



Fair Vote Services  
TWU v Veolia Environmental Services (Australia) Protected Action Ballot

## PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the TWU v Veolia Environmental Services (Australia) Protected Action Ballot has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/490).

Question	Yes	No	Total
<i>Question 1 - An unlimited number of indefinite bans on the working of overtime?</i>	30	1	31
<i>Question 2- An unlimited number of stoppages of work for 1 hour?</i>	30	1	31
<i>Question 3- An unlimited number of stoppages of work for 2 hours?</i>	29	2	31
<i>Question 4 - An unlimited number of stoppages of work for 4 hours?</i>	29	2	31
<i>Question 5 - An unlimited number of stoppages of work for 8 hours?</i>	30	1	31
<i>Question 6 - An unlimited number of stoppages of work for 24 hours?</i>	30	1	31
<i>Question 7 - An unlimited number of stoppages of work for 48 hours?</i>	30	1	31
<i>Question 8 - An unlimited number of stoppages of work for seven days?</i>	29	2	31
<i>Question 9 - An unlimited number of indefinite stoppages of work?</i>	30	1	31
<i>Question 10 - A ban on the performance of work unless wearing badges and/or hats and/or face masks with TWU branding and or TWU EBA campaign messages and or TWU High Visibility clothing instead of, or in addition to the employer's uniform either periodically or indefinitely?</i>	30	1	31

<b>Question 11</b> - An unlimited number of bans or indefinite bans on wearing uniforms?	30	1	31
<b>Question 12</b> - An unlimited number of periodic or indefinite partial work bans?	30	1	31
<b>Question 13</b> - Ceasing or interrupting work temporarily for the purposes of providing information in any form, including by way of social media platform/s, concerning the views of the employees in relation to the industrial action and the TWU campaign for a new enterprise agreement to members of the community including to members of the media?	30	1	31
<b>Question 14</b> - An unlimited number of indefinite bans on Cut Outs?	30	1	31

I declare that:

- **38** 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): **1-14**.
- 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](mailto:gavin.ryan@fairvote.com.au)

10-12 Gwynne Street

Cremorne VIC 3121

Ph: (03) 8592 9905

03/04/2025