



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Construction, Forestry and Maritime Employees Union & The
Australian Maritime Officers' Union**

v

**BITS Ferry Services Pty Ltd
(B2024/279)**

22 April 2024

1. Ballot Result

Total Eligible Voters: 18

Total Participated: 17

17 out of 18 have answered all questions 94.4%

Final Ballot Audit: Monday, 22 April 2024 at 12.05pm AWST

Diagram 1: Final Vote Participation

Construction, Forestry and Maritime Employees Union & The Australian Maritime Officers' Union Protected Action Ballot (B2024/279)
Voters: 18
Total Participated: 17 (94.4%)

2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union & The Australian Maritime Officers' Union Protected Action Ballot (B2024/279) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union & The Australian Maritime Officers' Union Protected Action Ballot (B2024/279) 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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work of (30) minutes duration which may be organised or arranged in consecutive periods?

- Yes - 17 (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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work of (1) hour duration which may be organised or arranged in consecutive periods?

- Yes - 17 (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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of work of (2) hours duration which may be organised or arranged in consecutive periods?

■ Yes - 17 (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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work of (4) hours duration which may be organised or arranged in consecutive periods?

■ Yes - 17 (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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of stoppages of work of (8) hours duration which may be organised or arranged in consecutive periods?

■ Yes - 17 (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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of stoppages of work of (12) hours duration which may be organised or arranged in consecutive periods?

■ Yes - 17 (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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of stoppages of work of (24) hours duration which may be organised or arranged in consecutive periods?

■ Yes - 17 (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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of stoppages of work of (48) hours duration which may be organised or arranged in consecutive periods?

■ Yes - 17 (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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

9. An unlimited number of indefinite or periodic bans on the performance of training?

■ Yes - 17 (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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

10. An unlimited number of indefinite or periodic bans on the performance of loading vessels with more than (80) passengers?

■ Yes - 17 (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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

11. An unlimited number of indefinite or periodic bans on the performance of exceeding 10 knots on all vessels?

■ Yes - 17 (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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

12. An unlimited number of indefinite or periodic bans on the performance of signing in on ticket machines?

■ Yes - 17 (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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

13. An unlimited number of indefinite or periodic bans on the performance of gocard top up transactions via eftpos?

- Yes - 17 (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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

14. An unlimited number of indefinite or periodic bans on the performance of paperwork that is not required by law?

- Yes - 17 (100%)
- No - 0 (0%)



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 BITS Ferry Services Pty Ltd, authorize protected industrial action, separately, concurrently and/or consecutively in the form of:

15. An unlimited number of indefinite or periodic bans on the performance of work outside an employee's regular roster hours?

■ Yes - 17 (100%)

■ No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

