



Reference: 2022/11430

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

Paula DOODY
Australian Municipal, Administrative, Clerical and Services Union
pdoodu@asuvictas.com.au

Benaifer SABAVALA
YSAS PTY LTD
BSabavala@ysas.org.au

Declaration of results - PAB Order: B2022/1395

Pursuant to the Protected Action Ballot Order B2022/1395 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)	108
Postal votes returned by voters	42
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	42
Percentage of postal votes returned*	38.89

*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 YSAS Pty Ltd, do you endorse the taking of protected industrial action which may involve taking separately, concurrently and/or consecutively any or all of the actions described in Schedule A to this Ballot?

Note: You should vote 'No' if you disagree with any one type of action.

	Question	Yes	No	Informal
	Schedule A			
	1. Interrupting or stopping work to attach campaign material and/or badges to clothes at work or to put on union related clothing, including masks.			
	2. Interrupting or stopping work to hand out union flyers to service users, staff and/or other members of the public.			
	3. Interrupting or stopping work to place/display campaign material in/on windows, on walls, work vehicles, outside of buildings, or in areas normally used for service signage.			
	4. Work stoppages of up to 24 hours' duration or shorter periods of time.			
1	5. An indefinite or periodic ban on attending meetings, including but not limited to supervision meetings, team meetings, CEO briefings or information meetings and/or completing documents relating to supervision.	41	1	0
	6. An indefinite or periodic ban on processing invoices, and sending them to management to process.			
	7. An indefinite or periodic ban on answering external phone calls.			
	8. Interrupting or stopping work for the purpose of speaking to the media and/or public about the EA campaign.			
	9. An indefinite or periodic ban on working any overtime and/or any hours in addition to an employee's rostered or contracted hours of work			
	10. Interrupting or stopping work to:			
	a) type the statement "We are taking industrial action for fair pay and conditions" with a link to an ASU newsletter about the industrial action in the body of			

emails and/or in email signatures and/or automated replies; and/or

b) to change fonts, font sizes and/or font colours in emails.

11. An indefinite or periodic ban on sending emails that do not contain ASU campaign statements.

12. Interrupting or stopping work to:

a) change Zoom/Teams background to show images and/or words related to the industrial action; and/or

b) to change fonts, font sizes and/or font colours in emails.

13. An indefinite or periodic ban on Zoom/Teams video during meetings and calls, without a graphic about industrial action and QR code link to a newsletter about that action.

14. Interrupting or stopping work to change work-related voicemail to advise callers of industrial action.

15. Interrupting or stopping work to copy managers into irrelevant emails.

16. An indefinite and periodic ban on not opening, updating, or closing support periods, or providing information relating to support periods that would have been opened, updated or closed if not for industrial action.

17. An indefinite or periodic ban on entering case notes, instead sending them in a word document to a manager at the end of the day.

18. An indefinite or periodic ban entering them into leave database and instead emailing leave requests to their manager.

19. An indefinite or periodic ban on everyone not having lunch at the same time.

20. An indefinite or periodic ban on attending in-house training, including but not limited to YSAS' Lunch and Learn' activities

21. An indefinite or periodic ban on locking gates, doors, cabinets, cupboards, offices and roller doors at the end of the day.

22. An indefinite or periodic ban on uploading client consent, Centrelink consent or Centrelink income statements to a database.

23. An indefinite or periodic ban on completing internal and external reporting requirements such as completing Department of Justice report.

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 1.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Kaye Bartlett
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission

26/10/2022

Email: PABevents@aec.gov.au phone: 02 9375 6366 or 03 9285 7111

www.aec.gov.au