



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia**

v

**Anglo Coal (Dawson Services) Pty Ltd
(B2024/1423)**

18 November 2024

1. Ballot Result

Total Eligible Voters: 18
Total Participated: 18

18 out of 18 have answered all questions 100.0%

Final Ballot Audit: Monday, 18 November 2024 at 11.05 am AWST

Diagram 1: Final Vote Participation

**Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia Protected
Action Ballot (B2024/1423)**
Voters: 18
Total Participated: 18 (100.0%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/1423) has been managed and declared independent of all other parties.

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/1423) result has been audited and the declared result is assured.

Yours Sincerely,



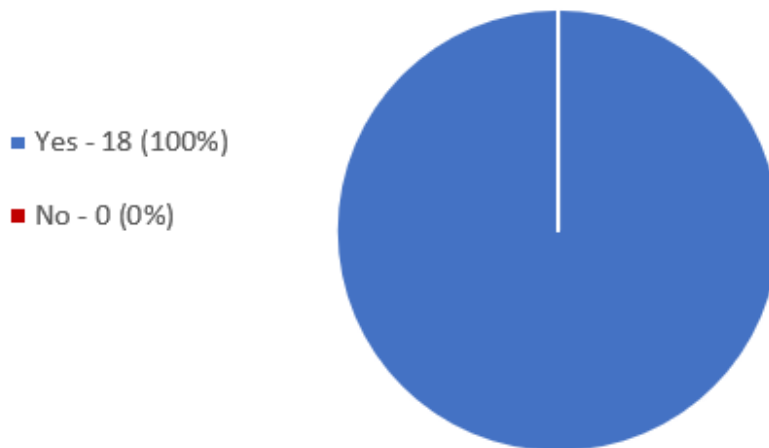
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

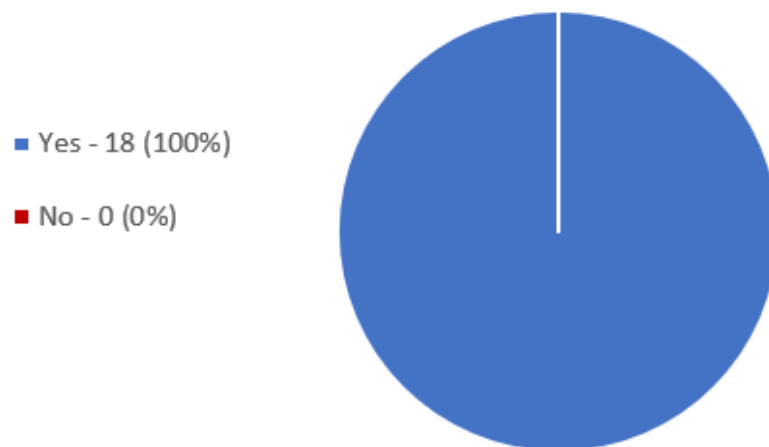
1. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) hour in duration?



Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work, including consecutive stoppages of work, for 2 hours in duration?



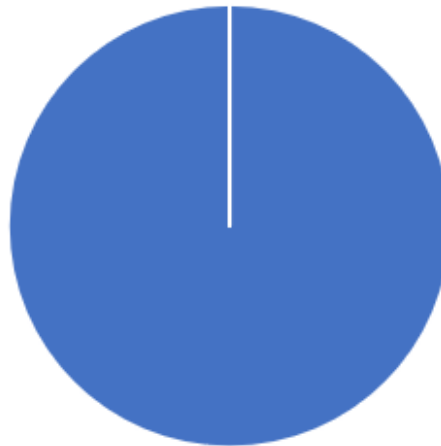
Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of work, including consecutive stoppages of work, for 4 hours in duration?

■ Yes - 18 (100%)

■ No - 0 (0%)



Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work, including consecutive stoppages of work, for a shift length duration?

■ Yes - 18 (100%)

■ No - 0 (0%)



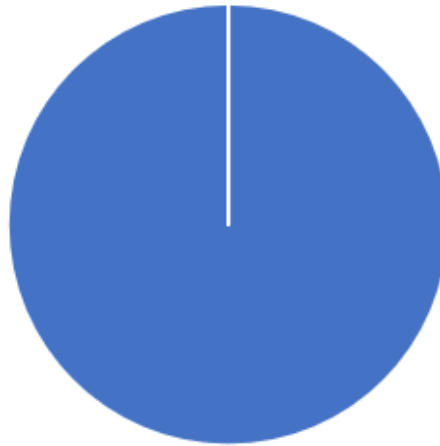
Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of indefinite or periodic bans on working non-rostered overtime?

■ Yes - 18 (100%)

■ No - 0 (0%)



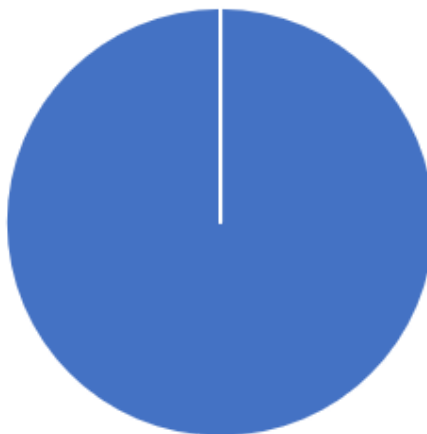
Question 6

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of indefinite or periodic bans on performing high voltage (HV) switching?

■ Yes - 18 (100%)

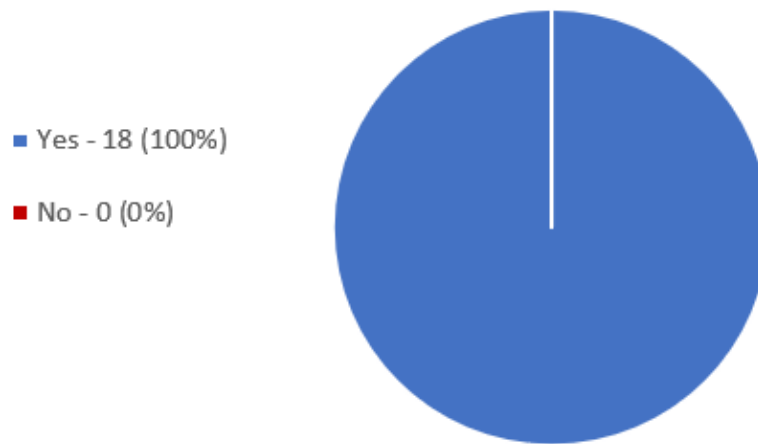
■ No - 0 (0%)



Question 7

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of actions where employees determine the time and location of their meal breaks?





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