



Reference: 2024/2438

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### Declaration of results - PAB Order: B2024/192

Pursuant to the Protected Action Ballot Order B2024/192 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)	205
Postal votes returned by voters	121
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	121
Percentage of postal votes returned*	59.02

\*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 Ballarat City Council, 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 below? Yes [ ] No [ ]

	Question	Yes	No	Informal
	Schedule A			
1	1. An unlimited number of work stoppages of up to 24 hours' duration or shorter periods of time.	107	14	0
	2. An indefinite or periodic ban on the issuing of infringement notices and the collection of fines.			
	3. An indefinite or periodic ban on street cleaning,			

street sweeping, litter collection, and the collection of garbage.

4. An indefinite or periodic ban on gardening or mowing around Council offices, Council buildings and mowing entrances to the towns within the Council.

5. An indefinite or periodic ban on the performance of overtime.

6. An indefinite or periodic ban on maintenance of offices.

7. An indefinite or periodic ban on maintenance in main streets.

8. An indefinite or periodic ban on the maintenance and/or repair of any Council fleet, plant, or equipment.

9. An indefinite or periodic ban on the collection and disposal of dead animals.

10. An indefinite or periodic ban on attending meetings and briefings.

11. An indefinite or periodic ban on answering phone calls.

12. An indefinite or periodic ban on answering external phone calls and emails, and instead diverting or forwarding external phones calls and emails to management.

13. An indefinite or periodic ban on answering phone calls before it has been on hold for 30 seconds and/or before the queue is allowed to get to 5 minutes.

14. An indefinite or periodic ban on reading and responding to emails from the CEO, Group Managers and Councilors.

15. An indefinite or periodic ban on completing any documents relating to the annual review process.

16. An indefinite or periodic ban on contributing to, preparing, or submitting Council reports.

17. An indefinite or period ban on processing and preparing court documents for summonses relating to new fines that occur after the notice of industrial

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action.

18. An indefinite or periodic ban on the receipt or processing of building permits.

19. An indefinite or periodic ban on issuing invoices.

20. An indefinite or periodic ban on the collection of fees, charges, money, or payments for any Council service.

21. An indefinite or periodic ban on fire prevention works.

22. Interrupting or stopping work to hand out union flyers to residents and/or other members of the public, to place campaign material in library users' books on holds shelf and/or to display union posters on notice boards and in public areas.

23. Interrupting or stopping work to put on or attach to clothing, post and/or distribute, union campaign material such as t-shirts, badges, stickers, earmuffs, ear plugs and written communications.

24. An indefinite or periodic ban on performing work in clothes which do not have union campaign material and/or badges attached or performing work in Council uniforms.

25. Interrupting or stopping work to write temporary messages about the union campaign on Council vehicle windows.

26. Interrupting or stopping work to write temporary messages about the union campaign on Council building windows.

27. An indefinite or periodic ban on spraying weeds or weeding in selected and/or high-use areas.

28. An indefinite or periodic ban on attending supervision meetings and/or completing documents relating to supervision.

29. An indefinite or periodic ban on using Zoom/Teams video that does not contain a graphic about the industrial action and/or QR code link to newsletter about it.

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30. Interrupting or stopping work for the purpose of speaking to the media and/or public about the EA campaign.

31. An indefinite or periodic ban on training and/or inducting and/or otherwise working with and/or coordinating contractors and/or labour hire.

32. Interrupting or stopping work to write temporary messages about the union campaign on school crossing shelters.

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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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Delegate of the Ballot Agent  
Australian Electoral Commission  
23/04/2024

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