



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry and Maritime Employees Union

v

Teekay Shipping (Australia) Pty Ltd

(B2025/247)

25 February 2025

1. Ballot Result

Total Eligible Voters: 8
Total Participated: 8

8 out of 8 have answered all questions 100.0%

Final Ballot Audit: Tuesday, 25 February 2025 at 02.05pm AWST

Diagram 1: Final Vote Participation

Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/247) Voters: 8 Total Participated: 8 (100.0%)

2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/247) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/247) 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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of the performance of work for the duration of 1 hour?

- Yes - 8 (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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of the performance of work for the duration of 2 hours?

- Yes - 8 (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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of the performance of work for the duration of 4 hours?

- Yes - 8 (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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of the performance of work for the duration of 12 hours?

- Yes - 8 (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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

5. An unlimited number of stoppages of the performance of work for the duration of 24 hours?

- Yes - 8 (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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

6. An unlimited number of bans on sending emails?

- Yes - 8 (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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

7. An unlimited number of bans on IR's working between 18:00 and 06:00?

- Yes - 8 (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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans on bunkering cruise ships or ocean liners unless they have been tied up to a wharf in Fremantle for a consecutive minimum period of 72 hours?

- Yes - 8 (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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

9. An unlimited number of bans on operating winches?

- Yes - 8 (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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

10. An unlimited number of bans on operating cranes?

- Yes - 8 (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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

11. An unlimited number of bans on training employees and contractors?

- Yes - 8 (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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

12. An unlimited number of bans on meeting with shore-based management unless a Union Organiser or Union Official is present?

- Yes - 8 (100.0%)
- No - 0 (0%)

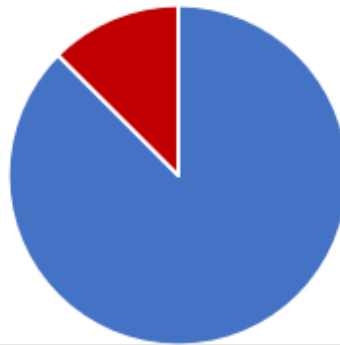


Question 13

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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

13. An unlimited number of bans on bunkering a vessel unless shipboard management have given all on-duty Integrated Ratings a schedule of proposed bunkering operations which list the vessel, more than 96 hours prior to the commencement of bunkering operations?

- Yes - 7 (87.5%)
- No - 1 (12.5%)



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 Teekay, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

14. An unlimited number of bans on talking to shore-based management about Protected Industrial Action taken by employees?

- Yes - 8 (100.0%)
- No - 0 (0%)





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