



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

**Combined Fire Systems Pty Ltd
(B2025/1463)**

10 October 2025

1. Ballot Result

Total Eligible Voters: 22
Total Participated: 18

18 out of 22 have answered all questions 81.8%

Final Ballot Audit: Friday, 10 October 2025 at 10.35am AWST

Diagram 1: Final Vote Participation

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1463) - Combined Fire Systems
Voters: 22
Total Participated: 18 (81.8%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1463) - Combined Fire Systems 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 (B2025/1463) - Combined Fire Systems result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

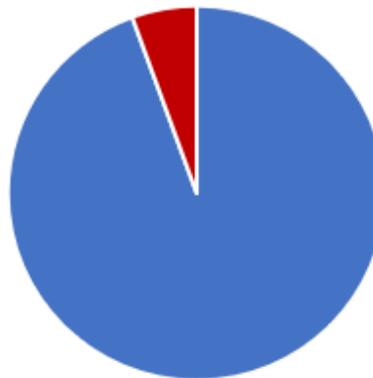
Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of work for a period of up to 1 hour?

■ Yes - 17 (94.4%)

■ No - 1 (5.6%)



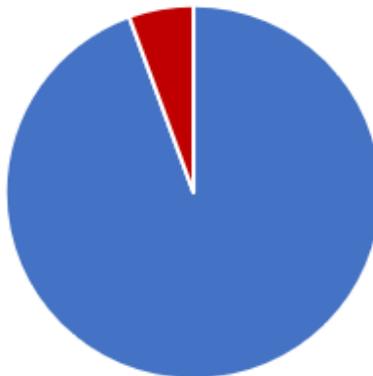
Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of stoppages of work for a period of up to 2 hours?

■ Yes - 17 (94.4%)

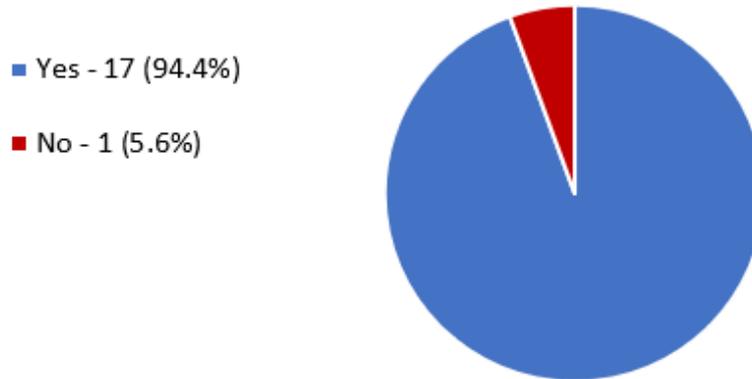
■ No - 1 (5.6%)



Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

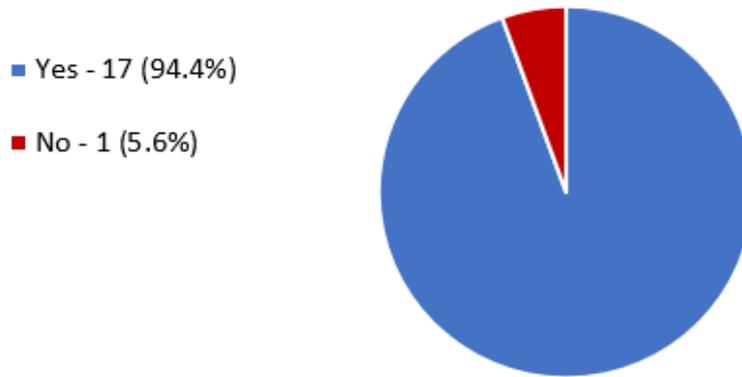
3. An unlimited number of stoppages of work for a period of up to 3 hours?



Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

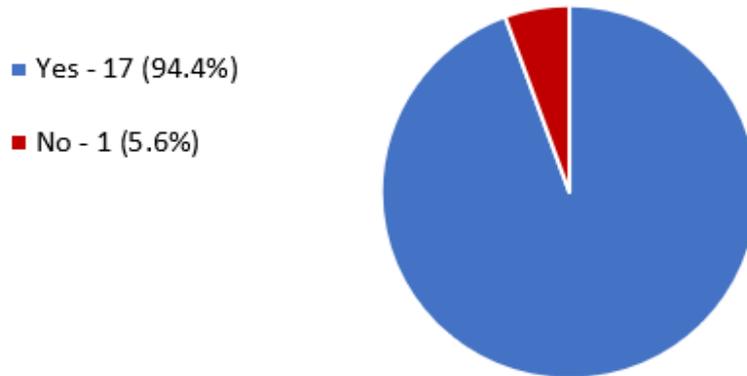
4. An unlimited number of stoppages of work for a period of up to 4 hours?



Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

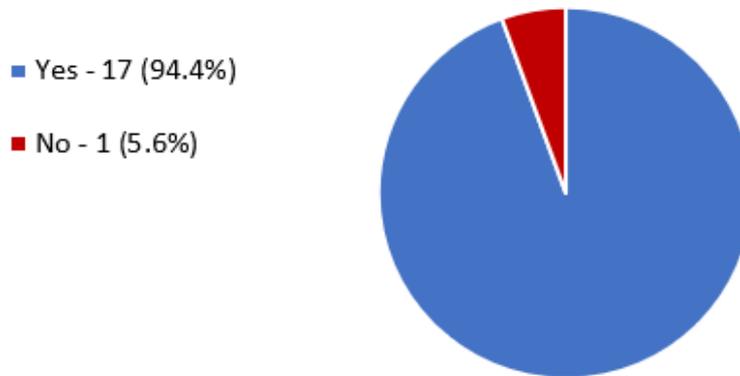
5. An unlimited number of stoppages of work for a period of up to 8 hours?



Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of stoppages of work for a period of up to 24 hours?



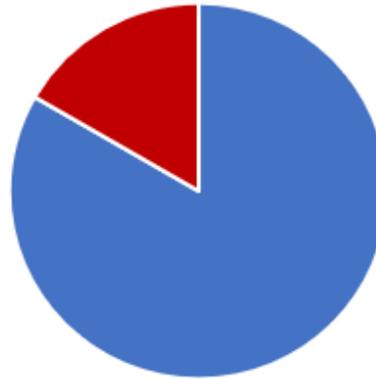
Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of stoppages of work for an indefinite period?

■ Yes - 15 (83.3%)

■ No - 3 (16.7%)



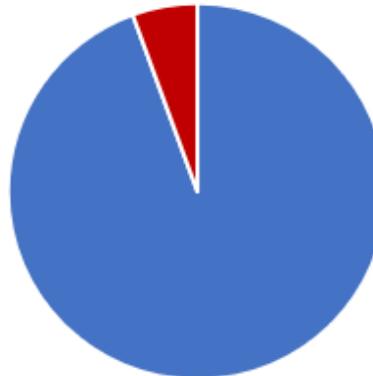
Question 8

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of indefinite or periodic bans on the use of Computers and Tablets?

■ Yes - 17 (94.4%)

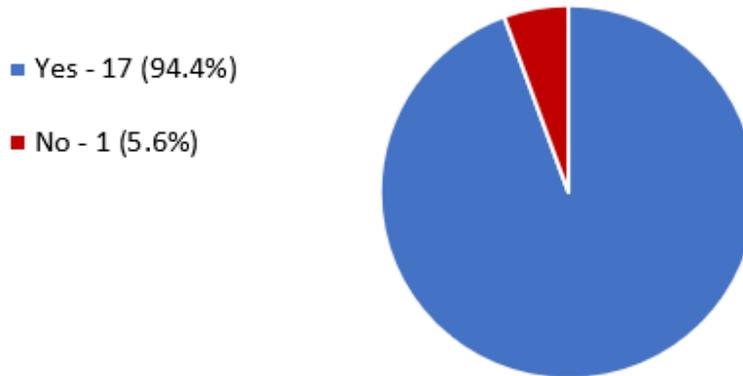
■ No - 1 (5.6%)



Question 9

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

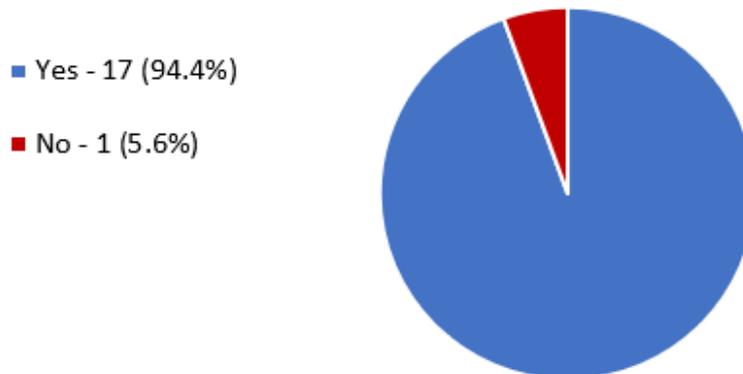
9. An unlimited number of indefinite or periodic bans on the reading of emails?



Question 10

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

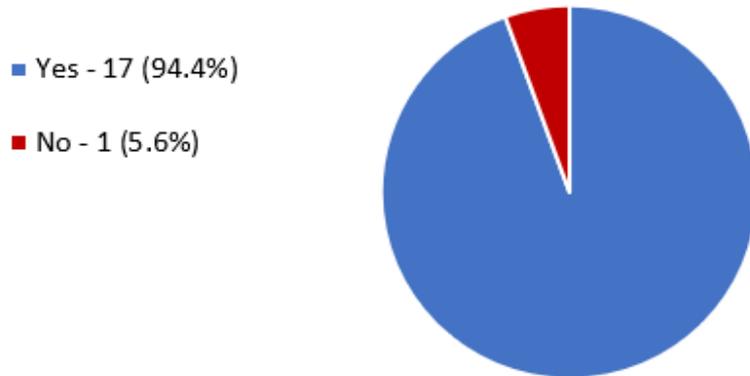
10. An unlimited number of indefinite or periodic bans on responding to emails?



Question 11

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

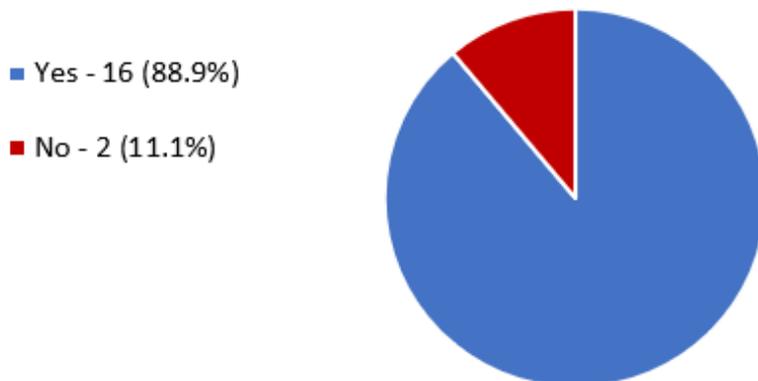
11. An unlimited number of indefinite or periodic bans on reading plans and schematics?



Question 12

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of indefinite or periodic bans on reading standards?

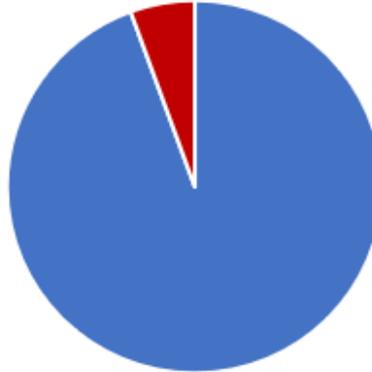


Question 13

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

13. An unlimited number of indefinite or periodic bans on the use of two-way radios?

- Yes - 17 (94.4%)
- No - 1 (5.6%)

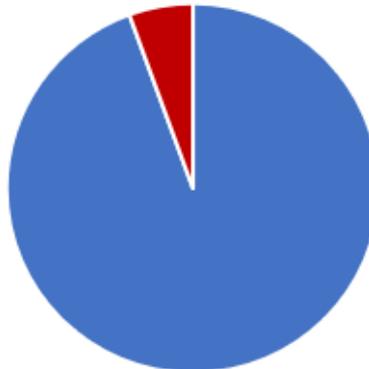


Question 14

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

14. An unlimited number of indefinite or periodic bans on using mobile phones for work purposes?

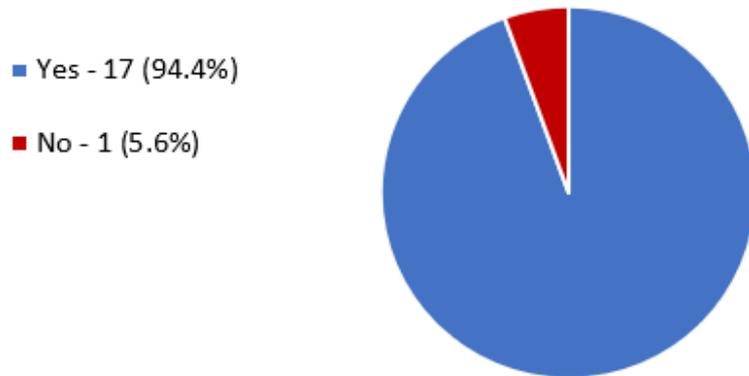
- Yes - 17 (94.4%)
- No - 1 (5.6%)



Question 15

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

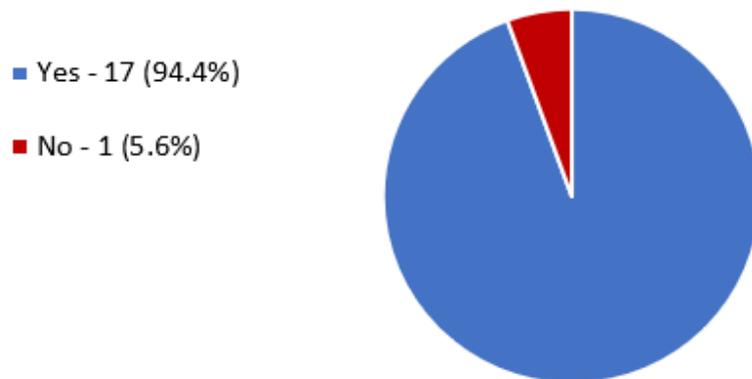
15. An unlimited number of indefinite or periodic bans on attendance at company meetings relating to Protected Action?



Question 16

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

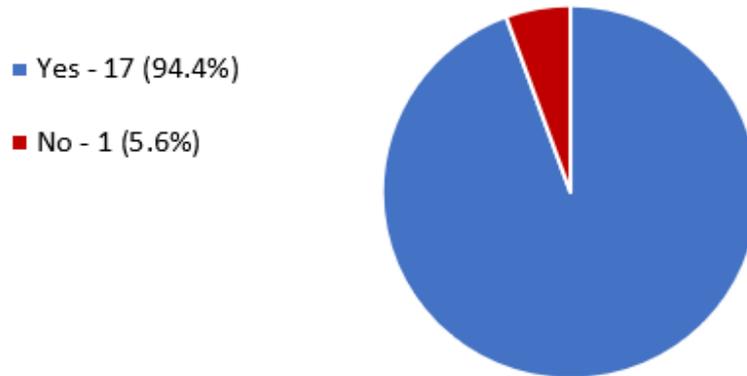
16. An unlimited number of indefinite or periodic bans on the supervision or authorization of contractors?



Question 17

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

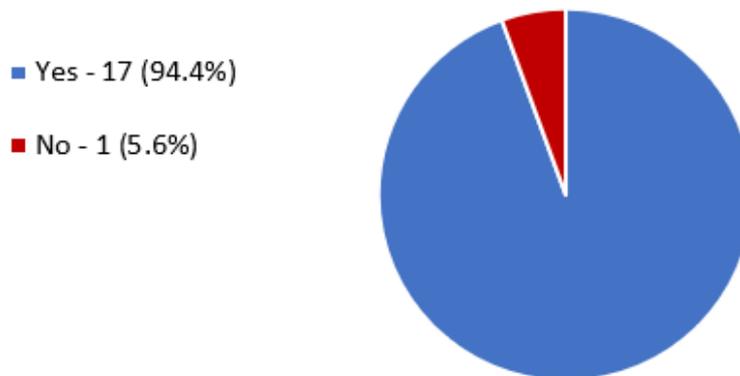
17. An unlimited number of indefinite or periodic bans on contact with the company's managers regarding the Enterprise Agreement included but not limited to reading or replying to the company correspondence or attending company meetings or briefings?



Question 18

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

18. An unlimited number of indefinite or periodic bans on undertaking work, tasks or responsibilities normally undertaken by supervisors or managers?

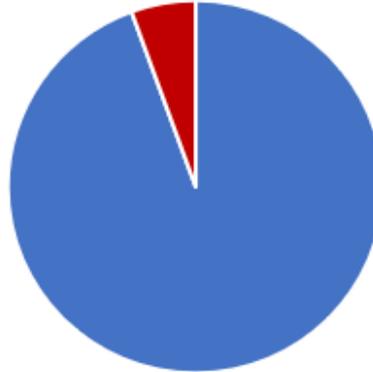


Question 19

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

19. Working strictly in accordance with the companies' policies or directives and not using any initiative in the performance of duties, for a specified period or indefinitely?

- Yes - 17 (94.4%)
- No - 1 (5.6%)

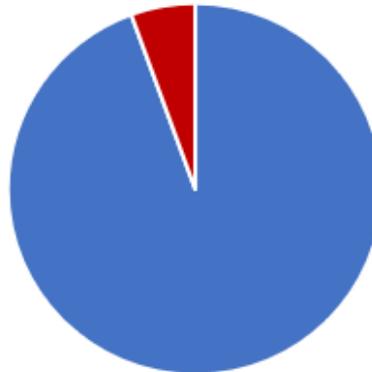


Question 20

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

20. An unlimited number of indefinite or periodic bans on attending Call Backs?

- Yes - 17 (94.4%)
- No - 1 (5.6%)



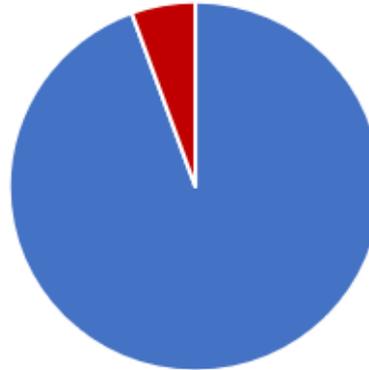
Question 21

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

21. An unlimited number of indefinite or periodic bans on the performance or direction of resetting Fire Protection Systems?

■ Yes - 17 (94.4%)

■ No - 1 (5.6%)



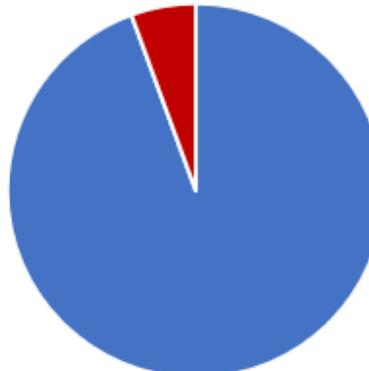
Question 22

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

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

■ Yes - 17 (94.4%)

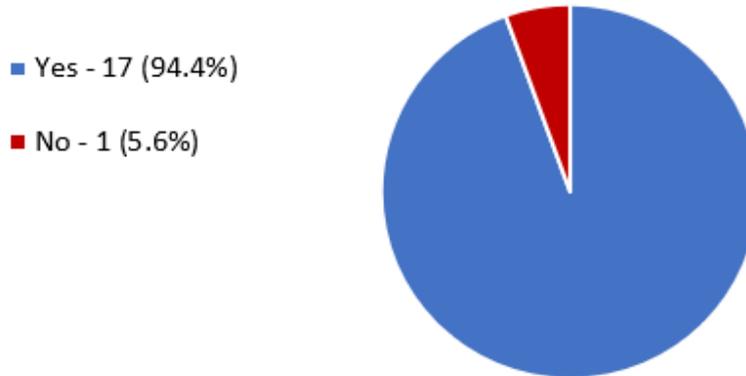
■ No - 1 (5.6%)



Question 23

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

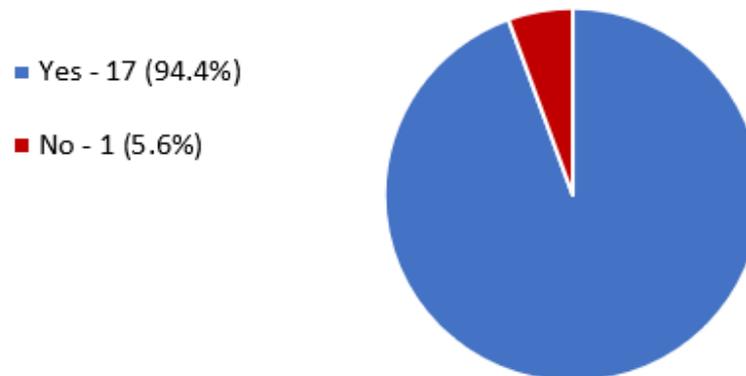
23. An unlimited number of indefinite or periodic bans on the performance of any work outside ordinary hours?



Question 24

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

24. An unlimited number of indefinite or periodic bans on the performance or direction of work on Fire Sprinkler Systems?

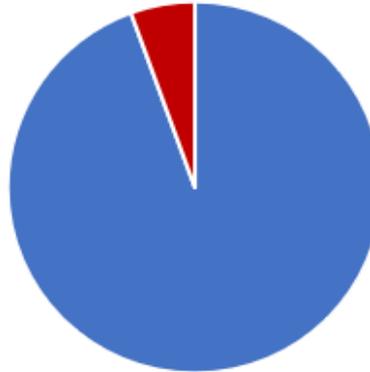


Question 25

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

25. An unlimited number of indefinite or periodic bans on the performance or direction of work on the installation of fire protection systems apparatus or equipment?

- Yes - 17 (94.4%)
- No - 1 (5.6%)

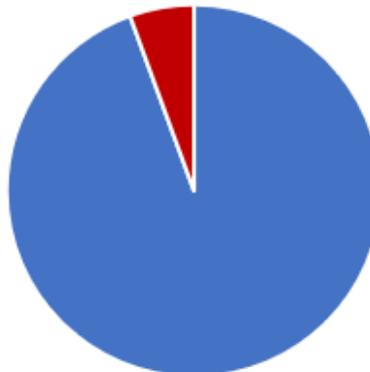


Question 26

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

26. An unlimited number of indefinite or periodic bans on the performance or direction of work for testing and/or commissioning of fire protection system installations and equipment?

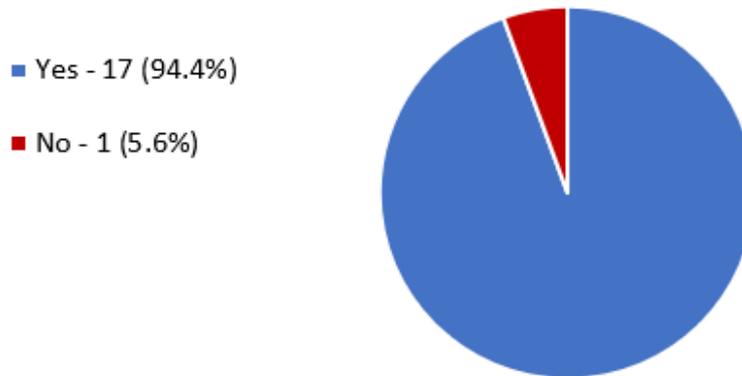
- Yes - 17 (94.4%)
- No - 1 (5.6%)



Question 27

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

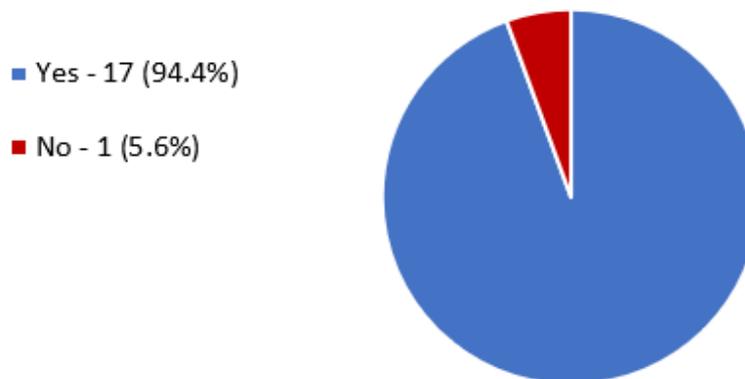
27. An unlimited number of indefinite or periodic bans on the performance or direction of work on energising the whole, or part, of a fire protection system?



Question 28

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

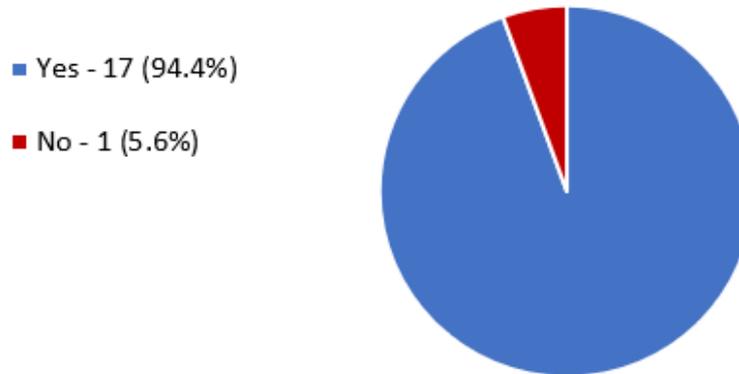
28. An unlimited number of indefinite or periodic bans on the use of Elevated Work Platforms (EWPs)?



Question 29

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

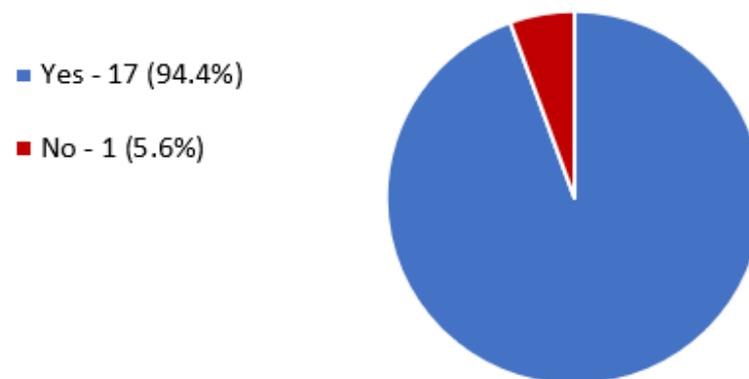
29. An unlimited number of indefinite or periodic bans on the use of ladders?



Question 30

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

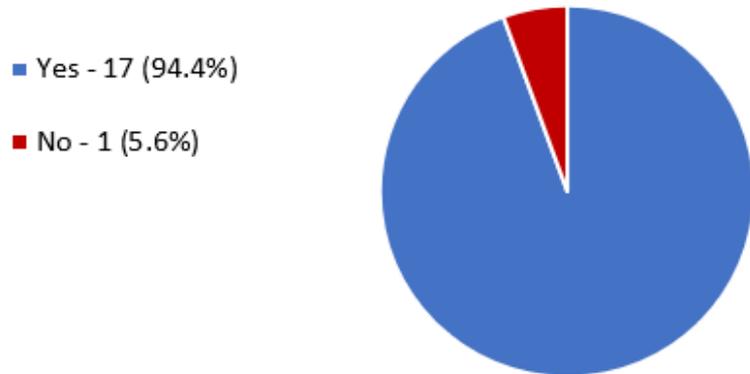
30. An unlimited number of indefinite or periodic bans on the use of test equipment?



Question 31

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

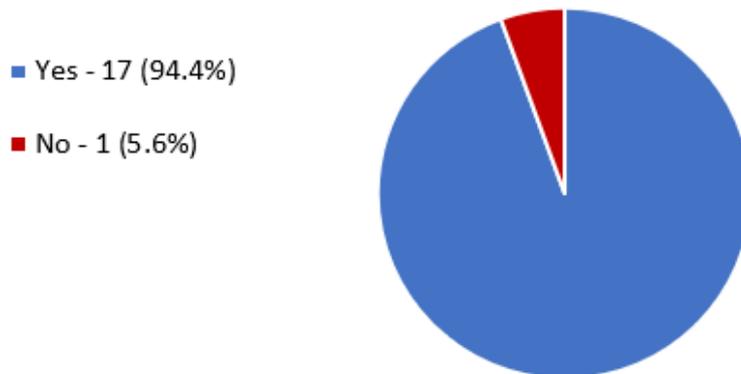
31. An unlimited number of indefinite or periodic bans on the use of a work vehicle?



Question 32

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

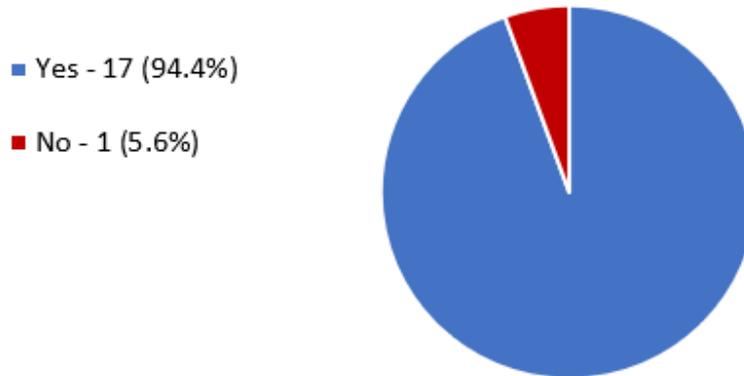
32. An unlimited number of Indefinite or periodic bans on the use of personal and company provided power tools?



Question 33

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

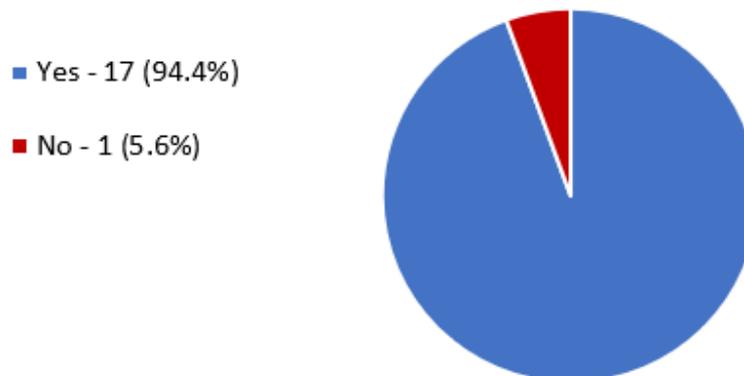
33. An unlimited number of indefinite or periodic bans on attending call outs?



Question 34

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

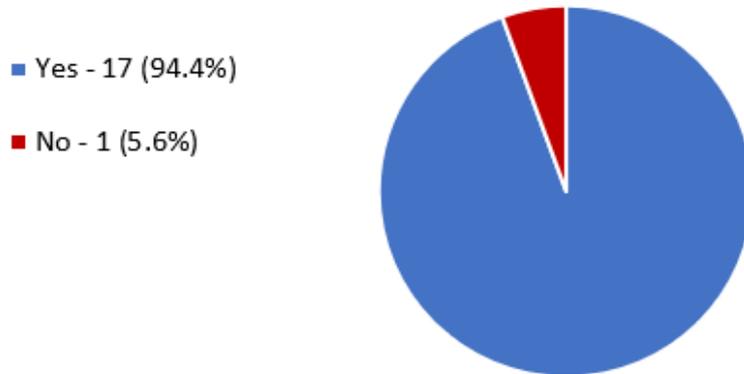
34. An unlimited number of bans on the performance of work for which the employee is required to leave or remain away from their usual place of residence?



Question 35

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

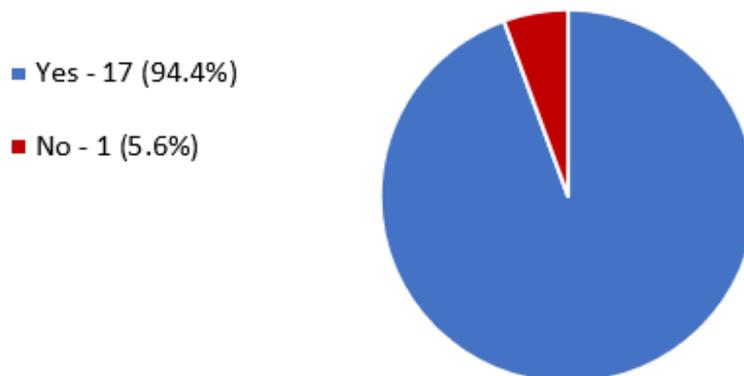
35. An unlimited number of indefinite or periodic bans on working alone?



Question 36

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

36. An unlimited number of indefinite or periodic bans on being on-call?





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