



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

**Terminals Pty Ltd T/A Quantem Bulk Liquid Storage and
Handling
(B2024/418)**

24 April 2024

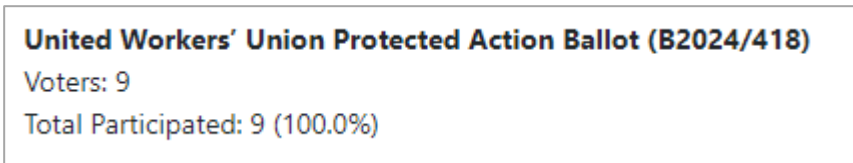
1. Ballot Result

Total Eligible Voters: 9
Total Participated: 9

9 out of 9 have answered all questions 100.0%

Final Ballot Audit: Wednesday, 24 April at 11.05 am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot (B2024/418) has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot (B2024/418) result has been audited and the declared result is assured.

Yours Sincerely,



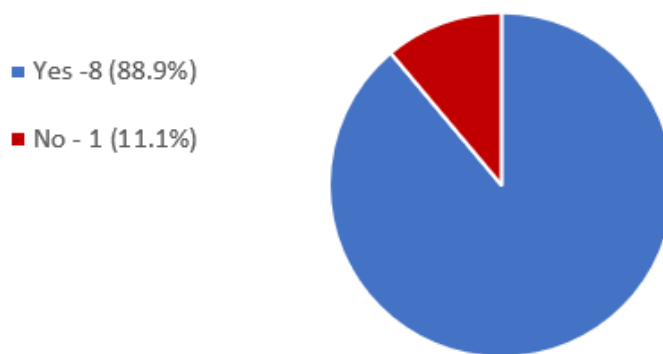
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

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:

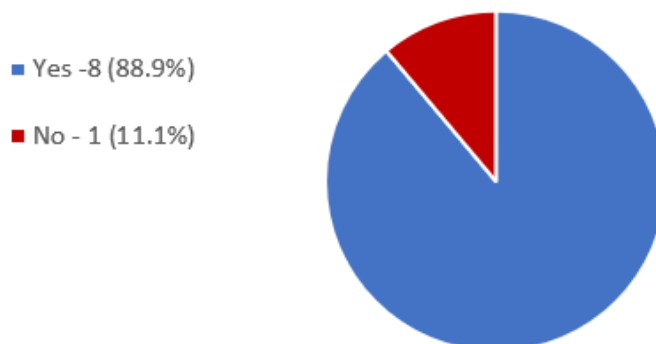
1. An unlimited number of stoppages of work of 1 hours duration which may be organised or arranged in consecutive periods?



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:

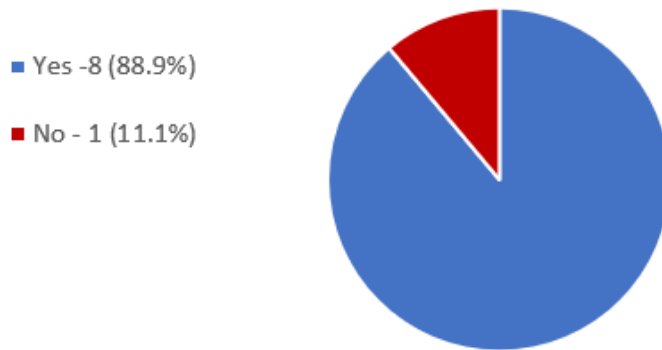
2. An unlimited number of stoppages of work of 24 hours duration which may be organised or arranged in consecutive periods?



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:

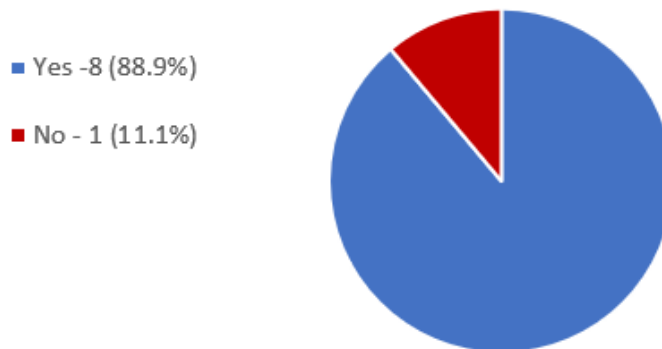
3. An unlimited number of bans or limitations on work involving the operation of boilers?



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 bans or limitations on nominated transfers of liquids, including but not limited to internal transfers; and transfers between a ship/s and a Quantem facility/s?



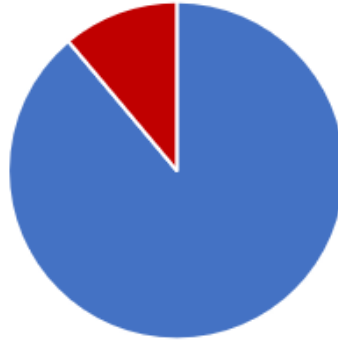
Question 5

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 nominated transfers of liquids being performed at a pressure in excess of a nominated maximum pump speed?

■ Yes - 8 (88.9%)

■ No - 1 (11.1%)



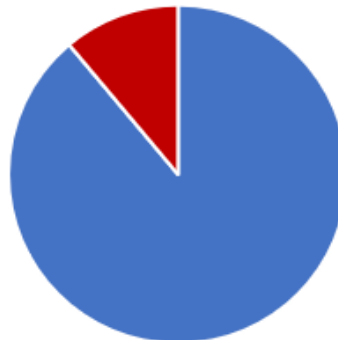
Question 6

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:

6. An unlimited number of bans or limitations on the issuing of work permits?

■ Yes - 8 (88.9%)

■ No - 1 (11.1%)



Question 7

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:

7. An unlimited number of bans or limitations on the loading of paper or ink into printers, receiving phone calls or the use of a radio in the control room (except for in the case of emergency?)

■ Yes - 9 (100%)

■ No - 0 (0%)



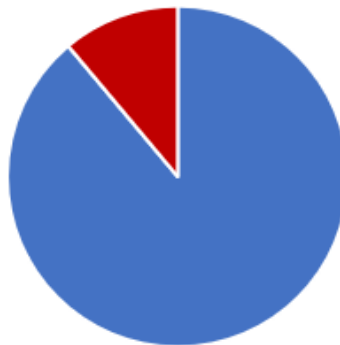
Question 8

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:

8. An unlimited number of bans or limitations on changing tanks?

■ Yes - 8 (88.9%)

■ No - 1 (11.1%)



Question 9

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:

9. An unlimited number of bans or limitations on issuing new driver or trailer cards?

- Yes - 9 (100%)
- No - 0 (0%)



Question 10

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:

10. An unlimited number of bans or limitations on performing work orders?

- Yes - 9 (100%)
- No - 0 (0%)



Question 11

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:

11. An unlimited number of bans or limitations on the performance of overtime?

- Yes - 9 (100%)
- No - 0 (0%)

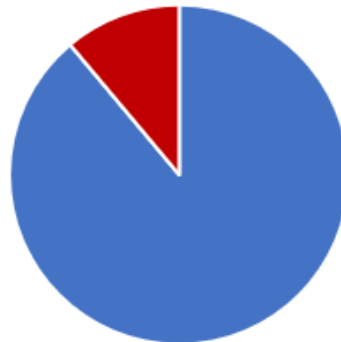


Question 12

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:

12. An unlimited number of bans or limitations in the performance of work related to shipping?

- Yes - 8 (88.9%)
- No - 1 (11.1%)



CiVS

