

26 March 2026

[REDACTED]

[REDACTED]

Dear [REDACTED]

NOTICE IN RELATION TO PARTIAL WORK BANS

As you may be aware, on 23 March 2026, the Australian Federation of Air Pilots gave notice to Toll Transport Pty Ltd (**Company**) of its intention to organise protected industrial action (**PIA**) in the form of several partial work bans, relevantly including:

An unlimited number of indefinite or periodic bans on the performance of work relating to accepting or responding to work-related telephone calls or electronic messages on personal devices, including when off duty (**Contact Ban**).

The Company is providing notice that it will apply a reduction in pay for any employee who engage in the Contact Ban on each day that they do so, including in accordance with section 471(1)(c) of the *Fair Work Act 2009*.

During the days on which you engage in the Contact Ban, you will not be available for contact on personal devices, including when off duty. Should you refuse to accept or respond to work related telephone calls or electronic messages on personal devices, there will be no need for you to receive a telephone and internet allowance for that day.

As such, the Company is providing notice that it will apply a reduction in pay for employees who engage in a Contact Ban on each day that they do so. Your pay will be reduced by a pro-rated amount of the monthly telephone and internet allowance for each day you engage in the Contact Ban.

This notice takes effect from the later of the start of the day after the date of this notice, or from the commencement of each Contact Ban. This notice will cease to have effect in relation to each Contact Ban at the end of the day when the ban ceases.

If you would like to discuss or if you have any questions, please contact me directly on 0447 948 894.

Yours sincerely,



Scott Watkins
Senior Vice President – Aviation
Toll Government & Defence