



**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**

**BR & I Pty Ltd  
(B2025/1655)**

**18 November 2025**

# 1. Ballot Result

Total Eligible Voters: 10  
Total Participated: 10

10 out of 10 have answered all questions 100.0%

Final Ballot Audit: Tuesday, 18 November 2025 at 02.05 pm AWST

*Diagram 1: Final Vote Participation*

**Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1655)**  
Voters: 10  
Total Participated: 10 (100.0%)

## 2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1655) 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 (B2025/1655) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

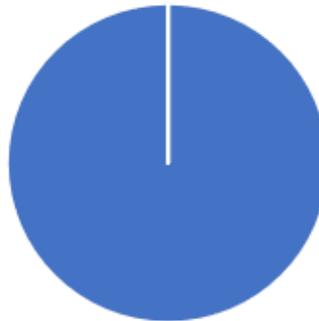
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of 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, each of a duration between 30 minutes and 24 hours?

- Yes - 10 (100.0%)
- No - 0 (0%)

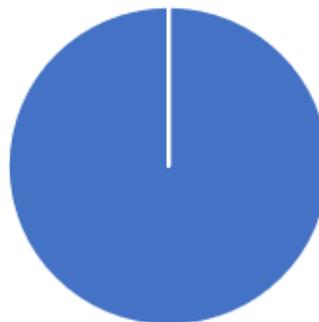


#### Question 2

In support of reaching an enterprise agreement with your employer, do you authorise 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 bans on the working of overtime, including indefinite and periodic bans?

- Yes - 10 (100.0%)
- No - 0 (0%)



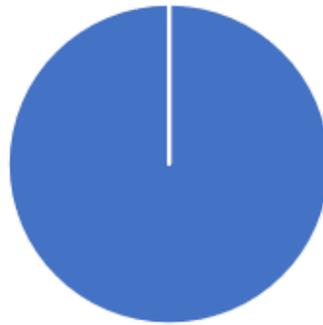
### Question 3

In support of reaching an enterprise agreement with your employer, do you authorise 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 bans on verifying and/or performing electrical isolations, including indefinite and periodic bans?

■ Yes - 10 (100.0%)

■ No - 0 (0%)



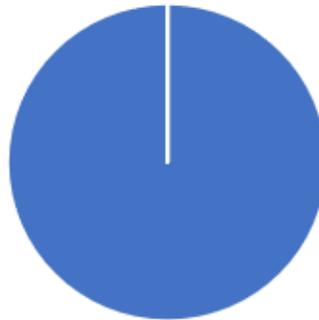
### Question 4

In support of reaching an enterprise agreement with your employer, do you authorise 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 bans on the use of digital multimeters, including indefinite and periodic bans?

■ Yes - 10 (100.0%)

■ No - 0 (0%)

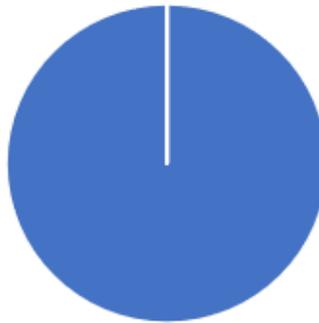


## Question 5

In support of reaching an enterprise agreement with your employer, do you authorise 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 bans on the use of flat blade screwdrivers, including indefinite and periodic bans?

- Yes - 10 (100.0%)
- No - 0 (0%)

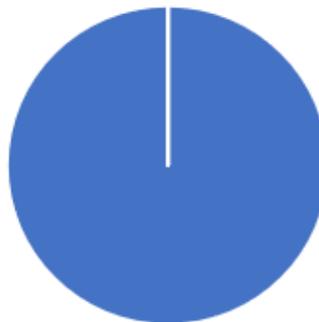


## Question 6

In support of reaching an enterprise agreement with your employer, do you authorise 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 bans on verifying and/or performing administration work, including indefinite and periodic bans?

- Yes - 10 (100.0%)
- No - 0 (0%)

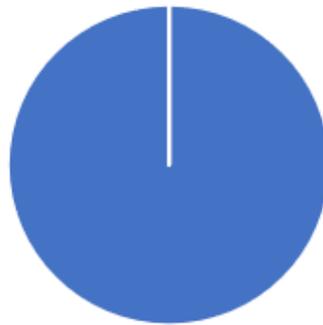


## Question 7

In support of reaching an enterprise agreement with your employer, do you authorise 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 bans on the use of EWP's, including indefinite and periodic bans?

- Yes - 10 (100.0%)
- No - 0 (0%)

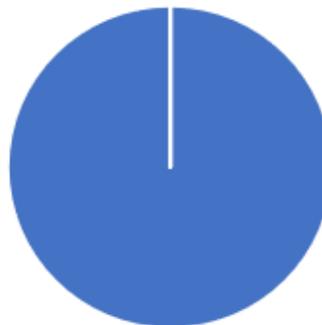


## Question 8

In support of reaching an enterprise agreement with your employer, do you authorise 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 bans on the use of Ladder's, including indefinite and periodic bans?

- Yes - 10 (100.0%)
- No - 0 (0%)



## Question 9

In support of reaching an enterprise agreement with your employer, do you authorise 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 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 the company's social media policy?

- Yes - 10 (100.0%)
- No - 0 (0%)

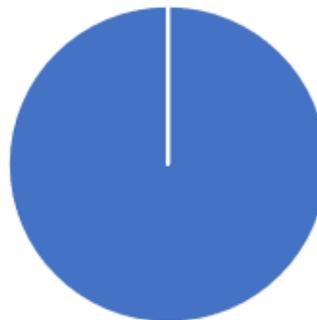


## Question 10

In support of reaching an enterprise agreement with your employer, do you authorise 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 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 the company's social media policy?

- Yes - 10 (100.0%)
- No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

