



Fair Vote Services

Protected Action Ballot ASU v Brophy Family and Youth Service

## B2025/1112 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the ASU v Brophy Family and Youth Service Protected Action Ballot has been generated in accordance with section 457 of the *Fair Work Act 2009 (Cth)*, the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/1112)

Listing of results of the question(s) put to voters in the ballot:

*In support of reaching an Enterprise Agreement with Brophy Family and Youth Service, 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	Total
<b>Question 1</b> - Interrupting or stopping work to attach campaign material and/or badges to clothes at work or to put on union related clothing.	27	4	31
<b>Question 2</b> - An indefinite or periodic ban on performing work in clothing that is not union related or that does not have campaign material and/or badges attached.			
<b>Question 3</b> - Interrupting or stopping work to hand out union flyers about the EA campaign to service users, staff and/or other members of the public.			
<b>Question 4</b> - Interrupting or stopping work to place/display campaign material in/on windows, on walls, work vehicles, outside of buildings, Social Media, or in areas normally used for service signage.			
<b>Question 5</b> - 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.			
<b>Question 6</b> - An indefinite or periodic ban on processing invoices, and sending them to management to process.			
<b>Question 7</b> - An indefinite or periodic ban on answering external phone calls.			
<b>Question 8</b> - Interrupting or stopping work for the purpose of speaking to the media and/or public about the EA campaign.			

<b>Question 9</b> - 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.			
<b>Question 10</b> - Interrupting or stopping work to: <ul style="list-style-type: none"> <li>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</li> <li>b. to change fonts, font sizes and/or font colours in emails.</li> </ul>			
<b>Question 11</b> - An indefinite or periodic ban on sending emails that do not contain ASU campaign statements.			
<b>Question 12</b> – Interrupting or stopping work to: <ul style="list-style-type: none"> <li>a. change Zoom/Teams background to show images and/or words related to the industrial action; and/or</li> <li>b. change Zoom/Teams name to "taking industrial action".</li> </ul>			
<b>Question 13</b> - An indefinite or periodic ban on Zoom/Teams video during meetings and calls, without a graphic about industrial action and QR code link to a newsletter about that action.			
<b>Question 14</b> - Interrupting or stopping work to change work-related voicemail to advise callers of industrial action.			
<b>Question 15</b> - Interrupting or stopping work to copy managers into irrelevant emails.			
<b>Question 16</b> - 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.			
<b>Question 17</b> - 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.			
<b>Question 18</b> - An indefinite or periodic ban entering leave requests into leave database and instead emailing leave requests to their manager.			
<b>Question 19</b> - An indefinite or periodic ban on everyone not having lunch at the same time.			
<b>Question 20</b> - An indefinite or periodic ban on attending in-house training.			
<b>Question 21</b> - An indefinite or periodic ban on locking gates, doors, cabinets, cupboards, offices, and roller doors at the end of the day.			
<b>Question 22</b> - An indefinite or periodic ban on updating internal and external data management systems, and instead sending them in a word document to a manager at the end of the day.			
<b>Question 23</b> - An indefinite or periodic ban on completing more than 2 planning/review/ reassessment/renewal meetings in one week.			

<b>Question 24</b> - <i>An indefinite or periodic ban on completing internal audits and/or eligibility reassessments.</i>			
<b>Question 25</b> - <i>An indefinite or periodic ban on driving to clients' houses and/or driving out of town, and instead engaging by telephone only.</i>			

I declare that:

- 44 ballots were issued for voting in this protected action ballot.
- At least 50% of voters cast a vote in the question.
- The majority of voters who did cast a valid vote were in favour of the action set down in the question.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil.

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