



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

**Wood Australia Pty Ltd
(B2025/483)**

31 March 2025

1. Ballot Result

Total Eligible Voters: 41

Total Participated: 38

38 out of 41 have answered all questions 92.7%

Final Ballot Audit: Monday, 31 March 2025 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 (B2025/483)**
Voters: 41
Total Participated: 38 (92.7%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/483) 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 (B2025/483) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

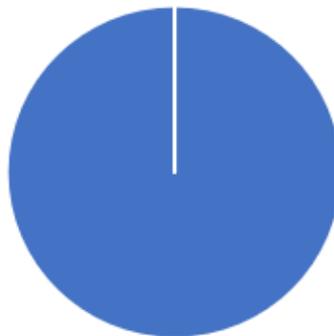
3. Questions and Results

Question 1

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized 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?

- Yes - 38 (100%)
- No - 0 (0%)

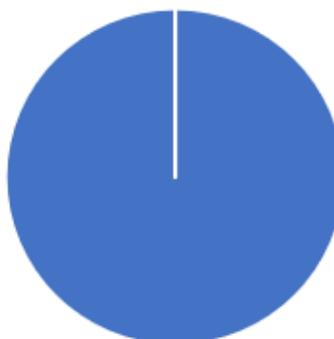


Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized 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 two (2) hours in duration?

- Yes - 38 (100%)
- No - 0 (0%)



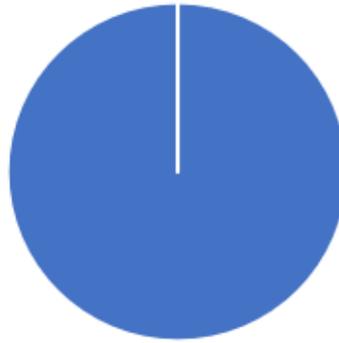
Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized 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 four (4) hours in duration?

■ Yes - 38 (100%)

■ No - 0 (0%)



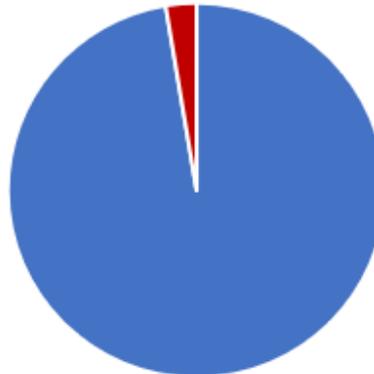
Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of the following protected industrial action, 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?

■ Yes - 37 (97.4%)

■ No - 1 (2.6%)

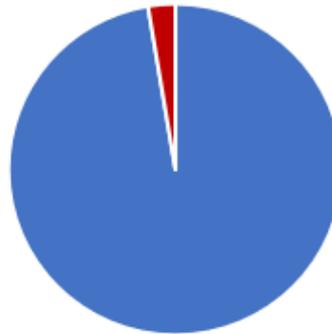


Question 5

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

5. An unlimited number of indefinite or periodic bans on the use of SAP workflow system?

- Yes - 37 (97.4%)
- No - 1 (2.6%)

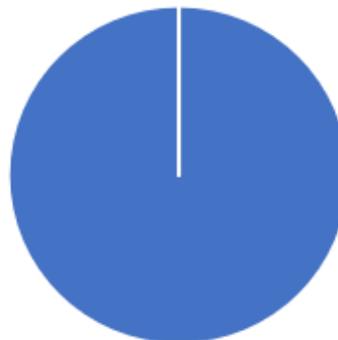


Question 6

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

6. An unlimited number of indefinite or periodic bans on the use of technology such as computers, mobile phones, swipe cards, radios, tablets or similar devices, including the way in which such technology is used (unless for emergency purposes only)?

- Yes - 38 (100%)
- No - 0 (0%)

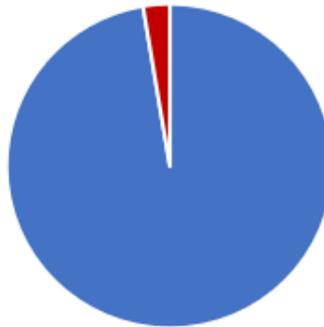


Question 7

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

7. An unlimited number of indefinite or periodic bans on the performance of daily bump-testing of portable gas minders?

- Yes - 37 (97.4%)
- No - 1 (2.6%)

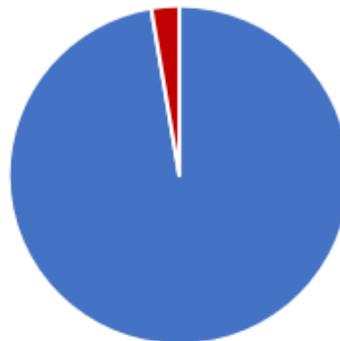


Question 8

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

8. An unlimited number of indefinite or periodic bans on overtime?

- Yes - 37 (97.4%)
- No - 1 (2.6%)

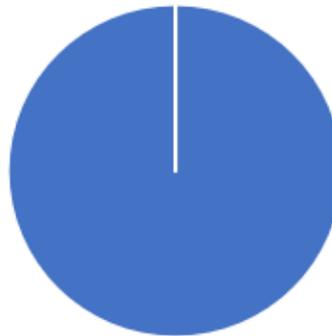


Question 9

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

9. An unlimited number of indefinite or periodic bans on the use of fixed or portable ladders?

- Yes - 38 (100%)
- No - 0 (0%)

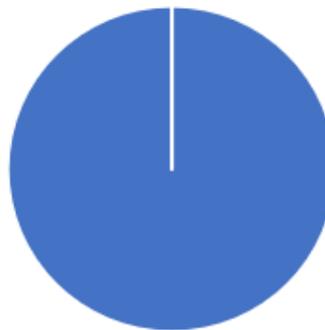


Question 10

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

10. An unlimited number of indefinite or periodic bans on the use of scissor lifts and elevating work platforms?

- Yes - 38 (100%)
- No - 0 (0%)

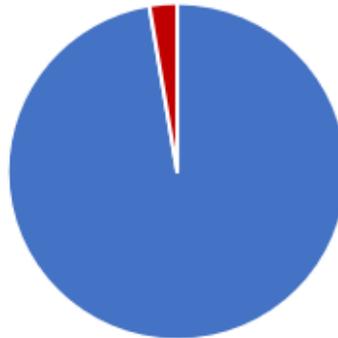


Question 11

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

11. An unlimited number of indefinite or periodic bans on the use of radios within the operational units?

- Yes - 37 (97.4%)
- No - 1 (2.6%)

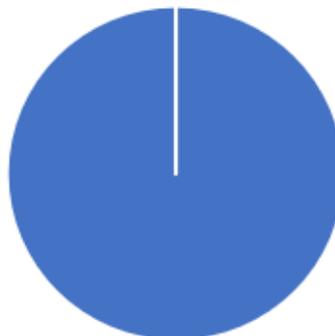


Question 12

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

12. An unlimited number of indefinite or periodic bans on the performance of work in pairs with another tradesperson who does not hold the same level of qualifications?

- Yes - 38 (100%)
- No - 0 (0%)

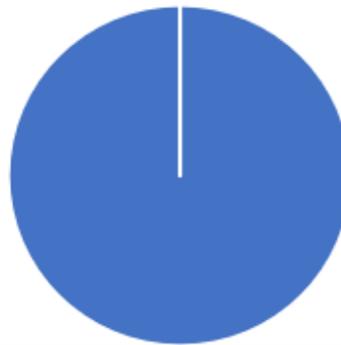


Question 13

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

13. An unlimited number of indefinite or periodic bans on the performance of work outside of the Wynnum Gardens Electrical Workshop?

- Yes - 38 (100%)
- No - 0 (0%)

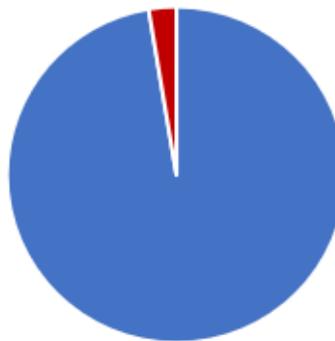


Question 14

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

14. An unlimited number of indefinite or periodic bans on the performance of signing-on to permits other than as a work party?

- Yes - 37 (97.4%)
- No - 1 (2.6%)

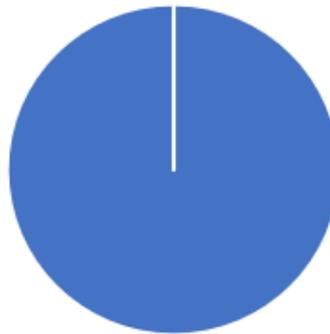


Question 15

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

15. An indefinite or periodic ban on using bicycles, golf buggies and cars?

- Yes - 38 (100%)
- No - 0 (0%)

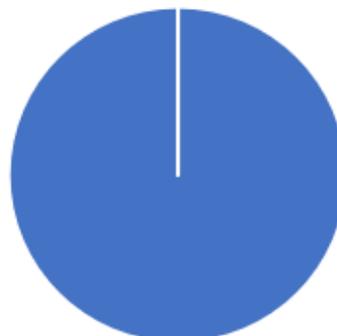


Question 16

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

16. An indefinite or periodic ban on attending productivity or higher duties meetings?

- Yes - 38 (100%)
- No - 0 (0%)



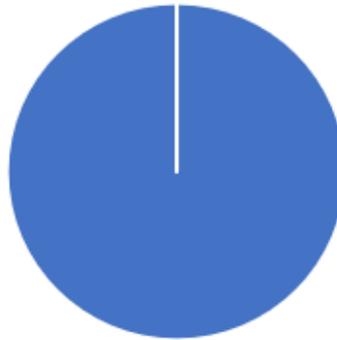
Question 17

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

17. An indefinite or periodic ban on the completion of paperwork?

■ Yes - 38 (100%)

■ No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

