



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

IKON Services (Sydney) Pty Ltd

B2022/187

Date of Declaration:

7 April 2022

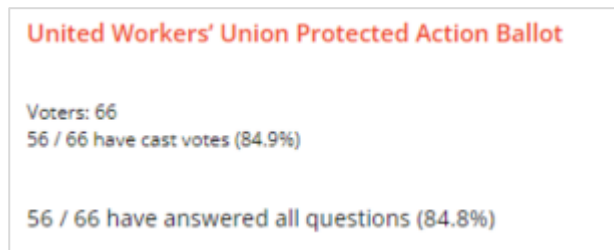
1. Ballot Result

Total Eligible Voters: 66
Total Participated: 56

56 out of 66 have answered all questions 84.8%

Final Ballot Audit: Thursday, 7 April 2022 at 12.15 pm 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

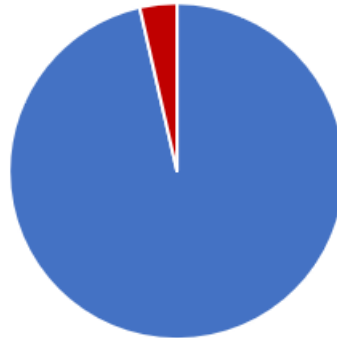
3. Questions and Final Results

Question 1

In support of reaching an Enterprise Agreement with IKON Services (Sydney) Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

1/8. An unlimited number of stoppages of work of 4 hours duration?

- Yes - 54 (96%)
- No - 2 (4%)

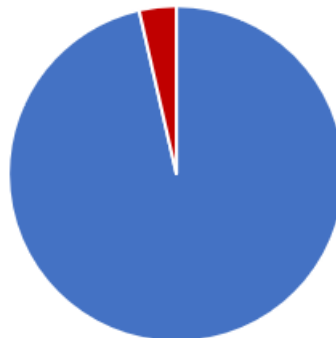


Question 2

In support of reaching an Enterprise Agreement with IKON Services (Sydney) Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

2/8. An unlimited number of stoppages of work of 24 hours duration?

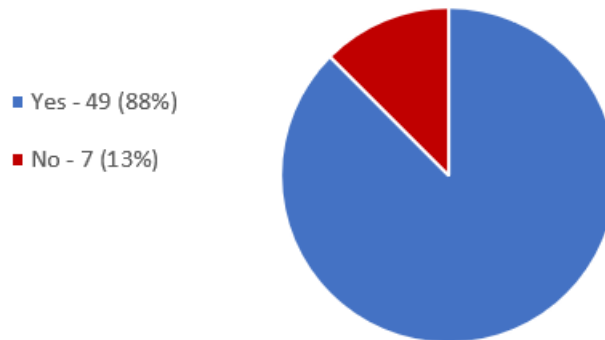
- Yes - 54 (96%)
- No - 2 (4%)



Question 3

In support of reaching an Enterprise Agreement with IKON Services (Sydney) Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

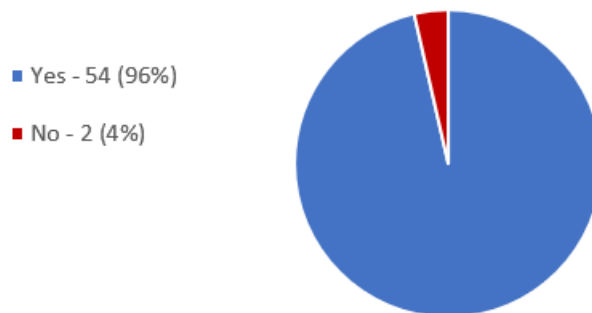
3/8. An unlimited number of stoppages of work of indefinite duration?



Question 4

In support of reaching an Enterprise Agreement with IKON Services (Sydney) Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

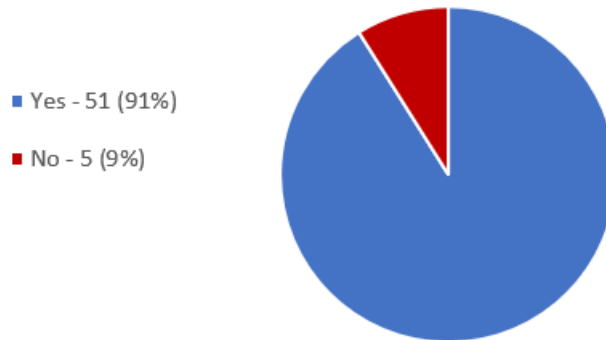
4/8. An unlimited number of bans on all data collection and/or data entry and/or paperwork of indefinite duration?



Question 5

In support of reaching an Enterprise Agreement with IKON Services (Sydney) Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

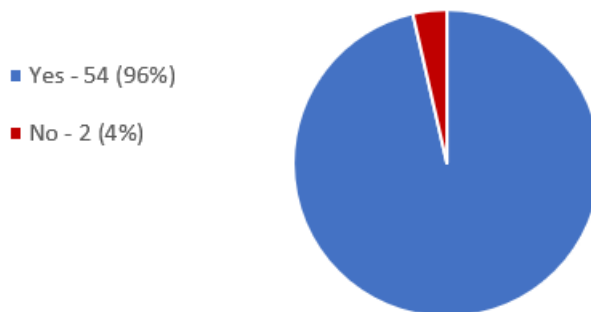
5/8. An unlimited number of bans on overtime of an indefinite duration?



Question 6

In support of reaching an Enterprise Agreement with IKON Services (Sydney) Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

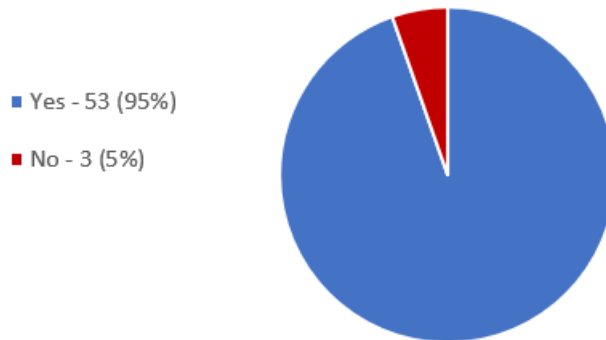
6/8. An unlimited number of indefinite or periodic bans on cleaning up bio-hazards or protein spills?



Question 7

In support of reaching an Enterprise Agreement with IKON Services (Sydney) Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

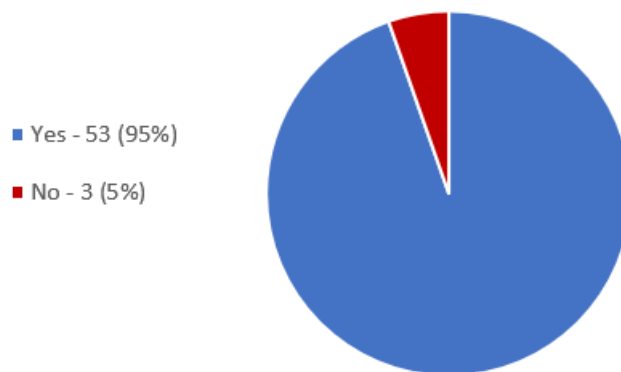
7/8. An unlimited number of indefinite or periodic bans on signing out radios?



Question 8

In support of reaching an Enterprise Agreement with IKON Services (Sydney) Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

8/8. An unlimited number of indefinite or periodic bans on cleaning toilets?





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