



Fair Vote Services
Protected Action Ballot UWU v MSS Security

B2025/1173 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the UWU v MSS Security Protected Action Ballot has been generated in accordance with section 457 of the *Fair Work Act 2009 (Cth)*, the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/1173)

Listing of results of the question(s) put to voters in the ballot:

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

Question	Yes	No	Total
Question 1 - An unlimited number of stoppages of work of between one (1) minute and twenty-four (24) hours' duration?	123	7	130
Question 2 - An unlimited number of stoppages of work of an indefinite duration?	121	9	130
Question 3 - An unlimited number of stoppages of work of between one (1) minute and twenty-four (24) hours' duration for the purposes of posting, affixing, and/or distributing UWU branded posters or materials and/or speaking to members of the general public (including other employees) about the reasons for industrial action and/or speaking to the media and/or posting to social media about the reasons for industrial action?	120	10	130
Question 4 - Periodic or indefinite industrial action restricting, limiting or delaying the performance of work by employees interrupting or altering their regular duties to post or display UWU branded posters or materials containing bargaining campaign information or union colours in the workplace?	120	10	130
Question 5 - An unlimited number of indefinite or periodic bans on the performance of work without a union badge(s) and/or sticker(s) attached to an employee's prescribed uniform and/or a union lanyard, and/or union hats or	123	7	130

<i>headwear, and/or union vest, and/or union t-shirt worn over or instead of an employee's prescribed uniform (including over or instead of uniform scarves and/or ties)?</i>			
Question 6 - <i>An unlimited number of indefinite or periodic bans on the performance of work without a UWW branded poster and/or bargaining campaign materials displayed at, or affixed to, surfaces at an employee's workplace in clear and uninterrupted view to the public (save for obscuring mirrors/ WHS signage/emergency rescue and firefighting equipment)?</i>	122	8	130
Question 7 - <i>An unlimited number of indefinite or periodic bans on the performance of any or all of the following:</i> <ul style="list-style-type: none"> • <i>All forms of overtime;</i> • <i>Supervising and/or escorting contractors and visitors;</i> • <i>Training and/or reorientation of new and existing staff;</i> • <i>Reporting duties (including incident reports and training reports);</i> • <i>Completing paperwork;</i> • <i>Testing equipment;</i> • <i>Facilitating entry and egress at Entrances; and</i> • <i>Patrols (including in or using stairwells).</i> 	122	8	130

I declare that:

- 166 ballots were issued for voting in this protected action ballot.
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-7.
- 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

11/08/2025