

# Rail Operations Enterprise Agreement 2019

## Enterprise Bargaining Update

Team,

Last week I announced that we have reached in-principle agreement with the Rail Division of the RTBU and APESMA on the Proposed Rail Operations Enterprise Agreement (the **Proposed Agreement**).

Eligible employees will now be requested to vote on the Proposed Agreement. **The voting period will commence on 12am on Thursday 9 April 2020 and close at 11:59pm on Friday 17 April 2020.**

We want to provide certainty for our people as soon as possible and we believe this Proposed Agreement provides a fair, competitive pay increase balanced with improvements in the way we work in order to deliver the network needed for a growing Melbourne.

Below is a list of substantial changes and key benefits included in the Proposed Agreement:

- A fair and competitive **14% wage increase** over the life of the Proposed Agreement. In addition to this, allowances will increase in line with the same percentage as the wage offer.
- **Backpay** - the first wage increase of 1% to be backdated to the first full pay period on or after 1 July 2019 and the second wage increase of 2.5% to be backdated to the first full pay period on or after 1 January 2020.
- **Long service leave entitlements** have been refreshed in the Proposed Agreement, making it clearer and easier for our people to get their leave granted (subject to availability).
- **Flexible working conditions** have been improved with greater clarity on part-time work and increased opportunities for job-sharing arrangements.
- **Consultation requirements** have been updated to make it clearer and easier to understand when consultation is required.
- **Improvements to parental leave**, including an increase of parental leave from 12 to 14 weeks and continuity of superannuation payments for additional unpaid leave.
- **Public Holiday Credits**, accrued over the life of the Proposed Agreement for Drivers and certain Rail Operations positions, rather than being cashed out annually.
- **Community Service Leave** - a new clause providing paid leave to employees who are members of organisations such as SES and CFA and participating in firefighting, flood relief, or other emergency activities.
- **Sexual Harassment and Gendered Violence** - a new clause which sets out Metro's commitments and obligations to prevent sexual harassment and gendered violence occurring in the workplace, including the provision of training and education to employees.

Eligible employees will now have 8 days prior to the vote to access the Proposed Agreement and incorporated materials (this is what's called the **Access Period**).

### Access Period documentation

Attached to this email are:

- A copy of the [Proposed Agreement](#).
- A copy of the [Proposed Agreement showing the changes](#) in mark-up format.
- A copy of the [Index of the Clauses](#) which compares each clause of the Proposed Agreement against the Rail Operations Enterprise Agreement 2015.
- A copy of the [Infographic](#) which provides a short summary of the key terms and conditions in the Proposed Agreement.

These documents are also available on the Metro Enterprise Agreement website:

[https://www.metrotrains.com.au/enterprise-agreement/ea\\_rail\\_operations](https://www.metrotrains.com.au/enterprise-agreement/ea_rail_operations)

Also, below is a link to documents that are referenced in the Proposed Agreement which can be accessed through the Metro Enterprise Agreement website:

<https://www.metrotrains.com.au/enterprise-agreement/resources/>

Hard copies of the Proposed Agreement will also be made available at key workplaces including depots, offices, signal boxes and stations across the network.

In addition, certain clauses of the Proposed Agreement make reference to Metro policies and procedures. These policies and procedures can be found on The Depot [here](#). If you need further information, please speak with your leader.

I encourage you to take the time to read the information about the Proposed Agreement and ask questions. There will be a series of further employee briefings which will be held in small workplace sessions and via phone hook-ups. Your leader will reach out to you with more information about the briefing sessions for your workplace.

### About voting

Voting will be conducted by an independent third party named **CorpVote**. Please find attached further information regarding CorpVote. **Voting will open at 12am on Thursday 9 April 2020 and close at 11:59pm on Friday 17 April 2020.** You will have the option to vote online, by telephone or via SMS/text. Over the next week, all employees eligible to vote on the Proposed Agreement will receive a letter and email with further details from CorpVote.

You are not obliged to vote but I encourage you to do so, so that you can have your say.

### For further information

If you have questions that aren't covered in the materials provided, please reach out to your Manager, Team Leader or email [enterpriseagreement@metrotrains.com.au](mailto:enterpriseagreement@metrotrains.com.au) or by responding to this email.

I'd like to thank our Rail Operations Enterprise Bargaining Team and Union representatives and delegates for their positive engagement throughout the bargaining process as well as our people for your patience and support.

Your vote is important as we work to achieve this next important step in securing your next Enterprise Agreement. Thank you for your ongoing support.

Regards,

**Catherine Baxter, Chief Operating Officer**  
**On behalf of Metro's Rail Operations Enterprise Bargaining Team**