



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

Cruise Whitsundays Pty Ltd

(B2023/810)

28 August 2023

1. Ballot Result

Total Eligible Voters: 64
Total Participated: 53

53 out of 64 have answered all questions 82.8%

Final Ballot Audit: Monday, 28 August 2023 at 12.05pm 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

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

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

- Yes - 53 (100%)
- No - 0 (0%)



Question 2

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

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

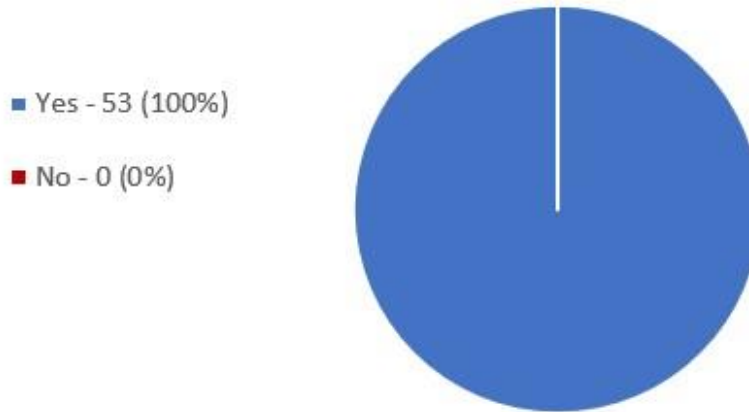
- Yes - 53 (100%)
- No - 0 (0%)



Question 3

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

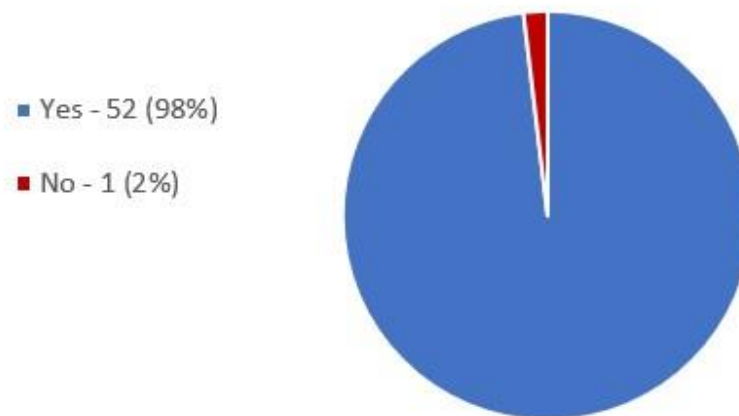
3. An unlimited number of stoppages of work of (12) hours duration which may be organised or arranged in consecutive periods?



Question 4

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

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



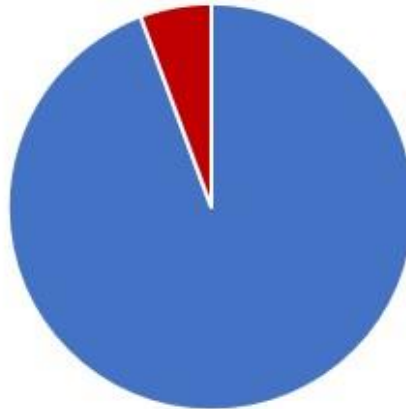
Question 5

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

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

■ Yes - 50 (94%)

■ No - 3 (6%)



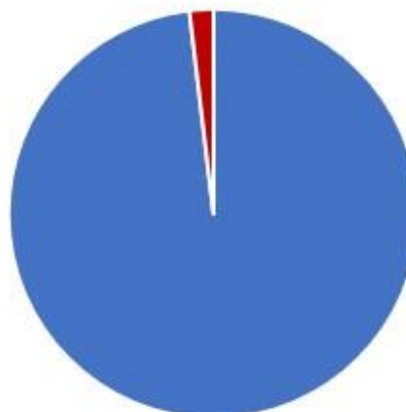
Question 6

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of indefinite or periodic bans on serving beverages.

■ Yes - 52 (98%)

■ No - 1 (2%)

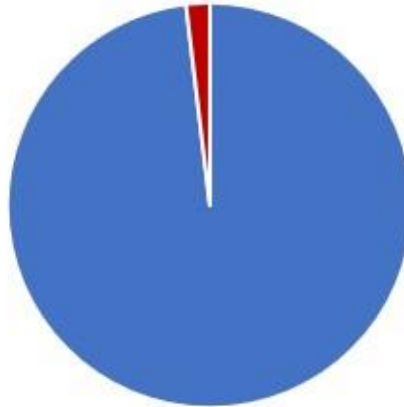


Question 7

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of indefinite or periodic bans on serving food.

- Yes - 52 (98%)
- No - 1 (2%)

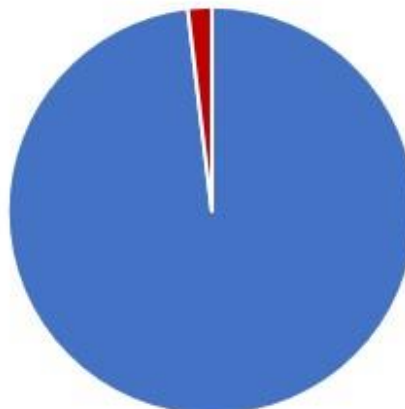


Question 8

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of indefinite or periodic bans on charging for beverages.

- Yes - 52 (98%)
- No - 1 (2%)

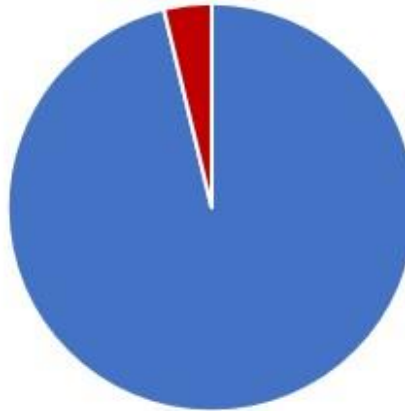


Question 9

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise 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 island connections.

- Yes - 51 (96%)
- No - 2 (4%)

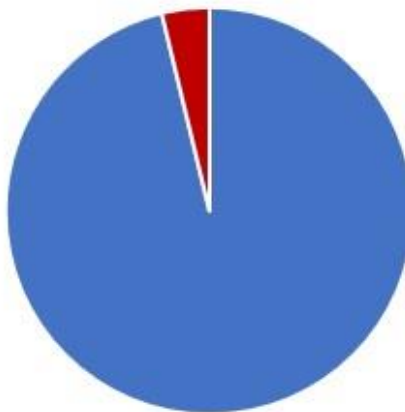


Question 10

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise 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 cruise ship charters.

- Yes - 51 (96%)
- No - 2 (4%)



Question 11

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

11. An unlimited number of indefinite or periodic bans on cleaning vessels.

- Yes - 53 (100%)
- No - 0 (0%)

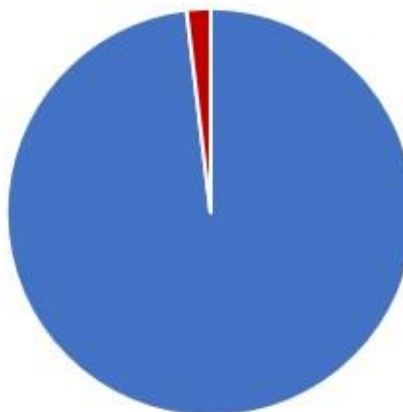


Question 12

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

12. An unlimited number of indefinite or periodic bans on the handling of passenger luggage.

- Yes - 52 (98%)
- No - 1 (2%)



Question 13

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

13. An unlimited number of indefinite or periodic bans on wearing of company issued uniforms.

- Yes - 53 (100%)
- No - 0 (0%)

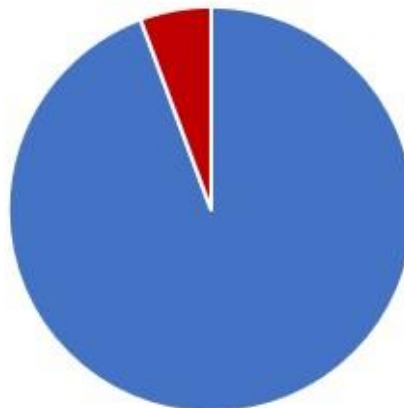


Question 14

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

14. The wearing of Maritime Union of Australia branded apparel or purpose made Cruise Whitsundays campaign apparel for an indefinite or periodic period.

- Yes - 50 (94%)
- No - 3 (6%)



Question 15

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

15. An unlimited number of indefinite or periodic bans on accepting the change of start times.

- Yes - 53 (100%)
- No - 0 (0%)

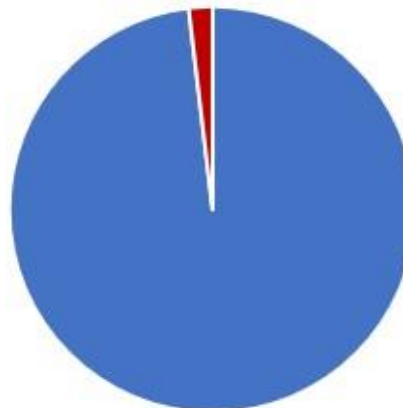


Question 16

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

16. An unlimited number of indefinite or periodic bans on accepting the change of finish times.

- Yes - 52 (98%)
- No - 1 (2%)



Question 17

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Cruise Whitsundays Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

17. An unlimited number of indefinite or periodic bans on working outside of regular roster hours.

■ Yes - 53 (100%)

■ No - 0 (0%)





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