



Reference: 2023/2724

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

Bill BAARINI  
Transport Workers Union  
[bbaarini@twu.asn.au](mailto:bbaarini@twu.asn.au)

Alison MCGREGOR  
ZIP Airport Services Pty Ltd  
[alison.mcgregor@vivaenergy.com.au](mailto:alison.mcgregor@vivaenergy.com.au)

### Declaration of results - PAB Order: B2023/246

Pursuant to the Protected Action Ballot Order B2023/246 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)	24
Postal votes returned by voters	18
Postal votes rejected at the preliminary scrutiny	2
Postal votes admitted to further scrutiny	16
Percentage of postal votes returned*	66.67

\*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 the Respondent, do you authorise protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

	Question	Yes	No	Informal
1	Weekend Work - employees will refuse to work on Saturday and/or Sunday?	13	2	1
2	Overtime Ban - employees will refuse to work outside of their Ordinary hours?	15	1	0
3	Work bans - Employees will refuse to perform part of their usual work duties?	13	3	0
4	Periodic Stoppages - An unlimited number of stoppages of the performance of all work for specified periods of between one (1) and seventy-two (72)	15	1	0

hours. This action may be organised and/or engaged in on consecutive occasions?

5	Indefinite Stoppage - Employees will cease work for an indefinite period?	15	1	0
6	Two way radios and mobile phones - Employees will refuse to use two way radios and mobile phones?	14	2	0
7	Paper work - Employees will refuse to perform paper work that does not relate to safety?	15	1	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.
- The majority of voters who cast a valid vote were against the action set out in question(s) 0.

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

03/05/2023

Email: [PABevents@aec.gov.au](mailto:PABevents@aec.gov.au) phone: 02 9375 6366 or 03 9285 7111

[www.aec.gov.au](http://www.aec.gov.au)