



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Australian Municipal, Administrative, Clerical and Services
Union**

v

**Veolia Water Operations Pty Ltd
(B2023/698)**

28 July 2023

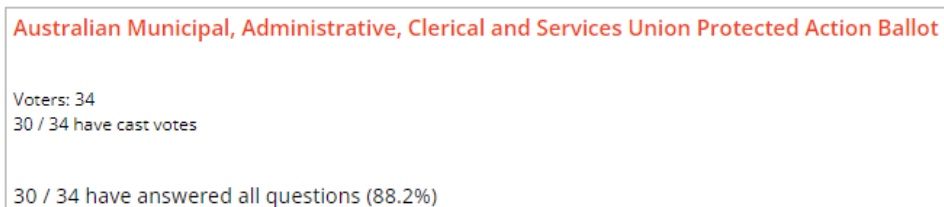
1. Ballot Result

Total Eligible Voters: 34
Total Participated: 30

30 out of 34 have answered all questions 88.2%

Final Ballot Audit: Friday, 28 July 2023 at 12.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Municipal, Administrative, Clerical and Services Union Protected Action Ballot has been managed and declared independent of all other parties.

The Australian Municipal, Administrative, Clerical and Services Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

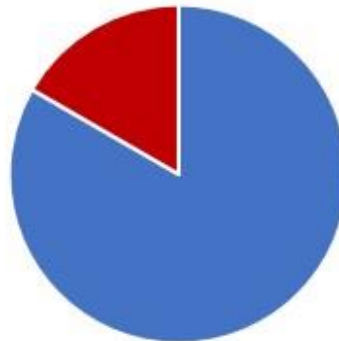
3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by ASU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

1. Taking protected industrial action in the form of an unlimited number of stoppages of work of 1 minute to 24 hours in duration

- Yes - 25 (83%)
- No - 5 (17%)

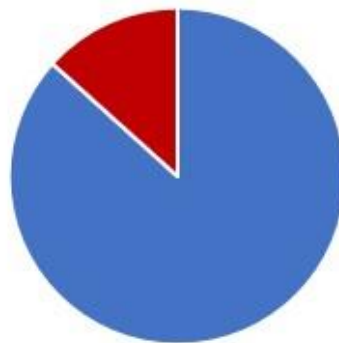


Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by ASU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

2. An unlimited number of bans or limitations on escorting visitors including Hunter Water around sites;

- Yes - 26 (87%)
- No - 4 (13%)



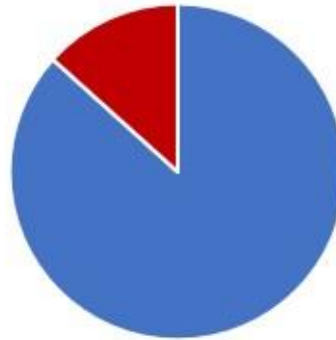
Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by ASU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

3. An unlimited number of bans or limitations on non safety critical Hazard reporting

■ Yes - 26 (87%)

■ No - 4 (13%)



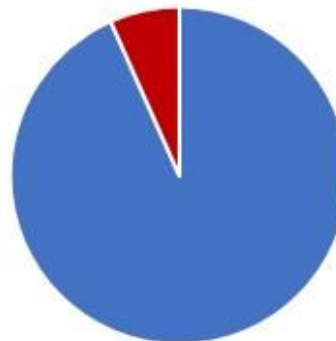
Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by ASU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

4. An unlimited number of bans or limitations on sign off on Work Orders until the last day of the month.

■ Yes - 28 (93%)

■ No - 2 (7%)

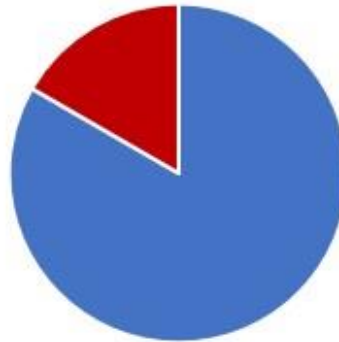


Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by ASU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

5. An unlimited number of bans or limitations on logging Work Orders under a P1

- Yes - 25 (83%)
- No - 5 (17%)

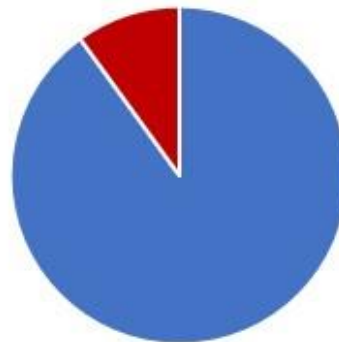


Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by ASU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

6. An unlimited number of bans or limitations on purchase orders

- Yes - 27 (90%)
- No - 3 (10%)

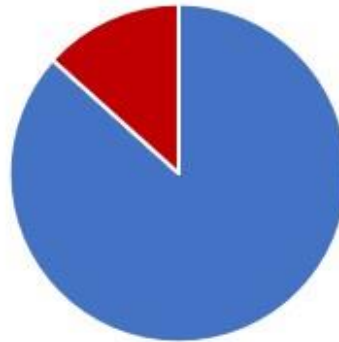


Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by ASU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

7. An unlimited number of indefinite bans on the working of overtime

- Yes - 26 (87%)
- No - 4 (13%)

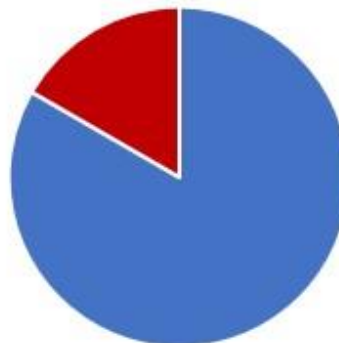


Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by ASU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

8. An unlimited number of bans or limitations on answering or making telephone calls, responding to voicemails, or sending or responding to email?

- Yes - 25 (83%)
- No - 5 (17%)



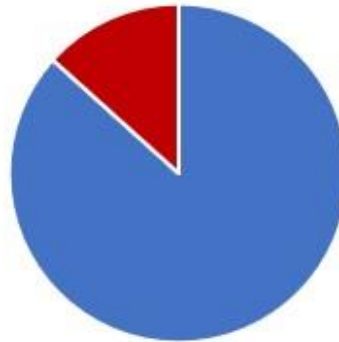
Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by ASU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

9. Unlimited number of changes and alterations to work email signature, voicemails and video conferencing meeting backgrounds that are used in the course of work. This may include but is not limited to, information about the reason for industrial action or displaying industrial action campaign material.

■ Yes - 26 (87%)

■ No - 4 (13%)





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