



Fair Vote Services
Protected Action Ballot APESMA v Metro Trains Sydney Pty Ltd

B2025/1452 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the APESMA v Metro Trains Sydney Pty 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: B2025/1452)

Listing of results of the question(s) put to voters in the ballot:

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by APESMA 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	Total
Question 1 - Employees will work to rule (full compliance with policies, procedures, and pay grade)?	45	0	45
Question 2 - An unlimited number of periodic or indefinite bans on performing work which is subject to protected action bans by RTBU members?	44	1	45
Question 3 - An unlimited number of periodic or indefinite bans on the use of MTS technology and software which would not result in the stoppage of trains, or otherwise result in the employer having to arrange alternate forms of transport for the public?	44	1	45
Question 4 - An unlimited number of periodic or indefinite bans on the use of technology such as mobile phones, computers, and tablets during work hours for MTS purposes which would not result in the stoppage of trains, or otherwise result in the employer having to arrange alternate forms of transport for the public?	44	1	45
Question 5 - An unlimited number of periodic or indefinite bans on performing higher duties?	43	2	45
Question 6 - An unlimited number of periodic or indefinite bans on the performance of overtime?	43	2	45
Question 7 - An unlimited number of periodic or indefinite bans on all training and mentoring?	44	1	45
Question 8 - Changes to the way employees perform work that result in delay or limitation in the performance of work?	44	1	45
Question 9 - An unlimited number of periodic or indefinite bans on conducting quality of service (QoS) reports?	44	1	45

Question 10 - An unlimited number of periodic or indefinite bans on work on track authorities except for safety critical work?	44	1	45
Question 11 - An unlimited number of periodic or indefinite bans on testing, commissioning and trials of all existing and new systems, trains and infrastructure?	44	1	45
Question 12 - An unlimited number of periodic or indefinite bans on releasing trains from stations?	43	2	45
Question 13 - An unlimited number of periodic or indefinite bans on toolbox talks?	44	1	45
Question 14 - An unlimited number of 30 minute stoppages of work?	44	1	45
Question 15 - An unlimited number of 15 minute stoppages of work?	44	1	45
Question 16 - An unlimited number of 10 minute stoppages of work?	44	1	45
Question 17 - A ban on responding to network performance emails or requests?	44	1	45
Question 18 - Attaching union and industrial campaign-related material to outgoing mail and/or emails and adding APESMA and industrial campaign-related material to MTS materials and displays?	44	1	45
Question 19 - Speaking to members of the public during work related telephone calls about the industrial action at MTS and APESMA campaign for a new enterprise agreement?	42	3	45
Question 20 - Wearing and distributing APESMA and industrial campaign-related material to members of the public and MTS staff whilst performing work, including but not limited to t-shirts, caps, badges, facemasks, written communications including posters and stickers?	43	2	45
Question 21 - Providing information, in any form, concerning the views of employees about industrial action and the APESMA campaign for a new enterprise agreement at MTS to members of the community including to members of the media?	44	1	45

I declare that:

- 45 ballots were issued for voting in this protected action ballot.
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-21
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil.

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03/10/2025