



Protected Action Ballot

UWU v Royal Society for the Prevention of Cruelty to Animals (South Australia) Limited

B2025/1316 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the UWU v Royal Society for the Prevention of Cruelty to Animals (South Australia) Limited 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: B2025/1316)

Listing of results of the question(s) 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:

Question	Yes	No	Total
Question 1 - An unlimited number of stoppages of work of 30 minutes to 24 hours duration?	45	0	45
Question 2 - An unlimited number of stoppages of work of 1 hours duration for the purposes of speaking to the media about the reasons for industrial action?	45	0	45
Question 3 - An unlimited number of stoppages of work of up to 1 hours' duration to make posts to social media regarding the enterprise bargaining campaign and/or negotiations and/or the proposed enterprise agreement?	45	0	45
Question 4 - An unlimited number of indefinite or periodic bans on speaking to visitors to the worksite located at 9a Majors Road, O'Halloran Hill, South Australia 5158, without first giving them written material explaining the reasons for taking protected industrial action?	44	1	45
Question 5 - An unlimited number of indefinite or periodic bans on sending work-related emails without an amended email signature explaining that the sender is participating in protected industrial action related to the proposed replacement enterprise agreement?	44	1	45
Question 6 - An unlimited number of indefinite or periodic bans on the performance of work without a red United Workers Union polo-shirt worn over or instead of Royal Society for the Prevention of Cruelty to Animals (South Australia) Limited's uniform?	43	1	44
Question 7 - An unlimited number of indefinite or periodic bans on the performance of work without wearing a wristband marked "United Workers Union"?	44	1	45

Question 8 - An unlimited number of indefinite or periodic bans on inspectorate and rescue staff consulting with management in relation to animal strays and surrenders?	43	2	45
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I declare that:

- 48 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): 1-8
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil.

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