



Reference: 2025/19830

The General Manager
 Fair Work Commission
 Level 4, 11 Exhibition Street
 Melbourne VIC 3000
 Email: melbourne@fwc.gov.au

Lyn PADMAN
 Australian Workers' Union
 admin@awutas.org.au

Adam JONES
 Fulton Hogan Industries Pty Ltd
 adam.jones@fultonhogan.com.au

Declaration of results - PAB Order: B2025/1478

Pursuant to the Protected Action Ballot Order B2025/1478 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	1
Postal votes admitted to further scrutiny	13
Percentage of postal votes returned*	40.62

*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 authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

	Question	Yes	No	Informal
1	1. Stoppages of work for a period of 2 hours including consecutive stoppages?			
	2. Stoppages of work for a period of 4 hours including consecutive stoppages?			
	3. Indefinite and periodic 6 hours stoppages of work, including consecutive stoppages?	12	1	0
	4. Indefinite and periodic 8 hours stoppages of work, including consecutive stoppages?			
	5. Indefinite and periodic 9.5 hours stoppages of work, including consecutive stoppages?			

6. Indefinite and periodic bans on the performance of overtime?

7. Indefinite and periodic bans on answering the phone after hours?

8. Indefinite and periodic bans on attending call outs?

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

Delegate of the Ballot Agent
Australian Electoral Commission

03/11/2025

Email: PAEvents@aec.gov.au phone: 02 9375 6366 or 03 9285 7111

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