

Confidential & Independent Voting & Surveys A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union v Paper Australia Pty Ltd T/A Opal Australian Paper (B2023/1256)

30 November 2023

1. Ballot Result

Total Eligible Voters:	6	
Total Participated:	6	
6 out of 6 have answered all questions		100.0%
Final Ballot Audit:	Thursday, 30 November 2023 at 11.05am AWST	

Diagram 1: Final Vote Participation

United Workers' Union Protected Action Ballot Voters: 6 Total Participated: 6 (100.0%)

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,

Al Michael

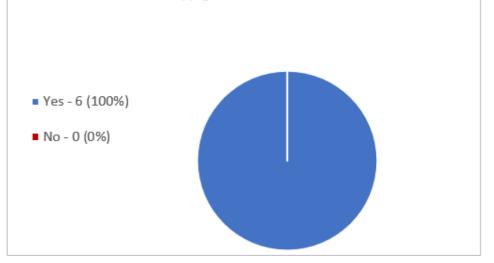
Mike Michael Managing Director Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

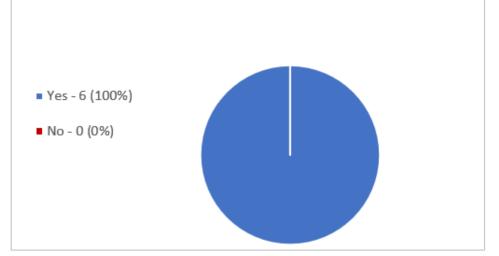
1. An unlimited number of stoppages of work of 1 hour duration.

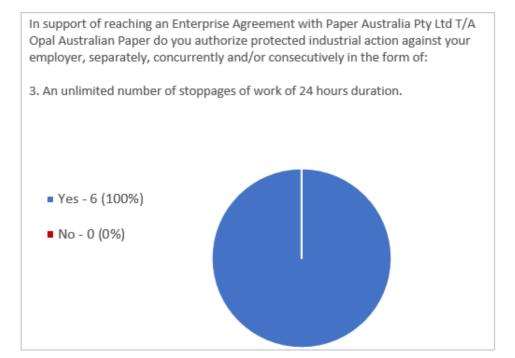


Question 2

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

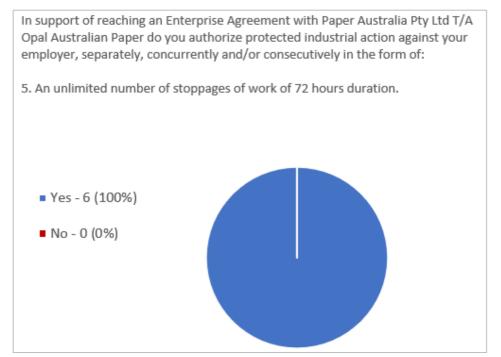
2. An unlimited number of stoppages of work of 12 hours duration.



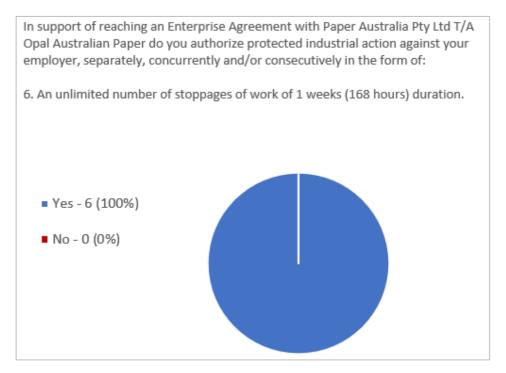


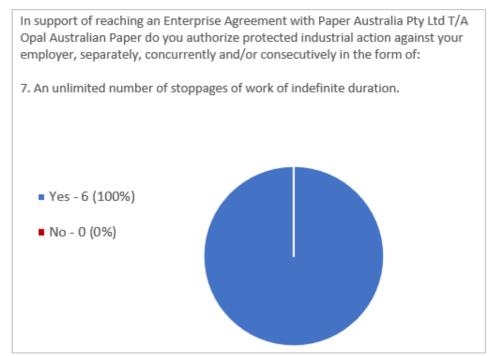
Question 4

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of: 4. An unlimited number of stoppages of work of 48 hours duration. • Yes - 6 (100%) • No - 0 (0%)



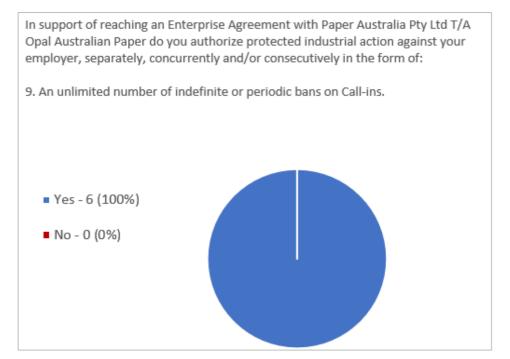
Question 6





Question 8

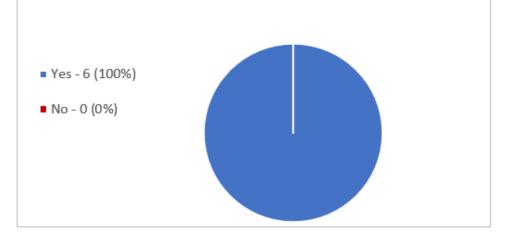
In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:
8. An unlimited number of indefinite or periodic bans on overtime.
Yes - 6 (100%)
No - 0 (0%)

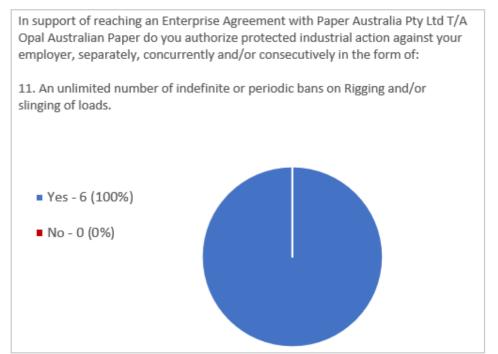


Question 10

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

10. An unlimited number of indefinite or periodic bans on Alternate duties and step-ups.

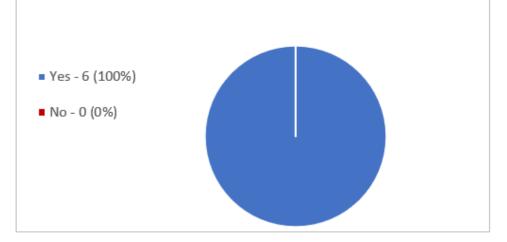


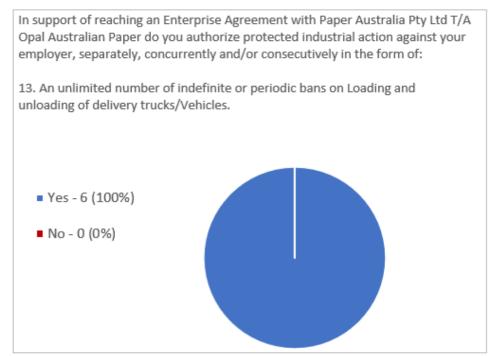


Question 12

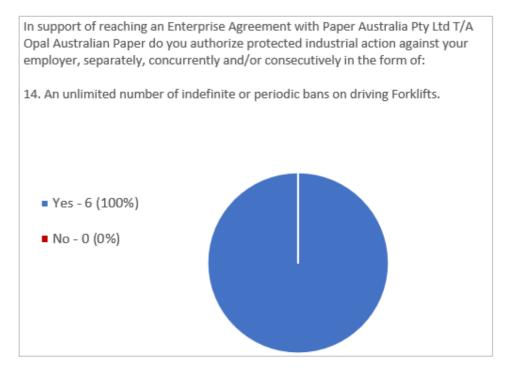
In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

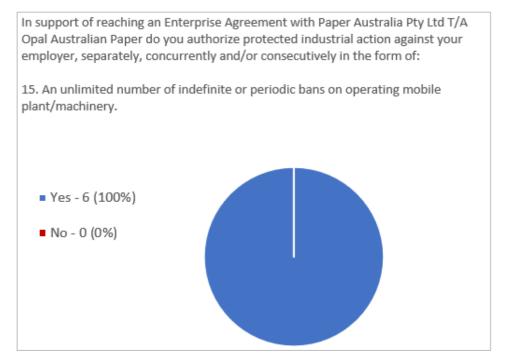
12. An unlimited number of indefinite or periodic bans on High-Risk license work.





Question 14

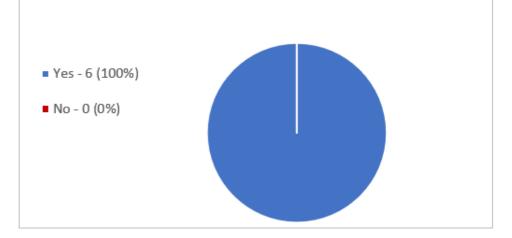


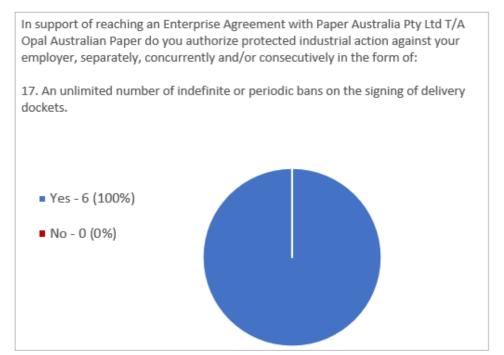


Question 16

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

16. An unlimited number of indefinite or periodic bans on the collection and/or Processing of stock return vouchers.

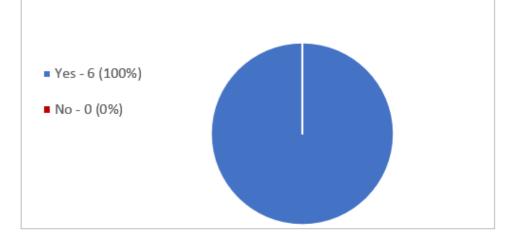


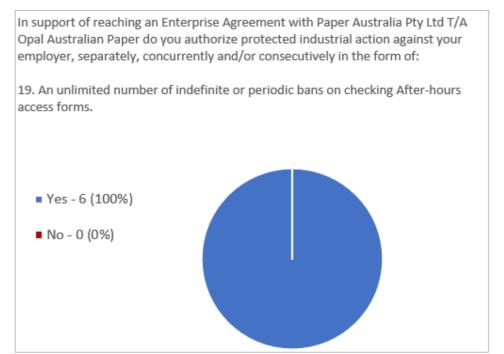


Question 18

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

18. An unlimited number of indefinite or periodic bans on communication with the Engineering store suppliers.

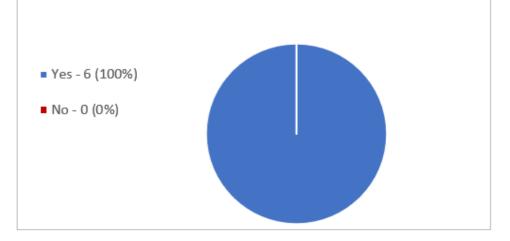


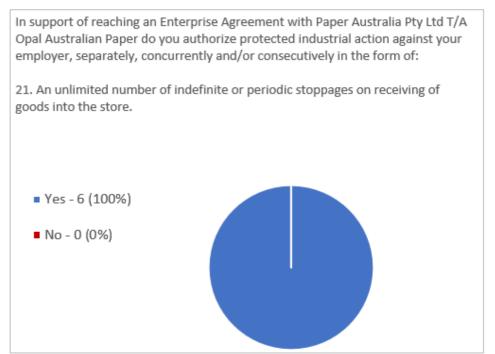


Question 20

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

20. An unlimited number of indefinite or periodic bans on stock taking related duties.

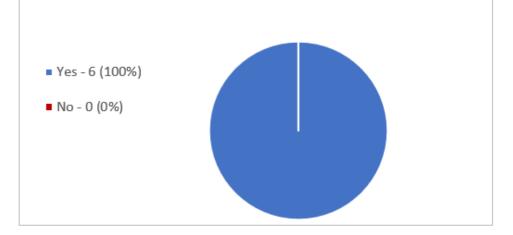


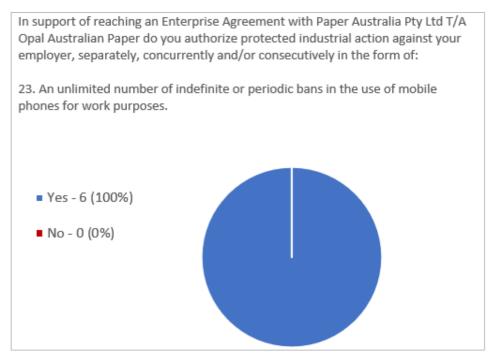


Question 22

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

22. An unlimited number of indefinite or periodic bans on the delivery of store items to the designated work area.

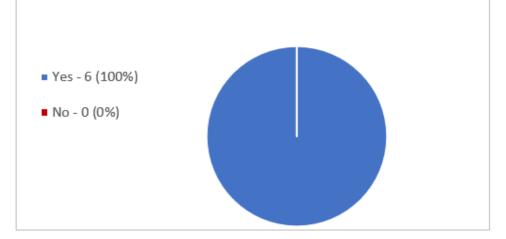


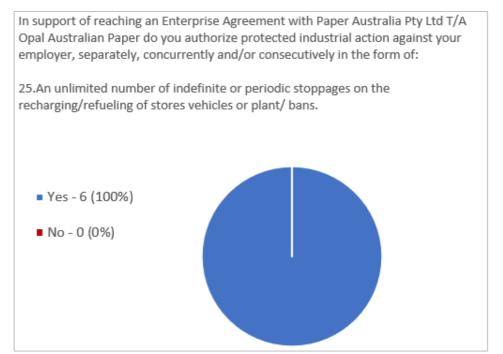


Question 24

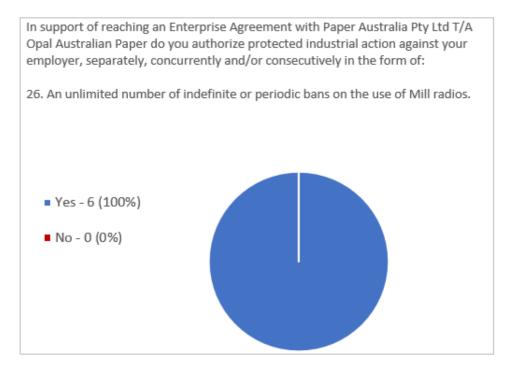
In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

24. An unlimited number of indefinite or periodic bans on the usage of S.A.P or other computer processes including emails.





Question 26





(08) 6314 0580 info@civs.com.au 283 Rokeby Rd, Subiaco WA 6008

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