



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

Monadelphous Electrical & Instrumentation Pty Ltd

B2025/1584

30 October 2025

1. Ballot Result

Total Eligible Voters: 23
Total Participated: 21

21 out of 23 have answered all questions 91.3%

Final Ballot Audit: Thursday, 30 October 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 (B2025/1584)
Voters: 23
Total Participated: 21 (91.3%)

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

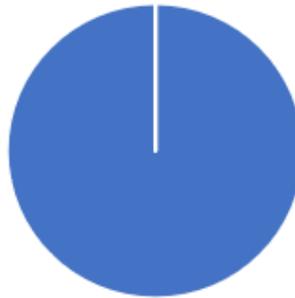
3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action 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?

- Yes - 21 (100.0%)
- No - 0 (0%)

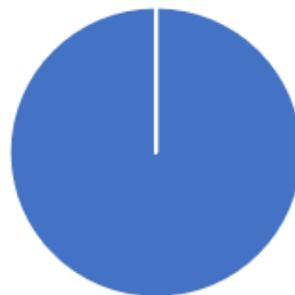


Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action 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 two (2) hours in duration?

- Yes - 21 (100.0%)
- No - 0 (0%)



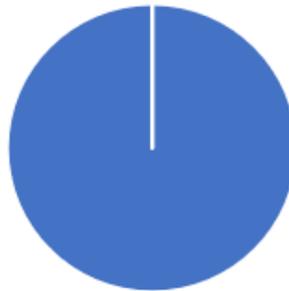
Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action 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 four (4) hours in duration?

■ Yes - 21 (100.0%)

■ No - 0 (0%)



Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action 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 twelve (12) hours in duration?

■ Yes - 21 (100.0%)

■ No - 0 (0%)

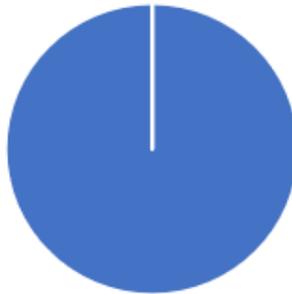


Question 5

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

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

- Yes - 21 (100.0%)
- No - 0 (0%)

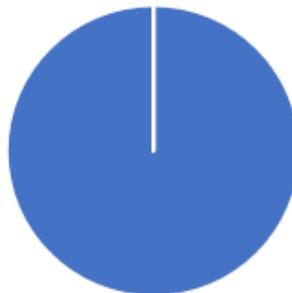


Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action 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 driving vehicles (unless in emergency circumstances)?

- Yes - 21 (100.0%)
- No - 0 (0%)

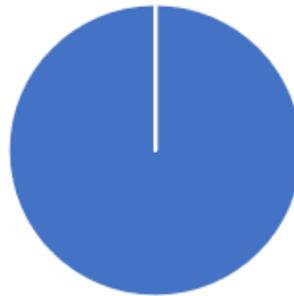


Question 7

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

7. An unlimited number of indefinite and/or periodic bans or limitations on the performance of work or the way in which work is performed, involving but not limited to preparation of correspondence, QA paperwork, completing test sheets, HV switching, issuing and acceptance of permits?

- Yes - 21 (100.0%)
- No - 0 (0%)

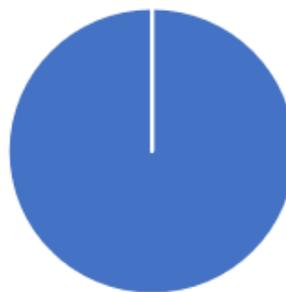


Question 8

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

8. An unlimited number of indefinite or periodic bans or limitations on the use of technology such as computers, mobile phones, cliq keys, swipe cards, radios, tablets or similar devices including the way in which such technology is used?

- Yes - 21 (100.0%)
- No - 0 (0%)

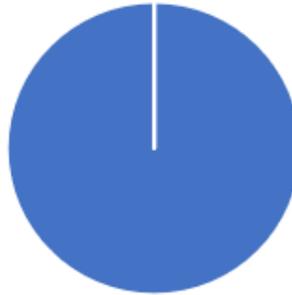


Question 9

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

9. An unlimited number of indefinite or periodic bans on performing work requiring the use of monogoggles?

- Yes - 21 (100.0%)
- No - 0 (0%)

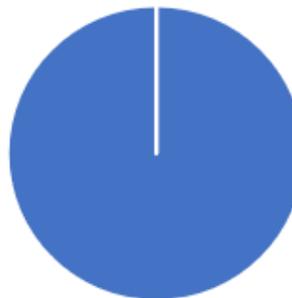


Question 10

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

10. An unlimited number of indefinite or periodic bans on working overtime?

- Yes - 21 (100.0%)
- No - 0 (0%)

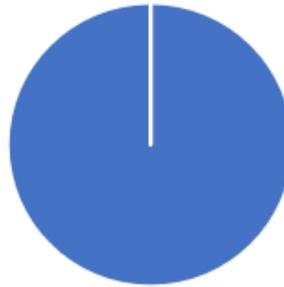


Question 11

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

11. An unlimited number of indefinite or periodic bans on lock-out-tag-out, de-isolating/ re-energizing?

- Yes - 21 (100.0%)
- No - 0 (0%)

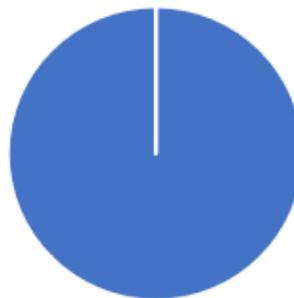


Question 12

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

12. An unlimited number of indefinite or periodic bans on the use of high- risk tickets including but not limited to EWP, HV switching and confined spaces?

- Yes - 21 (100.0%)
- No - 0 (0%)

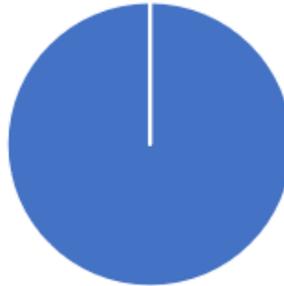


Question 13

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

13. An unlimited number of indefinite or periodic bans on the use of keys?

- Yes - 21 (100.0%)
- No - 0 (0%)

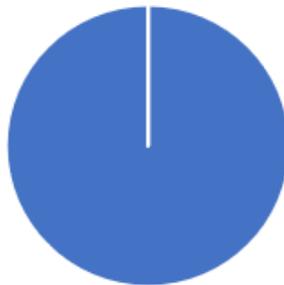


Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised 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 personal hand tools?

- Yes - 21 (100.0%)
- No - 0 (0%)





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