



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry and Maritime Employees Union

v

Qube Ports Pty Ltd

(B2024/1429)

28 November 2024

1. Ballot Result

Total Eligible Voters: 117
Total Participated: 114

114 out of 117 have answered all questions 97.4%

Final Ballot Audit: Thursday, 28 November 2024 at 2.35pm AWST

Diagram 1: Final Vote Participation

<p>Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2024/1429) - Fremantle Voters: 117 Total Participated: 114 (97.4%)</p>
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2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2024/1429) – Fremantle has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2024/1429) – Fremantle result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

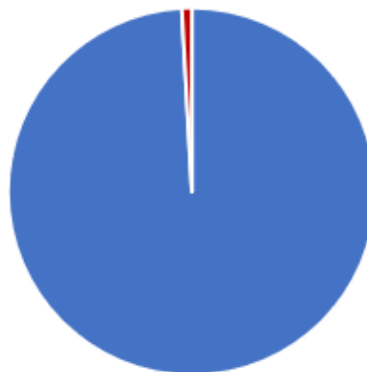
3. Questions and Results

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 Qube, 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 1 hour duration?

- Yes - 113 (99.1%)
- No - 1 (0.9%)

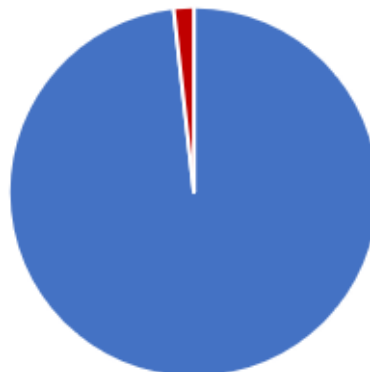


Question 2

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 Qube, 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 4 hours duration?

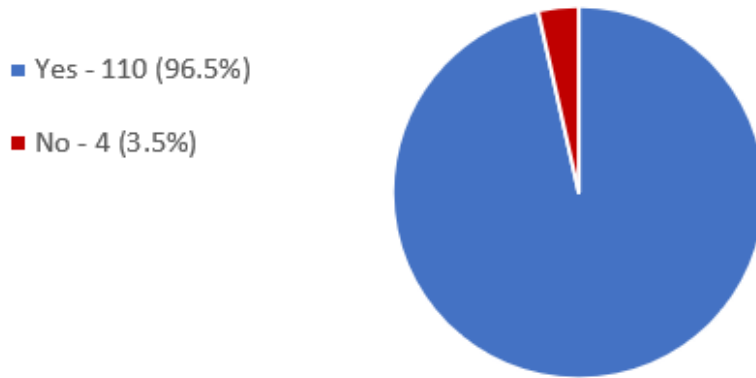
- Yes - 112 (98.2%)
- No - 2 (1.8%)



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 Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

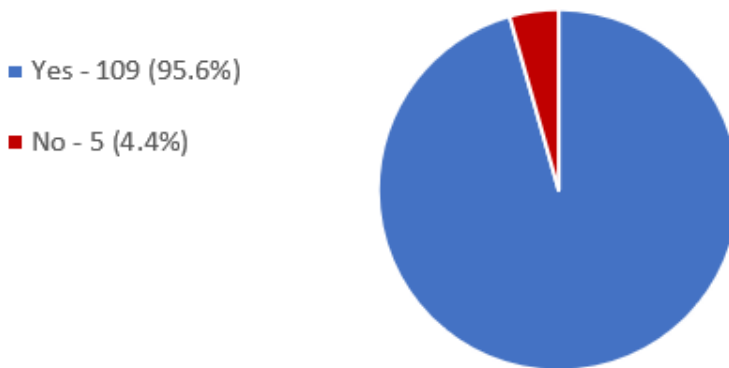
3. An unlimited number of stoppages of work of 8 hours duration?



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 Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work of 12 hours duration?

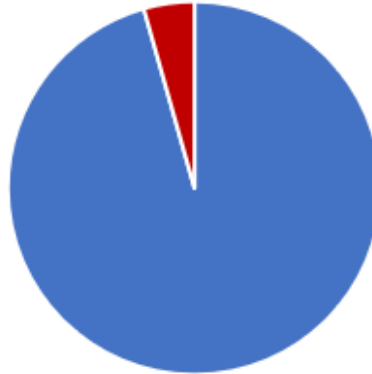


Question 5

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 Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

5. An unlimited number of stoppages of work of 24 hours duration?

- Yes - 109 (95.6%)
- No - 5 (4.4%)

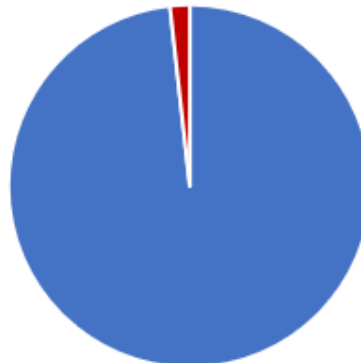


Question 6

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 Qube, 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 any work on any ship for a period of 8 hours commencing at the time that ship has been tied up to the wharf?

- Yes - 112 (98.2%)
- No - 2 (1.8%)

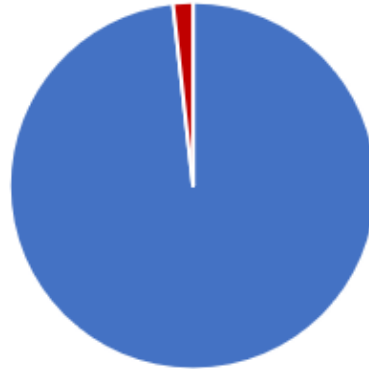


Question 7

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 Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

7. An unlimited number of bans on the performance of work on any shift that is not a shift of 8 hours duration?

- Yes - 112 (98.2%)
- No - 2 (1.8%)

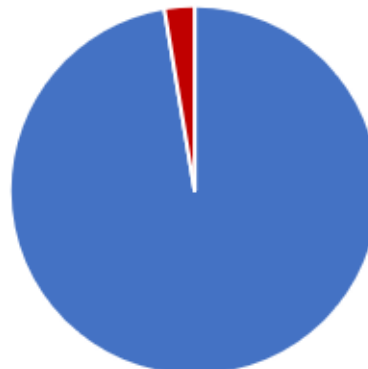


Question 8

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 Qube, 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 on any shift that does not commence at 0700, 1500 or 2300 hours?

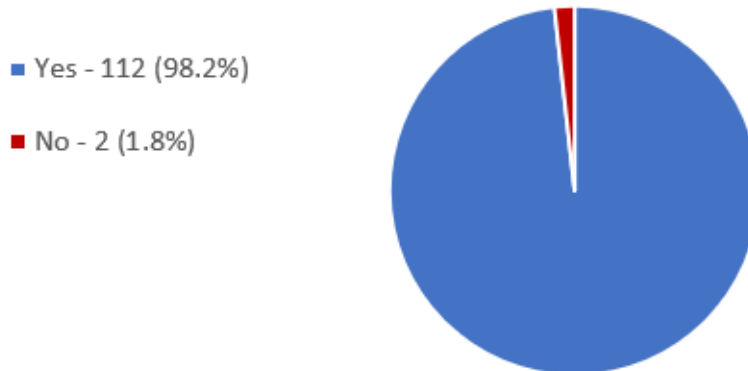
- Yes - 111 (97.4%)
- No - 3 (2.6%)



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 Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

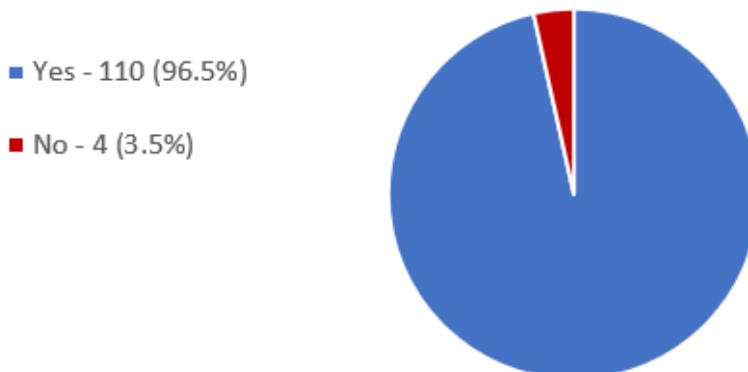
9. An unlimited number of bans on the performance of shift extensions?



Question 10

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 Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

10. An unlimited number of bans on the performance of shift pre-starts?

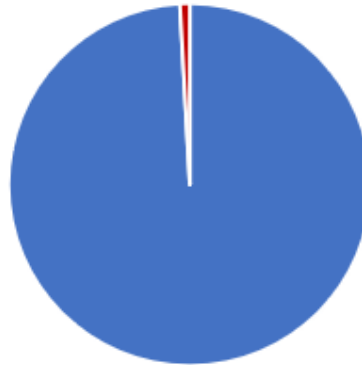


Question 11

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 Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

11. An unlimited number of bans on the performance of work between 2300 and 0700 hours?

- Yes - 113 (99.1%)
- No - 1 (0.9%)

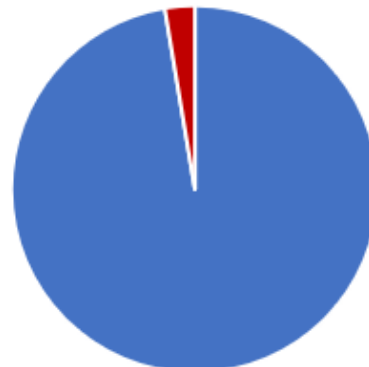


Question 12

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 Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

12. An unlimited number of bans on the performance of work on any nominated vessel?

- Yes - 111 (97.4%)
- No - 3 (2.6%)



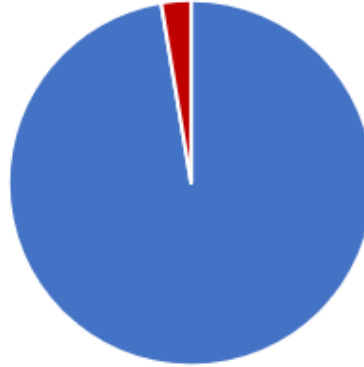
Question 13

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 Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

13. An unlimited number of bans on driving above 15km/h on any wharf, and on any PCC, PCTC and Ro-Ro vessels?

■ Yes - 111 (97.4%)

■ No - 3 (2.6%)





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