



Fair Vote Services  
Protected Action Ballot UWU v Merlin Entertainments

## B2025/1533 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the UWU v Merlin Entertainments Protected Action Ballot has been generated in accordance with section 457 of the *Fair Work Act 2009 (Cth)*, the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/1533)

Listing of results of the question(s) put to voters in the ballot:

*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	Total
<b>Question 1</b> <i>An unlimited number of stop work meetings of between 5 minutes and 1 hour's duration?</i>	92	2	94
<b>Question 2</b> <i>An unlimited number of stoppages of work of between 15 minutes and 4 hours' duration?</i>	89	5	94
<b>Question 3</b> <i>An unlimited number of indefinite or periodic bans on the performance of work without wearing and displaying union and industrial campaign material such as t-shirts, badges, hats, lanyards, high-vis vests and stickers?</i>	90	4	94
<b>Question 4</b> <i>An unlimited number of indefinite or periodic bans on the performance of public announcements, 'ride' and 'tour' briefings and/or keeper talks and other educational presentations unless able to read out an authorised statement by the UWU about the bargaining campaign at the start and/or end of such announcement, talk and/or briefing?</i>	90	3	93
<b>Question 5</b> <i>An unlimited number of bans for an unlimited duration on organising and/or conducting:</i> <i>(a) educational and/or keeper talks and/or presentations; and/or</i> <i>(b) paid and/or unpaid animal interactions, experiences and/or 'encounters', including visitor photos; and/or</i> <i>(c) paid and/or unpaid games, rides or virtual reality experiences?</i>	90	3	93
<b>Question 6</b> <i>An unlimited number of bans for an unlimited duration on the feeding of animals in display areas, except where there is no alternative location where the animals may be fed?</i>	87	7	94
<b>Question 7</b> <i>An unlimited number of indefinite or periodic bans on the performance of animal feeds during designated 'feed talk' times, except where the feed times cannot be moved for animal safety or welfare reasons?</i>	90	4	94

<b>Question 8</b> <i>An unlimited number of bans for an unlimited duration on the parking of visitor prams in the designated area?</i>	90	4	94
<b>Question 9</b> <i>An unlimited number of bans for an unlimited duration on the preparation of food for ticketed events and encounters?</i>	90	4	94
<b>Question 10</b> <i>An unlimited number of indefinite or periodic bans on upselling and/or offering add-on experiences during ticket sales?</i>	93	1	94
<b>Question 11</b> <i>An unlimited number of stoppages of work of up to 1 hour's duration for the purposes of providing any information, in any form, concerning the views of employees about any aspect of the bargaining campaign to any members of the public, including the media?</i>	93	1	94

I declare that:

- 109 ballots were issued for voting in this protected action ballot.
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-11
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

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