



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

**UGL Resources (Contracting) Pty Ltd
(B2022/1666)**

21 November 2022

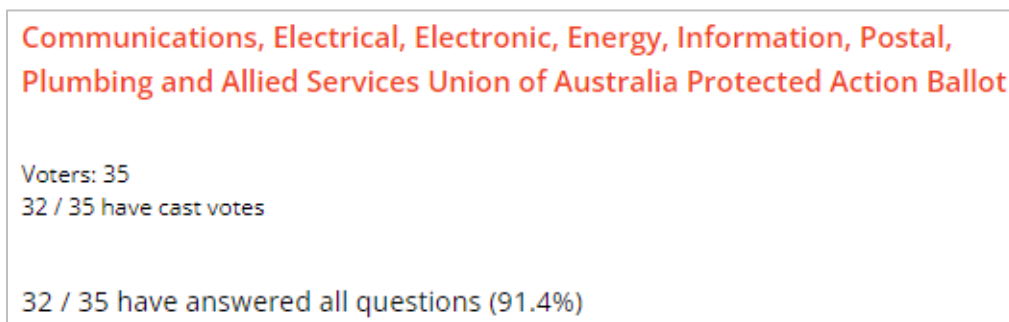
1. Ballot Result

Total Eligible Voters: 35
Total Participated: 32

32 out of 35 have answered all questions 91.4%

Final Ballot Audit: Monday, 21 November 2022 at 9.00am 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 Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (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 stoppages of the performance of work for the duration of 30 minutes?

- Yes - 32 (100%)
- No - 0 (0%)



Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (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 stoppages of the performance of work for the duration of 1 hour?

- Yes - 32 (100%)
- No - 0 (0%)



Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (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 stoppages of the performance of work for the duration of 2 hours?

■ Yes - 32 (100%)

■ No - 0 (0%)



Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (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 stoppages of the performance of work for the duration of 4 hours?

■ Yes - 32 (100%)

■ No - 0 (0%)



Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (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 bans for an indefinite period on FIFO employees working more than 168 hours per 14-day duty work cycle?

■ Yes - 32 (100%)

■ No - 0 (0%)



Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (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 bans for an indefinite period on local employees working more than 90 hours per 14-day duty work cycle?

■ Yes - 32 (100%)

■ No - 0 (0%)



Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (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 bans for an indefinite period on issuing any permit to work?

- Yes - 32 (100%)
- No - 0 (0%)



Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (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 bans for an indefinite period on seeking any Area Authority signature on a permit to work prior to 0830 AWST?

- Yes - 32 (100%)
- No - 0 (0%)



Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (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 bans for an indefinite period on signing on to any permit to work as a work party member?

■ Yes - 32 (100%)

■ No - 0 (0%)



Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (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 bans for an indefinite period on using the Digital Job Card System (DJS) or the hard copy job card system for any purpose?

■ Yes - 32 (100%)

■ No - 0 (0%)



Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (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 bans for an indefinite period on signing Inspection and Test Records (ITR)?

- Yes - 32 (100%)
- No - 0 (0%)



Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (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 bans for an indefinite period on completing AS Built drawings?

- Yes - 32 (100%)
- No - 0 (0%)



Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU) members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

13. An unlimited number of bans for an indefinite period on the use of elevating work platforms (EWP)?

- Yes - 32 (100%)
- No - 0 (0%)



Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU) members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

14. An unlimited number of bans for an indefinite period on the performance of rope access work?

- Yes - 32 (100%)
- No - 0 (0%)



Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU) members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

15. An unlimited number of bans for an indefinite period on fuelling or refuelling any mobile plant?

- Yes - 32 (100%)
- No - 0 (0%)



Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU) members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

16. An unlimited number of bans for an indefinite period on the performance of confined space work?

- Yes - 32 (100%)
- No - 0 (0%)



Question 17

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU) members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

17. An unlimited number of bans for an indefinite period on performing and/or verifying personal isolations?

■ Yes - 32 (100%)

■ No - 0 (0%)





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