

FAQ ON CEVA PROTECTED INDUSTRIAL ACTION

Q. Why have delegates endorsed action?

- A. Ceva refuses to agree to your endorsed claims, are not listening to workers and have even cancelled negotiation meetings. The company refuses to join the industry fight to lift standards even as contracts continue to be lost to undercutting competitors.
Send a strong message by voting YES to all questions on the Protected Action Ballot (PAB)!

These issues are still unmet or outstanding:

- ✗ No real pay rise.
- ✗ No protection for driver jobs.
- ✗ No protection from automation & AI while bragging about introducing robot workers.
- ✗ Refusing conditions such as parental leave.
- ✗ No Same Job Same Pay protections for warehouse workers.

Q. What is a PAB (Protected Action Ballot)?

- A. A PAB is a vote that authorises and protects TWU members to take protected action if it becomes necessary in the future.

Voting in support of the ballot does not mean you have to take action. It just means that all members will have the option to take action, and shows Ceva that we are serious about fighting for better conditions.

Q. When does voting open? How does it work?

- A. Voting opens on Tuesday 25th August 2026 at 10am AEST. You have until Monday 31st August, 2pm AEST, to submit your vote.

If you've provided a valid email address or mobile number, you'll receive an email/text from the ballot company, FairVote Services, with a unique online voting link. **Make sure to VOTE YES to all questions.**

Q. What if I don't receive my ballot notice?

- A. If you have not received your ballot notice yet, and you are a TWU member who is eligible to vote, please contact FairVote Services to ensure your name is included on the roll.

FairVote Contact Details:

 (03) 8592 9905

 admin@fairvote.com.au

Q. What happens while we are waiting for the PAB results?

- A. By lodging a PAB application, we're making it clear that we are serious about a fair outcome being achieved in a reasonable time frame, and this is understood by management.

If management don't listen to the workforce and improve the offer, then members will meet to decide what action you may want to take from bans to stoppages.

At this key moment in the negotiation process it is vital that we stay unified and disciplined.

The bargaining process and the PAB/Protected Industrial action are avenues to voice our concerns, and as such, we need all members to continue to work as normal whilst we continue the bargaining process.

**BEING A TWU MEMBER ENSURES ANY ACTION
YOU TAKE IS LEGALLY PROTECTED**



**JOIN
THE
TWU**