



**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**

**Thales Australia Limited  
(B2022/1698)**

**5 December 2022**

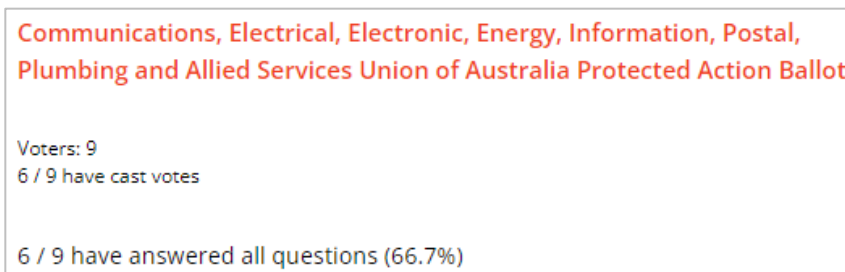
# 1. Ballot Result

Total Eligible Voters: 9  
Total Participated: 6

6 out of 9 have answered all questions 66.7%

Final Ballot Audit: Monday, 5 December 2022 at 11.05am 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 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 1 hour stoppages of work

- Yes - 6 (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 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 2 hour stoppages of work

- Yes - 6 (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 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 3 hour stoppages of work

■ Yes - 6 (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 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 4 hour stoppages of work

■ Yes - 6 (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 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 8 hour stoppages of work

■ Yes - 6 (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 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 12 hour stoppages of work

■ Yes - 6 (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 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 24 hour stoppages of work

■ Yes - 6 (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 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 48 hour stoppages of work

■ Yes - 6 (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 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 72 hour stoppages of work

■ Yes - 6 (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 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 stoppages of work for a period of one week

■ Yes - 6 (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 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 stoppages of work

■ Yes - 6 (100%)

■ No - 0 (0%)



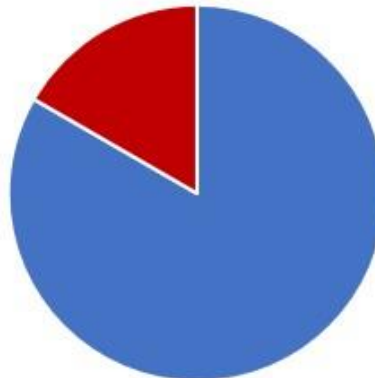
## Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by 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 overtime

■ Yes - 5 (83%)

■ No - 1 (17%)





## 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. An unlimited number of indefinite or periodic partial work bans

■ Yes - 6 (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 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 indefinite or periodic ban on hired equipment

■ Yes - 6 (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 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 indefinite or periodic ban on using private phones for work purposes

■ Yes - 6 (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 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 indefinite or periodic ban on working off site

■ Yes - 6 (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 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 indefinite or periodic ban on working outside of work specified for their particular classification

■ Yes - 6 (100%)

■ No - 0 (0%)



## 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. An unlimited number of indefinite or periodic ban on working with non direct hire employees

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 19

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:

19. An unlimited number of indefinite or periodic ban on accepting changes to shifts

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 20

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:

20. An unlimited number of indefinite or periodic ban on working on non Australian made vessels

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 21

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:

21. An unlimited number of indefinite or periodic ban on boarding vessels

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 22

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:

22. An unlimited number of indefinite or periodic ban on approving electrical and mechanical isolations

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 23

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:

23. An unlimited number of indefinite or periodic ban on mechanical operations (this is the dock/caisson)

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 24

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:

24. An unlimited number of indefinite or periodic ban on signing off work

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 25

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:

25. An unlimited number of indefinite or periodic ban on the use of keys

- Yes - 6 (100%)
- No - 0 (0%)



## Question 26

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:

26. An unlimited number of indefinite or periodic bans on the use of power tools (electric, battery, pneumatic)

- Yes - 6 (100%)
- No - 0 (0%)



## Question 27

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:

27. An unlimited number of indefinite or periodic ban on the use of forklifts

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 28

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:

28. An unlimited number of indefinite or periodic ban on the use of pallet trucks

■ Yes - 6 (100%)

■ No - 0 (0%)





## Question 29

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:

29. An unlimited number of indefinite or periodic ban on the use of the traverser

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 30

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:

30. An unlimited number of indefinite or periodic ban on the use of cranes

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 31

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:

31. An unlimited number of indefinite or periodic ban on the use of electronic devices including, but not limited to, computers, phones, and tablets/iPad's

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 32

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:

32. An unlimited number of indefinite or periodic ban on the use of measuring equipment

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 33

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:

33. An unlimited number of indefinite or periodic ban on the use of the paint booths

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 34

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:

34. An unlimited number of indefinite or periodic ban on the use of shrink wrapping

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 35

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:

35. An unlimited number of indefinite or periodic ban on loading and unloading trucks

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 36

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:

36. An unlimited number of indefinite or periodic ban on the use of hand tools

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 37

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:

37. An unlimited number of indefinite or periodic ban on welding

■ Yes - 6 (100%)

■ No - 0 (0%)



## Question 38

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:

38. An unlimited number of indefinite or periodic ban on the use of "on call" phones

■ Yes - 6 (100%)

■ No - 0 (0%)





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