

To all Hindmarsh Armoured Vehicle Operators

11th December 2017

Notice to Armoured Vehicle Operators – Hindmarsh - South Australia

Further to the yard meetings held with Armoured Vehicle Operators this morning, being Monday the 11th of December 2017.

Prosegur has received notice from the Transport Workers Union (TWU) of a further escalation of industrial action. NIA#35, sent to Prosegur on Tuesday 6th of December 2017, lists bans and limitations on servicing ATM machines, from Thursday 14th of December 2017 for an indefinite period.

As a result of this escalation by the TWU, Prosegur believes that it has no option but to take actions in response to ensure that its customers are serviced and looked after at this very busy time of year.

Accordingly, Prosegur is hereby formally notifying all AVOs that should all current notices of industrial action not be withdrawn by close of business on Tuesday 12th of December 2017, Prosegur will lock out all AVO from Thursday 14th of December 2017 for an indefinite period. In this regard, please see the **attached** Notice of Employer Response Action.

Prosegur would like to continue genuine negotiations on the current enterprise agreement with the Union, but will not do so unless and until you, and the Union, cease organising all forms of industrial action and come back to negotiations in good faith.

Lastly, a copy of this letter and the attached Notice has been sent to the TWU for their records.

Kind regards,

James Skuse

Regional Manager – Central

Encl.

cc. Mr Ian Smith

TWU SA/NT Branch Secretary

NOTICE

Section 414(5) of the *Fair Work Act 2009* – Notice of Employer Response Action

To:

All bargaining representatives for the proposed enterprise agreement, the *Prosegur Australia Pty Limited, Armoured Vehicle and Flexible Crewing (South Australia and Northern Territory) Enterprise Agreement 2017-2020* (“**Proposed Agreement**”). All employees of Prosegur Australia Pty Ltd (“**Prosegur**”) who will be covered by the Proposed Agreement.

Take notice that:

Transport Workers Union of Australia (SA/NT Branch) (“**TWU**”) issued a notice of intention to engage in industrial action to Prosegur on 6 December 2017 (“**TWU Notice**”).

The action as contained in the TWU Notice is due to commence at 12:01 am on Thursday 14 December 2017. In accordance with section 414(5) of the *Fair Work Act 2009* (“**FW Act**”) Prosegur hereby notifies all bargaining representatives and employees that if the industrial action foreshadowed by the TWU Notice is engaged in, Prosegur will take employer response action pursuant to section 411 of the FW Act in relation to the Proposed Agreement by locking out employees of Prosegur in accordance with the terms of this notice.

The lockout will be in response to the industrial action referred to in the TWU Notice.

Who will be locked out?

All employees who will be covered by the Proposed Agreement will be locked out.

When will the lock out commence?

If the industrial action foreshadowed in the TWU Notice is engaged in by any employee of Prosegur, the lockout will commence at: 12:01am on Thursday 14 December 2017, and will continue indefinitely until Prosegur gives notice that the lockout will cease.

Other information:

In accordance with section 416 of the FW Act, all employees who are locked out will not be paid in relation to the period of the lock out.

During the period of the lock out, all employees who are locked out will be prevented from performing work under their contracts of employment, and are directed not to attend for, or perform any, work. However, the lock out will not affect the employees’ continuity of service.

Kind regards,

James Skuse

Regional Manager – Central

Encl.

cc. Mr Ian Smith

TWU SA/NT Branch Secretary