



**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**

**UGL Operations and Maintenance (Services) Pty Ltd  
(B2023/349)**

**4 May 2023**

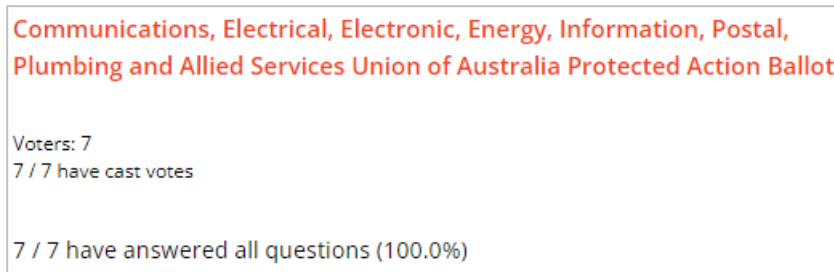
# 1. Ballot Result

Total Eligible Voters: 7  
Total Participated: 7

7 out of 7 have answered all questions 100.0%

Final Ballot Audit: Thursday, 4 May 2023 at 1:05pm 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

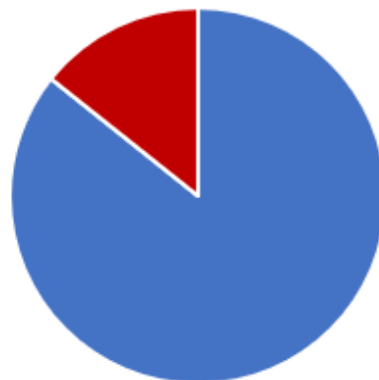
#### Question 1

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 hour in duration?

■ Yes - 6 (86%)

■ No - 1 (14%)



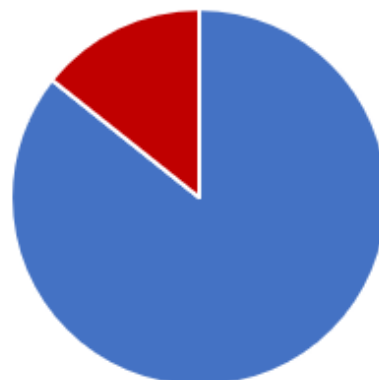
#### Question 2

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 two hours in duration?

■ Yes - 6 (86%)

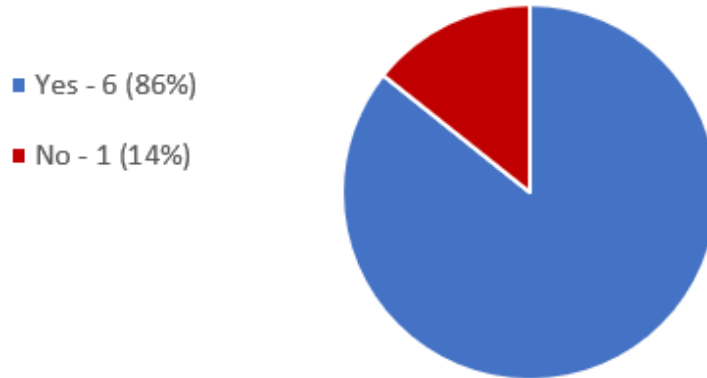
■ No - 1 (14%)



### 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:

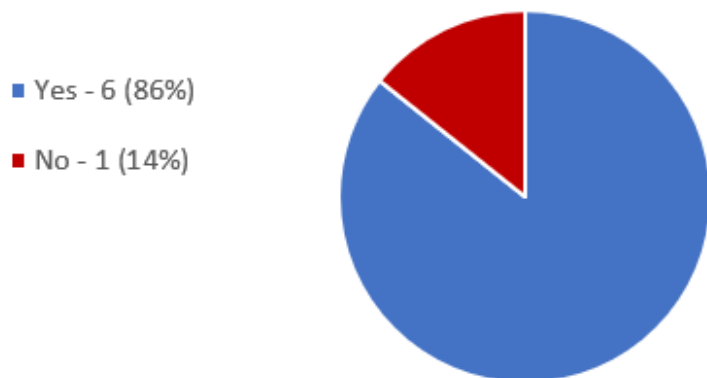
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for four hours in duration?



### 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. An unlimited number of stoppages of work, including consecutive stoppages of work, for six hours in duration?



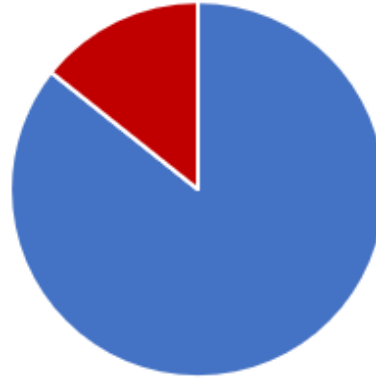
## Question 5

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 stoppages of work, including consecutive stoppages of work, for twelve hours in duration?

■ Yes - 6 (86%)

■ No - 1 (14%)



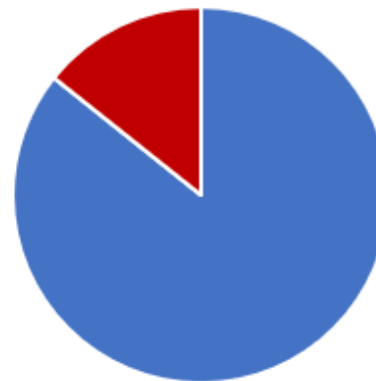
## Question 6

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 stoppages of work, including consecutive stoppages of work, for twenty-four hours in duration?

■ Yes - 6 (86%)

■ No - 1 (14%)



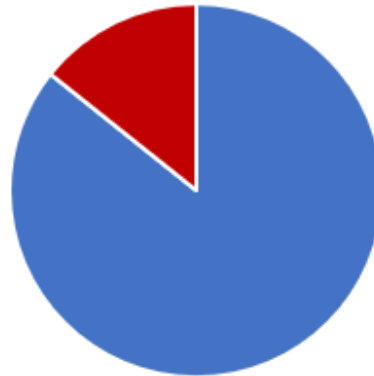
## Question 7

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:

7. An unlimited number of indefinite or periodic bans on the performance of overtime, however described or rostered?

■ Yes - 6 (86%)

■ No - 1 (14%)



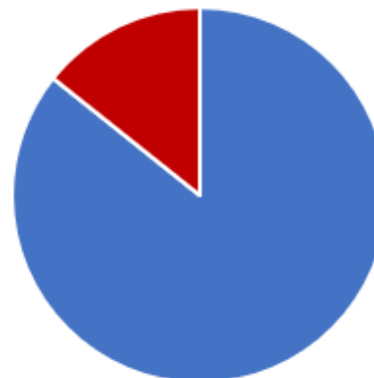
## Question 8

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:

8. An unlimited number of indefinite or periodic bans on the utilisation of skills and/ or the performance of tasks associated with high-risk tickets and/ or licenses, except in an emergency situation or to make safe?

■ Yes - 6 (86%)

■ No - 1 (14%)



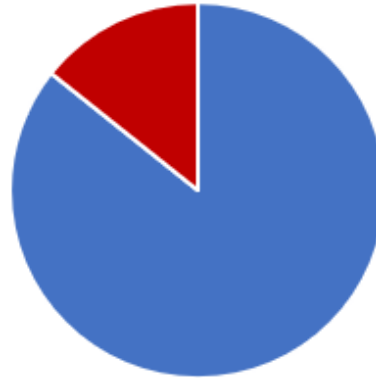
## Question 9

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:

9. An unlimited number of indefinite or periodic bans on taking meal, crib and/or rest breaks outside of their rostered time?

■ Yes - 6 (86%)

■ No - 1 (14%)



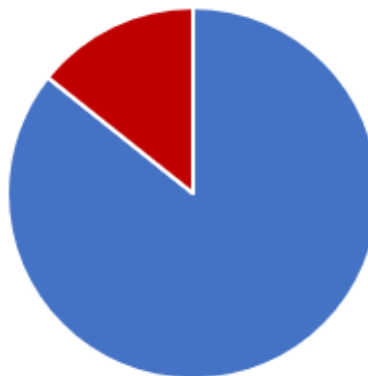
## Question 10

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:

10. An unlimited number of indefinite or periodic bans on the use of technology including (but not limited) to computers, tablets, phones, fax machines, radios and the like?

■ Yes - 6 (86%)

■ No - 1 (14%)



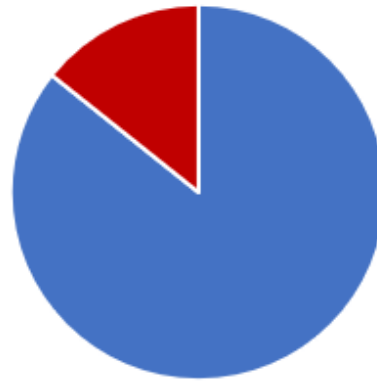
## Question 11

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:

11. An unlimited number of indefinite or periodic bans on working with contractors and/or labour hire employees?

■ Yes - 6 (86%)

■ No - 1 (14%)



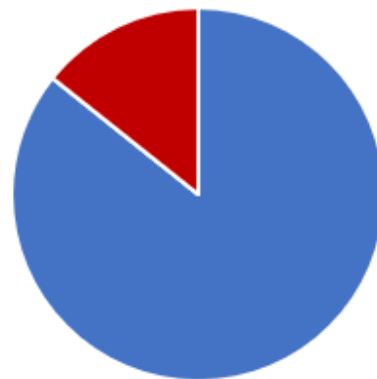
## Question 12

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:

12. An unlimited number of indefinite or periodic bans on signing off on, holding or exercising job specific permits and their associated tasks, except in an emergency situation or to make safe?

■ Yes - 6 (86%)

■ No - 1 (14%)





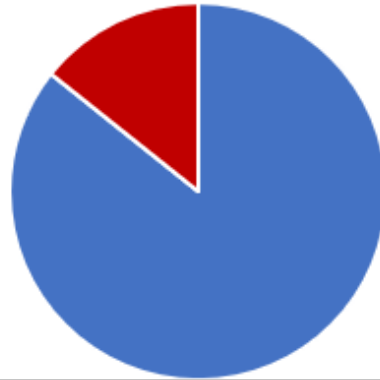
## Question 13

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:

13. An unlimited number of indefinite or periodic bans of the use of measuring and test equipment, including the usage of results/ test sheets?

■ Yes - 6 (86%)

■ No - 1 (14%)



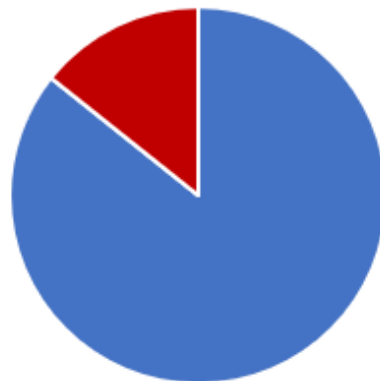
## Question 14

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:

14. An unlimited number of indefinite or periodic bans on attending pre-start meetings, however described or rostered?

■ Yes - 6 (86%)

■ No - 1 (14%)



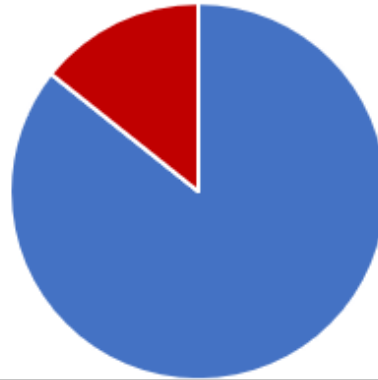
## Question 15

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:

15. An unlimited number of indefinite or periodic bans on accessing live plant, except in an emergency situation or to make safe?

■ Yes - 6 (86%)

■ No - 1 (14%)



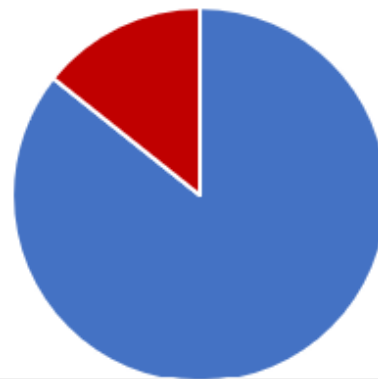
## Question 16

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:

16. An unlimited number of indefinite or periodic bans of driving vehicles, except in an emergency situation or to make safe?

■ Yes - 6 (86%)

■ No - 1 (14%)



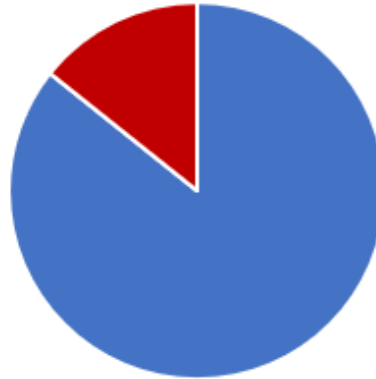
## Question 17

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:

17. An unlimited number of indefinite or periodic bans of completing work orders, however described or rostered, except in an emergency situation or to make safe?

■ Yes - 6 (86%)

■ No - 1 (14%)



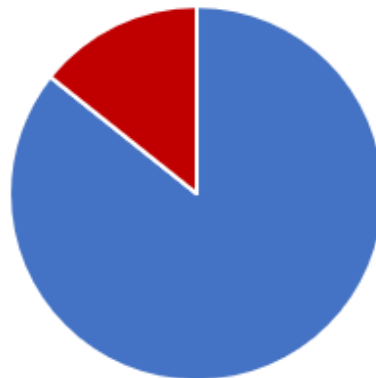
## Question 18

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:

18. An unlimited number of indefinite or periodic bans of the use of any personal tooling?

■ Yes - 6 (86%)

■ No - 1 (14%)



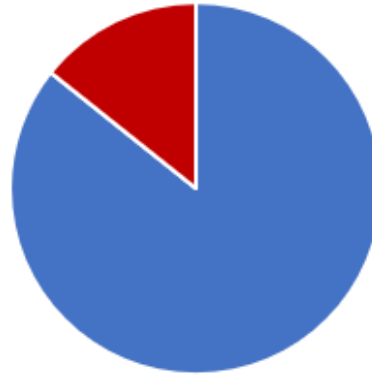
## Question 19

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:

19. An unlimited number of indefinite or periodic bans on the performance of work Outside of Battery Limits (OSBL), except in an emergency situation or to make safe?

■ Yes - 6 (86%)

■ No - 1 (14%)



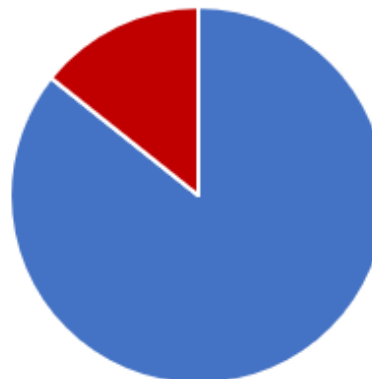
## Question 20

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:

20. An unlimited number of indefinite or periodic bans of working in the location of Train 1, except in an emergency situation or to make safe?

■ Yes - 6 (86%)

■ No - 1 (14%)



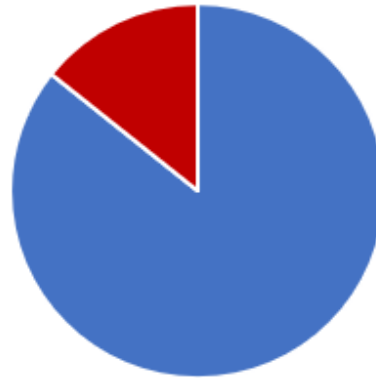
## Question 21

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:

21. An unlimited number of indefinite or periodic bans of working in the location of Train 2, except in an emergency situation or to make safe?

■ Yes - 6 (86%)

■ No - 1 (14%)





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