

FREQUENTLY ASKED QUESTIONS: PROTECTED ACTION BALLOTS

What is a Protected Action Ballot?

Taking protected action during bargaining is a crucial tool that members are able to use to further their claims. Taking protected action means that the action is lawful and employees cannot have adverse action taken against them by their employer (i.e. disciplinary action) for participating in the action. In order to have the option of taking protected industrial action, CFMEU members must approve it via an online protected action ballot conducted by Fair Vote Services.

Why is it important that I vote YES in the protected action ballot?

The ballot will have a number of questions to approve different types of action. It is crucial that members vote YES to each type of action so that we have the option to take it in the future. This will ensure that we are in the strongest bargaining position possible. Each form of action needs to have a majority of members vote and a majority approve it!

Therefore it is crucial that every member votes YES to every form of industrial action.

If we vote YES, will we have to take industrial action?

By voting YES, it gives CFMEU members the OPTION of taking industrial action at some point in the future. Voting YES does not obligate anyone to take any industrial action. No further action will be taken without speaking to members first and having them approve it.

If I vote YES, can the Company take any adverse action against me?

NO! The General Protections provisions of the Fair Work Act make it illegal for the company to take any action against an employee for voting in a protected action ballot.

Will we keep negotiating with the Company during the ballot?

Yes, the Union and your delegates will continue EA negotiations with the Company during the ballot, with the aim of achieving a fair and just outcome for members.

Only Union members can vote in the protected action ballot.

If you are not a member and want to fight for a fair outcome, you need to join NOW.

Non-members can join by scanning the QR code opposite.

