



Infrastructure Enterprise Agreement 2019 **Frequently Asked Questions**

2 September 2019

Commercial in confidence



2019 Infrastructure Enterprise Agreement

Eligible Infrastructure employees have voted resoundingly in favour of our proposed new four year Infrastructure Enterprise Agreement 2019 (**Proposed Agreement**). Voting closed at midnight on Sunday, 1 September 2019, following a nine day voting period.

The following Frequently Asked Questions have been developed to answer questions you may have about the next steps.

Q: What happens now employees have endorsed the Proposed Agreement?

- Of the eligible employees that voted, 97% voted in favour of the terms and conditions set out in the Proposed Agreement.
- This means we have achieved a majority vote (more than 50% of people who vote) and the Proposed Agreement is considered to be approved by our employees.
- The Proposed Agreement will now go to the Fair Work Commission (**FWC**) for approval.
- The FWC will make sure that the Proposed Agreement passes the 'Better Off Overall' test. This test ensures that employees are better off under the Proposed Agreement than the relevant Modern Award. The FWC also checks that the Proposed Agreement will meet other requirements of the *Fair Work Act 2009*.
- If approved, the Proposed Agreement will come into effect seven days after the date of the FWC's approval.
- We will keep you updated on FWC endorsement of the Proposed Agreement.

Q: What role does the FWC play in approving the Proposed Agreement?

- In order for the FWC to approve the Proposed Agreement, it must be satisfied that a number of matters have been met. These include the following:
 - that the procedural requirements set out by *Fair Work Act 2009* have been met;
 - that the Proposed Agreement has been genuinely agreed to by the employees that will be covered by the Proposed Agreement;
 - the scope of the Proposed Agreement has been fairly chosen;
 - that the terms of the Proposed Agreement do not contravene the National Employment Standards;
 - that the employees will be "Better Off Overall" under the Proposed Agreement than they would be under their applicable modern award(s); and
 - that there are no unlawful or designated outworker terms in the Proposed Agreement.
- If any of the above requirements are not met, the FWC may reject the Proposed Agreement or seek additional information.

Q: When will I receive the wage increase agreed in the Proposed Agreement?

- The first wage increase increment will be applied following approval by the FWC.



Q: When will the Proposed Agreement take effect?

- Following our successful 'yes' majority vote, we will now send the Proposed Agreement to the FWC for approval.
- If approved, the Proposed Agreement will come into effect seven days after the date of the FWC's approval.
- There will be a careful management of change around implementing aspects of the Proposed Agreement to ensure changes get embedded successfully.

Q: What is the length of the Proposed Agreement?

- The nominal expiry date of the Proposed Agreement is 30 June 2023.

Q: How are negotiations progressing for our next Rail Operations and Rolling Stock Enterprise Agreements?

- The pace and intensity of negotiation meetings has increased with negotiations progressing positively for our next Rail Operations and Rolling Stock Enterprise Agreements.
- We continue to keep employees updated through regular bargaining meeting updates and our dedicated Enterprise Agreement website www.metrotrains.com.au/enterprise-agreement

Q: Where can I get more information?

- For more information you can visit:
 - Our Enterprise Agreement website www.metrotrains.com.au/enterprise-agreement and
 - The Depot (Metro's intranet) or
 - Email enterpriseagreement@metrotrains.com.au
 - Your Team Leader, Manager or People Business Partner.