

# Rail Operations Enterprise Agreement 2019

## Enterprise Bargaining Update

Hi Team,

I want to provide an update on bargaining for our next Rail Operations Enterprise Agreement.

Over recent weeks, both senior Metro and the RTBU representatives have been holding meetings, in the presence of the Fair Work Commission (**FWC**), to continue bargaining for our next Agreement.

As many of you know, bargaining for our next Agreement commenced in February 2019, with the assistance of the FWC sought in October to help bring bargaining to a conclusion and provide an outcome for our people. A number of high priority claims for both Metro and the RTBU have been discussed over recent weeks including:

- Part-time shift drivers;
- 'Commitment by the parties' clause;
- Dispute resolution; and
- Train Movements and Supplementary Labour.

### 'Depots' Clause

At our most recent meeting held on Friday, 6 November, the 'Depots' clause was discussed. I am pleased to share that we reached agreement on the following:

- During the life of the proposed new Agreement, Metro may consider altering or introducing new home depots for drivers, including an alternative to the Flinders Street Depot;
- Employees will be consulted on any proposed changes and where a new depot is established;
- Metro will ensure adequate facilities are provided for example male and female toilets, locker rooms, sign on area and on site car parking; and
- In the event that Metro cannot provide certain facilities listed above, a working party made up of employee and employer representatives will be established. This group will work together to identify and introduce an equivalent outcome.

While we continue to work through the remaining details of the 'Depots' clause, these discussions are not progressing as quickly as we would expect.

### Getting the deal done

As I've mentioned before, we are committed to getting your new Agreement secured as soon as possible. The quicker we can reach an agreement with the RTBU, the sooner we can provide you with certainty on the terms and conditions of your employment for the life of the new Agreement and pass on fair wage increases. This is why Metro **previously offered a 3.5% increase** each year of the new Agreement.

### Why we can't hold status quo

It is not an option for Metro to simply pass on CPI wage increases with no changes to the current Agreement. With the Government's unprecedented major infrastructure projects and new assets on the railway, how we operationalise the network and do our work naturally, has to change. Maintaining the status quo is not an option if we are to deliver a railway that meets the demands of our growing city and passenger expectations. This is why Metro previously offered above CPI with a wage increase of 3.5% per annum.

While this is an exciting time on the network with all the investment, it is also a time that requires us to progress and change along with the railway we are running.

### What's next?

We have four bargaining meetings scheduled in the next two weeks. In our view, these meetings provide more than enough time to finalise all of the outstanding claims.

**To make this happen, you can help.** You can engage your delegates and discuss an outcome that would secure certainty for you and your colleagues.

Like many of our people, we believe it would be a fantastic outcome to have a new Agreement finalised by the end of 2019. Ideally we can go into Christmas and the New Year holiday with the assurance of a new Agreement with wage increases confirmed and passed on to our people.

### 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.

Thank you for your ongoing support and we will continue to keep you updated.

Regards,

Catherine Baxter, Chief Operating Officer

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