



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**The Australian Workers' Union**

**v**

**Baker Hughes Australia Pty Ltd T/A Baker Hughes  
(B2024/1008)**

**22 August 2024**

# 1. Ballot Result

Total Eligible Voters: 22

Total Participated: 22

22 out of 22 have answered all questions 100.0%

Final Ballot Audit: Thursday, 22 August 2024 at 12:05 pm AWST

*Diagram 1: Final Vote Participation*

**Australian Workers Union Protected Action Ballot (B2024/1008)**  
Voters: 22  
Total Participated: 22 (100.0%)

## 2. CiVS Independence Declaration

The Australian Workers Union Protected Action Ballot (B2024/1008) has been managed and declared independent of all other parties.

The Australian Workers Union Protected Action Ballot (B2024/1008) 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, Baker Hughes Australia Pty Ltd, 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 indefinite and/or periodic stoppages of the performance of all work for specified periods of less than one hour?

- Yes - 22 (100.0%)
- No - 0 (0%)



#### Question 2

In support of reaching an enterprise agreement with your employer, Baker Hughes Australia Pty Ltd, 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 indefinite and/or periodic stoppages of the performance of all work for one hour?

- Yes - 22 (100.0%)
- No - 0 (0%)



### Question 3

In support of reaching an enterprise agreement with your employer, Baker Hughes Australia Pty Ltd, 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 indefinite and/or periodic stoppages of the performance of all work for four hours?

■ Yes - 22 (100.0%)

■ No - 0 (0%)



### Question 4

In support of reaching an enterprise agreement with your employer, Baker Hughes Australia Pty Ltd, 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 indefinite and/or periodic stoppages of the performance of all work for eight hours?

■ Yes - 22 (100.0%)

■ No - 0 (0%)



## Question 5

In support of reaching an enterprise agreement with your employer, Baker Hughes Australia Pty Ltd, 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 indefinite and/or periodic stoppages of the performance of all work for twelve hours?

■ Yes - 22 (100.0%)

■ No - 0 (0%)



## Question 6

In support of reaching an enterprise agreement with your employer, Baker Hughes Australia Pty Ltd, 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 and/or periodic stoppages of the performance of all work for twenty-four hours?

■ Yes - 22 (100.0%)

■ No - 0 (0%)



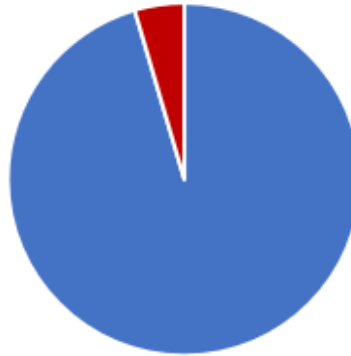
## Question 7

In support of reaching an enterprise agreement with your employer, Baker Hughes Australia Pty Ltd, 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 and/or periodic stoppages of the performance of all work?

■ Yes - 21 (95.5%)

■ No - 1 (4.5%)



## Question 8

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

8. Periodic and or indefinite ban on the performance of overtime except for platform moves or to respond to a fire alarm?

■ Yes - 22 (100.0%)

■ No - 0 (0%)



## Question 9

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

9. Periodic and or indefinite ban on writing Job planner/Daily reports, Checklists and Job tickets after completing a shift i.e. not after 06:00am if on nightshift and not after 18:00pm if on dayshift?

■ Yes - 22 (100.0%)

■ No - 0 (0%)



## Question 10

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

10. Periodic and or indefinite ban on accepting permits before commencement of 12 hour shift i.e. not before 06:00am if on dayshift and not before 18:00pm if on nightshift?

■ Yes - 22 (100.0%)

■ No - 0 (0%)



## Question 11

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

11. Periodic and or indefinite ban on attending Workgroup Pre Tower Meetings before commencement of 12 hour shift i.e. not before 06:00am if on dayshift and not before 18:00pm if on nightshift?

■ Yes - 22 (100.0%)

■ No - 0 (0%)



## Question 12

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

12. Periodic and or indefinite ban on the performance of higher duties?

■ Yes - 22 (100.0%)

■ No - 0 (0%)





## Question 13

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

13. Periodic and or indefinite ban on the performance of any overcycle work outside of rostered trip i.e. not beyond the normal rostered 14 shifts of work, starting and ending on crew change Tuesday's except when helicopters cannot fly due to weather?

- Yes - 22 (100.0%)
- No - 0 (0%)



## Question 14

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

14. Periodic and or indefinite ban on changes to crew change flights other than at 12:30pm in the case of dayshift and 15:00pm in the case of nightshift?

- Yes - 22 (100.0%)
- No - 0 (0%)



## Question 15

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

15. Periodic and or indefinite ban on loading or unloading of any equipment from boats servicing platforms except where the equipment is owned by Baker Hughes Wireline?

■ Yes - 22 (100.0%)

■ No - 0 (0%)



## Question 16

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

16. Periodic and or indefinite ban on working through rest breaks or swapping out for rest breaks until the full Slickline/Wireline crew has returned to job site?

■ Yes - 22 (100.0%)

■ No - 0 (0%)



## Question 17

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

17. Periodic and or indefinite ban on taking part in training (except for safety related training to maintain critical certifications such as BOSIET and fire) other than during rostered hours of work and during on cycle i.e. no training during off period or off cycle?

■ Yes - 22 (100.0%)

■ No - 0 (0%)



## Question 18

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

18. Periodic and or indefinite ban on the performance of work by night shift crew on first night of rostered shift after 02:00am?

■ Yes - 22 (100.0%)

■ No - 0 (0%)

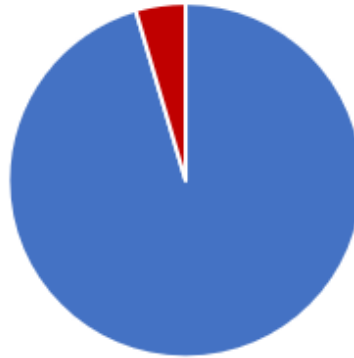


## Question 19

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

19. Periodic and or indefinite ban on running wireline / slickline units to beyond a maximum speed of 40 meters per minute (other than in respect of health and safety)?

- Yes - 21 (95.5%)
- No - 1 (4.5%)

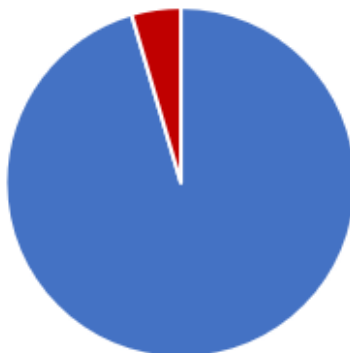


## Question 20

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

20. Periodic and or indefinite ban on running wireline / slickline units more than 2 Runs in Hole in a 24-hour period?

- Yes - 21 (95.5%)
- No - 1 (4.5%)



## Question 21

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

21. Periodic and or indefinite ban on Holding permits for third party workers outside of Baker Hughes (other than in respect of health and safety)?

- Yes - 22 (100.0%)
- No - 0 (0%)



## Question 22

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

22. Periodic and or indefinite ban on running or operating any tools owned by a third party outside of Baker Hughes (other than in respect of health and safety)?

- Yes - 22 (100.0%)
- No - 0 (0%)



## Question 23

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

23. Periodic and or indefinite ban on handling explosives unless the handler holds a shot fire ticket?

■ Yes - 22 (100.0%)

■ No - 0 (0%)



## Question 24

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

24. Periodic and or indefinite ban on commencing work from a location, interstate or otherwise, other than the home base of employment (i.e. Sale Workshop or Bass Strait platforms)?

■ Yes - 22 (100.0%)

■ No - 0 (0%)





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