



Reference: 2022/6709

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#### **Declaration of results - PAB Order: B2022/404**

Pursuant to the Protected Action Ballot Order B2022/404 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)	14
Postal votes returned by voters	12
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	12
Percentage of postal votes returned*	85.71

\*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 endorse the taking of the following protected industrial action, which may be taken separately, concurrently, or consecutively, in the form of:

	Question	Yes	No	Informal
1	Indefinite or periodic bans on the use of computers?	12	0	0
2	Indefinite or periodic bans on the reading of emails?	12	0	0
3	Indefinite or periodic bans on responding to emails?	12	0	0
4	Indefinite or periodic bans on the reading of plans?	12	0	0
5	Indefinite or periodic bans on the reading of standards?	12	0	0
6	Indefinite or periodic employee claim action in the not answering two way radios?	12	0	0
7	Indefinite or periodic bans on using mobile phones for work purposes?	12	0	0
8	The taking meal breaks, in concert with other employees, at the same time and/or the same places (i.e. groups of employees)?	12	0	0
9	Indefinite or periodic bans on attendance at meetings relating to protected action?	12	0	0
10	The imposition of a ban, for a specified period, including indefinitely, on the supervision or authorization of contractors to Liberty Bell Bay Pty Ltd?	12	0	0
11	The imposition of a ban, for a specified period, including indefinitely, on contact with Liberty Bell Bay Pty Ltd managers regarding the Enterprise Agreement included but not limited to reading or replying to Liberty Bell Bay Pty Ltd correspondence or attending Liberty Bell Bay Pty Ltd meetings or briefings?	12	0	0
12	Indefinite or periodic employee claim action in the form of not undertaking work, tasks or responsibilities normally undertaken by supervisors or managers?	12	0	0
13	Working strictly in accordance with Liberty Bell Bay Pty Ltd policies or directives and not using any initiative in the performance of duties, for a specified period, including indefinitely?	12	0	0
14	The imposition of a ban, for a specified period, including indefinitely on call backs?	12	0	0
15	The imposition of a ban, for a specified period, including indefinitely on fault finding?	12	0	0
16	The imposition of a ban, for a specified period, including indefinitely on resetting electrical equipment?	12	0	0
17	The imposition of a ban, for a specified period, including indefinitely on 'On Call'?	12	0	0
18	Indefinite or periodic bans on the performance of overtime?	12	0	0
19	Indefinite or period bans on the performance of any work outside the normal spread hours?	12	0	0
20	Indefinite or periodic bans on the installation of conduit?	12	0	0

21	Indefinite or periodic bans on the installation of cables?	12	0	0
22	Indefinite or periodic bans on the installation of fixed wiring accessories?	12	0	0
23	Indefinite or periodic bans on the installation of cable support systems?	12	0	0
24	Indefinite or periodic bans on the use of EWP's?	12	0	0
25	Indefinite or periodic bans on the use of ladders?	12	0	0
26	Indefinite or periodic bans on the use of test equipment?	12	0	0
27	Indefinite or periodic bans on the use of a work vehicle?	12	0	0
28	Stoppage of work for a period of 15 minutes including consecutive stoppages?	12	0	0
29	Stoppage of work for a period of 1 hour, including consecutive stoppages?	12	0	0
30	Stoppage of work for a period of 2 hours, including consecutive stoppages?	12	0	0
31	Stoppage of work for a period of 4 hours, including consecutive stoppages?	12	0	0
32	Indefinite or periodic 6 hour stoppages of work, including consecutive stoppages?	12	0	0
33	Indefinite or periodic 8 hours stoppages of work, including consecutive stoppages?	12	0	0
34	Indefinite or periodic 10 hour stoppages of work, including consecutive stoppages?	12	0	0
35	Indefinite or periodic 24 hour stoppages of work, including consecutive stoppages?	12	0	0
36	Stoppages of work, including consecutive stoppages?	12	0	0
37	Employee action in the form of wearing and or displaying of Union related clothing and material?	12	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, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37.
  - The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Cameron Caccamo  
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Delegate of the Ballot Agent  
Australian Electoral Commission

16/06/2022

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