

Rolling Stock Enterprise Agreement 2019

Enterprise Bargaining Update

Hi Team,

Since our last update, discussions have been continuing with your union representatives, as we work towards finalising our new Rolling Stock Enterprise Agreement (EA). To keeping our Rolling Stock people updated around how bargaining is progressing, below is a summary of our meeting earlier this week with your representatives and delegates (Tuesday, 15 October 2019).

What was discussed on Tuesday?

We have been discussing the terms of a new EA since March this year. Metro is pleased to share that good progress has been made and we look forward to communicating a proposed offer shortly.

Key areas that have been agreed to date include:

- ✓ **A 3.5 per cent wage increase (or 14 per cent over four years)**
Metro intends to put forward an increased wage offer of 3.5 per cent per annum for the life of the proposed EA.
- ✓ **Introduction of the new Suburban Train Examiner (STE) role**
We have discussed a better-defined career pathway for non-trade positions to allow them to work towards a newly-introduced STE role.

To achieve this, we have agreed to a timetable, committed to by all parties, for Metro to roll out the training of employees to achieve **Certificate II in Engineering**. On achievement of the Certificate II qualifications, non-trade employees will be reclassified to Level C11(a).

An all-purpose allowance of \$2.75 per hour would be payable from this date on an employee's successful completion of the Certificate II qualification, and when working to the competencies of the STE position. An employee will be back-paid to 1 January 2021 at the C11(a) rate of pay if the training associated with the Certificate II qualification is completed, and the qualification awarded after 1 January 2021.
- ✓ **Improving career opportunities through clearer Classifications (C-Structure)**
We have agreed to new provisions in the proposed EA that provide further clarity on how an employee can progress through the C-Structure. This includes a detailed clause on progression from C10 (New Start) to Suburban Train Maintainer (STM) Level 2, and the incorporation of Schedule B and clause 24.3 of the *Manufacturing and Associated Industries and Occupations Award 2010*.
- ✓ **Introduction of a new Trades Allowance**
We have proposed the introduction of a new Trades Allowance, payable from 1 July 2020, of \$2.25 per hour, for all hours worked, payable to rostered Suburban Train Maintainers classified from C10 to C5 (to be known as 'Schedule E' employees, under the proposed EA). This is in recognition of the on-the-job training and support that these employees will provide to other employees.

Other proposed benefits and entitlements that have been agreed include:

- A commitment to employ new apprentices (Mechanical or Electrical).
- Paid maternity leave will be increased from 12 weeks to 14 weeks, in line with Metro's current policy.
- Longer notice periods (three months) would be provided by Metro to employees who are required to work certain public holidays.
- Guaranteed time off for employees during certain public holiday periods, if at least three months' notice is provided.

What will happen next?

As mentioned, bargaining is progressing and we hope to communicate a formal proposed EA offer to our people shortly. Over the next few weeks, your bargaining representatives will discuss the above listed areas with you in more detail, seeking your feedback. Information about this will be communicated shortly by your union.

Want to know more?

It's important to us that your questions are answered and your voice is heard.

You can submit your questions at any time via enterpriseagreement@metrotrains.com.au

Thank you for your ongoing support.

Regards,

Dave Carlton,

On behalf of Metro's Rolling Stock Enterprise Bargaining Team