



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Independent Education Union of Australia

v

**Roman Catholic Church For The Diocese Of Maitland-
Newcastle Trading As The Diocese Of Maitland-Newcastle
Catholic Schools Office T/A Diocese Of Maitland- Newcastle
Catholic Schools Office
(B2024/493)**

24 May 2024

1. Ballot Result

Total Eligible Voters: 96
Total Participated: 83

83 out of 96 have answered all questions 86.5%

Final Ballot Audit: Friday, 24 May 2024 at 11.10am AWST

Diagram 1: Final Vote Participation

Independent Education Union of Australia Protected Action Ballot (B2024/493) Voters: 96 Total Participated: 83 (86.5%)

2. CiVS Independence Declaration

The Independent Education Union of Australia Protected Action Ballot (B2024/493) has been managed and declared independent of all other parties.

The Independent Education Union of Australia Protected Action Ballot (B2024/493) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

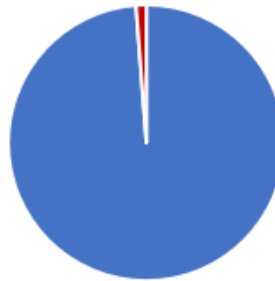
3. Questions and Results

Question 1

“Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at the Roman Catholic Church for the Diocese of Maitland-Newcastle trading as the Diocese of Maitland Newcastle Catholic Schools Office engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

1. An unlimited number of stoppages of work for part of an hour in duration;

- Yes - 82 (98.8%)
- No - 1 (1.2%)

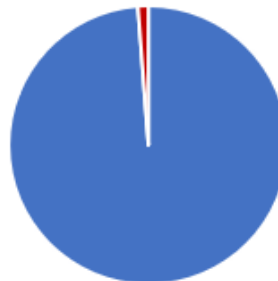


Question 2

“Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at the Roman Catholic Church for the Diocese of Maitland-Newcastle trading as the Diocese of Maitland Newcastle Catholic Schools Office engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

2. An unlimited number of stoppages of work for one or more full hours in duration;

- Yes - 82 (98.8%)
- No - 1 (1.2%)

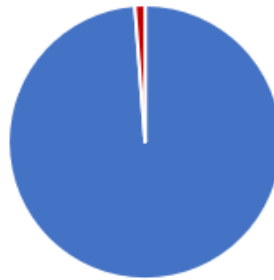


Question 3

“Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at the Roman Catholic Church for the Diocese of Maitland-Newcastle trading as the Diocese of Maitland Newcastle Catholic Schools Office engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

3. An unlimited number of stoppages for a half work day in duration;

- Yes - 82 (98.8%)
- No - 1 (1.2%)

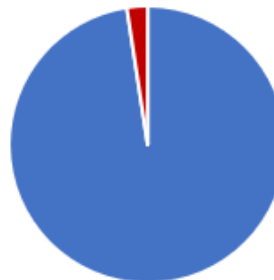


Question 4

“Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at the Roman Catholic Church for the Diocese of Maitland-Newcastle trading as the Diocese of Maitland Newcastle Catholic Schools Office engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

4. An unlimited number of stoppages for a full work day in duration;

- Yes - 81 (97.6%)
- No - 2 (2.4%)



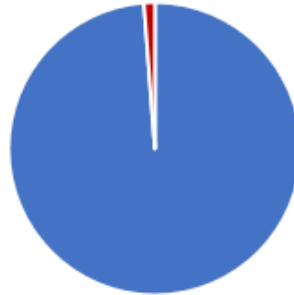
Question 5

"Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at the Roman Catholic Church for the Diocese of Maitland-Newcastle trading as the Diocese of Maitland Newcastle Catholic Schools Office engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

5. During a stoppage of work, the provision of information (in any form) concerning the views of employees about any aspect of the Union campaign or the enterprise agreement to the media and/or any other member of the community including parents and students in schools operated by the Roman Catholic Church for the Diocese of Maitland - Newcastle trading as the Diocese of Maitland Newcastle Catholic Schools Office ;

■ Yes - 82 (98.8%)

■ No - 1 (1.2%)



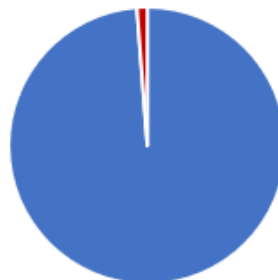
Question 6

"Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at the Roman Catholic Church for the Diocese of Maitland-Newcastle trading as the Diocese of Maitland Newcastle Catholic Schools Office engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

6. The wearing or display in any way of insignia, slogans and/or any other material concerning the Union campaign about the enterprise agreement."

■ Yes - 82 (98.8%)

■ No - 1 (1.2%)





(08) 6314 0580
info@civs.com.au

