

Rail Operations Enterprise Agreement 2019 Enterprise Bargaining Update

Team,

Voting for the proposed new Rail Operations Enterprise Agreement 2019 has now closed.

I am pleased to share that 51% of voting eligible employees voted 'yes' to the Proposed Agreement. With a majority vote (more than 50% of people who voted) achieved, the Proposed Agreement is considered to be approved by our employees. Voting participation numbers were strong, with 95% of eligible employees casting their vote.

This is a fantastic outcome for our Rail Operations Enterprise Agreement employees. Subject to the Fair Work Commission's approval, it will provide a fair, competitive pay increase balanced with improvements in the way we work in order to deliver the network needed for a growing Melbourne.

What happens now?

The next step is for the Proposed Agreement to be submitted to the Fair Work Commission (**FWC**) for approval. The FWC will assess whether the Proposed Agreement passes the 'Better Off Overall' test, which ensures that employees are better off under the Proposed Agreement than the relevant Modern Award.

The FWC will also check that the Proposed Agreement complies with the National Employment Standards and meets the other requirements of the Fair Work Act 2009. This process may take anywhere from several weeks to several months. If approved, the Proposed Agreement will come into effect seven days after the date of the FWC's approval and the back pay for the first two wage increases will be processed after this date. We will provide you with more details on this following the approval date.

Please refer to the FAQs attached, for further information.

Thank you to all of you for your support during the bargaining and voting process. I would also like to pass on my thanks to our Rail Ops Enterprise Bargaining Team and to those union representatives and delegates who engaged positively and in accordance with Metro's values throughout the bargaining process. I am looking forward to starting this positive new phase with our Rail Ops EA employees.

I will keep you updated on our progress with the FWC's approval.

Regards,

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