



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

**Sydney Trains
(B2022/35)**

2 March 2022

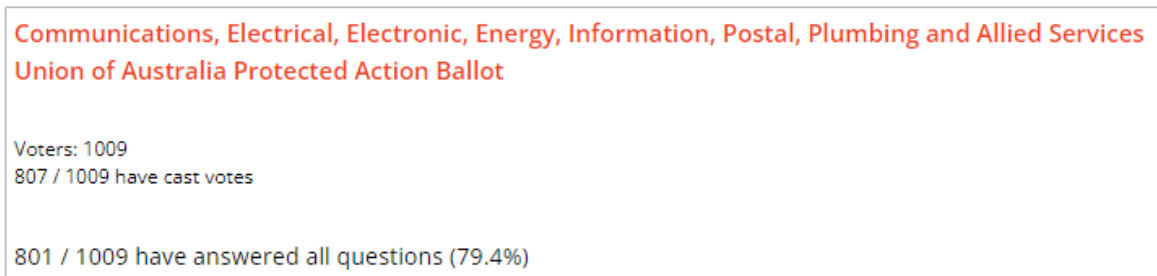
1. Ballot Result

Total Eligible Voters: 1,009
Total Participated: 807

801 out of 1,009 have answered all questions 79.4%

Final Ballot Audit: Wednesday, 2 March 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 Final Results

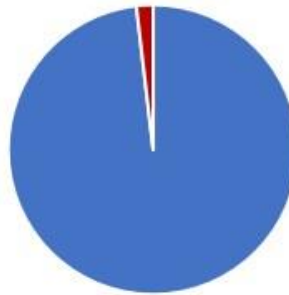
Question 1

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 indefinite or periodic bans on 1500V DC switching, except in emergencies to prevent imminent hazards to employees or the public;

■ Yes - 792 (98%)

■ No - 15 (2%)



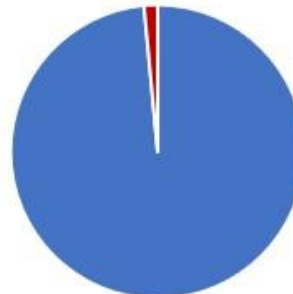
Question 2

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 indefinite or periodic bans on switching of the electrical network and issuing switching instructions except in emergencies to prevent imminent hazards to employees or the public;

■ Yes - 794 (99%)

■ No - 12 (1%)

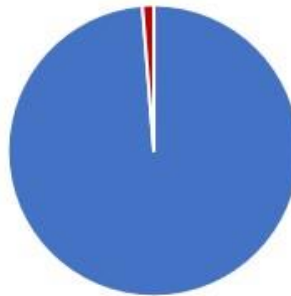


Question 3

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 indefinite or periodic bans on issuing Access Permits and Field Access Authorities to non Sydney Trains employees;

- Yes - 796 (99%)
- No - 10 (1%)

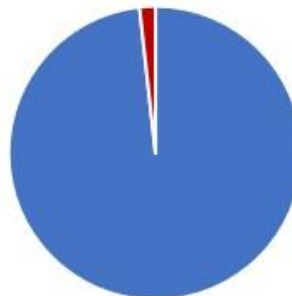


Question 4

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 indefinite or periodic bans on communicating with non Sydney Trains employees for longer than required to determine the purpose of the call, except where the call is relates to an emergency in which there is an imminent hazard to employees or the public;

- Yes - 791 (98%)
- No - 14 (2%)



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 indefinite or periodic bans on authorising non Sydney trains staff employees as the holder(s) of WHVI's (working high voltage instructions) or 1500 Volt Authorities;

■ Yes - 796 (99%)

■ No - 9 (1%)



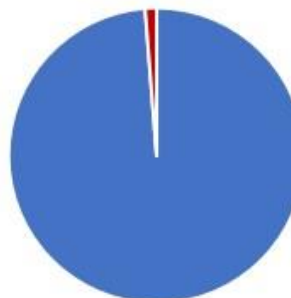
Question 6

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 indefinite or periodic bans on issuing level-5 sign-on for switching to non Sydney Trains employees, except in emergencies to prevent imminent hazards to employees or the public.

■ Yes - 793 (99%)

■ No - 10 (1%)



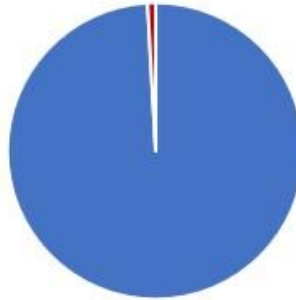
Question 7

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 Ban on escalating maintenance breakdown calls to maintenance contractors, except in emergencies to prevent imminent hazards to employees or the public;

■ Yes - 795 (99%)

■ No - 7 (1%)



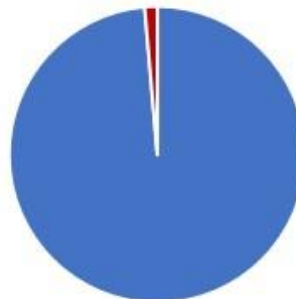
Question 8

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 checking and approving 1500V Authorities and Working High Voltage Instructions (WHVI) with less than two (2) weeks' notice, except in emergencies to prevent imminent hazards to employees or the public.

■ Yes - 791 (99%)

■ No - 11 (1%)



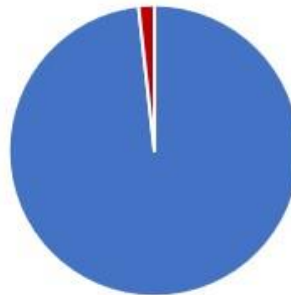
Question 9

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 ICON Electrical employees amending 1500V Authorities and Working High Voltage Instructions (WHVI), except in emergencies to prevent imminent hazards to employees or the public.

■ Yes - 788 (98%)

■ No - 14 (2%)



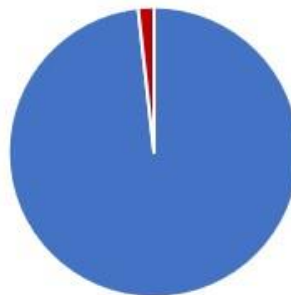
Question 10

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 designing, planning, installing, operating, testing or commissioning of 1500V Remote Isolation Rail Connect (RIRC) switches.

■ Yes - 788 (98%)

■ No - 14 (2%)



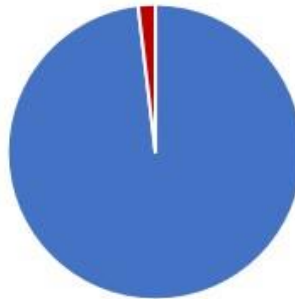
Question 11

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 reclamation of parts from rolling stock;

■ Yes - 787 (98%)

■ No - 15 (2%)



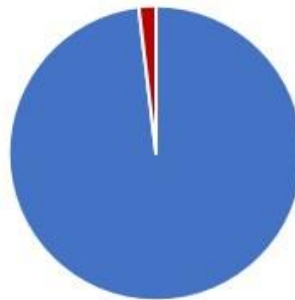
Question 12

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 the installation of reclaimed parts in rolling stock;

■ Yes - 787 (98%)

■ No - 15 (2%)

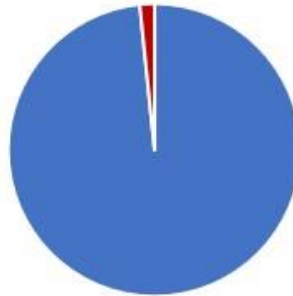


Question 13

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 bans on the performance of electrical wiring work where there is not a defibrillator within 50 metres walking distance without walking in the danger zone, except in emergencies to prevent imminent hazards to employees or the public;

- Yes - 789 (98%)
- No - 13 (2%)

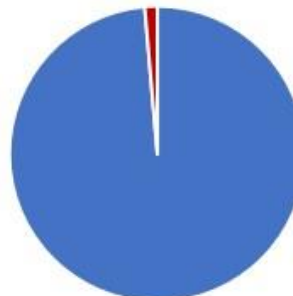


Question 14

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 bans on ICON Electrical Employees taking equipment out of service where not booked within the notice requirements for planned work, except in emergencies to prevent imminent hazards to employees or the public.

- Yes - 791 (99%)
- No - 11 (1%)

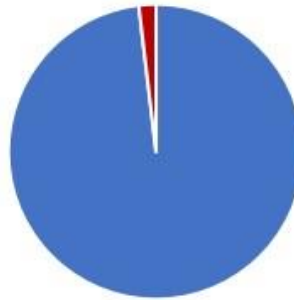


Question 15

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 bans on electrical isolations except in emergencies to prevent imminent hazards to employees or the public;

- Yes - 786 (98%)
- No - 15 (2%)

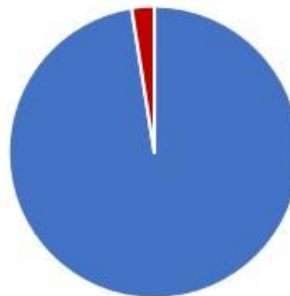


Question 16

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 bans on using locking systems, whether mechanical or digital, other than locking or unlocking a motor vehicle, except in emergencies to prevent imminent hazards to employees or the public;

- Yes - 781 (98%)
- No - 20 (2%)

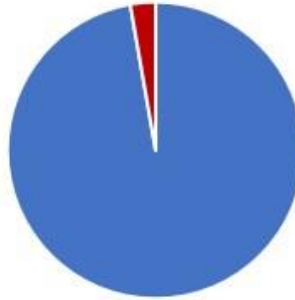


Question 17

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 bans on using SAP, EAM or their Business Continuity Plan (BCP) alternatives.

- Yes - 779 (97%)
- No - 22 (3%)

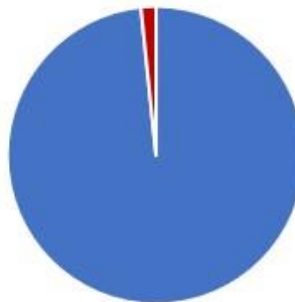


Question 18

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 bans on calling out workers not rostered on shift to locations where there is alternate/ backup supply available and only a single loss of supply, except in emergencies to prevent imminent hazards to employees or the public.

- Yes - 788 (98%)
- No - 13 (2%)



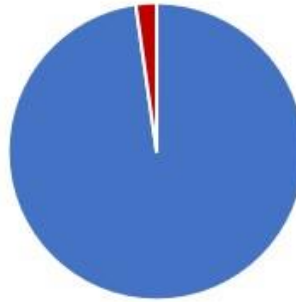
Question 19

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 bans on labour costing;

■ Yes - 783 (98%)

■ No - 18 (2%)



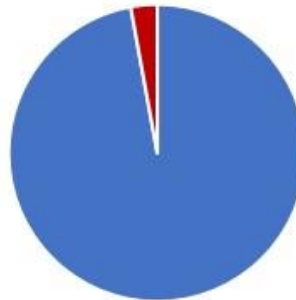
Question 20

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 bans on accessing or making entries in a rostering system;

■ Yes - 778 (97%)

■ No - 23 (3%)



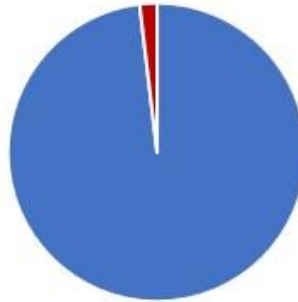
Question 21

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. Cancelling 1500V Authorities where clearance from Operations to remove 1500V supply for 1500V authorities is issued more than 30 minutes after the time due as stated on the original Authority;

■ Yes - 786 (98%)

■ No - 15 (2%)





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