



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)**

**v**

**Anglo Coal (Capcoal Management) Pty Limited T/A Anglo Coal (Capcoal Management) Pty Limited (B2024/1406)**

**13 November 2024**

# 1. Ballot Result

Total Eligible Voters: 72  
Total Participated: 67

67 out of 72 have answered all questions 93.1%

Final Ballot Audit: Wednesday, 13 November 2024 at 11.05 am AWST

*Diagram 1: Final Vote Participation*

**Australian Manufacturing Workers' Union Protected Action Ballot (B2024/1406)**  
Voters: 72  
Total Participated: 67 (93.1%)

## 2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/1406) has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/1406) 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 any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) hour in duration?

- Yes - 67 (100%)
- No - 0 (0%)



#### Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work, including consecutive stoppages of work, for two (2) hours in duration?

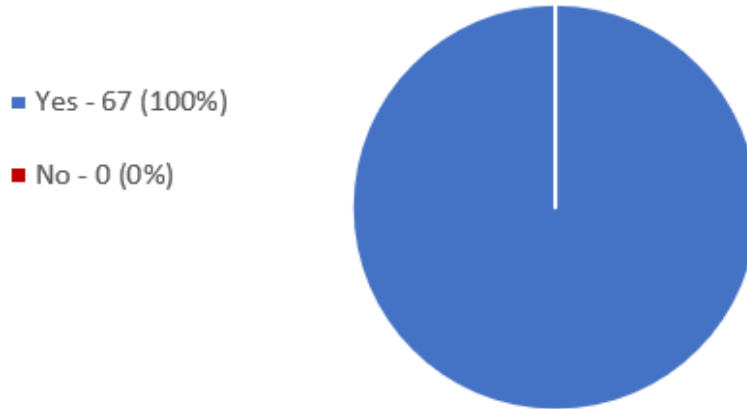
- Yes - 67 (100%)
- No - 0 (0%)



### Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

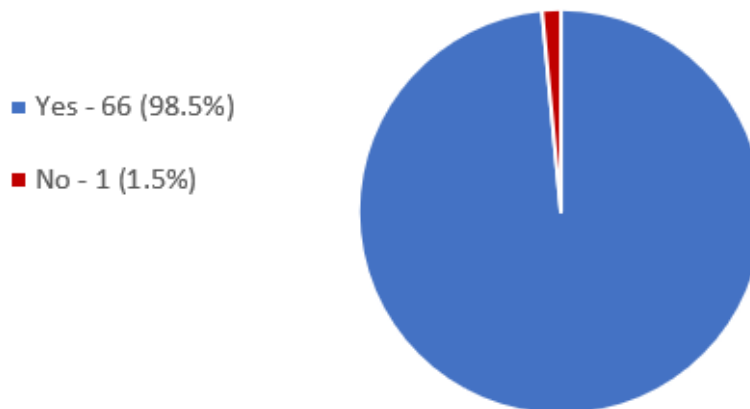
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?



### Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work, including consecutive stoppages of work, for twelve (12) hours in duration?



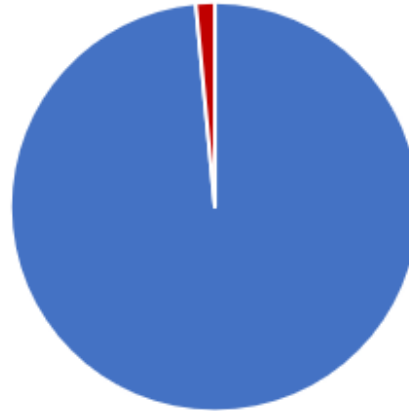
## Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of indefinite or periodic bans on providing instruction or direction to contractors and/or labour hire employees?

■ Yes - 66 (98.5%)

■ No - 1 (1.5%)



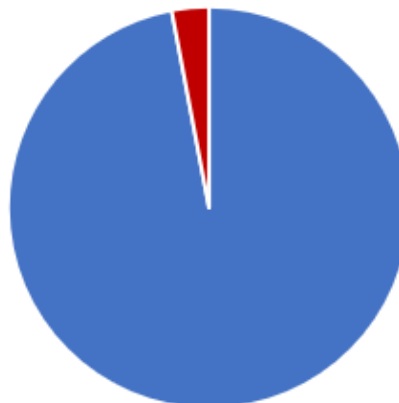
## Question 6

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of indefinite or periodic bans on the use of computers to document work?

■ Yes - 65 (97.0%)

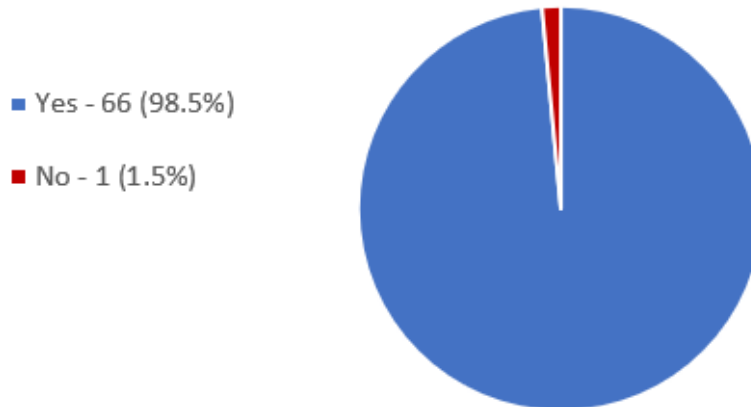
■ No - 2 (3.0%)



## Question 7

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

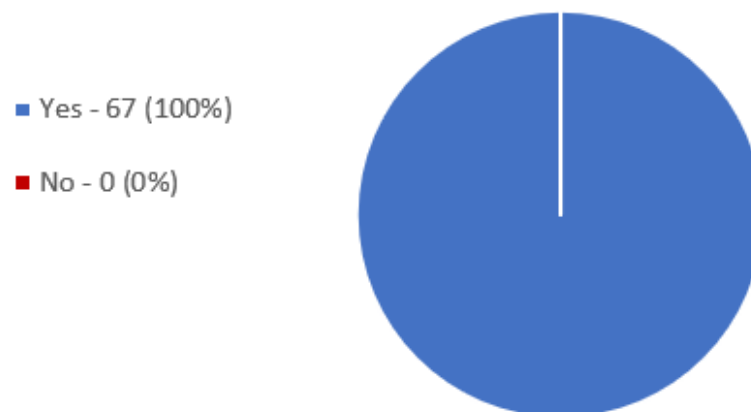
7. An unlimited number of indefinite or periodic bans on training, supervising or providing instruction or direction to contractors?



## Question 8

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

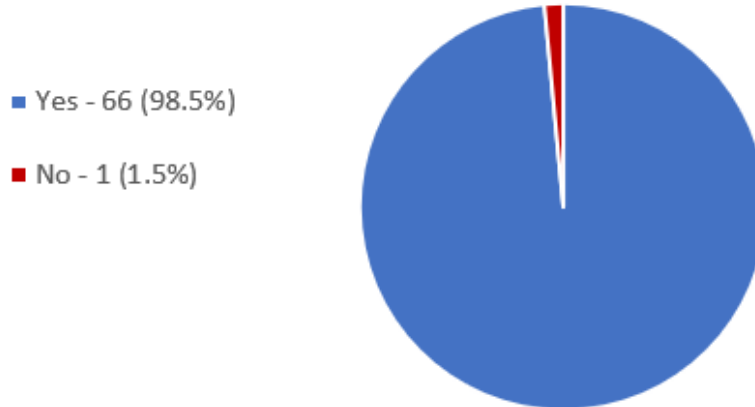
8. An unlimited number of indefinite or periodic bans on testing equipment and machinery, including the usage of results/test sheets/move and test tickets?



## Question 9

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

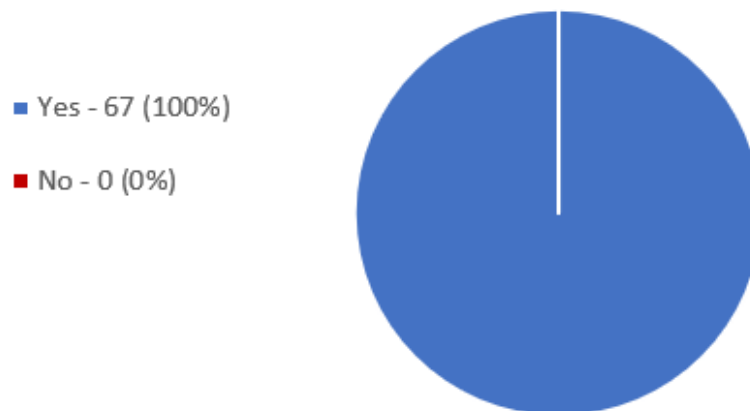
9. An unlimited number of indefinite or periodic bans on filling out work orders on completion of a job (whether on paper or in Observer)?



## Question 10

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

10. An unlimited number of indefinite or periodic bans on the use of auxiliary heavy equipment (such as franna cranes and service trucks, but not light vehicles), unless for emergency purposes only?

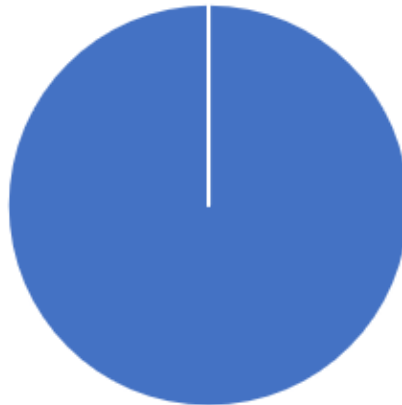


## Question 11

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

11. An unlimited number of indefinite or periodic bans on Dogman/Rigging operations?

- Yes - 67 (100%)
- No - 0 (0%)

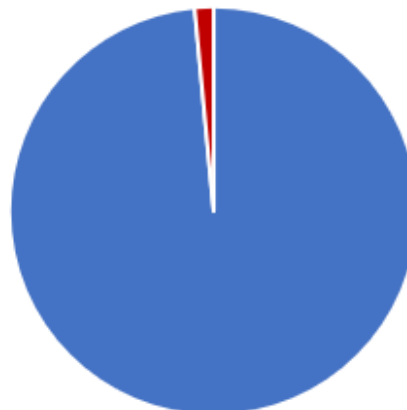


## Question 12

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

12. An unlimited number of indefinite or periodic bans on filling out (other than signing) JSA's?

- Yes - 66 (98.5%)
- No - 1 (1.5%)



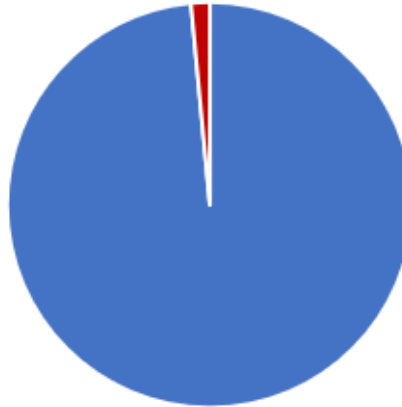


## Question 13

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

13. An unlimited number of indefinite or periodic bans on washing of equipment?

- Yes - 66 (98.5%)
- No - 1 (1.5%)

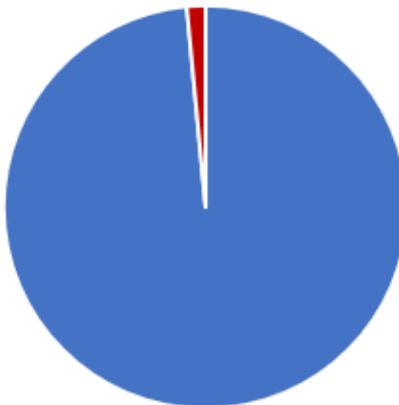


## Question 14

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

14. An unlimited number of indefinite or periodic bans on the use of two-way communications unless for emergency purposes only?

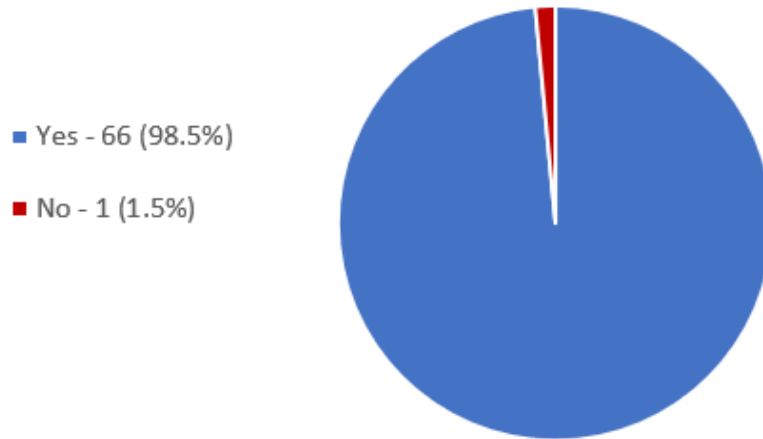
- Yes - 66 (98.5%)
- No - 1 (1.5%)



## Question 15

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

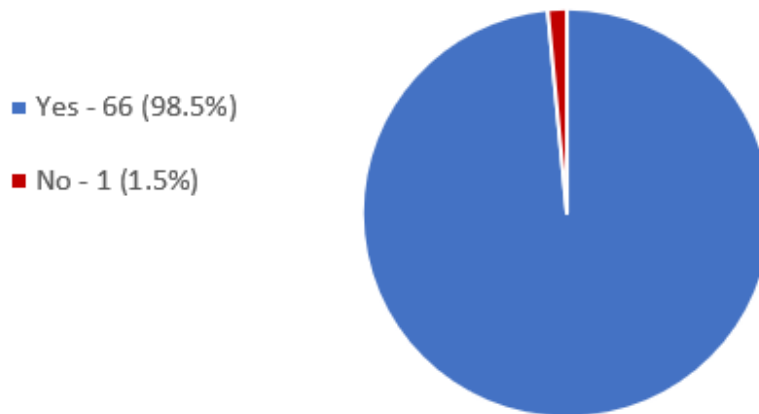
15. An unlimited number of indefinite or periodic bans on carrying out Training or Assessing?



## Question 16

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

16. An unlimited number of indefinite or periodic bans on filling out permits?





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