



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

The Australian Maritime Officers' Union

v

Svitzer Australia Pty Limited

B2022/1381

12 October 2022

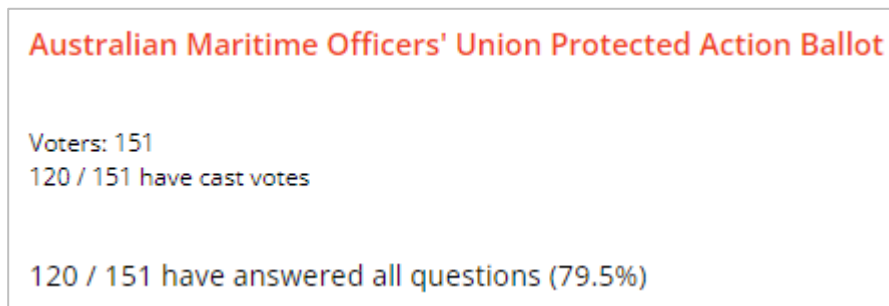
1. Ballot Result

Total Eligible Voters: 151
Total Participated: 120

120 out of 151 have answered all questions 79.5%

Final Ballot Audit: Wednesday, 12 October 2022 at 11.05am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Maritime Officers' Union Protected Action Ballot has been managed and declared independent of all other parties.

The Australian Maritime Officers' Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

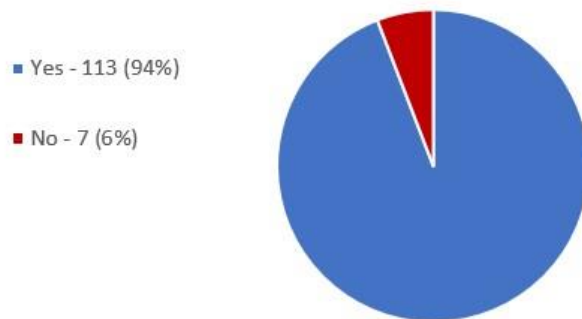
3. Questions and Results

Question 1

Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

1. an unlimited number of stoppages of 4 hours duration;

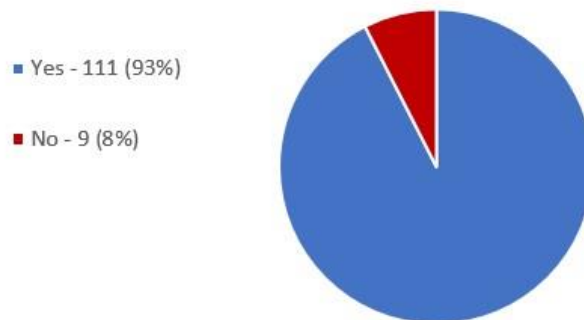


Question 2

Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

2. an unlimited number of stoppages of 8 hours duration;



Question 3

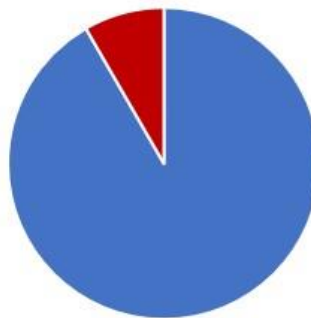
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

3. an unlimited number of stoppages of 12 hours duration;

■ Yes - 110 (92%)

■ No - 10 (8%)



Question 4

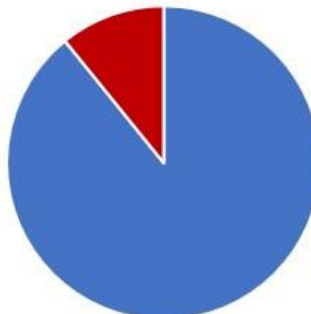
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

4. an unlimited number of stoppages of 24 hours duration;

■ Yes - 107 (89%)

■ No - 13 (11%)



Question 5

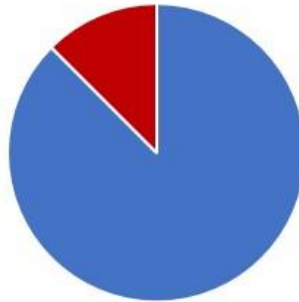
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

5. an unlimited number of days where Casual Employees will not be available for duty;

■ Yes - 105 (88%)

■ No - 15 (13%)



Question 6

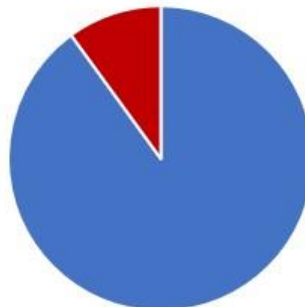
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

6. an unlimited number of days outside of rostered duty where Permanent Part Time Employees will not be available for duty;

■ Yes - 108 (90%)

■ No - 12 (10%)



Question 7

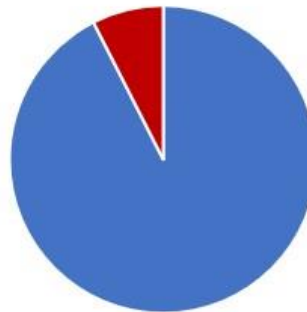
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

7. an unlimited number of days outside of rostered duty where Fixed Term Employees will not be available for duty;

■ Yes - 111 (93%)

■ No - 9 (8%)



Question 8

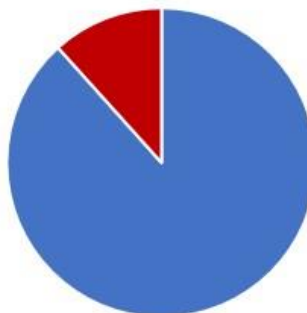
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

8. an unlimited number of days where Permanent Part Time Employees will not be available for duty;

■ Yes - 106 (88%)

■ No - 14 (12%)



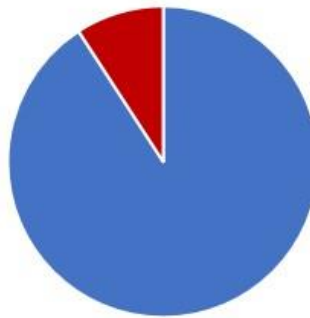
Question 9

Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

9. an unlimited number of days where Fixed Term Employees will not be available for duty;

- Yes - 109 (91%)
- No - 11 (9%)



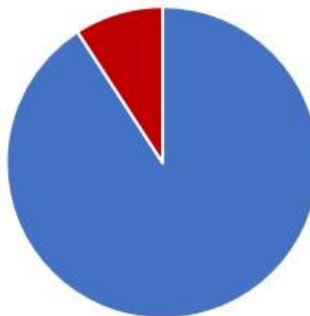
Question 10

Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

10. an indefinite ban on Employees beginning a job that will take them past the 12th hour of continuous duty;

- Yes - 109 (91%)
- No - 11 (9%)



Question 11

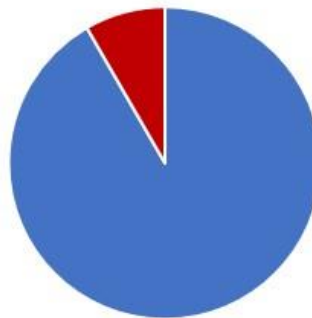
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

11. an indefinite ban on continuous operation of any vessel or vessels for a period in excess of 5 hours without a 30 minute rest break;

■ Yes - 110 (92%)

■ No - 10 (8%)



Question 12

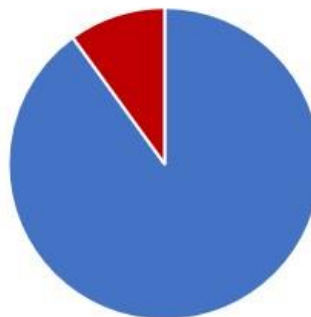
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

12. an indefinite ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels;

■ Yes - 108 (90%)

■ No - 12 (10%)



Question 13

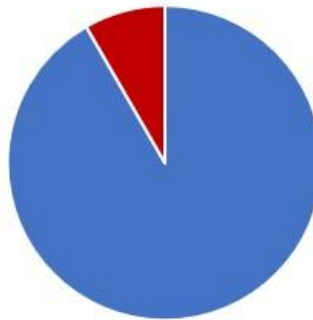
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

13. an unlimited number of 12 hour bans on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels;

■ Yes - 110 (92%)

■ No - 10 (8%)



Question 14

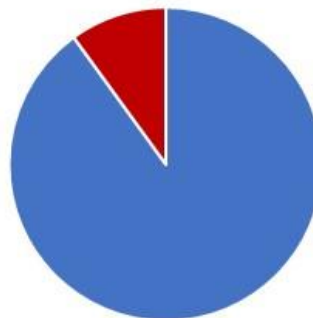
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

14. an unlimited number of 24 hour bans on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels;

■ Yes - 108 (90%)

■ No - 12 (10%)



Question 15

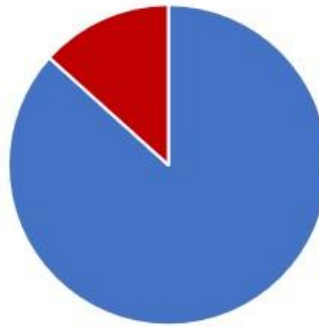
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Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

15. an indefinite ban on entering data into HELM/Svitzer tug app;

■ Yes - 104 (87%)

■ No - 16 (13%)



Question 16

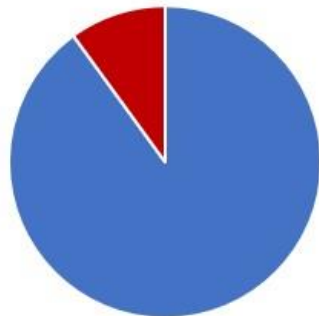
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Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

16. an indefinite ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory drills and emergency preparedness;

■ Yes - 108 (90%)

■ No - 12 (10%)



Question 17

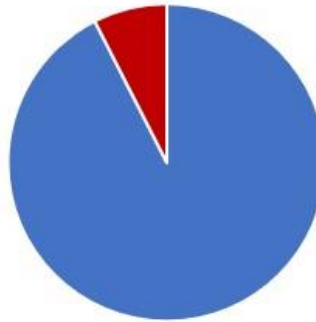
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Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

17. a ban on performing recall and/or relief work in one or more ports covered by this order for a limited or unlimited duration;

■ Yes - 111 (93%)

■ No - 9 (8%)





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