

Reference: 2025/15529

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### Declaration of results - PAB Order: B2025/1131

Pursuant to the Protected Action Ballot Order B2025/1131 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)	41
Postal votes returned by voters	24
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	23
Percentage of postal votes returned*	56.09%

\*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 the Barwon Asset Solutions Pty Ltd, do you endorse the taking of protected industrial actions which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below:

	Question	Yes	No	Informal
1	1. An unlimited number of stoppages of work for the duration of 1 hour?			
	2. An unlimited number of stoppages of work for the duration of 2 hours?			
	3. An unlimited number of stoppages of work for the duration of 8 hours?	22	1	0
	4. An unlimited number of indefinite or periodic bans on overtime?			
	5. An unlimited number of indefinite or periodic bans on call backs?			
	6. An unlimited number of indefinite or periodic bans on on-			

call work?

7. An unlimited number of indefinite or periodic bans on stock-takes?

8. An unlimited number of indefinite or periodic bans on external works?

9. An unlimited number of indefinite or periodic bans on daily check-in meetings?

10. An unlimited number of indefinite or periodic bans on the use of mobile plant?

11. An unlimited number of indefinite or periodic bans on the escalation of work to higher management?

12. An unlimited number of indefinite or periodic bans on the use of bottled water or temporary water for planned or unplanned works (excluding in circumstances where there is risk to public health and safety)?

13. An unlimited number of indefinite or periodic bans on door-knocking customers on unplanned shutdowns (excluding in circumstances where there is risk to public health and safety)?

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I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was 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

27/08/2025

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