



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry and Maritime Employees Union

v

Qube Ports Pty Ltd

(B2025/153)

7 February 2025

1. Ballot Result

Total Eligible Voters: 29
Total Participated: 27

27 out of 29 have answered all questions 93.1%

Final Ballot Audit: Friday, 7 February 2025 at 11.05 am AWST

Diagram 1: Final Vote Participation

Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/153)
Voters: 29
Total Participated: 27 (93.1%)

2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/153) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/153) 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

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work of 30 minutes duration?

- Yes - 27 (100.0%)
- No - 0 (0%)



Question 2

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work of 1 hour duration?

- Yes - 27 (100.0%)
- No - 0 (0%)



Question 3

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

3. An unlimited number of bans on the performance of work on any shift that does not commence at 0530 or 1530 for single sails?

■ Yes - 27 (100.0%)

■ No - 0 (0%)



Question 4

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

4. An unlimited number of bans on the performance of work on any shift that does not commence at 0530 or 1745 for double sails?

■ Yes - 27 (100.0%)

■ No - 0 (0%)



Question 5

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

5. An unlimited number of bans on the performance of any work while any other employee whose employment will be covered by the proposed agreement is on a meal or other break?

- Yes - 27 (100.0%)
- No - 0 (0%)



Question 6

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

6. An unlimited number of bans on the performance of work on any nominated vessel?

- Yes - 27 (100.0%)
- No - 0 (0%)



Question 7

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

7. An unlimited number of bans on the loading of any freight on to deck 5?

- Yes - 27 (100.0%)
- No - 0 (0%)



Question 8

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans on the discharge of freight from deck 5?

- Yes - 27 (100.0%)
- No - 0 (0%)



Question 9

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

9. An unlimited number of bans on the performance of moorings and any work associated with mooring operations?

■ Yes - 27 (100.0%)

■ No - 0 (0%)



Question 10

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

10. An unlimited number of bans on the loading of freight?

■ Yes - 27 (100.0%)

■ No - 0 (0%)



Question 11

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

11. An unlimited number of bans on the loading of freight cars?

■ Yes - 27 (100.0%)

■ No - 0 (0%)



Question 12

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

12. An unlimited number of bans on the performance of call-ins after the roster has been finalised?

■ Yes - 27 (100.0%)

■ No - 0 (0%)



Question 13

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

13. An unlimited number of bans on the performance of Grade 7 upgrade work?

■ Yes - 27 (100.0%)

■ No - 0 (0%)



Question 14

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Qube, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

14. An unlimited number of bans on driving any vehicle above 10km/h on any wharf, and on any vessels?

■ Yes - 27 (100.0%)

■ No - 0 (0%)





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