



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia**

v

Vestas - Australian Wind Technology Pty Limited

B2022/1145

Date of Declaration:

12 August 2022

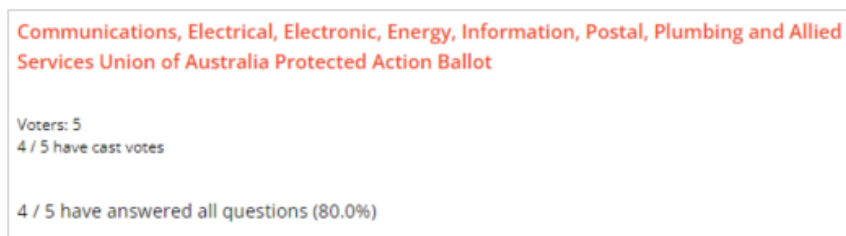
1. Ballot Result

Total Eligible Voters: 5
Total Participated: 4

4 out of 5 have answered all questions 80%

Final Ballot Audit: Friday, 12 August 2022 at 12.15 pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

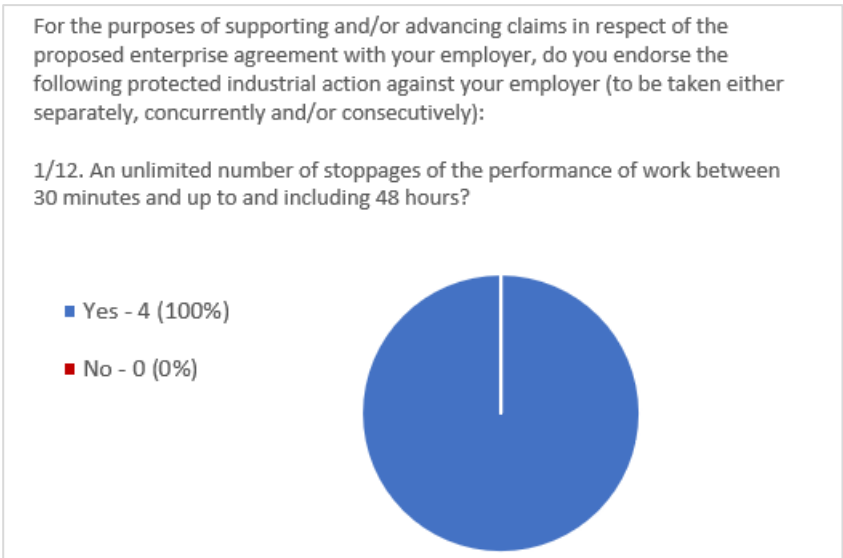
The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

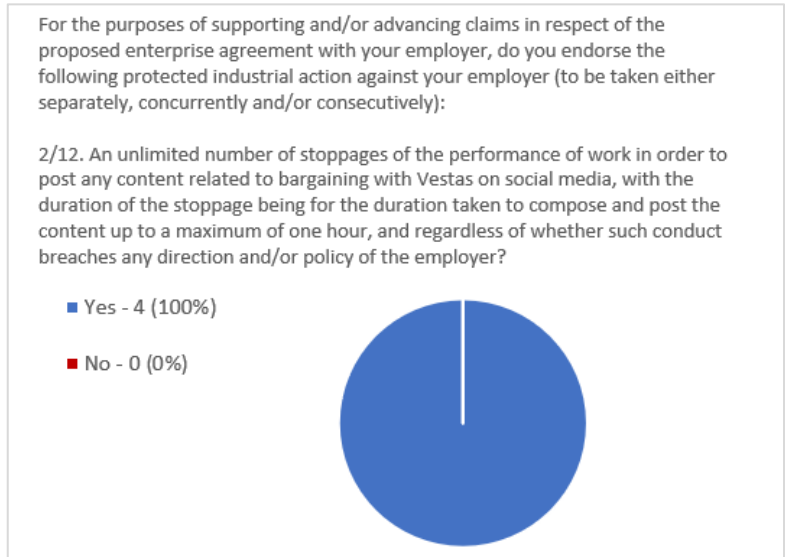
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Final Results

Question 1



Question 2



Question 3

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

3/12. An unlimited number of stoppages of the performance of work in order to communicate any content related to bargaining with Vestas to public media, with the duration of the stoppage being for the duration taken to communicate the content up to a maximum of one hour, and regardless of whether such conduct breaches any direction and/or policy of the employer?

- Yes - 4 (100%)
- No - 0 (0%)



Question 4

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

4/12. An unlimited number of stoppages of the performance of work of any duration up to a maximum of 48 hours in order to post any content related to bargaining with Vestas on social media regardless of whether such conduct breaches any direction and/or policy of the employer?

- Yes - 4 (100%)
- No - 0 (0%)



Question 5

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

5/12. An unlimited number of stoppages of the performance of work of any duration up to a maximum of 48 hours in order to communicate any content related to bargaining with Vestas to public media, regardless of whether such conduct breaches any direction and/or policy of the employer?

- Yes - 4 (100%)
- No - 0 (0%)



Question 6

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

6/12. An unlimited number of indefinite or periodic bans on supplying the documentation and equipment necessary for Lock Out Tag Out for Contractors?

- Yes - 4 (100%)
- No - 0 (0%)



Question 7

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

7/12. An unlimited number of indefinite or periodic bans on attending to any breakdown within 24 hours of the breakdown being logged in the employer's system?

■ Yes - 4 (100%)

■ No - 0 (0%)



Question 8

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

8/12. An unlimited number of indefinite or periodic bans on issuing and/or authorising Work Permits for Contractors?

■ Yes - 4 (100%)

■ No - 0 (0%)



Question 9

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

9/12. An unlimited number of indefinite or periodic bans on High Voltage Switching?

- Yes - 4 (100%)
- No - 0 (0%)



Question 10

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

10/12. An unlimited number of indefinite or periodic bans on climbing towers if the wind speed as measured anywhere within the wind farm where the relevant tower is located is above 8 metres per second on a one second average measurement?

- Yes - 4 (100%)
- No - 0 (0%)



Question 11

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

11/12. An unlimited number of indefinite or periodic bans on performing component and part replacements on wind turbine generators?

■ Yes - 4 (100%)

■ No - 0 (0%)



Question 12

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

12/12. An unlimited number of indefinite or periodic bans on driving any company vehicle unless it is during daylight hours?

■ Yes - 4 (100%)

■ No - 0 (0%)





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