

22 April 2026

Phu Nguyen
Chief Executive Officer
Hobsons Bay City Council



By your side

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).

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.

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 commencing at 12:00am on 28 April 2026, and continuing thereafter, in the form of the periodic interruption of work in order to affix campaign materials to clothing.

Work Stoppage Tuesday 5 May 2026

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 on Tuesday 5 May 2026 in the form of a 24-hour work stoppage commencing at 12:00am.

Cessation of some previously notified action

From 12:01am on 23 April 2026 the ASU hereby withdraws the previously notified (and not previously withdrawn) industrial action items specified in its notices dated 1, 2, 10 and 14 April 2026, except for the notified items described below, which will continue to have effect.

Continuing to have effect from the notice dated 1 April 2026:

1. Commencing at 12:00am on 7 April 2026 and continuing thereafter, the periodic interruption of work in order to put on campaign clothing. Such action will not interfere with the safety of the member or the public and where members ordinarily wear clothing that identifies them as a Hobsons Bay employee, such action will not prevent the member being so identified (item 1 in original notice).

2. Commencing at 12:00am on 7 April 2026 and continuing thereafter, the periodic interruption of work in order to distribute campaign materials (item 2 in original notice).
3. Commencing at 12:00am on 7 April 2026 and continuing thereafter, the periodic interruption of work in order to affix campaign material to Council-controlled property and public areas. Such action will not damage property or permanently affix campaign materials to any property (item 3 in original notice).
4. Commencing at 12:00am on 7 April 2026, an indefinite ban on complying with directions to remove campaign materials affixed to council-controlled property (item 4 in original notice).
5. Commencing at 12:00am on 7 April 2026 and continuing thereafter, the periodic interruption of work in order to communicate with Council employees, any persons in contact with Council and/or members of the public about the campaign, including in-person, by-phone, email, intranet, internal messaging applications, AV screens, public announcement systems, or social media (item 5 in original notice).
6. Commencing at 12:00am on 7 April 2026, an indefinite ban by members working as Authorised Officers on issuing infringement notices, fines and/or notices for breaches of local laws arising from the actions in (2) and (3) above (item 6 in original notice, cross referencing refers to numbering in original notice).
7. Commencing at 12:00am on 7 April 2026 and continuing thereafter, the periodic interruption of work in order to communicate with media about the campaign (item 7 in original notice).
8. Commencing at 12:00am on 7 April 2026 and continuing thereafter, the periodic interruption of work in order to write campaign messages on the outside of Council vehicles. Such action will not damage Council vehicles or use permanent marking (item 8 in original notice).
9. Commencing at 12:00am on 7 April 2026, an indefinite ban on the use of Council vehicles to perform work unless campaign messages are written on the outside of the vehicle. Such action will not damage Council vehicles or use permanent marking (item 9 in original notice).
10. Commencing at 12:00am on 7 April 2026 and continuing thereafter, the periodic interruption of work in order to update electronic signatures to display campaign messaging, to apply a campaign related online meeting background, and/or to set automatic email replies displaying campaign messaging (item 10 in original notice).
11. Commencing at 12:00am on 7 April 2026, an indefinite ban on sending emails that do not include a campaign slogan (item 11 in original notice).
12. Commencing at 12:00am on 7 April 2026, an indefinite ban on attending online meetings unless the online meeting background displays campaign messaging (item 12 in original notice).

13. Commencing at 12:00am on 7 April 2026, for members who can perform their work from home, an indefinite ban on completing work unless working from home (item 13 in original notice).

Yours Sincerely

