



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Workers' Union

v

**Precast Civil Industries Pty Ltd T/A Civilmart
(B2024/999)**

19 August 2024

1. Ballot Result

Total Eligible Voters: 23
Total Participated: 22

22 out of 23 have answered all questions 95.7%

Final Ballot Audit: Monday, 19 August 2024 at 11.05am AWST

Diagram 1: Final Vote Participation

Australian Workers Union Protected Action Ballot (B2024/999)
Voters: 23
Total Participated: 22 (95.7%)

2. CiVS Independence Declaration

The Australian Workers Union Protected Action Ballot (B2024/999) has been managed and declared independent of all other parties.

The Australian Workers Union Protected Action Ballot (B2024/999) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

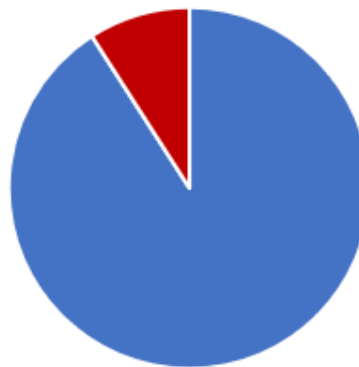
3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, Civilmart, 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 - 20 (90.9%)
- No - 2 (9.1%)

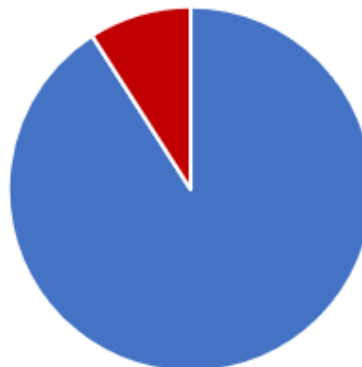


Question 2

In support of reaching an enterprise agreement with your employer, Civilmart, 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?

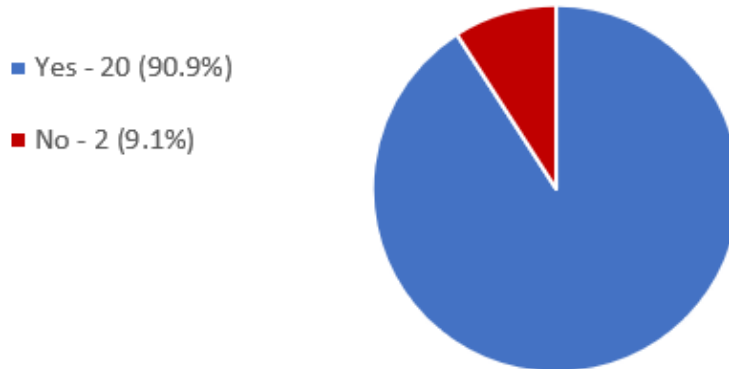
- Yes - 20 (90.9%)
- No - 2 (9.1%)



Question 3

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

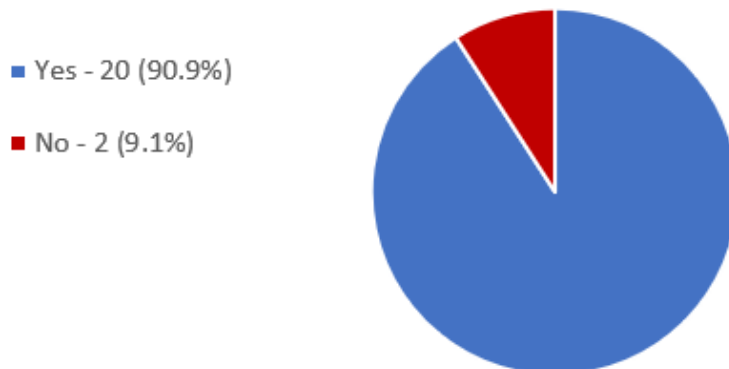
3. An unlimited number of indefinite and/or periodic stoppages of the performance of all work for four hours?



Question 4

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

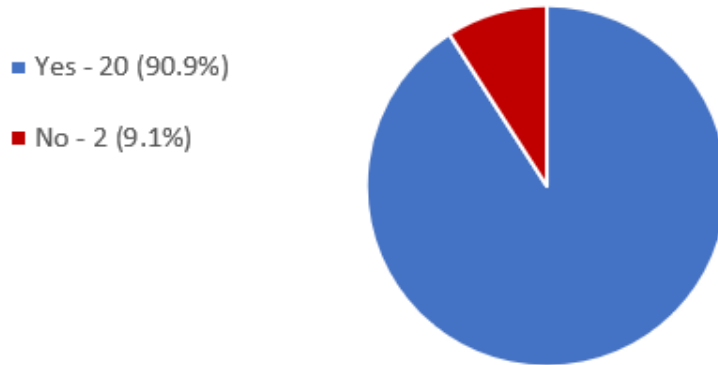
4. An unlimited number of indefinite and/or periodic stoppages of the performance of all work for eight hours?



Question 5

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

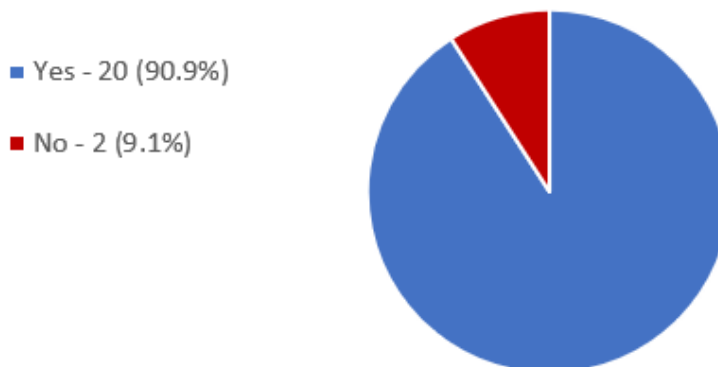
5. An unlimited number of indefinite and/or periodic stoppages of the performance of all work for twelve hours?



Question 6

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

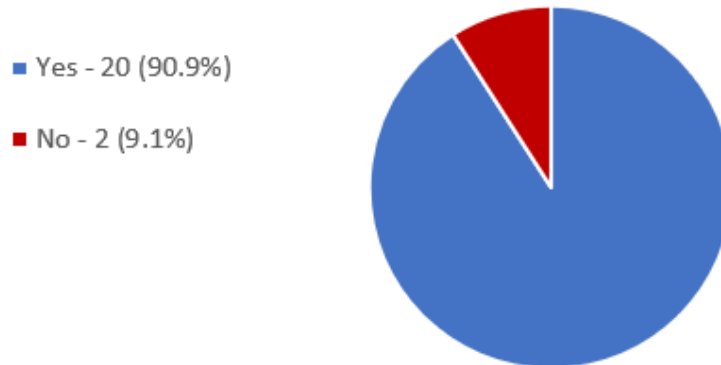
6. An unlimited number of indefinite and/or periodic stoppages of the performance of all work for twenty-four hours?



Question 7

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

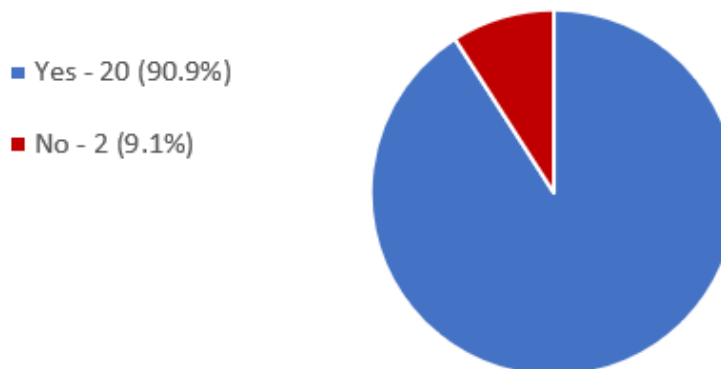
7. An unlimited number of indefinite and/or periodic stoppages of the performance of all work?



Question 8

In support of reaching an enterprise agreement with your employer, Civilmart, 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?



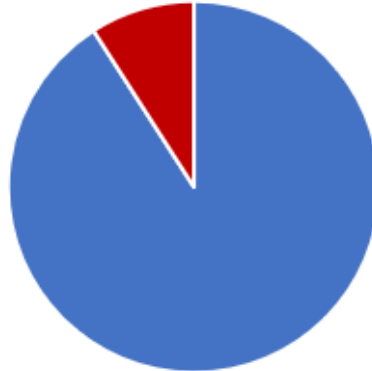
Question 9

In support of reaching an enterprise agreement with your employer, Civilmart, 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 disclosing to or discussing with the employer whether you are or are not a member of the AWU?

■ Yes - 20 (90.9%)

■ No - 2 (9.1%)



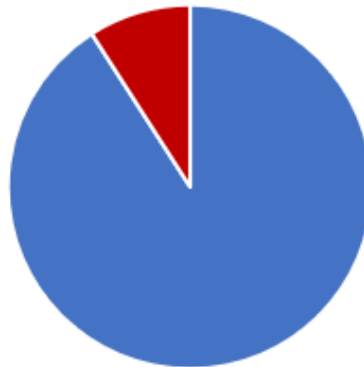
Question 10

In support of reaching an enterprise agreement with your employer, Civilmart, 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 disclosing to or discussing with the employer whether you intend to take part or not take part in any protected industrial action?

■ Yes - 20 (90.9%)

■ No - 2 (9.1%)



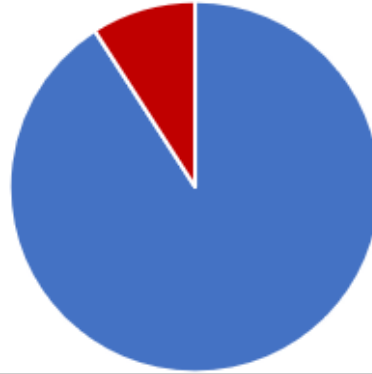
Question 11

In support of reaching an enterprise agreement with your employer, Civimart, 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 and/or periodic bans on adherence to Exclusion Zone procedure other than in accordance with the required procedure?

■ Yes - 20 (90.9%)

■ No - 2 (9.1%)



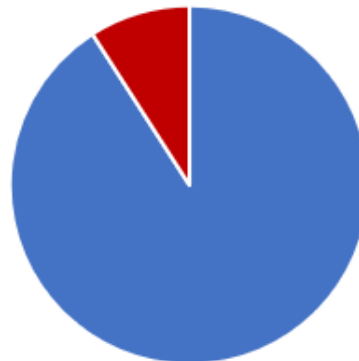
Question 12

In support of reaching an enterprise agreement with your employer, Civimart, 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 and/or periodic bans on the use of instructions/drawings without prior approval of management?

■ Yes - 20 (90.9%)

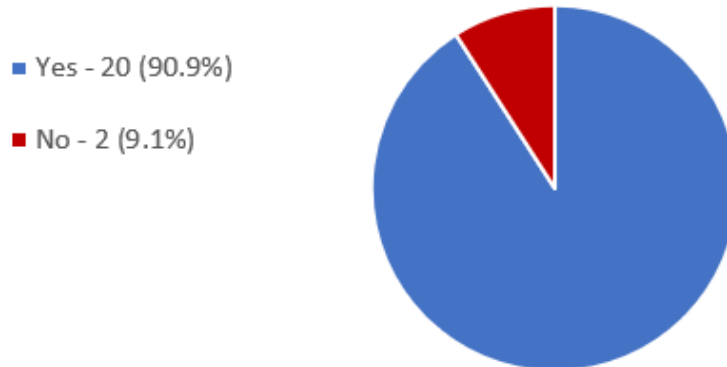
■ No - 2 (9.1%)



Question 13

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

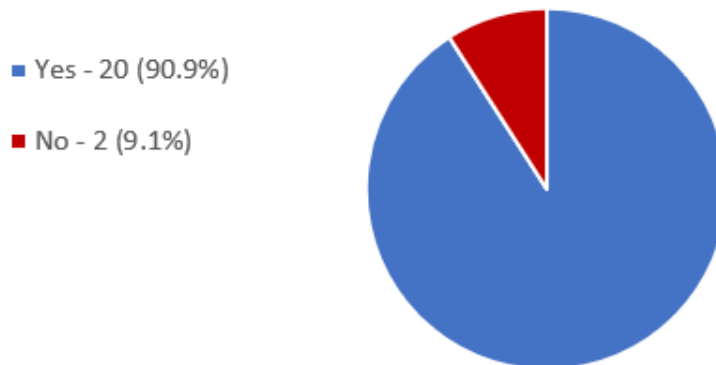
13. An unlimited number of indefinite and/or periodic bans on performing any task/s unless recognised as specifically trained in them in the training system?



Question 14

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

14. An unlimited number of indefinite and/or periodic bans on performing any task/s other than in accordance with following Pre-Operational Checksheets?



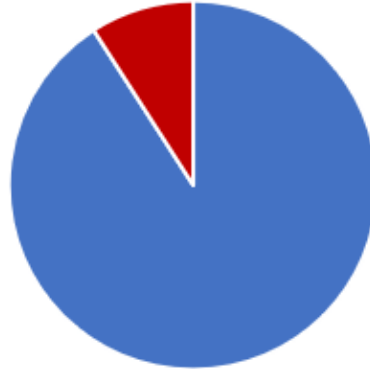
Question 15

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

15. An unlimited number of indefinite and/or periodic bans on repairing of incorrectly made Grids from the Grid shed by Casts other than in accordance with required procedure?

■ Yes - 20 (90.9%)

■ No - 2 (9.1%)



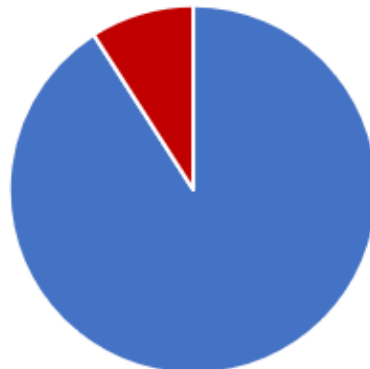
Question 16

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

16. An unlimited number of indefinite and/or periodic bans on the raising of Quality Action Requests other than in accordance with the required procedure?

■ Yes - 20 (90.9%)

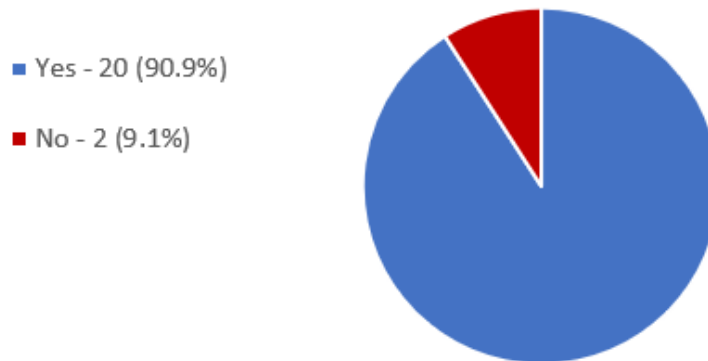
■ No - 2 (9.1%)



Question 17

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

17. An unlimited number of indefinite and/or periodic bans on the use of out-of-date drawings or procedures?





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