



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

**South32 Worsley Alumina Pty Ltd
B2022/475**

Date of Declaration:

9 June 2022

1. Ballot Result

Total Eligible Voters: 50
Total Participated: 48

48 out of 50 have answered all questions 96%

Final Ballot Audit: Thursday, 9 June 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

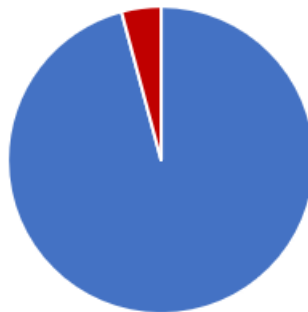
Question 1

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):

1/14. An unlimited number of stoppages of the performance of all work between 30 minutes and up to and including 48 hours?

■ Yes - 46 (96%)

■ No - 2 (4%)



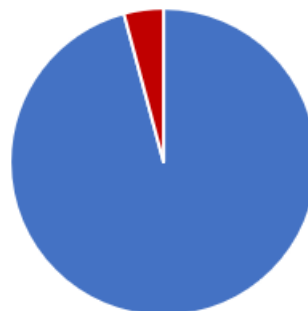
Question 2

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):

2/14. An unlimited number of stoppages on the performance of all work during Monday to Friday between the hours of 6:00 am and 6:00 pm AWST?

■ Yes - 46 (96%)

■ No - 2 (4%)



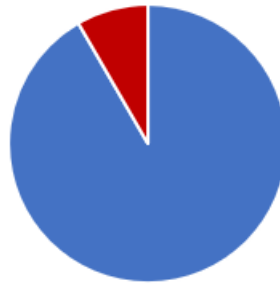
Question 3

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):

3/14. An unlimited number of indefinite or periodic bans on attending end of shift meetings at any location other than Level 36, 108 St Georges Terrace PERTH WA 6000?

■ Yes - 44 (92%)

■ No - 4 (8%)



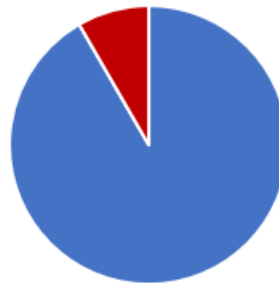
Question 4

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):

4/14. An unlimited number of indefinite or periodic bans on attending pre-start meetings at any location other than Level 36, 108 St Georges Terrace PERTH WA 6000?

■ Yes - 44 (92%)

■ No - 4 (8%)

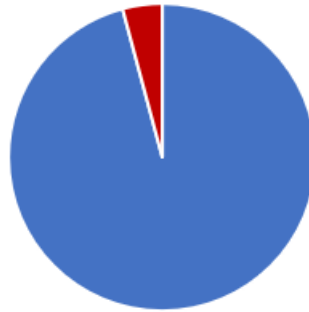


Question 5

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):

5/14. An unlimited number of indefinite or periodic bans on being a clearance to work recipient?

- Yes - 46 (96%)
- No - 2 (4%)

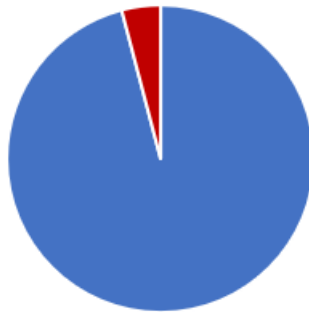


Question 6

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):

6/14. An unlimited number of indefinite or periodic bans on verifying and/or performing electrical isolations?

- Yes - 47 (98%)
- No - 1 (2%)

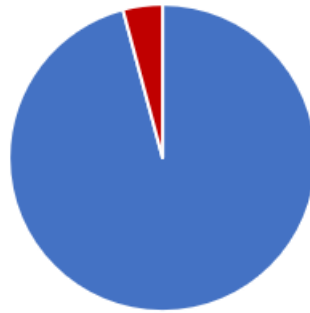


Question 7

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):

7/14. An unlimited number of indefinite or periodic bans on performing any work other than unplanned breakdown work?

- Yes - 46 (96%)
- No - 2 (4%)

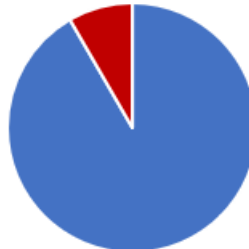


Question 8

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):

8/14. An unlimited number of stoppages of work, over an indefinite period or for a specified period, in order to post on social media about the bargaining and/or industrial action, regardless of whether such conduct would constitute a breach of or refusal to comply with any policy or direction of the employer?

- Yes - 44 (92%)
- No - 4 (8%)

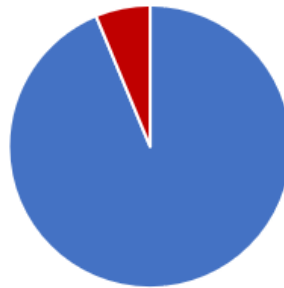


Question 9

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):

9/14. An unlimited number of stoppages of work, over an indefinite period or for a specified period, in order to communicate content to the media about bargaining and/or industrial action, regardless of whether such conduct would constitute a breach of or refusal to comply with any policy or direction of the employer?

- Yes - 45 (94%)
- No - 3 (6%)

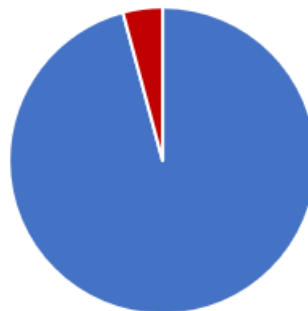


Question 10

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):

10/14. Refusing to reset an electrical protective device and/or electrical circuit breaker within 24 hours of a work request for a fault being issued via the SAP?

- Yes - 46 (96%)
- No - 2 (4%)

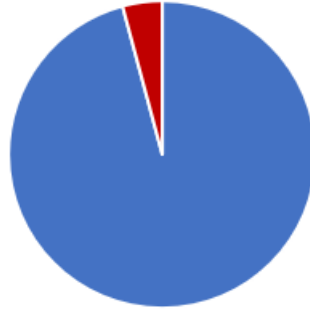


Question 11

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):

11/14. Shift workers refusing to perform work in accordance with any roster other than a 5 panel roster?

- Yes - 46 (96%)
- No - 2 (4%)

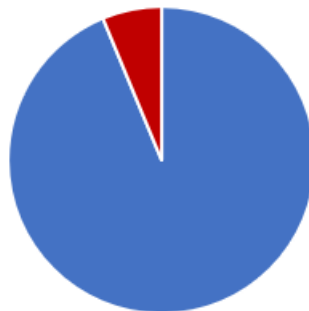


Question 12

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):

12/14. Dayworkers refusing to perform work in accordance with any roster other than a 36 per week roster?

- Yes - 45 (94%)
- No - 3 (6%)

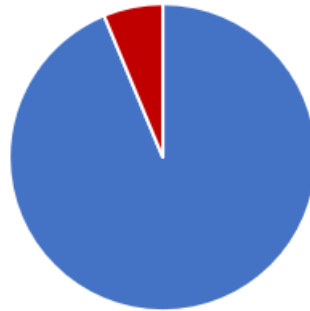


Question 13

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):

13/14. Refusing to perform any maintenance tasks north of C420101, whether planned or unplanned?

- Yes - 45 (94%)
- No - 3 (6%)

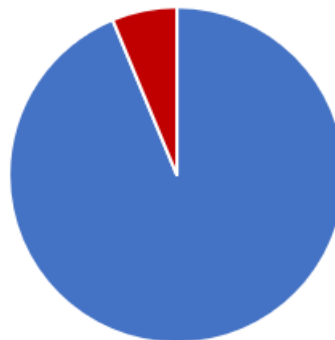


Question 14

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):

14/14. Refusing to enter data into the SAP?

- Yes - 45 (94%)
- No - 3 (6%)





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<https://civs.vote>

