



**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**

**Alstef Australia Pty Ltd  
B2024/954**

**13 August 2024**

# 1. Ballot Result

Total Eligible Voters: 14  
Total Participated: 14

14 out of 14 have answered all questions 100%

Final Ballot Audit: Tuesday, 13 August 2024 at 12.05pm AWST

*Diagram 1: Final Vote Participation*

**Australian Manufacturing Workers' Union Protected Action Ballot (B2024/954)**  
Voters: 14  
Total Participated: 14 (100.0%)

## 2. CiVS Independence Declaration

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

The Australian Manufacturing 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 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 - 14 (100.0%)

■ 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 - 14 (100.0%)

■ 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?

■ Yes - 14 (100.0%)

■ No - 0 (0%)



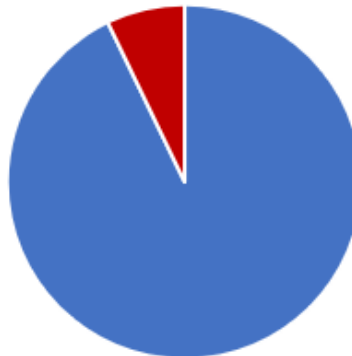
## Question 4

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?

■ Yes - 13 (92.9%)

■ No - 1 (7.1%)

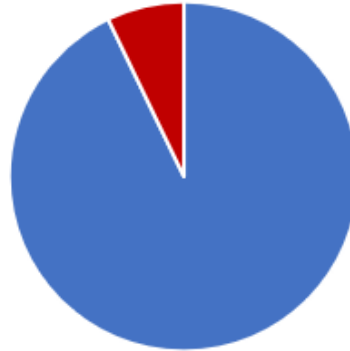


## Question 5

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 stoppages of work, including consecutive stoppages of work, for twenty-four (24) hours in duration?

- Yes - 13 (92.9%)
- No - 1 (7.1%)

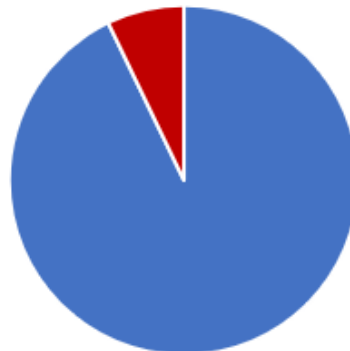


## Question 6

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 overtime?

- Yes - 13 (92.9%)
- No - 1 (7.1%)

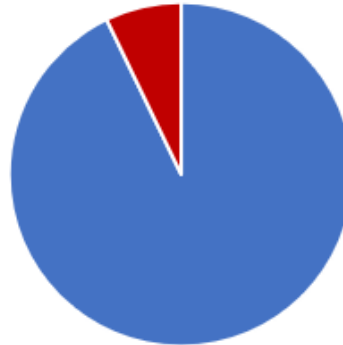


## Question 7

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 the performance of pre-shift overtime?

- Yes - 13 (92.9%)
- No - 1 (7.1%)



## 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 performing call outs?

- Yes - 14 (100.0%)
- No - 0 (0%)



## 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 working with and/or providing instructions or direction(s) to contractors and/or labour hire employees?

- Yes - 14 (100.0%)
- No - 0 (0%)

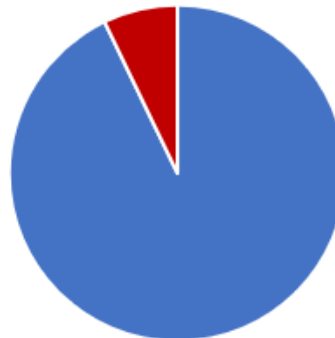


## Question 10

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 performance of working additional shifts outside of the normal roster?

- Yes - 13 (92.9%)
- No - 1 (7.1%)



## 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 the using of computers to document work?

- Yes - 14 (100.0%)
- No - 0 (0%)

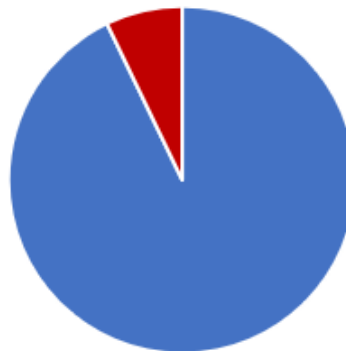


## Question 12

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 de-isolating?

- Yes - 13 (92.9%)
- No - 1 (7.1%)



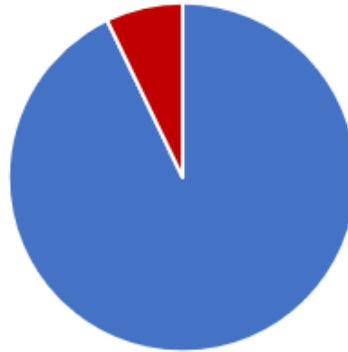


## Question 13

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 holding permits and/or signing on to permits?

- Yes - 13 (92.9%)
- No - 1 (7.1%)



## 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 measuring and test equipment, including the usage of results/test sheets?

- Yes - 14 (100.0%)
- No - 0 (0%)



## 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 driving vehicles (unless for emergency purposes only)?

- Yes - 14 (100.0%)
- No - 0 (0%)



## 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 completing planned work orders except where a critical task is required due to an imminent risk to a persons' safety?

- Yes - 14 (100.0%)
- No - 0 (0%)



## Question 17

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:

17. An unlimited number of indefinite or periodic bans on the use of personal hand tools?

- Yes - 14 (100.0%)
- No - 0 (0%)



## Question 18

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:

18. An unlimited number of indefinite or periodic bans on using technology (phones, computers, laptops, tablets, printers, radios, etc.) during normal duties (unless for emergency purposes only)?

- Yes - 14 (100.0%)
- No - 0 (0%)



## Question 19

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:

19. An unlimited number of indefinite or periodic bans on rectifying bag jams?

- Yes - 14 (100.0%)
- No - 0 (0%)



## Question 20

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:

20. An unlimited number of indefinite or periodic bans on attending bridge fault(s)?

- Yes - 14 (100.0%)
- No - 0 (0%)



## Question 21

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:

21. An unlimited number of indefinite or periodic bans on answering phone calls?

- Yes - 14 (100.0%)
- No - 0 (0%)



## Question 22

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:

22. An unlimited number of indefinite or periodic bans on paperwork i.e. Maximo, reports?

- Yes - 14 (100.0%)
- No - 0 (0%)



## Question 23

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:

23. An unlimited number of indefinite or periodic bans on breakdown repairs, conveyor and bridges?

- Yes - 14 (100.0%)
- No - 0 (0%)



## Question 24

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:

24. An unlimited number of indefinite or periodic bans on corrective maintenance, conveyor and bridges?

- Yes - 14 (100.0%)
- No - 0 (0%)



## Question 25

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:

25. An unlimited number of indefinite or periodic bans on preventative maintenance, conveyor and bridges?

■ Yes - 14 (100.0%)

■ No - 0 (0%)





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