



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

**Southern Cross Care (SA, NT & VIC) Inc T/A Southern Cross
Care**

B2022/233

13 April 2022

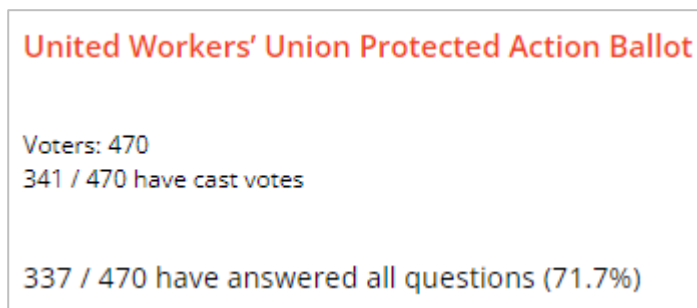
1. Ballot Result

Total Eligible Voters: 470
Total Participated: 341

337 out of 470 have answered all questions 71.7%

Final Ballot Audit: Wednesday, 13 April 2022 at 11.35am 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 Final Results

Question 1

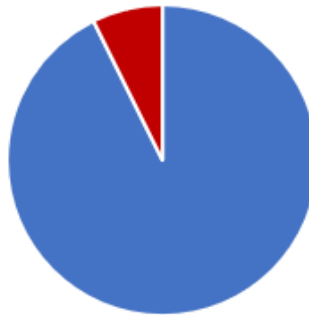
In support of reaching an Enterprise Agreement with Southern Cross Care (SA, NT & Vic) do you authorise all of the following types of protected industrial action against your employer:

Note: You should vote 'No' if you disagree with any one type of action

1/8. An unlimited number of stoppages of work of between 15 minutes and 6 hours duration which may be consecutive?

■ Yes - 316 (93%)

■ No - 25 (7%)



Question 2

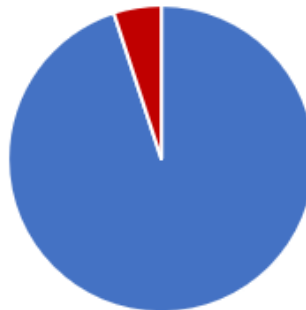
In support of reaching an Enterprise Agreement with Southern Cross Care (SA, NT & Vic) do you authorise all of the following types of protected industrial action against your employer:

Note: You should vote 'No' if you disagree with any one type of action

2/8. An unlimited number of bans on data collection and/or data entry and/or paperwork each of an indefinite duration?

■ Yes - 321 (95%)

■ No - 17 (5%)



Question 3

In support of reaching an Enterprise Agreement with Southern Cross Care (SA, NT & Vic) do you authorise all of the following types of protected industrial action against your employer:

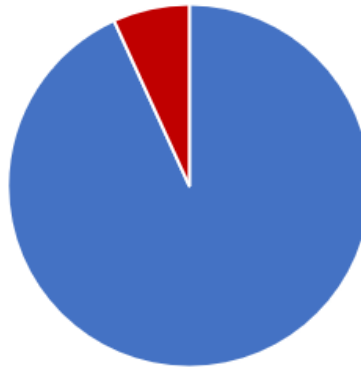
Note: You should vote 'No' if you disagree with any one type of action

3/8. 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

■ Yes - 315 (93%)

■ No - 23 (7%)



Question 4

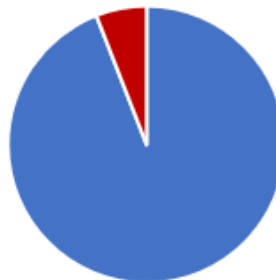
In support of reaching an Enterprise Agreement with Southern Cross Care (SA, NT & Vic) do you authorise all of the following types of protected industrial action against your employer:

Note: You should vote 'No' if you disagree with any one type of action

4/8. 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 and the Union's campaign for a new enterprise bargaining agreement?

■ Yes - 318 (94%)

■ No - 20 (6%)



Question 5

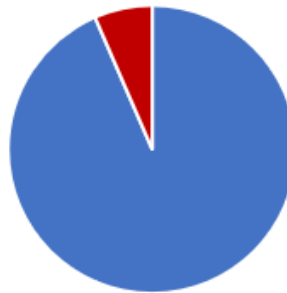
In support of reaching an Enterprise Agreement with Southern Cross Care (SA, NT & Vic) do you authorise all of the following types of protected industrial action against your employer:

Note: You should vote 'No' if you disagree with any one type of action

5/8. 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 members of the public about the reasons for industrial action and the Union's campaign for a new enterprise bargaining agreement?

■ Yes - 316 (93%)

■ No - 22 (7%)



Question 6

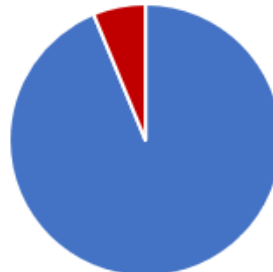
In support of reaching an Enterprise Agreement with Southern Cross Care (SA, NT & Vic) do you authorise all of the following types of protected industrial action against your employer:

Note: You should vote 'No' if you disagree with any one type of action

6/8. An unlimited number of stoppages of work, each of an unlimited duration, for the purposes of posting to social media in relation to the Union's campaign for a new enterprise bargaining agreement?

■ Yes - 317 (94%)

■ No - 21 (6%)



Question 7

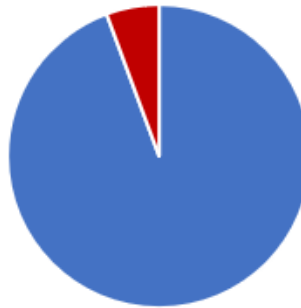
In support of reaching an Enterprise Agreement with Southern Cross Care (SA, NT & Vic) do you authorise all of the following types of protected industrial action against your employer:

Note: You should vote 'No' if you disagree with any one type of action

7/8. An unlimited number of indefinite or periodic bans on the performance of work without a union badge attached to an employee's prescribed uniform?

■ Yes - 318 (94%)

■ No - 19 (6%)



Question 8

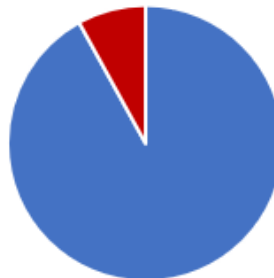
In support of reaching an Enterprise Agreement with Southern Cross Care (SA, NT & Vic) do you authorise all of the following types of protected industrial action against your employer:

Note: You should vote 'No' if you disagree with any one type of action

8/8. 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 - 310 (92%)

■ No - 27 (8%)





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