



Fair Vote Services
Department of Energy, Environment and Climate Action Protected Action Ballot

PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the Department of Energy, Environment and Climate Action Protected Action Ballot has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2024/1399)

Question	Yes	No	Total
1. An unlimited number of stoppages of the performance of all work for 30 minutes?	443	11	454
2. An unlimited number of stoppages of the performance of all work for 1 hour?	445	11	456
3. An unlimited number of stoppages of the performance of all work for 4 hours?	442	12	454
4. An unlimited number of stoppages of the performance of all work for 8 hours?	439	16	455
5. An unlimited number of stoppages of the performance of all work for 12 hours?	437	15	452
6. An unlimited number of stoppages of the performance of all work for 24 hours?	437	16	453
7. An unlimited number of stoppages of the performance of all work for unspecified periods of time?	439	16	455
8. An unlimited number of periodic and/or indefinite bans on working overtime?	421	32	453
9. An unlimited number of periodic and/or indefinite bans on accepting and/or taking time off in lieu of overtime?	433	21	454
10. An unlimited number of periodic and/or indefinite bans on taking meal breaks anywhere other than work centres or	440	14	454

other suitable amenities to be determined by employees or the AWU?			
11. An unlimited number of periodic and/or indefinite bans on staggering meal breaks?	440	14	454
12. An unlimited number of periodic and/or indefinite bans on collecting, cleaning, emptying and/or removing rubbish, rubbish bins, and/or ash pits?	441	13	454
13. An unlimited number of periodic and/or indefinite bans on felling trees to be used as firewood?	438	15	453
14. An unlimited number of periodic and/or indefinite bans on using specified tools, equipment and/or plant?	441	14	455
15. An unlimited number of periodic and/or indefinite bans on recording information in logbooks and/or log sheets?	445	13	458
16. An unlimited number of periodic and/or indefinite bans on responding to IT-related issues other than by reporting them to the service desk?	441	13	454
17. An unlimited number of periodic and/or indefinite bans on responding to rostering and/or payroll enquiries?	433	20	453
18. An unlimited number of periodic and/or indefinite bans on responding to employer requests and directions to report or record whether employees will engage or are engaging in protected industrial action?	442	11	453
19. An unlimited number of periodic and/or indefinite bans on one or more types of training specified in Annexure A to this order?	433	18	451
20. An unlimited number of periodic and/or indefinite bans on attending and delivering training and education that is not delivered in-person to all attendees?	436	15	451
21. An unlimited number of periodic or indefinite bans on attending meetings with management unless all attendees are present in-person?	440	13	453
22. An unlimited number of periodic or indefinite bans on communication with management by any means other than in-person communication?	441	13	454
23. An unlimited number of periodic and/or indefinite bans on attending meetings with management at any location other than employees' usual work centres?	444	10	454
24. An unlimited number of periodic and/or indefinite bans on attending toolbox and/or briefing meetings?	439	18	457
25. An unlimited number of periodic and/or indefinite bans on operating and entering vehicles and/or plant that are not adorned with slogans or messages about or related to enterprise bargaining?	439	17	456
26. An unlimited number of periodic and/or indefinite bans on the performance of work in locations that are not adorned with placards, posters, banners or flags about or related to enterprise bargaining?	440	13	453

27. An unlimited number of periodic and/or indefinite bans on the performance of work other than while wearing union clothing or clothing adorned with slogans or messages about or related to enterprise bargaining?	429	21	450
28. An unlimited number of periodic or indefinite bans on sending emails that do not feature slogans or messages about or related to enterprise bargaining in the signature block?	431	20	451
29. An unlimited number of stoppages of the performance of work for specified periods for the purposes of communicating with the media, members of the public, or any other person about enterprise bargaining?	442	10	452
30. An unlimited number of periodic interruptions of work, over an indefinite period or for specified periods, to publish information on social media about or related to enterprise bargaining?	438	11	449
31. An unlimited number of periodic and/or indefinite bans on appearing in employer social media posts and other promotional materials other than in clothing adorned with clearly legible slogans or messages about or related to enterprise bargaining?	442	11	453
32. An unlimited number of periodic interruptions of work, over an indefinite period or for specified periods, for the purposes of communicating with members of the public and distributing campaign materials about enterprise bargaining and industrial action?	444	9	453

I declare that:

- 634 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): 1-32.
- The majority of voters who cast a valid vote were against the action set down in question(s): nil.

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13/11/2024