

14 July 2026

Phu Nguyen
Chief Executive Officer
Hobsons Bay City Council



Cc: Ed Elliot – Senior People and Culture Advisor

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 on 20 July 2026 at the time specified for each item.

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.

Employee claim action

1. Commencing at 12:00am on 20 July 2026, an indefinite ban on cleaning Council facilities.
2. Commencing at 12:00am on 20 July 2026, an indefinite ban by members on responding to or assisting members of the public with enquiries about parking tickets, the status of permit or planning applications, rates, animal management, pet registration, parking permit renewals, illegal parking complaints, and rubbish collection complaints.
3. Commencing at 12:00am on 20 July 2026, an indefinite ban on members in supervisory roles submitting data and/or reports to Council identifying the forms and impact of protected industrial action being undertaken by employees supervised by those members. Such action will not apply to reporting on protected industrial action in relation to identified safety risks.

4. Commencing at 12:00am on 20 July 2026, an indefinite ban by all members on responding to or actioning requests received through Council's Customer Relationship Management (CRM) system. Such action will not apply to responding to or actioning requests regarding an identified safety risk.
5. Commencing at 12:00am on 20 July 2026, a ban on members working in customer service on responding to in person requests from the general public about pet registration.
6. Commencing at 12:00am on 20 July 2026, an indefinite ban on all members delivering inductions or training for new staff, new contractors or new labour hire staff.
7. Commencing at 12:00am on 20 July 2026, an indefinite ban on all members working in libraries on reshelving books.
8. Commencing at 12:00am on 20 July 2026, an indefinite ban on all members working in libraries on processing book returns.
9. Commencing at 12:00am on 20 July 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.
10. Commencing at 12:00am on 20 July 2026, an indefinite ban on members working in libraries opening the after-hours library return chutes facility.
11. Commencing at 12:00am on 20 July 2026 and continuing thereafter, for members working in libraries, the periodic interruption of work to lock the after-hours library return chutes.
12. Commencing at 12:00am on 20 July 2026, an indefinite ban on taking down road safety signs, except where leaving the safety sign in place would cause a safety concern.
13. Commencing at 12:00 am on 20 July 2026, an indefinite ban on cleaning pits and drains except where failing to do so would cause a safety concern.
14. Commencing at 12:00 am on 20 July 2026, an indefinite ban by members who perform mowing work on mowing at Council's leisure centres, Council's Town Hall, sporting grounds, parks, nature strips on roads managed by VicRoads, or on land not owned by the Council. Such action will not apply to mowing grass immediately adjoining public pathways in order to provide safe access.
15. Commencing at 12:00 am on 20 July 2026, an indefinite ban by members working in Parks & Gardens on picking up litter dumped within plantations before mowing grassed areas.
16. Commencing at 12:00 am on 20 July 2026, an indefinite ban by members on completing administrative tasks in the form of using mobile devices (tablets, phones etc) to report on progress or completion of Work Records, Work Orders or other jobs issued to the member. Such action will not apply where completion of the administrative tasks through mobile devices is necessary in response to an identified safety risk.

17. Commencing at 12:00 am on 20 July 2026, an indefinite ban by members working in Parks & Gardens on mulching, weed spraying, garden edging, pruning, tree removal and landscaping. Such action will not apply where the parks and garden works are necessary to remove an identified safety risk.
18. Commencing at 12:00 am on 20 July 2026, an indefinite ban by members working in Parks & Gardens on using blowers to remove debris after tree and park mowing work has been completed.
19. Commencing at 12:00 am on 20 July 2026, an indefinite ban by members working in Parks & Gardens on chipping pruned tree branches.
20. Commencing at 12:00 am on 20 July 2026, an indefinite ban by members working in Parks & Gardens on picking up fallen or cut branches as part of programmed Area Integrated Maintenance work.
21. Commencing at 12:00 am on 20 July 2026, an indefinite ban by members working in Parks & Gardens on collecting fallen branches from public spaces (including spaces such as nature strips, roadside verges and parks). Such action will not apply to collecting fallen branches from playgrounds, pathways or roads or otherwise to remove an identified safety risk.
22. Commencing at 12:00 am on 20 July 2026, an indefinite ban on transporting transfer station rubbish to landfill.
23. Commencing at 12:00am on 20 July 2026, a ban on leaf collections and tree inspections unless the tree is identified as unsafe.
24. Commencing at 12:00 am on 20 July 2026, an indefinite ban on accepting green waste.