



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Rail, Tram and Bus Industry Union

v

**Pacific National Services Pty Ltd T/A Pacific National
B2022/409**

Date of Declaration:

1 June 2022

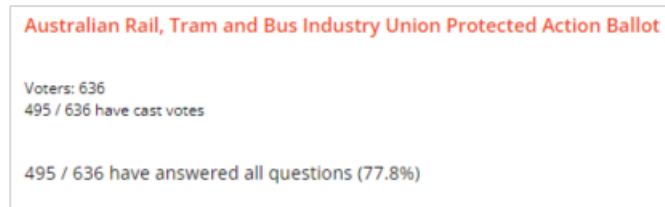
1. Ballot Result

Total Eligible Voters: 636
Total Participated: 495

495 out of 636 have answered all questions 77.8%

Final Ballot Audit: Wednesday, 1 June 2022 at 10.15 am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Rail, Tram and Bus Industry Union Protected Action Ballot has been managed and declared independent of all other parties.

The Australian Rail, Tram and Bus Industry Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

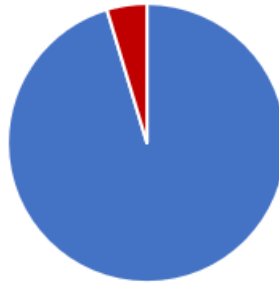
3. Questions and Final Results

Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

1/7. Taking protected industrial action in the form of an unlimited number of stoppages of work of 1 to 72 hours in duration;

- Yes - 472 (95%)
- No - 23 (5%)

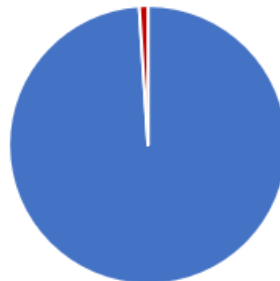


Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

2/7. Bans, limitations or restrictions on the manner in which employees undertake work or accept work;

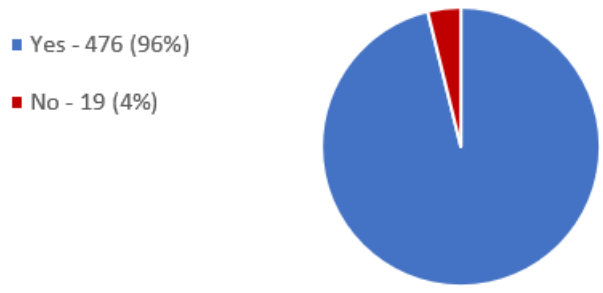
- Yes - 490 (99%)
- No - 5 (1%)



Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

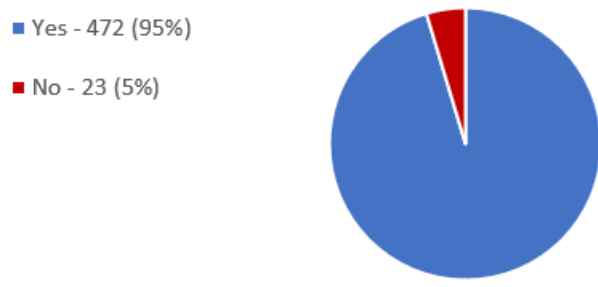
3/7. Changes to the way that employees perform work that results in a delay or limitation in the performance of work;



Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

4/7. Interrupting work periodically, over an indefinite period or for specified periods, in order to distribute union and/or industrial campaign material by any means;



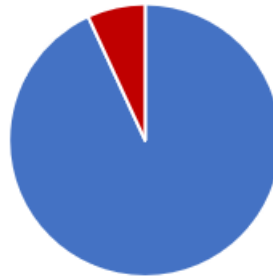
Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

5/7. Interrupting work periodically, over an indefinite period or for specified periods, in order to attach union and/or industrial campaign material to outgoing mail, emails, and adding it to Pacific National materials and displays;

■ Yes - 461 (93%)

■ No - 34 (7%)



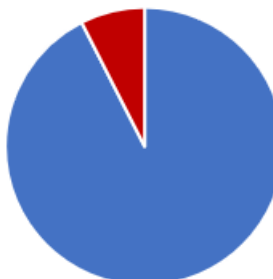
Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

6/7. Interrupting work periodically, over an indefinite period or for specified periods, in order to attach union and/or industrial campaign material to Pacific National vehicles and assets (that does not impact on safety);

■ Yes - 458 (93%)

■ No - 37 (7%)

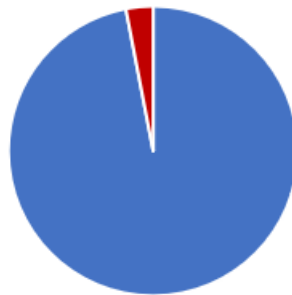


Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

7/7. Interrupting work periodically, over an indefinite period or for specified periods, in order to provide 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 - 480 (97%)
- No - 15 (3%)





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