



Reference: 2025/22436

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Declaration of results - PAB Order: B2025/1695

Pursuant to the Protected Action Ballot Order B2025/1695 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)	38
Postal votes returned by voters	37
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	37
Percentage of postal votes returned*	97.37

*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. The imposition of a ban for a specified period, including indefinitely, on using mobile/satellite phones and car and/or truck or handheld mobile radios.	35	2	0
	2. The imposition of a ban for a specified period, including indefinitely, on using personal tools.			

3. The imposition of a ban, for a specified period, including indefinitely, on the performance of any switching.
4. The imposition of a ban for a specified period, including indefinitely, on undertaking any off-road jobs.
5. For a specified period, including indefinitely, starting and finishing each shift from your depot of employment.
6. 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).
7. The imposition of a ban for a specified period, including indefinitely, on working rostered days off and public holidays.
8. The imposition of a ban for a specified period, including indefinitely, on responding to emails or texts.
9. The imposition of a ban for a specified period, including indefinitely, on completing any paperwork, reports, EWCs and job packs.
10. Indefinite or periodic bans on the performance of overtime.
11. Indefinite or periodic 1-hour stoppages of work.
12. Indefinite or periodic bans on the use of EWPs.
13. Indefinite or periodic bans on the use of ladders.
14. Indefinite or periodic bans on refueling Zinfra vehicles and/or trucks.
15. The imposition of a ban for a specified period, including indefinitely, live work.

Do you support the taking of the bans listed from 1 through to 15?

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.

Delegate of the Ballot Agent
Australian Electoral Commission

23/12/2025

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