



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Workers' Union

v

Veolia Environmental Services (Australia) Pty Ltd

B2025/31

29 January 2025

1. Ballot Result

Total Eligible Voters: 42
Total Participated: 35

35 out of 42 have answered all questions 83.3%

Final Ballot Audit: Wednesday, 29 January 2025 at 10.15am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Workers' Union Protected Action Ballot has been managed and declared independent of all other parties.

The Australian Workers' Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

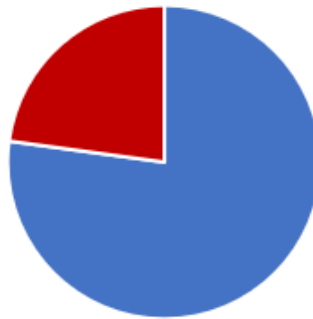
3. Questions and Results

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 on the performance of work between 30 minutes and up to and including 24 hours?

- Yes - 27 (77.1%)
- No - 8 (22.9%)

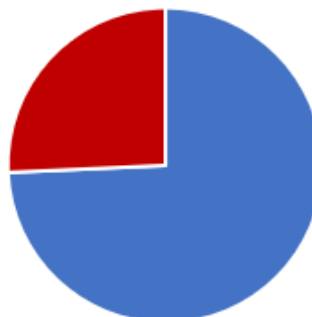


Question 2

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 indefinite stoppages on the performance of work?

- Yes - 26 (74.3%)
- No - 9 (25.7%)



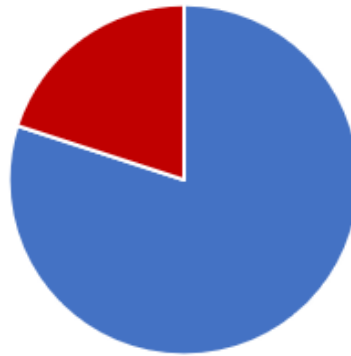
Question 3

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 indefinite or periodic bans on overtime?

■ Yes - 28 (80%)

■ No - 7 (20%)





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