



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Mining and Energy Union

v

**Anglo Coal (Dawson Services) Pty Ltd
(B2024/1449)**

25 November 2024

1. Ballot Result

Total Eligible Voters: 337
Total Participated: 248

248 out of 337 have answered all questions 73.6%

Final Ballot Audit: Monday, 25 November 2024 at 12.05pm AWST

Diagram 1: Final Vote Participation

Mining and Energy Union Protected Action Ballot (B2024/1449)
Voters: 337
Total Participated: 248 (73.6%)

2. CiVS Independence Declaration

The Mining and Energy Union Protected Action Ballot (B2024/1449) has been managed and declared independent of all other parties.

The Mining and Energy Union Protected Action Ballot (B2024/1449) result has been audited and the declared result is assured.

Yours Sincerely,



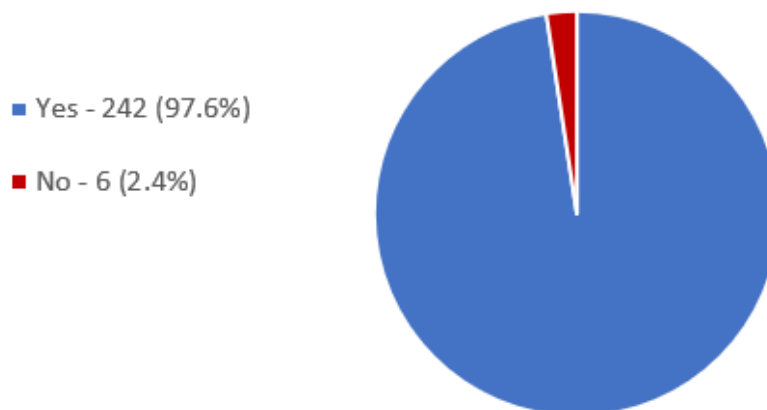
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

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 which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

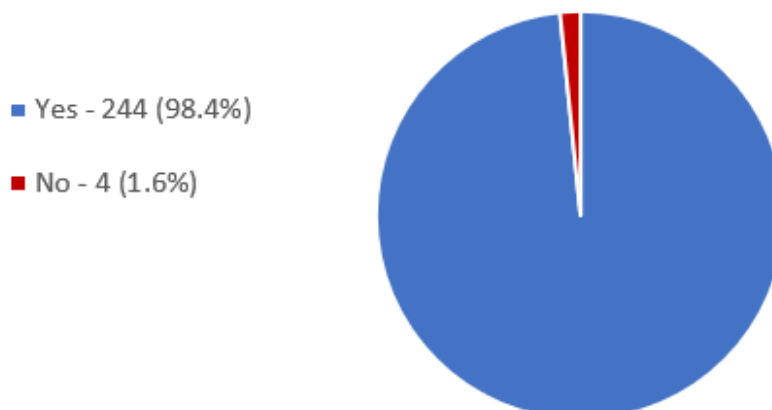
1. An unlimited number of stoppages of work, including consecutive stoppages of work, for a shift length in duration?



Question 2

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

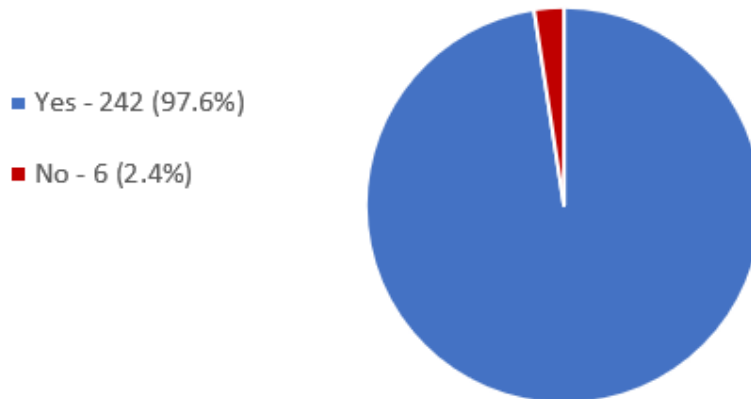
2. An unlimited number of stoppages of work, including consecutive stoppages of work, for two (2) hours in duration?



Question 3

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

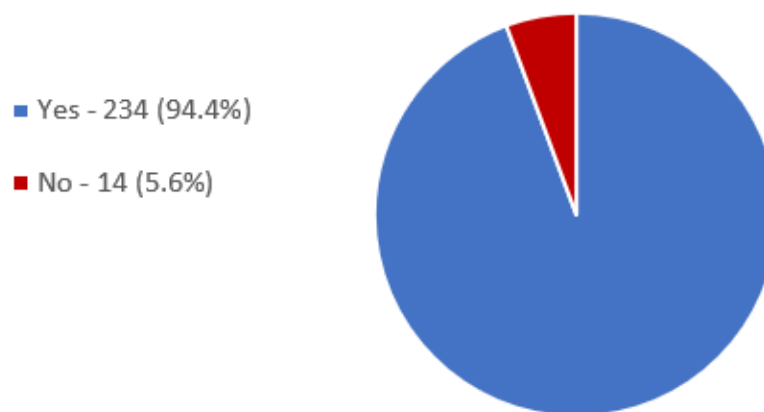
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?



Question 4

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

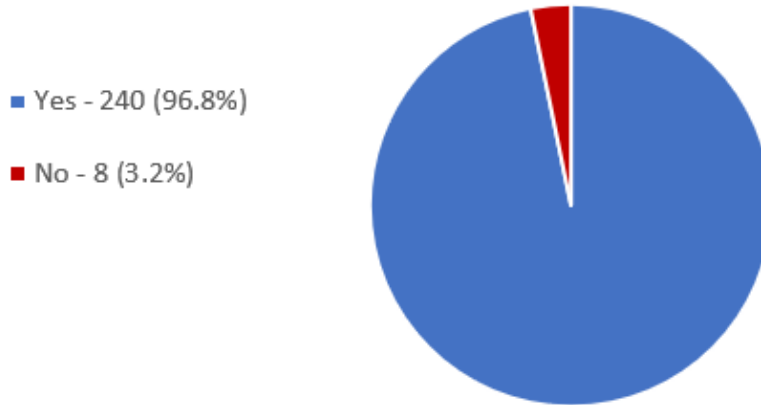
4. An unlimited number of indefinite or periodic bans on working non-rostered overtime?



Question 5

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

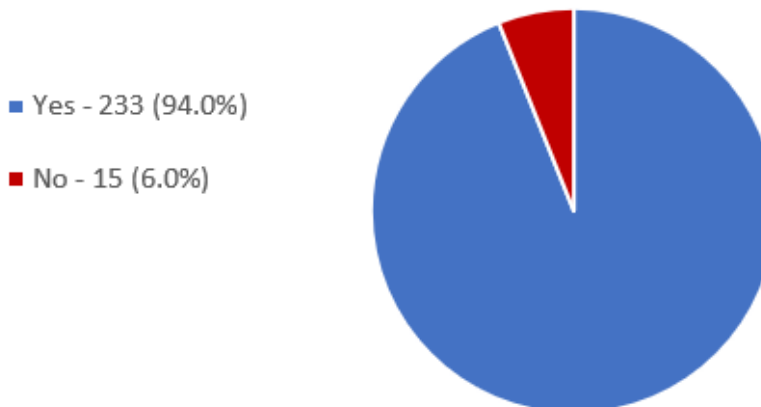
5. An unlimited number of actions where employees determine the time and location of their meal breaks?



Question 6

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

6. An unlimited number of bans on training and assessing other coal mine workers?





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