



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Workers' Union

v

**Koppers Carbon Materials and Chemicals Pty Ltd
(B2024/812)**

17 July 2024

1. Ballot Result

Total Eligible Voters: 23
Total Participated: 23

23 out of 23 have answered all questions 100%

Final Ballot Audit: Wednesday, 17 July 2024 at 12.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Workers' Union Protected Action Ballot (B2024/812) has been managed and declared independent of all other parties.

The Australian Workers' Union Protected Action Ballot (B2024/812) 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 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 work of 30 minutes' duration.

- Yes - 23 (100%)
- No - 0 (0%)



Question 2

In support of reaching an enterprise agreement with your employer, do you endorse 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 work of 1 hours' duration.

- Yes - 23 (100%)
- No - 0 (0%)



Question 3

In support of reaching an enterprise agreement with your employer, do you endorse 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 work of 2 hours' duration.

- Yes - 23 (100%)
- No - 0 (0%)



Question 4

In support of reaching an enterprise agreement with your employer, do you endorse 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 work of 3 hours' duration.

- Yes - 23 (100%)
- No - 0 (0%)



Question 5

In support of reaching an enterprise agreement with your employer, do you endorse 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 work of 4 hours' duration.

■ Yes - 23 (100%)

■ No - 0 (0%)



Question 6

In support of reaching an enterprise agreement with your employer, do you endorse 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 work of 6 hours' duration.

■ Yes - 23 (100%)

■ No - 0 (0%)



Question 7

In support of reaching an enterprise agreement with your employer, do you endorse 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 stoppages of work of 8 hours' duration.

- Yes - 23 (100%)
- No - 0 (0%)



Question 8

In support of reaching an enterprise agreement with your employer, do you endorse 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 stoppages of work of 12 hours' duration.

- Yes - 23 (100%)
- No - 0 (0%)

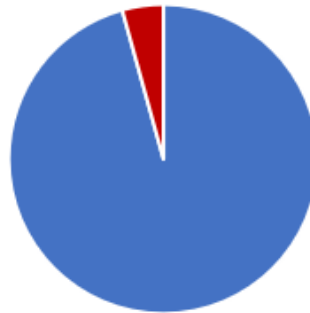


Question 9

In support of reaching an enterprise agreement with your employer, do you endorse 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 stoppages of work of 24 hours' duration.

- Yes - 22 (95.7%)
- No - 1 (4.3%)

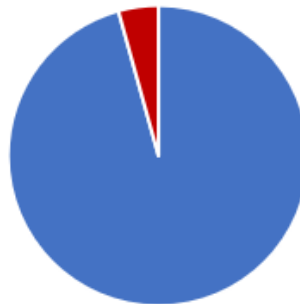


Question 10

In support of reaching an enterprise agreement with your employer, do you endorse 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 stoppages of work of 48 hours' duration.

- Yes - 22 (95.7%)
- No - 1 (4.3%)

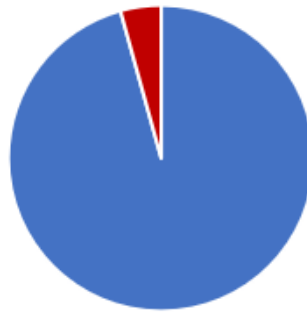


Question 11

In support of reaching an enterprise agreement with your employer, do you endorse 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 stoppages of work of 72 hours' duration.

- Yes - 22 (95.7%)
- No - 1 (4.3%)

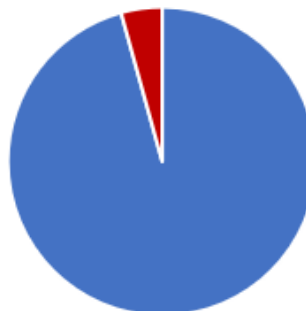


Question 12

In support of reaching an enterprise agreement with your employer, do you endorse 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 stoppages of work of 1 weeks' duration.

- Yes - 22 (95.7%)
- No - 1 (4.3%)

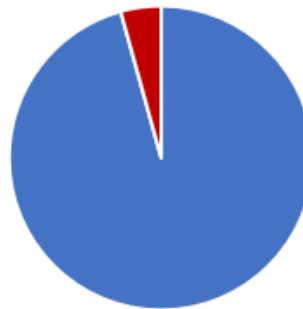


Question 13

In support of reaching an enterprise agreement with your employer, do you endorse 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 stoppages of work of indefinite duration.

- Yes - 22 (95.7%)
- No - 1 (4.3%)



Question 14

In support of reaching an enterprise agreement with your employer, do you endorse 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 periodic or indefinite bans on the performance of overtime.

- Yes - 23 (100%)
- No - 0 (0%)



Question 15

In support of reaching an enterprise agreement with your employer, do you endorse 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 periodic or indefinite partial work bans.

- Yes - 23 (100%)
- No - 0 (0%)



Question 16

In support of reaching an enterprise agreement with your employer, do you endorse 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 periodic or indefinite bans on the use of physical or digital based locks or keys.

- Yes - 23 (100%)
- No - 0 (0%)



Question 17

In support of reaching an enterprise agreement with your employer, do you endorse 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 periodic or indefinite bans on performing fault finding activities.

- Yes - 23 (100%)
- No - 0 (0%)



Question 18

In support of reaching an enterprise agreement with your employer, do you endorse 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 periodic or indefinite bans on the use of hand tools.

- Yes - 23 (100%)
- No - 0 (0%)



Question 19

In support of reaching an enterprise agreement with your employer, do you endorse 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 periodic or indefinite bans on the use of power or battery tools.

- Yes - 23 (100%)
- No - 0 (0%)



Question 20

In support of reaching an enterprise agreement with your employer, do you endorse 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 periodic or indefinite bans on the performance of planned maintenance (not including responding to breakdowns).

- Yes - 23 (100%)
- No - 0 (0%)



Question 21

In support of reaching an enterprise agreement with your employer, do you endorse 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 periodic or indefinite bans on reversing vehicles and plant.

- Yes - 23 (100%)
- No - 0 (0%)



Question 22

In support of reaching an enterprise agreement with your employer, do you endorse 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 periodic or indefinite bans on electrical switching activities.

- Yes - 23 (100%)
- No - 0 (0%)



Question 23

In support of reaching an enterprise agreement with your employer, do you endorse 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 periodic or indefinite bans on completion of paperwork or digital based data entry tasks.

- Yes - 23 (100%)
- No - 0 (0%)



Question 24

In support of reaching an enterprise agreement with your employer, do you endorse 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 periodic or indefinite bans on performing work above ground level, or off a step ladder, safety step, or work platform.

- Yes - 23 (100%)
- No - 0 (0%)





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