Fair Vote Services
Protected Action Ballot Australian Education Union v Acacia Avenue Preschool Assoc Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Acacia Avenue Preschool Assoc Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Acacia Avenue Preschool Assoc Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Albert Park Pre-School Centre

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Albert Park Pre-School Centre 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Albert Park Pre-School Centre

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Alchester Village Pre-School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Alchester Village Pre-School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	1	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	1	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	1	4
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	1	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	1	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	1	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	1	3

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Alchester Village Pre-School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Alexandra District Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Alexandra District Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Alexandra District Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Alfred Nuttall Memorial Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Alfred Nuttall Memorial Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Alfred Nuttall Memorial Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Alfred Road Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Alfred Road Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Alfred Road Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Altona Medows Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Altona Medows Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	1	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	1	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Altona Medows Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Apex Pre-School Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Apex Pre-School Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Apex Pre-School Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Appletree Pre-School Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Appletree Pre-School Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Appletree Pre-School Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Armadale Early Learning Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Armadale Early Learning Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Armadale Early Learning Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Ascot Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Ascot Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	1	2
Question 5 *- Limitations or bans on attending any or all meetings?*	1	1	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	1	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	1	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	1	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Ascot Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	No
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Ascot Vale Progress Kindergarten Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Ascot Vale Progress Kindergarten Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	0	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	4	0	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	0	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Ascot Vale Progress Kindergarten Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Ashwood Children's Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Ashwood Children's Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	2	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	2	2
Question 3 *- Bans on the performance of overtime?*	1	1	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	1	2
Question 5 *- Limitations or bans on attending any or all meetings?*	1	1	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	2	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	2	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	2	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	2	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	1	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	2	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Ashwood Children's Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	Yes	No
Question 3	Yes	No
Question 4	Yes	No
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	No
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Aspendale Gardens Community Service Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Aspendale Gardens Community Service Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	1	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	1	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	1	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	1	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	1	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Aspendale Gardens Community Service Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Athol Road Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Athol Road Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	1	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	1	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	1	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Athol Road Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	No
Question 10	Yes	No
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Auburn Kindergarten and Childcare Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Auburn Kindergarten and Childcare Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Auburn Kindergarten and Childcare Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Auburn South Preschool Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Auburn South Preschool Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	1	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Auburn South Preschool Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	No
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Ave Maria Kindergaten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Ave Maria Kindergaten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	1	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	1	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	1	3
Question 5 *- Limitations or bans on attending any or all meetings?*	2	1	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	1	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	1	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	1	3

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Ave Maria Kindergaten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Bairnsdale Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Bairnsdale Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Bairnsdale Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Balcombe Pre School Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Balcombe Pre School Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	1	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	1	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Balcombe Pre School Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Ballarat Specialist School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Ballarat Specialist School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Ballarat Specialist School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Balnarring Pre-School and Infant Welfare Association Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Balnarring Pre-School and Infant Welfare Association Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	2	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	2	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	2	3

I declare and report that:

- 5 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Balnarring Pre-School and Infant Welfare Association Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Balwyn East Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Balwyn East Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Balwyn East Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Barry Beckett Children's Centre Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Barry Beckett Children's Centre Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Barry Beckett Children's Centre Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Barry Road Pre-School Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Barry Road Pre-School Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Barry Road Pre-School Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Batman Park Kindergarten Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Batman Park Kindergarten Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	9	0	9
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	9	0	9
Question 3 *- Bans on the performance of overtime?*	9	0	9
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	9	0	9
Question 5 *- Limitations or bans on attending any or all meetings?*	9	0	9
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	9	0	9
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	9	0	9
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	9	0	9
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	9	0	9
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	9	0	9
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	9	0	9

I declare and report that:

- 10 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Batman Park Kindergarten Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Baxter Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Baxter Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Baxter Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v BCYF-Bethany Kindergarten Services Limited

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v BCYF-Bethany Kindergarten Services 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	56	1	57
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	54	4	58
Question 3 *- Bans on the performance of overtime?*	59	1	60
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	56	4	60
Question 5 *- Limitations or bans on attending any or all meetings?*	56	4	60
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	52	6	58
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	55	5	60
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	54	4	58
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	52	6	58
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	57	2	59
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	55	4	59

I declare and report that:

- 67 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v BCYF-Bethany Kindergarten Services Limited

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Beaconsfield Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Beaconsfield Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	2	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	2	4
Question 3 *- Bans on the performance of overtime?*	3	1	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	1	4
Question 5 *- Limitations or bans on attending any or all meetings?*	3	1	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	1	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	2	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	1	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	1	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	1	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	2	4

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Beaconsfield Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Beechworth Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Beechworth Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Beechworth Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Beleura Hill Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Beleura Hill Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	0	1	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Beleura Hill Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	No
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Bentleigh West Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Bentleigh West Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Bentleigh West Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Benwerrin Pre School Association Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Benwerrin Pre School Association Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	0	1	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	1	1
Question 5 *- Limitations or bans on attending any or all meetings?*	0	1	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	1	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	1	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	1	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Benwerrin Pre School Association Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	No
Question 4	Yes	No
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	No
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Bimbadeen Pre School Committee

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Bimbadeen Pre School Committee 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Bimbadeen Pre School Committee

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Birralee Pre School Vermont Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Birralee Pre School Vermont Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Birralee Pre School Vermont Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Birregurra Pre School Centre Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Birregurra Pre School Centre Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Birregurra Pre School Centre Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Bittern Pre School Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Bittern Pre School Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Bittern Pre School Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Black Rock Pre-School Centre Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Black Rock Pre-School Centre Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	0	1	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Black Rock Pre-School Centre Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	No
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Bonbeach Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Bonbeach Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	1	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	1	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Bonbeach Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Bond Street Kindergarten Chilwell Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Bond Street Kindergarten Chilwell Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Bond Street Kindergarten Chilwell Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Botany Park Pre School Committee

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Botany Park Pre School Committee 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Botany Park Pre School Committee

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Box Hill North Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Box Hill North Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	1	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	1	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	1	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Box Hill North Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Box Hill South Pre-School Centre Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Box Hill South Pre-School Centre Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	1	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Box Hill South Pre-School Centre Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Brenbeal Childrens Centre Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Brenbeal Childrens Centre Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Brenbeal Childrens Centre Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Brentwood Park Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Brentwood Park Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Brentwood Park Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Brentwood Preschool Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Brentwood Preschool Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	1	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	1	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	2	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	1	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	2	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	1	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	1	3

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Brentwood Preschool Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	No
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Briar Hill Pre-School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Briar Hill Pre-School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Briar Hill Pre-School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Brimbank Pre-School Association Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Brimbank Pre-School Association Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	20	2	22
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	18	4	22
Question 3 *- Bans on the performance of overtime?*	23	0	23
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	21	2	23
Question 5 *- Limitations or bans on attending any or all meetings?*	22	1	23
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	18	4	22
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	18	4	22
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	17	5	22
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	19	3	22
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	19	4	23
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	19	4	23

I declare and report that:

- 34 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Brimbank Pre-School Association Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Brookville Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Brookville Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Brookville Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Brunswick Kindergaten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Brunswick Kindergaten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	1	5
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	1	5
Question 3 *- Bans on the performance of overtime?*	4	1	5
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	5	0	5
Question 5 *- Limitations or bans on attending any or all meetings?*	4	1	5
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	1	5
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	1	5
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	1	5
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	1	5
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	5	0	5
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	1	5

I declare and report that:

- 5 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Brunswick Kindergaten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Camberwell Baptist Church Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Camberwell Baptist Church Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	1	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	0	1	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	1	1
Question 5 *- Limitations or bans on attending any or all meetings?*	0	1	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	1	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	1	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	1	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Camberwell Baptist Church Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	Yes	No
Question 3	Yes	No
Question 4	Yes	No
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	No
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Canterbury & District Pre-School Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Canterbury & District Pre-School Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Canterbury & District Pre-School Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Canterbury Norwood Baptist Kindergarten Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Canterbury Norwood Baptist Kindergarten Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Canterbury Norwood Baptist Kindergarten Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Cara Armstrong Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Cara Armstrong Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	1	1
Question 5 *- Limitations or bans on attending any or all meetings?*	0	1	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	1	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	1	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Cara Armstrong Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Catjump Pre-School Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Catjump Pre-School Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	1	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Catjump Pre-School Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Centenary Drive Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Centenary Drive Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Centenary Drive Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Chelsea Heights Kindergarten Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Chelsea Heights Kindergarten Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Chelsea Heights Kindergarten Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Cherry Crescent Pre School Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Cherry Crescent Pre School Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Cherry Crescent Pre School Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Child & Family Care Network Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Child & Family Care Network Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	35	4	39
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	32	7	39
Question 3 *- Bans on the performance of overtime?*	34	5	39
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	32	7	39
Question 5 *- Limitations or bans on attending any or all meetings?*	34	4	38
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	29	9	38
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	30	8	38
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	31	7	38
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	34	4	38
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	33	5	38
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	32	6	38

I declare and report that:

- 47 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Child & Family Care Network Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Clifton Street Children's Centre

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Clifton Street Children's Centre 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Clifton Street Children's Centre

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Coburg Childrens Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Coburg Childrens Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	0	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	4	0	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	0	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	0	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	0	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	0	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 5 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Coburg Childrens Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Columbia Park Early Learning Centre Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Columbia Park Early Learning Centre Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	1	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	1	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	1	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	1	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	1	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Columbia Park Early Learning Centre Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	Yes
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Combined Preschools Of Southerngrampians Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Combined Preschools Of Southerngrampians Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	1	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	1	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	1	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Combined Preschools Of Southerngrampians Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	No	Yes
Question 6	Yes	Yes
Question 7	No	Yes
Question 8	Yes	No
Question 9	No	Yes
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Community Kinder Plus Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Community Kinder Plus Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	29	1	30
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	26	3	29
Question 3 *- Bans on the performance of overtime?*	28	1	29
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	25	3	28
Question 5 *- Limitations or bans on attending any or all meetings?*	28	2	30
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	26	2	28
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	26	3	29
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	26	2	28
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	26	2	28
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	27	1	28
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	27	2	29

I declare and report that:

- 35 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Community Kinder Plus Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Cooraminta Childrens Centre

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Cooraminta Childrens Centre 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Cooraminta Childrens Centre

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Cowes Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Cowes Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	1	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	2	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	2	1	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	2	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	2	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	2	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	1	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Cowes Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Craig Family Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Craig Family Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Craig Family Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Creekside K-12 College

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Creekside K-12 College 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Creekside K-12 College

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Croydon North Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Croydon North Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	1	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	1	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Croydon North Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Dame Nellie Melba Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Dame Nellie Melba Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Dame Nellie Melba Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Dandenong North Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Dandenong North Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	2	1	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Dandenong North Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Dandenong South Pre School Centre

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Dandenong South Pre School Centre 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Dandenong South Pre School Centre

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Darebin Childcare and Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Darebin Childcare and Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	1	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	1	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	2	3
Question 5 *- Limitations or bans on attending any or all meetings?*	2	1	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	1	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	1	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	1	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Darebin Childcare and Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Darren Reserve Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Darren Reserve Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Darren Reserve Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Davis Street Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Davis Street Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Davis Street Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v De Garis Pre-School Centre Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v De Garis Pre-School Centre Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	1	2
Question 3 *- Bans on the performance of overtime?*	2	1	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	1	2
Question 5 *- Limitations or bans on attending any or all meetings?*	1	1	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	1	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	2	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	1	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v De Garis Pre-School Centre Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Deepene Pre School Centre Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Deepene Pre School Centre Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	1	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Deepene Pre School Centre Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Denzil Don Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Denzil Don Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	0	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	1	4
Question 5 *- Limitations or bans on attending any or all meetings?*	3	1	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	0	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	0	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	0	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	0	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 5 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Denzil Don Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Diamond Creek Memorial Kindergaten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Diamond Creek Memorial Kindergaten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Diamond Creek Memorial Kindergaten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Diamond Hills Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Diamond Hills Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Diamond Hills Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Dingley Kindergarten Centres Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Dingley Kindergarten Centres Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Dingley Kindergarten Centres Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Doncaster East Pre-School Centre Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Doncaster East Pre-School Centre Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Doncaster East Pre-School Centre Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Donvale Preschool Association Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Donvale Preschool Association Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	1	2
Question 5 *- Limitations or bans on attending any or all meetings?*	1	1	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Donvale Preschool Association Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	No
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Doris Blackburn Pre-School Centre Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Doris Blackburn Pre-School Centre Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	5	0	5
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	1	5
Question 3 *- Bans on the performance of overtime?*	5	0	5
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	5	0	5
Question 5 *- Limitations or bans on attending any or all meetings?*	5	0	5
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	5	0	5
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	1	5
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	1	5
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	5	0	5
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	5	0	5
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	5	0	5

I declare and report that:

- 7 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Doris Blackburn Pre-School Centre Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Dr Stanley Cochrane Memorial Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Dr Stanley Cochrane Memorial Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	1	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	1	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	1	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Dr Stanley Cochrane Memorial Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	No
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Dromana Pre School Centre

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Dromana Pre School Centre 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	0	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	4	0	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	1	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	0	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	0	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	0	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Dromana Pre School Centre

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Early Childhood Management Services Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Early Childhood Management Services Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	93	5	98
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	90	6	96
Question 3 *- Bans on the performance of overtime?*	90	8	98
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	87	9	96
Question 5 *- Limitations or bans on attending any or all meetings?*	88	9	97
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	84	12	96
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	83	12	95
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	84	11	95
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	87	10	97
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	86	10	96
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	91	7	98

I declare and report that:

- 123 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Early Childhood Management Services Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v East Beaumaris Preschool Assoc Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v East Beaumaris Preschool Assoc Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v East Beaumaris Preschool Assoc Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	Yes	Yes
Question 4	No	N/A
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	No	N/A
Question 8	No	N/A
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v East Brunswick Kindergarten and Childcare Centre Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v East Brunswick Kindergarten and Childcare Centre Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v East Brunswick Kindergarten and Childcare Centre Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	No	N/A
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Eastmont Pre School Association Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Eastmont Pre School Association Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Eastmont Pre School Association Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Edward Street Pre-School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Edward Street Pre-School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Edward Street Pre-School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Ellie. V. Pullin Preschool Centre Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Ellie. V. Pullin Preschool Centre Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Ellie. V. Pullin Preschool Centre Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Eltham South Pre School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Eltham South Pre School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	1	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Eltham South Pre School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Eltham Woods Pre-School Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Eltham Woods Pre-School Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	2	1	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	1	3
Question 5 *- Limitations or bans on attending any or all meetings?*	2	1	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	1	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	2	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	1	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Eltham Woods Pre-School Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Emma Mclean Kindergarten & Daycare Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Emma Mclean Kindergarten & Daycare Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Emma Mclean Kindergarten & Daycare Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Estrella Pre-School Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Estrella Pre-School Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	1	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Estrella Pre-School Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Eureka Community Kindergarten Association Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Eureka Community Kindergarten Association Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	23	2	25
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	23	2	25
Question 3 *- Bans on the performance of overtime?*	24	1	25
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	24	1	25
Question 5 *- Limitations or bans on attending any or all meetings?*	24	1	25
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	20	4	24
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	20	5	25
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	20	5	25
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	22	3	25
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	24	1	25
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	21	3	24

I declare and report that:

- 31 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Eureka Community Kindergarten Association Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v EV Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v EV Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	9	0	9
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	9	0	9
Question 3 *- Bans on the performance of overtime?*	9	0	9
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	8	1	9
Question 5 *- Limitations or bans on attending any or all meetings?*	7	1	8
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	8	0	8
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	8	0	8
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	8	0	8
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	8	0	8
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	7	1	8
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	7	1	8

I declare and report that:

- 11 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v EV Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Evesham Road Pre School Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Evesham Road Pre School Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	1	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	1	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Evesham Road Pre School Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Ewing Kindergarten Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Ewing Kindergarten Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	1	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Ewing Kindergarten Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Fawkner Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Fawkner Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	0	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	4	0	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	0	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	0	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	0	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	0	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Fawkner Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Ferguson Park Pre School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Ferguson Park Pre School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	1	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Ferguson Park Pre School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Flamingo Community Group Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Flamingo Community Group Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	1	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Flamingo Community Group Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	No	N/A
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Flinders Pre-School Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Flinders Pre-School Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Flinders Pre-School Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Florence Road Pre School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Florence Road Pre School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Florence Road Pre School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Fordham Avenue Kindergarten Association Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Fordham Avenue Kindergarten Association Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Fordham Avenue Kindergarten Association Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Friend St Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Friend St Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Friend St Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Gardiner Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Gardiner Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	5	0	5
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	5	0	5
Question 3 *- Bans on the performance of overtime?*	5	0	5
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	5	0	5
Question 5 *- Limitations or bans on attending any or all meetings?*	5	0	5
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	0	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	0	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	0	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	0	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 5 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Gardiner Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Geelong West Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Geelong West Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Geelong West Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Gembrook Pre School Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Gembrook Pre School Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Gembrook Pre School Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Gippsland Lakes Complete Health Limitied

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Gippsland Lakes Complete Health Limitied 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Gippsland Lakes Complete Health Limitied

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Glass St Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Glass St Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Glass St Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Glen Education Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Glen Education Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	16	2	18
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	14	4	18
Question 3 *- Bans on the performance of overtime?*	16	2	18
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	17	1	18
Question 5 *- Limitations or bans on attending any or all meetings?*	16	2	18
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	14	4	18
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	15	3	18
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	13	5	18
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	15	3	18
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	15	3	18
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	15	3	18

I declare and report that:

- 26 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Glen Education Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Glen Oak Kindergarten Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Glen Oak Kindergarten Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	1	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	0	1	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	1	1
Question 5 *- Limitations or bans on attending any or all meetings?*	0	1	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	1	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	1	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	1	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Glen Oak Kindergarten Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	Yes	No
Question 3	Yes	No
Question 4	Yes	No
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	No
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Glenroy Memorial Pre-School Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Glenroy Memorial Pre-School Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Glenroy Memorial Pre-School Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Glenview Health Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Glenview Health Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Glenview Health Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Golden Square Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Golden Square Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Golden Square Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Goulburn Region Pre-School Associaiton Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Goulburn Region Pre-School Associaiton Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	1	5
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	2	5
Question 3 *- Bans on the performance of overtime?*	4	1	5
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	4	1	5
Question 5 *- Limitations or bans on attending any or all meetings?*	4	1	5
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	2	5
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	2	5
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	2	5
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	1	5
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	2	5
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	1	5

I declare and report that:

- 6 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Goulburn Region Pre-School Associaiton Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Gower Street Kindergarten Assoc Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Gower Street Kindergarten Assoc Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	0	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	4	0	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	0	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	0	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	0	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	0	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Gower Street Kindergarten Assoc Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Gowrie Street Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Gowrie Street Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Gowrie Street Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Greenbrook Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Greenbrook Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	1	3
Question 5 *- Limitations or bans on attending any or all meetings?*	2	1	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	1	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	2	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	1	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	2	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	1	3

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Greenbrook Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Greythorn Early Childhood Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Greythorn Early Childhood Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Greythorn Early Childhood Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Gum Nut Gully Pre School Assoc Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Gum Nut Gully Pre School Assoc Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Gum Nut Gully Pre School Assoc Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Hampton Community Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Hampton Community Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Hampton Community Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Hawthorn Early Years Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Hawthorn Early Years Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Hawthorn Early Years Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Heatherdale Preschool Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Heatherdale Preschool Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	0	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	4	0	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	0	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	0	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	0	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	0	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 5 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Heatherdale Preschool Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Heathmont East Pre School Association Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Heathmont East Pre School Association Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Heathmont East Pre School Association Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Highmount Pre School Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Highmount Pre School Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Highmount Pre School Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Highvale Pre-School Association Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Highvale Pre-School Association Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	1	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	1	1
Question 5 *- Limitations or bans on attending any or all meetings?*	0	1	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Highvale Pre-School Association Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	Yes	No
Question 3	No	N/A
Question 4	Yes	No
Question 5	Yes	No
Question 6	Yes	No
Question 7	No	N/A
Question 8	Yes	No
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Hillsmeade Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Hillsmeade Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	2	2
Question 5 *- Limitations or bans on attending any or all meetings?*	1	1	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	1	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	2	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	1	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	1	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	1	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	1	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Hillsmeade Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	No
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Holy Trintity Anglican Kindergarten Hampton Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Holy Trintity Anglican Kindergarten Hampton Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Holy Trintity Anglican Kindergarten Hampton Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Home Road Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Home Road Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Home Road Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Horsham & District Kindergarten Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Horsham & District Kindergarten Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	26	0	26
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	23	2	25
Question 3 *- Bans on the performance of overtime?*	24	1	25
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	24	2	26
Question 5 *- Limitations or bans on attending any or all meetings?*	25	1	26
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	25	1	26
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	25	1	26
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	25	1	26
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	25	1	26
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	26	0	26
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	23	2	25

I declare and report that:

- 30 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Horsham & District Kindergarten Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Hughesdale Kindergarten Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Hughesdale Kindergarten Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	1	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	1	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	1	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	1	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	1	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	1	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Hughesdale Kindergarten Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Hurlingham Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Hurlingham Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	1	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	1	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	1	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	1	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Hurlingham Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	No
Question 10	Yes	Yes
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Indra Pre School Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Indra Pre School Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Indra Pre School Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v J J McMahon Memorial Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v J J McMahon Memorial Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v J J McMahon Memorial Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v J.S. Grey Kindergarten Association Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v J.S. Grey Kindergarten Association Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v J.S. Grey Kindergarten Association Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Jacaranda Preschool Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Jacaranda Preschool Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	5	1	6
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	6	0	6
Question 3 *- Bans on the performance of overtime?*	5	1	6
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	5	1	6
Question 5 *- Limitations or bans on attending any or all meetings?*	5	1	6
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	5	1	6
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	2	6
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	2	6
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	5	1	6
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	5	1	6
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	2	6

I declare and report that:

- 9 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Jacaranda Preschool Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Jells Park Kindergarten Association Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Jells Park Kindergarten Association Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Jells Park Kindergarten Association Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Jindi Woraback Children's Centre

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Jindi Woraback Children's Centre 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	1	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	1	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Jindi Woraback Children's Centre

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v John Mackenzie Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v John Mackenzie Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	1	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v John Mackenzie Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Kalker Montessori Cnetre Ltd.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Kalker Montessori Cnetre Ltd. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Kalker Montessori Cnetre Ltd.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Kangaroo Ground Pre-School Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Kangaroo Ground Pre-School Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Kangaroo Ground Pre-School Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Karmai Community Children's Center Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Karmai Community Children's Center Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Karmai Community Children's Center Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Keon Park Kindergarden Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Keon Park Kindergarden Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Keon Park Kindergarden Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Keysborough Community Childrens Centre Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Keysborough Community Childrens Centre Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	1	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	1	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Keysborough Community Childrens Centre Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Keysborough Kindergarten Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Keysborough Kindergarten Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Keysborough Kindergarten Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Kialla Children's Centre Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Kialla Children's Centre Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Kialla Children's Centre Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Kids First Australia Ltd

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Kids First Australia Ltd 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	6	0	6
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	6	0	6
Question 3 *- Bans on the performance of overtime?*	6	0	6
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	6	0	6
Question 5 *- Limitations or bans on attending any or all meetings?*	5	1	6
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	6	0	6
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	6	0	6
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	6	0	6
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	6	0	6
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	6	0	6

I declare and report that:

- 9 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Kids First Australia Ltd

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	No	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Kinderlea 3 Year Old Preschool Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Kinderlea 3 Year Old Preschool Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Kinderlea 3 Year Old Preschool Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	Yes	Yes
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Kinderlink Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Kinderlink Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Kinderlink Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Kinglake Ranges Childrens Centre INC

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Kinglake Ranges Childrens Centre INC 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Kinglake Ranges Childrens Centre INC

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Kororoit Creek Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Kororoit Creek Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 6 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Kororoit Creek Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Kunyung Pre School Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Kunyung Pre School Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Kunyung Pre School Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Lady Forster Kindergarten Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Lady Forster Kindergarten Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Lady Forster Kindergarten Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Langwarrin Park Pre School Committee

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Langwarrin Park Pre School Committee 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	5	0	5
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	5	0	5
Question 3 *- Bans on the performance of overtime?*	5	0	5
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	5	0	5
Question 5 *- Limitations or bans on attending any or all meetings?*	5	0	5
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	5	0	5
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	5	0	5
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	5	0	5
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	5	0	5
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	5	0	5
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	5	0	5

I declare and report that:

- 6 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Langwarrin Park Pre School Committee

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Langwarrin Pre School Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Langwarrin Pre School Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	1	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	1	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	1	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Langwarrin Pre School Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Laverton Community Integrated Services Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Laverton Community Integrated Services Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Laverton Community Integrated Services Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Len Jeffrey Memorial Pre-School Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Len Jeffrey Memorial Pre-School Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	1	2
Question 3 *- Bans on the performance of overtime?*	0	2	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	1	1	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	1	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	2	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	1	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	1	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	1	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Len Jeffrey Memorial Pre-School Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	No
Question 4	Yes	Yes
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Leongatha Community Pre School Centres Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Leongatha Community Pre School Centres Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	0	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	4	0	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	0	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	0	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	0	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	0	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Leongatha Community Pre School Centres Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Leslie Moorhead Pre School Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Leslie Moorhead Pre School Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Leslie Moorhead Pre School Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Lilian Cannam Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Lilian Cannam Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Lilian Cannam Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Lilydale Pre School Centre Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Lilydale Pre School Centre Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Lilydale Pre School Centre Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Lipscombe Park Kindergarten Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Lipscombe Park Kindergarten Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Lipscombe Park Kindergarten Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Little Sophia Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Little Sophia Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Little Sophia Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Little St. Margarets Ltd.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Little St. Margarets Ltd. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Little St. Margarets Ltd.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Livingston Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Livingston Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Livingston Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Loch And District Preschool

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Loch And District Preschool 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	1	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	1	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Loch And District Preschool

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Lutheran Education VIC, NSW, TAS And ACT Ltd

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Lutheran Education VIC, NSW, TAS And ACT Ltd 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	1	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	1	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	1	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	1	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Lutheran Education VIC, NSW, TAS And ACT Ltd

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Mallee Track Health And Community Service

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Mallee Track Health And Community Service 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	1	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	1	1	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	1	2
Question 5 *- Limitations or bans on attending any or all meetings?*	1	1	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	1	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	1	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	1	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	1	1

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Mallee Track Health And Community Service

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	No	No
Question 3	Yes	No
Question 4	Yes	No
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	No
Question 8	No	Yes
Question 9	No	No
Question 10	No	No
Question 11	No	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Malvern Memorial Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Malvern Memorial Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	1	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Malvern Memorial Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Manchester Pre-School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Manchester Pre-School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Manchester Pre-School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Mansfield Kindergarten Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Mansfield Kindergarten Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Mansfield Kindergarten Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Maribyrnong Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Maribyrnong Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Maribyrnong Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Maroondah Pre School Parents Club

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Maroondah Pre School Parents Club 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Maroondah Pre School Parents Club

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Marysville & District Kindergarten Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Marysville & District Kindergarten Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Marysville & District Kindergarten Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Meeniyan Pre-School Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Meeniyan Pre-School Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	1	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Meeniyan Pre-School Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Mentone Pre School Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Mentone Pre School Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Mentone Pre School Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Merri-Bek Early Years Management Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Merri-Bek Early Years Management Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	6	0	6
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	6	0	6
Question 3 *- Bans on the performance of overtime?*	5	1	6
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	5	1	6
Question 5 *- Limitations or bans on attending any or all meetings?*	5	1	6
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	5	1	6
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	5	1	6
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	5	1	6
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	5	1	6
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	6	0	6
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	5	1	6

I declare and report that:

- 8 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Merri-Bek Early Years Management Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Miners Rest Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Miners Rest Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	1	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	1	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	1	3

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Miners Rest Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Monbulk Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Monbulk Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Monbulk Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Montessori Early Education Centre

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Montessori Early Education Centre 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	0	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	0	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 5 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Montessori Early Education Centre

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Moriac Pre School Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Moriac Pre School Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Moriac Pre School Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Mt Pleasant Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Mt Pleasant Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Mt Pleasant Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Mt. Martha Pre-School Association Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Mt. Martha Pre-School Association Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	1	4
Question 3 *- Bans on the performance of overtime?*	3	1	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	1	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	0	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	1	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	1	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Mt. Martha Pre-School Association Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Nagle Pre School Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Nagle Pre School Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	2	1	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Nagle Pre School Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Nara Community Early Learning Centre

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Nara Community Early Learning Centre 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Nara Community Early Learning Centre

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Ness Reserve Pre School Assoc. Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Ness Reserve Pre School Assoc. Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Ness Reserve Pre School Assoc. Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Newhope Baptist Pre-School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Newhope Baptist Pre-School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	1	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	1	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Newhope Baptist Pre-School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Norlane West Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Norlane West Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Norlane West Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	Yes	Yes
Question 10	No	N/A
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v North Brighton Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v North Brighton Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v North Brighton Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v North East Regional Pre-School Association Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v North East Regional Pre-School Association Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	1	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	1	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	1	3
Question 5 *- Limitations or bans on attending any or all meetings?*	2	1	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	1	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	2	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	1	3

I declare and report that:

- 5 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v North East Regional Pre-School Association Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	No	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v North Kew Municipal Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v North Kew Municipal Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v North Kew Municipal Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v North West Brunswick Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v North West Brunswick Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	1	5
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	5	0	5
Question 3 *- Bans on the performance of overtime?*	5	0	5
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	5	0	5
Question 5 *- Limitations or bans on attending any or all meetings?*	5	0	5
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	1	5
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	2	5
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	1	5
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	1	5
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	1	5
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	1	5

I declare and report that:

- 6 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v North West Brunswick Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Northern Darebin Combined Kindergarten Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Northern Darebin Combined Kindergarten Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Northern Darebin Combined Kindergarten Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Northern Schools Early Years Cluster Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Northern Schools Early Years Cluster Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	7	3	10
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	7	3	10
Question 3 *- Bans on the performance of overtime?*	9	1	10
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	9	1	10
Question 5 *- Limitations or bans on attending any or all meetings?*	8	2	10
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	6	4	10
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	7	3	10
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	7	3	10
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	9	1	10
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	10	0	10
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	9	1	10

I declare and report that:

- 11 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Northern Schools Early Years Cluster Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Oakleigh Primary School And Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Oakleigh Primary School And Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Oakleigh Primary School And Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Olinda Avenue Pre-School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Olinda Avenue Pre-School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Olinda Avenue Pre-School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Olive Phillips Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Olive Phillips Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Olive Phillips Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Olympic Avenue Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Olympic Avenue Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Olympic Avenue Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v One Tree Community Services Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v One Tree Community Services Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	29	3	32
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	26	5	31
Question 3 *- Bans on the performance of overtime?*	31	2	33
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	28	4	32
Question 5 *- Limitations or bans on attending any or all meetings?*	28	5	33
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	26	6	32
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	24	8	32
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	24	6	30
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	26	4	30
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	25	7	32
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	28	5	33

I declare and report that:

- 44 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v One Tree Community Services Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Ormond Community Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Ormond Community Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	1	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Ormond Community Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Palm Grove Pre School Centre Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Palm Grove Pre School Centre Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Palm Grove Pre School Centre Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Panorama Heights Pre School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Panorama Heights Pre School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	1	3
Question 3 *- Bans on the performance of overtime?*	1	2	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	1	3
Question 5 *- Limitations or bans on attending any or all meetings?*	2	1	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	2	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	2	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	2	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	1	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Panorama Heights Pre School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	No
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Parkdale Pre School Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Parkdale Pre School Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Parkdale Pre School Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Pasadena Pre-School Association Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Pasadena Pre-School Association Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	6	0	6
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	6	0	6
Question 3 *- Bans on the performance of overtime?*	6	0	6
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	5	1	6
Question 5 *- Limitations or bans on attending any or all meetings?*	6	0	6
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	6	0	6
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	6	0	6
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	6	0	6
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	6	0	6
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	6	0	6
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	6	0	6

I declare and report that:

- 7 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Pasadena Pre-School Association Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Perry Street Child Care Centre And Elizabeth Gorman Memorial Kindergarten Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Perry Street Child Care Centre And Elizabeth Gorman Memorial Kindergarten Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Perry Street Child Care Centre And Elizabeth Gorman Memorial Kindergarten Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Pinemont Pre-School Association Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Pinemont Pre-School Association Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	5	0	5
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	5	0	5
Question 3 *- Bans on the performance of overtime?*	5	0	5
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	5	0	5
Question 5 *- Limitations or bans on attending any or all meetings?*	5	0	5
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	5	0	5
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	5	0	5
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	5	0	5
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	5	0	5
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	1	5
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	5	0	5

I declare and report that:

- 5 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Pinemont Pre-School Association Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Pinewood Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Pinewood Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Pinewood Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Poets Grove Family And Children's Centre Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Poets Grove Family And Children's Centre Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	1	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	1	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Poets Grove Family And Children's Centre Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Pope Road Kindergarten

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Pope Road Kindergarten 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Pope Road Kindergarten

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Prom Coast Centres for Children Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Prom Coast Centres for Children Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Prom Coast Centres for Children Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Quantin Binnah Community Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Quantin Binnah Community Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	0	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	4	0	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	0	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	1	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	1	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	0	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 6 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Quantin Binnah Community Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Raleigh Street Community Children's Centre Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Raleigh Street Community Children's Centre Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Raleigh Street Community Children's Centre Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Rangeview Preschool Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Rangeview Preschool Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Rangeview Preschool Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Red Hill And District Memorial Pre School & Infant Welfare Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Red Hill And District Memorial Pre School & Infant Welfare Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	1	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Red Hill And District Memorial Pre School & Infant Welfare Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Ride Avenue Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Ride Avenue Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	1	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	1	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	1	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	1	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	1	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	1	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	1	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	1	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Ride Avenue Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Ripponlea Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Ripponlea Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Ripponlea Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Robert Cochrane Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Robert Cochrane Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Robert Cochrane Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Robina Scott Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Robina Scott Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Robina Scott Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Rosswood Pre School Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Rosswood Pre School Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	1	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Rosswood Pre School Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Rowellyn Preschool Committee Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Rowellyn Preschool Committee Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Rowellyn Preschool Committee Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Rowville 3 Year Old Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Rowville 3 Year Old Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	0	1	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	1	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	1	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	1	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Rowville 3 Year Old Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	Yes
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	No
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Rushworth Kindergarten And Child Care Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Rushworth Kindergarten And Child Care Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Rushworth Kindergarten And Child Care Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Russell Court Kindergarten And Childrens' Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Russell Court Kindergarten And Childrens' Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Russell Court Kindergarten And Childrens' Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Sale Combined Kindergartens Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Sale Combined Kindergartens Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	1	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	1	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	2	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	2	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	2	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Sale Combined Kindergartens Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Saltwater Childcare Centre Footscray Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Saltwater Childcare Centre Footscray Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	2	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	1	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	2	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Saltwater Childcare Centre Footscray Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	Yes
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Sandhurst Catholic Early Childhood Education & Care Limited

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Sandhurst Catholic Early Childhood Education & Care 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	5	0	5
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	5	0	5
Question 3 *- Bans on the performance of overtime?*	5	0	5
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	5	0	5
Question 5 *- Limitations or bans on attending any or all meetings?*	5	0	5
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	5	0	5
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	5	0	5
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	5	0	5
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	1	5
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	1	5
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	5	0	5

I declare and report that:

- 8 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Sandhurst Catholic Early Childhood Education & Care Limited

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Seaford Heights Pre School Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Seaford Heights Pre School Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Seaford Heights Pre School Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Seaford Kindergarten Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Seaford Kindergarten Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Seaford Kindergarten Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Shalimar Park Pre School Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Shalimar Park Pre School Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Shalimar Park Pre School Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Sherbourne Pre School Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Sherbourne Pre School Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Sherbourne Pre School Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Shine Bright EYM

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Shine Bright EYM 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	39	1	40
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	36	3	39
Question 3 *- Bans on the performance of overtime?*	36	3	39
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	36	3	39
Question 5 *- Limitations or bans on attending any or all meetings?*	37	2	39
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	36	4	40
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	35	5	40
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	33	6	39
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	34	5	39
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	35	4	39
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	38	2	40

I declare and report that:

- 45 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Shine Bright EYM

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Shirley Robertson Childrens Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Shirley Robertson Childrens Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Shirley Robertson Childrens Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Somerville Pre School Committee Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Somerville Pre School Committee Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	1	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	1	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	1	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Somerville Pre School Committee Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	Yes
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Sorrento Infant Welfare & Pre School Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Sorrento Infant Welfare & Pre School Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Sorrento Infant Welfare & Pre School Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v South Kingsville Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v South Kingsville Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v South Kingsville Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v South Morang Pre-School Association Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v South Morang Pre-School Association Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 5 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v South Morang Pre-School Association Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Springside Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Springside Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Springside Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Springvale Service For Children Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Springvale Service For Children Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	1	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	2	3
Question 3 *- Bans on the performance of overtime?*	2	1	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	2	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	2	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	1	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	1	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	1	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	1	3

I declare and report that:

- 5 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Springvale Service For Children Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Springvalley Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Springvalley Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	1	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	1	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Springvalley Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	Yes
Question 8	Yes	No
Question 9	Yes	No
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v St Dunstan's Anglican Kindergarten Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v St Dunstan's Anglican Kindergarten Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v St Dunstan's Anglican Kindergarten Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v St Mary's Pre School Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v St Mary's Pre School Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v St Mary's Pre School Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v St Pauls Anglican Kindergarten Canterbury Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v St Pauls Anglican Kindergarten Canterbury Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v St Pauls Anglican Kindergarten Canterbury Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v St Peter's Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v St Peter's Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v St Peter's Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v St. Augustine's Anglican Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v St. Augustine's Anglican Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	1	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v St. Augustine's Anglican Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v St.John's Kindergarten Committee Croydon Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v St.John's Kindergarten Committee Croydon Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v St.John's Kindergarten Committee Croydon Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Sunnyside Kindergarten Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Sunnyside Kindergarten Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	0	1	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Sunnyside Kindergarten Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	Yes
Question 2	No	No
Question 3	No	No
Question 4	No	Yes
Question 5	No	Yes
Question 6	No	Yes
Question 7	No	No
Question 8	No	No
Question 9	No	Yes
Question 10	No	Yes
Question 11	No	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Surrey Hills Baptist Children's Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Surrey Hills Baptist Children's Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Surrey Hills Baptist Children's Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Syndal Pre-School Association Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Syndal Pre-School Association Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	1	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	1	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	1	1	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	1	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	1	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Syndal Pre-School Association Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Tarralla Kindergarten Association Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Tarralla Kindergarten Association Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	5	1	6
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	5	1	6
Question 3 *- Bans on the performance of overtime?*	6	0	6
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	5	1	6
Question 5 *- Limitations or bans on attending any or all meetings?*	6	0	6
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	2	6
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	3	6
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	2	6
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	6	0	6
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	6	0	6
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	5	0	5

I declare and report that:

- 9 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Tarralla Kindergarten Association Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Tecoma Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Tecoma Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Tecoma Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v The Cockatoo Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v The Cockatoo Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	1	1
Question 5 *- Limitations or bans on attending any or all meetings?*	0	1	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	1	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	1	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v The Cockatoo Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	Yes
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v The Grange Road Kindergarten Association Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v The Grange Road Kindergarten Association Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	7	0	7
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	7	0	7
Question 3 *- Bans on the performance of overtime?*	7	0	7
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	7	0	7
Question 5 *- Limitations or bans on attending any or all meetings?*	7	0	7
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	7	0	7
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	7	0	7
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	7	0	7
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	7	0	7
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	7	0	7
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	7	0	7

I declare and report that:

- 8 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v The Grange Road Kindergarten Association Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v The Heritage Pre School Association Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v The Heritage Pre School Association Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	1	3
Question 3 *- Bans on the performance of overtime?*	2	1	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	1	3
Question 5 *- Limitations or bans on attending any or all meetings?*	2	1	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	1	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	1	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	1	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	1	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	1	3

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v The Heritage Pre School Association Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v The Merri Community Childcare Centre And Kindergarten Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v The Merri Community Childcare Centre And Kindergarten Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	1	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	1	1	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	1	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v The Merri Community Childcare Centre And Kindergarten Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v The Range Children's Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v The Range Children's Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v The Range Children's Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v The Trustee for Stark-Tachimoto Family Trust

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v The Trustee for Stark-Tachimoto Family Trust 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v The Trustee for Stark-Tachimoto Family Trust

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v The Young Men's Christian Association of Ballarat

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v The Young Men's Christian Association of Ballarat 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	89	3	92
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	83	8	91
Question 3 *- Bans on the performance of overtime?*	87	5	92
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	83	9	92
Question 5 *- Limitations or bans on attending any or all meetings?*	86	6	92
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	78	13	91
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	75	16	91
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	72	18	90
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	83	9	92
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	85	7	92
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	80	11	91

I declare and report that:

- 134 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v The Young Men's Christian Association of Ballarat

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Thomastown Child Care Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Thomastown Child Care Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Thomastown Child Care Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Thornbury Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Thornbury Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	5	0	5
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	5	0	5
Question 3 *- Bans on the performance of overtime?*	5	0	5
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	5	0	5
Question 5 *- Limitations or bans on attending any or all meetings?*	5	0	5
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	5	0	5
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	5	0	5
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	5	0	5
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	5	0	5
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	5	0	5
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	5	0	5

I declare and report that:

- 5 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Thornbury Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Tillerkite - Blacks Camp Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Tillerkite - Blacks Camp Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Tillerkite - Blacks Camp Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v TRY Australia Children's Services

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v TRY Australia Children's Services 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	38	4	42
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	38	4	42
Question 3 *- Bans on the performance of overtime?*	40	3	43
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	37	5	42
Question 5 *- Limitations or bans on attending any or all meetings?*	37	5	42
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	36	6	42
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	35	7	42
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	34	8	42
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	38	3	41
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	43	0	43
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	39	3	42

I declare and report that:

- 62 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v TRY Australia Children's Services

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Tunstall Square Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Tunstall Square Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 2 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Tunstall Square Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Uniting (Victoria And Tasmania) Limited

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Uniting (Victoria And Tasmania) 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	55	6	61
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	49	11	60
Question 3 *- Bans on the performance of overtime?*	52	8	60
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	51	9	60
Question 5 *- Limitations or bans on attending any or all meetings?*	51	9	60
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	45	15	60
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	46	13	59
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	48	12	60
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	53	7	60
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	50	10	60
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	49	11	60

I declare and report that:

- 79 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Uniting (Victoria And Tasmania) Limited

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Vasey Park Preschool Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Vasey Park Preschool Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	2	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Vasey Park Preschool Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Vermont Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Vermont Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	0	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	4	0	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	0	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	0	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	0	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	0	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Vermont Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Viewbank Pre School Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Viewbank Pre School Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Viewbank Pre School Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Vista Valley Bulleen Kindergarten Association Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Vista Valley Bulleen Kindergarten Association Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	1	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	2	1	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Vista Valley Bulleen Kindergarten Association Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Walkers Road Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Walkers Road Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Walkers Road Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Warrandyte & District Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Warrandyte & District Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Warrandyte & District Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Waterfall Gully Pre School Rosebud Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Waterfall Gully Pre School Rosebud Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	6	0	6
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	5	1	6
Question 3 *- Bans on the performance of overtime?*	6	0	6
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	6	0	6
Question 5 *- Limitations or bans on attending any or all meetings?*	6	0	6
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	6	0	6
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	2	6
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	5	1	6
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	6	0	6
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	6	0	6
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	6	0	6

I declare and report that:

- 8 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Waterfall Gully Pre School Rosebud Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Wattle Hill Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Wattle Hill Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Wattle Hill Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Waverley Meadows Pre School Assn

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Waverley Meadows Pre School Assn 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	1	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	1	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	2	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	0	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	1	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 4 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Waverley Meadows Pre School Assn

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Wellington Pre School Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Wellington Pre School Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	3	0	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	3	0	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	3	0	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	3	0	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	3	0	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Wellington Pre School Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v West Hawthorn Pre School Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v West Hawthorn Pre School Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	1	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	2	3
Question 3 *- Bans on the performance of overtime?*	2	1	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	2	3
Question 5 *- Limitations or bans on attending any or all meetings?*	2	1	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	2	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	3	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	3	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	1	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	2	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v West Hawthorn Pre School Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	No
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Westdale Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Westdale Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	1	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	1	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	1	1	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	1	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	1	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	1	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	1	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Westdale Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	No
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	No
Question 6	Yes	No
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	No

Fair Vote Services
Protected Action Ballot Australian Education Union v Westgarth Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Westgarth Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	1	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	1	3
Question 3 *- Bans on the performance of overtime?*	2	1	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	1	3
Question 5 *- Limitations or bans on attending any or all meetings?*	2	1	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	1	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	1	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	1	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	1	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	1	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	1	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Westgarth Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Whitehorse Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Whitehorse Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Whitehorse Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Whittlesea Pre-School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Whittlesea Pre-School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	0	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	0	2
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	0	2
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	0	2
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	2	0	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Whittlesea Pre-School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Wilson Street Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Wilson Street Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Wilson Street Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Winston Hills Pre School Association

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Winston Hills Pre School Association 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	7	0	7
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	7	0	7
Question 3 *- Bans on the performance of overtime?*	6	0	6
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	6	0	6
Question 5 *- Limitations or bans on attending any or all meetings?*	7	0	7
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	6	0	6
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	6	0	6
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	7	0	7
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	6	0	6
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	6	0	6
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	6	0	6

I declare and report that:

- 7 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Winston Hills Pre School Association

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Wodonga West Primary School

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Wodonga West Primary School 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Wodonga West Primary School

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Woodbine Road Preschool Committee Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Woodbine Road Preschool Committee Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	0	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Woodbine Road Preschool Committee Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Woodridge Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Woodridge Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	1	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	1	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Woodridge Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	No
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Yandell Kindergarten Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Yandell Kindergarten Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	0	0	0
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	0	0
Question 3 *- Bans on the performance of overtime?*	0	0	0
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	0	0	0
Question 5 *- Limitations or bans on attending any or all meetings?*	0	0	0
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	0	0
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	0	0	0
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	0	0
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	0	0	0
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	0	0	0
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	0	0	0

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Yandell Kindergarten Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	No	N/A
Question 2	No	N/A
Question 3	No	N/A
Question 4	No	N/A
Question 5	No	N/A
Question 6	No	N/A
Question 7	No	N/A
Question 8	No	N/A
Question 9	No	N/A
Question 10	No	N/A
Question 11	No	N/A

Fair Vote Services
Protected Action Ballot Australian Education Union v Yarra Ranges Kindergartens

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Yarra Ranges Kindergartens 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	32	0	32
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	31	1	32
Question 3 *- Bans on the performance of overtime?*	31	1	32
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	31	1	32
Question 5 *- Limitations or bans on attending any or all meetings?*	31	1	32
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	31	1	32
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	27	4	31
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	29	3	32
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	30	2	32
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	31	1	32
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	30	2	32

I declare and report that:

- 38 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Yarra Ranges Kindergartens

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Yarra Warra Pre-School Inc.

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Yarra Warra Pre-School Inc. 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	0	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	4	0	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	0	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	0	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	0	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	0	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 6 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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15/08/2025

Declarations for B2025/1124 AEU v Yarra Warra Pre-School Inc.

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Yarralea Children's Centre Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Yarralea Children's Centre Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	6	0	6
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	6	0	6
Question 3 *- Bans on the performance of overtime?*	6	0	6
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	6	0	6
Question 5 *- Limitations or bans on attending any or all meetings?*	6	0	6
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	6	0	6
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	6	0	6
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	6	0	6
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	6	0	6
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	6	0	6
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	6	0	6

I declare and report that:

- 6 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Yarralea Children's Centre Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Yarraleen Pre School Inc

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Yarraleen Pre School Inc 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	2	0	2
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	1	1	2
Question 3 *- Bans on the performance of overtime?*	2	0	2
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	2	0	2
Question 5 *- Limitations or bans on attending any or all meetings?*	2	0	2
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	1	0	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	1	0	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	2	0	2
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	1	2
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	0	2

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Yarraleen Pre School Inc

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	No	Yes
Question 7	No	Yes
Question 8	No	Yes
Question 9	Yes	Yes
Question 10	Yes	No
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Yarraman Kindergarten Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Yarraman Kindergarten Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	1	0	1
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	0	1	1
Question 3 *- Bans on the performance of overtime?*	1	0	1
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	1	0	1
Question 5 *- Limitations or bans on attending any or all meetings?*	1	0	1
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	0	1	1
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	1	0	1
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	0	1	1
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	1	0	1
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	1	0	1
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	1	0	1

I declare and report that:

- 1 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Yarraman Kindergarten Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	No
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	No
Question 7	Yes	Yes
Question 8	Yes	No
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Yongala Pre-School Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Yongala Pre-School Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	3	0	3
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	2	1	3
Question 3 *- Bans on the performance of overtime?*	3	0	3
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	3	0	3
Question 5 *- Limitations or bans on attending any or all meetings?*	3	0	3
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	2	1	3
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	2	1	3
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	2	1	3
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	3	0	3
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	3	0	3
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	2	1	3

I declare and report that:

- 3 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Yongala Pre-School Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes

Fair Vote Services
Protected Action Ballot Australian Education Union v Young Mens Christian Association Of Whittlesea Incorporated

B2025/1124 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AEU v Young Mens Christian Association Of Whittlesea Incorporated 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: B2025/1124)

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 industrial action by Teachers, Educators, Advisors, Advisors in charge and Pre-School Field Officers to be taken separately, concurrently, and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1 *- Stoppages of the performance of work of durations between five (5) minutes and up to twenty-four (24) hours?*	4	0	4
Question 2 *- Stoppages of the performance of work to coincide with a visit to the workplace by an Australian Labor Party Member of the Victorian Parliament?*	4	0	4
Question 3 *- Bans on the performance of overtime?*	4	0	4
Question 4 *- Limitations or bans on responding to any or all email, telephone or in person enquiries?*	4	0	4
Question 5 *- Limitations or bans on attending any or all meetings?*	4	0	4
Question 6 *- Interrupting or stopping work to provide public comments, statements or any other information concerning the AEU campaign about the enterprise agreement including on personal social media, to members of the public, parents, and/or other media?*	4	0	4
Question 7 *- Bans on performing work unless wearing or displaying in any way insignia, slogans and/or any other material concerning the AEU campaign about the enterprise agreement?*	4	0	4
Question 8 *- Interrupting or stopping work to hand out flyers about the AEU campaign for a new enterprise agreement to parents and members of the public, and/or to place campaign material on or off the workplace?*	4	0	4
Question 9 *- Limitations or bans on the use of any or all online systems (except reporting of occupational health and safety incidents or hazards and the reporting of incidents, including child safety, to the Regulatory Authority and The Commission for Children and Young People (CCYP))?*	4	0	4
Question 10 *- Limitations or bans on the use of any or all personal ICT devices for work purposes?*	4	0	4
Question 11 *- Limitations or bans on the preparation for, writing of, and distribution of Transition and Learning Development statements?*	4	0	4

I declare and report that:

- 7 ballot/s were issued for voting in this protected action ballot.

Please consult the next page for a detailed breakdown of the declarations of participation and the outcome in each question.

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Declarations for B2025/1124 AEU v Young Mens Christian Association Of Whittlesea Incorporated

Question	At Least 50% of voters cast a vote on the question?	Majority of those who cast a valid vote were in favour of the actions set down in the question?
Question 1	Yes	Yes
Question 2	Yes	Yes
Question 3	Yes	Yes
Question 4	Yes	Yes
Question 5	Yes	Yes
Question 6	Yes	Yes
Question 7	Yes	Yes
Question 8	Yes	Yes
Question 9	Yes	Yes
Question 10	Yes	Yes
Question 11	Yes	Yes