



Reference: 2022/11824

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### Declaration of results - PAB Order: B2022/1485

Pursuant to the Protected Action Ballot Order B2022/1485 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)	22
Postal votes returned by voters	15
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	15
Percentage of postal votes returned*	68.18

\*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 Infront Electrical PTY LTD (the company), do you endorse the taking of any and all protected industrial actions against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

	Question	Yes	No	Informal
1	An unlimited number of stoppages of work for a period of up to and including 4 hours, including consecutive stoppages?	11	4	0
2	An unlimited number of stoppages of work for a	11	4	0

	period of up to and including 8 hours, including consecutive stoppages?			
3	An unlimited number of stoppages of work for a period of up to and including 24 hours, including consecutive stoppages?	11	4	0
4	An unlimited number of stoppages of work for an indefinite period?	10	5	0
5	An unlimited number of Indefinite or periodic bans on the use of computers?	11	4	0
6	An unlimited number of Indefinite or periodic bans on the reading of emails?	11	4	0
7	An unlimited number of Indefinite or periodic bans on responding to emails?	11	4	0
8	An unlimited number of Indefinite or periodic bans on the reading of plans and schematics?	10	4	1
9	An unlimited number of Indefinite or periodic bans on the reading of standards?	11	4	0
10	An unlimited number of Indefinite or periodic bans on the using two way radio's?	11	4	0
11	An unlimited number of Indefinite or periodic bans on using mobile phones for work purposes?	11	4	0
12	An unlimited number of Indefinite or periodic bans on attendance at company meetings relating to Protected Action?	11	4	0
13	An unlimited number of Indefinite or periodic bans on the supervision or authorization of contractors to the company?	11	4	0
14	An unlimited number of Indefinite or periodic bans on contact with the company's managers regarding the Enterprise Agreement included but not limited to reading or replying to the company correspondence or attending company meetings or briefings?	11	4	0
15	An unlimited number of Indefinite or periodic bans on undertaking work, tasks or responsibilities normally undertaken by supervisors or managers?	11	4	0
16	Working strictly in accordance with the companies policies or directives and not using any initiative in the performance of duties, for a specified period, including indefinitely?	11	4	0
17	An unlimited number of Indefinite or periodic bans on Call Backs?	11	4	0
18	An unlimited number of Indefinite or periodic bans on the performance or direction of fault finding?	11	4	0
19	An unlimited number of Indefinite or periodic bans on the performance or direction of resetting electrical equipment including generation machines?	11	4	0
20	An unlimited number of Indefinite or periodic bans on the performance of overtime?	11	4	0
21	An unlimited number of Indefinite or periodic bans on the performance of any work outside ordinary hours?	11	4	0
22	An unlimited number of Indefinite or periodic bans on	11	4	0

	the performance or direction of work on electrical/data wiring systems?			
23	An unlimited number of Indefinite or periodic bans on the performance or direction of work on the installation of electrical/data apparatus or equipment?	11	4	0
24	An unlimited number of Indefinite or periodic bans on the performance or direction of work on cable support systems?	11	4	0
25	An unlimited number of Indefinite or periodic bans on the performance or direction of work on cable enclosures, conduits and accessories?	11	4	0
26	An unlimited number of Indefinite or periodic bans on the performance or direction of work on testing and/or commissioning of electrical and/or data installations and equipment?	11	4	0
27	An unlimited number of Indefinite or periodic bans on the performance or direction of work on temporary wiring systems?	11	4	0
28	An unlimited number of Indefinite or periodic bans on the performance or direction of work on energising the whole, or part, of an electrical installation?	11	4	0
29	An unlimited number of Indefinite or periodic bans on the use of EWP's?	11	4	0
30	An unlimited number of Indefinite or periodic bans on the use of ladders?	11	4	0
31	An unlimited number of Indefinite or periodic bans on the use of test equipment?	11	4	0
32	An unlimited number of Indefinite or periodic bans on the use of a work vehicle?	11	4	0
33	An unlimited number of Indefinite or periodic bans on the use of personal power tools?	11	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, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33.
- 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  
 14/11/2022

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