



**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**

**Harvey Fresh (1994) Ltd  
B2022/1166**

**Date of Declaration:  
18 August 2022**

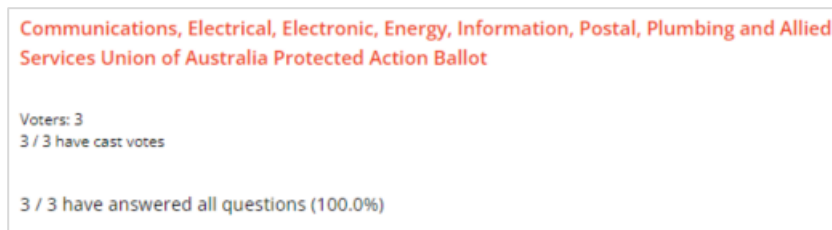
# 1. Ballot Result

Total Eligible Voters: 3  
Total Participated: 3

3 out of 3 have answered all questions 100%

Final Ballot Audit: Thursday, 18 August 2022 at 2.15 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

In support of reaching an Enterprise Agreement with Harvey Fresh (1994) Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

1/7. An unlimited number of stoppages of work of 1 hour duration?

■ Yes - 3 (100%)

■ No - 0 (0%)



#### Question 2

In support of reaching an Enterprise Agreement with Harvey Fresh (1994) Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

2/7. An unlimited number of stoppages of work of 4 hours duration?

■ Yes - 3 (100%)

■ No - 0 (0%)



### Question 3

In support of reaching an Enterprise Agreement with Harvey Fresh (1994) Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

3/7. An unlimited number of stoppages of work of 8 hours duration?

■ Yes - 3 (100%)

■ No - 0 (0%)



### Question 4

In support of reaching an Enterprise Agreement with Harvey Fresh (1994) Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

4/7. An unlimited number of stoppages of work of indefinite duration?

■ Yes - 3 (100%)

■ No - 0 (0%)



## Question 5

In support of reaching an Enterprise Agreement with Harvey Fresh (1994) Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

5/7. An unlimited number of bans on overtime of an indefinite duration?

- Yes - 3 (100%)
- No - 0 (0%)



## Question 6

In support of reaching an Enterprise Agreement with Harvey Fresh (1994) Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

6/7. An unlimited number of stoppages of work of up to 1 hours' duration for the purposes of speaking to the media about the reasons for industrial action and the Union's campaign for a new enterprise bargaining agreement?

- Yes - 3 (100%)
- No - 0 (0%)



## Question 7

In support of reaching an Enterprise Agreement with Harvey Fresh (1994) Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

7/7. An unlimited number of stoppages of work, each of an unlimited duration, for the purposes of posting to social media in relation to the Union's campaign for a new enterprise bargaining agreement?

■ Yes - 3 (100%)

■ No - 0 (0%)





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