



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

“Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers’ Union

v

**BAE Systems Australia Limited
(B2023/1253)**

8 December 2023

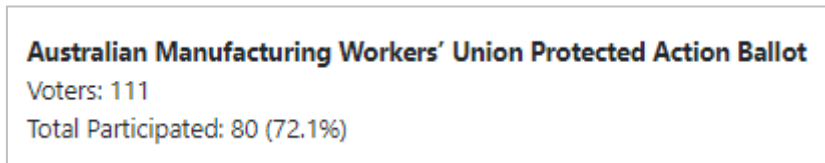
1. Ballot Result

Total Eligible Voters: 111
Total Participated: 80

80 out of 111 have answered all questions 72.1%

Final Ballot Audit: Friday, 8 December 2023 at 2.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

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

The Australian Manufacturing 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

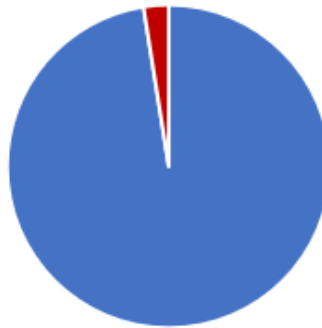
Question 1

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

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of “docking” in question 17.

1. An unlimited number of stoppages of the performance of all work for a specified duration (which could be any amount of time between 30 minutes and 48 hours inclusive)?

- Yes - 78 (97.5%)
- No - 2 (2.5%)



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 authorized by this ballot, separately, concurrently and / or consecutively in the form of the following.

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of “docking” in question 17.

2. An unlimited number of indefinite or periodic bans on overtime?

- Yes - 73 (91.2%)
- No - 7 (8.8%)



Question 3

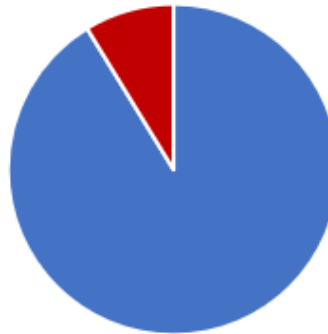
In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorized by this ballot, separately, concurrently and / or consecutively in the form of the following.

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

3. An unlimited number of indefinite or periodic bans on weekend work?

■ Yes - 73 (91.2%)

■ No - 7 (8.8%)



Question 4

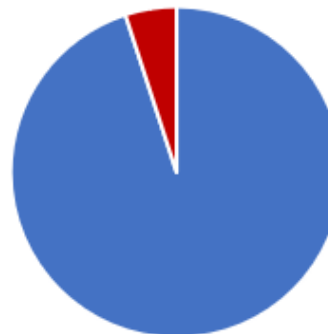
In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorized by this ballot, separately, concurrently and / or consecutively in the form of the following.

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

4. An unlimited number of indefinite or periodic bans on afternoon shift work?

■ Yes - 76 (95.0%)

■ No - 4 (5.0%)



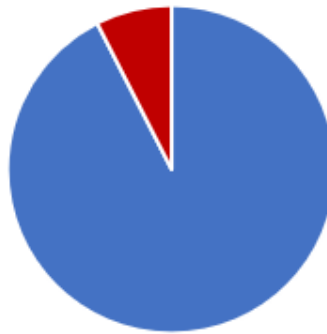
Question 5

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

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

5. An unlimited number of indefinite or periodic bans on night shift work?

- Yes - 74 (92.5%)
- No - 6 (7.5%)



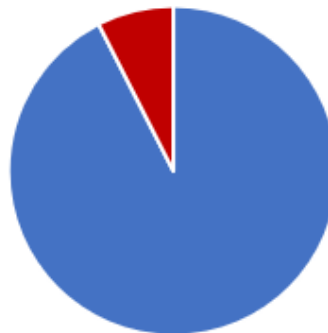
Question 6

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

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

6. An unlimited number of indefinite or periodic bans on the use of non-powered hand tools?

- Yes - 74 (92.5%)
- No - 6 (7.5%)



Question 7

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

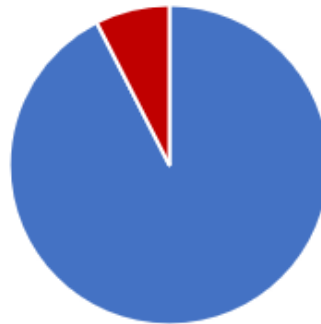
For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

7. An unlimited number of indefinite or periodic bans on the use of:

a) lathes; b) sheet milling machines; c) sheet metal folders/benders; d) pipe benders; e) guillotines; and f) presses

■ Yes - 74 (92.5%)

■ No - 6 (7.5%)



Question 8

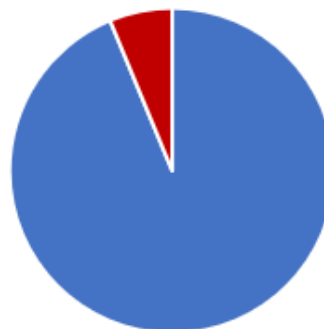
In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorized by this ballot, separately, concurrently and / or consecutively in the form of the following.

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

8. An unlimited number of indefinite or periodic bans on the performance of welding activities?

■ Yes - 75 (93.7%)

■ No - 5 (6.3%)



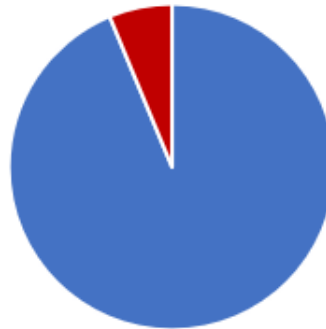
Question 9

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

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

9. An unlimited number of indefinite or periodic bans on work that would require an employee to hold a valid high-risk work licence?

- Yes - 75 (93.7%)
- No - 5 (6.3%)



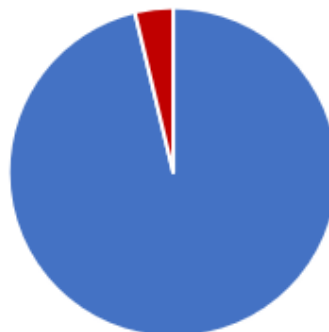
Question 10

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

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

10. An unlimited number of indefinite or periodic bans on pressurising of new systems for the purposes of testing?

- Yes - 77 (96.2%)
- No - 3 (3.8%)



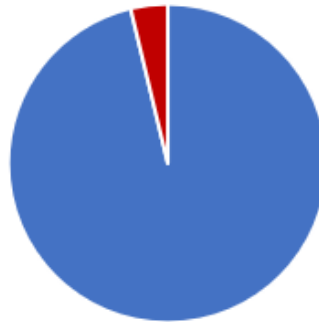
Question 11

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

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

11. An unlimited number of indefinite or periodic bans on the use of fixed and/or portable ladders?

- Yes - 77 (96.2%)
- No - 3 (3.8%)



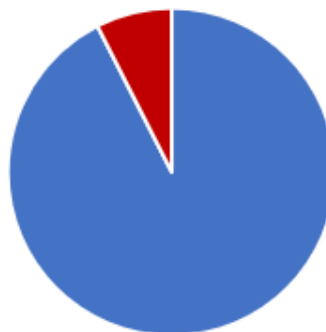
Question 12

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

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

12. An unlimited number of indefinite or periodic bans on all work performed onboard ships?

- Yes - 74 (92.5%)
- No - 6 (7.5%)



Question 13

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

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

13. An unlimited number of indefinite or periodic bans on all work once the temperature reaches 35 degrees Celsius according to the Bureau of Meteorology "Temp OC" measure at Jandakot Airport at the website Latest Weather Observations Jandakot (bom.gov.au) and to recommence when the temperature falls below 35 degrees Celsius.

- Yes - 80 (100%)
- No - 0 (0%)



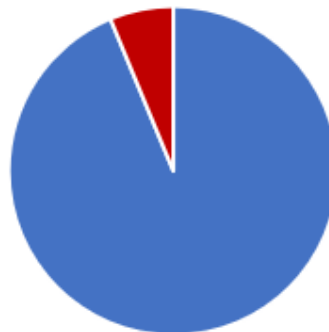
Question 14

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

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

14. An unlimited number of indefinite or periodic bans on the signing of electronic permits?

- Yes - 75 (93.7%)
- No - 5 (6.3%)



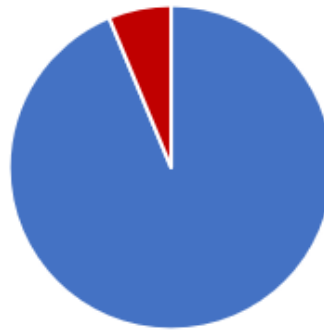
Question 15

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

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

15. An unlimited number of indefinite or periodic bans on entering the Common User Facility (CUF) for work purposes?

- Yes - 75 (93.7%)
- No - 5 (6.3%)



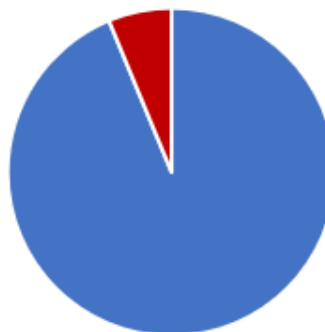
Question 16

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

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

16. An unlimited number of indefinite or periodic bans on travel to HMAS Stirling, Garden Island for work purposes?

- Yes - 75 (93.7%)
- No - 5 (6.3%)



Question 17

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

For the avoidance of doubt, none of questions 1-16 include activities that fall within the definition of "docking" in question 17.

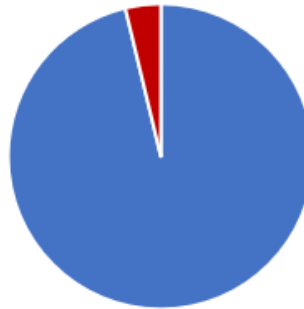
17. An unlimited number of bans on the "docking" of vessels? For the avoidance of doubt, this includes docking and undocking, wet berthing and dry docking.

The ban applies to the following activities:

- (a) building a cradle, bringing the lift facility online and preparing the lines;
- (b) throwing the lines, lifting the vessel and positioning it on the cradle; and
- (c) disconnecting the vessel for docking and pulling the vessel into place.

■ Yes - 77 (96.2%)

■ No - 3 (3.8%)





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