



ORDER

Fair Work Act 2009

s.418 - Application for an order that industrial action by employees or employers stop etc.

CSL Limited

v

**Communications, Electrical, Electronic, Energy, Information, Postal,
Plumbing and Allied Services Union of Australia**

and

**"Automotive, Food, Metals, Engineering, Printing and Kindred Industries
Union" known as the Australian Manufacturing Workers' Union (AMWU)**
(C2026/12124)

COMMISSIONER THORNTON

ADELAIDE, 10 SEPTEMBER 2026

Application for an order that industrial action by employees or employers stop etc.

1. TITLE

This Order shall be known as the CSL Limited Industrial Action Order – September 2026
(Order).

2. APPLICATION AND PARTIES BOUND

2.1. This Order is binding on and applies to:

- (a) the “Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers' Union (**AMWU**);
- (b) the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (Electrical Division) (**ETU**);
- (c) employees of CSL Limited (**CSL**) who are:
 - (i) covered by the *CSL MET Agreement 2023* (**Agreement**); and
 - (ii) members of the AMWU or the ETU,(together, the **Employees**); and
- (d) officers, delegates, employees and agents of the AMWU and the ETU who come into contact with, or have responsibility for representation of, the Employees (collectively, the **Union Representatives**).

- 2.2. The AMWU and the ETU must each comply with the terms of clauses 3.1, 3.3 and 3.4 of this Order.
- 2.3. The Union Representatives must each comply with the terms of clause 3.2 of this Order.
- 2.4. The Employees must comply with the terms of clause 3.5 of this Order.

3. INDUSTRIAL ACTION TO STOP, NOT OCCUR AND NOT BE ORGANISED

- 3.1. The AMWU and the ETU must immediately stop organising, and not further organise, the Industrial Action by the Employees as set out in the notice of 7 September and notified to occur on 11 September 2026.
- 3.2. Each of the Union Representatives must immediately stop organising, and not further organise, any Industrial Action by the Employees.
- 3.3. Each of the AMWU and the ETU must prepare a written notice on its own letterhead, which must be signed by an authorised official of that organisation, in the following terms (**Written Notice**):

The Fair Work Commission has issued a section 418 order to stop or prevent industrial action.

The order is called the CSL Limited Industrial Action Order – September 2026.

*The order requires that there be no industrial action taken as described in the AMWU/ETU notice dated 7 September 2026 by employees of CSL Limited (CSL) who are covered by the CSL MET Agreement 2023 (the **Employees**).*

The order applies to:

- i. *the AMWU/ETU and officers, delegates, employees and agents of the AMWU/ETU who come into contact with, or have responsibility for representation of, the Employees who are AMWU/ETU members; and*
- ii. *the Employees.*

A copy of the Order is attached for your reference.

- 3.4. Each of the AMWU and the ETU must take all steps necessary and available under its rules to:
 - (a) immediately advise the Union Representatives, and the Employees who are members of their union, that any Industrial Action must not be engaged in, or threatened to be engaged in;
 - (b) immediately advise the Union Representatives, and the Employees who are members of their union, that any direction, advice or authorisation by the

AMWU or the ETU (as applicable) to engage in Industrial Action is withdrawn;

- (c) immediately advise the Union Representatives, and the Employees who are members of their union, of the terms of this Order by giving to each of them the Written Notice and a copy of this Order within 2 hours of being served with this Order;
- (d) bring about the cessation of, and prevent the commencement of, the Industrial Action by the Employees; and
- (e) immediately publish a copy of the Order on the following pages, such that the order is immediately visible upon accessing the page:
 - (i) the AMWU:
 - (A) <https://www.amwu.org.au/>;
 - (B) <https://www.facebook.com/amwuvic/>;
 - (ii) the ETU:
 - (A) <https://www.etuvic.com.au/>; and
 - (B) <https://www.facebook.com/etuvic/>.

3.5. Each Employee must:

- (a) immediately stop engaging in, or threatening to engage in, the Industrial Action referred to in the notice of 7 September 2026; and
- (b) not continue, recommence, engage in or organise the Industrial Action as referred to in the notice of 7 September 2026.

4. DEFINITION OF INDUSTRIAL ACTION

- 4.1. For the purposes of this Order, the expression “Industrial Action” means the action set out by the AMWU or the ETU in their respective s.414 notices to CSL dated 7 September 2026, namely: *each employee stopping work for one hour on 2 separate occasions (i.e. 2 stoppages of one hour each) within the following spread of hours: 6am on Friday 11 September 2026 to 6pm on Friday 11 September 2026.*
- 4.2. For the purposes of this Order, the expression “Industrial Action” does not include:
 - (a) action by Employees that is authorised or agreed to by CSL; or
 - (b) action by an Employee if:
 - (i) the action was based on a reasonable concern of the Employee about an imminent risk to their health or safety; and

- (ii) the Employee did not unreasonably fail to comply with a direction of CSL to perform other available work, whether at the same or another workplace, that was safe and appropriate for the Employee to perform.

5. SERVICE OF THE ORDER

Without limitation as to other means of service:

- 5.1. It will be sufficient service of this Order upon the AMWU and the Union Representatives of the AMWU if a copy of this Order is emailed to:
 - (a) Tony Mavromatis, State Secretary – AMWU Vic at Tony.Mavromatis@amwu.asn.au; and
 - (b) Millinda Sibbald, Organiser – AMWU Vic at Millinda.Sibbald@amwu.org.au.
- 5.2. It will be sufficient service of this Order upon the ETU and the Union Representatives of the ETU if a copy of this Order is emailed to:
 - (a) Troy Gray, State Secretary – ETU (Victorian Branch) at Troy.Gray@etuvic.com.au; and
 - (b) Shannon Crundwell, Organiser – ETU (Victorian branch) at Shannon.Crundwell@etuvic.com.au.
- 5.3. It will be sufficient service of this Order upon the Employees:
 - (a) if a copy is emailed to those of the Employees for whom CSL holds an email address within its employee records;
 - (b) if a text message is sent to those of the Employees for whom CSL holds a mobile phone number within its employee records informing them that the documents have been sent to them via email; and
 - (c) if a copy is placed on noticeboards that are used for communicating with the Employees at 189-209 Camp Road, Broadmeadows VIC 3047.

6. TERM AND DATE OF EFFECT

This Order shall come into effect immediately upon being made by the Fair Work Commission and shall remain in force until 11:59 pm on 11 September 2026.



COMMISSIONER

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Note: Contravening this Order

Pursuant to section 675 of the Fair Work Act, a person who engages in conduct which contravenes this Order commits an offence punishable by imprisonment for up to 12 months.

Pursuant to section 421 of the Fair Work Act, a person who contravenes a term of this Order will have contravened a civil remedy provision and may be subject to penalties and injunctions if ordered by a Federal court.