



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

**Anglo Coal (Moranbah North Management) Pty Ltd
(B2023/1167)**

20 November 2023

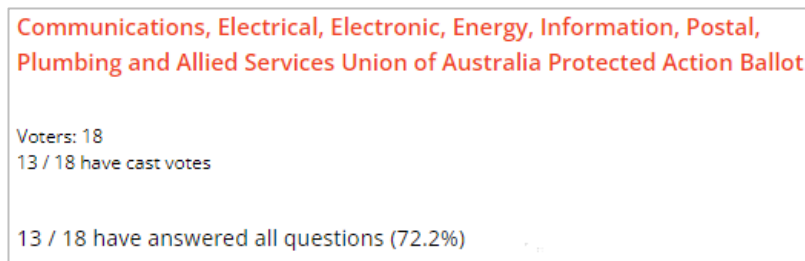
1. Ballot Result

Total Eligible Voters: 18
Total Participated: 13

13 out of 18 have answered all questions 72.2%

Final Ballot Audit: Monday, 20 November 2023 at 12.10pm 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,

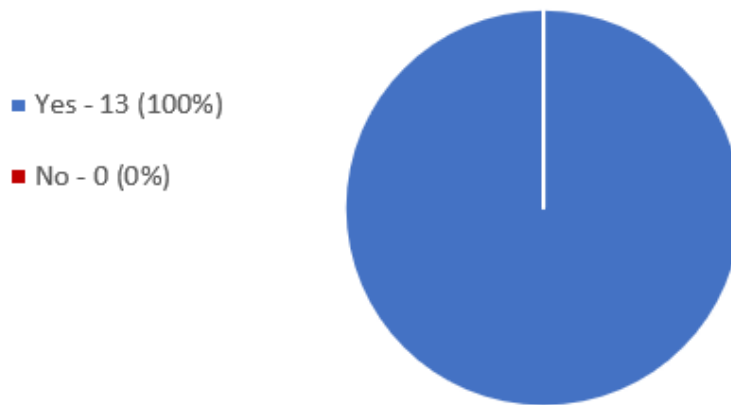
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

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

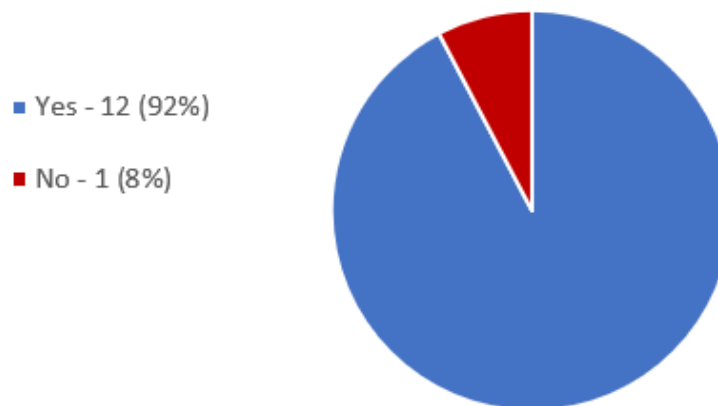
1. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) and six (6) hours in duration?



Question 2

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

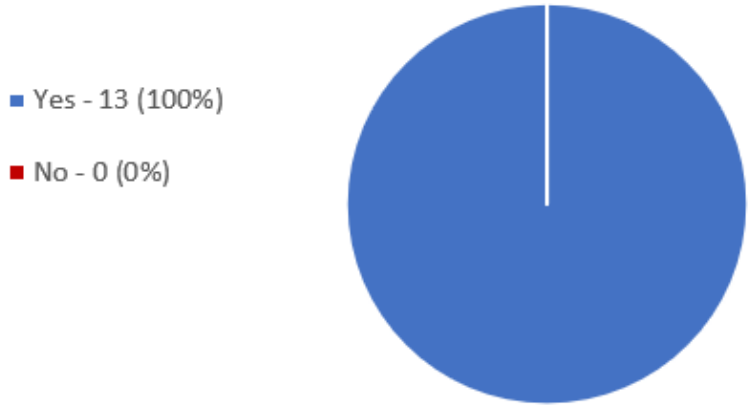
2. An unlimited number of stoppages of work, including consecutive stoppages of work, for a shift length duration?



Question 3

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

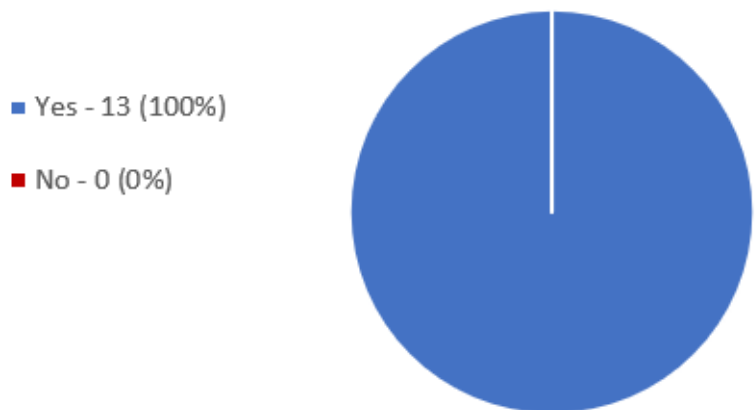
3. An unlimited number of indefinite or periodic bans on the performance of leading hand and/or supervisor duties?



Question 4

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

4. Action in the form of taking of meal breaks (crib) at a designated time and location as notified?



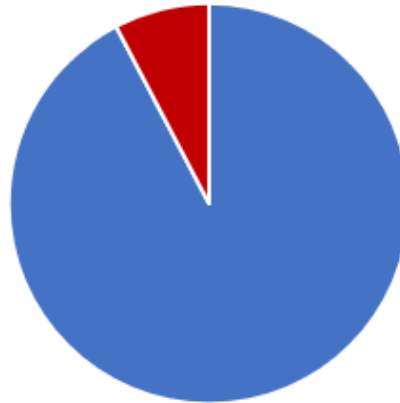
Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action 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 the performance of non-rostered overtime?

■ Yes - 12 (92%)

■ No - 1 (8%)



Question 6

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action 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 HV switching operations, except in an emergency or to make safe?

■ Yes - 13 (100%)

■ No - 0 (0%)





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