

# Rolling Stock Enterprise Agreement 2019

## Enterprise Bargaining Update

Hi Team,

Today, we met with union representatives and delegates to continue discussing the details of claims put forward by both Metro and the unions for our next Rolling Stock Enterprise Agreement (EA). It has been several weeks since our last meeting, so we were pleased to be able to continue our negotiations.

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

#### **Wages offer**

Today, Metro put forward an increased wage offer from 2% per annum to 2.5% per annum in recognition of some efficiencies and savings that we believe would be achieved in the new Agreement. We remain committed to a fair and reasonable wage increase, and continue to work through other outstanding claims.

#### **Disciplinary process**

The union raised the disciplinary clause that has been included in the proposed Infrastructure Enterprise Agreement, and has suggested that we include changes so that the disciplinary clause is consistent across both the Rolling Stock and Infrastructure Enterprise Agreements. We are considering this and will respond in our next meeting.

#### **Transition to Retirement incentive**

We continued discussions around Metro's proposal to provide an incentive to employees who are considering retirement. The proposed EA offer that was put forward in May 2019 outlined an additional benefit to employees who notify Metro of their intention to retire no later than 30 June 2021 and give at least 6 months' notice. We will continue to work through this claim with your representatives.

#### **Schedule D**

Today we put forward our position to withdraw our claim to remove Schedule D, on the proviso that the current Schedule clause remains the same in the new Agreement.

#### **Higher Duties**

Metro has revised its original claim for Higher Duties to be payable for actual time worked at a higher classified position. We have now proposed that Higher Duties will be paid for an entire shift when an employee works at least 50% of the shift acting at a higher classified position. We will continue our discussions on this claim.

#### **Classifications and job security**

We remain committed to supporting our people in gaining and maintaining relevant skills that will meet the changing needs of our industry. We are focused on being able to provide ongoing job security and we will continue to present options with a view to understanding how Car Builder and non-trades classifications may operate in future.

### **What will happen next?**

Our next bargaining meeting is scheduled for Monday, 26 August 2019. We will provide an update following this meeting.

### **Want to know more?**

It's important to us that your questions are answered and your voice is heard. We'll be providing you with regular updates throughout the negotiations on our website [www.metrotrains.com.au/enterprise-agreement](http://www.metrotrains.com.au/enterprise-agreement)

There are FAQs available and you can also submit your questions at any time to [enterpriseagreement@metrotrains.com.au](mailto:enterpriseagreement@metrotrains.com.au)

We'll keep adding to our FAQs section based on the common questions our colleagues are asking. Alternatively you can contact me directly by responding to this email.

Regards,

**Dave Carlton,**  
**On behalf of Metro's Rolling Stock Enterprise Bargaining Team**

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