



Reference: 2022/2062

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2022/83

Pursuant to the Protected Action Ballot Order B2022/83 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)	48
Postal votes returned by voters	11
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	11
Percentage of postal votes returned*	22.92

*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 Hepburn Shire Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the actions described in Schedule A to this Ballot Paper?

Note: You should vote 'No' if you disagree with any one type of action.

	Question	Yes	No	Informal
	Schedule A			
1	1. An indefinite or periodic ban on the issuing of infringement notices other than warnings.	5	6	0

2. An indefinite or periodic ban on the issuing of infringement notices in Green signed areas.
 3. An indefinite or periodic ban on litter pick up.
 4. An indefinite or periodic ban on gardening around Council offices or buildings.
 5. An indefinite or periodic ban on maintenance of CEO or Group Manager offices.
 6. An indefinite or periodic ban on the picking up of garbage in any Council reserve or roadside reserve.
 7. Interrupting or stopping work to remove Council name badges.
 8. An indefinite or periodic ban on attendance at CEO briefings or information meetings.
 9. An indefinite or periodic ban on attendance at staff or team meetings or 'one on one' meetings with Supervisors/Team Leaders.
 10. An indefinite or periodic ban on reading and responding to emails from the CEO or Group Managers.
 11. An indefinite or periodic ban on responding to non-urgent requests from Councillors.
 12. An indefinite or periodic ban on using private mobile phones for completing work.
 13. An indefinite or periodic ban on mowing entrances to the towns within the Council.
 14. An indefinite or periodic ban on maintenance in main streets.
 15. An indefinite or periodic ban on working selected overtime including public events.
 16. Interrupting or stopping work to write temporary messages about the EBA campaign on Council vehicle windows.
 17. An indefinite or periodic ban on picking up dead animals unless it is a safety risk.
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18. An indefinite or periodic ban on mechanics fixing any fleet, plant or equipment except for safety reasons.

19. An indefinite or periodic ban on the collection of fees, charges, money or payments at any Council facility or for any Council service.

20. Interrupting or stopping work to attach campaign material and/or badges to clothes at work.

21. An indefinite or periodic ban on performing work in clothes which do not have EBA campaign material and/or badges attached.

22. Interrupting or stopping work to hand out union flyers to residents and/or other members of the public.

23. Interrupting or stopping work to place campaign material in library users' books on holds shelf.

24. Interrupting or stopping work to display union posters on notice boards and public areas.

25. An unlimited number of work stoppages of up to 24 hours' duration or shorter periods of time.

26. An indefinite or periodic ban on attending meetings and/or completing documents relating to the annual review process.

27. An indefinite or periodic ban on answering external phone calls.

28. An indefinite or periodic ban on contributing to, preparing or submitting Council reports and monthly reports.

29. An indefinite or periodic ban on the collection of fines.

30. An indefinite or periodic ban on processing and preparing court documents for summonses relating to new fines.

31. An indefinite or periodic ban on issuing invoices.

32. An indefinite or periodic ban on collecting fees or charges.

33. Interrupting or stopping work to post and/or distribute union campaign material such as t-shirts, badges, stickers, earmuffs, earplugs and written communications in support or rejection of the proposed enterprise agreement.

34. Interrupting or stopping work to put on campaign material such as t-shirts, badges, stickers, earmuffs, or earplugs.

35. An indefinite or periodic ban on employees doing overtime.

36. An indefinite or periodic ban on the receipt or processing of building permits.

37. An indefinite or periodic ban on answering all external calls and emails and instead diverting or transferring them to Managers.

38. An indefinite or periodic ban on responding to Merits that are not a danger to the public.

39. An indefinite or periodic ban on all fire prevention works unless there is a danger to the public.

40. An indefinite or periodic ban on responding to written requests before 10 days.

41. An indefinite or periodic ban on answering each call before it has been on hold for 30 seconds.

42. An indefinite or periodic ban on answering calls before the queue is allowed to get to 5 minutes.

43. An indefinite or periodic ban on completing work whilst wearing Council uniforms.

44. An indefinite or periodic ban on answering after hours phone calls.

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): N/A

- The majority of voters who cast a valid vote were against the action set out in the Schedule A question(s) .

Jenna Hales
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission

30/03/2022

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