



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Transport Workers' Union of Australia**

**v**

**Veolia Recycling & Recovery Pty Ltd**

**(B2023/918)**

**20 September 2023**

# 1. Ballot Result

Total Eligible Voters: 98  
Total Participated: 80

80 out of 98 have answered all questions 81.6%

Final Ballot Audit: Wednesday, 20 September 2023 at 12.05pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Transport Workers' Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Transport Workers' 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

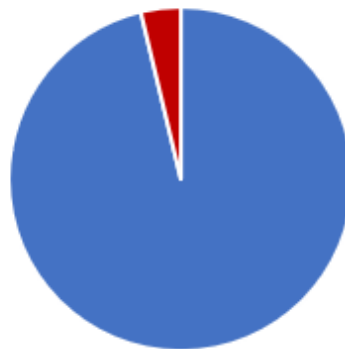
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following taken separately or consecutively:

1. An unlimited number of periodic or indefinite bans on the working of overtime?

- Yes - 77 (96%)
- No - 3 (4%)

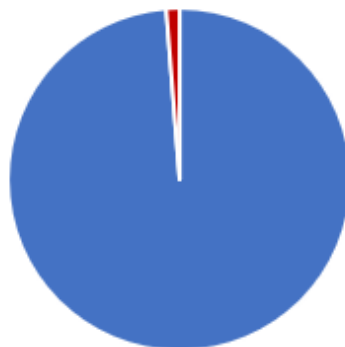


#### Question 2

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following taken separately or consecutively:

2. An unlimited number of stoppages of work for 2 hours?

- Yes - 79 (99%)
- No - 1 (1%)



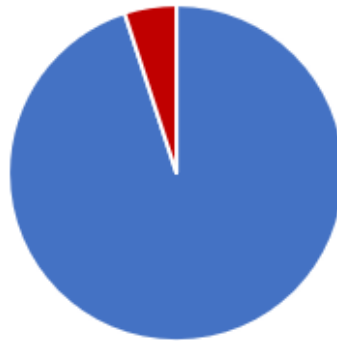
### Question 3

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following taken separately or consecutively:

3. An unlimited number of stoppages of work for 4 hours?

■ Yes - 76 (95%)

■ No - 4 (5%)



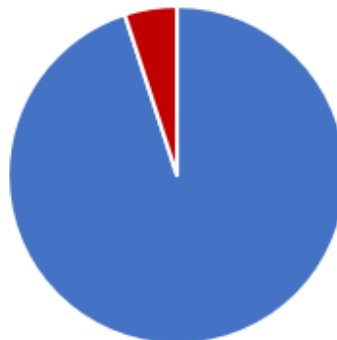
### Question 4

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following taken separately or consecutively:

4. An unlimited number of stoppages of work for 8 hours?

■ Yes - 76 (95%)

■ No - 4 (5%)



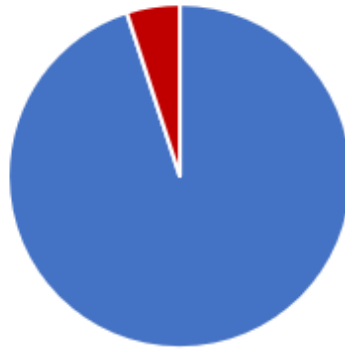
## Question 5

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following taken separately or consecutively:

5. An unlimited number of stoppages of work for 24 hours?

■ Yes - 76 (95%)

■ No - 4 (5%)



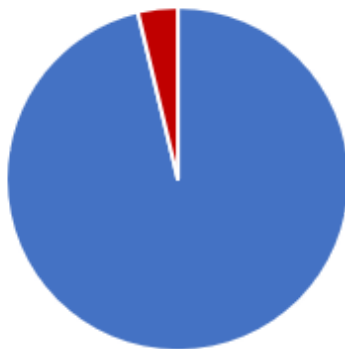
## Question 6

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following taken separately or consecutively:

6. An unlimited number of stoppages of all NHVR paperwork other than log books (control sheets), run sheets and vehicle condition reports?

■ Yes - 77 (96%)

■ No - 3 (4%)





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