



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Rail, Tram and Bus Industry Union

v

Pacific National Executive Services Pty Ltd T/A Pacific

National

(B2023/967)

26 September 2023

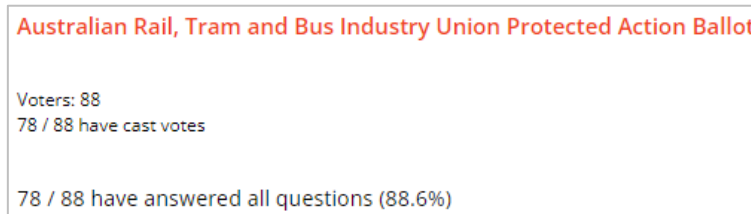
1. Ballot Result

Total Eligible Voters: 88
Total Participated: 78

78 out of 88 have answered all questions 88.6%

Final Ballot Audit: Tuesday, 26 September 2023 at 1.00pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Rail, Tram and Bus Industry Union Protected Action Ballot has been managed and declared independent of all other parties.

The Australian Rail, Tram and Bus Industry Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

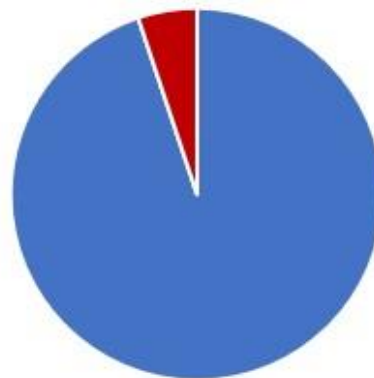
3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

1. Taking protected industrial action in the form of an unlimited number of stoppages of work of 1 minute to 72 hours in duration;

- Yes - 74 (95%)
- No - 4 (5%)

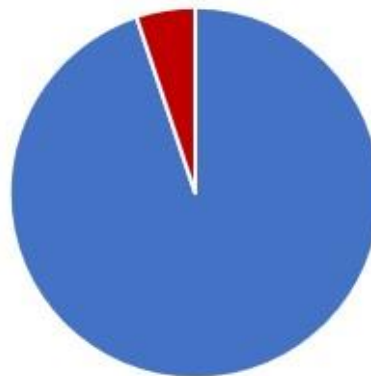


Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

2. Bans, limitations, or restrictions on the manner in which employees undertake work or accept work;

- Yes - 74 (95%)
- No - 4 (5%)



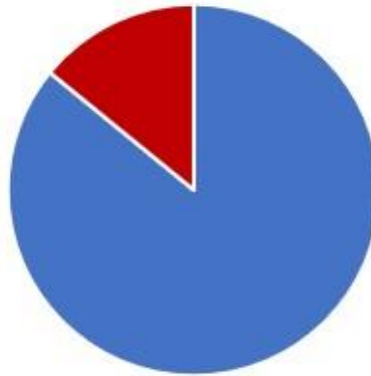
Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

3. Changes to the way employees perform work that results in a delay or limitation in the performance of work;

■ Yes - 67 (86%)

■ No - 11 (14%)



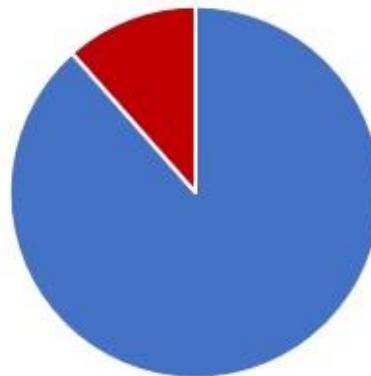
Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

4. Interrupting work periodically, over an indefinite period or for specific periods, in order to distribute or communicate union and/or industrial campaign material or messaging by any means;

■ Yes - 69 (88%)

■ No - 9 (12%)





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