



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Mining and Energy Union

v

**Batchfire Callide Management Pty Ltd
(B2024/865)**

24 July 2024

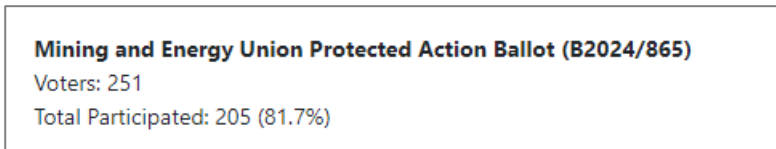
1. Ballot Result

Total Eligible Voters: 251
Total Participated: 205

205 out of 251 have answered all questions 81.7%

Final Ballot Audit: Wednesday, 24 July 2024 at 12.10pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Mining and Energy Union Protected Action Ballot (B2024/865) has been managed and declared independent of all other parties.

The Mining and Energy Union Protected Action Ballot (B2024/865) 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 agreement with your employer do you endorse the taking of any and all protected industrial action 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, of between one (1) and twelve and a half (12.5) hours in duration?

- Yes - 204 (99.5%)
- No - 1 (0.5%)

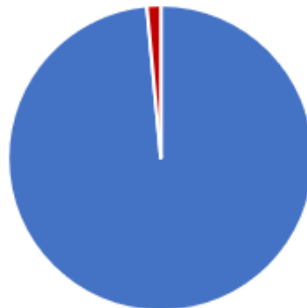


Question 2

In support of reaching agreement with your employer do you endorse the taking of any and all protected industrial action 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, of a shift length duration?

- Yes - 202 (98.5%)
- No - 3 (1.5%)

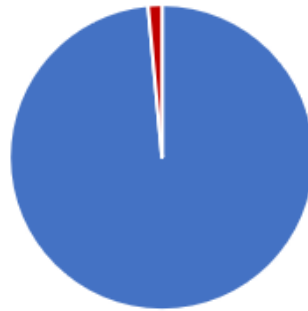


Question 3

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

3. An unlimited number of bans, on the performance of training and assessing coal mine workers?

- Yes - 202 (98.5%)
- No - 3 (1.5%)

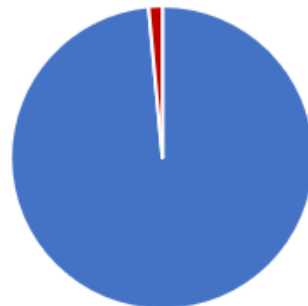


Question 4

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

4. An unlimited number of actions where employees determine the time and location of their meal breaks?

- Yes - 202 (98.5%)
- No - 3 (1.5%)

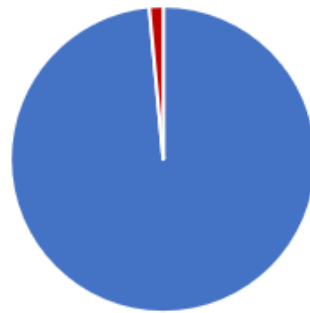


Question 5

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

5. An unlimited number of bans on the performance of non-rostered overtime?

- Yes - 202 (98.5%)
- No - 3 (1.5%)



Question 6

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

6. An unlimited number of bans on conducting "hot seat changes"?

- Yes - 205 (100%)
- No - 0 (0%)

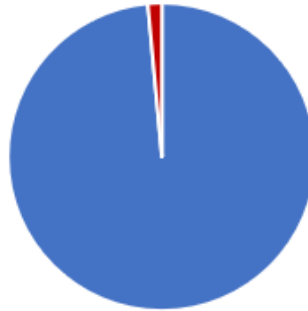


Question 7

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

7. An unlimited number of bans on loading coal trains?

- Yes - 202 (98.5%)
- No - 3 (1.5%)

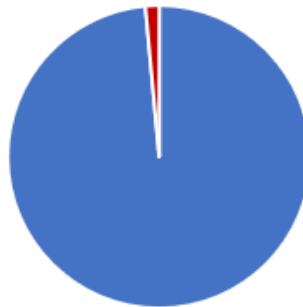


Question 8

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

8. An unlimited number of actions in the form of limiting the CHP to a maximum feed rate with the feed rate determined by employees?

- Yes - 202 (98.5%)
- No - 3 (1.5%)



Question 9

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

9. An unlimited number of bans on performing relief supervision?

- Yes - 205 (100%)
- No - 0 (0%)





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