



**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**

**UGL Operations and Maintenance Pty Ltd T/A UGL  
(B2023/733)**

**9 August 2023**

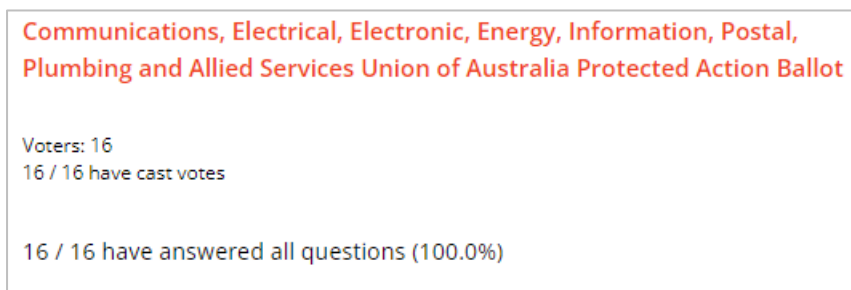
# 1. Ballot Result

Total Eligible Voters: 16  
Total Participated: 16

16 out of 16 have answered all questions 100.0%

Final Ballot Audit: Wednesday, 9 August 2023 at 2.05pm 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 Results

#### Question 1

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

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

■ Yes - 16 (100%)

■ No - 0 (0%)



#### Question 2

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

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

■ Yes - 16 (100%)

■ No - 0 (0%)



### Question 3

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

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

- Yes - 16 (100%)
- No - 0 (0%)



### Question 4

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

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

- Yes - 16 (100%)
- No - 0 (0%)



## Question 5

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

5. An unlimited number of stoppages of the performance of work for the duration of 12 hours?

■ Yes - 16 (100%)

■ No - 0 (0%)



## Question 6

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

6. An unlimited number of stoppages of the performance of work for the duration of 24 hours?

■ Yes - 16 (100%)

■ No - 0 (0%)



## Question 7

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

7. An unlimited number of stoppages on the performance of all work during Saturday between the hours of 6:00 am and 6:00 pm AWST?

- Yes - 16 (100%)
- No - 0 (0%)



## Question 8

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

8. An unlimited number of stoppages on the performance of all work during Sunday between the hours of 6:00 am and 6:00 pm AWST?

- Yes - 16 (100%)
- No - 0 (0%)



## Question 9

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

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

- Yes - 16 (100%)
- No - 0 (0%)



## Question 10

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

10. An unlimited number of indefinite or periodic bans on performing any cable pulling work?

- Yes - 16 (100%)
- No - 0 (0%)



## Question 11

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

11. 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?

- Yes - 16 (100%)
- No - 0 (0%)



## Question 12

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

12. 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?

- Yes - 16 (100%)
- No - 0 (0%)





## Question 13

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

13. An unlimited number of indefinite or periodic bans on the use of flat blade screwdrivers?

- Yes - 16 (100%)
- No - 0 (0%)



## Question 14

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

14. An unlimited number of indefinite or periodic bans on the use of EWPs?

- Yes - 16 (100%)
- No - 0 (0%)



## Question 15

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

15. An unlimited number of indefinite or periodic bans on conducting vehicle pre-starts?

- Yes - 16 (100%)
- No - 0 (0%)



## Question 16

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by union members against your employer, which may involve taking separately, concurrently and/ or consecutively any or all of the actions set out below:

16. An unlimited number of indefinite or periodic bans on working above ground level?

- Yes - 16 (100%)
- No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

