



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**Zoological Parks and Gardens Board T/A Zoos Victoria  
(B2023/223)**

**28 March 2023**

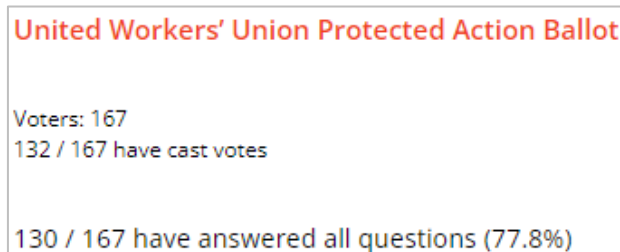
# 1. Ballot Result

Total Eligible Voters: 167  
Total Participated: 132

130 out of 167 have answered all questions 77.8%

Final Ballot Audit: Tuesday, 28 March 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

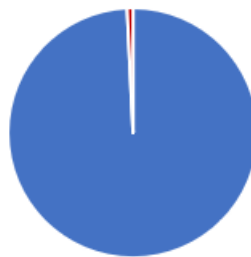
### 3. Questions and Results

#### Question 1

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work of between 15 minutes and 24 hours duration?

- Yes - 131 (99%)
- No - 1 (1%)

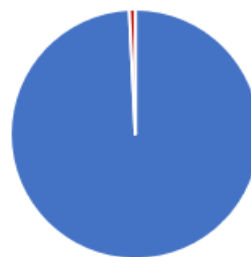


#### Question 2

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work of between 15 minutes and 2 hours duration for the purposes of attending a stop work meeting?

- Yes - 131 (99%)
- No - 1 (1%)

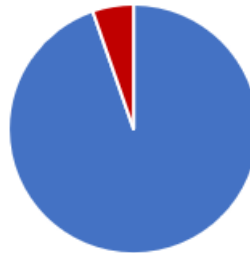


### Question 3

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

3. An unlimited number of bans on overtime of an indefinite duration?

- Yes - 125 (95%)
- No - 7 (5%)

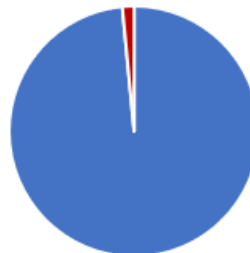


### Question 4

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

4. An unlimited number bans for an unlimited duration on the attendance of meetings, except for safety or animal welfare meetings?

- Yes - 130 (98%)
- No - 2 (2%)



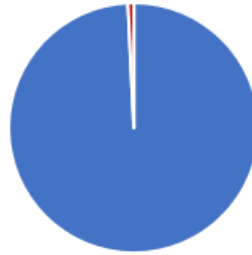
## Question 5

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of bans for an unlimited duration on lunchtime call-outs, except for emergencies?

■ Yes - 131 (99%)

■ No - 1 (1%)



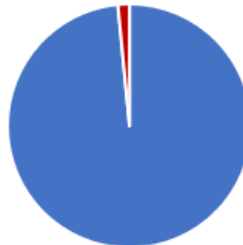
## Question 6

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of stoppages of work of up to 1 hour's duration for the purposes of providing any information, in any form, concerning the views of employees about any aspect of the bargaining campaign to any members of the public, including the media?

■ Yes - 129 (98%)

■ No - 2 (2%)

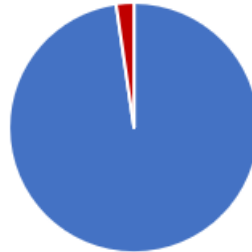


## Question 7

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of indefinite or periodic bans on the performance of work without wearing and displaying union and industrial campaign material such as t-shirts, badges, hats, lanyards, high-vis vests and stickers?

- Yes - 128 (98%)
- No - 3 (2%)

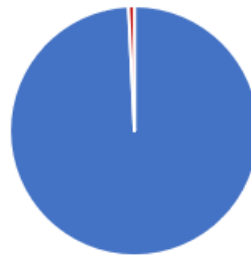


## Question 8

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans for an unlimited duration on the performance of keeper talks?

- Yes - 130 (99%)
- No - 1 (1%)

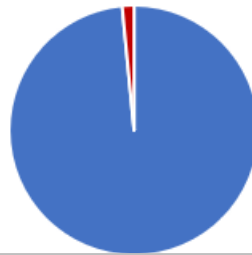


## Question 9

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

9. An unlimited number of bans for an unlimited duration on the performance of any public relations work?

- Yes - 129 (98%)
- No - 2 (2%)

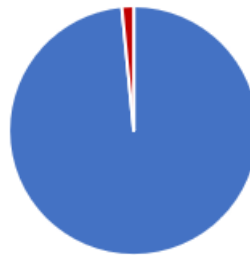


## Question 10

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

10. An unlimited number of bans for an unlimited duration on animal presentations?

- Yes - 129 (98%)
- No - 2 (2%)

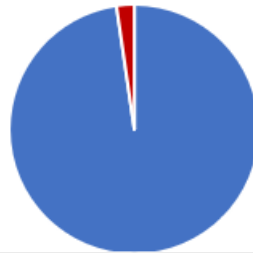


## Question 11

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

11. An unlimited number of bans for an unlimited duration on animal 'encounters'?

- Yes - 128 (98%)
- No - 3 (2%)

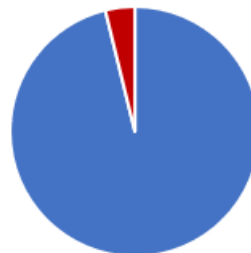


## Question 12

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

12. An unlimited number of bans for an unlimited duration on the feeding of animals in display areas?

- Yes - 126 (96%)
- No - 5 (4%)



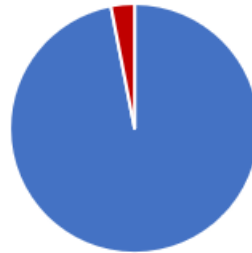


## Question 13

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

13. An unlimited number of bans for an unlimited duration on the opening of animal exhibits/areas, except for safety or animal welfare purposes?

- Yes - 127 (97%)
- No - 4 (3%)

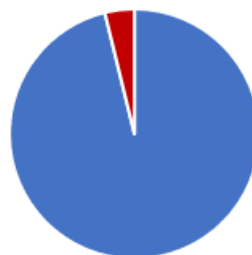


## Question 14

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

14. An unlimited number unlimited number of bans for an unlimited duration on shutting of down back access areas for animals, except for safety or animal welfare purposes?

- Yes - 126 (96%)
- No - 5 (4%)

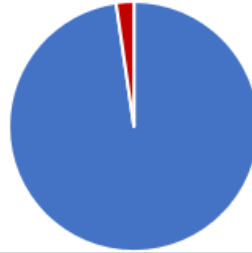


## Question 15

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

15. An unlimited number of bans for an unlimited duration on escorting contractors?

- Yes - 128 (98%)
- No - 3 (2%)

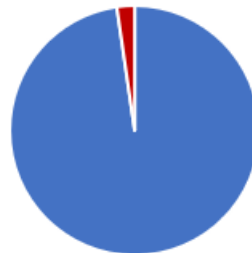


## Question 16

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

16. An unlimited number of bans for an unlimited duration on the connection and disconnection of trailers?

- Yes - 128 (98%)
- No - 3 (2%)

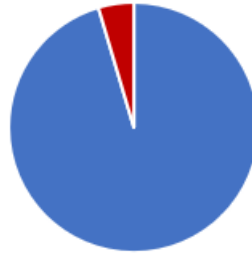


## Question 17

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

17. An unlimited number of bans for an unlimited duration on the driving of vehicles?

- Yes - 125 (95%)
- No - 6 (5%)

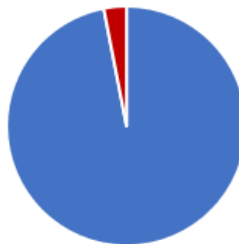


## Question 18

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

18. An unlimited number of bans for an unlimited duration on any cleaning, maintenance, and/or repair work, except for safety or animal welfare purposes?

- Yes - 127 (97%)
- No - 4 (3%)



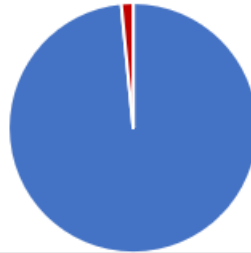
## Question 19

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

19. An unlimited number of bans for an unlimited duration on any horticulture work, except for safety or animal welfare purposes?

■ Yes - 128 (98%)

■ No - 2 (2%)



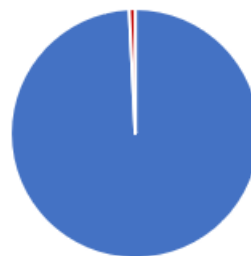
## Question 20

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

20. An unlimited number of bans for an unlimited duration on attending visual management boards, except for safety or animal welfare purposes?

■ Yes - 129 (99%)

■ No - 1 (1%)

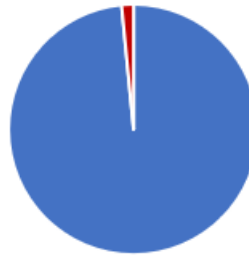


## Question 21

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

21. An unlimited number of bans for an unlimited duration on the answering of radios, phones, texts and/or emails, except for safety purposes?

- Yes - 128 (98%)
- No - 2 (2%)

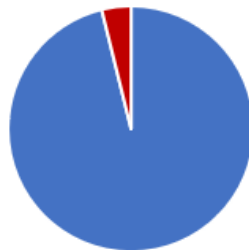


## Question 22

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

22. An unlimited number of bans for an unlimited duration on the completion of data collection?

- Yes - 125 (96%)
- No - 5 (4%)

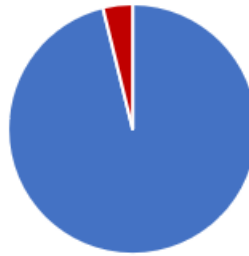


## Question 23

In support of reaching an Enterprise Agreement with Zoological Parks and Gardens Board T/A Zoos Victoria do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

23. An unlimited number of bans for an unlimited duration on the completion of any or all paperwork?

- Yes - 125 (96%)
- No - 5 (4%)





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