



Reference: 2022/9468

The General Manager
Fair Work Commission
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India BAXTER
Construction, Forestry, Maritime, Mining and Energy Union
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Declaration of results - PAB Order: B2022/1142

Pursuant to the Protected Action Ballot Order B2022/1142 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) | 7 |
| Postal votes returned by voters | 5 |
| Postal votes rejected at the preliminary scrutiny | 0 |
| Postal votes admitted to further scrutiny | 5 |
| Percentage of postal votes returned* | 71.43 |

*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, Foundation Civil & Mining 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 stoppages of the performance of all work for one hour? | 5 | 0 | 0 |
| 2 | An unlimited number of stoppages of the performance of all work for two hours? | 5 | 0 | 0 |
| 3 | An unlimited number of stoppages of the performance of all work for four hours? | 5 | 0 | 0 |
| 4 | An unlimited number of stoppages of the performance of all work for eight hours? | 5 | 0 | 0 |
| 5 | An unlimited number of stoppages of the performance of all work for twenty four hours? | 5 | 0 | 0 |
| 6 | An unlimited number of stoppages of the performance of all work for forty eight hours? | 5 | 0 | 0 |
| 7 | An unlimited number of stoppages of the performance of all work for one week? | 5 | 0 | 0 |
| 8 | An unlimited number of stoppages of the performance of all work (indefinite strike)? | 5 | 0 | 0 |
| 9 | An unlimited number of periodic and/or indefinite bans on the performance of overtime? | 5 | 0 | 0 |
| 10 | An unlimited number of periodic and/or indefinite bans on call backs? | 5 | 0 | 0 |
| 11 | An unlimited number of periodic and/or indefinite bans on the taking of permits out on plant? | 5 | 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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Kaye Bartlett
 Returning Officer
 Delegate of the Ballot Agent
 Australian Electoral Commission

07/09/2022

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