



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Mining and Energy Union**

**v**

**NRG Gladstone Operating Services Pty Ltd**

**(B2025/5)**

**20 January 2025**

# 1. Ballot Result

Total Eligible Voters: 21  
Total Participated: 19

19 out of 21 have answered all questions 90.5%

Final Ballot Audit: Monday, 20 January 2025 at 11.05am AWST

*Diagram 1: Final Vote Participation*

<p><b>Mining and Energy Union Protected Action Ballot (B2025/5)</b> Voters: 21 Total Participated: 19 (90.5%)</p>
---

## 2. CiVS Independence Declaration

The Mining and Energy Union Protected Action Ballot (B2025/5) has been managed and declared independent of all other parties.

The Mining and Energy Union Protected Action Ballot (B2025/5) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

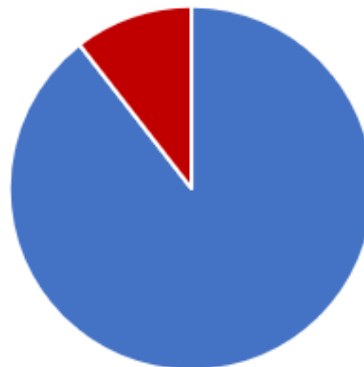
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of work, of between one (1) hour and twenty-four (24) hours in duration?

- Yes - 17 (89.5%)
- No - 2 (10.5%)

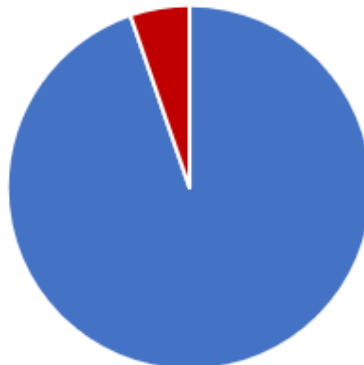


#### Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of indefinite and/or periodic bans on the completion of paperwork?

- Yes - 18 (94.7%)
- No - 1 (5.3%)



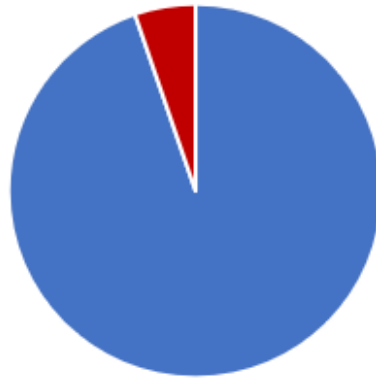
### Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of indefinite and/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 - 18 (94.7%)

■ No - 1 (5.3%)



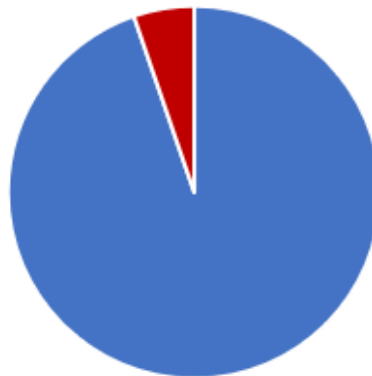
### Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of indefinite and/or periodic bans on use of permitting systems?

■ Yes - 18 (94.7%)

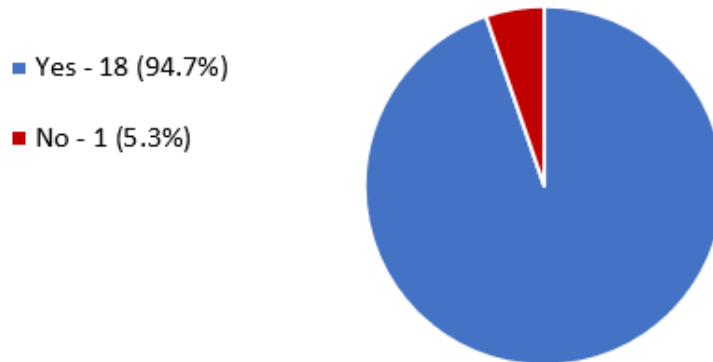
■ No - 1 (5.3%)



## Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

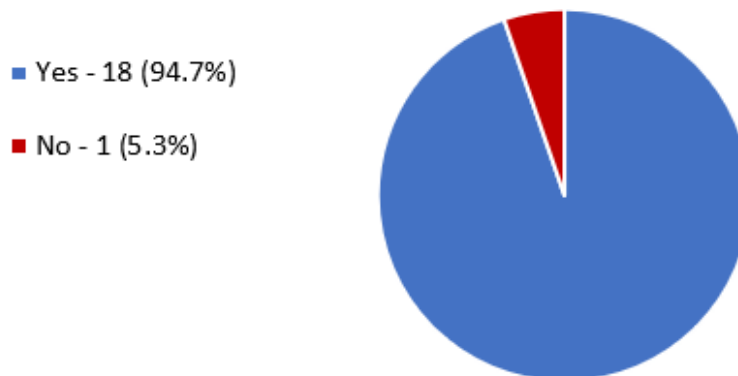
5. An unlimited number of indefinite and/or periodic bans on call outs, being on call or recall work?



## Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of indefinite and/or periodic bans on working rostered and/or unrostered overtime?

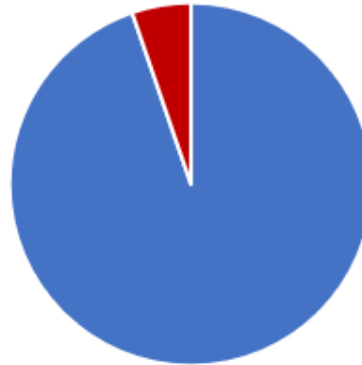


## Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of indefinite and/or periodic bans on the utilisation of high-risk tickets, excluding Boiler and turbine tickets?

- Yes - 18 (94.7%)
- No - 1 (5.3%)

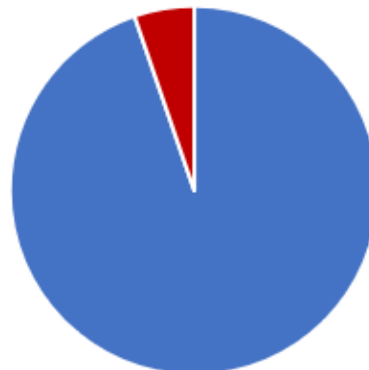


## Question 8

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of indefinite and/or periodic bans on the use of keys and locks?

- Yes - 18 (94.7%)
- No - 1 (5.3%)



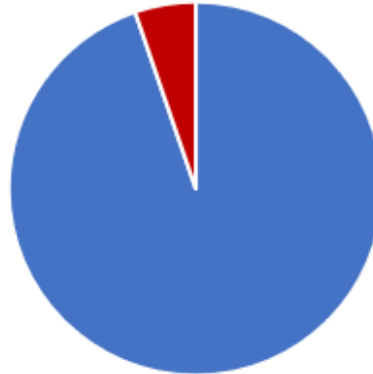
## Question 9

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of indefinite and/or periodic bans on resynchronising a unit?

■ Yes - 18 (94.7%)

■ No - 1 (5.3%)



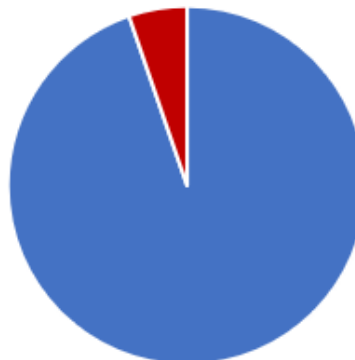
## Question 10

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of indefinite and/or periodic bans on using Low Voltage (LV) and High Voltage (HV) equipment?

■ Yes - 18 (94.7%)

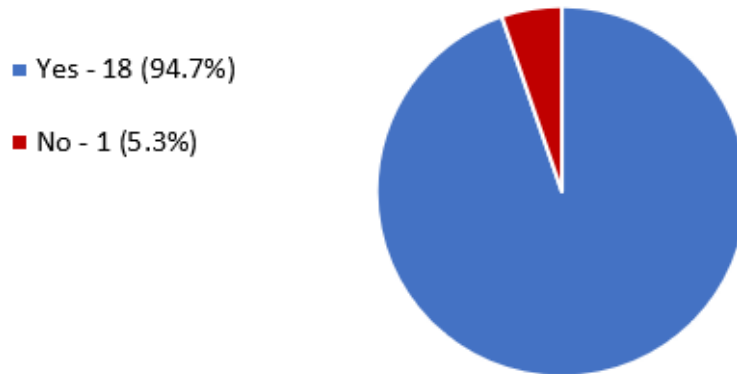
■ No - 1 (5.3%)



## Question 11

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

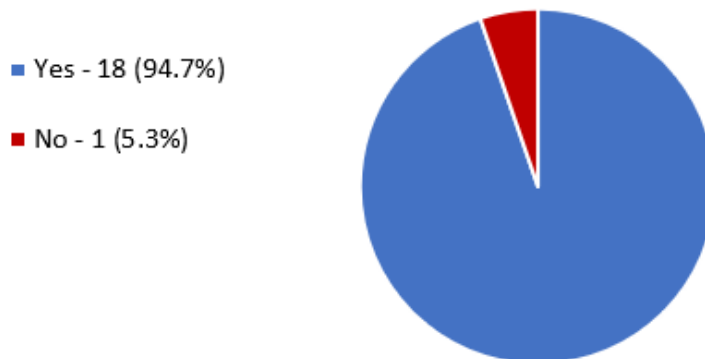
11. An unlimited number of indefinite and/or periodic bans on performing any higher duty or seconded roles?



## Question 12

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of indefinite and/or periodic bans on the use of tools or cleaning equipment?

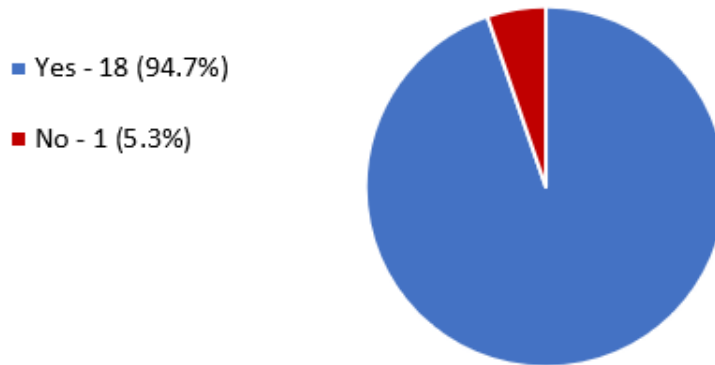




## Question 13

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

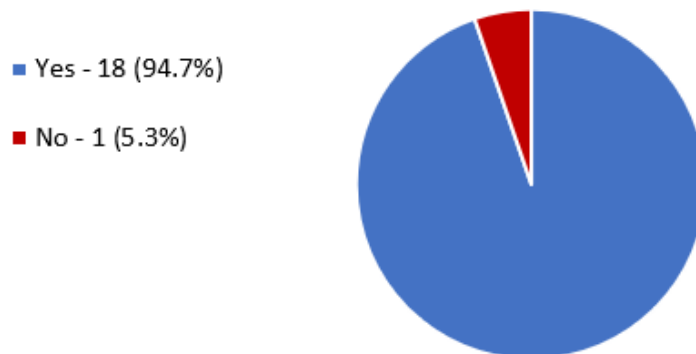
13. An unlimited number of indefinite and/or periodic bans on conducting handovers?



## Question 14

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

14. An unlimited number of indefinite and/or periodic bans on performing work on generating units which are offline.



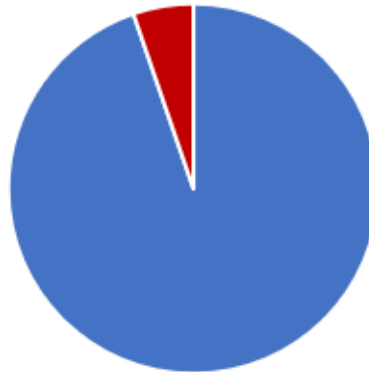
## Question 15

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

15. An unlimited number of indefinite and/or periodic bans on operating units above 110MW on any service unit.

■ Yes - 18 (94.7%)

■ No - 1 (5.3%)



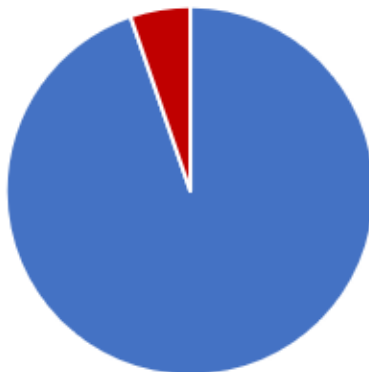
## Question 16

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

16. An unlimited number of indefinite and/or periodic bans on performing High Voltage (HV) switching?

■ Yes - 18 (94.7%)

■ No - 1 (5.3%)



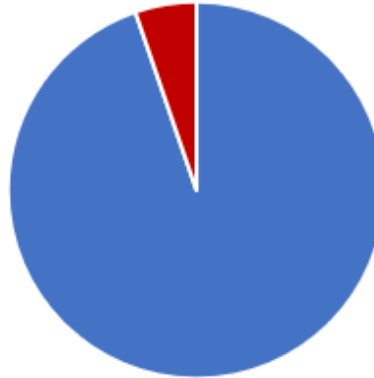
## Question 17

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

17. An unlimited number of indefinite and/or periodic bans on working in confined spaces?

■ Yes - 18 (94.7%)

■ No - 1 (5.3%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

