



**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**

**Coca-Cola Europacific Partners Australia Pty Ltd**

**B2025/1400**

**23 September 2025**

# 1. Ballot Result

Total Eligible Voters: 34  
Total Participated: 33

33 out of 34 have answered all questions 97.1%

Final Ballot Audit: Tuesday, 23 September 2025 at 12.05pm AWST

## *Diagram 1: Final Vote Participation*

**Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1400)**  
Voters: 34  
Total Participated: 33 (97.1%)

## 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.

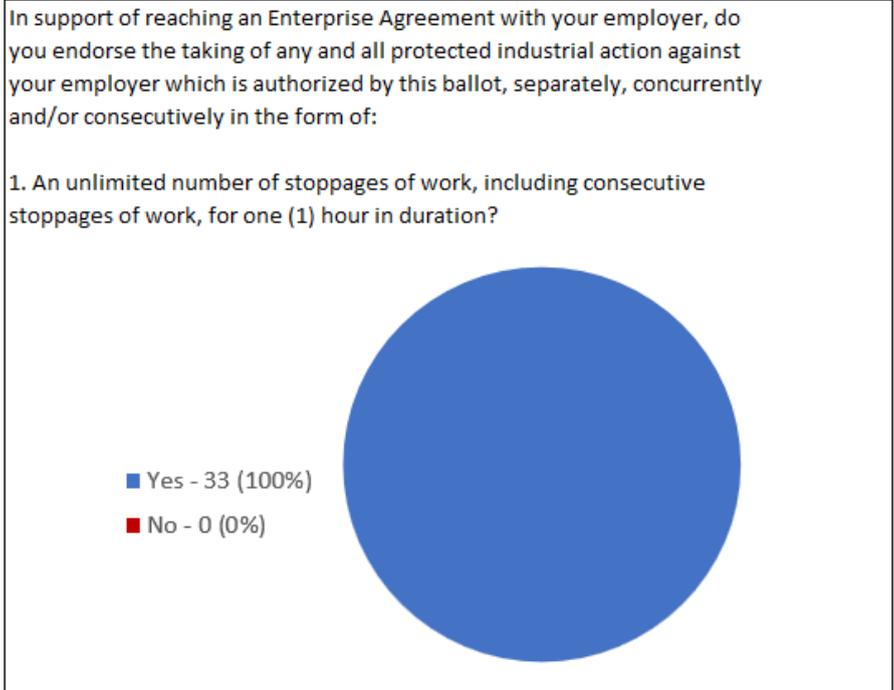
Yours Sincerely,



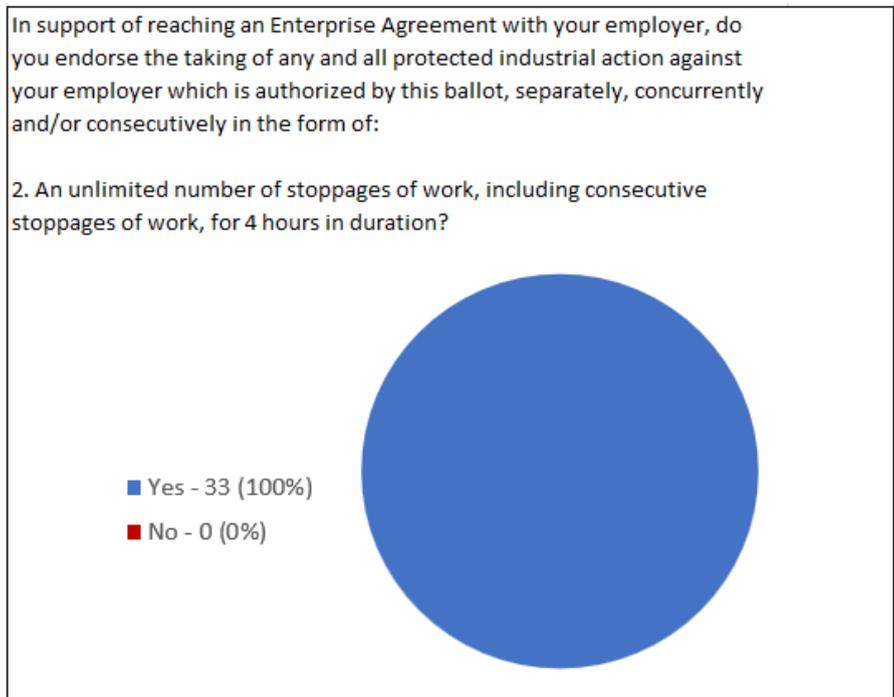
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

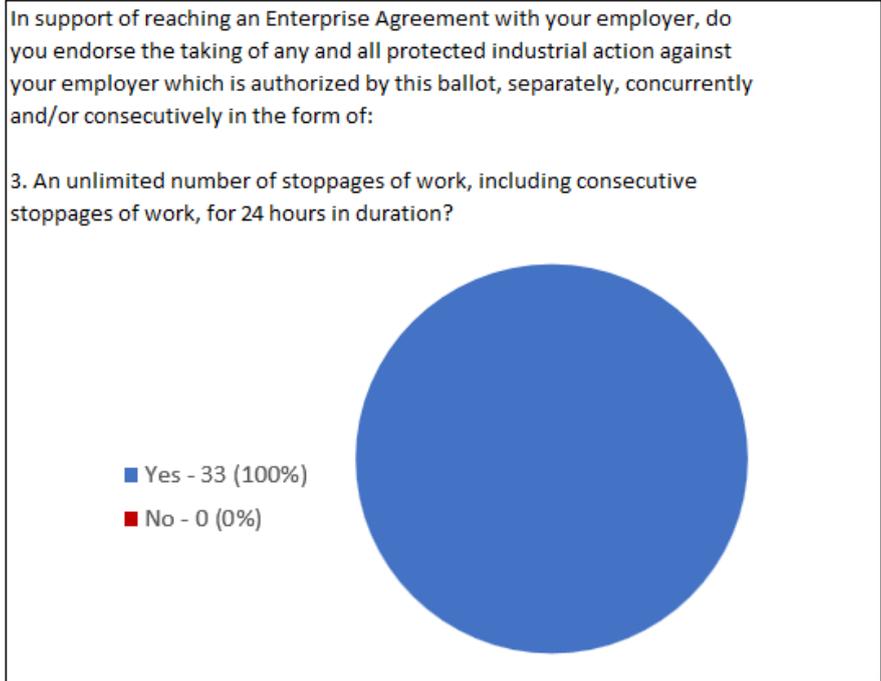
#### Question 1



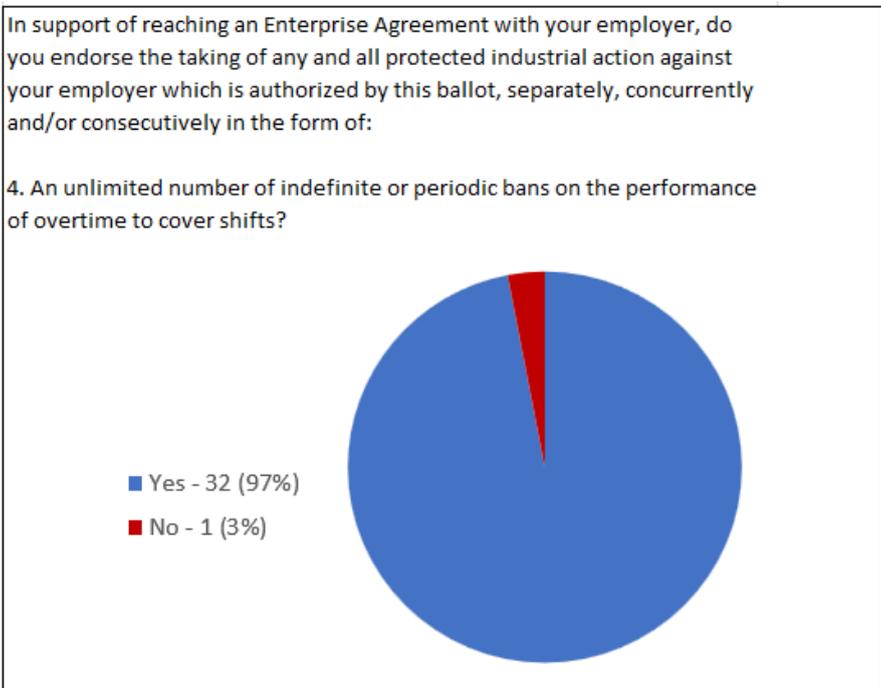
#### Question 2



### Question 3



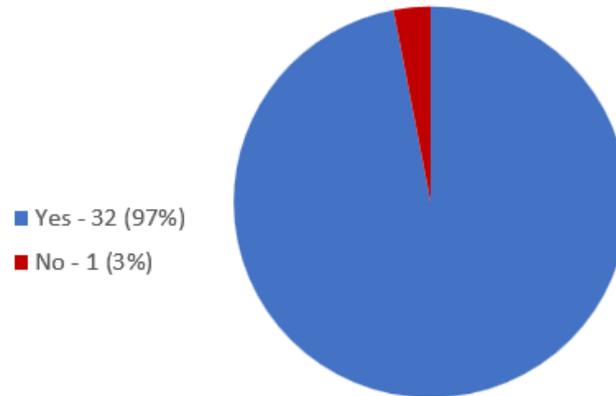
### Question 4



## 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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

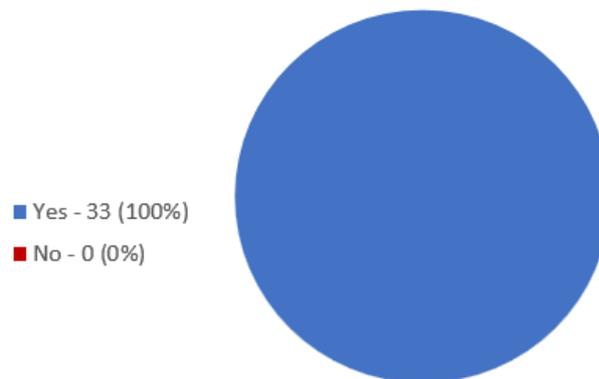
5. An unlimited number of indefinite or periodic bans on the performance of overtime outside of rostered hours?



## 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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of indefinite or periodic bans on supporting Production/Operators with SKU changeovers and Operator Tasks unless related to machine safety or component failure?

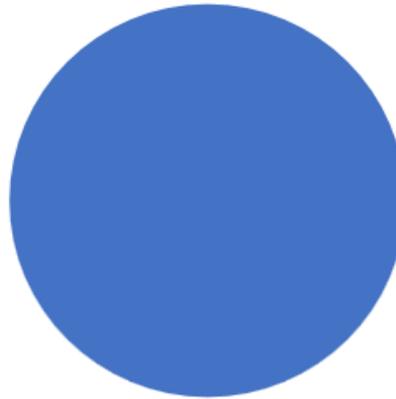


## Question 7

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of indefinite or periodic bans on the use of company apps, except Kronos?

■ Yes - 33 (100%)  
■ No - 0 (0%)

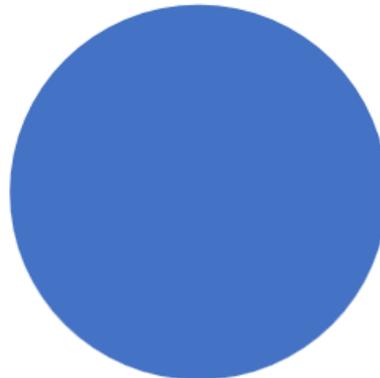


## Question 8

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of indefinite or periodic bans on the performance of paperwork, excluding safety related paperwork and timesheets?

■ Yes - 33 (100%)  
■ No - 0 (0%)

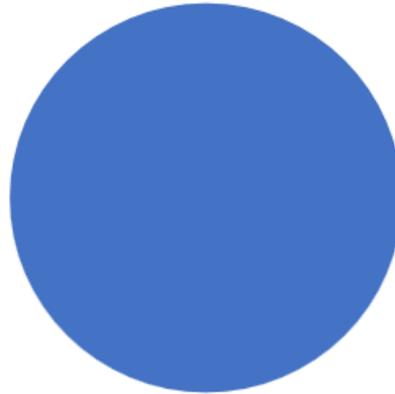


## Question 9

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

9. An unlimited number of indefinite or periodic bans on the use of personal devices & mobile phones for reporting purposes?

■ Yes - 33 (100%)  
■ No - 0 (0%)

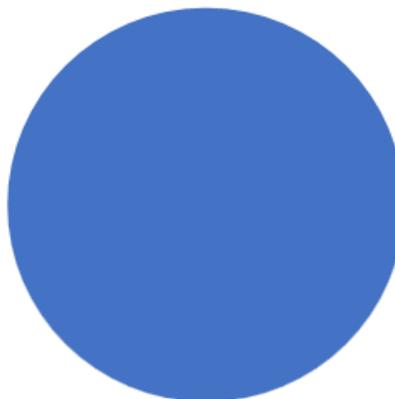


## Question 10

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

10. An unlimited number of indefinite or periodic bans on using Maximo?

■ Yes - 33 (100%)  
■ No - 0 (0%)

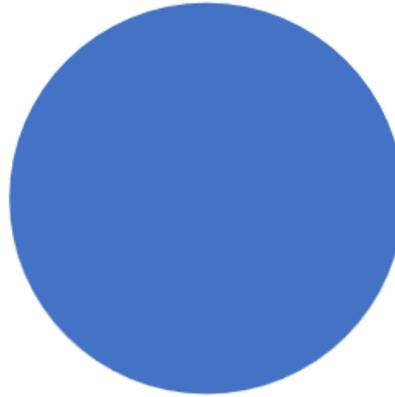


## Question 11

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

11. An unlimited number of indefinite or periodic bans on acting in Supervisor roles?

■ Yes - 33 (100%)  
■ No - 0 (0%)

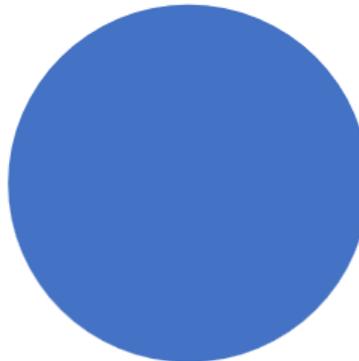


## Question 12

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

12. An unlimited number of indefinite or periodic bans on supervising, working on site with or escorting contractors. Excluding any contractors that are engaged for cleaning, information technology, health and safety and environment services?

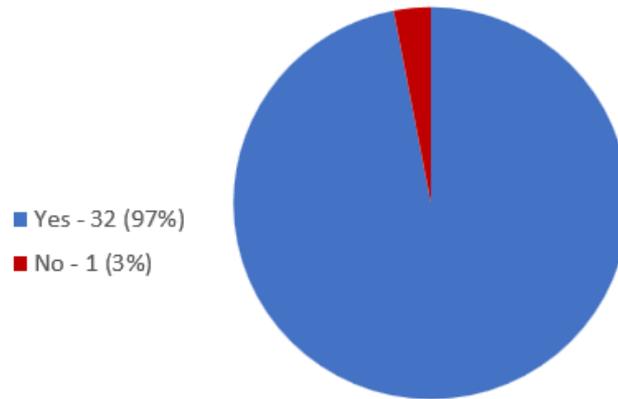
■ Yes - 33 (100%)  
■ No - 0 (0%)



## Question 13

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

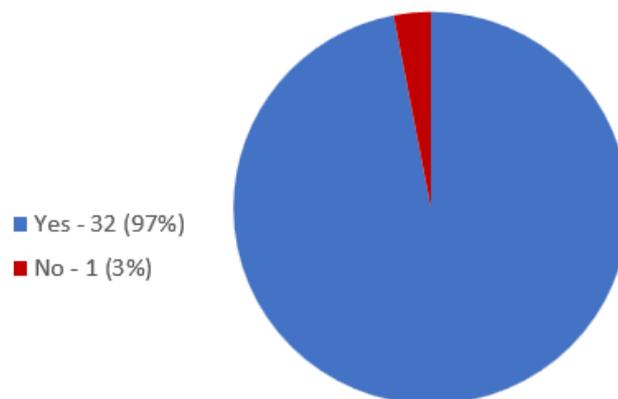
13. An unlimited number of indefinite or periodic bans on undertaking non-statutory training?



## Question 14

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

14. An unlimited number of indefinite or periodic bans on the use of swipe/access cards?



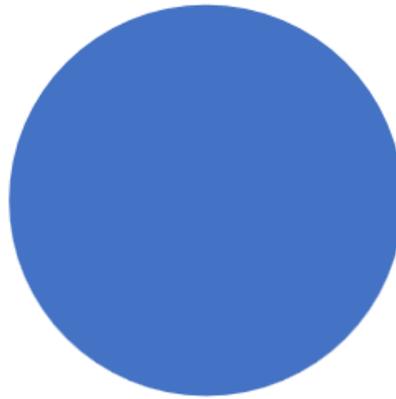
## Question 15

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

15. An unlimited number of bans on using toolboxes to carry tools around the work site?

■ Yes - 33 (100%)

■ No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

