



Declaration of Results

Protected Action Ballot

The Australian Workers' Union
v
Melbourne Water Corporation

(B2025/618)

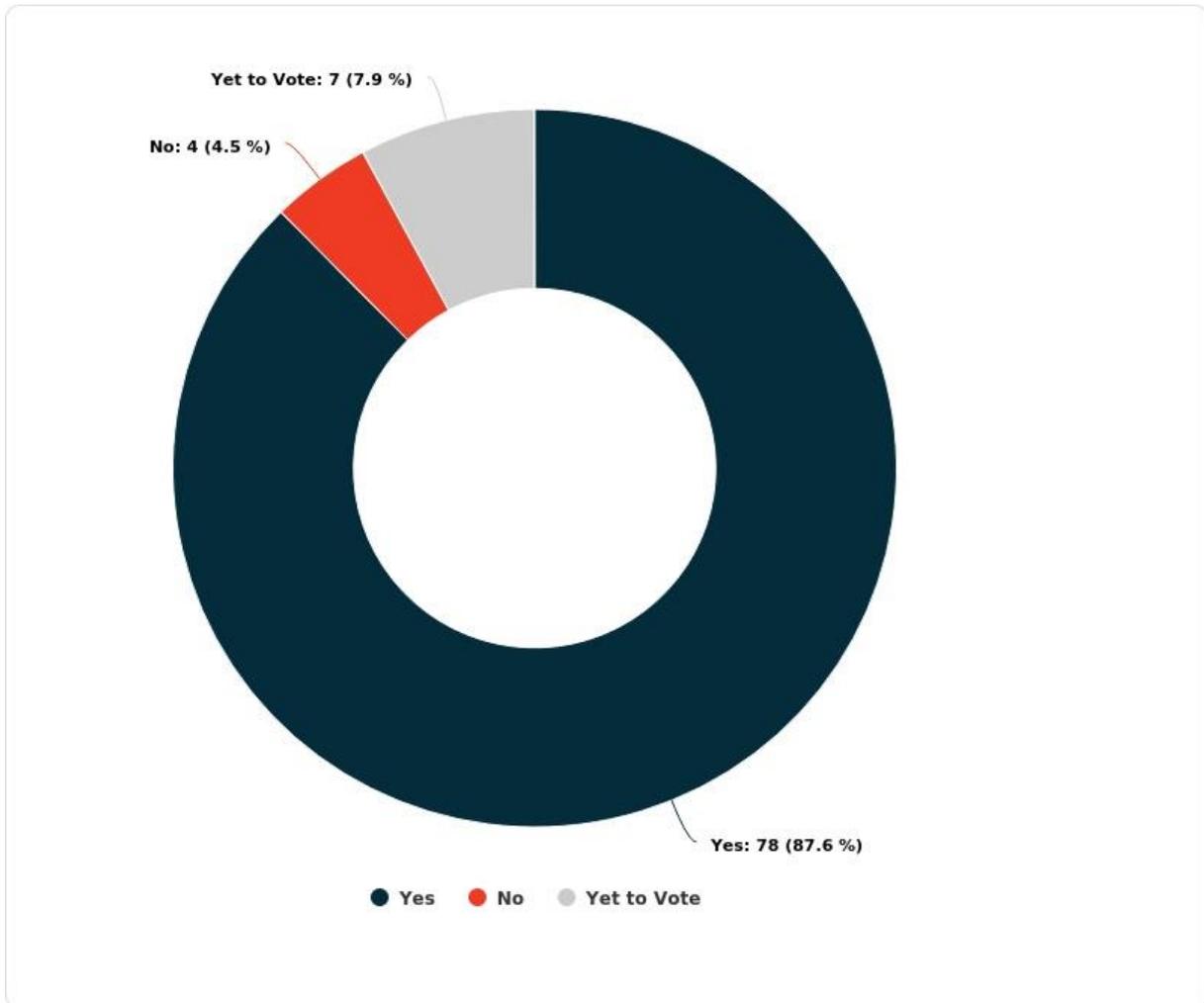
Thursday 1st May, 2025 11:21am
AEST

1. Vote Result

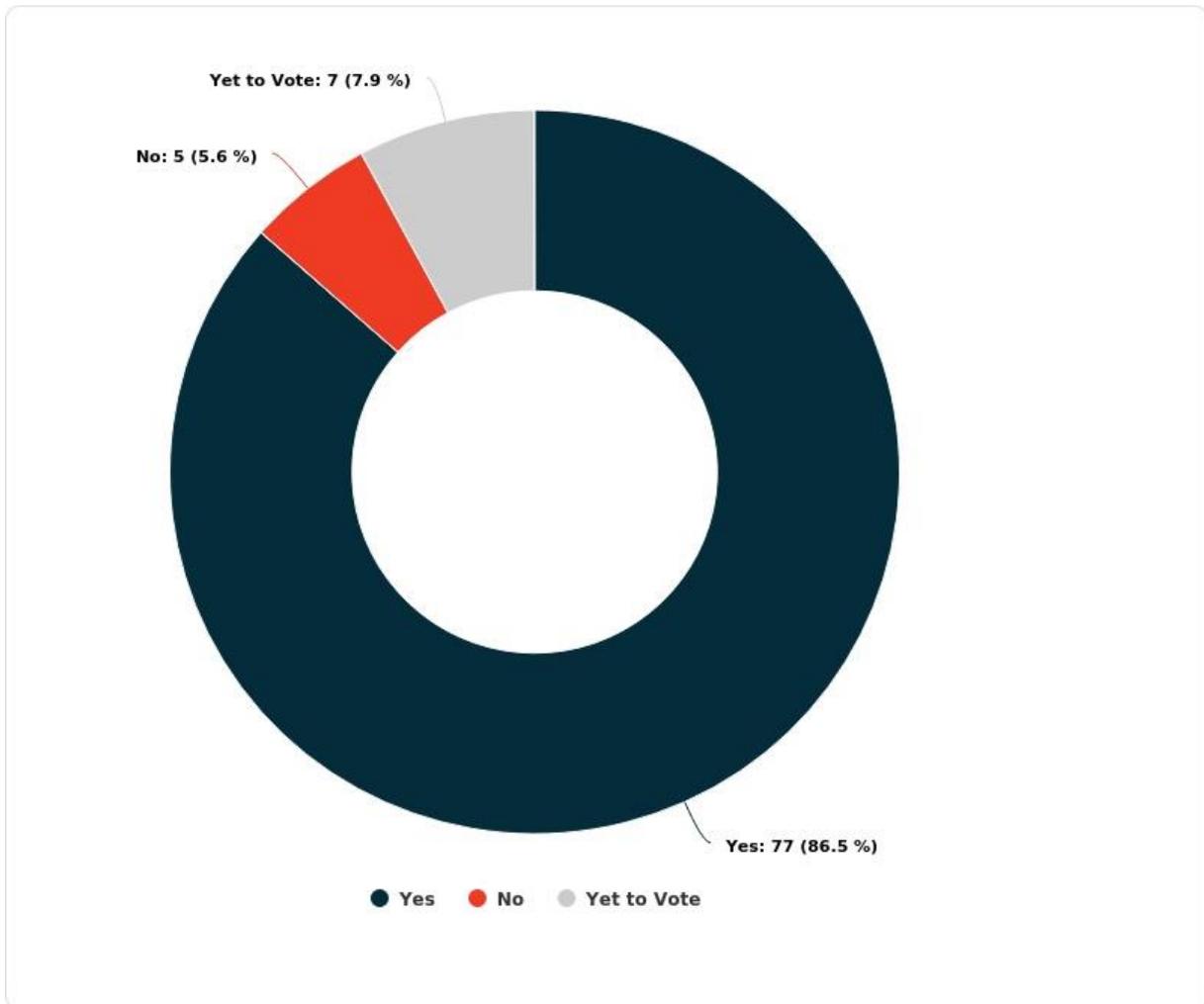
Total Eligible Voters: 89

Final Vote Audit: Thursday 1st May, 2025 11:21am AEST

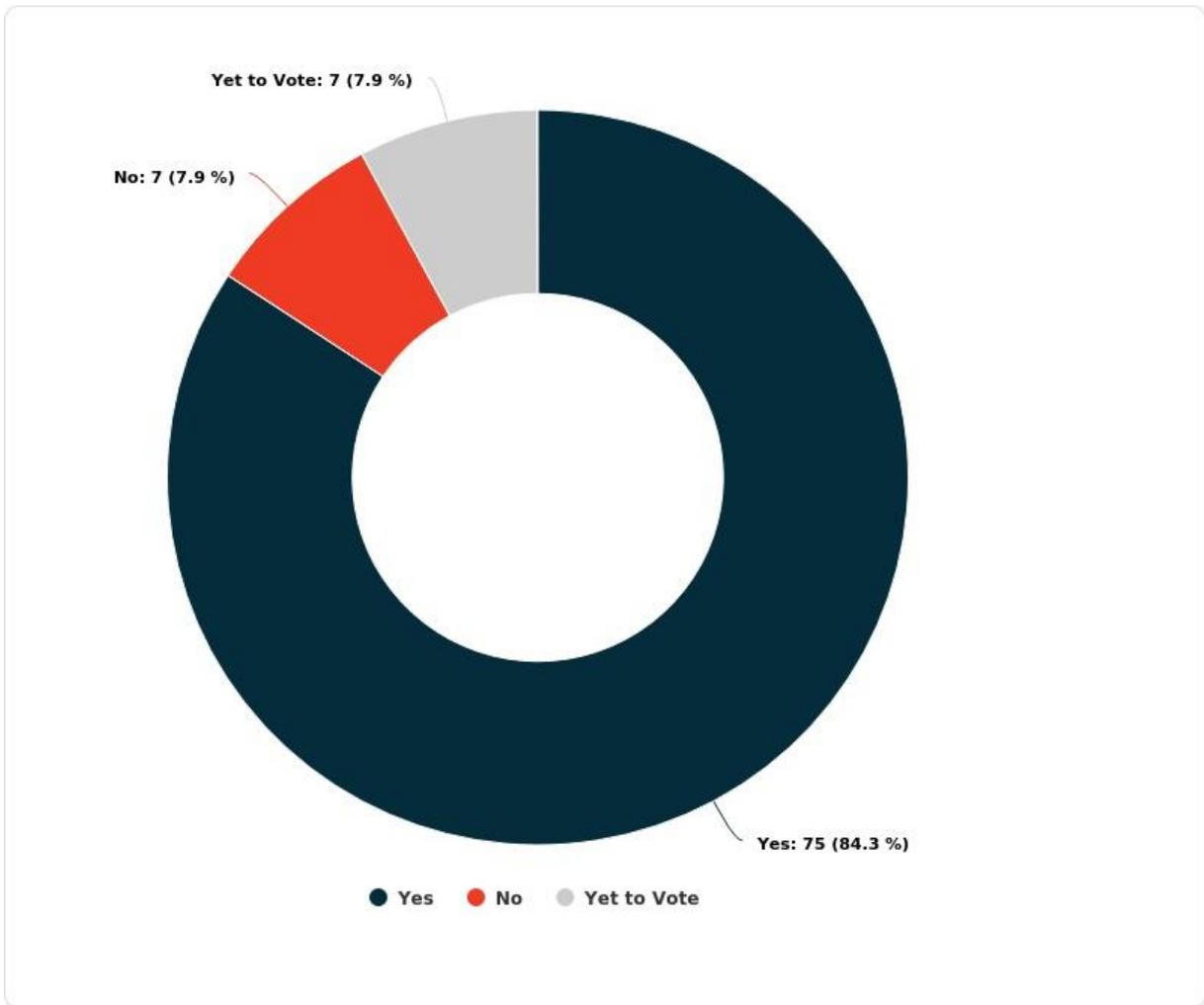
1. An unlimited number of stoppages of the performance of all work for 30 minutes?



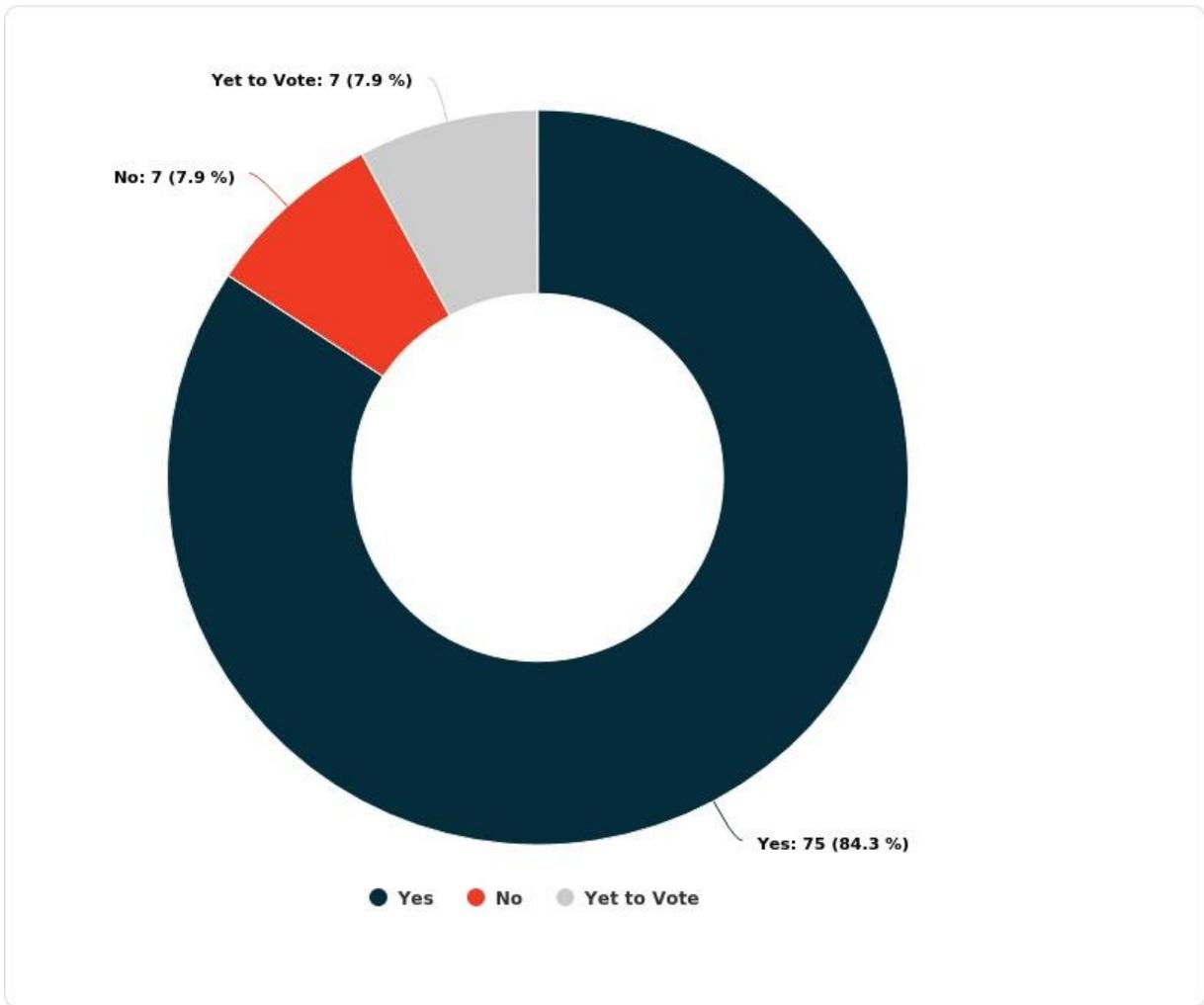
2. An unlimited number of stoppages of the performance of all work for 1 hour?



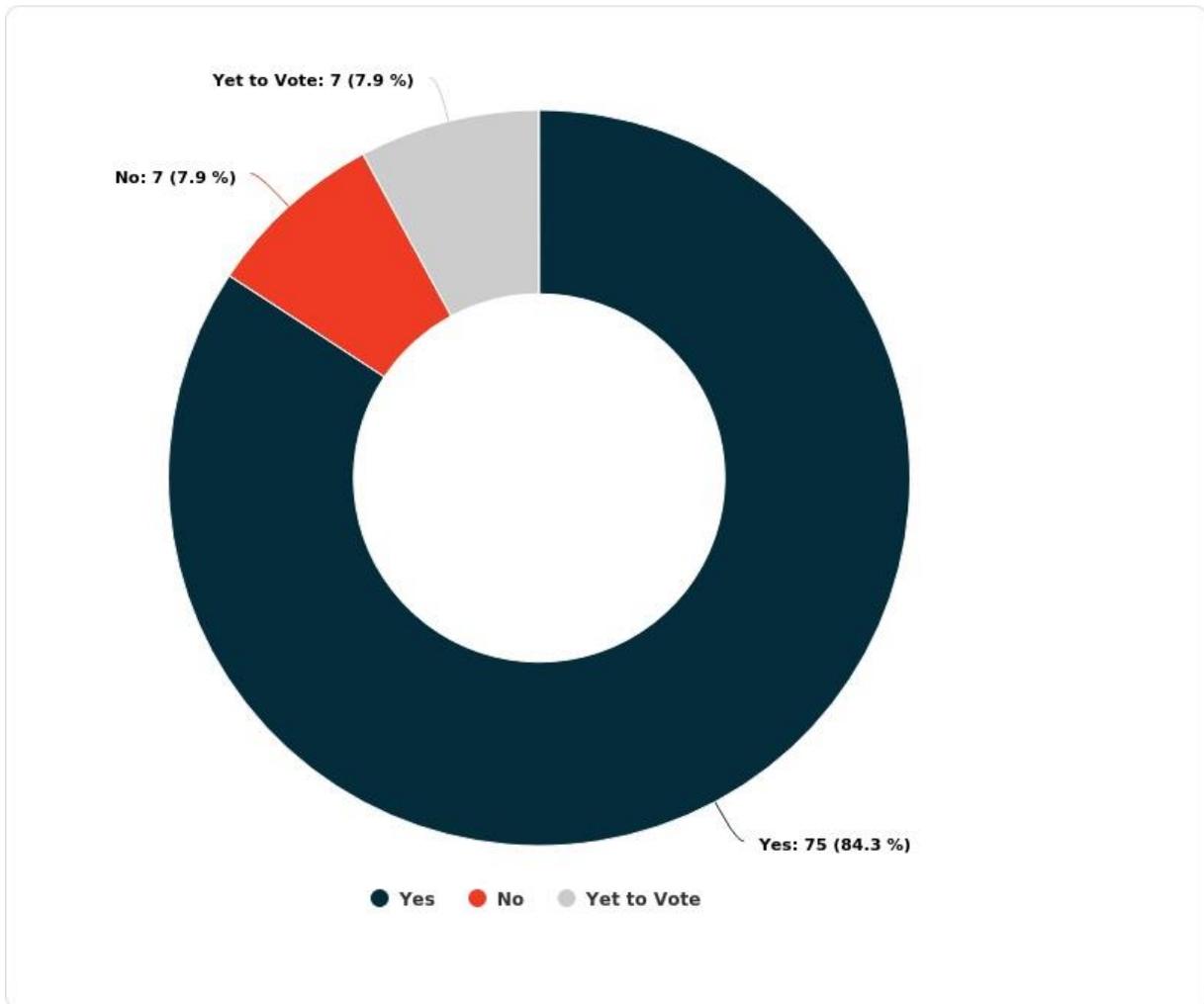
3. An unlimited number of stoppages of the performance of all work for 4 hours?



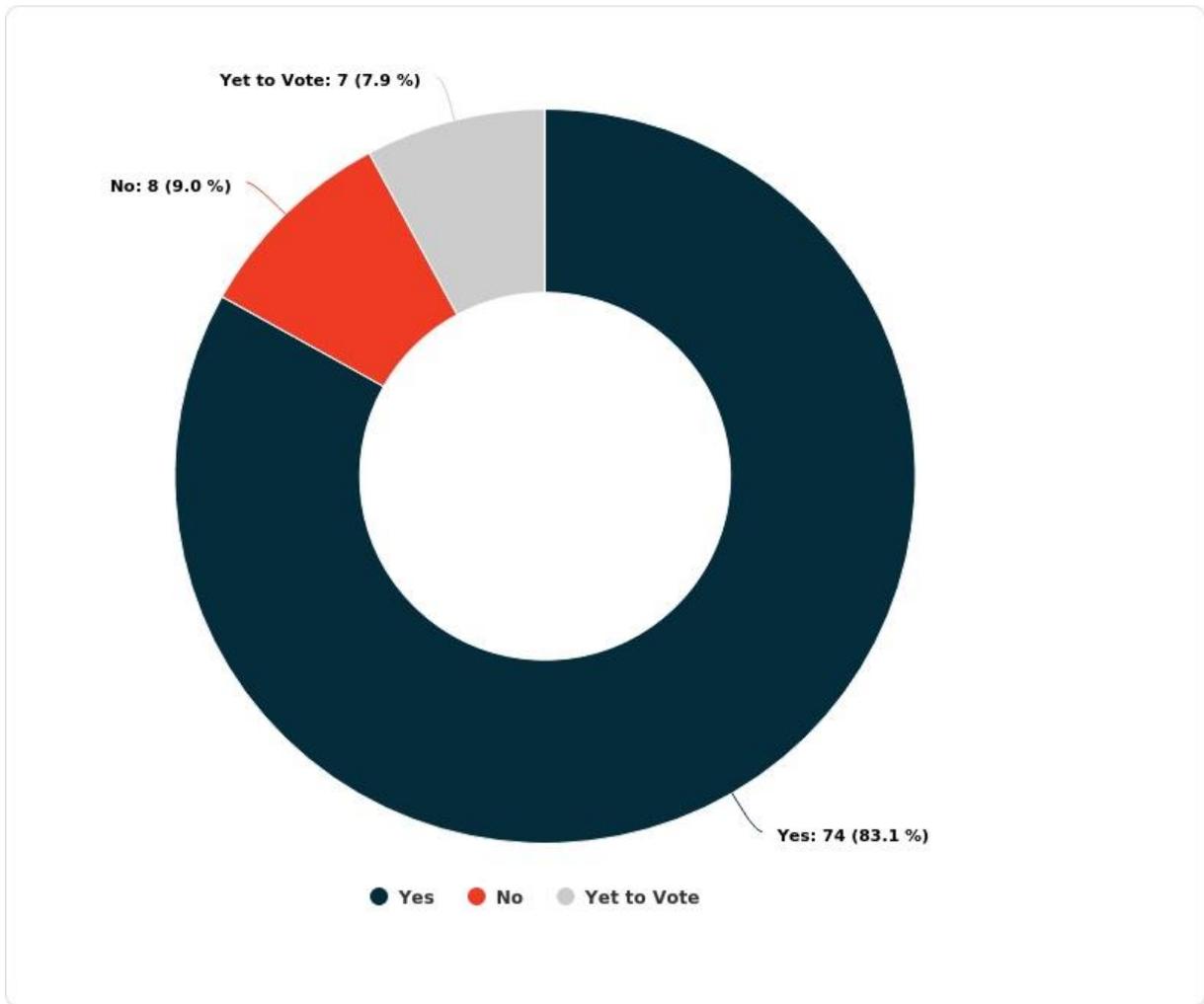
4. An unlimited number of stoppages of the performance of all work for 8 hours?



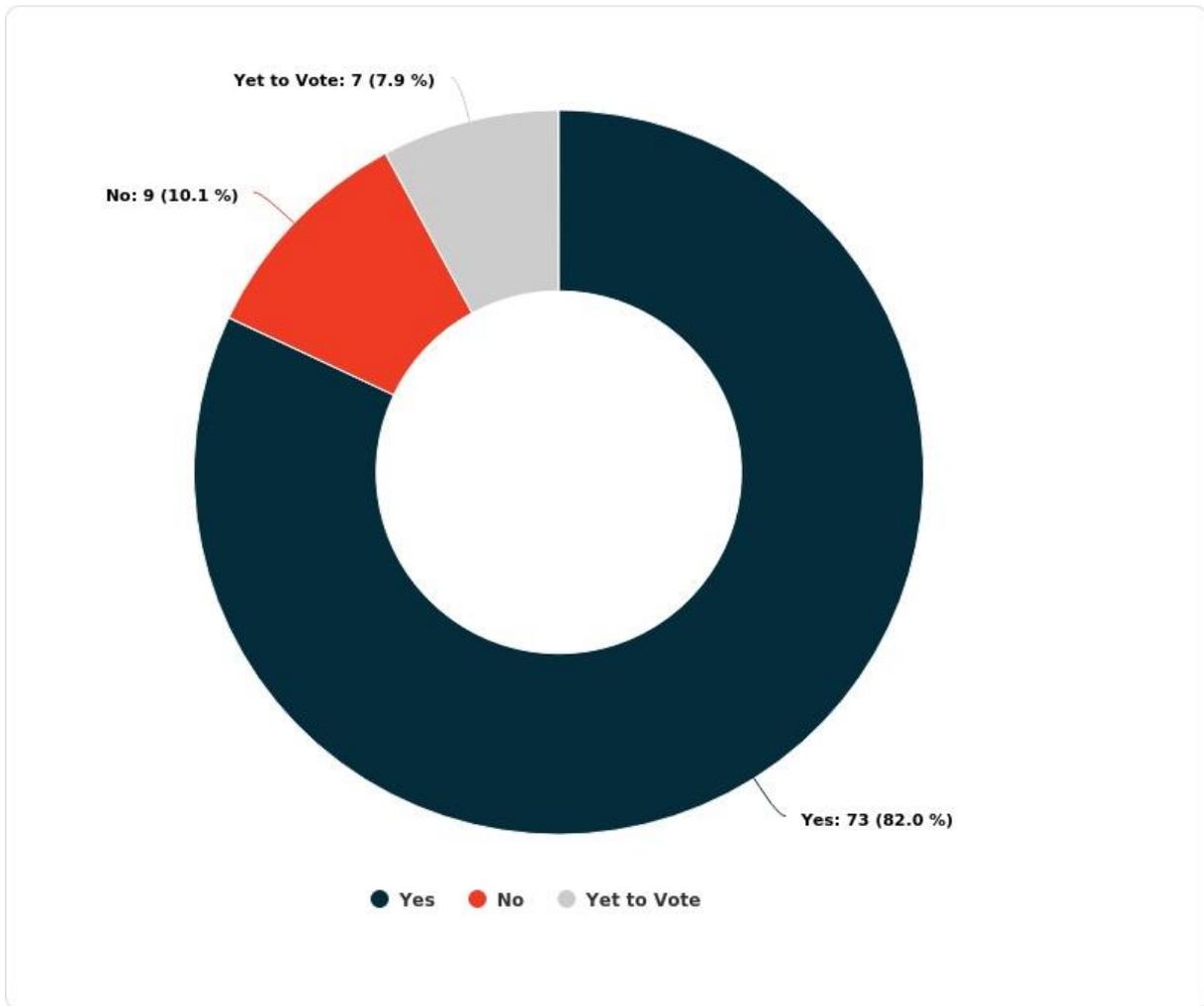
5. An unlimited number of stoppages of the performance of all work for 12 hours?



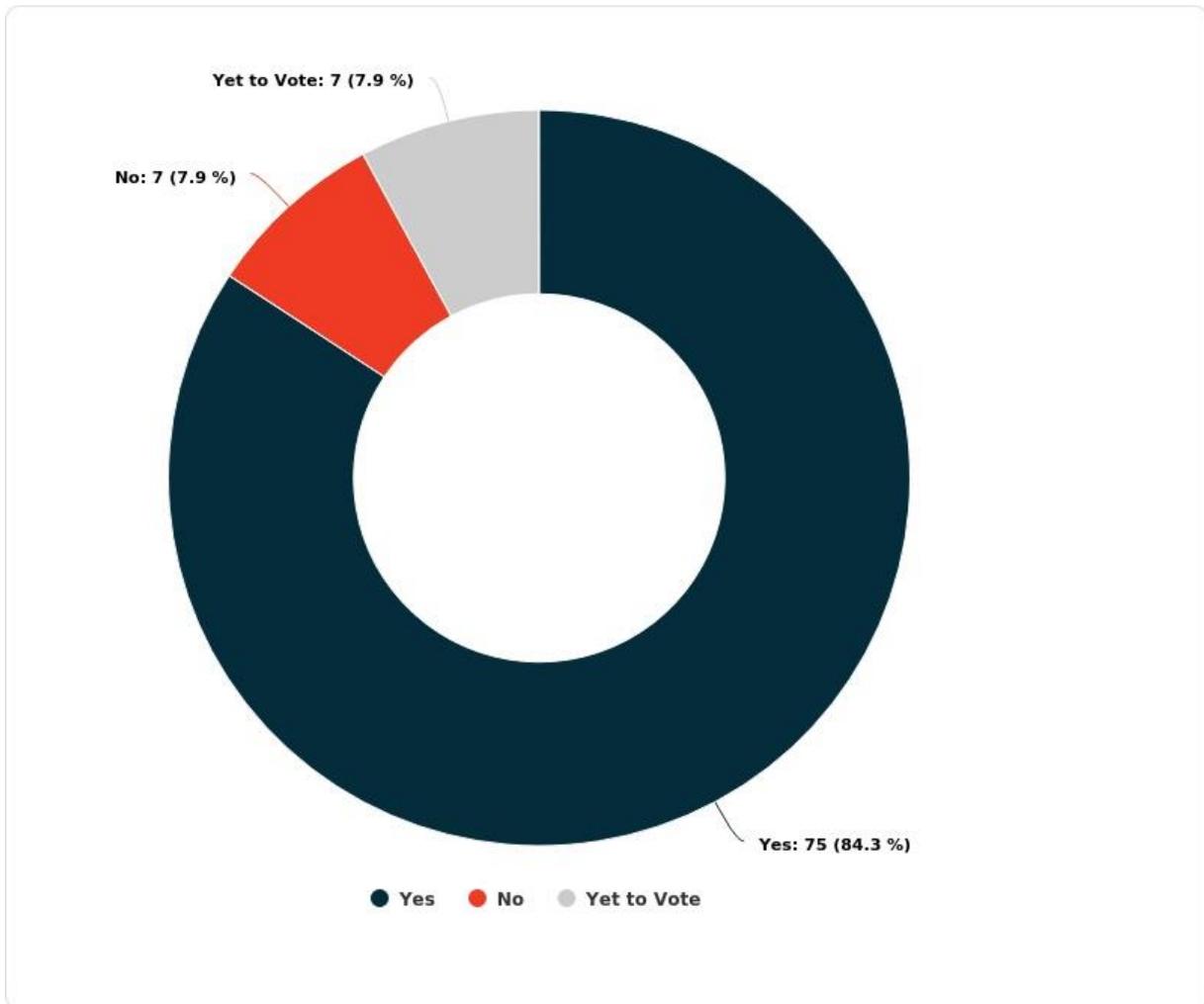
6. An unlimited number of stoppages of the performance of all work for 24 hours?



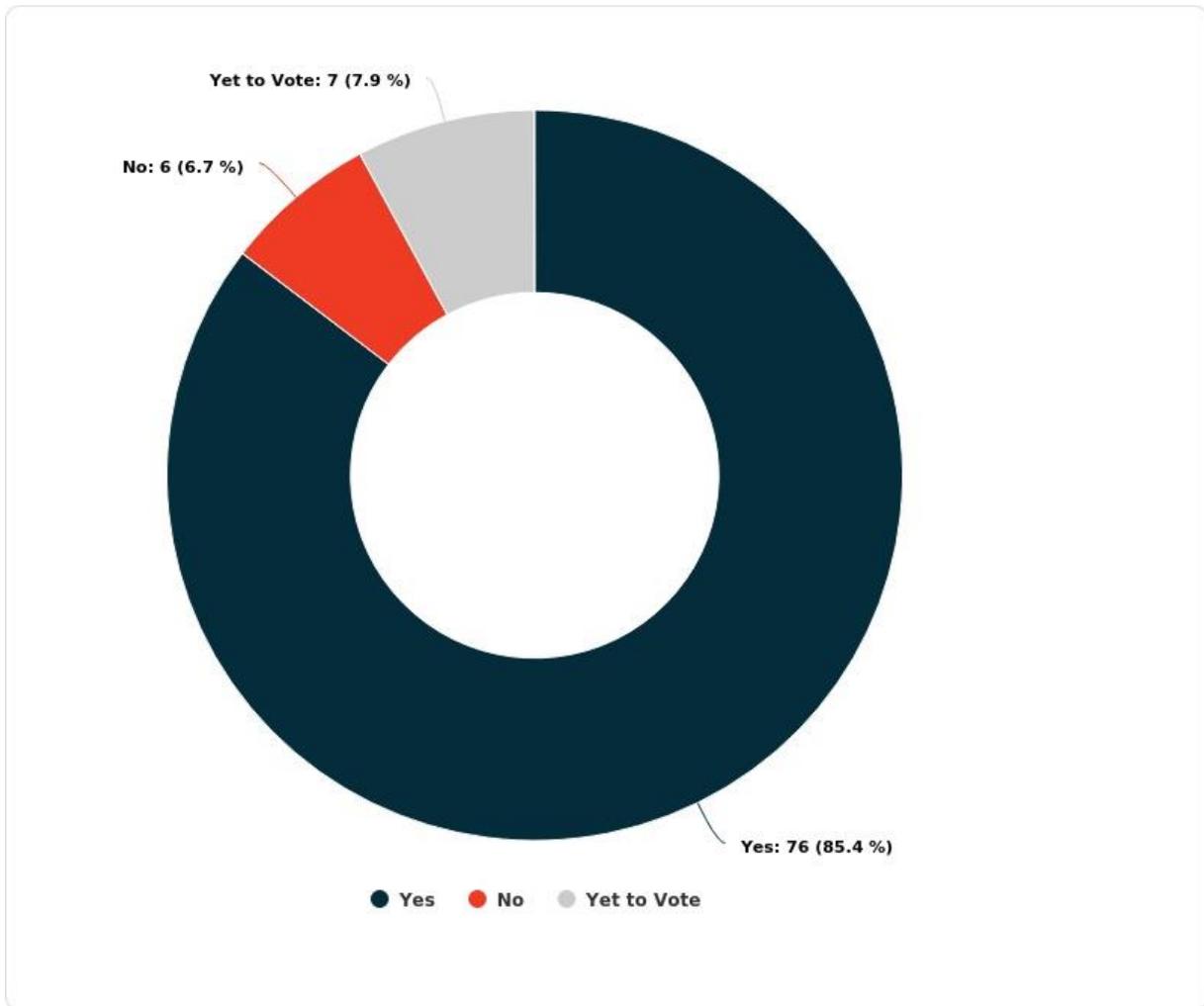
7. An unlimited number of stoppages of the performance of all work for unspecified periods of time?



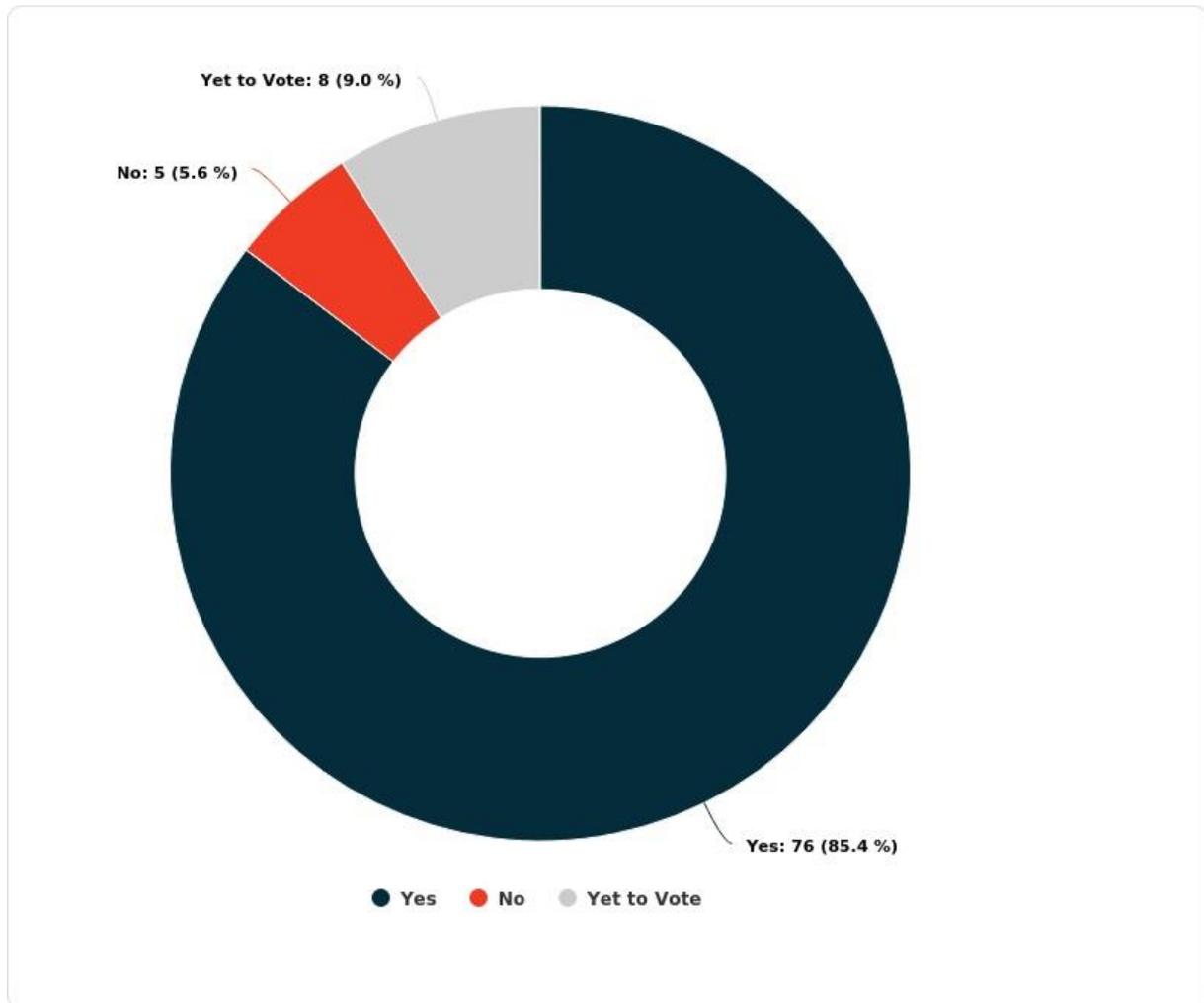
8. An unlimited number of periodic and/or indefinite bans on working overtime?



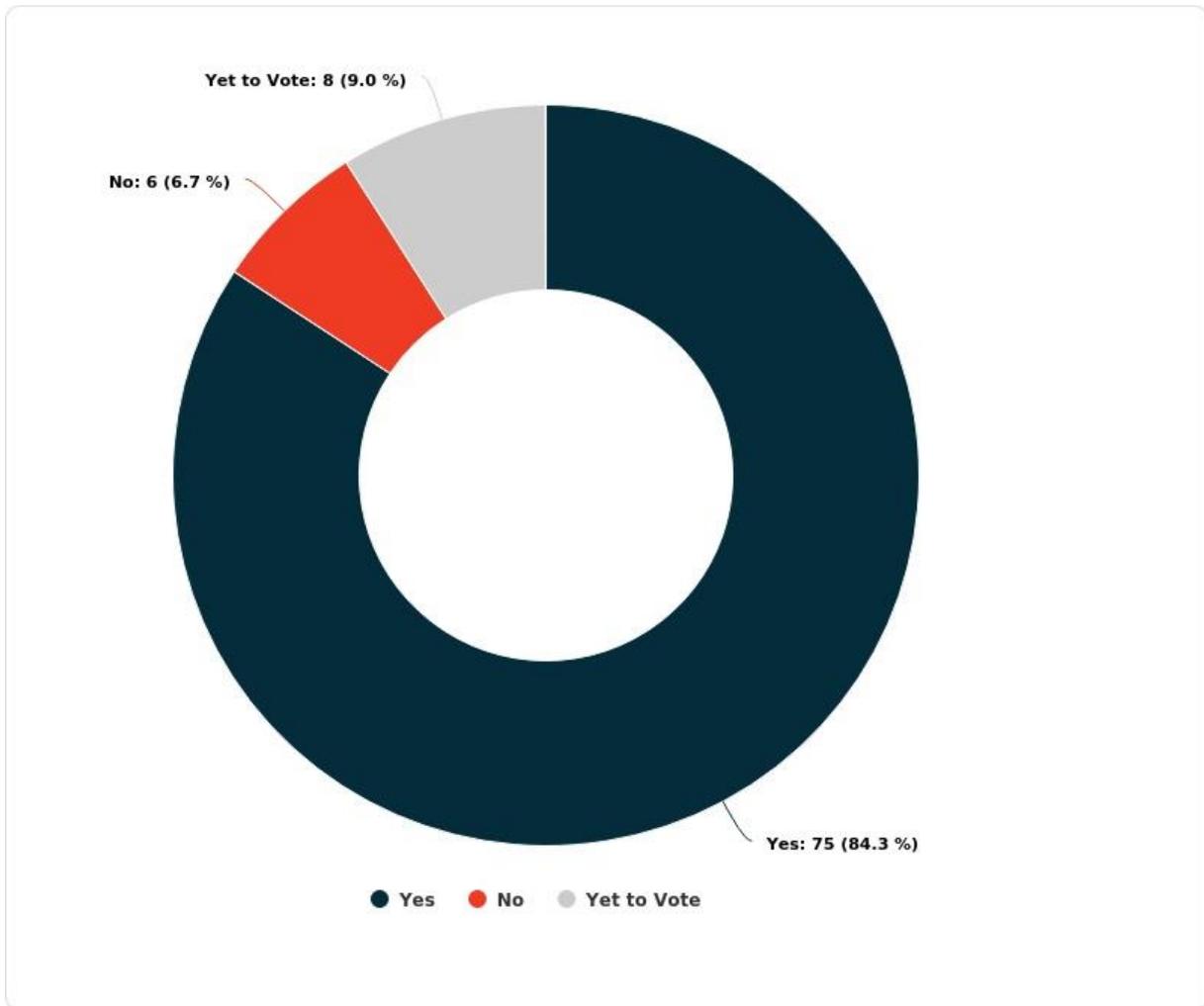
9. An unlimited number of periodic and/or indefinite bans on taking meal breaks anywhere other than work centres or other suitable amenities to be determined by employees or the AWU?



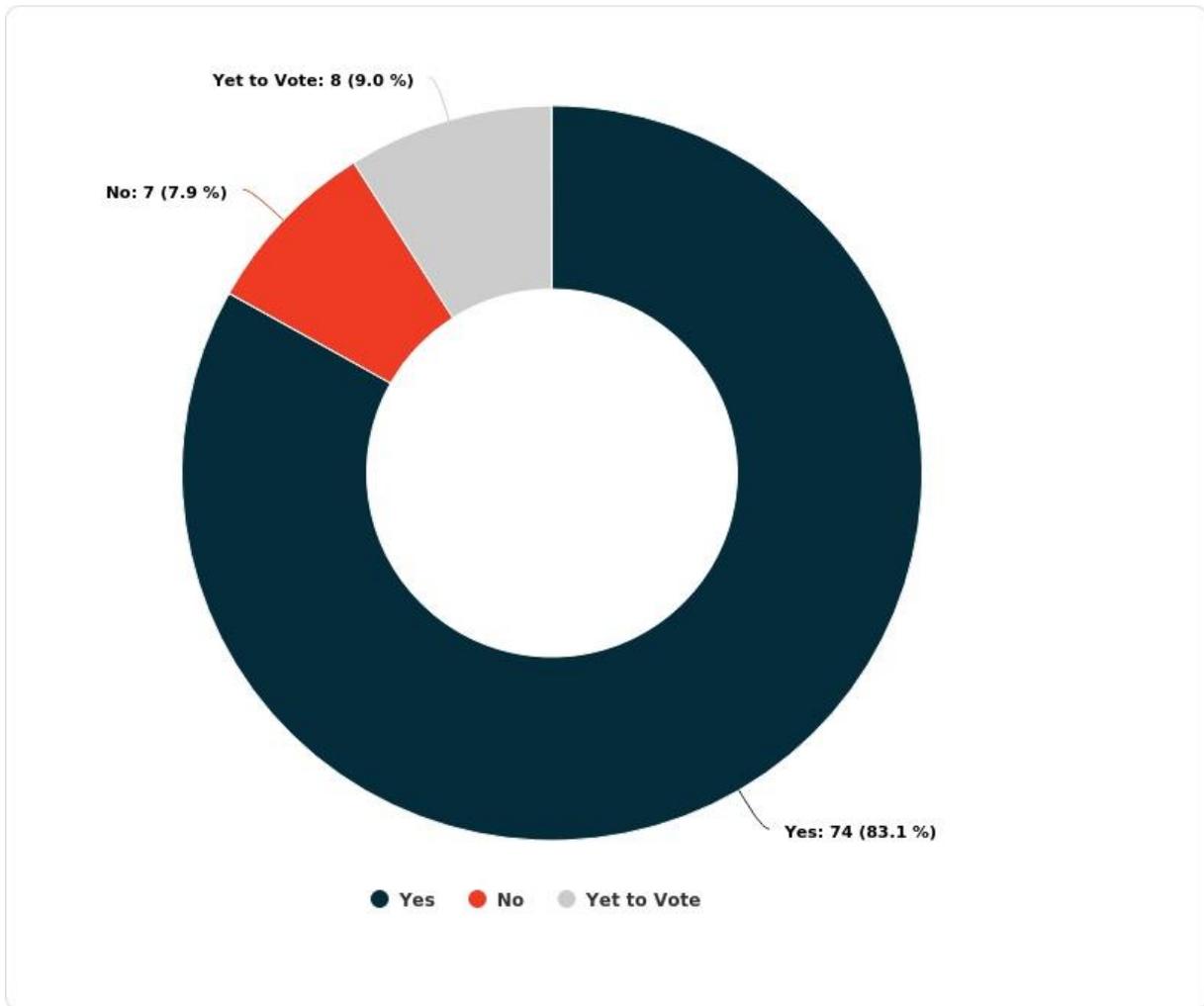
10. An unlimited number of periodic and/or indefinite bans on collecting, cleaning, emptying and/or removing rubbish, rubbish bins, and/or placing out for collection.



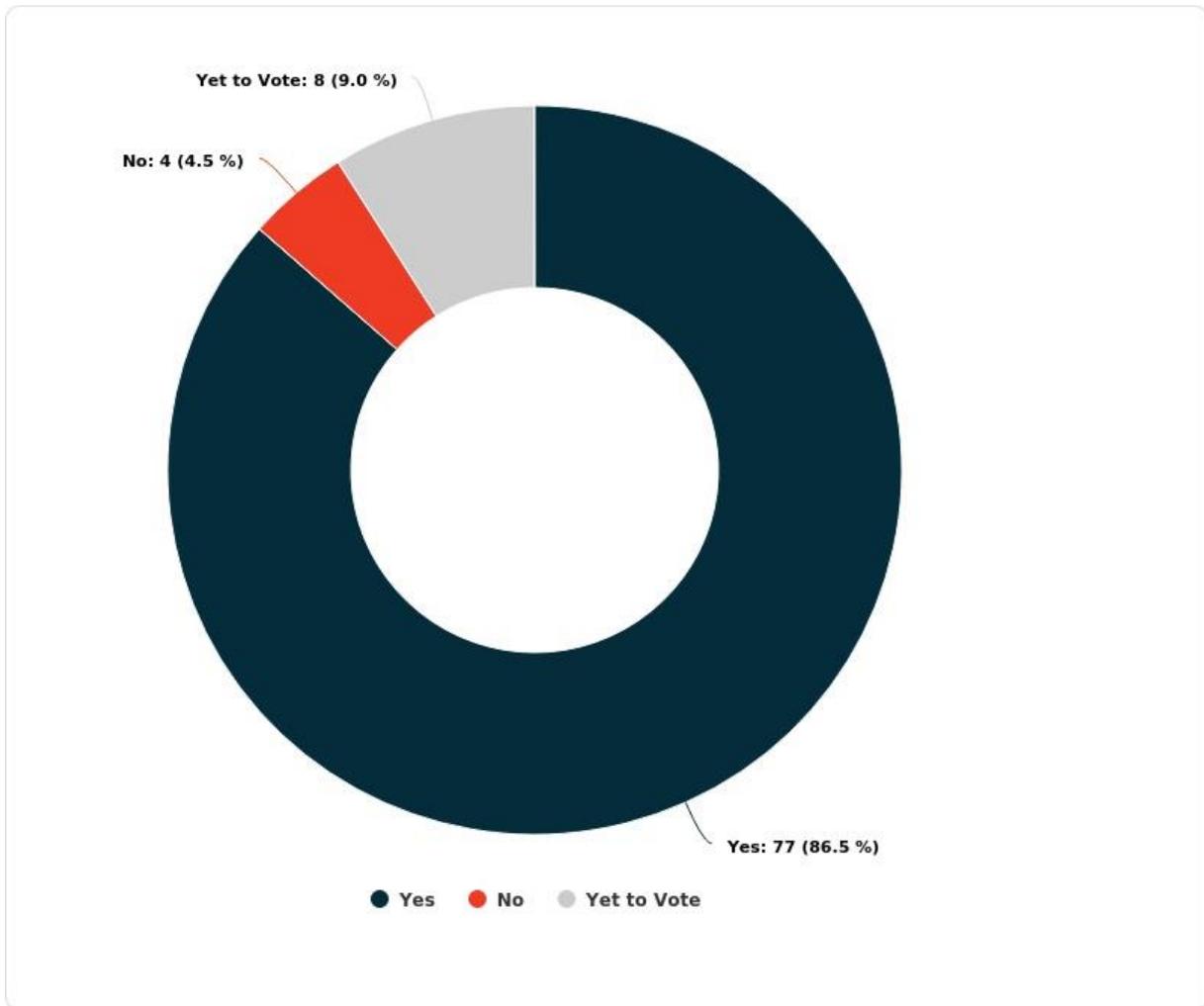
11. An unlimited number of periodic and/or indefinite bans on using specified tools, equipment and/or plant, where it is safe to do so?



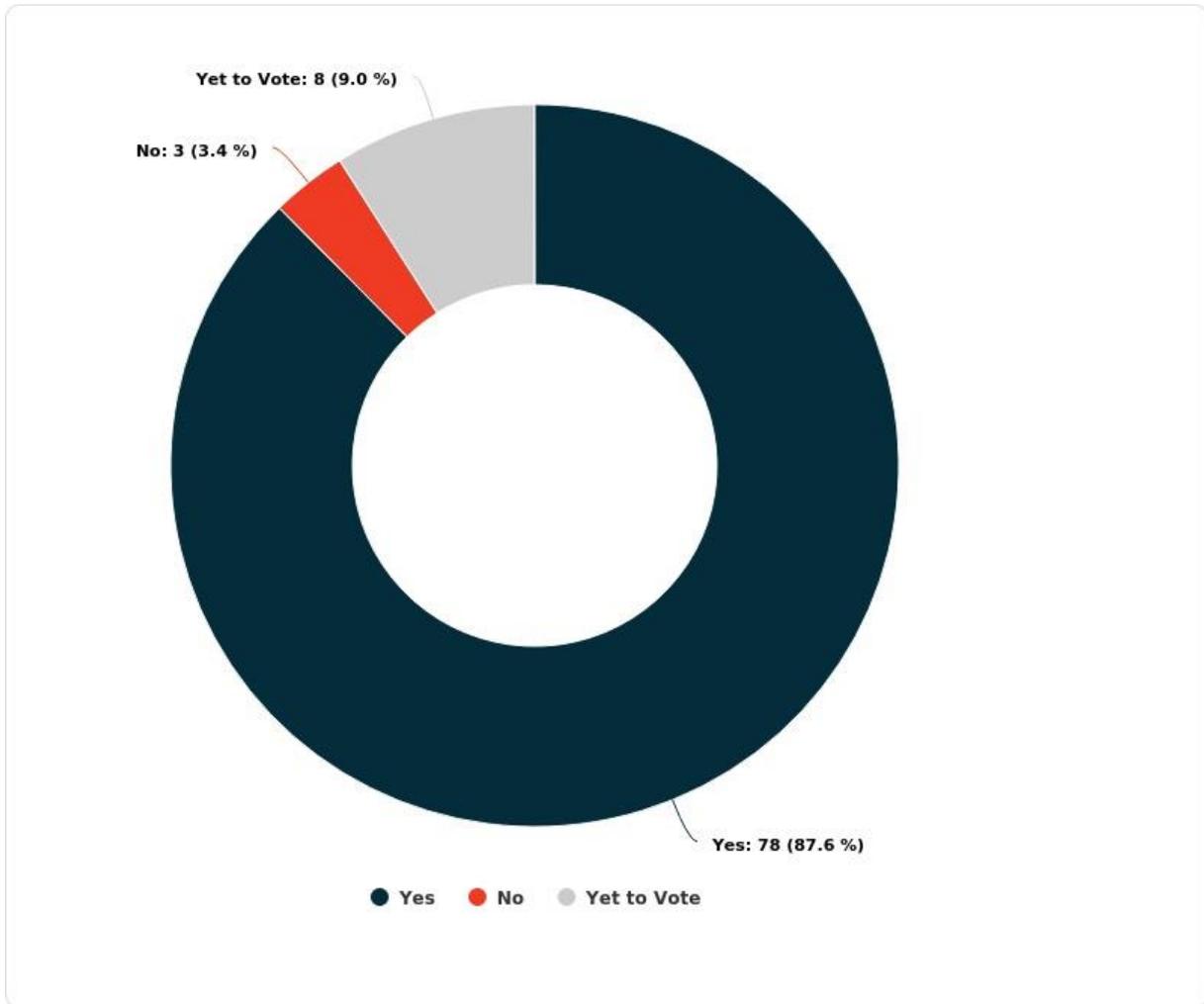
12. An unlimited number of periodic and/or indefinite bans on recording information in logbooks and/or log sheets?



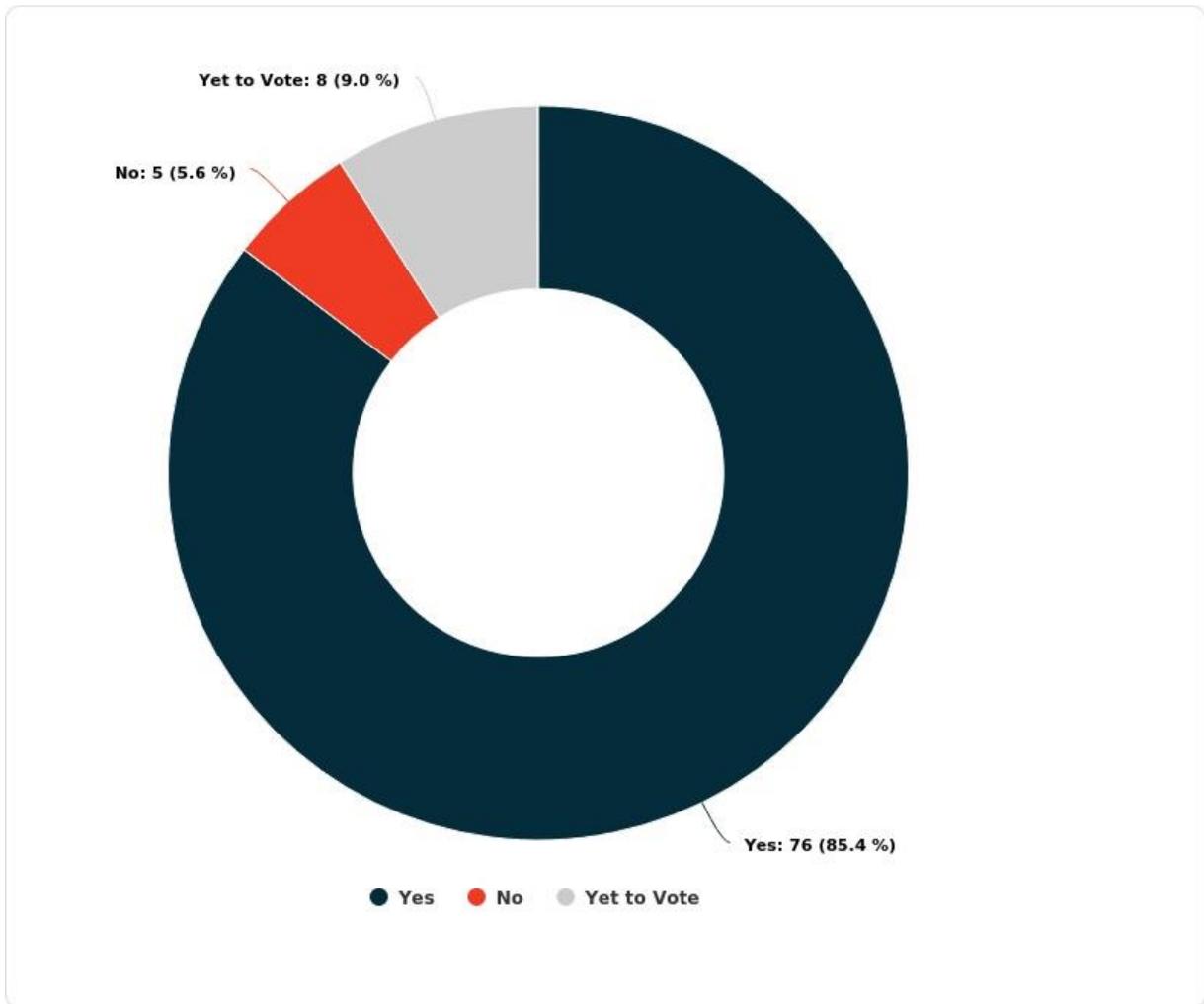
13. An unlimited number of periodic and/or indefinite bans on responding to IT-related issues other than by reporting them to the service desk?



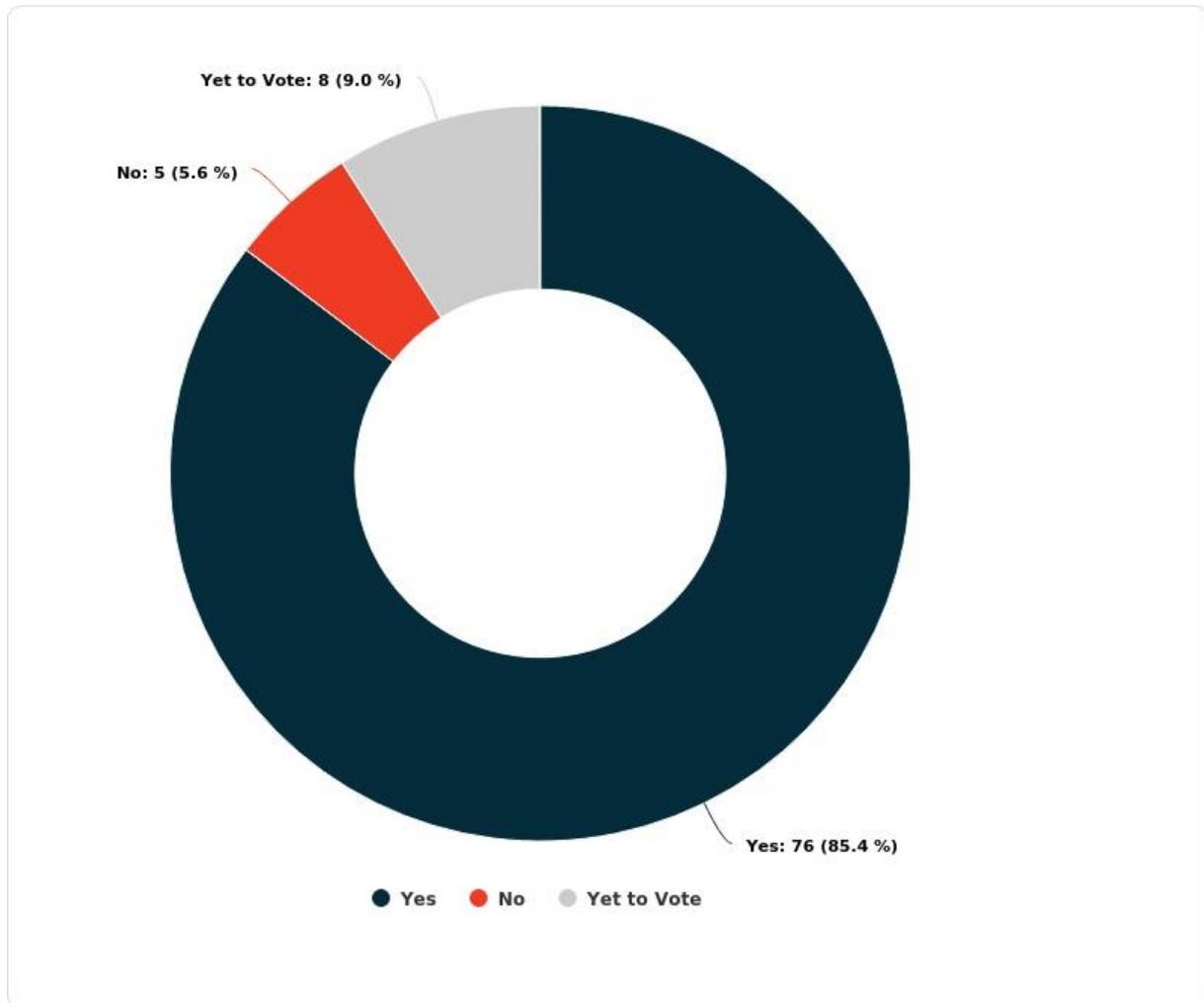
14. An unlimited number of periodic and/or indefinite bans on responding to employer requests and directions to report or record whether employees will engage or are engaging in protected industrial action,



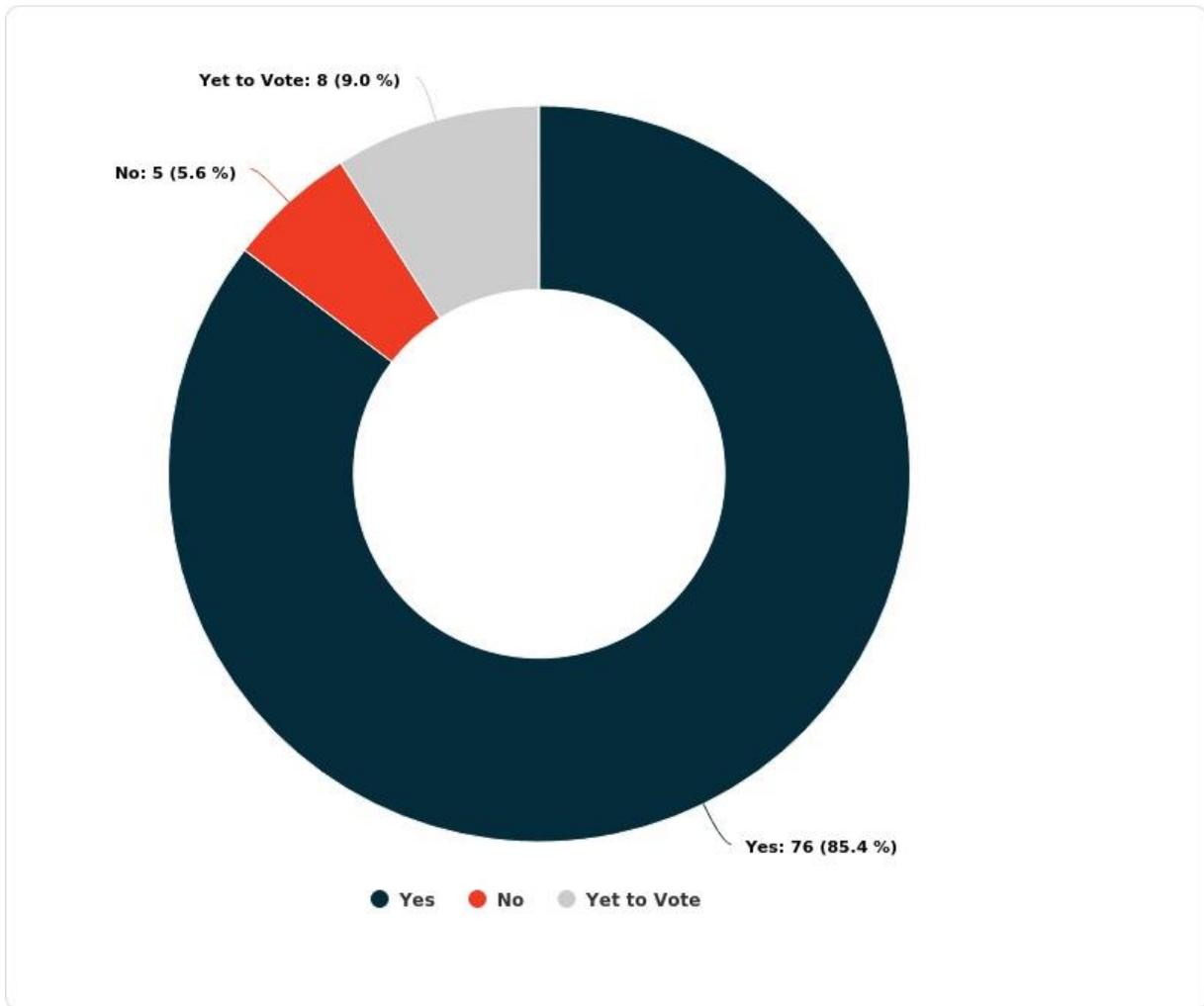
15. An unlimited number of periodic and/or indefinite bans on completing and/or participating in any training?



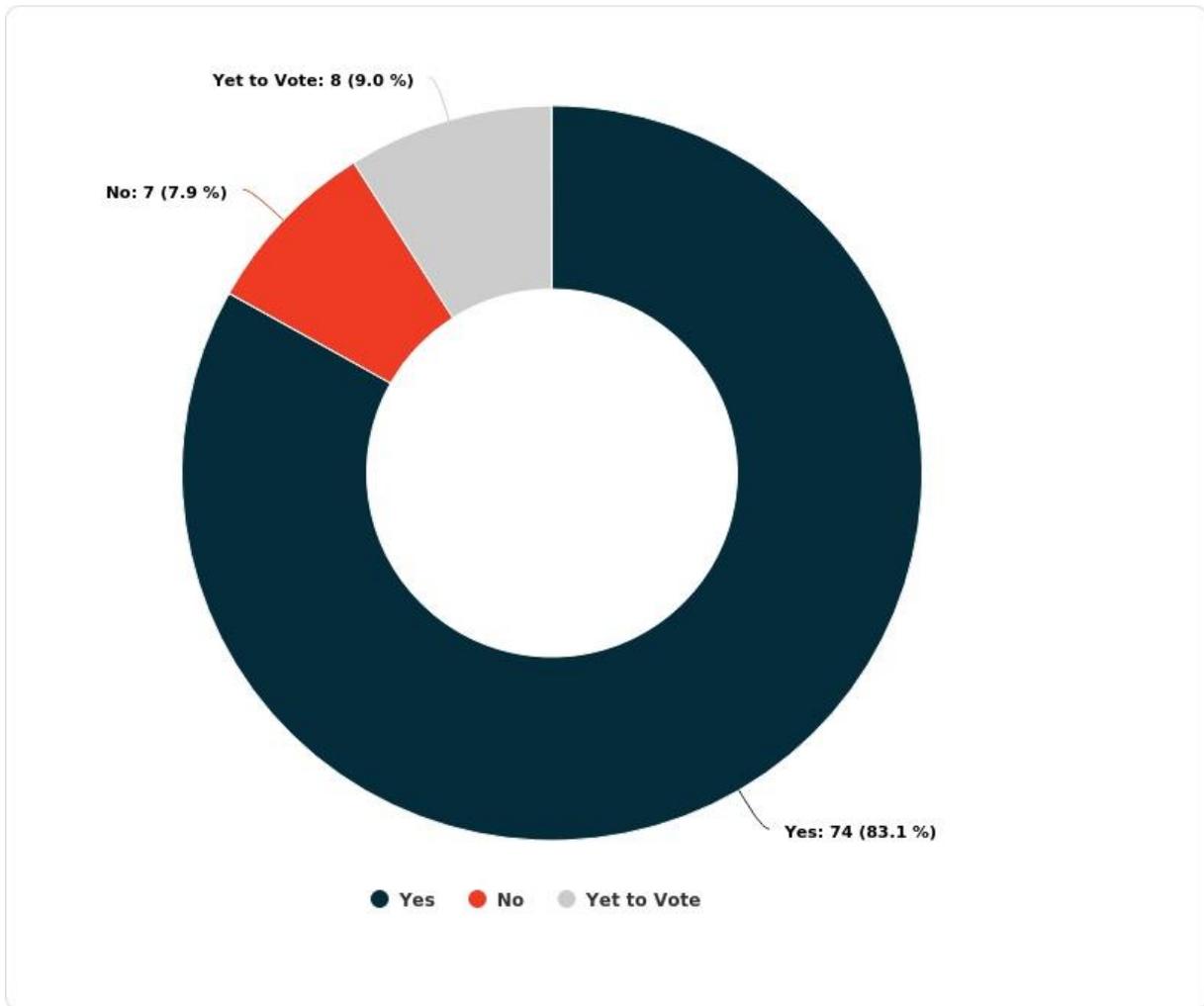
16. An unlimited number of periodic and/or indefinite bans on attending and delivering training and education that is not delivered in-person to all attendees?



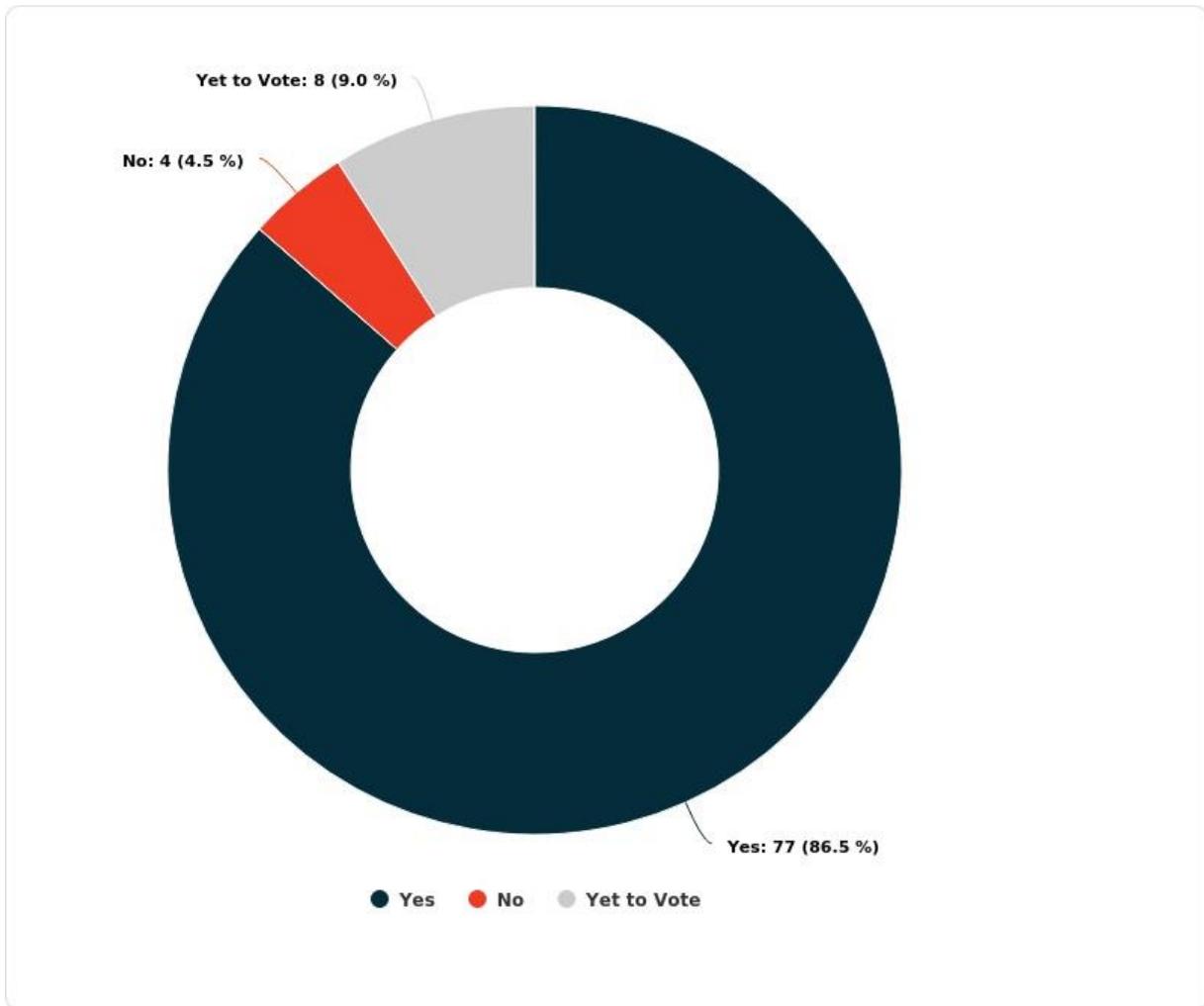
17. An unlimited number of periodic or indefinite bans on attending meetings with management unless all attendees are present in-person?



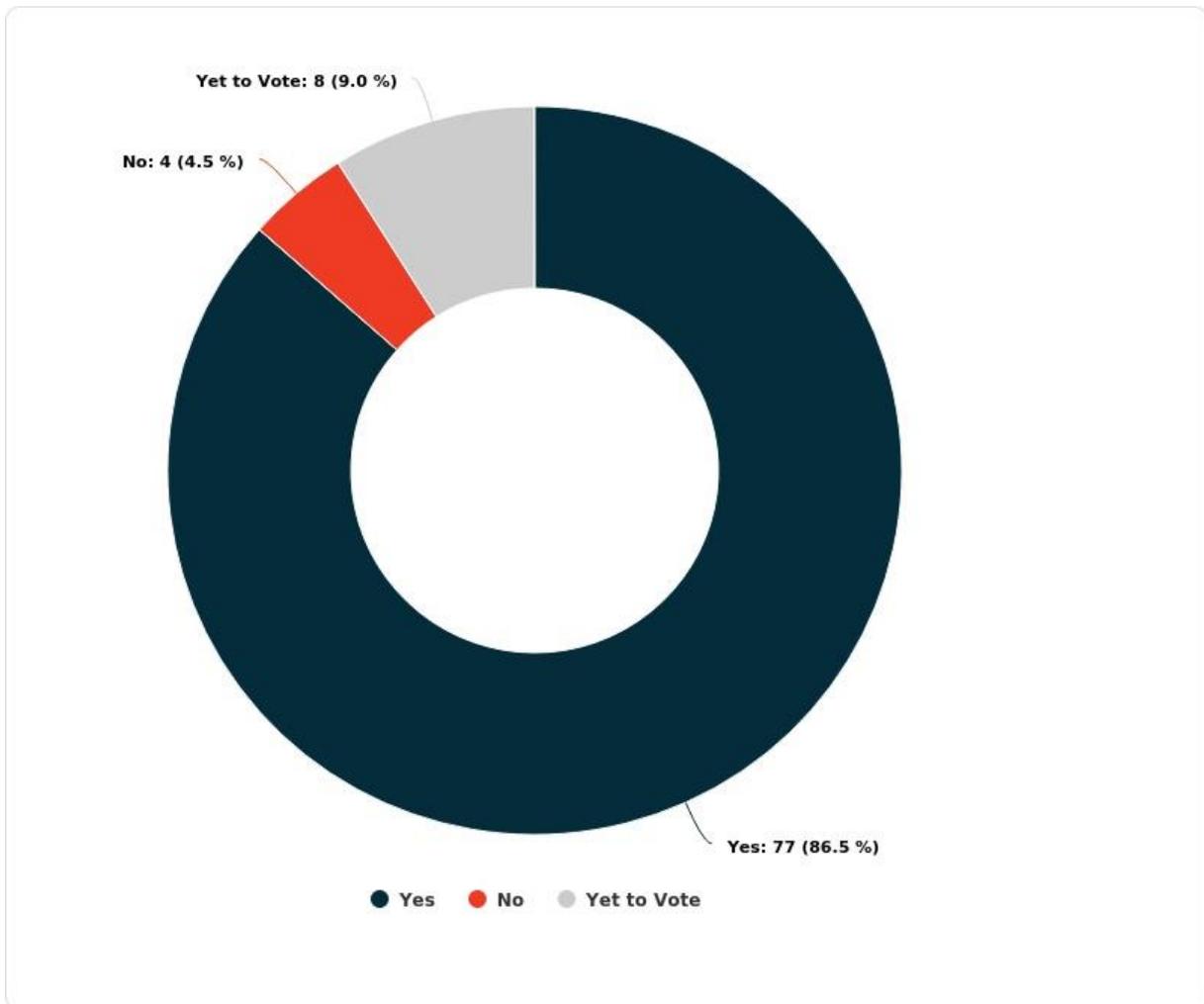
18. An unlimited number of periodic or indefinite bans on communication with management by any means other than in-person communication?



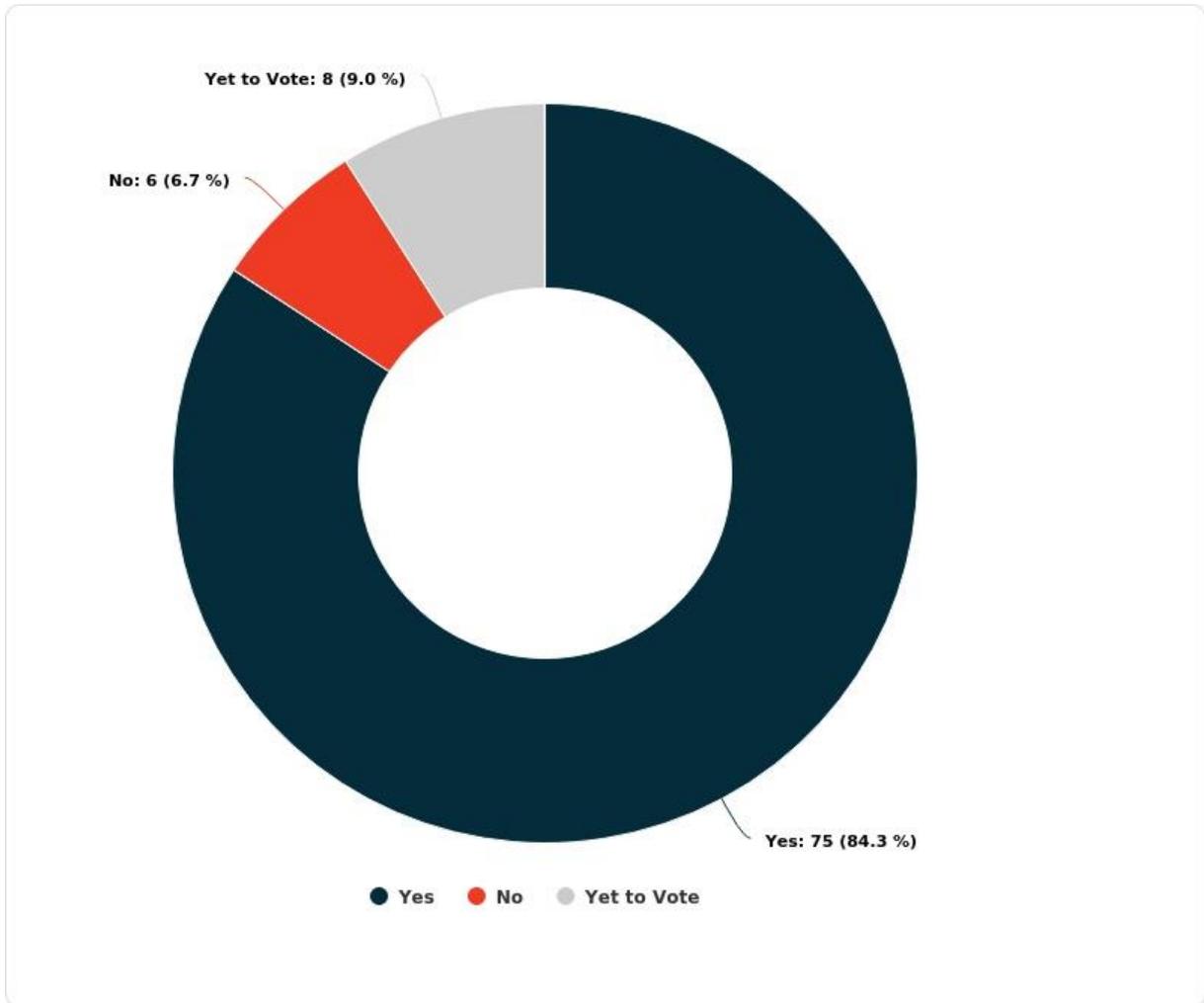
19. An unlimited number of periodic and/or indefinite bans on attending meetings with management at any location other than employees' usual work centres?



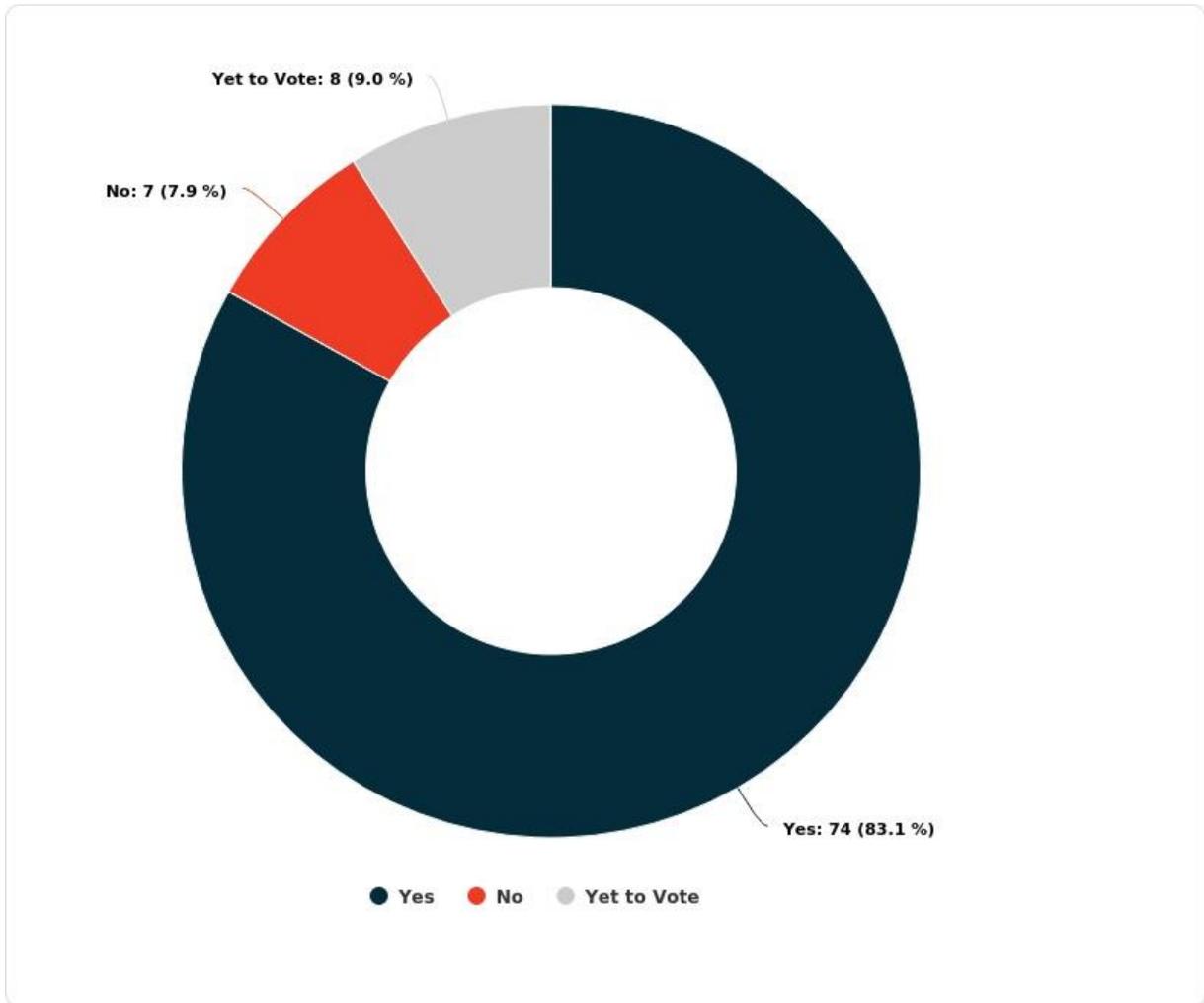
20. An unlimited number of periodic and/or indefinite bans on attending in-person toolbox and/or briefing meetings, except where matters related to genuine and high-risk workplace safety matters are on the agenda?



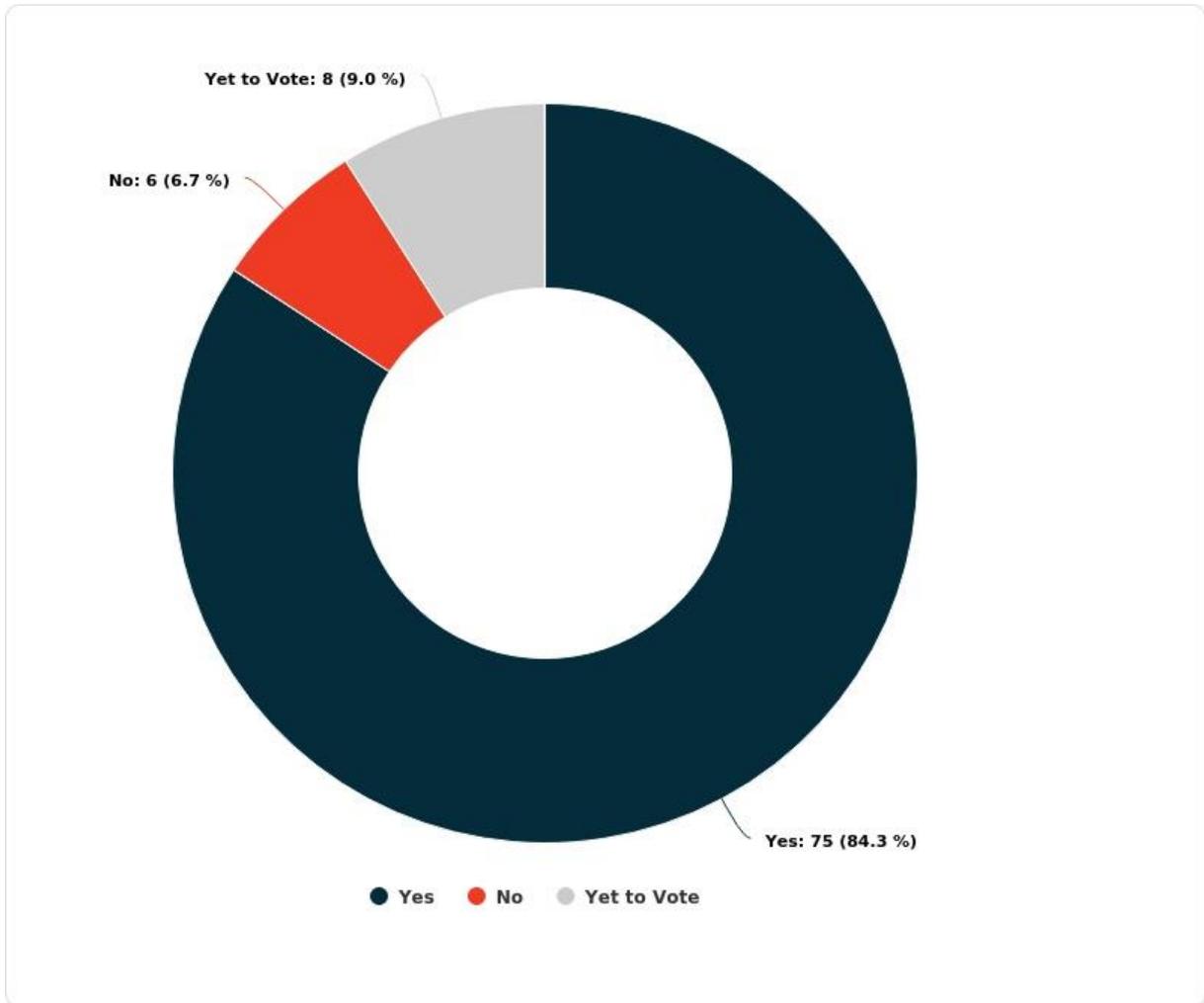
21. An unlimited number of periodic and/or indefinite bans on operating and entering vehicles and/or plant that are not adorned with slogans or messages about or related to enterprise bargaining?



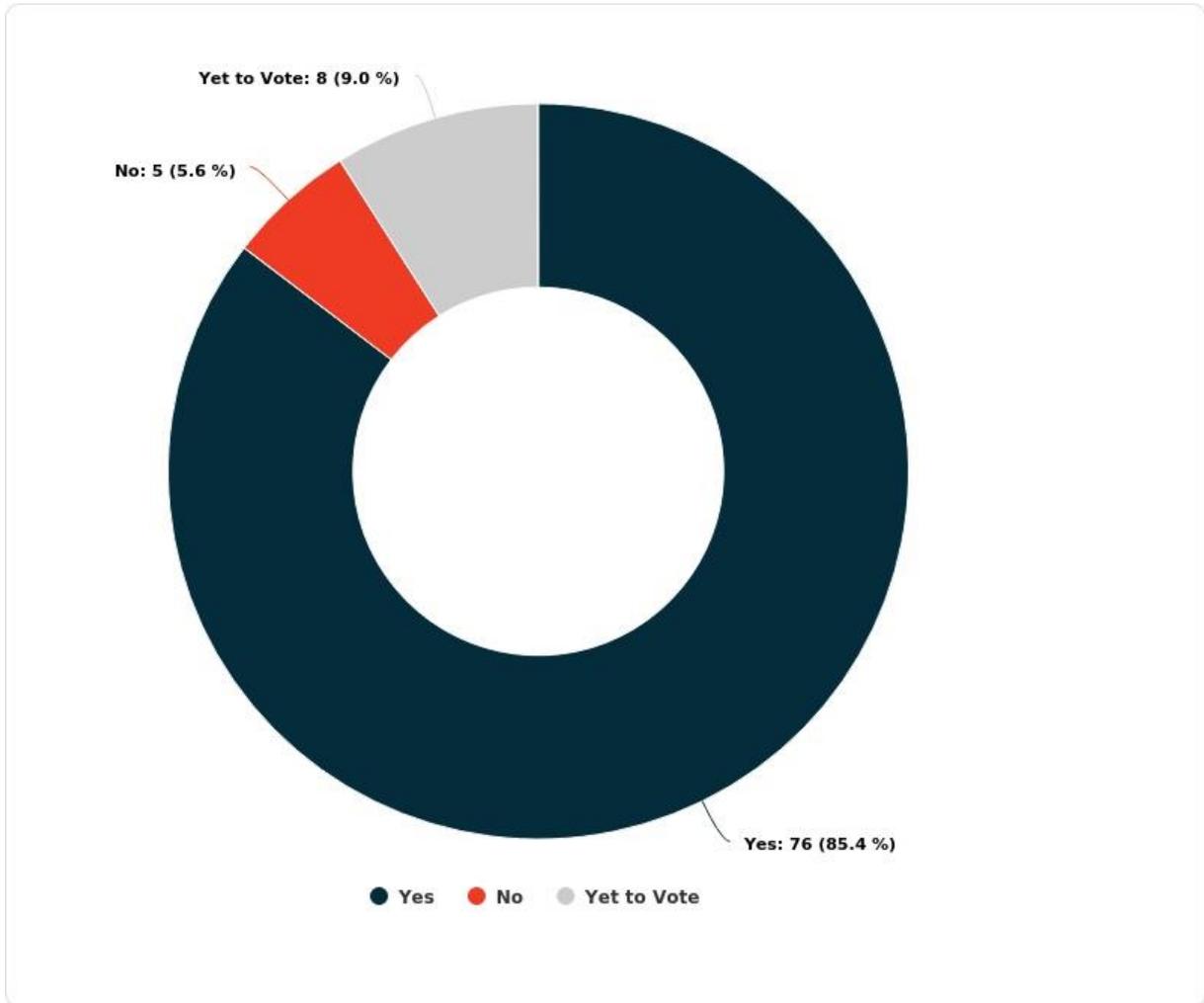
22. An unlimited number of periodic and/or indefinite bans on the performance of work in locations that are not adorned with placards, posters, banners or flags about or related to enterprise bargaining?



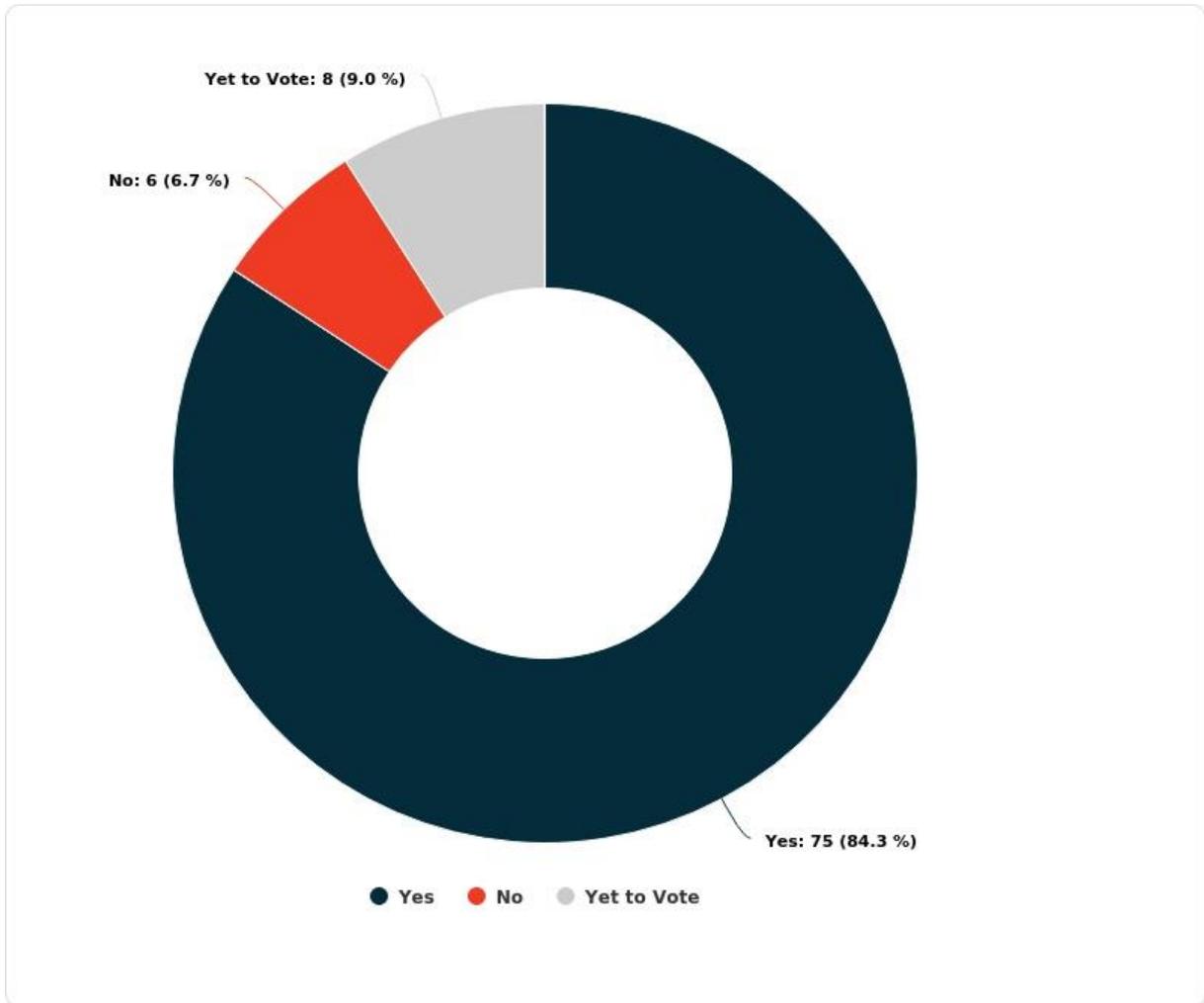
23. An unlimited number of periodic and/or indefinite bans on the performance of work other than while wearing union clothing or clothing adorned with slogans or messages about or related to enterprise bargaining?



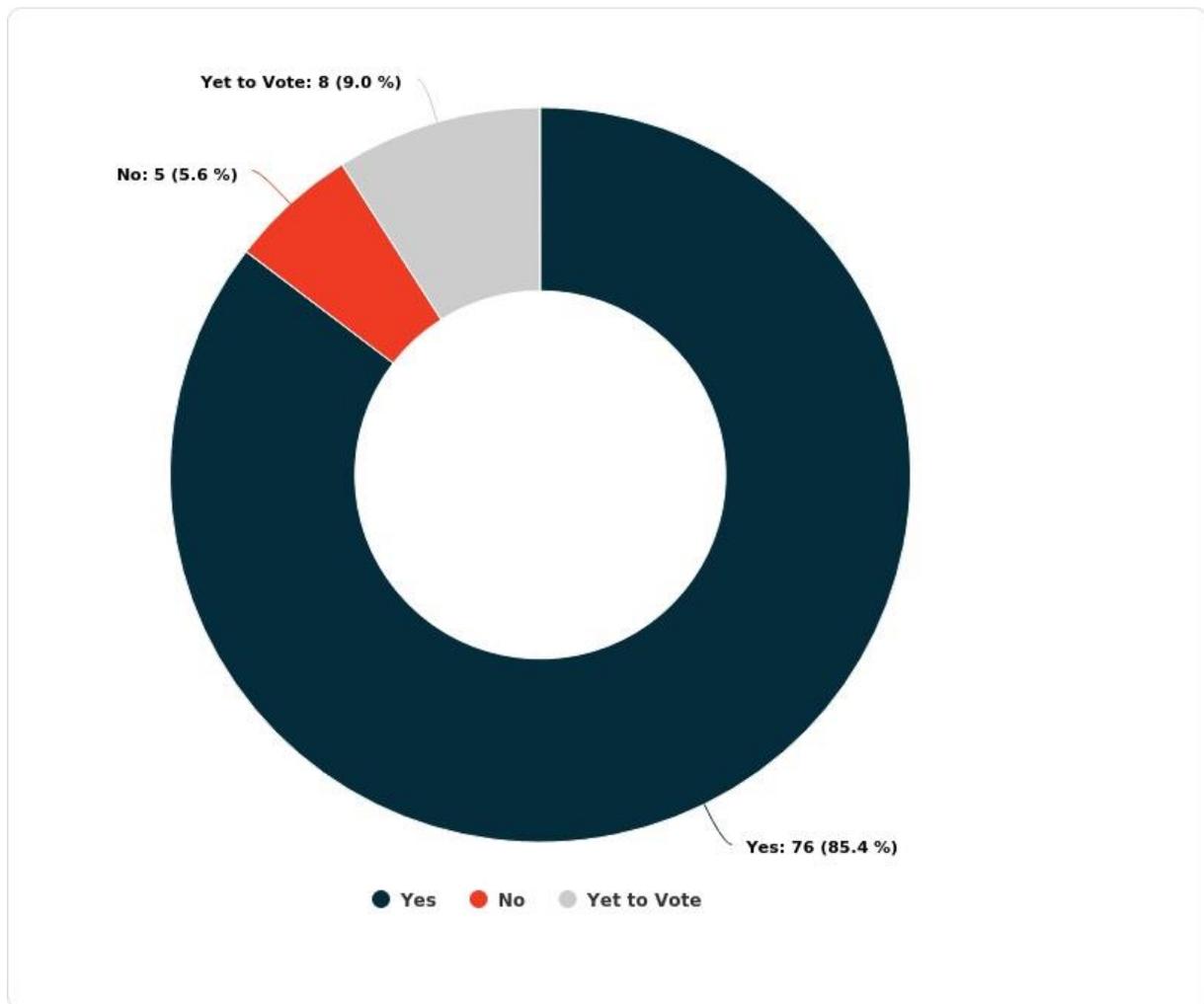
24. An unlimited number of periodic or indefinite bans on sending emails that do not feature slogans or messages about or related to enterprise bargaining in the signature block?



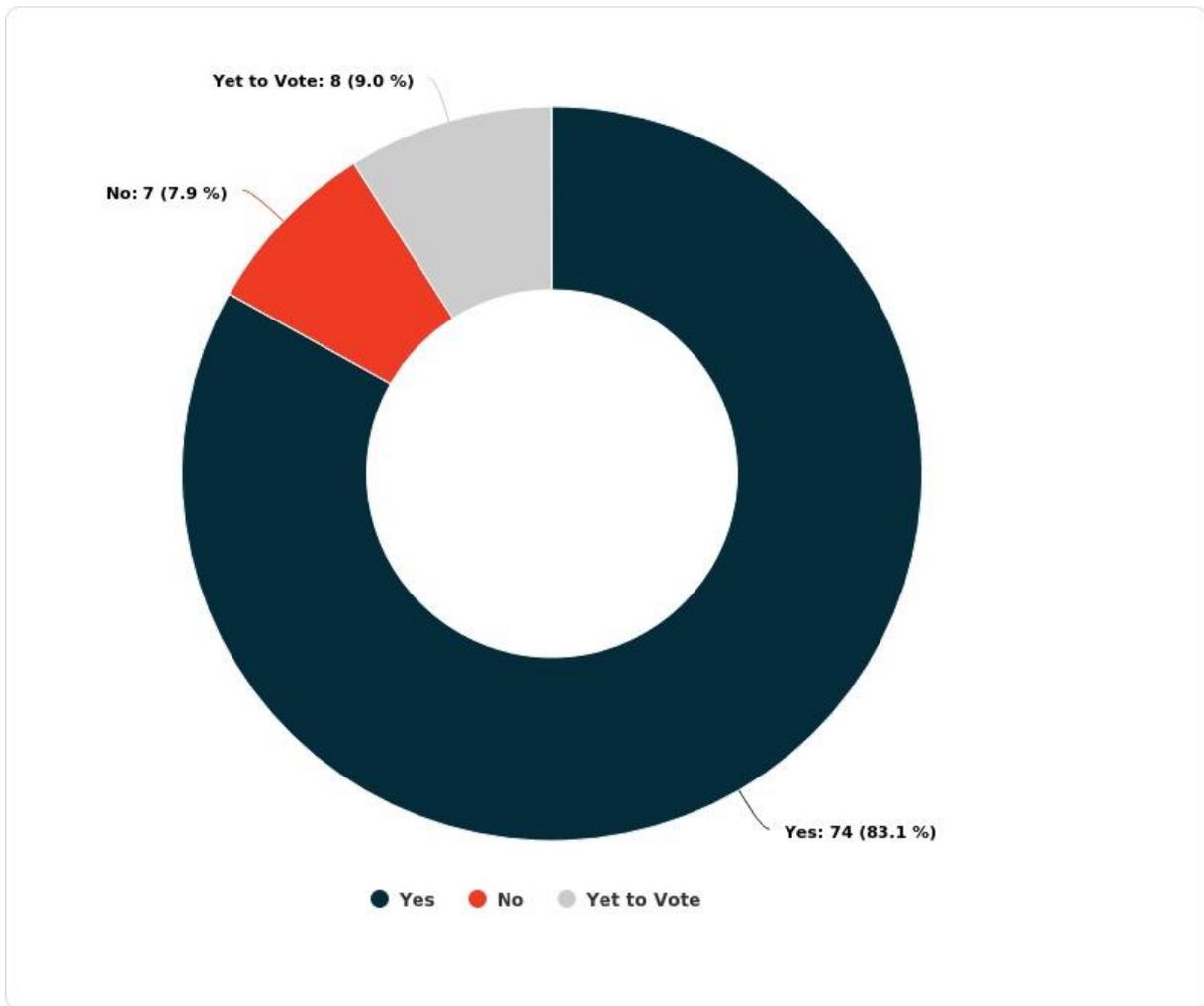
25. An unlimited number of stoppages of the performance of work for specified periods for the purposes of communicating with the media, members of the public, or any other person about enterprise bargaining?



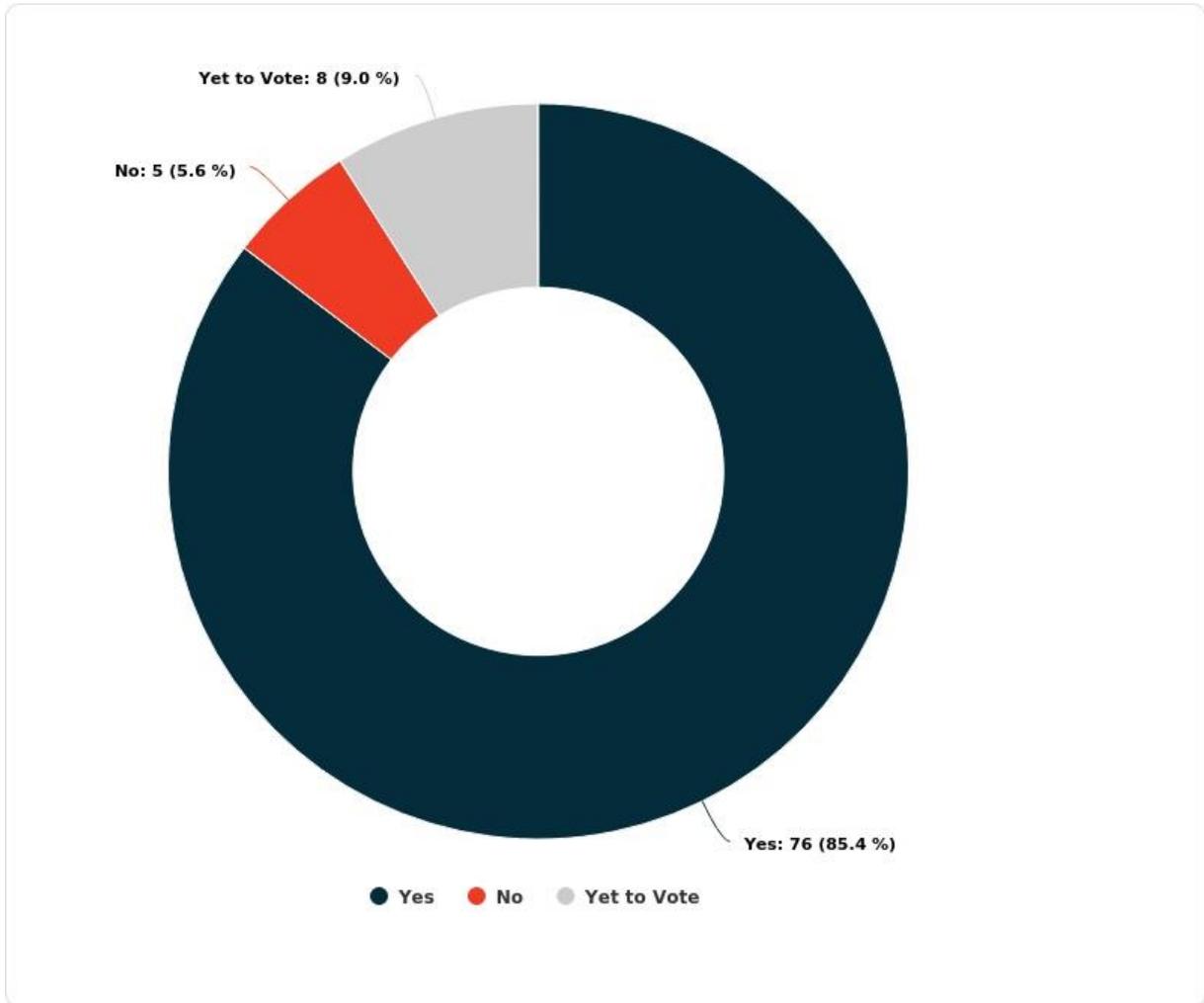
26. An unlimited number of periodic interruptions of work, over an indefinite period or for specified periods, to publish information on social media about or related to enterprise bargaining?



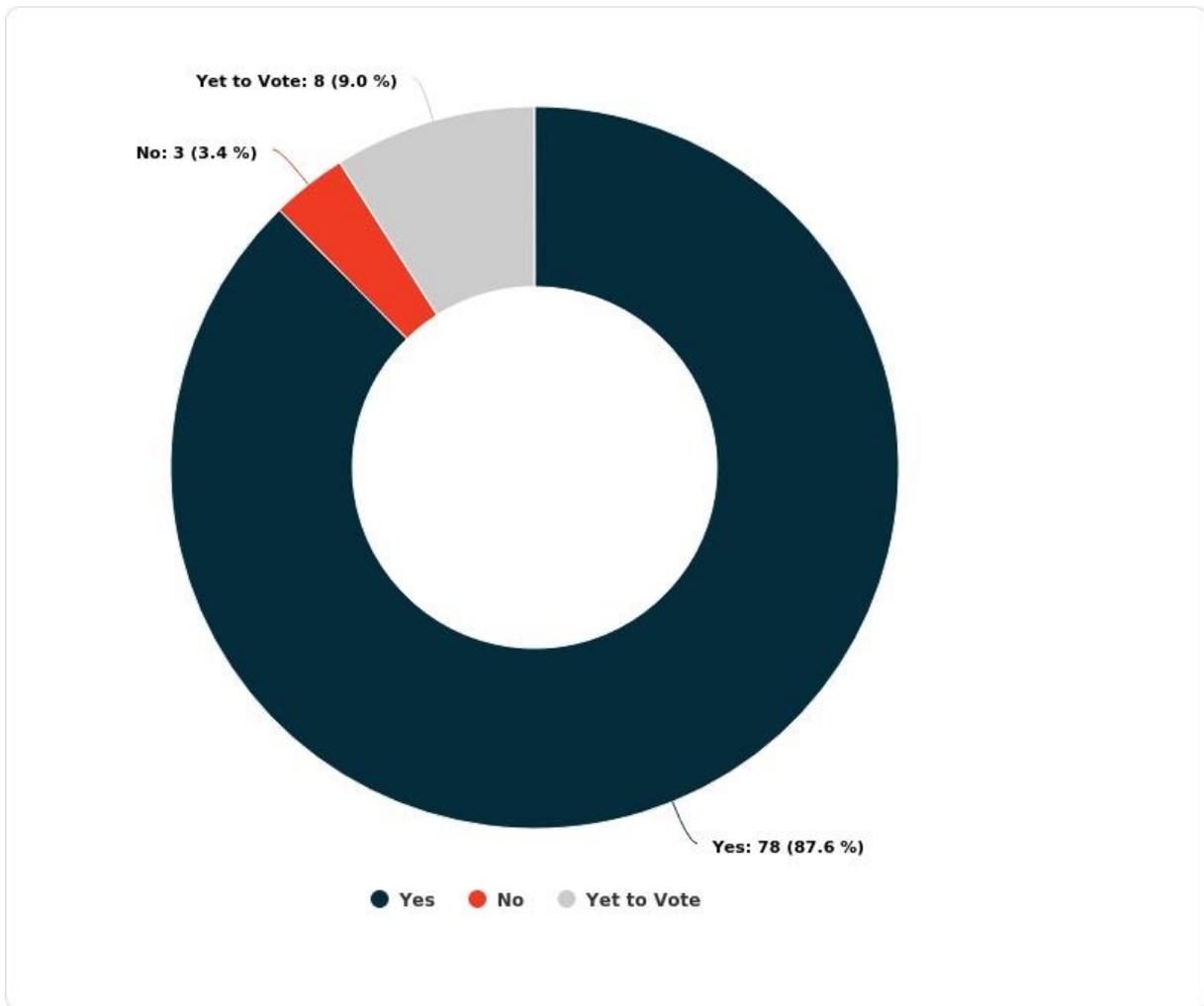
27. An unlimited number of periodic and/or indefinite bans on appearing in employer social media posts and other promotional materials other than in clothing adorned with clearly legible slogans or messages about or related to enterprise bargaining?



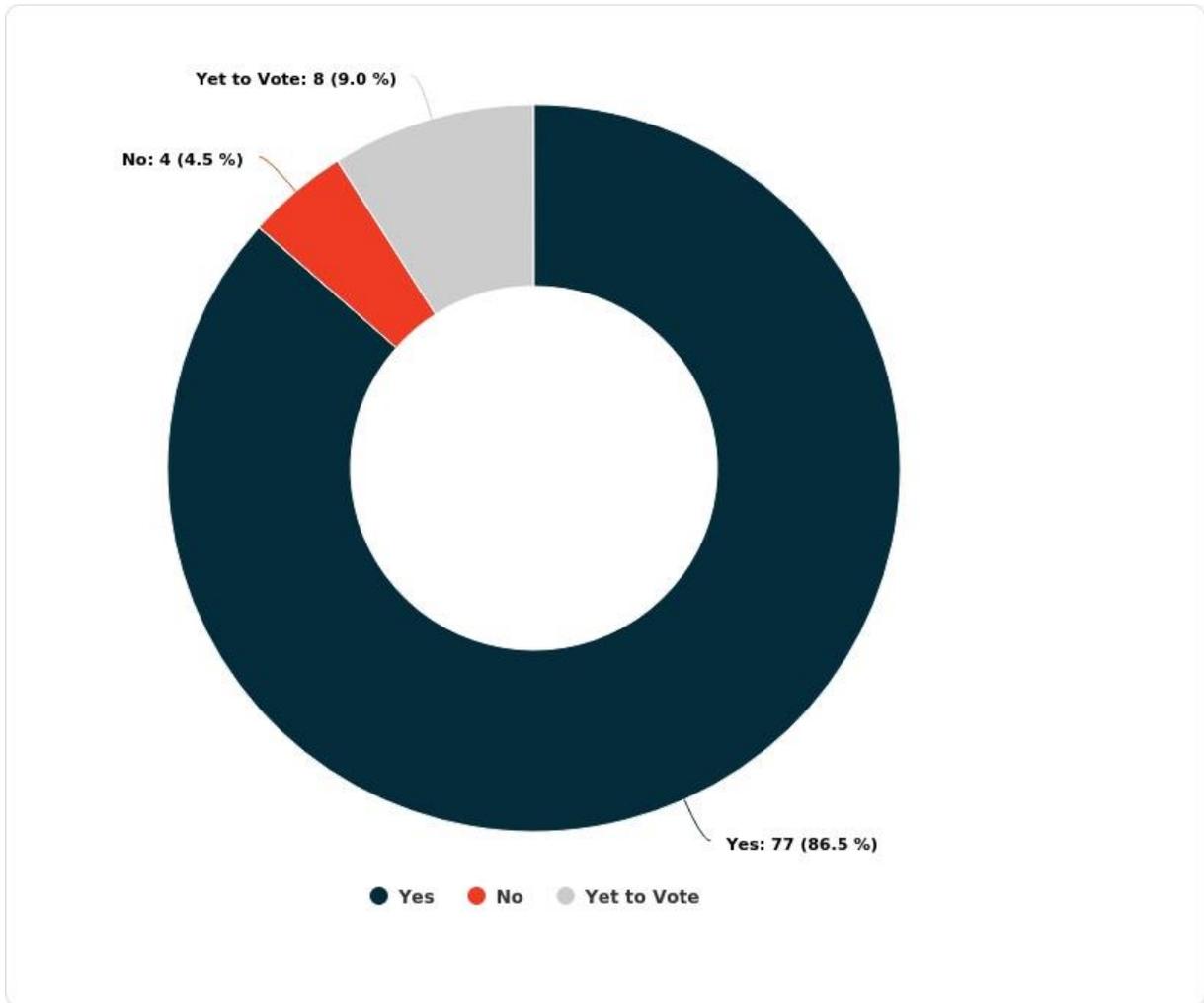
28. An unlimited number of periodic interruptions of work, over an indefinite period or for specified periods,



29. An unlimited number of periodic and/or indefinite bans on performing any tasks other than those related to cleaning and maintenance tasks on company vehicles between the hours of 7:00 am to 9:30 am.



30. An unlimited number of periodic and/or indefinite bans on completing work orders that contain information related to site specific tasks, site safety information, contacts and maps that have not been updated since 01 July 2024.



2. Vero Voting Independence Declaration

AWU v Melbourne Water Corporation (PAB B2025/618) vote has been managed and declared independent of The Australian Workers' Union, Melbourne Water Corporation and Fair Work.

No individual vote has been disclosed to The Australian Workers' Union, Melbourne Water Corporation or Fair Work.

The Protected Action Ballot vote result has been audited, and the declared result is assured.

Regards,



Greg Mitchell
Director,

Vero Engagement and Voting Solutions Pty Ltd
Suite 5, 100 Railway Road, Subiaco, WA 6008

P: 08 6500 0810

E: admin@verovoting.com.au

W: <https://www.verovoting.com.au/>