



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**The Australian Workers' Union**

**v**

**DOF Australia Pty Ltd**

**(B2026/529)**

**27 May 2026**

# 1. Ballot Result

Total Eligible Voters: 55  
Total Participated: 52

52 out of 55 have answered all questions 94.5%

Final Ballot Audit: Wednesday, 27 May 2026 at 2.05pm AWST

*Diagram 1: Final Vote Participation*

<b>Australian Workers Union Protected Action Ballot (B2026/529)</b> Voters: 55 Total Participated: 52 (94.5%)
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## 2. CiVS Independence Declaration

The Australian Workers Union Protected Action Ballot (B2026/529) has been managed and declared independent of all other parties.

The Australian Workers Union Protected Action Ballot (B2026/529) result has been audited, and the declared result is assured.

Yours Sincerely,



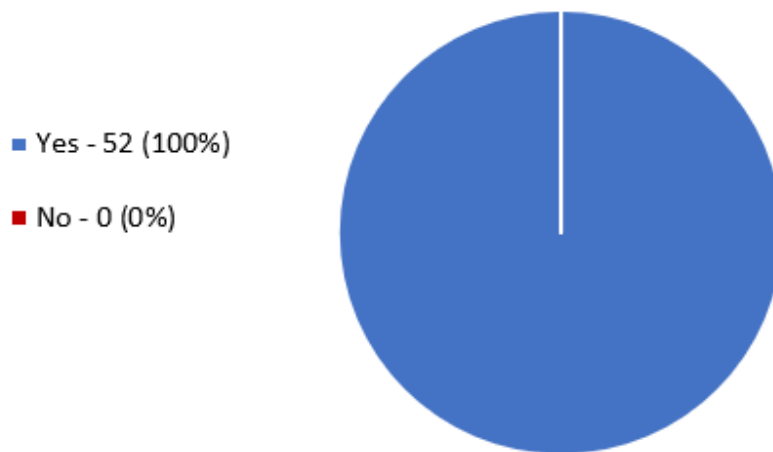
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer separately, concurrently and/or consecutively, in the form of:

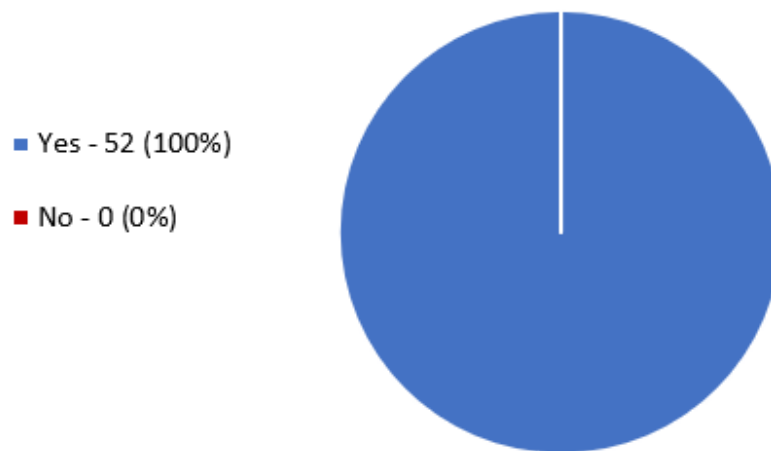
1. An unlimited number of stoppages of the performance of work for the duration of 30 minutes?



#### Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer separately, concurrently and/or consecutively, in the form of:

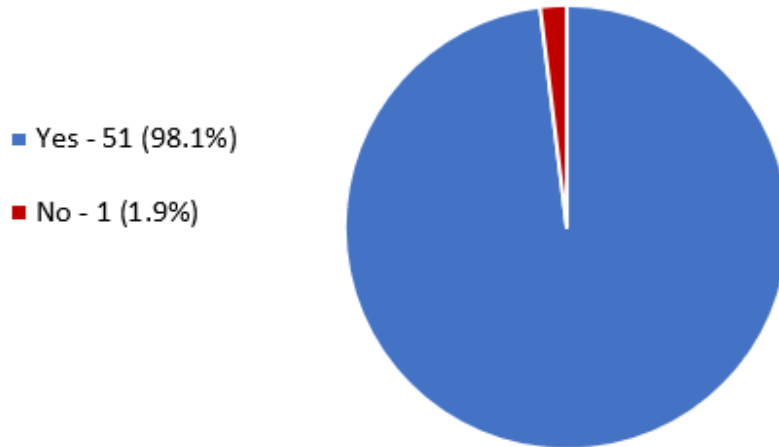
2. An unlimited number of stoppages of the performance of work for the duration of 1 hour?



### Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer separately, concurrently and/or consecutively, in the form of:

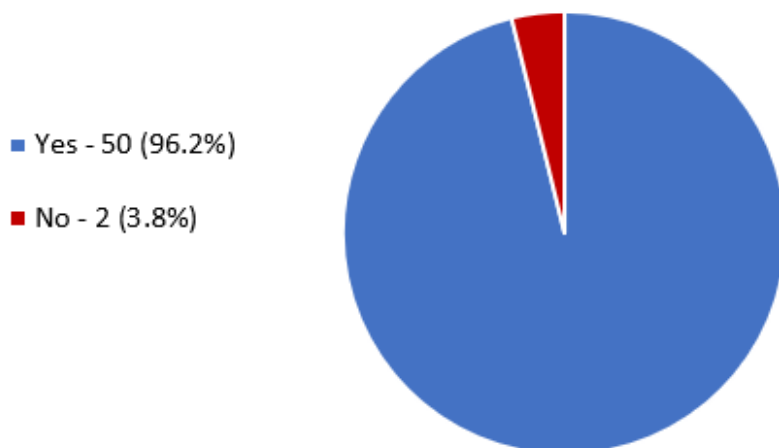
3. An unlimited number of stoppages of the performance of work for the duration of 2 hours?



### Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer separately, concurrently and/or consecutively, in the form of:

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





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

