



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

**Gladstone Ports Corporation Limited
(B2024/1500)**

10 December 2024

1. Ballot Result

Total Eligible Voters: 65
Total Participated: 64

64 out of 65 have answered all questions 98.5%

Final Ballot Audit: Tuesday, 10 December 2024 at 12.10pm AWST

Diagram 1: Final Vote Participation

**Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
Protected Action Ballot (B2024/1500) - ETU**
Voters: 65
Total Participated: 64 (98.5%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/1500) – ETU 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 (B2024/1500) – ETU 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, for one (1) hour in duration?

- Yes - 64 (100%)
- 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, for two (2) hours in duration?

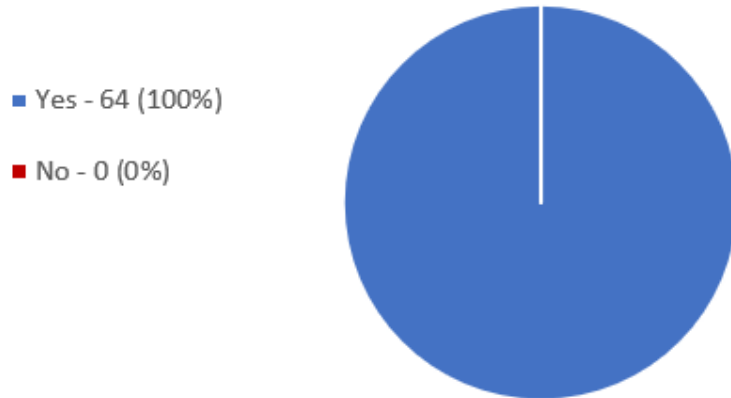
- Yes - 64 (100%)
- No - 0 (0%)



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:

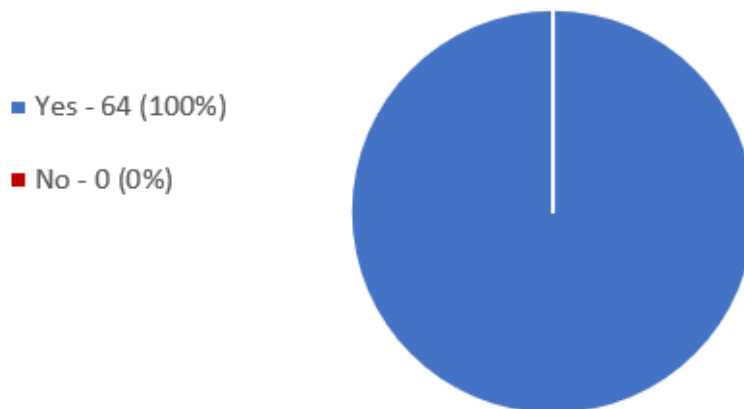
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?



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, for twelve (12) hours in 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, for twenty four (24) hours in duration?

■ Yes - 64 (100%)

■ No - 0 (0%)



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 indefinite or periodic bans on driving vehicles (unless in emergency circumstances)?

■ Yes - 64 (100%)

■ No - 0 (0%)

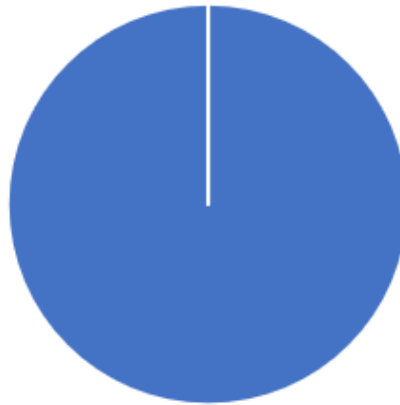


Question 7

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 the completion of paperwork, including but not limited to preparation of correspondence, QA paperwork, completing work orders and HV switching sheets?

- Yes - 64 (100%)
- 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 or limitations on issuing, accepting and/or working with permits?

- Yes - 64 (100%)
- 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 or limitations on the use of technology such as computers, mobile phones, cliq keys, swipe cards, radios, tablets or similar devices including on the way in which such technology is used?

- Yes - 64 (100%)
- 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 performing work with, issuing permits to, providing access for and/or providing supervision and/or instruction and/or direction to contractors?

- Yes - 64 (100%)
- 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 working additional hours, overtime, call out, on call and recall work?

- Yes - 64 (100%)
- No - 0 (0%)

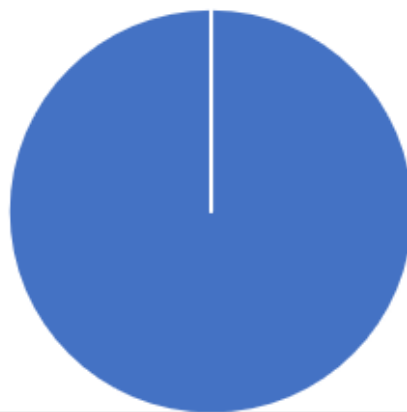


Question 12

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 lock-out-tag-out, de-isolating/reenergizing?

- Yes - 64 (100%)
- 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 the use of high risk tickets including, but not limited to EWP, HV switching and confined spaces?

- Yes - 64 (100%)
- No - 0 (0%)



Question 14

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:

14. An unlimited number of indefinite or periodic bans on the use of keys?

- Yes - 64 (100%)
- No - 0 (0%)





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