



**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**

**Metal Manufactures Pty Limited T/A MM Kembla  
(B2024/50)**

**1 February 2024**

# 1. Ballot Result

Total Eligible Voters: 6  
Total Participated: 6

6 out of 6 have answered all questions 100.0%

Final Ballot Audit: Thursday, 1 February 2024 at 1.05pm AWST

*Diagram 1: Final Vote Participation*

**Communications, Electrical, Electronic, Energy, Information, Postal,  
Plumbing and Allied Services Union of Australia Protected Action Ballot  
(B2024/50)**  
Voters: 6  
Total Participated: 6 (100.0%)

## 2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/50) 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 (B2024/50) 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 authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages on the performance of work between 30 minutes and up to and including 24 hours?

- Yes - 6 (100%)
- No - 0 (0%)



#### Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of indefinite strikes?

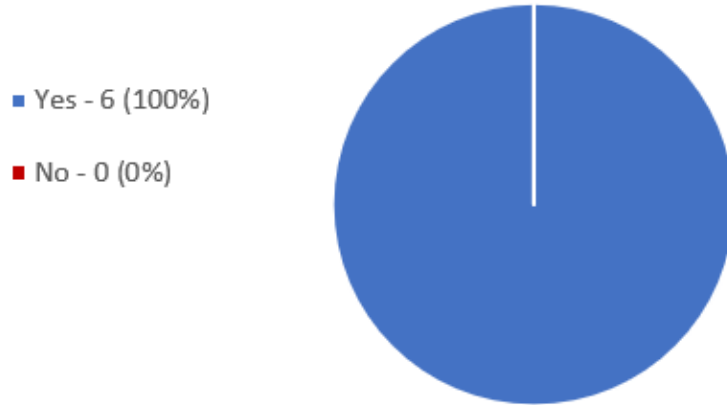
- Yes - 6 (100%)
- No - 0 (0%)



### Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

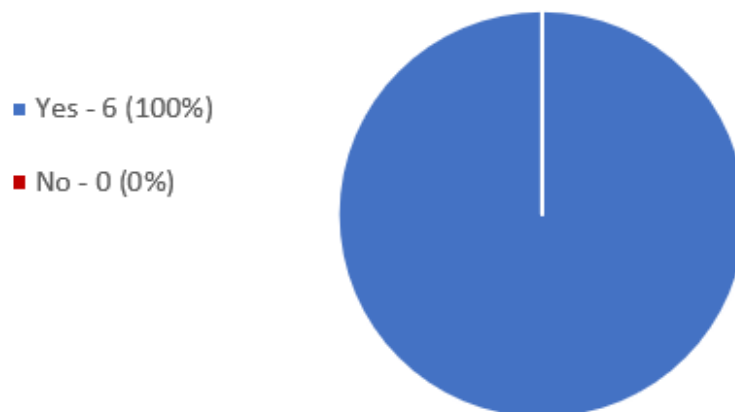
3. An unlimited number of indefinite or periodic bans on overtime?



### Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of indefinite or periodic partial work bans?



## Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of indefinite or periodic work to rule?

■ Yes - 6 (100%)

■ No - 0 (0%)





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