

Notification of Intention to Commence Bargaining



27 August 2026

NOTIFICATION OF INTENTION TO COMMENCE BARGAINING

Protech Coal Export EA 2027

Protech GPS Pty Ltd (**Protech**) refers to your employment with us.

What is this communication about?

Protech intends to initiate the bargaining process to negotiate an Enterprise Agreement (**EA**) for those employees engaged under the *Coal Export Terminal Agreement 2023* (the **Agreement** available here [\[Link\]](#)), Emerging Supervisors (formally known as Trainee Supervisors) and Supervisors directly managing those covered by the Agreement. The Agreement will reach its nominal expiry date on 22 April 2027. Please note the current Agreement remains in force until a replacement agreement has been approved by the Fair Work Commission (FWC).

The purpose of this correspondence is to provide notification of Protech's intention to commence bargaining and to provide you with background information about the bargaining process.

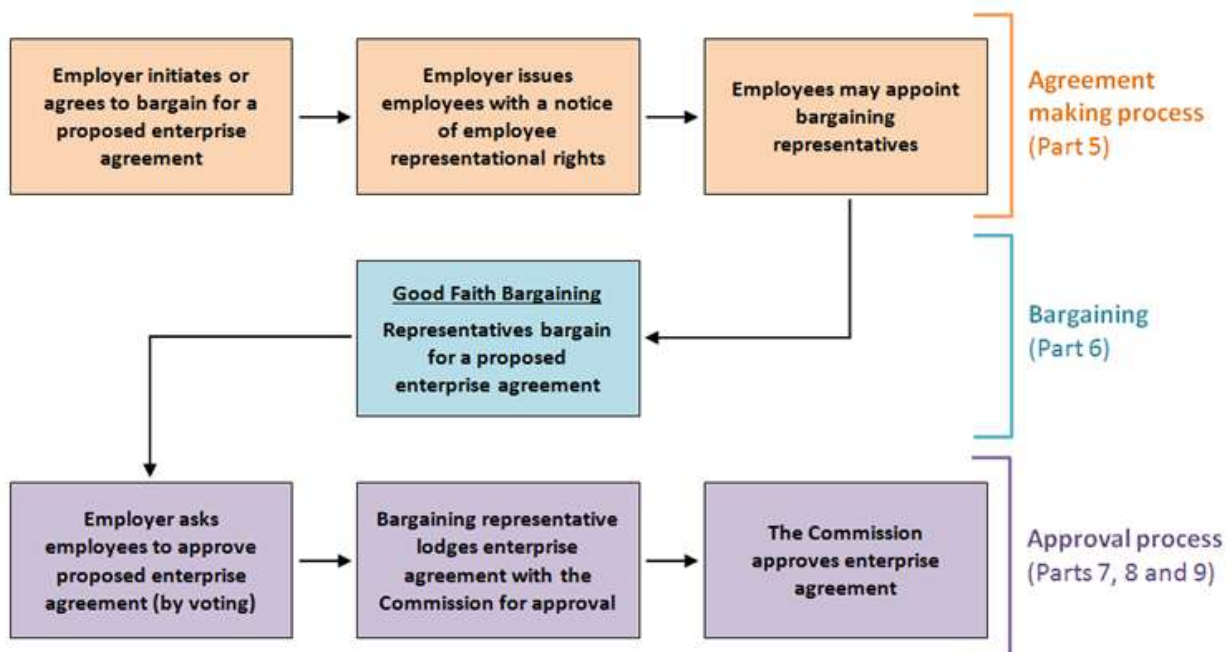
The next formal step in the bargaining process is for Protech to issue a Notice of Employee Representation Rights (**NERR**). You will receive this notice shortly.

The bargaining process (image courtesy of the Fair Work Commission):

You can also see a FWC video explaining this process here:

<https://www.youtube.com/watch?v=dcNmuFQkQwA>

Stage in bargaining process



FAQs	
What happens next?	You will shortly receive a Notice of Employee Representational Rights (NERR). This is a prescribed document for the bargaining process under the Fair Work Act 2009 (Cth). Please ensure you read the NERR carefully as it contains information about the bargaining process.
Will the AMWU be notified?	Yes. Protech is keeping the AMWU up to date with communications.
How will Protech communicate with me during the bargaining process?	Protech will utilise the following to communicate with you during this process: • Correspondence to the email address you have registered with Protech; and • SMS messages to the mobile telephone number you have registered with Protech; and • A dedicated section of the Protech website that will include updates and important information.
What do I need to do next?	Be alert for further communications from Protech. Please check your emails regularly. To ensure Protech is able to communicate with you throughout the bargaining process, please ensure your contact details are up to date.
Why does Protech want to start negotiating this agreement?	By negotiating a new Enterprise Agreement, Protech want to have a productive agreement that is fair, simple and is mutually beneficial.
Do I have to be part of the bargaining process?	No. Whether you choose to participate in the bargaining process is your choice. You will receive the NERR as Protech must provide this document to you under the Fair Work Act. After you receive the NERR, and if you wish to nominate as a bargaining representative, please let us know using the form below.
How long does this process take?	This is unknown and depends how long bargaining may go for.
Who is the regulator for enterprise agreements?	The Fair Work Commission regulates the bargaining process and, when complete, assesses any enterprise agreement before it is approved. The FWC website is here: https://www.fwc.gov.au/

If you have any additional questions about this correspondence or require further information, please contact irsupport@protech.com.au or visit the dedicated Agreement page on the Protech website: <https://www.protech.com.au/eba-coalexport/>

Bargaining Representative Nomination

After the Notice of Employee Representational Rights has been sent you may nominate to be a bargaining representative or nominate someone else to be a bargaining representative on your behalf. Please use the below form, or copy the details into an email, to nominate that representative (who may be yourself).



Protech Coal Export EA 2027
BARGAINING REPRESENTATIVE APPOINTMENT FORM

I _____ (name) appoint _____ (name
of bargaining representative) to act as my bargaining representative to represent me in negotiations for the
Protech Coal Export EA 2027.

Signature:

Date:

Bargaining Representative Details

Name:

Email:

Contact No:

Please provide a copy of this form to irsupport@protech.com.au and your nominated Bargaining Representative.