

Reference: 2024/17366

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Declaration of results - PAB Order: B2024/1612

Pursuant to the Protected Action Ballot Order B2024/1612 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

| | |
|----------------------------------------------------|-------|
| Preliminary scrutiny | |
| Number of employees on the Roll of Voters (Voters) | 143 |
| Postal votes returned by voters | 58 |
| Postal votes rejected at the preliminary scrutiny | 0 |
| Postal votes admitted to further scrutiny | 58 |
| Percentage of postal votes returned* | 40.56 |

*This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the Roll of Voters (the number of voters who voted).

The further scrutiny has been conducted. The table below provides the results for each question.

In support of reaching an Enterprise Agreement with Berry Street, do you endorse the taking of protected industrial action which may involve taking separately, concurrently and/or consecutively any or all of the actions described in Schedule A to this Ballot?

| | Question | Yes | No | Informal |
|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|----------|
| | In support of reaching an Enterprise Agreement with Berry Street, do you endorse the taking of protected industrial action which may involve taking separately, concurrently and/or consecutively any or all of the actions described in Schedule A to this Ballot? | | | |
| | Schedule A? | | | |
| 1 | 1. Interrupting or stopping work to attach campaign material and/or badges to clothes at work or to put on union related clothing, including masks? 2. An indefinite or periodic ban on performing work in clothes that are not union related or do not have union material attached? 3. Interrupting or stopping work to hand out union flyers to service users, staff and/or other members of the public? 4. Interrupting or stopping work to place/display campaign | 50 | 8 | 0 |

material in/on windows, walls, work vehicles, outside of buildings, social media, or in areas normally used for service signage?

5. Work stoppages of up to 24 hours' duration or shorter periods of time?

6. An indefinite or periodic ban on attending meetings, including but not limited to supervision meetings, team meetings, CEO briefings or information meetings and/or completing documents relating to supervision?

7. An indefinite or periodic ban on directly inputting or submitting client service hours, case data, or statistics into internal systems (including but not limited to IRIS, CRM, SRS) for the Department of Families, Fairness and Housing or the Department of Health; and will instead send this data to management in an alternate format (e.g., Word documents or spreadsheets) for processing and submission?

8. An indefinite or periodic ban on answering external phone calls?

9. Interrupting or stopping work for the purpose of speaking to the media and/or public about the EA campaign?

10. An indefinite or periodic ban on working any overtime and/or any hours in addition to an employee's rostered or contracted hours of work?

11. Interrupting or stopping work to:?

a. type the statement 'We are taking industrial action for fair pay and conditions' with a link to an ASU newsletter about the industrial action in the body of emails and/or in email signatures and/or automated replies; and/or?

b. to change fonts, font sizes and/or font colours in any correspondence?

12. An indefinite or periodic ban on sending emails that do not contain ASU campaign statements and/or have not had font, font size or font colours changed. Interrupting or stopping work to:?

a. change Zoom/Teams background? to show images and/or words related to the industrial action; and/or

b. change Zoom/Teams name to taking industrial action?

13. An indefinite or periodic ban on participating in Zoom/Teams (or any other like software or system) during meetings and calls in circumstances where a graphic about industrial action and/or a QR code link to a newsletter about that action is not displayed?

14. Interrupting or stopping work to change work-related voicemail to advise callers of industrial action?

15. An indefinite or periodic ban on using phones that have not had the voicemail changed to advise callers of industrial action?

16. Interrupting or stopping work to copy managers into all emails?

17. An indefinite or periodic ban on answering emails in circumstances where managers are not being copied into all emails?

18. An indefinite or periodic ban on opening, updating, or closing support periods, or providing information relating to support periods that would have been opened, updated or closed if not for industrial action?

19. An indefinite or periodic ban on entering case notes, instead sending them in a word document to a manager at

the end of the day?

20. An indefinite or periodic ban entering leave requests into leave database and instead emailing leave requests to their manager?

21. An indefinite or periodic ban on everyone not having lunch at the same time?

22. An indefinite or periodic ban on attending in-house training?

23. An indefinite or periodic ban on locking gates, doors, cabinets, cupboards, offices, and roller doors at the end of the day?

24. An indefinite or periodic ban on entering daily update reports?

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 1.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Delegate of the Ballot Agent
Australian Electoral Commission
24/01/2025

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