



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**MSS Security Pty Limited T/A MSS Security**

**B2024/96**

**23 February 2024**

# 1. Ballot Result

Total Eligible Voters: 26  
Total Participated: 20

20 out of 26 have answered all questions 76.9%

Final Ballot Audit: Friday, 23 February 2024 at 11:15am AWST

*Diagram 1: Final Vote Participation*

**United Workers' Union Protected Action Ballot (B2024/96)**  
Voters: 26  
Total Participated: 20 (76.9%)

## 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

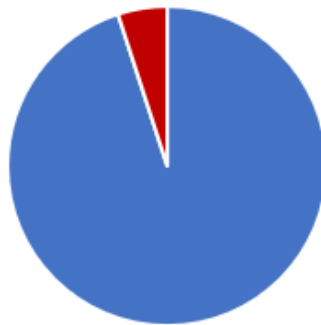
### 3. Questions and Results

#### Question 1

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

1. An unlimited number of stoppages of work of 30 minutes duration?

- Yes - 19 (95%)
- No - 1 (5%)

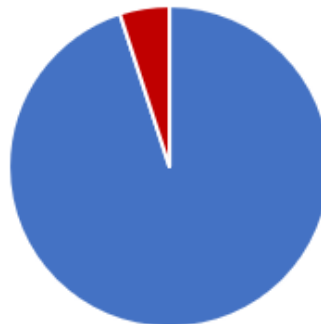


#### Question 2

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

2. An unlimited number of stoppages of work of 1 hour duration?

- Yes - 19 (95%)
- No - 1 (5%)

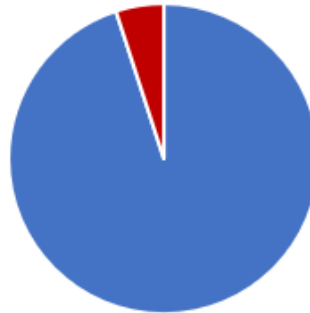


## Question 3

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

3. An unlimited number of stoppages of work of 1 hour duration, for the purposes of posting to social media in relation to the Union's campaign for an enterprise bargaining agreement?

- Yes - 19 (95%)
- No - 1 (5%)

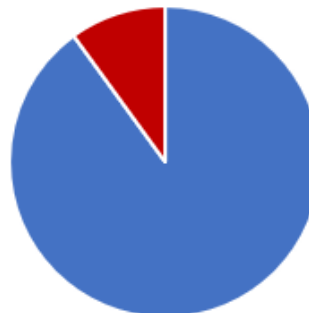


## Question 4

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

4. An unlimited number of stoppages of work of 1 hour duration, for the purposes of speaking to the media about the Union's campaign for an enterprise bargaining agreement?

- Yes - 18 (90%)
- No - 2 (10%)

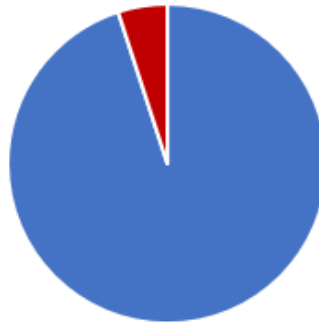


## Question 5

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

5. An unlimited number of stoppages of work of 1 hour duration, for the purposes of distributing material and speaking to members of the general public (including passengers and other airport employees) about the Union's campaign for an enterprise bargaining agreement?

- Yes - 19 (95%)
- No - 1 (5%)

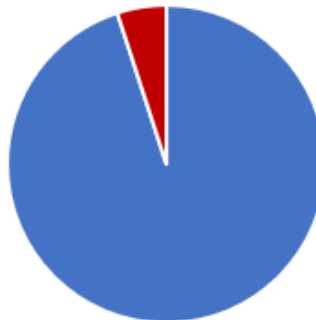


## Question 6

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

6. An unlimited number of indefinite or periodic bans on the performance of work without a union t-shirt worn over or instead of an employee's prescribed uniform?

- Yes - 19 (95%)
- No - 1 (5%)





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