



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

**The Uniting Church in Australia Property Trust (Q.)
represented by Blue Care**

B2022/231

13 April 2022

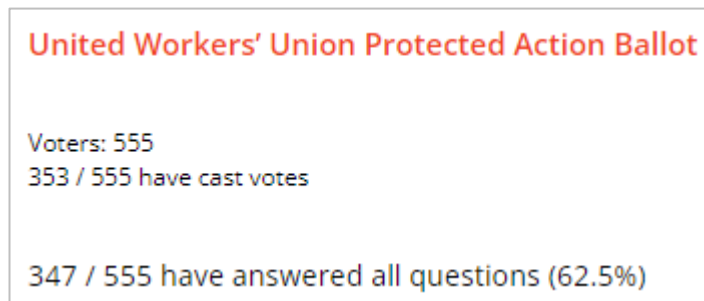
1. Ballot Result

Total Eligible Voters: 555
Total Participated: 353

347 out of 555 have answered all questions 62.5%

Final Ballot Audit: Wednesday, 13 April 2022 at 12.05pm 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

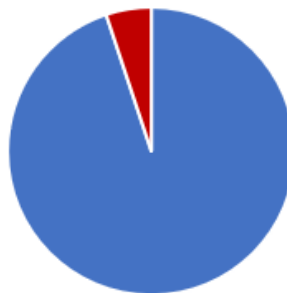
3. Questions and Final Results

Question 1

In support of reaching an Enterprise Agreement with the Uniting Church in Australia Property Trust (Q.) represented by Blue Care (Blue Care) 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 between 15 minutes and 6 hours duration which may be consecutive?

- Yes - 335 (95%)
- No - 18 (5%)

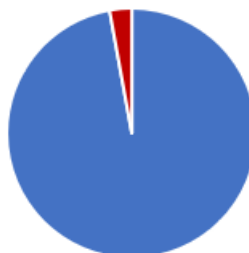


Question 2

In support of reaching an Enterprise Agreement with the Uniting Church in Australia Property Trust (Q.) represented by Blue Care (Blue Care) do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

2/8. An unlimited number of bans on data collection and/or data entry and/or paperwork each of an indefinite duration (excluding Serious Incident Response Scheme reporting, and toileting records, behaviour observations, fluid and food intake charts in the main database)?

- Yes - 340 (97%)
- No - 10 (3%)



Question 3

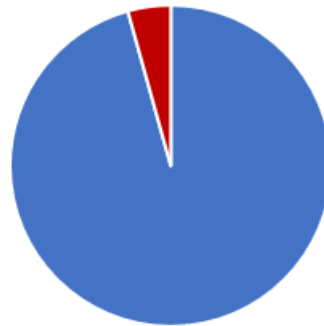
In support of reaching an Enterprise Agreement with the Uniting Church in Australia Property Trust (Q.) represented by Blue Care (Blue Care) do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

3/8. An unlimited number of bans on data collection and/or data entry and/or paperwork in relation to the following tasks, each of an indefinite duration:

- (a) Preparation of menus
- (b) Vehicle log-books
- (c) Facility newsletters
- (d) Petty cash reconciliations
- (e) Aged Care Funding Instrument (ACFI) assessments

■ Yes - 333 (96%)

■ No - 15 (4%)



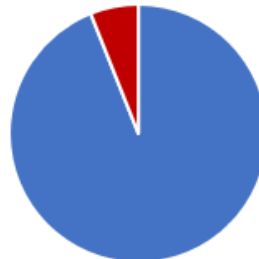
Question 4

In support of reaching an Enterprise Agreement with the Uniting Church in Australia Property Trust (Q.) represented by Blue Care (Blue Care) do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

4/8. An unlimited number of stoppages of work of up to 1 hours' duration for the purposes of speaking to the media about the reasons for industrial action and the Union's campaign for a new enterprise bargaining agreement?

■ Yes - 327 (94%)

■ No - 21 (6%)

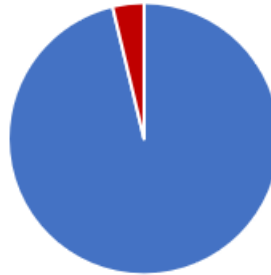


Question 5

In support of reaching an Enterprise Agreement with the Uniting Church in Australia Property Trust (Q.) represented by Blue Care (Blue Care) do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

5/8. An unlimited number of stoppages of work of up to 1 hours' duration for the purposes of distributing material and speaking to the employer's customers or clients, their families or other members of the public about the reasons for industrial action and the Union's campaign for a new enterprise bargaining agreement?

- Yes - 335 (96%)
- No - 13 (4%)

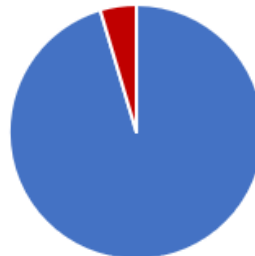


Question 6

In support of reaching an Enterprise Agreement with the Uniting Church in Australia Property Trust (Q.) represented by Blue Care (Blue Care) do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

6/8. An unlimited number of stoppages of work, each of an unlimited duration, for the purposes of posting to social media in relation to the Union's campaign for a new enterprise bargaining agreement?

- Yes - 332 (95%)
- No - 16 (5%)

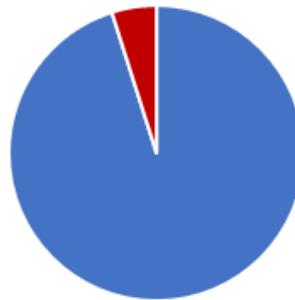


Question 7

In support of reaching an Enterprise Agreement with the Uniting Church in Australia Property Trust (Q.) represented by Blue Care (Blue Care) 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 the performance of work without a union badge attached to an employee's prescribed uniform?

- Yes - 330 (95%)
- No - 17 (5%)

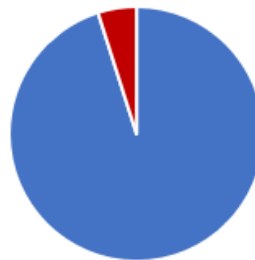


Question 8

In support of reaching an Enterprise Agreement with the Uniting Church in Australia Property Trust (Q.) represented by Blue Care (Blue Care) 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 the performance of work without campaign clothing worn over or instead of the employee's prescribed uniform (excluding any required personal protective equipment)?

- Yes - 330 (95%)
- No - 17 (5%)





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