



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

**Westside Plumbing Pty Ltd
(B2026/523)**

28 May 2026

1. Ballot Result

Total Eligible Voters: 10
Total Participated: 10

10 out of 10 have answered all questions 100%

Final Ballot Audit: Thursday, 28 May 2026 at 12.31pm AWST

Diagram 1: Final Vote Participation

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2026/523)
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 (B2026/523) 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 (B2026/523) 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 for a period of up to 1 hour?

- Yes - 10 (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 for a period of up to 2 hours?

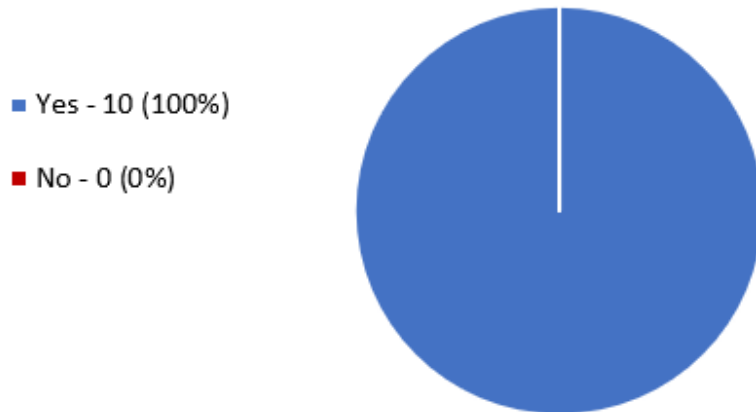
- Yes - 10 (100%)
- No - 0 (0%)



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:

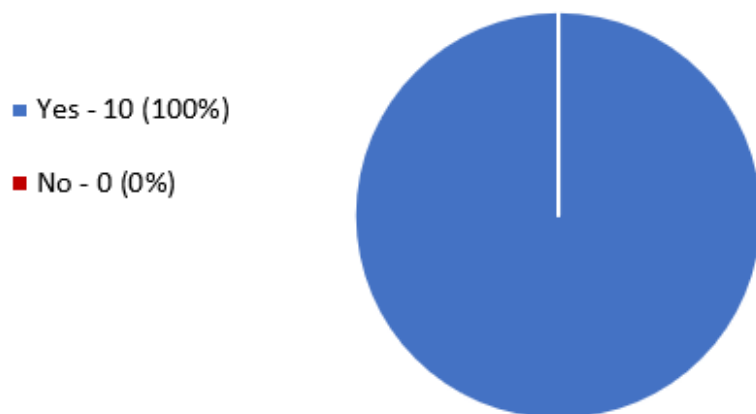
3. An unlimited number of stoppages of work for a period of up to 3 hours?



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 for a period of up to 4 hours?



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 stoppages of work for a period of up 8 hours?

■ Yes - 10 (100%)

■ No - 0 (0%)



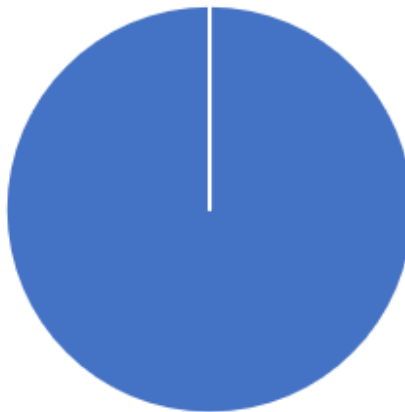
Question 6

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 stoppages of work for a period of up to 24 hours?

■ Yes - 10 (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 stoppages of work for an indefinite period?

■ Yes - 10 (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 Computers, tablets or any other mobile devices for work purposes?

■ Yes - 10 (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 against your employer separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of indefinite or periodic bans on the reading of emails?

- Yes - 10 (100%)
- No - 0 (0%)

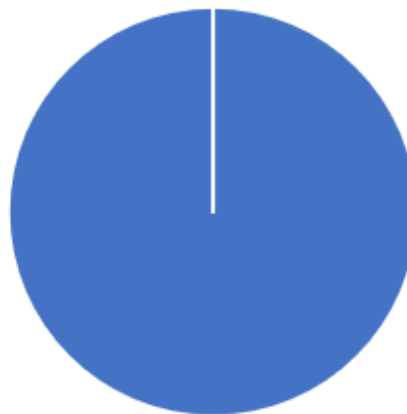


Question 10

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

10. An unlimited number of indefinite or periodic bans on responding to emails?

- Yes - 10 (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 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 two-way radios?

■ Yes - 10 (100%)

■ No - 0 (0%)



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 the supervision or participating in the authorization of contractors?

■ Yes - 10 (100%)

■ No - 0 (0%)



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 performing higher duties?

■ Yes - 10 (100%)

■ No - 0 (0%)



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. Working strictly in accordance with the companies' policies or directives and in the performance of duties, for a specified period or indefinitely?

■ Yes - 10 (100%)

■ No - 0 (0%)

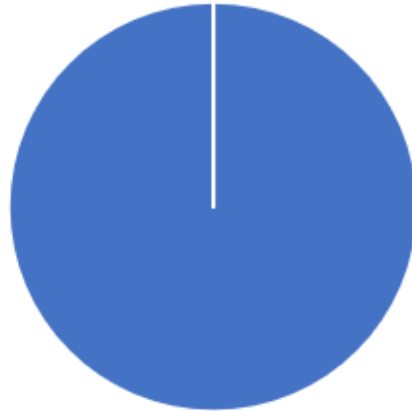


Question 15

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 attending Call Backs?

- Yes - 10 (100%)
- No - 0 (0%)



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 performance of overtime?

- Yes - 10 (100%)
- No - 0 (0%)



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 the performance of any work outside ordinary hours?

■ Yes - 10 (100%)

■ No - 0 (0%)



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 the use of Elevated Work Platforms (EWPs)?

■ Yes - 10 (100%)

■ No - 0 (0%)



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 ladders?

■ Yes - 10 (100%)

■ No - 0 (0%)



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 the use of test equipment?

■ Yes - 10 (100%)

■ No - 0 (0%)



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 a work vehicle?

■ Yes - 10 (100%)

■ No - 0 (0%)



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 use of personal or company supplied power tools?

■ Yes - 10 (100%)

■ No - 0 (0%)



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 attending call outs?

■ Yes - 10 (100%)

■ No - 0 (0%)



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 bans on the performance of work for which the employee is required to leave or remain away from their usual place of residence?

■ Yes - 10 (100%)

■ No - 0 (0%)



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 working alone?

■ Yes - 10 (100%)

■ No - 0 (0%)





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