



What happens if there's a NO vote?

What happens if a majority vote NO and the proposed EA gets voted down?

- The enterprise agreement (EA) will not be made, it cannot be approved by the Fair Work Commission and it will not come into effect.

Did the union need to agree before Metro could put the proposed EA out to a vote?

- No. Metro could put the proposed EA out to a vote at any time in order to seek agreement with its employees.

How long can the old EA go on for?

- Indefinitely.
- The old EA will continue to operate until it is replaced by a new EA or is terminated by the Fair Work Commission.

If the EA gets voted down, what happens next?

- The old EA will remain in force as is. Bargaining would need to resume.
- This could go on indefinitely and without any pay increase or any backpay for months or years.
- The RTBU would be forced to bargain with Metro in a time of record low patronage and a position of vulnerability.
- Members, including drivers, could stand to lose many conditions by negotiating in this environment.
- If agreement cannot be reached, Metro may apply to terminate the old EA, forcing the RTBU to start from scratch.

Could the old EA really be terminated?

- Yes – it is a trend that unions are seeing more and more. In 2015 the Fair Work Commission terminated various Queensland Rail EAs after 18 months of bargaining.
- If Metro applied to the Fair Work Commission to terminate the old EA and were successful, employees would go back to the minimum pay and conditions of the award.
- This would be a very big step backwards from your current pay and conditions.

When is an EA made?

- An EA is made when an employer (Metro) asks the employees who will be covered by the proposed EA to vote and a majority of those who vote, vote YES. It does not require the union to agree.

If the new EA is not approved, am I entitled to any pay rises or to CPI?

- No. There is no general right to a pay rise or an increase in line with CPI.
- There is only a legal entitlement to a pay rise once the new EA comes in.

Voting YES to the proposed EA will lock in the wages and conditions negotiated in this round of bargaining until 2023. This will avoid months of uncertainty and protection from the recession predicted to follow.

The RTBU and its members need to be smart, securing jobs, wages and conditions while we have the opportunity to do so.