



Reference: 2022/9129

The General Manager
Fair Work Commission
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Melbourne VIC 3000
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Brianna MUNOZ
"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the
Australian Manufacturing Workers' Union (AMWU)
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Icon Water Limited
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Declaration of results - PAB Order: B2022/673

Pursuant to the Protected Action Ballot Order B2022/673 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

Preliminary scrutiny	
Number of employees on the Roll of Voters (Voters)	32
Postal votes returned by voters	14
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	14
Percentage of postal votes returned*	43.75

*This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the Roll of Voters (the number of voters who voted).

The further scrutiny has been conducted. The table below provides the results for each question.

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

	Question	Yes	No	Informal
1	An unlimited number of 15 minute stoppages of work	13	1	0
2	An unlimited number of 30 minute stoppages of work	13	1	0
3	An unlimited number of 1 hour stoppages of work	13	1	0
4	An unlimited number of 2 hour stoppages of work	13	1	0
5	An unlimited number of 4 hour stoppages of work	13	1	0

6	An unlimited number of 8 hour stoppages of work	11	3	0
7	An unlimited number of indefinite or periodic bans on the performance of overtime, excluding after hours emergency call outs	12	2	0
8	An unlimited number of indefinite or periodic bans on the use of: Outlook Fleet App Nintex, with exception for oncall/emergency operations Axel (WAM) Docs on demand Icon Water issued phones Icon Water issued tablets and other electronic devices. Navman Teletrak	14	0	0
9	An unlimited number of indefinite or periodic bans on the use of Zoom or Teams Apps	14	0	0
10	An unlimited number of indefinite or periodic bans on travelling outside normal working hours, excluding after hours emergency call outs	14	0	0
11	An unlimited number of indefinite or periodic bans on locking systems	12	2	0
12	An unlimited number of indefinite or periodic bans on issuing Access Permits and Field Access Authorities to non-Icon Water staff	14	0	0
13	An unlimited number of indefinite or periodic bans on High Voltage Switching for Icon Water infrastructure, Workgroups & Contractors	13	1	0
14	An unlimited number of periodic or indefinite bans on performing work which is subject to protected action bans by any or all of Professionals Australia, AMWU, AWU, UWU, AWU and CEPU members	14	0	0
15	Attaching union and industrial campaign-related material to outgoing mail and/or emails and adding AMWU and industrial campaign-related material to Icon Water materials and displays	12	2	0
16	Speaking to members of the public during work related telephone calls about the industrial action and AMWU campaign for a new enterprise agreement	12	2	0
17	Wearing in Icon Water offices AMWU and industrial campaign-related t-shirts, caps, badges, facemasks	13	1	0
18	Distributing AMWU and industrial campaign-related material to members of the public and Icon Water staff whilst performing work, including but not limited to t-shirts, caps, badges, facemasks, written communications including posters and stickers	13	1	0

19	Providing information, in any form, concerning the views of employees about industrial action and the AMWU campaign for a new enterprise agreement to members of the community including to members of the media	14	0	0
20	Periodic ban on performing the role of Leading Hand where those appointments are made on a daily basis prior to commencement of planned works each day	13	1	0
21	Periodic ban on performing higher duties	13	1	0
22	An unlimited number of periodic or indefinite bans on drafting High Voltage Switching Schedules	14	0	0
23	An unlimited number of periodic or indefinite bans on the use of personal mobiles phones to receive and make work related phone calls	14	0	0
24	An unlimited number of periodic or indefinite bans on using personal motor vehicles to transport between worksites	14	0	0
25	An unlimited number of periodic or indefinite bans on planned root cutting activities	13	1	0
26	An unlimited number of periodic or indefinite bans on planned camera sewer inspections	14	0	0
27	An unlimited number of periodic or indefinite bans on starting and finish on the job	12	2	0
28	An unlimited number of periodic or indefinite bans on home garaging Icon Water Vehicles, Plant & Equipment	13	1	0
29	An unlimited number of periodic or indefinite bans on contractor supervision and inspections	12	2	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29.
- The majority of voters who cast a valid vote were against the action set out in question(s). N/A

Kaye Bartlett
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission

24/08/2022

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