



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

**Alstef Australia Pty Ltd
(B2024/955)**

13 August 2024

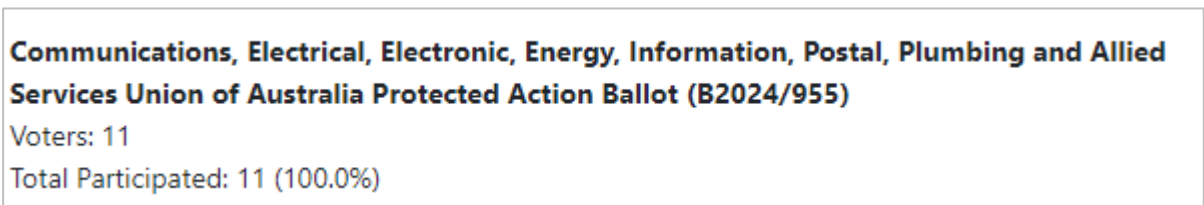
1. Ballot Result

Total Eligible Voters: 11
Total Participated: 11

11 out of 11 have answered all questions 100.0%

Final Ballot Audit: Tuesday, 13 of August 2024 at 11.10am 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 (B2024/955) 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 (B2024/955) 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 any and all protected industrial action against your employer which is authorized 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 - 11 (100%)
- No - 0 (0%)



Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized 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 - 11 (100%)
- No - 0 (0%)



Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized 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?

- Yes - 11 (100%)
- No - 0 (0%)



Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized 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 12 hours in duration?

- Yes - 10 (90.9%)
- No - 1 (9.1%)

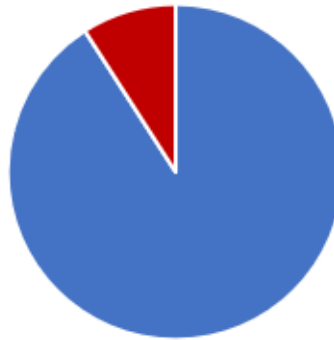


Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized 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 24 hours in duration?

- Yes - 10 (90.9%)
- No - 1 (9.1%)



Question 6

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

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

- Yes - 11 (100%)
- No - 0 (0%)



Question 7

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

7. An unlimited number of indefinite or periodic bans on the performance of pre-shift overtime?

- Yes - 11 (100%)
- No - 0 (0%)



Question 8

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

8. An unlimited number of indefinite or periodic bans on performing call outs?

- Yes - 11 (100%)
- No - 0 (0%)



Question 9

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

9. An unlimited number of indefinite or periodic bans on providing instruction or direction to contractors and/or labour hire employees?

- Yes - 11 (100%)
- No - 0 (0%)



Question 10

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

10. An unlimited number of indefinite or periodic bans on working additional shifts outside of the normal roster?

- Yes - 11 (100%)
- No - 0 (0%)



Question 11

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

11. An unlimited number of indefinite or periodic bans on using computers to document work?

- Yes - 11 (100%)
- No - 0 (0%)



Question 12

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

12. An unlimited number of indefinite or periodic bans on de-isolating?

- Yes - 11 (100%)
- No - 0 (0%)



Question 13

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

13. An unlimited number of indefinite or periodic bans on holding permits and/or signing on to permits?

- Yes - 11 (100%)
- No - 0 (0%)



Question 14

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

14. An unlimited number of indefinite or periodic bans on the use of measuring and test equipment, including the usage of results/test sheets?

- Yes - 11 (100%)
- No - 0 (0%)



Question 15

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

15. An unlimited number of indefinite or periodic bans on driving vehicles (unless for emergency purposes only)?

- Yes - 11 (100%)
- No - 0 (0%)



Question 16

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

16. An unlimited number of indefinite or periodic bans on completing planned work orders except where a critical task is required due to an imminent risk to a person's safety?

- Yes - 11 (100%)
- No - 0 (0%)



Question 17

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

17. An unlimited number of indefinite or periodic bans on the use of personal hand tools?

- Yes - 11 (100%)
- No - 0 (0%)



Question 18

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

18. An unlimited number of indefinite or periodic bans on rectifying bag jams?

- Yes - 11 (100%)
- No - 0 (0%)



Question 19

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

19. An unlimited number of indefinite or periodic bans on using technology including (but not limited to) phones, computers, laptops, tablets, printers, radios during normal duties (except in an emergency situation)?

- Yes - 11 (100%)
- No - 0 (0%)



Question 20

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

20. An unlimited number of indefinite or periodic bans on attending bridge faults?

- Yes - 11 (100%)
- No - 0 (0%)



Question 21

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

21. An unlimited number of indefinite or periodic bans on answering phone calls?

- Yes - 11 (100%)
- No - 0 (0%)



Question 22

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

22. An unlimited number of indefinite or periodic bans on paperwork, including (but not limited to) Maximo and reports?

- Yes - 11 (100%)
- No - 0 (0%)



Question 23

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

23. An unlimited number of indefinite or periodic bans on performing breakdown repairs on conveyor and bridges?

- Yes - 11 (100%)
- No - 0 (0%)



Question 24

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

24. An unlimited number of indefinite or periodic bans on performing corrective maintenance on conveyor and bridges?

- Yes - 11 (100%)
- No - 0 (0%)



Question 25

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

25. An unlimited number of indefinite or periodic bans on performing preventative maintenance on conveyor and bridges?

■ Yes - 11 (100%)

■ No - 0 (0%)





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