



Ballot Report

# B2025/193 Protected Action Ballot

Construction, Forestry and Maritime Employees  
Union

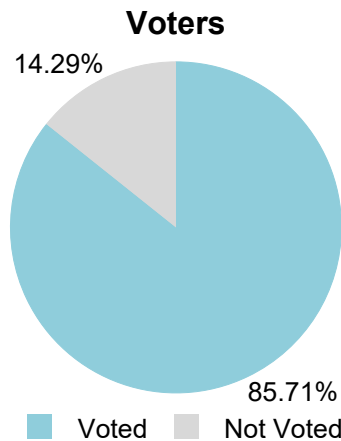
6 February 2025 to 11 February 2025

## Ballot Report

The following ballot report is for B2025/193 Protected Action Ballot conducted by TrueVote on behalf of Construction, Forestry and Maritime Employees Union. The ballot was live from 6/2/25 12:00 PM AEDT to 11/2/25 4:00 PM AEDT.

### Voter Roll

The voter roll for the ballot consisted of 7 registered voters. 6 voters responded to the ballot notification sent out by TrueVote.



### Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

Subject	Date	Type	Event
Notice of Ballot - B2025/193 Protected Action Ballot	6/2/25 8:00 AM	Email	Generic
Vote Open - B2025/193 Protected Action Ballot	6/2/25 12:00 PM	Email	Voting open
SMS Vote Open	6/2/25 12:00 PM	SMS	Voting open
Vote Reminder - B2025/193 Protected Action Ballot	10/2/25 8:00 AM	Email	Voting reminder
Vote Reminder - B2025/193 Protected Action Ballot	11/2/25 8:00 AM	Email	Voting reminder
SMS Reminder	11/2/25 8:00 AM	SMS	Voting reminder

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by MUA members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below.

[NOTE: In circumstances that constitute an emergency situation posing a risk to life or serious injury or serious illness the industrial action will be suspended until the situation is resolved.]

1. An unlimited number of 15 -minute work stoppages?

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

2. An unlimited number of 30-minute work stoppages?

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

3. An unlimited number of 1 hour work stoppages?

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

4. An unlimited number of 2-hour work stoppages?

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

5. An unlimited number of 4-hour work stoppages?

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

6. An unlimited number of 24-hour work stoppages?

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

7. An unlimited number of 72- hour work stoppages?

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

8. Indefinite performance of 'work to rule' (working only in full compliance with policies and procedures)?

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

9. An indefinite ban or periodic ban on the performance of higher duties, except in emergencies to prevent serious and imminent hazards to employees or the travelling public.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

10. An indefinite ban or periodic ban on logging delays or cancellations of services that are not in the timetables of the operations log.

Response	Result	% of Total (7)	% of Response Rate (6)
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

11. Interrupt work periodically, over an indefinite period or for specified periods, in order to:

- a. wear or display on your person union and/or industrial campaign material
- b. distribute union and/or industrial campaign material
- c. attach union and industrial campaign material to outgoing mail and emails
- d. add or attach union and industrial campaign material to Sydney Ferries materials, communications and displays
- e. attach union and industrial campaign material to work vehicles, or assets including facilities, infrastructure, buildings, and ferries
- f. provide information about the unions' bargaining campaign to members of the public, including the media.

Response	Result	% of Total (7)	% of Response Rate (6)
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

12. An unlimited number of indefinite or periodic bans on the performance of work outside ordinary working hours, including working on RDO's, logging into computers or turning on mobile phones or tablets outside ordinary hours of work, except in emergencies to prevent imminent hazards to employees or the travelling public.

Response	Result	% of Total (7)	% of Response Rate (6)
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

13. Distribute, display and speak with media, the public and other stakeholders with information approved by the Combined Unions about the nature and purpose of the protected industrial action, including installing or inserting posters and other information or material on Sydney Ferries vehicles, property, uniforms and/or correspondence, including email signatures, voicemails, videoconference meeting backgrounds

Response	Result	% of Total (7)	% of Response Rate (6)
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

14. Covering Sydney Ferries logos on clothing, and assets, including vehicles for indefinite periods of time.

Response	Result	% of Total (7)	% of Response Rate (6)
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

15. An unlimited number of indefinite or periodic bans on performing work at a Sydney Ferries or Transport for NSW location where work can be performed from home.

Response	Result	% of Total (7)	% of Response Rate (6)
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

16. An unlimited number of indefinite or periodic bans on any participation in roster reviews or working, changing, publishing or implementing any new rosters, except in emergencies to prevent imminent hazards to employees or the travelling public.

Response	Result	% of Total (7)	% of Response Rate (6)
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

17. An unlimited number of indefinite or periodic bans on moving shifts to cover planned or unplanned leave, except in emergencies to prevent imminent hazards to employees or the travelling public.

Response	Result	% of Total (7)	% of Response Rate (6)
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

18. An unlimited number of indefinite or periodic bans on data entry, or processing administrative 'paperwork' except in emergencies to prevent imminent hazards to employees or the travelling public.

Response	Result	% of Total (7)	% of Response Rate (6)
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

19. An unlimited number of indefinite or periodic bans on participation in virtual, online meetings and teleconferences with Sydney Ferries or Transport for NSW management.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

20. An unlimited number of indefinite or periodic bans on receiving or signing off work orders by email, except in emergencies to prevent imminent hazards to employees or the travelling public.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

21. An unlimited number of indefinite or periodic bans on using personal resources, including phones and vehicles for Sydney Ferries purposes.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

22. An unlimited number of indefinite or periodic bans on providing access or assistance to contractors except in emergencies to prevent imminent hazards to employees or the travelling public.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

23. An unlimited number of indefinite or periodic bans on work not classified as high-priority work, except in emergencies to prevent imminent hazards to employees or the travelling public.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

24. An unlimited number of indefinite or periodic bans on working outside position descriptions or undertaking additional tasks.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

25. An unlimited number of periodic or indefinite bans on performing work which is subject to protected action bans by any or all members of the Combined Ferries Unions group, which includes AIMPE, AMOU, ASU, and MUA, except in emergencies to prevent imminent hazards to employees or the travelling public.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

26. An unlimited ban for an indefinite period on calling and/or dealing with lost property.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

27. An unlimited ban for an indefinite period on dealing with defect requirements, except in emergencies to prevent imminent hazards to employees or the travelling public.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

28. Unlimited bans for an indefinite period on wharf maintenance requests.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%



29. Unlimited bans for an indefinite period on dealing with customer complaints, except in emergencies to prevent imminent hazards to employees or the travelling public.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

30. Unlimited bans for an indefinite period on responding to emails and other electronic communications except in emergencies to prevent imminent hazards to employees or the travelling public.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

31. An indefinite ban or periodic bans on making announcements through the wharf PA system.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

32. An indefinite ban or periodic bans on allocating crews to non-primary vessel classes.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

33. An indefinite ban or periodic bans on excessive reallocation of vessels and/or crews.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

34. An indefinite ban or periodic bans on using or withdrawing operational crews for trial purposes.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

35. An indefinite ban or periodic bans on controllers acquiring alternate transport for forecast tidal affected services.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

36. An indefinite ban where Controlling Officers shall not redeploy staff after the completion of Staff Assignment Officers have completed their own shifts at 2100 of each day.

<b>Response</b>	<b>Result</b>	<b>% of Total (7)</b>	<b>% of Response Rate (6)</b>
YES	6	85.71%	100.00%
NO	0	0.00%	0.00%

## Responses By Date

Date	Votes	% of Total (7)	% of Response Rate (6)
6 Feb 25	2	28.57%	33.33%
10 Feb 25	2	28.57%	33.33%
11 Feb 25	2	28.57%	33.33%

Systems / Security / Help Desk

There was no suspicious activity detected during the ballot period.  
Voter assistance was provided throughout the ballot.



11 February 2025

Stephen Donaldson

TrueVote Returning Officer