



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

**Cleanco Queensland Limited
(B2026/440)**

8 May 2026

1. Ballot Result

Total Eligible Voters: 14
Total Participated: 14

14 out of 14 have answered all questions 100%

Final Ballot Audit: Friday, 8 May 2026 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 (B2026/440)
Voters: 14
Total Participated: 14 (100.0%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2026/440) 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 (B2026/440) result has been audited and the declared result is assured.

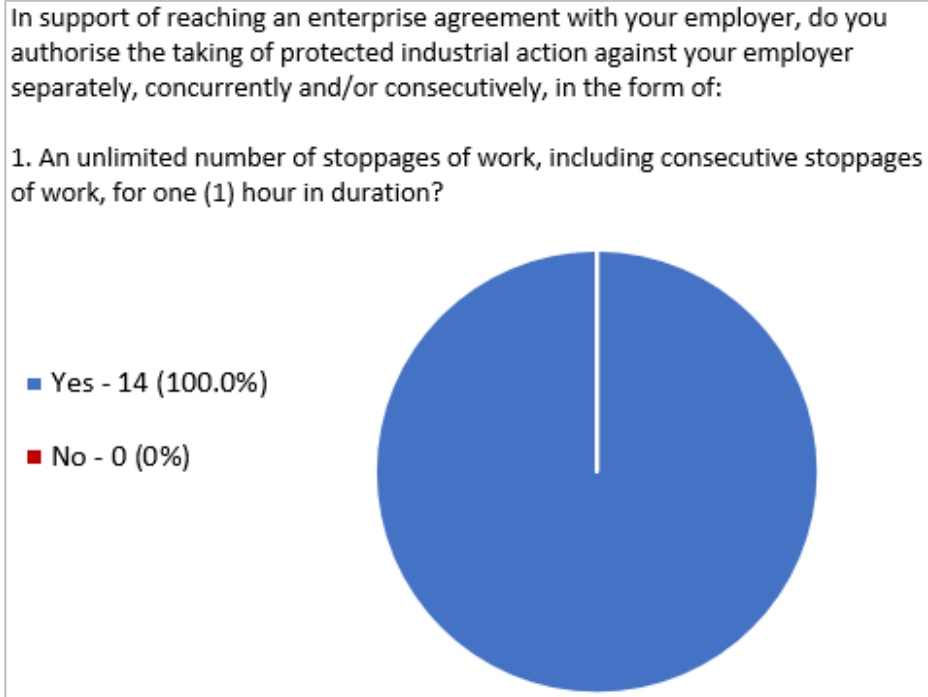
Yours Sincerely,



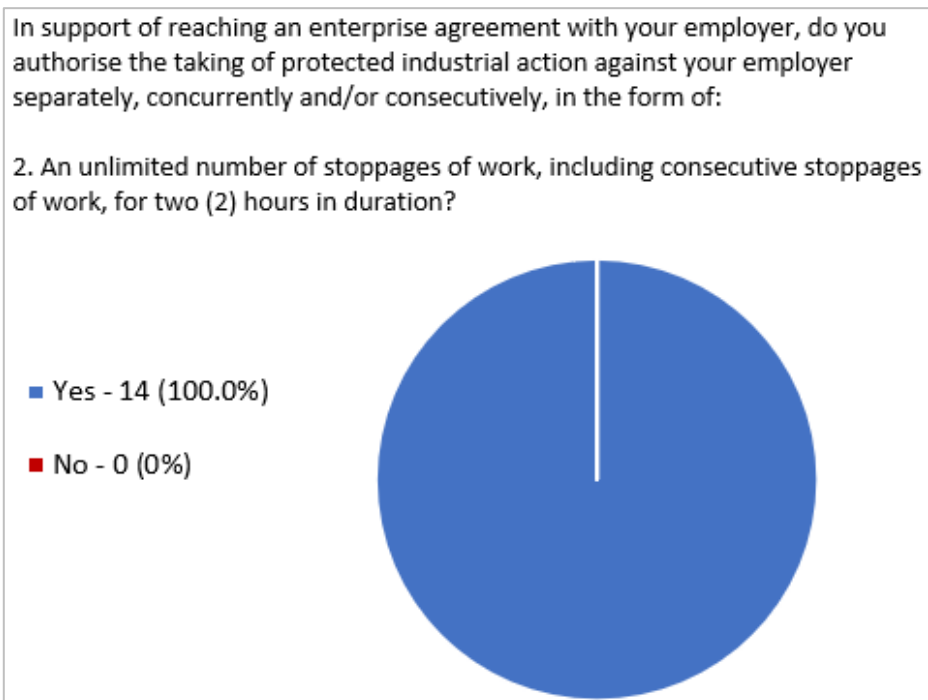
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

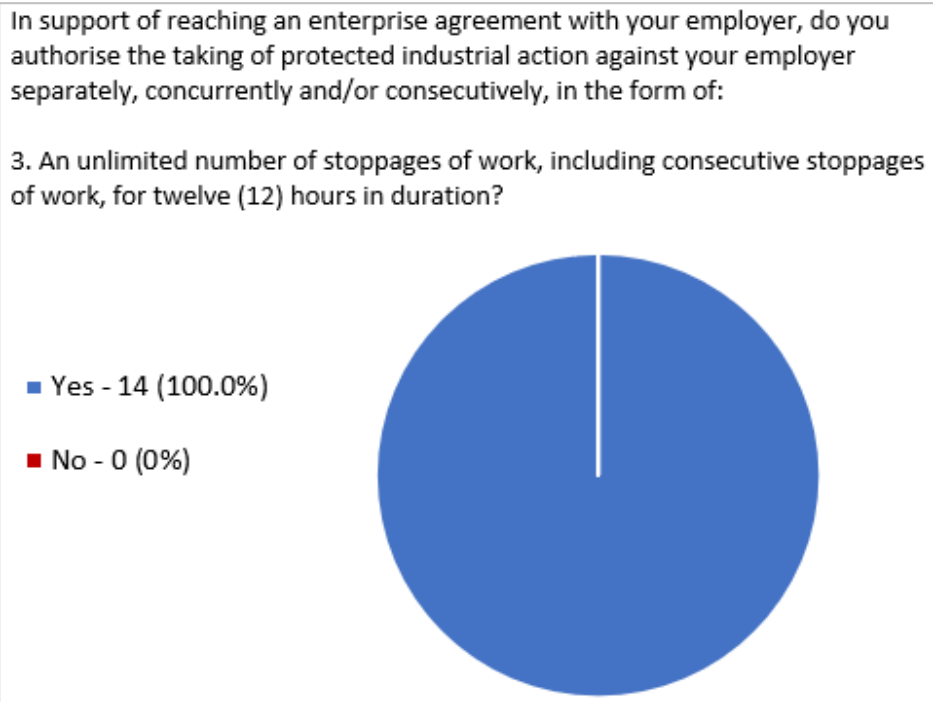
Question 1



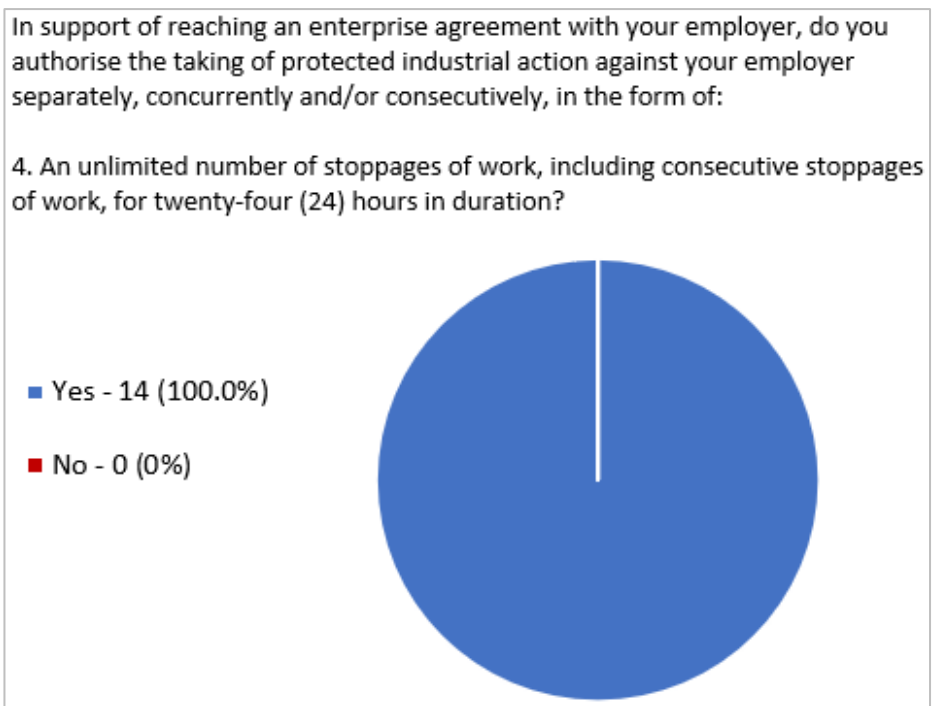
Question 2



Question 3



Question 4



Question 5

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

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

- Yes - 14 (100.0%)
- No - 0 (0%)



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 indefinite or periodic bans on performing call outs, except in the case of emergency?

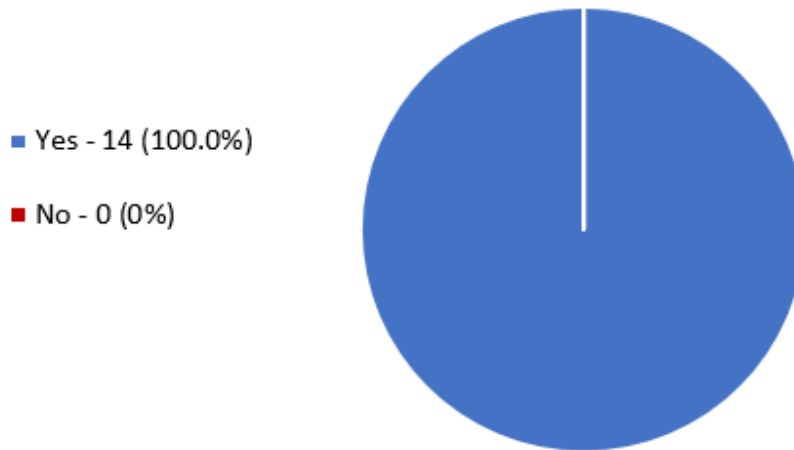
- Yes - 14 (100.0%)
- No - 0 (0%)



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:

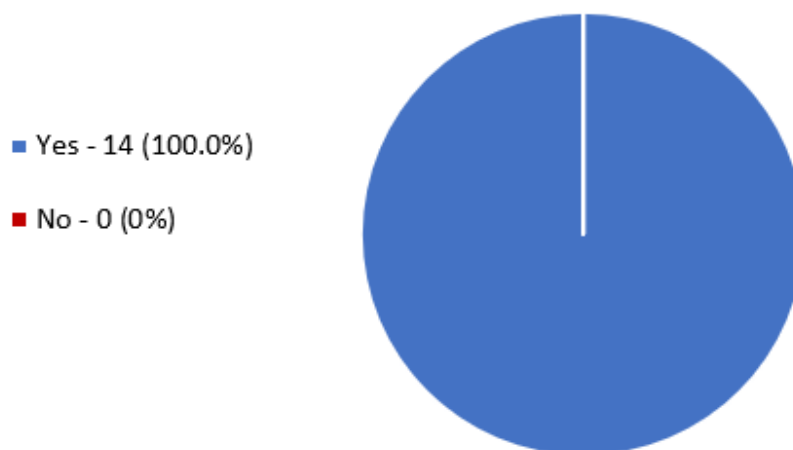
7. An unlimited number of indefinite or periodic bans on on-call support via telephone?



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:

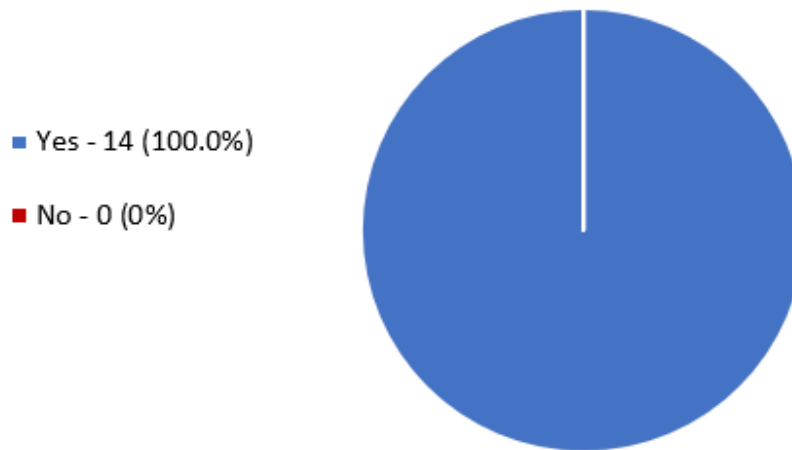
8. An unlimited number of indefinite or periodic bans on engaging with internal and external contractors, consultants or external authorities?



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:

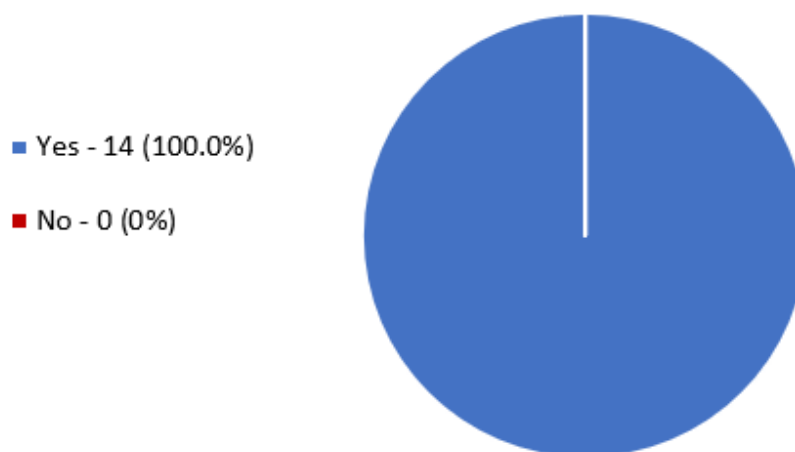
9. An unlimited number of indefinite or periodic bans on performing work on breakdowns, except in the case of emergency?



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:

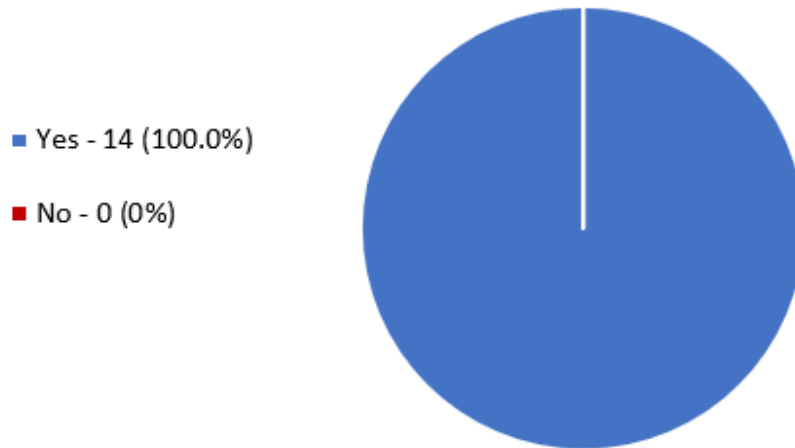
10. An unlimited number of indefinite or periodic bans on holding an SWA?



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:

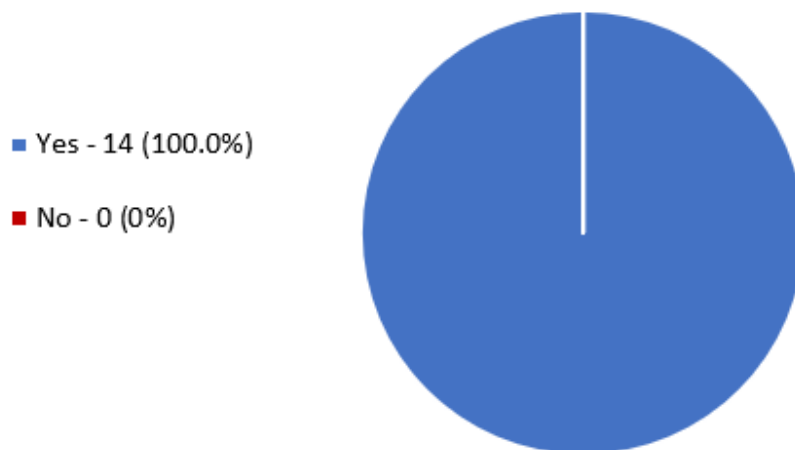
11. An unlimited number of indefinite or periodic bans on the planning, authorisation and completion of SWA's?



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:

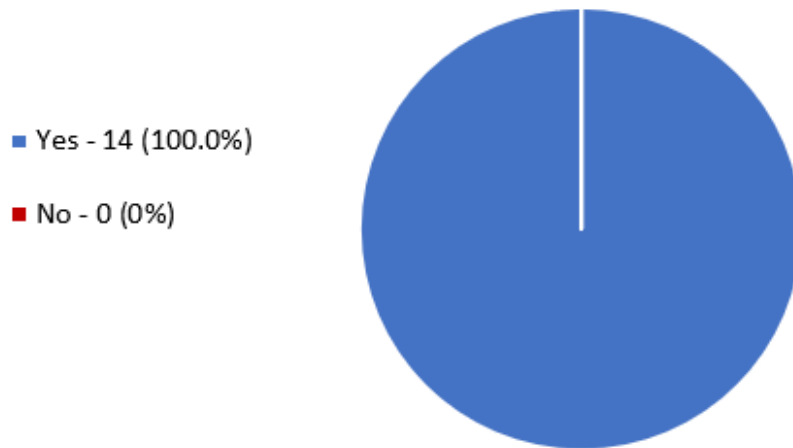
12. An unlimited number of indefinite or periodic bans on holding an SWA with more than five (5) people attached?



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:

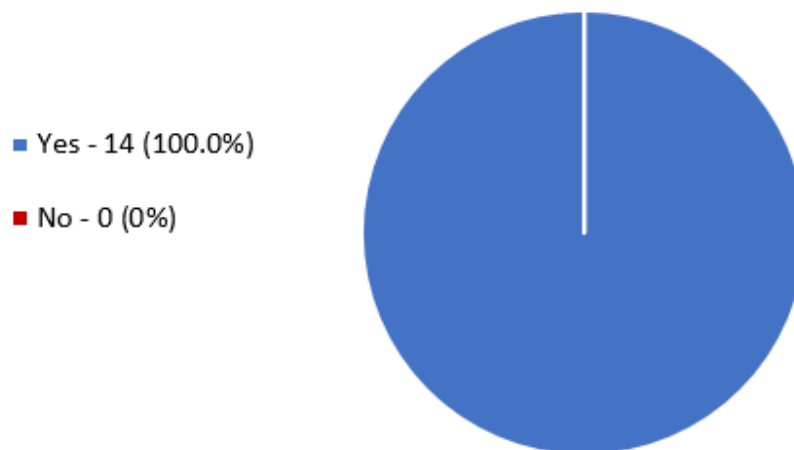
13. An unlimited number of indefinite or periodic bans on issuing SWA's, unless they are issued manually?



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:

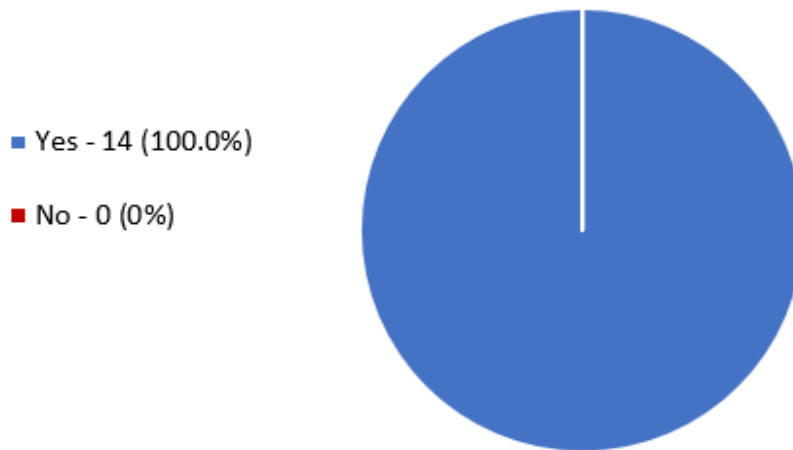
14. An unlimited number of indefinite or periodic bans on ascending or descending by use of an elevator?



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:

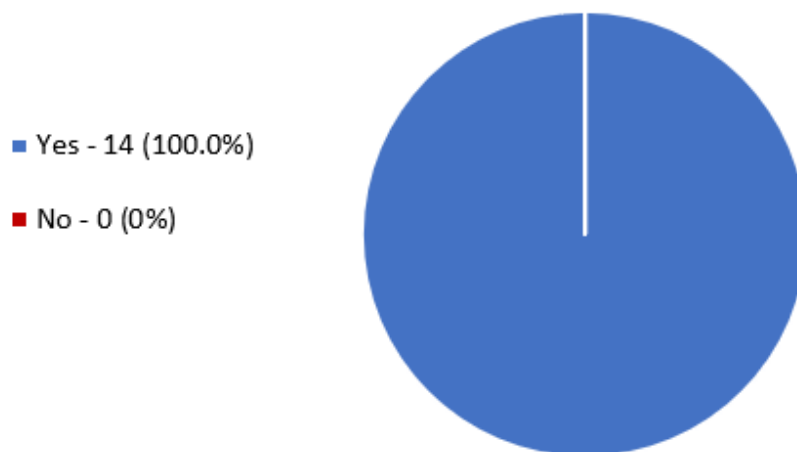
15. An unlimited number of indefinite or periodic bans on use of vehicles on site?



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:

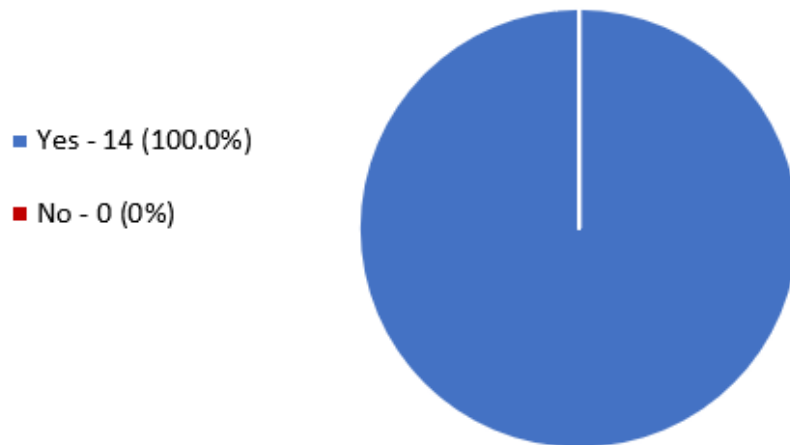
16. An unlimited number of indefinite or periodic bans on the use of High-Risk Work Licences?



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:

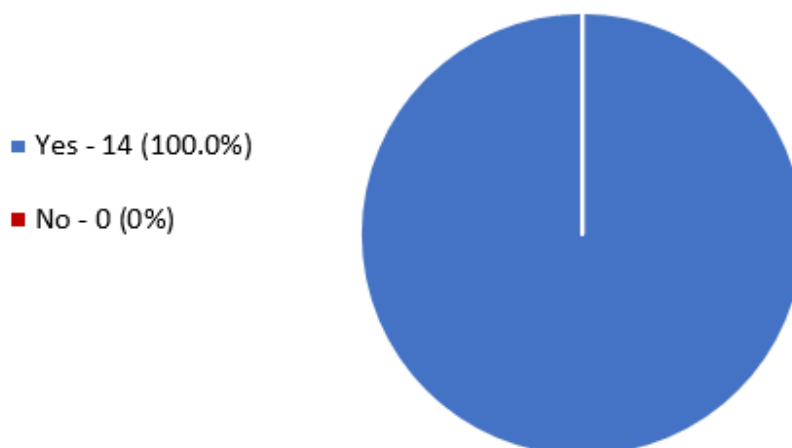
17. An unlimited number of indefinite or periodic bans on HRWL-HV Switching?



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:

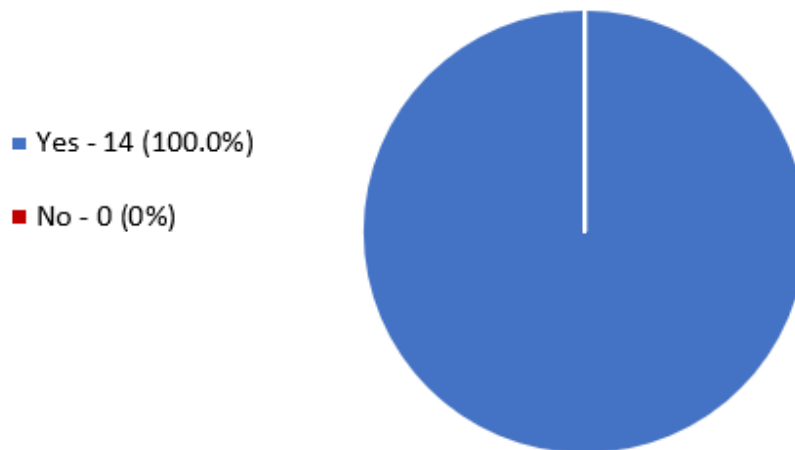
18. An unlimited number of indefinite or periodic bans on operating circuit breakers?



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:

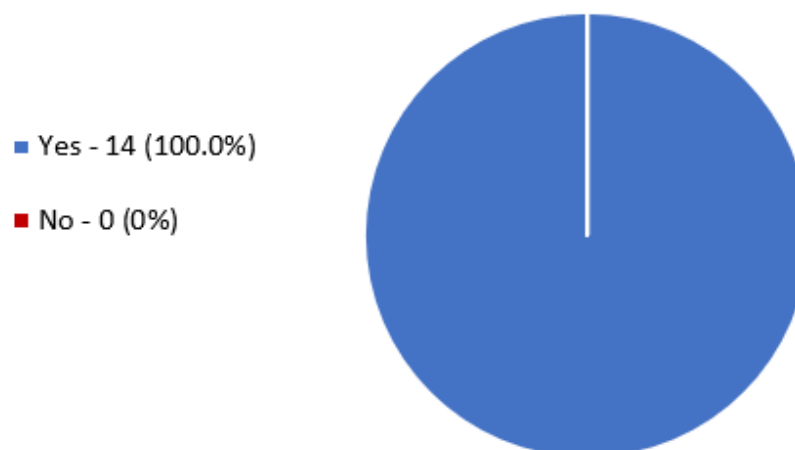
19. An unlimited number of indefinite or periodic bans on the use of keys, or swipe cards and the like?



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:

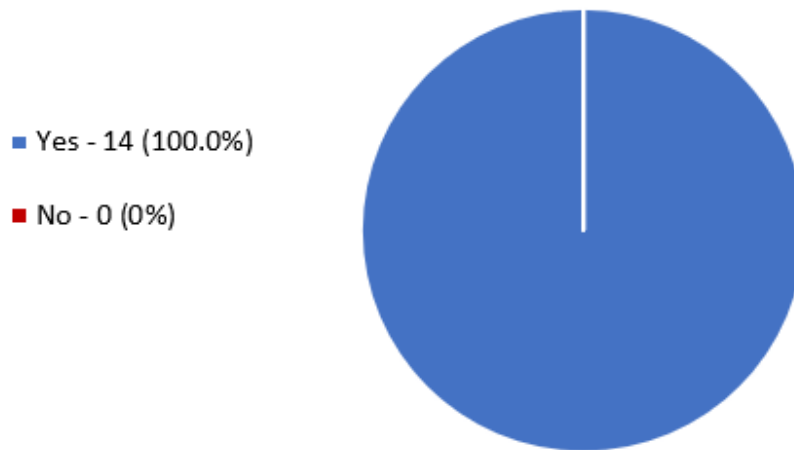
20. An unlimited number of indefinite or periodic bans on holding permits and/or signing on to permits?



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:

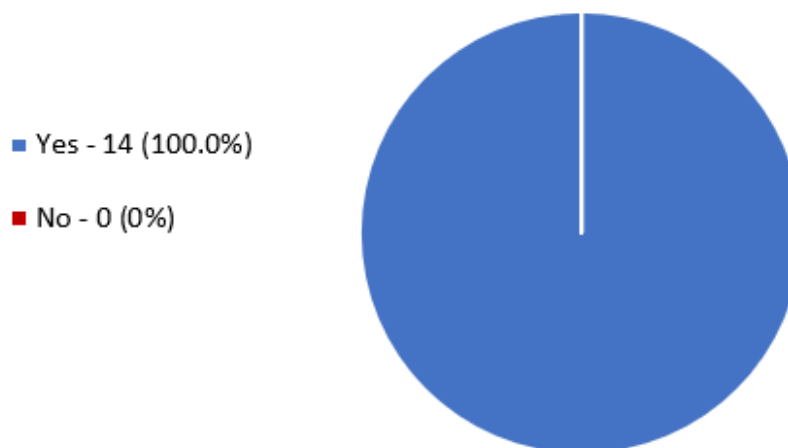
21. An unlimited number of indefinite or periodic bans on the use of technology i.e., phones, computers, tablets, radios, fax machines and the like?



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:

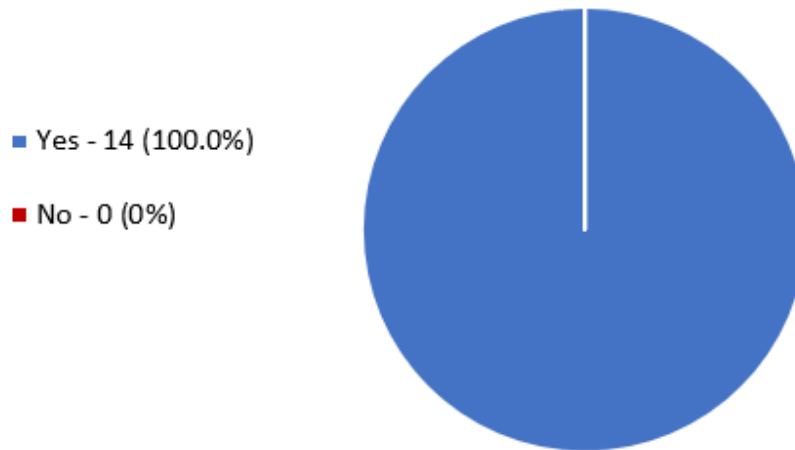
22. An unlimited number of indefinite or periodic bans on the completion of paperwork? (Unless safety related to make safe only)?



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:

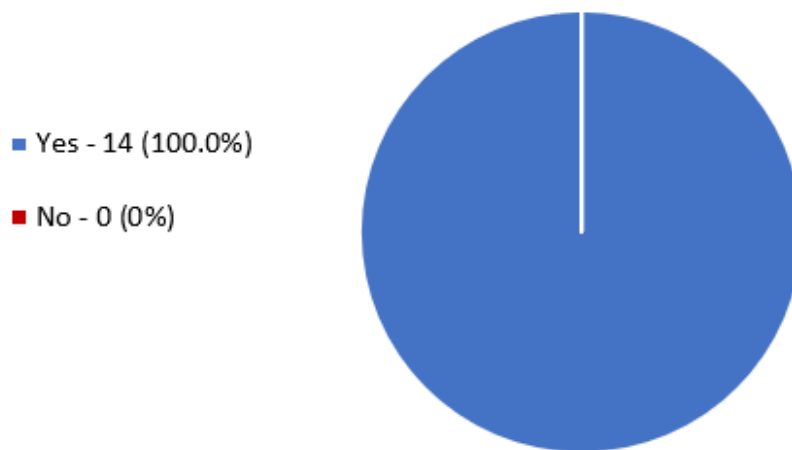
23. An unlimited number of indefinite or periodic bans on the closing of work orders in SAP?



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:

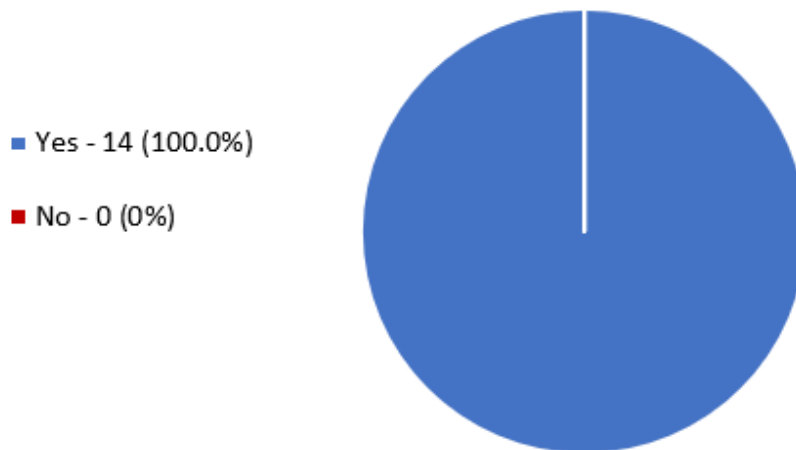
24. An unlimited number of indefinite or periodic bans on the attendance of site meetings?



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:

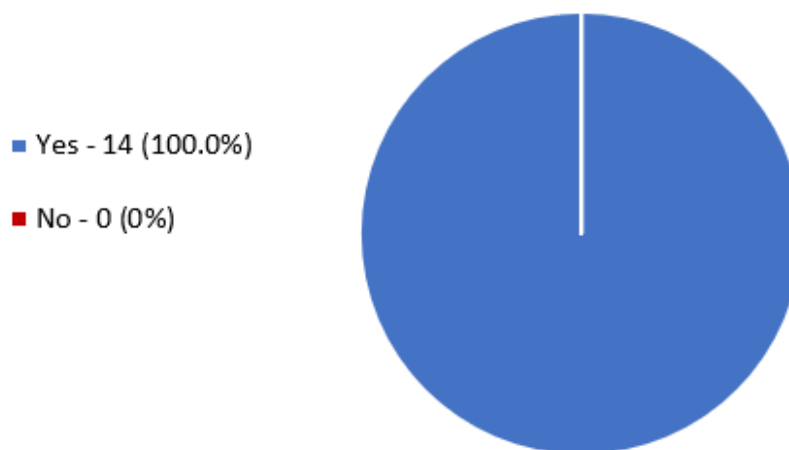
25. An unlimited number of indefinite or periodic bans on the submitting of LOA reports?



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:

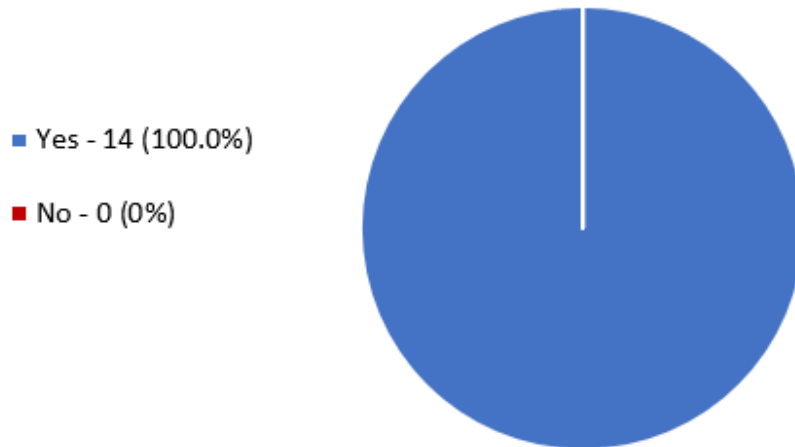
26. An unlimited number of indefinite or periodic bans on the submitting of MOC requests?



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:

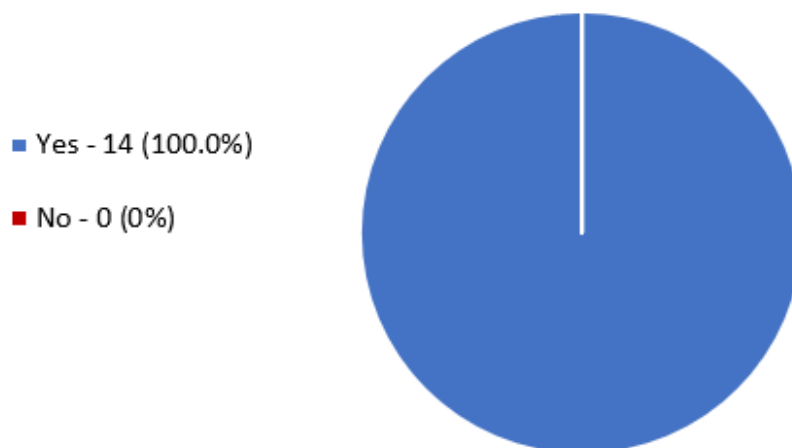
27. An unlimited number of indefinite or periodic bans on booking time to Work Orders?



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:

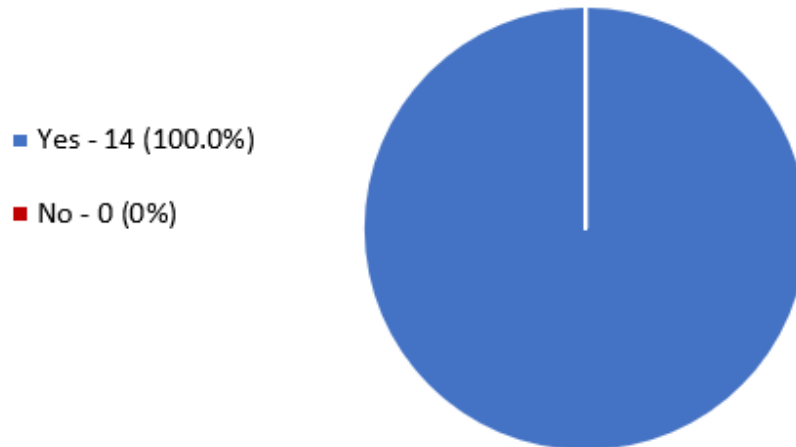
28. An unlimited number of indefinite or periodic bans on performing commissioning work?



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:

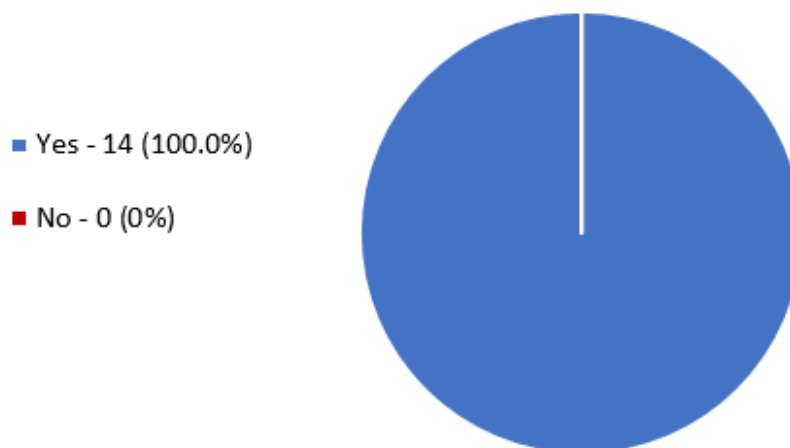
29. An unlimited number of indefinite or periodic bans on ascending or descending stairs and ladders with more than three treads / rungs?



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:

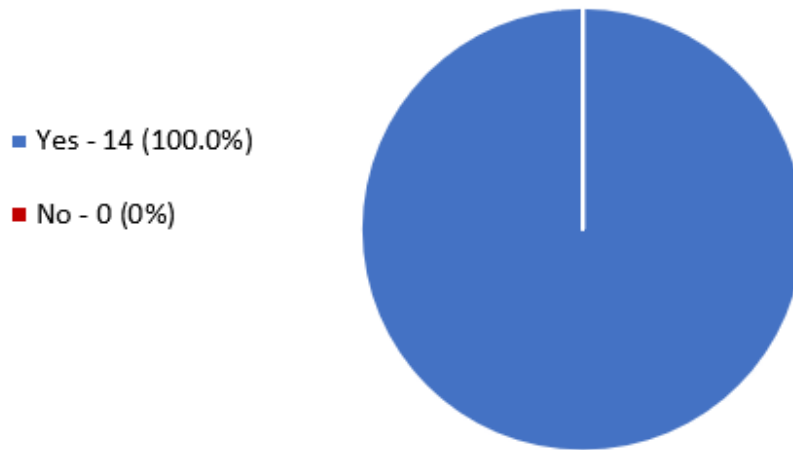
30. An unlimited number of indefinite or periodic bans of the use of personal hand tools?



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:

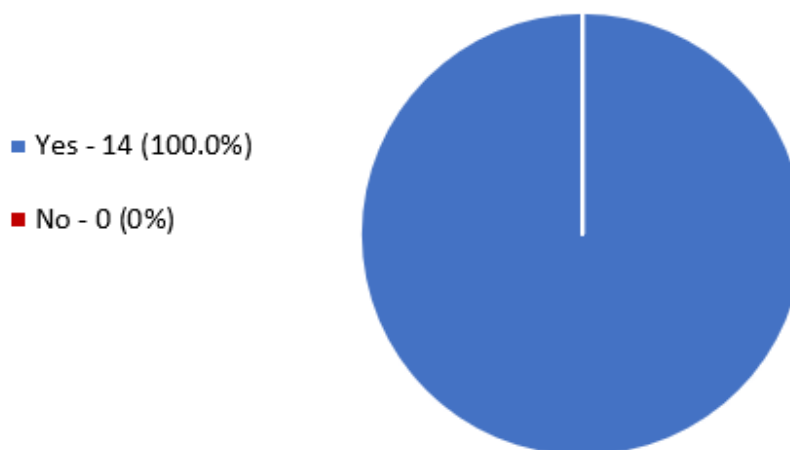
31. An unlimited number of indefinite or periodic bans of the use of power tools including, battery tools?



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 on-call support via telephone?





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