



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**The Smith's Snackfood Company Pty Ltd  
(B2023/1012)**

**5 October 2023**

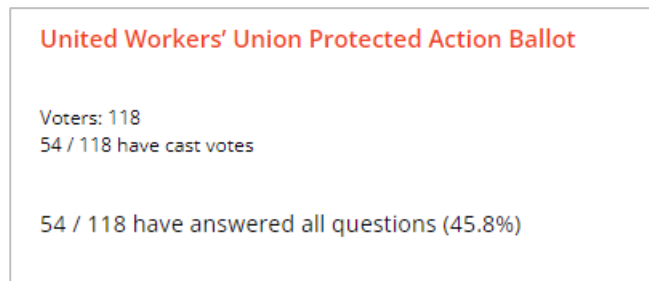
# 1. Ballot Result

Total Eligible Voters: 118  
Total Participated: 54

54 out of 118 have answered all questions 45.8%

Final Ballot Audit: Thursday, 5 October 2023 at 12.05pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

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

The United Workers' 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

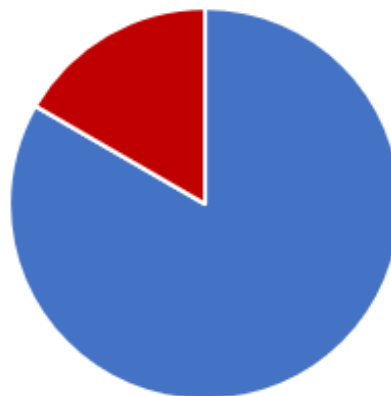
#### Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of work of 1 hours duration?

■ Yes - 45 (83%)

■ No - 9 (17%)



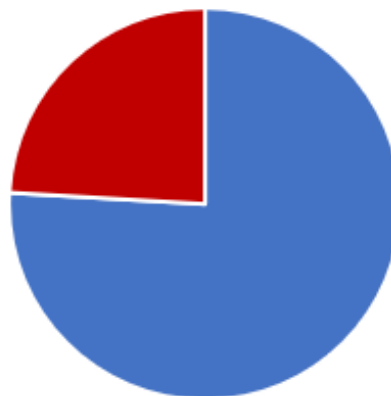
#### Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

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

■ Yes - 41 (76%)

■ No - 13 (24%)

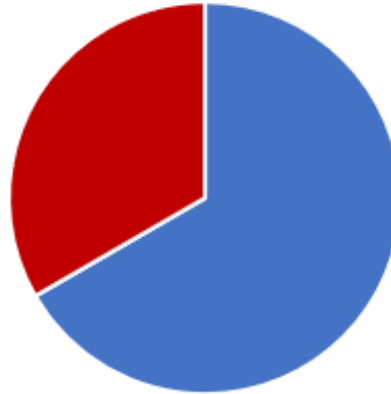


### Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

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

- Yes - 36 (67%)
- No - 18 (33%)

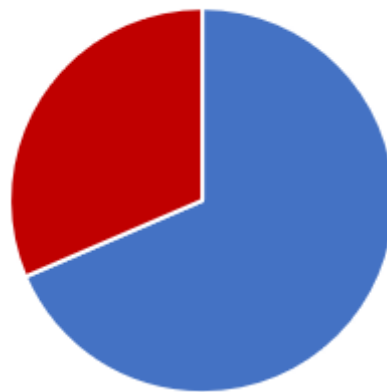


### Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

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

- Yes - 37 (69%)
- No - 17 (31%)



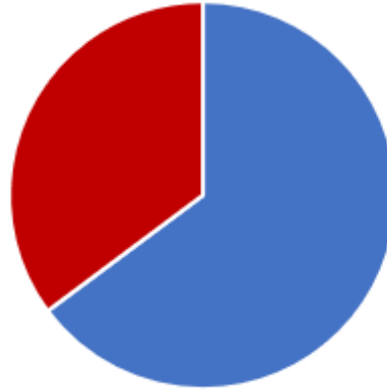
## Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of stoppages of work of 12 hours duration?

■ Yes - 35 (65%)

■ No - 19 (35%)



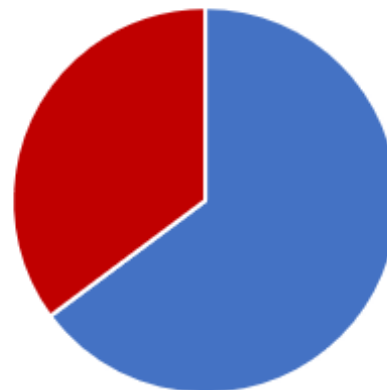
## Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of stoppages of work of 24 hours duration?

■ Yes - 35 (65%)

■ No - 19 (35%)



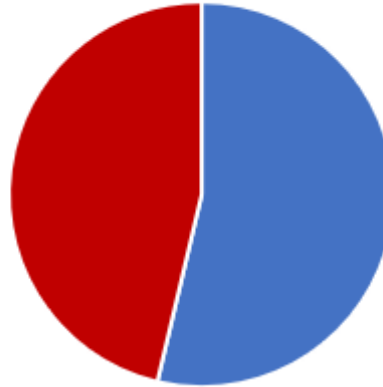
## Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of stoppages of work of indefinite duration?

■ Yes - 29 (54%)

■ No - 25 (46%)



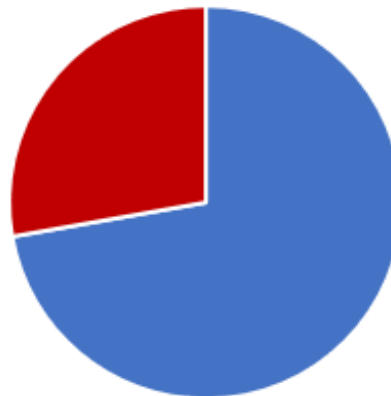
## Question 8

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of bans on overtime of an indefinite or periodic duration?

■ Yes - 39 (72%)

■ No - 15 (28%)



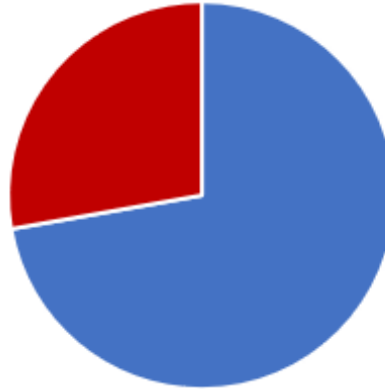
## Question 9

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of indefinite or periodic bans on the utilisation of Paperwork, excluding Paperwork required to comply with work health and safety requirements?

■ Yes - 39 (72%)

■ No - 15 (28%)



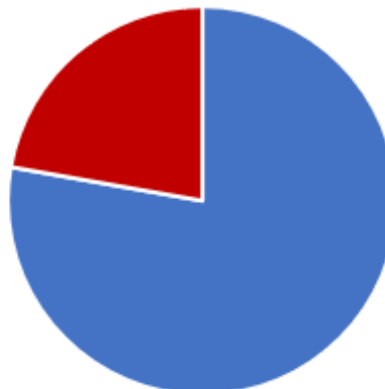
## Question 10

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of stoppages of 1 hour on the using of Company Technology, including mobile phones?

■ Yes - 42 (78%)

■ No - 12 (22%)



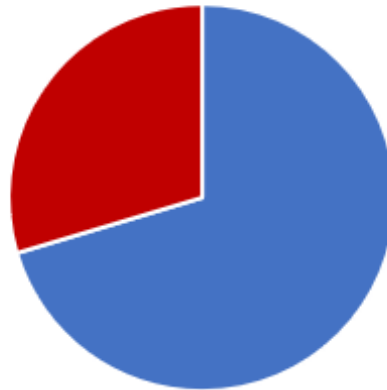
## Question 11

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

11. An unlimited number of stoppages of 2 hour on the using of Company Technology, including mobile phones?

■ Yes - 38 (70%)

■ No - 16 (30%)



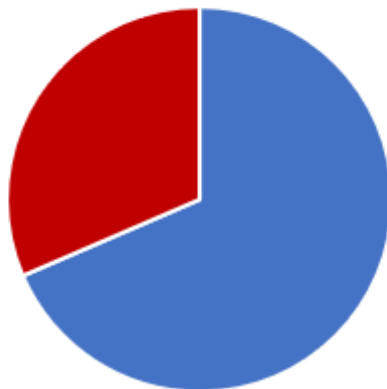
## Question 12

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of indefinite bans on the using of Company Technology, including mobile phones?

■ Yes - 37 (69%)

■ No - 17 (31%)







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