



Reference: 2022/2970

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#### **Declaration of results - PAB Order: B2022/180**

Pursuant to the Protected Action Ballot Order B2022/180 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)	779
Postal votes returned by voters	510
Postal votes rejected at the preliminary scrutiny	3
Postal votes admitted to further scrutiny	507
Percentage of postal votes returned*	65.08

\*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 Kinetic, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

	Question	Yes	No	Informal
1	Overtime Bans - employees will refuse to work outside of ordinary hours?	491	13	3
2	Work bans - Employees will refuse to perform part of their usual work duties?	493	11	3
3	Periodic Stoppages - An unlimited number of stoppages of the performance of all work for specified periods of between one (1) and seventy-two (72) hours. This action may be organised and/or engaged in on consecutive occasions?	497	8	2
4	Indefinite Stoppage - Employees will cease work for an indefinite period?	492	14	1

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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Darren Wade  
Returning Officer  
Delegate of the Ballot Agent  
Australian Electoral Commission

27/04/2022