



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**RSL Care RDNS Limited T/A Bolton Clarke and Bolton Clarke –  
Allity**

**B2022/278**

**Date of Declaration:**

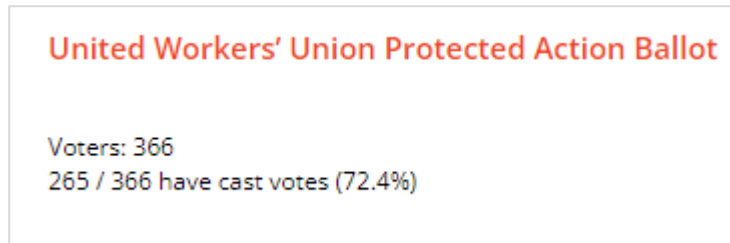
**26 April 2022**

# 1. Ballot Result

Total Eligible Voters: 366  
Total Participated: 265

Final Ballot Audit: Tuesday, 26 April 2022 at 12.40 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 RSL Care RDNS Ltd (“Bolton Clarke”) do you authorise the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively any or all of the actions described in Schedule A to this Ballot Paper?

**Schedule A**

1. An unlimited number of stoppages of work of between 15 minutes and 6 hours duration which may be consecutive?
2. Other than in respect of health and safety critical information, An unlimited number of bans on data collection and/or data entry and/or paperwork each of an indefinite duration?
3. An unlimited number of bans on the following tasks, each of an indefinite duration:
  - a. Preparation of menus?
  - b. Preparation of budgets?
  - c. Vehicle log-books?
  - d. Resident accounts?
  - e. Facility newsletters?
  - f. Petty cash reconciliations?
4. 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?
5. 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?
6. 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?
7. An unlimited number of indefinite or periodic bans on the performance of work without a union badge attached to an employee’s prescribed uniform?
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?

■ Yes - 244 (92%)  
■ No - 21 (8%)





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