



Fair Vote Services
Maurice Blackburn Protected Action Ballot

PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the Maurice Blackburn Protected Action Ballot has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2024/1457)

Question	Yes	No	Total
1. Bans on performing work unless permitted to take the breaks specified in the enterprise agreement?	300	19	319
2. Stoppages of work between 5 minutes and 24 hours duration?	291	27	318
3. An indefinite stoppage of work?	226	87	313
4. Bans on working in excess or outside of the ordinary hours of work, on days off, on periods of leave, and on other authorised absences?	304	16	320
5. Publishing statements concerning the ASU campaign about the enterprise agreement including on personal social media and other media in contravention of the employer's directions or policies?	253	57	310
6. Bans on participating in training?	257	58	315
7. Bans on participating in events involving Maurice Blackburn outside of working hours or days?	282	30	312
8. Indefinite or periodic ban on the recording of billable hours, using Elite 3E or any other time recording systems?	273	41	314

9. A ban on sending emails unless they include a statement in support of the ASU's bargaining claims and/or explaining why the ASU is taking industrial action?	248	63	311
10. The inclusion of statements in support of the ASU's bargaining claims and/or explaining why the ASU is taking industrial action when answering phone calls?	220	90	310
11. Bans on sending emails unless they use "all caps" text?	186	126	312
12. Wearing casual clothes to work in contravention of the employer's policies or directions?	280	36	316
13. Bans on using the employer's videoconferencing platforms?	234	77	311
14. Wearing or displaying ASU branded material (e.g. videoconferencing backgrounds, posters, clothing, badges) in contravention of the employers policies or directions?	269	42	311
15. Bans on using Microsoft Outlook without an ASU authorised automatic reply explaining or providing comment in support of the ASU's claims in bargaining or protected industrial action?	242	67	309
16. Interrupting work to hand out ASU enterprise agreement campaign material to members of the public and/or employees of the firm?	246	64	310

I declare that:

- 396 ballots were issued for voting in this protected action ballot.
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-16.
- The majority of voters who cast a valid vote were against the action set down in question(s): nil.

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