



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Education Union

v

**Australian Capital Territory (as represented by Canberra
Institute of
Technology)
(B2023/1022)**

18 October 2023

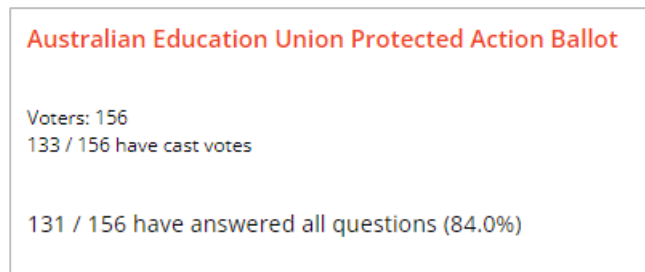
1. Ballot Result

Total Eligible Voters: 156
Total Participated: 133

131 out of 156 have answered all questions 84.0%

Final Ballot Audit: Wednesday, 18 October 2023 at 11.05am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Education Union Protected Action Ballot has been managed and declared independent of all other parties.

The Australian Education 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

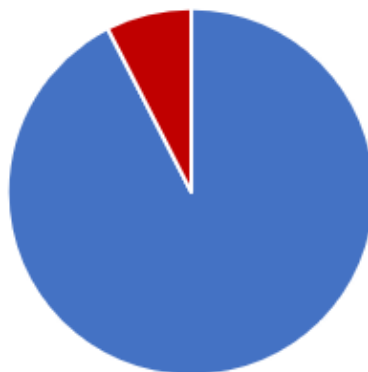
Question 1

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse 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 for periods up to one hour.

■ Yes - 123 (92%)

■ No - 10 (8%)



Question 2

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse 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 for periods up to two hours.

■ Yes - 122 (92%)

■ No - 11 (8%)

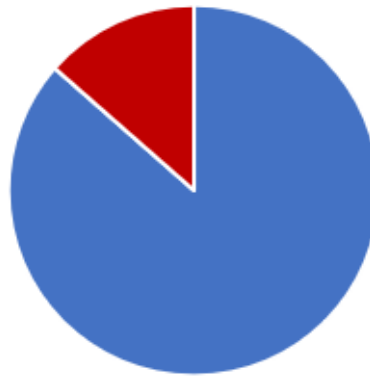


Question 3

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse 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 for periods up to half a day.

- Yes - 115 (86%)
- No - 18 (14%)

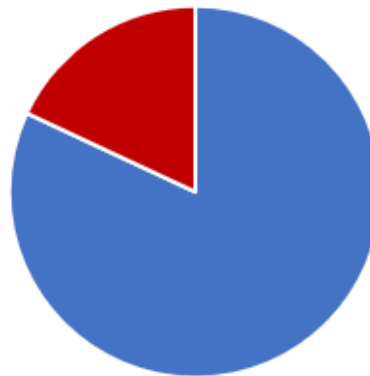


Question 4

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work for periods up to a full day.

- Yes - 109 (82%)
- No - 24 (18%)

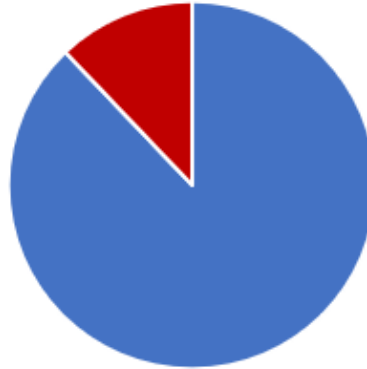


Question 5

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of bans or limitations upon one or more of the following:
a. completion of staff attendance records

- Yes - 116 (88%)
- No - 16 (12%)

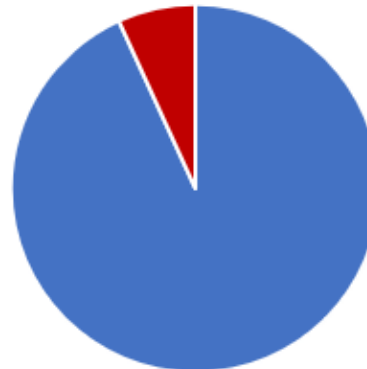


Question 5b

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

- b. provision of responses to requests for stories or content from CIT Strategic Communications

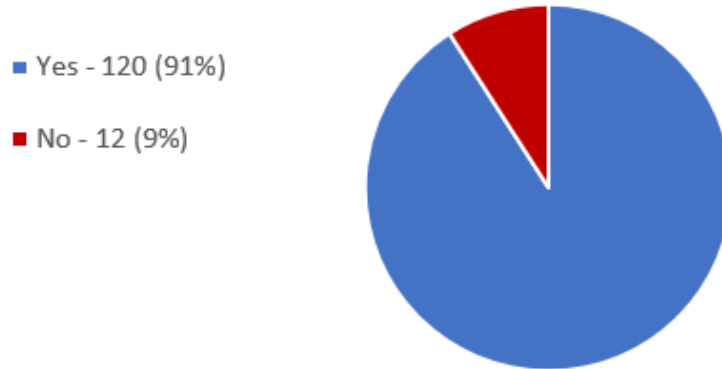
- Yes - 123 (93%)
- No - 9 (7%)



Question 5c

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

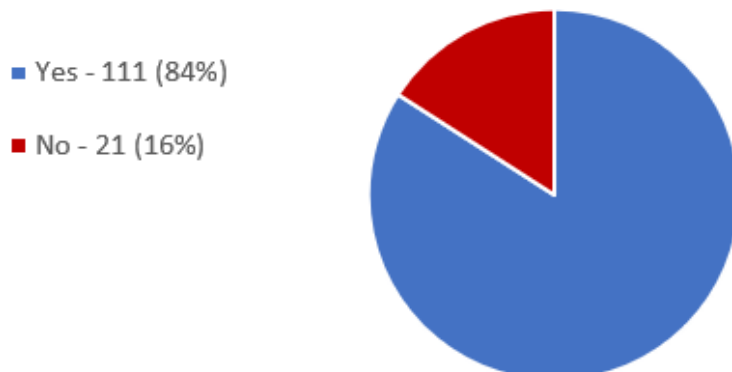
c. provision of industry contacts for event coordination



Question 5d

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

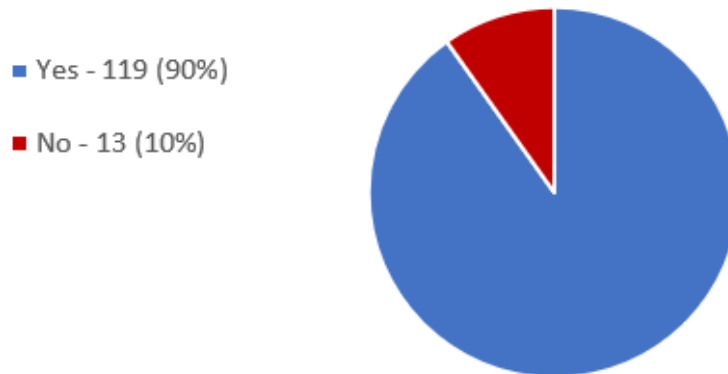
d. participation in or contribution to World Skills regional or national activity



Question 5e

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

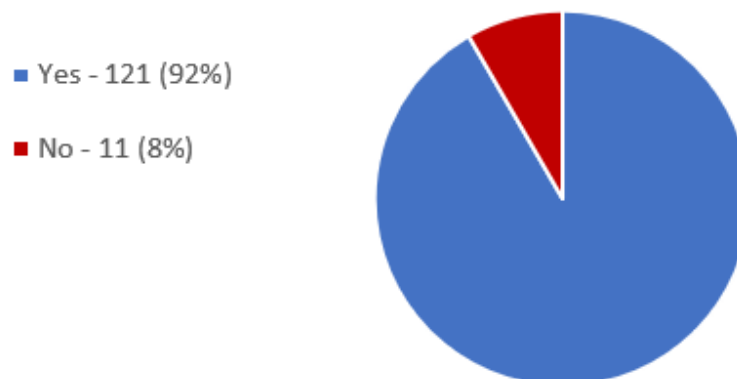
e. participation in CIT promotional events including, but not limited to, student attraction or engagement events, Careers XPo, Try a Trade or “taster” events



Question 5f

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

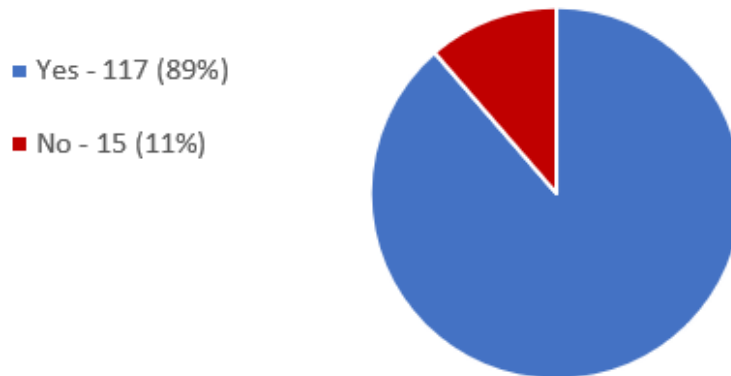
f. conduct of coordination activities related to CIT open days



Question 5g

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

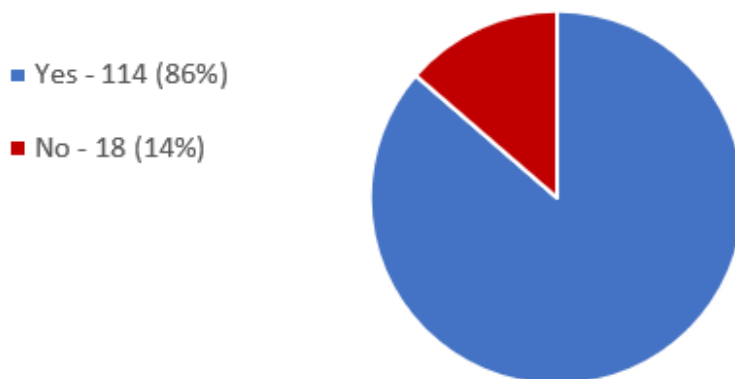
g. teacher involvement in hosting study tours or industry visits to CIT



Question 5h

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

h. calculation of new student fees for training in 2024



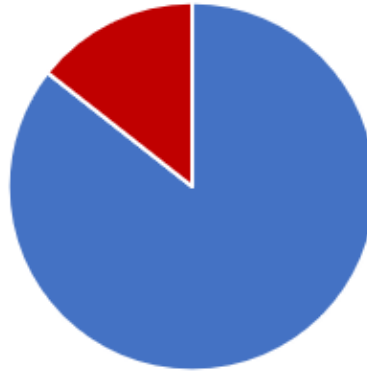
Question 5i

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

i. participation in trials of alternative working arrangements under consideration for the future CIT Woden campus

■ Yes - 113 (86%)

■ No - 19 (14%)



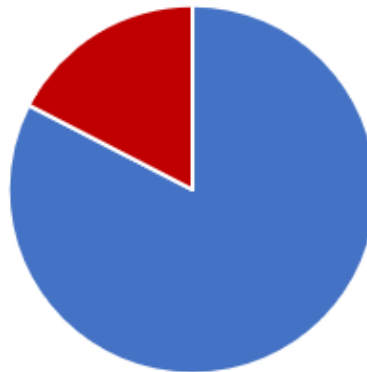
Question 5j

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

j. packing, stocktaking and moving of equipment and furniture

■ Yes - 109 (83%)

■ No - 23 (17%)



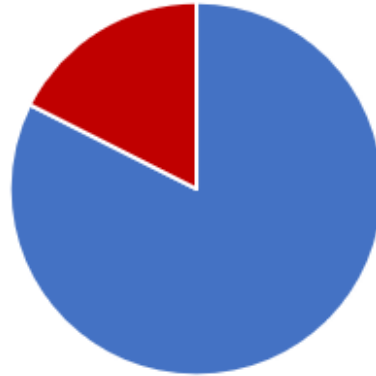
Question 5k

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

k. cleaning and maintenance of facilities, furniture and equipment

■ Yes - 108 (82%)

■ No - 23 (18%)



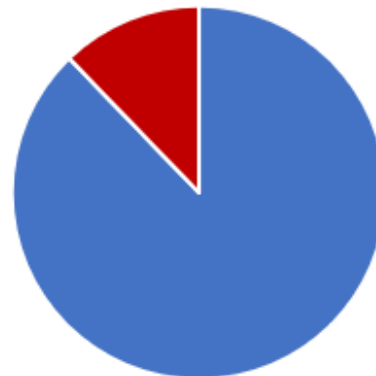
Question 5l

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

l. attendance at weekend or after-hours events

■ Yes - 115 (88%)

■ No - 16 (12%)



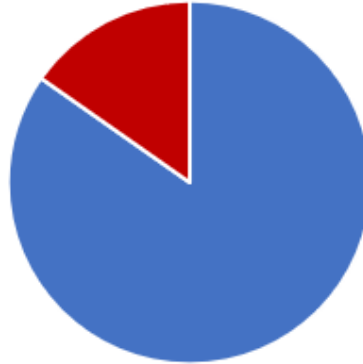
Question 5m

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

m. responding to ad hoc data or information requests from CIT Senior Executive staff.

■ Yes - 111 (85%)

■ No - 20 (15%)



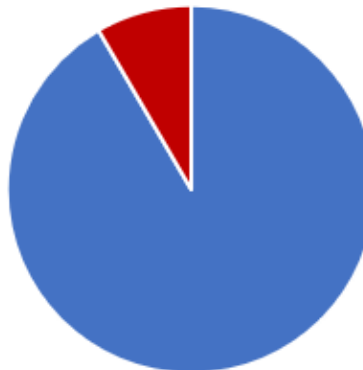
Question 6

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of actions in the form of wearing or displaying in the workplace in any way insignia, slogans and/or any other material concerning the Union campaign about the Enterprise Agreement.

■ Yes - 120 (92%)

■ No - 11 (8%)



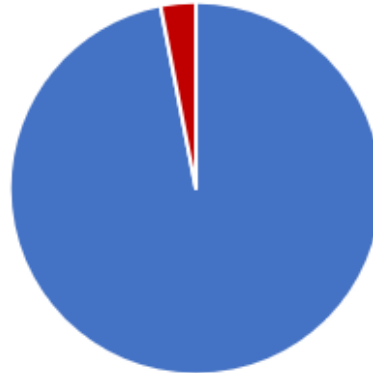
Question 7

In support of reaching an Enterprise Agreement with the Canberra Institute of Technology do you endorse the taking of protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of actions in the form of providing information authorised by the AEU ACT, through any method (verbal, written, electronically etc.) about any aspect of the Union campaign to members of the ACT community, including but not limited to, students, industry and the media.

■ Yes - 127 (97%)

■ No - 4 (3%)





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