



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Australian Workers' Union**

**v**

**Enermech Integrity Management Services Pty Ltd  
(B2025/1764)**

**10 December 2025**

# 1. Ballot Result

Total Eligible Voters: 7

Total Participated: 7

7 out of 7 have answered all questions 100.0%

Final Ballot Audit: Wednesday, 10 December 2025 at 02.05 pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Australian Workers Union Protected Action Ballot (B2025/1764) has been managed and declared independent of all other parties.

The Australian Workers Union Protected Action Ballot (B2025/1764) result has been audited and the declared result is assured.

Yours Sincerely,



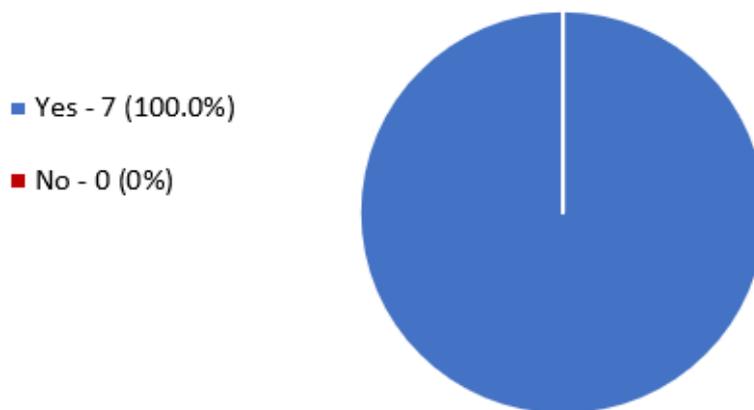
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

#### Question 1

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

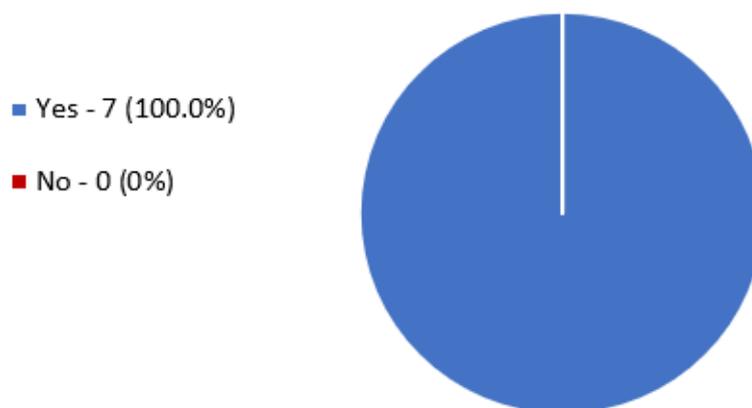
1. An unlimited number of stoppages of the performance of work for the duration of 30 minutes?



#### Question 2

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

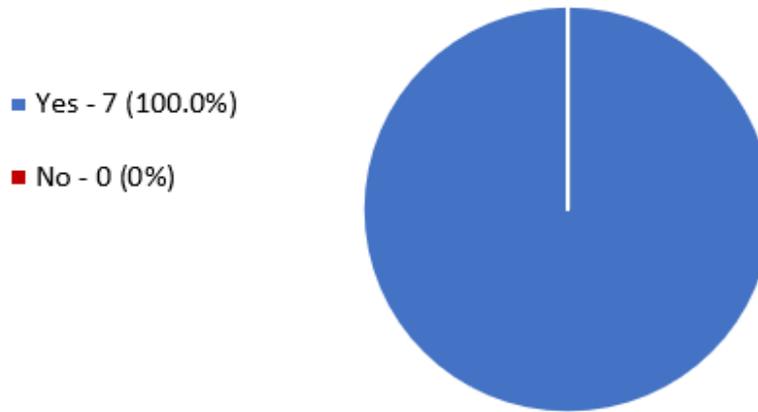
2. An unlimited number of stoppages of the performance of work for the duration of 1 hour?



### Question 3

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

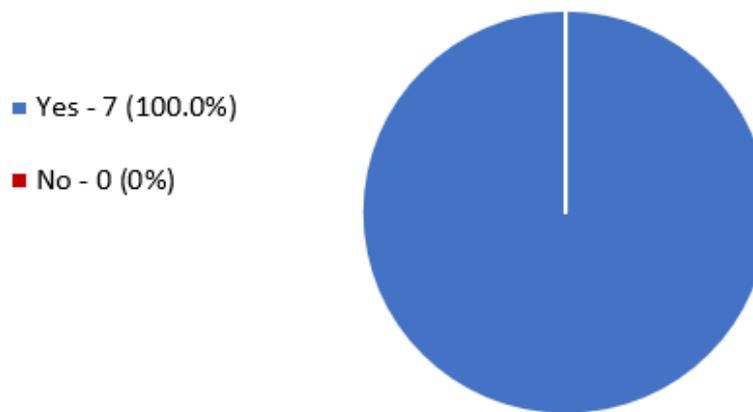
3. An unlimited number of stoppages of the performance of work for the duration of 2 hours?



### Question 4

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

4. An unlimited number of stoppages of the performance of work for the duration of 4 hours?

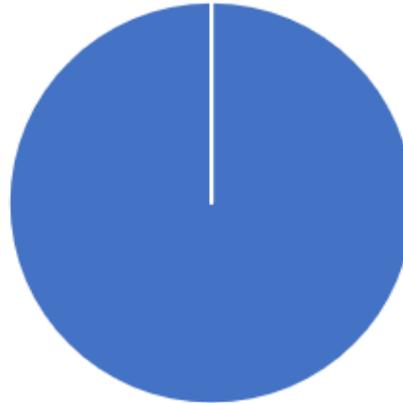


## Question 5

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

5. An unlimited number of stoppages of the performance of work for the duration of 8 hours?

- Yes - 7 (100.0%)
- No - 0 (0%)

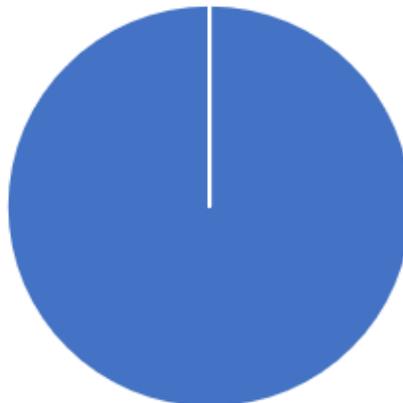


## Question 6

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

6. An unlimited number of stoppages of the performance of work for the duration of 12 hours?

- Yes - 7 (100.0%)
- No - 0 (0%)





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