



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Communications, Electrical, Electronic, Energy, Information,  
Postal, Plumbing and Allied Services  
Union of Australia**

**v**

**Coca-Cola Europacific Partners Australia Pty Limited  
(B2023/1324)**

**18 December 2023**

# 1. Ballot Result

Total Eligible Voters: 13  
Total Participated: 13

13 out of 13 have answered all questions 100.0%

Final Ballot Audit: Monday, 18 December 2023 at 12.05pm AWST

*Diagram 1: Final Vote Participation*

**Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2023/1324)**  
Voters: 13  
Total Participated: 13 (100.0%)

## 2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2023/1324) has been managed and declared independent of all other parties.

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2023/1324) 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 against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) hour in duration?

- Yes - 13 (100%)
- No - 0 (0%)



#### Question 2

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

2. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?

- Yes - 13 (100%)
- No - 0 (0%)



### Question 3

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

3. An unlimited number of stoppages of work, including consecutive stoppages of work, for twenty-four (24) hours in duration?

- Yes - 13 (100%)
- No - 0 (0%)



### Question 4

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

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

- Yes - 13 (100%)
- No - 0 (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 against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of indefinite or periodic bans on responding to after hours call outs?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 6

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

6. An unlimited number of indefinite or periodic bans on performing preventative maintenance, quality assurance work, service or installation work at Hungry Jacks?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 7

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

7. An unlimited number of indefinite or periodic bans on performing service or installation work for channel-based customers including licensed, key national accounts, petroleum, vending and groceries?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 8

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

8. An unlimited number of indefinite or periodic bans on the use of company apps, except Kronos?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 9

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

9. An unlimited number of indefinite or periodic bans on paying for parking?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 10

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

10. An unlimited number of indefinite or periodic bans on the use of mobile devices for job allocation?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 11

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

11. An unlimited number of indefinite or periodic bans on the use of mobile devices for costing of jobs?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 12

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

12. An unlimited number of periodic bans on performing field services, preventative maintenance and quality assurance work on all coffee equipment?

- Yes - 13 (100%)
- No - 0 (0%)





## Question 13

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

13. An unlimited number of indefinite or periodic bans on performing new installations in any channel?

- Yes - 13 (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 against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

14. An unlimited number of indefinite or periodic bans on travelling more than 5km from the depot to perform work?

- Yes - 13 (100%)
- No - 0 (0%)





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