations with both the Locomotive and Rail divisions of the RTBU which were held today.

In addition, there has been significant media coverage following the RTBU's announcement that their members returned a 'Yes' vote to the protected action ballot on Monday.

A number of media outlets have commented on bargaining 'breaking down' between Metro and the RTBU. This is incorrect. While we are making slow progress, both the RTBU and Metro acknowledged at the negotiation table on Wednesday that the recent claims made by the media were incorrect.

What has been discussed?

We are pleased to report that today we agreed on a number of clauses including:

Redeployment due to medical reasons

We have agreed that where, due to medical reasons, an employee is redeployed to a lower classified role that employee will maintain the rate for the annual leave and long service leave they've accrued prior to redeployment. All future accruals will be applied at the rate of the lower classified role.

Intervals between shifts

Demonstrating our commitment to Zero Harm and fatigue management, under the proposed agreement Rail Operations employees will be required to have a 12 hour break between shifts. This will provide our people with sufficient time to rest and recuperate before returning to duty. For those employees that do not deliver safety critical tasks as a part of their shift, for example attending training, the required break time will remain the minimum 10 hours. This claim is not applicable to Drivers

Parental leave – competency training incentive for Drivers

Employees returning from parental leave are required to maintain the necessary safe working accreditations and skills to meet their role requirements. We have agreed to a clearer process for the notification requirements for competency training. Under the proposed new Agreement, an employee must provide 28 days' notice to Metro of their intention to return to work. In return, we will ensure the required competency training and accreditation is scheduled to commence within this timeframe.

New initiatives (Extension of Metro Tunnel, Metro Rail Tunnel, High Capacity Network and Airport Rail Link)

On Wednesday, we continued discussions with the Rail Operations Division about a number of potential projects that support the growth of our network, specifically Extension of Metro Tunnel, Metro Rail Tunnel, High Capacity Network and Airport Rail Link.

The union would like to see their members consulted on these projects and consideration given to a project facilitation payment.

It is difficult to consider this claim given we cannot confirm Metro's involvement in these projects until a tender process has taken place. We've asked for the union to clarify this claim further, in particular the rationale for a project facilitation payment for projects that may not even commence within the life of the next Agreement.

What will happen next?

We are scheduled to meet with Rail Operations Division on Wednesday 7 August and the Locomotive Division at the Fair Work Commission on Friday 9 August. We will provide an update following these 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. 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, General Manager Train Services
On behalf of Metro's Rail Operations Enterprise Bargaining Team