



Fair Vote Services
Protected Action Ballot ASU v Towong Shire

B2025/974 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the ASU v Towong Shire Protected Action Ballot has been generated in accordance with section 457 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/974).

Listing of the result of the question put to voters in the ballot:

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

- 1 - An indefinite or periodic ban on attendance at CEO briefings or information meetings?*
- 2 - An indefinite or periodic ban on attendance at staff, team or departmental meetings?*
- 3 - An indefinite or periodic ban on "one on one" meetings with supervisors/team leaders?*
- 4 - An indefinite or periodic ban on attending meetings on behalf of managers?*
- 5 - An indefinite or periodic ban on reading and responding to emails from the CEO or Group Managers?*
- 6 - An indefinite or periodic ban on responding to non-urgent requests from Councillors?*
- 7 - An indefinite or periodic ban on using private mobile phones?*
- 8 - An indefinite or periodic ban on the collection of fees, charges, money or payments at any Council facility or for any Council service, including Transfer Stations?*
- 9 - Interrupting or stopping work to hand out union flyers to residents and/or other members of the public?*
- 10 - Interrupting or stopping work to talk to service users about the current union campaign?*
- 11 - An indefinite or periodic ban on writing reports or delivery of statistical reporting?*
- 12 - Interrupting or stopping work for the purpose of speaking to the media and/or public about the EBA campaign?*
- 13 - An indefinite or periodic ban on working selected overtime including public events?*
- 14 - Interrupting or stopping work to put campaign messages on Council vehicle windows?*
- 15 - An indefinite or periodic ban on performing work in vehicles that do not have campaign signs on them?*
- 16 - An indefinite or periodic ban on attending meetings and/or completing documents relating to the annual review process?*
- 17 - An unlimited number of indefinite or periodic bans on training and/or inducting and/or otherwise working with and/or coordinating contractors and/or labour hire?*

- 18** - Interrupting or stopping work to add campaign messages into email signatures and out of office messages?
- 19** - An indefinite or periodic ban on not having information in email signatures and out of office messages about EBA offer and /or union action?
- 20** - Work stoppages of up to 24 hours' duration or shorter periods of time?
- 21** - An indefinite or periodic ban on participation in online training?
- 22** - An indefinite or periodic ban on street cleaning work on selected streets, including leaf areas and special requests and skate park and main street of Tallangatta?
- 23** - An indefinite or periodic ban on street sweeping, litter pick up or gardening around Council Offices or buildings?
- 24** - An indefinite or periodic ban on the picking up of garbage in any Council reserve or roadside reserve?
- 25** - An indefinite or periodic ban on chipping or picking up of tree branches?
- 26** - An indefinite or periodic ban on mowing, whipper snipping and work on garden beds including the watering of plants and trees?
- 27** - An indefinite or periodic ban on maintenance in main streets unless there are safety concerns?
- 28** - An indefinite or periodic ban on picking up dead animals unless it is a safety risk?
- 29** - An indefinite or periodic ban on mechanics fixing any fleet, plant or equipment except for safety reasons, including council fleet cars?
- 30** - An indefinite or period ban on installing/replacing street signs?
- 31** - An indefinite or periodic ban on working in inclement weather conditions?
- 32** - An indefinite or periodic ban on acting on complaints of abandoned vehicles?
- 33** - An indefinite or periodic ban on providing after hours service for animal collections?
- 34** - An indefinite or periodic ban on picking up/processing of dead animals?
- 35** - An indefinite or periodic ban on wearing name badges?
- 36** - Interrupting or stopping work to attach campaign material and/or badges to clothes at work?
- 37** - An indefinite or periodic ban on performing work in clothes which do not have EBA campaign material and/or badges attached?
- 38** - An indefinite or periodic ban on performing work in clothes which are not union related?
- 39** - An indefinite or periodic ban on performing work in clothes which are not casual?
- 40** - Interrupting or stopping work to hand out union flyers to residents and/or other members of the public?
- 41** - Interrupting or stopping work to talk to service users about the current union campaign?
- 42** - Interrupting or stopping work to display union flyers on walls and in areas normally used for Council signage?
- 43** - An indefinite or periodic ban on performing work in areas where there are no union flyers on walls and in areas normally used for Council signage?
- 44** - An indefinite or periodic ban on producing materials regarding enterprise bargaining for the employer?
- 45** - An indefinite or periodic ban on carrying out maternal health home visits?
- 46** - An indefinite or periodic ban on taking any new cases for allocation, including not taking any new referrals for supported playgroups including sleep and settling program?
- 47** - An indefinite or periodic ban on delivery of early parenting program groups or events?
- 48** - An indefinite or periodic ban on receipting of invoices for processing/payments?
- 49** - An indefinite or periodic ban on creating of invoices for payment?
- 50** - An indefinite or periodic ban on purchasing of goods?
- 51** - An indefinite or periodic ban on emptying bins on the main street and foreshore?
- 52** - An indefinite or periodic ban on cleaning of toilets and BBQ areas of main streets and foreshore?

53 - An indefinite or periodic ban on the preparation or maintenance of public pools?

54 - An indefinite or periodic ban on actioning data scrapes or service requests unless there is a safety risk?

55 - An indefinite or periodic ban on maintenance at the recycle centre at Tallangatta resource recovery centre?

56 - An indefinite or periodic ban on the collection of green or hard waste?

57 - An indefinite or periodic ban on curb side collection when Cleanaway are unable to perform this service?

Result of voting on the question put:

Yes: 26

No: 0

Total Votes Received: 26

I declare that:

- 30 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.

Gavin Ryan

Fair Vote Services Protected Action Ballot Agent

gavin.ryan@fairvote.com.au

10-12 Gwynne Street

Cremorne VIC 3121

Ph: (03) 8592 9905

10/07/2025