



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

WICET Services Pty Ltd

(B2023/910)

15 September 2023

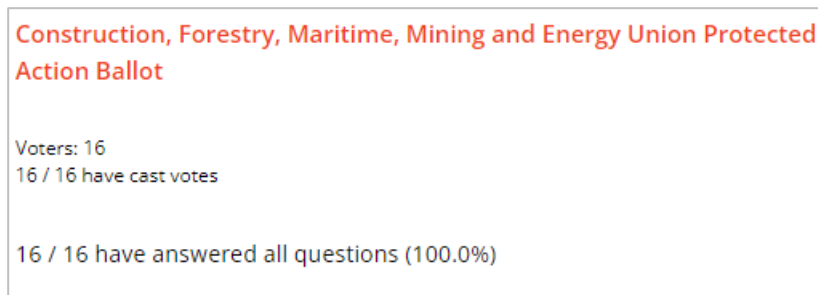
1. Ballot Result

Total Eligible Voters: 16
Total Participated: 16

16 out of 16 have answered all questions 100.0%

Final Ballot Audit: Friday, 15 September 2023 at 10.10am AWST

Diagram 1: Final Vote Participation



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

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

1. An unlimited number of stoppages of work of between one (1) and eight (8) hours in duration?

- Yes - 16 (100%)
- No - 0 (0%)



Question 2

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

2. An unlimited number of stoppages of work of twelve (12) hours in duration?

- Yes - 16 (100%)
- No - 0 (0%)

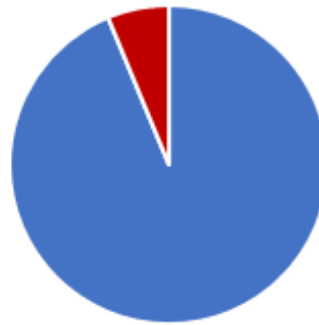


Question 3

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

3. An unlimited number of stoppages of work of twenty-four (24) hours in duration?

- Yes - 15 (94%)
- No - 1 (6%)



Question 4

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

4. An unlimited number of bans on the working of non-rostered overtime?

- Yes - 16 (100%)
- No - 0 (0%)



Question 5

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

5. An unlimited number of bans on the hot seating of fixed / mobile plant and equipment?

- Yes - 16 (100%)
- No - 0 (0%)



Question 6

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

6. An unlimited number of actions in the form of the taking of meal breaks (crib) at a common, designated time?

- Yes - 16 (100%)
- No - 0 (0%)



Question 7

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

7. An unlimited number of bans on the utilisation of skills and/or the performance of tasks associated with high-risk tickets and/or licences, except in an emergency?

- Yes - 16 (100%)
- No - 0 (0%)



Question 8

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

8. An unlimited number of bans on performing work on, or to, rollers on belt systems, except in an emergency?

- Yes - 16 (100%)
- No - 0 (0%)



Question 9

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

9. An unlimited number of bans on performing duties of a trainer assessor?

■ Yes - 16 (100%)

■ No - 0 (0%)



Question 10

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

10. An unlimited number of bans on performing higher duties?

■ Yes - 16 (100%)

■ No - 0 (0%)





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