



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

**Churches of Christ Care
B2022/232**

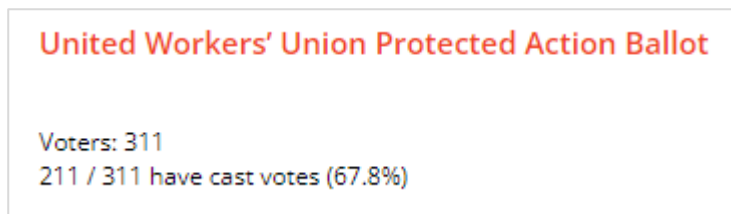
**Date of Declaration:
14 April 2022**

1. Ballot Result

Total Eligible Voters: 311
Total Participated: 211

Final Ballot Audit: Thursday, 14 April 2022 at 11.20 am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

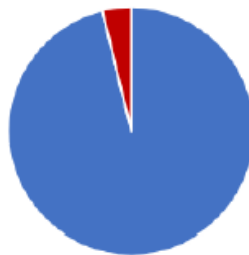
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Result

In support of reaching an Enterprise Agreement with Churches of Christ Care, do you authorise all of the following types of protected industrial action against your employer:

1. An unlimited number of individual or consecutive stoppages of work of between 15 minutes and 6 hours duration?
2. An unlimited number of bans on data collection and/or data entry and/or paperwork of an indefinite duration?
3. An unlimited number of bans on the following tasks, each of an indefinite duration:
 - (a) Preparation of menus
 - (b) Preparation of budgets
 - (c) Vehicle log-books
 - (d) Resident accounts
 - (e) Facility newsletters
 - (f) Petty cash reconciliations
4. An unlimited number of stoppages of work of up to 1 hours' duration for the purposes of speaking to the media about the reasons for industrial action?
5. An unlimited number of stoppages of work of up to 1 hours' duration for the purposes of distributing material and speaking to the employer's customers or clients, their families or other visitors to residential care facilities about the reasons for industrial action?
6. An unlimited number of stoppages of work of up to 1 hours' duration, for the purposes of posting to social media in relation to the Union's campaign for a new enterprise bargaining agreement?
7. An unlimited number of indefinite or periodic bans on the performance of work without a union badge attached to an employee's prescribed uniform which may be separate, concurrent and/or consecutive with other actions?
8. An unlimited number of indefinite or periodic bans on the performance of work without campaign clothing worn over or instead of the employee's prescribed uniform?

■ Yes - 203 (96%)
■ No - 8 (4%)





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