



Ballot Report

B2025-1676 Protected Action Ballot

RAFFWU

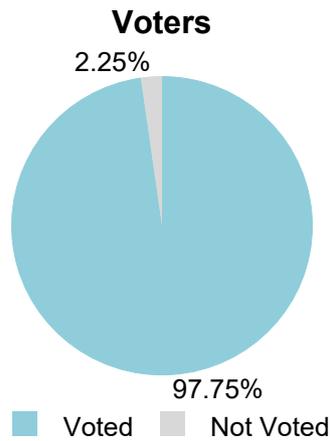
19 November 2025 to 3 December 2025

Ballot Report

The following ballot report is for B2025-1676 Protected Action Ballot conducted by TrueVote on behalf of RAFFWU. The ballot was live from 19/11/25 8:00 AM AEDT to 3/12/25 4:00 PM AEDT.

Voter Roll

The voter roll for the ballot consisted of 89 registered voters. 87 voters responded to the ballot notification sent out by TrueVote.



Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

B2025-1676 Protected Action Ballot

Subject	Date	Type	Event
Notice of - B2025-1676 Protected Action Ballot	18/11/25 8:00 AM	Email	Generic
Vote Open - B2025-1676 Protected Action Ballot	19/11/25 8:00 AM	Email	Voting open
SMS Vote Open	19/11/25 8:00 AM	SMS	Voting open
SMS Reminder	19/11/25 11:05 AM	SMS	Voting reminder
Vote Reminder - B2025-1676 Protected Action Ballot	25/11/25 8:00 AM	Email	Voting reminder
Vote Reminder - B2025-1676 Protected Action Ballot	1/12/25 8:00 AM	Email	Voting reminder
Vote Reminder - B2025-1676 Protected Action Ballot	3/12/25 8:00 AM	Email	Voting reminder
SMS Reminder	3/12/25 11:05 AM	SMS	Voting reminder

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:

1. An unlimited number of indefinite or periodic bans on handling items including, but not limited to, products, stock, refuse, packaging or any other items;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	86	96.63%	98.85%
NO	1	1.12%	1.15%

2. An unlimited number of indefinite or periodic bans on receiving, accepting or acknowledging any items including stock;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

3. An unlimited number of indefinite or periodic bans on all work associated with customer service;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	85	95.51%	97.70%
NO	2	2.25%	2.30%

4. An unlimited number of indefinite or periodic bans on all work associated with returns;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	86	96.63%	98.85%
NO	1	1.12%	1.15%

5. An unlimited number of indefinite or periodic bans on all work associated with events;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

6. An unlimited number of indefinite or periodic bans on all work associated with second hand books;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

7. An unlimited number of indefinite or periodic bans on all work associated with recommending, reviewing or promoting products;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	86	96.63%	98.85%
NO	1	1.12%	1.15%

8. An unlimited number of indefinite or periodic bans on all work associated with marketing and merchandising including newsletters, social media, signage, posters, displays and flyers;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

9. An unlimited number of indefinite or periodic bans on all work associated with any customer loyalty program;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	86	96.63%	98.85%
NO	1	1.12%	1.15%

10. An unlimited number of indefinite or periodic bans on participating in any meeting with a manager, supervisor or team leader;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	86	96.63%	98.85%
NO	1	1.12%	1.15%

11. An unlimited number of indefinite or periodic bans on performing any work other than specific duties listed in an employee's position description;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

12. An unlimited number of indefinite or periodic bans on performing work in one or more areas of a workplace;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

13. An unlimited number of indefinite or periodic bans on working overtime, including before shifts, after shifts and during break times;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

14. An unlimited number of indefinite or periodic bans on working outside a store trading hours;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

15. An unlimited number of indefinite or periodic bans on using a personal device for any work or work related function;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

16. An unlimited number of indefinite or periodic bans on all work associated with training of any person other than on safety matters;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

17. An unlimited number of indefinite or periodic bans on all work associated with reporting, including End of Week and End of Month reporting;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

18. An unlimited number of indefinite or periodic bans on processing transactions;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	86	96.63%	98.85%
NO	1	1.12%	1.15%

19. An unlimited number of indefinite or periodic bans on all work associated with recording work time;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

20. An unlimited number of indefinite or periodic bans on all work associated with rare books;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

21. An unlimited number of indefinite or periodic bans on all work associated with ordering, including special, bulk, web or school orders;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

22. An unlimited number of indefinite or periodic bans on all work associated with using equipment or devices;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	86	96.63%	98.85%
NO	1	1.12%	1.15%

23. An unlimited number of indefinite or periodic bans on all work associated with applying security stickers or hard tags to any items;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

24. An unlimited number of indefinite or periodic bans on all work associated with cleaning;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

25. An unlimited number of indefinite or periodic bans on the performance of work in clothes or apparel that are a uniform;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

26. Interrupting work periodically, over an indefinite period or for specified periods, in order to:

- a. wear or display on your person union and/or industrial campaign material;
- b. distribute union and/or industrial campaign material by any means to any person, including customers;
- c. attach union and industrial campaign material to outgoing mail, emails, and adding it to employer materials and displays;
- d. provide information, in any form, concerning the views of employees about any aspect of the bargaining campaign to any members of the public, including customers and the media.

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

27. An unlimited number of stoppages of work of 1 minute to 24 hours duration;

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

28. An unlimited number of indefinite stoppages of work.

Response	Result	% of Total (89)	% of Response Rate (87)
YES	87	97.75%	100.00%
NO	0	0.00%	0.00%

Responses By Date

Date	Votes	% of Total (89)	% of Response Rate (87)
19 Nov 25	78	87.64%	89.66%
20 Nov 25	7	7.87%	8.05%
21 Nov 25	1	1.12%	1.15%
3 Dec 25	1	1.12%	1.15%

Systems / Security / Help Desk

There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



3 December 2025

Stephen Donaldson

TrueVote Returning Officer