



Declaration of Results

Protected Action Ballot

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

**v
Sydney Trains**

(B2024/1622)

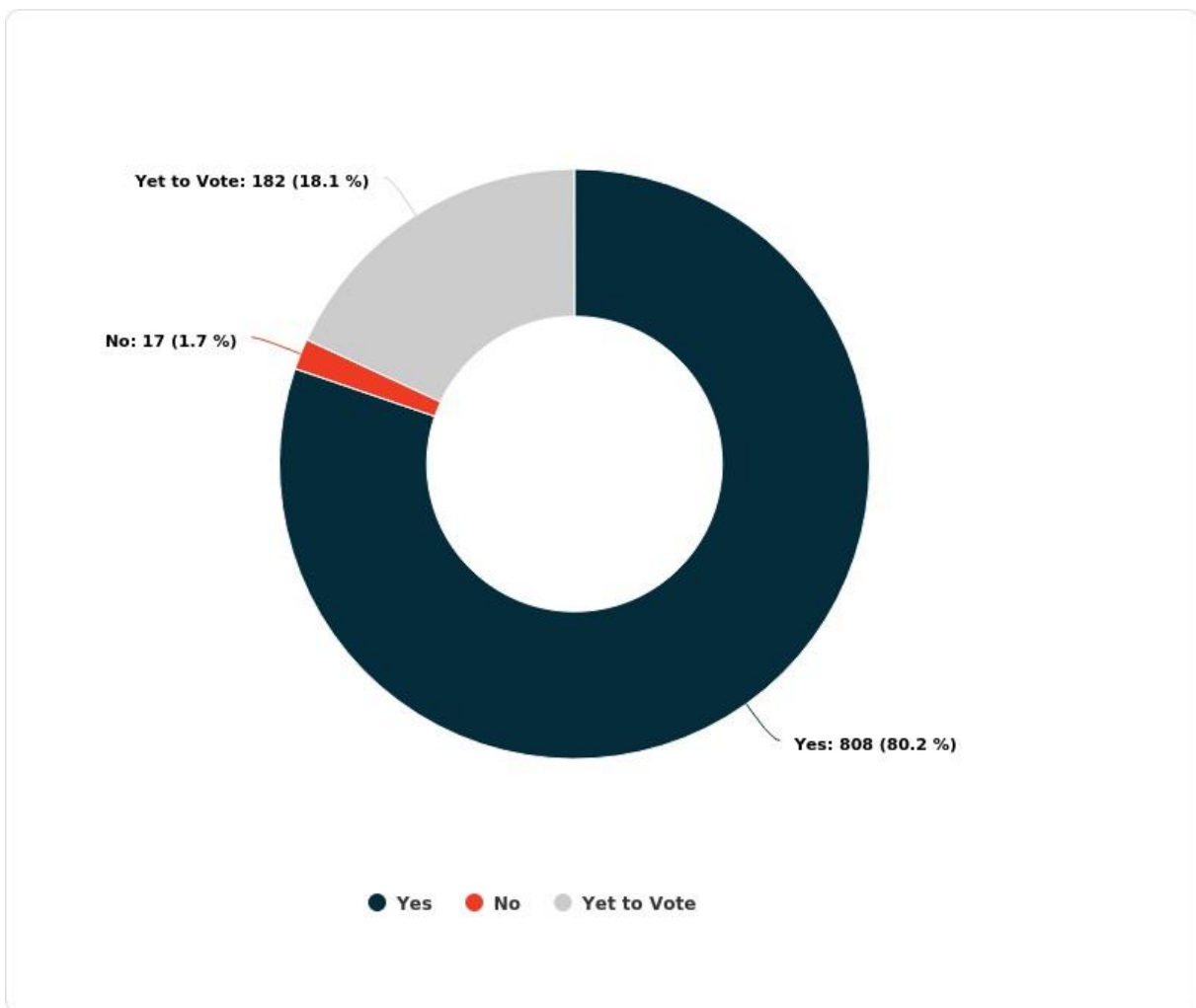
Monday 16th December, 2024
2:51pm AEDT

1. Vote Result

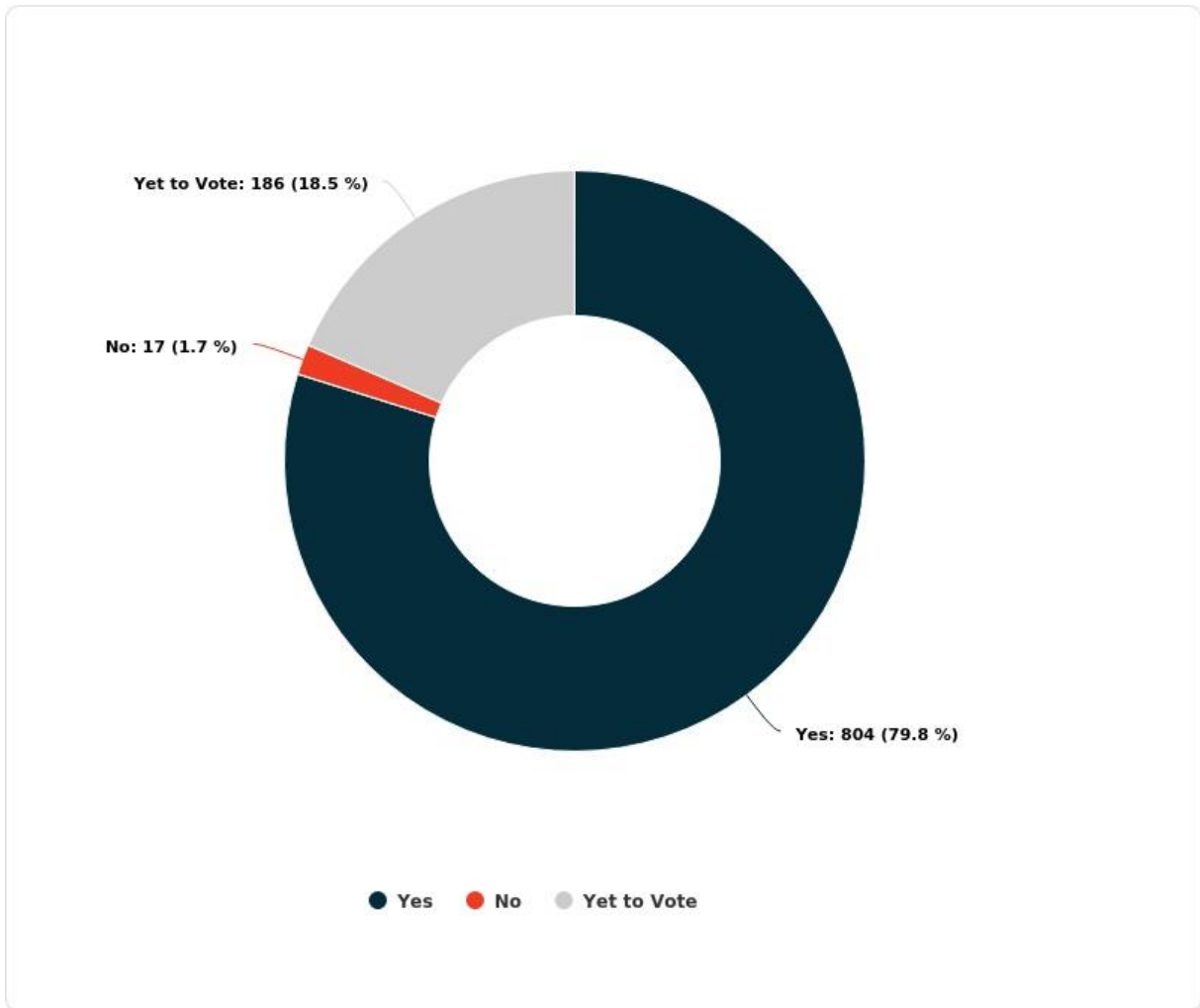
Total Eligible Voters: **1007**
Total Voted: **825 (81.9%)**
Total Voted All Questions: **781 (77.6%)**

Final Vote Audit: **Monday 16th December, 2024 2:51pm AEDT**

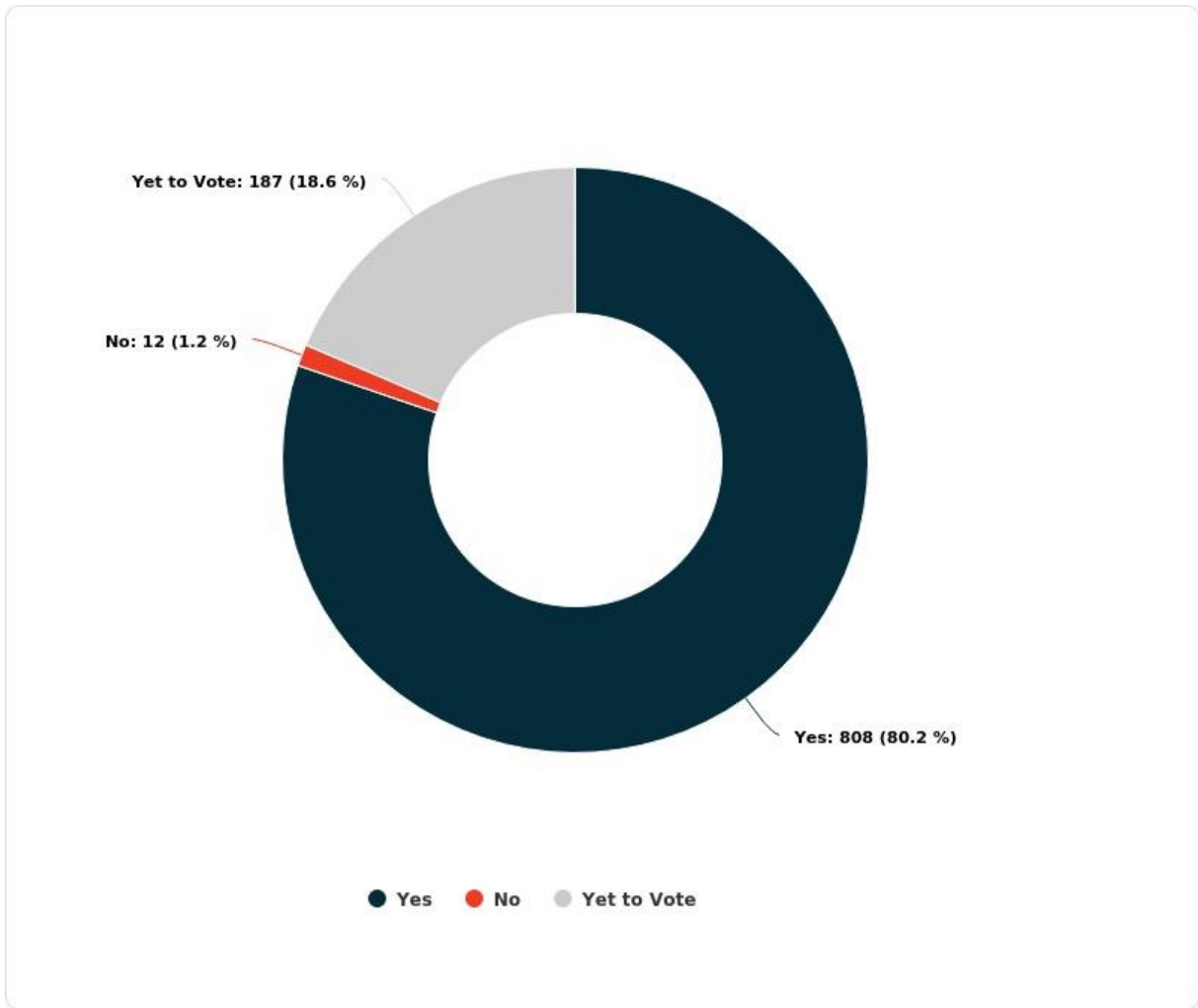
An unlimited number of 1 hour stoppages of work, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?



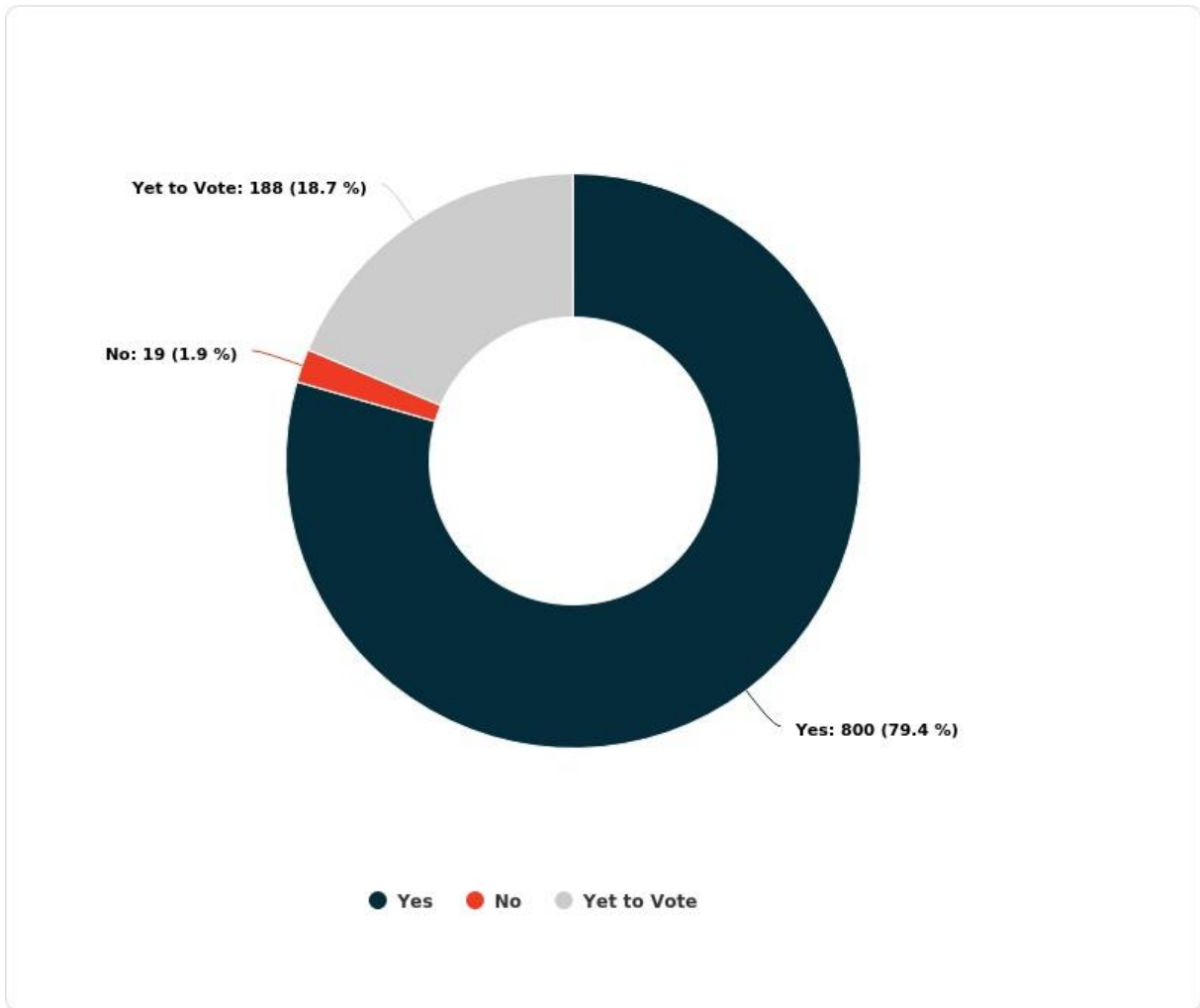
An unlimited number of indefinite and/or periodic bans on work at sites that do not have separate amenities for both male and female employees, except in emergencies to prevent imminent hazards to employees or the travelling public?



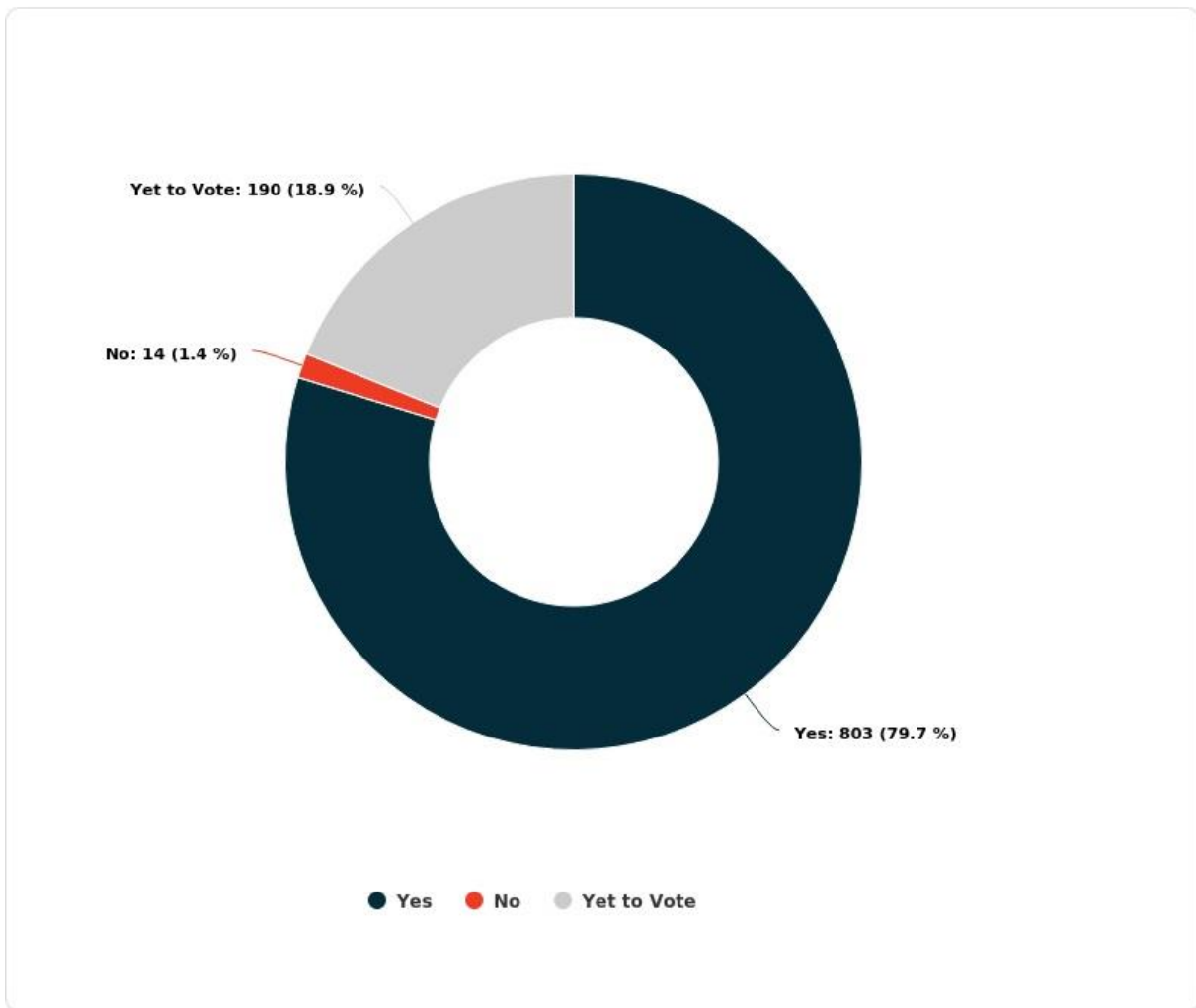
An unlimited number of indefinite and/or periodic bans on working on sites without an AED (automated external defibrillator) except in emergencies to prevent serious and imminent hazards to employees or the travelling public?



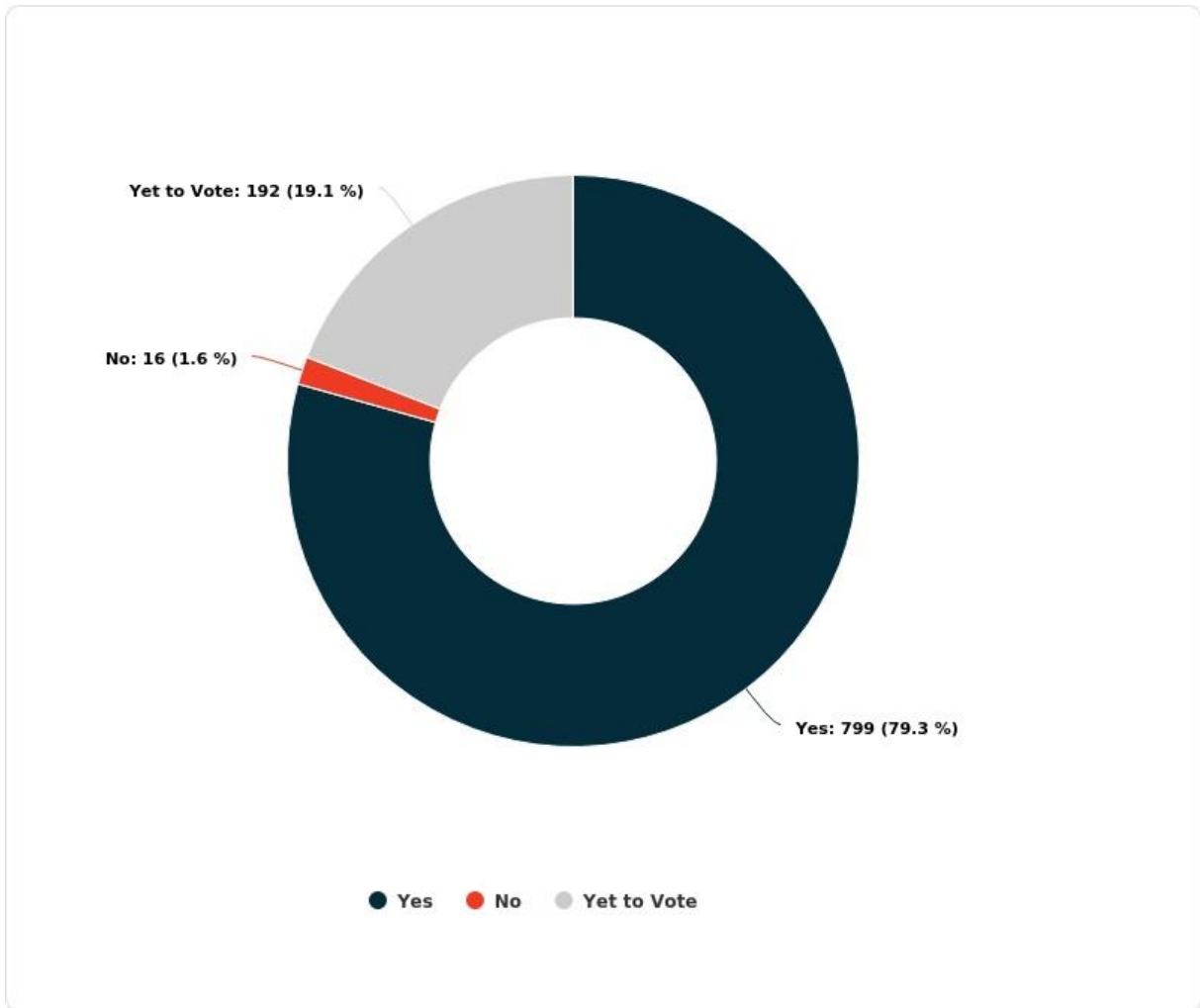
An unlimited number of indefinite and/or periodic bans on using locking systems (other than locking or unlocking a motor vehicle), whether mechanical or digital, except in emergencies to prevent serious and imminent hazards to employees or the public?



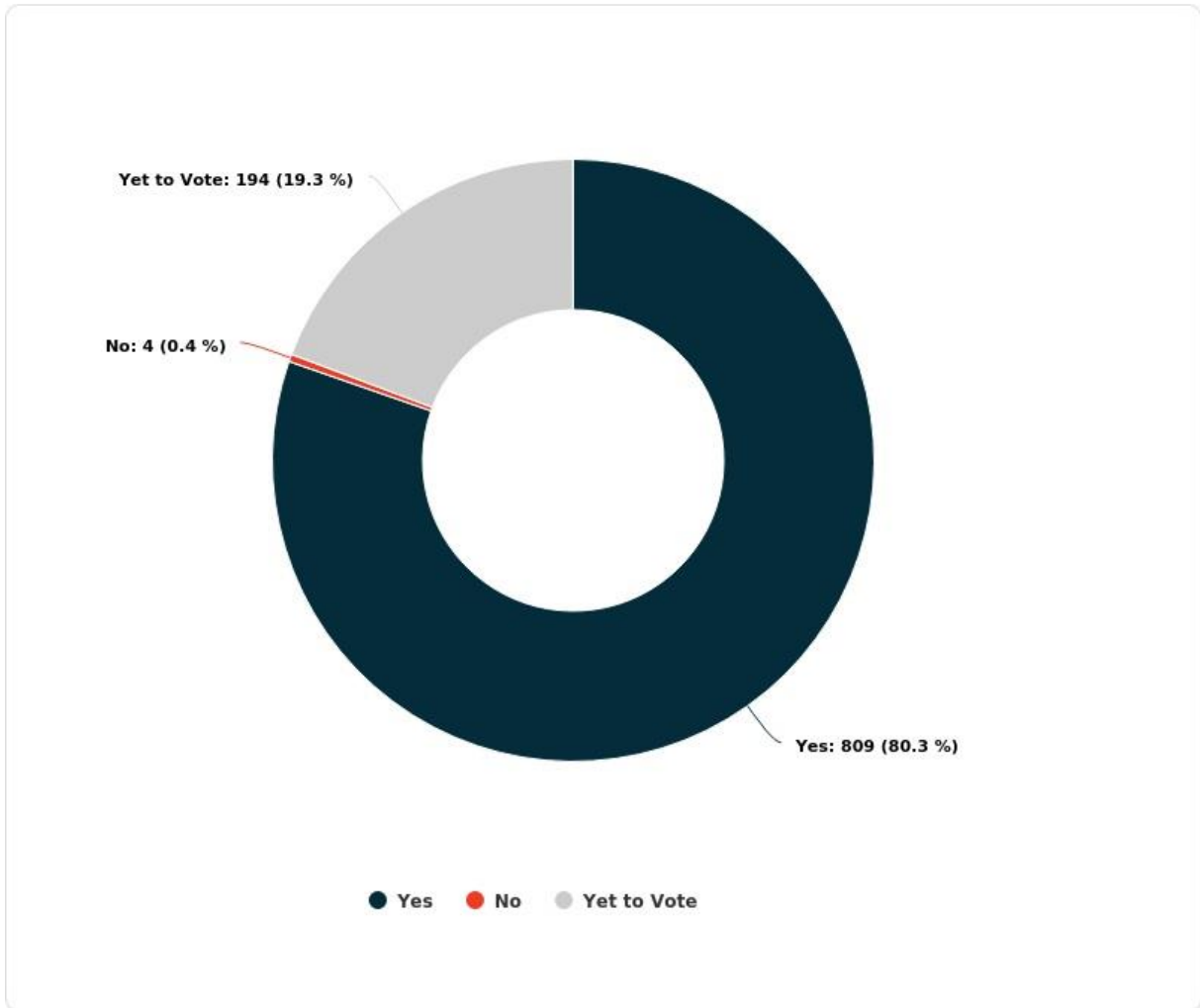
An unlimited number of indefinite and/or periodic bans on switching high voltage ACCBs and Switchgear that does not have front sided protection (E.g. holec) except in emergencies to prevent imminent hazards to employees or the travelling public?



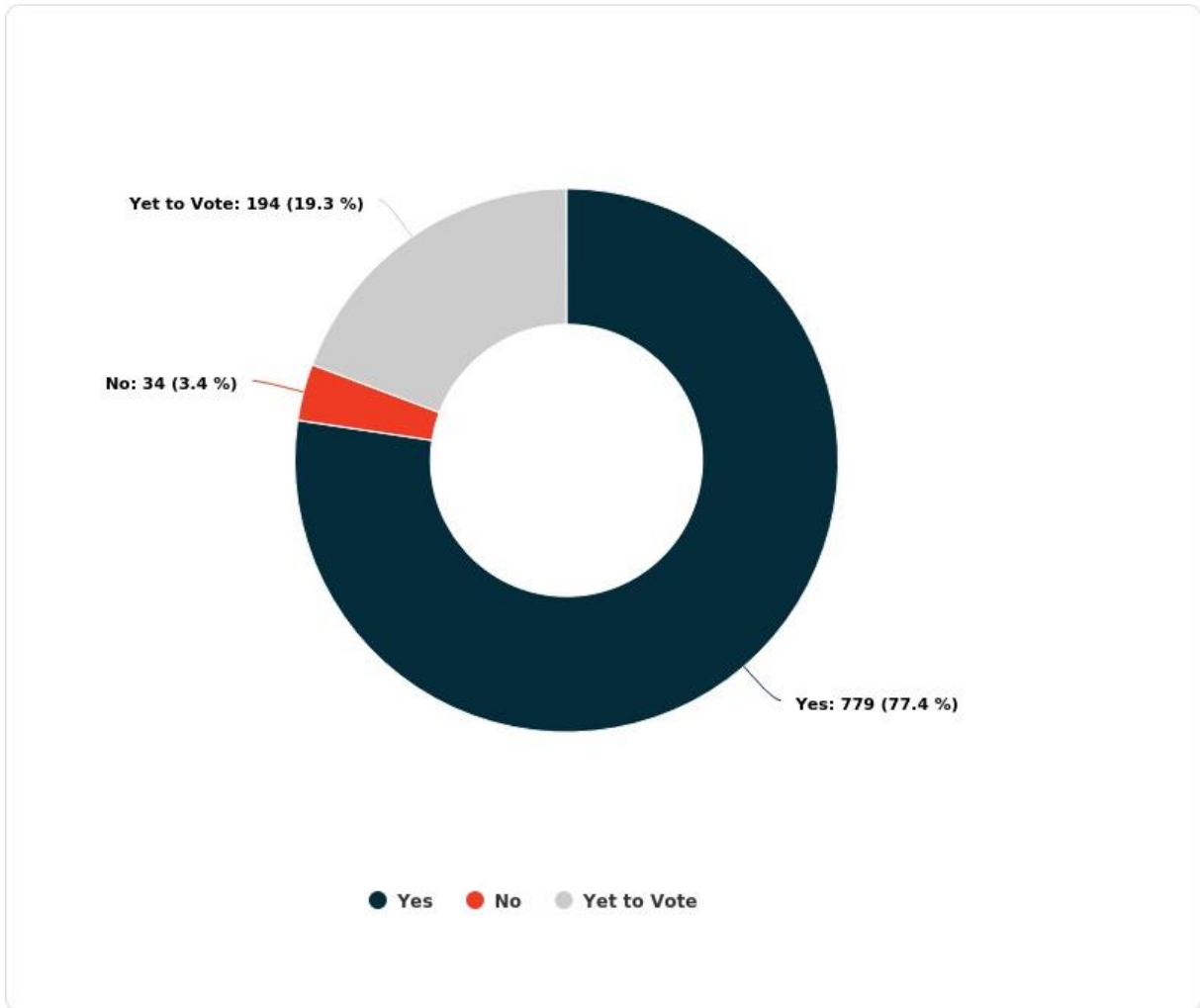
An unlimited number of indefinite and/or periodic bans on switching two position 1500v field switches except in emergencies to prevent serious and imminent hazards to employees or the travelling public?



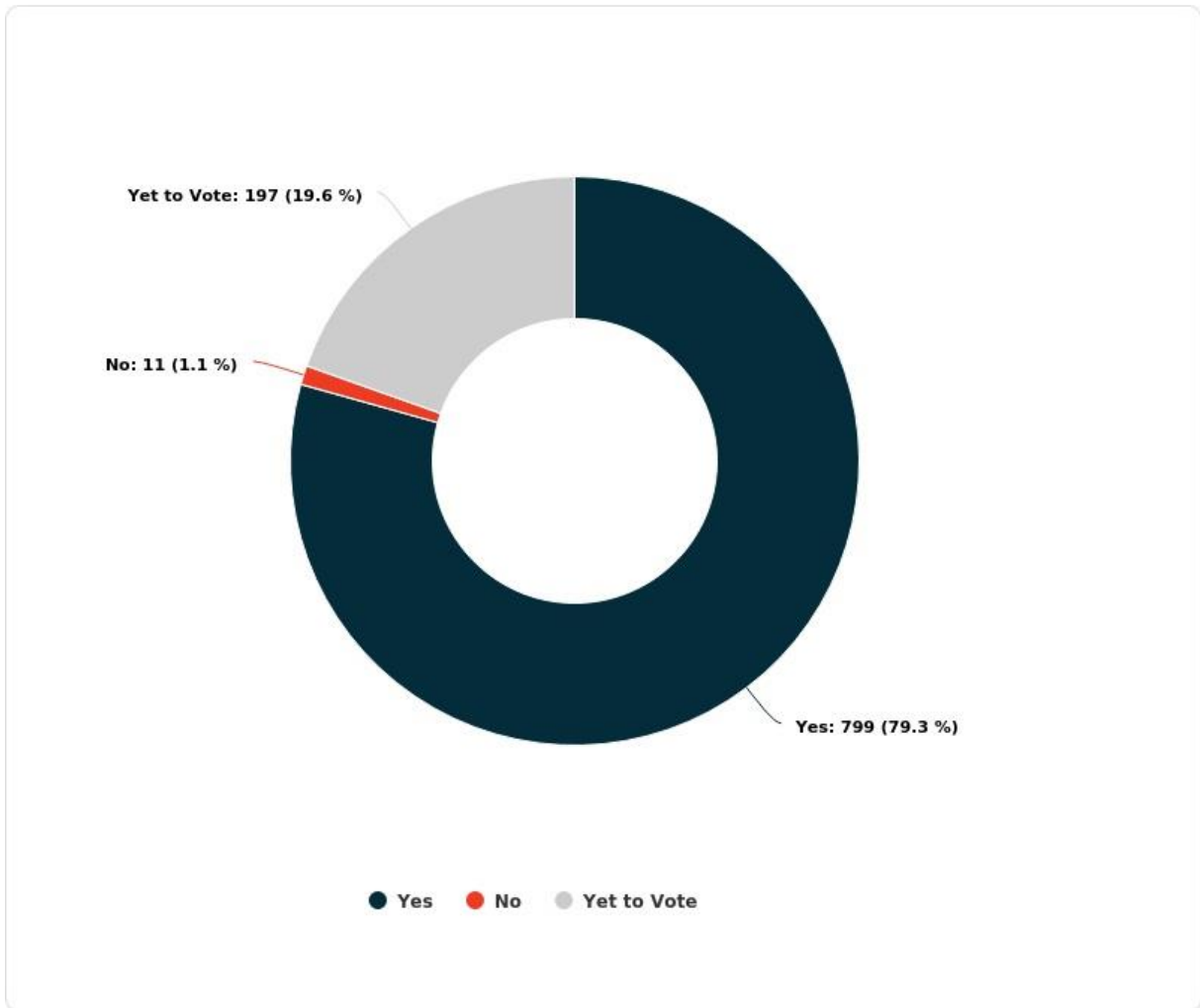
An unlimited number of indefinite and/or periodic bans on the performance of work that goes outside the company's policies and procedures?



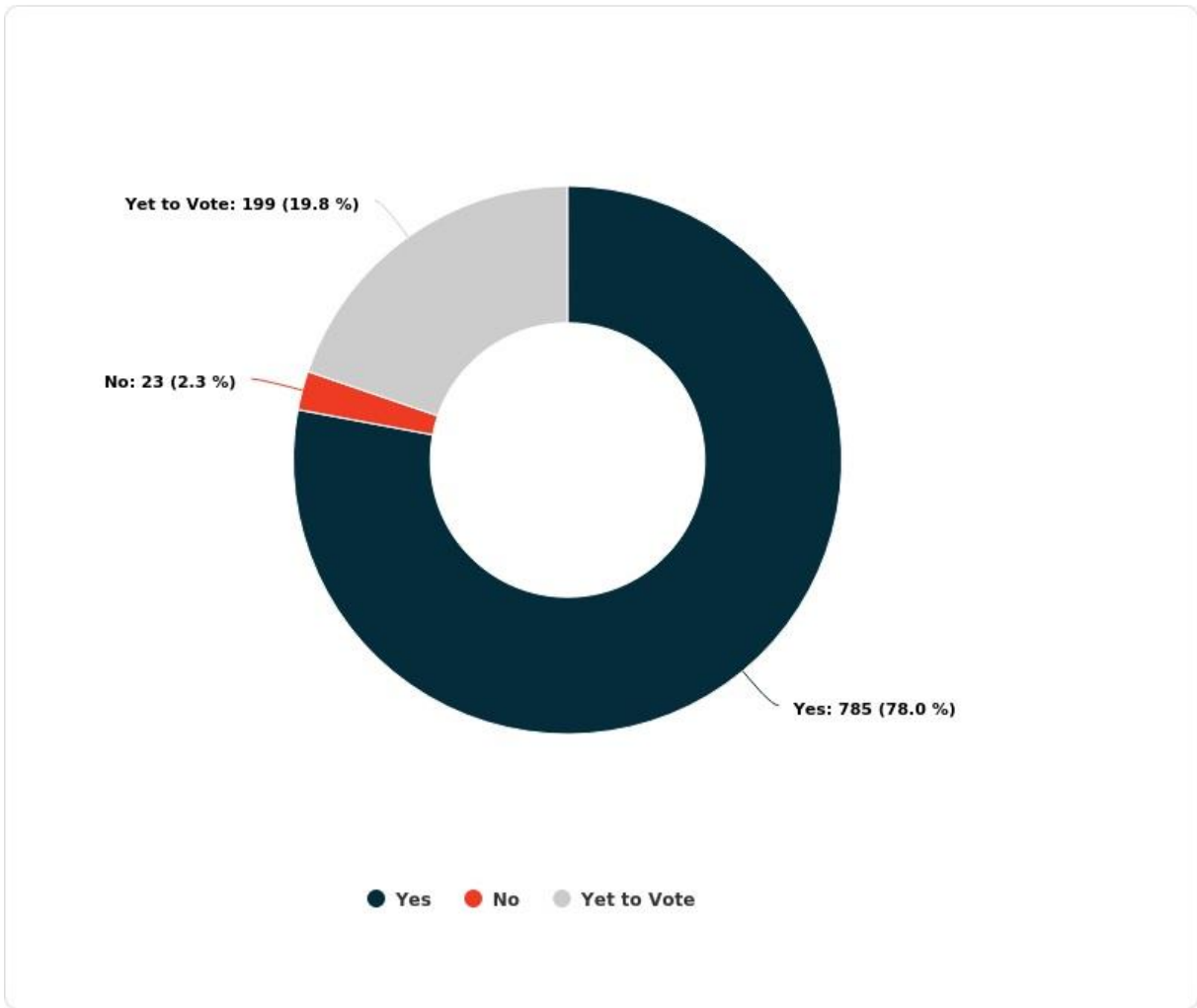
An unlimited number of indefinite and/or periodic bans on reversing a company vehicle without a spotter?



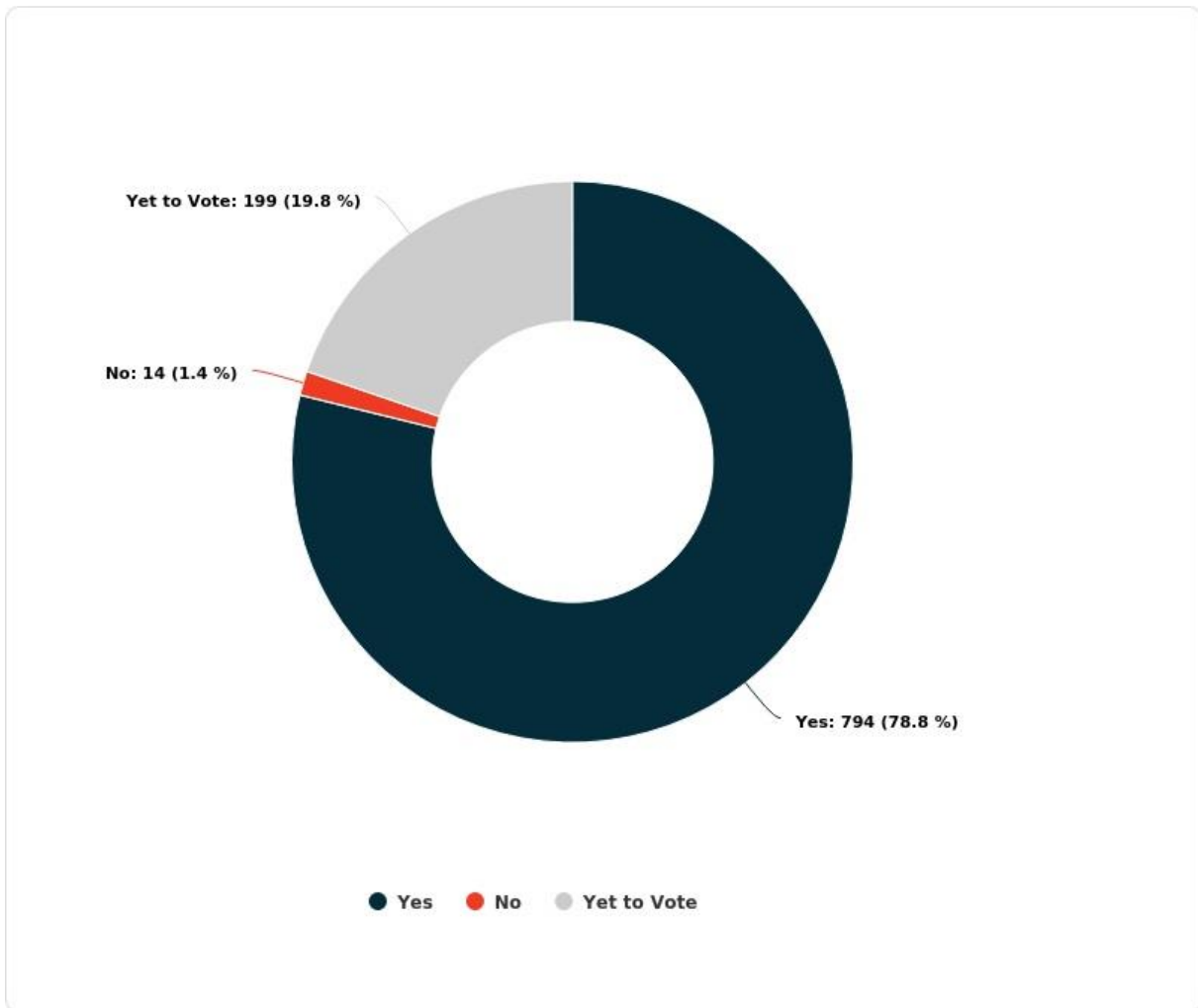
An unlimited number of indefinite and/or periodic bans on performing work which is subject to any protected action bans by any or all of RTBU, APESMA, AMWU, CFMEU, AWU, Professionals Australia or ASU members?



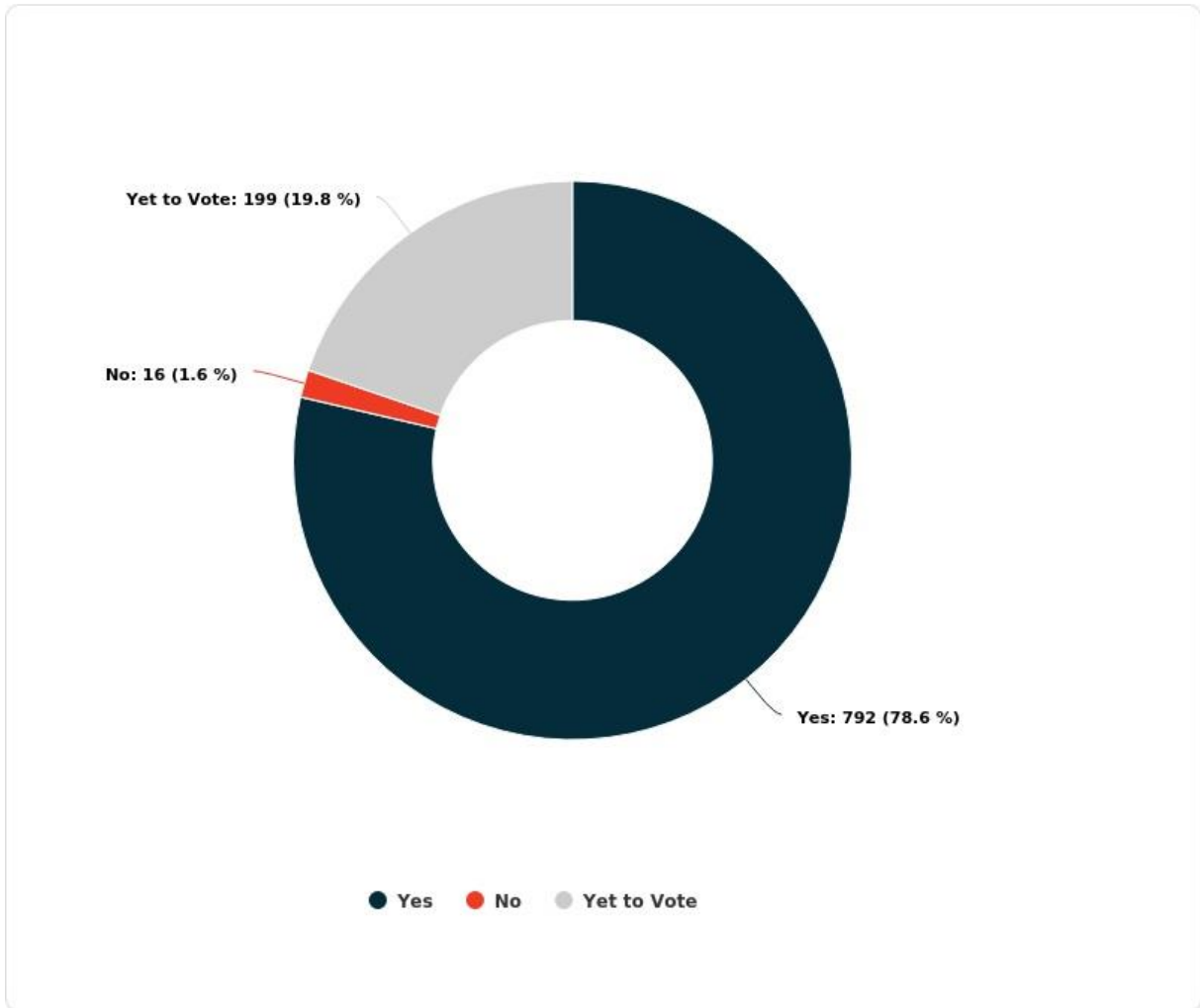
An unlimited amount of indefinite and/or periodic bans on the use of the Microsoft Teams application, including but not limited to computers, laptops, smartphones, tablets, CarPlay devices and any other technology device?



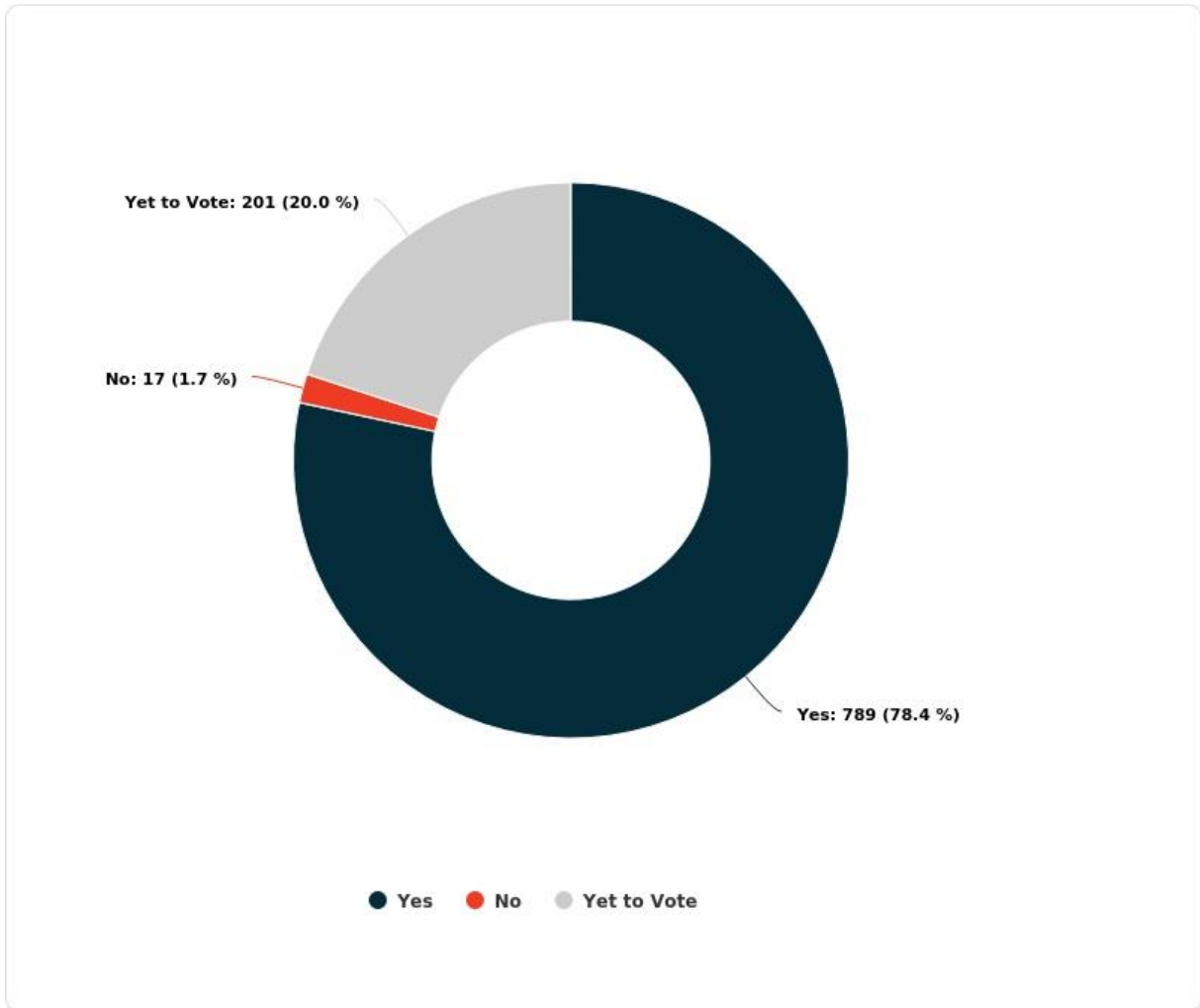
An unlimited number of indefinite and/or on labour costing?



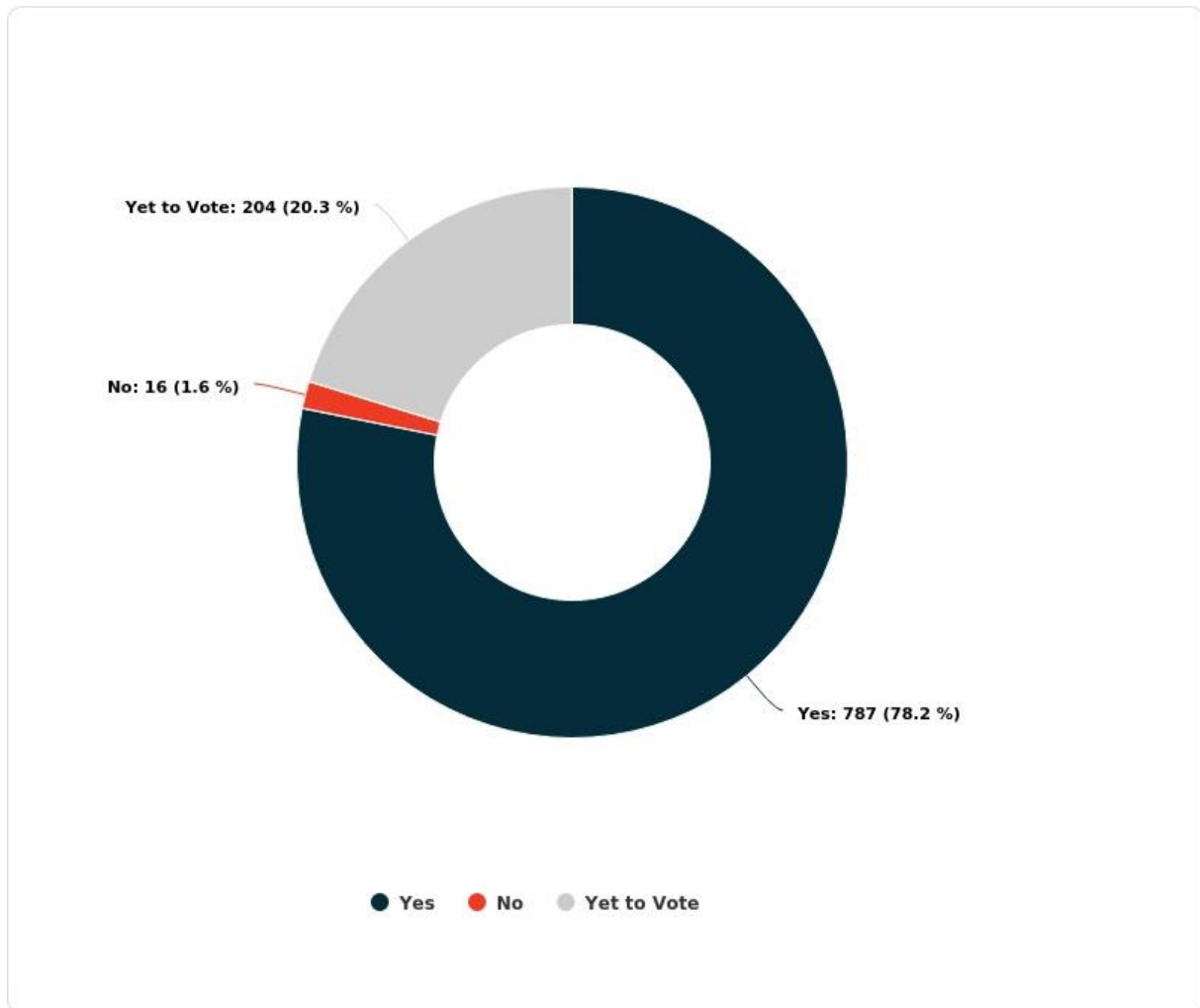
An unlimited number of indefinite and/or periodic bans on accessing or making entries in a rostering system including Kronos?



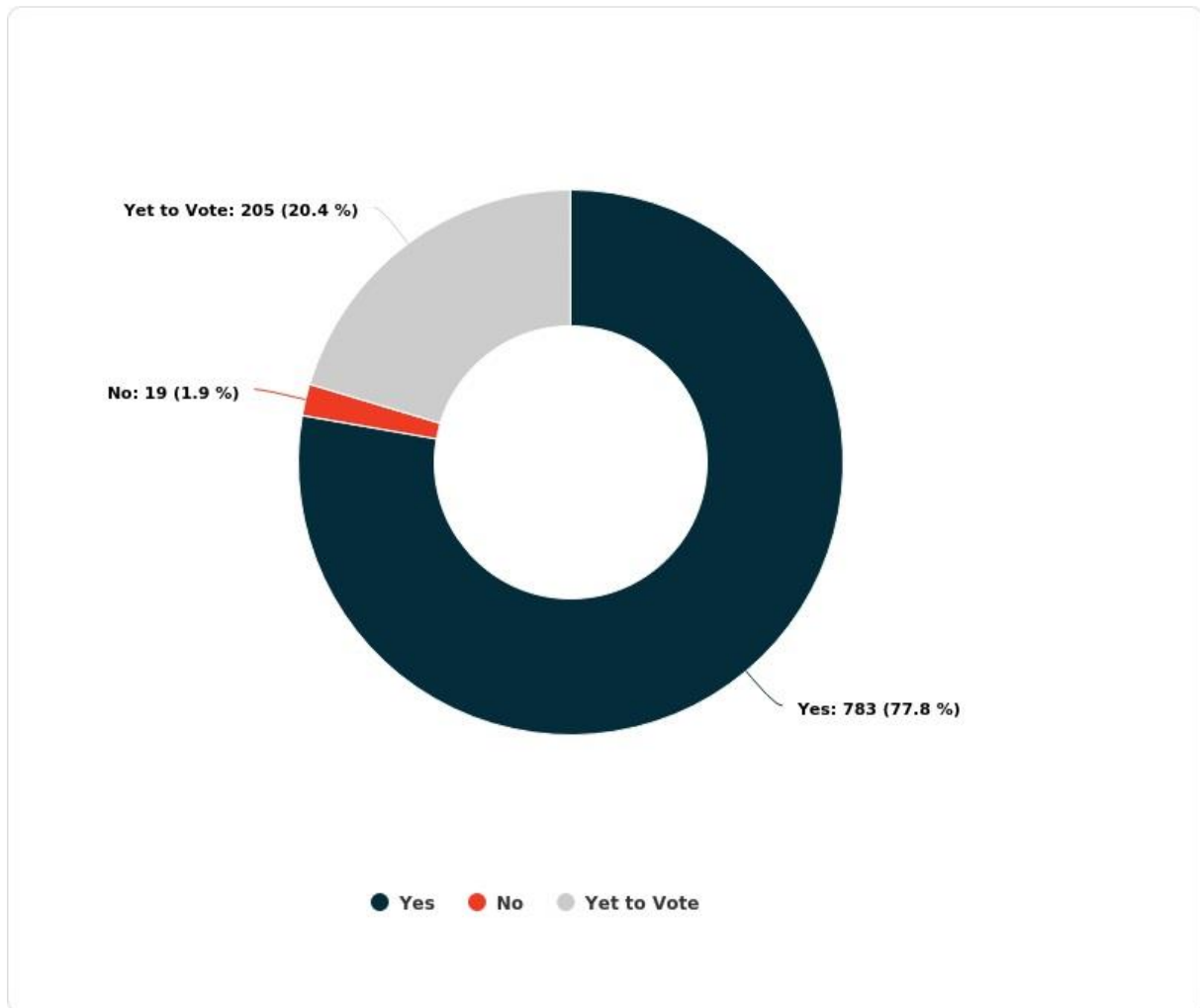
An unlimited number of indefinite and/or periodic bans on attending to call outs, except in emergencies to prevent imminent hazards to employees or the travelling public?



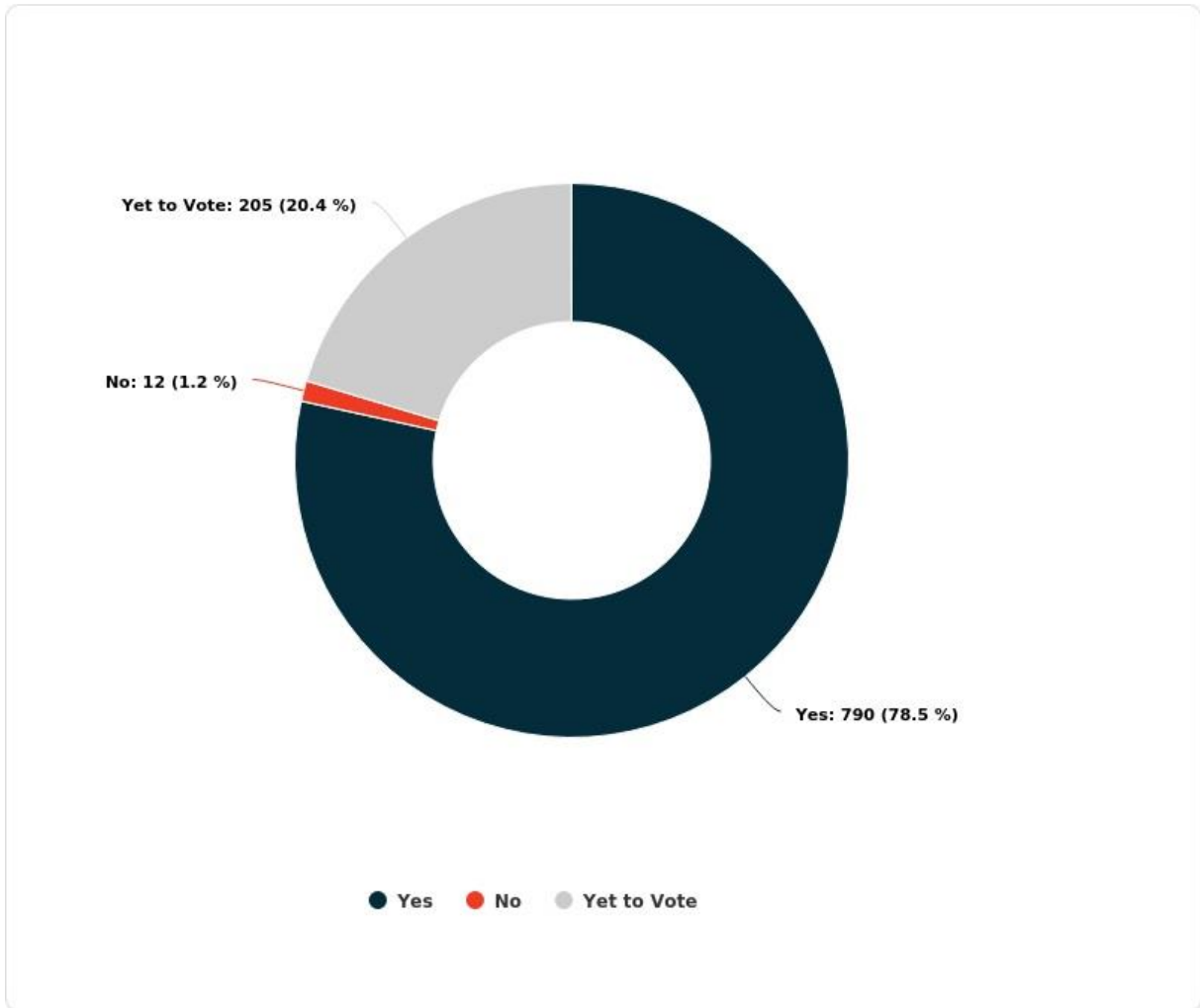
An unlimited number of indefinite and/or periodic bans on calling staff out; except to prevent imminent hazard to workers or the travelling public?



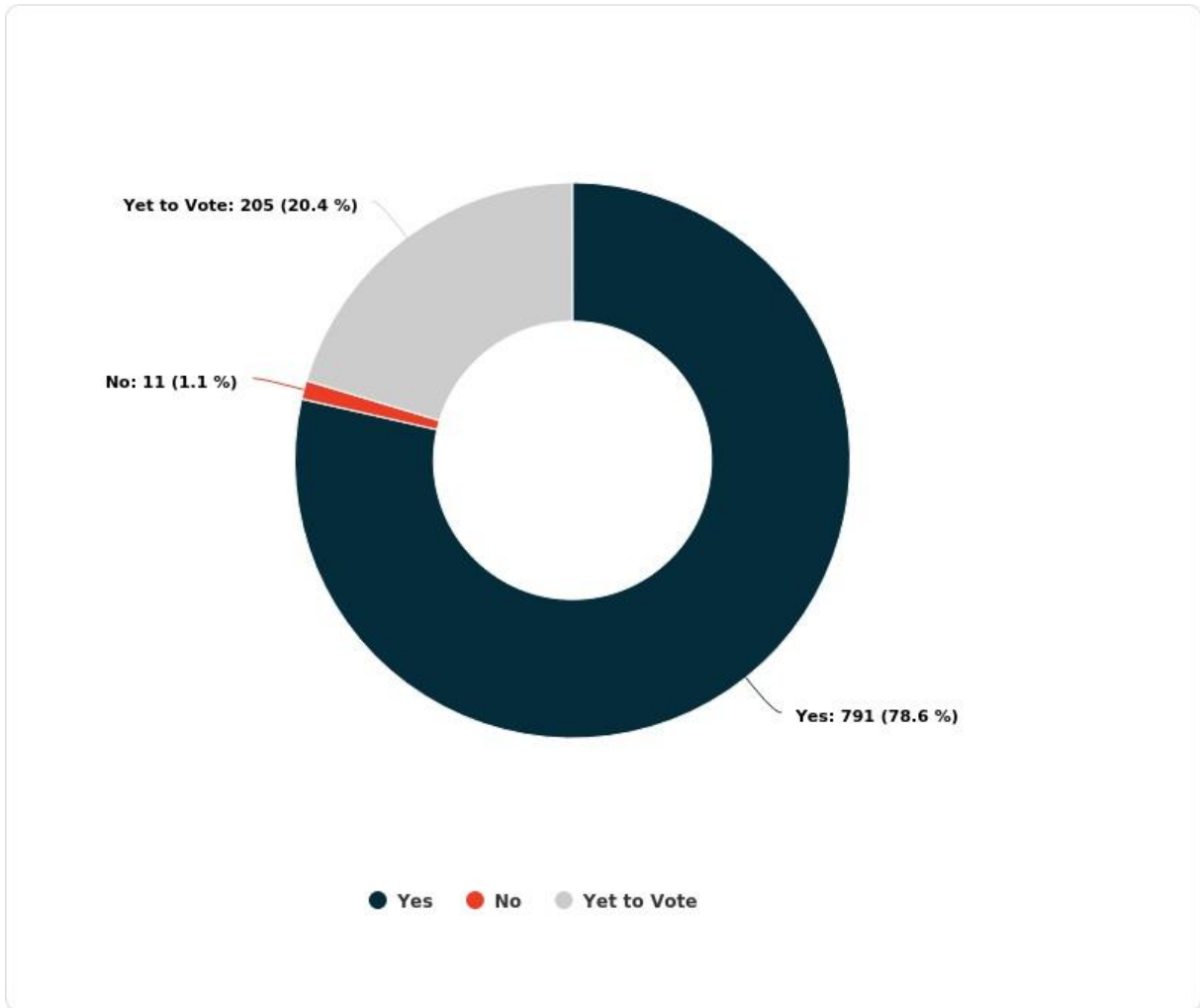
An unlimited number of indefinite and/or periodic bans on the performance pre- departure checks on trains?



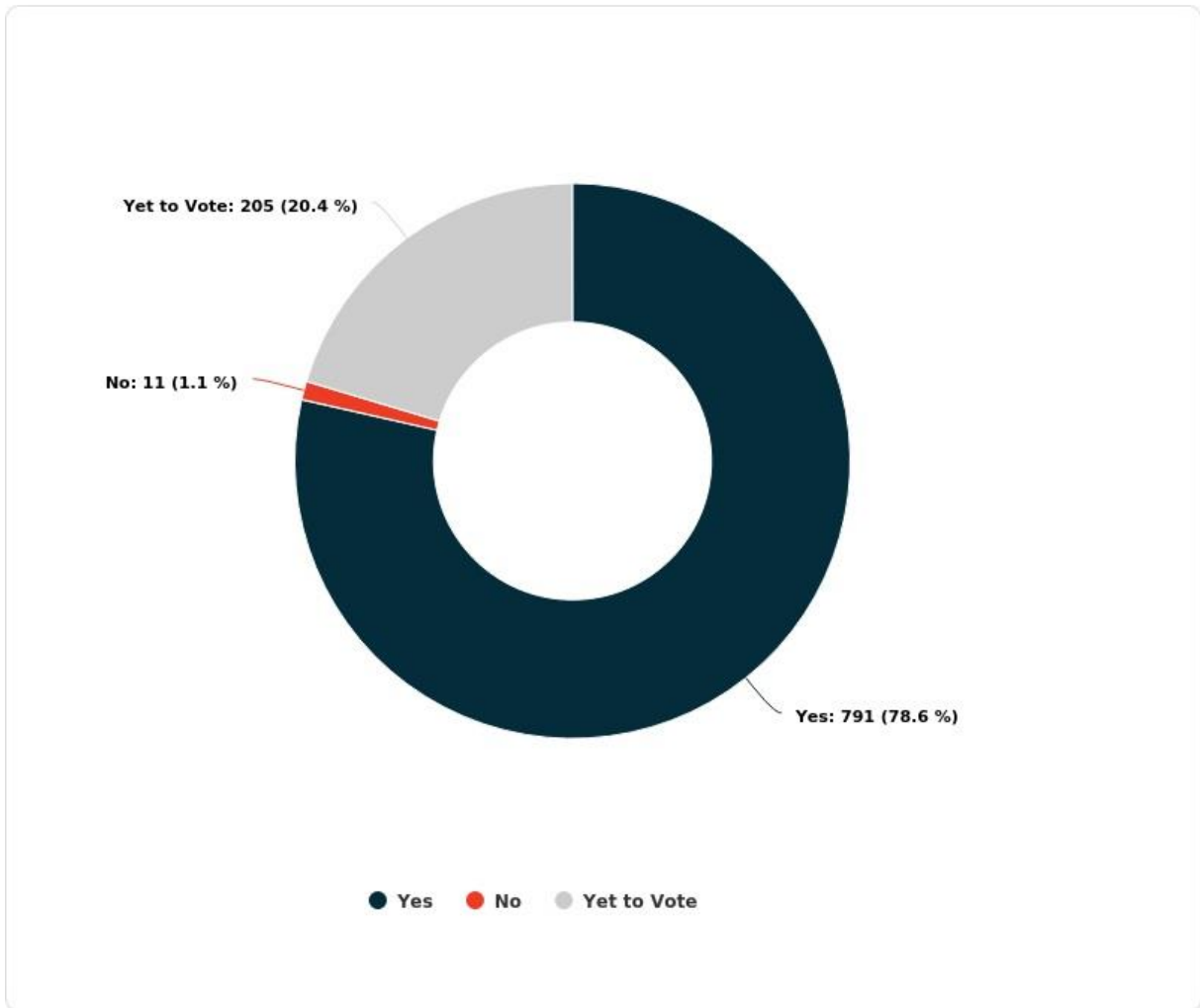
An unlimited number of indefinite and/or periodic bans on providing remote access to contractors and third parties not employed by Sydney Trains?



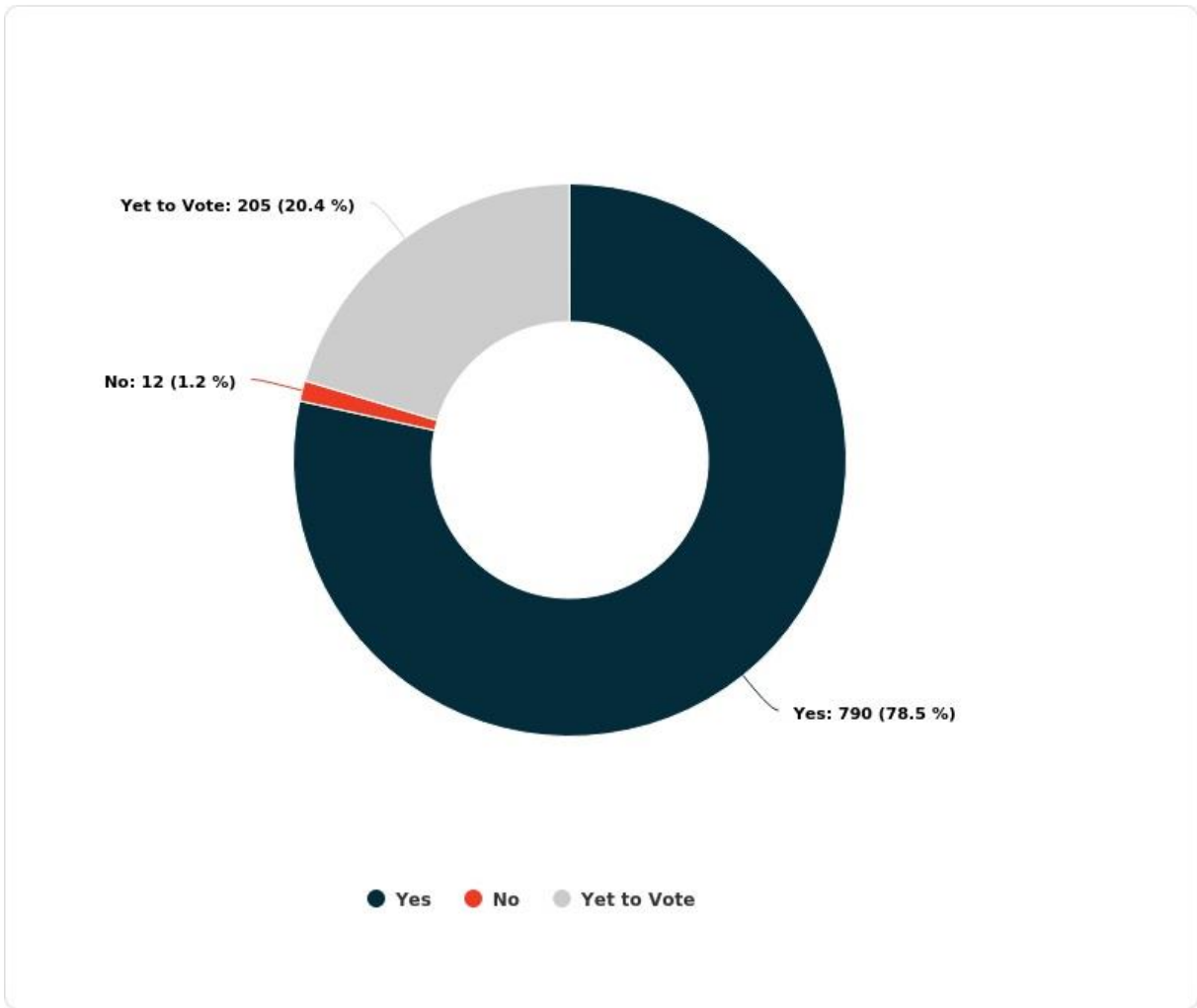
An unlimited number of indefinite and/or periodic bans on updating and inputting information into VMC either in person or virtually?



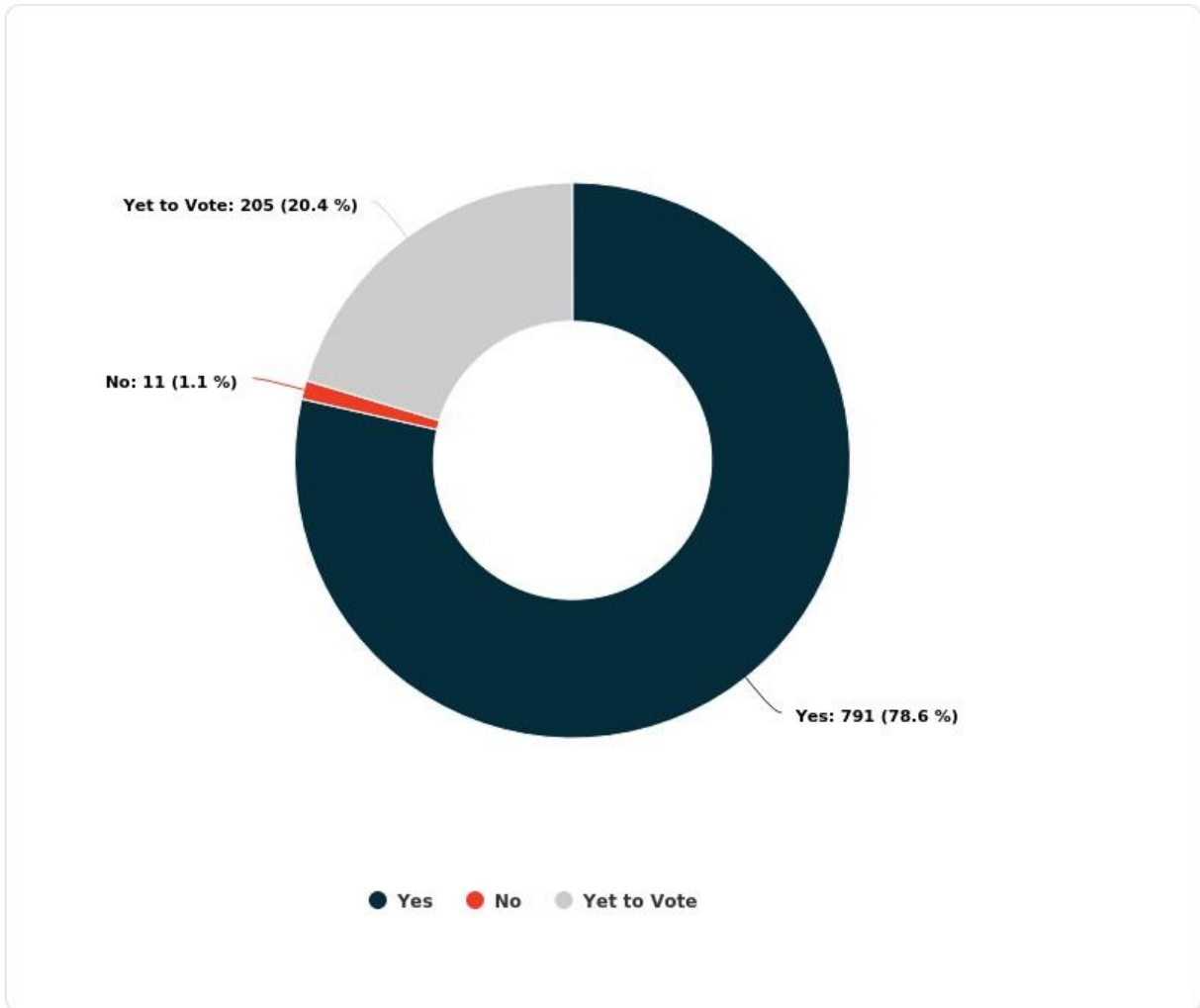
An unlimited number of indefinite and/or periodic bans on performing work on the EMC SMARTS system, actioning items on the SMARTS system; except in emergencies to prevent imminent hazards?



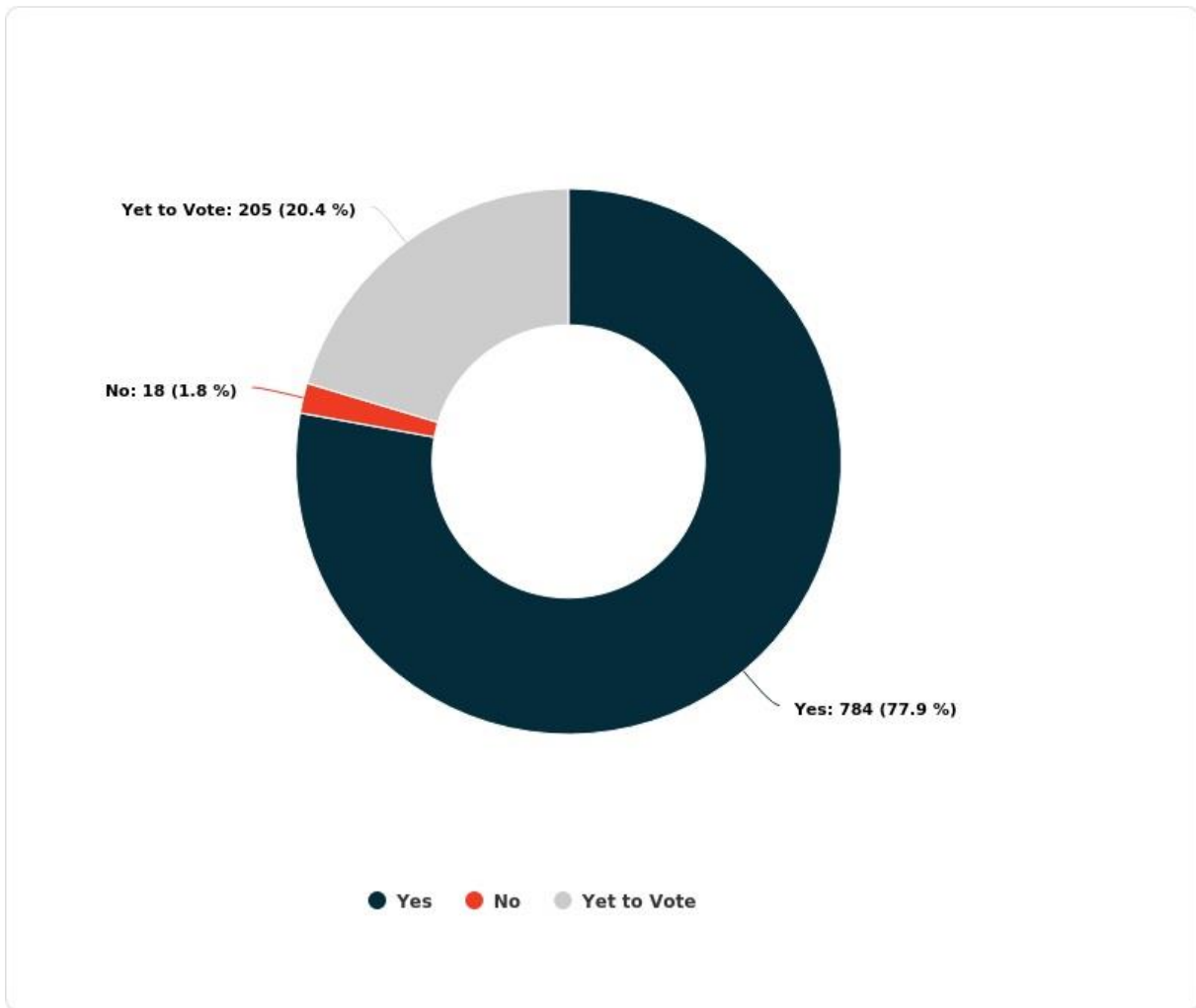
During work time, providing information in any form concerning the views of employees about industrial action and the CEPU's campaign for a new enterprise agreement to members of the community including to members of the media?



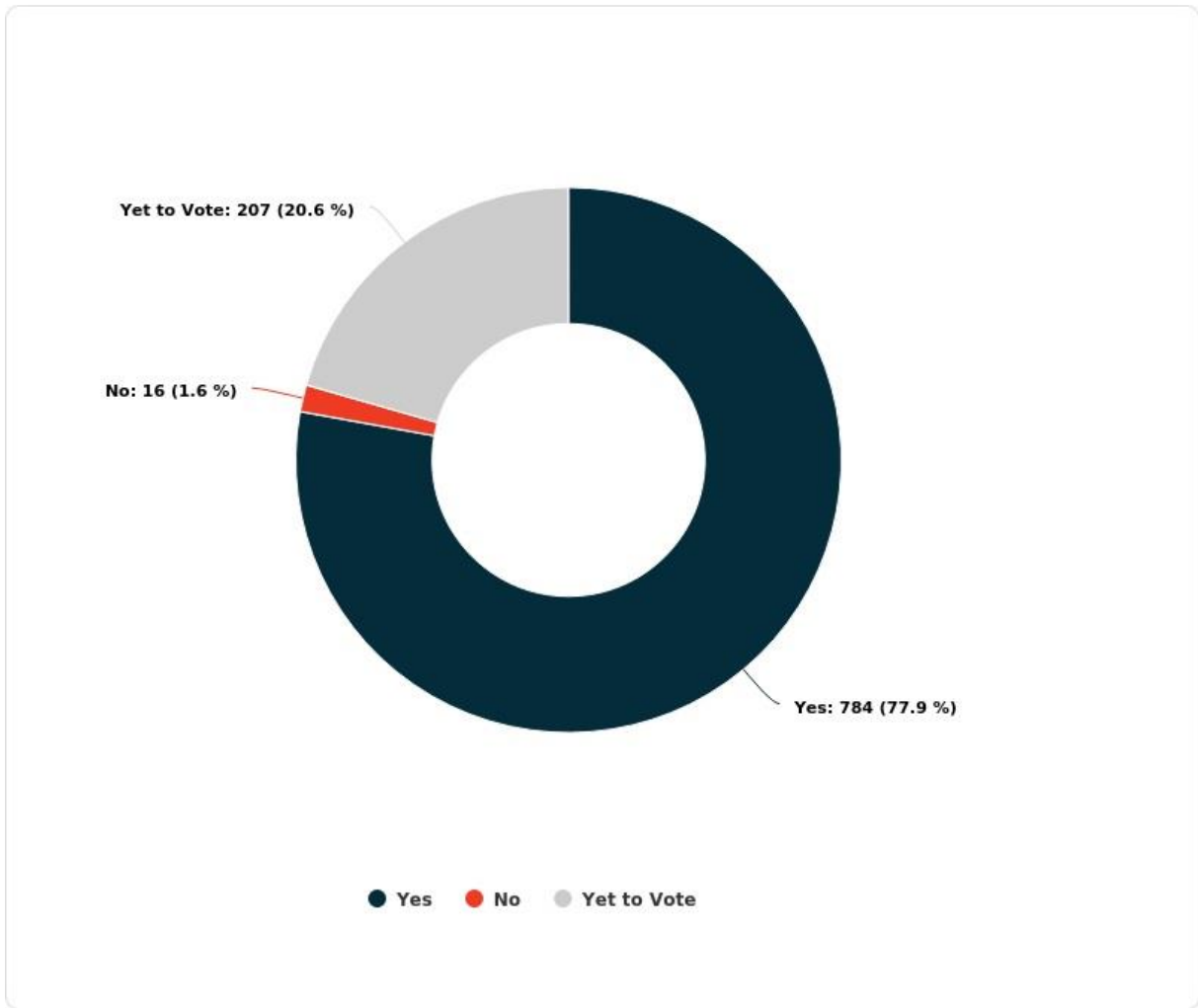
During work time, distributing CEPU/ETU and industrial campaign-related material to members of the public?



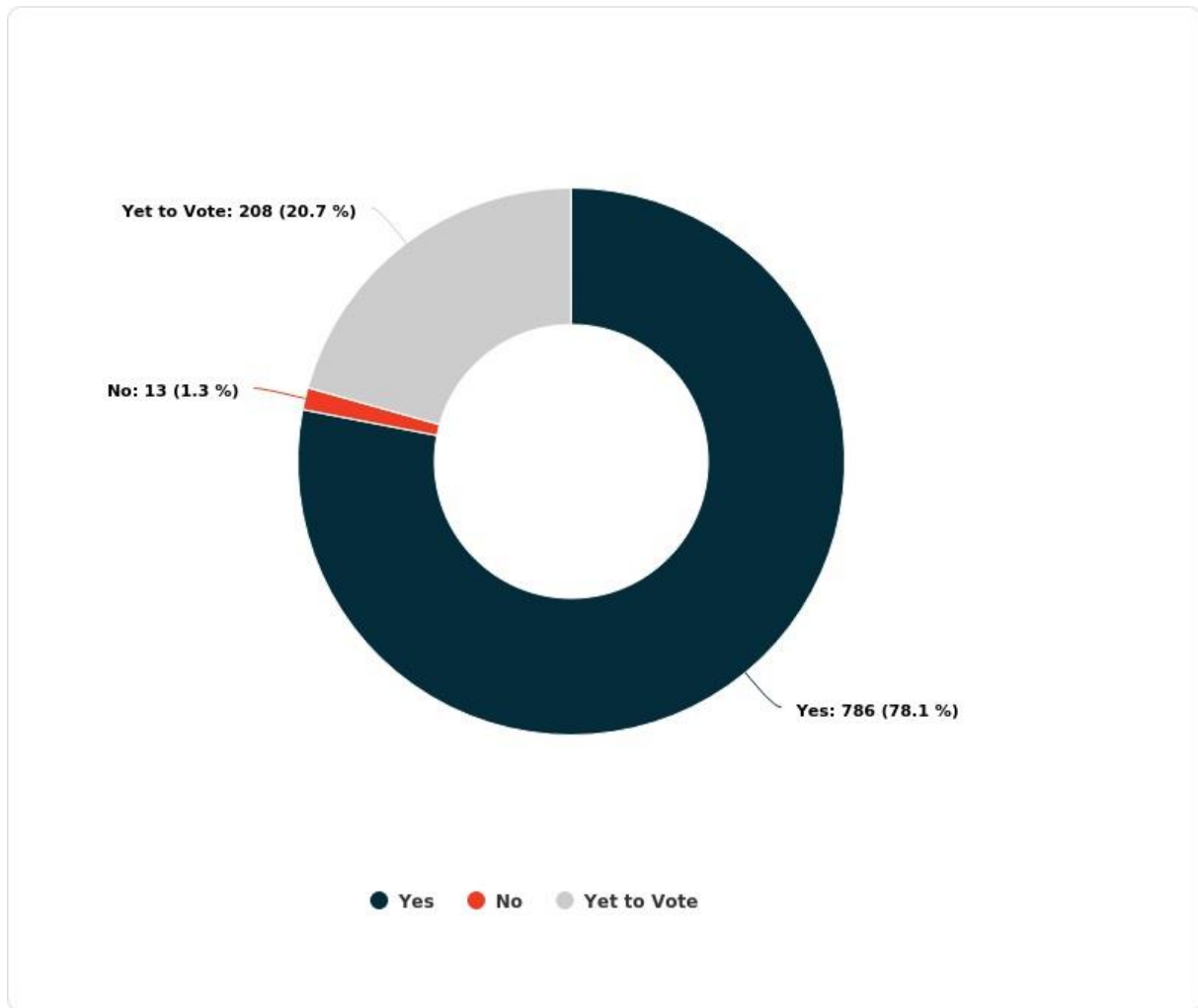
During work time, wearing ETU and other campaign related materials, including but not limited to t-shirts, badges, written communications and stickers?



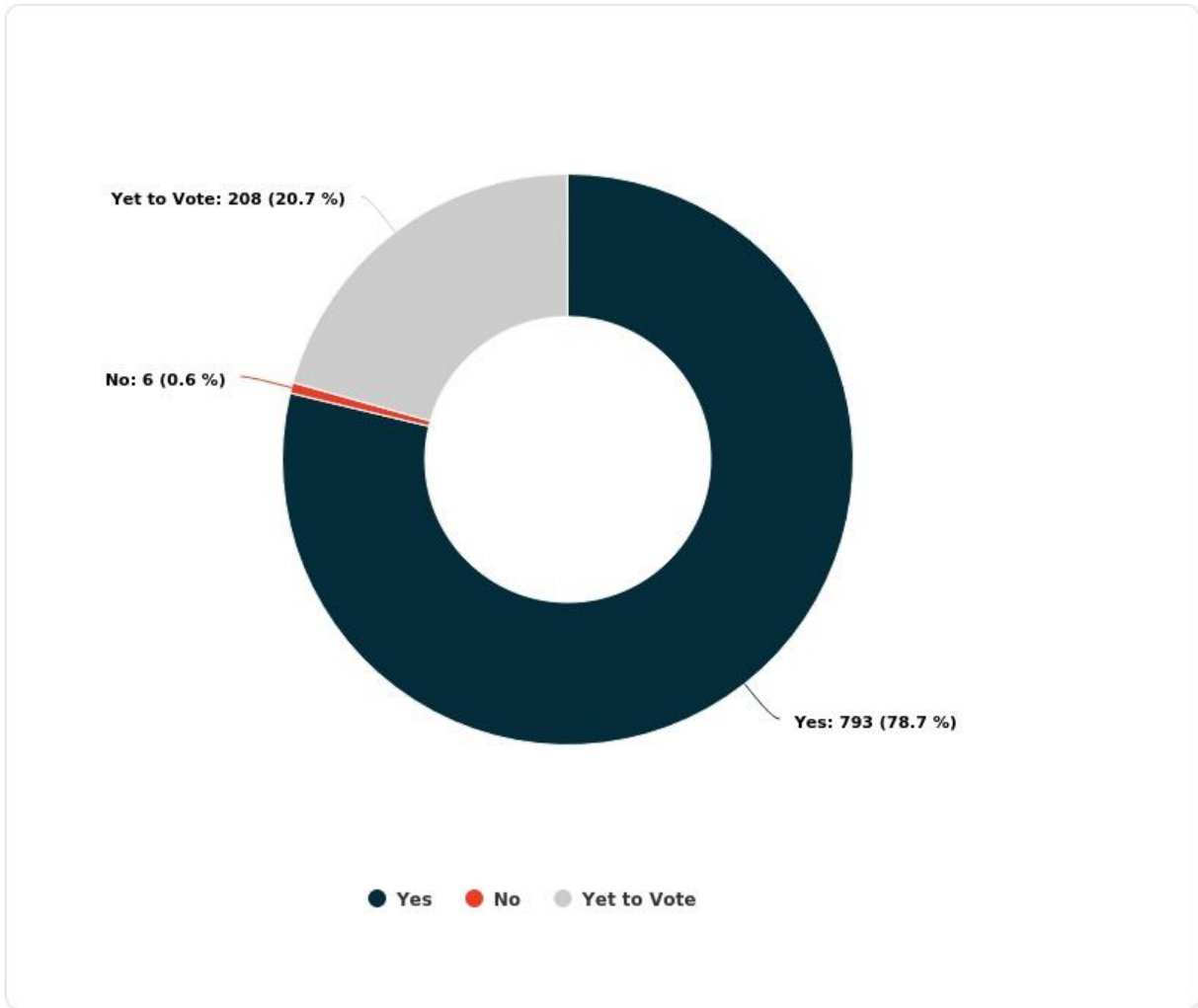
During work time, attaching union and industrial campaign-related material to outgoing mail and/or emails and add CEPU and industrial campaign-related material to Sydney Trains materials and displays?



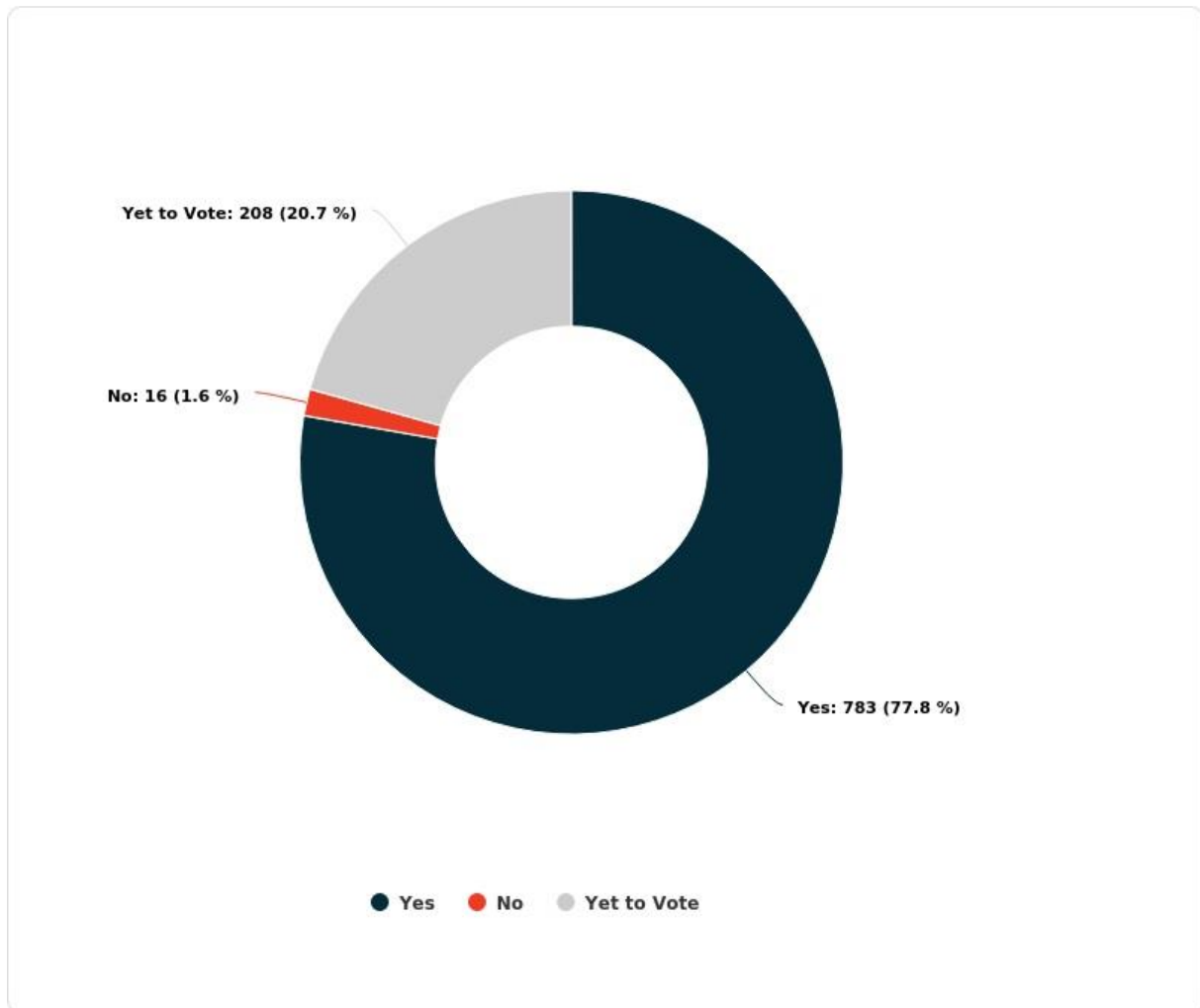
Speaking to members of the public during work related telephone calls about the industrial action and the CEPU's campaign for a new enterprise agreement?



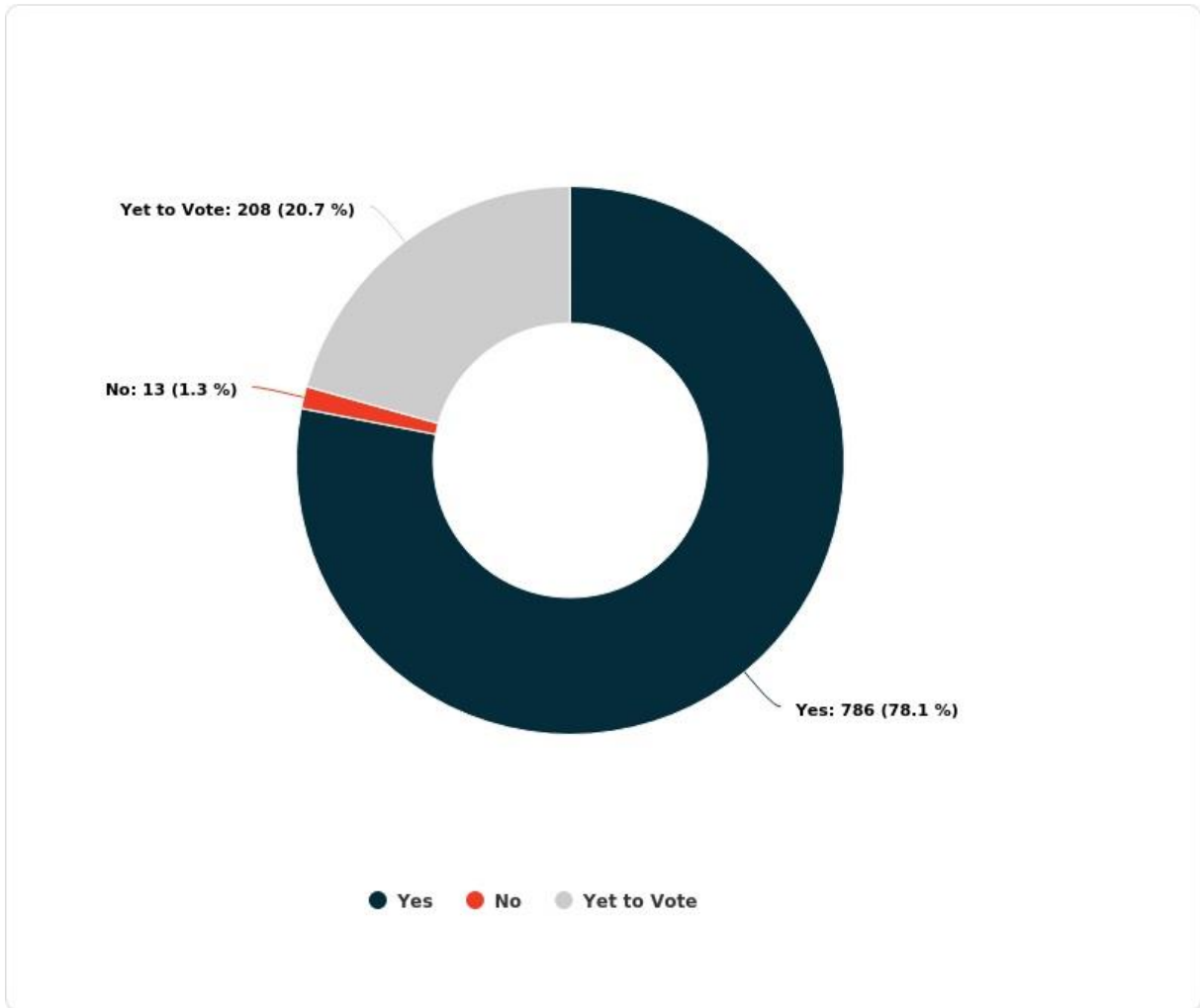
An unlimited number of indefinite and/or periodic bans on answering work phone calls outside of working hours, except where the employee is paid to be on call?



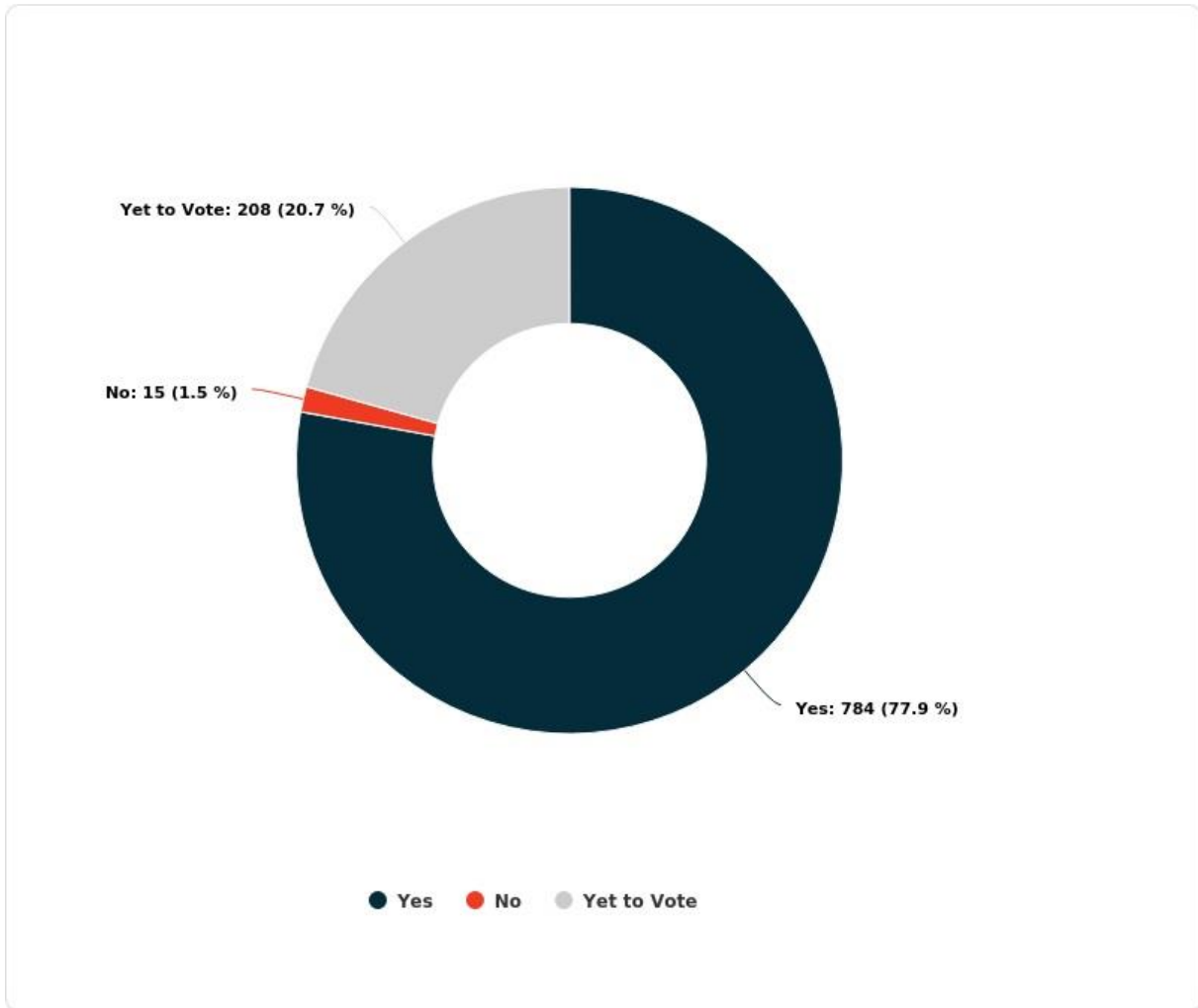
An unlimited number of indefinite and/or periodic bans on performing High-Voltage Switching, except in emergencies to prevent imminent hazards to employees or the travelling public?



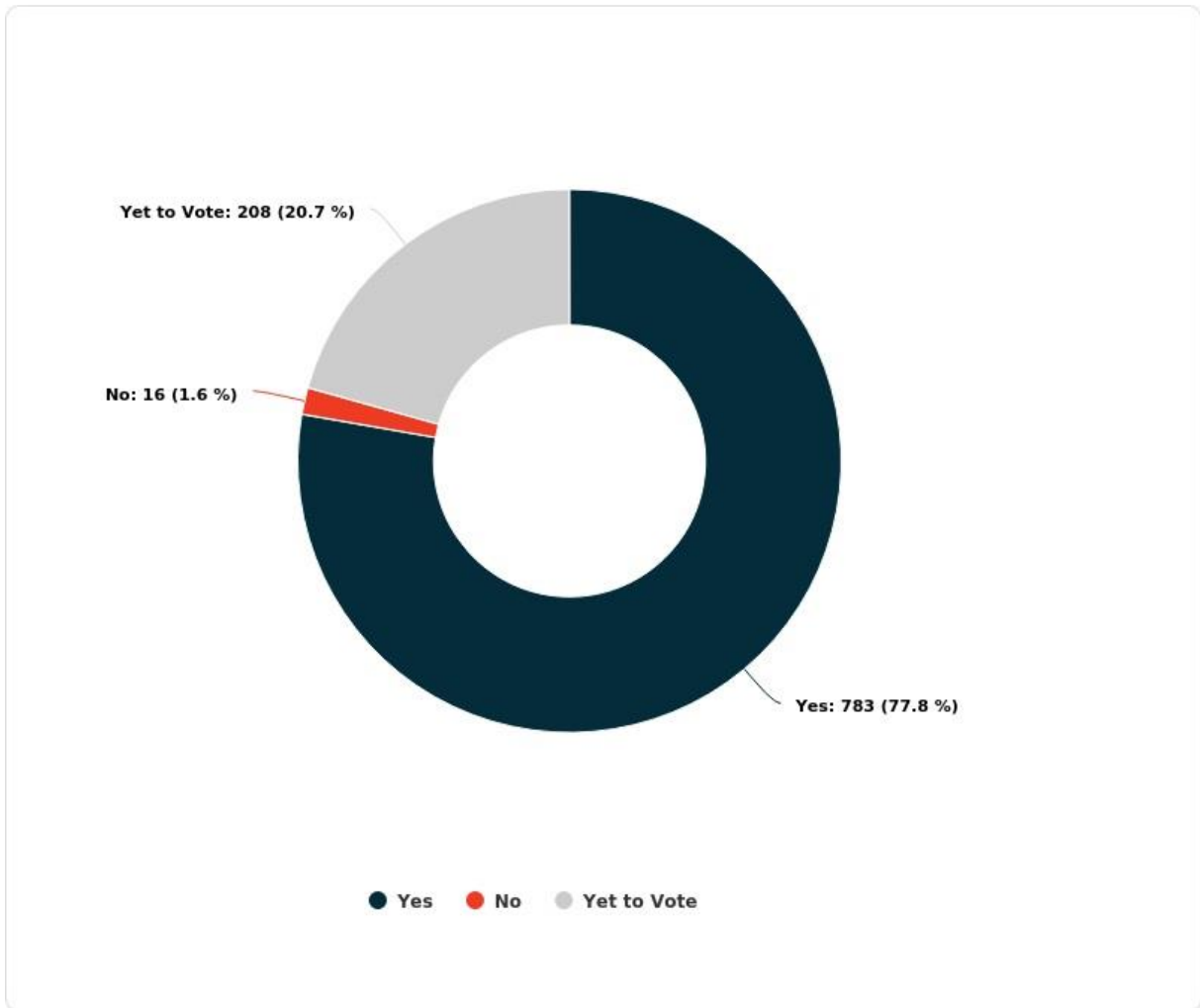
An unlimited number of indefinite and/or periodic bans on authorising non-Sydney Trains employees as the holder(s) of WHVI's (working high voltage instructions) or 1500 Volt Authorities?



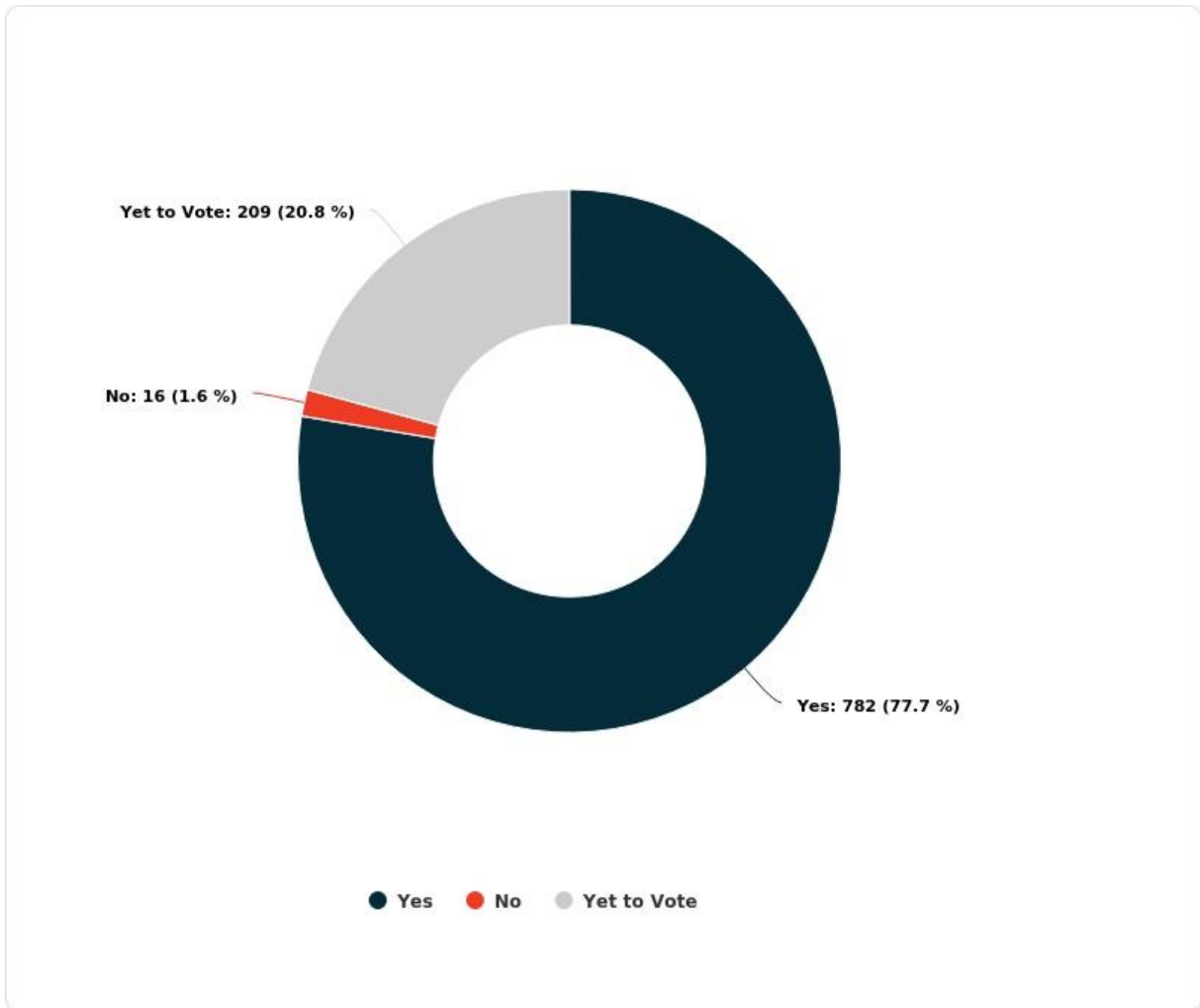
An unlimited number of indefinite and/or periodic bans on 1500V DC switching, except in emergencies to prevent serious and imminent hazards to employees or the public?



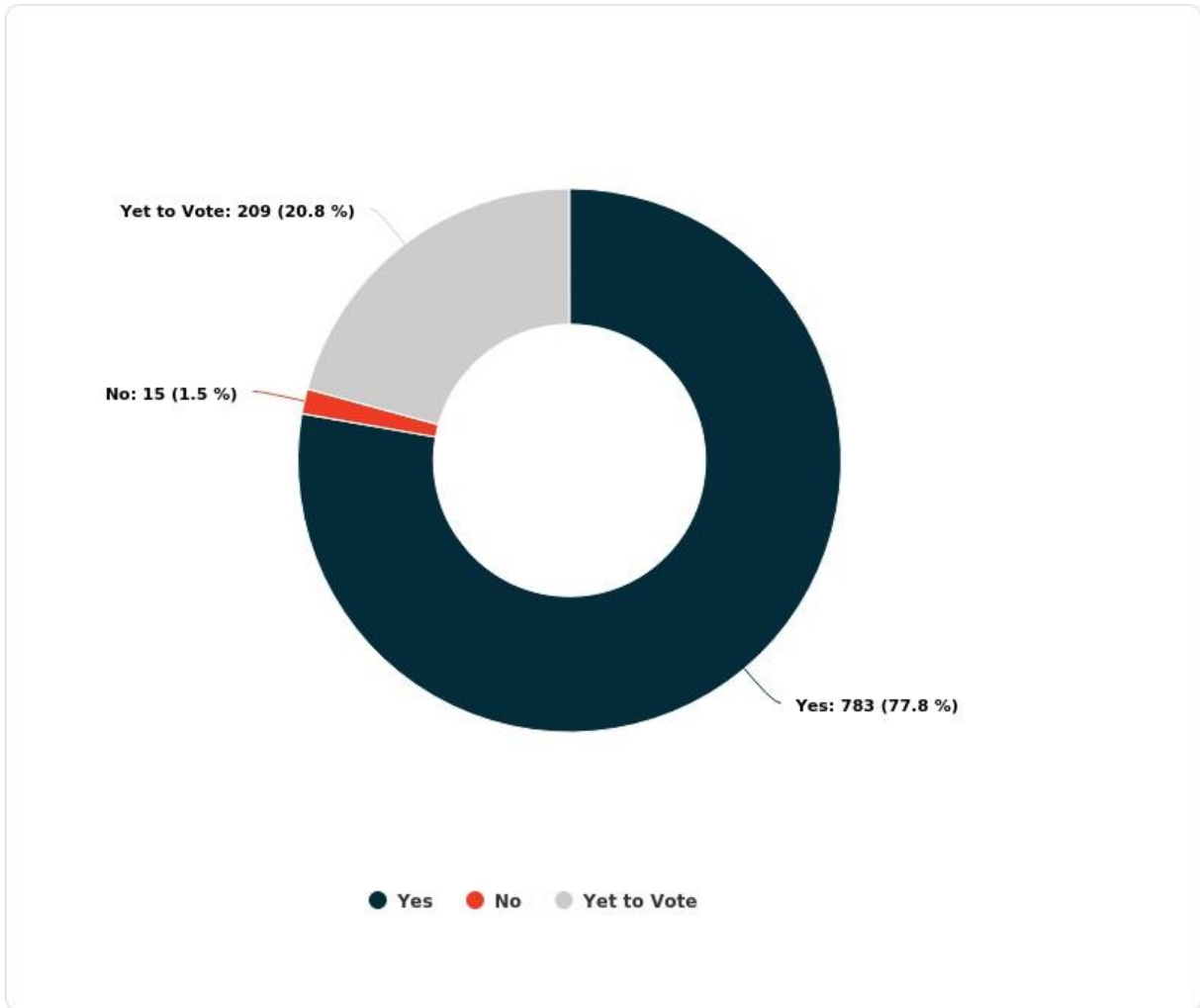
An unlimited number of indefinite and/or periodic bans on checking and approving 1500V DC Authorities and Working High Voltage Instructions (WHVI) with less than two (2) weeks' notice, except in emergencies to prevent imminent hazards to employees or the public?



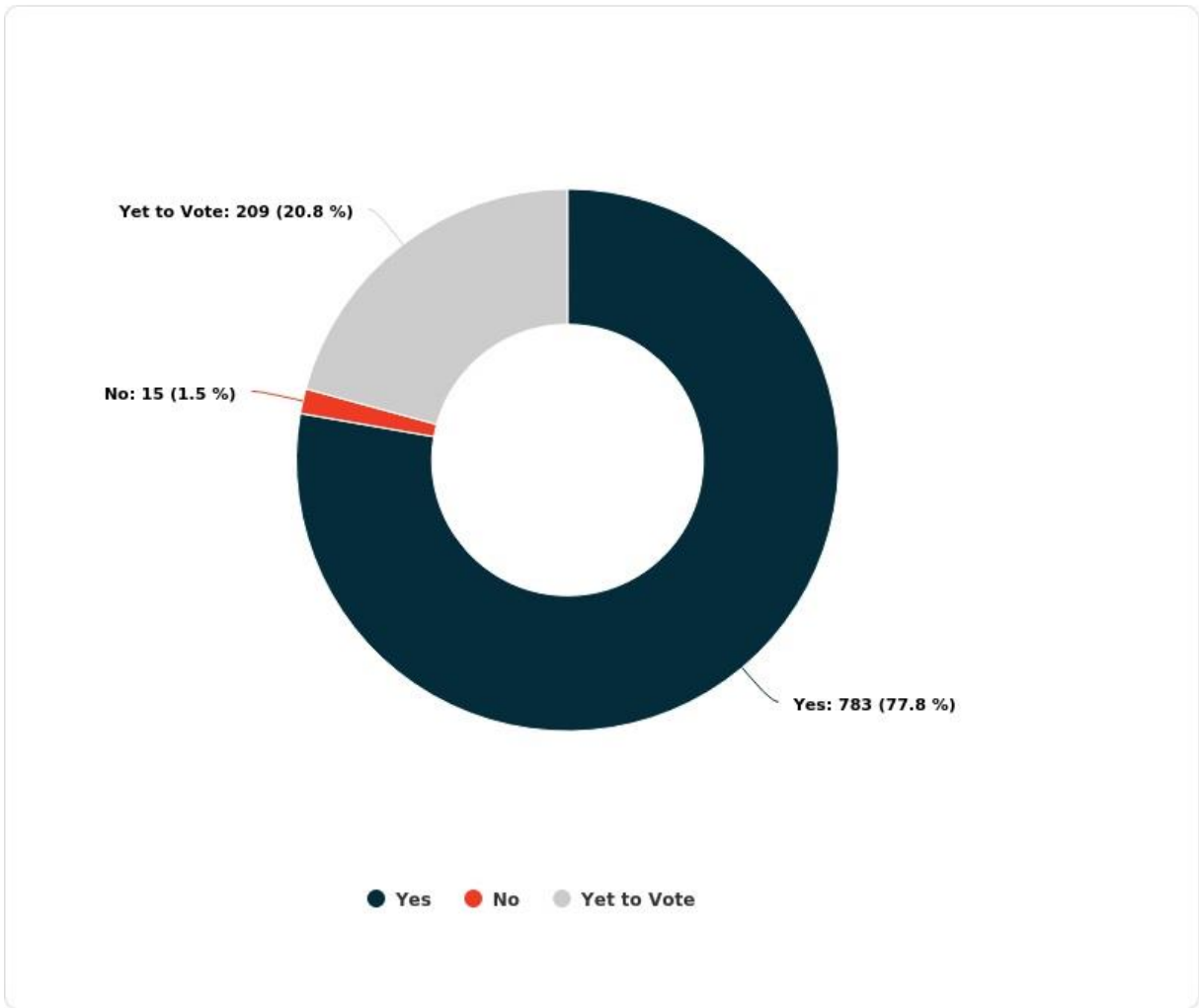
An unlimited number of indefinite and/or periodic bans on ICON Electrical employees amending 1500V Authorities and Working High Voltage Instructions (WHVI), except in emergencies to prevent imminent hazards to employees or the public?



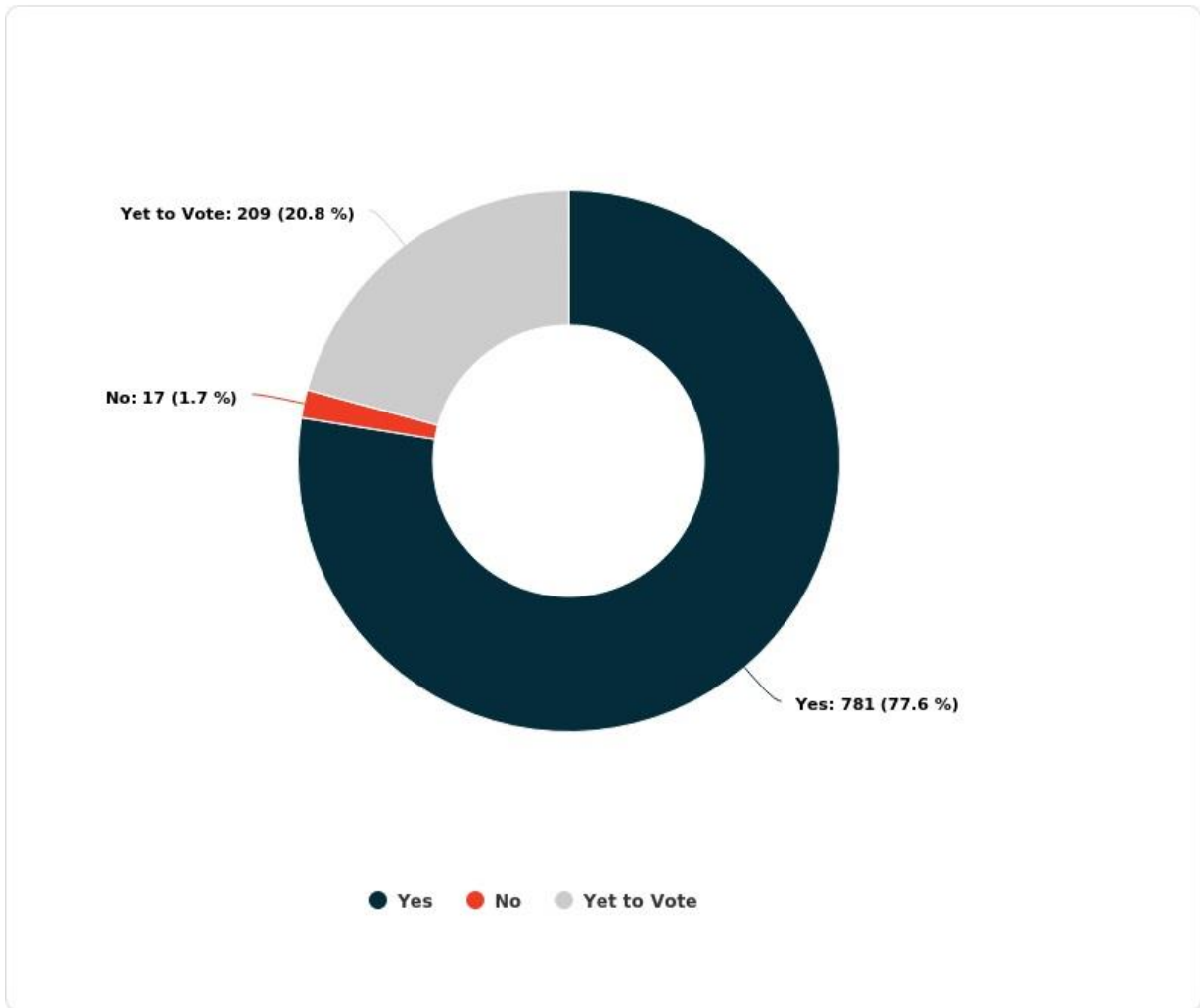
An unlimited number of indefinite and/or periodic bans on Low Voltage switching, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?



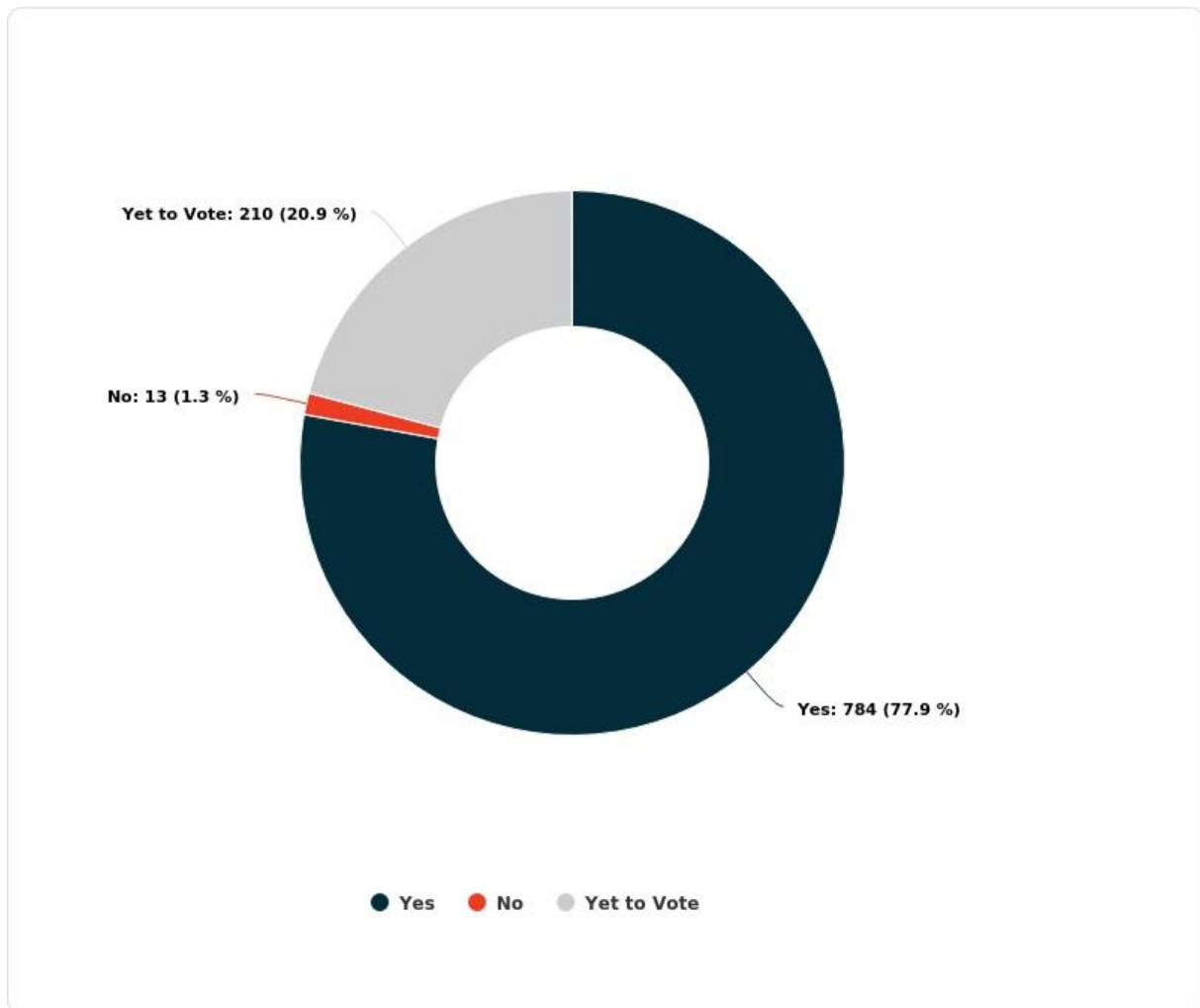
An unlimited number of indefinite and/or periodic bans on the removal of operational earths, safety earths, working earths, rail earth contactors, to rail connections both switches and bonds, operational protective bonds, working protective bonds and CT shorts applied to protection relays?



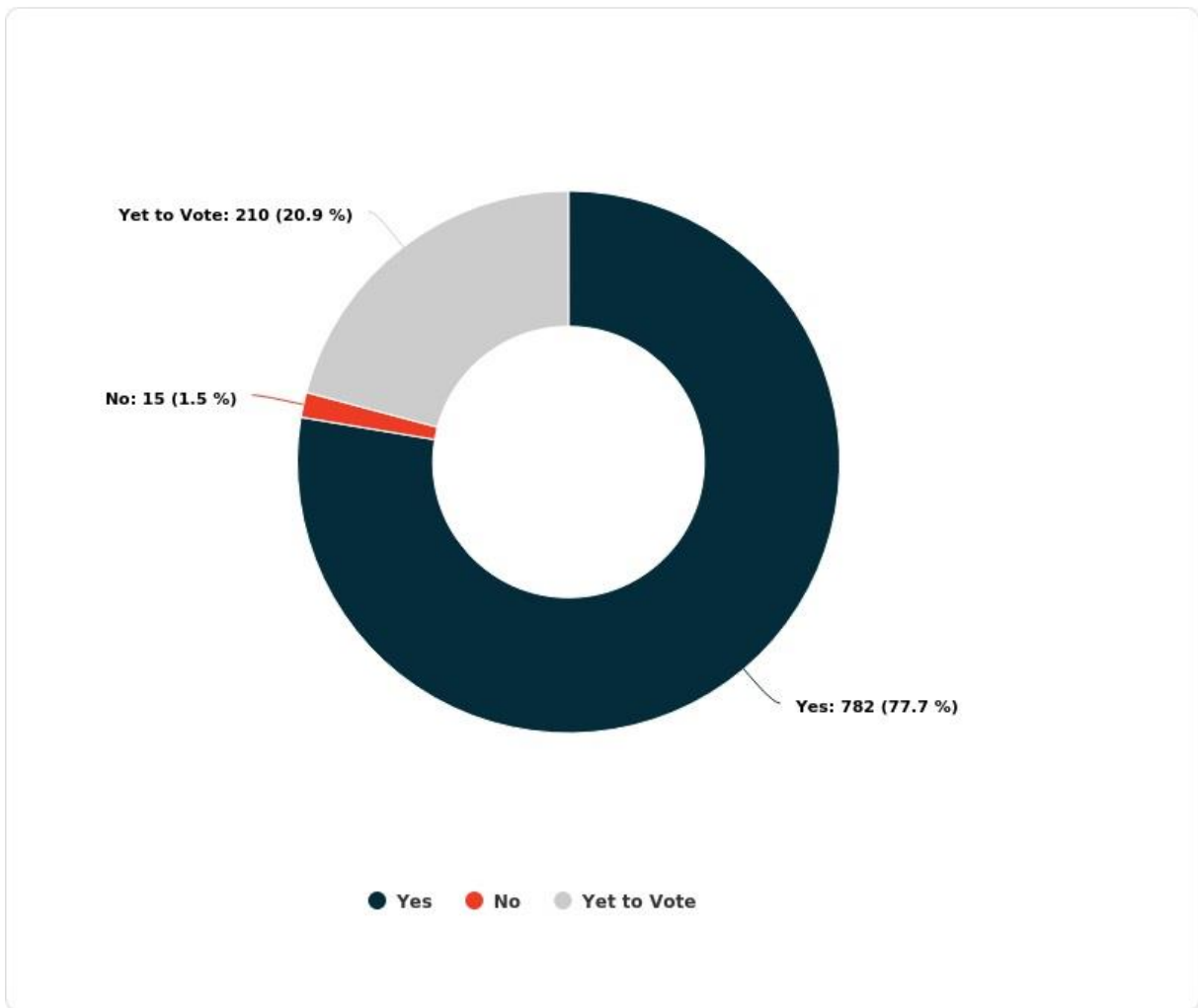
An unlimited number of indefinite and/or periodic bans on writing, checking, issuing, or holding Electrical Permits to Work, except in emergencies to prevent imminent hazards to employees or the travelling public?



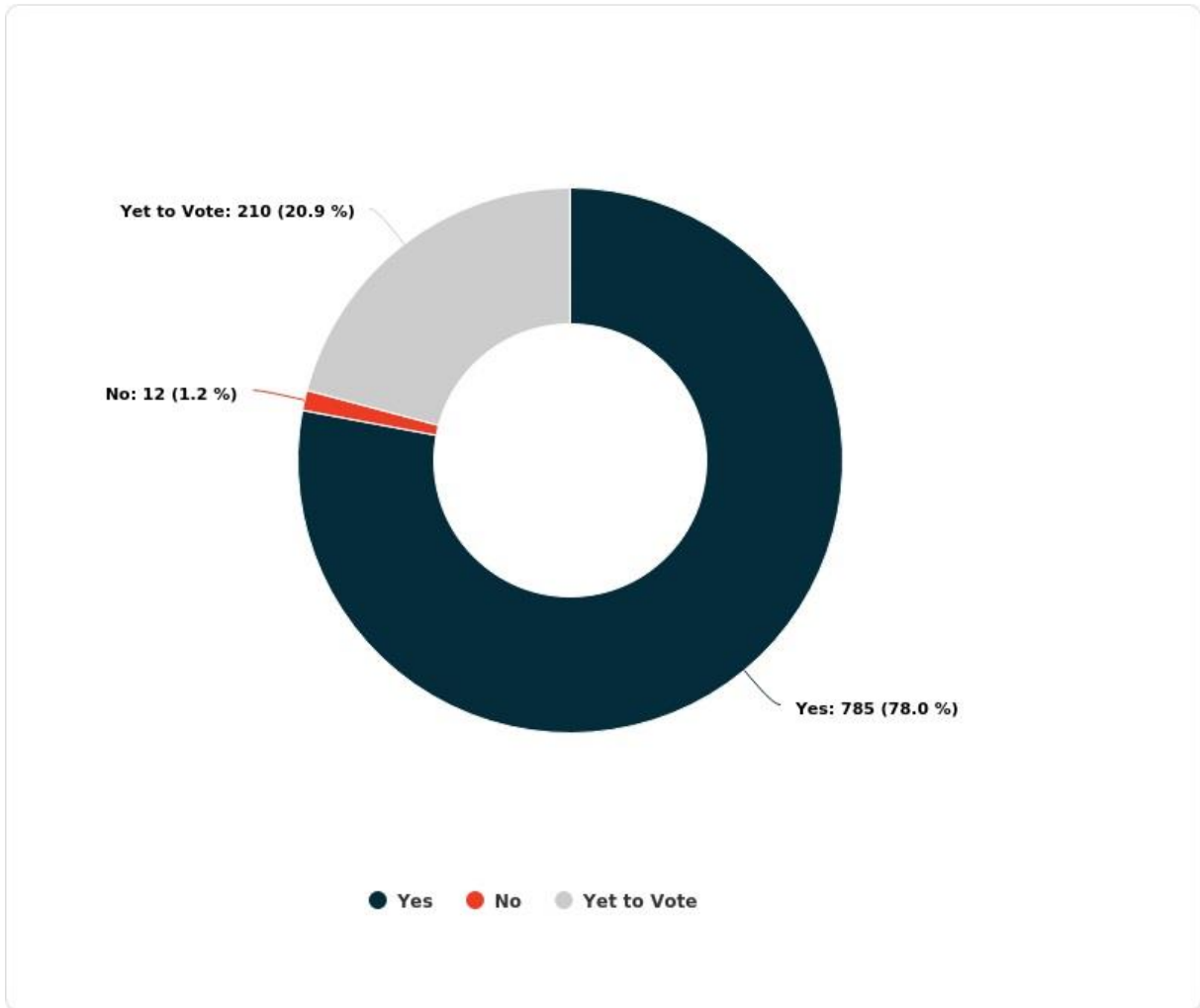
An unlimited number of indefinite and/or periodic bans on writing, checking, issuing, or holding Low Voltage Access Permit, except in emergencies to prevent imminent hazards to employees or the travelling public?



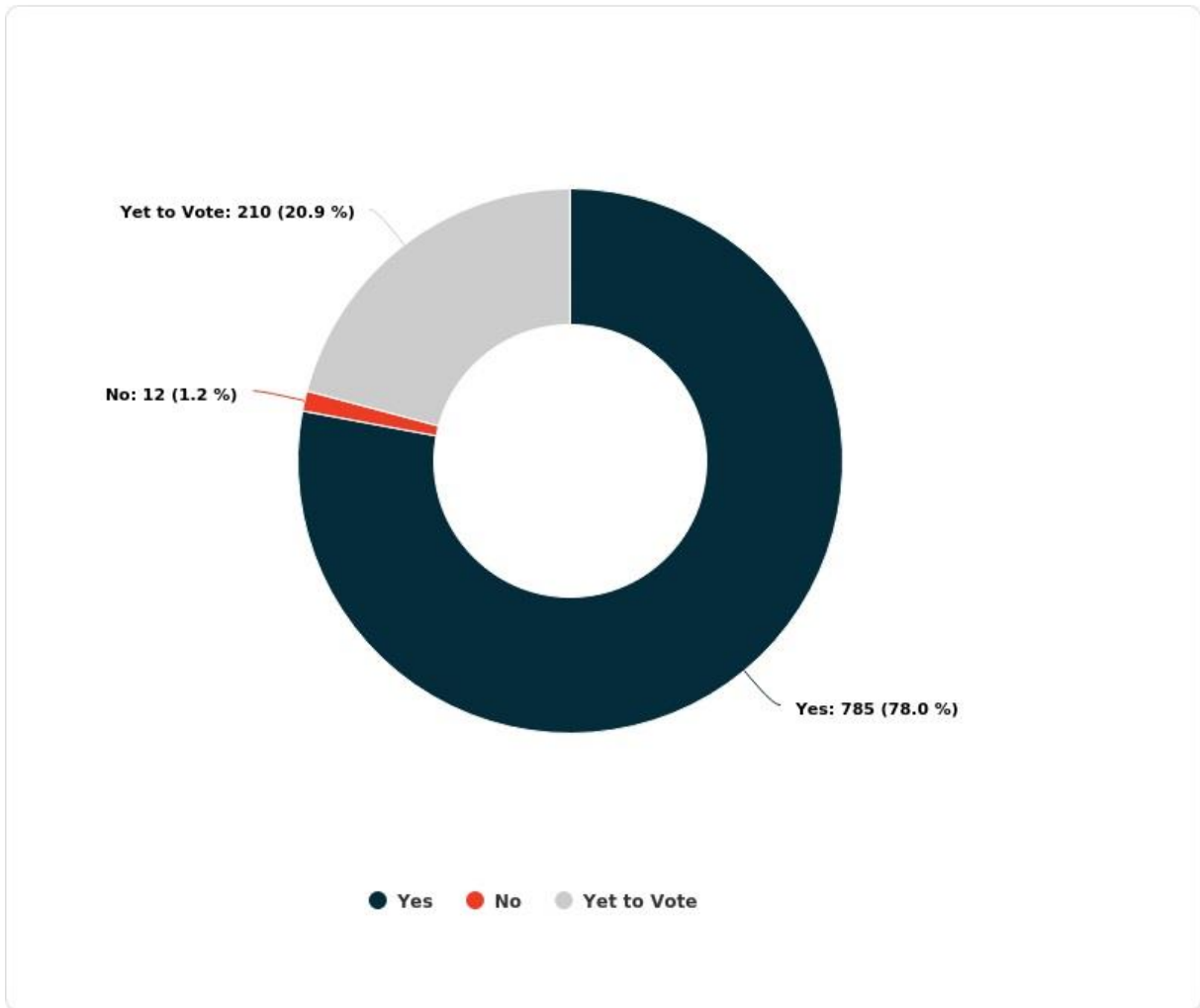
An unlimited number of indefinite and/or periodic bans on writing, checking, issuing, or holding Substation Access Permit, except in emergencies to prevent imminent hazards to employees or the travelling public?



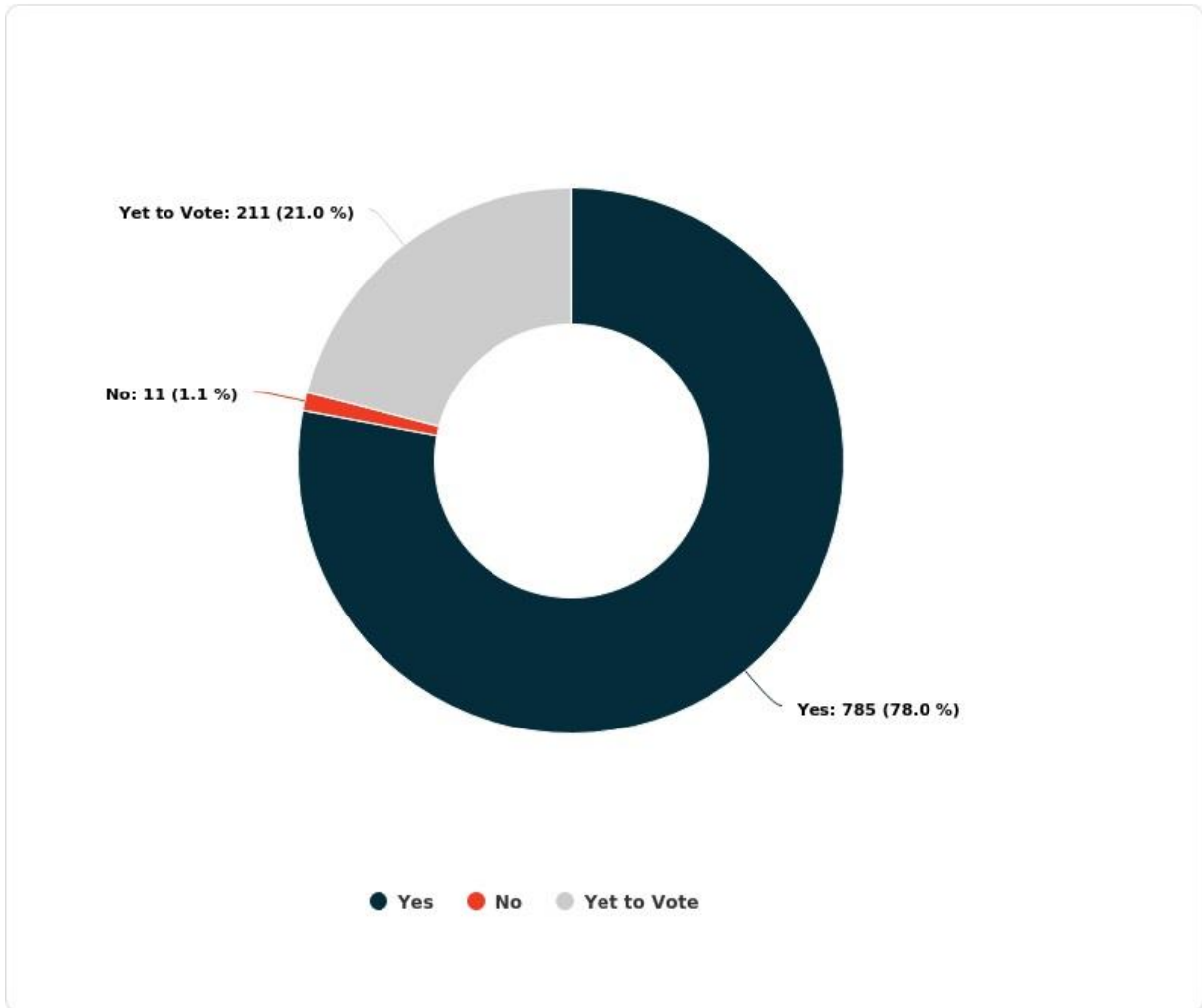
An unlimited number of indefinite and/or periodic bans on issuing any electrical permit to third parties and/or workers other than Sydney Trains employees?



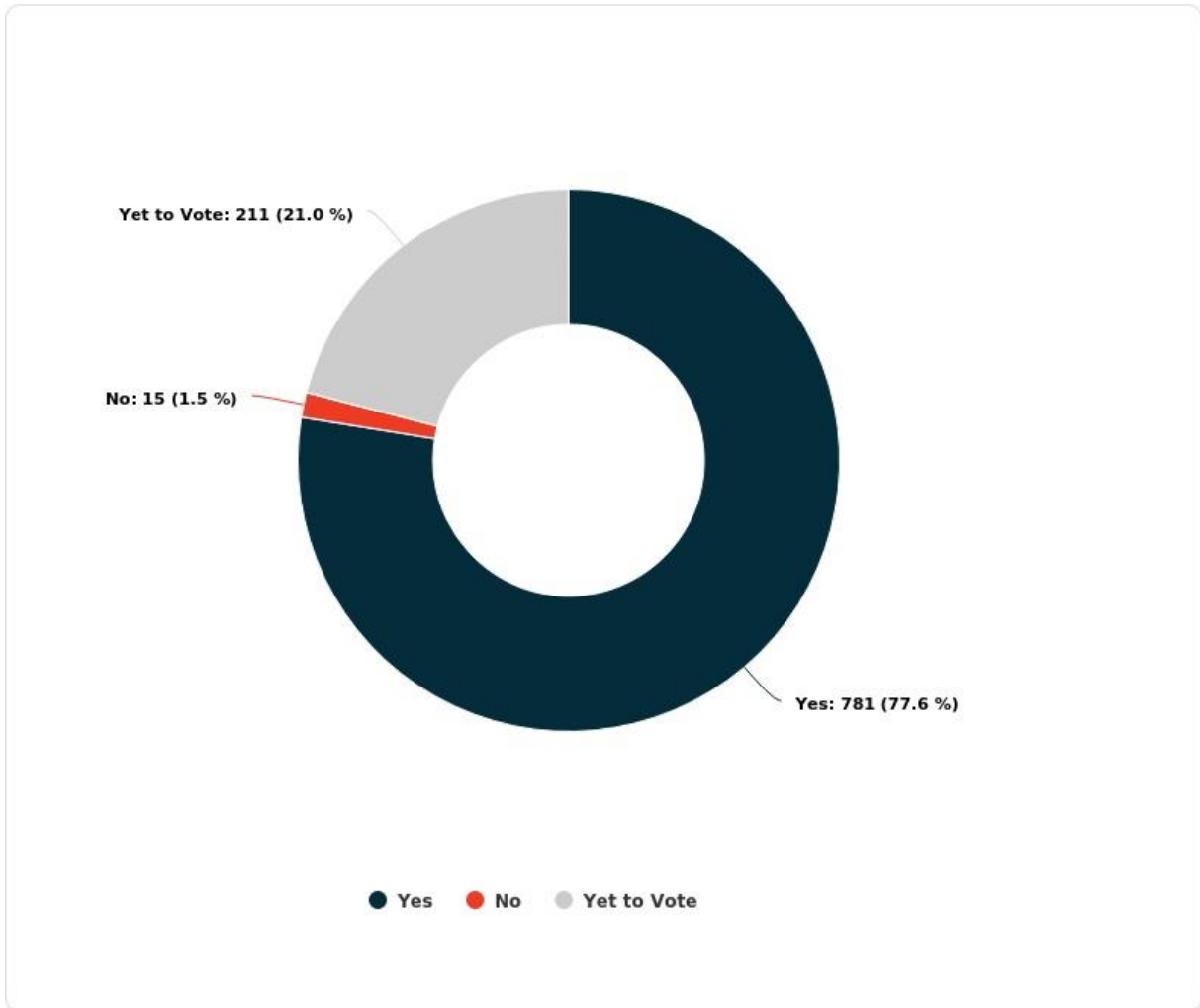
An unlimited number of indefinite and/or periodic bans on issuing any electrical permits to anyone who does not one or more of the following: AES05, AES06, AES07, AES08, AES16, and/or AES19?



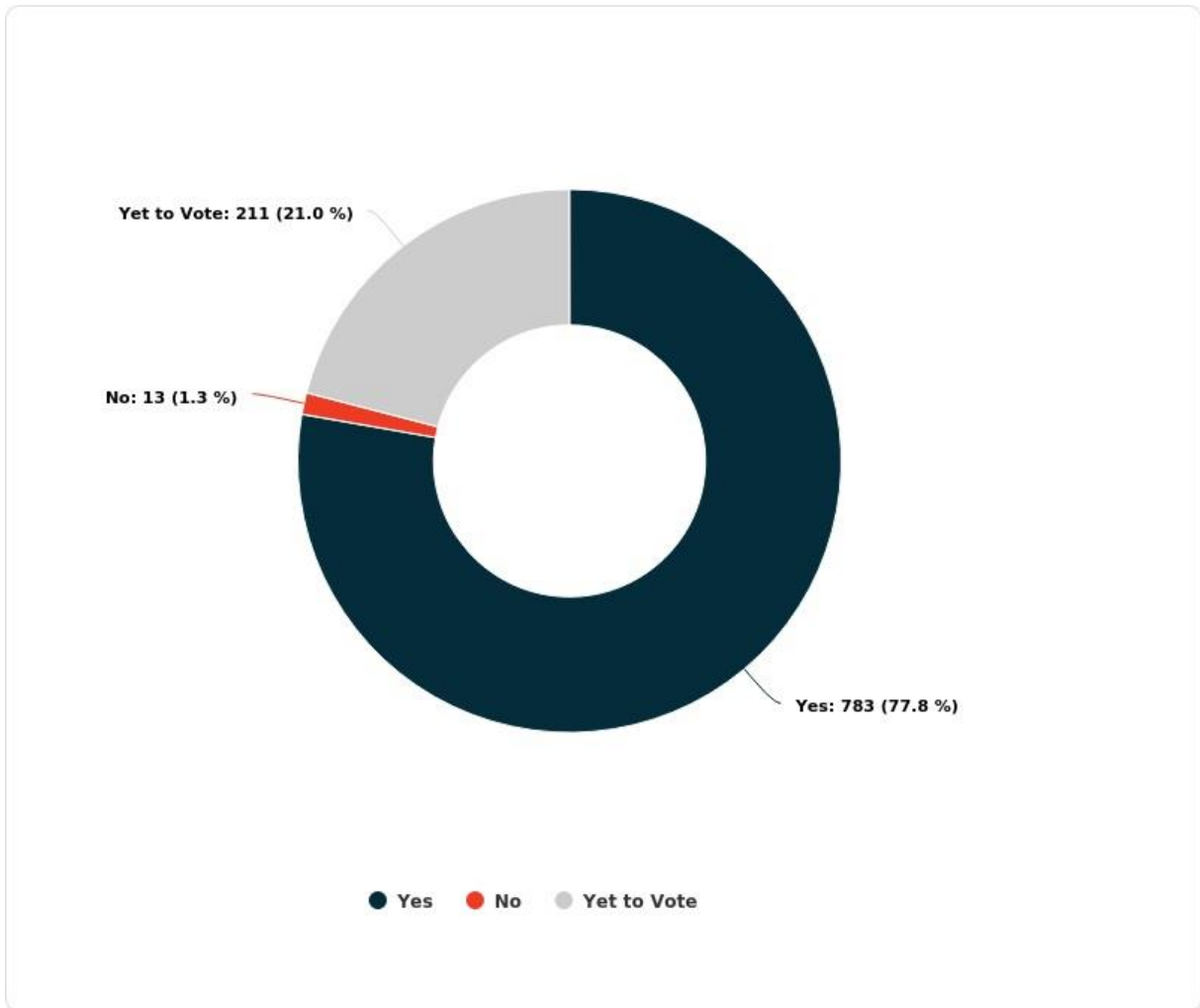
An unlimited number of indefinite and/or periodic bans on working on electrical circuits and subsystems that have been isolated by employees who do not have a Certificate 3 or ST2 electrical qualification, except in emergencies to prevent imminent hazards to employees or the travelling publics?



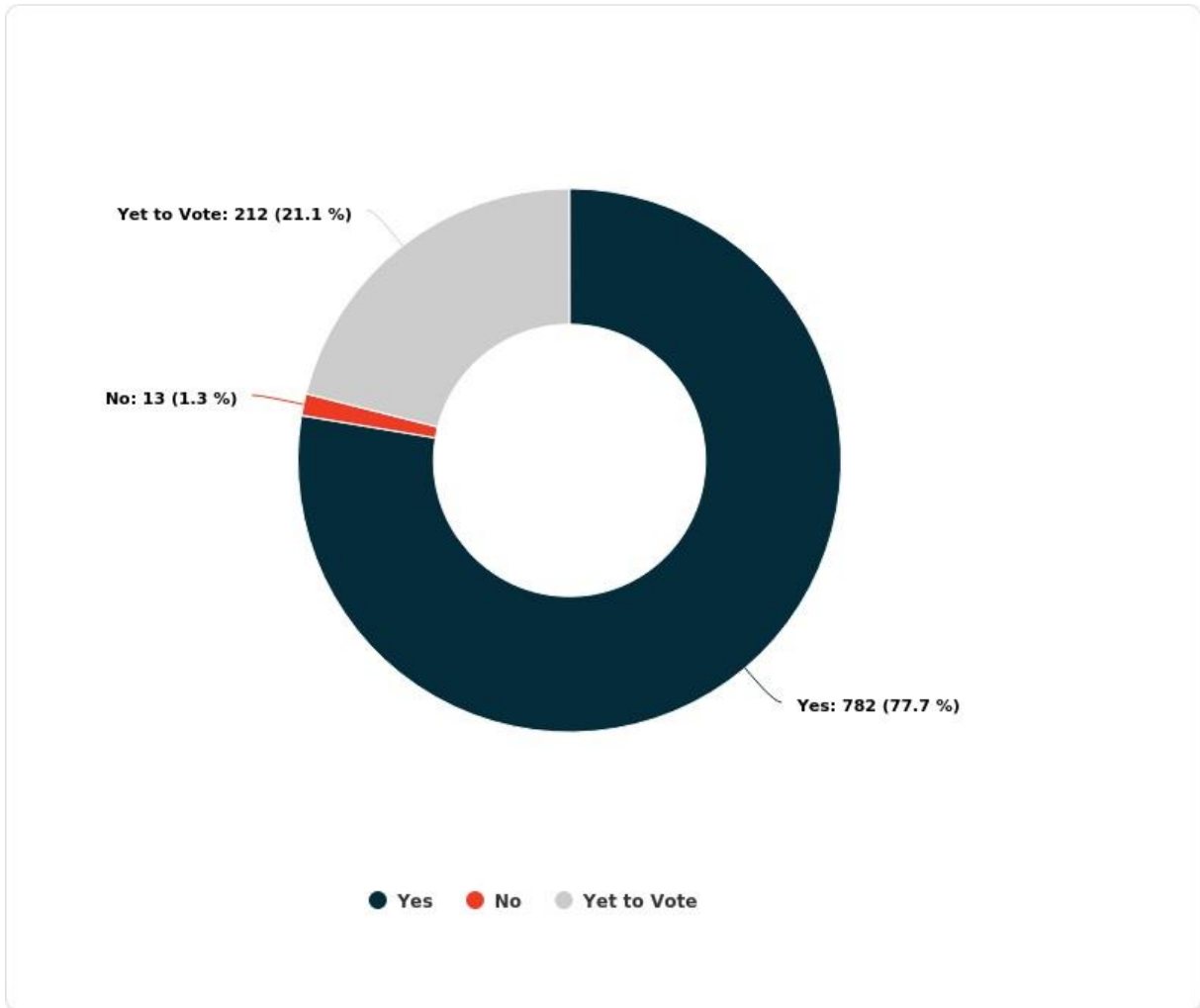
An unlimited number of indefinite and/or periodic bans on Extra Low Voltage switching, except in emergencies to prevent serious and imminent hazards to employees or the public?



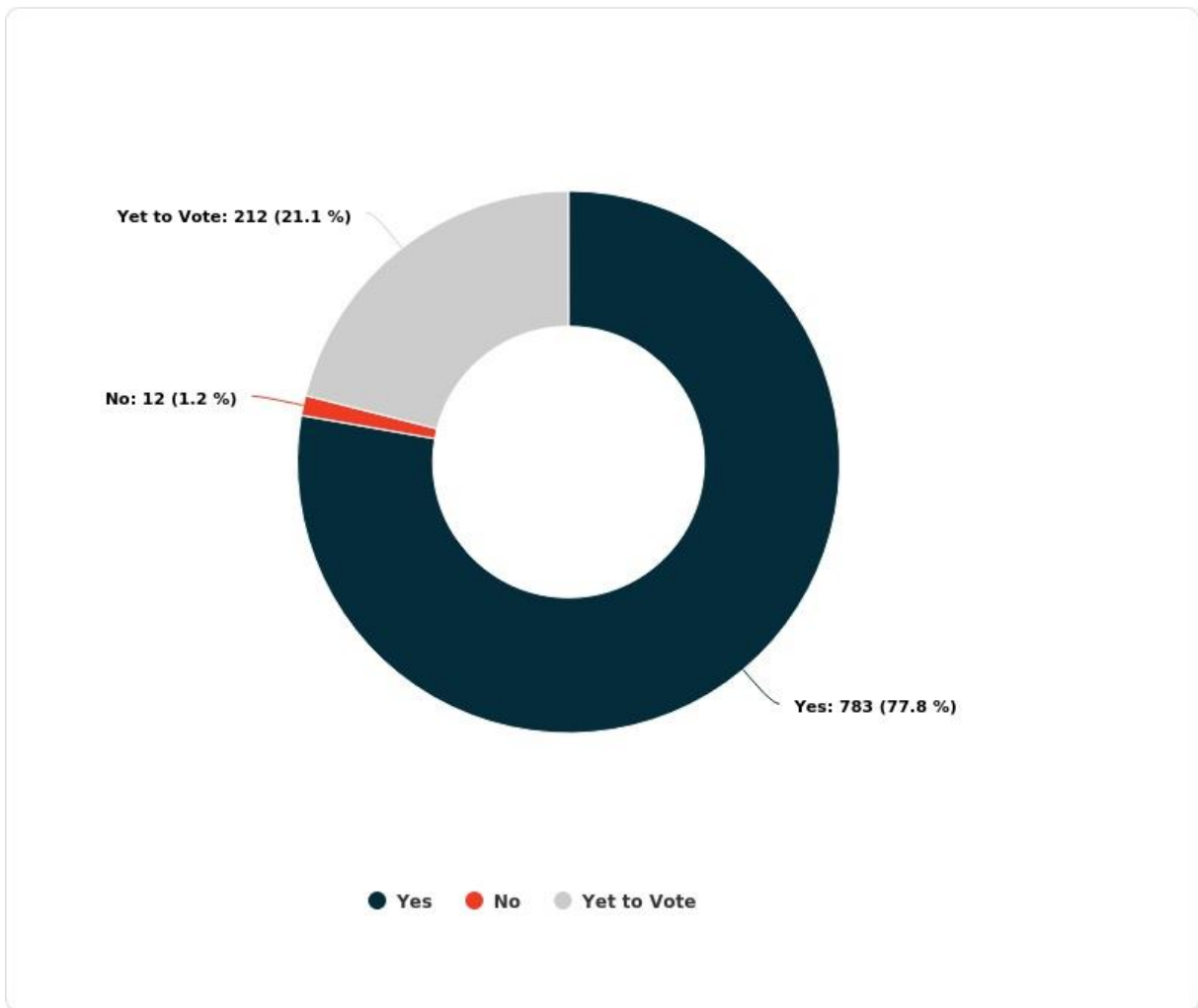
An unlimited number of indefinite and/or periodic bans on 48vDC and other Safety Extra Low Voltage switching, except in emergencies to prevent serious and imminent hazards to employees or the public?



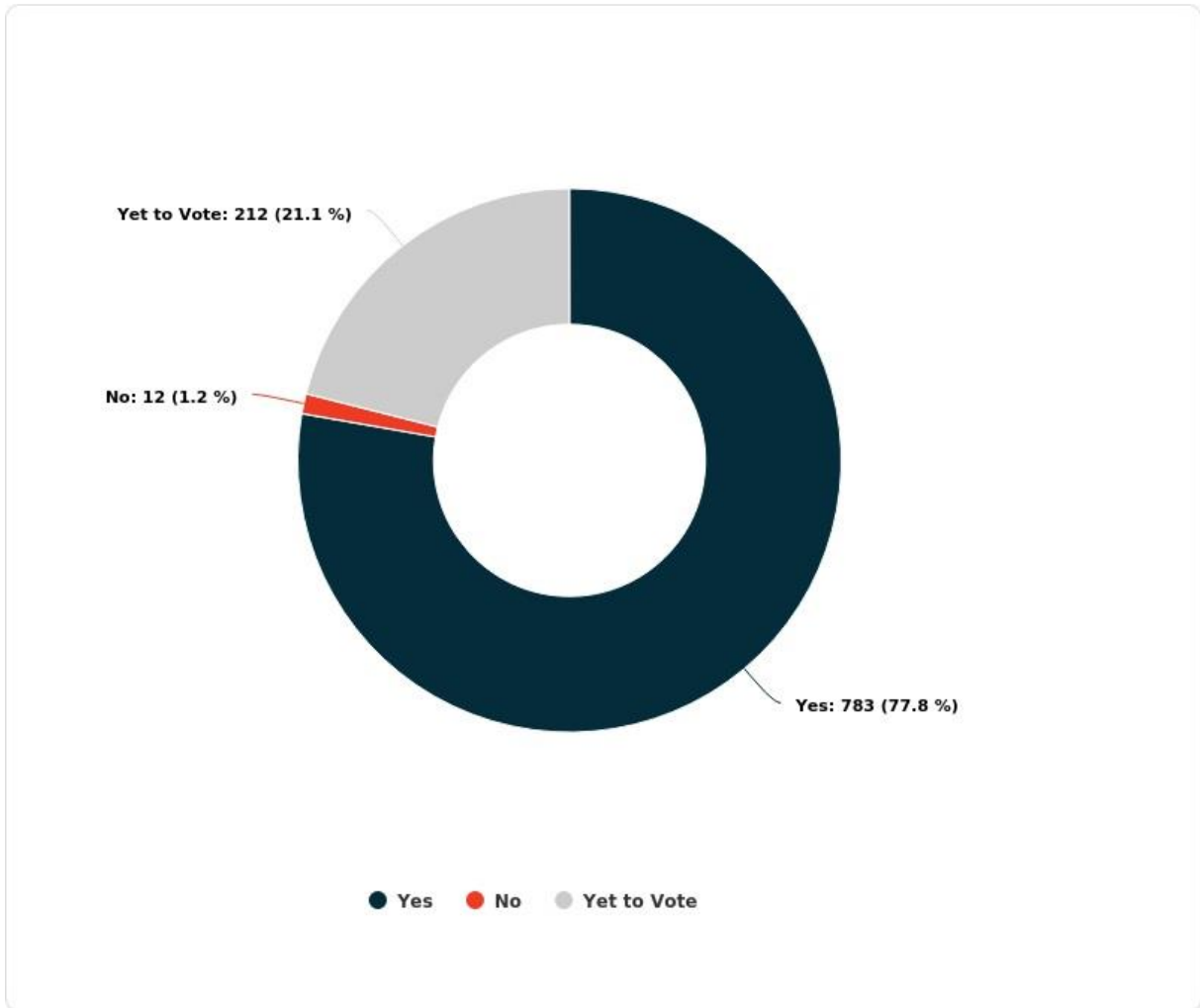
An unlimited number of indefinite and/or periodic bans on repairing equipment or cabling except to make safe for workers and the travelling public?



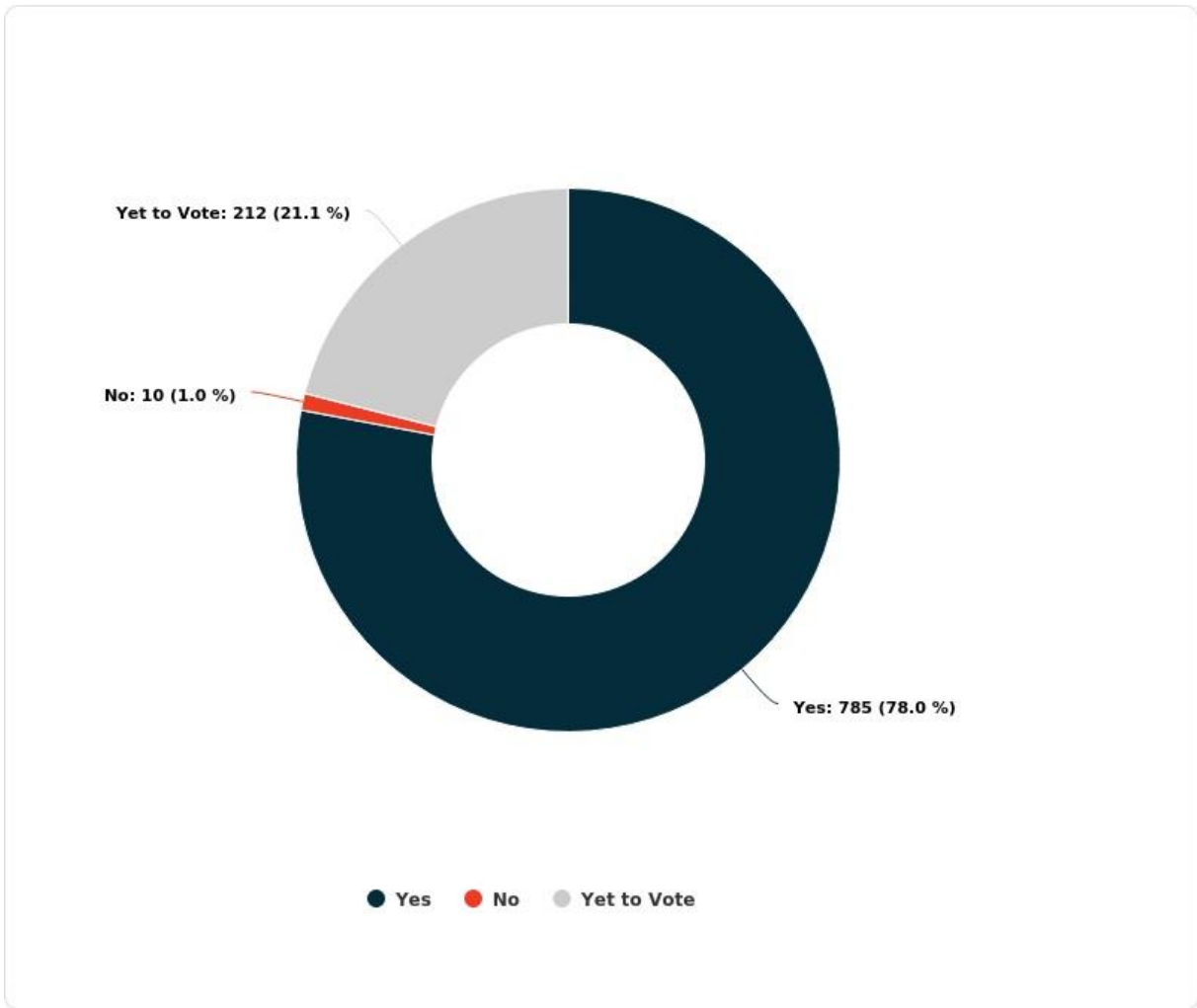
An unlimited number of indefinite and/or periodic bans on working on Low Voltage circuits, energised or not, where circuits do not have RCD's or RCBO's installed; except to prevent imminent danger to workers or the travelling public?



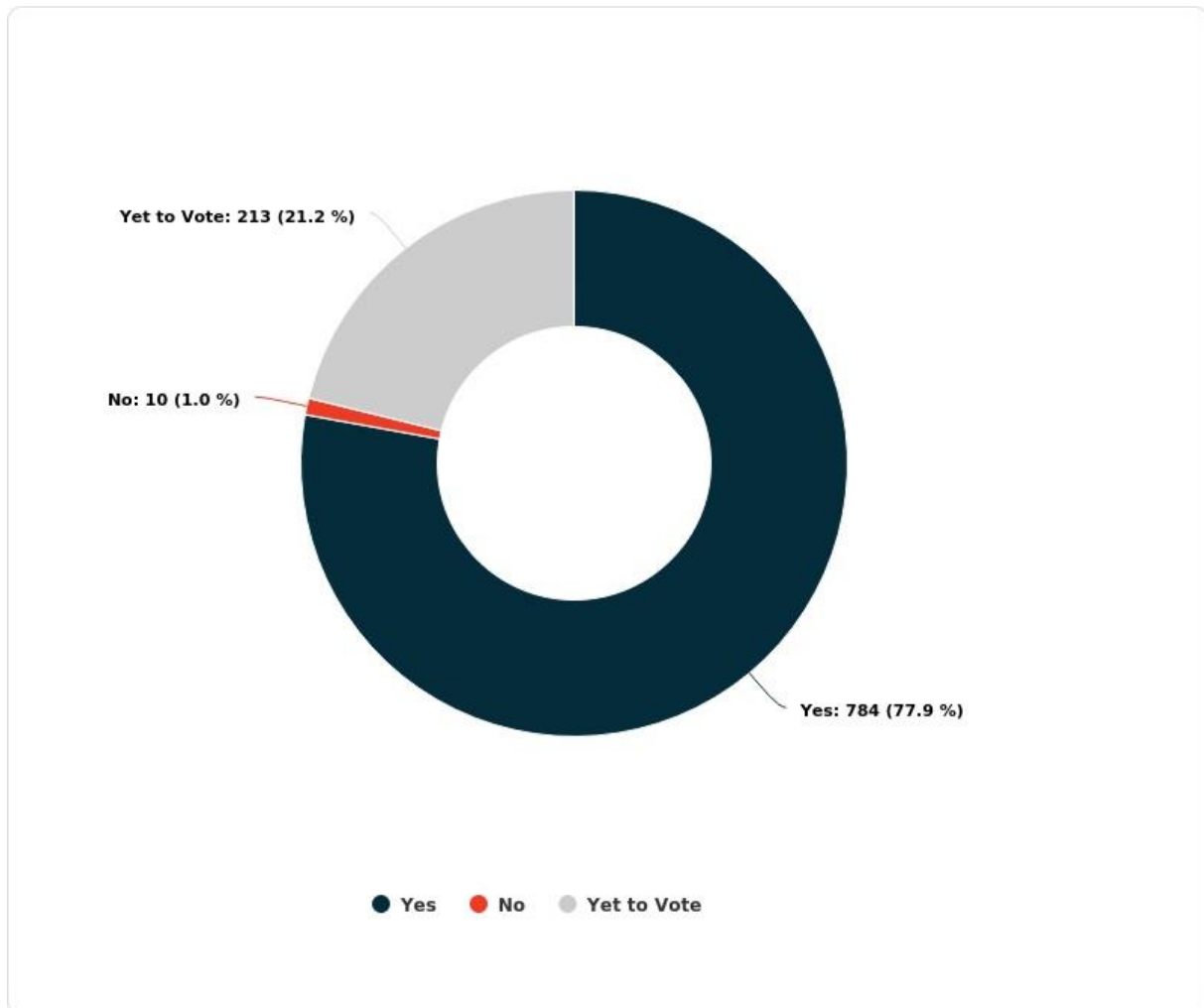
An unlimited number of indefinite and/or periodic bans on undertaking any maintenance on any equipment without an approved TMP?



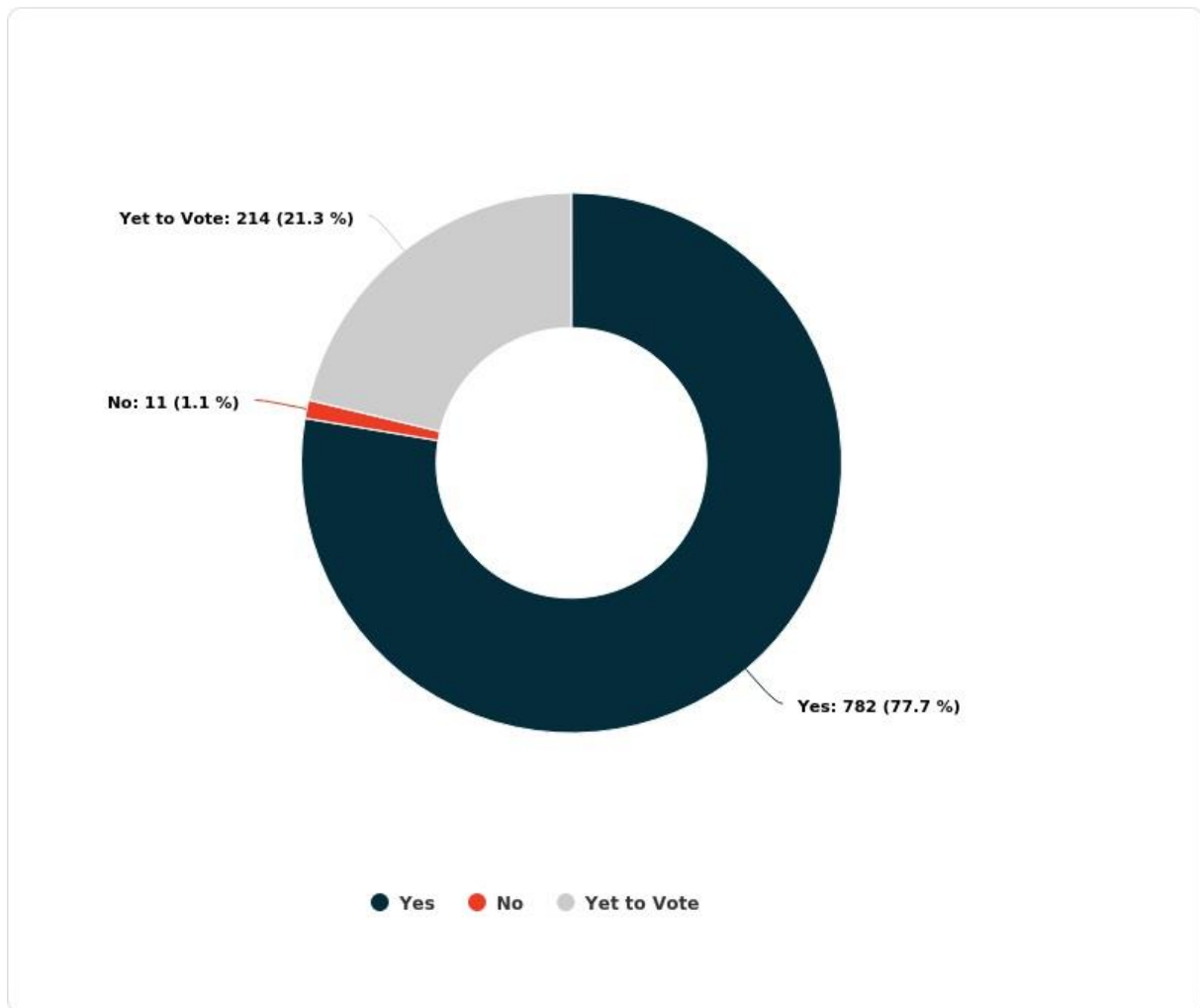
An unlimited number of indefinite and/or periodic bans on working in Substations where equipment is LIVE and is out of compliance to an approved TMP, except in emergencies to prevent imminent hazards to employees or the travelling public?



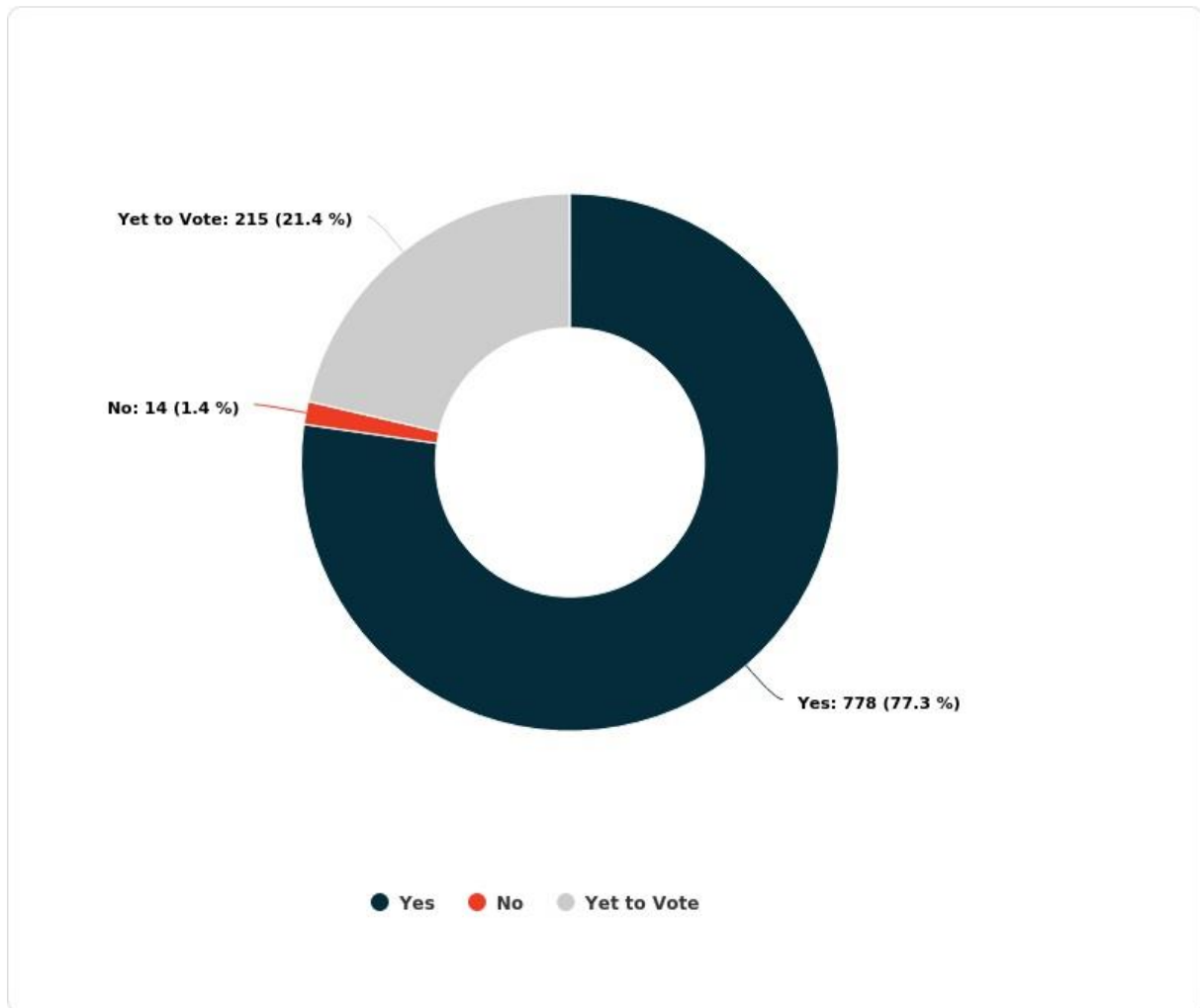
An unlimited number of indefinite and/or periodic bans on performing work on electrical assets without an approved technical maintenance plan or assigned maintenance plans and maintenance items in the Sydney Trains enterprise asset management system, except in emergencies to make the asset safe?



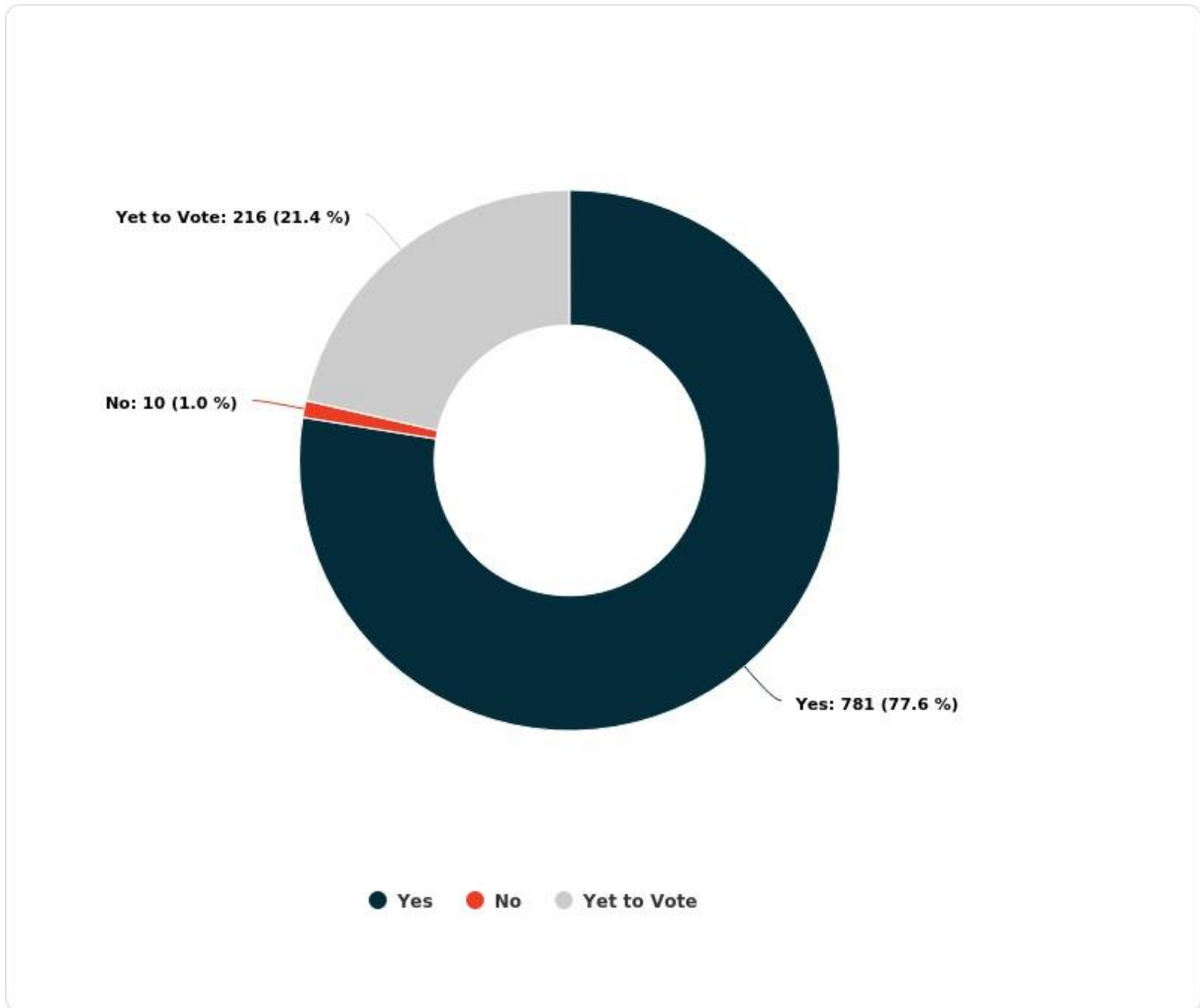
An unlimited number of indefinite and/or periodic bans for working on or operating DCCB's without frame leakage installed, except in emergencies to prevent imminent hazards to employees or the travelling public?



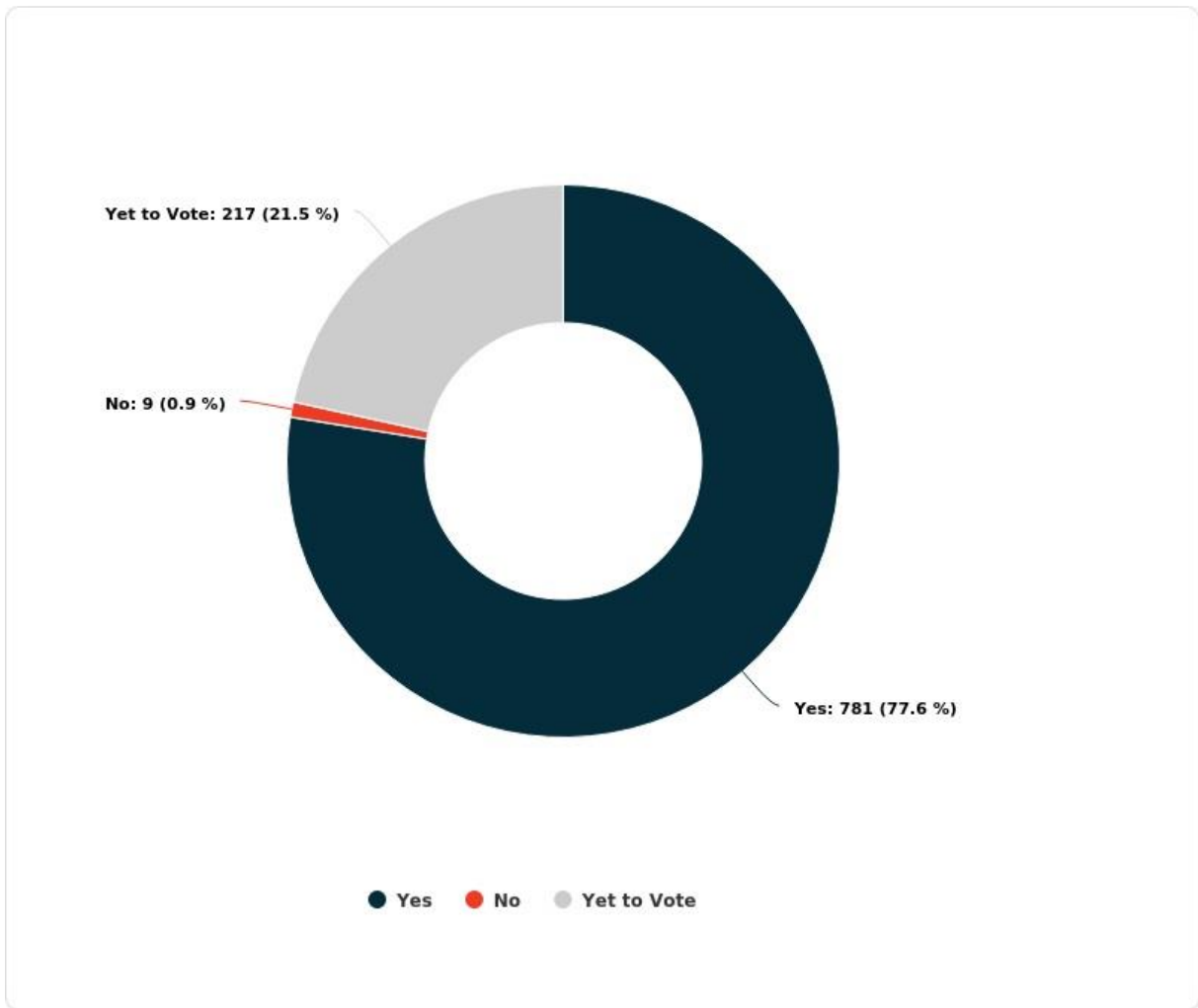
An unlimited number of indefinite and/or periodic bans on making modifications to operating systems?



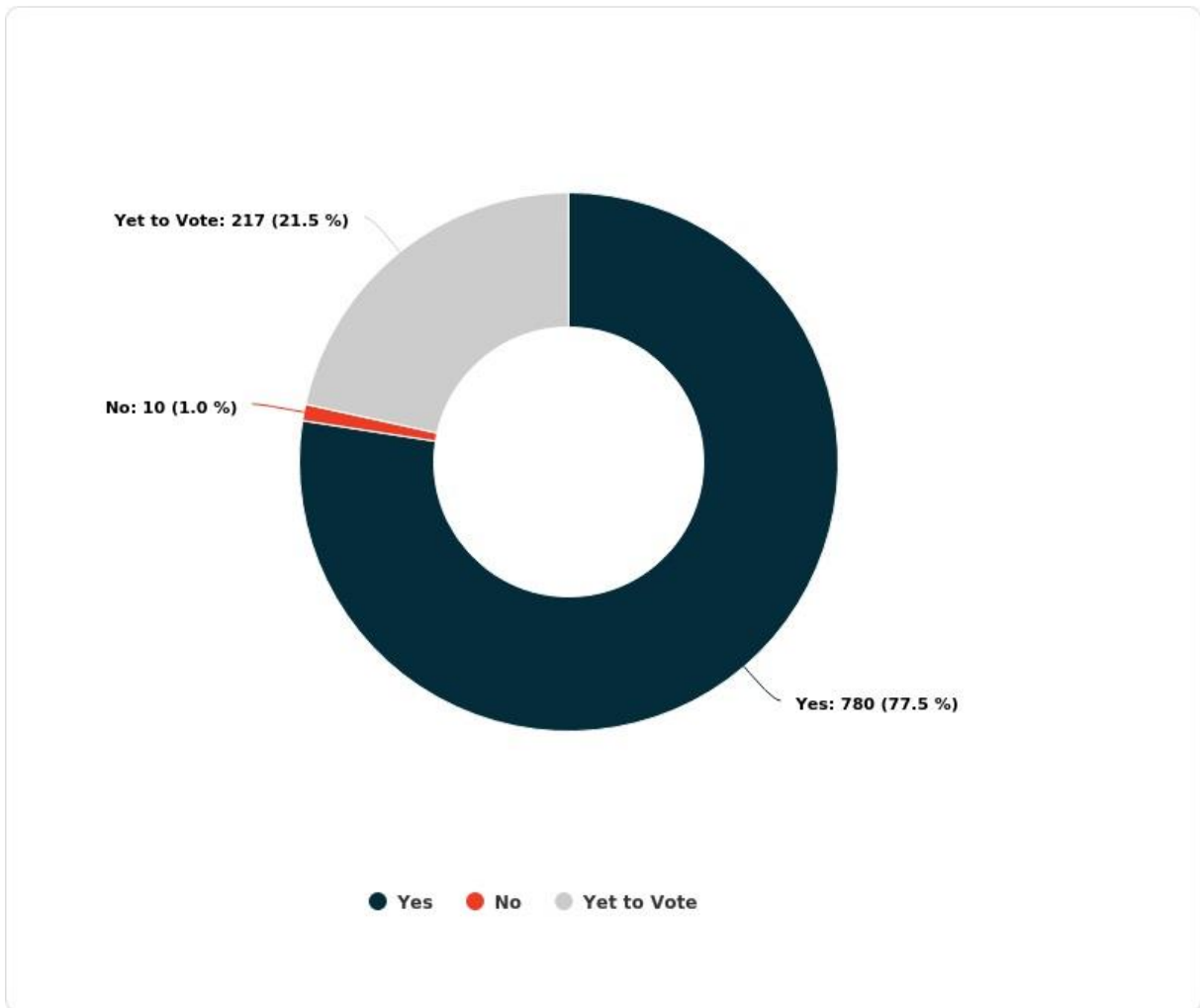
An unlimited number of indefinite and/or periodic bans on building and developing signal support packages?



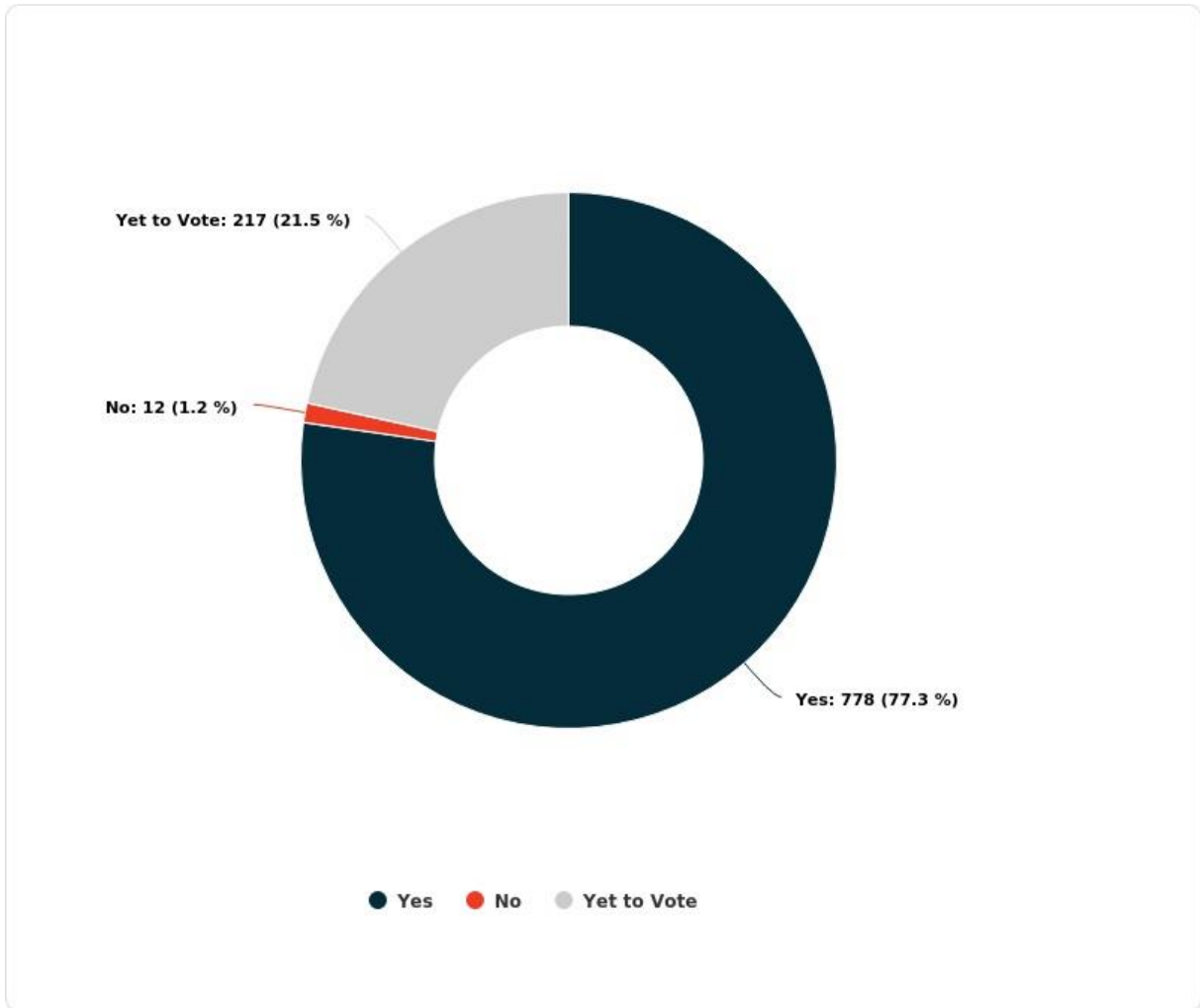
An unlimited number of indefinite and/or periodic bans on reviewing signal support packages?



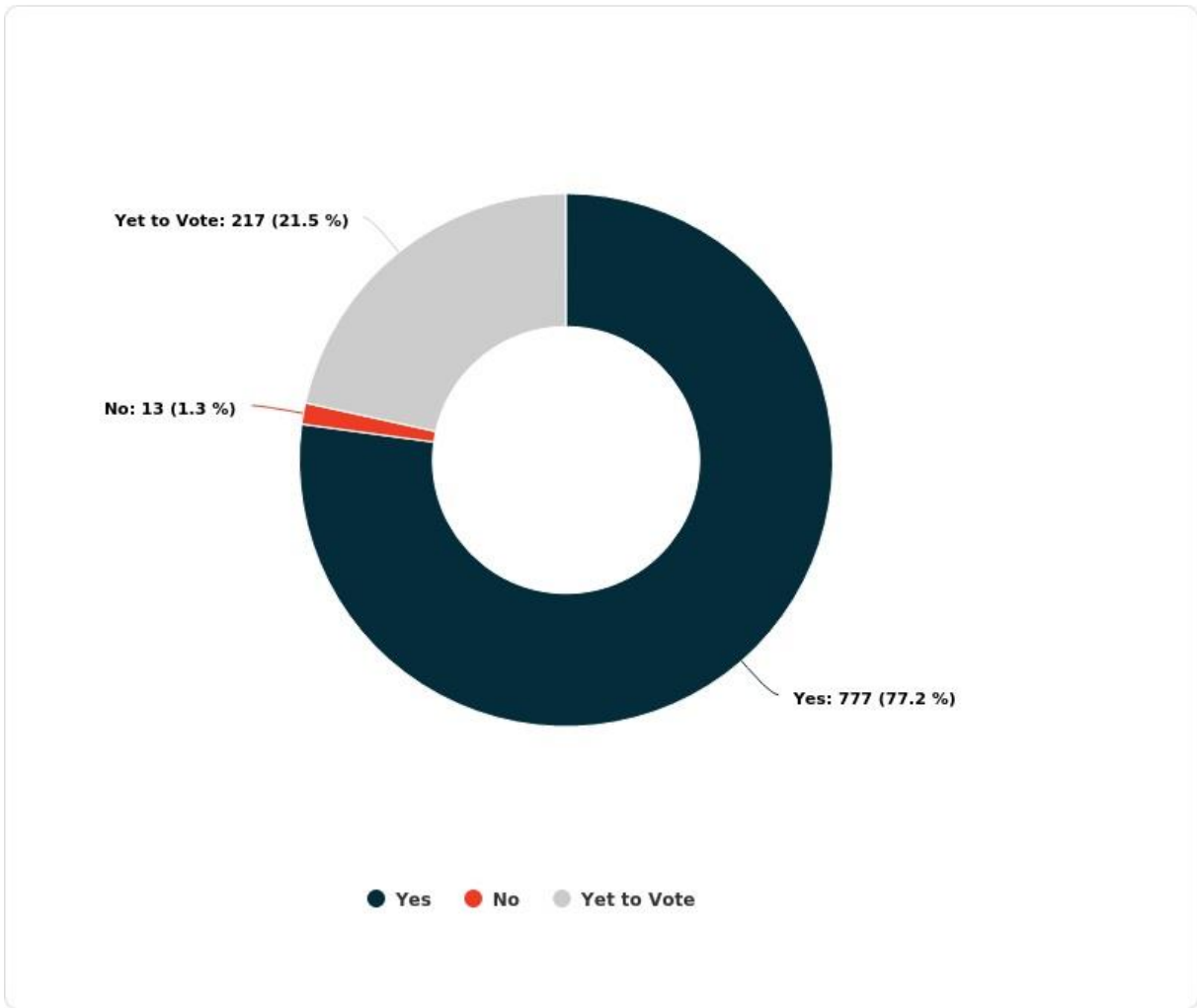
An unlimited number of indefinite and/or periodic bans on holding signal support packages?



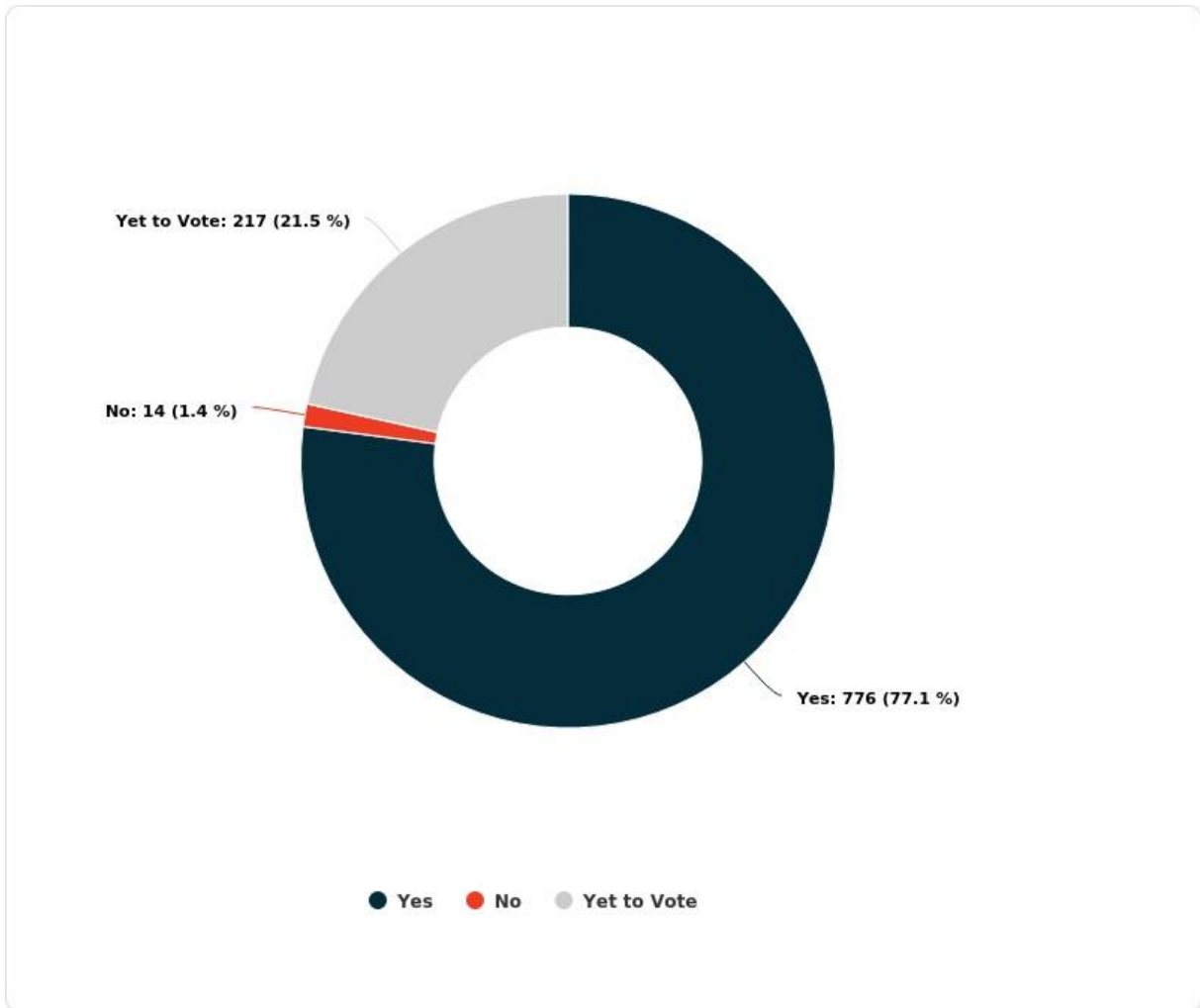
An unlimited number of indefinite and/or periodic bans on performing work on Signal Support Packages?



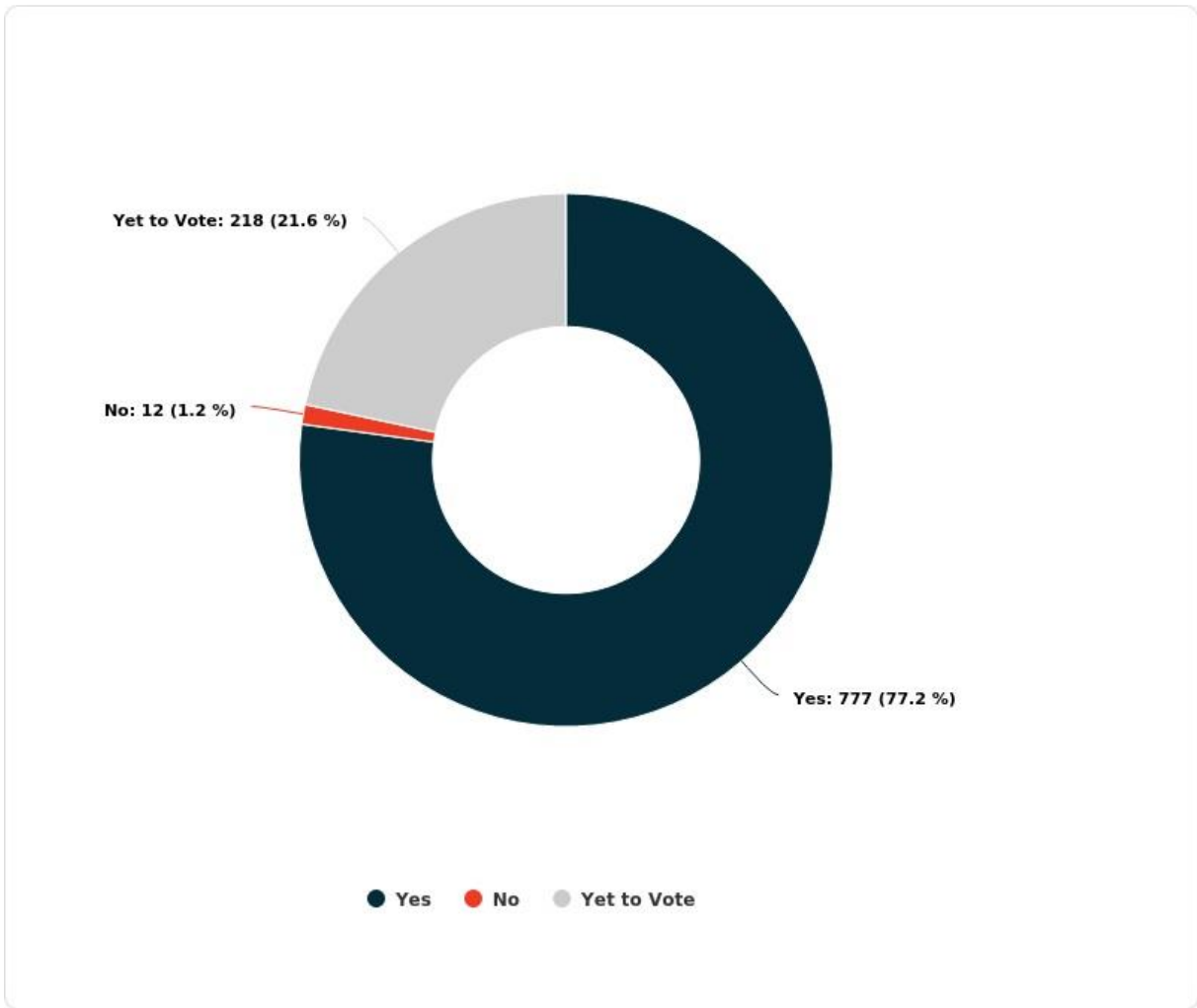
An unlimited number of indefinite and/or periodic bans on operating generators including but not limited to connecting generators up and filling generators up, except in emergencies to prevent imminent hazards to employees or the travelling public?



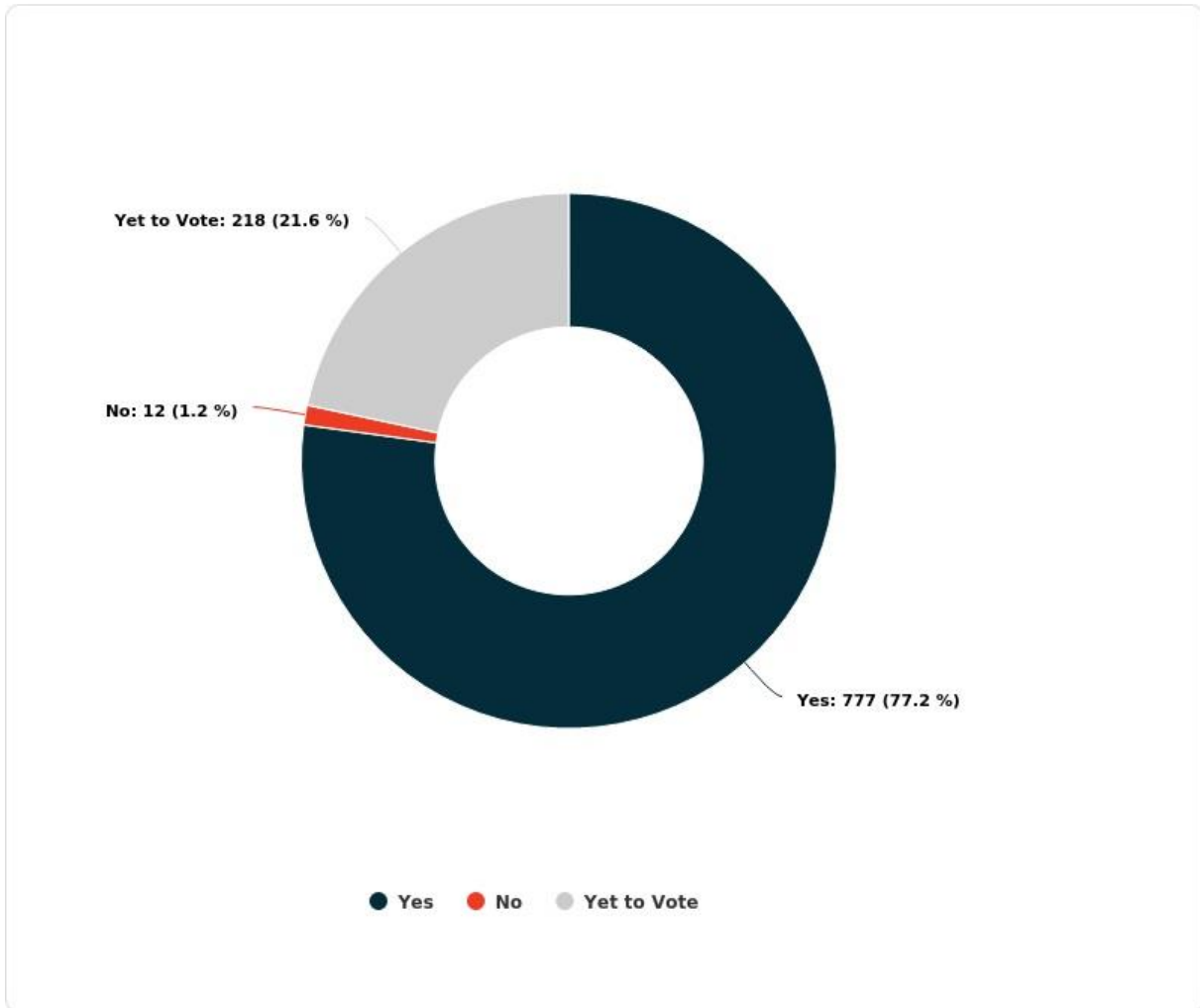
An unlimited number of indefinite and/or periodic bans on communicating with people who are not Sydney Trains direct hire employees for the purposes of performing work duties, except in emergencies to prevent imminent hazards to employees or the travelling public?



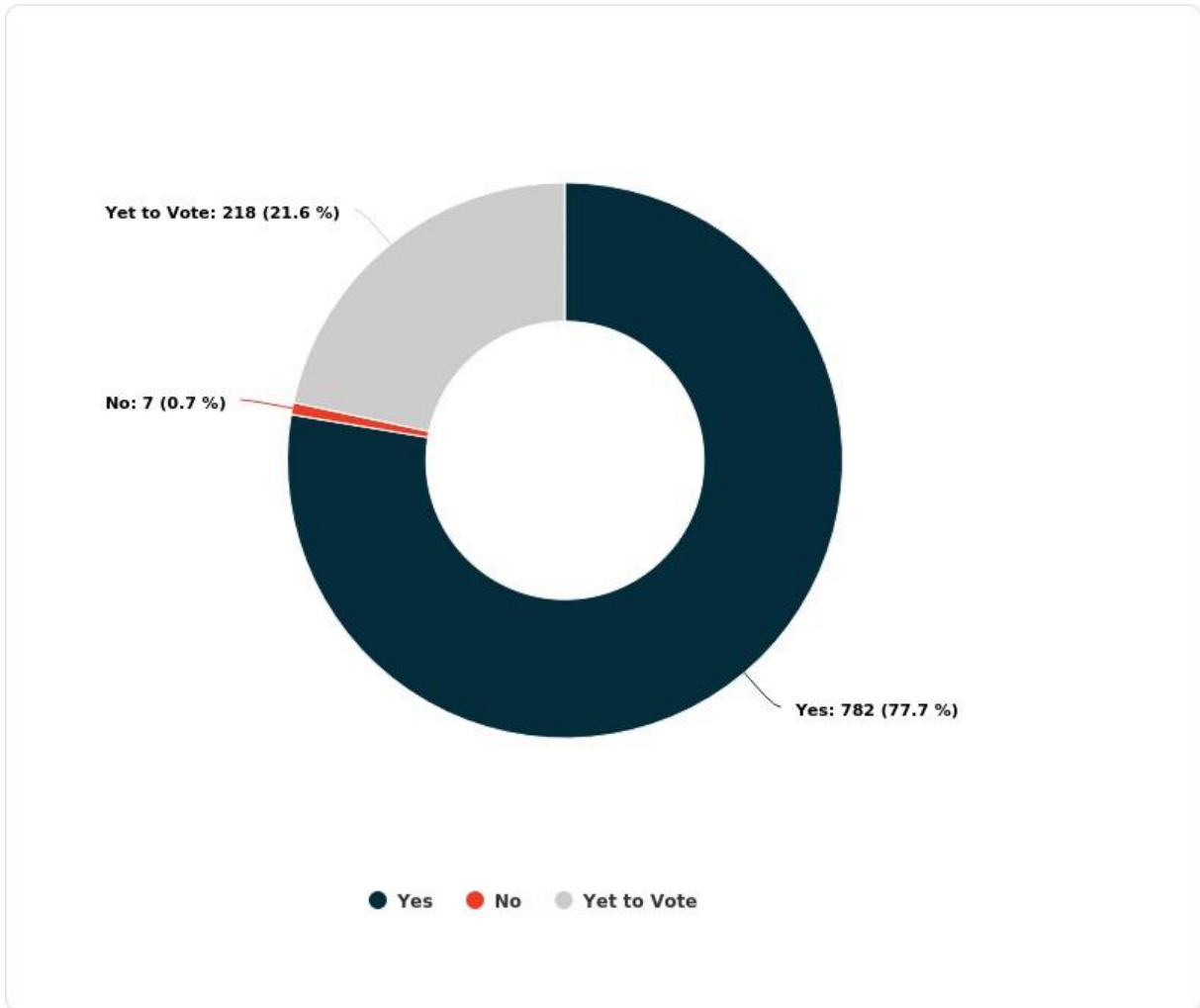
An unlimited number of indefinite and/or periodic bans on working with people who are not Sydney Trains direct hire employees, except in emergencies to prevent imminent hazards to employees or the travelling public?



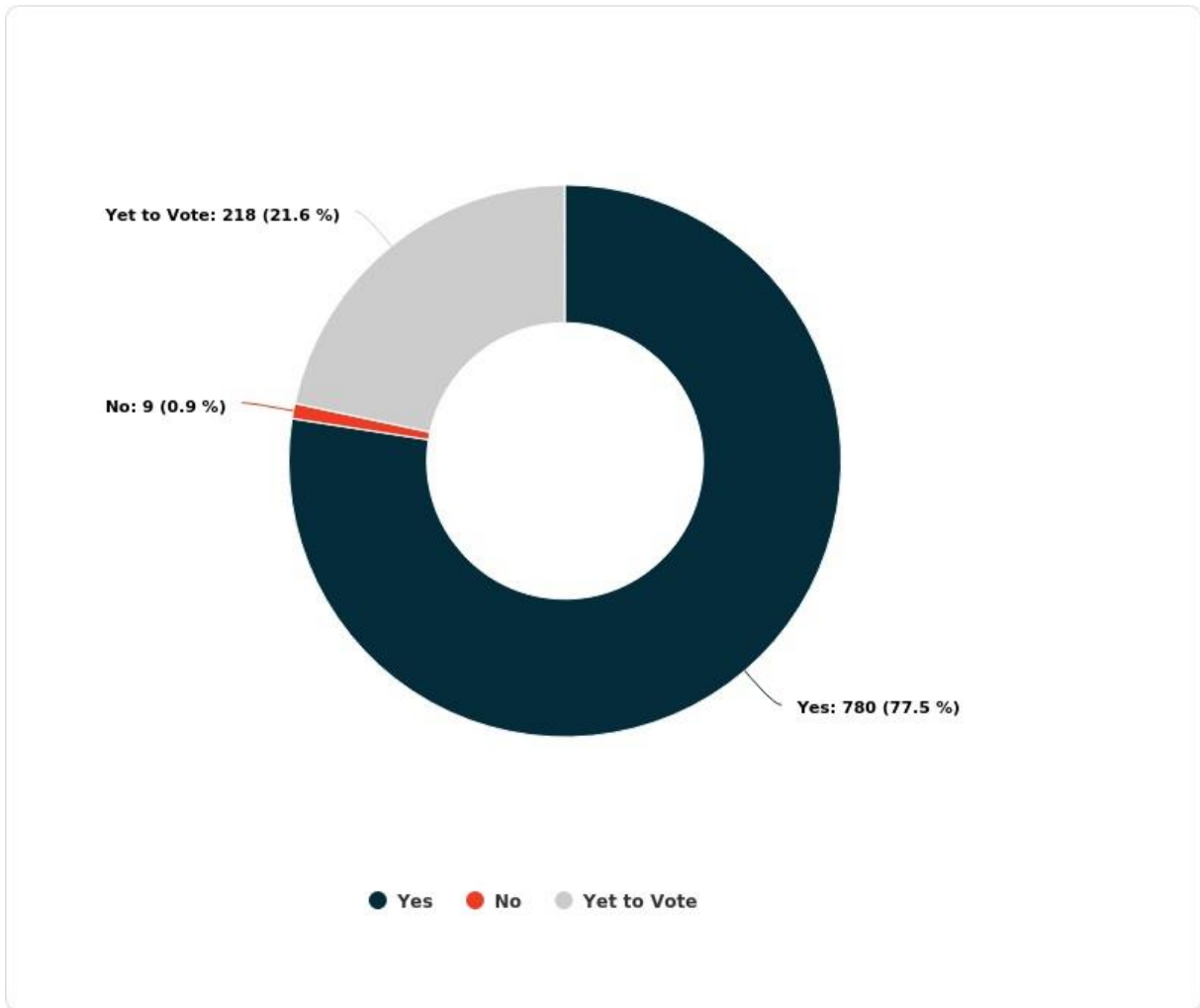
An unlimited number of indefinite and/or periodic bans on working on systems, equipment or infrastructure maintained by contractors (third party service provider, Master Service Agreement held asset or infrastructure provider or maintainer) under a current maintenance contract, except in emergencies to prevent imminent hazards to employees or the travelling public?



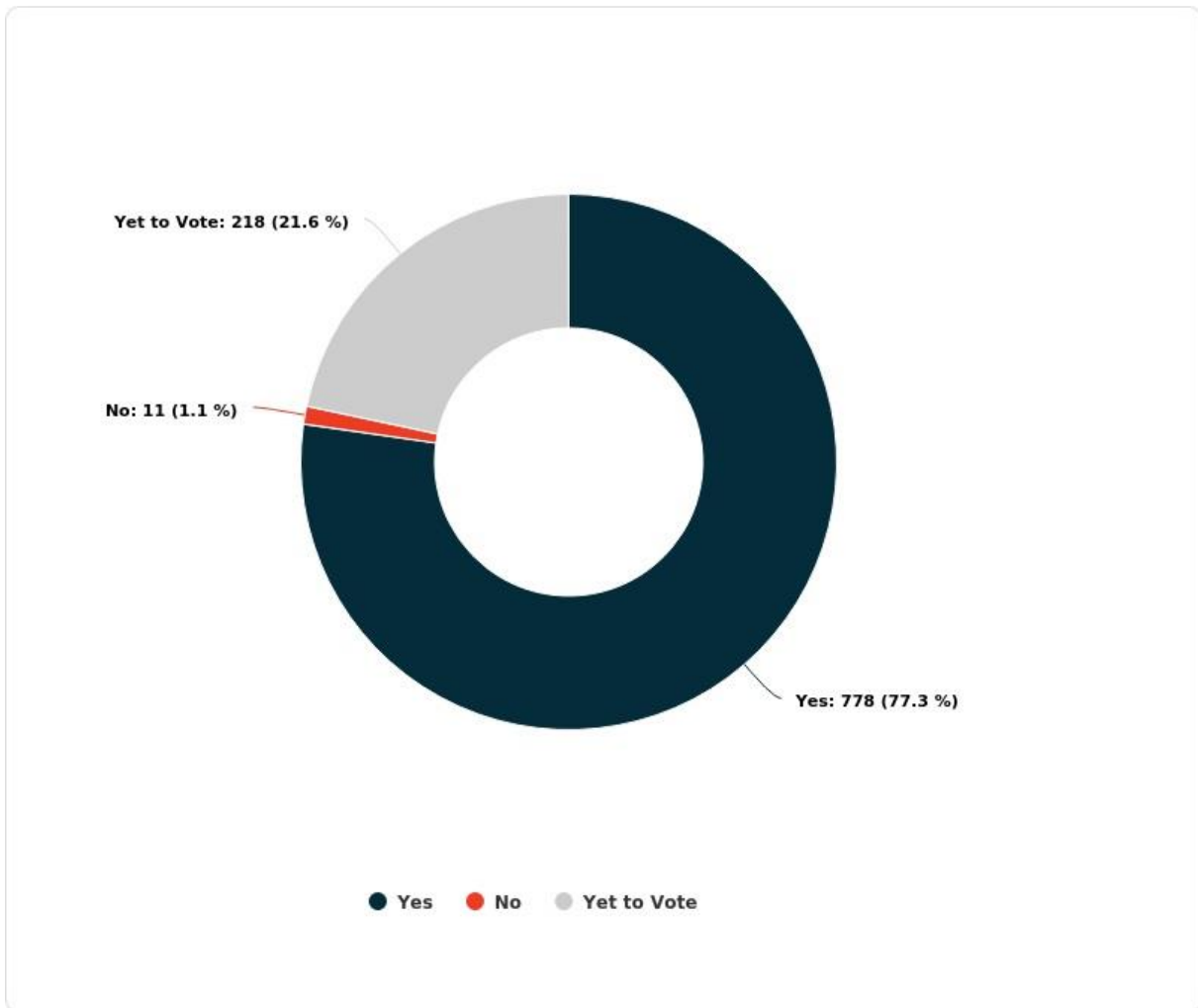
An unlimited number of indefinite or periodic bans on work in rectification of contractor error, except in emergencies to prevent immanent hazards to employees or the travelling public?



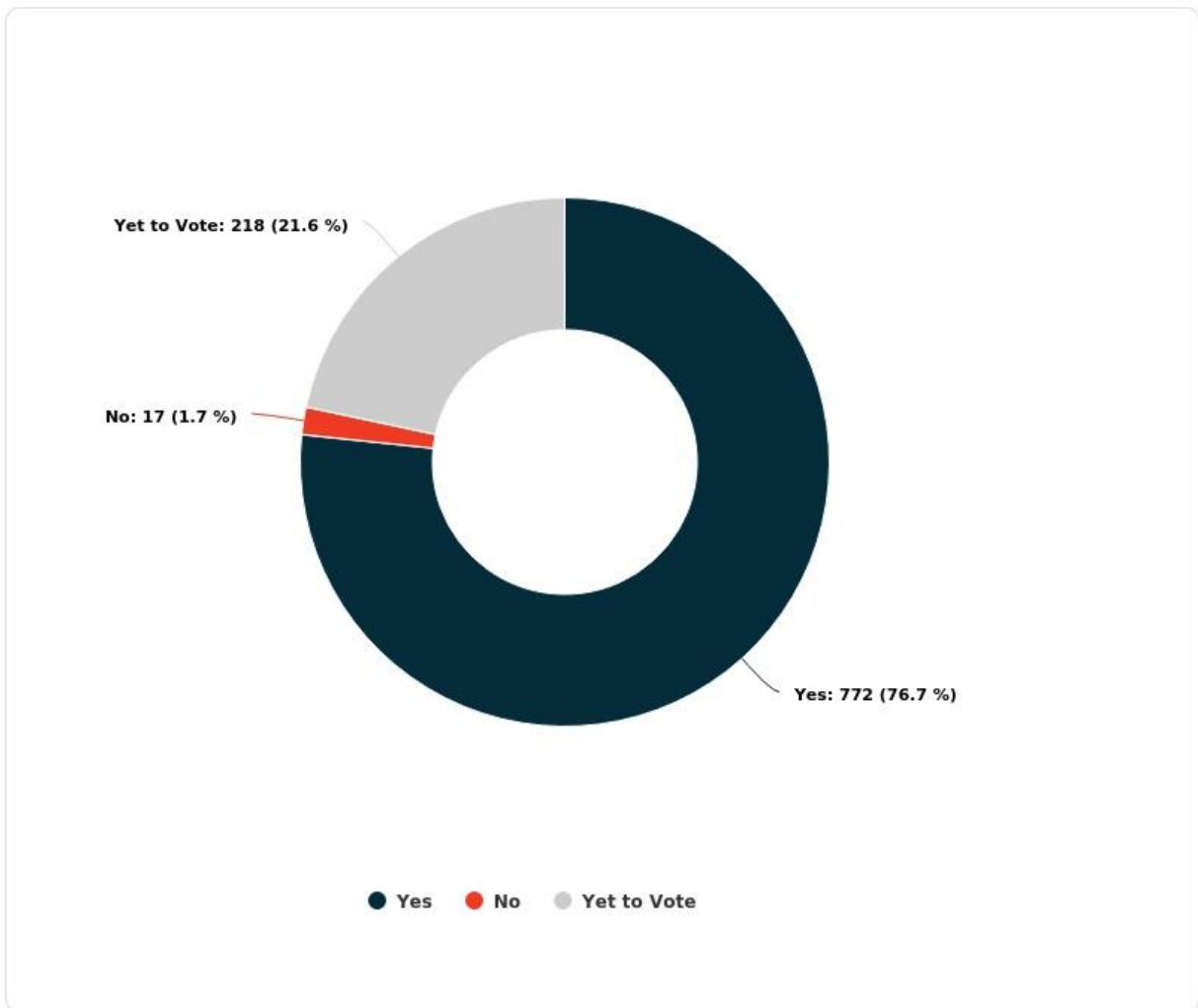
An unlimited number of periodic or indefinite bans on carrying out work for another agency or organization, except in emergencies to prevent imminent hazards to employees or the travelling public?



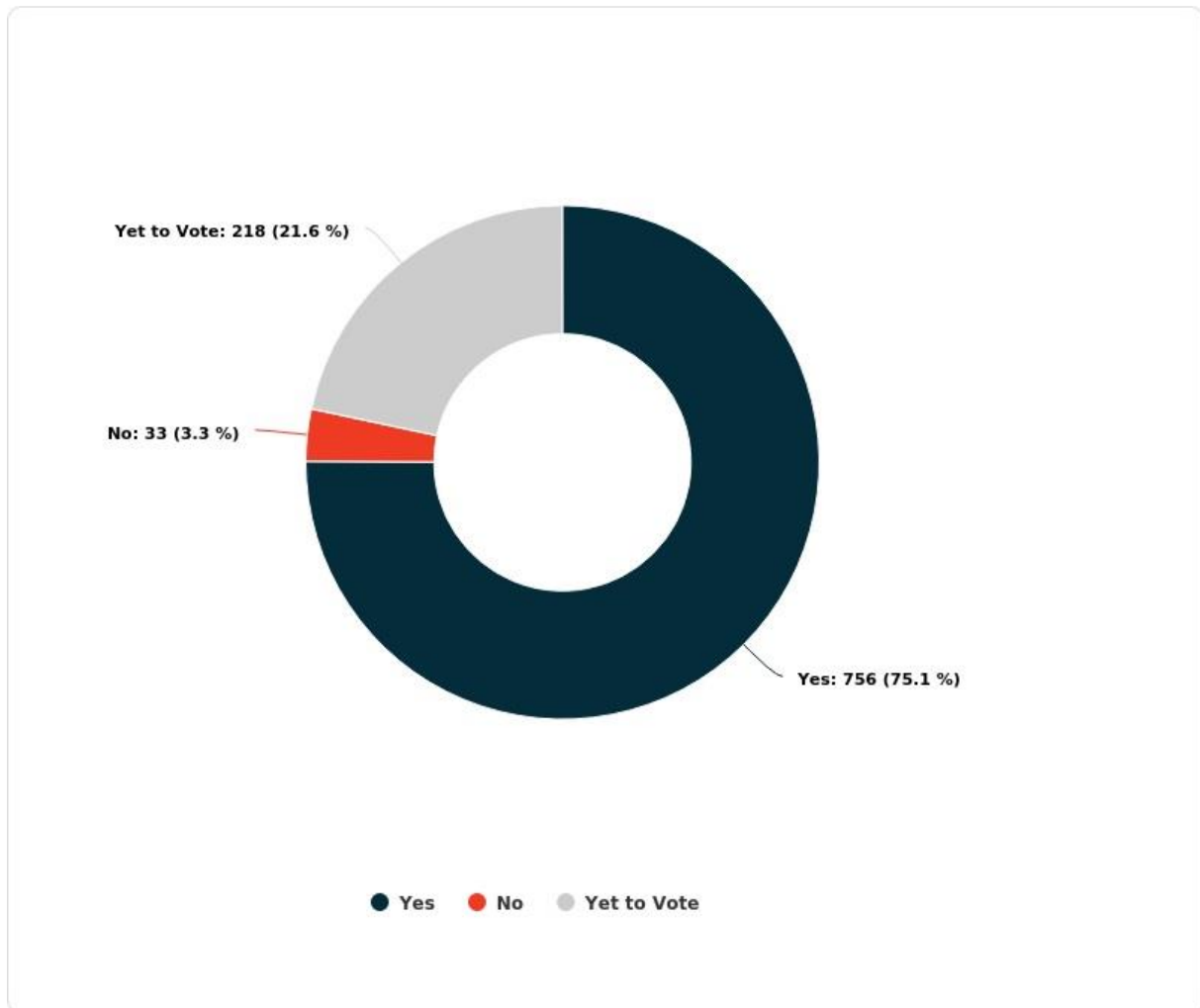
An unlimited number of indefinite and/or periodic bans on work at sites that do not have adequate amenities for both employees to have meal breaks, including handwashing, food hygiene, and respite from weather, except in emergencies to prevent imminent hazards to employees or the travelling public?



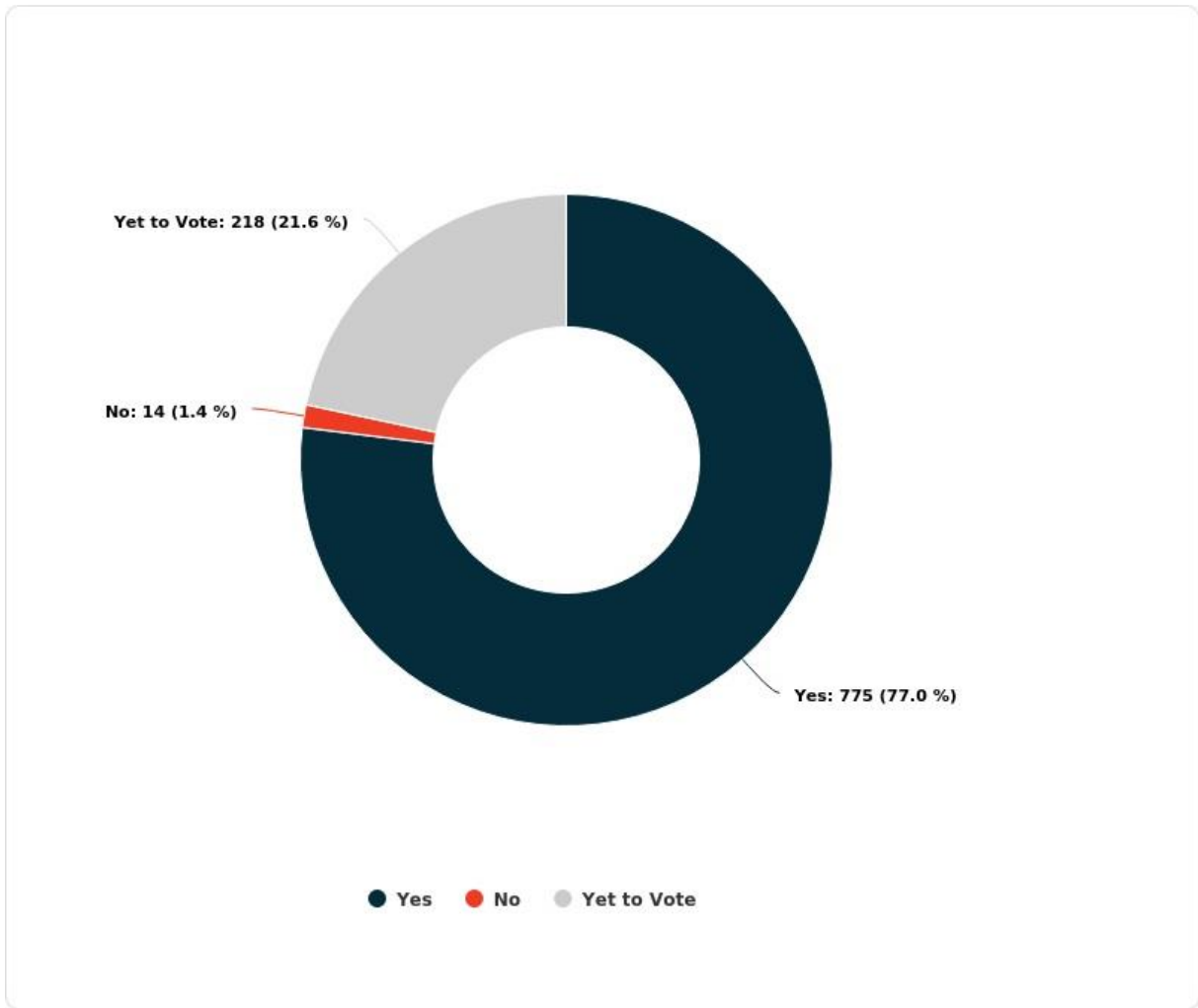
An unlimited number of indefinite and/or periodic bans on driving or using vehicles supplied by Sydney Trains (other than plant and equipment), subject to the Safety Commitment provided by the CEPU?



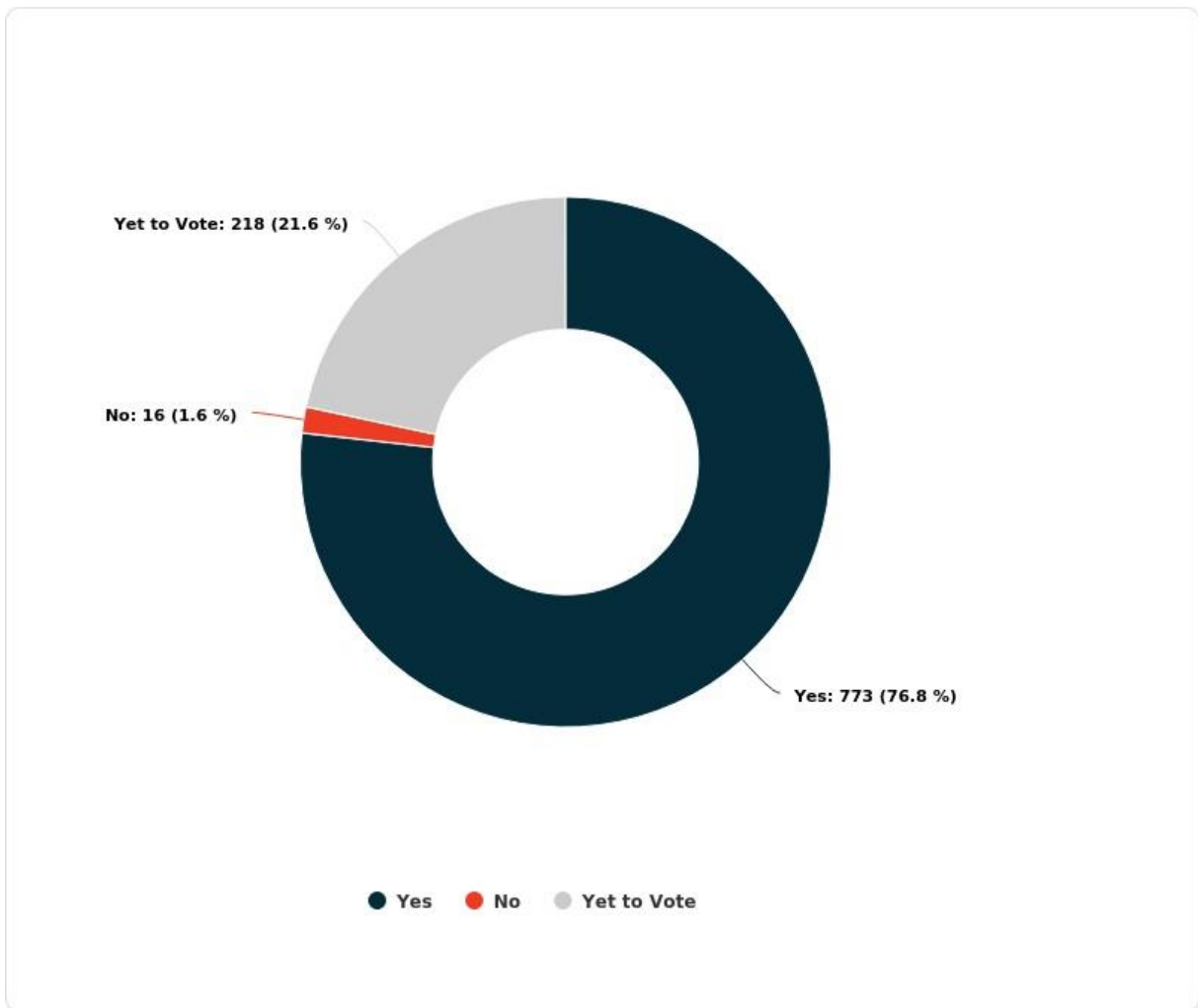
An unlimited number of indefinite or periodic bans on performing overtime, except in emergencies to prevent imminent hazards to employees or the travelling public?



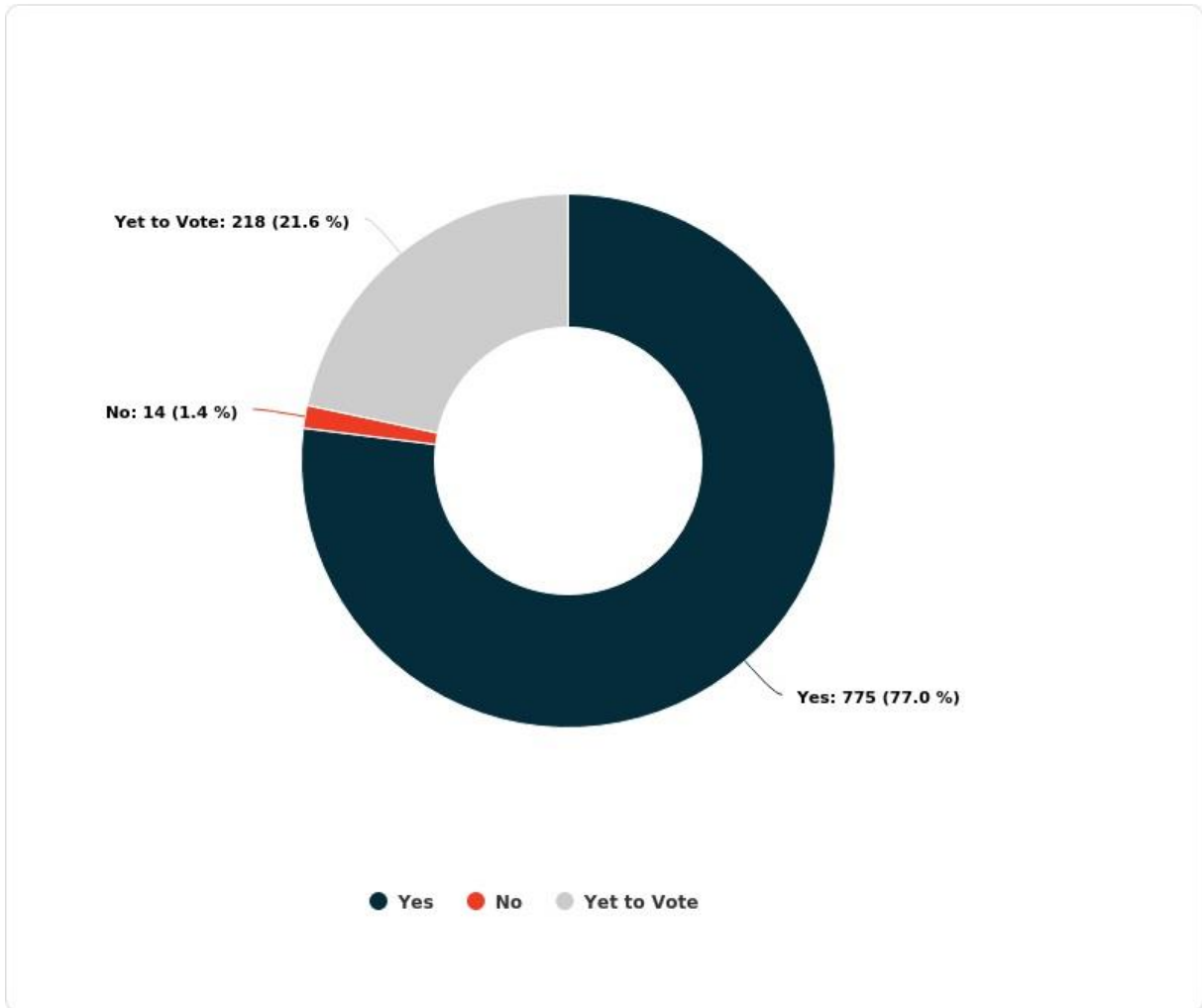
An unlimited number of indefinite and/or periodic bans on the use of communications technology such as mobile phones, tablets and radios in the rail corridor, except in emergencies to prevent imminent hazards to employees or the travelling public?



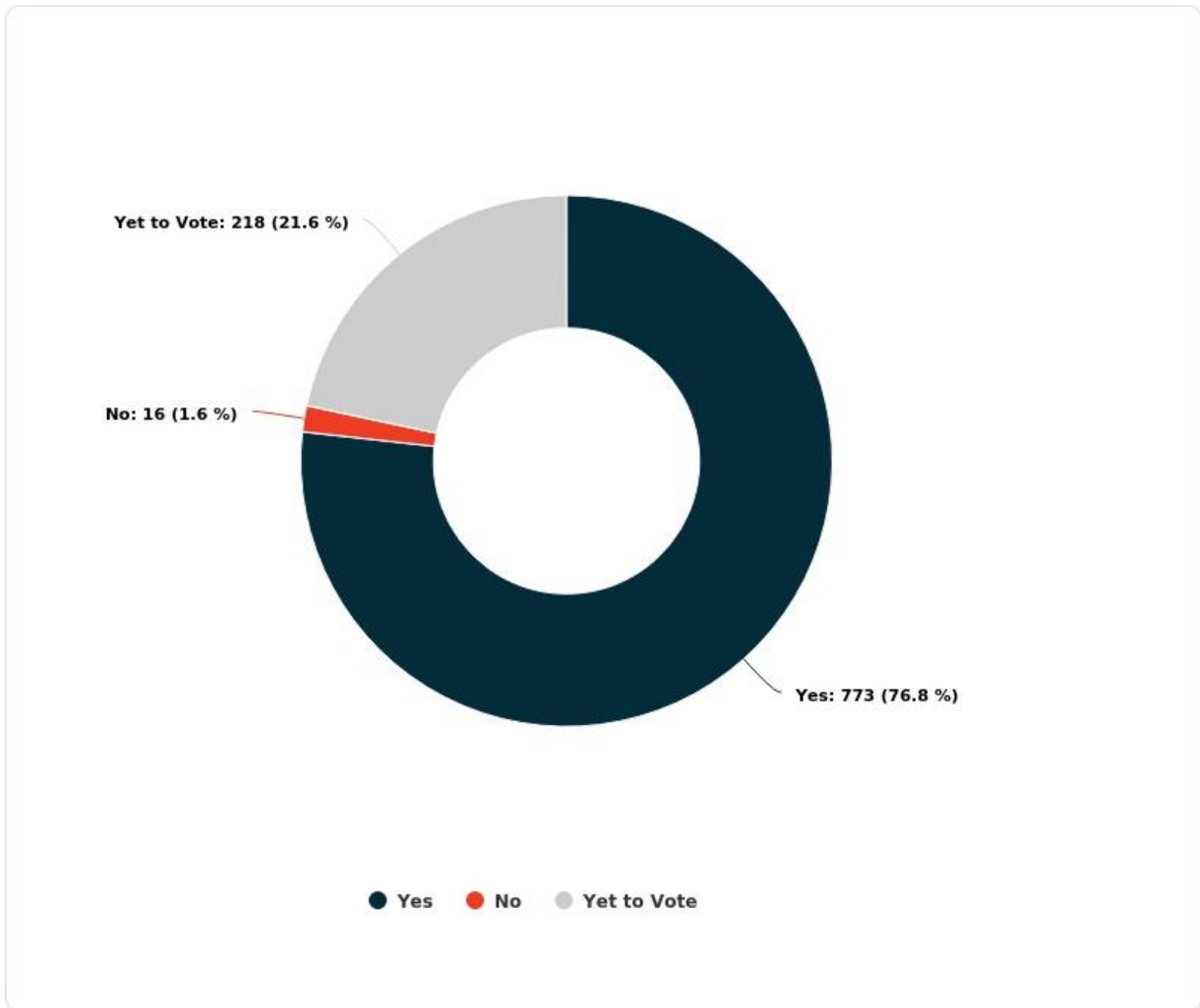
An unlimited number of indefinite and/or periodic bans on the performance of computer and digital work in the nature of labour costing, rostering, reporting and data-logging; except in emergencies to prevent serious and imminent hazards to employees or the travelling public?



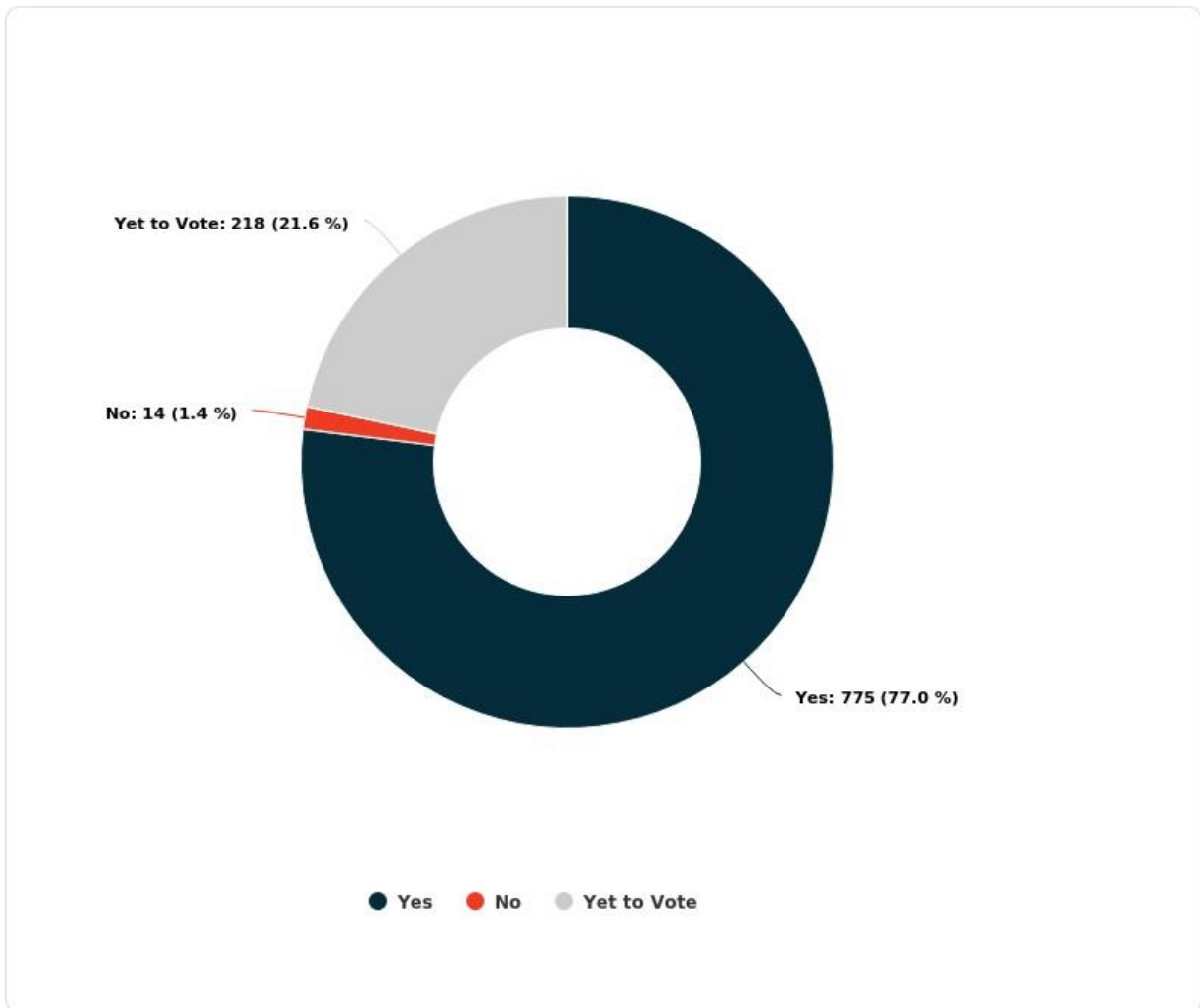
An unlimited number of indefinite and/or periodic bans of the use of Sydney Trains owned and contracted ICT devices, including but not limited to computers, laptops, mobile phones, tablets, printers, and touch screens, except in emergencies to prevent imminent hazards to employees or the travelling public?



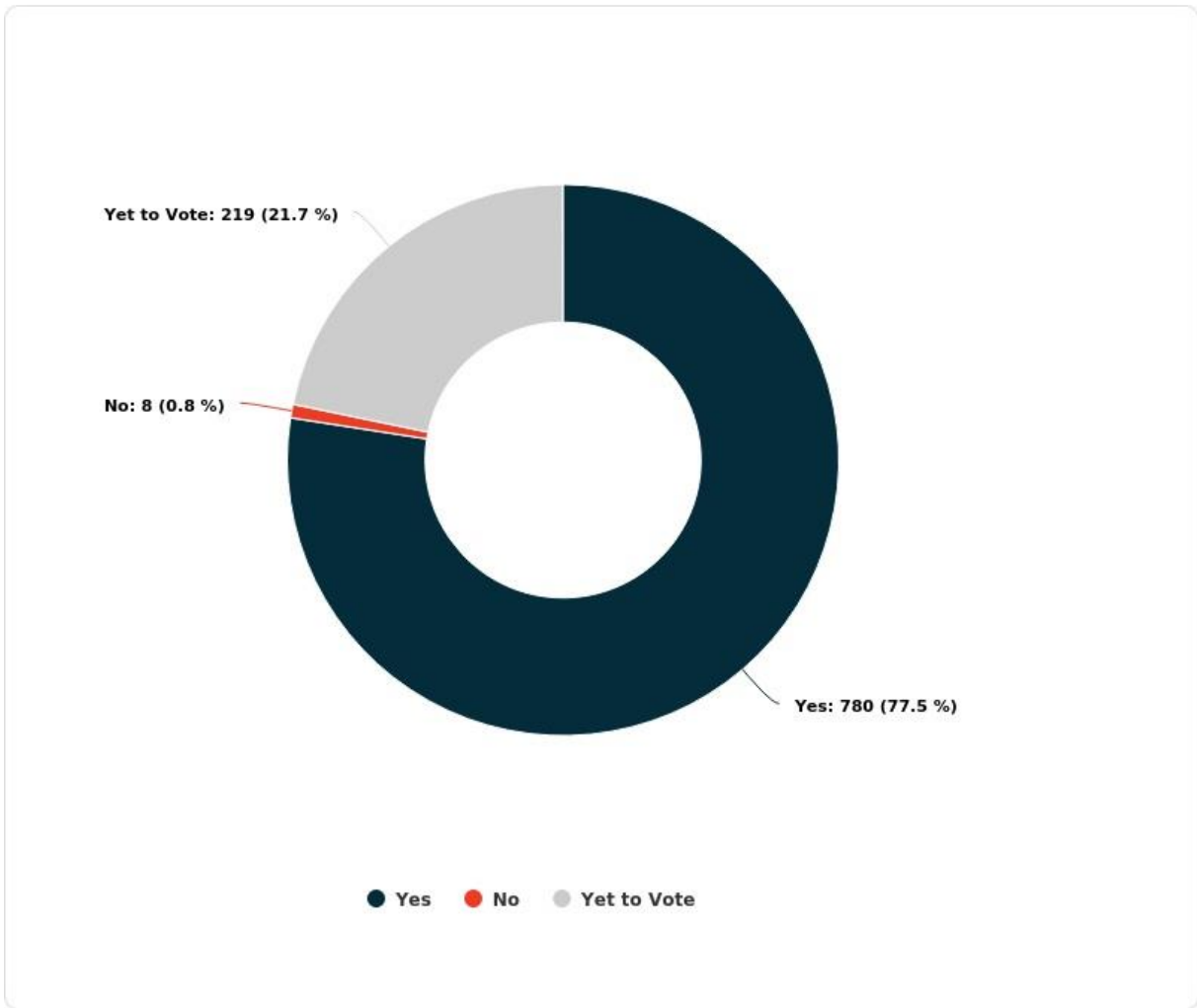
An unlimited number of indefinite and/or periodic bans on using two factor authentication tokens on personal mobile devices, except in emergencies to prevent imminent hazards to employees or the travelling public?



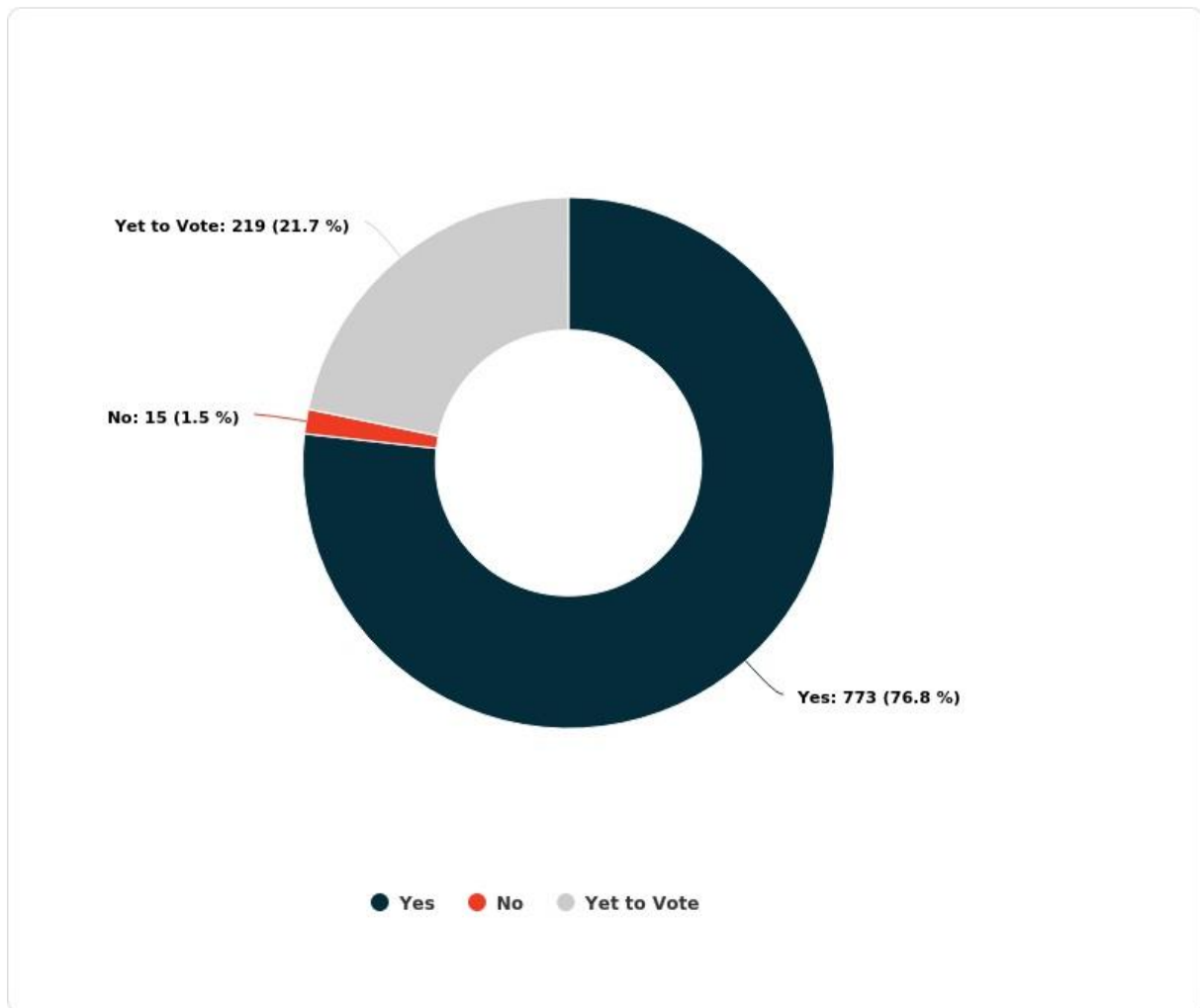
An unlimited number of indefinite and/or periodic bans on using SAP and EAM applications?



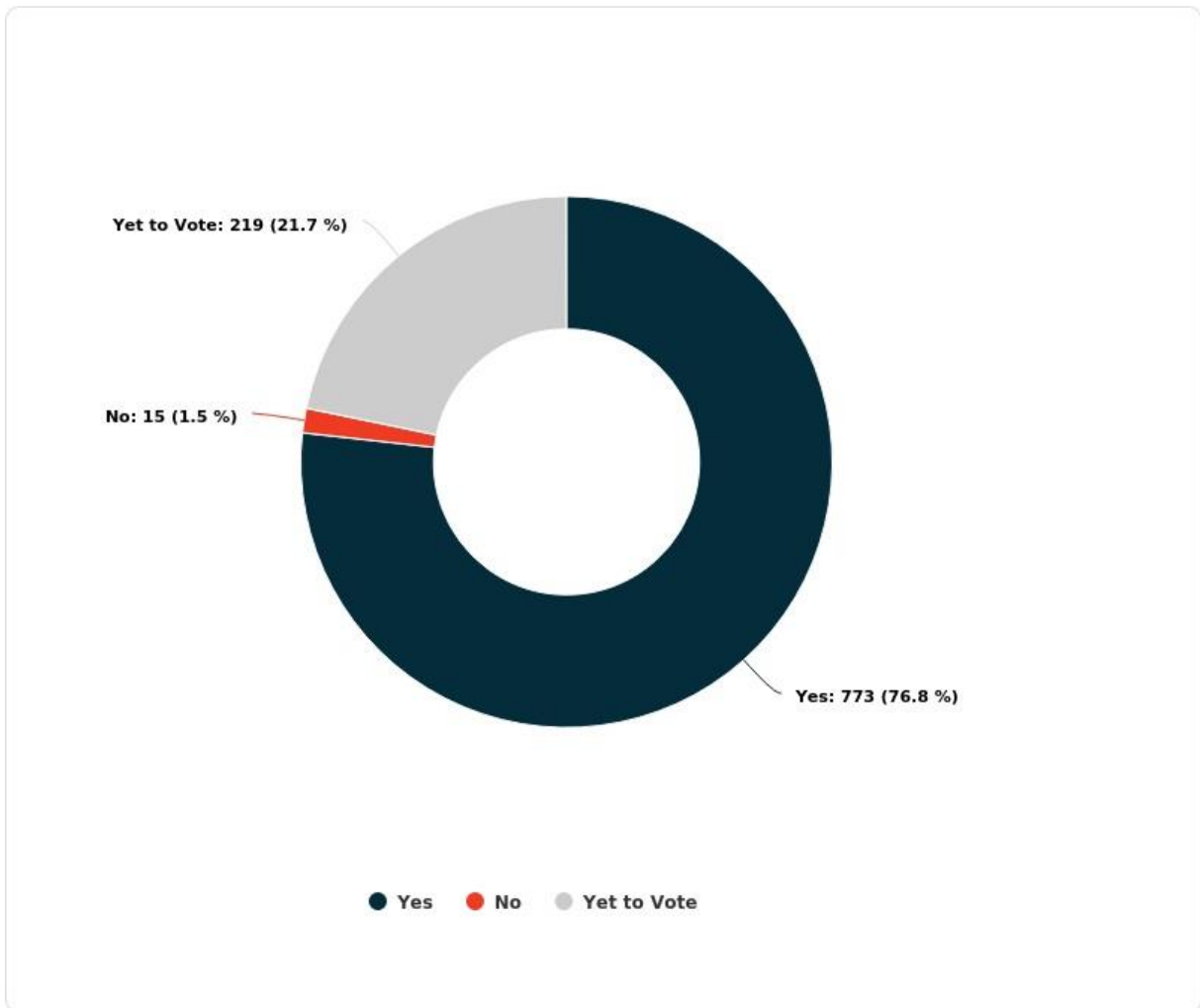
An unlimited number of indefinite and/or periodic bans on using any equipment or cabling that is not ACMA RCM tick or AS/NZ S009 certified, except in emergencies to prevent imminent hazards to employees or the travelling public?



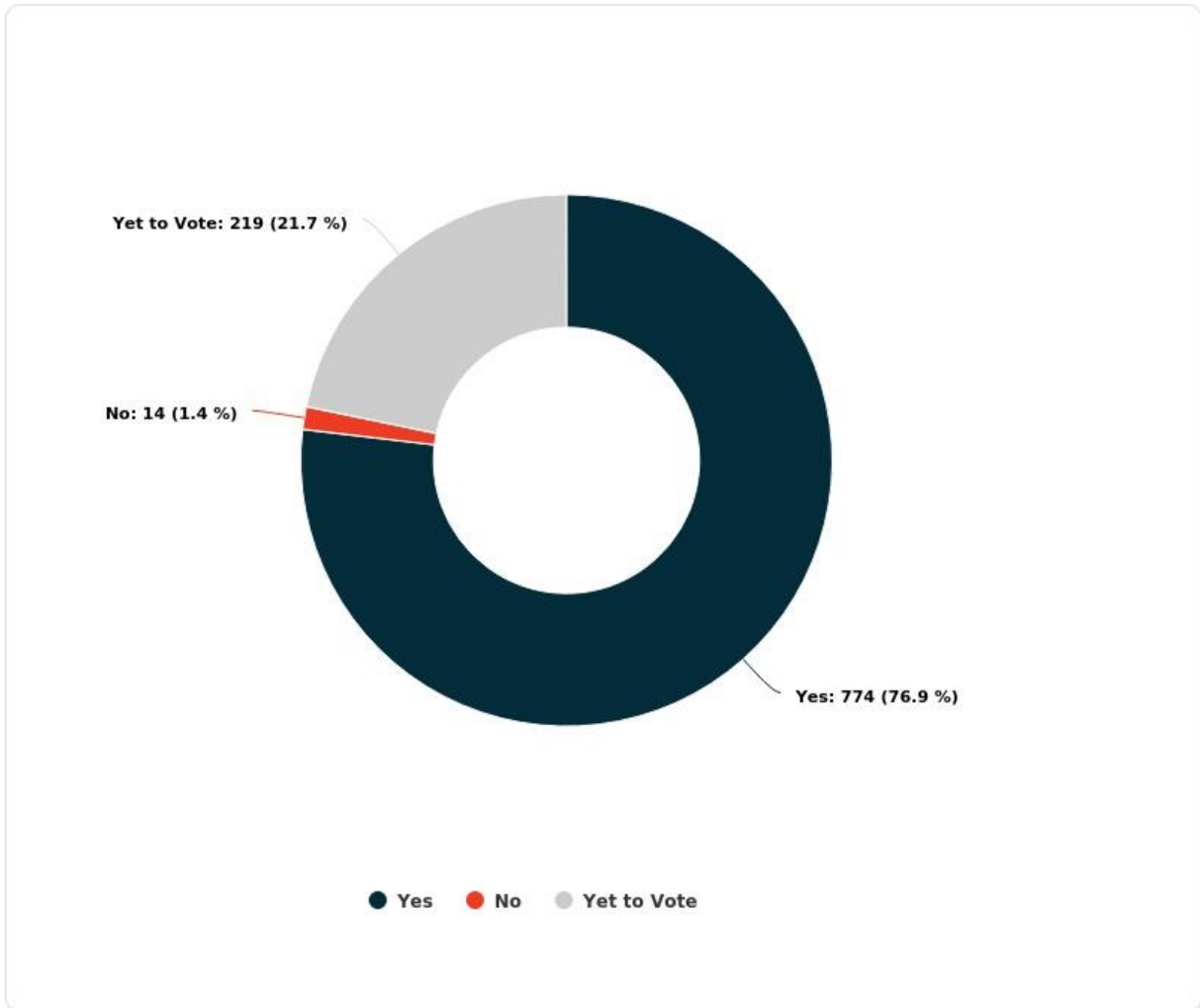
An unlimited amount of indefinite and/or periodic bans on performing in service inspections on diesel and electric trains, except in emergencies to prevent imminent hazards to employees or the travelling public?



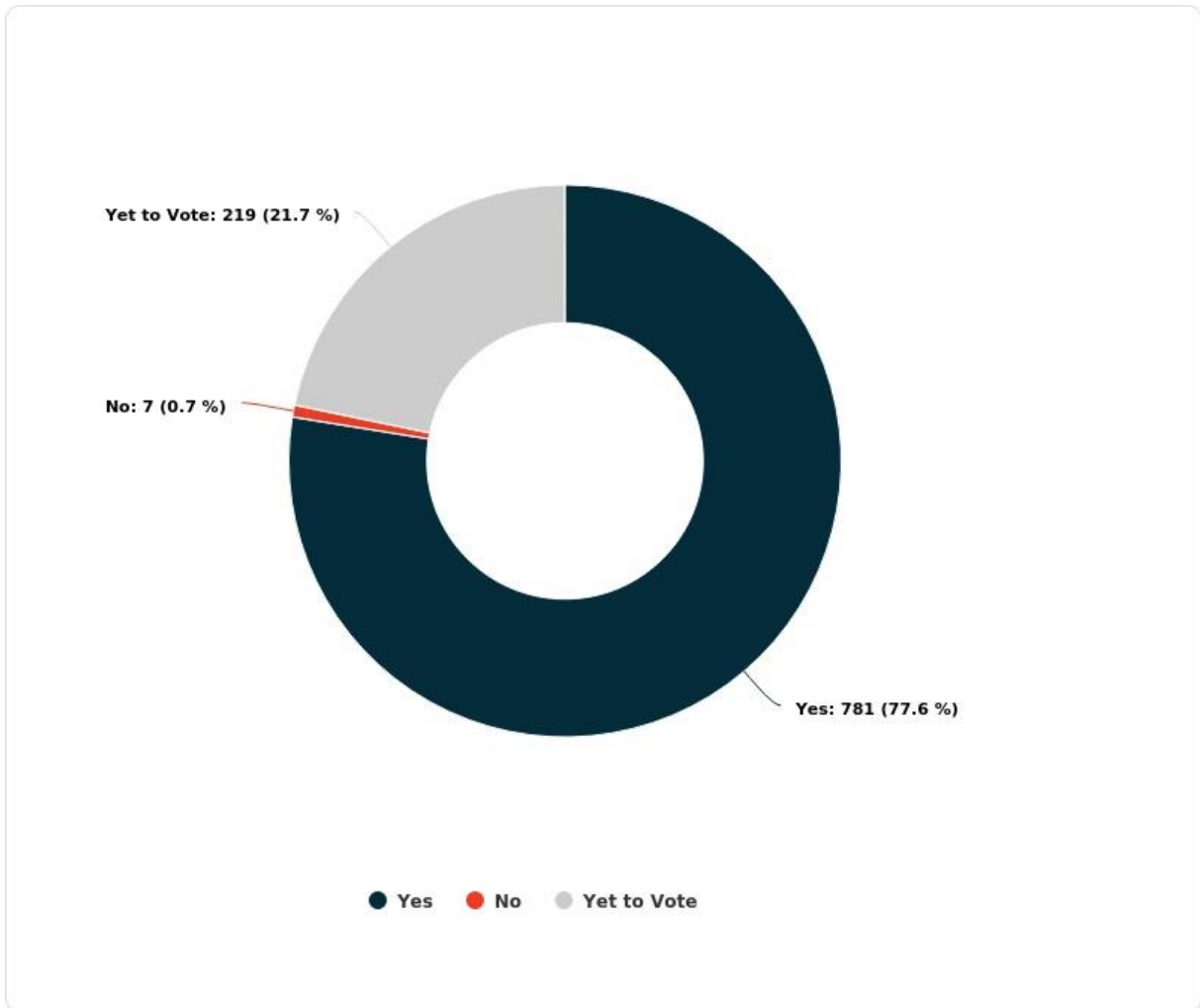
An unlimited number of indefinite and/or periodic bans on reclamation of parts from rolling stock?



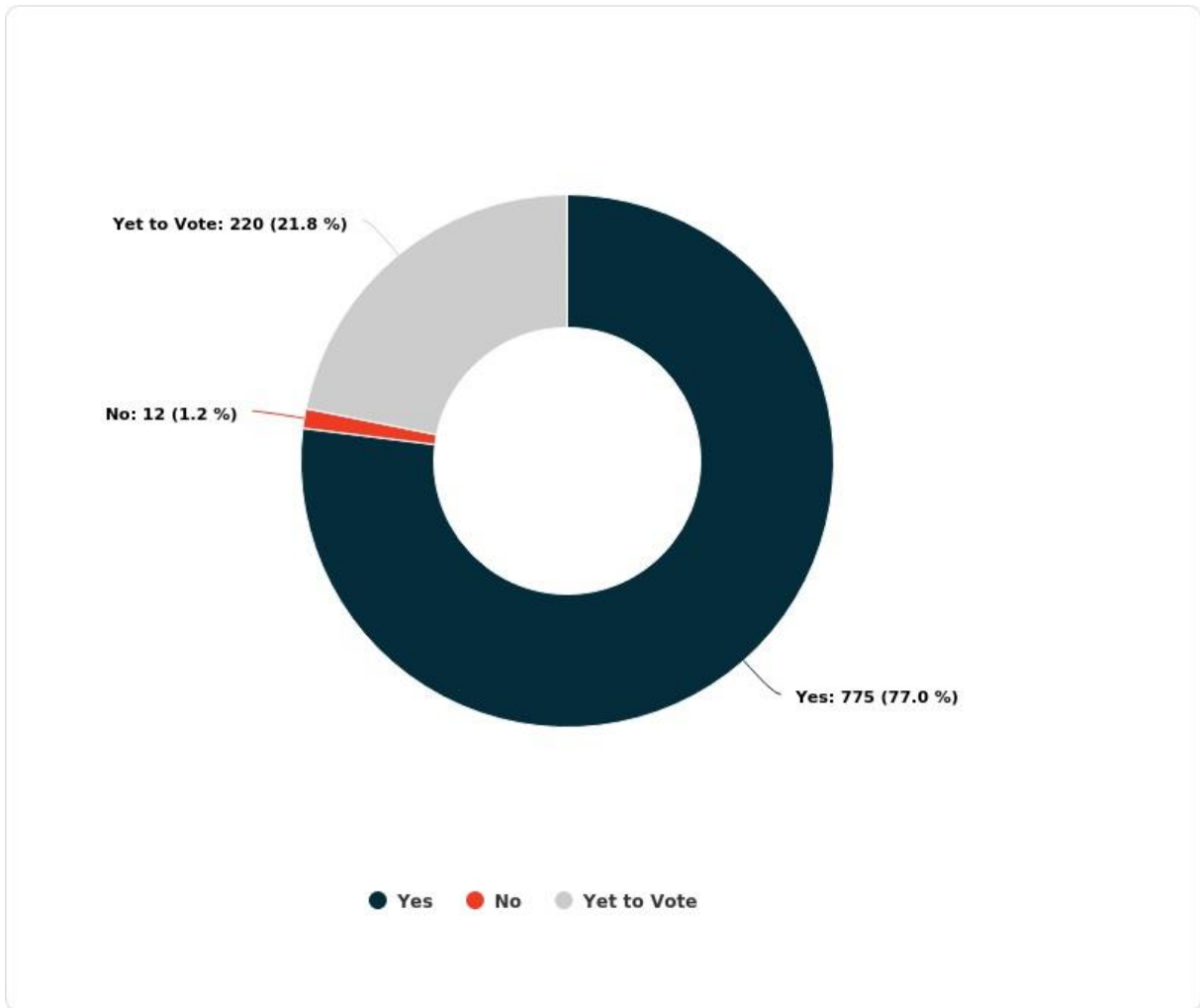
An unlimited number of indefinite and/or periodic bans on the installation of reclaimed parts in rolling stock?



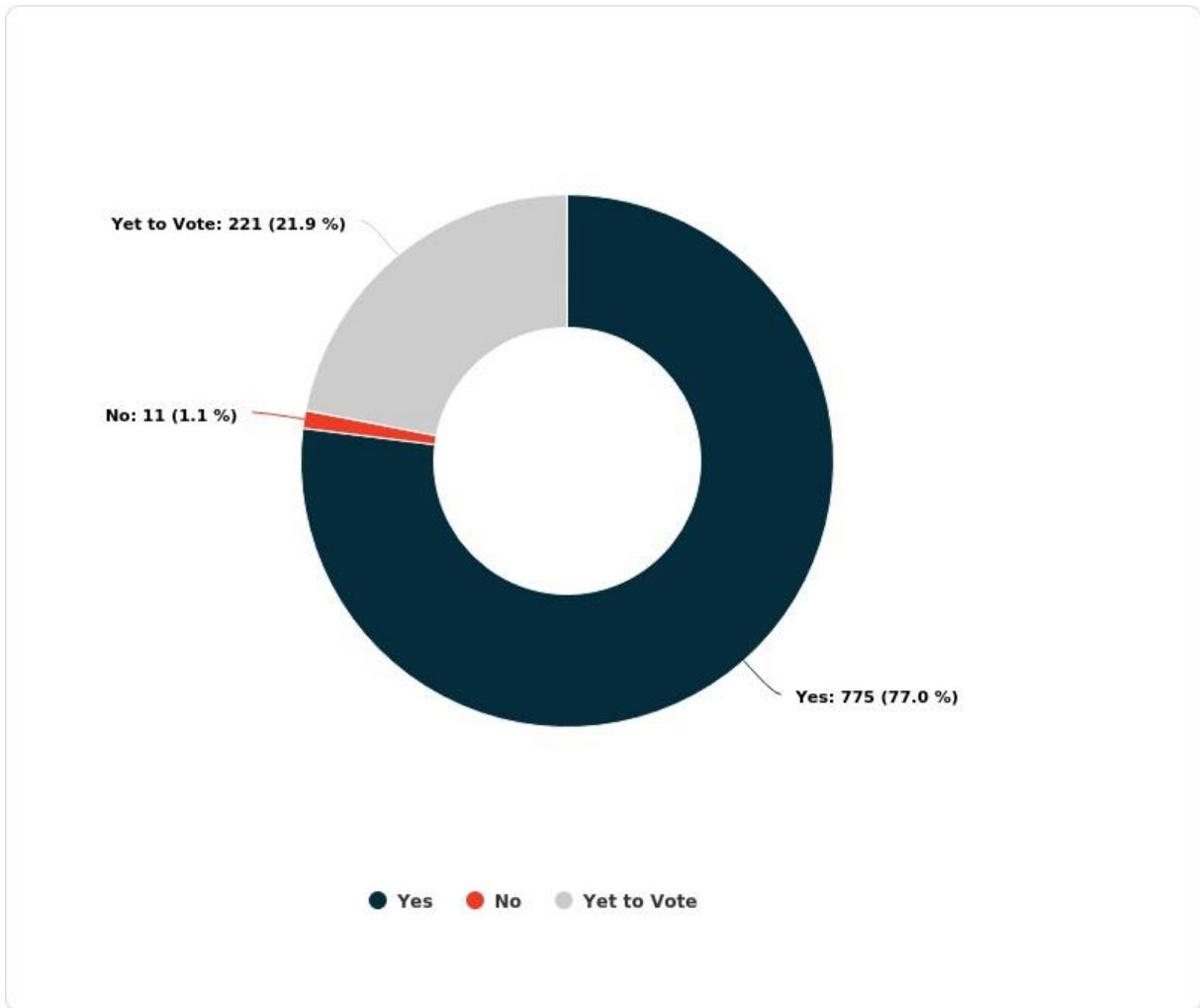
An unlimited number of indefinite and/or periodic bans on the performance of work that falls outside of the scope of trade qualification, except in emergencies to prevent imminent hazards to employees or the travelling public?



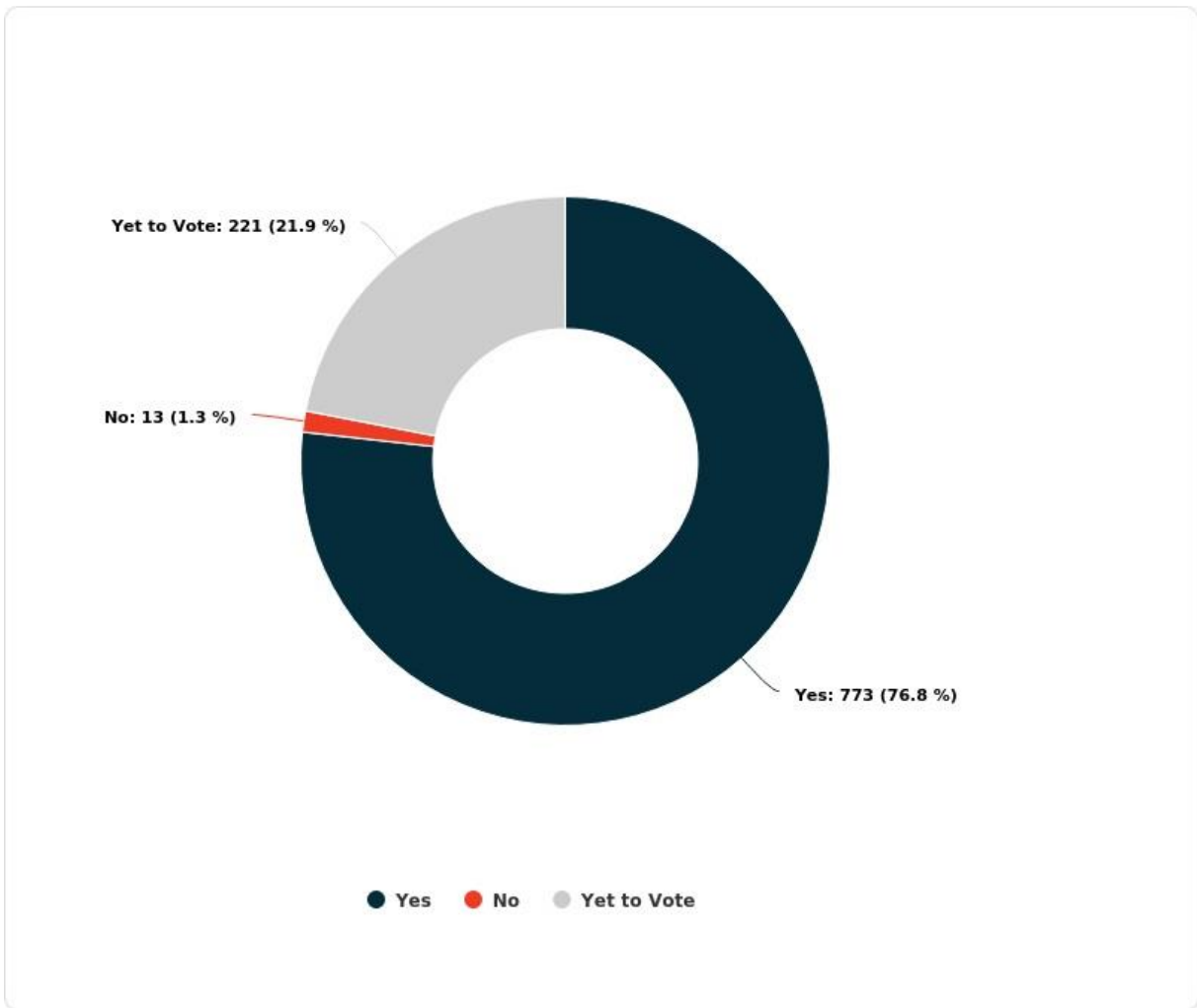
An unlimited number of indefinite and/or periodic bans on attending call outs at locations outside of the usual place of work for fleet employees except for emergencies to prevent imminent danger to employees and the travelling public?



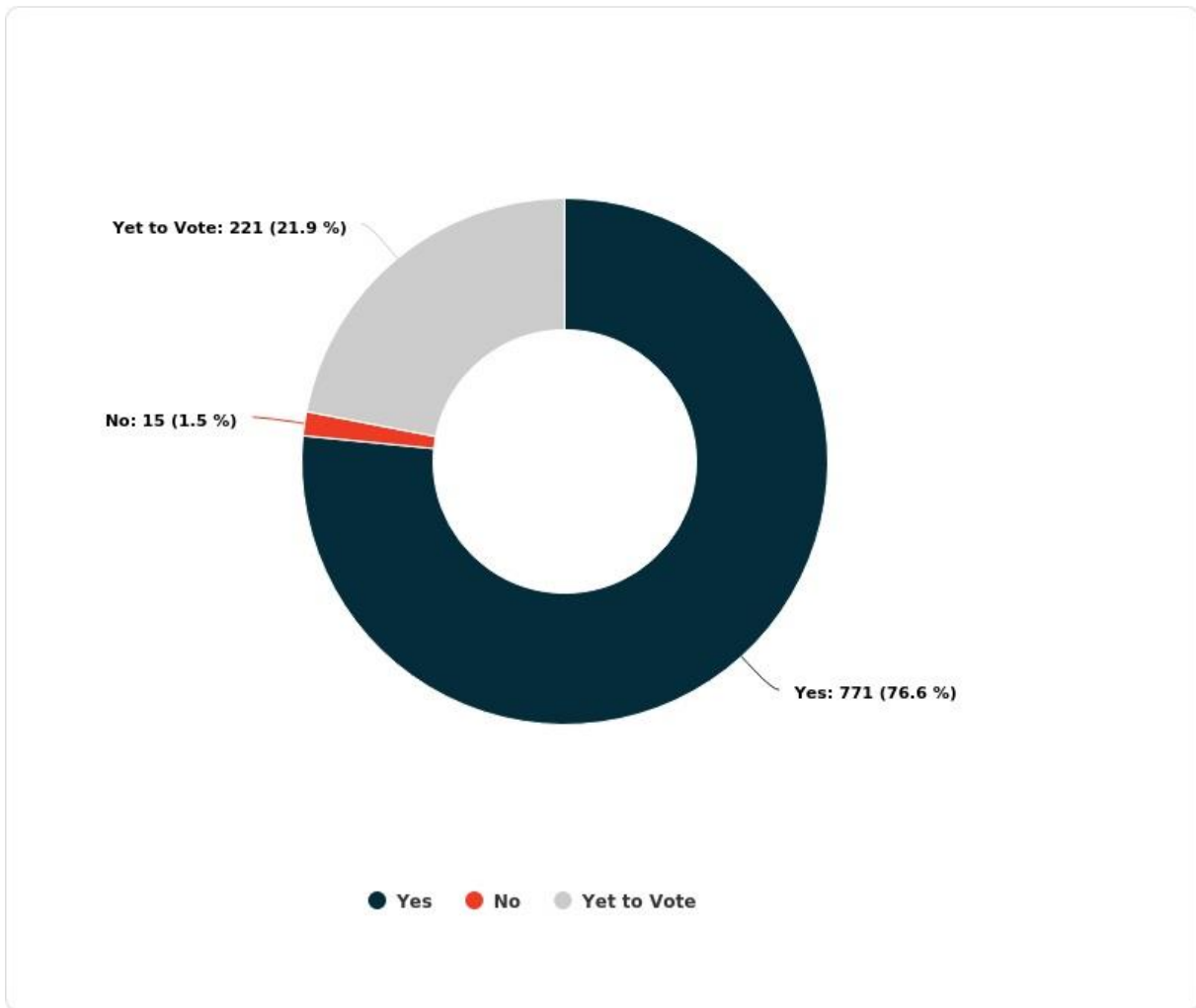
An unlimited number of indefinite and/or periodic bans on performing work on trains where the train already has a red flag displayed, except in emergencies to prevent imminent hazards to employees or the travelling public?



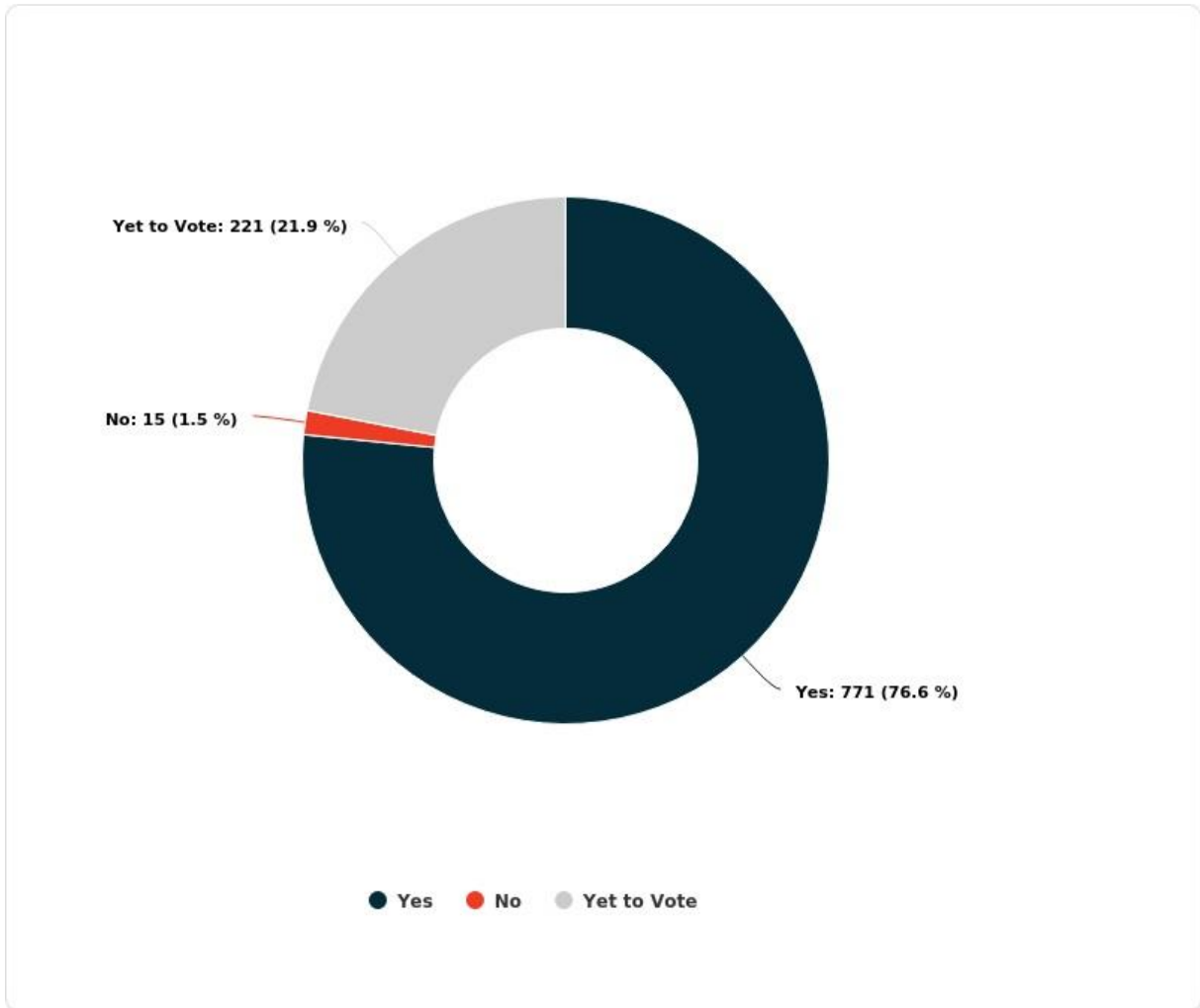
An unlimited number of indefinite and/or periodic bans on writing train technician reports?



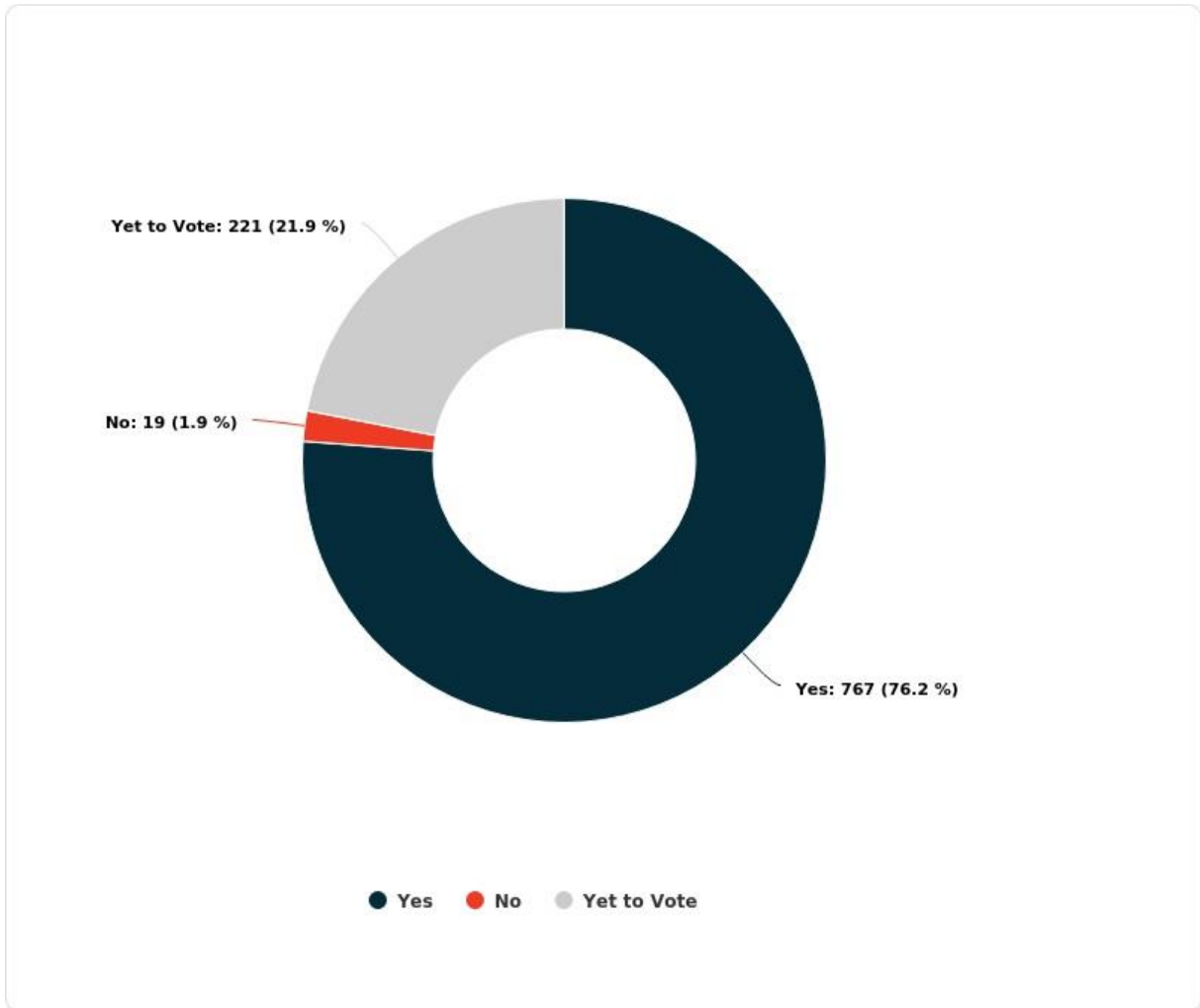
An unlimited number of indefinite and/or periodic bans on attending to in-service rolling stock defects, except in emergencies to prevent imminent hazard to workers or the travelling public?



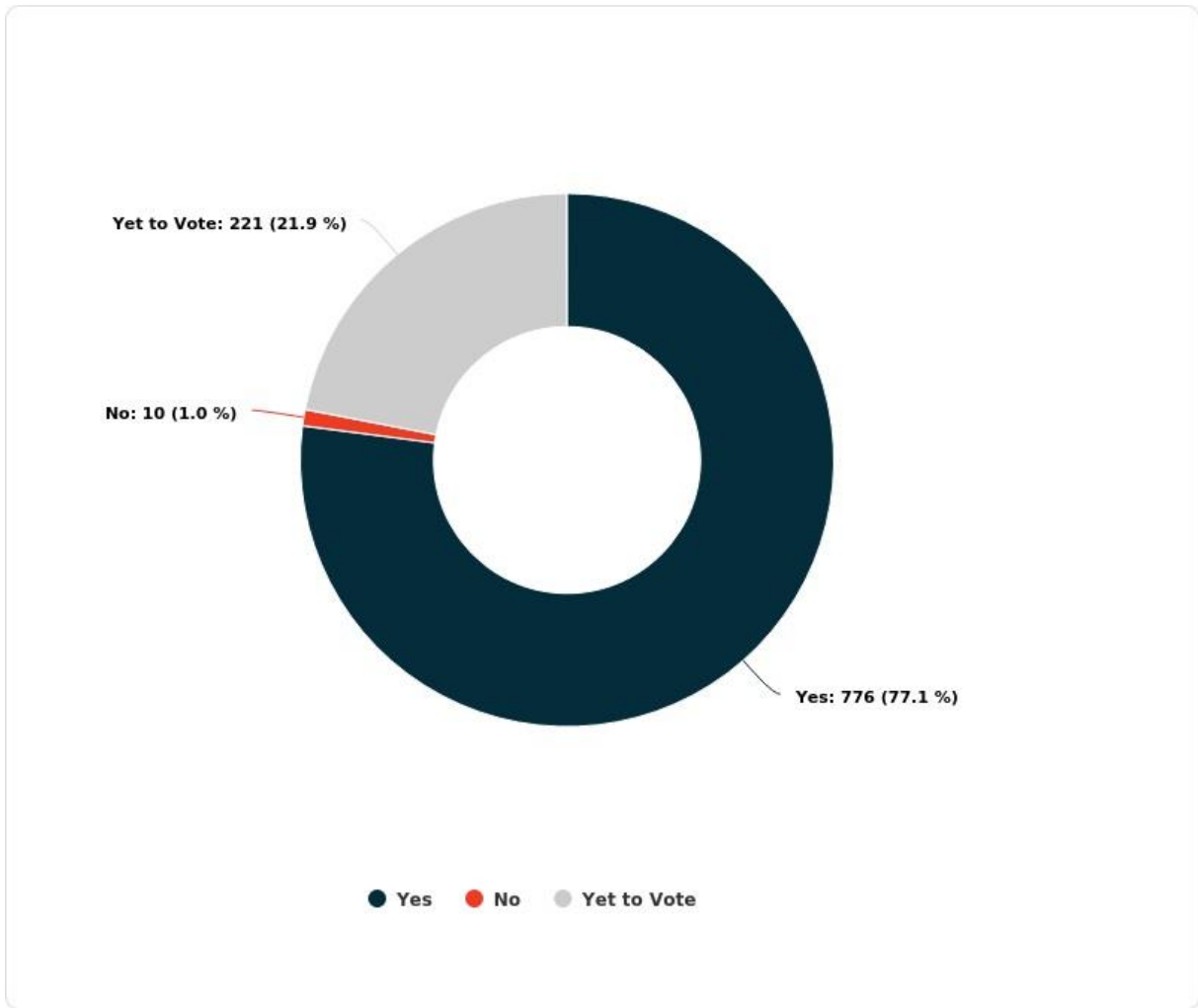
An unlimited number of 2 hour stoppages of work, except in emergencies to prevent imminent hazards to employees or the travelling public?



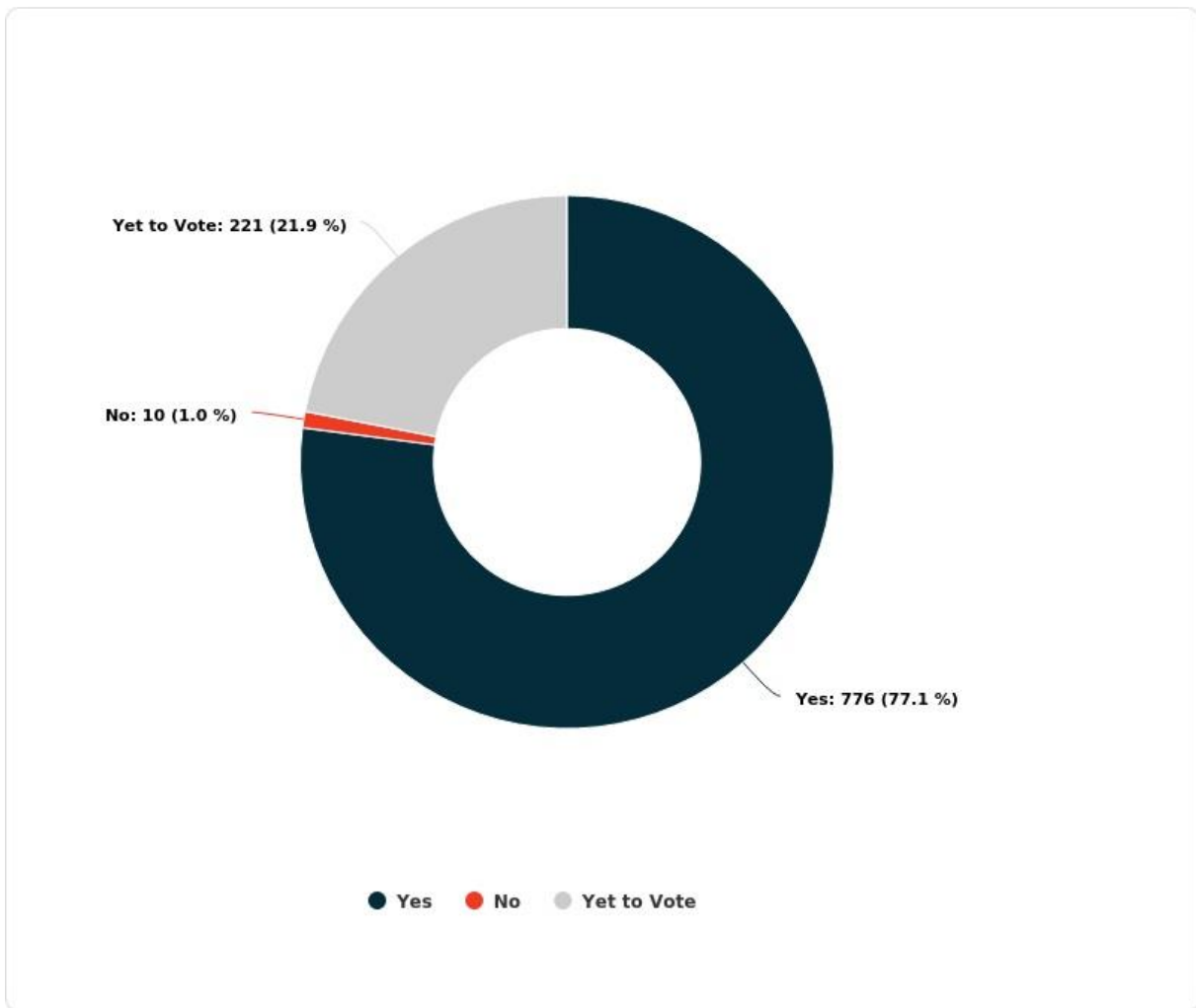
An unlimited number of 24 hour stoppages of work, except in emergencies to prevent imminent hazards to employees or the travelling public?



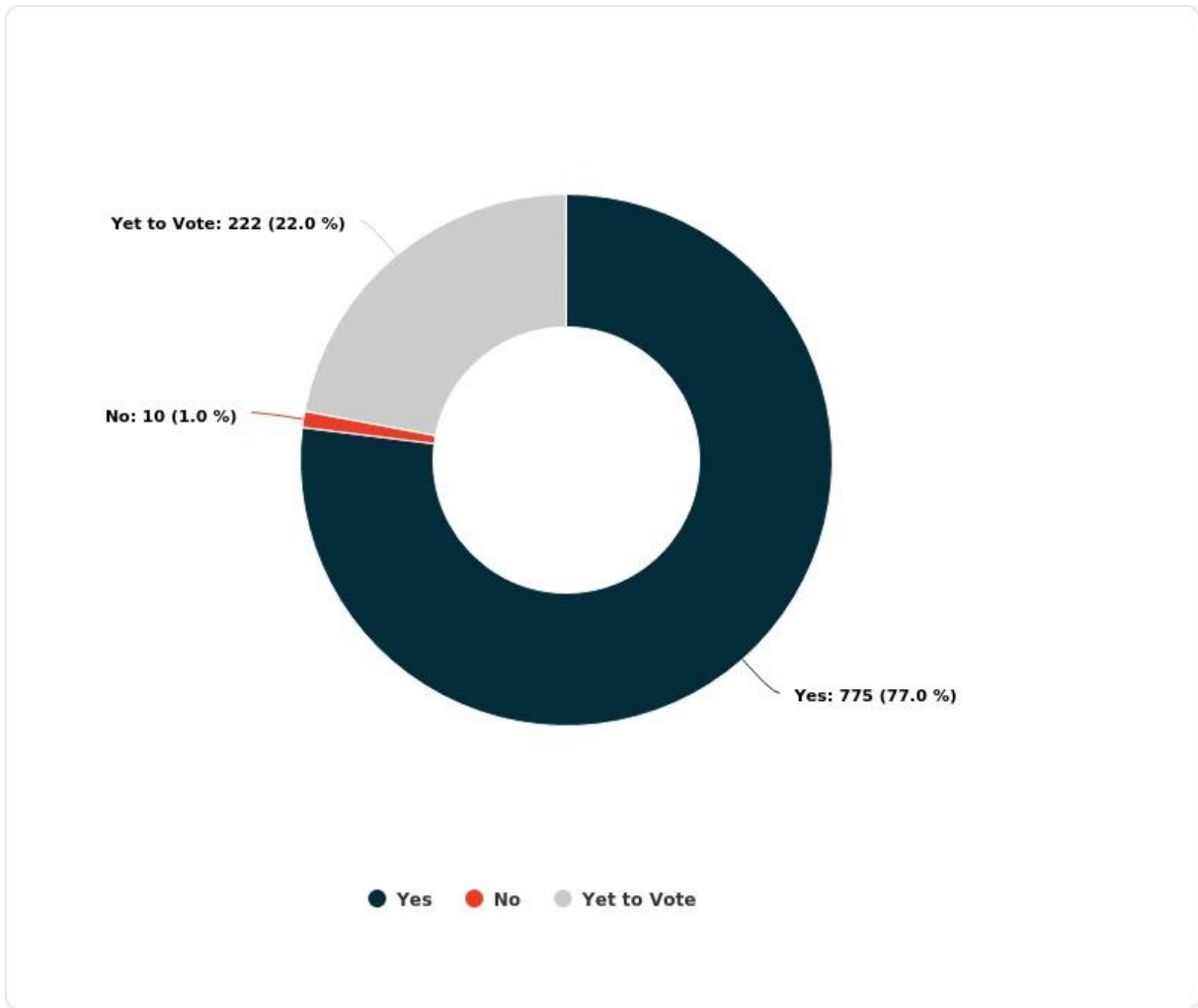
An unlimited number of indefinite and/or periodic bans on the procurement of items using PCard, Guided Buying, and Purchase Orders, except in emergencies to prevent imminent hazards to employees or the travelling public?



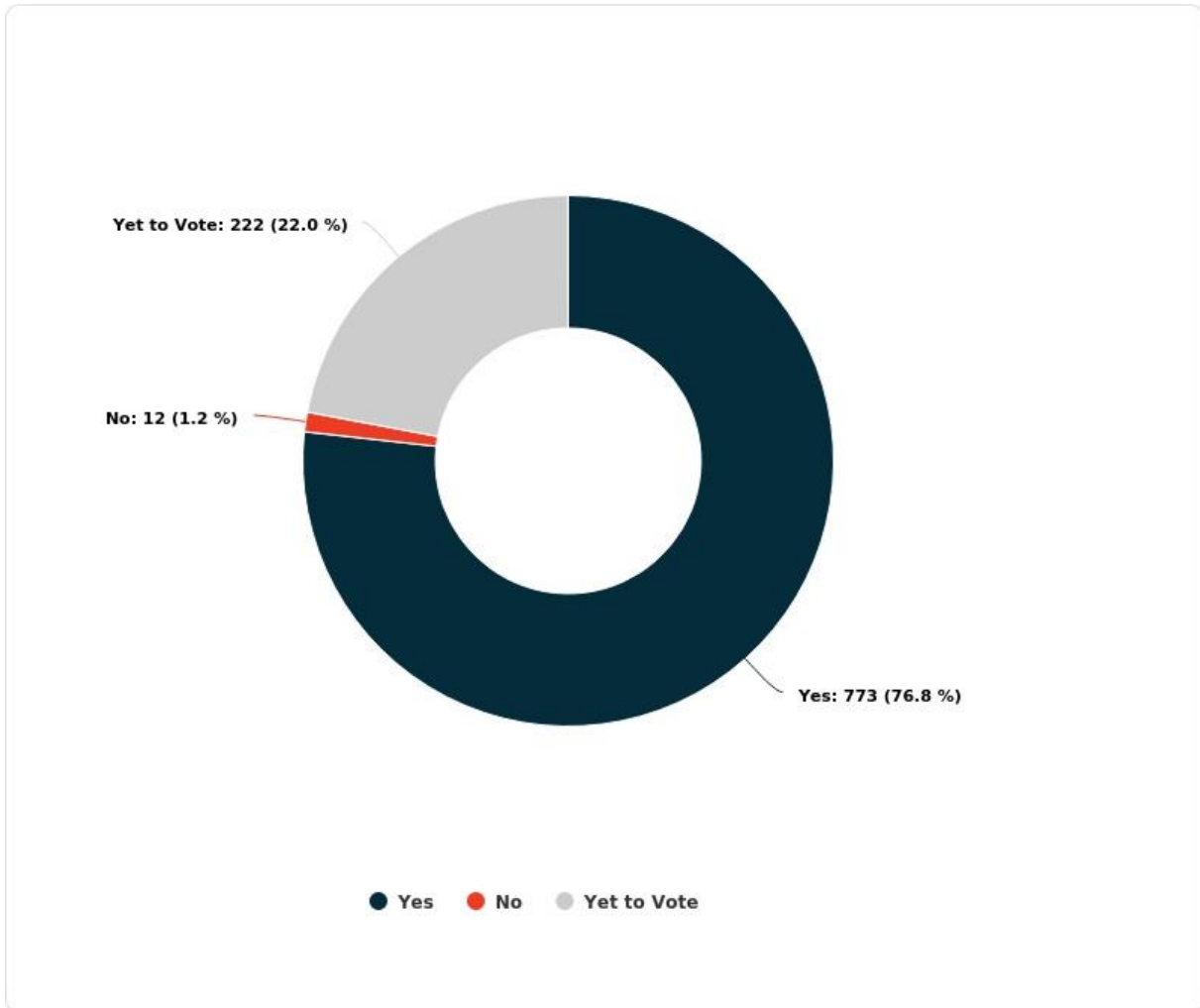
An unlimited number of indefinite and/or periodic bans on performing work on trains that have more than one red flag or personal identification card displayed, except in emergencies to prevent imminent hazards to employees or the travelling public?



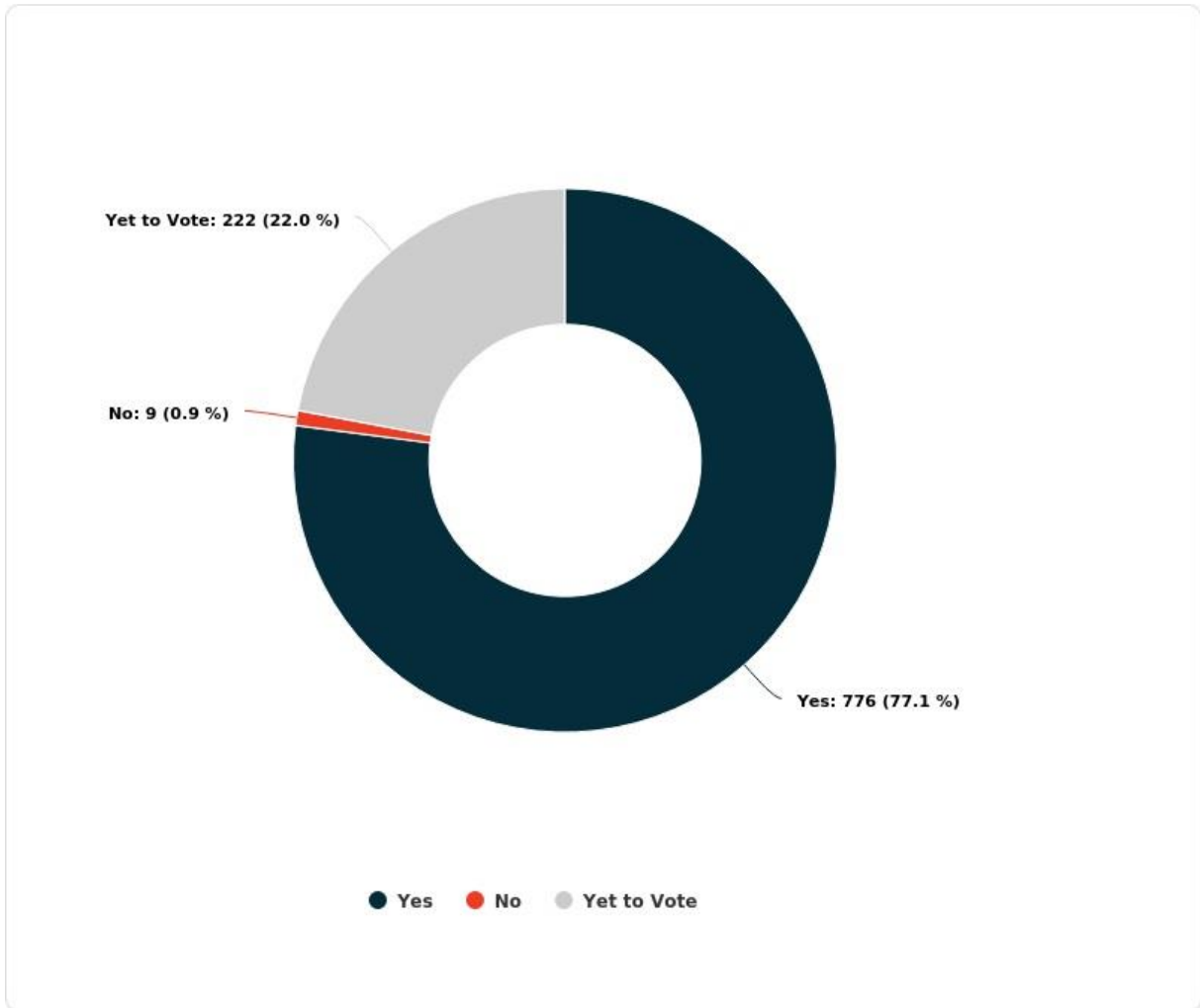
An unlimited number of indefinite and/or periodic bans on any "live" electrical work, including hotstick work, except in emergencies to prevent imminent hazards to employees or the travelling public?



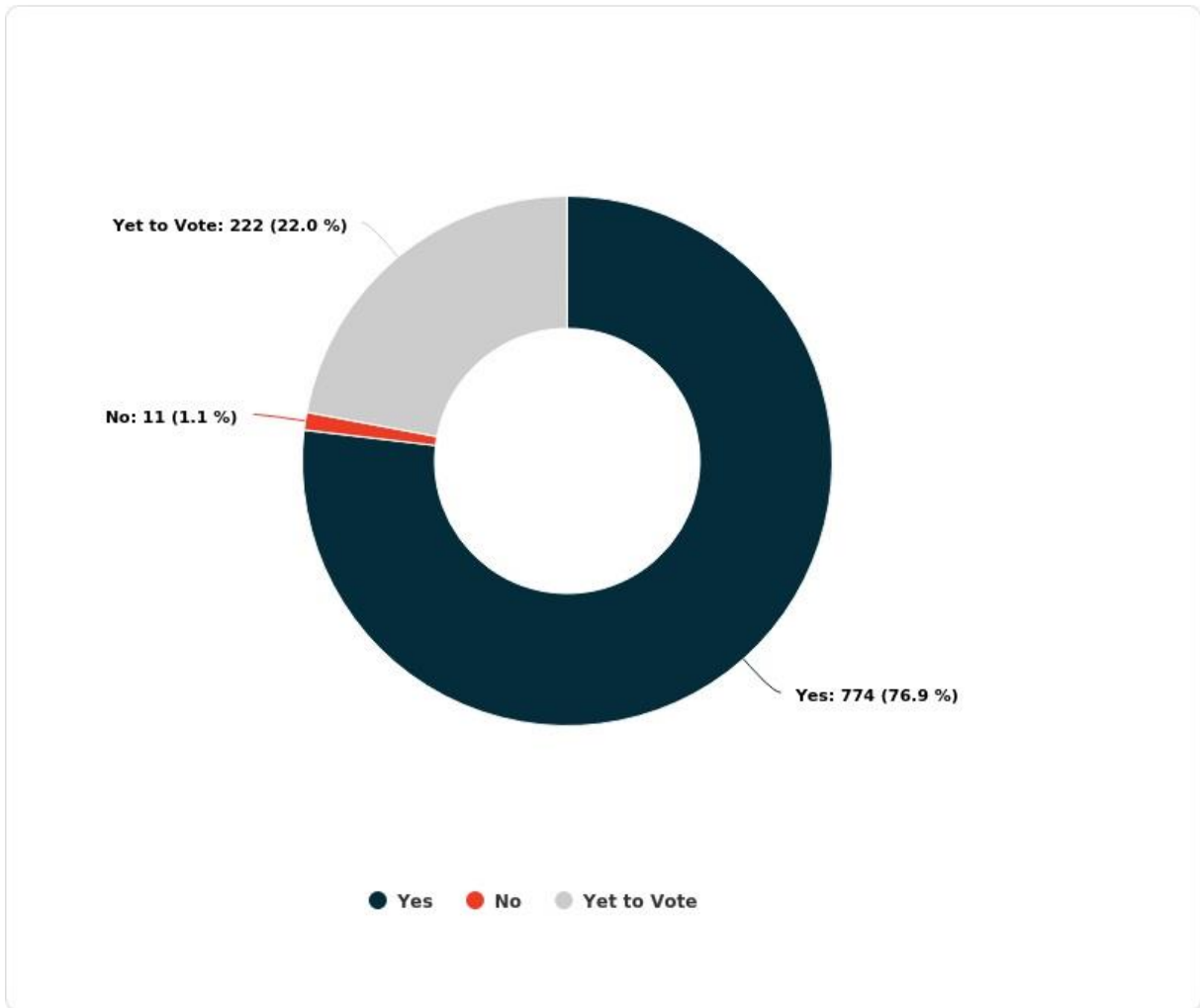
An unlimited number of indefinite and/or periodic bans on excavations of ground level inside and outside of the rail corridor to install services using mechanical and manual excavation methods (inclusive of NDD), except in emergencies to prevent imminent hazards to employees or the travelling public?



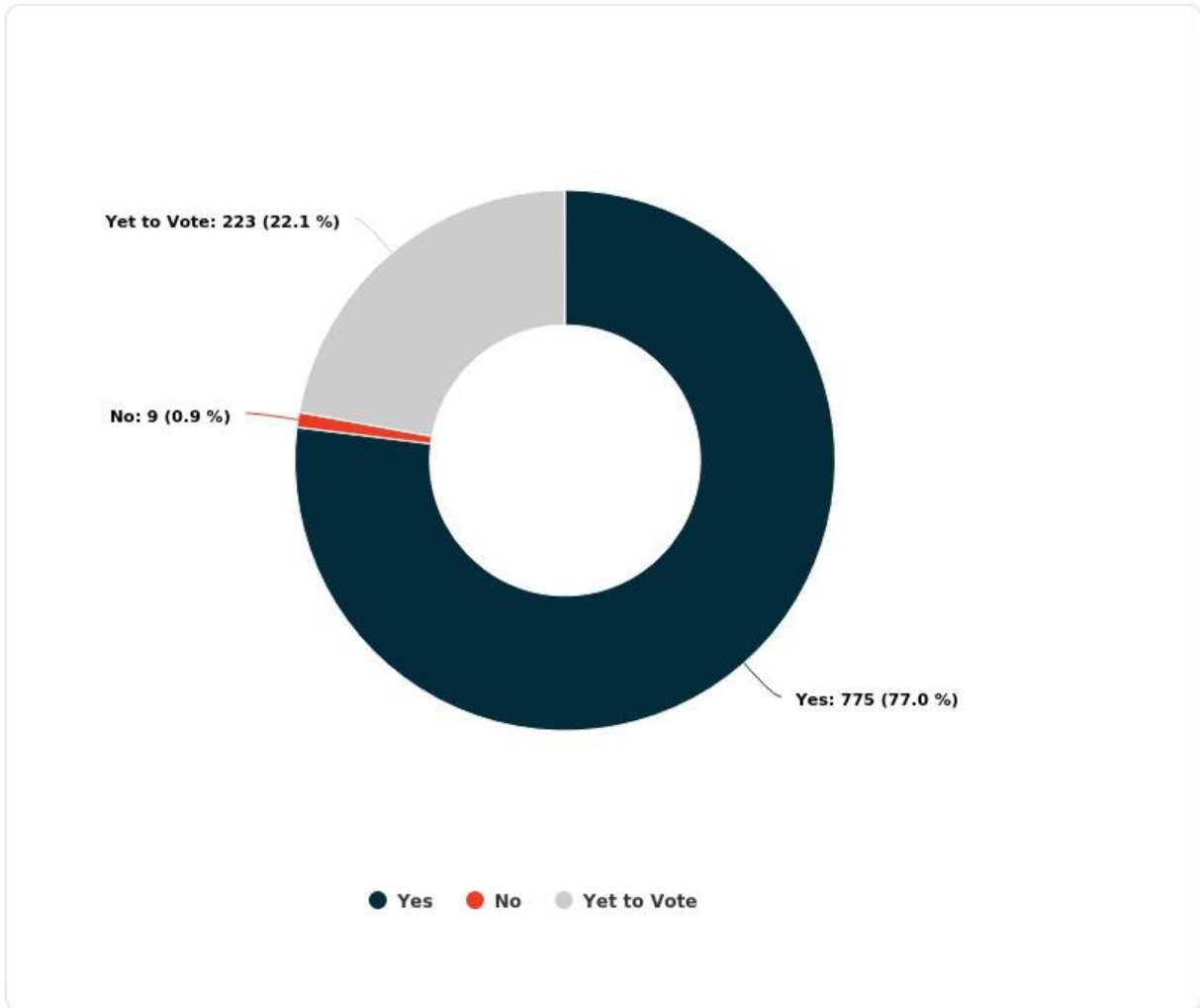
An unlimited number of indefinite and/or periodic bans on towing anything with a vehicle, except in emergencies to prevent imminent hazards to employees or the travelling public?



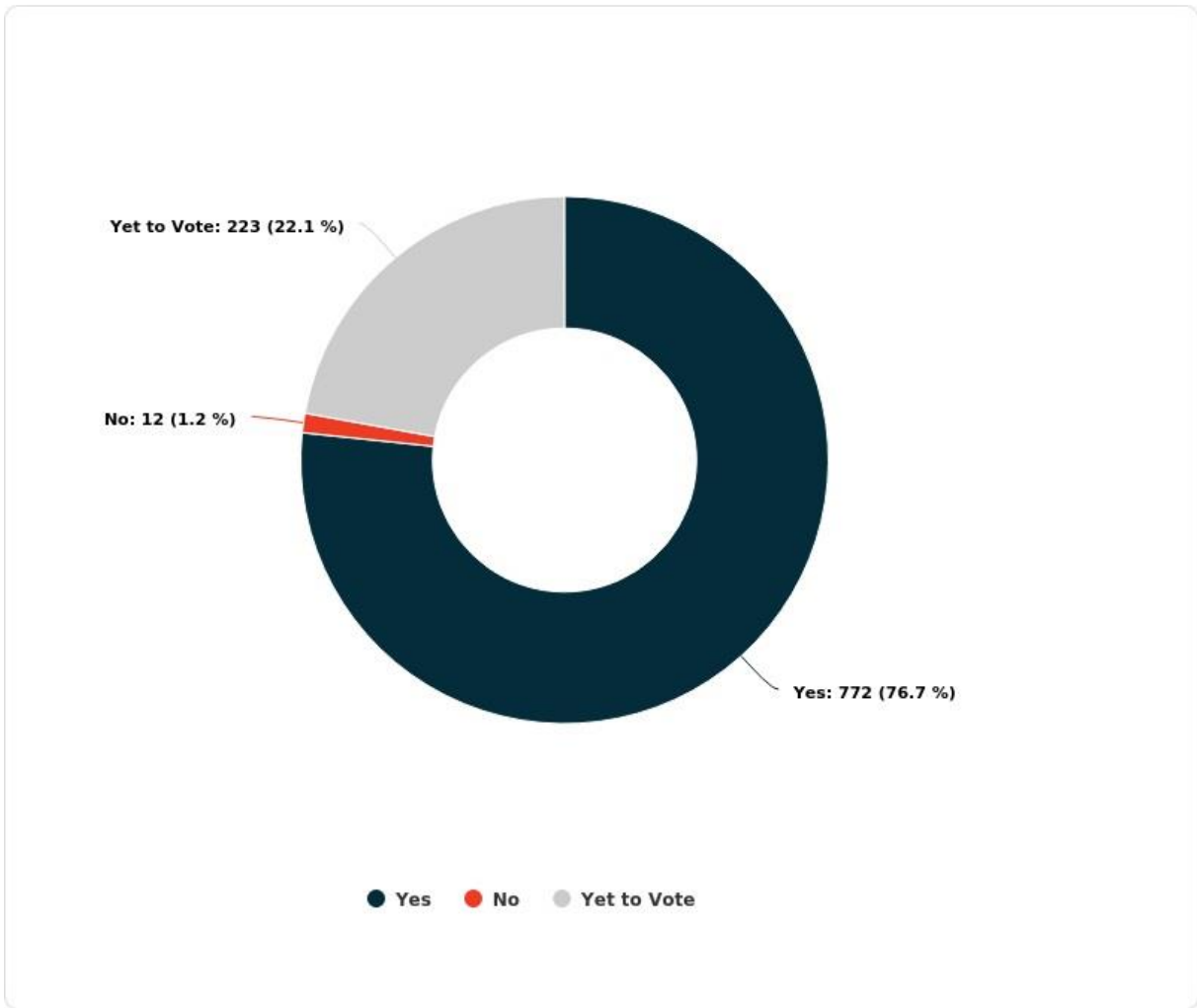
An unlimited number of indefinite and/or periodic bans on using external plant with or without an operator, except in emergencies to prevent imminent hazards to employees or the travelling public?



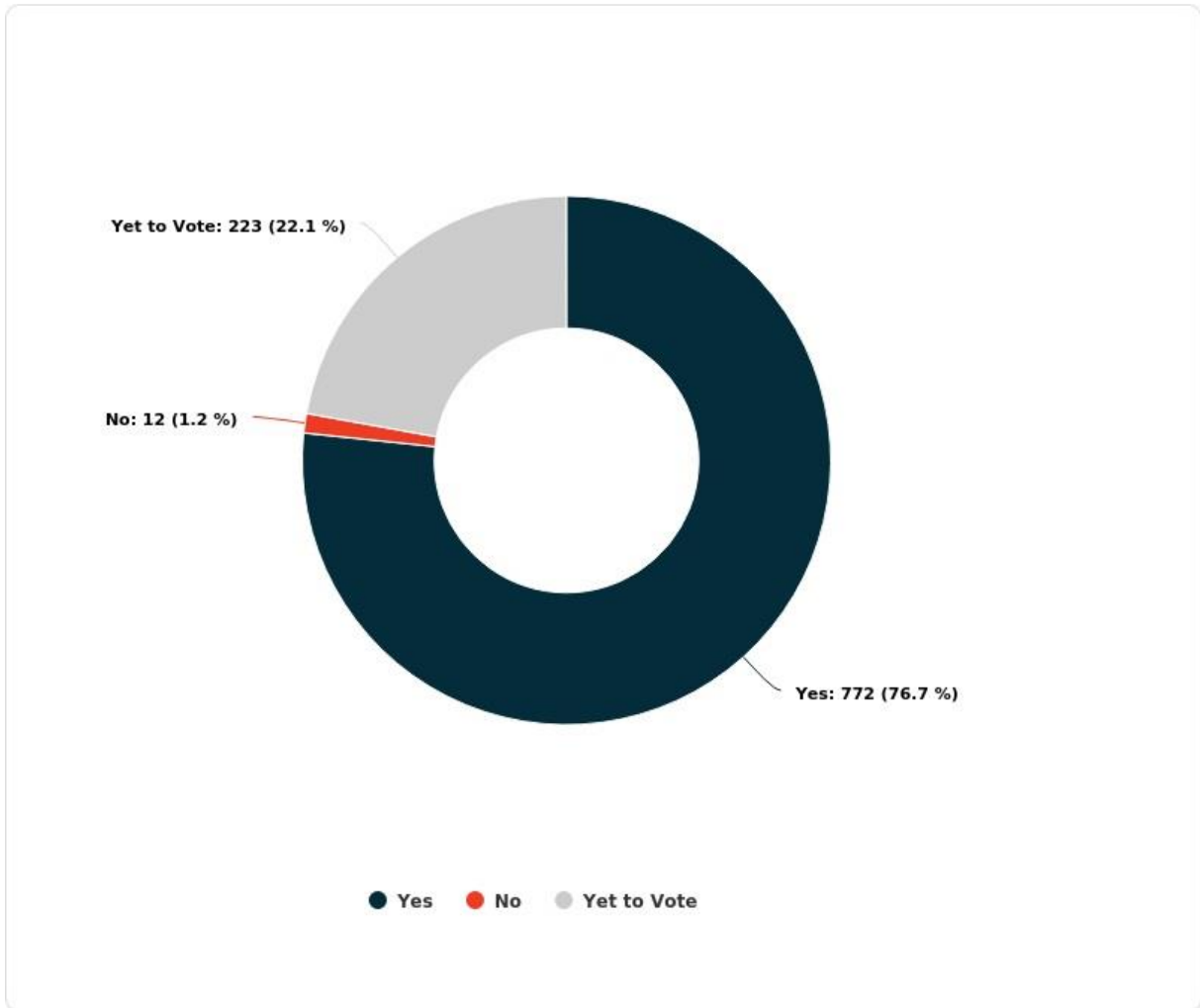
An unlimited number of indefinite and/or periodic bans on working aloft, except in emergencies to prevent imminent hazards to employees or the travelling public?



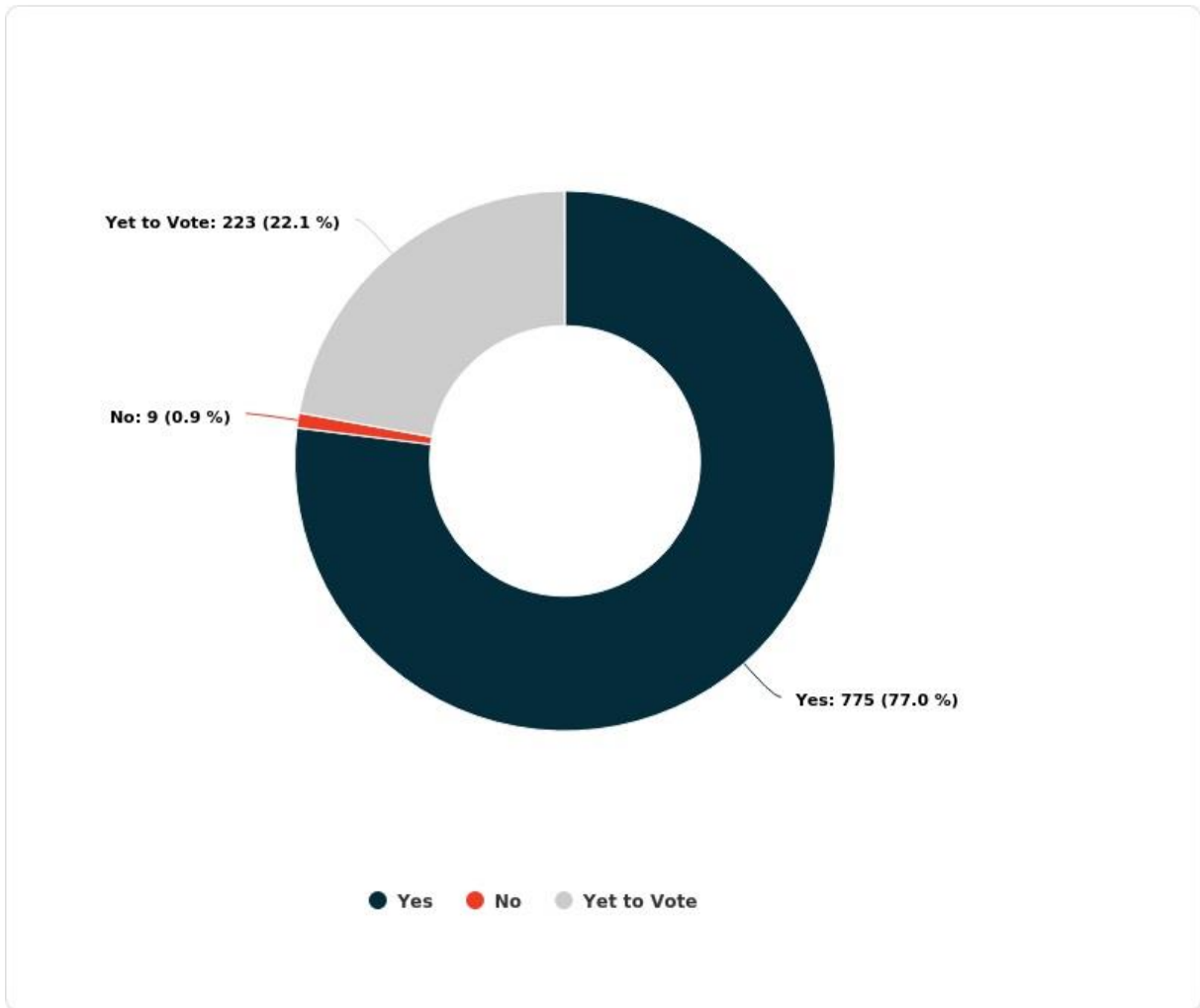
An unlimited number of indefinite and/or periodic bans on attending any Sydney Trains or TfNSW offices, Hubs, or Network Bases, except in emergencies to prevent imminent hazards to employees or the travelling public?



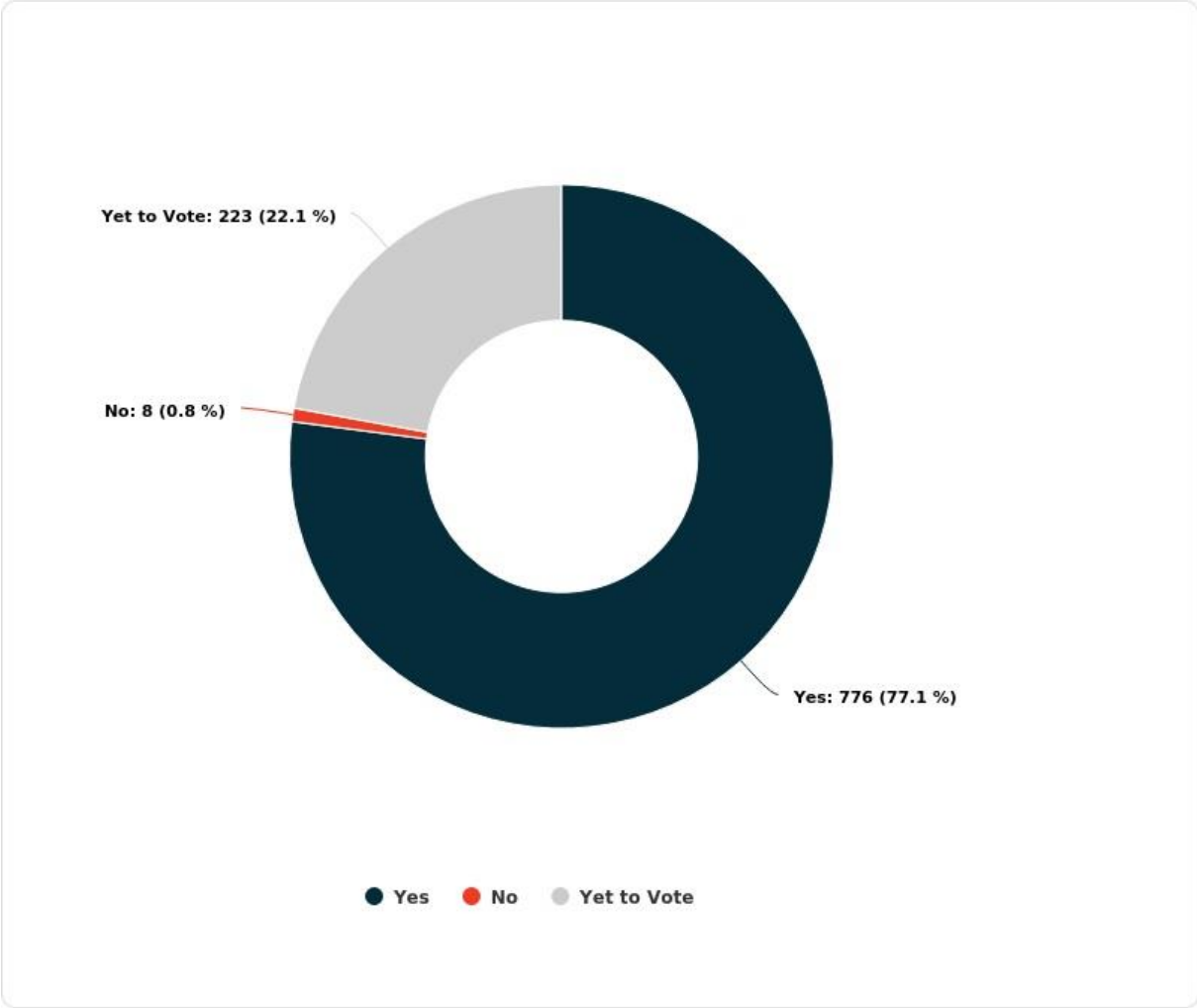
An unlimited number of indefinite and/or periodic bans on completing Job cards in Equip, except in emergencies to prevent imminent hazards to employees or the travelling public?



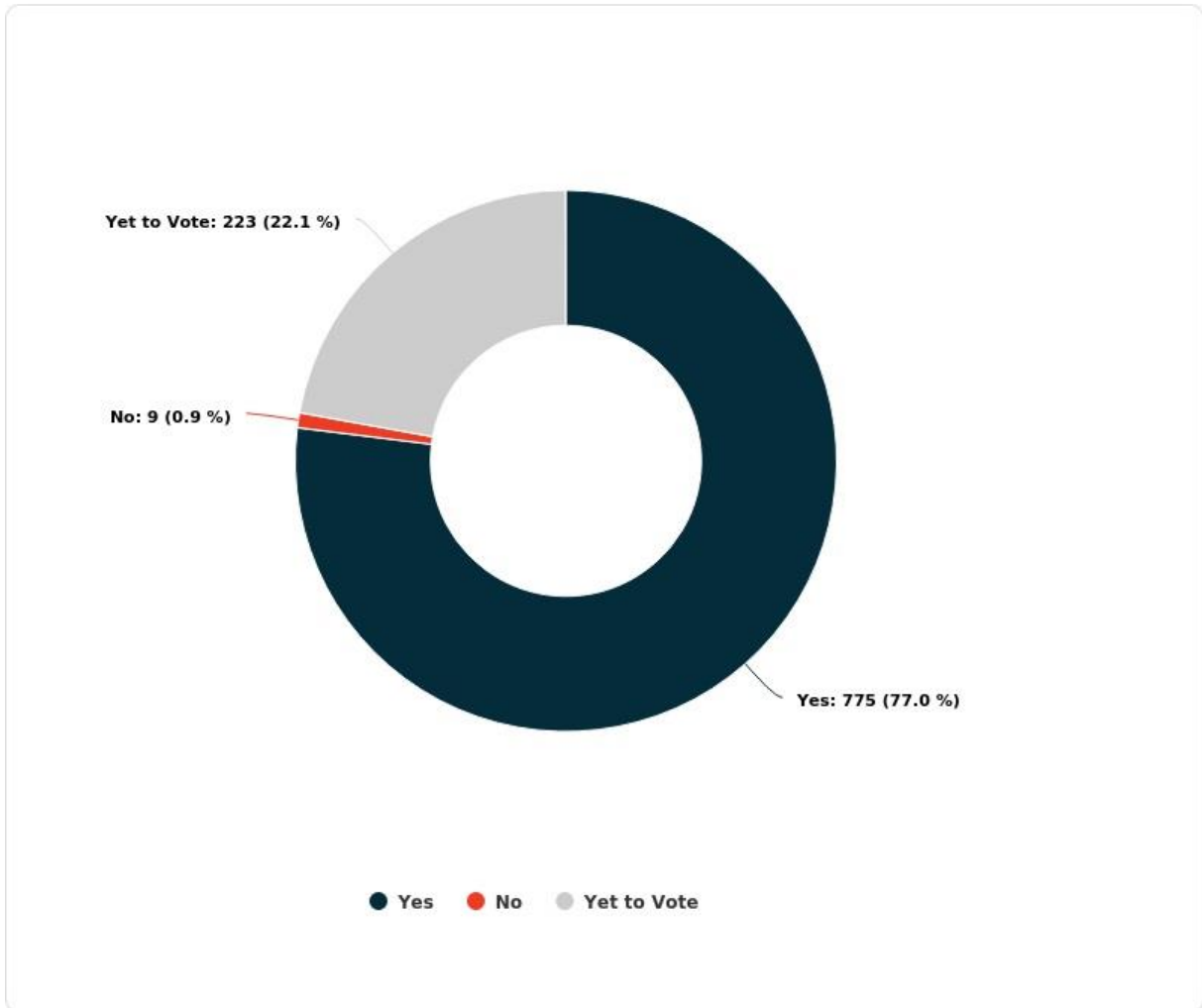
An unlimited number of indefinite and/or periodic bans on working under live conditions, including Level 5 and Level 2 approvals, except in emergencies to prevent imminent hazards to employees or the travelling public?



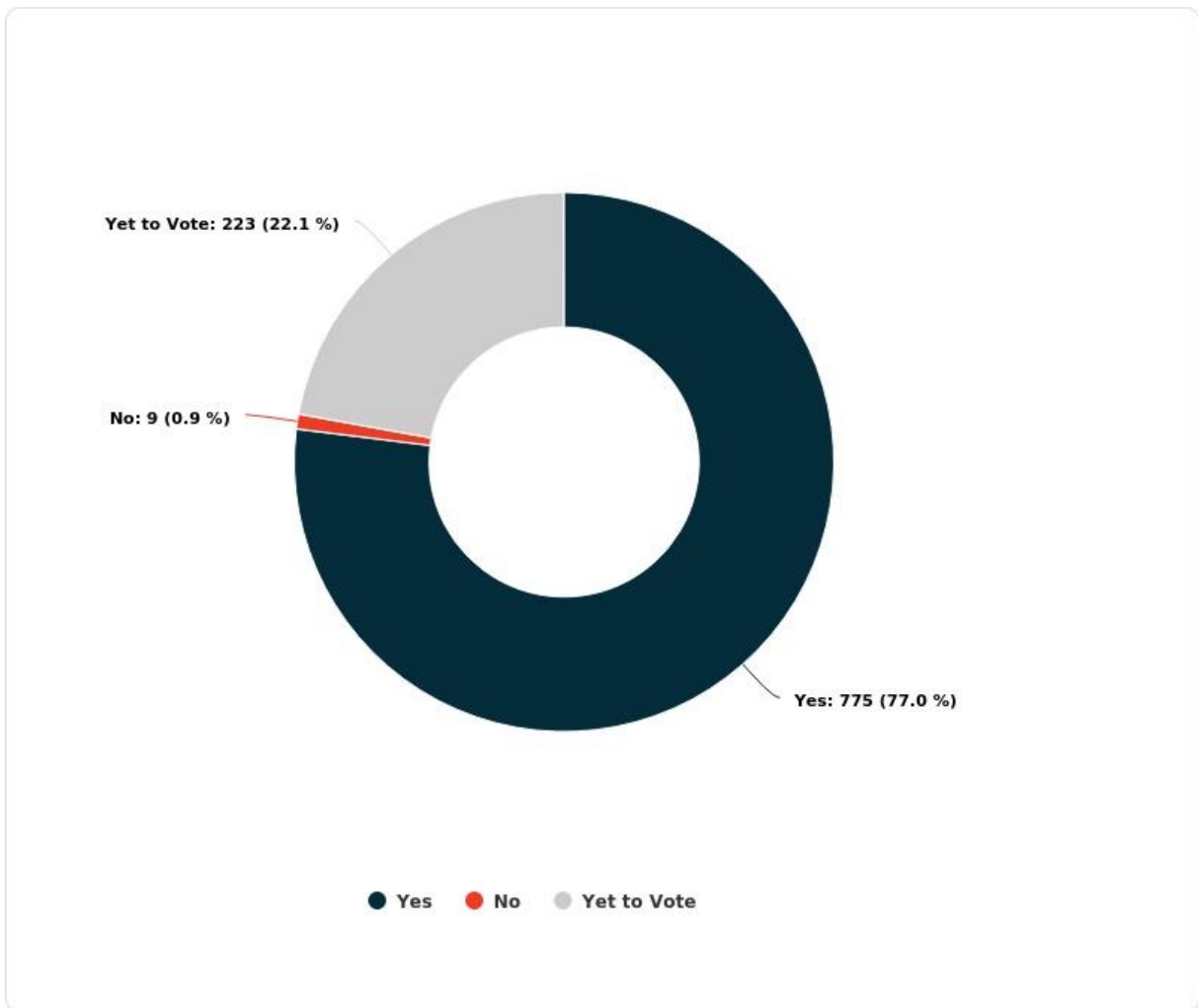
An unlimited number of indefinite and/or periodic bans on working in a location with hazardous electrical switchgear, except in emergencies to prevent imminent hazards to employees or the travelling public?



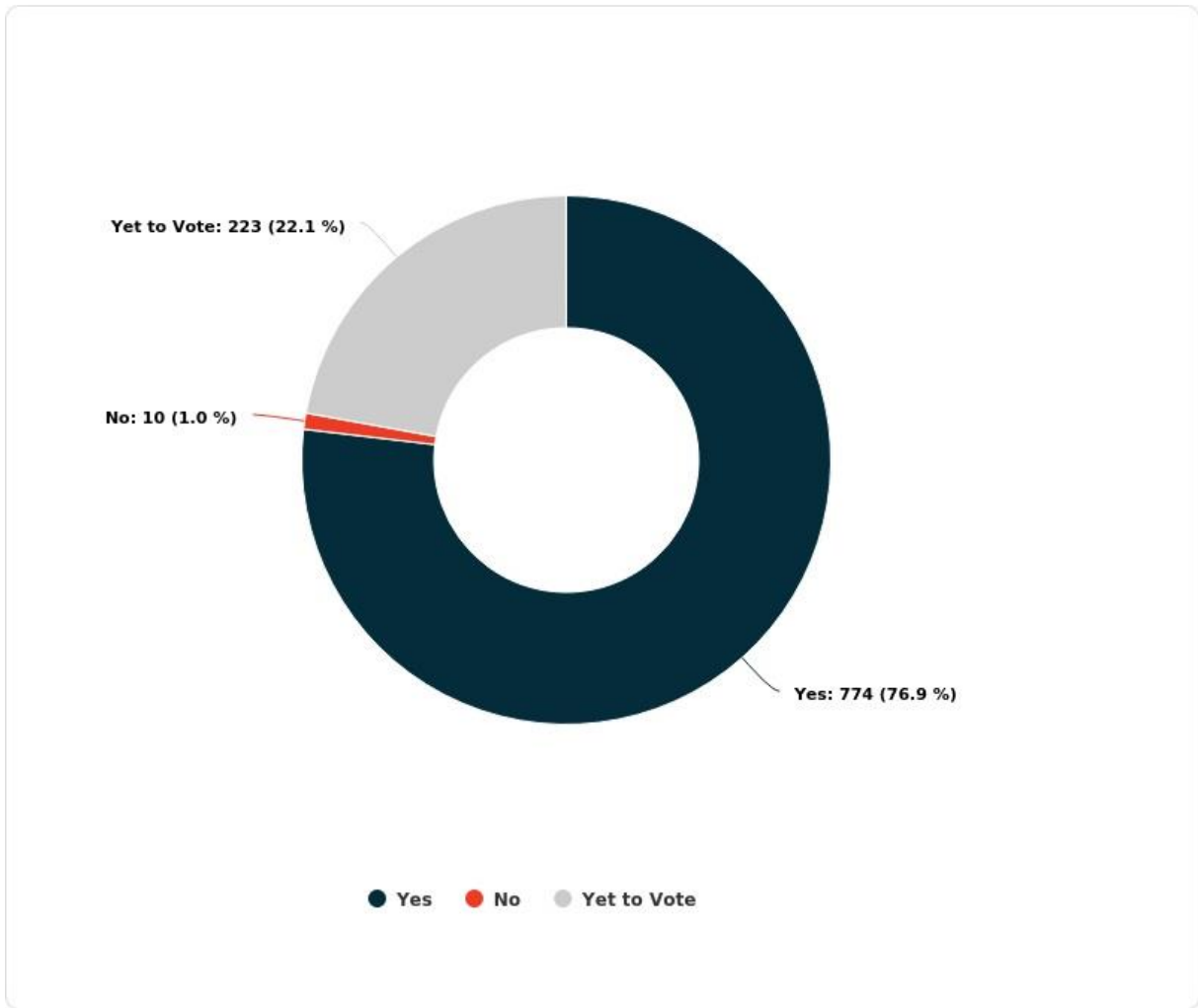
An unlimited number of indefinite and/or periodic bans on working in areas that require 1500V OHW to be isolated if it has been isolated by employees who do not have a Certificate 3 or ST2 electrical qualification, except in emergencies to prevent imminent hazards to employees or the travelling public?



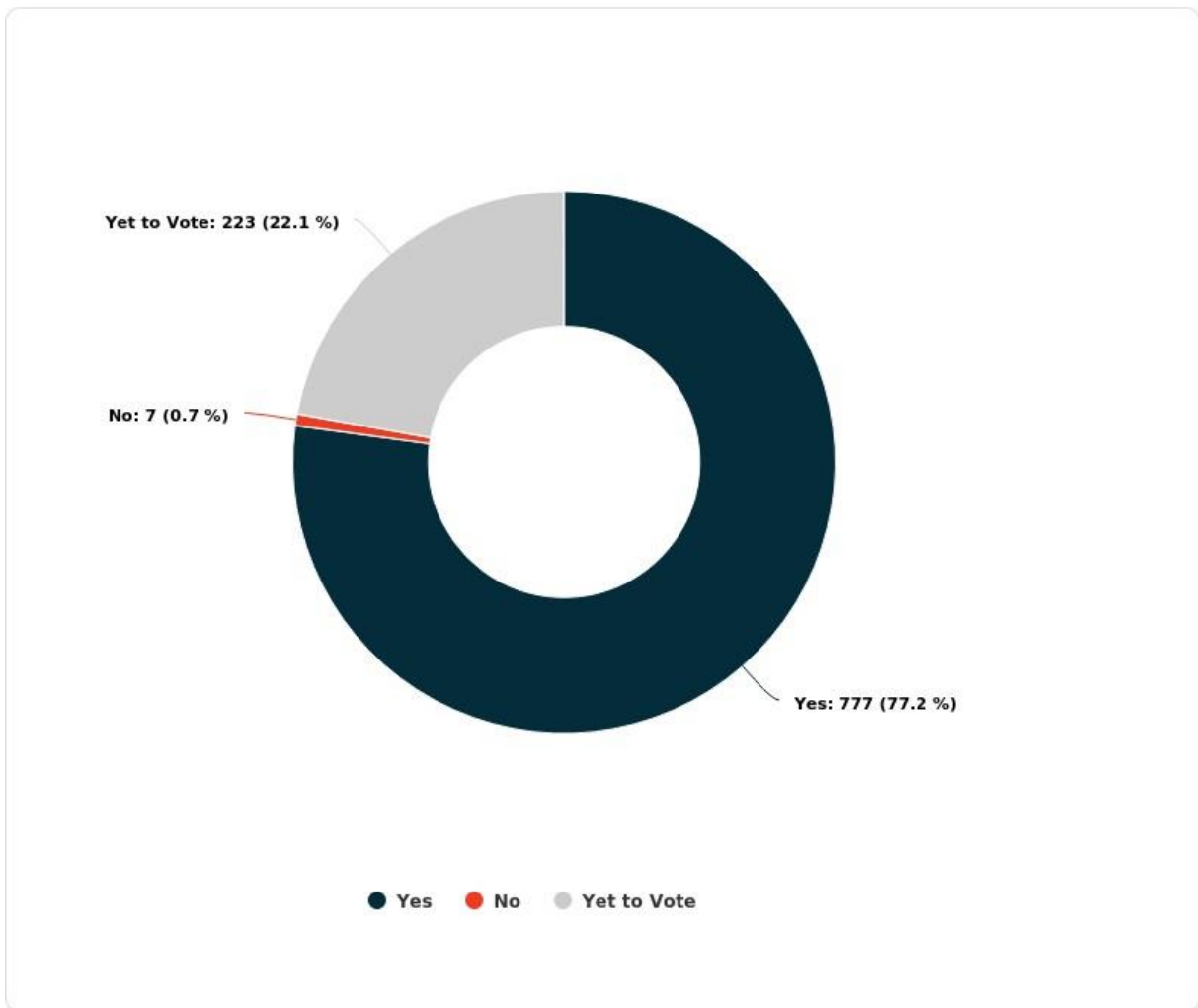
An unlimited number of indefinite and/or periodic bans on operating electrical equipment without a physical copy of an up-to-date comprehensive local instruction, except in emergencies to prevent imminent hazards to employees or the travelling public?



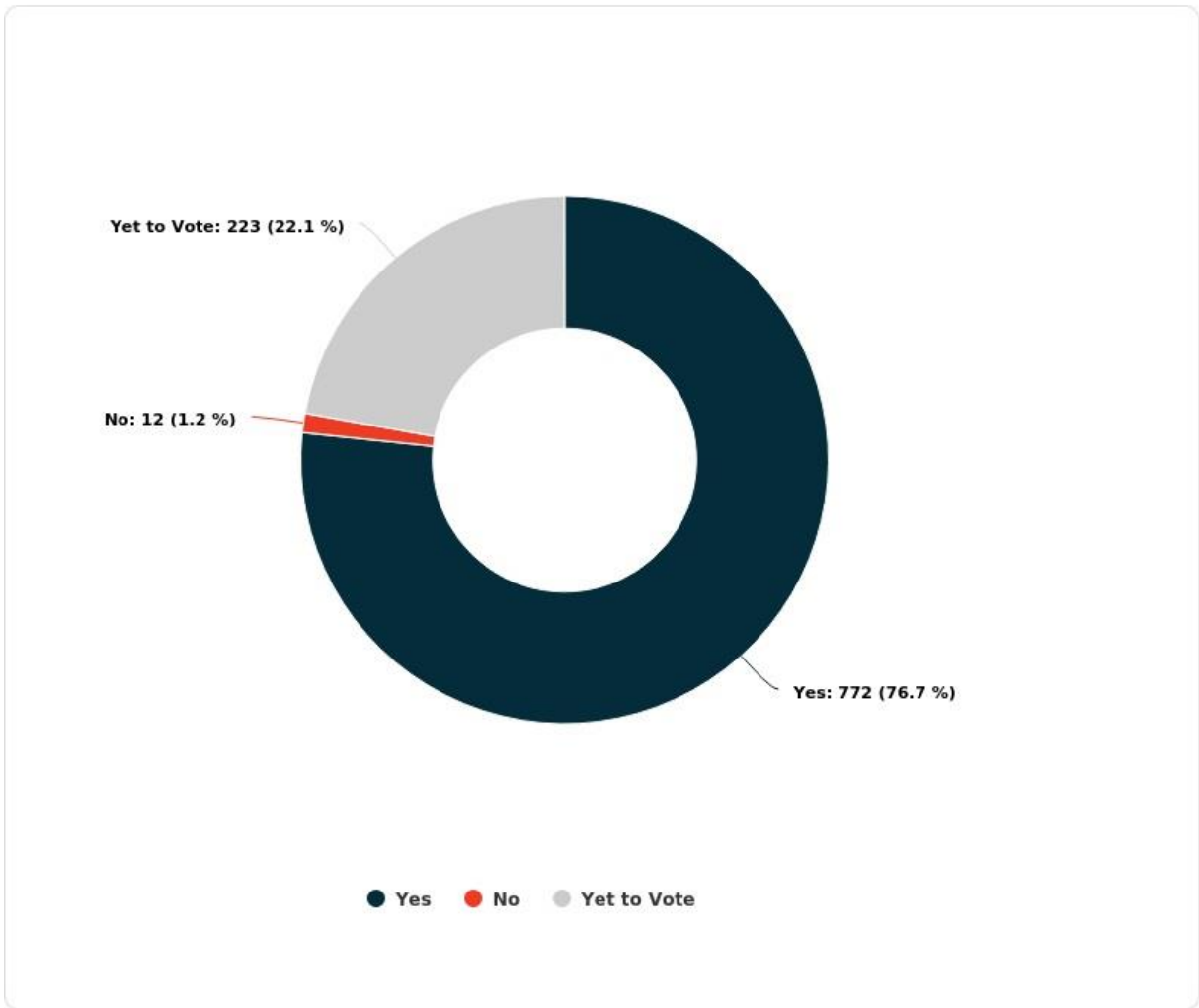
An unlimited number of indefinite and/or periodic bans on using personal vehicles for work purposes, except in emergencies to prevent imminent hazards to employees or the travelling public.- This ban would be utilised to get to & from work, advise needed?



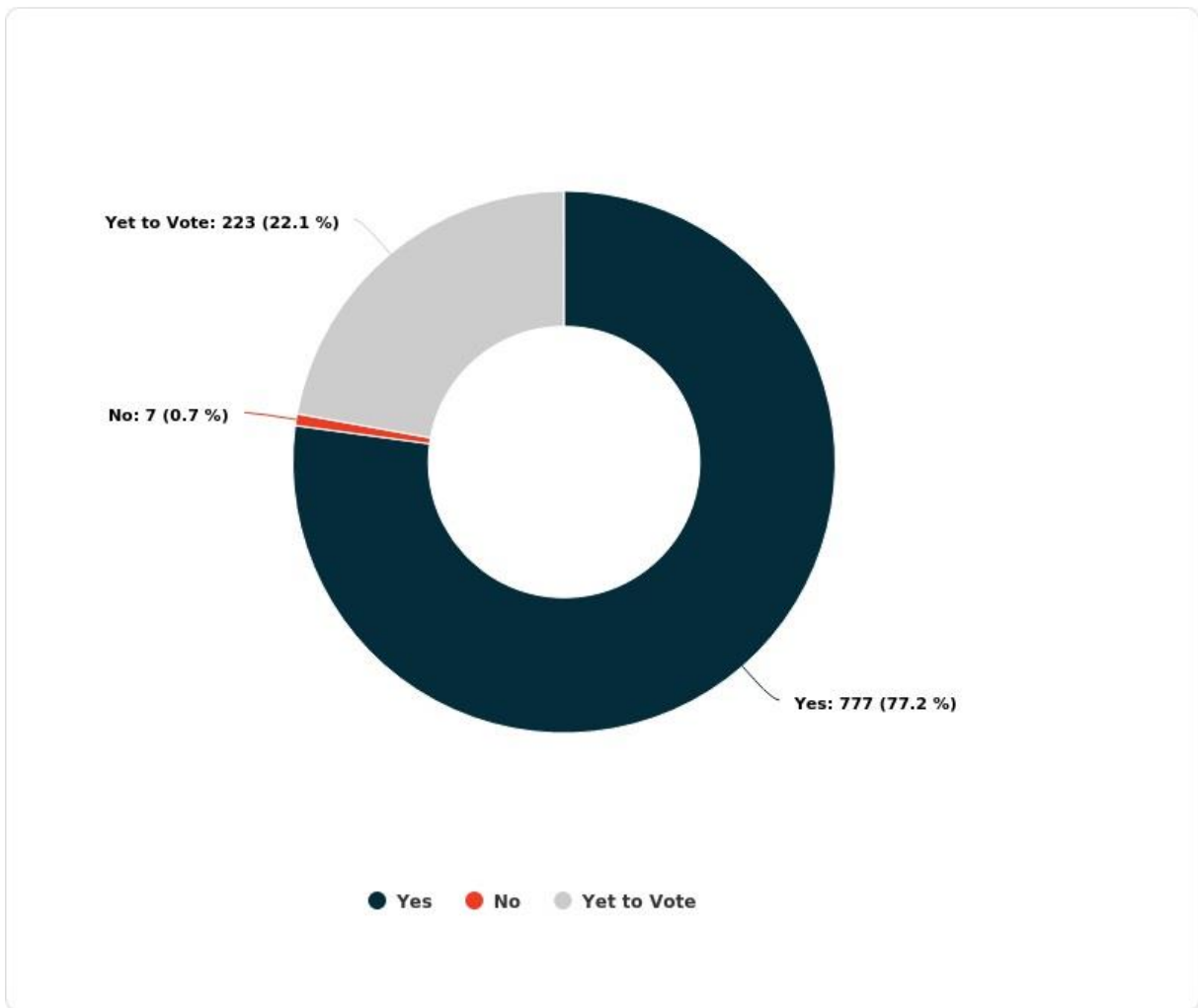
An unlimited number of indefinite and/or periodic bans on working in areas that require 1500V OHW to be isolated, unless it has been isolated by a Sydney Trains employee, except in emergencies to prevent imminent hazards to employees or the travelling public?



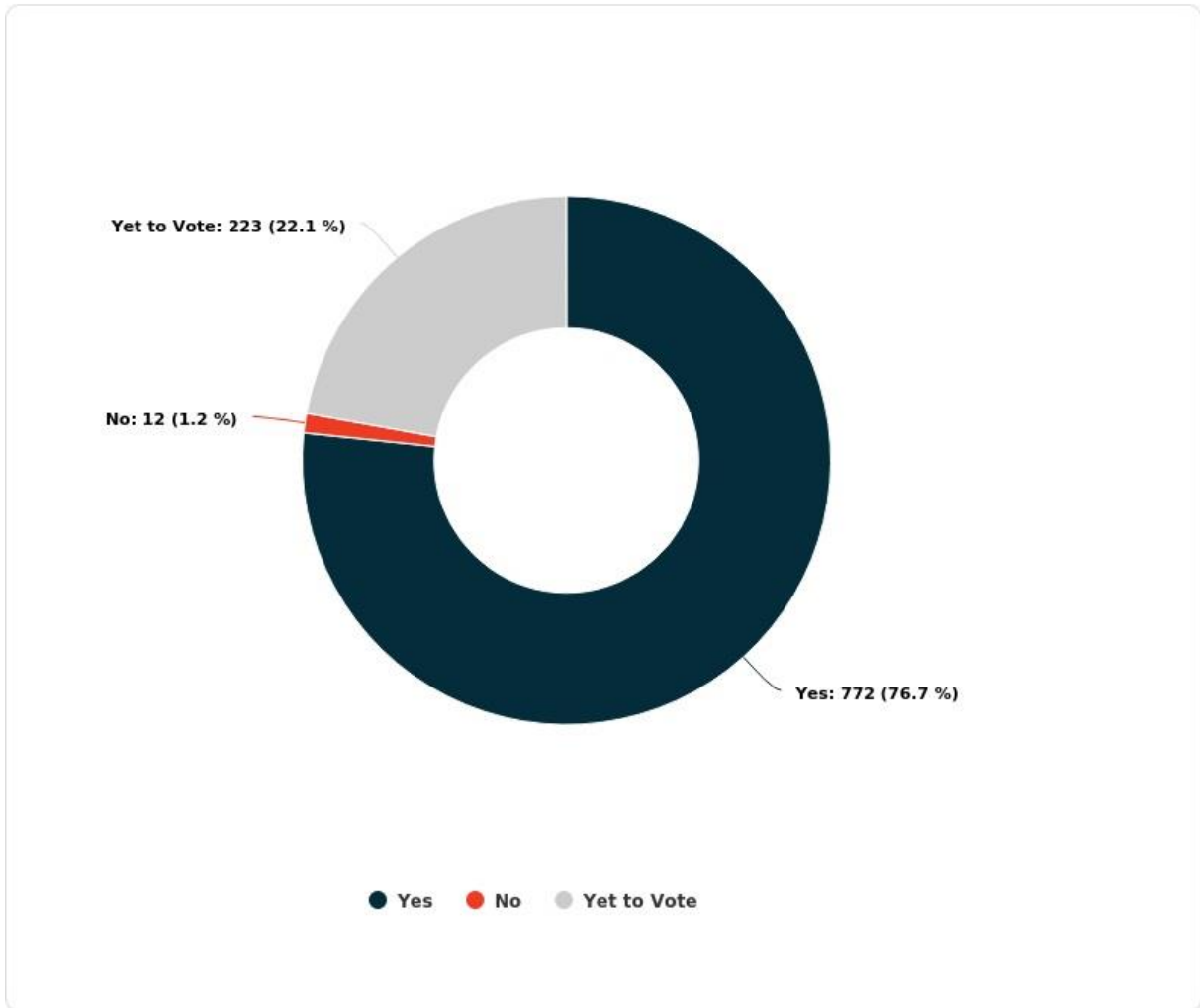
An unlimited number of indefinite and/or periodic bans on self-issuing Substation Access Permits or Low Voltage Access Permits, except in emergencies to prevent imminent hazards to employees or the travelling public?



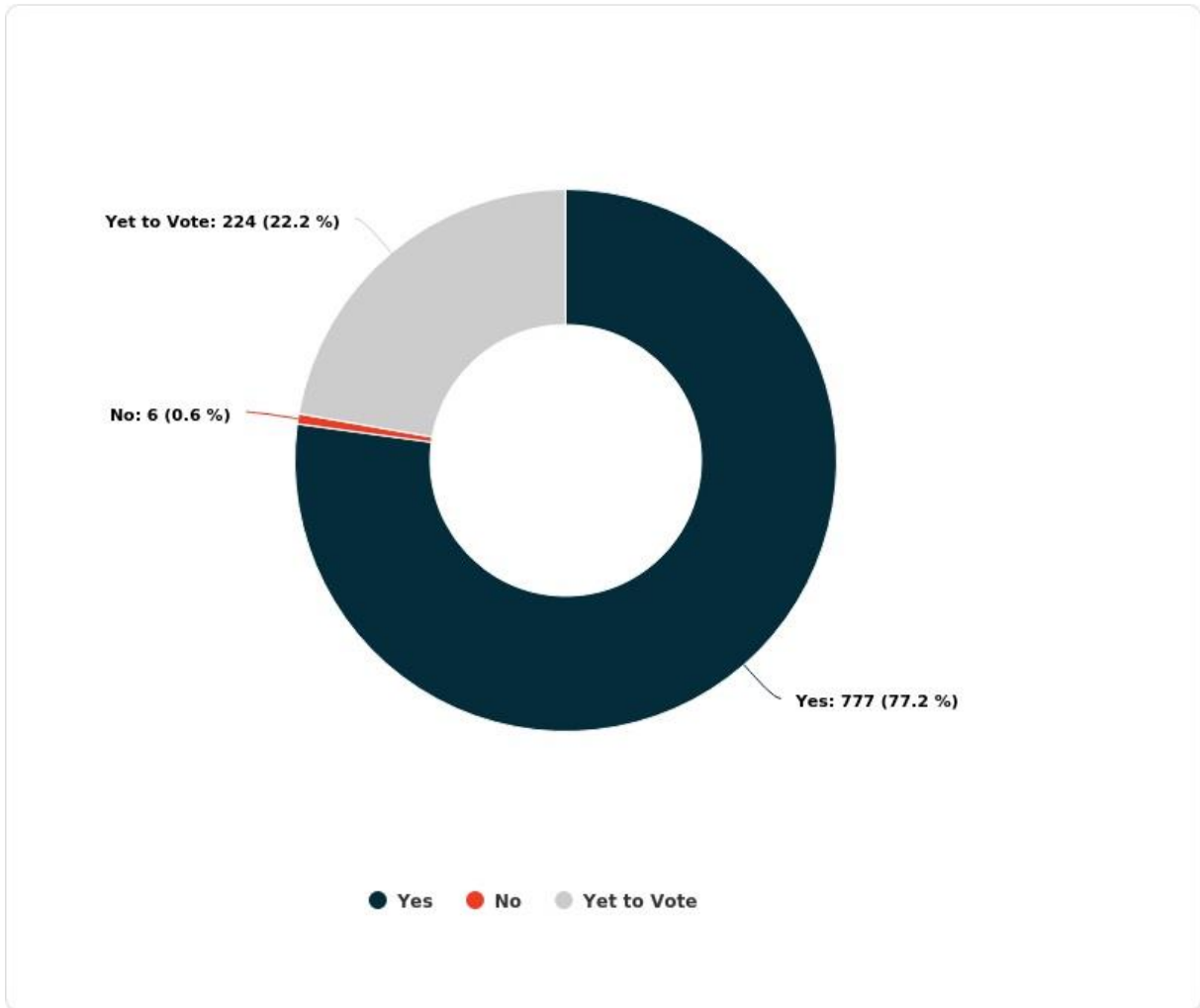
An unlimited number of indefinite and/or periodic bans on entering locations or working on equipment suspected to contain lead or asbestos unless for the purpose of removal, except in emergencies to prevent imminent hazards to employees or the travelling public?



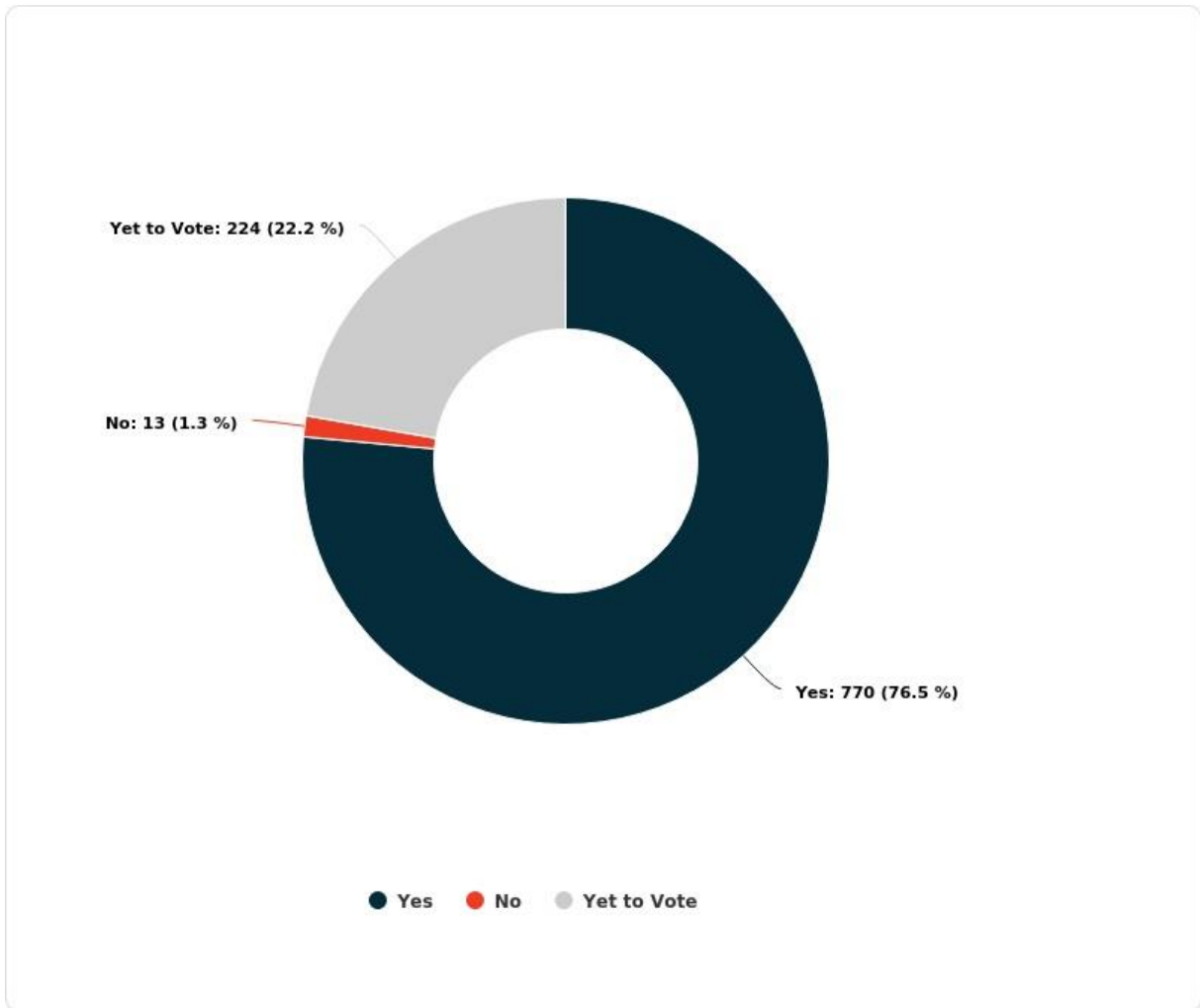
An unlimited number of indefinite and/or periodic bans on completing Job cards, except in emergencies to prevent imminent hazards to employees or the travelling public?



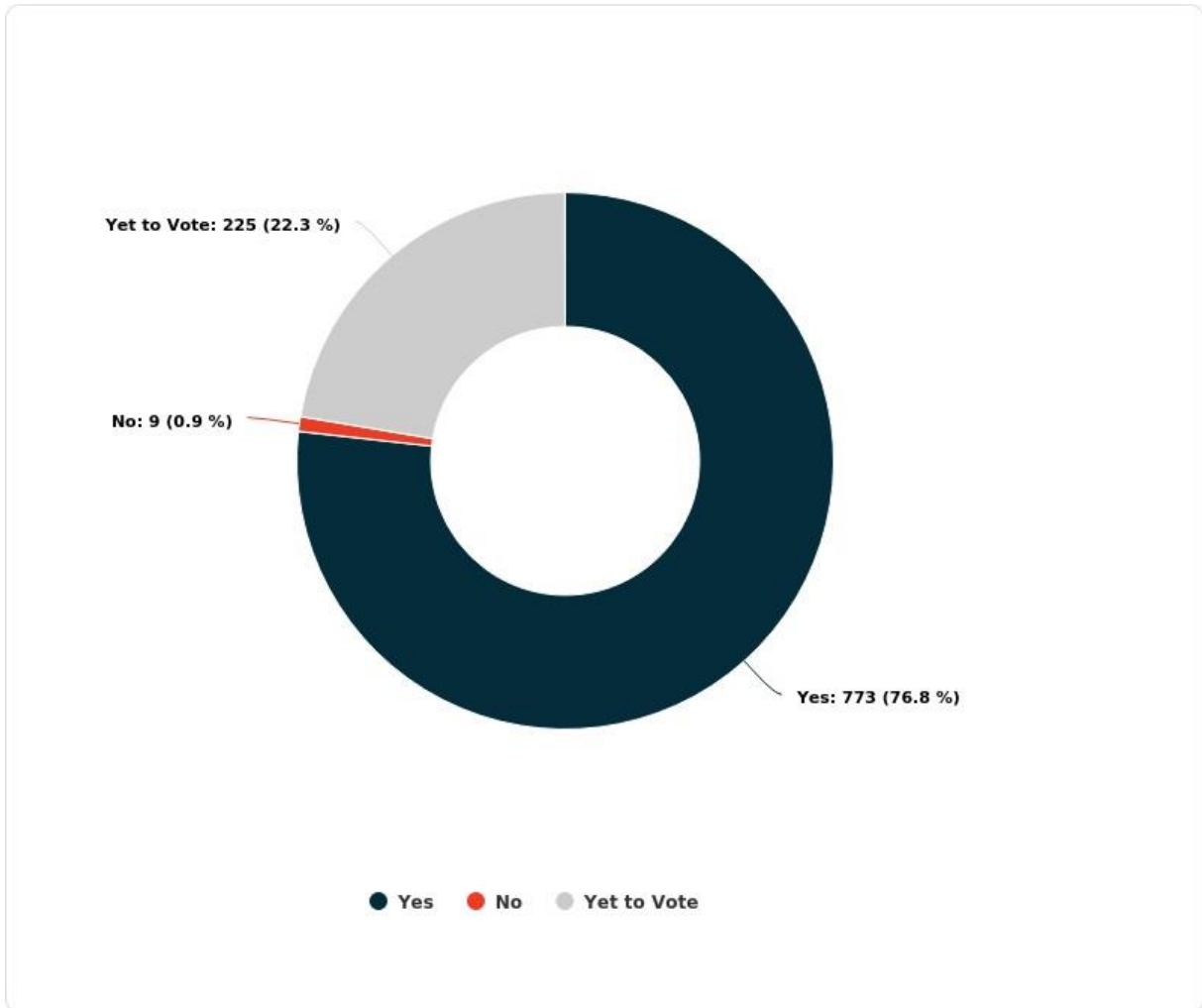
An unlimited number of indefinite and/or periodic bans on exceeding a vehicle's Gross Vehicle Mass, except in emergencies to prevent imminent hazards to employees or the travelling public?



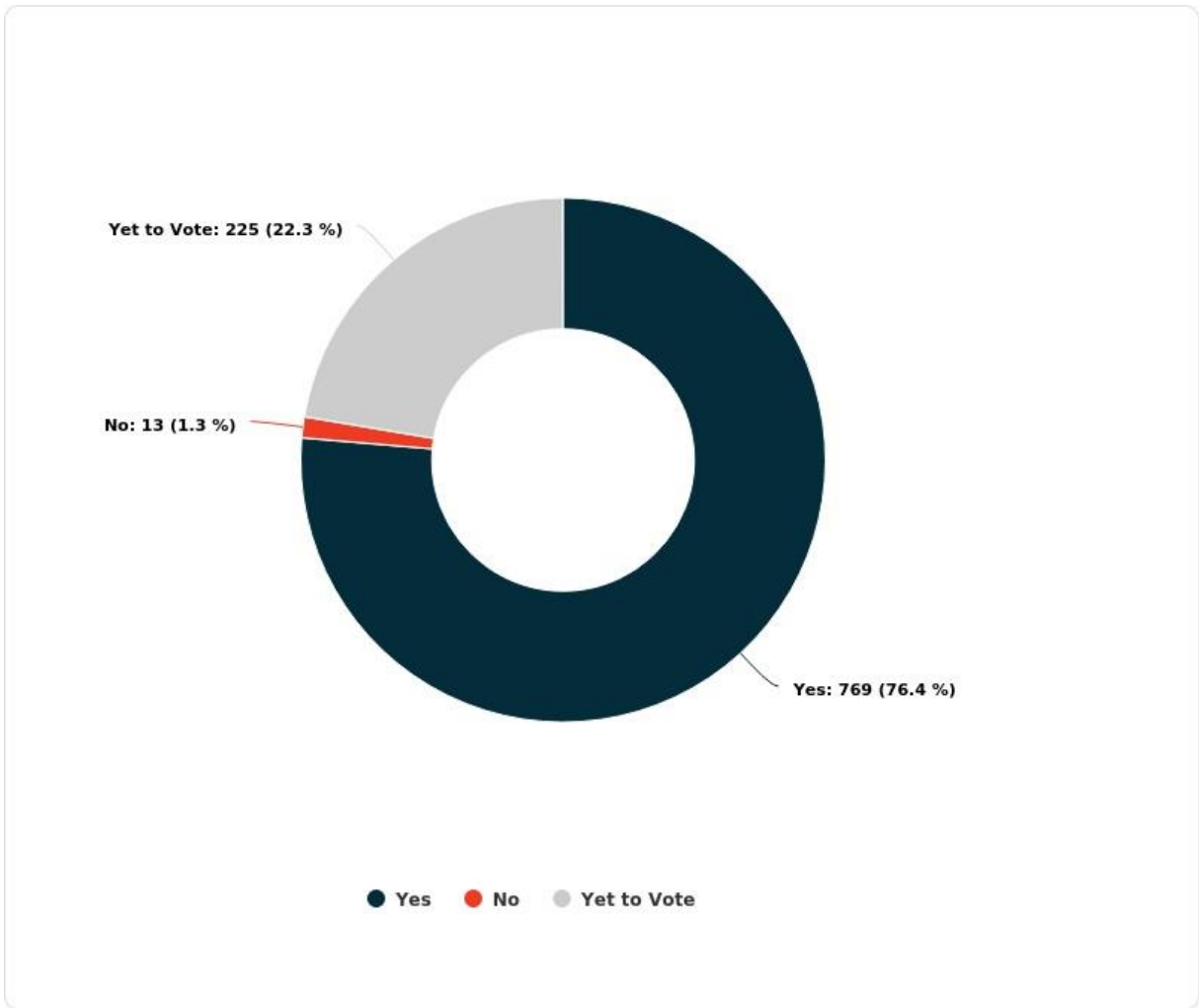
An unlimited number of indefinite and/or periodic bans on checking detection and locking of points machines either electronically, mechanically, or virtually, except in emergencies to prevent imminent hazards to employees or the travelling public?



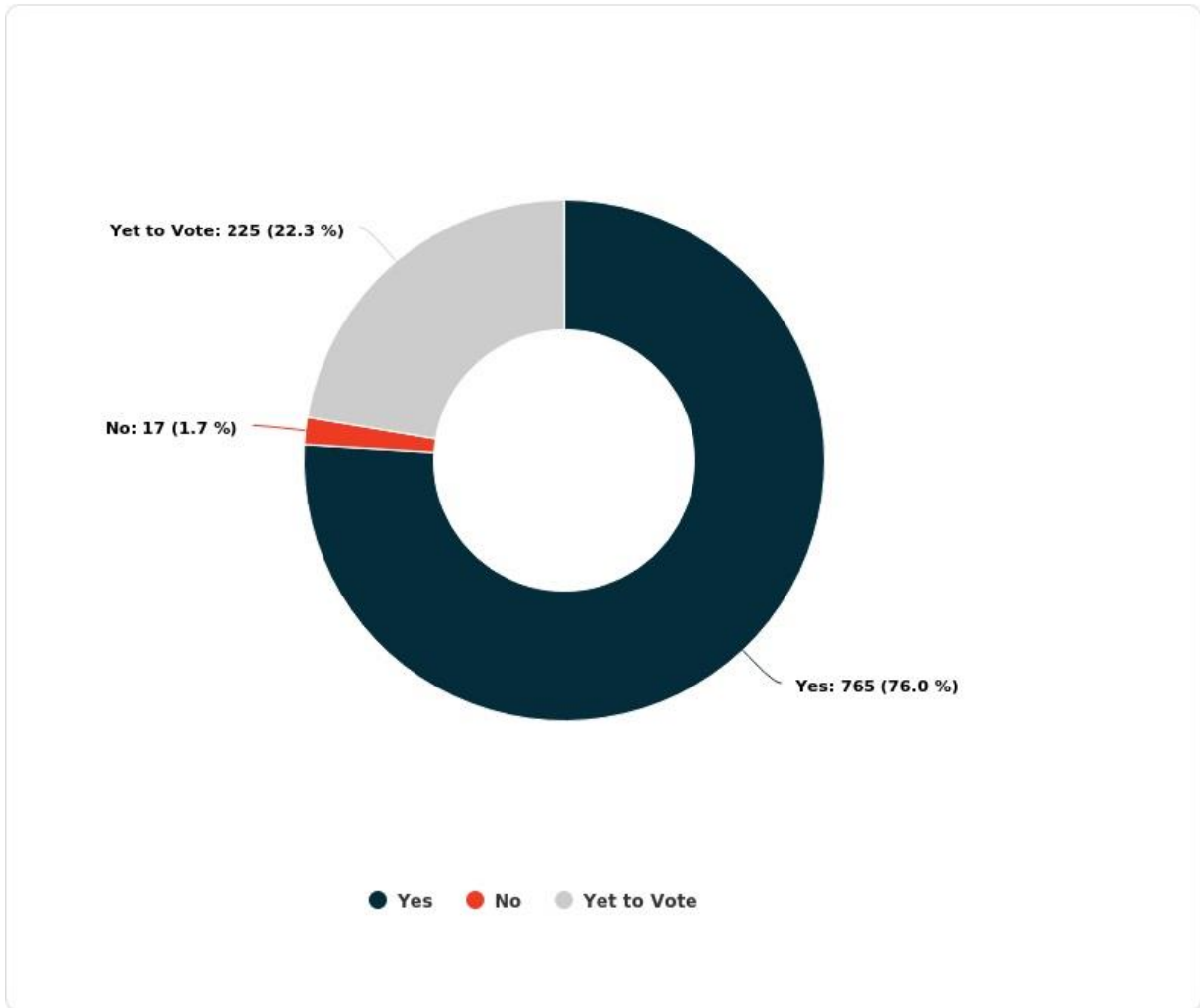
An unlimited number of indefinite and/or periodic bans on working in areas that require 1500V OHW to be isolated unless it has been isolated by an AES05, AES06, AES07, AES08, AES16, or AES19 qualified Sydney Trains direct hire employee, except in emergencies to prevent imminent hazards to employees or the travelling public?



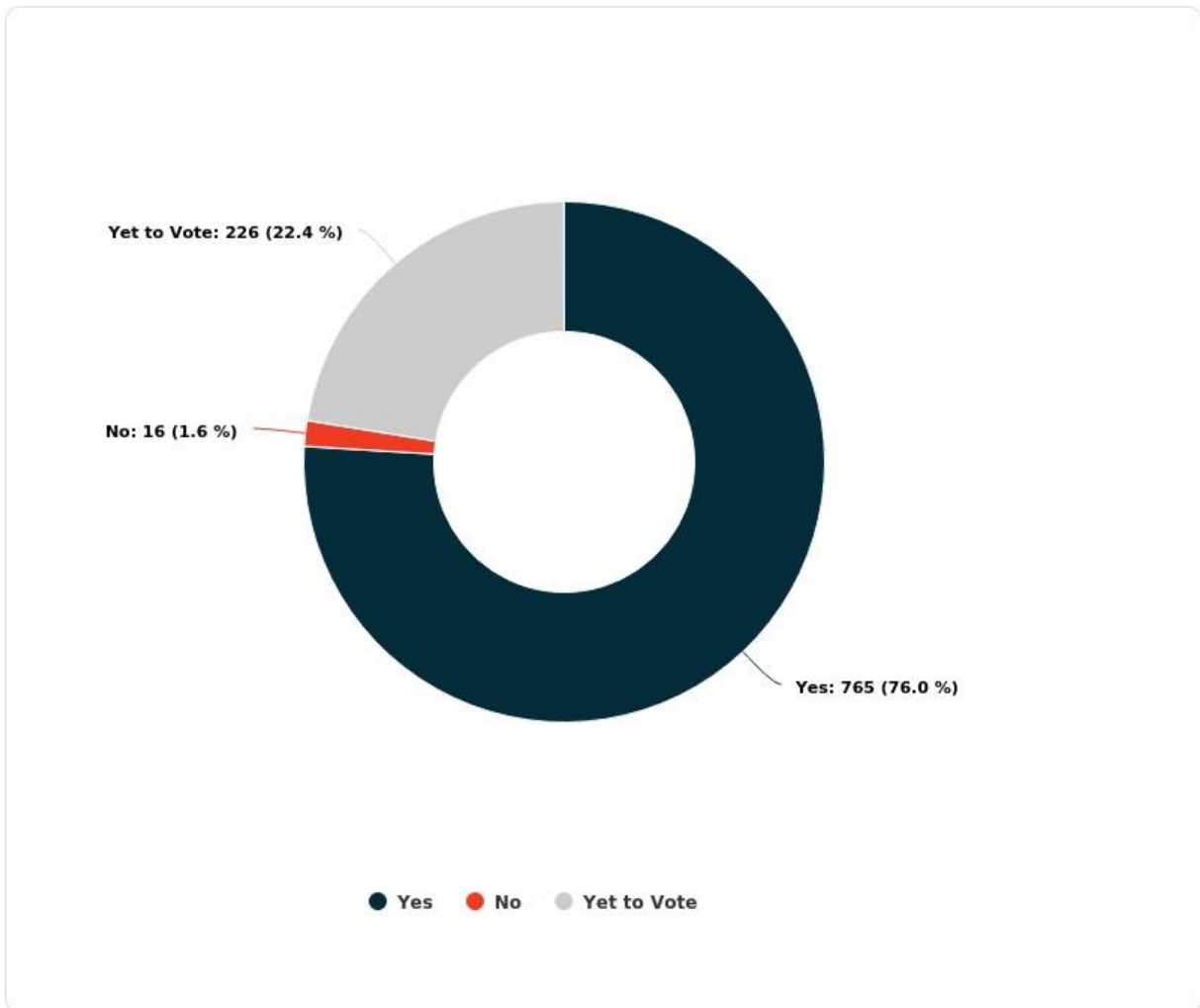
An unlimited number of indefinite and/or periodic bans on using a frequency meter and pulse integrator, except in emergencies to prevent imminent hazards to employees or the travelling public?



An unlimited number of indefinite and/or periodic bans on working in temperatures over 30 degrees?



An unlimited number of indefinite and/or periodic bans on working in inclement weather?



2. Vero Voting Independence Declaration

CEPU v Sydney Trains (PAB B2024/1622) vote has been managed and declared independent of CEPU, Sydney Trains and Fair Work.

No individual vote has been disclosed to CEPU, Sydney Trains or Fair Work.

The Protected Action Ballot vote result has been audited and the declared result is assured.

Regards,



Greg Mitchell
Director,

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