



Reference: 2022/2330

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#### **Declaration of results - PAB Order: B2022/106**

Pursuant to the Protected Action Ballot Order B2022/106 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)	106
Postal votes returned by voters	92
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	92
Percentage of postal votes returned*	86.79

\*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 John Holland Pty Ltd, do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

	Question	Yes	No	Informal
1	An unlimited number of indefinite and/or periodic stoppages on the performance of all work?	89	2	0
2	An unlimited number of indefinite and/or periodic bans on overtime?	90	1	0
3	An unlimited number of indefinite and/or periodic bans on call backs?	91	0	0
4	An unlimited number of indefinite and/or periodic bans on flexible break times (first break will be 3 into shift, second break will follow 3 hours later)?	91	0	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was achieved.
  - The majority of voters who cast a valid vote were in favour of the action set out in question(s) 1, 2, 3, 4.
  - The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Darren Wade  
Returning Officer  
Delegate of the Ballot Agent  
Australian Electoral Commission

07/04/2022

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