



Reference: 2023/4436

The General Manager
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Declaration of results - PAB Order: B2023/495

Pursuant to the Protected Action Ballot Order B2023/495 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)	46
Postal votes returned by voters	28
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	28
Percentage of postal votes returned*	60.87

*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 K. & S. Freighters Pty Ltd do you endorse the taking of any and all protected industrial action against your employer which is authorized 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.	25	3	0
2	Work bans - Employees will refuse to perform part of their usual work duties.	23	4	1
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.	24	3	1
4	Indefinite Stoppage - Employees will cease work for an indefinite period.	22	5	1
5	Weekend Work - Employees will refuse to work on Saturday and/or Sunday.	25	3	0
6	Paper work - Employees will refuse to perform paper work, both digital or hardcopy, that does not relate to safety.	24	4	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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Kaye Bartlett
Australian Electoral Commission

03/07/2023

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