



**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**

**Queensland Alumina Limited  
(B2022/1245)**

**7 September 2022**

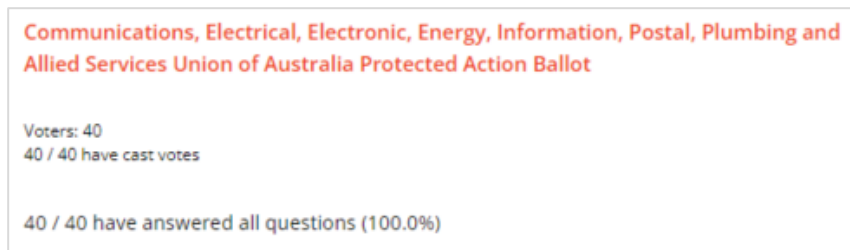
# 1. Ballot Result

Total Eligible Voters: 40  
Total Participated: 40

40 out of 40 have answered all questions 100%

Final Ballot Audit: Wednesday, 7 September 2022 at 11.15 am 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,

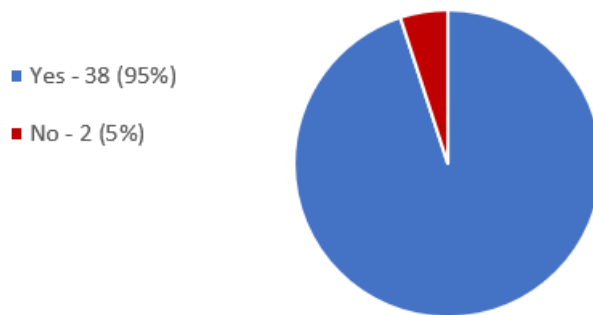
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Final Results

#### Question 1

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

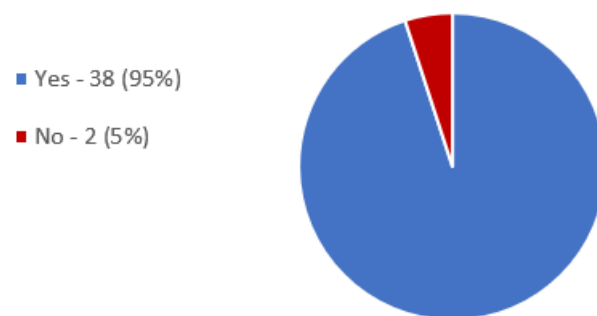
1. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) hour in duration?



#### Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?



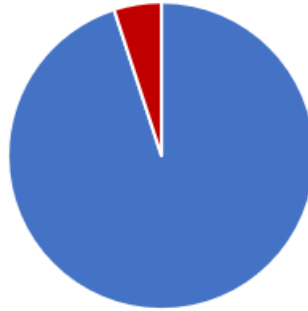
### Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of work, including consecutive stoppages of work, for twelve (12) hours in duration?

■ Yes - 38 (95%)

■ No - 2 (5%)



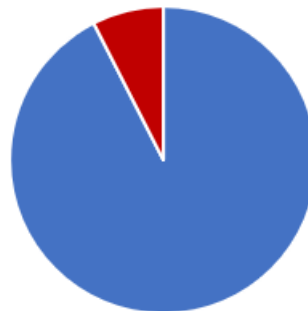
### Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work, including consecutive stoppages of work, for twenty-four (24) hours in duration?

■ Yes - 37 (93%)

■ No - 3 (8%)

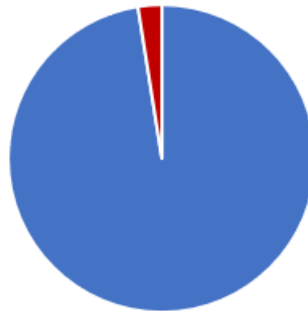


## Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

5. An unlimited number of indefinite or periodic bans on the performance of overtime?

- Yes - 39 (98%)
- No - 1 (3%)

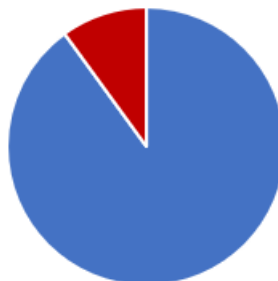


## Question 6

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

6. An unlimited number of indefinite or periodic bans on the use of technology including (but not limited to) phones, computers, tablets, radios, fax machines and the like?

- Yes - 36 (90%)
- No - 4 (10%)



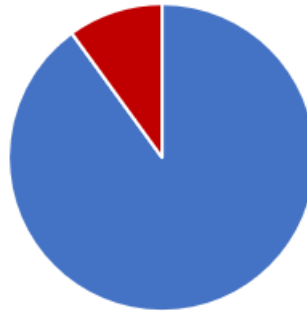
## Question 7

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

7. An unlimited number of indefinite or periodic bans on the completion of paperwork, with the exception of safety related paperwork?

■ Yes - 36 (90%)

■ No - 4 (10%)



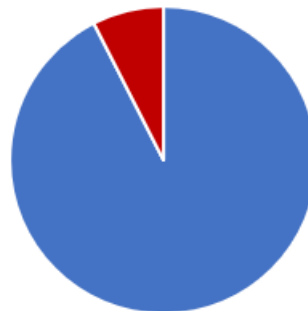
## Question 8

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

8. An unlimited number of indefinite or periodic bans on performing recalls and/or callbacks?

■ Yes - 37 (93%)

■ No - 3 (8%)

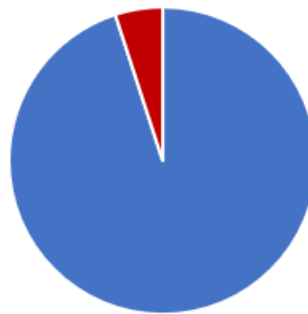


## Question 9

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

9. An unlimited number of indefinite or period bans on performing work (including training and/or supervision) with contractors and/or labour hire?

- Yes - 38 (95%)
- No - 2 (5%)

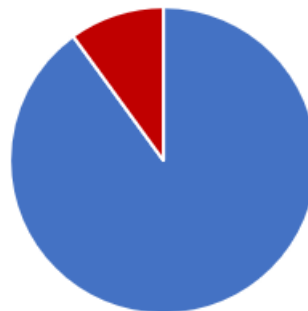


## Question 10

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

10. An unlimited number of indefinite or periods bans on the operation of overhead cranes and/or gantries?

- Yes - 36 (90%)
- No - 4 (10%)



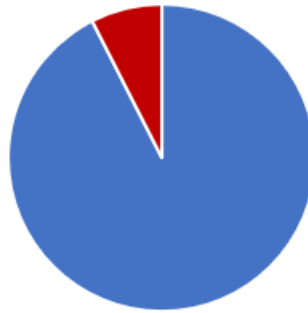
## Question 11

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

11. An unlimited number of indefinite or periods bans on the performance of higher duties, supervisory and/or control room operator roles?

■ Yes - 37 (93%)

■ No - 3 (8%)







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