



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Transport Workers' Union of Australia

v

Mondiale VGL Pty Ltd

(B2024/1547)

12 December 2024

1. Ballot Result

Total Eligible Voters: 55
Total Participated: 46

46 out of 55 have answered all questions 83.6%

Final Ballot Audit: Thursday, 12 December 2024 at 11.05am AWST

Diagram 1: Final Vote Participation

Transport Workers' Union of Australia Protected Action Ballot (B2024/1547)
Voters: 55
Total Participated: 46 (83.6%)

2. CiVS Independence Declaration

The Transport Workers' Union of Australia Protected Action Ballot (B2024/1547) has been managed and declared independent of all other parties.

The Transport Workers' Union of Australia Protected Action Ballot (B2024/1547) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

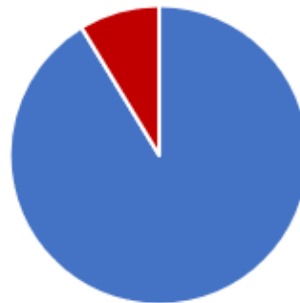
Question 1

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

1. An unlimited number of indefinite bans on the working of overtime?

■ Yes - 42 (91.3%)

■ No - 4 (8.7%)



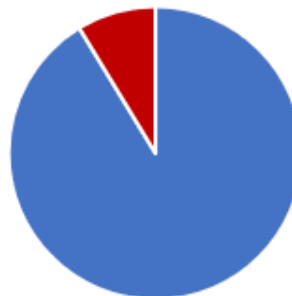
Question 2

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

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

■ Yes - 42 (91.3%)

■ No - 4 (8.7%)

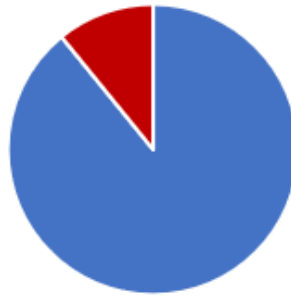


Question 3

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

3. An unlimited number of stoppages of work for 2 hours?

- Yes - 41 (89.1%)
- Yes - 5 (10.9%)



Question 4

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

4. An unlimited number of stoppages of work for 4 hours?

- Yes - 41 (89.1%)
- Yes - 5 (10.9%)

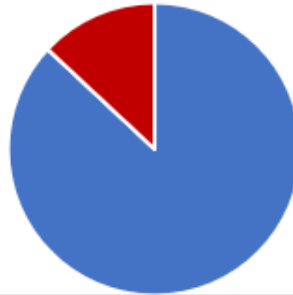


Question 5

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

5. An unlimited number of stoppages of work for 8 hours?

- Yes - 40 (87.0%)
- No - 6 (13.0%)

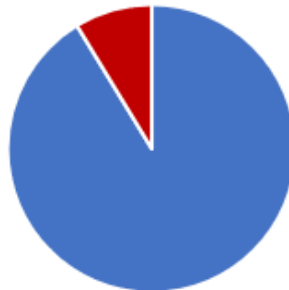


Question 6

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

6. An unlimited number of stoppages of work for 24 hours?

- Yes - 42 (91.3%)
- No - 4 (8.7%)

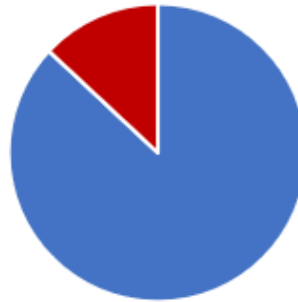


Question 7

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

7. An unlimited number of stoppages of work for 48 hours?

- Yes - 40 (87.0%)
- No - 6 (13.0%)



Question 8

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

8. An unlimited number of stoppages of work for seven days?

- Yes - 39 (84.8%)
- No - 7 (15.2%)



Question 9

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

9. An unlimited number of indefinite stoppages of work?

- Yes - 40 (87.0%)
- No - 6 (13.0%)

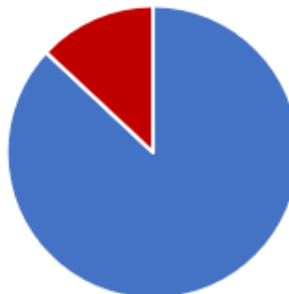


Question 10

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

10. A ban on the performance of work unless wearing badges and/or hats and/or face masks with TWU branding and or TWU EBA campaign messages and or TWU High Visibility clothing instead of, or in addition to the employer's uniform either periodically or indefinitely?

- Yes - 40 (87.0%)
- No - 6 (13.0%)

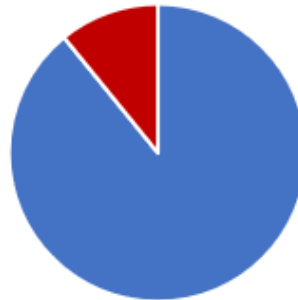


Question 11

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

11. An unlimited number of bans or indefinite bans on wearing uniforms?

- Yes - 41 (89.1%)
- Yes - 5 (10.9%)



Question 12

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

12. An unlimited number of periodic or indefinite partial work bans?

- Yes - 41 (89.1%)
- Yes - 5 (10.9%)

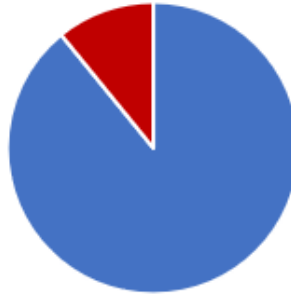


Question 13

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

13. Ceasing or interrupting work temporarily for the purposes of providing information in any form, including by way of social media platform/s, concerning the views of the employees in relation to the industrial action and the TWU campaign for a new enterprise agreement to members of the community including to members of the media?

- Yes - 41 (89.1%)
- Yes - 5 (10.9%)





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