



Reference: 2024/5195

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

India BAXTER  
Construction, Forestry and Maritime Employees Union  
[indiab@cfmeu.org](mailto:indiab@cfmeu.org)

Fi HAWKER  
Bricks Australia Services Pty Limited  
[fhawker@csr.com.au](mailto:fhawker@csr.com.au)

### Declaration of results - PAB Order: B2024/549

Pursuant to the Protected Action Ballot Order B2024/549 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)	29
Postal votes returned by voters	25
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	24
Percentage of postal votes returned*	82.75

\*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 your employer, Bricks Australia Services Pty Limited, do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

	Question	Yes	No	Informal
1	An unlimited number of stoppages of the performance of all work for a specified period (e.g. 1 hour, 2.5 hours or other specified period)?	20	4	0
2	An unlimited number of stoppages of the performance of all work for an unspecified period (indefinite strike)?	20	4	0
3	An unlimited number of periodic and/or indefinite bans on the performance of overtime?	21	3	0
4	An unlimited number of periodic and/or indefinite bans on the loading and/or unloading of trucks with	20	4	0

	specified product (e.g. interstate product or a specified type of product)?			
5	An unlimited number of periodic and/or indefinite bans on call backs?	21	3	0
6	An unlimited number of periodic and/or indefinite bans on training of new staff and/or casual/labour hire employees?	22	2	0
7	An unlimited number of periodic and/or indefinite bans on specified maintenance and/or operation tasks on kilns (e.g. partial or complete restriction on production rates)?	20	4	0
8	An unlimited number of periodic and/or indefinite bans on the strapping of palletted bricks?	21	3	0
9	An unlimited number of periodic and/or indefinite bans on the use of specified plant, machinery and/or tools (e.g. forklifts, powered hand tools, front end loader)?	20	4	0
10	An unlimited number of periodic and/or indefinite bans on tasks related to specified administrative work (e.g. stock take; labelling and/or reporting, general or specific paperwork)?	21	3	0
11	An unlimited number of periodic and/or indefinite bans on specified materials and product handling (e.g. specified chemicals, raw materials, pigments and the like)?	20	4	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, 8, 9, 10, 11.
- 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

01/07/2024

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)