



**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**

**Gladstone Ports Corporation Limited  
(B2024/1504)**

**10 December 2024**

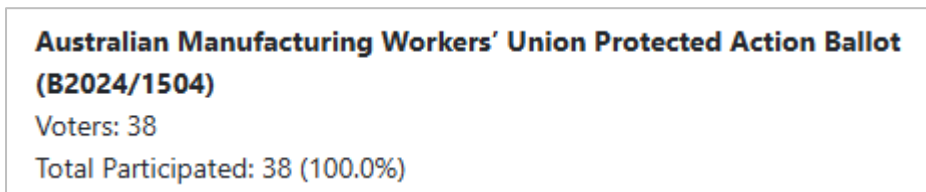
# 1. Ballot Result

Total Eligible Voters: 38  
Total Participated: 38

38 out of 38 have answered all questions 100.0%

Final Ballot Audit: Tuesday, 10 December 2024 at 11.05am AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/1504) has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/1504) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

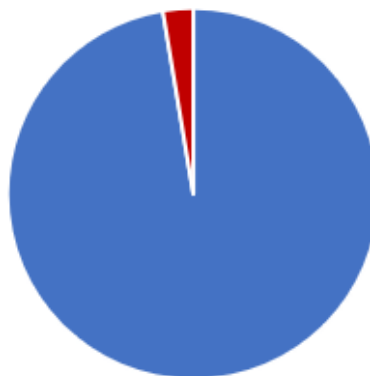
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer 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 - 37 (97.4%)
- No - 1 (2.6%)

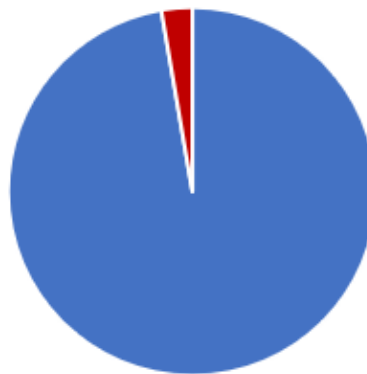


#### Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer 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 - 36 (94.7%)
- No - 2 (5.3%)



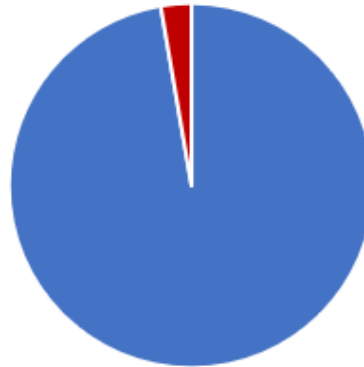
### Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer 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?

■ Yes - 36 (94.7%)

■ No - 2 (5.3%)



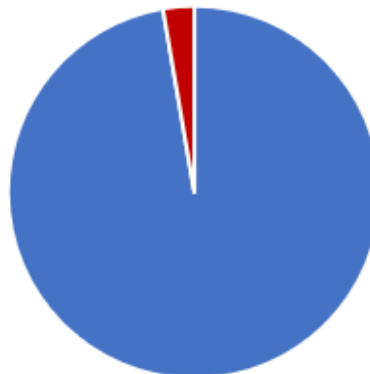
### Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer 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?

■ Yes - 36 (94.7%)

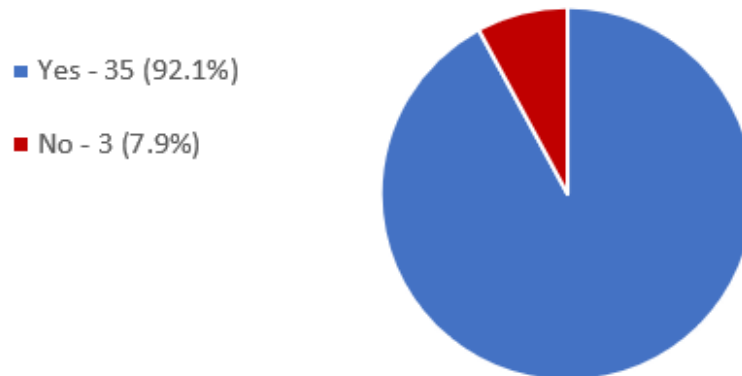
■ No - 2 (5.3%)



## Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

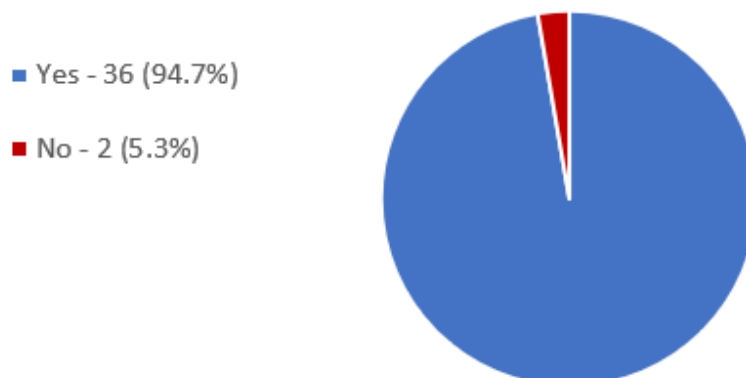
5. An unlimited number of stoppages of work, including consecutive stoppages of work, for twenty four (24) hours in duration?



## Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of indefinite or periodic bans on driving vehicles (unless in emergency circumstances)?

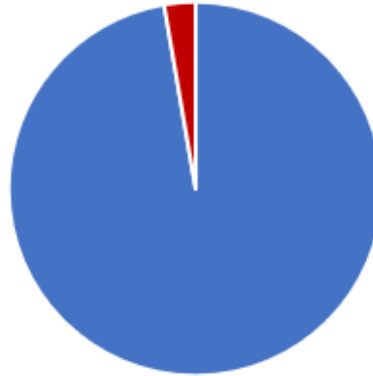


## Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of indefinite or periodic bans on the completion of paperwork, including but not limited to preparation of correspondence, QA paperwork, completing work orders and HV switching sheets?

- Yes - 36 (94.7%)
- No - 2 (5.3%)

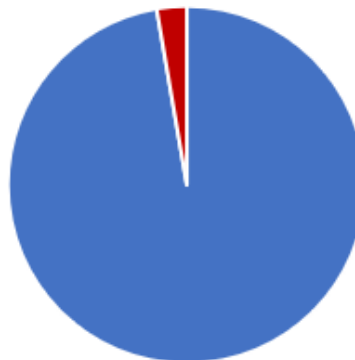


## Question 8

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of indefinite or periodic bans or limitations on issuing, accepting and/or working with permits?

- Yes - 36 (94.7%)
- No - 2 (5.3%)

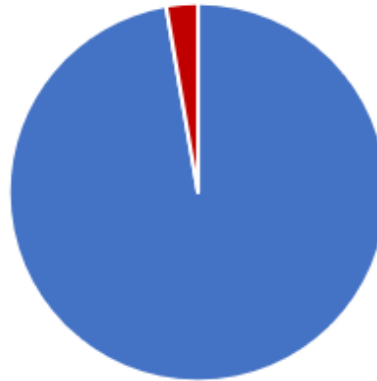


## Question 9

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of indefinite or periodic bans or limitations on the use of technology, including limitations on the way in which such technology is used, including but not limited to computers, mobile phones, cliq keys, swipe cards, radios, tablets or similar devices?

- Yes - 36 (94.7%)
- No - 2 (5.3%)

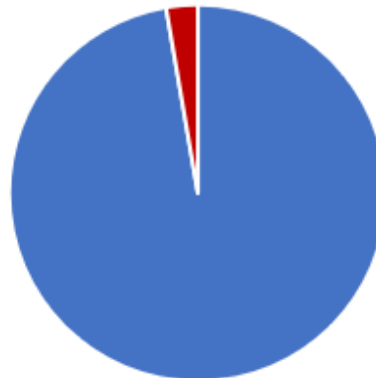


## Question 10

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of indefinite or periodic bans on performing work with, issuing permits to, providing access for and/or providing supervision and/or instruction and/or direction to contractors?

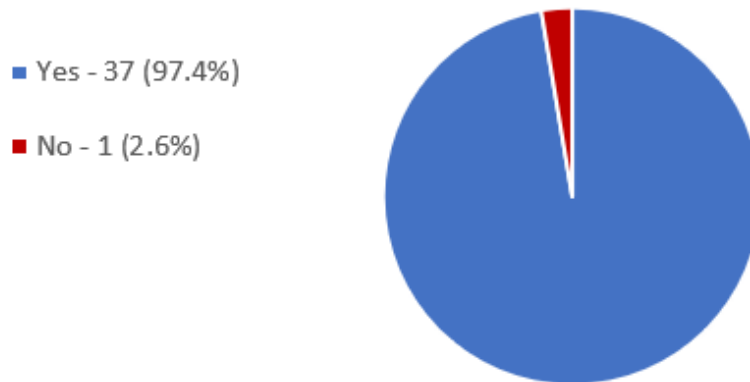
- Yes - 36 (94.7%)
- No - 2 (5.3%)



## Question 11

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

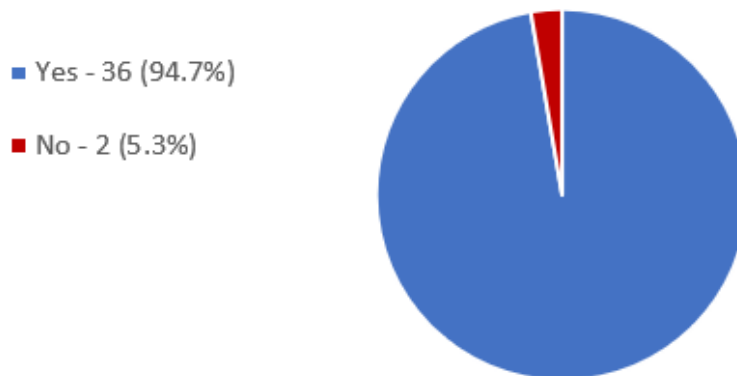
11. An unlimited number of indefinite or periodic bans on working additional hours, overtime, call out, on call and recall work?



## Question 12

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of indefinite or periodic bans on lock-out-tag-out, de-isolating/re-energizing?

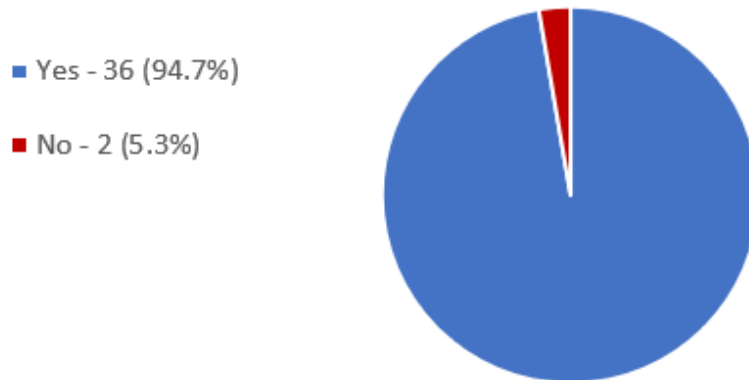




## Question 13

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

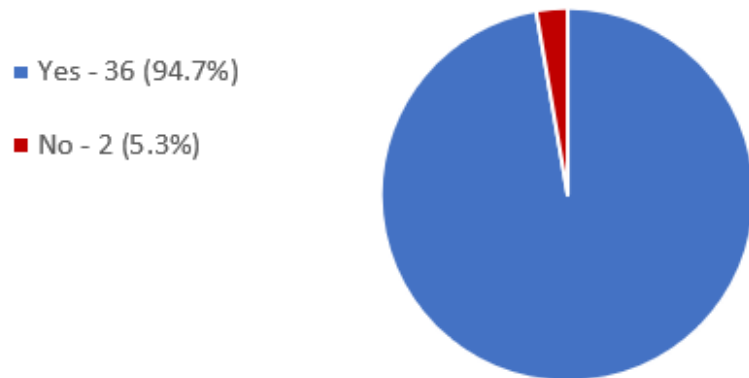
13. An unlimited number of indefinite or periodic bans on the use of high risk tickets including, but not limited to EWP, HV switching and confined spaces?



## Question 14

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

14. An unlimited number of indefinite or periodic bans on the use of keys?





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