

Reference: 2026/2129

The General Manager
 Fair Work Commission
 Level 4, 11 Exhibition Street
 Melbourne VIC 3000
 Email: melbourne@fwc.gov.au

Keenon ENDACOTT
 Mining and Energy Union
kendacott@meunsw.org.au

Wayne BOWER
 Wambo Coal Pty Limited T/A Peabody Energy Australia
WBower@peabodyenergy.com

Declaration of results – PAB Order: B2026/196

Pursuant to the Protected Action Ballot Order B2026/196 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

Postal vote summary	
Number of employees on the voter roll (voters)	19
Postal votes returned by voters	19
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	19
Percentage of postal votes returned*	100.00

*This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the voter roll (the number of voters who voted).

The 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	An unlimited number of stoppages of work of between thirty (30) minutes and twenty-four (24) hours in duration?	19	0	0
2	An unlimited number of stoppages of work of a full shift duration, including day shift, afternoon shift or night shift?	19	0	0
3	An unlimited number of bans on the performance of non-rostered overtime?	19	0	0
4	An unlimited number of bans on the performance of work in higher duties or step up roles?	19	0	0
5	An unlimited number of bans on the loading of trains?	19	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).

Question No.	Question
1	An unlimited number of stoppages of work of between thirty (30) minutes and twenty-four (24) hours in duration?
2	An unlimited number of stoppages of work of a full shift duration, including day shift, afternoon shift or night shift?
3	An unlimited number of bans on the performance of non-rostered overtime?
4	An unlimited number of bans on the performance of work in higher duties or step up roles?
5	An unlimited number of bans on the loading of trains?

Delegate of the Ballot Agent
Australian Electoral Commission

Tuesday 21 April 2026