



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
(B2024/1503)**

10 December 2024

1. Ballot Result

Total Eligible Voters: 7
Total Participated: 5

5 out of 7 have answered all questions 71.4%

Final Ballot Audit: Tuesday, 10 December 2024 at 12.05pm AWST

Diagram 1: Final Vote Participation

**Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia Protected
Action Ballot (B2024/1503) - PPTEU**

Voters: 7

Total Participated: 5 (71.4%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/1503) – PPTEU 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 (B2024/1503) – PPTEU result has been audited and the declared result is assured.

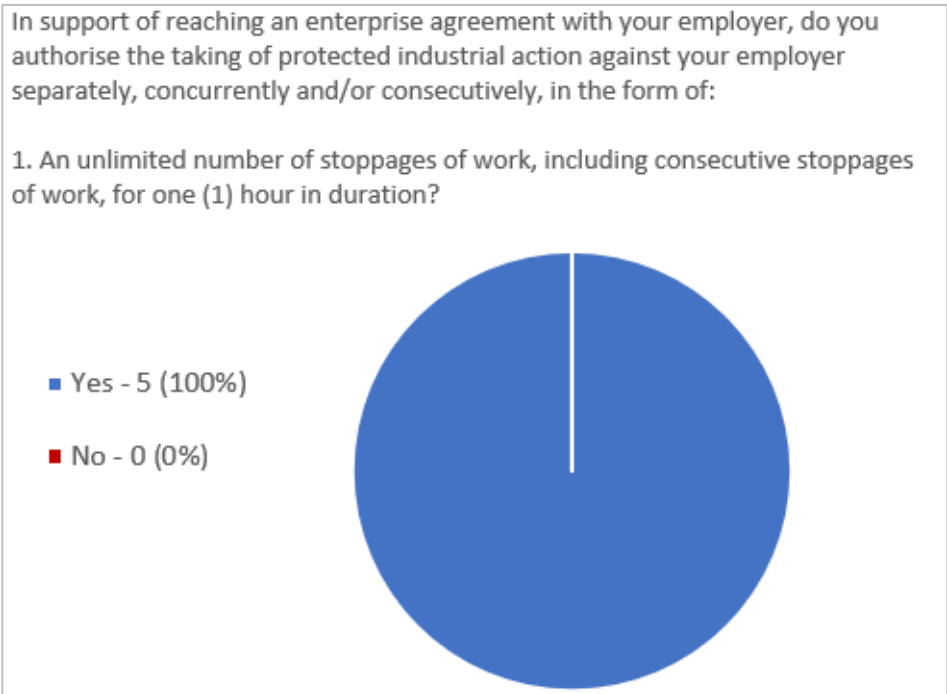
Yours Sincerely,



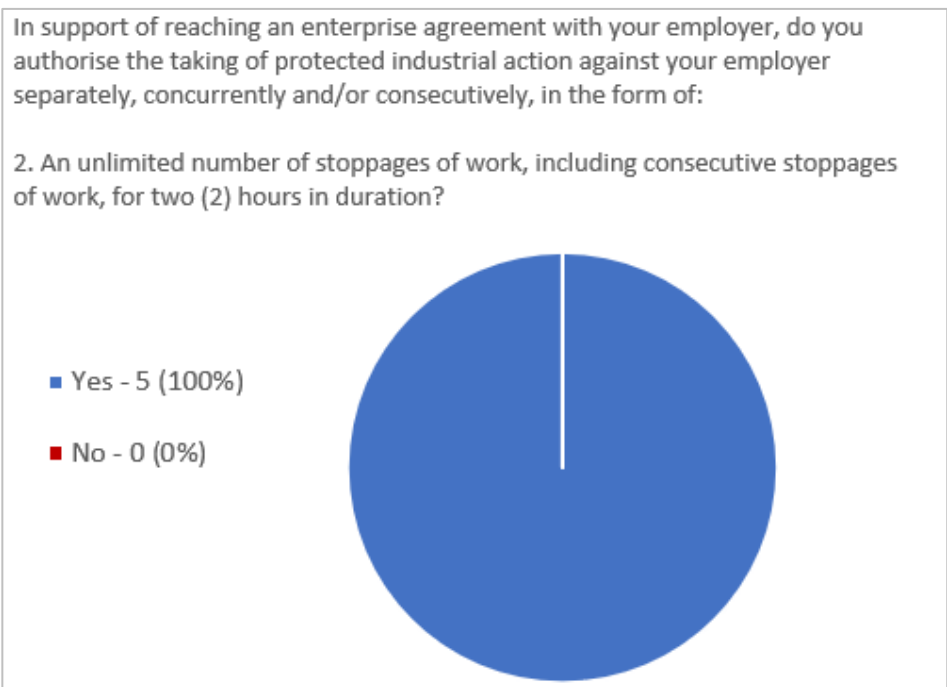
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1



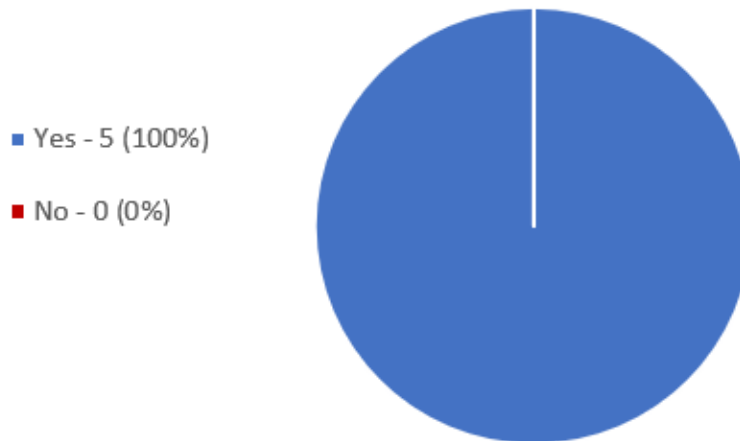
Question 2



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:

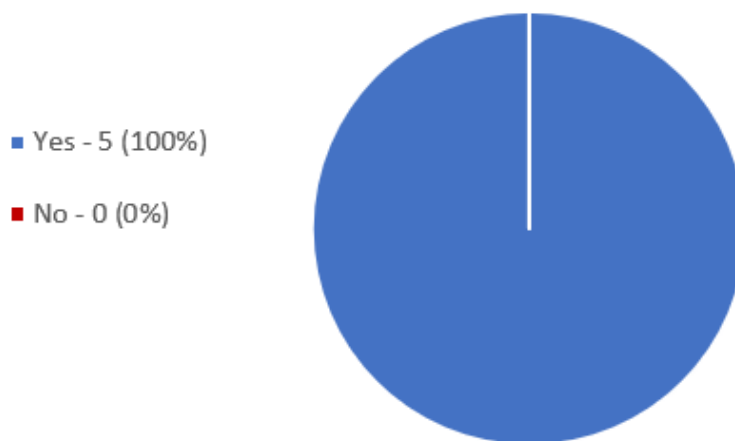
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?



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 eight (8) hours in duration?

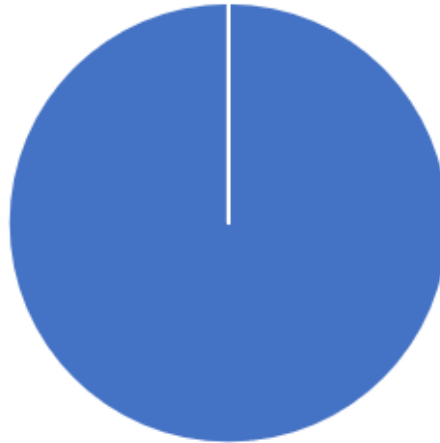


Question 5

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 twelve (12) hours in duration?

- Yes - 5 (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. Periodic bans on the performance of overtime and call-outs?

- Yes - 5 (100%)
- No - 0 (0%)

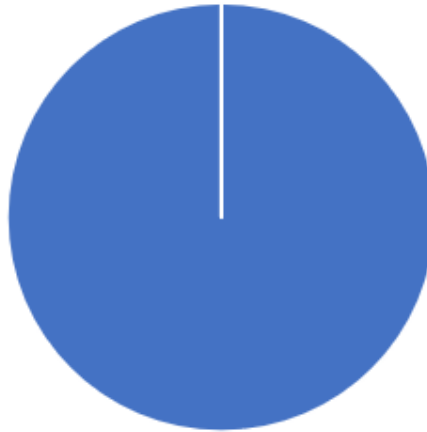


Question 7

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. Periodic bans on completing paperwork (excluding paperwork relating to workplace health and safety)?

- Yes - 5 (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. Periodic bans on use of the on-call phone between the hours of 7am-4:30pm weekdays?

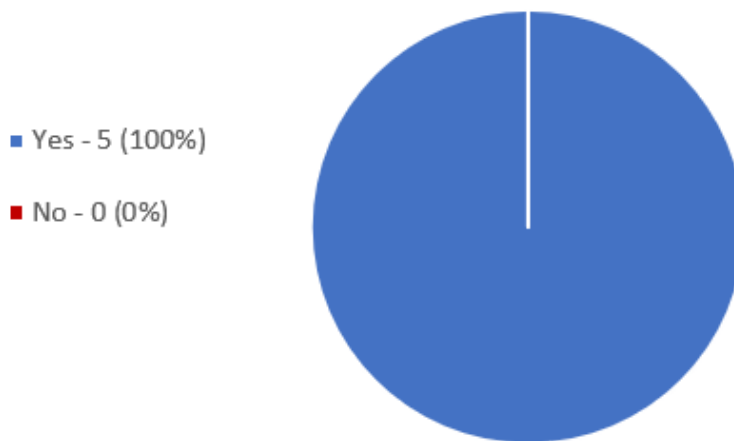
- Yes - 5 (100%)
- No - 0 (0%)



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:

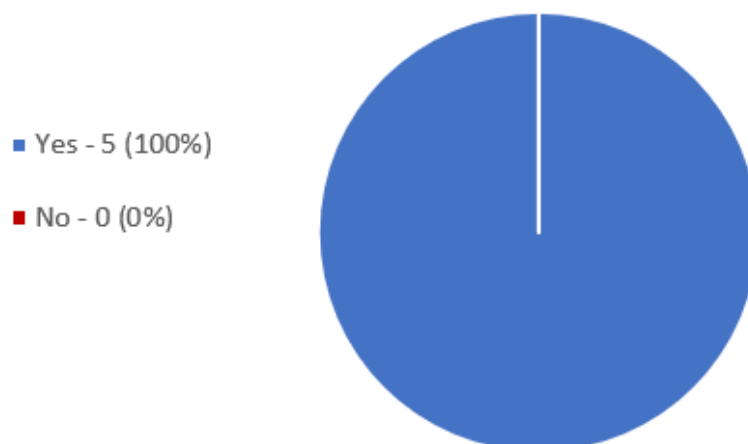
9. Periodic bans on the utilisation of high-risk tickets?



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. Periodic bans on using of technology including (but not limited to) tablets, computers, iPads, mobile phones, tough pads and the like?

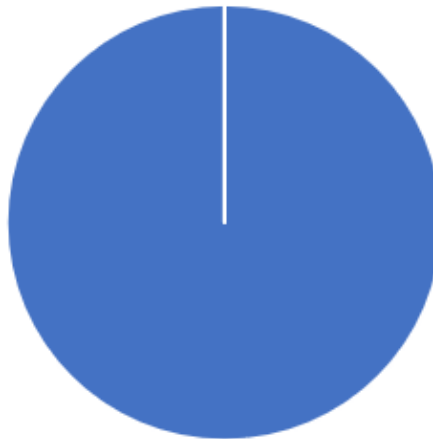


Question 11

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. Wearing of Union or EBA-related clothing, stickers or hats during working hours and in the workplace?

- Yes - 5 (100%)
- No - 0 (0%)

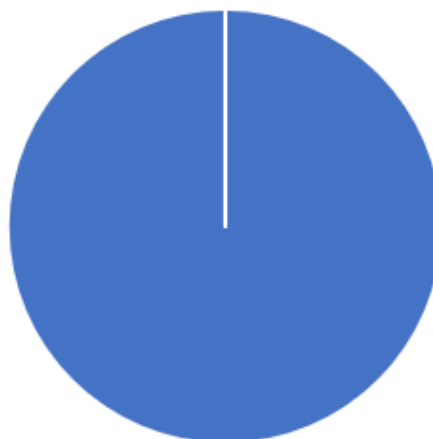


Question 12

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. Refusal to perform maintenance and rectification works in Kullaroo House (other than where public and workplace health and safety is at risk)?

- Yes - 5 (100%)
- No - 0 (0%)



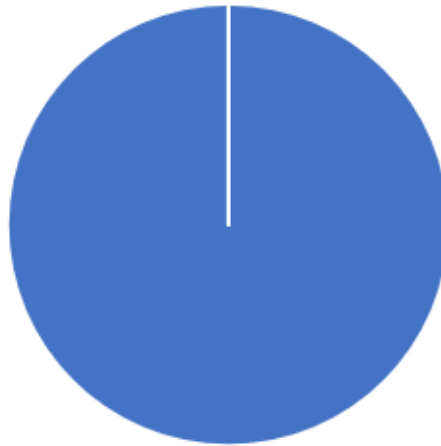
Question 13

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. Refusal to perform maintenance work outside of requirements of property leasing agreements?

■ Yes - 5 (100%)

■ No - 0 (0%)





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