



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Construction, Forestry and Maritime Employees Union**

**v**

**UGL Operations and Maintenance (Services) Pty Ltd**

**(B2025/1699)**

**28 November 2025**

# 1. Ballot Result

Total Eligible Voters: 22  
Total Participated: 17

17 out of 22 have answered all questions 77.3%

Final Ballot Audit: Friday, 28 November 2025 at 11.01am AWST

## Diagram 1: Final Vote Participation

<b>Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1699)</b> Voters: 22 Total Participated: 17 (77.3%)
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# 2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1699) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1699) result has been audited and the declared result is assured.

Yours Sincerely,



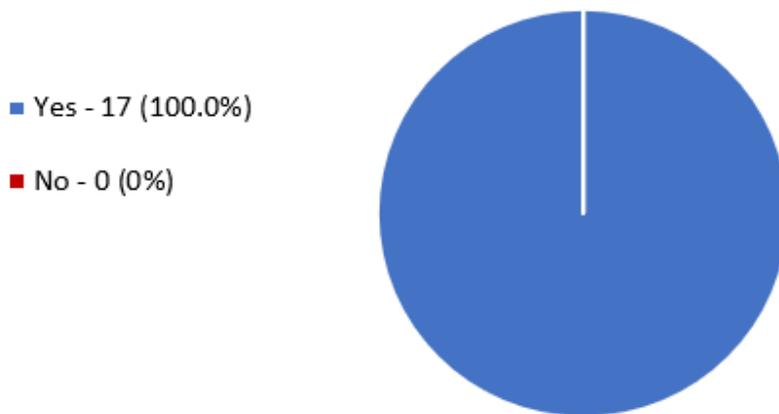
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CFMEU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

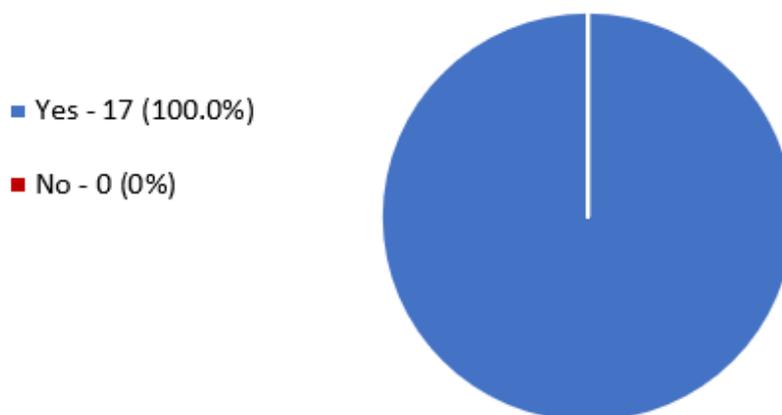
1. An unlimited number of stoppages on the performance of work between 30 minutes and up to and including 24 hours?



#### Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CFMEU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

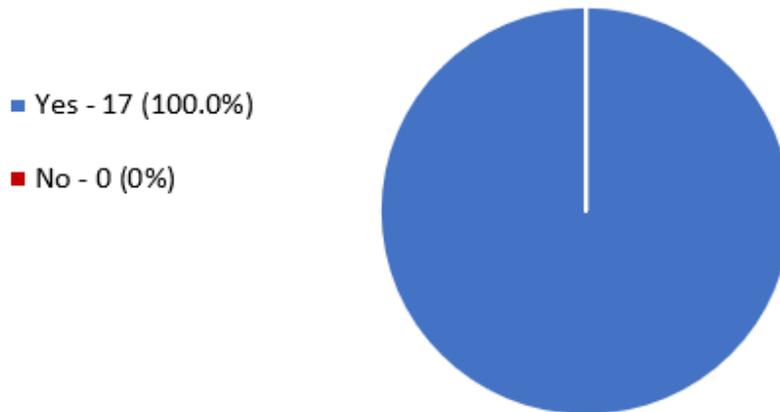
2. An unlimited number of indefinite strikes?



### Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CFMEU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

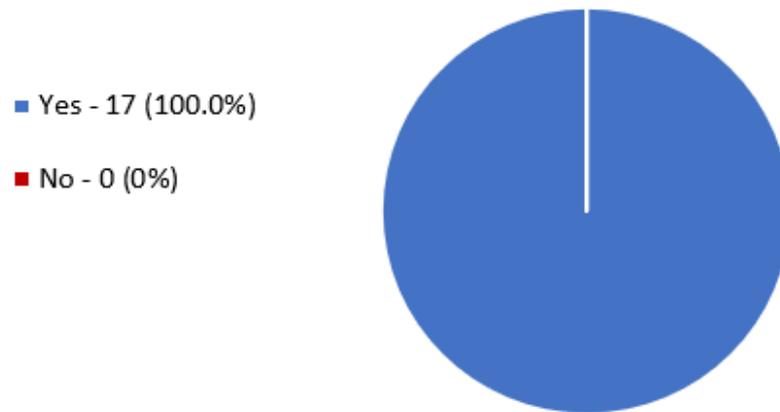
3. An unlimited number of indefinite or periodic bans on overtime?



### Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CFMEU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

4. An unlimited number of indefinite or periodic partial work bans?





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