



Reference: 2022/8030

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### Declaration of results - PAB Order: B2022/521

Pursuant to the Protected Action Ballot Order B2022/521 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)	10
Postal votes returned by voters	6
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	6
Percentage of postal votes returned*	50.00

\*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 the following protected industrial action (separately, concurrently and/or consecutively)?

	Question	Yes	No	Informal
1	An unlimited number of stoppages of the performance of all work for: 1 hour periods, 2 hour periods, 4 hour periods, 8 hour periods, and/or 12 hour periods?	5	0	0
2	An unlimited number of indefinite and/or periodic bans on the performance of one or more of the following types of work:  (a) An unlimited number of indefinite or periodic bans on housekeeping and cleaning duties in all or part of the workplace;  (b) An unlimited number of indefinite or periodic bans on performing shared duties with maintenance in all or part of the workplace;	5	0	0

(c) An unlimited number of indefinite or periodic bans on the preparation and performance of preventative maintenance tasks in all or part of the workplace;

(d) An unlimited number of indefinite or periodic bans on quality, production and scheduling paperwork in all or part of the workplace;

(e) Undertaking labelling work to prepare products for dispatch;

(f) The performance of work outside of the usual work area or location;

(g) The performance of work outside of the specifications of the role for which they were employed;

(h) Missing breaks or rest pauses;

(i) Undertaking work where the employee is concerned that they are not adequately supervised or staffed;

(j) Undertaking work using machines or processes where employees have reported concerns about health and safety risks;

(k) Completing specific processes, paperwork, approvals or reports;

(l) The use of technology such as radios, mobile phones, computers and tablets during work hours for non-safety related purposes;

(m) Assisting in communication with contractors;

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The communication and distribution of Union & Industrial Campaign Material in the form of:

3	(a) Attaching union and industrial campaign material to outgoing mail and email and adding it to materials and displays;	4	1	0
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(b) Wearing union and industrial campaign clothing, hats, stickers, badges, lanyards and/or signs; and

(c) Speaking to the public about the industrial action during work related communications.

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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.
- 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

13/07/2022

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