

# Rail Operations Enterprise Agreement 2019

## Enterprise Bargaining Update

Hi Team,

Since the RTBU withdrew the protected industrial action scheduled to start from Monday, 12 August 2019, and senior RTBU representatives joined me and the team at the bargaining table, we have had seven meetings to finalise our next Rail Operations Enterprise Agreement (EA).

### **RAIL DIVISION**

We are pleased to advise that the Rail Division high priority claims have been largely agreed (Section 3 of the Agreement). Below is an overview of the claims agreed to date.

#### **Safety of our people**

There's nothing more important than the safety of our people and our passengers. On our journey to Zero Harm, we recognise that our people work in an unpredictable and challenging environment.

Metro and the union are committed to working towards the reduction of employee assaults. We will work together to complete risk assessments of high risk locations, in partnership with the RTBU. As a result of this commitment, the RTBU have withdrawn their claim for two-up on barriers, which included two employees positioned on station barriers at all times.

#### **Part-time overtime entitlement**

We want greater flexibility for our growing workforce, ensuring colleagues can choose to be part of a genuine part-time workforce.

We have simplified the language regarding part-time employment to make it easier for you to understand your entitlements. For part-time employees, we have agreed that any hours worked in excess of 70 hours per fortnight will be subject to penalty rates. In addition, if a part-time employee has a shift extended, they will receive penalty payments for the additional hours worked.

#### **Extra Day Off (EDOs)**

Metro has withdrawn its claim to remove Extra Days Off (EDOs) from the next Agreement. There will be no change to entitlements surrounding EDOs in the next Agreement.

#### **Long service leave entitlement**

Under the new Agreement, any employee with service of seven years or more is entitled to take long service leave. As previously communicated, when Stations and Authorised Officers apply for leave up to six months in advance, this leave will be approved, provided qualified relief is available. Where the application is made greater than six months, the leave will be approved. For drivers, Metro will provide a 24-month roster, which will show available leave periods for application.

We have now agreed long service leave provisions for signallers and train controllers. Further information will be provided in future updates.

#### **Control desks**

We have agreed to retain control desks at city and outstation locations for the life of the next Agreement. We have also committed to undertake a review of the roles and responsibilities of the broader Rail Operational group.

#### **Classification review**

We have agreed to the Station Master Classification review, which will see current Station Master Level 5 and

Station Master Level 7 roles removed from the next Agreement. This means that all employees currently at a Station Master Level 5 role or Station Master Level 7 role will automatically transition to a Station Master Level 6 and Station Master Level 8 respectively. All entitlements and wage increases associated with a Station Master Level 6 and Station Master Level 8 role will automatically be applied upon approval and implementation of the next Agreement. By removing the Station Master Level 5 & 7 roles, we will make it easier for our people to understand and identify career progression opportunities within Stations.

#### **Change of rosters for Authorised Officers**

Under the new Agreement, Authorised Officers (AOs) will be able to sign on or off at a location other than their home depot. This allows AOs to sign on or off at locations that align to individual and operational needs. Sign on locations will also be published seven days in advance.

#### **Annual review of master rosters**

Under the new Agreement we will undertake an annual review of the master roster for Stations.

### **LOCOMOTIVE DIVISION**

#### **Schedule 1**

We have heard your feedback and concerns regarding the proposed removal of Schedule 1. As a result, we will keep Schedule 1 in the Agreement with some changes. We are currently discussing these proposed changes with the union.

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

Discussions continue with the Rail and Locomotive Divisions of the RTBU, with a further negotiation meeting to be held on Monday (2 September 2019). We will continue to keep you updated.

We remain committed to continuing to work with the union to reach a fair agreement.

#### **It is important your questions are answered**

Regular updates are posted on our dedicated website [www.metrotrains.com.au/enterprise-agreement](http://www.metrotrains.com.au/enterprise-agreement) with FAQs also updated regularly. You can submit questions any time to [enterpriseagreement@metrotrains.com.au](mailto:enterpriseagreement@metrotrains.com.au) or by responding to this email.

Regards,

**Catherine Baxter, Chief Operating Officer**

**On behalf of Metro's Rail Operations Enterprise Bargaining Team**

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