



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

**Tully Sugar Limited T/A Tully Sugar
(B2024/463)**

9 May 2024

1. Ballot Result

Total Eligible Voters: 12
Total Participated: 12

12 out of 12 have answered all questions 100.0%

Final Ballot Audit: Thursday, 9 May 2024 at 01.05 pm AWST

Diagram 1: Final Vote Participation

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/463)

Voters: 12

Total Participated: 12 (100.0%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/463) 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 (B2024/463) 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 authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, 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 - 12 (100.0%)
- No - 0 (0%)



Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of stoppages of work, including consecutive stoppages of work, for 2 hours in duration?

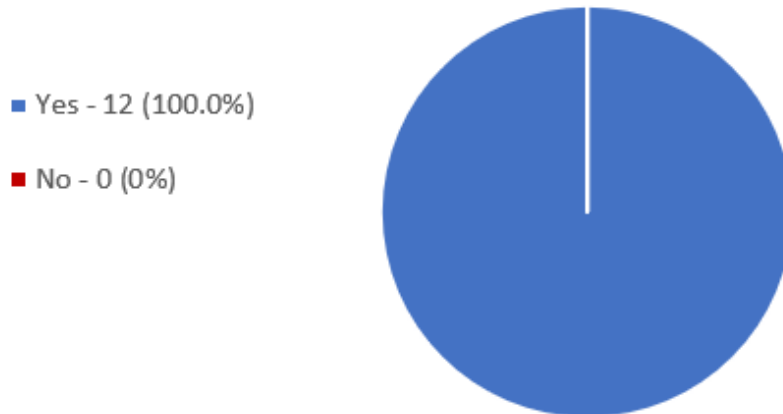
- Yes - 12 (100.0%)
- No - 0 (0%)



Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

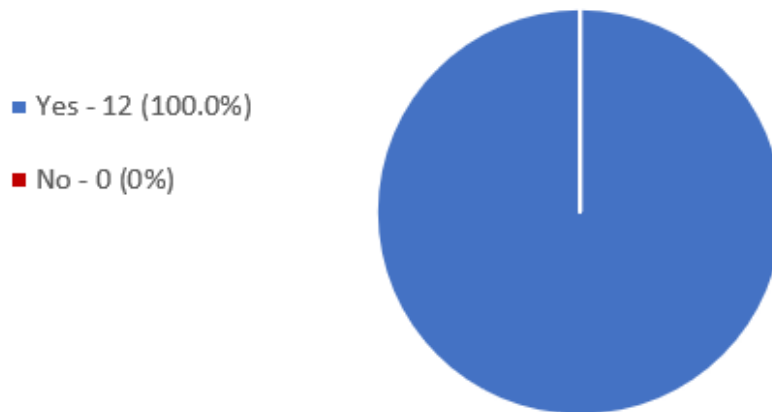
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for 4 hours in duration?



Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of stoppages of work, including consecutive stoppages of work, for 8 hours in duration?



Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of stoppages of work, including consecutive stoppages of work, for 12 hours in duration?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of stoppages of work, including consecutive stoppages of work, for 24 hours in duration?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of stoppages of work, including consecutive stoppages of work, for the entire duration of a scheduled shift?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



Question 8

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of indefinite or periodic bans on working overtime?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



Question 9

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of indefinite or periodic bans on the performance of electrical switching?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



Question 10

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of indefinite or periodic bans on the use of keys and locks?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



Question 11

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

11. An unlimited number of indefinite or periodic bans on the performance of call outs?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



Question 12

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of indefinite or periodic bans on the completion of paperwork?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



Question 13

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

13. An unlimited number of indefinite or periodic bans on the use of technology?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



Question 14

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

14. An unlimited number of indefinite or periodic bans on the attendance at workplace meetings?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



Question 15

In support of reaching an enterprise agreement with your employer, do you authorise the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

15. An unlimited number of indefinite or periodic bans on any task that requires a high-risk work license?

■ Yes - 12 (100.0%)

■ No - 0 (0%)





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