



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry and Maritime Employees Union

v

Newcastle Stevedores Pty Ltd

(B2025/1728)

15 December 2025

1. Ballot Result

Total Eligible Voters: 84
Total Participated: 56

56 out of 84 have answered all questions 66.7%

Final Ballot Audit: Monday, 15 December 2025 at 11.15 am AWST

Diagram 1: Final Vote Participation

Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1728)

Voters: 84

Total Participated: 56 (66.7%)

2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1728) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1728) result has been audited and the declared result is assured.

Yours Sincerely,



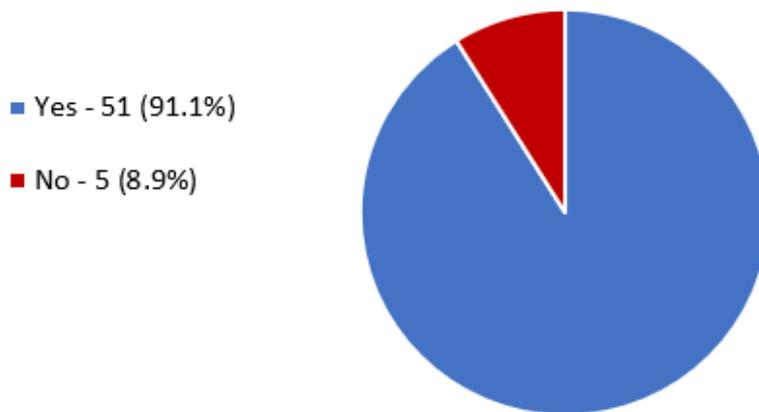
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

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:

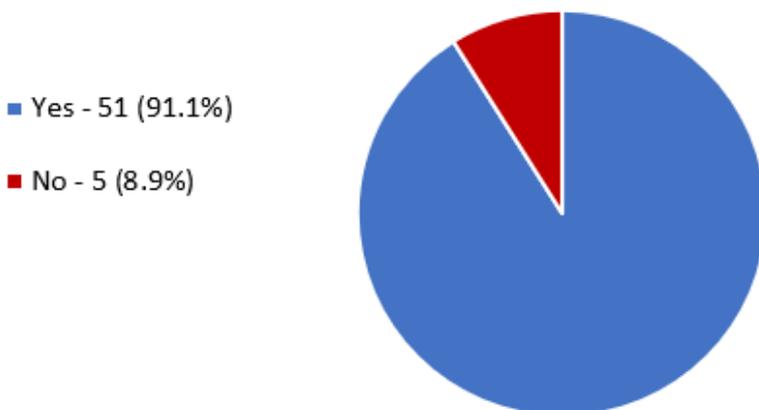
1. An unlimited number of stoppages of work of 1 hour duration?



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:

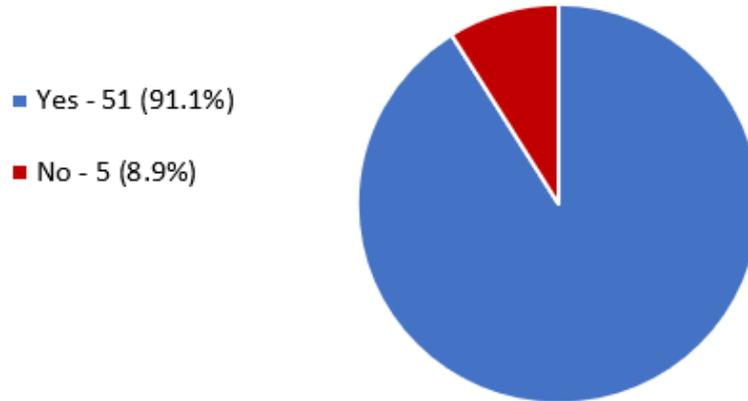
2. An unlimited number of stoppages of work of 4 hours duration?



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:

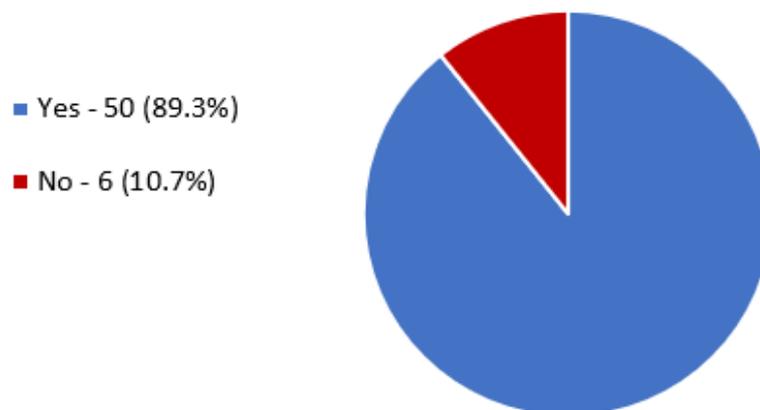
3. An unlimited number of stoppages of work of 8 hours duration?



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 of 12 hours duration?



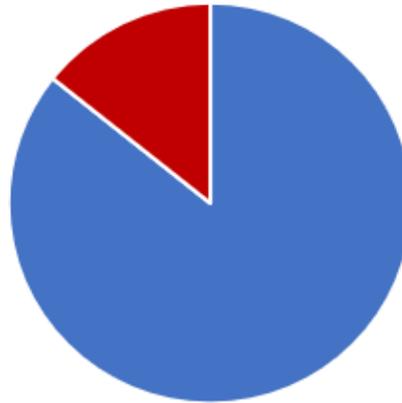
Question 5

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 of 24 hours duration?

■ Yes - 48 (85.7%)

■ No - 8 (14.3%)



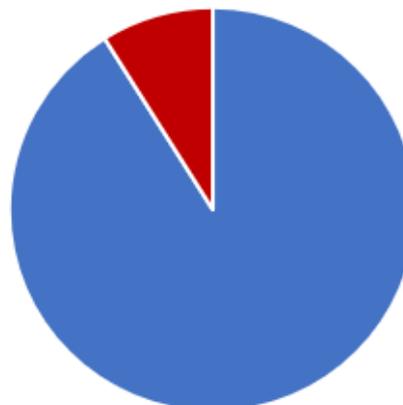
Question 6

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 bans on the performance of any work on any ship for a period of 8 hours commencing at the time that ship has been tied up to the wharf?

■ Yes - 51 (91.1%)

■ No - 5 (8.9%)



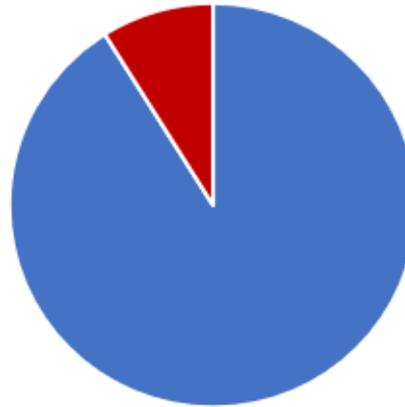
Question 7

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 bans on the performance of work on any shift that is not a shift of 8 hours duration?

■ Yes - 51 (91.1%)

■ No - 5 (8.9%)



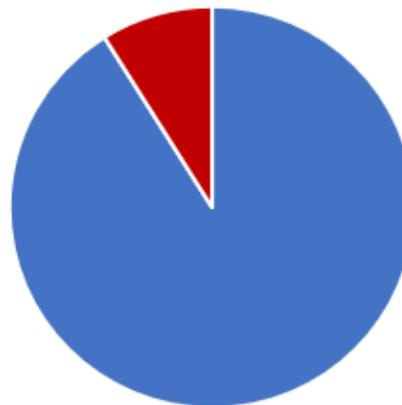
Question 8

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 bans on the performance of work on any shift that does not commence at 0800, 1600 or 0000 hours?

■ Yes - 51 (91.1%)

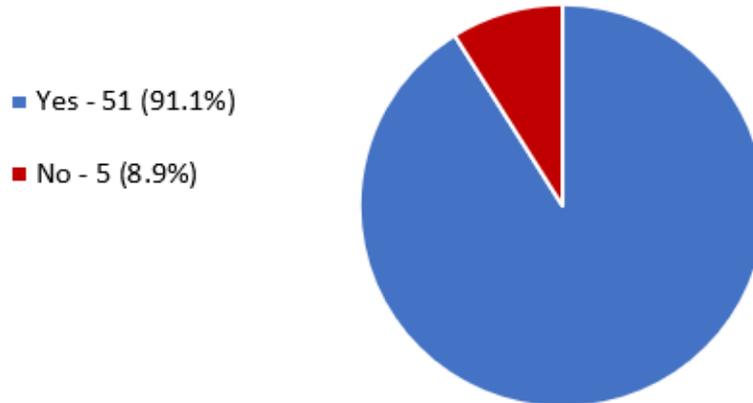
■ No - 5 (8.9%)



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:

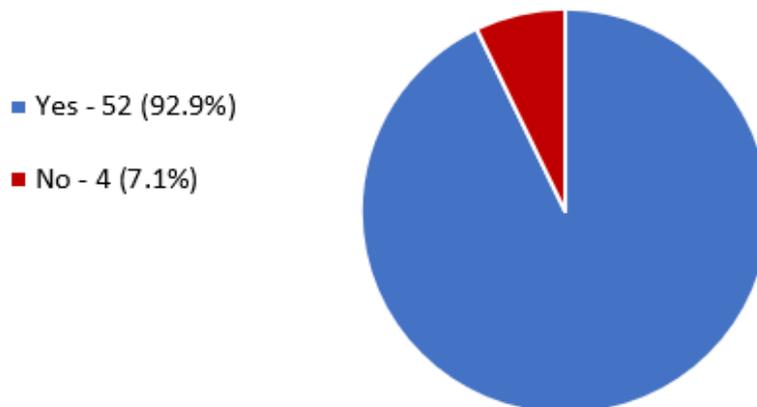
9. An unlimited number of bans on the performance of shift extensions?



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 bans on the performance of any work while any other employee whose employment will be covered by the proposed agreement is on a meal or other break?



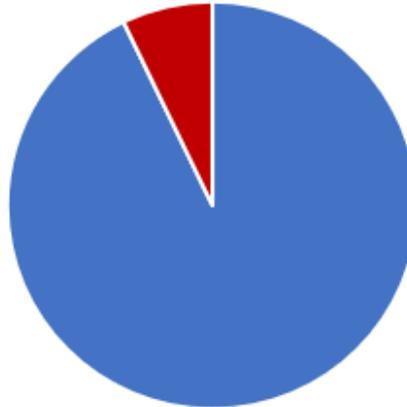
Question 11

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 bans on the performance of any work between 0000 and 0800 hours?

■ Yes - 52 (92.9%)

■ No - 4 (7.1%)



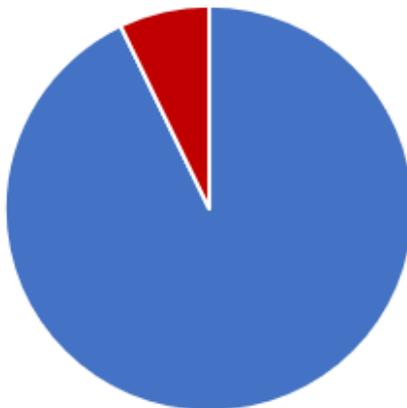
Question 12

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 bans on the performance of work on any nominated shipping line?

■ Yes - 52 (92.9%)

■ No - 4 (7.1%)



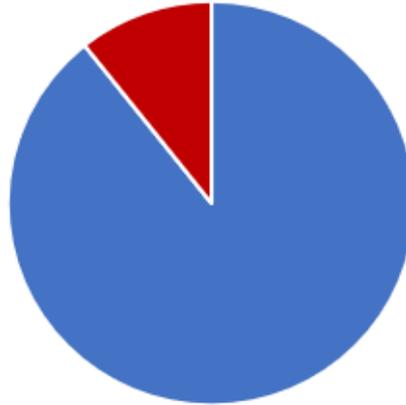
Question 13

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 bans on the performance of call-ins outside of allocated shifts?

■ Yes - 50 (89.3%)

■ No - 6 (10.7%)



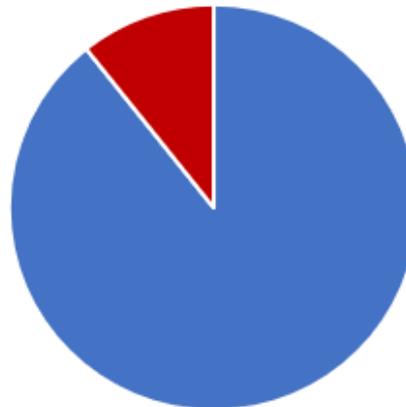
Question 14

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. An unlimited number of bans on the performance of Grade 5 and 6 upgrade work?

■ Yes - 50 (89.3%)

■ No - 6 (10.7%)



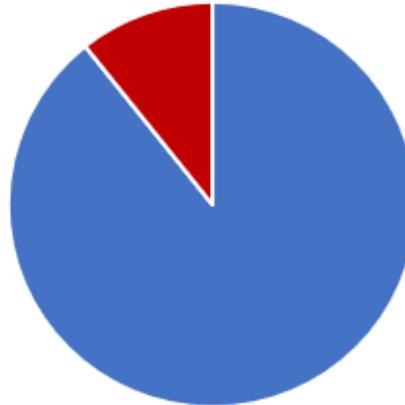
Question 15

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 bans on transferring between berths and sites once allocated to work?

■ Yes - 50 (89.3%)

■ No - 6 (10.7%)



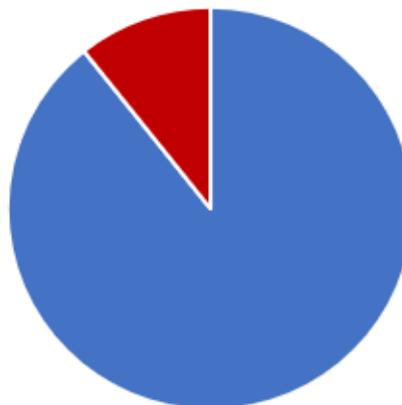
Question 16

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 bans on using personal phones for work purposes while on shift?

■ Yes - 50 (89.3%)

■ No - 6 (10.7%)





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