



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Mining and Energy Union

v

Gladstone Ports Corporation Limited

(B2024/1524)

11 December 2024

1. Ballot Result

Total Eligible Voters: 175
Total Participated: 149

149 out of 175 have answered all questions 85.1%

Final Ballot Audit: Wednesday, 11 December 2024 at 11.05am AWST

Diagram 1: Final Vote Participation

<p>Mining and Energy Union Protected Action Ballot (B2024/1524) Voters: 175 Total Participated: 149 (85.1%)</p>
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2. CiVS Independence Declaration

The Mining and Energy Union Protected Action Ballot (B2024/1524) has been managed and declared independent of all other parties.

The Mining and Energy Union Protected Action Ballot (B2024/1524) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

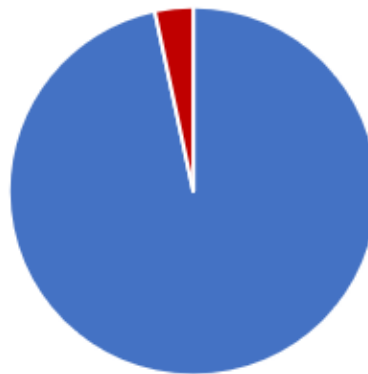
3. Questions and Results

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 authorised by this ballot, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work of between one (1) and twelve (12) hours in duration?

- Yes - 144 (96.6%)
- No - 5 (3.4%)

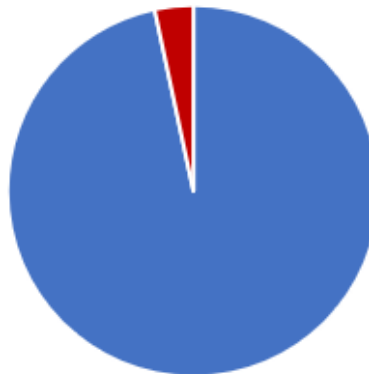


Question 2

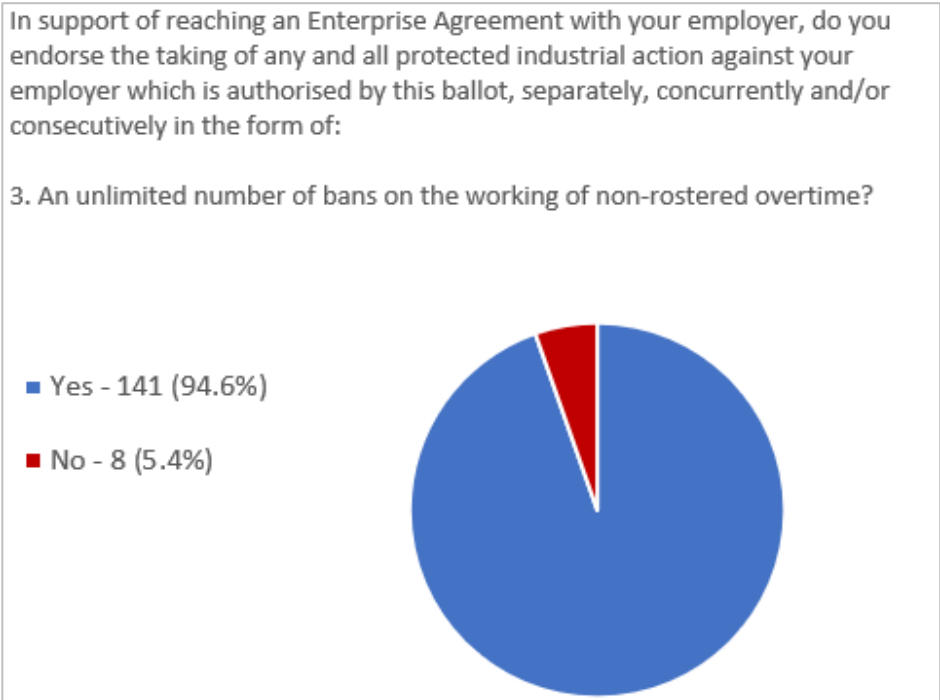
In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work of twenty-four (24) hours in duration?

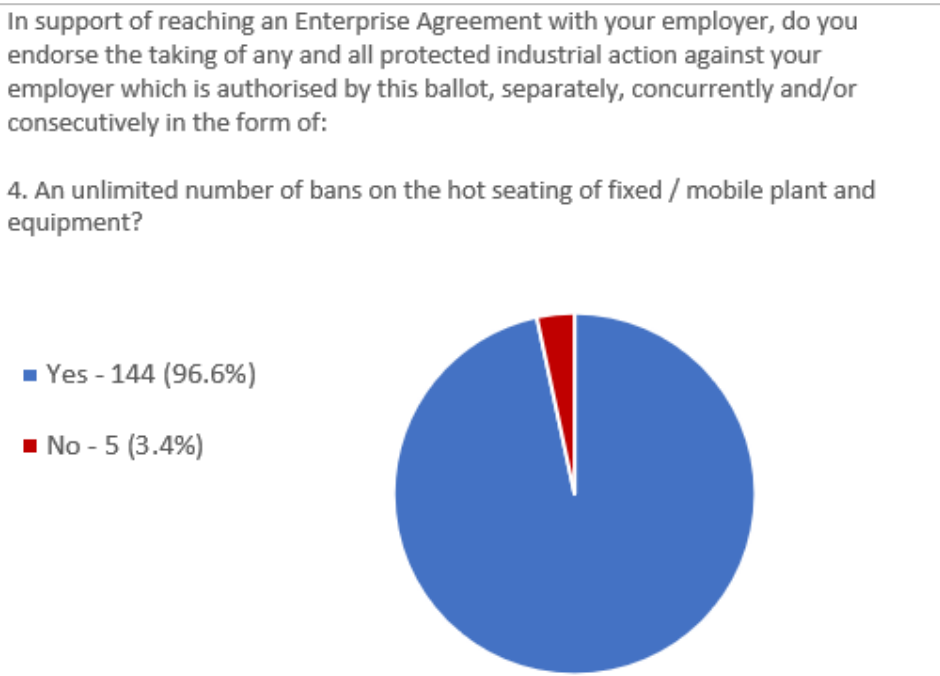
- Yes - 144 (96.6%)
- No - 5 (3.4%)



Question 3



Question 4

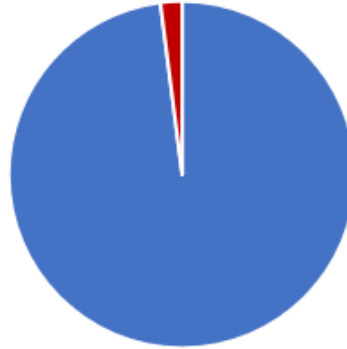


Question 5

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 authorised by this ballot, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of actions in the form of the taking of meal breaks (crib) at a common, designated time and location?

- Yes - 146 (98.0%)
- No - 3 (2.0%)

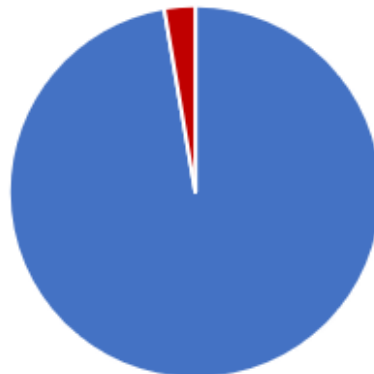


Question 6

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 authorised by this ballot, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of bans on the utilisation of skills and/or the performance of tasks associated with high-risk tickets and/or licences, except in an emergency?

- Yes - 145 (97.3%)
- No - 4 (2.7%)

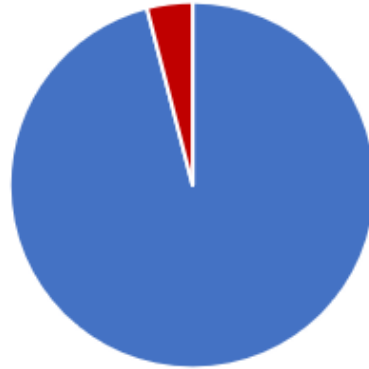


Question 7

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 authorised by this ballot, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of bans on operating or working on mobile or fixed plant for greater than an hour in duration?

- Yes - 143 (96.0%)
- No - 6 (4.0%)

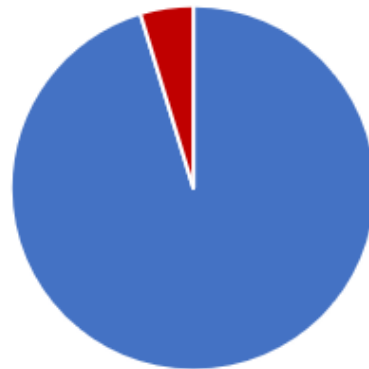


Question 8

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 authorised by this ballot, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans on performing the duties of a trainer assessor?

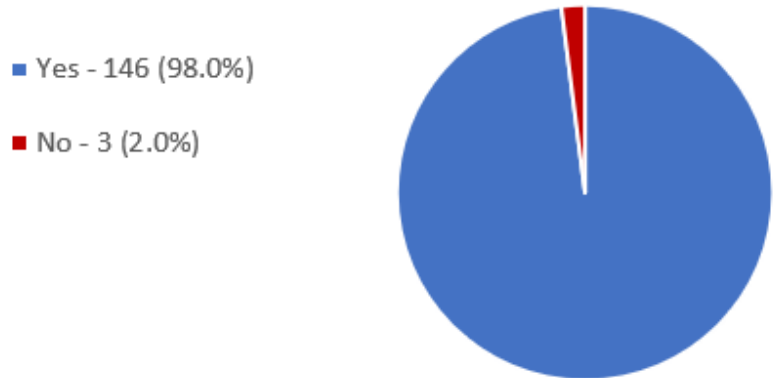
- Yes - 142 (95.3%)
- No - 7 (4.7%)



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 authorised by this ballot, separately, concurrently and/or consecutively in the form of:

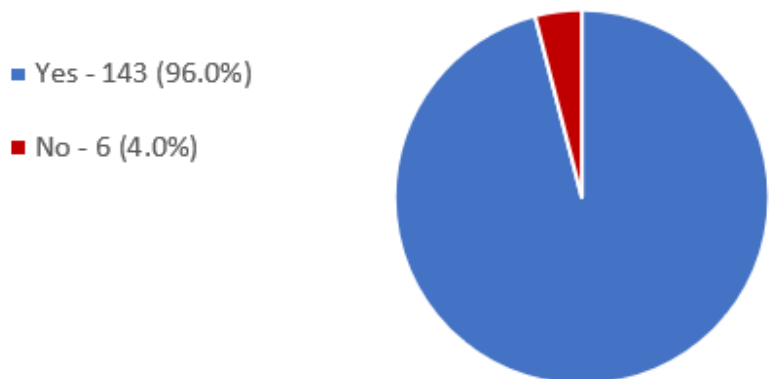
9. An unlimited number of bans on performing higher duties?



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 authorised by this ballot, separately, concurrently and/or consecutively in the form of:

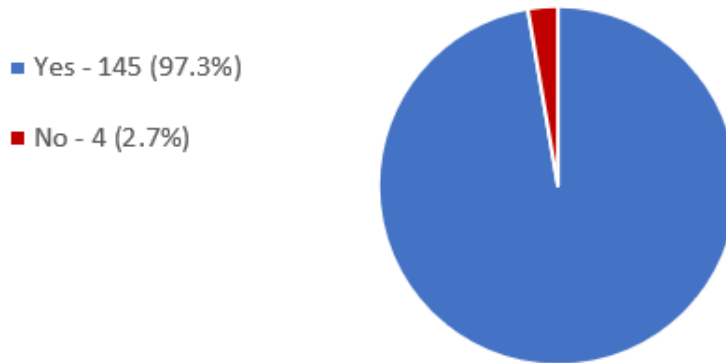
10. An unlimited number of indefinite or periodic bans on driving vehicles (unless in emergency circumstances).



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 authorised by this ballot, separately, concurrently and/or consecutively in the form of:

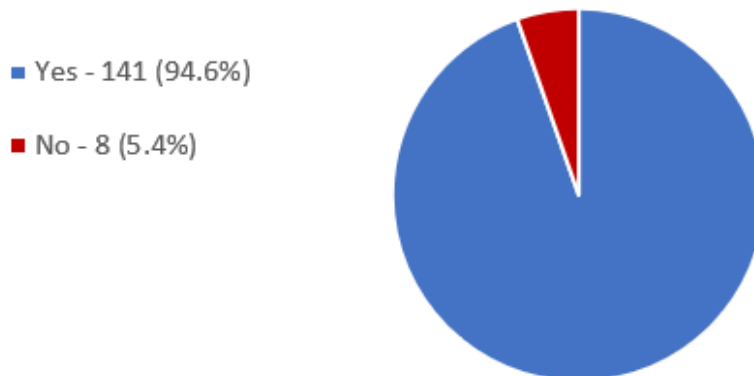
11. An unlimited number of indefinite or periodic bans on jackhammering in the unloading pit(s)?



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 authorised by this ballot, separately, concurrently and/or consecutively in the form of:

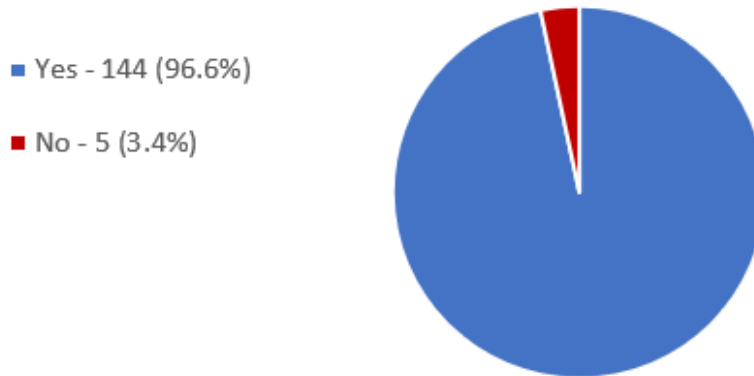
12. An unlimited number of indefinite or periodic bans on the use of hoses?



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 authorised by this ballot, separately, concurrently and/or consecutively in the form of:

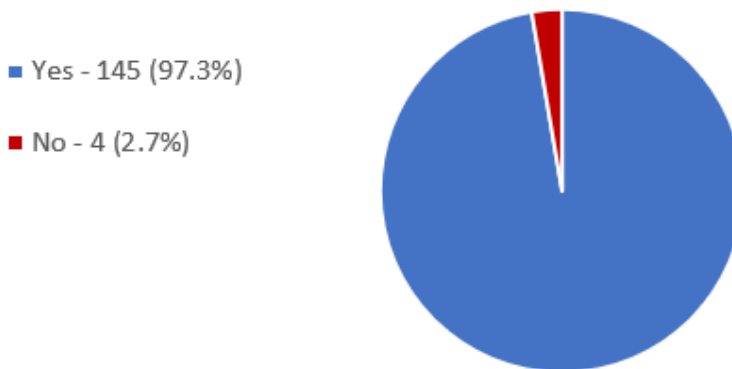
13. An unlimited number of indefinite or periodic bans on the resetting of belt deviations, belt rip switch and trip wires (unless in emergency circumstances)?



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 authorised by this ballot, separately, concurrently and/or consecutively in the form of:

14. An unlimited number of indefinite or periodic bans on performing a "Shipping Movement Let Go" (unless in emergency circumstances)?



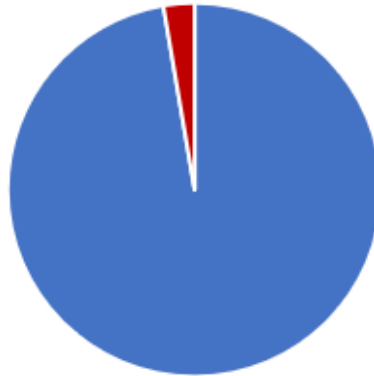
Question 15

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 authorised by this ballot, separately, concurrently and/or consecutively in the form of:

15. An unlimited number of indefinite or periodic bans on the use of electronic devices to document or undertake work?

■ Yes - 145 (97.3%)

■ No - 4 (2.7%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

