



Reference: 2025/17769

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

Abbey SULTAN
United Workers' Union
abbey.sultan@unitedworkers.org.au

Kathy WOOD
Origin People Pty Ltd T/A Padre Coffee
Kathy.Wood@sevenmiles.com.au

Declaration of results - PAB Order: B2025/1291

Pursuant to the Protected Action Ballot Order B2025/1291 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)	8
Postal votes returned by voters	7
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	7
Percentage of postal votes returned*	87.50

*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, 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 bans on performing any duties not stated in the employee's relevant position description at the time of this application of indefinite duration?	7	0	0
2	An unlimited number of stoppages of work of 4 hours duration?	7	0	0
3	An unlimited number of stoppages of work of 24 hours duration?	6	1	0

4	An unlimited number of stoppages of work of indefinite duration?	6	1	0
5	An unlimited number of bans on packing and/or delivering coffee without distributing material about the enterprise bargaining negotiations and the reasons for the industrial action?	7	0	0
6	An unlimited number of stoppages of work of up to 1 hours' duration for the purposes of distributing material and speaking to the employer's customers about the reasons for industrial action?	7	0	0
7	An unlimited number of stoppages of work of up to 1 hours' duration to make posts to social media regarding the enterprise bargaining campaign and/or negotiations and/or the reason for the industrial action?	7	0	0
8	An unlimited number of indefinite or periodic bans on the performance of work without a union t-shirt?	7	0	0
9	An unlimited number of indefinite or periodic bans on the performance of work without non-permanent/removable messages written or displayed on Padre HQ vehicles/windows representing the concerns of Padre's staff regarding the EBA negotiations and process?	7	0	0
10	An unlimited number of stoppages of work of 1 hours duration for the purposes of speaking to the media about the reasons for industrial action?	7	0	0
11	An unlimited number of stoppages of work of up to 1 hours' duration for the purposes of speaking to the employer's customers/clients about the reasons for industrial action?	7	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.

Chris King
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission
29/09/2025