



**AUSTRALIAN
ELECTION
COMPANY**

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Ballot Agent's Declaration of Result

for

**Protected Action Ballot
Order B2023/609 of 22 June, 2023**

Independent Education Union of Australia

V

Edmund Rice Education Australia Colleges Ltd

Prepared for:

**DEPUTY PRESIDENT HAMPTON
FairWork Commission**

**The Federal Secretary
Independent Education Union of Australia**

**Ms Rebecca Gayle Sisson
Independent Education Union of Australia-Queensland and Northern Territory
Branch**

**Mr Toby Walthall
Minter Ellison**

**Chris Woolley
Edmund Rice Education Australia Colleges Ltd**

DECLARATION OF RESULT

Protected Action Ballot Order B2023/609 of 22 June, 2023

Independent Education Union of Australia v Edmund Rice Education Australia Colleges Ltd

BALLOT QUESTION

“Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement between Edmund Rice Education Australia Colleges Ltd and its employees, represented by the Union, authorise industrial action against Edmund Rice Education Australia Colleges Ltd which may involve you and/or other employees engaging in any or all of the following forms of action, separately, concurrently and/or consecutively:

Q1

- (i) employees will not perform any work unless they are wearing a campaign badge, campaign sticker or campaign clothing; and
- (ii) employees will not attend, for an indefinite period, any meeting involving two or more members of staff (howsoever described, and regardless of the stated reason for the meeting), with the exception of meetings regarding student welfare, and staff and student safety; and
- (iii) an unlimited number of indefinite bans on any duties or activities (including discussions with students) during their scheduled meal breaks; and
- (iv) an unlimited number of indefinite bans on the working, or taking, of supervision or cover periods, howsoever described; and
- (v) an unlimited number of indefinite bans on playground or transport supervision, or supervision of any other designated duty area; and
- (vi) an unlimited number of indefinite bans on any duties or activities required to comply with employer requests for data, data collection, and/or data analysis; and
- (vii) an unlimited number of stoppages of a duration of between 5 minutes and 24 hours; and
- (viii) a ban on all communications, by email or telephone or any other electronic forms of communication, outside of 8.30am to 3.30pm, Monday to Friday; and
- (ix) making oral or written statements, while working, explaining why union members are taking protected industrial action, in communications with any person while on a school site.

**Yes
Votes**

296

**No
Votes**

22

Wade Hadley
for
Australian Election Company
Ballot Agent
20 July, 2023

STATISTICAL DETAILS

Total eligible Members/Employees compiled on voter roll	442
Number of Passwords issued to Members/Employees	442
Number of Voters	318
Total % "YES" Vote to number of Voters	93.08%
Total % "NO" Vote to number of Voters	6.92%
Total % Voters to number of Eligible Member/Employees	71.95%

PASSWORD RECONCILIATION

Number of Passwords – eligible Member/Employee database	442
Less: number of Passwords consumed by internet voters	318
Number of Passwords unconsumed	124
Number of Members/Employees who did not vote	124
Plus: number of Members/Employees who did vote	318
Total number of eligible voters	442