



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Construction, Forestry and Maritime Employees Union**

**v**

**Fremantle Ports**

**B2025/1412**

**2 October 2025**

# 1. Ballot Result

Total Eligible Voters: 94  
Total Participated: 88

88 out of 94 have answered all questions 93.6%

Final Ballot Audit: Thursday, 2 October 2025 at 2.05pm AWST

## *Diagram 1: Final Vote Participation*

### **Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1412)**

Voters: 94

Total Participated: 88 (93.6%)

## 2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

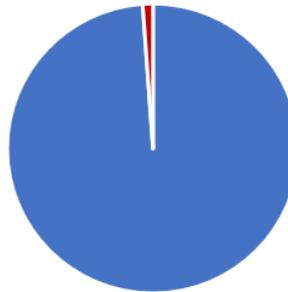
### 3. Questions and Results

#### Question 1

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work of one (1) hour duration which may be organised or arranged in consecutive periods?

- Yes - 87 (98.9%)
- No - 1 (1.1%)

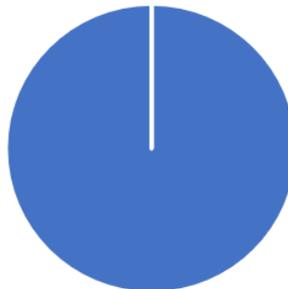


#### Question 2

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work of four (4) hours' duration which may be organised or arranged in consecutive periods?

- Yes - 88 (100%)
- No - 0 (0%)

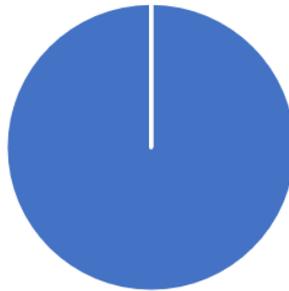


### Question 3

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of work of six (6) hours' duration which may be organised or arranged in consecutive periods?

- Yes - 88 (100%)
- No - 0 (0%)



### Question 4

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work of twelve (12) hours' duration which may be organised or arranged in consecutive periods?

- Yes - 88 (100%)
- No - 0 (0%)

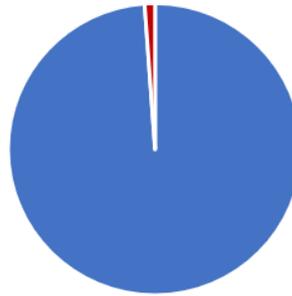


## Question 5

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

5. An unlimited number of stoppages of work of twenty-four (24) hours' duration which may be organised or arranged in consecutive periods?

- Yes - 87 (98.9%)
- No - 1 (1.1%)

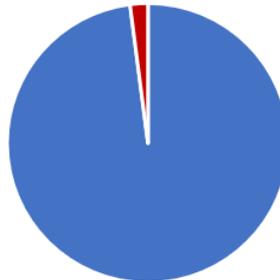


## Question 6

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

6. An unlimited number of stoppages of work of seven (7) days' duration which may be organised or arranged in consecutive periods?

- Yes - 86 (97.7%)
- No - 2 (2.3%)

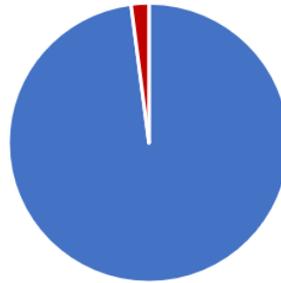


## Question 7

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

7. An unlimited number of stoppages of work of twenty-eight (28) days' duration which may be organised or arranged in consecutive periods?

- Yes - 86 (97.7%)
- No - 2 (2.3%)

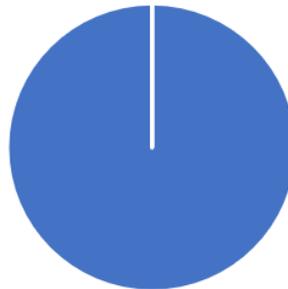


## Question 8

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans on the tying up and/or letting go (mooring and/or unmooring) of any nominated vessel or shipping line for an indefinite period?

- Yes - 88 (100%)
- No - 0 (0%)

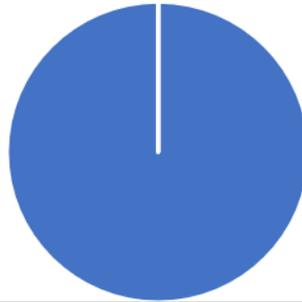


## Question 9

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

9. An unlimited number of bans on the tying up and/or letting go (mooring and/or unmooring) between 1800 – 0600 for an indefinite period?

- Yes - 88 (100%)
- No - 0 (0%)

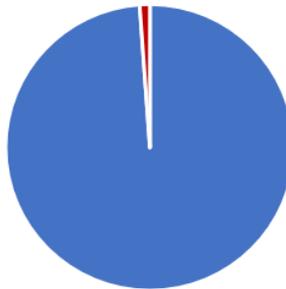


## Question 10

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

10. An unlimited number of bans on the tying up and/or letting go (mooring and/or unmooring) of any nominated vessel or shipping line for a period of seven days?

- Yes - 87 (98.9%)
- No - 1 (1.1%)

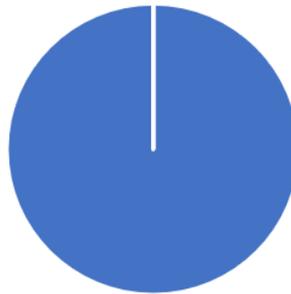


## Question 11

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

11. An unlimited number of bans on the letting go or unmooring of any vessel for a period of 4 hours commencing at the point at which the gangway is removed, retracted or stowed?

- Yes - 88 (100%)
- No - 0 (0%)

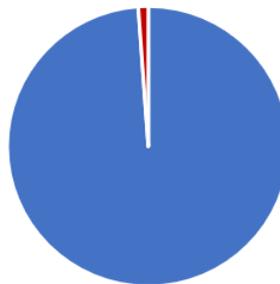


## Question 12

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

12. An unlimited number of bans on the letting go or unmooring of any vessel for a period of 3 days commencing at the point at which the gangway is removed, retracted or stowed?

- Yes - 87 (98.9%)
- No - 1 (1.1%)

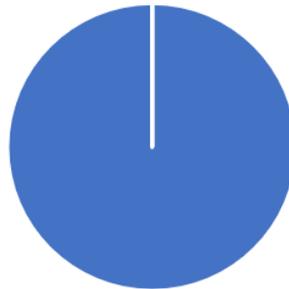


## Question 13

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

13. An unlimited number of bans on the performance of mooring duties by employees employed in maintenance classifications?

- Yes - 88 (100%)
- No - 0 (0%)

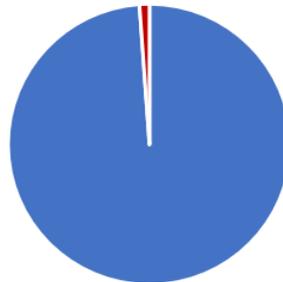


## Question 14

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

14. An unlimited number of bans on the performance of mooring duties on vessels owned or operated by Maersk Line Limited or an associated entity for seven days?

- Yes - 87 (98.9%)
- No - 1 (1.1%)

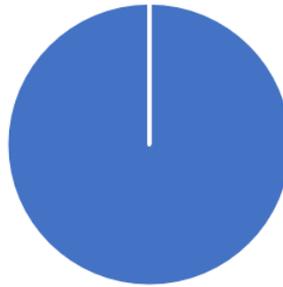


## Question 15

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

15. An unlimited number of bans on the performance of any work listed under the definition of 'Stevedoring' in clause 7 of the Fremantle Ports Bulk & General Stevedoring Enterprise Agreement 2022 on weekdays?

- Yes - 88 (100%)
- No - 0 (0%)

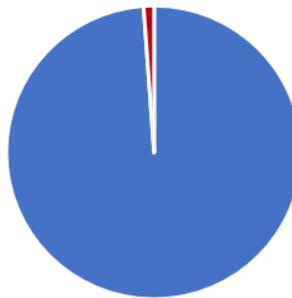


## Question 16

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

16. An unlimited number of bans on Employees travelling between the Inner Harbour, Kwinana Bulk Terminal, or Kwinana Bulk Jetty after commencing work?

- Yes - 87 (98.9%)
- No - 1 (1.1%)

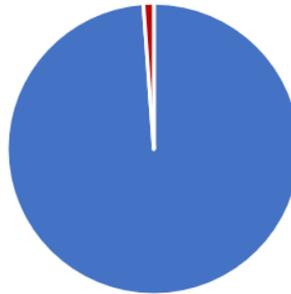


## Question 17

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

17. An unlimited number of bans on the performance of overtime for an indefinite period?

- Yes - 87 (98.9%)
- No - 1 (1.1%)

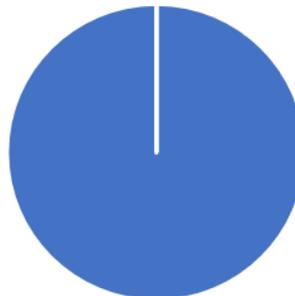


## Question 18

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

18. An unlimited number of bans on the performance of AL05 grab and wire changes?

- Yes - 88 (100%)
- No - 0 (0%)

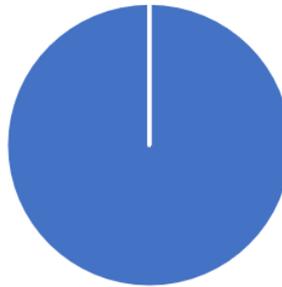


## Question 19

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

19. An unlimited number of bans on the performance of any duties relating to the unloading of Sulphur?

- Yes - 88 (100%)
- No - 0 (0%)

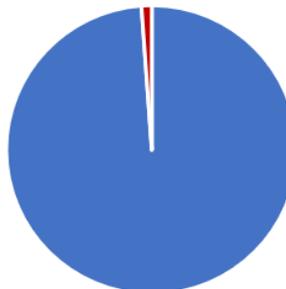


## Question 20

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

20. An unlimited number of bans on employees providing any form of training, whether formal or informal (including but not limited to mentoring, upskilling, verification of competency, etc)

- Yes - 87 (98.9%)
- No - 1 (1.1%)

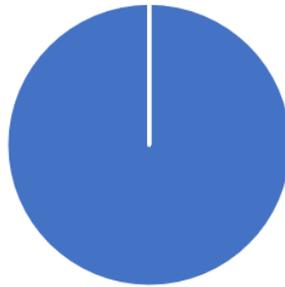


## Question 21

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

21. An unlimited number of bans on the performance of any work prior to relevant nominal shift start time (0530 and 1730 for shift workers, and 0600 for day workers)?

- Yes - 88 (100%)
- No - 0 (0%)

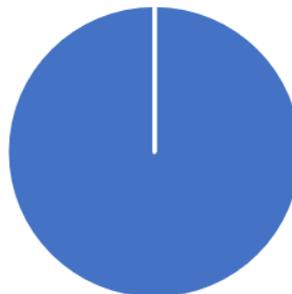


## Question 22

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

22. An unlimited number of bans on the performance of electrical and/or mechanical isolations by Employees for an indefinite period?

- Yes - 88 (100%)
- No - 0 (0%)

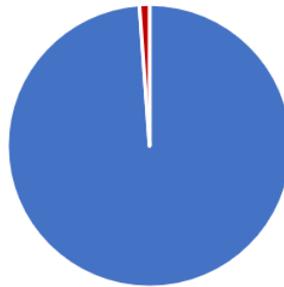


## Question 23

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

23. An unlimited number of bans on the performance of the "any other duties" component of Employee JDF?

- Yes - 87 (98.9%)
- No - 1 (1.1%)

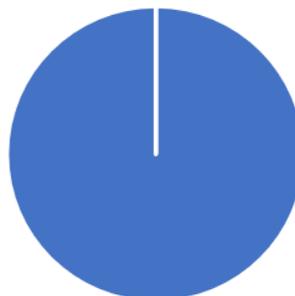


## Question 24

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

24. An unlimited number of bans on Employees performing chute checks and washdown without a spotter, isolation and confined spaces certificate?

- Yes - 88 (100%)
- No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

