



**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**

**Isis Central Sugar Mill Company Limited**

**B2026/487**

**18 May 2026**

# 1. Ballot Result

Total Eligible Voters: 8

Total Participated: 8

8 out of 8 have answered all questions 100%

Final Ballot Audit: Monday, 18 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 (B2026/487)**

Voters: 8

Total Participated: 8 (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 against your employer 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 - 8 (100%)

■ No - 0 (0%)



#### 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, including consecutive stoppages of work, for two (2) hours in duration?

■ Yes - 8 (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 against your employer 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 - 8 (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 against your employer separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of stoppages of work, including consecutive stoppages of work, for the duration of a rostered shift?

■ Yes - 8 (100%)

■ No - 0 (0%)



## 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 - 8 (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 against your employer separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of indefinite or periodic bans on performing recalls and/or call-backs?

■ Yes - 8 (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 against your employer separately, concurrently and/or consecutively, in the form of:

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

- Yes - 8 (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 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 technology including (but not limited to) phones, radios, computers, tablets, fax machines and the like?

- Yes - 8 (100%)
- No - 0 (0%)



**CiVS**

