

Index of clauses for the *Metro Trains Melbourne Pty Ltd Rail Operations Enterprise Agreement 2019* (the Proposed Agreement)

This index contains all clause titles and numbers for the Proposed Agreement and compares each clause against the current Rail Operations Enterprise Agreement (**2015 Agreement**) to identify whether a clause has changed, remained unchanged, has been deleted or is a new clause. The index also provides a brief explanation on why the clause has changed in comparison to the 2015 Agreement.

For further details on what exactly has changed compared to the 2015 Agreement, please refer to the Tracked changes version of the Proposed Agreement which can be found via this link: https://www.metrotrains.com.au/enterprise-agreement/ea_rail_operations

For further details on why a clause has changed compared to the 2015 Agreement, please email enterpriseagreement@metrotrains.com.au or speak to your manager.

	Clause reference			
Clause title	2015 Agreement	Proposed Agreement	Status (changed / unchanged / new clause / deleted)	Reason/s for change
SECTION ONE: THE AGREEMENT				
Title	1.1	1.1	Changed	Clause updated to reflect new title of the Proposed Agreement.
Parties Bound	1.2	1.2	Changed	Provide further clarity on which employees are covered by the Proposed Agreement.
Operation and Nominal Expiry Date	1.3	1.3		Updated to reflect an expiry date of 30 June 2023.
Relationship To Awards and Agreements and NES	1.4	1.4	Changed	Inserted new subclause that provides clarity on how the Proposed Agreement interacts with the National Employment Standards (NES).
No Extra Claims	1.5	1.5	Unchanged	-
Aim of Agreement	1.6	1.6	Changed	Updated to ensure the Aim is relevant for the life of the Proposed Agreement.
Wage and Allowance Adjustments	1.7	1.7	Changed	Updated to reflect Metro’s wage offer of 14% for the life of the Proposed Agreement.
Commitment By The Parties	1.8	1.8	Changed	Removed details relating to an old payment which is no longer relevant for the Proposed Agreement. Inserted definition for “High Capacity Network”. Provide clarity that that this clause will only apply subject to any requirements set out elsewhere in the Proposed Agreement, including Part 4 and Schedule 1.
Performance of driving and other train movements by Train Drivers	1.9	1.9	Unchanged	-

Consultation	1.10	1.10	Changed	Updated to make it clearer and easier to understand when consultation is required.
Transition of Agreement Obligations	1.11	n/a	Deleted	Metro and the RTBU agreed to delete.
Dispute Resolution	1.12	1.11	Changed	Provide clarity on how matters relating to occupational health and safety are dealt with under this procedure. This mirrors the amendment made to the Dispute Resolution clause in Metro's 2019 Rolling Stock Enterprise Agreement at the request of the Fair Work Commission.
Union Delegates	1.13	1.12	Changed	Updated to reflect that Women's Advocates and Officers are recognised as Delegates as well.
Union Leave	1.14	1.13	Changed	New subclause providing an aggregate amount of Union leave for Delegates and the rules surrounding this entitlement.
Individual Flexibility Arrangements	1.15	1.14	Changed	Minor changes made to provide further clarity.
Right to request flexible work	n/a	1.15	New clause	New clause inserted to provide increased opportunities for flexible work arrangements for certain employees.
Supplementary Labour	1.16	n/a	Deleted	This clause was removed because the Rail Division and the Locomotive Division each have their own respective supplementary labour clause in sections three and four respectively of the Proposed Agreement.
SECTION TWO: GENERAL EMPLOYMENT CONDITIONS				
Employment Categories	n/a	2.1	New clause	New clause inserted to provide clarity on the different employment categories that apply for employees covered by the Proposed Agreement.
Continuity of Service	2.1	2.2	Unchanged	-
Alcohol And Drug Screening	2.2	2.3	Changed	Remove the word "random" as this is not the only reason why Drug and Alcohol Screening may take place.
Termination Of Employment	2.3	2.4	Unchanged	-
Redundancy	2.4	2.5	Unchanged	-
Annual Leave	2.5	2.6	Changed	Clarify that a medical certificate from a (AHPRA) registered medical practitioner must be supplied where an Employee applies to substitute Personal Leave for Annual Leave because they were sick whilst on Annual Leave.
Long Service Leave	2.6	2.7	Changed	Make it clearer and easier for employees to understand the requirements for taking long service leave.
Parental Leave	2.7	2.8	Changed	Changes made to reflect Metro's current parental leave policy and to ensure compliance with the NES.
Personal Leave	2.8	2.9	Changed	Provide employees who are suffering a long term illness and have insufficient personal leave entitlement, with further options to access other paid leave

				entitlements.
Compassionate/Bereavement Leave	2.9	2.10	Changed	Minor changes made to provide further clarity. Provide more flexibility on when bereavement leave is taken.
Special Leave – Family Violence	2.10	2.11	Changed	Provide employees with further options to access additional leave.
Community Service Leave (incl. Jury Service)	n/a	2.12	New clause	New clause to recognise Metro’s recent change in policy on providing a more beneficial entitlement to employees who volunteer in firefighting, flood relief or other emergency activities. Previously employees were paid at their base rate of pay, however Metro’s recent change in policy has enhanced this entitlement so that employees will be paid as per their roster so that they do not suffer any reduction in pay as a consequence of volunteering in these activities.
Time In Lieu	2.11	2.13	Unchanged	-
Make-Up Time	2.12	2.14	Unchanged	-
Shiftwork Allowances	2.13	2.15	Unchanged	-
Limitation of Penalty Payments	2.14	2.16	Unchanged	-
Public Holidays	2.15	2.17	Changed	This clause remains largely the same except that Metro has agreed to the following two improvements for employees: <ul style="list-style-type: none"> • Where a part-time employee has worked on a public holiday (other than Sunday) they can choose to be paid at double time and a half or be paid at time and a half and receive a credit on the number of hours worked. • For Train Controllers, Signallers, Train Drivers and Driver Allocation Officers – public holiday credits can be accrued over the life of the Proposed Agreement.
Accident Make-Up Pay	2.16	2.18	Changed	Definition of “relevant state legislation” updated.
Payment of Wages	2.17	2.19	Unchanged	-
Probation	2.18	2.20	Unchanged	-
Salary Maintenance – Appointment of Redeployed Employee	2.19	2.21	Changed	Revised to simplify the clause, now providing for one set of rules to apply to all new redeployments (post Operation Date of the Proposed Agreement) to a position with a lower classification. Employees who are currently on salary maintenance arrangements will continue to remain on these arrangements.
Superannuation	2.20	2.22	Changed	Provide greater clarity on superannuation entitlements and list the default superannuation fund (VicSuper).
Novated Lease	2.20	2.23	Unchanged	-
Travel Pass Entitlement	2.21	2.24	Unchanged	-
Uniforms	2.22	2.25	Changed	Include reference to maternity clothes.

Travelling and Incidental Expenses	2.23	2.26	Unchanged	-
Amenities	2.24	2.27	Unchanged	-
Staff Development And Feedback	2.25	2.28	Unchanged	-
Income Protection Insurance	n/a	2.29	New clause	Provide employees the option to salary sacrifice income protection insurance through Incolink.
Sexual Harassment in the Workplace	n/a	2.30	New clause	New clause that sets out Metro's commitments and obligations to prevent sexual harassment occurring in the workplace, including employee training and education.
Gendered Violence in the Workplace	n/a	2.31	New clause	New clause that sets out Metro's commitments and obligations to prevent gendered violence occurring in the workplace.
SECTION THREE: EMPLOYMENT CONDITIONS: OPERATIONS, SALARIED, ADMINISTRATION AND ENGINEERING EMPLOYEES				
Definitions relating to Operations, Salaried, Administration and Engineering Employees	3.1	3.1	Changed	Insert reference to "OCMS".
Relieving Expenses	3.2	3.2	Unchanged	-
Multiple Sign-On/Sign-Off Locations	3.3	3.3	Changed	New provisions allowing AOs to sign on or off at a location other than their home depot in certain circumstances to meet operational needs and individual needs. Sign on locations will be published seven days in advance. As a result of the inclusion of these new provisions, Metro and the RTBU agreed to delete the "Travelling and Waiting Time" clause.
Disruption to Work Allowance	3.4	3.4	Changed	Revised wording to provide greater clarity on the conditions of the entitlement.
Limitation of Application – Senior Officers (SOs) and Professional Engineers (PEs)	3.5	3.5	Unchanged	-
Meal Allowances	3.6	3.6	Unchanged	-
Suburban Group Working	3.7	3.7	Unchanged	-
Guaranteed Payment	3.8	3.8	Unchanged	-
Minimum Payment	3.9	3.9	Unchanged	-
Excess Shifts	3.10	3.10	Changed	Minor change to separate subclause (a) into two sentences.
Overtime	3.11	3.11	Changed	Further changes made to provide greater clarity on when overtime rates apply. Provide clarity that if a part-time employee has a shift extended, they will receive penalty payments for the additional hours worked. Part-time employees: Ordinary hours increased from 65 to 70 per fortnight. This was a negotiated outcome between Metro and the RTBU. The increase in ordinary hours from 65 to 70 per fortnight, will, in conjunction with other claims that will deliver efficiencies, assist in funding the 14% wage increase over the life of the Proposed

				Agreement. As part of this trade off, Metro has agreed to additional entitlements for part-time employees to access more work through changes to the supplementary labour clause.
Acting in Higher Positions	3.12	3.12	Changed	Revised wording to make it clearer and simpler to determine what rates apply when an employee is acting in higher positions. Simplified the subclause relating to rules for payment of annual leave when an employee has been acting in higher positions.
Rosters Development	n/a	3.13	New clause	New clause outlining an agreed set of principles (between Metro and the RTBU Rail Division) that Metro must adhere to as part of the development of rosters and Night Network. This includes, for example, that Metro take into consideration part-time to full-time conversions as part of the development of any future master rosters for Stations.
Classifications	n/a	3.14	New clause	New clause which outlines Metro's obligations to conduct a review of the classification structure for certain roles including Station Masters, Signallers, Train Controllers, AO Crew leaders and Driver Allocation Officers. Station Master Level 5 and Station Master Level 7 roles will transition to Station Master Level 6 and Station Master Level 8 respectively.
Work at a lower grade or classification	3.13	3.15	Unchanged	-
Time Worked on Saturdays and Sundays	3.14	3.16	Unchanged	-
Travelling and Waiting Time	3.15	n/a	Deleted	Metro and the RTBU Rail Division agreed to delete this clause in return for the new provisions relating to multiple sign on/sign off locations for AOs inserted under clause 3.3 of the Proposed Agreement.
Authorised Officers (AO) – Attendance at Court	3.16	3.17	Unchanged	-
Intervals between Shifts	3.17	3.18	Changed	Increase quantum from "11 hours" to "12 hours" with the exceptions for unavoidable necessity and non-safety critical work (e.g. training and meetings) remaining unchanged.
Lengths of Shifts	3.18	3.19	Unchanged	-
Meal Breaks	3.19	3.20	Unchanged	-
Crib Breaks	3.20	3.21	Unchanged	-
Non-accrual of EDO's/RDO's	3.21	3.22	Unchanged	-
Notification of Change of Roster	3.22	3.23	Unchanged	-
Ordinary Hours of Work	3.23	3.24	Unchanged	-
Part-time Employment	3.24	3.25	Changed	Provide further clarity around how hours of work are set for a part-time employee.

				<p>Provide clarity on when overtime rates apply for a part-time employee.</p> <p>Clarify that a part-time employee's agreed hours of work cannot be reduced without the agreement of that employee.</p> <p>Clarify that part-time employees will accrue leave entitlements on a pro-rata basis.</p> <p>Ordinary hours increased from 65 to 70 per fortnight. This was a negotiated outcome between Metro and the RTBU. The increase in ordinary hours from 65 to 70 per fortnight, will, in conjunction with other claims that will deliver efficiencies, assist in funding the 14% wage increase over the life of the Proposed Agreement. As part of this trade off, Metro has agreed to additional entitlements for part-time employees to access more work through changes to the supplementary labour clause.</p>
Job Share	n/a	3.26	New clause	A new clause for Rail Division employees outlining the terms and conditions that apply if Metro approves a program of Job Sharing. The content of the clause is similar to the Job Share clause for Driver Grades under section 4 of the Proposed Agreement.
Supplementary Labour Hire	n/a	3.27	Changed	A new clause that provides greater protections for Rail Division employees around job security, which includes the requirement that Metro must offer additional hours to appropriately skilled Part-time employees prior to the engagement of supplementary labour.
Employee Safety	n/a	3.28	New clause	A new clause which outlines Metro's commitment to reduce employee assaults across the network and to undertake joint risk assessments with the RTBU at stations where the highest number of incidents of physical and verbal assaults and anti-social behaviour have occurred.
Trauma Counselling and Trauma Leave	3.25	3.29	Changed	Revised wording to provide greater clarity on the conditions of the entitlement. Inserted definition of "traumatic incident" to broaden the scope of the entitlement to more employees, as previously the entitlement was only made available where the serious incident involved rail vehicles.
Sustainable Employment	n/a	3.30	New clause	<p>New clause outlining Metro's commitments to provide long term sustainable employment for employees and to provide reskilling and retraining where there are changes to roles and job functions (e.g. due to new technology).</p> <p>This clause also outlines Metro's obligations in the event that Metro needs to consider redeployment opportunities for an employee.</p>
Training and Development and Career Progression	3.26	3.31	Unchanged	-
Stand Down	3.27	n/a	Deleted	Metro and the RTBU Rail Division agreed to delete.
Counselling and Disciplinary Procedure	3.28	3.32	Changed	Revised wording to provide greater clarity on the obligations of Metro and the

				<p>Employee when an investigation into an allegation takes place.</p> <p>Further conditions have been added regarding the status of warnings on file after certain periods of time that have elapsed.</p> <p>Expanded the scope of disciplinary measures that may arise through the process, such as a demotion or a transfer. Currently the clause only makes reference to termination of employment.</p>
Major Projects	n/a	3.33	New clause	New clause requiring senior representatives of Metro and the RTBU to meet on a six monthly basis to improve communication on the program of major projects.
Climate Change	n/a	3.34	New clause	New clause requiring Metro and the RTBU to meet during the life of the Proposed Agreement to discuss climate change mitigation, resilience and just transition.
Train Dwell Initiatives	n/a	3.35	New clause	New clause requiring Metro to continue to develop and consult on a range of train dwell initiatives.
SECTION FOUR: EMPLOYMENT CONDITIONS: DRIVERS				
Definitions	4.1	4.1	Changed	Update the job titles corresponding to the positions that are responsible for assessing a Driver's competence and performance after six (6) months at Qualified Driver Level.
Secondment	4.2	4.2	Changed	Revised wording to simplify and provide greater clarity on the rules relating to the secondments that may become available for Qualified Drivers, OJTs and Train Services Officers.
Relieving Expenses	4.3	4.3	Changed	Provide clarity that Employees working within their appointed Group Rotation Zone (as defined in clause 11(b) of Schedule 1 of the Proposed Agreement) will be exempt from Relieving Expenses.
Guaranteed Payment	4.4	4.4	Unchanged	-
Minimum Payment	4.5	n/a	Deleted	Metro and the RTBU Locomotive Division agreed to delete.
Overtime	4.6	4.5	Unchanged	-
Suburban Allowance	4.7	4.6	Unchanged	-
Rosters and Hours of Work	4.8	4.7	Unchanged	-
Ordinary Hours	4.9	4.8	Unchanged	-
Calculation of Shifts	4.10	4.9	Unchanged	-
Discretionary Rostered Day Off (DDO)	4.11	4.10	Unchanged	-
Part-Time Drivers (who commenced part-time employment prior to the Operation Date of this Agreement)	4.12	4.11	Changed	There is no change to the content of this clause, only to the title of the clause. This was amended to clarify that clause 4.11 only applies to Drivers who commenced part-time employment prior to the Operation Date of the Proposed Agreement.
Part Time Shift Drivers	n/a	4.12	New clause	Introduces a new part-time model for Drivers (separate to the current part-time

				<p>arrangements) to increase flexibility for employees (including transition to retirement and caring responsibilities) and meet Metro's operational requirements. It will also allow Metro to attract a more diverse Driver workforce and improve its commitments to Equal Employment Opportunity.</p> <p>The number of new part time shift Drivers recruited externally will be capped at 50 for the life of the Proposed Agreement. There will be no cap on existing Full-time Drivers converting to a Part Time Shift Driver by mutual agreement.</p>
Saturday and Sunday Work	4.13	4.13	Unchanged	-
Redeployment Due To Medical reasons	4.14	4.14	Changed	Enhances benefits for employees who are redeployed to another role at a lower rate within another division due to medical reasons, by preserving the value of annual leave and long service leave entitlements at the rate applicable prior to the redeployment. Any future accruals will be at the lower rate of the new role.
Stand Down	4.15	4.15	Unchanged	-
Trauma Leave	4.16	4.16	Changed	Minor revisions to simplify clause.
Easter Saturday	4.17	4.17	Unchanged	-
Parental Leave - Competency incentive training	4.18	4.18	Changed	<p>Minor revisions to simplify clause.</p> <p>Introduces a notification period for training to be initiated.</p>
Medical Attendance	4.19	4.19	Changed	<p>Amended to reflect that the Code of Practice, Health Assessment of Rail Safety Workers (the Standard) is under review in 2020 which may lead to changes for fasting requirements and therefore payments associated with fasting requirements.</p> <p>Commits to provide payment for subsequent medical appointments when an employee undertakes fitness for duty assessments in line with the Standard.</p>
Training Shifts	4.20	4.20	Unchanged	-
Job Share – Qualified Drivers	4.21	4.21	Unchanged	-
Counselling and Disciplinary Procedure	4.22	4.22	Changed	Expanded the scope of disciplinary measures that may arise through the process, such as a demotion or a transfer. Currently the clause only makes reference to termination of employment.
Job Security and Use of Supplementary Labour	n/a	4.23	New clause	A new clause that provides greater protections for Drivers around job security. Metro has no intention to engage supplementary labour in the Locomotive Division however Metro has agreed to this clause at the request of the RTBU Locomotive Division.
SCHEDULE 1 - DRIVERS ROSTERING, TRAINING AND WORK PRACTICE CHANGES				
Night Network	Sch. 1 – cl 1	Sch. 1 – cl 1	Changed	Broadens the scope of the Night Network clause to Saturday afternoon shifts and to Outstations.

				Metro has reduced the ‘bandwidth’ of alteration that can occur from 4.5 hours to 3.5 hours from sign on of the original shift start time of the first week day shift. Where practicable, the alteration of start times will be evenly distributed across the master rotations for Outstations, C, G and R roster afternoon shifts.
Support for Government Construction and Renewals Projects including the Level Crossing Removal Program	Sch. 1 – cl 2	Sch. 1 – cl 2	Unchanged	-
Metro Driver Training Scheme	Sch. 1 – cl 3	Sch. 1 – cl 3	Changed	Increases flexibility of duration times and training group locations. Update the job titles corresponding to the positions that are responsible for assessing a Driver’s competence and performance after six (6) months at Qualified Driver Level.
On Job Trainer (OJT)	Sch. 1 – cl 4	Sch. 1 – cl 4	Changed	Increases flexibility through better utilisation of Outstation OJTs to assist in the efficient delivery of Driver Training.
Operating Groups	Sch. 1 – cl 5	Sch. 1 – cl 5	Changed	Replace reference to “South Morang” for “Mernda”.
Flinders Street Decentralisation	Sch. 1 – cl 6	Sch. 1 – cl 6	Changed	The clause provides Metro the ability to decentralise some Flinders Street based Drivers. Metro will invite expressions of interest for voluntary transfers at first instance. If there are insufficient volunteers, then Metro will identify Drivers who are the least senior on R Roster at Flinders Street and who live within a reasonable distance (a radius of 20 km) to the vacancy at the outstation depot. Any process involving involuntary transfers will require Metro to genuinely consult with affected employees and adhere to minimum timeframes and restrictions on who can be transferred during the life of the Proposed Agreement.
Principal Drivers (PD) and Driver Trainer Specialists (DTS)	Sch. 1 – cl 7	Sch. 1 – cl 7	Unchanged	-
Route Knowledge	Sch. 1 – cl 8	Sch. 1 – cl 8	Unchanged	-
Depots	Sch. 1 – cl 9	Sch. 1 – cl 9	Changed	Introduces the ability to establish new depots to support operational requirements and productivity improvements. New provisions that require Metro to provide adequate facilities, or identify and introduce an equivalent outcome as part of a working party which includes employee representatives.
Master Rotation	Sch. 1 – cl 10	Sch. 1–cl 10	Changed	Updated clause to account for Part-Time Shift Drivers and Group Rotation Zones. Other minor revisions made to provide clarity.
Group Rotation	n/a	Sch. 1–cl 11	New clause	Increases flexibility by combining multiple depots within a limited radius into one roster zone. This will only apply to Drivers who are appointed to any of the following home depots: Sunbury, Watergardens, Calder Park, Westall, Dandenong, Pakenham

				and Pakenham East.
Train Driving Grades	Sch. 1-cl 11	Sch. 1-cl 12	Unchanged	-
Wall Sheet	Sch. 1-cl 12	Sch. 1-cl 13	Changed	Provides greater flexibility regarding sign on times but only by agreement with the Employee.
Core Times	Sch. 1-cl 13	Sch. 1-cl 14	Unchanged	-
Variety of Running	Sch. 1-cl 14	Sch. 1-cl 15	Changed	Replace the words “where possible” with “where practicable” to avoid disputation during the life of the Proposed Agreement. Exclude “Stony Point” from Metro Central given the very limited number of services available to provide training and that this line is adequately covered by existing Drivers appointed to Frankston depot and Kananook depot.
Development of Shifts	Sch. 1-cl 15	Sch. 1-cl 16	Changed	Increases the maximum number of consecutive return trips on one line from two to three, to provide more flexibility. Where practicable, Metro will avoid rostering consecutive shifts containing three consecutive return trips on one line. This will not apply to AVs, additional shifts/overtime shifts or personal shift swaps. Increases the number of successive shuttles rostered per shift between Flinders Street and Laverton from two to three, to provide more flexibility. Other revisions made to provide clarity on the development of shifts.
Standby Drivers and Standby Trains	Sch. 1-cl 16	Sch. 1-cl 17	Unchanged	-
Day of Operations	Sch. 1-cl 17	Sch. 1-cl 18	Unchanged	-
Meal Locations	Sch. 1-cl 18	Sch. 1-cl 19	Changed	Updated to account for current meal locations.
Roster Changes	Sch. 1-cl 19	Sch. 1-cl 20	Changed	Greater flexibility around when the Roster Book needs to be reprinted and introducing the ability to publish electronically instead, if Metro introduces the use of electronic devices in an active cab, during the life of the Proposed Agreement. Inserted provision requiring Metro to provide a minimum of 48 hours’ notice if they require a Driver to be rostered to another sign-on location within the Group Rotation Zone. Introduces better utilisation of available shifts (AVs) and notification periods.
Equalisation of Overtime and Allocation of Off Roster Shifts	Sch. 1-cl 20	Sch. 1-cl 21	Changed	Provide greater clarity that Driver Grades must have a day off work if there are circumstances where they have worked 12 days consecutively. Provide clarity on Sunday allocation of overtime for employees that are part of a Group Rotation Zone. Allocation of Outstation Overtime table updated to account for the Group Rotation Zones and the current list of depots.
Public Holiday Conversion Charts	Sch. 1-cl 21	Sch. 1-cl 22	Changed	Provide greater flexibility to vary existing conversion charts during the life of the

				Proposed Agreement if Metro and the RTBU agree.
Driver Development	Sch. 1-cl 22	Sch. 1-cl 23	Changed	Provide greater flexibility for Metro to deliver continuation training to address the development needs of a Driver.
Swapping of Shifts	Sch. 1-cl 23	Sch. 1-cl 24	Unchanged	-
Swapping of Off Roster Days	Sch. 1-cl 24	Sch. 1-cl 25	Changed	Revisions made to simplify and clarify the process surrounding the swapping of Off Roster Days for Drivers.
Transfer to a New Depot Location	Sch. 1-cl 25	Sch. 1-cl 26	Changed	Minor revision, to replace the word “transfers” with “transfer applications”.
Methodology for Establishing Time Allowance	Sch. 1-cl 26	Sch. 1-cl 27	Unchanged	-
Notification of Absence and Return to Work	Sch. 1-cl 27	Sch. 1-cl 28	Changed	Revisions made to provide further clarity on the Employee’s obligations to notify Metro when they are sick or injured.
Effecting Relief	Sch. 1-cl 28	Sch. 1-cl 29	Unchanged	-
Travelling Time Allowance	Sch. 1-cl 29	Sch. 1-cl 30	Changed	Revisions made to simplify and clarify the process for calculating the Travelling Time Allowance.
Train Preparations	Sch. 1-cl 30	Sch. 1-cl 31	Changed	Updated to reflect current conditions for Walk times.
Reports	Sch. 1-cl 31	Sch. 1-cl 32	Unchanged	-
Operation of Xtrapolis Fleet	Sch. 1-cl 32	n/a	Deleted	Removed this clause, as this was relevant to the negotiations for the 2015 Agreement.
Release of Delegates	Sch. 1-cl 33	Sch. 1-cl 33	Changed	Updated the terminology in the clause, replacing the term “Office Bearers” for “Delegates”.
Long term release of Union Officials – Locomotive Division only	n/a	Sch. 1-cl 34	New clause	A new clause allowing an elected official to be released for the duration of their term without pay to allow them to perform union duties.
Schedule 2 – Information, Communication and Technology (ICT) Operations – On Call “Standby”	Sch. 2	Sch. 2	Changed	On Call “Standby” allowance for Systems Engineers to be set at the nominal value of \$6.00 per hour and then increased in line with the wage increases under the Proposed Agreement. The amount payable is now prescribed under Schedule C.
Schedule A – Job Descriptors – Operations, Salaried, Administration and Engineering Employees	Sch. A	Sch. A	Unchanged	-
Schedule B – Classifications and Rates Of Pay	Sch. B	Sch. B	Changed	Updated to reflect increases that form part of Metro’s wage offer of 14% over the life of the Proposed Agreement.
Schedule C – Allowances	Sch. C	Sch. C	Changed	Updated to reflect increases that form part of Metro’s wage offer of 14% over the life of the Proposed Agreement.