

# HOW TO FILL OUT YOUR FLEURIEU CRANES PROTECTED ACTION BALLOT

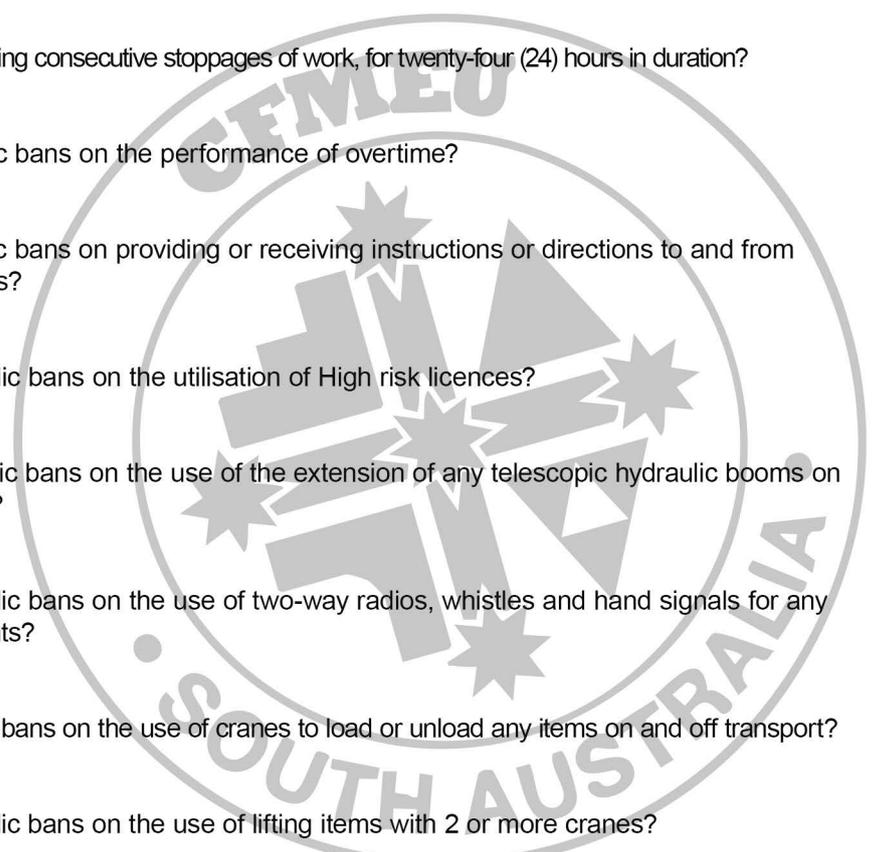
The Ballot will be held by Fair Vote Services by way of an online electronic ballot, and you will be able to access this Ballot on your mobile or computer. You will receive an email from Fair Vote Services - be sure to check your junk/spam folders, as this email will contain your username and password to allow you log in to cast YOUR VOTE!

Every vote counts so the Union encourages you to vote as soon as you can and to vote YES to all questions. Voting YES determines the actions you are able to take at a later date, as voted on by members.

These are the questions you will be asked:

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) hour in duration?  
Yes [  ] No [  ]
2. An unlimited number of stoppages of work, including consecutive stoppages of work, for two (2) hours in duration?  
Yes [  ] No [  ]
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?  
Yes [  ] No [  ]
4. An unlimited number of stoppages of work, including consecutive stoppages of work, for six (6) hours in duration?  
Yes [  ] No [  ]
5. An unlimited number of stoppages of work, including consecutive stoppages of work, for eight (8) hours in duration?  
Yes [  ] No [  ]
6. An unlimited number of stoppages of work, including consecutive stoppages of work, for twelve (12) hours in duration?  
Yes [  ] No [  ]
7. An unlimited number of stoppages of work, including consecutive stoppages of work, for twenty-four (24) hours in duration?  
Yes [  ] No [  ]
8. An unlimited number of indefinite or periodic bans on the performance of overtime?  
Yes [  ] No [  ]
9. An unlimited number of indefinite or periodic bans on providing or receiving instructions or directions to and from other contractors and/or labour hire employees?  
Yes [  ] No [  ]
10. An unlimited number of indefinite or periodic bans on the utilisation of High risk licences?  
Yes [  ] No [  ]
11. An unlimited number of indefinite or periodic bans on the use of the extension of any telescopic hydraulic booms on cranes (unless for emergency purposes only)?  
Yes [  ] No [  ]
12. An unlimited number of indefinite or periodic bans on the use of two-way radios, whistles and hand signals for any communications in relation to crane movements?  
Yes [  ] No [  ]
13. An unlimited number of indefinite or periodic bans on the use of cranes to load or unload any items on and off transport?  
Yes [  ] No [  ]
14. An unlimited number of indefinite or periodic bans on the use of lifting items with 2 or more cranes?  
Yes [  ] No [  ]



# 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.

