



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**Treasury Wine Estates Vintners Ltd T/A Treasury Wine  
Estates, Southcorp Wines Pty Ltd T/A Foster's Wine Estates  
B2024/115**

**26 February 2024**

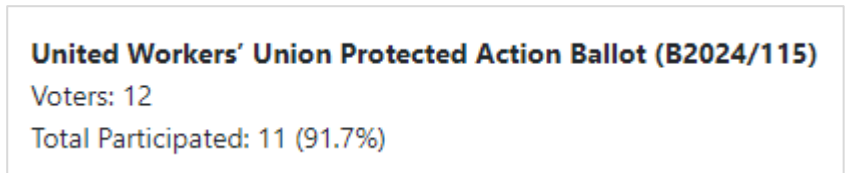
# 1. Ballot Result

Total Eligible Voters: 12  
Total Participated: 11

11 out of 12 have answered all questions 91.7%

Final Ballot Audit: Monday, 26 February 2024 at 11.45 am AWST

*Diagram 1: Final Vote Participation*



# 2. CiVS Independence Declaration

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

The United Workers' Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

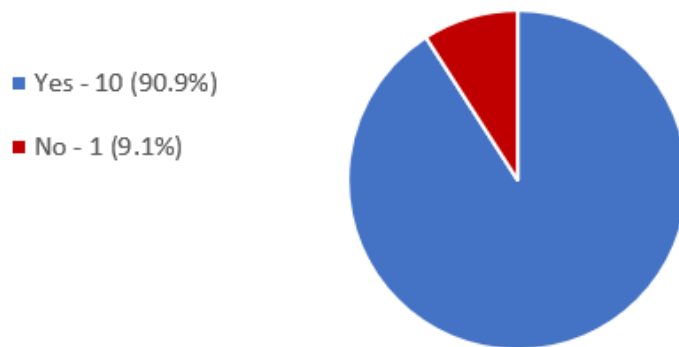
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

#### Question 1

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

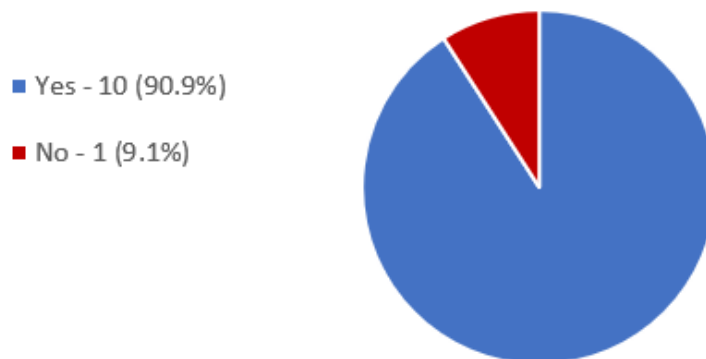
1. An unlimited number of stoppages of work of 1 hours duration?



#### 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:

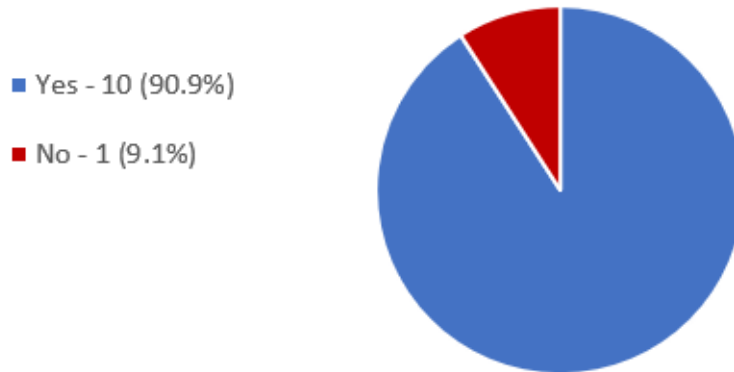
2. An unlimited number of stoppages of work of 4 hours duration?



### 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:

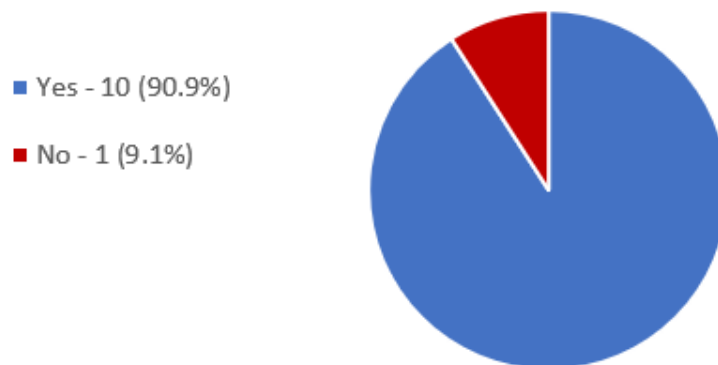
3. An unlimited number of stoppages of work of 24 hours duration?



### 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 stoppages of work of indefinite duration?



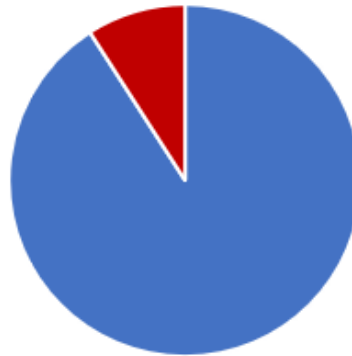
## Question 5

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 bans on overtime of indefinite duration?

■ Yes - 10 (90.9%)

■ No - 1 (9.1%)





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