



Reference: 2025/15922

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2025/1164

Pursuant to the Protected Action Ballot Order B2025/1164 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) | 40 |
| Postal votes returned by voters | 26 |
| Postal votes rejected at the preliminary scrutiny | 1 |
| Postal votes admitted to further scrutiny | 25 |
| Percentage of postal votes returned* | 62.50% |

*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 your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

| | Question | Yes | No | Informal |
|---|--|-----|----|----------|
| 1 | An unlimited number of stoppages of refuelling vehicles? | 22 | 3 | 0 |
| 2 | An unlimited number of indefinite and/or periodic stoppages of work for the varying duration of anywhere between 1 minute and 48 hours (excluding emergency work and standby)? | 25 | 0 | 0 |

| | | | | |
|---|--|----|---|---|
| 3 | An unlimited number of indefinite and/or periodic bans on overtime (excluding emergency work and standby)? | 25 | 0 | 0 |
| 4 | An unlimited number of indefinite and/or periodic bans on filling out paperwork? | 25 | 0 | 0 |
| 5 | Employees will undertake an unlimited number of stoppages of work to post photos and/or write messages on social media about issues related to enterprise bargaining? | 23 | 2 | 0 |
| 6 | An unlimited number of indefinite and/or periodic bans on the use of phones, radios, computers and/or tablets (excluding the use of phones to receive attendance requests that relate to emergency work and standby)? | 25 | 0 | 0 |
| 7 | Employees will undertake an unlimited number of periodic stoppages of work to write (non-permanent) enterprise bargaining campaign messages and/or display union flags on the outside of vehicles that have been allocated to employees for the purposes of carrying out company activities? | 23 | 2 | 0 |

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, 2, 3, 4, 5, 6, 7.
- The majority of voters who cast a valid vote were against the action set out in question(s). N/A

Ballot Agent
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02/09/2025

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