

10 April 2026

Phu Nguyen  
Chief Executive Officer  
Hobsons Bay City Council



By your side

Dear Mr Nguyen

**Re: Notice of Intention to take Industrial Action**

I refer to the Protected Action Ballot Order, PR797379, dated 10 March 2026 and the Declaration of Results issued by Fair Vote Services Pty Ltd on 27 March 2026 in Fair Work Commission matter number B2026/195.

The Australian Municipal, Administrative, Clerical & Services Union (the ASU) is a bargaining representative of its members who will be covered by a proposed enterprise agreement with the Hobsons Bay City Council and others (referable to Fair Work Commission Authorisation PR795283).

The ASU hereby gives notice that ASU members employed by Hobsons Bay City Council who will be covered by the proposed enterprise agreement intend to take employee claim action as follows. All notified actions commence at 12:00am on 16 April 2026. Where the word 'campaign' is used below, that refers to ASU members' enterprise bargaining campaign. Where the word 'Council' is used, that refers to Hobsons Bay City Council.

1. Commencing at 12:00am on 16 April 2026, an indefinite ban by members working in libraries on reshelving books.
2. Commencing at 12:00am on 16 April 2026, an indefinite ban by members working in libraries on processing book returns.
3. Commencing at 12:00am on 16 April 2026, an indefinite ban by members working in libraries on using electronic devices to record shift start, finish and break times for libraries and community care.
4. Commencing at 12:00am on 16 April 2026, an indefinite ban by members working in libraries on collecting or processing transactions fees or collecting payment in libraries for printing, photocopying, lost or damaged books, and other products or services available for purchase in libraries.

5. Commencing at 12:00am on 16 April 2026, an indefinite ban on taking down road safety signs, except where leaving the safety sign in place would cause a safety concern.

Yours Sincerely

