



**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**

**The Laminex Group T/A Laminex Group Pty Ltd  
(B2023/883)**

**12 September 2023**

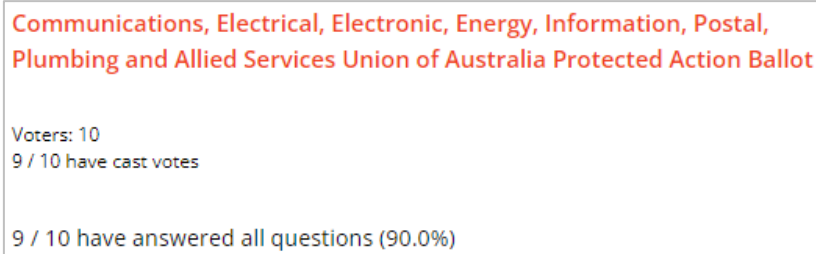
# 1. Ballot Result

Total Eligible Voters: 10  
Total Participated: 9

9 out of 10 have answered all questions 90.0%

Final Ballot Audit: Tuesday, 12 September 2023 at 2.05pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot 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 result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

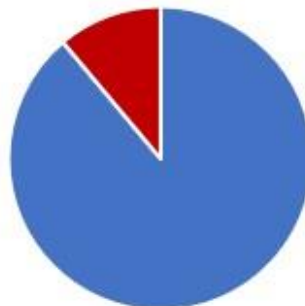
### 3. Questions and Results

#### Question 1

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

1. An unlimited number of stoppages of the performance of work for the duration of 30 minutes?

- Yes - 8 (89%)
- No - 1 (11%)

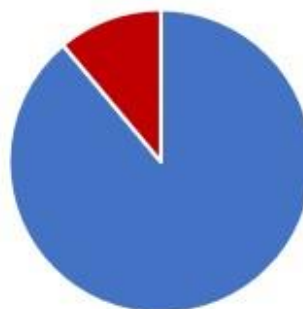


#### Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union 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 stoppages of the performance of work for the duration of 1 hour?

- Yes - 8 (89%)
- No - 1 (11%)



### Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union 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 stoppages of the performance of work for the duration of 2 hours?

■ Yes - 7 (78%)

■ No - 2 (22%)



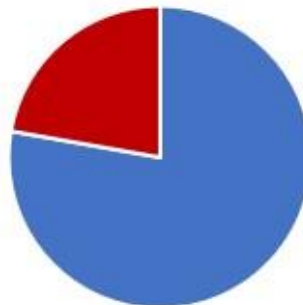
### Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union 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 stoppages of the performance of work for the duration of 4 hours?

■ Yes - 7 (78%)

■ No - 2 (22%)



## Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union 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 stoppages of the performance of work for the duration of 12 hours?

- Yes - 8 (89%)
- No - 1 (11%)

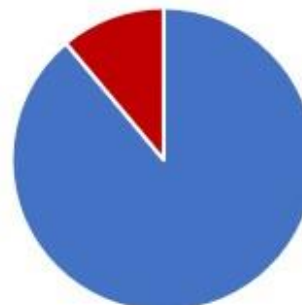


## Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union 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 stoppages of the performance of work for the duration of 24 hours?

- Yes - 8 (89%)
- No - 1 (11%)



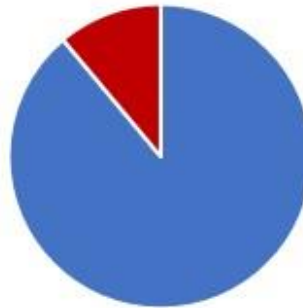
## Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union 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 or periodic bans on verifying and/or performing electrical isolations?

■ Yes - 8 (89%)

■ No - 1 (11%)



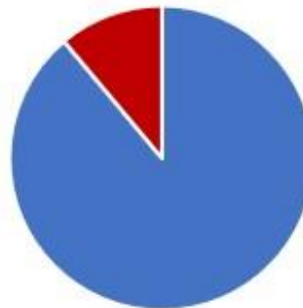
## Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union 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 indefinite or periodic bans on any use of digital multimeters?

■ Yes - 8 (89%)

■ No - 1 (11%)

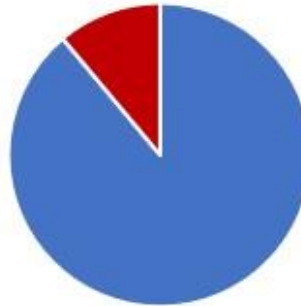


## Question 9

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

9. An unlimited number of stoppages of work, over an indefinite period or for a specified period, in order to post on social media about the bargaining and/or industrial action, regardless of whether such conduct would constitute a breach of or refusal to comply with the company's social media policy?

- Yes - 8 (89%)
- No - 1 (11%)

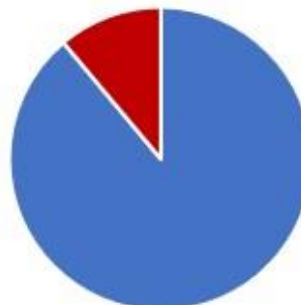


## Question 10

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

10. An unlimited number of stoppages of work, over an indefinite period or for a specified period, in order to communicate content to the media about bargaining and/or industrial action, regardless of whether such conduct would constitute a breach of or refusal to comply with the company's social media policy?

- Yes - 8 (89%)
- No - 1 (11%)

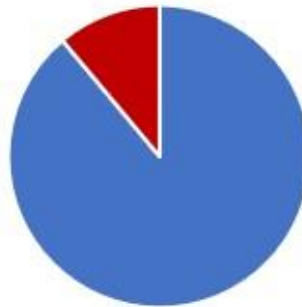


## Question 11

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

11. An unlimited number of indefinite or periodic bans on the use of flat blade screwdrivers?

- Yes - 8 (89%)
- No - 1 (11%)

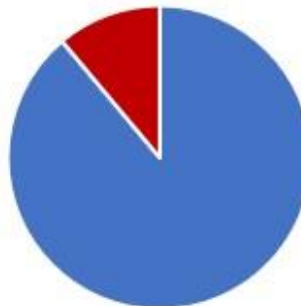


## Question 12

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

12. An unlimited number of indefinite or periodic bans on the use of EWPs?

- Yes - 8 (89%)
- No - 1 (11%)







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