



Reference: 2025/13832

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#### Declaration of results - PAB Order: B2025/946

Pursuant to the Protected Action Ballot Order B2025/946 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)	31
Postal votes returned by voters	25
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	24
Percentage of postal votes returned*	77.41

\*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 the following protected industrial action (separately, concurrently and/or consecutively)?

	Question	Yes	No	Informal
1	An unlimited number of stoppages of the performance of all work for: 15-minute periods, 30-minute periods, 1-hour periods, 2-hour periods, 4-hour periods, 8-hour periods and/or 24-hour periods.	24	0	0
2	An unlimited number of indefinite and/or periodic bans on the performance of one or more of the following types of work:	24	0	0
	a. Overtime;			

- b. Work performed in the dispatch area;
  - c. Housekeeping and cleaning duties in all or part of the workplace;
  - d. The performance of work outside of the specifications of the role for which they were employed;
  - e. Attending company meetings;
  - f. Use of computers, tablets, or radios, except for when required for safety purposes;
  - g. Wearing company branded uniform;
  - h. Working through, staggering, or changing the usual times of rest breaks or pauses;
  - i. Undertaking work where the employee is concerned that they are not adequately supervised or staffed;
  - j. Use of forklifts, chariots and/or lifting aids;
  - k. Maintenance of forklifts and/or chariots, including recharging;
  - l. Undertaking work using machines or processes where employees have reported concerns about health and safety risks;
  - m. Completing specific processes, paperwork, approvals or reports;
  - n. Assisting in communication with contractors;
  - o. Conducting induction of, assisting in training, or supervising labour hire employees;
  - p. Conducting maintenance work generally;
  - q. Operating trucks and/or heavy vehicles;
  - r. Unloading trucks and/or heavy vehicles;
  - s. Reversing trucks and/or heavy vehicles; and
  - t. Overnight stays.
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The communication and distribution of Union & Industrial Campaign Material in the form of:

3	a. Attaching union and industrial campaign material, while working, to outgoing mail and email and adding it to materials and displays;	24	0	0
	b. A ban on performing work while not wearing union and industrial campaign clothing, hats, stickers, badges, lanyards and/or signs; and			
	c. Speaking to the public, while working, about the industrial action during work related communications.			

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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, 2, 3.
- The majority of voters who cast a valid vote were against the action set out in question(s) .

Delegate of the Ballot Agent  
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