

Reference: 2024/3670

The General Manager  
 Fair Work Commission  
 Level 4, 11 Exhibition Street  
 Melbourne VIC 3000  
 Email: [melbourne@fwc.gov.au](mailto:melbourne@fwc.gov.au)

Chris NEWMAN  
 Mining & Energy Union  
 CNewman@meuqld.org.au

Julie URQUHART  
 CS Energy Limited T/A CS Energy  
 jurquhart@csenergy.com.au

**Declaration of results - PAB Order: B2024/487**

Pursuant to the Protected Action Ballot Order B2024/487 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)	63
Postal votes returned by voters	41
Postal votes rejected at the preliminary scrutiny	1
Ballot paper missing from postal votes	1
Postal votes admitted to further scrutiny	39
Percentage of postal votes returned*	61.9

\*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 work, including consecutive stoppages of work, for between ten (10) minutes and sixty (60) minutes in duration?	38	1	0
2	An unlimited number of stoppages of work, including consecutive stoppages of work, for between two (2) and four (4) hours in duration?	39	0	0
3	An unlimited number of stoppages of work, including consecutive stoppages of work, for between five (5) and twenty-four (24) hours in duration?	38	1	0
4	An unlimited number of indefinite and/or periodic bans on working additional hours (e.g. overtime work and recall work)?	38	1	0
5	An unlimited number of indefinite and/or periodic bans or limitations on the performance of work or the way in which the work is performed, including but not limited to the following tasks: preparation of correspondence, completing work orders,	38	1	0

giving approvals (including RPEQ approvals), providing training, and HV switching?

6	An unlimited number of indefinite and/or periodic bans on the performance of work in relation to specific CS Energy projects?	38	1	0
7	An unlimited number of indefinite and/or periodic bans or limitations on the use of technology such as computers, mobile phones, tablets or similar devices including on the way in which such technology is used?	38	1	0
8	An unlimited number of indefinite and/or periodic bans on the performance of work on specific Callide Power Station Units (e.g. C4)?	38	1	0
9	An unlimited number of indefinite and/or periodic bans on performing work with and/or providing instruction and/or direction to contractors?	38	1	0
10	An unlimited number of indefinite and/or periodic bans on allowing a Callide unit to exceed 200MW in output?	36	3	0
11	An unlimited number of indefinite and/or periodic bans on allowing a Callide unit to exceed 300MW in output?	37	2	0
12	An unlimited number of indefinite and/or periodic bans on allowing a Callide unit to exceed 400MW in output?	36	3	0
13	An unlimited number of indefinite and/or periodic bans on reducing power output for a Callide unit to less than 300MW?	36	3	0
14	An unlimited number of indefinite or periodic bans resynchronising a unit?	36	3	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, 8, 9, 10, 11, 12, 13, 14.
- 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

11/06/2024

Email: [PAEvents@aec.gov.au](mailto:PAEvents@aec.gov.au) phone: 02 9375 6366 or 03 9285 7111

[www.aec.gov.au](http://www.aec.gov.au)