



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**Mondelez Australia (Foods) Ltd  
(B2022/1329)**

**26 September 2022**

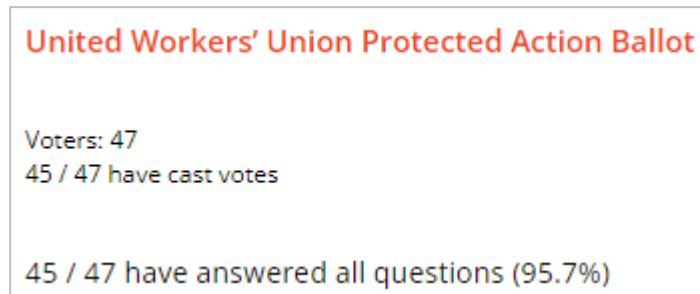
# 1. Ballot Result

Total Eligible Voters: 47  
Total Participated: 45

45 out of 47 have answered all questions 95.7%

Final Ballot Audit: Monday, 26 September 2022 at 1.00pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

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

The United Workers' 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 Final Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by United Workers Union 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 of work of 4 hours duration?

- Yes - 45 (100%)
- No - 0 (0%)

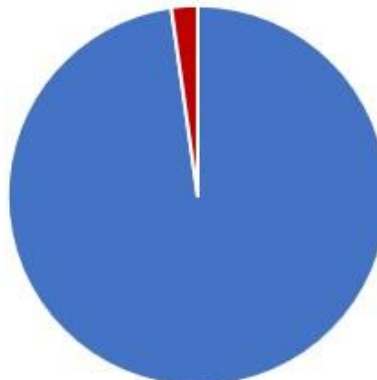


#### Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by United Workers Union 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 stoppages of work of 24 hours duration?

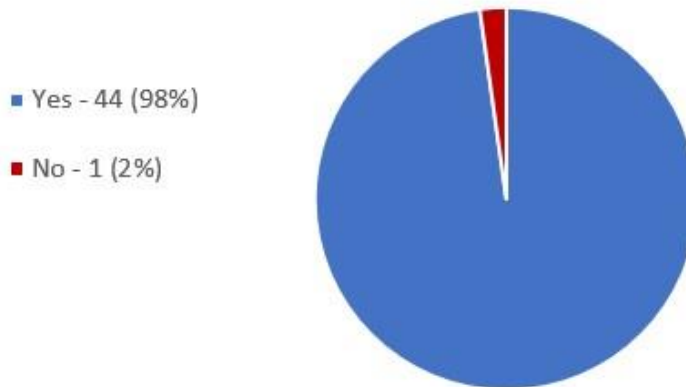
- Yes - 44 (98%)
- No - 1 (2%)



### Question 3

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

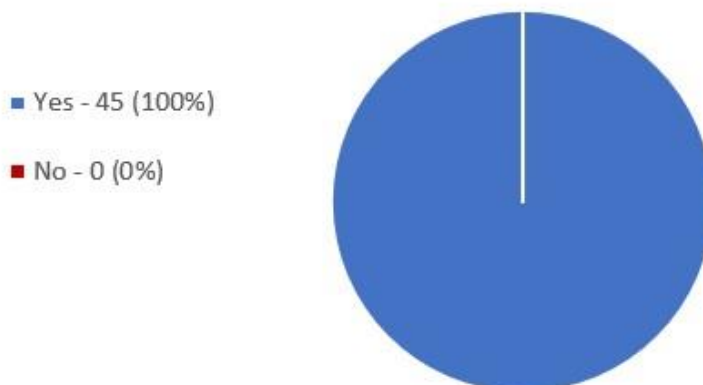
3. An unlimited number of stoppages of work of indefinite duration?



### Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by United Workers Union 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 bans on overtime of an indefinite duration?



## Question 5

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

5. An unlimited number of bans on work involving Integrated Lean Six Sigma (IL6S) of indefinite duration?

■ Yes - 45 (100%)

■ No - 0 (0%)



## Question 6

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

6. An unlimited number of bans on data entry to Shop Logix of indefinite duration?

■ Yes - 45 (100%)

■ No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

