



Reference: 2025/7648

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**Declaration of results - PAB Order: B2025/639**

Pursuant to the Protected Action Ballot Order B2025/639 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)	41
Postal votes returned by voters	16
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	15
Percentage of postal votes returned*	36.58

\*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, Cement Australia Holdings Pty Ltd, 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. Stoppage of work for a period of 15 minutes including consecutive stoppages.			
1	2. Stoppage of work for a period of 1 hour, including consecutive stoppages.	15	0	0
	3. Stoppage of work for a period of 2 hours, including consecutive stoppages.			

4. Stoppage of work for a period of 4 hours, including consecutive stoppages.

5. Indefinite or periodic 6 hour stoppages of work, including consecutive stoppages.

6. Indefinite or periodic 8 hours stoppages of work, including consecutive stoppages.

7. Indefinite or periodic 10 hour stoppages of work, including consecutive stoppages.

8. Indefinite or periodic 24 hour stoppages of work, including consecutive stoppages

9. Stoppages of work, including consecutive stoppages.

10. Indefinite or periodic bans on the performance of overtime.

11. The imposition of a ban for a specified period, including indefinitely, on using mobile phones and or car and truck mobile radios and or landlines expect in the case of an emergency.

12. The imposition of a ban for a specified period, including indefinitely, on undertaking repairs or preventative maintenance to Cement Australia Holdings Pty Ltd plant and equipment.

13. The imposition of a ban for a specified period, including indefinitely, on using electronic devices for work-related purposes (including, without limitation, computers or iPads).

14. The imposition of a ban for a specified period, including indefinitely, on responding to emails or texts messages.

15. The imposition of a ban for a specified period, including indefinitely, on completing any paperwork.

16. Indefinite or periodic bans on responding to emails.

17. The taking meal breaks, in concert with other employees, at the same time and/or the same places (i.e. groups of employees).

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18. The imposition of a ban, for a specified period, including indefinitely, on working with and or the supervision or authorization of contractors to Cement Australia Holdings Pty Ltd including the issuing permits.

19. The imposition of a ban, for a specified period, including indefinitely, on contact with Cement Australia Holdings Pty Ltd managers regarding the Enterprise Agreement included but not limited to reading or replying to Cement Australia Holdings Pty Ltd correspondence or attending Cement Australia Holdings Pty Ltd meetings or briefings.

20. Indefinite or periodic employee claim action in the form of not undertaking work, tasks or responsibilities normally undertaken by supervisors or managers.

21. Employee action in the form of wearing and or displaying of Union related clothing that isn't High Vis restricting movement around site where High Vis is required.

22. The imposition of a ban for a specified period, including indefinitely, on participating in any meetings via any video conference platform.

23. Indefinite or periodic bans on refuelling Cement Australia Holdings Pty Ltd vehicles and/or trucks.

24. Indefinite or periodic bans on issuing work orders.

25. The imposition of a ban for a specified period, including indefinitely, on single person work for any task.

26. The imposition of a ban for a specified period, including indefinitely, on shifting any vehicle above 2nd gear.

27. The imposition of a ban for a specified period, including indefinitely, on no assisting loading trains.

28. The imposition of a ban for a specified period, including indefinitely, on but not limited to stores related activities such as unloading of delivery trucks in the absence of the stores person.

Do you support the taking of the bans listed from 1 through to 28?

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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

04/06/2025

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