



Reference: 2024/14156

The General Manager
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Declaration of results - PAB Order: B2024/1367

Pursuant to the Protected Action Ballot Order B2024/1367 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) | 152 |
| Postal votes returned by voters | 92 |
| Postal votes rejected at the preliminary scrutiny | 3 |
| Postal votes admitted to further scrutiny | 89 |
| Percentage of postal votes returned* | 58.55 |

*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 VicRoads, 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 in Schedule A to this Ballot?

| | Question | Yes | No | Informal |
|---|--|-----|----|----------|
| | Schedule A | | | |
| | 1. An unlimited number of indefinite or periodic stoppages of up to 4 hours. | | | |
| | 2. An unlimited number of indefinite or periodic stoppages of up to 1 hour. | | | |
| | 3. An unlimited number of indefinite or periodic stoppages of up to 24 hours. | | | |
| | 4. An indefinite or periodic ban on adhering to changes to work location by way of transfer or rostering. | | | |
| | 5. An indefinite or periodic ban on processing all appointment fees. | | | |
| | 6. An indefinite or periodic ban on performing drive tests. | | | |
| | 7. An indefinite or periodic ban on responding to emails. | | | |
| | 8. An indefinite or periodic ban on answering telephone calls. | | | |
| | 9. An indefinite or periodic ban on wearing VicRoads uniform/apparel. | | | |
| 1 | 10. An indefinite or periodic ban on attending staff meetings. | 79 | 10 | 0 |
| | 11. An indefinite or periodic ban on charging card merchant fees. | | | |
| | 12. An indefinite or periodic ban on using the QMS system, and instead logging code RE1 for all transactions. | | | |
| | 13. Diverting all phone calls to members of management during specified periods. | | | |
| | 14. Interrupting or stopping work to put on or attach to clothing, post and/or distribute, union campaign material such as t-shirts, badges, stickers, and written communications. | | | |
| | 15. An indefinite or periodic ban on performing work in clothes that do not have union campaign material attached. | | | |
| | 16. Interrupting or stopping work to type or copy and paste union campaign messages into work emails. | | | |
| | 17. An indefinite or periodic ban on sending work emails that do not contain union campaign messages. | | | |

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
 03/12/2024

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