



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Communications, Electrical, Electronic, Energy, Information,  
Postal, Plumbing and Allied Services Union of Australia**

**v**

**NewCold Melbourne Pty Ltd T/A NewCold Melbourne, NewCold  
Melbourne No 2 Pty Ltd T/A NewCold Melbourne  
B2024/1218**

**2 October 2024**

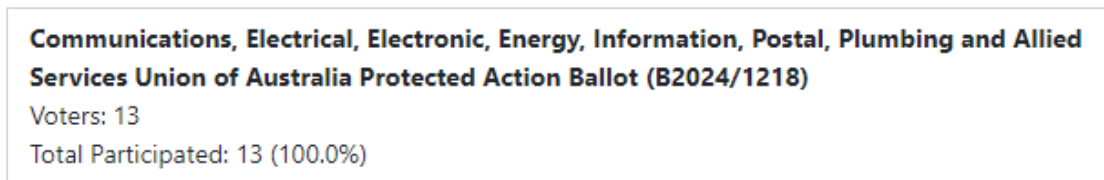
# 1. Ballot Result

Total Eligible Voters: 13  
Total Participated: 13

13 out of 13 have answered all questions 100%

Final Ballot Audit: Wednesday, 2 October 2024 at 12.05pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot 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 NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of indefinite and/or periodic stoppages on the performance of all work?

- Yes - 13 (100%)
- No - 0 (0%)



#### Question 2

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of indefinite and/or periodic bans on overtime?

- Yes - 13 (100%)
- No - 0 (0%)



### Question 3

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

3. An unlimited number of indefinite and/or periodic bans on call backs?

■ Yes - 13 (100%)

■ No - 0 (0%)



### Question 4

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

4. An unlimited number of indefinite and/or periodic bans on preventative maintenance?

■ Yes - 13 (100%)

■ No - 0 (0%)



## Question 5

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of indefinite and/or periodic bans on attending breakdowns?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 6

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of indefinite and/or periodic bans on the use of mobile phones and/or portable phones and/or other communication devices for business purposes?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 7

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of indefinite and/or periodic bans on the use of computers and/or tablets for work purposes?

■ Yes - 13 (100%)

■ No - 0 (0%)



## Question 8

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of indefinite and/or periodic bans on work in areas at less than 0 degrees Celsius?

■ Yes - 13 (100%)

■ No - 0 (0%)



## Question 9

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

9. An unlimited number of indefinite and/or periodic bans on working at heights?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 10

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

10. An unlimited number of indefinite and/or periodic bans on data entry?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 11

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

11. An unlimited number of indefinite and/or periodic bans on the filling out of paperwork (other than safety related paperwork)?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 12

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

12. An unlimited number of indefinite and/or periodic bans on responding to emails?

- Yes - 13 (100%)
- No - 0 (0%)





## Question 13

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

13. An unlimited number of indefinite and/or periodic bans on isolation and/or energisation of equipment?

■ Yes - 13 (100%)

■ No - 0 (0%)



## Question 14

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

14. An unlimited number of indefinite and/or periodic bans on the use of hand tools?

■ Yes - 13 (100%)

■ No - 0 (0%)





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