



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**NewCold Melbourne Pty Ltd T/A NewCold Melbourne and  
NewCold Melbourne No 2 Pty Ltd T/A NewCold Melbourne  
(B2024/1207)**

**1 October 2024**

# 1. Ballot Result

Total Eligible Voters: 55  
Total Participated: 43

43 out of 55 have answered all questions 78.2%

Final Ballot Audit: Tuesday, 1 October 2024 at 12.05pm AWST

*Diagram 1: Final Vote Participation*

<b>United Workers' Union Protected Action Ballot (B2024/1207)</b> Voters: 55 Total Participated: 43 (78.2%)
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## 2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,



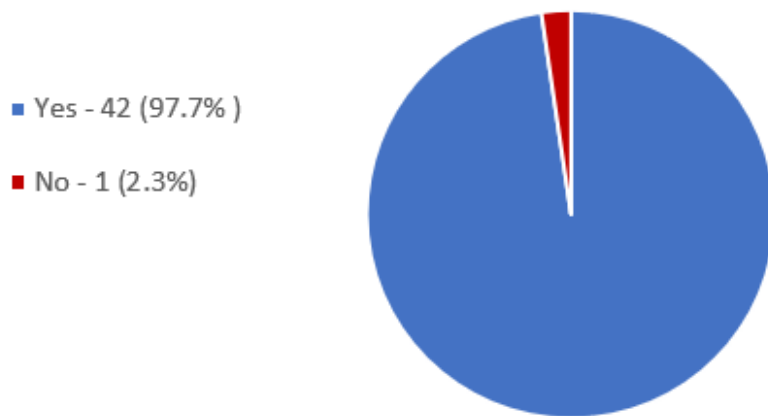
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

#### Question 1

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

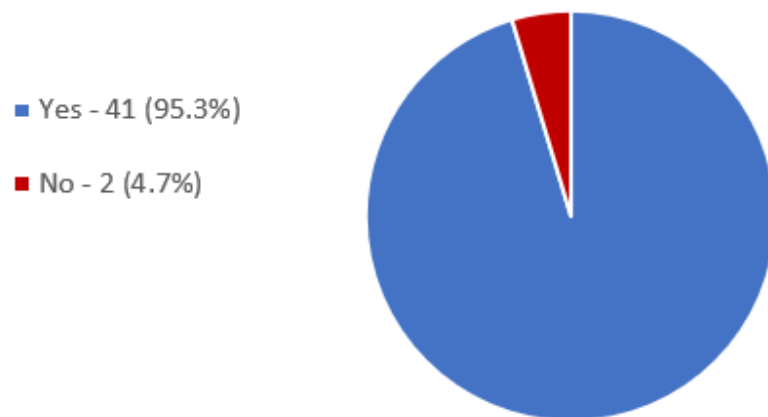
1. An unlimited number of stoppages of all work for up to 4 hours duration?



#### Question 2

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

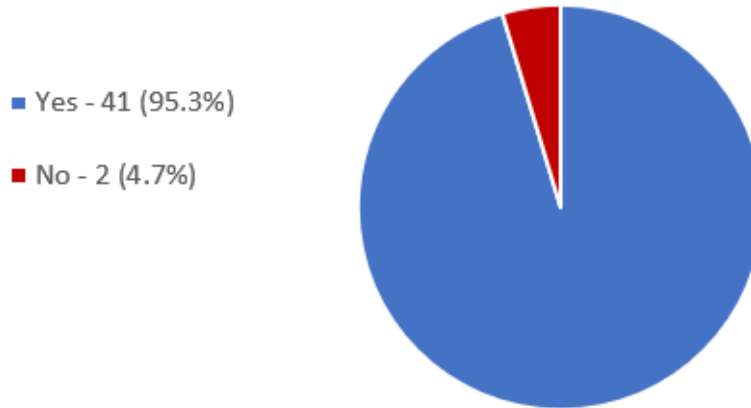
2. An unlimited number of stoppages of all work for up to 24 hours duration?



### Question 3

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

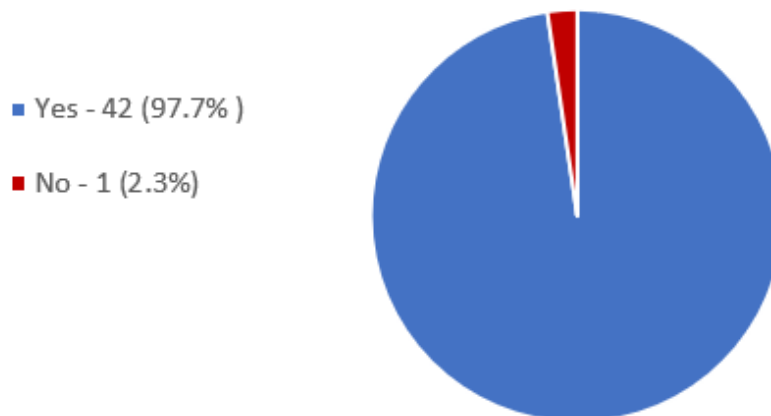
3. An unlimited number of stoppages of all work for an indefinite duration?



### Question 4

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

4. An unlimited number of bans on the performance of overtime for an indefinite duration?

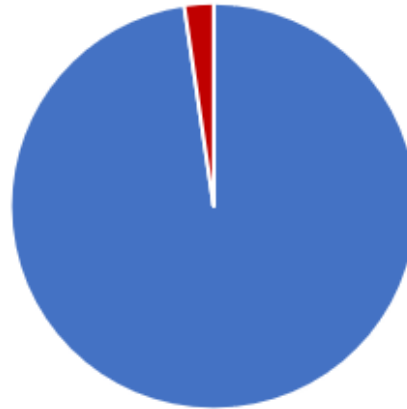


## Question 5

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of bans on all data collection and/or data entry and/or paper work of an indefinite duration?

- Yes - 42 (97.7%)
- No - 1 (2.3%)

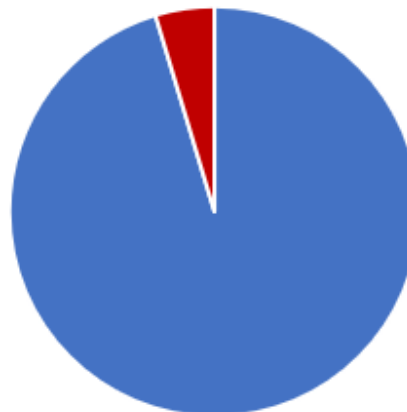


## Question 6

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of bans on picking pallets with the use of a crane of an indefinite duration?

- Yes - 41 (95.3%)
- No - 2 (4.7%)

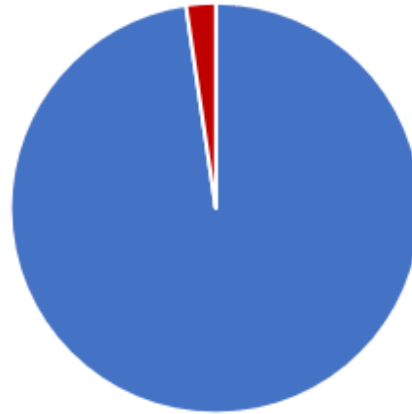


## Question 7

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of bans on putting away pallets with the use of a crane of an indefinite duration?

- Yes - 42 (97.7%)
- No - 1 (2.3%)

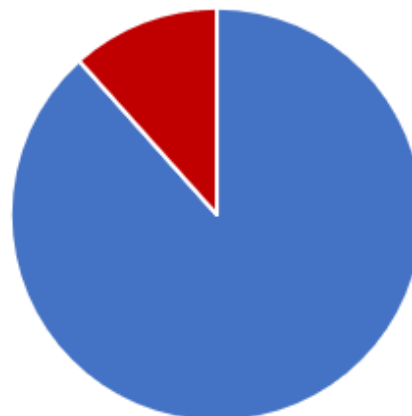


## Question 8

In support of reaching an Enterprise Agreement with NewCold Melbourne Pty Ltd and NewCold Melbourne No 2 Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans on investigating and/or rectifying faults on a crane?

- Yes - 38 (88.4%)
- No - 5 (11.6%)





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