



B2024-1287 Protected Action Ballot

Australian Workers Union

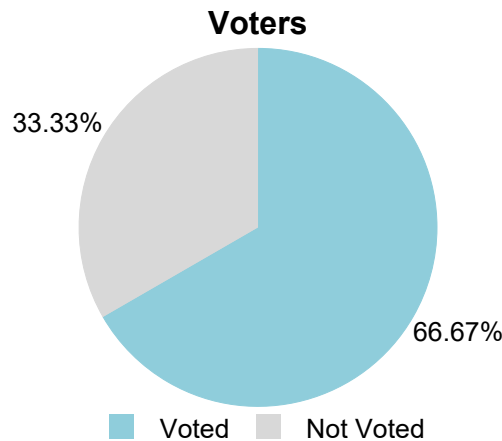
8 October 2024 to 14 October 2024

Ballot Report

The following ballot report is for B2024-1287 Protected Action Ballot conducted by TrueVote on behalf of Australian Workers Union. The ballot was live from 8/10/24 12:00 PM AEDT to 14/10/24 4:00 PM AEDT.

Voter Roll

The voter roll for the ballot consisted of 84 registered voters. 56 voters responded to the ballot notification sent out by TrueVote.



Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

Subject	Date	Type	Event
Notice of B2024-1287 Protected Action Ballot	8/10/24 8:00 AM	Email	Generic
Vote Open B2024-1287 Protected Action Ballot	8/10/24 12:00 PM	Email	Voting open
SMS Open	8/10/24 12:00 PM	SMS	Voting open
Vote Reminder - B2024-1287 Protected Action Ballot	10/10/24 8:00 AM	Email	Voting reminder
SMS Reminder	14/10/24 8:00 AM	SMS	Voting reminder
Vote Reminder - B2024-1287 Protected Action Ballot	14/10/24 8:00 AM	Email	Voting reminder

For the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with the City of Hobart, do you authorise protected industrial action in the form of the following, to be taken separately, concurrently and/or consecutively:

Response	Result	% of Total (84)	% of Response Rate (56)
YES	48	57.14%	85.71%
NO	8	9.52%	14.29%

1. An indefinite or periodic ban on attendance at CEO briefings or information meetings.
2. An indefinite or periodic ban on attendance at staff, team or departmental meetings.
3. An indefinite or periodic ban on "one on one" meetings with supervisors/team leaders.
4. An indefinite or periodic ban on attending meetings on behalf of managers.
5. An indefinite or periodic ban on reading and responding to emails from the CEO or Group Managers.
6. An indefinite or periodic ban on responding to non-urgent requests from Councillors.
7. An indefinite or periodic ban on using private mobile phones.
8. An indefinite or periodic ban on the collection of fees, charges, money or payments at any Council facility or for any Council service, including Transfer Stations.
9. Interrupting or stopping work to hand out union flyers to residents and/or other members of the public.
10. Interrupting or stopping work to talk to service users about the current union campaign.
11. An indefinite or periodic ban on answering external phone calls, including referring some calls on to senior management.
12. An indefinite or periodic ban on writing reports or delivery of statistical reporting.
13. Interrupting or stopping work for the purpose of speaking to the media and/or public about the EBA campaign.
14. An indefinite or periodic ban on working selected overtime including public events.
15. Interrupting or stopping work to put campaign signs on Council vehicle windows.
16. An indefinite or periodic ban on attending meetings and/or completing documents relating to the annual review process.
17. An unlimited number of indefinite or periodic bans on training and/or inducting and/or otherwise working with and/or coordinating contractors and/or labour hire.

18. An indefinite or periodic ban on not working from home.
19. An indefinite or periodic ban on not having information in email signatures and out of office messages about EBA offer and /or union action.
20. Work stoppages of up to 24 hours' duration or shorter periods of time.
21. An indefinite or periodic ban on participation in online training.
22. An indefinite or periodic ban on street cleaning work on selected streets, including leaf areas and special requests.
23. An indefinite or periodic ban on litter pick up.
24. An indefinite or periodic ban on street sweeping, litter pick up or gardening around Council Offices or buildings.
25. An indefinite or periodic ban on maintenance of CEO or Manager Offices.
26. An indefinite or periodic ban on the picking up of garbage in any Council reserve or roadside reserve, National Parks and near council buildings including Town Halls.
27. An indefinite or periodic ban on chipping or picking up of tree branches.
28. An indefinite or periodic ban on mowing, whipper snipping and work on garden beds.
29. An indefinite or periodic ban on maintenance in main streets, unless safety concerns.
30. Interrupting or stopping work to write temporary messages on Council vehicle windows.
31. An indefinite or periodic ban on picking up/processing dead animals unless it is a safety risk.
32. An indefinite or periodic ban on mechanics fixing any fleet, plant or equipment except for safety reasons, including council fleet cars.
33. An indefinite or period ban on installing/replacing street signs.
34. An indefinite or periodic ban on issuing of infringement notices other than warnings.
35. An indefinite or periodic ban on issuing of infringement notices.
36. An indefinite or periodic ban on all forms of traffic/parking enforcement complaints which do not represent a risk or danger to community (eg. cars across driveways, loading zones, permit zones).
37. An indefinite or periodic ban on working in inclement weather conditions.
38. An indefinite or periodic ban on permit application processing (e.g. animals, parking permits).
39. An indefinite or periodic ban on the sending out of renewal or reminder notices (permits, renewals etc.).
40. An indefinite or periodic ban on acting on complaints of abandoned vehicles.
41. An indefinite or periodic ban on pro-active investigations or actions including park patrols.

42. An indefinite or periodic ban on responding to barking dogs or noise nuisance complaints.
43. An indefinite or periodic ban on wearing name badges.
44. An indefinite or periodic ban on not wearing union badges/stickers while at work.
45. Interrupting or stopping work to attach campaign material and/or badges to clothes at work.
46. An indefinite or periodic ban on performing work in clothes which do not have EBA campaign material and/or badges attached.
47. An indefinite or periodic ban on performing work in clothes which are not union related.
48. An indefinite or periodic ban on performing work in clothes which are not casual.
49. Interrupting or stopping work to hand out union flyers to residents and/or other members of the public.
50. Interrupting or stopping work to talk to service users about the current union campaign.
51. Interrupting or stopping work to make campaign-related announcements over Council PA system.
52. Interrupting or stopping work to display union flyers on walls, shelves, on TV screens and in areas normally used for Council signage.
53. An indefinite or periodic ban on producing materials regarding enterprise bargaining for the employer.
54. An indefinite or periodic ban on receipting of invoices for processing/payments.
55. An indefinite or periodic ban on creating of invoices for payment.
56. An indefinite or periodic ban on reconciliation of statement of corporate cards at the end of month.
57. An indefinite or periodic ban on purchasing of goods.
58. An indefinite or periodic ban on delivering replacement rubbish wheelie bins to rate payers.
59. An indefinite or periodic ban on mowing the whole of Council owned sports ovals and parks.
60. An indefinite or periodic ban on painting colours of the arcs on football grounds during football finals.

Responses By Date

Date	Votes	% of Total (84)	% of Response Rate (56)
8 Oct 24	40	47.62%	71.43%
9 Oct 24	5	5.95%	8.93%
10 Oct 24	3	3.57%	5.36%
11 Oct 24	2	2.38%	3.57%
12 Oct 24	1	1.19%	1.79%
14 Oct 24	5	5.95%	8.93%

Systems / Security / Help Desk

There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



14 October 2024

Stephen Donaldson

TrueVote Returning Officer