



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

**UGL Resources (Contracting) Pty Ltd
(B2026/467)**

8 May 2026

1. Ballot Result

Total Eligible Voters: 32
Total Participated: 32

32 out of 32 have answered all questions 100%

Final Ballot Audit: Friday, 8 May 2026 at 2.05pm AWST

Diagram 1: Final Vote Participation

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2026/467)
Voters: 32
Total Participated: 32 (100.0%)

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

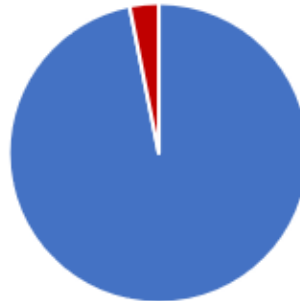
3. Questions and Results

Question 1

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

1. An unlimited number of stoppages of the performance of work for the duration of 30 minutes?

- Yes - 31 (96.9%)
- No - 1 (3.1%)



Question 2

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

2. An unlimited number of stoppages of the performance of work for the duration of 1 hour?

- Yes - 32 (100%)
- No - 0 (0%)



Question 3

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

3. An unlimited number of stoppages of the performance of work for the duration of 2 hours?

■ Yes - 32 (100%)

■ No - 0 (0%)



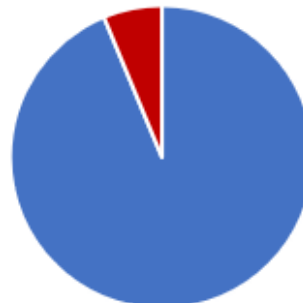
Question 4

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

4. An unlimited number of stoppages of the performance of work for the duration of 4 hours?

■ Yes - 30 (93.8%)

■ No - 2 (6.3%)



Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by CEPU members 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 isolations for any low voltage switching?

■ Yes - 32 (100%)

■ No - 0 (0%)



Question 6

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

6. An unlimited number of indefinite or periodic bans on the performance of isolations for any extra low voltage switching?

■ Yes - 32 (100%)

■ No - 0 (0%)



Question 7

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

7. An unlimited number of indefinite or periodic bans on the performance of isolations for any high voltage switching?

■ Yes - 32 (100%)

■ No - 0 (0%)



Question 8

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

8. An unlimited number of indefinite or periodic bans on mentoring any new company recruits or labour hire personnel?

■ Yes - 32 (100%)

■ No - 0 (0%)



Question 9

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

9. An unlimited number of indefinite or periodic bans on the use of any work related digital devices, including but not limited to, tablets and laptop computers?

■ Yes - 32 (100%)

■ No - 0 (0%)



Question 10

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

10. An unlimited number of indefinite or periodic bans on the use of any work bicycles or tricycles?

■ Yes - 32 (100%)

■ No - 0 (0%)



Question 11

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

11. An unlimited number of indefinite or periodic bans on the use of any work related motor vehicles?

- Yes - 32 (100%)
- No - 0 (0%)





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