



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Transport Workers' Union of Australia**

**v**

**Visy Logistics Pty Ltd**

**B2022/345**

**Date of Declaration:**

**19 May 2022**

# 1. Ballot Result

Total Eligible Voters: 16  
Total Participated: 16

16 out of 16 have answered all questions 100%

Final Ballot Audit: Thursday, 19 May 2022 at 12.15 pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Transport Workers' Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Transport Workers' 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

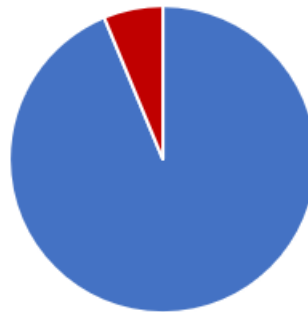
### 3. Questions and Final Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

1/8. An unlimited number of periodic or indefinite bans on the working of overtime?

- Yes - 15 (94%)
- No - 1 (6%)



#### Question 2

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

2/8. An unlimited number of stoppages of work for 2 hours?

- Yes - 16 (100%)
- No - 0 (0%)



### Question 3

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

3/8. An unlimited number of stoppages of work for 4 hours?

- Yes - 16 (100%)
- No - 0 (0%)

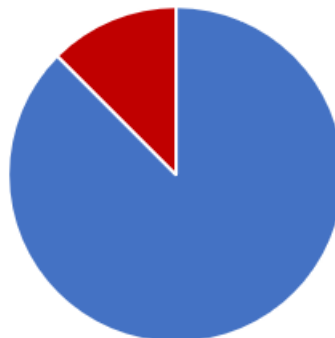


### Question 4

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

4/8. An unlimited number of stoppages of work for 8 hours?

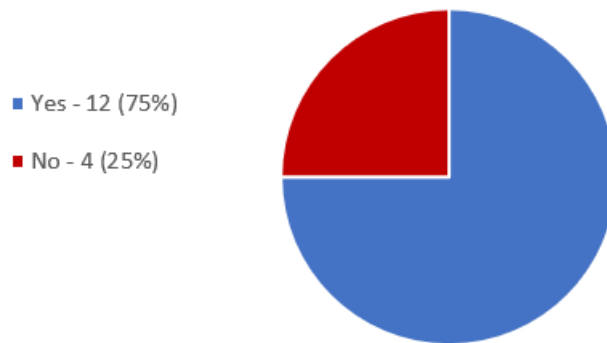
- Yes - 14 (88%)
- No - 2 (13%)



## Question 5

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

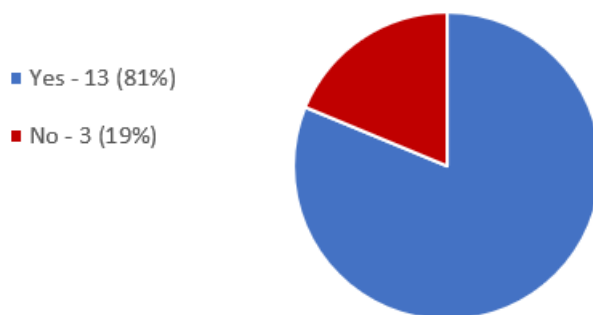
5/8. An unlimited number of stoppages of work for 24 hours?



## Question 6

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

6/8. An unlimited number of indefinite stoppages of work?



## Question 7

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

7/8. A ban on the performance of work unless wearing badges and/or hats and/or face masks with TWU branding and or TWU EBA campaign messages and or Pink Hi Visibility clothing instead of, or in addition to the employer's uniform either periodically or indefinitely?

■ Yes - 16 (100%)

■ No - 0 (0%)



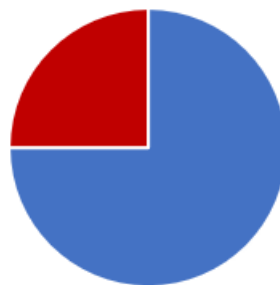
## Question 8

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

8/8. An unlimited number of periodic or indefinite bans regarding all workplace communication except by providing the response of "Nano Nano."

■ Yes - 12 (75%)

■ No - 4 (25%)





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