



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Independent Education Union of Australia**

**v**

**Trustees of the Roman Catholic Church for the  
Diocese of Armidale**

**(B2022/303)**

**17 May 2022**

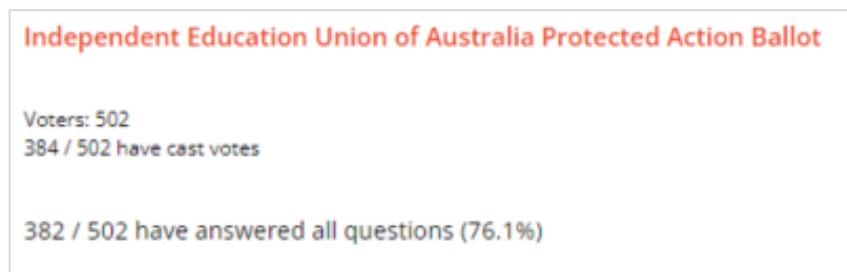
# 1. Ballot Result

Total Eligible Voters: 502  
Total Participated: 384

382 out of 502 have answered all questions 76.1%

Final Ballot Audit: Tuesday, 17 May 2022 at 3.15pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Independent Education Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Independent Education 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

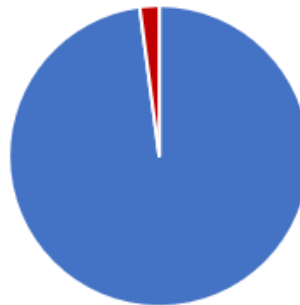
### 3. Questions and Results

#### Question 1

Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at your school engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

1/2. An unlimited number of stoppages of work for part of an hour, or one or more full or part hours duration or one or more full or half days in duration;

- Yes - 376 (98%)
- No - 8 (2%)

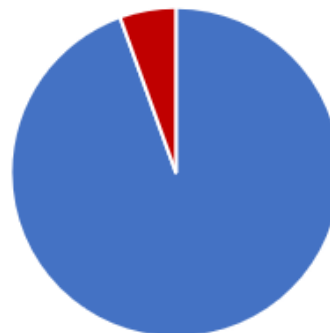


#### Question 2

Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at your school engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

2/2. The wearing or display in any way of insignia, slogans and/or any other material concerning the Union campaign about the enterprise agreement; and/or the provision of information (in any form) concerning the views of employees about any aspect of the Union campaign to members of the community including parents and/or any other member of the community, including the media.

- Yes - 361 (95%)
- No - 21 (5%)





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