



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry and Maritime Employees Union

v

**Australian Port Services (NSW) Pty Ltd T/A Ausport Marine
(B2024/1145)**

24 September 2024

1. Ballot Result

Total Eligible Voters: 41
Total Participated: 33

33 out of 41 have answered all questions 80.5%

Final Ballot Audit: Tuesday, 24 September 2024 at 11.10 AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2024/1145) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2024/1145) 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

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Australian Port Services (NSW) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work of one (1) hour duration for an indefinite period?

- Yes - 33 (100.0%)
- No - 0 (0%)



Question 2

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Australian Port Services (NSW) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work of twelve (12) hours duration for an indefinite period?

- Yes - 33 (100.0%)
- No - 0 (0%)



Question 3

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Australian Port Services (NSW) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of work of twenty-four (24) hours duration for an indefinite period?

■ Yes - 33 (100.0%)

■ No - 0 (0%)



Question 4

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Australian Port Services (NSW) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

4. An unlimited number of bans whereby work will stop for one (1) hour at the end of each night shift between 0430 and 0530 hours for an indefinite period?

■ Yes - 33 (100.0%)

■ No - 0 (0%)



Question 5

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Australian Port Services (NSW) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

5. An unlimited number of bans whereby work will stop for one (1) hour at the beginning of each day shift between 0530 and 0630 hours for an indefinite period

- Yes - 33 (100.0%)
- No - 0 (0%)



Question 6

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Australian Port Services (NSW) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

6. An unlimited number of bans on the performance of overtime for an indefinite period?

- Yes - 33 (100.0%)
- No - 0 (0%)



Question 7

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Australian Port Services (NSW) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

7. An unlimited number of bans on Leading Hand/number one (1) in back filling of any absence with any other employee on or within the roster for an indefinite period?

- Yes - 33 (100.0%)
- No - 0 (0%)



Question 8

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Australian Port Services (NSW) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans on the performance of work by any employee on or within the roster other than shift number they have been initially allocated to for an indefinite period?

- Yes - 33 (100.0%)
- No - 0 (0%)



Question 9

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Australian Port Services (NSW) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

9. An unlimited number of bans on the performance of administration paperwork for a Shift-Controller or Leading Hand/number one (1) for a twenty-four (24) hour duration for an indefinite period?

■ Yes - 33 (100.0%)

■ No - 0 (0%)





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