



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Construction, Forestry, Maritime, Mining and Energy Union
v
BAE Systems Australia Limited T/A BAE Systems Australia
(B2023/1240)**

7 December 2023

1. Ballot Result

Total Eligible Voters: 55
Total Participated: 46

46 out of 55 have answered all questions 83.6%

Final Ballot Audit: Thursday, 7 December 2023 at 2.05pm AWST

Diagram 1: Final Vote Participation

Construction, Forestry, Maritime, Mining and Energy Union Protected Action Ballot
Voters: 55
Total Participated: 46 (83.6%)

2. CiVS Independence Declaration

The Construction, Forestry, Maritime, Mining and Energy Union Protected Action Ballot has been managed and declared independent of all other parties.

The Construction, Forestry, Maritime, Mining and Energy 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

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work of one hour duration?

- Yes - 46 (100%)
- No - 0 (0%)



Question 2

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

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

- Yes - 46 (100%)
- No - 0 (0%)



Question 3

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

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

- Yes - 46 (100%)
- No - 0 (0%)



Question 4

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work of 12 hours duration?

- Yes - 46 (100%)
- No - 0 (0%)



Question 5

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

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

- Yes - 46 (100%)
- No - 0 (0%)



Question 6

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

6. An unlimited number of bans on the performance of overtime?

- Yes - 46 (100%)
- No - 0 (0%)



Question 7

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

7. An unlimited number of bans on the performance of weekend work?

- Yes - 46 (100%)
- No - 0 (0%)



Question 8

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans on the performance of day shift work?

- Yes - 46 (100%)
- No - 0 (0%)



Question 9

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

9. An unlimited number of bans on the performance of afternoon shift work?

- Yes - 46 (100%)
- No - 0 (0%)



Question 10

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

10. An unlimited number on the use of cranes?

- Yes - 46 (100%)
- No - 0 (0%)



Question 11

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

11. An unlimited number of bans on the docking of vessels? For the avoidance of doubt, this includes docking and undocking, wet berthing and dry docking. The ban applies to the full docking evolution including:
(a) building a cradle, bringing the lift facility online and preparing the lines;
(b) throwing the lines, lifting the vessel and positioning it on the cradle; and
(c) pulling the vessel into place.

■ Yes - 46 (100%)

■ No - 0 (0%)



Question 12

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

12. An unlimited number of bans on the tie up of vessels (including for the purpose of docking as that term is explained in Q11 above)?

■ Yes - 46 (100%)

■ No - 0 (0%)



Question 13

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

13. An unlimited number of bans on the let go of vessels (including for the purpose of undocking, as that term is explained in Q11 above)?

- Yes - 46 (100%)
- No - 0 (0%)

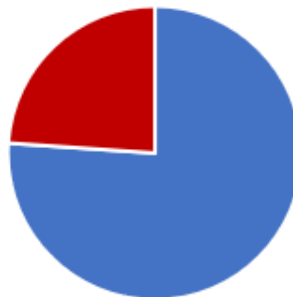


Question 14

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

14. An unlimited number of bans on the use of unpowered hand tools?

- Yes - 35 (76.1%)
- No - 11 (23.9%)



Question 15

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with BAE, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

15. An unlimited number of bans on the operating or use of plant and machinery? For the avoidance of doubt "plant and machinery" means specifically bulldozers, EWPs, forklifts and scissor lifts.

■ Yes - 46 (100%)

■ No - 0 (0%)





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