



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**Vinidex Pty Ltd**

**B2024/788**

**11 July 2024**

# 1. Ballot Result

Total Eligible Voters: 78  
Total Participated: 72

72 out of 78 have answered all questions 92.3%

Final Ballot Audit: Thursday, 11 July 2024 at 12.10pm AWST

*Diagram 1: Final Vote Participation*

**United Workers' Union Protected Action Ballot (B2024/788)**

Voters: 78

Total Participated: 72 (92.3%)

## 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

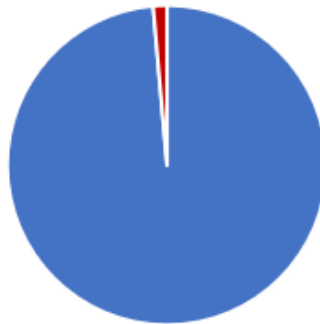
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of work of between one (1) and four (4) hours' duration?

- Yes - 71 (98.6%)
- No - 1 (1.4%)

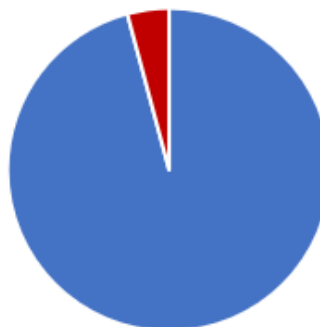


#### Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of stoppages of work of 24 hours' duration?

- Yes - 69 (95.8%)
- No - 3 (4.2%)

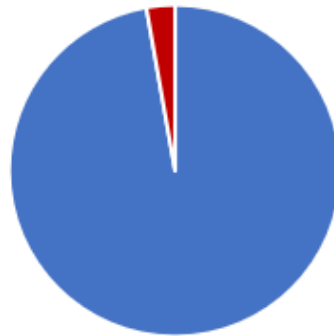


### Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of stoppages of work of indefinite duration?

- Yes - 70 (97.2%)
- No - 2 (2.8%)

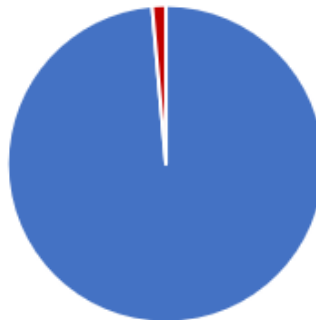


### Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of bans of up to four (4) hours' duration on monitoring and/or operating production lines in excess of 50% maximum line speed and/or capacity?

- Yes - 71 (98.6%)
- No - 1 (1.4%)

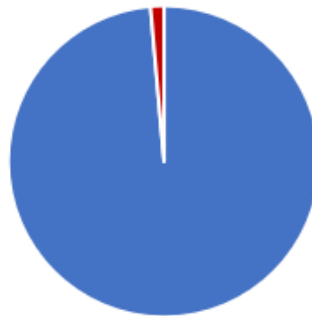


## Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of periodic or indefinite bans on the performance of overtime?

- Yes - 71 (98.6%)
- No - 1 (1.4%)

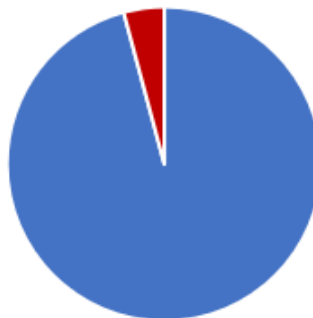


## Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of bans on all data collection and/or data entry and/or filling out of paperwork of indefinite duration?

- Yes - 69 (95.8%)
- No - 3 (4.2%)

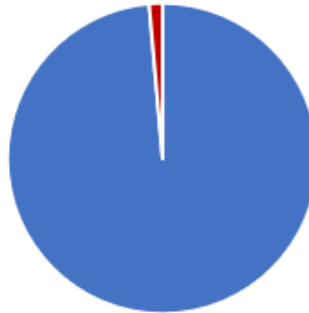


## Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of bans on the loading and/or unloading of trucks of indefinite duration?

- Yes - 71 (98.6%)
- No - 1 (1.4%)

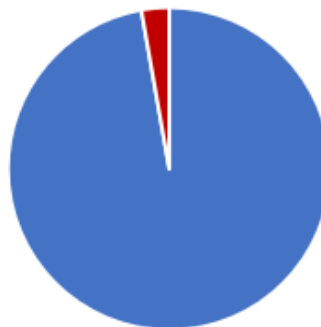


## Question 8

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of stoppages of work of up to 1 hour's duration for the purposes of speaking to the media about the reasons for the industrial action and the Union's campaign for a new enterprise agreement?

- Yes - 70 (97.2%)
- No - 2 (2.8%)



## Question 9

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of stoppages of work of up to 1 hour's duration for the purposes of distributing material and speaking to the employer's customers or clients or other members of the public about the reasons for the industrial action and the Union's campaign for a new enterprise agreement?

- Yes - 72 (100.0%)
- No - 0 (0%)

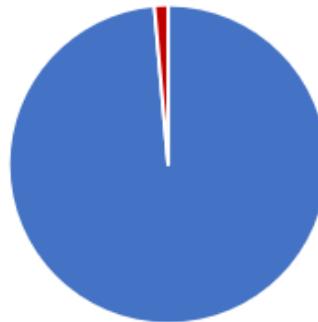


## Question 10

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of indefinite or periodic bans on the performance or acceptance of work without a union t-shirt worn over, or instead of, the prescribed uniform (excluding any required personal protective equipment)?

- Yes - 71 (98.6%)
- No - 1 (1.4%)





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