



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Australian Workers' Union**

**v**

**Sodexo Remote Sites Australia Pty Ltd**

**(B2024/1436)**

**20 November 2024**

# 1. Ballot Result

Total Eligible Voters: 56  
Total Participated: 41

41 out of 56 have answered all questions 73.2%

Final Ballot Audit: Wednesday, 20 November 2024 at 12.05pm AWST

*Diagram 1: Final Vote Participation*

**Australian Workers' Union Protected Action Ballot (B2024/1436)**  
Voters: 56  
Total Participated: 41 (73.2%)

## 2. CiVS Independence Declaration

The Australian Workers' Union Protected Action Ballot (B2024/1436) has been managed and declared independent of all other parties.

The Australian Workers' Union Protected Action Ballot (B2024/1436) 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 by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

1. An unlimited number of stoppages of the performance of work for the duration of 30 minutes?

- Yes - 41 (100%)
- No - 0 (0%)



#### Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

2. An unlimited number of stoppages of the performance of work for the duration of 1 hour?

- Yes - 41 (100%)
- No - 0 (0%)



### Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

3. An unlimited number of stoppages of the performance of work for the duration of 2 hours?

■ Yes - 41 (100%)

■ No - 0 (0%)



### Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

4. An unlimited number of stoppages of the performance of work for the duration of 4 hours?

■ Yes - 41 (100%)

■ No - 0 (0%)



## Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

5. An unlimited number of stoppages of the performance of work for the duration of 12 hours?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

6. An unlimited number of stoppages of the performance of work for the duration of 24 hours?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

7. An unlimited number of indefinite or periodic bans on the preparation of hot meals?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 8

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

8. An unlimited number of indefinite or periodic bans on the folding of personal laundered items?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 9

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

9. An unlimited number of indefinite or periodic bans on the preparation of meals or dishes containing meat, defined as the flesh of any animal (including poultry) that humans consume as food?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 10

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

10. An unlimited number of indefinite or periodic bans on the preparation of hot smokos (preparation of cold meals only)?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 11

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

11. An unlimited number of indefinite or periodic bans on the provision of cutlery and crockery (single use cutlery and plates only)?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 12

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

12. An unlimited number of indefinite or periodic bans on the performance of all work relating to TV maintenance?

- Yes - 41 (100%)
- No - 0 (0%)





## Question 13

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

13. An unlimited number of indefinite or periodic bans on the restocking of vending machines?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 14

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

14. An unlimited number of indefinite or periodic bans on the provision of all beverages except water, fruit juice and cordial?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 15

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

15. An unlimited number of indefinite or periodic bans on any work in relation to room allocations?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 16

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

16. An unlimited number of indefinite or periodic bans on work in relation to end of month client billing?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 17

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

17. An unlimited number of indefinite or periodic bans on the sending of emails?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 18

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

18. An unlimited number of indefinite or periodic bans on the preparation and serving of all theme-based meals, including themes based on holidays and religious events such as Christmas, New Year and Easter, and themes based on types of cuisines such as Mexican or Italian?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 19

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

19. An unlimited number of indefinite or periodic bans on the collection or delivery of laundry?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 20

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

20. An unlimited number of indefinite or periodic bans on the servicing or cleaning of rooms?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 21

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

21. An unlimited number of indefinite or periodic bans on the baking of bread and cakes?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 22

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

22. An unlimited number of indefinite or periodic bans on the manifesting of freight?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 23

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

23. An unlimited number of indefinite or periodic bans on all work in relation to stocktaking?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 24

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

24. An unlimited number of indefinite or periodic bans on attending meetings with management other than for the purposes of health and safety?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 25

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

25. An unlimited number of indefinite or periodic bans on attending and participation in shift handovers?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 26

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

26. An unlimited number of indefinite or periodic bans on the preparation and serving of seafood, defined as any form of sea life that humans consume as food?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 27

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

27. An unlimited number of indefinite or periodic bans on the preparation of hot food for breakfast?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 28

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

28. An unlimited number of indefinite or periodic bans on the preparation and serving of tea, coffee, and other hot drinks?

- Yes - 41 (100%)
- No - 0 (0%)





## Question 29

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

29. An unlimited number of indefinite or periodic bans on the preparation of meals or dishes that contain egg, milk, cream or yoghurt?

■ Yes - 41 (100%)

■ No - 0 (0%)





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