



**AUSTRALIAN
ELECTION
COMPANY**

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Ballot Agent's Declaration of Result

for

**Protected Action Ballot
Order B2023/663 of 3 July, 2023**

Independent Education Union of Australia

V

**Edmund Rice Education Australia Flexible
Schools Ltd**

Prepared for:

**DEPUTY PRESIDENT HAMPTON
FairWork Commission**

**The Federal Secretary
Independent Education Union of Australia**

**Ms Rebecca Gayle Sisson
Independent Education Union of Australia-Queensland and Northern Territory
Branch**

**Mr Ray Kelly
Queensland Catholic Education Commission**

**Dr Matt Hawkins
Edmund Rice Education Australia Flexible Schools Ltd**

DECLARATION OF RESULT

**Protected Action Ballot
Order B2023/663 of 3 July, 2023**

**Independent Education Union of Australia
v
Edmund Rice Education Australia Flexible Schools Ltd**

BALLOT QUESTION

“Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement between Edmund Rice Education Australia Flexible Schools Ltd and its employees, represented by the Union, authorise industrial action against The Corporation of Edmund Rice Education Australia Flexible Schools Ltd which may involve you and/or other employees engaging in any or all of the following forms of action, separately, concurrently and/or consecutively:

- Q1** (i) employees will not perform any work unless they are wearing a campaign badge, campaign sticker or campaign clothing; and
(ii) employees will not attend, for an indefinite period, any meeting involving two or more members of staff (howsoever described, and regardless of the stated reason for the meeting), with the exception of meetings regarding student welfare, and staff and student safety; and
(iii) an unlimited number of indefinite bans on any duties or activities (including discussions with students) during their scheduled meal breaks; and
(iv) an unlimited number of indefinite bans on the working, or taking, of supervision or cover periods, howsoever described; and
(v) an unlimited number of indefinite bans on playground or transport supervision, or supervision of any other designated duty area; and
(vi) an unlimited number of indefinite bans on any duties or activities required to comply with employer requests for data, data collection, and/or data analysis; and
(vii) an unlimited number of stoppages of a duration of between 5 minutes and 24 hours; and
(viii) a ban on all communications, by email or telephone or any other electronic forms of communication, outside of 8.30am to 3.30pm, Monday to Friday; and
(ix) making oral or written statements, while working, explaining why union members are taking protected industrial action, in communications with any person while on a school site.

**Yes
Votes**

55

**No
Votes**

2

Wade Hadley
for
Australian Election Company
Ballot Agent
26 July, 2023



STATISTICAL DETAILS

Total eligible Members/Employees compiled on voter roll	76
Number of Passwords issued to Members/Employees	76
Number of Voters	57
Total % "YES" Vote to number of Voters	96.49%
Total % "NO" Vote to number of Voters	3.51%
Total % Voters to number of Eligible Members/Employees	75.00%

PASSWORD RECONCILIATION

Number of Passwords – eligible Member/Employee database	76
Less: number of Passwords consumed by internet voters	57
Number of Passwords unconsumed	19
Number of Members/Employees who did not vote	19
Plus: number of Members/Employees who did vote	57
Total number of eligible voters	76