



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)

v

**Ausgrid Management Pty Ltd
(B2024/864)**

31 July 2024

1. Ballot Result

Total Eligible Voters: 12

Total Participated: 12

12 out of 12 have answered all questions 100%

Final Ballot Audit: Wednesday, 31 July 2024 at 12.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/864) has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/864) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

1. An unlimited number of indefinite and/or period bans on the performance of overtime?

- Yes - 12 (100%)
- No - 0 (0%)



Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

2. An unlimited number of 1 hour stoppages of work?

- Yes - 12 (100%)
- No - 0 (0%)



Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

3. An unlimited number of indefinite and/or period bans on the use of Electronic Devices, including but not limited to Smart Phones, iPads, Surface Pro's, Laptops and Desk Top Computers?

- Yes - 12 (100%)
- No - 0 (0%)



Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

4. An unlimited number of indefinite and/or period bans on using physical or digital locking systems, including but not limited to locking or unlocking of phones, iPads, tablets, computers, access gates and air brakes switches?

- Yes - 12 (100%)
- No - 0 (0%)



Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

5. An unlimited number of indefinite and/or period bans on taking any taking any steps, on behalf of the employer, to notify any employee of any proposed employer response action.

- Yes - 12 (100%)
- No - 0 (0%)



Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

6. An unlimited number of indefinite and/or period bans on giving (on behalf of the employer) any written notice to any other employee that because of any partial work ban, the employee will not be entitled to any payments and that the employer refuses to accept the performance of any work by the employee until the employee is ready to perform all of his, her or their duties?

- Yes - 12 (100%)
- No - 0 (0%)



Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

7. An unlimited number of indefinite and/or period bans on giving (on behalf of the employer) any written notice to any other employee that, because of a partial work ban, that employee's payments will be reduced by a proportion specified in the notice?

- Yes - 12 (100%)
- No - 0 (0%)



Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

8. An unlimited number of indefinite and/or period bans on issuing (on behalf of the employer) any instructions/directions, whether written or verbal, to any other employee in relation to partial work bans, including but not limited instructions that an employee must cease working in a circumstance where they have engaged or propose to engage in a partial work ban, or an instruction to an employee that the employer will not accept their work in a circumstance where they have engaged or propose to engage in a partial work ban?...

- Yes - 12 (100%)
- No - 0 (0%)



Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

9. An unlimited number of indefinite and/or periodic bans on managers and/or supervisors covered by the proposed enterprise agreement reporting on any plans or proposals to give notice to the employer of employee claim actions or employee response actions?

- Yes - 12 (100%)
- No - 0 (0%)



Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

10. An unlimited number of indefinite and/or periodic bans on managers and/or supervisors covered by the proposed enterprise agreement reporting on whether any individual employees or group of employees propose to engage in protected industrial action which has been notified by a bargaining representative?

- Yes - 12 (100%)
- No - 0 (0%)



Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

11. An unlimited number of indefinite and/or periodic bans on managers and/or supervisors covered by the proposed enterprise agreement reporting on whether any individual employee or group of employees engaged in any protected industrial action which was the subject of a notice?

- Yes - 12 (100%)
- No - 0 (0%)



Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

12. An unlimited number of indefinite and/or periodic bans on the performance of other duties/positions, including but not limited to acting up and secondments?

- Yes - 12 (100%)
- No - 0 (0%)



Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

13. An unlimited number of indefinite and/or period bans on eating lunch anywhere except for the garage lunch room?

- Yes - 12 (100%)
- No - 0 (0%)



Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

14. An unlimited number of indefinite and/or period bans on performing duties outside specific tasks listed in the relevant role statement?

- Yes - 12 (100%)
- No - 0 (0%)



Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

15. An unlimited number of indefinite and/or period bans on implementing any new technologies?

- Yes - 12 (100%)
- No - 0 (0%)



Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

16. Ceasing work in order to distribute AMWU enterprise agreement campaign-related material whilst the employee would ordinarily be performing work, including but not limited to written communications, vehicle signage, flags and stickers, with the duration of the cessation being the time it takes for an individual employee to distribute such material?

- Yes - 12 (100%)
- No - 0 (0%)



Question 17

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

17. Ceasing work in order to communicate on social media, radio, TV, papers or talking to Political Parties, irrespective of whether any such communication breaches employer policies and/or directions?

■ Yes - 12 (100%)

■ No - 0 (0%)





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