



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**Commissioner for Public Employment (T/A Northern Territory  
Fire and Rescue Service)**

**B2022/67**

**Date of Declaration:**

**1 March 2022**

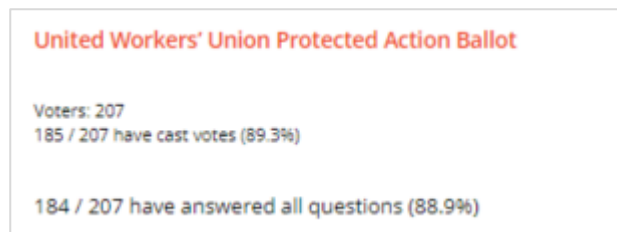
# 1. Ballot Result

Total Eligible Voters: 207  
Total Participated: 185

184 out of 207 have answered all questions 88.9%

Final Ballot Audit: Tuesday, 1 March 2022 at 11.40 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,

A handwritten signature in black ink that reads 'Mike Michael'.

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

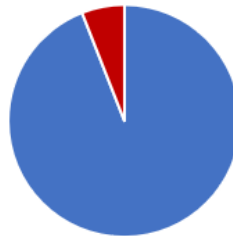
### 3. Questions and Final Results

#### Question 1

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of protected industrial action separately, concurrently and/or consecutively in the forms listed below. It is not the intention of United Workers Union or its members to engage in industrial action which would (or would threaten to) endanger the life, personal safety or health, or the welfare, of the population or a part of it:

1/8. While rostered on shift, recognised union delegates will stop performing duties to speak to the media, politicians and the public regarding enterprise bargaining issues, conditions of employment, and operational problems within the NTFRS.

- Yes - 174 (94%)
- No - 11 (6%)

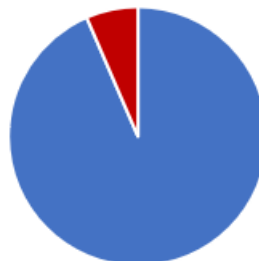


#### Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of protected industrial action separately, concurrently and/or consecutively in the forms listed below. It is not the intention of United Workers Union or its members to engage in industrial action which would (or would threaten to) endanger the life, personal safety or health, or the welfare, of the population or a part of it:

2/8. While rostered on shift, recognised union delegates will stop performing duties to post, publish or provide images of appliances, stations, equipment and insignia across various forms of media, including social media.

- Yes - 173 (94%)
- No - 12 (6%)



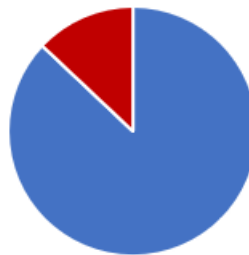
## Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of protected industrial action separately, concurrently and/or consecutively in the forms listed below. It is not the intention of United Workers Union or its members to engage in industrial action which would (or would threaten to) endanger the life, personal safety or health, or the welfare, of the population or a part of it:

3/8. While rostered on shift, members will stop performing duties to distribute industrial campaign material to the general public.

■ Yes - 161 (87%)

■ No - 24 (13%)



## Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of protected industrial action separately, concurrently and/or consecutively in the forms listed below. It is not the intention of United Workers Union or its members to engage in industrial action which would (or would threaten to) endanger the life, personal safety or health, or the welfare, of the population or a part of it:

4/8. While rostered on shift, members will stop performing duties to place union campaign material in the workplace?

■ Yes - 167 (90%)

■ No - 18 (10%)



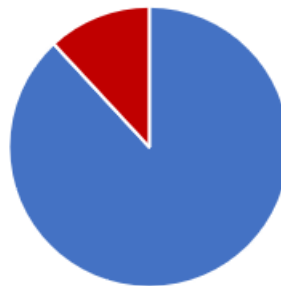
## Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of protected industrial action separately, concurrently and/or consecutively in the forms listed below. It is not the intention of United Workers Union or its members to engage in industrial action which would (or would threaten to) endanger the life, personal safety or health, or the welfare, of the population or a part of it:

5/8. While rostered on shift, members will stop performing duties to place union slogan magnets on NTFRS appliances. Any attachments or markings will not be permanent nor cause damage to the vehicles. Any attachments will not obstruct vision and will not cover safety fixtures.

■ Yes - 163 (88%)

■ No - 22 (12%)



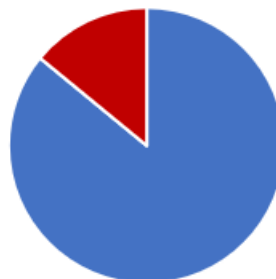
## Question 6

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of protected industrial action separately, concurrently and/or consecutively in the forms listed below. It is not the intention of United Workers Union or its members to engage in industrial action which would (or would threaten to) endanger the life, personal safety or health, or the welfare, of the population or a part of it:

6/8. While rostered on shift, members will stop performing duties to place union flags and banners on NTFRS appliances. Any flags and attachments will not be permanent nor cause damage to the vehicles. Any flags and attachments will not obstruct vision and will not cover safety fixtures.

■ Yes - 159 (86%)

■ No - 26 (14%)



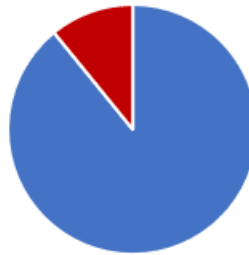
## Question 7

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of protected industrial action separately, concurrently and/or consecutively in the forms listed below. It is not the intention of United Workers Union or its members to engage in industrial action which would (or would threaten to) endanger the life, personal safety or health, or the welfare, of the population or a part of it:

7/8. Members will cease complying with NTFRS policies about the wearing of uniforms when engaging in union-organised public events.

■ Yes - 164 (89%)

■ No - 20 (11%)



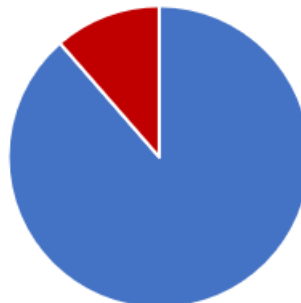
## Question 8

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of protected industrial action separately, concurrently and/or consecutively in the forms listed below. It is not the intention of United Workers Union or its members to engage in industrial action which would (or would threaten to) endanger the life, personal safety or health, or the welfare, of the population or a part of it:

8/8. While rostered on shift, members will stop performing duties to change into union logo shirts. Members will also stop performing duties to retrieve union branded clothing such as hats and shirts from their lockers and to change into such clothing.

■ Yes - 163 (89%)

■ No - 21 (11%)





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