



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Australian Workers' Union, The
v
Tully Sugar Limited T/A Tully Sugar
(B2024/464)**

9 May 2024

1. Ballot Result

Total Eligible Voters: 76
Total Participated: 67

67 out of 76 have answered all questions 88.2%

Final Ballot Audit: Thursday, 9 May 2024 at 12.10 pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Workers' Union Protected Action Ballot (B2024/464) has been managed and declared independent of all other parties.

The Australian Workers' Union Protected Action Ballot (B2024/464) 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, of one (1) hour duration?

■ Yes - 67 (100.0%)

■ No - 0 (0%)



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, of two (2) hour duration?

■ Yes - 67 (100.0%)

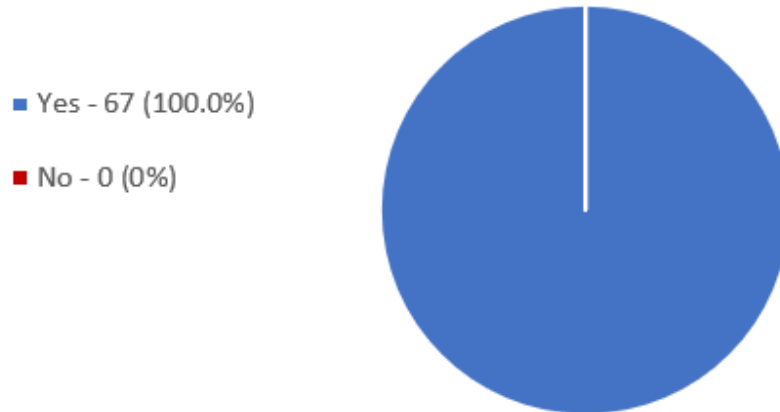
■ No - 0 (0%)



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:

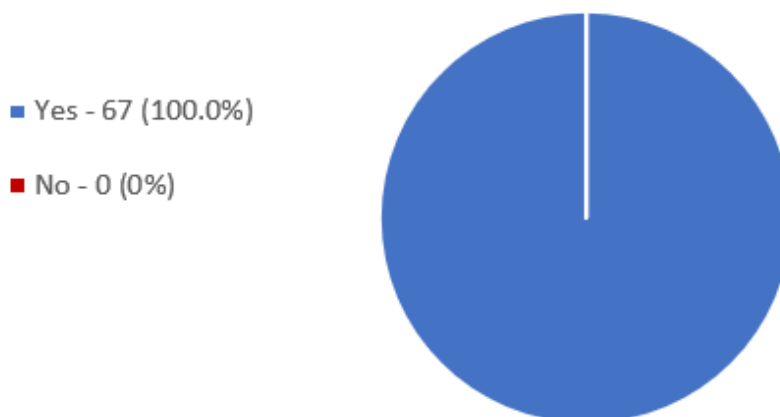
3. An unlimited number of stoppages of work, including consecutive stoppages of work, of four (4) hour duration?



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:

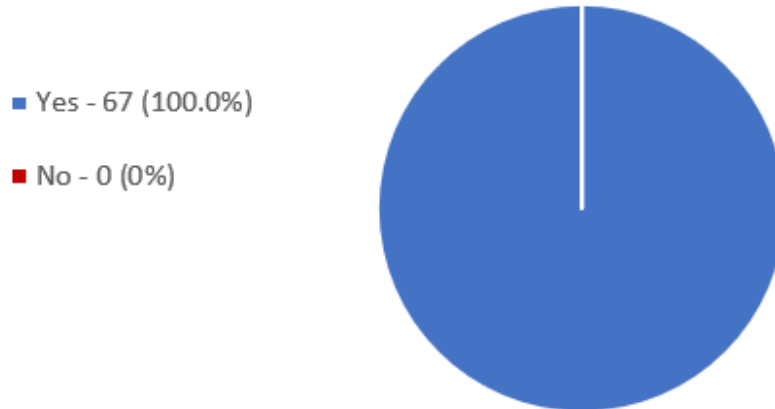
4. An unlimited number of stoppages of work, including consecutive stoppages of work, of eight (8) hour duration?



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:

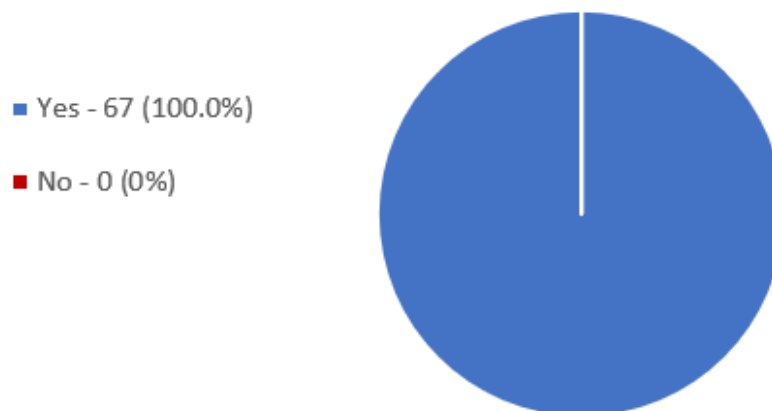
5. An unlimited number of stoppages of work, including consecutive stoppages of work, of twelve (12) hour duration?



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 stoppages of work, including consecutive stoppages of work, of Forty Eight (48) hour duration?



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 overtime?

■ Yes - 67 (100.0%)

■ No - 0 (0%)



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 on performing call outs?

■ Yes - 67 (100.0%)

■ No - 0 (0%)



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 on the utilization of high-risk tickets?

■ Yes - 67 (100.0%)

■ No - 0 (0%)



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 the performance of working additional shifts outside the normal roster?

■ Yes - 67 (100.0%)

■ No - 0 (0%)



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 the use of computers to document work?

■ Yes - 67 (100.0%)

■ No - 0 (0%)



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 the use of keys (including locks for doors, vehicles, personal isolation locks and electronic swipe keys)?

■ Yes - 67 (100.0%)

■ No - 0 (0%)



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 working with contractors?

■ Yes - 67 (100.0%)

■ No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

