



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

**Arnott's Biscuits Limited
(B2024/29)**

30 January 2024

1. Ballot Result

Total Eligible Voters: 12
Total Participated: 12

12 out of 12 have answered all questions 100.0%

Final Ballot Audit: Tuesday, 30 January 2024 at 11.05am AWST

Diagram 1: Final Vote Participation

**Communications, Electrical, Electronic, Energy, Information, Postal,
Plumbing and Allied Services Union of Australia Protected Action Ballot
(B2024/29)**
Voters: 12
Total Participated: 12 (100.0%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/29) 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 (B2024/29) 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 CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship 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 1 hour stoppages of work?

- Yes - 12 (100%)
- No - 0 (0%)



Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship 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 2 hour stoppages of work?

- Yes - 12 (100%)
- No - 0 (0%)



Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship 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 3 hour stoppages of work?

- Yes - 12 (100%)
- No - 0 (0%)



Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship 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 4 hour stoppages of work?

- Yes - 12 (100%)
- No - 0 (0%)



Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship 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 8 hour stoppages of work?

- Yes - 12 (100%)
- No - 0 (0%)



Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship 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 12 hour stoppages of work?

- Yes - 11 (91.7%)
- No - 1 (8.3%)



Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship 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 24 hour stoppages of work?

- Yes - 12 (100%)
- No - 0 (0%)



Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship 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 48 hour stoppages of work?

- Yes - 11 (91.7%)
- No - 1 (8.3%)

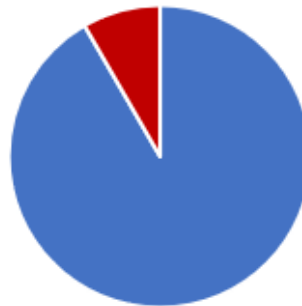


Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship 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 72 hour stoppages of work?

- Yes - 11 (91.7%)
- No - 1 (8.3%)



Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship 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 for a period of one week?

- Yes - 12 (100%)
- No - 0 (0%)

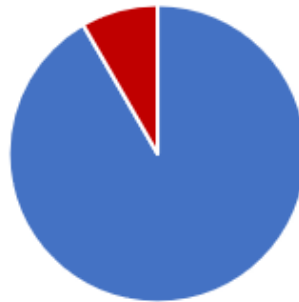


Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship 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 stoppages of work?

- Yes - 11 (91.7%)
- No - 1 (8.3%)



Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship 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 overtime?

- Yes - 12 (100%)
- No - 0 (0%)



Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

13. An unlimited number of indefinite or periodic bans on doing paperwork and/or digital reporting?

- Yes - 12 (100%)
- No - 0 (0%)



Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

14. An unlimited number of indefinite or periodic bans on the use of forklifts?

- Yes - 12 (100%)
- No - 0 (0%)



Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

15. An unlimited number of indefinite or periodic bans on the performance of work on production lines on which labour hire contractors are working?

- Yes - 12 (100%)
- No - 0 (0%)



Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

16. An unlimited number of indefinite or periodic bans on the performance of work when contract engineering staff are working on or in connection with a production line?

- Yes - 12 (100%)
- No - 0 (0%)



Question 17

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

17. An unlimited number of indefinite or periodic bans on performing electrical work including E.L.V on equipment not electrically isolated?

- Yes - 12 (100%)
- No - 0 (0%)



Question 18

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

18. An unlimited number of indefinite or periodic bans on the use of hand tools?

- Yes - 12 (100%)
- No - 0 (0%)



Question 19

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

19. An unlimited number of indefinite or periodic bans on the use of power tools?

- Yes - 12 (100%)
- No - 0 (0%)



Question 20

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

20. An unlimited number of indefinite or periodic bans on energising electrical equipment until safety commissioning tests are performed on the equipment?

- Yes - 12 (100%)
- No - 0 (0%)



Question 21

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

21. An unlimited number of indefinite or periodic bans on performing tasks which do not have a Standard Operating Procedure (SOP)?

- Yes - 12 (100%)
- No - 0 (0%)



Question 22

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

22. An unlimited number of indefinite or periodic bans on manual packing directed to be performed following the failure of the warehousing equipment or Colby or Amber flex?

- Yes - 12 (100%)
- No - 0 (0%)



Question 23

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

23. An unlimited number of indefinite or periodic bans on performing breakdown work without an exclusion zone for non-trade staff of five metres?

- Yes - 12 (100%)
- No - 0 (0%)



Question 24

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

24. An unlimited number of indefinite or periodic bans on flexible start time on start up for Sunday nights?

- Yes - 12 (100%)
- No - 0 (0%)



Question 25

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

25. An unlimited number of indefinite or periodic bans on performing any work order that is not documented, has relevant drawings and for which all required parts are assembled and on hand?

- Yes - 12 (100%)
- No - 0 (0%)



Question 26

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

26. An unlimited number of indefinite or periodic bans on lifting 5kg or over, without the assistance of another worker for a dual lift?

- Yes - 12 (100%)
- No - 0 (0%)



Question 27

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

27. An unlimited number of indefinite or periodic bans on the use of computers and/or mobile phones?

- Yes - 12 (100%)
- No - 0 (0%)



Question 28

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

28. An unlimited number of indefinite or periodic bans on the use of water hoses?

- Yes - 12 (100%)
- No - 0 (0%)



Question 29

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members who have electrical qualifications (including dual trades) or are undertaking any electrical apprenticeship against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

29. An unlimited number of indefinite or periodic bans on the use of spanners and/or shifters?

■ Yes - 12 (100%)

■ No - 0 (0%)





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