



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**Woolworths Group Ltd T/A Woolworths  
(B2024/1343)**

**4 November 2024**

# 1. Ballot Result

Total Eligible Voters: 441  
Total Participated: 359

359 out of 441 have answered all questions 81.4%

Final Ballot Audit: Monday, 4 November 2024 at 9.35am AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot (B2024/1343) - RDC has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot (B2024/1343) - RDC result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

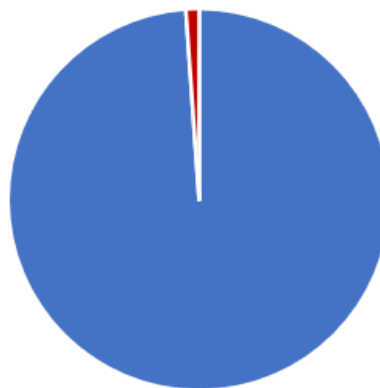
### 3. Questions and Results

#### Question 1

In support of reaching an Enterprise Agreement with Woolworths Group Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of all work of up to 1 hour's duration?

- Yes - 355 (98.9%)
- No - 4 (1.1%)

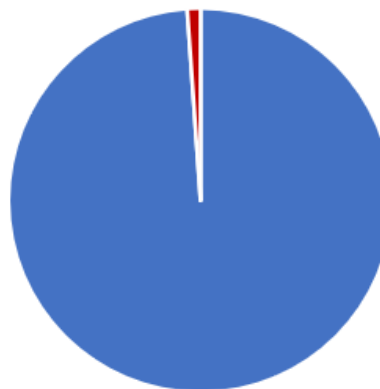


#### Question 2

In support of reaching an Enterprise Agreement with Woolworths Group Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of all work for up to 24 hours' duration?

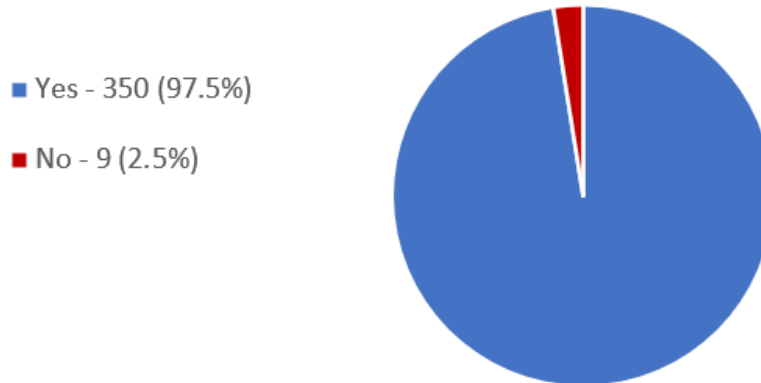
- Yes - 355 (98.9%)
- No - 4 (1.1%)



### Question 3

In support of reaching an Enterprise Agreement with Woolworths Group Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

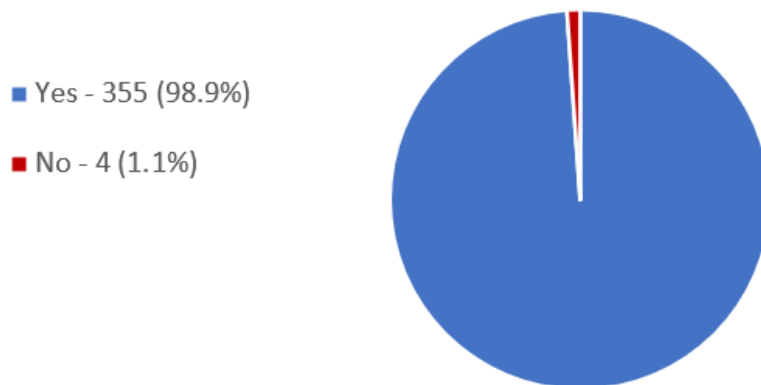
3. An unlimited number of stoppages of all work for an indefinite duration?



### Question 4

In support of reaching an Enterprise Agreement with Woolworths Group Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of all work of up to 1 hour's duration for the purposes of speaking to the media about the reasons for the industrial action?



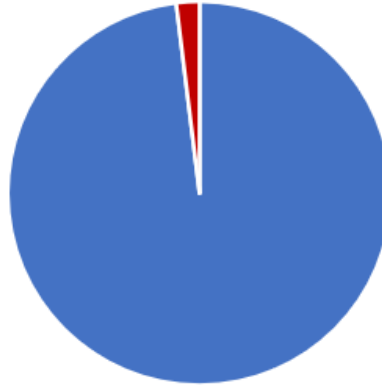
## Question 5

In support of reaching an Enterprise Agreement with Woolworths Group Ltd, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of stoppages of all work for an indefinite duration for the purposes of speaking to the media about the reasons for the industrial action?

■ Yes - 352 (98.1%)

■ No - 7 (1.9%)





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