



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

**APT Management Services Pty Ltd trading as APA Group Pty
Ltd
(B2024/1684)**

10 January 2025

1. Ballot Result

Total Eligible Voters: 21
Total Participated: 20

20 out of 21 have answered all questions 95.2%

Final Ballot Audit: Friday, 10 January 2025 at 2.05pm AWST

Diagram 1: Final Vote Participation

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/1684)
Voters: 21
Total Participated: 20 (95.2%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/1684) 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 (B2024/1684) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

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 the performance of all work for any amount of time between 15 minutes and 24 hours inclusive?

■ Yes - 20 (100.0%)
■ No - 0 (0%)



2. An unlimited number of indefinite or periodic bans on all afternoon and/or night shift work?

■ Yes - 20 (100.0%)
■ No - 0 (0%)



3. An unlimited number of indefinite or periodic bans on performing higher duties?

■ Yes - 20 (100.0%)
■ No - 0 (0%)



4. An unlimited number of indefinite or periodic bans on use of Personal mobile phones for work purposes?

- Yes - 20 (100.0%)
- No - 0 (0%)



5. An unlimited number of indefinite or periodic bans on not answering of work calls?

- Yes - 20 (100.0%)
- No - 0 (0%)



6. An unlimited number of indefinite or periodic bans of no off shift/out of hours support?

- Yes - 20 (100.0%)
- No - 0 (0%)



7. An unlimited number of indefinite or periodic bans where on-site personnel can elect to carry out operator duties only (no maintenance including restarting of engines)?

■ Yes - 20 (100.0%)
■ No - 0 (0%)



8. All employees covered by the Enterprise Agreement are not to unlock any digital, technological, mechanical or physical device?

■ Yes - 20 (100.0%)
■ No - 0 (0%)



9. An unlimited number of indefinite or periodic bans on generating any permits?

■ Yes - 20 (100.0%)
■ No - 0 (0%)



10. An unlimited number of indefinite or periodic bans on issuing any permits?

- Yes - 20 (100.0%)
- No - 0 (0%)



11. An unlimited number of indefinite or periodic bans on signing any permits?

- Yes - 20 (100.0%)
- No - 0 (0%)



12. An unlimited number of stoppages of work for an indefinite period for the purposes of using social media to communicate about the enterprise agreement negotiations and/or industrial action, regardless of whether such conduct would ordinarily constitute a breach of or refusal to comply with any policy or direction of the employer or client of the employer?

- Yes - 20 (100.0%)
- No - 0 (0%)



13. An unlimited number of stoppages of work for an indefinite period in order to prepare and/or communicate content to the media about the enterprise agreement negotiations and/or industrial action, regardless of whether such conduct would ordinarily constitute a breach of or refusal to comply with any policy or direction of the employer or client of the employer?

■ Yes - 20 (100.0%)

■ No - 0 (0%)





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