



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Australian Municipal, Administrative, Clerical and Services
Union**

v

Veolia Water Operations Pty Ltd

B2026/521

25 May 2026

1. Ballot Result

Total Eligible Voters: 4

Total Participated: 4

4 out of 4 have answered all questions 100%

Final Ballot Audit: Monday, 25 May 2026 at 12.05pm AWST

Diagram 1: Final Vote Participation

Australian Municipal, Administrative, Clerical and Services Union Protected Action Ballot (B2026/521)

Voters: 4

Total Participated: 4 (100.0%)

2. CiVS Independence Declaration

The Australian Municipal, Administrative, Clerical and Services Union Protected Action Ballot has been managed and declared independent of all other parties.

The Australian Municipal, Administrative, Clerical and Services 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 support the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of one or more of the following actions as set out below (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

1. An unlimited number of stoppages of work for 15 minutes in duration (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

■ Yes - 3 (75%)

■ No - 1 (25%)



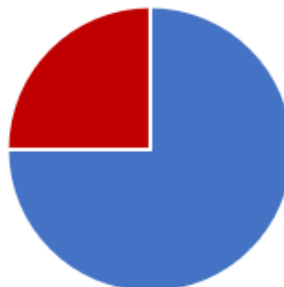
Question 2

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of one or more of the following actions as set out below (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

2. An unlimited number of stoppages of work for 30 minutes in duration (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

■ Yes - 3 (75%)

■ No - 1 (25%)



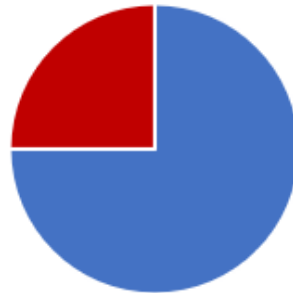
Question 3

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of one or more of the following actions as set out below (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

3. An unlimited number of stoppages of work for 1 hour in duration (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

■ Yes - 3 (75%)

■ No - 1 (25%)



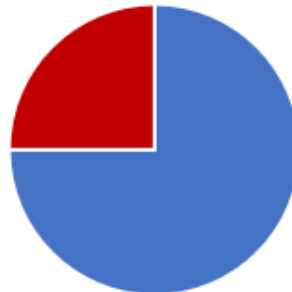
Question 4

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of one or more of the following actions as set out below (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

4. An unlimited number of stoppages of work for 24 hours in duration (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

■ Yes - 3 (75%)

■ No - 1 (25%)



Question 5

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of one or more of the following actions as set out below (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

5. An unlimited number of indefinite or periodic bans on the working of overtime in all or part of the workplace (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

- Yes - 3 (75%)
- No - 1 (25%)

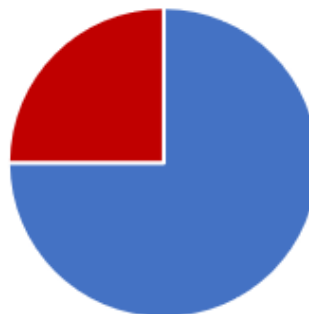


Question 6

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of one or more of the following actions as set out below (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

6. An unlimited number of indefinite or periodic bans on the performing of work related to high-voltage switching (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

- Yes - 3 (75%)
- No - 1 (25%)

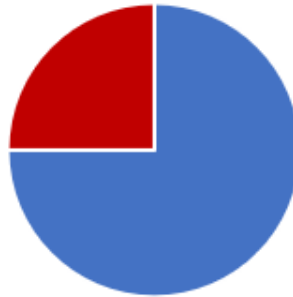


Question 7

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of one or more of the following actions as set out below (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

7. An unlimited number of indefinite or periodic bans on signing-on contractors (except in the event of an emergency posing a risk to life, serious injury, serious illness, public health, or environmental safety)?

- Yes - 3 (75%)
- No - 1 (25%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

