



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Communications, Electrical, Electronic, Energy, Information,  
Postal, Plumbing and Allied Services Union of Australia**

**v**

**NSW Electricity Networks Operations Pty Ltd as  
Trustee for NSW Electricity Networks Operations Trust**

**(B2021/1268)**

**21 January 2022**

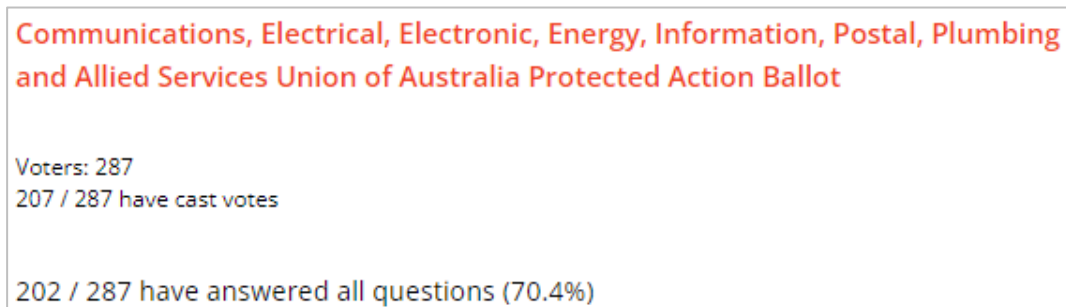
# 1. Ballot Result

Total Eligible Voters: 287  
Total Participated: 207

202 out of 287 have answered all questions 70.4%

Final Ballot Audit: Friday, 21 January 2022 at 11.15am AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

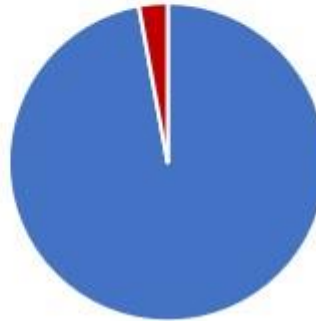
### 3. Questions and Final Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

1. An unlimited number of 15 minute stoppages of work except where it is necessary to prevent an imminent risk to health and safety of persons and property and an employee is directed in writing to perform work for that purpose.

- Yes - 201 (97%)
- No - 6 (3%)

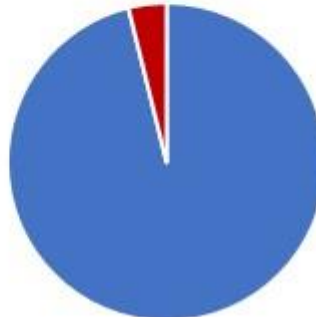


#### Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

2. An unlimited number of 30 minute stoppages of work except where it is necessary to prevent an imminent risk to health and safety of persons and property and an employee is directed in writing to perform work for that purpose.

- Yes - 199 (96%)
- No - 8 (4%)

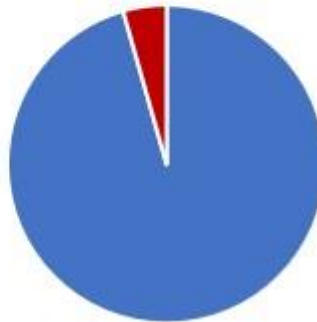


### Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

3. An unlimited number of 1 hour stoppages of work except where it is necessary to prevent an imminent risk to health and safety of persons and property and an employee is directed in writing to perform work for that purpose.

- Yes - 195 (96%)
- No - 9 (4%)



### Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

4. An unlimited number of 2 hour stoppages of work except where it is necessary to prevent an imminent risk to health and safety of persons and property and an employee is directed in writing to perform work for that purpose.

- Yes - 192 (95%)
- No - 11 (5%)



## Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

5. An unlimited number of 4 hour stoppages of work except where it is necessary to prevent an imminent risk to health and safety of persons and property and an employee is directed in writing to perform work for that purpose.

- Yes - 191 (94%)
- No - 12 (6%)

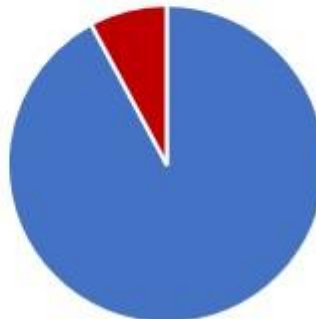


## Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

6. An unlimited number of 8 hour stoppages of work except where it is necessary to prevent an imminent risk to health and safety of persons and property and an employee is directed in writing to perform work for that purpose.

- Yes - 187 (92%)
- No - 16 (8%)

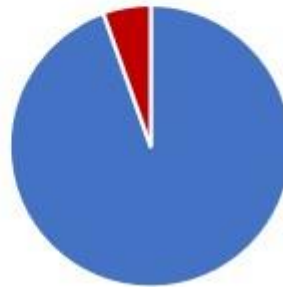


## Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

7. An unlimited number of indefinite or periodic bans on the performance of overtime, except where the performance of overtime is necessary to prevent an imminent risk to health and safety of persons and property and an employee is directed in writing to perform overtime for that purpose.

- Yes - 191 (95%)
- No - 11 (5%)



## Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

8. An unlimited number of indefinite or periodic bans on the use of Transgrid corporate credit cards.

- Yes - 191 (95%)
- No - 11 (5%)



## Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

9. An unlimited number of indefinite or periodic bans on the completion of Time and Attendance and Labour Costing excluding living Away from home claims in time and attendance.

■ Yes - 188 (93%)

■ No - 14 (7%)



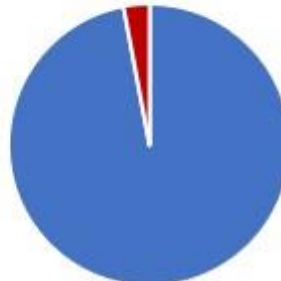
## Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

10. An unlimited number of indefinite or periodic bans on the completion of work orders except where it is necessary to prevent an imminent risk to health and safety of persons and property and an employee is directed in writing to complete a work order for that purpose.

■ Yes - 196 (97%)

■ No - 6 (3%)



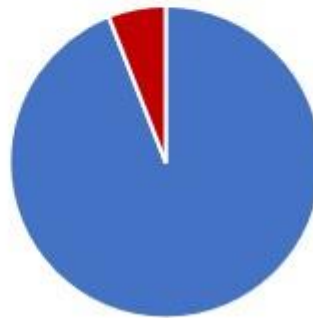
## Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

11. An unlimited number of indefinite or periodic bans on travelling outside normal working hours, except where travel outside normal working hours is necessary to prevent an imminent risk to health and safety of persons and property and an employee is directed in writing to travel outside normal working hours for that purpose.

■ Yes - 190 (94%)

■ No - 12 (6%)



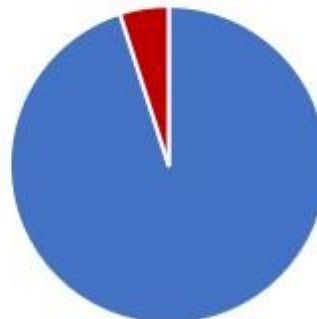
## Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

12. An unlimited number of indefinite or periodic bans on issuing Access Authorities and Field Access Authorities to non-TransGrid staff.

■ Yes - 192 (95%)

■ No - 10 (5%)



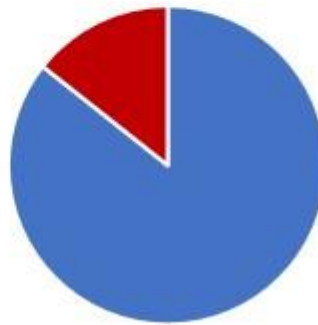


## Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

13. Attaching union and industrial campaign-related material to outgoing mail and/or emails and adding ETU/CEPU and industrial campaign-related material to Transgrid materials and displays.

- Yes - 173 (86%)
- No - 29 (14%)

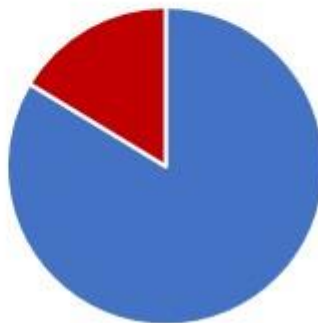


## Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

14. Speaking to members of the public during work related telephone calls about the industrial action and ETU/CEPU campaign for a new enterprise agreement.

- Yes - 169 (84%)
- No - 33 (16%)

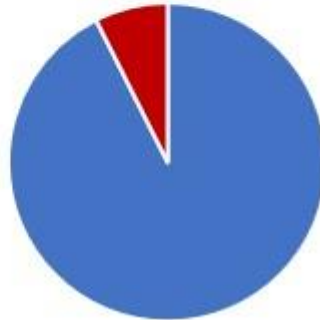


## Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

15. Wearing in Transgrid offices ETU/CEPU and industrial campaign-related t-shirts, caps, badges, facemasks.

- Yes - 187 (93%)
- No - 15 (7%)

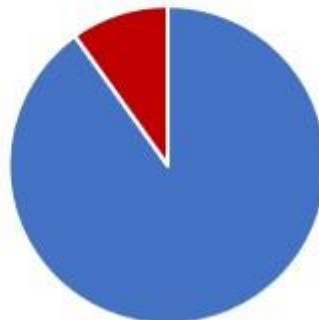


## Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

16. Distributing ETU/CEPU and industrial campaign-related material to members of the public and Transgrid staff whilst performing work, including but not limited to t-shirts, caps, badges, facemasks, written communications including posters and stickers.

- Yes - 182 (90%)
- No - 20 (10%)



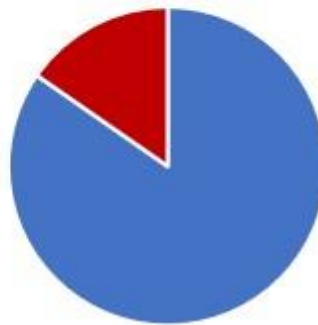
## Question 17

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

17. Providing information, in any form, concerning the views of employees about industrial action and the ETU/CEPU campaign for a new enterprise agreement to members of the community including to members of the media.

■ Yes - 171 (85%)

■ No - 31 (15%)



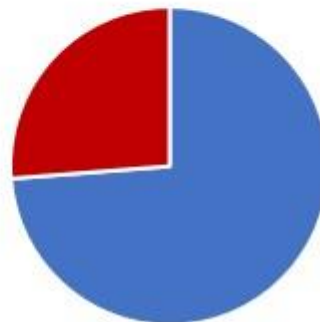
## Question 18

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

18. Providing the email address of the CEO and Executive Manager Works Delivery to members of the community including to members of the media when communicating about the industrial action and ETU/CEPU campaign for a new enterprise agreement.

■ Yes - 149 (74%)

■ No - 53 (26%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

