



Dear Colleagues,

I am pleased to announce that we have reached in-principle agreement with all three relevant unions (the RTBU, ETU and AMWU) on a new proposed Rolling Stock Enterprise Agreement 2019.

The Proposed Agreement will give you greater clarity of your entitlements, and secure career development opportunities for our people to upskill and progress their careers.

**Shortly, you will be asked to vote on the Proposed Agreement.**

A **YES** vote outcome on the Proposed Agreement will help lock in for you:

- **A generous 14% wage increase** over the life of the Agreement;
- **The introduction of a Suburban Train Examiner (STE) role** to provide a career path for non-trade positions, and an STE allowance payable for that position;
- **A new trades allowance payable to rostered Suburban Train Maintainers** classified within C10 to C3 in the Classification C-Structure;
- **Clearer career and training pathways** for employees under the Classification C-Structure; and,
- **Secure conditions** over the life of the Agreement.

The Proposed Agreement, subject to employee endorsement and Fair Work Commission approval, will ensure Metro continues to be a progressive, flexible and attractive workplace for employees, while ensuring we remain a strong, sustainable organisation.

**What happens next?**

Later this week, you will be provided with a copy of the Proposed Agreement, along with: copies of any documents reference by the Proposed Agreement; a summary of the key changes being proposed; and, information about how and when you can vote.

Further information will also be available at Rolling Stock depots and work locations, and will be able to be accessed on our Enterprise Agreement website at <https://www.metrotrains.com.au/enterprise-agreement/ea-rolling-stock/>.

I encourage you to take the time to read the information about your next Proposed Agreement, which will be available for you prior to the voting process opening.

**Information about voting**

Employees who are eligible to vote on the Proposed Agreement will receive information later this week, in relation to times and locations to take part in an official vote. The Rolling Stock EA vote will be conducted via a 'show of hands' at scheduled employee voting sessions. More information on voting will be shared later this week.

**For further information**

I have attached a summary of some of the key benefits of the Proposed Agreement, and more information will be provided to you later this week.

If you have any questions in the meantime, please reach out to your Depot Manager, Team Leader or email [enterpriseagreement@metrotrains.com.au](mailto:enterpriseagreement@metrotrains.com.au). You can also contact your union representatives.

I'd like to thank our Rolling Stock Enterprise Bargaining Team and union representatives and delegates for their positive engagement throughout the bargaining process. And I would like to thank you also, for your patience and support.

This is an exciting time for our business and I believe that the Proposed Agreement will support a successful and sustainable Metro for our employees and passengers, while enabling the growth and transformation of our rail network.

Regards,  
Catherine

**Catherine Baxter**  
**Chief Operating Officer**



# Enterprise Bargaining 2019

Together, building Metro for the future.



## Metro has reached in-principle agreement with all unions around our next Rolling Stock Enterprise Agreement 2019.

A YES vote on the Proposed Agreement will help lock in terms and conditions for you that include:



A fair and competitive **14% wage increase** over the life of the Agreement.

The introduction of a **Suburban Train Examiner (STE)** to provide a career path for non-trade positions, and an STE allowance payable for that position.



Introduction of a new trades allowance payable from 1 July 2020 to rostered **Suburban Train Maintainers** who are classified within C10 to C3 in the Classification C-Structure, or Production Coordinators/Senior Production Coordinators.

Clearer **career** and **training pathways** for employees under the Classification C-Structure.



**Securing your conditions** for the life of the Agreement.

You will now have the opportunity to vote YES and lock in the above benefits (subject to final approval by the Fair Work Commission).

Further information about the vote will be communicated to eligible Rolling Stock employees.



One Team. One Metro.

For more information visit: [metrotrains.com.au/enterprise-agreement](https://metrotrains.com.au/enterprise-agreement)

## A YES vote on the Proposed Agreement will help lock in these terms and conditions for you:

- 1** **14% wage increase** over the life of the Agreement:
  - **3.5% every year** in six monthly increments of 1% then 2.5% each year.
- 2** **The introduction of a Suburban Train Examiner (STE) role** - a better defined career pathway for non-trade positions to allow them to work towards this new role. This includes support towards achieving a Certificate II in Engineering.
- 3** **A new allowance for the STE role**, payable from 1 January 2021 on completion of the Certificate II in Engineering qualification and when working to the competencies of the STE position.
- 4** **Introduction of a new trades allowance** payable from 1 July 2020 to rostered Suburban Train Maintainers who are classified within C10 to C3 in the Classification C-Structure, or Production Coordinators / Senior Production Coordinators (Schedule E employees).
- 5** **Clearer career and training pathways** for all employees under the Classification C-Structure.
- 6** **Longer notice periods** provided by Metro to employees who are required to work certain public holidays.
- 7** **Guaranteed time off for employees** during certain public holiday periods, if at least three months' notice is provided.
- 8** Updated wording to **clarify the performance management clause**, to avoid unwanted disputes.
- 9** New four-year Agreement with **security and certainty** for your entitlements.
- 10** **Wage increase back-dated** to the first full pay period on or after 1 July 2019.